

Gender Pay Gap statement under SECP Circular 10 of 2024

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

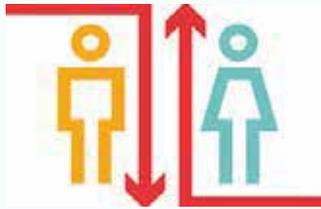
Globally, the gender pays gap remains a significant challenge, reflecting disparities in earnings between men and women arising from factors such as occupational segregation, differences in work experience, and industry dynamics.

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

An overview of our current gender pay gap is presented below:

1. Mean Gender Gap :

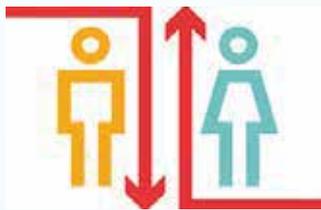
Mean Gap



The mean pay for Women is 102% higher than that of men

2. Median Gender Gap :

Median Gap



The median pay for Women is 67% higher than that of men

For and on behalf of board

Zafar Mahmood

Chief Executive Officer
Nimir Resins Limited

Lahore
September 03, 2025