

## Gender Pay Gap Statement under Circular 10 of 2024

Following are the gender pay gap ratios:

- (i) Mean Gender Pay Gap: 46%
- (ii) Median Gender Pay Gap: 25%

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



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Nouman UI Hassan  
Director  
Zarea Limited