

Gender Pay Gap Statement

Bank Alfalah is committed to sustainable professional growth of its employees based on performance, inclusion, and equal opportunity. As part of our commitment to responsible governance and transparent reporting, we disclose our gender pay gap as per regulatory requirements, however the percentages do not fully capture the variation in experiences and nature of roles and responsibilities at each level.

Level	Grades	Mean Gender Pay Gap	Median Gender Pay Gap
Senior Management		-3%	6%
Middle Management	SVP-I	1%	6%
	VP-II	6%	5%
	VP-I	-1%	4%
	AVP-II	2%	0%
	AVP-I	1%	2%
Officer Level	OG-I	2%	3%
	OG-II	3%	3%
	OG-III	3%	0%
	OG-IV	2%	0%
Overall		35%	24%

As at 31 December 2025

This reflects an overall workforce composition of **21% women and 79% men** across the Bank.

- Gender pay equity remains strong across all levels of the Bank, reflecting a consistent and equitable compensation framework.
- Women in senior management roles are compensated competitively and slightly in favour of women, demonstrating the Bank's focus on recognising leadership contribution irrespective of gender.
- Across middle and officer level the mean gender pay gap is very minimal reflecting that Bank has balanced compensation policies across.

Driving Sustainable Progress

Bank Alfalah, we remain deeply committed to advancing women's role in the workforce. At middle and lower management, we are fostering women's growth through capacity building, succession planning, a strong rewards and governance framework and target initiatives such as childcare allowance and 6 months' maternity leaves.

As a way forward, we are ensuring equitable opportunities and fostering a diverse and inclusive future, where women are equally represented across all levels.

Atif Bajwa

President and Chief Executive Officer