

Feroze1888 Mills Limited

Gender pay gap statement under Circular 10 of 2024

Following is gender pay gap calculated for the year ended 30th June 2025:

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



Rehan Rahman

Chief Executive Officer

06 October 2025