

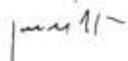
GENDER PAY GAP STATEMENT

Gender Pay Gap Statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024.

Following is the gender pay gap calculated for the year ended June 30, 2024:

- (i) Mean Gender Pay Gap: 5.27 %
- (ii) Median Gender Pay Gap: 1.54 %
- (iii) Any other data/details as deemed relevant: the above ratios reflect the overall employee's gender pay gap across the organization. The Company ensures equitable compensation for female members in their respective roles, based on experience, qualifications and performance.

on behalf of the Board of Directors


Chief Executive

October 04, 2024
Lahore