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, 2026:

i. Mean Gender Pay Gap: **(20.04)**
ii. Median Gender Pay Gap: **(28.14)**

Syed Mohsin Raza Naqvi
(Group Director Finance)

Date: 30 June 2026