

**HALLMARK COMPANY LIMITED**  
**FOR THE YEAR ENDED JUNE 30, 2024**

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

Following is the gender pay gap calculated for the year ended 30 June, 2024:

1. Mean gender pay GAP : 26.4%
2. Median gender pay GAP : (20)%

The above percentage reflect the gender pay gap of relevant male versus female employees across the organisation.



**Waseem Ahmad**  
Chief Executive Officer

Date: 07 October 2024