



Ghandhara Tyre and Rubber Company Limited

**GENDER PAY GAP STATEMENT UNDER
SECP'S CIRCULAR 10 OF 2024**

This statement is made to comply with Gender Pay Gap statement as suggestive format under Circular 10 of 2024 of the Securities and Exchange Commission of Pakistan (SECP). Following is gender pay gap calculated for the year ended June 30, 2025.

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|------|---|---|--|
| i. | Mean Gender Pay Gap | = | 8% |
| ii. | Median Gender Pay Gap | = | - 6% |
| iii. | Any other data/details as Deemed relevant | = | The Company is committed to providing equal employment opportunities and continues to uphold a strategy that promotes diversity and inclusion, in compliance with applicable laws and regulations. |

Hussain Kuli Khan
Chief Executive Officer