

PRESS RELEASE

For immediate release

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SECP directs listed companies to disclose gender gap data

ISLAMABAD, April 17: The Securities and Exchange Commission of Pakistan (SECP) has issued a directive for listed companies to include a statement on gender pay gap in their annual reports. The directive aligns with the Government's instructions under the Prime Minister's Women Empowerment Package 2024, aimed at promoting gender diversity within the corporate sector.

To facilitate compliance, the SECP has provided a suggestive template for the gender pay gap statement, along with guidance on its calculation methodology. This initiative will assist listed companies in accurately assessing and reporting gender pay differentials within their organizations. The requirement for reporting gender gap is applicable to listed companies for financial year ending on or after June 30, 2024.

The SECP remains committed to promoting gender equality and diversity in the corporate sector, and views this directive as a significant step towards achieving this objective. Through collaborative efforts with stakeholders, we aim to create a more inclusive and equitable workplace environment.

The Circular can be accessed through the link

<https://www.secp.gov.pk/document/circular-no-10-of-2024-disclosure-of-gender-pay-gap-data-in-annual-report/?wpdmdl=51308> OR Scan QR Code to access the Circular No 10 of 2024.

