BALUCHISTAN WHEELS LTD. GENDER PAY GAP REPORT As at June, 30, 2025

Median Gender Pay Gap

Male Employees		
S.No.		Hourly Rate
1		361.64
2	•	287.93
3		324.65
4		234.05
5		148.79
6		182.84

Female Employees		
S.No.	Hourly Rate	
1	204.96	
2	224.68	
3	174.07	

Median Term of Male Employees

Median Term of Male Employees

3 Median Term of Female Employees

2

Median of Male Employees

279.35

Median of Female Employees

224.68

Median Gender Pay Gap

19.57%

Mean Gender Pay Gap

Male Employees		
S.No.	Hourly Rate	
1	362	
2	288	
3	325	
4	234	
5	149	
6	183	

Female Employees		
S.No.	Hourly Rate	
1	204.96	
2	224.68	
3	174.07	

Mean of Male Employees

257

Mean of Female Employees

201

Mean Gender Pay Gap

21.59%