



## engro powergen qadirpur

### Gender Pay Gap Statement under Circular 10 of 2024

At Engro, we are committed to fostering an inclusive and equitable workplace where all employees have equal opportunities to grow and succeed. Our compensation philosophy is built on fairness, transparency, and meritocracy, ensuring that pay is determined by an individual's competence, years of experience, and performance. We believe in rewarding employees for their contributions and the value they bring to our organization. To uphold our commitment to fairness, we regularly review our compensation structures to ensure alignment with industry standards and internal equity.

For reporting gender parity, we have used the following calculation assumptions to determine the Male-to-Female pay ratio, which stands at 1:0.90

- Band-wise breakup
- Age-wise brackets based on averages

Below is the breakdown by grade level:

Grade	Mean Ratio	Median Ratio
P4	1.17	1.13
P5	0.88	0.88
M1	0.88	0.85
M2	1.21	1.20
Overall	0.90	0.80

We remain dedicated to continuously monitoring and improving pay equity, ensuring that all employees—regardless of gender—are recognized and rewarded equitably for their contributions.

Athar Abrar Khwaja  
Chairman