

DISCLOSURE UNDER CIRCULAR

10 OF 2024 REF. NO. SECP/CS/MC/17 DATED APRIL 17, 2024

Statement on Gender Pay Gap as on June 30, 2025

Hi-Tech Lubricants Limited		
Data as of June 30, 2025		
	885	498
*Hourly Rate		
	1,443	824
*Hourly Rate		
	-63%	-65%

INTERPRETATION

A negative gender pay gap means that, on average, females earn more than males (both in mean and median).

Here:

Mean gap = -63% — Females earn 63% more than males on average.

Median gap = -65% — Females earn 65% more than males at the mid-point.

For and on behalf Hi-Tech Lubricants Limited

Authorized Signatory



Chief Executive Officer / Executive Director