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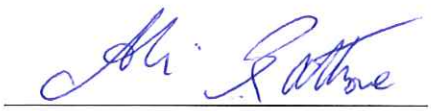
Gender Pay Gap Statement under Circular 10 of 2024

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

(i) Mean gender pay gap: 1.20
(ii) Median gender pay gap: 1.13
(iii) Any other data/details as deemed relevant.

Below is the breakdown by grade level:

Grade	Mean	Median
P1	0.98	0.99
P2	1.02	0.96
P4	1.08	1.03
M1	1.03	0.87
M2	0.76	0.72
M3	0.98	1.08
M4	0.80	0.73
AVG	**1.20**	**1.13**



Ali Rathore
Chief Executive Officer
Engro Fertilizers

(Signed by the CEO on behalf of Board of Directors of the Company)