

Gender Pay Gap statement

Under SECP Circular 10 of 2024

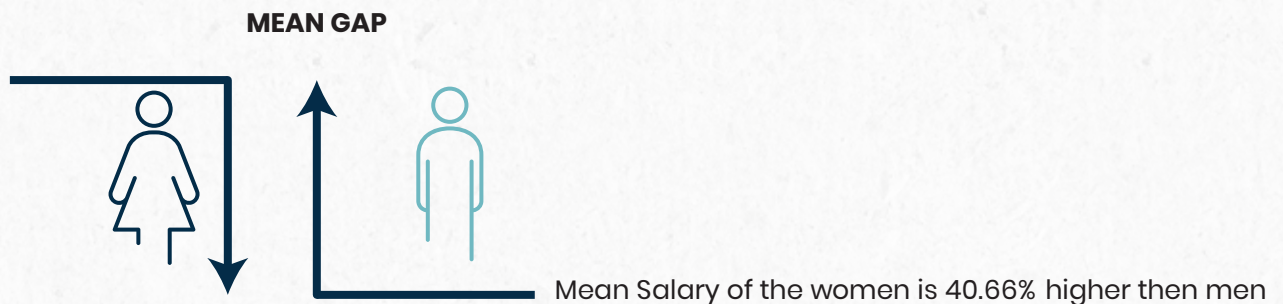
At Nimir Resins Limited, we are committed to promoting workplace equality and ensuring compliance with the SECP circular on the gender pay gap.

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.

	Male	Female
Mean Hourly Wage Rate	547.68	770.38
Median Hourly Wage Rate	288.46	336.54

MEAN GENDER GAP



MEDIAN GENDER GAP



Zafar Mahmood
Chief Executive Officer
Lahore, September 10, 2026