



Gender Pay Gap Statement under SECP's Circular 10 of 2024

Following is gender pay gap calculated for the year ended December 31, 2024;

- i. Mean Gender Pay Gap: 52%
- ii. Median Gender Pay Gap: 24%

*The statement is issued in compliance of SECP Circular No.10 of April 17, 2024 regarding disclosure of gender pay gap data in annual report.

Saad Nissar
Chief Executive Officer

Date: March 17, 2025