

Gender Pay Gap statement under SECP Circular 10 of 2024

1. Mean Gender Gap :



The mean pay for Women is 32% higher than that of men

2. Median Gender Gap :



The median pay for Women is 174% higher than that of men

For and on behalf of board



Zafar Mahmood

Chief Executive Officer
Nimir Resins Limited

Lahore
September 18, 2024