



Gender Pay Gap Statement

Highnoon Laboratories Limited is firmly committed to enriching the lives of its employees through equity and inclusivity, striving to create a workplace where all employees are valued and rewarded fairly. The gender pay gap calculation for the year ended 31 December 2025, is presented in accordance with the circular issued by the Securities and Exchange Commission of Pakistan.

- Mean Gender Pay Gap: **-2.28%**
(On average, Females earn 2.28% more than men based on overall basic salaries.)
- Median Gender Pay Gap: **-51.62%**
(The median salary for women is 51.62% higher than that of men, indicating that a greater proportion of women hold higher-paying roles at the median level.)



Dr. Adeel Abbas Haideri
Chief Executive Officer