



FIRST IMROOZ MODARABA

GENDER PAY GAP STATEMENT UNDER SECP CIRCULAR NO. 10 OF 2024

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

- (i) Mean Gender Pay Gap: 23%
- (ii) Median Gender Pay Gap: -16%

For and on behalf of the Board

1

Ameed Riaz

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Director



Date: 24th September 2025

