

## Gender Pay Gap Statement

### Silkbank Limited

Gender Pay Gap Statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024.

The following is gender pay gap calculated for the year ended December 31, 2024:

(1) Mean Gender Pay Gap: **50%**

(2) Median Gender Pay Gap: **26%**

(3) The above ratios reflect the overall employee gender pay gap across the organization. The Bank ensure equitable compensation for the female member in their respective role based on experience, qualification and performance.

For and on behalf of the  
Board of Directors



**Shahram Raza Bakhtiari**  
**President & CEO**

Date: February 26, 2025

### Silkbank Limited

#### Central Office:

Ground Floor, No. 13, COM-3 Mall,  
Block-6, KDA Scheme # 5  
Clifton 75600, Karachi-Pakistan

**PABX:** 021-111-00-7455

**Website:** [www.silkbank.com.pk](http://www.silkbank.com.pk)