

GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2025

Following is gender pay gap calculated for the year ended June 30, 2025:

- i. Mean Gender Pay Gap: 19.10%
- ii. Median Gender Pay Gap: (31.41%)

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



Mohammad Haroon Qassim
Chief Executive Officer

Karachi: September 29, 2025