



WAH NOBEL CHEMICALS LTD

ISO-9001 : 2015, ISO-14001 : 2015, ISO-45001 : 2018 CERTIFIED
A JOINT VENTURE BETWEEN POF, SAAB SWEDEN AND ALMISEHAL CO, SAUDI ARABIA

Gender Pay Gap Statement Under Circular No. 10 of 2024

Following is gender pay gap calculated for the year ended June 30, 2024.

- | | |
|--|--------|
| i) Mean Gender pay gap: | -5% |
| ii) Median Gender pay gap: | -24% . |
| iii) Any other data/ details as deemed relevant: | - |

Chief Executive Officer
Date: April 29, 2025