











P. O. Box 442, Faisalabad-Pakistan. Tel : 041-4689141 (5 Lines) Fax : 0092-414689147&4689148

E.mail : scil@sitara.com.pk Web : www.sitara.com.pk







## GENDER PAY GAP STATEMENT UNDER SECP CIRCULAR 10 OF 2024

The Board is committed to formulate a gender diversity policy for recruitment, promotion, gender pay gap analysis, retention and development of female employees.

As required under the SECP circular no. 10 of 2024, the following is the Gender Pay Gap calculated for the year ended June 30, 2025:

Mean Gender pay gap:

-5.5%

Median Gender Pay gap:

-14.4%

Muhammad Adrees

Chief Executive Officer

September 20, 2025

PLANT

32-KM, Faisalabad-Sheikhupura Road, Faisalabad.-37631

ISLAMABAD OFFICE:

Malik Complex, Flat, #7, 2nd Floor, 80-East Plaza, Blue Area, Islamabad44000

Tel # 051-2872042, 2270853 Fax # 051-2502339

LAHORE OFFICE

110-A 1st Floor, Siddique Trade Center, 72-Mian Bulevard, Gulberg Lahore.

Tel # 042-35787476-8 Fax # 042-35787479

KARACHI OFFICE

601/602 Business Centre, Mumtaz Hassan Road, karachi - -74000 Tel # 021-32413944,32415452, 32420620, Fax # 021-32415452