

## **Feroze1888 Mills Limited**

### **Gender pay gap statement under Circular 10 of 2024**

Following is gender pay gap calculated for the year ended 30<sup>th</sup> June 2025:

- |      |                       |           |
|------|-----------------------|-----------|
| (i)  | Mean Gender Pay Gap   | = 21.9% = |
| (ii) | Median Gender Pay Gap | = 17.9% = |



**Rehan Rahman**  
Chief Executive Officer

06 October 2025