

GENDER PAY GAP STATEMENT

UNDER CIRCULAR NO. 10 OF 2025 OF SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

Name of company : Nishat Power Limited
Year ending : 30 June 2025

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

- (i) Mean Gender pay gap: 6%
- (ii) Median Gender pay gap: -24%
- (iii) Any other data/details as deemed relevant: The Company offers its employees equitable compensation based on their individual profile and performance without any discrimination with respect to their gender.

For and on behalf of the Board of Directors of the Company



Chief Executive Officer

Lahore: 29 September 2025