

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: The mean pay for men is 9.11% higher than of women.
- (ii) Median Gender Pay Gap: The median pay for men is equal to women.



Muhamad Iqbal
Chief Executive Officer

Date: 29 September, 2025