

GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2024

ISMAIL INDUSTRIES LIMITED

Following is Gender pay gap calculated for the year ended June 30, 2025.

- i. Mean Gender Pay Gap: -135%
- ii. Median Gender Pay Gap: -162%
- iii. Any other data/details as deemed relevant: N/A

The above percentages reflect the gender pay gap of relevant male versus female employees across the organization.



Munsarim Saifullah
Chief Executive Officer

Karachi: September 10, 2025