

# Gender Pay Gap Statement

Under SECP Circular 10 of 2024

LCI's commitment to Diversity, Equity, and Inclusion (DE&I) has been central to its talent acquisition and engagement strategies. The Company follows a rigorous, merit-based process for recruitment, annual salary reviews, and career advancement, ensuring there is no discrimination based on gender, race, or ethnicity - thereby compensating employees fairly and equitably.

The gender pay gap on an overall basis\* for the year ended June 30, 2026, is as under:

- Mean Gender Pay Gap is 24.0%
- Median Gender Pay Gap is 6.9%

\*This is based on a 10.7% - 89.3% employee representation ratio for women and men, respectively.

However, the remuneration philosophy at LCI does not differentiate based on gender. Employee remuneration is determined based on an employee's professional experience, tenure, education, job role, performance, market dynamics, and geographical location, among others.

LCI's approach to promoting a fair and inclusive workplace includes:

- **Equal Employment Opportunity:** Upholding equal opportunity by maintaining a discrimination-free workplace, applying non-discriminatory hiring practices, and offering equal chances for advancement to all employees regardless of gender.
- **Merit-based Evaluations and Growth:** Following fair and transparent evaluation processes for promotions and salary adjustments, conducting annual reviews based on equitable, merit-driven, and market-aligned criteria free from gender bias. Employees are recognised based on roles, performance, and responsibilities.
- **Inclusive Workplace Policies:** Implementing various policies embedded within the organisation, including sabbaticals, maternity and paternity leave policies, and an anti-harassment policy, to foster an inclusive workplace environment.



**Samar Hayat**  
Chief Executive Officer

Dated: August 3, 2026