



Javedan Corporation Limited
Gender Pay Gap Statement under circular 10 2023

The following is gender pay gap calculated for the period ended December 31, 2024:

(i) Mean Gender Pay Gap:	28
(ii) Median Gender Pay Gap:	-19
(iii) Any other data/details as deemed relevant	None

A handwritten signature in blue ink, appearing to read "A. Sami", is written over a horizontal line.

CEO / Director

Javedan Corporation Limited

Registered Office: 1st Floor, Arif Habib Center 23 M.T Khan Road, Karachi Pakistan-74000, Phone: +92 (21) 32468274 Fax: +92 (21) 32466824
Site Office: Naya Nazimabad, Manghopir Road, Karachi-75890 Phone: +92 (21) 36770141-2, Mobile: +92 (332) 3779670 UAN 111-511-611
Web: www.jcl.com.pk



Javedan Corporation Limited
Gender Pay Gap Statement under circular 10 2023

The following is gender pay gap calculated for the year ended June 30, 2024:

(i) Mean Gender Pay Gap:	33
(ii) Median Gender Pay Gap:	-12
(iii) Any other data/details as deemed relevant	None

A handwritten signature in blue ink, appearing to be "A. Sami", is written over a horizontal line.

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