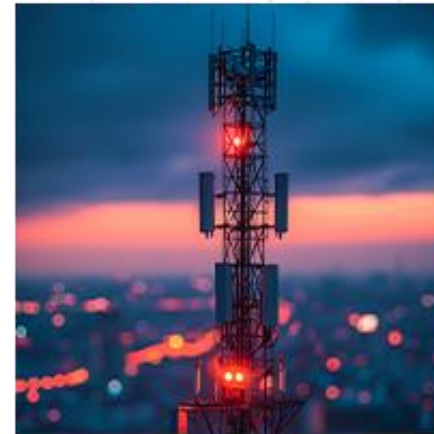


systems

Report – 2025

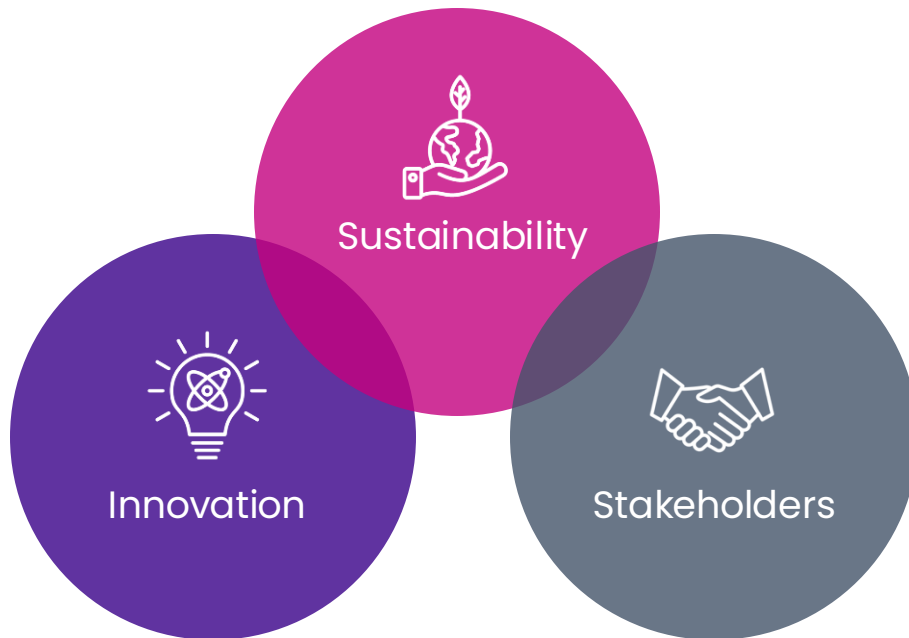
Systems Group

www.systemsltd.com



System's Commitment to ESG

One key pillar of our growth strategy is to provide comprehensive value by fostering innovation and sustainability among our clients, employees, shareholders, partners, and communities. By prioritizing Environmental, Social, and Governance (ESG) goals, we commit to driving positive change and building a sustainable future for all stakeholders.



Systems Limited is committed to achieve its net zero journey by 2050





Environment

2024/25

Systems limited is committed to strategically align for decarbonization journey with its business partners.



GHG Emissions

32%

Reduction in Scope 1 and Scope 2 by 2030

70%

Reduction in Scope 3 by 2050

Remaining impact managed through carbon offset initiatives



Waste Management


Food and E-Waste:

80% by 2035

Paperless Target:

90% by 2035

Noticeable improvement seen by **2025** for both areas



Energy Efficiency

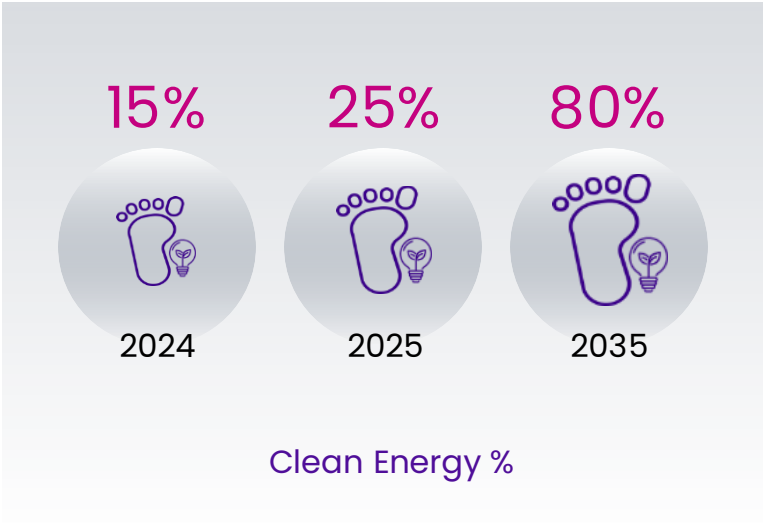
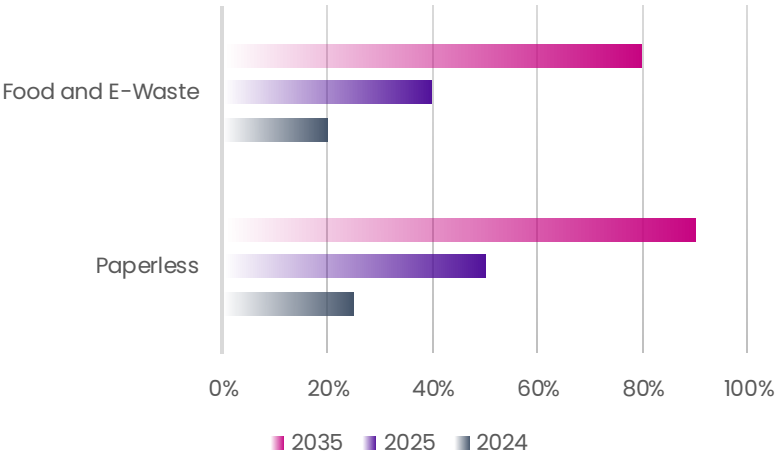
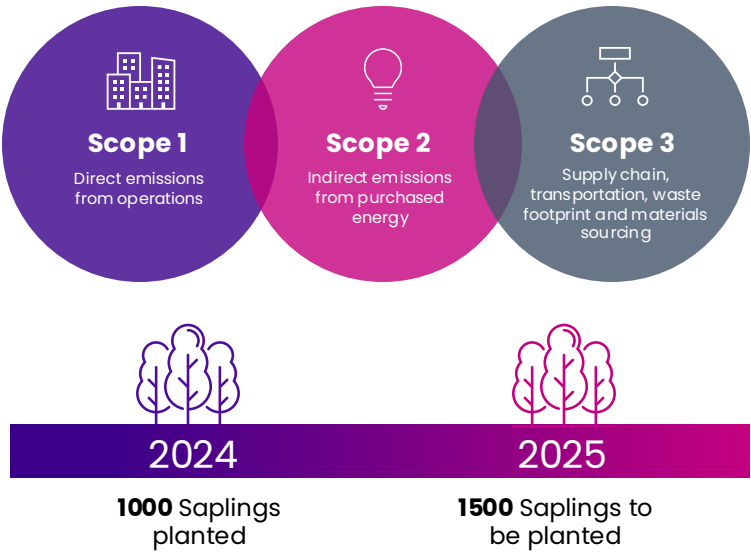
15%

electrical energy from renewables in 2024

25%

renewable share to be reached by 2025

80% renewable electrical energy target set for 2035





Social

2024/25

Local community initiatives/ NGO tie ups

Offering skills training to underserved populations

Volunteering – Plantation / Clean Up drives

DEI Initiatives

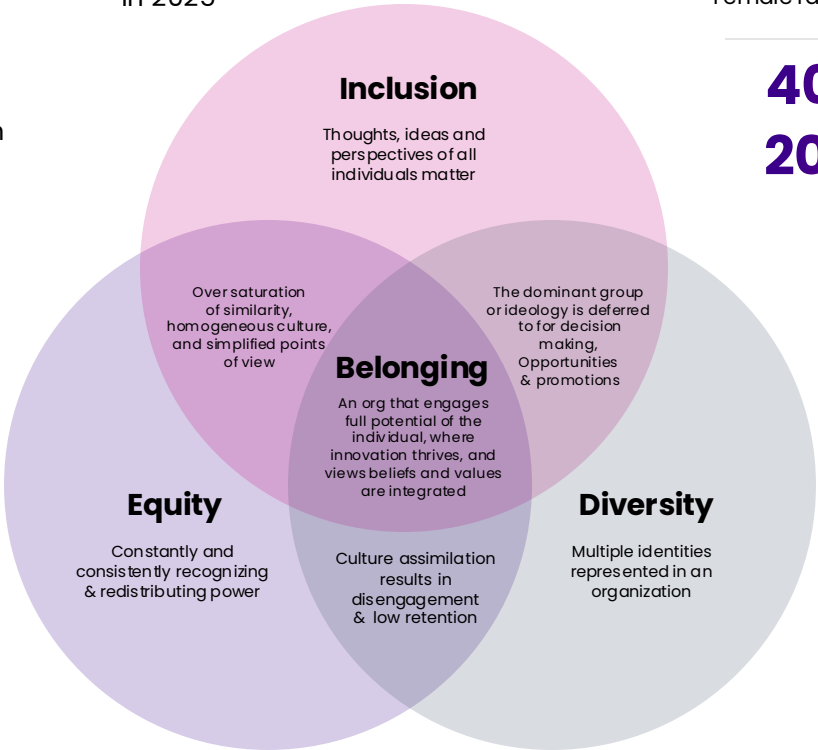
Donation of systems , through Doorbin & BNU (NGO) **46 Laptops**

- Offering internship to eligible students and donation of computers etc. to deserving institutions
- Affordable technical courses for needy students , facilitation of laptops , Classrooms is provisioned
- Systems Ltd facilitated opening of schools in remote areas of Pakistan
- ITM program

Driving each employee a plant Initiative across Systems Ltd (would be progressively achieved by aligning the initiative with employee birthdays) – Green Plantation drive was performed in FY24 and planning to perform more in 2025

15% *workforce*
diversity was performed in 2024 (gender, race, ethnicity) 86:14 Male to Female ration in 2024

20% *additional workforce*
diversity by FY2025 (gender, race, ethnicity)



40% *workforce diversity and*
20% *leadership diversity by 2030*



Governance

2024/25

- Globally recognized frameworks
- Supplier ESG management
- Implementation of **EOHS** framework (**ISO14001 & ISO 45001**) was targeted by Nov 2024 and certification **by 1st qtr 2025**.
- **Further improvements would be done in 2025**



ISO 14001 (EMS) & ISO 45001 (OHSMS) Certified

Overall IT vendors are compliant with Systems Ltd ESG governance framework Such Lenovo, Dell, IBM and Cisco

40%

of procurement is done for IT

40%

of Procurement is done for Admin

20%

of Procurement is done for Misc. tasks such civil etc.



Thank You

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