

**SECP Gender Pay Disclosure****Summary****Jun-25**

| <b>Gender</b> | <b>Gross Salary<br/>A</b> | <b>No . Of<br/>employees<br/>B</b> | <b>Working Days<br/>per Month<br/>C</b> | <b>Working Hours<br/>Per day<br/>D</b> | <b>Total Working<br/>hours Per Month<br/>E= B*C*D</b> | <b>Mean Hourly<br/>Rate<br/>A/E</b> | <b>Median Hourly<br/>Rate</b> |
|---------------|---------------------------|------------------------------------|-----------------------------------------|----------------------------------------|-------------------------------------------------------|-------------------------------------|-------------------------------|
| Male          | 74,435,260                | 300                                | 22                                      | 8                                      | 52,800                                                | 1,409.76                            | 944.51                        |
| Female        | 2,102,321                 | 9                                  | 22                                      | 8                                      | 1,584                                                 | 1,327.22                            | 936.05                        |
|               | <b>76,537,581</b>         | <b>309</b>                         |                                         |                                        |                                                       |                                     |                               |

**Formula devised by SECP****Results**

|      |                     |      |
|------|---------------------|------|
| Mean | $(A - B / A) * 100$ | 5.85 |
|------|---------------------|------|

|        |                     |      |
|--------|---------------------|------|
| Median | $(C - D) / C * 100$ | 0.90 |
|--------|---------------------|------|

**Statistical Formulae**

Mean = Average

Median (Odd) =  $(n + 1) / 2$ Median (even) =  $(\{n/2\} + \{n/2+1\}) / 2$ **Note:**

Gross salary of month of June-25 is taken to compute the above results.

Overtime has been excluded as per requirements of SECP

Leave encashments have been included as per requirements of the SECP