



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 period ending March 31, 2025:

- i. Mean Gender Pay Gap: 12%
- ii. Median Gender Pay Gap: -5%

The mean gender pay gap reflects that, on average, male employees earned 12% more than female employees during the reporting period. Conversely, the negative median gender pay gap indicates that the median pay for female employees was 5% higher than that of male employees. The above averages 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

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Chief Executive Officer

Dated: May 5, 2025

Otsuka Pakistan Ltd.

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