

Gharibwal Cement Ltd.

Gender pay gap statement under Circular 10 of 2024

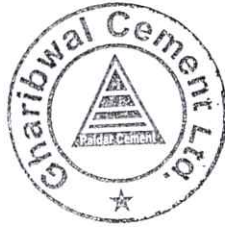
Following is gender pay gap calculated for the year ended June 30, 2025:

- I. Mean Gender Pay Gap: 100
- II. Median Gender Pay Gap: 100
- III. Any other date/details as deemed relevant:
We have no female staff at the moment

For and on behalf of Gharibwal Cement Ltd.



Abdur Rafique Khan
Director



Date: September 23, 2025