

GENDER PAY GAP STATEMENT

UNDER SECP CIRCULAR 10 OF 2024

At Nimir Industrial Chemicals Limited, we are committed to promoting workplace equality and ensuring compliance with the SECP circular on the gender pay gap.

Globally, the gender pays gap remains a significant challenge, reflecting disparities in earnings between men and women arising from factors such as occupational segregation, differences in work experience, and industry dynamics.

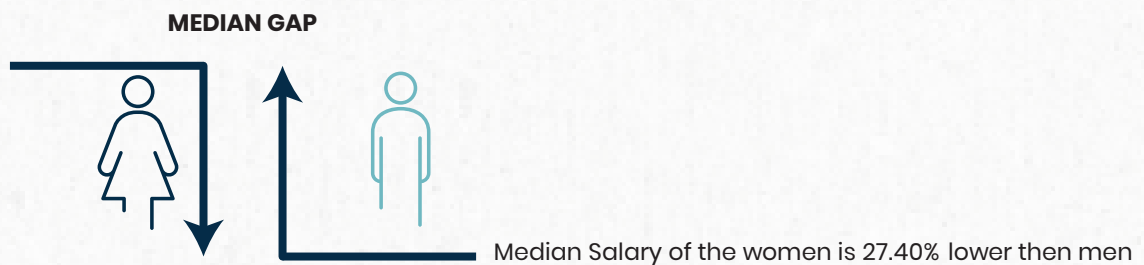
Despite the challenges faced by Pakistan's chemical sector, we are dedicated to fostering greater gender inclusion within the industry.

	Male	Female
Mean Hourly Wage Rate	774.18	380.49
Median Hourly Wage Rate	496.63	360.58

MEAN GENDER GAP



MEDIAN GENDER GAP



The current gender pay gap reflects, in part, the existing distribution of female employees across organizational levels, with female representation presently concentrated at the professional and junior management levels. The Company is continuing its efforts to enhance gender diversity by expanding the female talent pipeline through junior-level recruitment and by considering qualified female professionals for suitable lateral opportunities at middle- management levels. Over time, these measures are expected to support broader female representation across the organization while maintaining a merit-based approach to selection, progression and remuneration.

Zafar Mahmood
Chief Executive Officer
Lahore, September 09, 2026