



## **DISCLOSURES**

### **STRATEGIC OBJECTIVES ON ESG**

The Securities and Exchange Commission of Pakistan (SECP) has introduced ESG disclosure guidelines for listed companies which revolve around factors like protecting the environment. Reduction of waste, environmental sustainability. The scope of ESG initiatives is very diverse and comprehensive too. On its part, B.F. Modaraba has played its role in promoting staff welfare activities and through humble donations to the health welfare organizations. Governance standards have always remained at the forefront of the organization. B.F. Modaraba has put in place an effective framework of ethical business practices. ESG initiatives shall be further strengthened and a long-term plan in this regard shall be worked out in due course.

### **GENDER PAY GAP STATEMENT**

Gender Pay Gap statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024 following is gender pay gap calculated for the year ended June 30, 2025:

- a) Mean Gender Pay Gap: 100%
- b) Median Gender Pay Gap: 100%
- c) Any other data / details as deemed relevant: Nil

During the year under review, the Modaraba had no female employees.

The requirements introduced by the SECP through a recent notification dated 12<sup>th</sup> June, 2024, regarding Environmental, Social and Governance (ESG) matters shall be implemented in due course.

Karachi

Date October 02, 2025

Chief Executive