

Gender Pay Gap

The gender pay gap calculated for the year 2024-25 is:

	Mean	Median
Non-management	26.81%	25.22%

Management	Mean	Median
Upper	No Female Employees in Upper Management	
Middle	(0.3)%	(8.24)%
Lower	3.15%	(6)%

As per Dynea's compensation philosophy, both management and non-management employees are hired based on salary bands benchmarked with the market, irrespective of gender. The variation in pay is due to individual performance over time, employment tenure, and specific skill sets.