



**NATIONAL REFINERY LIMITED**

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## **GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2024**

Following is gender pay gap calculated for the year ended June 30, 2024:

- i. Mean Gender Pay Gap: (11.21)%
- ii. Median Gender Pay Gap: (0.7)%

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

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**Chief Executive Officer**

Date: September 02, 2024