



# FIRST CREDIT AND INVESTMENT BANK LIMITED

## GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024

FCIBL is an equal opportunity employer and believes in gender diversity and inclusiveness. It is ensured in FCIBL that no employee is discriminated on the grounds of their race, nationality, ethnic/ social origin, religious or political beliefs, age, gender, marital status or disability. The Company has cadre wise minimum pay scales approved by the Board. The salary of employees may vary on the basis of performance and length of service.

Following is gender pay gap calculated for the year ended June 30, 2025.

Mean Gender Pay Gap: 65.66%

Median Gender Pay Gap: 29.80%

Any other data / details as deemed relevant: NIL

For and on behalf of  
Board of Directors

Muhammad Mohsin Ali  
President and CEO

Karachi:  
September 04, 2025