

GENDER PAY GAP STATEMENT

The United Insurance Company of Pakistan Limited

(Both Conventional and Window Takaful Operations)

Gender Pay Gap Statement Under SECP Circular 10 of 2024, issued on April 17, 2024

Following is gender pay gap is calculated for the financial year ended December 31, 2025

- 1) Mean Gender Pay Gap : 29.77%
- 2) Median Gender Pay Gap : 2.74%
- 3) There is no other data / detail as deemed relevant.

For and on behalf of the Board of Directors



Mian M.A. Shahid

CEO / Director

March 12, 2026