

## Gender Pay Gap Statement

Under SECP Circular No. 10 of 2024 as on June 30, 2025

Following is the Gender Pay Gap Calculated for the year ended June 30, 2025.

- 1) Mean Gender pay Gap: -72.41%

Average female pay is higher than average male pay.

- 2) Median Gender pay Gap: -20.58%

Median female pay is higher than Median male pay.

  
Khurram Javaid  
Chief Executive Officer

