

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 all employment practice including 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, 2025, is as under:

- Median Gender Pay Gap is - 0.5%
- Mean Gender Pay Gap is 12.3%

*This is based on an 8.5% - 91.5% 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 several factors, including professional experience, tenure, education, job role, performance, market dynamics, and geographical location.

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.



Asif Jooma

Chief Executive

Date: July 31, 2025