GENDER PAY
GAP STATEMENT

In accordance with Securities and Exchange Commission of Pakistan (SECP) Circular No. 10 of 2024, the Company has calculated and reported its gender pay gap for the financial year ended June 30, 2026, as follows:

- **Mean Gender Pay Gap:** 10.32%
- **Median Gender Pay Gap:** 0.43%

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.

DIRECTOR

DIRECTOR