



**BECO STEEL**  
WE STRENGTHEN YOUR DREAMS

**Beco Steel Limited**

**Gender Pay Gap Statement**

**As required under Circular 10 of the Securities and Exchange Commission of Pakistan**

Following is the gender pay gap calculated for the year ended 30-06-2024.

(i) Median Gender Pay Gap: 
$$\frac{225 - 275}{275} \times 100 = -18.18 \%$$

Hourly rate Male Employees 225

Hourly rate Female Employees 275

(ii) Mean Gender Pay Gap: 
$$\frac{370.13 - 275}{275} \times 100 = 34.59 \%$$

Hourly rate Male Employees 370.13

Hourly rate Female Employees 275

(iii) Any other data / detail as deemed relevant: NIL

 

**CHIEF EXECUTIVE OFFICER**