



DAMEN SUPPORT PROGRAMME

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MONTHLY NEWSLETTER

VIS Upgrades DSP Ratings

VIS Credit Rating Company Limited has upgraded the entity ratings of Damen Support Programme from BBB-/A3 to BBB/A3, with a Stable outlook. The upgrade reflects DSP's stable credit profile, supported by a clear social mandate, experienced management, active Board oversight, improving asset quality, and a sound financial and liquidity position. Steady portfolio growth, better repayment behavior, strengthened credit monitoring, and improved profitability have contributed to the rating action, while prudent leverage, adequate capital buffers, and managed foreign currency risk provided additional support to the institution's overall credit strength.

Rating Type	Previous Rating	Current Rating	Outlook
Medium to Long Term	BBB-	BBB	Stable
Short Term	A3	A3	Stable

Thirteen Branches with Zero PAR

DSP continues to demonstrate strong portfolio performance, as twelve branches—Kahna, Maraka, Phoolnagar, Jamber, Chunian, Renala Khurd, Rachna Town, Nankana, Warburton, Muslim Town, Thikriwala, and Kamalia—maintain zero PAR>29 status, while Dhamkey branch has newly joined this group.

This achievement reflects effective portfolio management and disciplined credit practices. DSP remains focused on maintaining portfolio quality while continuing to support clients in a responsible and sustainable manner.

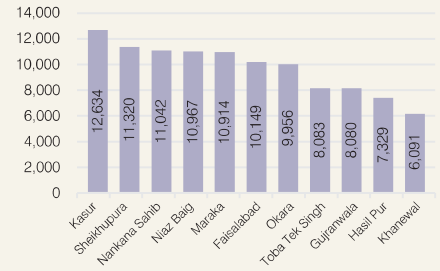
Sectorial Categorization of Portfolio

Sr.#	Conventional Products	# of Loans	OLP (PKR Millions)
1	Livestock & Agriculture	15,346	859
2	Handicraft & Embroidery	1,850	95
3	Manufacturing	114	10
4	Services	4,030	334
5	Trade & Business	13,104	835
6	Tailoring & Clothing	55,997	2,653
	Sub-Total	90,441	4,784
Sr.#	Murabaha Products	# of Loans	OLP (PKR Millions)
1	Livestock & Agriculture	3,476	200
2	Handicraft & Embroidery	148	8
3	Manufacturing	33	3
4	Services	1,018	77
5	Trade & Business	2,456	124
6	Tailoring & Clothing	8,993	439
	Sub-Total	16,124	851
	Grand Total	106,565	5,635

Kasur Leads in Active Client Numbers

Kasur and Sheikhupura retained their first and second positions in area performance, while Nankana advanced from sixth to third place. The total number of active clients across all areas remained 106,565, reflecting DSP's sustained growth and effective outreach efforts.

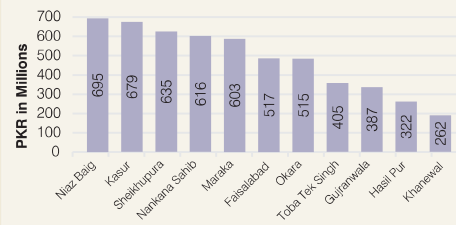
Active Clients Portfolio



December Toppers Retain Top OLP Spots

Niaz Baig, Kasur, and Sheikhupura retained their first, second, and third positions respectively in Outstanding Loan Portfolio. Overall, the OLP stood at PKR 5,635 million, reflecting steady portfolio performance and DSP's continued focus on responsible lending and sustainable growth.

Outstanding Loan Portfolio



Kasur Retains Top Position in Loan Disbursement Number

Kasur retained the top position in loan disbursement numbers, while Nankana and Sheikhupura remained in second and third positions respectively. A total of 11,312 loans were disbursed across all operational areas.

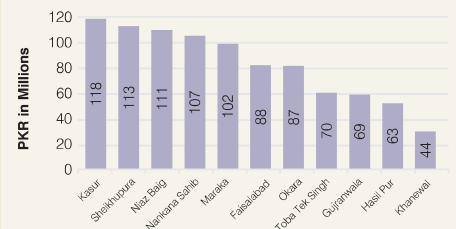
Loans Disbursed



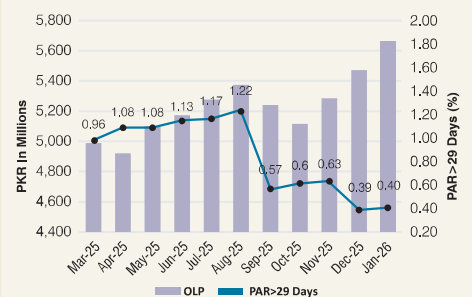
Kasur Leads in Disbursement Volume

Kasur area continued to lead in disbursement volume, while Sheikhupura and Niaz Baig remained in second and third positions respectively. Overall disbursements across all 11 operational areas totaled PKR 972 million.

Amount Disbursed



OLP & PAR>29 Review Mar 25 - Jan 26





DSP Board Meeting Held at DHA Raya, Lahore

DSP's Board Meeting was held on January 31 at DHA Raya, Lahore, bringing together members to review organizational performance and align on strategic priorities. The meeting focused on assessing ongoing initiatives and identifying opportunities to further strengthen operations and outreach. Board members offered thoughtful perspectives on enhancing efficiency, promoting innovation, and deepening DSP's role in advancing financial inclusion. The discussions reflected a shared commitment to sustainable growth and community empowerment, anchored in responsible microfinance practices.



Strengthening Collaboration for Sector Growth

DSP had the pleasure of hosting Mr. Amir Khan, Chairman, and Mr. Mohsin Ahmad, CEO of Pakistan Microfinance Network, at the Head Office. They met with Mr. Asghar Memon, CEO, to discuss key sector priorities and areas of mutual interest.

The discussion focused on important points including the need to address climate vulnerability, taxation challenges faced by NBMFCs, image building efforts for the Microfinance sector generally and for the members particularly and new financing products in the sector to mitigate climate risks. DSP looks forward to continued collaboration to support a stronger and more enabling environment for the microfinance sector.

DSP Delegation at AFI Forum 2026, Bangkok

The Asia Financial Institutions Forum, commonly known as AFIFORUM, is an annual conference on impact investing and sustainable finance. It brings together investors, financial institutions, and development-focused stakeholders from across Asia to promote financial inclusion and sustainable development.

A four-member delegation from Damen Support Programme participated in the AFI Forum 2026 held in Bangkok, Thailand. The delegation comprised Mr. Amjad Ali Arbab, Advisor to the Board, Ms. Manal Bakhtiari, Director, Mr. Asghar

Ali Memon, Chief Executive Officer, and Mr. Wajid Ali Khan, Chief Financial Officer. The forum offered DSP an important opportunity to connect with a broad range of international impact investors, explore potential funding avenues, and engage in discussions on future collaboration aligned with DSP's strategic objectives and development mandate.

During the two days forum, DSP held meetings with almost 15 international debt financiers from leading investment and development institutions, to introduce DSP's vision, mission, latest progress and growth



requirements. These engagements enhanced DSP's visibility among global investors and laid the foundation for potential debt funding to further advance its mission of inclusive financial development.



DSP hosted Mr. Kean NG, Senior Investment Officer at ResponsAbility Investments AG, for an onsite due diligence visit to its Head Office and branches.

DSP Hosts ResponsAbility Investments for Onsite Due Diligence

During the visit, Mr. Asghar Memon, Chief Executive Officer, presented an overview of the organization's governance standards, strategic direction, institutional performance, and future growth plans.

Mr. Kean also conducted one-to-one meetings with Ms. Shehribano, DSP board member, and all Heads of Departments to gain insight into their functions, systems, and priorities. Key areas reviewed included corporate governance, operational frameworks, financial performance, major

milestones, and planned expansion initiatives. As part of the visit, Mr. Kean visited DSP's Niaz Baig Branch, where he observed credit operations, reviewed borrower records, and examined loan appraisal and disbursement processes. The visit provided valuable insight into DSP's field-level practices and the practical impact of its services in promoting small business growth, financial inclusion, and improved household well-being across the communities it serves.



Capacity Building

Enhancing Recruitment Skills through TOT on Personality Assessment

DSP organized a two-day Training of Trainers (TOT) on the Personality Assessment Framework, conducted by Dr. Noumana Amjad. The training was attended by the field staff involved directly or indirectly in the recruitment process. The session focused on building the capacity of staff to assess candidates' skills, abilities, and potential effectively. Participants gained practical insights into evaluating personality traits and competencies, ensuring a more structured and objective recruitment process. This initiative reflects DSP's commitment to strengthening human resource practices and enhancing the skills of its field staff. By equipping the team with the tools and knowledge for quality candidate assessment, DSP aims to improve recruitment outcomes and ensure the selection of individuals best suited to contribute to the organization's mission.

Capacity Building on AML/CFT

A training session on Anti-Money Laundering and Counter Financing of Terrorism (AML/CFT) was conducted for the Credit Risk Team on January 30, 2026, at the Head Office. The session was attended by 36 participants and focused on strengthening understanding of regulatory requirements, risk identification, and compliance practices relevant to credit operations. The training was facilitated by Ms. Sadia Ali, Senior Manager Risk, and Mr. Muhammad Shoaib, Senior Compliance Officer. The session covered key AML/CFT requirements, risk identification techniques, and compliance responsibilities within credit operations, along with practical discussions to enhance participants' understanding of emerging risk areas. The training aimed to reinforce internal controls and enhance the team's capacity to identify and manage AML/CFT risks effectively, in line with DSP's commitment to strong governance and risk management.

Orientation Session for New Staff

DSP organized a five-day onboarding program at the Head Office to help our newly hired colleagues settle into their roles. The January group spent the week learning how DSP operates, how teams collaborate, and how our mission guides everyday decisions. Leads from each department walked participants through their functions, key policies and the responsibilities that support our work with communities. The session offered clear insight into how each department contributes to DSP's goals and how new staff can play their part. The program also included field exposure, giving participants the opportunity to observe processes in real settings and see how our services reach clients on the ground. The honourable CEO also joined the session and shared practical advice and encouraging words that added meaningful value to the learning experience. We are happy to welcome our new colleagues and wish them success as they begin their journey with DSP. We look forward to the contributions they will make in the months ahead.

External Training

Mr. Muhammad Arslan, Manager Risk, attended a two-day training on Risk Management and Credit Initiation Techniques in Microfinance, organized by NIBAF from 15 to 16 January. The training enhanced his understanding of effective risk assessment and credit management practices, supporting DSP's commitment to strong governance and responsible lending.

DSP Conducts Beautification Skills Training in Shahkot

DSP organized a two-month skills training on beautification techniques in Shahkot from 1 December 2025 to 31 January 2026. The training aimed to enhance vocational skills and create livelihood opportunities for women in the community. A total of 22 women successfully completed the training, where they learned practical beautification skills to help them start or

strengthen their income-generating activities. The initiative focused on building participants' confidence and enabling them to utilize their skills for self-employment or small business development. This training reflects DSP's commitment to promoting women's economic empowerment by equipping them with practical skills that support sustainable livelihoods and improved household income.



Quarterly Progress Review Meeting

DSP held its Quarterly Progress Review Meeting for the period of October to December 2025. The session was

chaired by Mr. Athmar Arbab, Chief Operating Officer, and Mr. Junaid Iqbal, General Manager Business Development. Managers from Business Development at Head Office and all Area Managers participated in the meeting. The meeting focused on reviewing operational performance, evaluating progress against targets, and discussing key challenges and opportunities across different operational areas. Participants shared field insights, assessed branch

performance, and explored strategies to enhance outreach and service delivery. The session provided a platform to align business priorities and reinforce collective efforts toward achieving institutional goals. These review meetings are essential for monitoring performance, promoting coordination among teams, and ensuring ongoing improvement in operational efficiency and client services.



Celebrations

Celebrating January Birthdays

As part of the monthly staff engagement activities, DSP celebrated the birthdays of team members born in January. The celebration reflects DSP's commitment to fostering a positive and inclusive workplace culture where employees feel valued and appreciated.

The following staff members were recognized during the celebration:

1. Mr. Abid Ali – Finance Officer
2. Mr. Asif Iqbal – Driver
3. Mr. Muhammad Faheem Akhter – Mgr. Oper.
4. Mr. Faraz Ahmad – Android Developer
5. Mr. Habib Hussain – Driver

6. Ms. Humera Yameen – Assist Mgr. HR
 7. Mr. Muhammad Imran – Driver
 8. Mr. Muhammad Nasir – Gardener
 9. Ms. Naheed Bibi – Maid
 10. Mr. Shaukat Ali – Driver
 11. Ms. Taskeen Zafar – Senior IT Developer
- The gathering provided an opportunity for colleagues to come together, share warm wishes, and celebrate the contributions of team members from different departments. Such initiatives help strengthen team spirit and reinforce DSP's culture of appreciation and respect for every member of the organization.

Welcoming 2026 with renewed focus and optimism

The DSP team began the New Year at the Head Office with a warm and simple celebration. CEO shared heartfelt wishes and set a clear direction for the year ahead, appreciating the dedication of the entire DSP team.

Colleagues spoke about their personal and professional goals for 2026, reaffirming their commitment to work together for stronger impact and sustainable progress. A special message was shared for our field teams, recognizing their continued hard work and the critical role they play in delivering DSP's mission. Here's to a year of collaboration, growth, and meaningful impact.

Success Stories



Jameela Bibi lives in Dheera Sandha with her husband and five children. With her husband earning a modest income stitching gloves, managing household expenses was a constant challenge. Determined to contribute, Jameela began home-based football stitching, earning while caring for her family.

Recognizing the need to scale up, she approached DSP for her first loan. With the financing, she purchased a stitching machine and raw materials, enabling larger-scale production. Her husband supported the business by distributing finished products to

From Homemaker to an Entrepreneur

local shops, while Jameela reinvested profits to expand further.

Now in her fifth loan cycle, Jameela's enterprise provides steady income and employment for five other women, combining machine and hand-stitching work. She has also started a small karyana shop, creating an additional revenue stream. The combined income allows her to provide quality education for her children and secure long-term stability. Jameela credits DSP's support for transforming her family's livelihood and empowering her with confidence and independence.

From Small Shop to Steady Livelihood

Sakina Bibi runs a small karyana shop that supports her household. Before receiving support from DSP, her business faced several challenges. Limited stock, low product variety, and inconsistent sales made it difficult to meet customer needs and sustain income. With DSP's loan, Sakina invested in expanding her inventory, adding household essentials and a wider range of products based on customer demand. The improved variety and availability strengthened

customer trust and increased daily sales. Through careful management and reinvestment of profits, her shop gradually became a stable and reliable source of income.

Today, Sakina's business provides financial stability for her family, allowing her to manage household expenses comfortably and plan ahead. She shares that this support helped her expand her shop and meet customer needs, and now she can take care of her family with confidence, independence, and pride in her work.



ALL DSP COLLEAGUES ARE ADVISED TO SHARE INFO, NEWS & STORIES FOR THE PUBLICATION IN MONTHLY NEWSLETTER AT THE FOLLOWING E-MAIL ADDRESS: aisha@damensp.com