

Gender Pay Gap Statement under Circular 10 of 2024

Following is gender pay gap calculated for the year ended December 31, 2024

	Median	Mean
Management Staff		
Senior Management	10.6%	30.9%
Middle Management	10.1%	8.7%
Operational Staff	-7.6%	-1.1%
Banca		
Team Leaders	0%	5.5%
Sr./BSR	0%	0.7%
Direct Distribution Sales		
Higher Management	-	-
Middle Management	0%	20.6%
Lower Management	0%	-9.8%

On behalf of Adamjee Life Assurance Company Limited



 Manzar Mushtaq
 Chief Executive Officer

Date: February 25, 2025