



# Gender Pay Gap Statement

Under SECP Circular 10 Of 2024

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

- **Mean Gender Pay Gap: -21%**

[The mean pay for women is 21% higher than that of men]

- **Median Gender Pay Gap: -23%**

[The median pay for women is 23% higher than that of men]

**Erum Shakir Rahim**  
Chief Executive Officer

Date: April 04, 2025