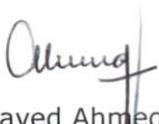


Jubilee

LIFE INSURANCE

Following is the gender pay gap calculated for the year end 31 December 2025:

- i. Mean Gender Pay Gap: **-14.9%**
- ii. Median Gender Pay Gap: **-17.0%**
- iii. Gender Pay Gap is calculation is based on all grades with female representation.
Negative sign indicates higher Pay for female employees.



(Javed Ahmed)

Managing Director & Chief Executive Officer

Dated: 2 February 2026



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