

**Kohat Cement Company Limited**  
**Gender Pay Gap Statement under Circular 10 of 2024**

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

- |     |                        |       |
|-----|------------------------|-------|
| i)  | Mean Gender Pay Gap:   | 12.8% |
| ii) | Median Gender Pay Gap: | 16.4% |

*(The gender pay gap ratio is based on positions held by male and female employees in relative grades)*

  
**Chief Executive**

Dated: September 08, 2025

*12*  
*102*