

Wage difference report

According to section 6b(b) to the Male and Female Employees Equal Pay Law-1996



Group Identification (1)	Monthly average wage (gross) of all employees at the group		
	Differentiation Female vs. male	Less then Average - %	
		Female Employee	Male Employee
Sales (2)	-60%	33%	0%
Marketing (3)	27%	33%	33%
Administration (4)	-45%	29%	14%
R&D (5)	-16%	14%	29%
Operations (6)	-16%	25%	13%
Management (7)	-9%	20%	0%

- (1) Employees’ breakdown to groups is based on the company's organizational structure to departments → 6 Departments.
- (2) Sales department includes sales managers (most are males) and sales support & administration (most are females). The wage Difference is due to the compensation structure, while sales managers are being compensated based on their targets in addition to their monthly wage, other sales employees are entitled to fixed monthly wage only.
- (3) Marketing department includes marcom support and digital marketing management. The wage difference is due to roles and responsibilities differences between the employees.
- (4) Administration department includes finance, IT and office management. The wage difference is due to roles, professional experience and responsibilities differences between the employees.
- (5) R&D department include- R&D, Engineering , Regulation, QA/QC and Clinic . The payroll differentiation is due to the roles and responsibilities difference between the Employees.
- (6) Operations department includes service, inventory & supply chain management, manufacturing management and purchasing. The wage difference is due to roles, professional experience and responsibilities differences between the employees.
- (7) The wage difference is due to the compensation structure, as not all employees among this group are entitled to variable compensation based on the attainment of targets.

General Notes:

- (1) The company did not pay completion pay for minimum wage to any of its employees in 2022.
- (2) The data displayed is based on the entire taxable employment income in 2022 according to Section 2(2) of the Income Tax Ordinance [New Version]-1961.