

Gender Pay Gap Statement

FIRST ELITE CAPITAL MODARABA

The Modaraba is committed to promote a culture of inclusivity and gender diversity, where everyone is empowered to flourish. Over the past years, we made significant progress towards gender diversity, by including female director on our Board. We recognize that diversity is a key driver of innovation and competitiveness within our organization. Our commitment remains strong as we continue to build a workplace that reflects equitable treatment and fair working conditions for all our employees.

As required under the SECP Circular No. 10 of 2024, the following is Gender pay gap calculated for the year ended June 30, 2025.

<i>Mean Gender Pay Gap</i>	<i>100 %</i>
<i>Median Gender Pay Gap</i>	<i>100 %</i>

Aamir Iftikhar Khan
Chief Executive Officer