



GENDER PAY GAP STATEMENT **UNDER CIRCULAR 10 OF 2024**

As At June 30, 2025

At Premium Textile Mills Limited, our remuneration philosophy is strictly merit-based and does not differentiate on the basis of gender. Compensation is determined by objective factors such as professional experience, tenure, education, job role, performance, market dynamics, and geographical location. We are committed to ensuring fairness and equal opportunity, with no discrimination on the basis of gender, race, religion, color, ethnicity, origin, or social class.

Following is gender pay gap calculated for the year ended June 30, 2025.

(i) Mean Gender Pay Gap: -175.89

(ii) Median Gender Pay Gap: -140.95

At the Head Office, the mean pay for men is 31.51% higher than for women, while the median pay is 140% higher. Considering all locations (Head Office + Factory), the mean pay for women is 175.89% higher than for men, and the median pay for women is 140.95% higher than for men.

Mr. Abdul Kadir Adam
Chief Executive

Mr. Muhammad Yasin Siddik
Executive Director

(Signed by CEO and Director on behalf of Board of Directors of the Company)