



# Maple Leaf Cement Factory Limited



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### Gender Pay gap statement under Circular 10 of 2024

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

- i. Mean Gender Pay Gap: **(25.6)**
- ii. Median Gender Pay Gap: **(43.5)**



Syed Mohsin Raza Naqvi  
(Group Director Finance)

Date: 30 June 2025