

## Disclosures on Risk Based Capital (Basel III)

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The aim of disclosure under Basel III is to strengthen market discipline among institutions to this end, additional information on the risk profile is made available to market participants over and above the information published in the annual report.

In line with the Bangladesh Bank BRPD Circular no. 35 of December 29, 2010 as to Guidelines on 'Risk Based Capital Adequacy for Banks' and subsequent BRPD Circular 18 dated December 21, 2014 on 'Guideline on Risk Based Capital Adequacy', following detailed qualitative and quantitative disclosures are provided in accordance with the central bank directions covering scope of capital adequacy framework, capital of the bank, risk exposure and assessment methodology, risk mitigation strategies and capital adequacy of the bank. To cope up with the international best practices and to make the bank's risk absorbent capital 'Guidelines on Risk Based Capital Adequacy (RBCA) for banks' (Revised Regulatory Capital Framework in line with Basel II) was introduced from January 01, 2009 as a parallel run with BRPD Circular No. 10, dated November 25, 2002 (Basel I). At the end of parallel run, Basel II regime started from January 01, 2010 and the guidelines on RBCA came fully into force with its subsequent supplements/revisions. After that, Bangladesh Bank issued 'Guidelines on Risk Based Capital Adequacy (RBCA) for banks' (Revised Regulatory Capital Framework in line with Basel III) vide its BRPD Circular 18 dated December 21, 2014 that Basel III reporting start from January 2015 and full implementation will start from January 2020. Instructions regarding Minimum Capital Requirement (MCR), Adequate Capital and Disclosure requirement as stated in the guidelines had to be followed by all scheduled banks for the purpose of statutory compliance.

Basel III Capital regulations continue to be based on three mutually reinforcing Pillars viz, Minimum Capital requirements (Pillar I), Supervisory Review and Evaluation Process (Pillar II) and Market Discipline (Pillar III). It's also prescribing the risk weights for the Balance Sheet assets, non-funded items and other off-Balance Sheet exposures and the minimum Capital Funds to be maintained as a ratio to the aggregate of the Risk Weighted Assets (RWA) and other exposures, as also, capital requirements in the Trading book, on an ongoing basis and Operational Risk.

The Basel-III norms mainly seek to:

- a) Raise the quality of capital to ensure that the Banks are capable to absorb losses on both as going concern and as gone concern basis, and
- b) Increase the risk coverage of the capital framework

### Implementation of Basel III:

**The Basel III framework consists of three-mutually reinforcing pillars:**

- **Pillar 1** covers the calculation of risk-weighted assets and minimum capital requirement for credit risk, market risk and operational risk
- **Pillar 2** (Supervisory Review Process) intends to ensure that the Banks have adequate capital to address all the risks in their business, and
- **Pillar 3** speaks of ensuring market discipline by disclosing adequate information to the stakeholders

**Limits (Minima and Maxima) under Basel III:**

SL	Particulars	2022 (Prescribed)	NRB Bank Ltd (December, 2022)	
			SOLO	CONSOLIDATED
1	Common Equity Tier 1	4.50%	15.12%	15.30%
2	Minimum T-1 Capital Ratio	6%	15.12%	15.30%
3	Minimum Capital to Risk Weighted Asset Ratio	10%	16.41%	16.60%
4	Tier 2 Capital to Risk Weighted Asset Ratio	Maximum up to 40% of the total RWA or 88.89% of CET1, whichever is higher	1.29%	1.30%
5	Minimum Total Capital plus Capital Conservation Buffer	12.50%	16.41%	16.60%
6	Leverage Ratio	≥ 3%	9.40%	9.45%
7	Liquidity Coverage Ratio	≥ 100%	138.25%	138.25%
8	Net Stable Funding Ratio	> 100%	104.61%	104.61%

**Components of Disclosure:**

Disclosure is organized as per Bangladesh Bank requirement in the following components:

- 1 Scope of Application
- 2 Capital Structure
- 3 Capital Adequacy
- 4 Credit Risk
- 5 Equities: Disclosures for Banking Book Positions
- 6 Interest Rate Risk in the Banking Book
- 7 Market Risk
- 8 Operational Risk
- 9 Leverage Ratio
- 10 Liquidity Ratio
- 11 Remuneration

**a) Scope of application:**

Qualitative Disclosures	
a) The name of the top corporate entity in the group to which this guideline applies	<b>NRB Bank Limited</b>
b) An outline of differences in the basis of consolidation for accounting and regulatory purposes, with a brief description of the entities within the group (i) that are fully consolidated; (ii) that are given a deduction treatment; and (iii) that are neither consolidated nor deducted (e.g. where the investment is risk-weighted).	<p>NRB Bank Limited has 1 (One) subsidiary viz. NRB Bank Securities PLC</p> <p>A brief description of the Bank and its subsidiary are given below:</p> <p><b><u>NRB Bank Limited</u></b></p> <p>NRB Bank Limited was formally inaugurated on 4<sup>th</sup> August, 2013 as a Public Limited Company (Banking Company) under the Companies Act 1994 for carrying out all kinds of banking activities. Presently the Bank is operating its business through Corporate</p>

	<p>Head Office having following no. of branches, agent banking and other facilities all over Bangladesh-</p> <p>No. of Branches: 50  No. of Sub Branch: 22  No. of Agent banking: 307  No. of ATM booths: 46  No. of DESCO Bill Collection Booths: 08</p> <p><b>NRB Bank Securities PLC</b>  NRB Bank Securities PLC (the company) was incorporated in Bangladesh as on 16<sup>th</sup> March, 2021 as a public limited company under the Companies Act 1994 vide certificate of incorporation no. C-169869/2021. It is a fully owned subsidiary company of NRB Bank Limited, a banking company incorporated in Bangladesh under the Banking Companies Act 1991 having its registered office at Uday Sanz, Plot # 2/B, Road # 134, Block - SE(A), Gulshan South Avenue, Gulshan - 1, Dhaka - 1212.</p>
c) Any restrictions, or other major impediments, on transfer of funds or regulatory capital within the group.	Not applicable
<b>Quantitative Disclosures</b>	
d) The aggregate amount of surplus capital of insurance subsidiaries (whether deducted or subjected to an alternative method) included in the capital of the consolidated group.	Not applicable

**b) Capital Structure:**

<b>Qualitative Disclosures</b>	
a) Summary information on the terms and conditions of the main features of all capital instruments, especially in the case of capital instruments eligible for inclusion in CET 1, Additional Tier 1 or Tier 2.	<p>As per Guidelines on Risk Based Capital Adequacy (Revised Regulatory Capital Framework for Banks in line with Basel III) introduced by Bangladesh Bank, 'Common Equity Tier-1 (CET 1)' Capital of NRBBL consists of (i) Paid-up Capital, (ii) Statutory Reserve and (iii) Retained Earnings.</p> <p>NRB Bank does not have 'Additional Tier 1 (AT 1)' Capital since it did not issue any instrument that meets the qualifying criteria for Additional Tier 1 Capital.</p> <p>Tier-2 Capital consists of (i) General Provision</p>

	<b>Compliance with Regulatory Requirements by NRB Bank:</b> Conditions for maintaining regulatory capital: The Bank complied with all the required conditions for maintaining regulatory capital as stipulated in the Basel III guidelines as per following details:	
	<b>Particulars</b>	<b>Status of compliance</b>
	The bank has to maintain at least 4.50% of total Risk Weighted Assets (RWA) as Common Equity Tier 1 capital.	Complied
	Tier 1 capital will be at least 6.00% of the total RWA.	Complied
	Minimum capital to Risk Weighted Asset Ratio (CRAR) will be 12.50% of the total RWA.	Complied
	Maximum limit of Tier-2 capital: Tier 2 capital can be maximum up to 4% of the total RWA or 88.89% of CET-1, whichever is higher.	Complied

**Quantitative Disclosures**

b) The amount of Regulatory capital of NRB Bank Limited under Basel-III for 31<sup>st</sup> December, 2022 is as follows:

1. Common Equity Tier-1 (Going Concern Capital)	Solo	Consolidated
	(Amount in Million)	
Fully Paid-up Capital/Capital Deposited with BB	5,905.87	5,905.87
Statutory Reserve	923.22	923.23
Retained Earnings	932.13	929.04
<b>Less: Regulatory Adjustment for Tier-1 Capital</b>	<b>(396.99)</b>	<b>(396.99)</b>
<b>Total Common Equity Tier-1 Capital</b>	<b>7,364.23</b>	<b>7,361.14</b>
2. Tier-2 Capital (Gone Concern Capital)		
General Provision	625.89	625.89
<b>Total Admissible Tier-2 Capital</b>	<b>625.89</b>	<b>625.89</b>
<b>Total Regulatory Capital</b>	<b>7,990.13</b>	<b>7,987.03</b>

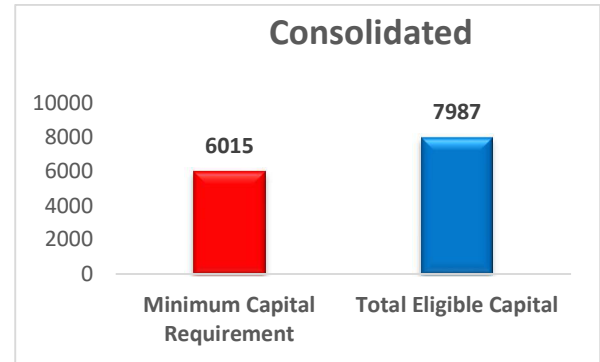
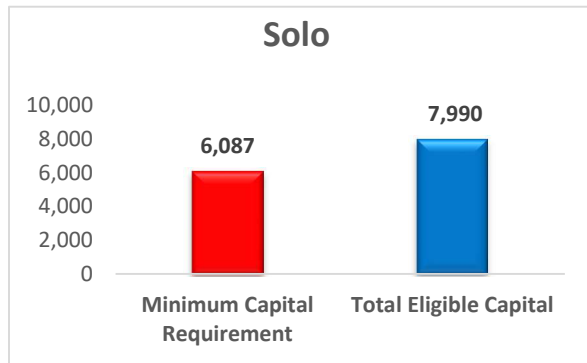
**c) Capital Adequacy:**

Qualitative Disclosures	
a) A summary discussion of the bank's approach to assessing the adequacy of its capital to support current and future activities.	<b>Bank Calculation Approach:</b> NRB Bank adheres to the RBCA Guidelines of Bangladesh Bank while gauging its capital adequacy requirement. The Bank adopted standardized approach for credit & market risk exposures, and basic indicator approach for operational

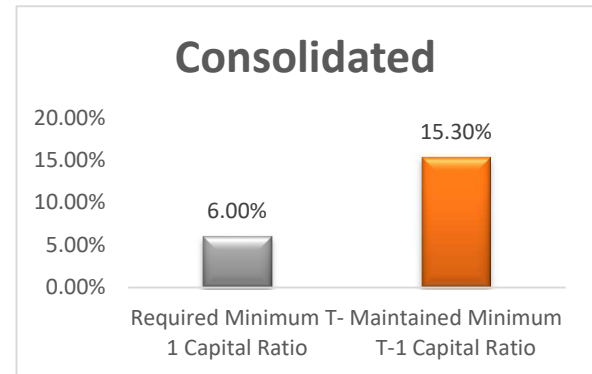
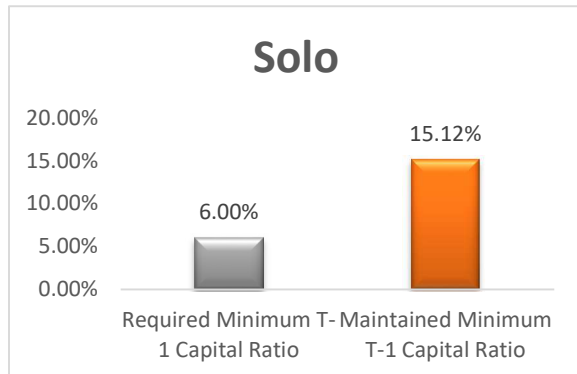
	<p>risk exposure. We emphasize the following principles while assessing our capital base:</p> <ul style="list-style-type: none"><li>• A strong Capital to Risk Weighted Asset Ratio (CRAR);</li><li>• Maintaining capital at a reasonable level to absorb all material risks;</li></ul> <p><b>Capital Management:</b></p> <p>Capital Adequacy calculation gives the Bank an indicative resolution for the capital requirement; capital management, on the other hand, plays a vital role in maintaining the overall capital at an adequate level. NRB Bank’s capital management is underscored by a sound capital assessment process, followed by a risk-based long-term capital planning approach. Some of the mentionable initiatives to ensure adequate capital of the Bank are as follows:</p> <ul style="list-style-type: none"><li>• Encouraging borrowers to complete external credit rating to assess counterparty credit risk status, and minimizing regulatory capital requirements;</li><li>• Improving and enhancing collateral coverage through efforts to obtain eligible collateral;</li><li>• Stressing internal capital accretion. However, if needed, issuing subordinated debt to meet capital requirement;</li><li>• Growth projection in line with RWA composition and capital planning trajectory ;</li><li>• Assessing risk profile of new clients and onboarding clients with satisfactory external credit rating.</li></ul> <p>NRB Bank’s Basel Implementation Unit and Risk Management Division (RMD) monitors CRAR status regularly and reports to the Senior Management and the Board of Directors periodically.</p>	
<b>Quantitative Disclosures</b>		
(Amount in Million)		
<b>Capital requirement under following Risk:</b>	<b>Solo</b>	<b>Consolidated</b>
<b>b) Capital requirement for Credit Risk</b>	4,183.44	4,125.90
<b>c) Capital requirement for Market Risk</b>	276.01	276.01
<b>d) Capital requirement for Operational Risk</b>	409.77	409.77
<b>Total Capital Requirement (b+c+d)</b>	<b>4,869.22</b>	<b>4,811.68</b>
<b>Minimum Capital Requirement (MCR) Capital Adequacy Ratio (CRAR):</b>		
<b>1. Common Equity Tier 1 (CET 1) Ratio</b>	15.12%	15.30%
<b>2. Tier-1 Capital to RWA Ratio</b>	15.12%	15.30%
<b>3. Tier-2 Capital to RWA Ratio</b>	1.29%	1.30%
<b>Capital to Risk-weighted Asset Ratio (CRAR)</b>	16.41%	16.60%
<b>Capital Conservation Buffer (2.50%)</b>	6.41%	6.60%
<b>Minimum Capital Requirement (Considering 12.50%)</b>	<b>6,086.50</b>	<b>6,014.60</b>

**Eligible Capital:**

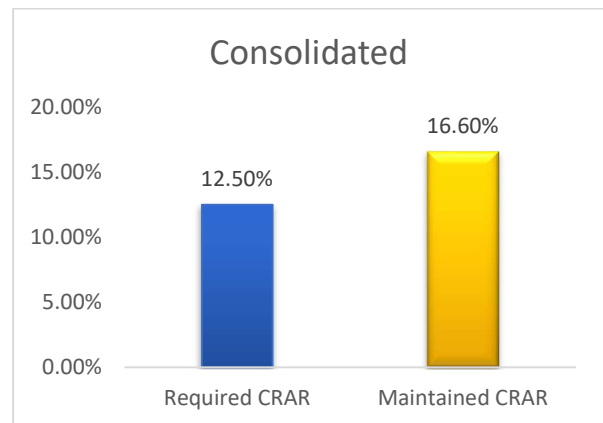
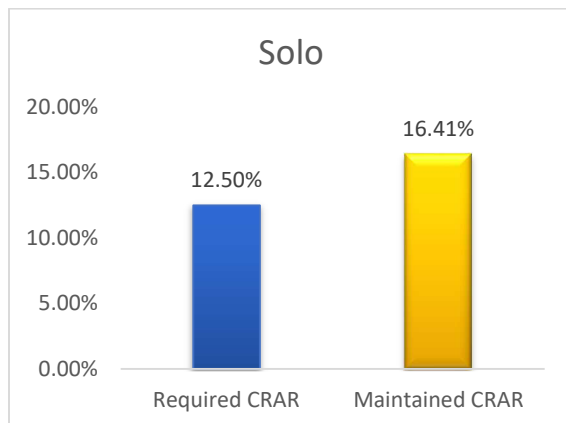
(Amount in Million)



**Minimum T-1 Capital Ratio:**



**Capital Adequacy to Risk Weighted Asset Ratio (CRAR):**



**d) Credit Risk:**

Qualitative Disclosures	a) The general qualitative disclosure requirement with respect to credit risk:						
i) Definitions of past due and impaired	Particulars		Short Term Agri. Credit & Microcredit	Consumer Financing			
				Other than HF, LP & Card	HF	LP	Credit Card
	UC	Standard	1%	2%	1%	2%	2%
		SMA	0%	2%	1%	2%	2%
	Classified	SS	5%	20%	20%	20%	20%
		DF	5%	50%	50%	50%	50%
		B/L	100%	100%	100%	100%	100%
	As per relevant Bangladesh Bank guidelines, the bank defines the past due and impaired loans and advances for strengthening the credit discipline and mitigating the credit risk of the Bank. The impaired loans and advances are defined on the basis of (i) Objective/Quantitative Criteria and (ii) Qualitative judgment.						
	For this purpose, all loans and advances are grouped into four (4) categories, namely- (a) Continuous Loan (b) Demand Loan (c) Fixed Term Loan and (d) Short-term Agricultural & Micro Credit.						
	Cottage, Micro and Small Credits under CMSME:						
Loan Type		Figure in months					
		STD	SMA	SS	DF	BL	
Continuous	<2	≥2 but <6	≥6 but <18	≥18 but <30	≥30		
Demand							
Fixed Term Loan*							
Other than Cottage, Micro and Small Credits under CMSME:							
Loan Type		Figure in months					
		STD	SMA	SS	DF	BL	
Continuous	<2	≥2 but <3	≥3 but <9	≥9 but <12	≥12		
Demand							
Fixed Term Loan*							
Short Term Agricultural and Micro Credit	<12		≥12 but <36	≥36 but <60	≥60		
ii) Description of approaches followed for specific and general allowances and statistical methods	* Note: In case of any installment(s) or part of installment(s) of a Fixed Term Loan is not repaid within the fixed expiry date, the amount of unpaid installment(s) will be treated as past due/overdue after six months of the expiry date.						

Particulars	Small & Medium Enterprise Financing		Loans to BHs/ MBs/SDs	All other Credit	
	Cottage, Micro & Small Credits under CMSME	Medium Enterprise Financing			
UC	Standard	0.25%	0.25%	2%	1%
	SMS	0.25%	0.25%	2%	1%
Classified	SS	5%	20%	20%	20%
	DF	20%	50%	50%	50%
	B/L	100%	100%	100%	100%

iii) Discussion of the Bank’s Credit risk management policy.

The Bank has put in place a well-structured Credit Risk Management Policy duly approved by the Bank’s Board of Directors. The Policy document defines organization structure, role & responsibilities and the processes whereby the Credit Risks carried out by the Bank can be identified, quantified & managed within the framework that the Bank considers consistent with its mandate and risk tolerance.

Credit Risk is monitored on a bank-wide basis and compliance with the risk limits approved by Board/Risk Management Committee of the Board.

NRB Bank has taken earnest steps to put in place best credit risk management practices in the Bank. Besides, the Bank has framed a policy on Valuation Methodology with the approval by the Board of Directors. According to the methodology, eligible securities normally accepted by the Bank are taken to protect the interest. These securities act as mitigation against the credit risk to which the bank is exposed.

### Quantitative Disclosures:

#### b) Total gross credit risk exposures broken down by major types of credit exposure:

(Amount in Million)

Major Types	Continuous Loan	Demand Loan	Fixed Term Loan	Short Term Agri. Credit & Micro Credit	Staff Loan	Total
Small & Medium Enterprise Financing	2,479.28	3,573.29	7,463.38	-	-	13,515.94
Consumer Financing	2,440.60	-	1,337.96	-	-	3,778.55
Loans to BHs/MBs/Sds against Share	-	-	-	-	-	-
Housing Finance	-	-	695.84	-	-	695.84
Loan for Professionals to setup business (LP)	-	-	-	-	-	-
Short Term Agri. Credit	-	-	-	921.52	-	921.52
Others	5,537.73	13,514.32	11,284.06	-	-	30,336.11
Staff Loan	-	-	-	-	242.80	242.80
<b>Total exposure</b>	<b>10,457.60</b>	<b>17,087.60</b>	<b>20,781.24</b>	<b>921.52</b>	<b>242.80</b>	<b>49,490.76</b>



c) **Geographical distribution of exposures, broken down in significant areas by major types of credit exposure of NRBBL:**

(Amount in Million)

Geographical Distribution	Amount	Total Exposure
<b>Urban</b>		<b>46,550.40</b>
Dhaka	34,485.86	
Chittagong	7,290.36	
Sylhet	1,756.02	
Rajshahi	1,154.46	
Barishal	9.92	
Khulna	1,050.27	
Rangpur	-	
Mymensingh	803.50	
		<b>2,940.36</b>
Dhaka	2,419.66	
Chittagong	399.53	
Sylhet	121.16	
Rajshahi	-	
Barishal	-	
Khulna	-	
Rangpur	-	
Mymensingh	-	
<b>Total</b>		<b>49,490.76</b>

d) **Industry or counterparty type distribution of exposures, broken down by major types of credit exposure of NRBBL:**

(Amount in Million)

Industry Type	Total Exposure
Agriculture	924.86
Food & allied industries	1,945.23
Tobacco	-
Readymade garments	2,294.29
Textiles	2,739.34
Ship breaking & ship building	568.23
Basic metal & steel engineering	1,985.92
Non-metallic mineral products	1,252.83
Pharmaceuticals industry	108.89
Chemical & chemical products	49.29
Rubber & plastic industries	654.27
Leather & leather products	424.97
Wood, furniture & fixtures	35.08
Paper & paper products	461.56
Electronic goods & machineries	2,301.07
Power & gas	1,439.08
Other manufacturing industries	2,322.68

Construction & commercial real estate	8,401.58
Transport & communication	198.37
IT & telecommunication	1,015.57
Medical services	3.61
Hotel & restaurant services	1.50
Printing & publishing industries	45.41
Other service industries	1,093.23
NBFIs	661.54
Trade & commerce	7,940.74
Consumer credit	3,319.99
Credit card	2,440.60
Staff loan	242.80
Others	4,618.22
<b>Total</b>	<b>49,490.76</b>

e) Residual contractual maturity breakdown of the whole portfolio, broken down by major types of credit exposure of NRBB

(Amount in Million)

Time band	Continuous Loan	Demand Loan	Term Loan	Agricultural Credit	Staff Loan	Total Exposure
Up to 1 month	2,132.25	4,068.13	945.33	0.65	0.03	7,146.38
1 to 3 months	1,776.80	4,367.67	76.15	3.46	0.05	6,224.14
3 to 6 months	2,251.95	6,001.30	375.26	239.78	0.32	8,868.61
6 to 12 months	2,434.40	2,452.58	986.84	680.98	0.47	6,555.27
1 to 2 years	425.12	63.75	1,096.65	-	7.31	1,592.84
2 to 3 years	391.82	-	2,932.13	-	23.79	3,347.73
3 to 4 years	372.09	63.82	3,388.05	-	6.64	3,830.60
4 to 5 years	669.84	70.35	6,716.50	-	54.78	7,511.47
5 to 7 years	-	-	3,171.08	-	58.64	3,229.72
7 to 10 years	-	-	772.26	-	38.18	810.43
Over 10 years	-	-	320.97	-	52.60	373.57
<b>Total</b>	<b>10,454.26</b>	<b>17,087.60</b>	<b>20,781.24</b>	<b>924.86</b>	<b>242.80</b>	<b>49,490.76</b>

f) By major industry or counterparty type of NRBB:

• AMOUNT OF IMPAIRED LOANS AND IF AVAILABLE, PAST DUE LOANS, PROVIDED SEPARATELY:

(Amount in Million)

Industry	Impaired	Past due
Small & Medium Enterprise Financing	1,204.26	1,057.06
Consumer Financing	340.12	29.93
Housing Finance	33.81	2.88
Loans for Professionals to setup business	-	-

Loans to BHs/MBs/SDs against Shares etc.	-	-
Other	13.96	1,971.03
Short Term Agri Credit & Micro Credit	0.04	0.61
Staff Loan	-	-
<b>Total</b>	<b>1,592.18</b>	<b>3,061.51</b>

• **SPECIFIC AND GENERAL PROVISION (REQUIRED)**

(Amount in Million)

<b>Sector</b>	<b>General Provision</b>	<b>Specific Provision</b>
Small & Medium Enterprise Financing	69.85	531.14
Consumer Financing	71.64	211.13
Housing Finance	9.60	4.17
Loans for Professionals to setup business	-	-
Loans to BHs/MBs/SDs against Shares etc.	-	-
Other Corporate Credit	354.01	180.21
Short Term Agri Credit & Micro Credit	9.21	0.00
Staff Loan	2.43	-
Against Off-Balance Sheet	109.16	-
<b>Grand Total</b>	<b>625.89</b>	<b>926.66</b>

• **CHARGES FOR SPECIFIC ALLOWANCES AND CHARGE-OFFS DURING THE PERIOD.**

<b>Against Classified Loans &amp; Advances</b>	(Amount in Million)
Provision held on 1 January , 2021	1,132.47
(-) Fully provided debts written off	-
(-)Recoveries from previously written off debts	1.93
(+)Provisions made during the year	(205.81)
<b>Provision held at end of year</b>	<b>926.66</b>

<b>Against Unclassified Loans &amp; Advances</b>	(Amount in Million)
Provision held on 1 January, 2021	433.85
Add: Provisions made during the year	82.88
<b>Provision held at end of year</b>	<b>516.73</b>

<b>General Provision for Off Balance Sheet Exposures</b>	(Amount in Million)
Provision held on 1 January , 2021	113.97
Provisions made during the year	(4.81)
<b>Provision held at end of year</b>	<b>109.16</b>

**g) Gross Non-Performing Assets (NPAs) of NRBBL:**

<b>Gross Non-Performing Assets (NPAs)</b>	(Amount in Million)
Non-Performing Assets (NPAs) to outstanding loans & advances	
<b>Movement of Non-Performing Assets for NPAs</b>	
Opening balance	1,365.94
Additions	674.55
Reductions	448.31
Closing Balance	<b>1,592.18</b>
<b>Movements of specific provisions for NPAs</b>	

Opening balance	1,132.47
Provision made during the period	(205.81)
Write-off	-
Write back of excess provisions	-
<b>Closing Balance</b>	<b>926.66</b>

**e) Equities: Disclosures for Banking Book Position**

<b>Qualitative Disclosures:</b>	The general qualitative disclosure requirement with respect to equity risk, including:
Differentiation between holdings on which capital gains are expected and those taken under other objectives including for relationship and strategic reasons; and	<p>The equity markets are traditionally volatile with a high-risk, high-returns profile. As such investors in the equity market have to plan and strategize to reduce their risks and increase their returns. Equity investments must therefore go hand in hand with a good risk management plan in place. In an uncertain marketplace like the present, investor cannot afford to place all hope in only one thing. Therefore, it is very important to protect the total investment value by means of diversification.</p> <p>NRB Bank Limited has two categories of equity investments namely (i) Quoted Shares- traded in the secondary market of DSE &amp; CSE like common stock, mutual fund, bond etc. and (ii) Unquoted Shares- currently not tradable in the secondary market. Unquoted shares include shares and securities which are characterized and categorized as (i) Held to maturity (ii) long term investment i.e. the Bank does not have any intention to sell securities immediately or in the near future (iii) Securities acquired under private placement which will be traded in the secondary market only after completion of required legal formalities with the BSEC (Bangladesh Securities &amp; Exchange Commission), DSE, CSE as per prevailing laws etc.</p>
Discussion of important policies covering the valuation and accounting of equity holdings in the banking book, This includes the accounting techniques and valuation methodologies used, including key assumptions and practices affecting valuation as well as significant changes in these practices	<p>Investment in Shares and Securities are for gaining dividend income and capital gain. Dividend income are recognized in the books of accounts of the bank as and when such dividend is received and right to receive such dividend is established. Both Quoted shares and unquoted shares are valued at cost and necessary provisions are maintained if the price falls below the cost. At the time of calculation of unrealized gain or loss of quoted shares, sufficient provisions on shares &amp; securities are made in the books of accounts after netting off the values of the portfolios but however unrealized gains are not accounted for. As per Bangladesh bank guidelines, HTF (Held for Trading) securities are revalued once in a week using marking to market concept and all such securities are revalued once in a year according to the Bangladesh bank guidelines.</p>

Quantitative Disclosure				
Value disclosed in the balance sheet of investments, as well as the fair value of those investments; for quoted securities, a comparison to publicly quoted share values where the share price is materially different from fair value.	Value of Investments in Balance Sheet		(Amount in Million)	
	Shares in Listed Companies (Valuation at average cost price)		1,176.02	
	Fair Market Value of shares in Listed Securities		709.36	
▪ The cumulative realized gains (losses) arising from sales and liquidations in the reporting period.			41.39	
* Total unrealized gains (losses)			(466.65)	
* Total latent revaluation gains (losses)			0	
* Any amounts of the above included in Tier – 2 capital.			0	
▪ Capital requirements broken down by appropriate equity groupings, consistent with the bank’s methodology, as well as the aggregate amounts and the type of equity investments subject to any supervisory provisions regarding regulatory capital requirements.	The capital requirements for equity investments as of 31 <sup>st</sup> December 2022 was as under:			
	(Amount in Million)			
	Particulars	Amount (MV)	Weight	Capital Charge
	Specific Risk	1,360.55	10%	136.06
	General Market Risk	1,360.55	10%	136.06
	Total	2,721.10		272.12

**f) Interest rate risk in the banking book (IRRBB):**

Qualitative Disclosures:	
(a) The general qualitative disclosure requirement including the nature of IRRBB and key assumptions, including assumptions regarding loan prepayments and behavior of non-maturity deposits, and frequency of IRRBB measurement.	Interest rate risk is the potential that the value of the On Balance Sheet and the Off-Balance Sheet position of the Bank would be negatively affected with the change in the Interest rates. The vulnerability of an institution towards the adverse movement of the interest rate can be gauged by using Duration GAP under Stress Testing Analysis. Bank has also been exercising the Stress Testing using the Duration GAP for measuring the Interest Rate Risk on its On Balance Sheet exposure for estimating the impact of the net change in the market value of equity on the Capital to Risk (Weighted) Assets Ratio (CRAR) due to change in interest rates only on its On Balance Sheet position (as the Bank holds no interest-bearing Off-Balance Sheet positions or Derivatives). Under the assumption of three different interests rate changes i.e. 1%, 2% and 3% are applied.

	<b>Key assumptions on loan prepayments and behavior of non-maturity deposits:</b> a) Loans with defined contractual maturity are re-priced in the respective time buckets in which it falls as per the loan repayment schedule; b) Loans without defined contractual maturity are segregated into different time buckets based on the past trend, seasonality, geographical perspective and re-priced accordingly; and c) Non-maturity deposits namely current, saving deposits, Short Notice Deposits are segregated into different time buckets on the basis of past trend of withdrawal, seasonality, religious festivals, geographical perspective and re-priced accordingly.
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**Quantitative Disclosures:**

- (b) The increase (decline) in earnings or economic value (or relevant measure used by management) for upward and downward rate shocks according to management's method of measuring IRRBB, broken down by currency.

(Amount in Million)

Interest Rate Risk in the banking book	Residual maturity bucket			
	3 months	6 months	1 year	Above 1 year
Interest Sensitive Assets (A)	1,9594.21	8,784.71	6,453.08	27,895.20
Interest Sensitive Liabilities (B)	21,087.74	10,416.13	9,394.38	13,818.83
GAP (A-B)	-1,493.53	-1,631.42	-2,941.30	1,4076.37

**CRAR after Shock:**

(Amount in Million)

Magnitude of Shock	Minor 1%	Moderate 2%	Major 3%
Regulatory Capital (After shock)	6,899.80	6,180.30	5,460.80
RWA (After shock)	47,781.60	47,781.60	47,781.60
CRAR (After shock)	14.44%	12.93%	11.43%
Total Assets	73,286.30	73,286.30	73,286.30
Duration Gap in years	1.05	1.05	1.05
Changes in Market value of Equity due to an increase in interest Rate, $\Delta$ MVE	719.50	1,439.00	2,158.50

**g) Market Risk:**

<b>Qualitative Disclosures:</b>	
Views of BOD on trading/ investment activities	Market risk is the risk that the value of a portfolio, either an investment portfolio or a trading portfolio, will decrease due to the change in value of the market risk factors. The four standard market risk factors are equity prices, interest rates, foreign exchange rates and commodity prices. The objectives of our market risk policies and processes are to obtain the best balance

	<p>of risk and return whilst meeting customers' requirements. The primary categories of market risk for the bank are:</p> <p><b>Interest Rate Risk:</b> The risk of loss resulting from changes in interest rates. As a result of mismatch of interest rates on its assets and liabilities and/or timing differences in the maturity thereof.</p> <p><b>Foreign Exchange Risk:</b> It is the risk to earnings and capital arising from adverse movements in currency exchange rates. It refers to the impact of adverse movement in currency exchange rates on the value of open foreign currency position and. There are also the risk of default of the counter parties and settlement risk.</p> <p><b>Equity Risk:</b> It is risk that results from adverse changes in the value of equity related portfolios.</p> <p><b>Commodity Price Risk:</b> Commodity price risk arises from changes in commodity prices and implied volatilities in commodity options, covering energy, precious metals, base metals and agriculture. Currently we do not have any exposure in commodity financing.</p>
Methods used to measure Market risk	<p>Standardized approach has been used to quantify the market risk. The total capital requirement in respect of market risk is the aggregate capital requirement calculated for each of the risk sub-categories. The methodology to calculate capital requirement under Standardized Approach for each of these market risk categories is as follows:</p> <p><b>a) Capital charges for interest rate risk=</b> Capital Charge for General Market Risk</p> <p><b>b) Capital charges for Equity Position Risk=</b> Capital Charge for Specific Risk + Capital Charge for General Market Risk</p> <p><b>c) Capital charges for Foreign Exchange Risk=</b> Capital Charge for General Market Risk</p> <p><b>d) Capital charges for Commodity Position Risk=</b> Capital Charge for General Market Risk</p>
Market Risk Management System	<p>To manage, monitors &amp; control the above risks the Bank has Executive Risk Management Committee &amp; Asset-Liability Committee comprising the Heads and Seniors Executives and Mid Office etc. They set in every month to discuss the matters and takes immediate steps as and when required to mitigate the issues.</p> <p>To manage the interest rate risk, ALCO regularly monitors various ratios and parameters. Among the ratios, the key ratios that ALCO regularly monitors are Liquid asset to total assets, Volatile Liability dependency ratio, medium term funding ratio and short-term borrowing to Liquid assets ratio. ALCO also regularly monitors the interest rate sensitive gap and duration gap of total portfolio.</p>

	<p>To manage exchange rate risk, Bank always keep its net open position within the limit set by central bank. Also to manage exchange rate risk in cross currency, Bank always square its position in cross currency or convert its exposure to USD. For monitoring and controlling the risk, Bank has made arrangements with several foreign banks and closely monitors the incoming and outgoing sources &amp; payment schedule of foreign currency.</p> <p>To manage equity risk, the Bank ensures taking prudent investment decisions complying sectoral preference as per investment policy of the bank and capital market exposure limit set by Bangladesh Bank.</p>	
Policies and processes for mitigating market risk:	There are approved limits for Market risk related instruments both on-balance sheet and off-balance sheet items. The limits are monitored and enforced on a regular basis to protect against market risks. The ALCO of the Bank meets on regular basis to review the prevailing market condition, exchange rate, foreign exchange position and transactions to mitigate foreign exchange risks.	
Quantitative Disclosures:		
The Capital requirements for specified risk are as follows:		
(Amount in Million)		
SL	Market Risk	Capital Requirement
A	Interest Rate Related instruments	3.10
B	Equities	272.11
C	Foreign Exchange Position	0.80
D	Commodities	-
	Total	276.01

#### h) Operational Risk:

<b>Qualitative Disclosures:</b>	
i) Views of BoD on system to reduce Operational Risk	<p>Operational Risk is the risk of loss resulting from inadequate or failed internal processes, people or systems or from external events. It includes legal risk but excludes strategic and reputation risk. Operational risk is inherent in the Bank's business activities in day to day operations.</p> <p>As a part of continuous surveillance, the Senior Management Team (SMT) and Internal Control and Compliance Division (ICCD), regularly reviews different aspects of operational risk. The assessment was reported to the Board of Directors, Risk Management Committee/Audit Committee of the Board for review and formulating appropriate policies, tools &amp; techniques for mitigating operational risk.</p>



ii) Performance gap of executives and staffs	The bank believes that training and knowledge sharing is the best way to reduce knowledge gap. Therefore, it arranges trainings on a regular basis for its employees to develop their expertise. The bank offers competitive pay package to its employees based on performance and merit. It always tries to develop a culture where all employees can apply his/her talent and knowledge to work for the organization with high ethical standards in order to add more value to the company and for the economy.																
iii) Potential external events	No potential external event is expected to expose the Bank to significant operational risk. The Bank has separate Operational Risk Policies at different operational units addressing specific issues involving Operational Risks.																
i) Policies and Processes for mitigating operational risk:	<p>Internal control mechanism is in place to control and minimize the operational risks. If any controls are found to be ineffective during the course of Risk &amp; Control Self-Assessment, corrective measures are adopted in due course. A monitoring system is also in place for tracking the corrective actions plan periodically. The various Board approved policies viz., Risk Management Policy, CRM Policy, Internal Control &amp; Compliance Policy, Policy on AML &amp; CFT, ICT Security Policy, Treasury Management Policy etc. addresses issues pertaining to Operational Risk Management.</p> <p><b>In 2022, Audit Department conducted following no. of audit:</b></p> <table border="1"> <tr> <td>No. of Comprehensive Audit on branches</td><td>49</td></tr> <tr> <td>No. of Comprehensive Audit on Sub-branches</td><td>07</td></tr> <tr> <td>No. of Comprehensive Audit at Head Office</td><td>35</td></tr> <tr> <td>No. of Spot audits</td><td>14</td></tr> <tr> <td>No. of IT Audit</td><td>Branch: 49, Sub-Branch: 11</td></tr> <tr> <td>No. Pay Point audits</td><td>-</td></tr> <tr> <td>No. of Spot Inspection on Anti-Fraud Internal Control</td><td>08</td></tr> <tr> <td>Other (If any)</td><td>09</td></tr> </table>	No. of Comprehensive Audit on branches	49	No. of Comprehensive Audit on Sub-branches	07	No. of Comprehensive Audit at Head Office	35	No. of Spot audits	14	No. of IT Audit	Branch: 49, Sub-Branch: 11	No. Pay Point audits	-	No. of Spot Inspection on Anti-Fraud Internal Control	08	Other (If any)	09
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v) Approach for calculating capital charge for operational risk	<p>The Bank follows the Basic Indicator Approach (BIA) in terms of BRPD Circular No. 18 dated 21 December 2014 under Guidelines on Risk Based Capital Adequacy (Revised Regulatory Capital Framework for banks in line with Basel III). The BIA stipulates the capital charge for operational risk is a fixed percentage, denoted by <math>\alpha</math> (alpha) of average positive annual gross income of the Bank over the past three years. It also states that if the annual gross income for any year is negative or zero, that should be excluded from both the numerator and denominator when calculating the average gross income. The capital charge for operational risk is enumerated by applying the following formula:</p> $K = [(GI_1 + GI_2 + GI_3) \alpha] / n$																

<b>Quantitative Disclosures:</b>		
<b>b) The capital requirements for operational risk</b>		
(Amount in Million)		
<b>Particulars</b>	<b>RWA</b>	<b>Capital Requirement</b>
Minimum Capital Requirement: Operation Risk	4,097.69	409.77

**i) Liquidity Ratio:**

<b>Qualitative Disclosures:</b>	
i) Views of BoD on system to reduce liquidity Risk	<p>Measurement and managing liquidity needs are vital activities of the Bank. By assuring the Bank's ability to meet its liabilities as they become due, liquidity management can reduce the probability of developing an adverse situation. The importance of liquidity transcends individual Banks, as liquidity shortfall in one Bank can have repercussions on the entire Banking system. NRB Bank has a board-approved ALM policy to monitor and manages the liquidity stance of the Bank</p>
ii) Methods used to measure Liquidity risk	<p>Liquidity measurement involves assessing all of a bank's cash inflows against its outflows to identify the potential for any net shortfalls including funding requirements for off balance sheet commitments.</p> <p>An important aspect of measuring liquidity is making assumptions about future funding needs, both in the very short-term and for longer time periods. Another important factor is the critical role a bank's reputation plays in its ability to access funds readily and at reasonable terms. Several key liquidity risk indicators monitored on a regular basis to ensure healthy liquidity position are as follows:</p> <p><b><u>Regulatory Liquidity Indicators (RLIs):</u></b></p> <p>Cash Reserve Requirement (CRR)  Statutory Liquidity Ratio (SLR)  Medium Term Funding Ratio (MTFR)  Maximum Cumulative Outflow (MCO)  Advance Deposit Ratio (AD Ratio)  Liquidity Coverage Ratio (LCR)  Net Stable Funding Ratio (NSFR)  Stress Testing</p> <p><b><u>Bank's own liquidity monitoring tools:</u></b></p> <p>Wholesale Borrowing and Funding Guidelines  Liquidity Contingency Plan  Management Action Triggers (MAT)  Liquid Asset to Total Deposit Ratio  Liquid Asset to Short Term Liabilities, etc.</p> <p><b>Computation of Capital Charge against Liquidity Risk:</b> If annual average of any RLIs of any bank falls below Bangladesh Bank's</p>

	requirement the bank will be required to maintain additional capital for that RLI (or those RLIs) in Supervisory Review Process.	
iii) Liquidity Risk Management System	The ALCO of the Bank monitors & manages liquidity and interest rate risk in line with the business strategy. ALM activity including liquidity analysis & management is conducted through coordination between various ALCO support groups residing in the functional areas of balance sheet management, Treasury Front Office, Treasury Mid-Office, Finance & Accounts etc.	
iv) Policies and Processes for mitigating Liquidity risk	An effective liquidity risk management process include systems to identify measure, monitor and control its liquidity exposures. Bank’s ALCO monitors the liquidity risk on a regular basis. Based on the detail recommendation from ALM desk, ALCO take appropriate action to manage the liquidity risk. Also Bank has internal risk control framework which outlines clear and consistent policies and principles for liquidity risk management.	
Quantitative Disclosures:		(Amount in Million)
	Liquidity Coverage Ratio	138.25%
	Net Stable Funding Ratio (NSFR)	104.61%
	Stock of High-quality liquid assets	12,738.31
	Total net cash outflows over the next 30 calendar days	9,213.71
	Available amount of stable funding	57,228.95

#### j) Leverage Ratio:

<b>Qualitative Disclosures:</b>	
i) Views of BoD on system to reduce excessive leverage	<p>Leverage ratio was introduced in Basel III with an aim to avoid building-up excessive on and off-balance sheet leverage in the Banking system. The leverage ratio is intended to achieve the following objectives:</p> <ul style="list-style-type: none"> <li>• constrain the build-up of leverage in the Banking sector which can damage the broader financial system and the economy,</li> <li>• reinforce the risk based requirements with an easy to understand and a non-risk based measure NRBBL adopted leverage ratio in line with Basel III guidelines as a credible supplementary measure to the risk based capital requirements.</li> </ul>
ii) Policies and processes for managing excessive on and off-balance sheet leverage	The Bank adheres to the Revised Risk Based Capital Adequacy Guidelines of Bangladesh Bank while managing excessive on and off-balance sheet leverage.
iii) Approach for calculating exposure	<p>The leverage ratio is a volume-based measure and is calculated as Basel III Tier 1 Capital divided by Total On and Off-Balance Sheet exposures.</p> <p>A minimum Tier 1 leverage ratio of 3% is being prescribed both at solo and consolidated level.</p>

	$\text{Leverage Ratio} = \frac{\text{Tier 1 Capital (after related deductions)}}{\text{Total Exposure (after related deductions)}}$		
<b>Quantitative Disclosures:</b>		<b>Solo</b>	<b>Consolidated</b>
	Leverage Ratio	9.40%	9.45%
	On balance sheet exposure	73,749.38	73,297.72
	Off balance sheet exposure	4,958.90	4,958.90
	Regulatory Adjustments	396.99	396.99
	<b>Total exposure</b>	<b>78,311.29</b>	<b>77,859.61</b>

#### k) Remuneration:

NRB Bank is committed to ensure that its remuneration practices enable the Bank to attract, develop and retain high caliber individuals to deliver the Bank's objectives and drive business growth in a competitive environment. The performance-based components of remuneration are designed to encourage behavior that supports the Bank's long-term financial soundness and the risk management frameworks of the Bank. The qualitative remuneration disclosures are broader in scope and cover all the individuals included whereas the quantitative information relates to senior management and material risk takers of the NRB Bank Limited, for the financial year ended December 31, 2022.

<b>Qualitative Disclosures</b>	<b>(a)</b>	<b>Information relating to the bodies that oversee remuneration:</b>  At the management level, primarily the Human Resources Division oversees the 'remuneration' in line with its Human Resources Management strategy/policy under direct supervision and guidance of the Senior Management of the Bank.  The primary functions of the Remuneration Committee are to determine, review and propose principles and governance framework for all decisions relating to remunerations of the employees of NRB Bank. While the Human Resources Division is responsible for preparing and recommending reward plans and compensation, the committee's duties are to assess and review these recommendations and submit them to the Board of Directors for approval.  They also oversee performance oriented incentives, perquisites, other financial options etc. to attract, motivate and retain employees and review compensation packages/pay structure in comparison to that of other Banks to enjoy competitive advantages in this industry.
	<b>(b)</b>	<b>Information relating to the design and structure of remuneration process:</b> The key features and objectives of remuneration policy: <ul style="list-style-type: none"> <li>▪ Appropriately compensate Employees for the services they provide to the Bank;</li> <li>▪ Attract and retain Employees with skills required to effectively manage the operations and growth of the business;</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Be consistent and appropriate having regard to the performance of the Bank and the relevant Employees;</li> <li>▪ Motivate Employees to perform in the best interests of the Bank and its shareholders;</li> <li>▪ Motivate Employees to pursue long term growth and success of the Bank within the Board approved control framework;</li> <li>▪ Manage the risks associated with remuneration in a manner that supports the Bank's risk management frameworks by applying an appropriate balance between fixed and variable remuneration, reflecting short and long term performance objectives to the Bank's circumstances and goals;</li> <li>▪ Apply key short term and long term key performance indicators, including financial and nonfinancial measures of performance, to eligible employees;</li> <li>▪ Demonstrate a clear relationship between individual performance and rewards;</li> <li>▪ Comply with all regulatory and legal requirements; and</li> <li>▪ Provide an appropriate level of transparency.</li> </ul> <p>The structure of remuneration arrangements for all employees consists of following components:</p> <ul style="list-style-type: none"> <li>• Fixed Remuneration; and</li> <li>• Performance-based remuneration</li> </ul> <p><b>Fixed remuneration:</b> This includes base salary and fixed benefits. Base salaries are determined to attract and retain employees with skills required to effectively manage the operations and growth of the business to reflect best market practice for the specific circumstances of the Bank. Fixed remuneration is benchmarked against the financial services industry through the use of external remuneration market surveys, conducted by professional, independent benchmarking organizations.</p> <p><b>Performance-based remuneration:</b> Employee remuneration packages may include a 'variable' component with short term and long term incentive plans like increment and performance</p> <p>In addition, employees with compliance and supervisory responsibilities are also provided additional benefits besides their regular pay.</p>
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	<p><b>(c) Description of the ways in which current and future risks are taken into account in the remuneration processes.</b></p> <p>The Bank's remuneration practices are carefully managed taking into account the following key risks when implementing remuneration measures:</p> <ul style="list-style-type: none"> <li>• Financial Risks</li> <li>• Compliance Risks</li> </ul> <p>Risk and compliance requirements represent a gateway to whether an incentive bonus payment is made and the size of the payment. Despite, if the individual does not meet or only partially meets requirements, no award or a reduced award may be made.</p>
	<p><b>(d) Description of the ways in which the bank seeks to link performance :</b></p> <p>❖ <b>Overview of main performance metrics for the Bank, top level business lines and individuals-</b></p> <p>The performance metrics mainly include profits, loan growth, deposit growth, risk metrics (such as quality of assets), compliance with regulatory norms, refinement of risk management processes and customer service. The specific metrics and weightages for various metrics vary with the role and level of the individual.</p> <p>❖ <b>Discussion of how amounts of individual remuneration are linked to the Bank-wide and individual performance-</b></p> <p>The Annual Performance Appraisal (APA) takes into consideration all the above aspects while assessing individual performance and making compensation-related recommendations to the Remuneration Committee regarding the level of increment and performance bonus for employees. The performance assessment of individual employees is undertaken based on achievements vis-à-vis their Key Performance Indicators (KPIs) set beforehand, which incorporate the various aspects/metrics.</p>
	<p><b>(e) Description of the ways in which the bank seeks to adjust remuneration to take account of longer-term performance.</b></p> <p>The Bank's remuneration system is designed to reward long-term as well as short-term performance, encourage retention and recognize special performance in the organization. The Bank provides reasonable remuneration for short-term performance besides for long-term performance the bank has some deferred payment options (i.e. performance bonus, provident fund, gratuity etc.)</p> <p>In case of following situation remuneration can be adjusted before vesting:</p> <ul style="list-style-type: none"> <li>• Disciplinary Action (at the discretion of Enquiry committee)</li> <li>• Resignation of the employee prior to the payment date.</li> </ul> <p>At the same time previously paid or already vested variable pay can also be recovered under the case of disciplinary action (at the discretion of the Disciplinary Committee and approval of Management)</p>
	<p><b>(f) Description of the different forms of variable remuneration that the bank utilizes and the rationale for using these different forms.</b></p>

		<p>The main forms of such variable remuneration include:</p> <ul style="list-style-type: none"> <li>• Monthly Cash benefits</li> <li>• Incentive plan for the employees to be paid annually</li> </ul> <p>The form of variable remuneration depends on the job level of individual, risk involved, the time horizon for review of quality of the assignments performed.</p>
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<b>Quantitative Disclosures</b>	<b>(g)</b>	<p><b>Number of Meeting held by the Remuneration Committee during the financial year and remuneration paid to it's members.</b></p> <p>Meeting regarding overseeing remuneration was held on need basis. No fees are paid to the Committee Members as remuneration for attending such meetings.</p>																										
	<b>(h)</b>	<p><b>Number of employees having received a variable remuneration award during the financial year.</b></p> <p>2 numbers of guaranteed festival bonuses amounted BDT 6.35 Million for Senior Management.</p> <p><b>Number and total amount of sign-on award made during the financial year.</b></p> <p>Nil</p> <p><b>Number and total amount of severance payments made during the financial year.</b></p> <p>Nil</p>																										
	<b>(i)</b>	<p><b>Total amount of outstanding deferred remuneration, split into cash, shares and share-lined instruments and other forms.</b></p> <p>Nil</p> <p><b>Total amount of deferred remuneration paid out in the financial year:</b></p> <p>Nil</p>																										
	<b>(j)</b>	<p><b>Breakdown of amount of remuneration awards for the financial year to show.</b></p> <p><b>Fixed and Variable:</b></p> <p><b>Breakdown of Remuneration (Fixed and Variable) is as follows :</b></p> <table border="1"> <thead> <tr> <th>Details</th><th>SVP &amp; Above</th><th>Other</th></tr> </thead> <tbody> <tr> <td>No of Employees</td><td>19</td><td>817</td></tr> <tr> <td></td><td colspan="2">(Amount in Million)</td></tr> <tr> <td>Basic Salary</td><td colspan="2">304.07</td></tr> <tr> <td>Allowances</td><td colspan="2">280.89</td></tr> <tr> <td>Festival Bonus</td><td colspan="2">48.80</td></tr> <tr> <td>Incentive Bonus</td><td colspan="2">Nil</td></tr> <tr> <td>Gratuity</td><td colspan="2">83.36</td></tr> <tr> <td>Provident Fund Contribution</td><td colspan="2">27.38</td></tr> </tbody> </table>	Details	SVP & Above	Other	No of Employees	19	817		(Amount in Million)		Basic Salary	304.07		Allowances	280.89		Festival Bonus	48.80		Incentive Bonus	Nil		Gratuity	83.36		Provident Fund Contribution	27.38
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	<p><b>(k)</b> Quantitative Information about employees' exposure to implicit (e.g. fluctuations in the value of shares or performance units) and explicit adjustments (e.g. claw backs or similar reversals or downward revaluation of awards) of deferred remuneration and retained remuneration:</p> <p>Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments. Nil</p> <p>Total amount of reductions during the financial year due to ex post explicit adjustments. Nil</p> <p>Total amount of reduction during the financial year due to ex post implicit adjustments. Nil</p>
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