

**CNERGYICO PK LIMITED**  
**GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024**

Following is the gender pay gap calculated for the year ended 30<sup>th</sup> June, 2024.

- (i) Mean Gender Pay Gap: **38.5%**
- (ii) Median Gender Pay Gap: **16.4%**

For and on behalf of the Board of Directors



Chief Executive Officer  
Karachi  
September 16<sup>th</sup>, 2024