

**Gender Pay Gap statement under Securities and Exchange Commission of Pakistan**  
**Circular 10 of 2024**

In compliance of SECP Circular No. 10 of 2024 dated April 17, 2024, issued by Securities and Exchange Commission of Pakistan following is the gender pay gap calculated for the year FY 2024-25

- |      |  |        |
|------|--|--------|
| i.   | Mean gender pay gap:                         | -8.4%  |
| ii.  | Median gender pay:                           | -18.2% |
| iii. | Any other data / details as deemed relevant: | None   |

In the relevant category, there is a positive female pay gap, that the average pay of female employees is higher compared to their male counterparts.



**Nabeel Anjum Malik**  
Chief Executive Officer