

NETSOL and Sustainability Development Goals



At NETSOL Technologies, we are committed to aligning our operations and initiatives with the United Nations Sustainability Development Goals (SDGs). Through targeted actions and ongoing improvements, we are playing our part in creating a more sustainable, equitable, and resilient world. Below is an overview of our contributions toward key SDGs during the year.

ENVIRONMENTAL INITIATIVES



SDG 7: Affordable and Clean Energy

- **Solar Power Integration:** As part of our transition toward renewable energy, NETSOL has commenced the installation of solar panels across facilities. This initiative reduces dependence on traditional energy sources and strengthens our commitment to sustainability.
- **Green IT Infrastructure:** Our data centers and server rooms are optimized using eco-friendly design principles, integrating energy-efficient cooling and power systems.
- **“Be Responsible – Save Electricity” Campaign:** An internal campaign was launched to encourage energy-conscious behavior among employees, including turning off unused devices and maintaining standardized AC temperatures at 26°C.
- **Optimized Temperature Management:** All operational halls maintain a uniform temperature of 26°C for energy efficiency.
- **Consolidated Workspaces:** We have implemented a “One Hall” working model during specific hours (6 PM to 12 AM) to minimize energy use.
- **LED Lighting Transition:** LED lighting has been adopted across all office areas, cutting energy usage by up to 80% compared to traditional lighting solutions.



SDG 13: Climate Action

- **Tree Plantation Drives:** NETSOL continues to support reforestation by organizing tree

plantation activities that contribute to carbon sequestration and air purification.

- **Carpooling & Shared Transportation:** To reduce vehicular emissions, carpooling is encouraged. Additionally, our company-provided van service for female employees enhances shared commuting and reduces carbon output.
- **Environmental Awareness Campaigns:** Through initiatives like “Be Responsible – Save the Environment” and “Go Green, Go Clean,” we promote environmental consciousness and responsible waste management.
- **Recycling Program:** NETSOL has implemented an office-wide recycling initiative with dedicated bins and waste segregation systems to ensure the responsible disposal of **glass, paper, and plastics**.



SDG 12: Responsible Consumption and Production

- **‘Save Food’ Initiative:** This internal awareness program led to a 50% reduction in food waste by encouraging employees to make mindful dietary choices, supporting sustainable resource use.

SOCIAL IMPACT INITIATIVES



SDG 1: No Poverty

- **Noble Cause Fund:** Over **PKR 2 million** was disbursed to support employees in times of personal hardship, covering medical needs, housing support, marriages, and funeral expenses.
- **Philanthropic Outreach:** Through various educational sponsorships (see SDG 4), NETSOL contributes to poverty alleviation by investing in long-term development and opportunity creation for underserved communities.

- **Other CSR Initiatives:** In addition to its flagship programs, NETSOL undertook several other community welfare initiatives during the year, with a total spend of over **PKR 4.7 million**. These initiatives reflect the Company's ongoing commitment to social responsibility and sustainable development.



SDG 2: Zero Hunger

- **Ration Distribution Program:** Since its launch in 2021, our ration distribution program has been supporting low-income families with monthly food provisions. In 2025 alone, NETSOL contributed **over PKR 23 million** towards this initiative.
- **Ramadan Dastarkhawan:** During Ramadan, the Company arranged complimentary Sehri and Iftari meals for employees as well as community members in need. A total of around **PKR 2.7 million** was spent during the year on this noble initiative.



SDG 3: Good Health and Well-being

- **On-site Medical Services:** An in-house doctor is available for consultations, basic treatment, health education, and emergency care.
- **Digital Health Solution – HospitALL:** Developed by NETSOL, this health app empowers users to manage electronic medical records, track wellness activities, and access localized healthcare services.
- **Mental Health Awareness:** Regular workshops are held to promote mental well-being, highlighting the importance of emotional and psychological health.
- **Fitness and Recreation:** Our state-of-the-art in-house gym is staffed by professional trainers and nutrition consultants. Additionally, our garden space, equipped with floodlights, supports evening sports and wellness activities.
- **Healthcare Benefits:** Medical coverage includes both in-patient and out-

patient services for employees and their dependents.

- **Safety and Preparedness:** We conduct routine safety drills covering evacuation, firefighting, CPR, and first aid, along with health awareness campaigns (e.g., dengue prevention).
- **AI Sehat Clinic:** The CSR-funded **AI Sehat Clinic** provides free healthcare services to underprivileged communities, ensuring access to essential medical care for those who need it most. The clinic offers **free consultations, free medicines, and subsidized laboratory testing facilities**. It also organizes specialized health camps for **hepatitis, diabetes, skin care, and other community health needs**. To date, **over 40,000 patients have benefited** from this initiative, reflecting NETSOL's strong commitment to promoting health and well-being in society.



SDG 4: Quality Education

- **NETSOL Education Support Program (NESP):** This program covers the complete educational needs—tuition, uniforms, books, transport—for the children of our support staff. In 2025, we contributed over **PKR 36 million** toward this cause.
- **Higher Education Support:** Over **PKR 1.7 million** contributed to support higher education of deserving students
- **Development in Literacy (DIL):** NETSOL provided over **PKR 12 million** to DIL schools, supporting TEAL (Technology-enabled Assisted Learning) and facilitating remote learning in underserved areas.
- **Million Smiles Foundation:** A total of **PKR 7.8 million** was allocated for educational outreach via this foundation, supporting socio-economic uplift through learning.
- **Training & Internships:** NETSOL provides comprehensive training and internship opportunities for students, helping them gain practical industry experience and career development support. These programs are also integrated into employees' KPIs, fostering mentorship and knowledge-sharing across the organization. During the year, NETSOL provided **254 internship** opportunities, equipping students with

practical experience, mentorship, and career development support to help prepare them for future professional success.



SDG 5: Gender Equality

- **Equal Pay:** NETSOL enforces a gender-blind pay structure to ensure equal compensation for equal performance.
- **Women in Leadership:** Several key departments are led by women, demonstrating our commitment to inclusivity and leadership diversity.



SDG 8: Decent Work and Economic Growth

- **Employee Well-being & Benefits:** We offer daily free lunches, fuel allowances, provident fund options, share schemes, insurance, on-site parking, and a strong employee-focused culture.
- **Whistleblower Policy:** A transparent grievance and reporting mechanism ensures compliance with our strict anti-corruption Code of Conduct. Employees can report concerns anonymously.
- **Open-Door Culture:** We maintain a culture of open communication, allowing direct engagement with senior leadership to raise issues or suggest improvements.
- **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, 2025 we made our humble contribution to the National Exchequer by way of general sale tax, income tax and other government levies.

Description	Rupees (000s)
Income Tax	152,712
Sales Tax	14,751
Withholding Tax	923,283



SDG 10: Reduced Inequalities

- **Inclusive Work Environment:** We support differently-abled employees with customized workspaces and facilities.
- **Accessible Infrastructure:** Ramps, elevators, and ergonomic stations are installed throughout the office to ensure accessibility for all.
- **Merit-Based Hiring:** NETSOL strictly follows a no-discrimination policy—recruitment is based solely on merit, regardless of gender, religion, or background.

GOVERNANCE AND TRANSPARENCY

NETSOL Technologies adheres to the highest standards of corporate governance, regulatory compliance, and ethical business practices:

1. **Regulatory Compliance:** Full adherence to applicable laws and standards.
2. **Transparent Related Party Disclosures:** All related-party transactions are clearly disclosed in accordance with regulatory frameworks.
3. **Shareholder Communication:** Regular and transparent engagement with shareholders, ensuring timely grievance resolution.
4. **Timely Disclosures:** Consistent and prompt disclosures to PSX and SECP maintain market transparency.
5. **Cybersecurity & Data Privacy:** Advanced information security protocols ensure client and data integrity. Our IT infrastructure complies with global best practices, reinforcing client trust.

LOOKING AHEAD

Our journey toward sustainability is ongoing and in 2026 and beyond, we are focused on:

- Expanding renewable energy initiatives
- Deepening support for educational equity
- Enhancing diversity, equity, and inclusion (DE&I) programs
- Accelerating digital health innovations

With every step, we reaffirm our commitment to the SDGs, striving to be a responsible corporate citizen.

Key ESG Performance Indicators

The Company recognizes the importance of ESG and is committed to adhering to SECP's regulatory guidelines on ESG disclosure. We strongly believe that ESG factors have significant impact on investor confidence, financial stability and overall business viability. We are integrating sustainability considerations into our operations which will help to mitigate risks, enhance reputation and offer sustainable products and services. This approach ultimately creates long-term value for all stakeholders. The Company is in a process of developing policies as suggested by SECP in its recent guidelines.

Category	Metric	Measurement Annual	Remarks
ENVIRONMENT	Energy Usage	- Total amount of energy directly consumed - Total amount of energy indirectly consumed	We have embraced energy efficiency by using LED lighting across our facilities, which reduces energy consumption by up to 80%. This shift not only lowers our energy costs, but also underscores our commitment to environmental stewardship.
	Energy Mix	- Percentage: Energy usage by generation type - Disclose the energy consumption from renewable sources as a percentage of total energy consumption	Taking a significant step toward renewable energy, NETSOL is in the process of upgrading solar panels in its PK office. 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.
	Environmental Operations	- Does your company follow a formal Environmental Policy? Yes, No - Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No - Specify the quantity of waste recycled or re-used as a percentage of total waste for the current and comparative period. - Does your company use a recognized energy management system? Yes/No	Our dedication to environmental sustainability is evident through our regular tree plantation campaigns. Celebrating World Environmental Day and other key events, we organize these drives to enhance our green footprint. Each event reflects our commitment to climate action, helping to create a healthier planet for future generations. Employees are encouraged throughout the year to keep up these practices on a consistent and daily basis.
	Environmental Oversight	Does your Board/ Management Team oversee and/or manage climate-related risks? Yes/No	Our campaign to save electricity 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.
		Does your Board/ Management Team oversee and/or manage other sustainability issues? Yes/No	We actively oversee and manage sustainability issues as part of our environmental responsibility strategy. As a digital-first enterprise, we are committed to reducing our environmental footprint through waste reduction focusing on both digital and physical resource optimization. We practice minimal paper usage, along with stringent waste management policies and effective recycling protocols to minimize our environmental impact.
	Climate Risk Mitigation and adaptation	Climate related transition and physical risks, climate related opportunities, capital deployment, internal carbon prices.	As mentioned in Environmental Oversight, we regularly conduct tree plantation drives with active participation from the entire NETSOL Team, from the CEO to our support staff. These efforts support climate risk mitigation, while we continue to explore other opportunities for sustainable practices.
	Gender Pay Ratio	- Pay ratio - Mean Pay gap	- The ratio of median male compensation to median female compensation is approximately M:F 1.107 to 1. - On average 23.95%

Category	Metric	Measurement Annual	Remarks
		Median pay gap	The gender pay gap is approximately 9.67%, indicating that the median female compensation is 9.67% lower than the median male compensation.
	Employee Turnover	- Percentage: Year-over-year change for full-time employees - Percentage: Year-over-year change for part-time employees - Percentage: Year-over-year change for contractors and/or consultants	17.55% employee turnover in full time employees category. - Not applicable – no part-time employees. 1.32% employees turnover in contractors category.
SOCIAL	Gender Diversity	- Percentage: Total enterprise headcount held by men and women - Percentage: Entry- and mid-level positions held by men and women - Percentage: Senior- and executive-level positions held by men and women	- Female: 29%, Male: 71% - Female: 28%, Male: 72% - Female: 20%, Male: 80%
	Non-Discrimination	- Does your company have a sexual harassment and/or non-discrimination, diversity, inclusion policy? Yes/No - Is there a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidence of harassment and violence? Yes/ No - Percentage: differently-abled Women and men in the workforce	- Yes - Yes - Differently-abled women 0.141% & Differently-abled men 0.635%
	Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Our company follows a comprehensive occupational health and global safety policy. We adhere to standard protocols such as regular workplace safety audits, mandatory health and safety training for all employees, ergonomic assessments to prevent injury, and compliance with local and international safety regulations. These measures ensure a safe and healthy working environment across all operations.

Category	Metric	Measurement Annual	Remarks
	Corporate Social Responsibility	Please share a list of CSR activities undertaken along with total time spent on these and amounts (PKR) allocated to these	• Noble Cause Fund (NCF): Through our Noble Cause Fund, we have dedicated over PKR 2 million to support our employees during life's most challenging moments. • Higher Education Support: Over PKR1.7M contributed to support higher education of deserving students • Million Smiles Foundation: Partnering with the Million Smiles Foundation, A total of PKR 7.8 million was allocated for educational outreach via this foundation, supporting socio-economic uplift through learning. • NETSOL's Ration Scheme: Every month, we provide essential food rations to low-income families, ensuring that the working class has the support they need to thrive. This initiative had an investment of over PKR 23 million. • Sehri and Iftari Provision: During the holy month of Ramadan, we provided Sehri and Iftari meals not only to our employees but also to those in need beyond our organization with an expenditure of over PKR 2.7 million • NETSOL Education Support Program (NESP): This year, our contribution of over PKR 36 million has provided for tuition, uniforms, books, stationery, and transportation. • Development in Literacy (DIL) Foundation: NETSOL has contributed over PKR 12 million to DIL School, ensuring that quality education is within reach for those who need it most. • Other CSR Initiatives: In addition to its flagship programs, NETSOL undertook several other community welfare initiatives during the year, with a total spend of over PKR 4.7 million.
	Employee Training and Succession Planning	Number of training sessions held on the following : • Skill Upgradation • Soft Skills • Health and Safety Measures • Women and men promoted during the year	• Employees participated in multiple training sessions during the reporting period. • Skill Upgradation: 620 Sessions (Participants 3198) • Soft Skills: 241 Sessions (Participants 2918) • Health & Safety: 5 Sessions (Participants 335) • Women and Men Promotion %: 74% Men & 26% Female

Category	Metric	Measurement Annual	Remarks
	Working Conditions	Number of complaints made by employees regarding working conditions during the reporting period. Number of complaints regarding working conditions resolved.	There are no formally documented grievances within Human Resources regarding workplace conditions. The organization is resolutely dedicated to cultivating an affirmative and stimulating work atmosphere. Employee input is solicited proactively through engagement surveys and a structured action-planning framework. Moreover, we foster dialogue and feedback through multiple conduits, such as the suggestion boxes, town hall meetings, and other communicative platforms.
	Board Diversity	•Percentage: Total board seats occupied by men and women	- Total board seats occupied by men : 05 - Total board seats occupied by men : 02
	Board Independence	•Does company prohibit CEO from serving as board chair? Yes/No •Percentage: Total board seats occupied by independents	- Yes - No. of seats: 02 in %: 28.57%
	Ethics & Anti-Corruption	•Does your company follow an Ethics and/or Anti-Corruption policy? If yes, what percentage of your workforce has formally certified its compliance with the policy?	Our company is dedicated to maintaining a strong Code of Business Ethics built on the principles of honesty, integrity, and respect. This policy reflects our commitment to ethical practices and anti-corruption, ensuring that all business activities are conducted to the highest standards. It strictly prohibits bribery and any form of unethical conduct, while encouraging employees to report such instances without hesitation. The Code serves as a foundation for our operations, guiding employee behavior and strengthening our reputation as a trustworthy and responsible corporate leader.
	Data Privacy	•Does your company follow a Data Privacy policy? Yes/No •Does your company taken steps to comply with general data protection rules/ framework? Yes/No	- Yes - We have implemented robust security measures to protect Personally Identifiable Information (PII) and adhere to strict protocols to safeguard all PII-related data. Our comprehensive data security policies are designed to prevent unauthorized access, ensure data integrity, and maintain the confidentiality of our clients' information. By staying at the forefront of industry best practices and continuously refining our security strategies, we are fully committed to upholding the trust our clients place in us.