



**AGP LIMITED**

**Gender Pay Gap Statement under SECP Circular 10 of 2024**

Following is gender pay gap calculated for the year ended December 31, 2024:

- i. Mean Gender Pay Gap: 4.6%
- ii. Median Gender Pay Gap: (47%)

The mean gender pay gap indicates that, on average, men earn 4.6% more than women across all roles within the organization. However, the median gender pay gap of -47% suggests that when ranking all employees by salary, the middle-earning woman earns 47% more than the middle-earning man.

On behalf of the Board of Directors

  
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Managing Director & Chief Executive Officer

Date: February 27, 2025