

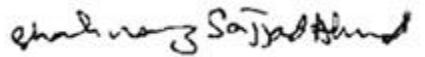
BANNU WOOLLEN MILLS LIMITED

Gender Pay Gap Statement under Circular 10 of 2024

Following is gender pay gap for the year 2024;

- (i) **Mean Gender Pay Gap:** The mean pay for men is equal to that of women
- (ii) **Median Gender Pay Gap:** The mean pay for men is equal to that of women

While our current female representation is 0.7% of the total workforce and with a 6% representation at Executive Management Teal level, we are committed to increasing this number and enhancing our talent pool.



C E O