CENTURY PAPER & BOARD MILLS LIMITED

CORPORATE DEPARTMENT

LAKSON SQUARE, BLDG. NO. 2, SARWAR SHAHEED ROAD, KARACHI - 74200, PAKISTAN.

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GENDER PAY GAP STATEMENT

UNDER SECURITIES & EXCHANGE COMMISSION OF PAKSITAN'S

CIRCULAR NO. 10 OF 2024

Following is the Gender Pay Gap calculated for the year ended June 2025:

a) Mean Gender Pay Gap: **- 4.86%**

b) Median Gender Pay Gap: **12.83%**

c) Any other data/details as deemed relevant:
The above ratios reflect the overall employee gender pay gap across the organization. There is no difference in pay scale based on gender. However, employee remuneration may vary depending on factors such as education, experience, and other relevant qualifications.

For CENTURY PAPER & BOARD MILLS LIMITED

(MANSOOR AHMED)
Company Secretary