

Gender Pay Gap Statement:

Gender Pay Gap statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024 Following is gender pay gap calculated for the year ended June 30, 2024:

- (i) Mean Gender Pay Gap: 08.73%
- (ii) Median Gender Pay Gap: 00.00%

The above ratios reflect the overall employee gender pay gap across the organization. The Company ensures equitable compensation for the female members in their respective role based on experience, qualification and performance.