

<p><b>BALUCHISTAN WHEELS LTD.</b></p> <p><b>GENDER PAY GAP REPORT</b></p> <p><b>As at June, 30, 2025</b></p>
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Median Gender Pay Gap	
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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

3

2

4

**279.35**

224.68

19.57%

Mean Gender Pay Gap	
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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

257

201

**21.59%**