

Gender Pay Gap Statement under SECP's Circular No. 10 of 2024

At United Brands Limited, our commitment to fairness and inclusiveness drives us to promote the workplace where all employees are respected, valued and fairly compensated. In line with this commitment, the gender pay gap analysis for the year ended June 30, 2025, has been carried out in accordance with the guidelines issued by the Securities and Exchange Commission of Pakistan (SECP).

- i. Mean Gender Pay Gap: -1%
- ii. Median Gender Pay Gap: 7%

A handwritten signature in black ink, appearing to be 'Zubair Razzak Palwala', written over a horizontal line.

Zubair Razzak Palwala
Chief Executive Officer