Government of Pakistan
Ministry of Information Technology & Telecommunication
PAKISTAN SOFTWARE EXPORT BOARD (GUARANTEE) LTD.

DIRECTOR'S REPORT

The **Board of Directors** is pleased to present the **Annual Report** along with the **audited financial statements** of **Pakistan Software Export Board (Guarantee) Limited** and the accompanying **auditor's report** for the financial year ended **June 30, 2025**.

The **Board of Directors** recommends that the **Members** of **Pakistan Software Export Board (Guarantee) Limited** approve the enclosed financial statements for the financial year ended **June 30, 2025**, at the **28th Annual General Meeting** of the Company.

Salient features of the Company's operations are highlighted below:

FINANCIALS FOR THE YEAR 2024-25

Accounts Head	(Rupees)
Income	2,473,709,336
Expenditure	2,512,747,914
(Deficit)/Surplus before levy and tax	(39,038,578)
(Deficit)/Surplus for the period transferred to General Fund	(57,966,357)

COMPARISON OF KEY FINANCIAL DATA FOR THE LAST SIX FINANCIAL YEARS

Year Ended June 30						(Rs. in million)
	2024	2023	2022	2021	2020	2019
Non-Current Assets	1,100.218	712.846	731.937	694.724	722.791	727.581
General Fund	503.560	304.098	401.076	300.850	242.474	185.104
Income	2,417.810	1,715.629	1,024.749	432.196	302.313	353.771
(Deficit)/Surplus before levy & Tax	241.816	(72.639)	126.039	66.796	63.236	52.459
(Deficit)/Surplus for the year	198.151	(88.638)	111.706	53.962	53.605	46.678

CHNAGES IN OPERATING RESULTS

The Company has performed well during the year, with overall income increasing to Rs. 2,474 million in FY 2025 as compared to Rs. 2,418 million in FY 2024. Revenue from bandwidth and related services remained stable at Rs. 110 million, showing marginal growth over the previous year. Registration and renewal fees increased from Rs. 119 million to Rs. 128 million, reflecting steady progress. However, other income decreased from Rs. 186 million to Rs. 112 million. Despite this, the overall income growth demonstrates the Company's continued financial strength and ability to generate sustainable revenues. The management remains committed to pursuing its strategic objectives and achieving the targets set for the next financial year 2025-26.

OUR PRIORITIES AND FUTURE PROSPECTS

Vision & mission
To make Pakistan a leading TechdestiNation.

To become a leading global ICT excellence hub, by building IT Infrastructure, enabling ease of doing business, enhancing resources & capital availability, reducing cost of doing business, and generating demand with branding and outreach to international markets.

Ministry of Information Technology & Telecommunication
DIGITAL PAKISTAN

TECH destiNATION PAKISTAN
PSEB SOFTWARE EXPORT BOARD

Future Plans & Prospects

Pakistan's IT sector is poised for transformative growth through a series of targeted initiatives. The Government and PSEB have set the ambitious goal of enhancing annual IT exports to $15 billion by 2030, by building global partnerships and penetrating underserved markets in Africa, Oceania, and GCC countries. Infrastructure development remains a central priority, with new Software Technology Parks (STPs) to be established in secondary and tertiary cities, while the Islamabad and Karachi IT Parks are being completed to generate 22,500 new jobs and contribute an additional $170 million annually in IT exports.

To strengthen Pakistan's global presence, PSEB plans to facilitate participation in 24 international exhibitions and delegations annually and foster collaboration with global trade organizations. Skills development is also a cornerstone of the future roadmap, with plans to train over 25,000 graduates and IT professionals in emerging technologies such as AI, cybersecurity, cloud computing, and data analytics, alongside extensive internship opportunities for fresh graduates. Moreover, the "TechDestination Pakistan" branding campaign will be scaled up to position Pakistan more prominently as a global IT outsourcing hub. These combined efforts will accelerate export growth, create employment opportunities, and enhance Pakistan's image in the global IT ecosystem.

Milestones Achieved by PSEB

Over the past years, PSEB has made remarkable progress in strengthening Pakistan's IT industry. Through strategic marketing, initiatives such as the "Think Tech, Think Pakistan" campaign have significantly enhanced the country's global branding. With subsidies provided for participation in 17 international events, 209 companies successfully gained access to global markets. Targeted branding efforts in the USA, UK, and Saudi Arabia, supported by digital campaigns, complemented the development of 30 white papers, 24 documentaries, and 6 webinars, expanding outreach and credibility. On the regulatory side, PSEB contributed to reforms including an increase in the foreign currency retention limit to 50%, introduction of digital registration certificates, and a reduction of taxes to 0.25% for PSEB-registered companies until 2026.

On the infrastructure front, PSEB has established 50 Software Technology Parks (STPs) across Pakistan, accommodating 350+ companies and providing employment to more than 18,000 professionals. To address the skills gap, PSEB trained 8,600 professionals in emerging technologies during the year and facilitated GDPR/ISO compliance certification for 40 companies, enhancing industry standards and global competitiveness.

In terms of national programs, PSEB successfully rolled out the Prime Minister's Initiative (Component-III), delivering 1,354 certifications, 3,384 bootcamp trainees, and 1,000 apprenticeships. The National Semiconductor HR Development Program was launched to prepare 7,200 professionals for the global semiconductor market, including 2,200 engineers trained through universities and 5,000 through tiered upskilling tracks, with 785 more students planned for FY 2025-26. Under the Revamping IT Industry Landscape Project, PSEB has initiated training for 20,950 individuals in leadership, technical, and emerging skills, while simultaneously fostering academia-industry collaboration and enhancing global branding. In addition, the GDPR-Driven ISO Compliance & IT Exports Enhancement Program is certifying 50 IT/ITeS companies to raise international credibility and market access.

BOARD OF DIRECTORS COMPOSITION

The Directors of the Company are nominees of the Government of Pakistan and hold offices at the pleasure of the government in their ex-officio position except Mr. Salim Ullah Ghauri, Chief Executive Officer, Netsol Technologies Ltd. As of 30 June, 2025 the board comprises:

Category	Name of Directors	Designation
Independent / Non-Executive Directors	1. Ms. Shaza Fatima Khawaja	Federal Minister, Ministry of IT&T
	2. Mr. Zarrar Hasham Khan	Secretary, Ministry of IT&T
	3. Mr. Imdad Ullah Bosal	Secretary, Ministry of Finance
	4. Mr. Faiz Ahmad	Chief Executive, Trade Development Authority of Pakistan
	5. Mr. Salim Ullah Ghauri	CEO & President, Netsol Technologies Ltd.
	6. Mr. Sajjad Mustafa Syed	Chairman, Pakistan Software Houses Association
Executive Director	7. Mr. Abu Bakar	CEO, Pakistan Software Export Board

BOARD MEETINGS

During the financial year 2024-25, four (4) meetings of the Board of Directors were held while attendance by each Director or his representative is given below:

S. No.	Name of Directors / Participants & Designation	Number of Meetings Attended	Total Meetings Attended / Total Meetings
1	Ms. Shaza Fatima Khawaja Federal Minister, MOITT	4	4/4
2	Mr. Zarrar Hasham Khan Federal Secretary, Ministry of IT&T	3	4/4
	Capt. (Retd.) Muhammad Mahmood Federal Secretary IT, MOIT	1	
3	Federal Secretary Finance, MoF	Representatives of Secretary Finance	3/4
	Muhammad Hassan Iqbal, Additional Secretary (Fin), Representative of Secretary Finance	3	
4	Mr. Faiz Ahmad Chief Executive, TDAP	1	2/4
	Mr. Zubair Motiwala Chief Executive, TDAP	1	
5	Mr. Salim Ullah Ghauri CEO & President, Netsol Technologies Ltd.	2	2/4
6	Mr. Sajjad Mustafa Syed Chairman P@SHA	3	4/4
	Mr. Muhammad Zohaib Khan Chairman P@SHA	1	
7	Mr. Abu Bakar, CEO PSEB The position of CEO PSEB was vacant in two meetings	2	2/4

FINANCE AND AUDIT COMMITTEE MEETINGS

The Board has formed an Audit Committee. It comprises of three members and all are non- executive Directors. During the financial year 2024-25, two (2) meetings of the Finance & Audit Committee were held while attendance by each member is given below:

S. No.	Name of Member / Participant & Designation	Name wise Attendance	Total Meetings Attended / Total Meetings
1	Mr. Zarrar Hasham Khan Federal Secretary, Ministry of IT&T	1	2/2
	Ms. Aisha Humera Chaudhry Federal Secretary IT, MOITT	1	
2	Mr. Sajjad Mustafa Syed Chairman P@SHA	1	2/2
	Mr. Muhammad Zohaib Khan Chairman P@SHA	1	
3	Mr. Salim Ullah Ghauri CEO & President, Netsol Technologies Ltd.	2	2/2

HUMAN RESOURCE COMMITTEE MEETINGS

The Board has formed Human Resource Committee. It comprises of four Board members. During the financial year 2024-25, three (03) meeting of the Human Resource Committee were held while attendance by each member is given below:

S. No.	Name of Member / Participant & Designation	Name wise Attendance	Total Meetings Attended / Total Meetings
1	Mr. Zarrar Hasham Khan Federal Secretary, Ministry of IT&T	2	3/3
	Capt. (Retd.) Muhammad Mahmood Federal Secretary IT, MOITT	1	
2	Mr. Abu Bakar, CEO PSEB The position of CEO PSEB was vacant in one meeting	2	2/3
3	Mr. Sajjad Mustafa Syed Chairman P@SHA	2	3/3
	Muhammad Zohaib Khan Chairman P@SHA	1	
4	Mr. Salim Ullah Ghauri CEO & President, Netsol Technologies Ltd.	3	3/3

AUDITORS
M/s BDO Ebrahim & Co., Chartered Accountants, have retired as PSEB's auditors and are eligible for reappointment for the financial year 2025-26.

ABILITY TO PAY DEBT
The Board affirms that the organization is funded by the Government and has maintained a sound financial position with sufficient liquidity and cash flows to meet its financial obligations as they fall due. Based on current and projected revenues to be provided by the government and self-generated revenues of the company, along with prudent financial management practices, the organization has the ability to service its debt and other liabilities in a timely manner. The financial indicators and debt servicing capacity reflect a stable outlook, ensuring continued compliance with all statutory and contractual commitments.

CORPORATE AND FINANCIAL REPORTING FRAMEWORK
PSEB is a State-Owned Enterprise which operates under the framework encompassed in Companies Act 2017, State Owned Enterprises (Governance and Operations) Act 2023, State Owned Enterprises (Ownership and Management) Policy 2023. SECP vide its letter No. LRD/CRD/ROC/CG-2004-1072 dated February 27, 2024 has notified in terms of section 8 of State Owned Enterprises (Ownership and Management) Policy 2023 that the Public Sector Companies (Corporate Governance) Rules 2013 shall not be applicable on the SOEs that come under the scope of State Owned Enterprises (Governance and Operations) Act 2023. The PSEB remains fully committed that it will comply with all applicable regimes towards good governance and adoption of best international practices.

PRESENTATION OF FINANCIAL STATEMENTS
The financial statement, prepared by the management of the Company, fairly present Company's state of affairs, the result of its operations, cash flows and changes in general fund.

DIRECTOR'S REMUNERATION
The company has not paid any remuneration to the Directors except the meeting fee. The remuneration details for the CEO and executives are outlined in the financial statements under Note 38.

BOOKS OF ACCOUNTS
The Company has maintained proper books of accounts.

ACCOUNTING POLICIES
Appropriate accounting policies have been consistently applied in preparation of financial statements except those disclosed in the financial statements of the Company. Accounting estimates are based on reasonable and prudent judgments.

APPLICATION OF INTERNATIONAL ACOUNTING STADNDARDS
International Accounting Standards, as applicable in Pakistan, have been followed in preparation of financial statements.

INTERNAL CONTROL SYSTEMS

The system of internal control is sound in design and has been effectively implemented and monitored.

CODE OF CONDUCT:

PSEB's Code of Conduct ensures that operations are carried out in compliance with the highest ethical standards, adhering to all relevant regulations and promoting good corporate governance practices. Directors and employees are expected to fully comply with all applicable laws and proactively avoid any conflicts of interest. Any real or perceived conflicts of interest must be reported to PSEB immediately.

ACKNOWLEDGEMENTS

We take this opportunity to thank our valued IT member companies, trade associations, ministries and divisions, foreign trade offices, multinationals, Pakistani expatriates, government and private institutions, local and private investors for their confidence and patronage. We place on record our great appreciation for help, guidance and continued support provided by the Ministry of Information Technology, Government of Pakistan and other stakeholders. We also place on record our appreciation of hard work and dedication and sincerity shown by the staff.

For & on behalf of the board

Mr. Abu Bakar **Chief Executive Officer**	**Mr. Sajjad Mustafa Syed** **Director**