

GENDER PAY GAP STATEMENT

GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024 OF SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

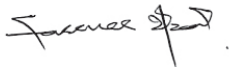
Name of Company: Pakgen Power Limited

Year ended: 31 December, 2024

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

- (i) Mean Gender pay gap: 49%
- (ii) Median Gender pay gap: 37%
- (iii) Any other data/details as deemed relevant: The company offers its employees equitable compensation based on their individual profile and performance without any discrimination with respect to their gender.

For and on behalf of Board of Directors of the Company



Farrukh Ifzal

Director



Mr. Ghazanfar Hussain Mirza

Director

Lahore: March 28, 2025