



The Universal Insurance Company Limited

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March 31, 2026

THE UNIVERSAL INSURANCE COMPANY LIMITED

Gender pay gap Statement under Circular 10 of 2024

Following is gender pay gap calculated for the year ended December 31, 2025.

- i. Mean Gender Pay Gap: **49.46%**
- ii. Median Gender Pay Gap: **-36.89%**
- iii. Any other data/details as deemed relevant: **N/A**

(Signed by Lt. Gen (Retd.) Ali Kuli Khan Khattak - Chairman/ Director
on behalf of Board of Directors of the Company)

Date: March 31, 2026