

NISHAT MILLS LIMITED



Gender Pay gap Statement under Circular 10 of 2024

Following is the gender pay gap in Nishat Mills Limited (the "Company") calculated for the year ended 30 June 2024:

1. Mean gender pay gap: 23.69%
2. Median gender pay gap: 9.94%
3. The Company is committed to providing equal opportunities and does not discriminate based on gender. Employment benefits are granted based on merit and in accordance with the terms of employment.

For and on behalf of the Board of Directors.

Farid Noor Ali Fazal
Director

Lahore
27 September 2024

HEAD OFFICE

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