



OLP FINANCIAL SERVICES PAKISTAN LIMITED

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STATEMENT OF GENDER PAY GAP STATEMENT

UNDER SECP CIRCULAR 10 OF 2024

At OLP, we are dedicated to creating a culture of diversity, equity, and inclusion (DEI), which is a core aspect of our strategic objectives.

The Company follows a rigorous, merit-based process for all employment practice including recruitment, annual salary reviews, and career advancement. It ensures that there is no discrimination based on gender, race, or ethnicity – thereby compensating employees fairly and equitably.

For the year ended June 30, 2026, the Company reported a Mean Gender Pay Gap of 31.2% and a Median Gender Pay Gap of 22.5%. We recognize that there is still work to be done, and we are committed to continuing our efforts to create a more inclusive and equitable workplace.

At OLP, remuneration of employees are determined based on several factors that includes professional experience, tenure, education, job role, performance, market dynamics, and geographical location.

The above statement is made pursuant to the SECP Circular 10 of 2024 and is also disclosed in the directors' report.

Yours faithfully,

SHAHEEN AMIN
Chief Executive Officer