GENDER, RACE AND DIVERSITY

The Company upholds a firm commitment to non-discrimination based on gender or any other characteristic. We strongly advocate equality, fairness, and respect for every individual. Our company ensures that all policies, practices, and decision-making processes are devoid of any form of discrimination. The Company promotes an inclusive culture and cultivates a safe, supportive environment where everyone can contribute their unique talents and perspectives. By fostering a workplace free from gender bias, the Company aims to create a diverse and empowering environment for all employees.

Gender Pay Gap Statement Under Circular 10 of 2024.

Following is Gender Pay Gap Calculated for the year ended Jun 30, 2026:

1- Mean Gender Pay Gap N.A
2- Median Gender Pay Gap N.A
3- Any other data/details as deemed relevant Nill

Note:

- We have female representation on the Company's Board of Directors.

30/10/2026

Emco Industries Ltd. LAHORE 54000 4th Floor, National Tower, 28-Egerton Road

CEO / Director **Senior Manager (Corporate Affairs)**

October 30, 2026