



DISCLOSURE

Gender Pay Gap

OGDCL is committed to promoting a workplace culture based on fairness, equality and inclusion for all employees. The Company upholds the principle of pay equity through well-defined policies and a transparent salary structure framework. The Company has a DEI Policy in place. Consequently, the daily/hourly pay & allowances for male and female employees are identical affirming that no gender pay gap exists within the organization. As a strategic initiative to promote gender diversity, OGDCL has inducted a cohort of All Female Management Trainee Officers (MTOs) reflecting the Company's strong commitment to gender equity and its DEI policy. Management is working on All Female Trainee Engineers Program in furtherance of Company's gender equity initiatives.

A handwritten signature in blue ink, appearing to read 'Ahmed Hayat Lak', is positioned above the printed name.

(Ahmed Hayat Lak)
Managing Director/CEO