



AGP LIMITED

Gender Pay Gap Statement under SECP Circular 10 of 2024

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

- i. Mean Gender Pay Gap: -16.6%
- ii. Median Gender Pay Gap: -61.0%

The mean gender pay gap for the year ended December 31, 2025, is -16.6%, indicating that on average female employees earn 16.6% more than male employees. The median gender pay gap is -61.0%, indicating that the median female employee earns 61.0% more than the median male employee.

On behalf of the Board of Directors

Muhammad Kamran Nasir
Managing Director & Chief Executive Officer
Date: March 19, 2026