

Gender Pay Gap Statement

Under SECP Circular 10 of 2024

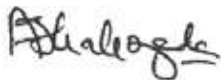
Following is gender pay gap calculated for the year ended 2025:

- **Mean Gender Pay Gap: 1.3%**

[The mean pay for men is 1.3% higher than that of women]

- **Median Gender Pay Gap: 9.1%**

[The median pay for men is 9.1% higher than that of women]



Arshad Shahzada
Chief Executive Officer

Date: June 27, 2026

