



RELiance WEAVING MILLS LIMITED

Gender Pay Gap Statement under SECP's Circular 10 of 2024

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

- I. Mean Gender Pay Gap: (132%)
- II. Median Gender Pay Gap: (31%)
- III. Any other data/ details as deemed relevant.

The Company ensures suitable compensation of female members in their respective roles, based on experience, qualification and performance.



Director

Dated: September 30, 2025