

NAGINA COTTON MILLS LTD.

2ND FLOOR, SHEIKH SULTAN TRUST BLDG. NO. 2, 26, CIVIL LINES BEAUMONT ROAD, KARACHI-75530, PAKISTAN. TELE : (92-21) 35688123 - 35680364 - 35688219 - 35686263 - 35686560 FAX : (92-21) 35683215 E-MAIL : karachi@nagina.com

NAGINA COTTON MILL LIMITED

GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024

Following is gender pay gap calculated for the year ended June 30, 2024

i)	Mean Gender Pay Gap	32.32%	
ii)	Median Gender Pay Gap	-13.35%	
iii)	We are committed to fostering an inclusive workplace that equitable representation at all levels, regardless of gender median gender pay gaps are 32.32% and (13.35%), respect differences are influenced by factors such as individu experience, education, and skill set.	dless of gender. The mean and 3.35%), respectively. These pay	

Amin Ellahi Shaikh Chief Executive Officer

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