



Gender Pay Gap Statement under SECP Circular 10 of 2024

In compliance with applicable disclosure requirements and our commitment to transparency and equality in the workplace, we are submitting below the gender pay gap statistics for the year ended June 30, 2026:

- i. Mean Gender Pay Gap: -14%
- ii. Median Gender Pay Gap: -16%

The mean gender pay gap of -14% indicates that, on average, female employees earned 14% more than male employees during the year ended June 30, 2026. Similarly, the median gender pay gap of -16% indicates that the median pay of female employees was 16% higher than that of male employees during the same year.

The above averages have been computed considering management employees only.

We continue to evaluate and enhance our diversity and inclusion policies to promote fairness and equal opportunities across all levels of the Company.

On behalf of the **Board of Directors**

Otsuka Pakistan Limited

Chief Executive Officer

Dated: June 30, 2026

Otsuka Pakistan Ltd.

Head Office : 30-B, Sindhi Muslim Co-operative Housing Society, Karachi-74400, Pakistan. Phones : (+9221) 3452 8651-54 URL www.otsuka.pk
Factory : No. F/4-9, Hub Industrial Trading Estate, Distt. Lasbella, Balochistan, Pakistan. Phones: (+92853) 302363, 303218, 303517, 304395-97