

Gender Pay Gap Statement

AKD Securities Ltd

Gender Pay Gap Statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024

Following is gender pay gap calculated for the year ended June 30, 2024

(i) Mean Gender Pay Gap: 49.51%

(ii) Median Gender Pay Gap: 25.62%

(iii) Any other data/detail as deemed relevant: The above ratios reflect the overall employee gender pay gap across the organization. The Company ensures equitable compensation for female members in their respective roles, based on experience, qualifications and performance.

For and behalf of the
Board of Directors



Karachi: October 02, 2024

Muhammad Farid Alam
Chief Executive Officer