

GENDER PAY GAP STATEMENT

UNDER CIRCULAR 10 OF 2024

As At June 30, 2026

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, 2026.

(i) Mean Gender Pay Gap: -373.67

(ii) Median Gender Pay Gap: -225.52

At the Head Office, the mean pay for men is 9.37% higher than for women, while the median pay for women is 16.06% higher than for men. Considering all locations (Head Office + Factory), the mean pay for women is 373.67% higher than for men, and the median pay for women is 225.52% higher than for men.



Mr. Abdul Kadir Adam
Chief Executive



Mr. Khizar Yusuf Sattar
Director

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