



BESTWAY CEMENT LIMITED

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Gender pay gap statement under Circular 10 of 2024

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

- (i) Mean Gender Pay Gap: 0.1%
- (ii) Median Gender Pay Gap: -0.7%
- (iii) Any other data/ details as deemed relevant . N/A

For and on behalf of Board of Directors

Director