

## GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 of 2024

### TATA TEXTILE MILLS LIMITED

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

- |   |     |
|---|-----|
| 1. Mean Gender Pay Gap:                       | -1% |
| 2. Median Gender Pay Gap:                     | 5%  |
| 3. Any other data/details as deemed relevant: | Nil |

Note: The above pay gap measures the difference in pay between women and men performing jobs that are either similar or comparable. It shows that the mean pay is 1% higher in women whereas the median pay is 5% higher in men.



(Signed by CEO/director on behalf of Board of Directors of Company)

Dated: October 24<sup>th</sup>, 2024