

GENDER PAY GAP STATEMENT

UNDER CIRCULAR 10 OF 2024

Name of Company:

Arctic Textile Mills Limited

Year Ending:

30 June 2026

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

- | | | |
|----|------------------------------|----------------|
| 1. | Mean Gender Pay Gap | -10.48% |
| 2. | Median Gender Pay Gap | 0.00% |

The above percentages reflect the gender pay gap of relevant male versus female employees in different employment grades across the organization.

We are an equal opportunity employer and do not discriminate in pay based on gender. We remain fully committed to promoting gender diversity and equality in our compensation practices.



Muhammad Iqbal
Chief Executive Officer

Date: 29 September, 2026