



At-Tahur Limited

GENDER PAY GAP STATEMENT

In compliance with the requirements of SECP Circular No. 10 of 2024, the Company has carried out an assessment of gender pay gap during the year. The analysis was conducted on the basis of average and median gross salaries of male and female employees.

·Mean Gender Pay Gap: -32.9% (in favor of female employees)

·Median Gender Pay Gap: -54.7% (in favor of female employees)

The results reflect that, on average, female employees are remunerated at higher levels compared to male

employees. This outcome is primarily driven by the smaller number of female employees who are concentrated in relatively higher-paid positions.

The Company remains committed to ensuring fair and equitable pay practices, while also taking steps to enhance gender diversity and representation across different levels of the organization.

Chief Executive Officer

On behalf of Board

30 September 2025