

GENDER PAY GAP STATEMENT

UNDER SECP CIRCULAR 10 OF 2024

Sapphire Fibres Limited (SFL) is committed to fostering an inclusive and diverse work environment, ensuring that employees of all genders are equitably represented and remunerated. The Company is focused on providing equal opportunities for all, with specific emphasis on gender diversity at all levels of the organization.

The gender pay gap on an overall basis for the year ended June 30, 2026 is as follows:

- Median Gender Pay Gap is -5%
- Mean Gender Pay Gap is -34.5%

However, in line with our commitment to fair compensation, men and women performing equivalent roles and receive equal remuneration within the Company.

SFL approach to promote a fair and inclusive workplace includes:

Equal Employment Opportunity.

We uphold the principles of Equal Employment Opportunity by maintaining a workplace free from discrimination, implementing fair and non-discriminatory hiring practices, and ensuring that all employees—regardless of gender—are provided with equal opportunities to grow, succeed, and achieve their professional goals.

Merit Based Evaluations and Growth:

We ensure merit-based evaluations and growth by following fair and transparent processes for promotions and salary adjustments. Annual reviews are conducted using equitable, merit-driven, and market-aligned criteria that are free from gender bias. Employees are recognized and rewarded based on their roles, performance, and responsibilities.

Inclusive Workplace Policies

We foster an inclusive workplace environment by implementing a range of supportive policies embedded within the organization, including sabbaticals, maternity and paternity leave, and a strong anti-harassment policy. These initiatives are designed to promote equity, respect, and inclusion for all employees.



A stylized, handwritten signature in black ink, appearing to read 'Shahid Abdullah'.

Shahid Abdullah
Chief Executive Officer