

**Statement under Circular No. 10 of 2024 dated April 17, 2024
as issued by Securities & Exchange Commission of Pakistan**

Hi-Tech Lubricants Limited		
Gender Pay Gap Data as of June 30, 2026		
Male	Mean (A)	Median (C)
	955	542
*Hourly Rate		
Female	Mean (B)	Median (D)
	1,513	500
*Hourly Rate		
Gender Gap	$((A-B)/A)*100$	$((C-D)/C)*100$
	Mean	Median
	-58%	8%

Interpretation — Gender Pay Gap, Hi-Tech Lubricants Limited (as of June 30, 2026)

Metric	Male	Female	Gap	Direction
Mean hourly rate	PKR 955	PKR 1,513	-58%	Favors Female
Median hourly rate	PKR 542	PKR 500	8%	Favors Male

Key takeaway: Mean and median point in opposite directions — mean shows a gap favoring women, median shows a gap favoring men.


Chief Executive Officer



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