

Name of the Company: **ZIL Limited**

Gender Pay gap statement under circular 10 of 2024

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

- (i) Means Gender Pay Gap: **-8%**
- (ii) Median Gender Pay Gap: **-18%**

On Behalf of Board of Directors of the Company



Muhammad Irfanulhaq
Chief Executive Officer



Dated : 13-Feb-2026