

Aisha Steel Mills Limited (ASML) – Gender Pay Gap Disclosure

At Aisha Steel Mills Limited (ASML), we are committed to fostering an equitable and inclusive workplace. In line with Circular No. 10 of 2024 issued by the Securities and Exchange Commission of Pakistan (SECP), we have undertaken a transparent review of our compensation practices to identify and address any gender-based pay disparities.

The gender pay gap is a global issue that reflects differences in earnings between men and women, often influenced by factors such as occupational segregation, variations in experience, and structural biases. At ASML, we recognize that addressing these disparities is not only a matter of fairness but also essential for driving sustainable growth and promoting a more inclusive corporate culture.

By aligning with international best practices and regulatory expectations, ASML is committed to advancing pay equity, increasing transparency, and supporting a diverse workforce. The following data presents our gender pay gap analysis for the year ended June 30, 2024:

Gender Pay Gap Figures

- **Mean Gender Pay Gap:** -183%
- **Median Gender Pay Gap:** -36%

Mean and Median Hourly Wage Rate (Amount in Rupees)

Gender	Mean Hourly Wage	Median Hourly Wage
Male	352	238
Female	997	323

We remain committed to regularly monitoring our compensation structures and furthering our efforts to promote fairness, opportunity, and equity for all employees.

For and on Behalf of
Aisha Steel Mills Limited

