

GENDER PAY GAP DISCLOSURE

As per SECP's Circular No. 10 of 2024 dated April 17, 2024, the Board is directed to include a statement in the Annual Report on gender pay gap and make it available on company's website. Our company is committed to fostering an inclusive and equitable workplace where all employees are treated with equality, fairness and respect. Employee's compensation is determined solely based on the seniority, experience, roles, responsibilities, and performance, regardless of gender. We continually strive to maintain that there should be no gender pay gap within our organization, ensuring that every team member is valued and rewarded equitably for their contributions.

The current gender pay gap analysis is as follows:

Mean Gender Pay Gap:	26.26%
Median Gender Pay Gap:	22.58%

	Male (PKR)	Female (PKR)
Mean Hourly Wage Rate	481.23	354.88
Median Hourly Wage Rate	416.66	322.59



Muhammad Nadeem
Chief Executive Officer