

GENDER PAY GAP STATEMENT

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

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

- (1) Mean Gender Pay Gap: (9.00)%
- (2) Median Gender Pay Gap: (0.00)%



Hassan Javed
Chief Executive Officer

Date: 18 March 2026