



Micro Finance  
**apna bank**  
Limited

Ref: AMBL/CEO/20/03/2025-0001

March 05, 2025

#### Disclosure of Gender Pay Gap – Year 2024

Gender Pay Gap statement under Securities and Exchange Commission of Pakistan (SECP) Circular 10 of 2024: At Apna Microfinance Bank Limited, we promote an inclusive workplace where all employees have equal opportunities to thrive and compensation approach is gender neutral by design i.e. pay for performance without any gender discrimination,

Following is the gender pay gap calculated for the year ended December 31, 2024

The mean gender pay gap. 89.31 %

The median gender pay gap 13.76 %



**Acting President/CEO**

Date: March 05, 2025

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