



## Crescent Steel and Allied Products Limited

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### Gender Pay Gap Statement under Circular 10 of 2024

*Following is gender pay gap calculated for the year ended June 30, 2025:*

#### Mean Gender Pay Gap

	Head Office	Other than Head Office
Management	56.08	100.00
Workers	100.00	100.00

#### Median Gender Pay Gap

	Head Office	Other than Head Office
Management	39.20	100.00
Workers	100.00	100.00

#### **Disclaimer:**

*For Workers (all locations) and Management outside Head Office, there are currently no female employees; therefore, the calculated pay gap outputs 100% under the prescribed methodology due to the absence of a female comparator and should be interpreted primarily as a representation indicator. At Head Office, female representation within Management is limited, which skews the mean/median outputs.*

*The Company is committed to equal remuneration for equivalent roles and is focused on increasing female representation across employment categories.*

SD

**Chief Executive Officer**



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