



# INDUS DYEING & MANUFACTURING CO. LIMITED

## GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2025 INDUS DYEING AND MANUFACTURING COMPANY LIMITED

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

|                                               |         |
|-----------------------------------------------|---------|
| 1. Mean Gender Pay Gap:                       | -22.27% |
| 2. Median Gender Pay Gap:                     | -21.96% |
| 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 22.27% higher in women whereas the median pay is 21.96% higher in women.

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



