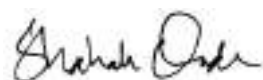


GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024 OF THE SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

	Male Rs/ month	Female Rs/ month	Variance	Remarks
Mean pay gap	167,326	124,858	25%	On average male employees are paid 25% more than female employees due to lower number of female employees (4 out of 169) owing to remote site location.
Median pay gap	140,422	122,018	13%	Due to lower number of female employees (4 out of 169) owing to remote site location, median pay of male employees is 13% more than female employees.
Any other data / details deemed relevant			Nil	



Shahab Qader Khan
Chief Executive