

International Steels Limited

GENDER PAY GAP STATEMENT UNDER CIRCULAR NO. 10 OF 2024

The following is the gender pay gap calculated for the year ended June 30, 2026.

- i. Mean Gender Pay Gap: -3.83
- ii. Median Gender Pay Gap: 10.49
- iii. Any other details as deemed relevant:

International Steels Limited is committed to fostering a workplace where diversity, equity, and inclusion are at the core of everything we do. We are putting efforts into promoting gender diversity with an environment where all employees can thrive, contribute, and reach their full potential.



Samir M. Chinoy
CEO – International Steels Limited

