

Disclosure

Recently, the Securities and Exchange Commission of Pakistan (SECP) has introduced Environmental, Social and Governance (ESG) disclosure guidelines for listed companies for issues like promoting gender diversity, environment protection and paperless environment. Since the size of the company is very small and passing through a phase of survival and stability it has a very small number of employees which all are male. However, the vision of the company is to enhance gender diversity as soon as the company grows to substantial level.

GENDER PAY GAP STATEMENT

As per requirement of Circular 10 of 2024 of the Securities & Exchange Commission of Pakistan (SECP) the gender pay gap calculation for the year ending June 30, 2025 is given below:

- a) Mean gender Pay Gap: -49.32
- b) Median gender Pay Gap: -132.76
- c) Any other data / details as deemed relevant: nil

For Invest Capital Investment Bank Limited



Chief Executive Officer