BF BIOSCIENCES LIMITED

GENDER PAY GAP STATEMENT UNDER SECURITIES & EXCHANGE COMMISSION OF PAKISTAN'S CIRCULAR 10 OF 2024

We are an equal opportunity employer committed to ensuring fairness and equality in all aspects of our employment practices. We are happy to confirm that there are no differences in pay scales between male and female employees performing equivalent roles.

Our compensation structure is based solely on qualifications, experience and performance in order to ensure all employees are rewarded equitably, regardless of gender. We continuously review our policies to maintain a work environment that supports equity, diversity, and inclusivity so that every employee has an equal opportunity to thrive.

For and on behalf of BF Biosciences Limited

Mrs. Akther Khalid Waheed
(Chief Executive Officer)