



ATTOCK REFINERY LIMITED

GENDER PAY GAP STATEMENT

Under SECP Circular 10 of 2024

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

- Mean Gender Pay Gap: (5.82%).
- Median Gender Pay Gap: (16.49%).

A handwritten signature in blue ink, appearing to read 'Jawad', is written over a horizontal line.

Chief Executive Officer

Date: October 07, 2025