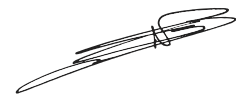


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GENDER PAY GAP STATEMENT

Macpac Films Limited has its own grading system with corresponding pay scales. At the time of induction, all candidates irrespective of gender are interviewed and selected on the basis of their qualifications, experience, skills and competencies required for the position. The pay scales of the Company are common to all therefore, there is no pay gap between the salaries offered to male or female staff.

On behalf of the Board of Directors



NAJMUL HASSAN
Chief Executive Officer

Karachi
September 18, 2024

