GENDER PAY GAP STATEMENT

Chenab Limited is dedicated to guaranteeing equitable treatment and fair working conditions for all our employees. We offer equal opportunities and compensation packages to our female employees that are on par with what we provide to our male colleagues. Our commitment to gender diversity is evident at all organizational levels, including the representation of women on our Board of Directors.

As required under the SECP Circular No.10 of 2024, the following is Gender pay gap calculated for the year ended June 30, 2026.

- Mean Gender Pay Gap -71.47%
- Median Gender Pay Gap -107.63%