



NETSOL AND SUSTAINABILITY DEVELOPMENT GOALS

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The United Nations had laid down 17 Sustainable Development Goals with the objective of transforming our world for the better. These goals pertaining to health and equality for humankind and caring for the environment will lead to prosperity for all people and our planet. To attain these objectives, NETSOL Technologies takes these sustainable development goals extremely seriously with regard to its operations, people and processes. The following highlights the steps NETSOL Technologies takes as an entity to play its part in achieving the below mentioned goals set by the United Nations.



NO POVERTY

▸ Noble Cause Fund Contribution

The company has a Noble Cause Fund (NCF) in place, which is an initiative to support our employees in need. Money from this fund is used for various noble causes such as health care, marriage, house construction, funeral arrangements and other forms of distress relief.

The company's contribution of approx. **PKR 1 million** to the noble cause fund reinforces NETSOL's dedication in promoting both poverty reduction and quality education.

▸ Flood Relief Program

The company organized fundraising efforts to support flood relief and aid victims who suffered great losses. NETSOL contributed **PKR 9.7 million** during the year to flood relief program.

▸ Philanthropy

NETSOL is actively engaged in reducing poverty through **various philanthropic initiatives**. Please refer to the 'Quality Education' section below pertaining to all educational programs and funding for the lesser fortunate, poor children in our country.



Zero Hunger

▸ NETSOL Ration Scheme

The company's CSR committee launched the ration scheme to help needy families within our community. This was initiated in November 2021 with **150** needy families. In July 2023, the company distributed vital food rations to **253** families. NETSOL is spending approx. **PKR 1.6 million** in food rations monthly.



GOOD HEALTH AND WELL-BEING

▲ In-house Doctor

With great dedication to the well-being of our employees, our in-house doctor ensures comprehensive medical care, providing health check-ups, medical consultations, first aid and minor treatment, health education and wellness programs.

▲ HospitALL

Bringing digitization to Pakistan's healthcare system, NETSOL introduced HospitALL. The app allows users to manage complete medical records electronically, monitor their health activities and also use nearby services feature to get all the relevant and localized information they need when it comes to healthcare.

▲ Mental Health Workshops

Mental health includes our emotional, psychological and social well-being. It can greatly impact one's physical health as well. NETSOL regularly conducts mental health awareness workshops stressing the significance of mental/emotional health.

▲ State-of-the-art Gym

NETSOL's fully equipped office gym is designed to prioritize employee well-being. We believe that a healthy body contributes to a productive mind, and our in-house gym helps employees achieve their fitness goals without leaving the workplace. The gym provides personal trainers who also set fitness and customized diet plans for each employee.

▲ Facilities for Outdoor Sports and Activities

The company's massive back garden is equipped with floodlights for evening sports and recreation. We believe in fostering a vibrant work-life balance and our illuminated garden offers the perfect space for employees to unwind and engage in sports after hours.

▲ Medical Facility

The company covers the medical expenses up to the designated limits of employees, their parents, spouses and children, encompassing both in-patient and out-patient categories.



QUALITY EDUCATION

▲ NESP (National Education Support Program)

NETSOL Education Support Program (NESP) is an award-winning program (as the BEST in CSR Practices category) for the PASHA Awards. NETSOL supports the educational expenses of children for the company's entire support staff in order to provide these children with a brighter future. NESP includes not only tuition fees for their schooling, but the program also provides the required school/college uniforms, books, stationery as well as transportation services for the children to go to and from school. During the year NETSOL has contributed approx. **PKR 36 million** towards this program.

▲ DIL School

NETSOL has provided over **PKR 5 million** to DIL school (Development in Literacy Foundation) to provide quality education to underprivileged children. A dedicated team from NETSOL works on their TEAL (Technology-enabled assisted learning), enabling their teachers in remote areas to benefit from virtual lessons.

▲ Million Smiles Foundation

The company's collaboration with the Million Smiles Foundation has led to a noteworthy investment of **over PKR 4 million** for facilitating educational initiatives. This effort enhances the potential for socio-economic upliftment and improved livelihoods, aligning with the goals of both education as well as poverty reduction.

▲ C2C Program

The lack of opportunities for IT graduates in Pakistan was the reason for the initiation of NETSOL's C2C program, which provides **training, guidance** and **mentorship** to both fresh IT graduates in Pakistan as well as those who have been unable to attain employment. Out of the participants part of this program, NETSOL itself hired **55** individuals.

▲ Higher Education

NETSOL not only assists their employees but also other students that face financial constraints to continue their higher education. In the last year alone, 2022-2023, the company has disbursed an amount of approx. **PKR 3.8 million** on the HE Program.



GENDER EQUALITY

▲ Increasing Ratio

NETSOL's journey towards gender equality shows progressive growth, with a consistent **increase in female representation**. While in 2020, there were **20%** women in the company, this figure has risen to nearly **30%**.

▲ Equal Compensation

NETSOL offers **gender-blind salaries**, ensuring equitable remuneration regardless of gender.

▲ Promotions

Highlighting gender-neutral career advancement, **132 women** were selected for promotions in 2023.

▲ Leadership Diversity

NETSOL has several **women lead departments**, breaking gender barriers in male-dominated sectors.



AFFORDABLE AND CLEAN ENERGY

▲ "Be Responsible – Save Electricity" Campaign

Promoted the practice of turning off lights, ACs, computers, chargers, and laptops when not in use.

▲ Maintained Temperature

Maintained a consistent temperature of **26°C** across all halls for optimal energy usage.

▲ Focused Work Hours

Implemented a **6 pm to 12 pm 'One Hall' work trend** to optimize energy consumption by centralizing workspace.

▲ Usage of LED Lights

Not only do LED lights create a brighter, more inviting workspace, but they also significantly contribute to our **energy efficiency goals**. They also use up to **80%** less energy compared to traditional lighting.



DECENT WORK AND ECONOMIC GROWTH

▲ Perks, Benefits and More

We pride ourselves on providing a superior work environment for all our employees. We provide a cafeteria with various options for **free lunch daily**, and also provide **free fuel** for all employees (up to the designated limits), **on-site parking facilities, fire safety, medical insurance, provident fund/loans through provident fund, share option scheme for employees, employee-friendly HR policies/work culture, employee engagement programs, business ethics and anti-corruption measures/transparency.**

▲ Open-door Policy

NETSOL upholds an **open-door policy**, allowing employees the freedom to communicate via emails, phone calls or direct conversations with senior management. This encourages employees to provide suggestions, voice grievances, express concerns or discuss any matters related to the company.

▲ Whistle-blowing Policy

NETSOL holds frequent activities to ensure that the employees are

working within the Company's Code of Conduct (Code). The Code is thoroughly observed throughout the organization. Employees are also required to sign off on the Code. There is zero tolerance towards corruption in the Company. Employees are encouraged to contact the audit committee directly, whether anonymously or otherwise, in case they come to know about any monetary irregularities or suspicious activities taking place in the Company. For this purpose, drop boxes have been placed at prominent places within the Company's office.

▲ Contribution to National Exchequer

We have always shown our responsibility by paying all government taxes in time and without any delay. For the year ended June 30, 20,23 we made our humble contribution to the National Exchequer by way of general sale tax, income tax and other government levies.



Description	PKR ('000')
Income Tax	73,551
Sales Tax	10,895
Withholding Tax	525,183

▲ **Governance**

1. Compliance with laws and regulations in all business activities.
2. Disclosure of all the related party transactions to ensure compliance with the applicable laws.
3. Transparent reporting to shareholders addressing grievances, if any.
4. Timely disclosure of facts on PSX and SECP to ensure transparency.



REDUCED INEQUALITIES

▲ **Diversity and Inclusivity**

We are committed to fostering an environment where every employee thrives. **NETSOL's Assisted Access Work Environment** empowers all our differently-abled employees to excel, contribute and succeed.

▲ **Equal Pay**

Salaries are paid based solely on an employee's performance.

▲ **Zero Discrimination**

NETSOL hires solely on merit and the company has zero tolerance for any form of discrimination. Employees are hired irrespective of religious beliefs, creed, caste, ethnicity, etc.



RESPONSIBLE CONSUMPTION AND PRODUCTION

▲ **'Save Food' Initiative**

NETSOL successfully decreased food wastage by **over 50%**, promoting mindful consumption and minimizing environmental impact.



CLIMATE ACTION

▲ **Tree Plantation Drives**

This year, NETSOL continued its **tree plantation** drives - a powerful step in our collective fight against climate change. Trees release oxygen and filter pollutants from the air, enhancing the quality of the air we breathe.



They absorb carbon dioxide, a major contributor to global warming, helping mitigate its impact.

▲ **Clean-Up Drive for Climate Action**

Employees actively participated in the 'Ring Road Clean Up Drive', symbolizing a collective commitment to combat climate challenges.

▲ **Carpooling Initiative**

Employees continue carpooling to **reduce carbon emissions** and fuel consumption. Further, our **free van facility** for our female employees also reduces emissions by having one vehicle pick/drop multiple people to and from their residences.

▲ **Be Responsible - Save The Environment' Campaign**

Raised awareness about **responsible environmental practices**.

▲ **Recycling**

Recycling bins are strategically placed throughout all halls, ensuring easy access for employees. Employees are actively **encouraged to segregate waste**, including glass, paper and plastic at the office.