

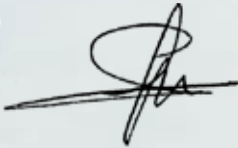
Gender Pay Gap Statement

Under SECP's Circular 10 Of 2024

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

Mean Gender Pay Gap:
11.30%

Median Gender Pay Gap:
11.24%



Yasin Seker
Chief Executive Officer

17th March 2026

