

**GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024**

Following is gender pay gap calculated for the year ended 30 June 2025:

i. Mean Gender Pay Gap:	<b>-41%</b>
ii. Median Gender Pay Gap:	<b>-112%</b>

The above ratios reflect the overall employee gender pay gap across the organization. The Company ensures equitable compensation for the female members in their respective roles based on experience, qualifications and performance.

  
**Chief Executive**

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**Hattar Factory:**

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**Multan Warehouse:**

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**Faisalabad Warehouse:**

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