

Disclosure of Gender Pay Gap Statement

We remain steadfast in our commitment to cultivating a workplace that flourishes on the principles of Diversity, Equity, and Inclusion (DEI). We offer equal opportunities for all employees, irrespective of gender, race or religion, and ensure that all employees are treated with fairness, dignity, and equity throughout every stage of their professional journey.

Under SECP’s Circular 10 of 2026

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

Mean Gender Pay Gap:	-290%
Median Gender Pay Gap:	-488%

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

