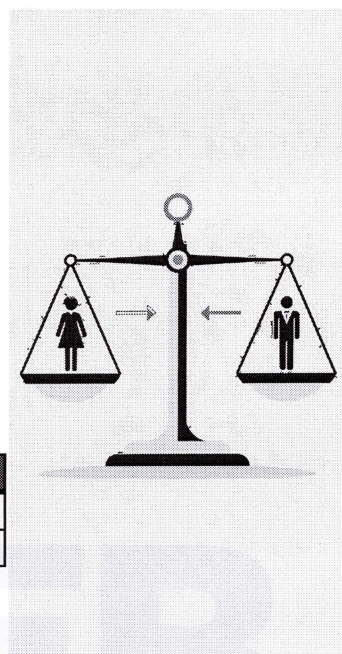


Gender Pay Gap Statement

Under SECP Circular 10 of 2024

For the Year Ended June 30, 2025

Berger Paints Pakistan Limited is committed to maintaining transparency and fairness in pay practices across the organization. In compliance with the disclosure requirements of Circular 10 of 2024 issued by the Securities and Exchange Commission of Pakistan (SECP), the Company has prepared its gender pay gap analysis for the year ended June 30, 2025.



Gender Pay Gap Results

Indicator	2025	2024
Mean Gender Pay Gap	19.99%	26.66%
Median Gender Pay Gap	-3.74%	-6.22%

Interpretation

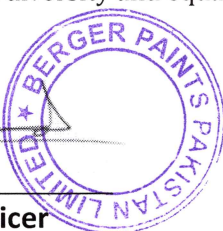
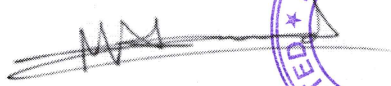
- The mean gender pay gap of 19.99% in 2025 indicates an improvement compared to 26.66% in 2024, reflecting progress in narrowing the average earnings difference between male and female employees.
- The median gender pay gap remains negative at -3.74% (2025), showing that, at the mid-point of the pay distribution, female employees earn slightly more than male employees.

Commitment and Way Forward

- Ensuring equal pay for equal work across all roles.
- Improving female representation in managerial, technical, and leadership positions.
- Regularly reviewing compensation frameworks to promote equity.
- Implementing talent development and mentorship programs to support gender diversity.

Conclusion

The Company acknowledges the progress made in reducing the gender pay gap during the year and remains committed to building an inclusive and equitable workplace. Continuous monitoring and targeted initiatives will further strengthen diversity and equality in the years ahead.



Chief Executive Officer

Date: September 4, 2025

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