July 6, 2026

GENDER PAY GAP STATEMENT UNDER SECP CIRCULAR 10 OF 2024

Following is Gender Pay Gap Calculated for the year ended June 30,2026.

I.	Mean Gender Pay Gap	-14.7%
II.	Median Gender Pay Gap	-37.3%

The above percentage reflect the gender pay gap of relevant Male versus Female Employees across the Organization.

Chief Executive Officer

Chief Financial Officer
(Ijaz A. Babar - FCA)

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