

# GENDER PAY GAP STATEMENT

The Bank's reward policies are designed to compensate employees fairly and equitably. The Bank ensures that employees are remunerated according to their roles, responsibilities, and performance and there is no discrimination based on gender, race or ethnicity.

The gender pay gap on an overall basis\* for the year ended December 31, 2024, is as under:

- Mean Gender Pay Gap is 43%
- Median Gender Pay Gap is 35%

\*This is based on a 22% - 78% employee representation ratio for women and men respectively.

However, to ensure equal pay at all levels, pay parity at each grade is also reviewed on an annual basis, which acts as an internal metric to monitor variance.

- At Senior Manager & above, the pay parity is 99%, indicating that the women at these levels are equally remunerated as men
- At Manager & below levels, the pay parity shows that the median pay of women is 96% of that for men

We remain committed to fostering diversity, inclusion, and equal opportunity in our leadership ranks and broader workforce and have designed our policies to foster equitable practices in hiring, retaining, rewarding, and promoting employees to support our commitment.

Muhammad Nassir Salim  
President & CEO