

## ***GENDER PAY GAP STATEMENT***

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

(i) Means Gender Pay Gap: 35.46%

(ii) Median Gender Pay Gap: 18.28%

(iii) Any other data / details as deemed relevant: Atlas Insurance Limited is an equal opportunity employer and strongly believes that the Company's ongoing progress and success is largely driven by its associates, without any discrimination based on gender, caste, creed, or origin. The Company is committed to providing fair and equitable compensation to all the employees within the same cadre based on their respective job roles, education and experience. The Company fosters a positive and collaborative environment for the employees and as a policy there is no gender-based pay gap within the Company.

For and on behalf of Board of Directors



**Babar Mahmood Mirza**

Chief Executive Officer

Lahore: February 28, 2025