

GENDER PAY GAP REPORT

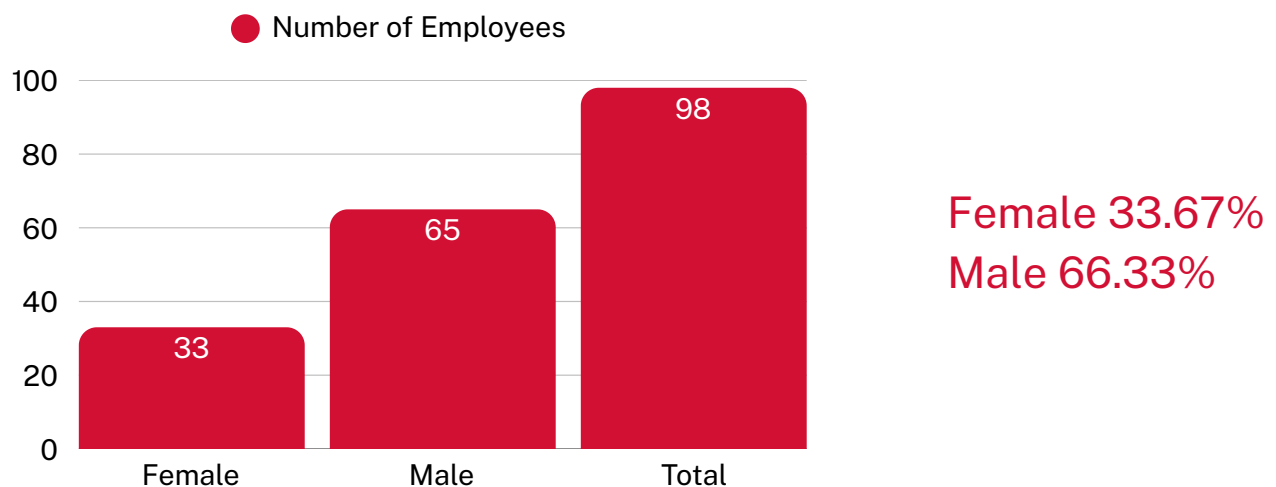
30TH JUNE 2026





This Gender Pay Gap Report for Anart Restaurants Limited has been prepared in accordance with the Gender Pay Gap Information Regulations, based on pay data “when paid” for employees as of 30 June 2026. The dataset covers 98 employees, includes permanent full-time and permanent part-time employees, there were no temporary employees in this reporting period. Results shown are the difference between employees of the Male Gender and that of the Female Gender, expressed as a percentage of the Male Gender.

GENDER BREAKDOWN



GENDER PAY METRICS

	Mean	Median
Hourly Remuneration	-7.73%	-4.53%
Part-time Hourly Remuneration	-7.24%	-4.20%

The hourly remuneration gender pay gap is -7.73%, indicating that female employees have, on average, hourly remuneration that is 7.73% higher than male employees, based on the methodology used for the report. The median hourly remuneration gender pay gap is -4.53%, indicating that the median hourly remuneration for female employees is 4.53% higher than that of male employees.

The negative percentages therefore indicate a higher level of remuneration for female employees compared with male employees for both the mean and median measures. This is primarily attributable to a higher proportion of female employees occupying more senior and higher-remunerated roles within the company.

BONUS REMUNERATION AND BENEFIT-IN-KIND

	Male	Female
No. of employees in receipt of a bonus	55	30
No. of employees in receipt of benefit-in-kind	0	1
Mean Bonus Gap	-81.26%	
Median Bonus Gap	-46.38%	

The mean bonus gender pay gap is -81.26%, while the median bonus gender pay gap is -46.38%. The negative percentages indicate that female employees received higher bonus payments than male employees, based on the methodology applied.

The bonus gap is primarily influenced by the gender composition of the workforce across different levels of the organisation, with a higher proportion of female employees occupying senior and higher-remunerated roles.



PAY QUARTILES

The table below shows the gender balance within each of our pay quartiles as at the 30 June 2026. To calculate this data, we have divided the total number of employees into four quartiles based on pay data.

	Male %	Female %	No. Male	No. Female
Lower Quartile	72%	28%	18	7
Middle Quartile	72%	28%	18	7
Upper Middle Quartile	66.67%	33.33%	16	8
Upper Quartile	54.17%	45.83%	13	11



OVERALL SUMMARY

The distribution of employees across the remuneration quartiles provides important context for these results. Female representation increases across the higher remuneration quartiles, from 28.0% in the Lower and Middle Quartiles, to 33.33% in the Upper Middle Quartile and 45.83% in the Upper Quartile. Females therefore account for almost half of employees within the Upper Quartile. This workforce composition, together with the higher representation of female employees in senior and higher-remunerated positions, is a key contributing factor to the reported negative hourly remuneration and bonus gaps. The data suggests that the company maintains equitable pay practices across both full-time and part-time employees.

WHAT WE ARE DOING TO STRIKE A BALANCE

We are committed to ensuring fairness and equality across all areas of pay and opportunity. To maintain and strengthen gender balance, we continue to:

- Promote transparency in pay and progression processes
- Support flexible working arrangements to accommodate diverse needs and career paths
- Encourage balanced representation of men and women across all levels, particularly in leadership roles
- Provide training and awareness programs to minimize unconscious bias in recruitment, promotion, and reward decisions

These ongoing initiatives help us sustain an inclusive workplace where all employees are rewarded fairly and have equal opportunities to thrive.