



Gender Pay Gap Statement

NETSOL Technologies Limited is committed to building an inclusive and equitable workplace where diverse perspectives fuel innovation and every employee is valued, respected, and supported. As a people-driven technology organization, NETSOL seeks to create an environment where talent can thrive, opportunities are accessible on an equitable basis, and individuals are empowered to contribute and grow irrespective of gender.

In line with this commitment, the gender pay gap calculation for the year ended June 30, 2026 has been prepared and presented in accordance with the requirements of the circular issued by the Securities and Exchange Commission of Pakistan (SECP).

Gender Pay Gap calculated for year ended June 30, 2026

Mean Gender Pay Gap

28.4%

Median Gender Pay Gap

21.2%

Salim Ullah Ghauri
Chief Executive Officer

Date: June 30, 2026