



NETSOL & Sustainability Development Goals



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.

ENVIRONMENT

AFFORDABLE AND CLEAN ENERGY

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- **Solar Energy:** Taking a significant step toward renewable energy, Netsol is in the process of installing solar panels. This investment in solar energy not only reduces our reliance on conventional power sources but also demonstrates our dedication to contributing to a more sustainable future.
- **Data center and server rooms,** being large consumers of energy in an IT landscape, have been standardized using an **eco-friendly** room design that incorporates power and cooling best practices
- **'Be Responsible – Save Electricity' Campaign: Our "Save Electricity"** campaign encourages employees to adopt energy-saving habits, such as turning off ACs, computers, and chargers when not in use, and maintaining AC temperatures at 26°C. Through these efforts, we are fostering a culture of responsibility and conservation within our organization.
- **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.

RESPONSIBLE CONSUMPTION AND PRODUCTION

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- **'Save Food' Initiative:** We are committed to reducing waste and promoting responsible consumption. Our Save Food Initiative encourages employees to be mindful of their food choices, resulting in a remarkable 50% reduction in food consumption. By fostering a culture of awareness and efficiency, we contribute to a more sustainable approach to food resources.

CLIMATE ACTION

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- **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.
- **'Go Green, Go Clean' Campaign:** The company collected **1,010 Kg of paper & plastic** for recycling, demonstrating commitment to responsible waste management. Employees are

encouraged throughout the year to keep up these practices on a consistent and daily basis.

SOCIAL

NO POVERTY



- **Noble Cause Fund Contribution:** We believe in extending a helping hand to those in need within our community. Through our Noble Cause Fund, we have dedicated **PKR 1.5 million** to supporting our employees during life's most challenging moments. Whether it's providing for healthcare, assisting with marriage, supporting house construction, or offering aid during times of grief, our commitment to alleviating distress is unwavering.
- **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:** In response to the pressing challenges of inflation and food insecurity, 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. Every month, we provide essential food rations to **274 households**, ensuring that the working class has the support they need to thrive. During the year the company contributed **PKR 18.7 million** for this noble cause.
- **Sehri and Iftari Dastarkhawan:** During the holy month of Ramadan, we extend our spirit of compassion and generosity by providing Sehri and Iftari meals not only to our employees but also to those in need beyond our organization. This effort, supported by an expenditure of over PKR 2 million, is a testament to our dedication to fostering community bonds and ensuring that no one goes hungry during this sacred time.

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.
- **Safety Drills:** We also operate disaster prevention and recovery plan and periodically conduct various safety drills for complete evacuation, firefighting, cardiopulmonary resuscitation and first aid methods and various awareness campaigns including dengue precautions.
- **AI Sehat Clinic:** Through our AI Sehat Clinic, we have proudly provided healthcare services

to over **20,000 patients**. This initiative is a cornerstone of our CSR efforts, underscoring our unwavering commitment to enhancing the health and well-being of the communities we serve.



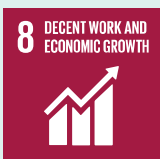
QUALITY EDUCATION

- **NESP (National Education Support Program):** We believe that education is the foundation for a brighter future. Through the NETSOL Education Support Program, we are proud to cover the educational expenses of our support staff's children, ensuring that they have access to quality learning opportunities. This year, our contribution of **PKR 32.8 million** has provided for tuition, uniforms, books, stationery, and transportation. Beyond financial support, we offer mentoring and counseling for students in need, reinforcing our unwavering commitment to their academic success and personal growth.
- **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 5 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.
- **Other Education Initiatives:** Each year, Netsol plays a pivotal role in shaping the future by educating over 2,000 children and offering over 100 internships. Our commitment to education extends further, benefiting over 200 students through various mentorship and training programs, which are integrated into our employees' Key Performance Indicators (KPIs). These initiatives underscore our belief in the transformative power of education and our dedication to nurturing the next generation of leaders



GENDER EQUALITY

- **Equal Compensation:** NETSOL offers gender-blind salaries. We ensure that all our employees receive equitable remuneration through our gender-blind salary policies, affirming that compensation is based solely on merit, regardless of gender.
- **Leadership Diversity:** We are proud to champion diversity in leadership, with several departments at Netsol led by women. By breaking gender barriers in traditionally male-dominated sectors, we are paving the way for a more inclusive and balanced future, where leadership potential is recognized and nurtured across all genders.



DECENT WORK AND ECONOMIC GROWTH

- 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, anti-corruption measures/transparency.
- **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
- 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.
- **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, 2024 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	125,884
Sales tax	17,191
Withholding tax	648,506



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.
- **Accessible Facilities:** Ramps, elevators and ergonomic workstations have all been designed and strategically placed throughout the office with inclusivity in mind.
- **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.

GOVERNANCE

1. We adhere strictly to laws and regulations in all our business activities, ensuring compliance and ethical conduct.
2. We transparently disclose all related party transactions to maintain adherence to applicable laws.
3. We provide clear and transparent reporting to shareholders, addressing any grievances promptly.
4. We ensure timely disclosure of relevant information to the Pakistan Stock Exchange (PSX) and Securities and Exchange Commission of Pakistan (SECP) to uphold transparency.
5. **Digitization, Data Privacy & Security:** We have implemented advanced data protection measures and adhere to stringent security protocols to safeguard sensitive information. Our comprehensive data security policies are designed to prevent unauthorized access, ensure data integrity, and maintain the confidentiality of all client data. By staying at the forefront of industry best practices and continually refining our security strategies, we are committed to protecting the trust our clients place in us.

Our journey is one of continuous improvement and dedication, and we are enthusiastic about the opportunities ahead.