

Gender Pay Gap Statement

Lotte Chemical Pakistan Limited Gender Pay Gap Statement Under SECP's Circular 10 of 2024

Following is gender pay gap calculated for the year ended 31 December 2025:

- i. Mean Gender Pay Gap: (9.62%)
- ii. Median Gender Pay Gap: (5.95%)
- iii. Any other data/details as deemed relevant: The pay gap mentioned above represents the difference in earnings between male and female employees who perform jobs that are either identical or comparable in terms of responsibilities, skills, and qualifications.



Adnan Afridi
Chief Executive

Date: 03 March 2026
Karachi