

## **Gender Pay Gap Statement – Dewan Sugar Mills Limited For the Year Ended September 30, 2025**

In compliance with SECP Circular No. 10 of 2024, Dewan Sugar Mills Limited reports the following:

### **Our Commitment**

We maintain an inclusive and equitable workplace. Employee compensation is based solely on seniority, experience, role, responsibilities, and performance, irrespective of gender. A gender diversity policy is in place covering recruitment, promotion, pay gap analysis, retention, and development of female employees.

### **Gender Pay Gap Disclosure**

**Mean Gender Pay Gap:** Not Applicable

**Median Gender Pay Gap:** Not Applicable

### **Rationale**

The Company has one female Non-Executive Director on the Board and no female employees at the mill. Sugar crushing operations run for only 90 to 120 days per year, with the remainder limited to repair and maintenance. The mill is located in a rural area where social and cultural norms limit female participation in the industrial workforce.

Dewan Sugar Mills Limited remains committed to equal opportunity and will continue to encourage female participation as societal conditions evolve.