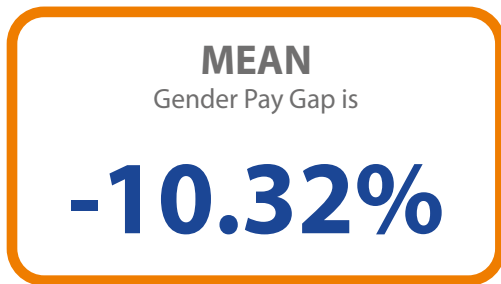


GENDER PAY GAP ANALYSIS

AS PER SECP CIRCULAR NO. 10 OF 2024



Negative sign indicates higher pay for female employees.



Muhammad Ali Zeb
Managing Director &
Chief Executive Officer

