SITARA CHEMEICAL INDUSTRIES LTD.

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

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

i) Mean Gender Pay Gap: 15.6%

ii) Median Gender Pay Gap: 10.5%

The above percentage reflect the gender pay gap of relevant male versus female employees across the organization.

Chief Executive Officer

September 28, 2026

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