

PAY GAP STATEMENT

under SECP Circular 10 of 2024
For the year ended December 31, 2025

The disclosure, calculated in accordance with the methodology prescribed by SECP, has been categorized into Executive and Non-Executive employee groups:

Executives		Non-Executives	
Metric	Value	Non-Executives	Metric
Mean Gender Pay Gap	-7.36%	Mean Gender Pay Gap	31.78%
Median Gender Pay Gap	-8.03%	Median Gender Pay Gap	33.15%

Interpretation (Executives): The gender pay gap at the executive level reflects a balanced and equitable compensation structure. A mean gender pay gap of -7.36% and a median gap of -8.03% indicate that, on average as well as at the midpoint, female executives earn more than their male counterparts. This outcome is primarily influenced by the current composition of executive roles and individual positioning within pay scales. Overall, compensation at this level remains aligned with merit, experience, and role-specific responsibilities rather than gender.

Interpretation (Non-Executives): At the non-executive level, a gender pay gap persists, with male employees earning on average 31.78% (mean) and 33.15% (median) more than female employees. This disparity is largely attributable to differences in workforce composition, job roles, and tenure. A significant proportion of female employees in this category have joined in recent years and are concentrated in administrative and support functions. In contrast, male employees are represented across a broader range of operational roles and often have longer tenures, in some cases extending over multiple decades. Their compensation reflects cumulative annual increments and progression within established salary structures. Accordingly, the observed gap is driven by structural and tenure-related factors rather than unequal pay for equivalent roles.

Company's Commitment

Pakistan Reinsurance Company Limited remains fully committed to the principles of fairness, equity, and inclusion. As a public listed entity, PRCL ensures that its compensation practices are transparent, structured, and merit-based across all levels of the organization. The Company acknowledges the importance of enhancing gender diversity across functions and experience levels and will continue to strengthen its human resource policies in line with regulatory requirements and international best practices.

(Signed on behalf of the Board of Directors)



Muhammad Junaid Moti

Chief Executive Officer

April 8, 2026