

# GENDER PAY GAP DISCLOSURE

## Gender Pay Gap Statement Under SECP's Circular 10 Of 2024

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

- i) Mean Gender Pay Gap: **11.3%**
- ii) Median Gender Pay Gap: **(21.3%)**



**Sakib Eltaff**  
Chief Executive Officer

20th March 2025

