



SAIF GROUP

SAIF POWER LIMITED

Gender pay gap statement under Circular No. 10 of 2024

Following is the gender pay gap calculated for the year ended December 31, 2024:

(i)	Mean gender pay gap:	97.23% *
(ii)	Median gender pay gap:	96.92% *
(iii)	Any other data/ details as deemed relevant.	-

The Board is committed to formulate a gender diversity policy for recruitment, gender pay gap analysis, retention and development of female employees.

* The location of the plant site and nature of plant operations has usually attracted fewer or no female applicants, hence the Company has only 3 (three) female employee as at December 31, 2024.

Mr. Sohail H. Hydari
Chief Executive Officer