



## GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024

In compliance with SECP Circular No. 10 of 2024 Discloser of gender pay gap.

We present our Gender Pay Gap analysis for the financial year ending December 31, 2024. This assessment, based on the gross hourly salary of full-time employees, reflects our ongoing commitment to fairness, equity, and transparency in compensation.

| FY 2024        | Mean   | Median  |
|----------------|--------|---------|
| Gender Pay Gap | 2.58 % | 19.92 % |

At PABC, we firmly uphold the principle of equal pay for equal work. However, differences in representation across various organizational levels and job categories contribute to the observed pay gap. To address this, we continuously enhance our hiring strategies and compensation policies, ensuring alignment with industry benchmarks and internal equity standards.

We remain dedicated to fostering an inclusive workplace by actively recruiting, developing, and promoting women into leadership and diverse roles across the organization. These efforts drive long-term structural improvements to reduce pay disparities. Furthermore, our strong emphasis on pay transparency reinforces our commitment to equitable compensation practices and a fair work environment for all.

  
Chief Executive Officer  
25 March 2025

  
Director