

Gender Diversity and Pay Gap

The Company is an equal opportunity employer and believes in gender diversity and inclusiveness. It ensured that no employee is discriminated on the grounds of his or her 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 respective authorities. The salary of employees may vary based on performance and length of service

Following is gender pay gap calculated for the year ended December 31, 2024.

Mean Gender Pay Gap:	69%
Median Gender Pay Gap:	49%

