



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

Following is gender pay gap calculated for the year ended June 30, 2026:

- I. Mean Gender Pay Gap: 21.09%
- II. Median Gender Pay Gap: -30.00%

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

Chief Executive Officer

Date: September 04, 2026