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Security Papers LIMITED

GENDER PAY GAP STATEMENT
UNDER SECURITIES & EXCHANGE COMMISSION OF PAKISTAN'S
CIRULAR No. 10 of 2024

Following is the gender pay gap calculated for the year ended June 2024.

- a) Mean Gender Pay Gap: **-19%**
- b) Median Gender Pay Gap: **-15%**
- c) Any Other data / details as deemed relevant: **None**

The above ratios reflect the overall employee gender pay gap across the organization.

On behalf of
Board of Director

Yasir Ali Quraishi
Company Secretary & Legal Counsel