

ASHFAQ TEXTILE MILLS LIMITED.

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

For the year ended June 30, 2025.

The Company fully supports the principles of equal opportunity and fair remuneration regardless of gender. However, during the year ended June 30, 2025, the Company did not employ any female staff. Accordingly, the calculation of the gender pay gap is not applicable:

- | | |
|--------------------------|-----|
| 1. Mean Gender Pay Gap | NIL |
| 2. Median Gender Pay Gap | NIL |

The Company remains committed to promoting gender diversity and inclusion in its workforce and continue to explore initiatives aimed at encouraging female participation in its operations going forward.

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Chief Executive / Director