



Pak Datacom

Pak Datacom Ltd.

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**GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024 ISSUED BY
SECURITIES EXCHANGE OF PAKISTAN**

Name of the Company: **Pak Datacom Limited**

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

- i. Mean Gender Pay Gap: 10.44%
- ii. Median Gender Pay Gap: 4.15%

Note: The mean and median gender pay gaps can indeed be influenced by factors like the length of service of female employees, otherwise pay packages for all employees are the same. There exists no gender pay gap in our organization as far as their pay & perks are concerned.

Brig Syed Zulfiqar Ali (R)
Chief Executive
Date: September 24, 2024



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