

Gender Pay Gap Disclosure

Gender Pay Gap Statement Under SECP's Circular 10 of 2024

Following is the gender pay gap calculated for the year ended June 30, 2026:

- i) Mean Gender Pay Gap: **8.3%**
- ii) Median Gender Pay Gap: **5.2%**

On behalf of Board of Directors



ZUBAIR RAZZAK PALWALA
Director



SHERAZ KHAN
Chief Executive Officer

Karachi
September 23, 2026