THE SEARLE COMPANY LIMITED
One IBL Centre, 2nd Floor,
Plot # 1. Block 7 & 8, D.M.C.H.S,
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Gender Pay Gap Statement

SEARLE

At Searle, we remain strongly committed to promoting equity and inclusivity across our organization, with a focus on creating a workplace where all employees are respected, valued, and fairly compensated. In line with this commitment, the gender pay gap analysis for the year ended June 30, 2026, has been prepared in accordance with the guidelines issued by the Securities and Exchange Commission of Pakistan (SECP).

i)	Mean Gender Pay Gap	12.3%
ii)	Median Gender Pay Gap	8.1%

Tahir Ahmed
Chief Executive Officer