



Name of Company: **ZIL Limited**

Gender pay gap statement under Circular 10 of 2024

Following is gender pay gap calculated for the year ended **2024**

- (i) Mean Gender Pay Gap: **-33%**
- (ii) Median Gender Pay Gap: **-89%**
- (iii) Any other data/ details as deemed relevant.

(on behalf of Board of Directors of the Company)

A handwritten signature in blue ink, appearing to read 'Mubashir Hasan Ansari', written over a horizontal line.

Mubashir Hasan Ansari
CEO

Date: 14-Feb-2025