

Gender Pay Gap Statement

As part of our commitment to pay transparency and equality, we present our Gender Pay Gap analysis for the year ended June 30, 2024.

As of the reporting date, the company employed only one female employee, who remained with the organization throughout the year. Accordingly, the figures disclosed below should be interpreted with caution, as the presence of a single female employee limits the statistical representativeness of the results.

Key Pay Gap Metrics:

- Mean Gender Pay Gap: -32%
- Median Gender Pay Gap: -37%

The negative values indicate that the female employee's hourly rate is higher than both the average and median hourly rates of male employees within the same grade. Due to the presence of only one female employee in this grade, these figures may not be broadly representative. The Company reaffirms its commitment to fair pay and ongoing efforts toward gender inclusion and equity in the workplace.



Chief Executive Officer

The Spirit of Growth

UNITED DISTRIBUTORS PAKISTAN LIMITED

Plot No. 105, Sector 7-A, Mehran Town, Korangi Industrial Area, Karachi - 74900
Telephone: (+92-21) 3511-6823 | Corporate: (+92-331) 111-0835 | Email: info@udpl.com.pk
<http://www.udpl.com.pk>