



## GENDER PAY GAP STATEMENT

In context of SECP's Circular No. 10 of 2024 dated April 17, 2024, following is the gender pay-gap calculated for the year ended September 30, 2025.

- (i) Mean Gender Pay Gap : (46.10%)
- (ii) Median Gender Pay Gap : (46.10%)
- (iii) We are committed and strive to provide equal opportunities to both genders. Employees are treated fairly in all phases of employment. Salary fixation / revision solely depends on education, skills, experience, job location and tenure of service with the company irrespective of their gender.