



Gender Pay Gap Statement

Under SECP's Circular Of 10 Of 2024 Dated April 17, 2024

Following is the Gender Pay Gap calculated for the year ended December 31, 2025:

- (1) Mean Gender Pay Gap: (13.56)%
- (2) Median Gender Pay Gap: (5.65)%

Arif Saeed
Chief Executive Officer

Date: March 18, 2026