



INTERNATIONAL PACKAGING FILMS LIMITED

DISCLOSURE OF GENDER PAY GAP

- The gender pay gap figures presented below are calculated based on the mean and median of the average hourly pay of male and female staff, as required by SECP circular No.10 of 2024, dated 17th April 2024.
- These figures reflect the distribution of male and female employees across different levels within the organization rather than any disparity in pay for equal work.
- Our compensation structure ensures that employees hired for the same position receive comparable pay, regardless of gender. We continue to promote diversity and equal career advancement opportunities for all employees.

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

- i. Mean Gender Pay Gap: 24%
- ii. Median Gender Pay Gap: -11%