

BUXLY PAINTS LIMITED

GENDER PAY GAP STATEMENT UNDER SECP'S CIRCULAR 10 OF 2024

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

- i) Mean Gender Pay Gap: 37.93%
- ii) Median Gender Pay Gap: -5.78%

The above percentages reflect the gender pay gap of relevant male versus female employees across the organization.



Chief Executive Officer

Date: September 25, 2025