



ALTERN ENERGY LIMITED

Descon Headquarters:

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Gender pay gap statement under Circular 10 of 2024

The following is the gender pay gap calculated for the year ended

- | | |
|---|--|
| (i) Mean Gender Pay Gap: | Not Applicable |
| (ii) Median Gender Pay Gap: | Not Applicable |
| (iii) Any other data/ details as deemed relevant: | As of the current reporting period, our workforce includes no female employees; therefore, the gender pay gap is not applicable . |

In line with our company policy, we are committed to **equal pay for equal work**, with **no disparity based on gender**. We also aim to enhance gender diversity through inclusive hiring practices going forward.

(Signed by CEO/ director on behalf of the Board of Directors of the Company)

Date: May 23, 2025

