

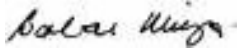
# GENDER PAY GAP STATEMENT

Following is the gender pay gap calculated for the year ended December 31, 2025:

- (i) Mean Gender Pay Gap: 29.21%
- (ii) Median Gender Pay Gap: 15.94%
- (iii) Any other data / details as deemed relevant:

The above ratios reflect the overall employees gender pay gap across the organization. The Company provides equitable compensation for female members in their respective roles, based on experience, qualifications and performance.

For and on behalf of Board of Directors



**Babar Mahmood Mirza**  
Chief Executive Officer

Lahore: February 26, 2026