

Oilboy Energy Limited

Gender Pay Gap Statement

As Required Under SECP Circular No. 10 of 2024

Reporting Period: Month Ending March 2025

1. Gender Pay Gap Summary

Metric	Result
Mean Gender Pay Gap	76.73%
Median Gender Pay Gap	87.01%

*Note: Gender pay gap figures represent the percentage difference in average gross monthly remuneration between male and female employees.

2. Workforce Composition

Gender	Number of Employees	Percentage
Male	5	71.4%
Female	2	28.6%
Total	7	100%

3. Organizational Commitment

Oilboy Energy Limited reaffirms its commitment to equitable and inclusive workplace practices, with a strong focus on gender equality in remuneration. Our core principles include:

- **Equal Pay for Work of Equal Value:** Ensuring compensation aligns with roles and responsibilities, irrespective of gender.
- **Gender-Neutral Pay Structures:** Adopting transparent and unbiased compensation frameworks.
- **Regular Compensation Reviews:** Conducting periodic evaluations to identify and rectify any disparities.

Continuous Improvement Measures:

- Diversity & Inclusion Initiatives: Promoting balanced representation across all departments.
- Pay Practice Audits: Implementing regular audits to ensure compliance and fairness.
- Professional Development Access: Providing equal growth and learning opportunities to all employees.

4. Certification

This statement accurately reflects the gender pay gap analysis of Oilboy Energy Limited as of March 2025 and is prepared in accordance with SECP Circular No. 10 of 2024.

Authorized Signatory:



Chief Executive Officer

Date: April 17, 2025

Notes

- All data is based on gross monthly remuneration.
- Complete payroll records are maintained in compliance with regulatory requirements.
- This statement will be reviewed and updated on an annual basis.