

**KOT ADDU POWER COMPANY LTD****Gender Pay Gap Statement Under Circular 10 of 2024**

Following is the gender pay gap calculated for the year ended June 30, 2024:

	<b>Male</b>	<b>Female</b>	<b>Variance</b>	<b>Remarks</b>
	<b>Rs/month</b>	<b>Rs/month</b>		
(i) Mean pay gap	159,528	97,894	39%	The variance is due to lower number of female employees (5 out of 194) owing to remote site location.
(ii) Median pay gap	134,105	99,075	26%	The variance is due to lower number of female employees (5 out of 194) owing to remote site location.
(iii) Any other data/ details deemed relevant				Nil