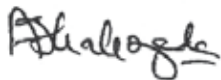


# Gender Pay Gap Statement

## Under SECP Circular 10 of 2024

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

- **Mean Gender Pay Gap: 13.9%**  
[The mean pay for men is 13.9% higher than that of women]
- **Median Gender Pay Gap: 9.8%**  
[The median pay for men is 9.8% higher than that of women]



Arshad Shahzada  
Chief Executive Officer

Date: June 27, 2025

