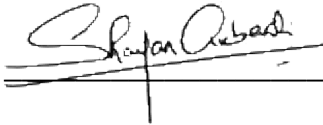


# **GENDER PAY GAP STATEMENT**

# GENDER PAY GAP STATEMENT UNDER CIRCULAR NO. 10 OF 2024 ISSUED BY THE SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

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

- Mean Gender Pay Gap: **22.39%**
- Median Gender Pay Gap: **8.54%**

A handwritten signature in black ink, appearing to read 'Shayan Akberali', is written over a horizontal line. A vertical line extends downwards from the center of the horizontal line.

**Shayan Akberali**  
Chief Executive Officer