

Gender Pay Gap Statement

Under SECP Circular 10 of 2024

As a Public Limited & Listed Company, Saudi Pak Consultancy Company Limited committed to fostering a diverse, equitable and inclusive workplace. Driven by transparency and meritocracy. Our company regularly reviews its policies and strategies to ensure fair and equitable compensation for all employees, regardless of gender.

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

Mean Gender Pay Gap: 93%

(The mean for women is 93% lower than that of men)*

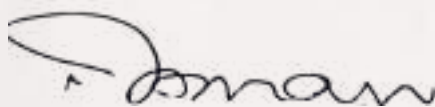
Median Gender Pay Gap: 49%

(The median pay for women is 49% lower than that of men)**

*The concentration of women in junior management is lower as compared to men resulting in lower mean pay for women.

**The difference in median pay above is to be understood in the context that the highest paid position of Executives are mostly occupied by men. The calculation of median pay takes into account the pay of Executives, which is significantly higher than the pay of other employees, and therefore acts as an outlier in the equation. When the pay of Executives is removed from the equation, the median pay gap is 33%.

Signed on behalf of the Board of Directors of Saudi Pak Consultancy Company Limited.



Niaz Ahmed Khan
Chief Executive Officer