

Gender Pay Gap Statement

AKD Hospitality Limited

Gender Pay Gap Statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024.

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

1. Mean Gender Pay Gap (40%) [Mean hourly rate of Female staff is higher than Male]
2. Median Gender Pay Gap (50%) [Median hourly rate of Female staff is higher than Male]

The above data is calculated for all full pay relevant employees.