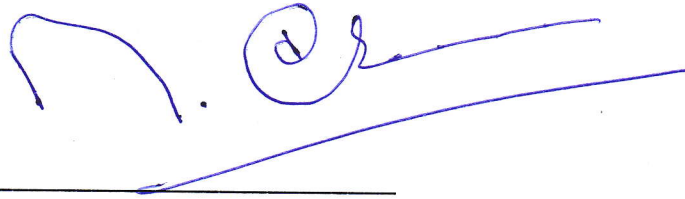


GENDER PAY GAP STATEMENT UNDER SECP CIRCULAR 10 OF 2024

Following is gender pay gap calculated for the year ended June 30, 2024:

- i) Mean Gender Pay Gap: 9.9%
- ii) Median Gender Pay Gap: 1.7%

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



Chief Executive Officer

September 26, 2024