



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

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

- I. Mean Gender Pay Gap: 26.21%
- II. Median Gender Pay Gap: -12.50%

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

Chief Executive Officer

Date: September 18, 2025