

# Gender Pay Gap Statement

## First Punjab Modaraba

Gender Pay Gap statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024.

Following is gender pay gap calculated for the year ended December 31, 2025.

- I. Mean Gender Pay Gap: 67.37%
- II. Median Gender Pay Gap: 56.58%
- III. Any other data/details as deemed relevant: The above ratios reflect the overall employee gender pay gap across the organization. The Modaraba ensures equitable compensation for the female members in their respective roles based on experience, qualifications, and performance.

For and on behalf of the Board Directors



**Asim Jahangir Seth**  
Chief Executive Officer