

# GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2024

Following is gender pay gap calculated for the year ended June 30, 2024:

- i. Mean Gender Pay Gap: 23.70%
- ii. Median Gender Pay Gap: 19.54%

The above percentages reflect the gender pay gap of relevant male versus female employees across the organization.



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Mohammad Haroon Qassim  
Chief Executive Officer

Karachi: September 26, 2024