



# **GENDER PAY GAP REPORT 2025**



## Overview

At AFM, we value transparency and accountability in addressing workplace gender inequality. We are committed to industry-leading training and equal career opportunities for all staff.

This report outlines our approach to gender pay reporting and key findings. The data is based on a June 2025 snapshot of 300 employees. Among them, 77% (230) are female, and 23% (70) are male.

We analysed mean and median hourly rates, along with bonuses, to understand gender pay differences. Our findings show a slight positive gender pay gap. The mean hourly pay gap is 3.08%, while the median gap is 0%.

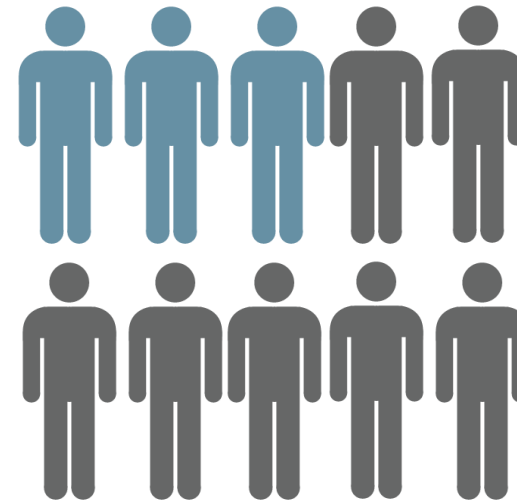
Few employees received bonuses, so conclusions on bonus pay gaps are limited.

AFM is committed to an inclusive workplace where all employees have equal career opportunities. We take proactive steps to address gender pay disparities and strive for a more equitable workforce.

**All employees 300**



**Female staff 230**



**Male staff 70**

# KEY FIGURES



|             | Mean  | Median |
|-------------|-------|--------|
| Hourly Rate | 3.08% | 0%     |
| BIK         | 0%    | 0%     |
| Bonus       | 0%    | 0%     |

# KEY FIGURES



| Report 2023                     | Men    | Women  |
|---------------------------------|--------|--------|
| Upper Hourly Pay Quarter        | 18.67% | 81.33% |
| Upper Middle Hourly Pay Quarter | 21.33% | 78.67% |
| Lower Middle Hourly Pay Quarter | 29.33% | 70.67% |
| Lower Hourly Pay Quarter        | 24%    | 76%    |