



NATIONAL REFINERY LIMITED

GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2024

Following is gender pay gap analysis calculated for the year ended June 30, 2025:

- i. Mean Gender Pay Gap: 5.79 %
- ii. Median Gender Pay Gap: (1.80) %

The above percentages reflect the gender pay gap of relevant male versus female employees in different employment grades across the organization.

We are an equal opportunity employer and do not discriminate in pay based on gender. We remain fully committed to promoting gender diversity and equality in our compensation practices.

Chief Executive Officer

Date: August 11, 2025