

GENDER PAY GAP STATEMENT

Under SECP Circular 10 of 2024

Crescent Star Insurance Limited (CSIL) is committed to cultivating a fair and equitable workplace. Our commitment to Diversity, Equity, and Inclusion (DE&I) is central to our talent acquisition and employee engagement strategies, strengthen our diverse talent pipeline, and reinforce our foundational commitment to building an inclusive organization where every employee can thrive.

The gender pay gap on an overall basis for the year ended December 31, 2025, is as under:

- Mean Gender Pay Gap is 50%
- Median Gender Pay Gap is -16%

Naim Anwar
Chief Executive Officer

Karachi
April 3, 2026