RELIANCE WEAVING MILLS LIMITED

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

Following is gender pay gap calculated for the year June 30, 2026:

I. Mean Gender Pay Gap: (41%)

II. Median Gender Pay Gap: (52%)

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.

CEO / Director

Dated: September 28, 2026