

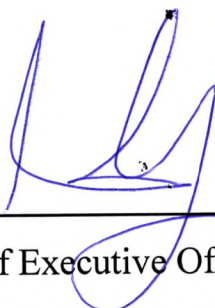
BALUCHSITAN GLASS LIMITED

Gender pay gap statement under circular 10 of 2024

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

- i. Mean Gender Pay Gap: **100%**
- ii. Median Gender Pay Gap: **100%**
- iii. Any other data / detail as deemed relevant:

Although the operations of the Company remain suspended and only essential functions are being carried out with the minimum required workforce. However, the Company remains firmly committed to promoting a workplace that is free from gender discrimination and supports equal pay for equal work, irrespective of gender. Employee remuneration is determined through a fair and objective process, taking into account various factors such as professional experience, tenure, education, job responsibilities, performance, prevailing market conditions and geographical considerations. The Company ensures that compensation decisions are merit-based and free from gender bias. In view of the fact that the Company had only 9 employees on its payroll as of June 30, 2025, primarily due to the continued suspension of operations, the calculation of the Mean and Median Gender Pay Gap is not considered to yield any meaningful insight for the year under review as both the mean and median arrived at 100%



Chief Executive Officer
Date September 22, 2025