

BATA PAKISTAN LIMITED

Gender pay gap statement under Circular 10 of 2024

Following is gender pay gap calculated for the year ended December 31, 2024:

(i) Mean Gender Pay Gap:	(48)%
(ii) Median Gender Pay Gap:	(55)%

The above percentages reflect the gender pay gap of relevant male versus female employees across the organization.



Muhammad Imran Malik

Chief Executive

Date: 27-02-2025