



INDUS DYEING & MANUFACTURING CO. LIMITED

GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2026

INDUS DYEING AND MANUFACTURING COMPANY LIMITED

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

- | | |
|---|---------|
| 1. Mean Gender Pay Gap: | -17.12% |
| 2. Median Gender Pay Gap: | -17.46% |
| 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 17.12% higher in women whereas the median pay is 17.46% higher in women.

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