

GENDER PAY GAP STATEMENT UNDER SECP CIRCULAR 10 OF 2024

The Board is committed to formulate a gender diversity policy for recruitment, promotion, gender pay gap analysis, retention and development of female employees.

As required under the SECP circular no. 10 of 2024, the following is the Gender Pay Gap calculated for the year ended June 30, 2025:

- Mean Gender pay gap: -5.5%
- Median Gender Pay gap: -14.4%



Muhammad Adrees
Chief Executive Officer
September 20, 2025