

## Disclosures on Risk Based Capital (Basel III)

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Market Discipline represents the Third Pillar of the Basel III regulatory framework and operates alongside the Minimum Capital Requirements (Pillar 1) and the Supervisory Review Process (Pillar 2). It is designed to promote transparency, strengthen governance, and enhance the role of market participants in monitoring banks' risk profiles and capital positions through comprehensive public disclosures.

The overarching objectives of the Basel III framework are to enhance the quality, consistency, and transparency of regulatory capital so that banks are able to absorb losses on both a going-concern and gone-concern basis, and to expand the risk coverage of the capital framework to address material risks more comprehensively. These measures collectively aim to improve the resilience of the banking sector and safeguard financial stability.

The Basel Committee on Banking Supervision (BCBS) has long emphasized that effective market discipline is achieved through meaningful and timely disclosure of key information relating to risk exposures, capital adequacy, and risk management practices. Pillar 3 of the Basel Framework prescribes a structured set of qualitative and quantitative disclosure requirements to enable stakeholders to assess a bank's material risks, capital structure, capital adequacy, and overall financial soundness. These standards are incorporated within the Basel Consolidated Framework to ensure uniform global implementation.

NRB Bank PLC. has adopted the Basel III framework as part of its capital management and risk governance strategy in accordance with the "Guidelines on Risk Based Capital Adequacy (Revised Regulatory Capital Framework for Banks in line with Basel III)" issued by Bangladesh Bank in December 2014 and subsequent circulars issued thereunder. The Bank remains fully committed to complying with all regulatory disclosure requirements stipulated by the central bank.

The purpose of Market Discipline disclosures of NRB Bank PLC. is to complement the minimum capital requirements and supervisory review process by ensuring transparency through the publication of accurate, comprehensive, and timely information regarding:

- Capital structure and capital adequacy position;
- Risk-weighted assets and risk exposures (credit, market, operational and other material risks);
- Risk management framework, governance structure, and internal control mechanisms;
- Liquidity position, leverage, and overall financial performance.

Through disciplined disclosure practices, NRB Bank PLC. enables stakeholders—including regulators, shareholders, investors, analysts, and depositors—to make informed assessments of the Bank's risk profile and financial strength.

The Bank firmly believes that adherence to Pillar 3 principles strengthens market confidence, reinforces sound corporate governance, supports prudent risk-taking, and contributes to the long-term stability and sustainability of both the institution and the broader financial system.

## Disclosure Policy

Bank calculates Risk Weighted Assets (RWA) under the following approaches as per Basel III guidelines (BRPD circular no. 18, dated December 21, 2014):

- Standardized approach for credit risk,
- Standardized approach for market risk and,
- Basic Indicator approach for operational risk.

### The Basel III framework is composed of three-mutually reinforcing pillars:

- **Pillar 1** concerns the calculation of risk-weighted assets and the minimum capital requirement for credit risk, market risk, and operational risk
- **Pillar 2** (Supervisory Review Process) is designed to guarantee that banks have sufficient capital to mitigate all risks associated with their operations.
- **Pillar 3** is dedicated to maintaining market discipline by providing stakeholders with sufficient information.

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

SL	Particulars	Prescribed	NRB Bank PLC. (December, 2025)	
			SOLO	CONSOLIDATED
1	Common Equity Tier 1	4.5%	11.24%	11.33%
2	Minimum T-1 Capital Ratio	6%	11.24%	11.33%
3	Minimum Capital to Risk Weighted Asset Ratio	10%	13.97%	14.07%
4	Tier 2 Capital to Risk Weighted Asset Ratio	Maximum up to 4.0% of the total RWA or 88.89% of CET1, whichever is higher	2.73%	2.75%
5	Minimum Total Capital plus Capital Conservation Buffer	12.50%	13.97%	14.07%
6	Leverage Ratio	≥ 3.75%	6.88%	6.92%
7	Liquidity Coverage Ratio	≥ 100%	476.96%	476.96%
8	Net Stable Funding Ratio	> 100%	102.70%	102.70%

### 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. Liquidity Ratio
- 10. Leverage Ratio
- 11. Remuneration

**1. Scope of application:**

<b>Qualitative Disclosures</b>	
a) The name of the top corporate entity in the group to which this guideline applies	<b>NRB Bank PLC.</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 PLC. 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 PLC.</u></b></p> <p>NRB Bank PLC. (NRBB) was duly established on August 4, 2013 as a Public Limited Company (Banking Company) under the Companies Act, 1994, with the purpose of conducting all types of banking activities. At present, the Bank is conducting business through its Corporate Head Office, which has the following number of branches, agent banking, and other facilities throughout Bangladesh as of December 31, 2025:</p> <p>No. of Branches: 56            No. of Sub Branches: 53            No of Islamic Banking Windows: 28            No. of DESCO and other Bill Collection Booths: 23            No. of ATM Booths: 51</p> <p><b><u>NRB Bank Securities PLC</u></b></p> <p>NRB Bank Securities PLC. (the company) was established in Bangladesh on March 16, 2021, as a Public Limited Company under the Companies Act 1994, as evidenced by certificate of incorporation no. C-169869/2021. It is a subsidiary company of NRB Bank PLC., a banking company that was established in Bangladesh under the Banking Companies Act 1991. The company's registered office is located 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

## 2. 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 the Guidelines on Risk-Based Capital Adequacy (Revised Regulatory Capital Framework for Banks in Line with Basel III) introduced by Bangladesh Bank, the term "Common Equity Tier-1 (CET 1)" is used. (i) Paid-up capital, (ii) Statutory reserve, and (iii) retained earnings comprise the capital of NRB Bank.</p> <p>NRB Bank does not possess "Additional Tier 1 (AT 1)" Capital as it has not issued any instrument that satisfies the qualifying criteria for Additional Tier 1 Capital.</p> <p>Tier 2 Capital is comprised of (i) General Provision.</p> <p><b><u>Compliance with Regulatory Requirements by NRB Bank:</u></b></p> <p>The Bank has met all of the necessary conditions for maintaining regulatory capital, as outlined in the Basel III guidelines, as indicated by the following:</p> <table border="1"> <thead> <tr> <th>Particulars</th> <th>Status of compliance</th> </tr> </thead> <tbody> <tr> <td>The bank has to maintain at least 4.50% of total Risk Weighted Assets (RWA) as Common Equity Tier 1 capital.</td> <td>Complied</td> </tr> <tr> <td>Tier 1 capital will be at least 6.00% of the total RWA.</td> <td>Complied</td> </tr> <tr> <td>Minimum capital to Risk Weighted Asset Ratio (CRAR) will be 12.50% of the total RWA.</td> <td>Complied</td> </tr> <tr> <td>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.</td> <td>Complied</td> </tr> </tbody> </table>	Particulars	Status of compliance	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
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<b>Quantitative Disclosures</b>		
b) The regulatory capital of NRB Bank PLC. under Basel-III as of December 31, 2025, is as follows: (Amount in Million)		
<b>Common Equity Tier-1 (Going Concern Capital)</b>	<b>Solo</b>	<b>Consolidated</b>
Fully Paid-up Capital/Capital Deposited with BB	6,905.87	6,905.87
Statutory Reserve	1,234.77	1,234.77
Retained Earnings	686.81	715.41
Minority Interest in Subsidiaries	0.00	0.00
General Reserve	0.00	0.58
Less: Regulatory Adjustment for Tier-1 Capital	(735.31)	(735.31)
<b>Total Common Equity Tier-1 Capital</b>	<b>8,092.15</b>	<b>8,121.32</b>
Tier-2 Capital (Gone-Concern Capital)		
General Provision	1,967.72	1,968.26
<b>Total Admissible Tier-2 Capital</b>	<b>1,967.72</b>	<b>1,968.26</b>
<b>Total Regulatory Capital</b>	<b>10,059.86</b>	<b>10,089.58</b>

### 3. Capital Adequacy:

<b>Qualitative Disclosures</b>	
a) A summary discussion of the bank's approach to assessing the adequacy of its capital to support current and future activities.	<p><b>Bank's capital adequacy assessment approach:</b></p> <p>NRB Bank PLC. follows the RBCA Guidelines of the Bangladesh Bank when determining its capital adequacy requirement. The Standardized Approach was implemented by the Bank for credit and market risk exposures, while the Basic Indicator Approach was implemented for operational risk exposure. When evaluating our capital base, we prioritize the subsequent principles:</p> <ul style="list-style-type: none"> <li>• Maintaining a robust Capital to Risk Weighted Asset Ratio (CRAR);</li> <li>• Ensuring that capital is at a sufficient level to manage all material risks;</li> </ul> <p><b>Capital Management:</b></p> <p>The Bank receives an indicative resolution for its capital requirement through the Capital Adequacy calculation. Conversely, capital management is essential for maintaining an appropriate level of capital. A sound capital assessment procedure is the foundation of NRBB's capital management, which is subsequently followed by a risk-based long-term capital planning approach. Some of the noteworthy initiatives to guarantee the Bank's sufficient capital include:</p>

	<ul style="list-style-type: none"> <li>▪ Promoting the completion of external credit ratings by borrowers to evaluate the credit risk status of counterparties and reduce regulatory capital requirements;</li> <li>▪ Enhancing and enhancing collateral coverage by pursuing sufficient eligible collateral;</li> <li>▪ Emphasizing internal capital accretion. Nevertheless, if necessary, subordinated debt may be issued to satisfy the capital requirement.</li> <li>▪ Projection of growth in accordance with the composition of Risk Weighted Assets (RWA) and the trajectory of capital planning.</li> <li>▪ Evaluation of the risk profile of new clients and enrollment of clients with a satisfactory external credit rating.</li> </ul> <p>The CRAR status is routinely monitored by the Basel Implementation Unit (BIU) and Risk Management Division (RMD) of NRBB, which provides periodic reports to the Board, the Risk Management Committee of the Board, and Senior Management.</p>
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**Quantitative Disclosures**

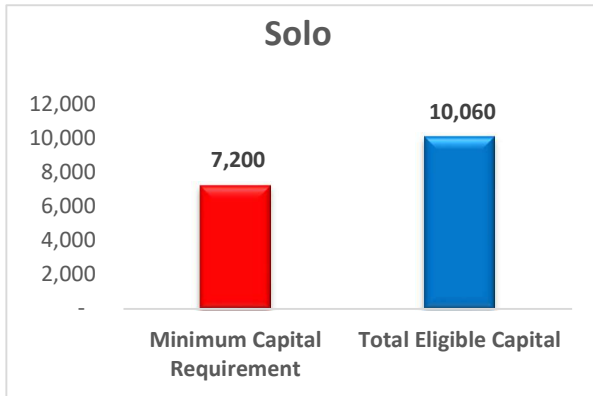
(Amount in Million)

<b>Capital requirement under following Risk:</b>	<b>Solo</b>	<b>Consolidated</b>
<b>b) Capital requirement for Credit Risk</b>	6,307.04	6,261.02
<b>c) Capital requirement for Market Risk</b>	183.79	183.79
<b>d) Capital requirement for Operational Risk</b>	708.91	724.28
<b>Total Capital Requirement (b+c+d)</b>	<b>7,199.74</b>	<b>7,169.09</b>
<b>Capital Adequacy Ratio (CRAR):</b>	<b>Solo</b>	<b>Consolidated</b>
Common Equity Tier 1 (CET 1) Ratio	11.24%	11.33%
Tier 1 Capital Adequacy Ratio	11.24%	11.33%
Tier-2 Capital Adequacy Ratio	2.73%	2.75%
Capital to Risk-weighted Asset Ratio (CRAR)	13.97%	14.07%
Capital Conservation Buffer (2.50%)	3.97%	4.07%
<b>Minimum Capital Requirement (MCR)</b>	<b>7,199.74</b>	<b>7,169.09</b>

*Note: As per Bangladesh Bank NOC Ref. on. BSD-10(50)/2026-418 dated 29 April 2026 and Bank's calculation, shortfall of provision that have been approved by BSD-10 to be deferred was Taka 1800.00 million as "provision will be maintained in future".*

**Eligible Capital:**

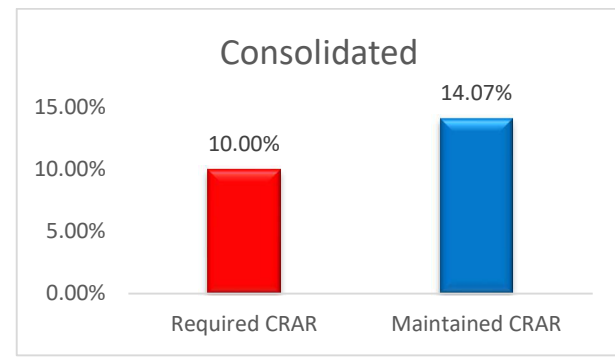
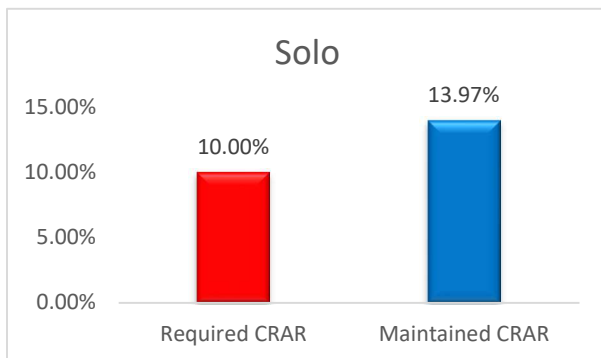
(Amount in Million)



**Minimum T-1 Capital Ratio:**



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





	Particulars	STATUS	CMS	CMSME	Industrial Credit	Service	Trade & Commerce	All other credit
UC	STD-0		0.5%	1%	1%	1%	1%	1%
	STD-1		0.5%	1%	1%	1%	1%	1%
	STD-2		0.5%	1%	1%	1%	1%	1%
	SMA		0.5%	5%	5%	5%	5%	5%
Classified	SS		20%	20%	20%	20%	20%	20%
	DF		50%	50%	50%	50%	50%	50%
	B/L		100%	100%	100%	100%	100%	100%

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

NRB Bank PLC. has implemented a Credit Risk Management Policy that has been duly approved by the Board of Directors. The Policy document delineates the organization structure, roles and responsibilities, and procedures for the identification, quantification, and management of Credit Risks within the framework that the Bank deems to be consistent with its mandate and risk tolerance.

Compliance with the risk limits approved by the Board of Directors/Risk Management Committee of the Board is ensured through bank-wide monitoring of credit risk.

Also, the Bank has implemented due diligence measures to establish the most effective credit risk management practices within the organization. Additionally, the Board of Directors has authorized the bank to establish a policy on Valuation Methodology. The Bank acquires eligible securities in order to safeguard its interests, as per the methodology. These securities serve as a safeguard against the default risk to which the bank is susceptible.

**Quantitative Disclosures:**
**b) Total gross credit risk exposures broken down by major types of credit exposure of NRBB:**

(Amount in Million)

Major Types	Continuous Loan	Demand Loan	Fixed Term Loan	Short Term Agri. Credit & Micro Credit	Total
Small & Medium Enterprise Financing	2,339.44	4,104.99	11,813.85	-	18,258.28
Consumer Financing	6,286.54	-	1,770.21	-	8,056.75
Loans to BHs/MBs/Sds against Share	-	-	-	-	-
Housing Finance	-	-	992.62	-	992.62
Loan for Professionals to setup business (LP)	-	-	-	-	-
Short Term Agri. Credit	-	-	-	1,242.50	1,242.50
Others	5,097.65	20,064.99	18,676.21	-	43,838.85
Staff Loans	-	-	323.70	-	323.70
<b>Total exposure</b>	<b>13,723.63</b>	<b>24,169.97</b>	<b>33,576.59</b>	<b>1,242.50</b>	<b>72,712.70</b>

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

(Amount in Million)

<b>Geographical Distribution</b>	<b>Amount</b>
<b>Urban</b>	
Dhaka	50,074.40
Chittagong	12,660.22
Sylhet	2,027.42
Rajshahi	1,917.34
Barishal	30.09
Khulna	1,500.51
Rangpur	23.18
Mymensingh	1,298.41
<b>Subtotal urban</b>	<b>69,531.57</b>
<b>Rural</b>	
Dhaka	2,577.98
Chittagong	517.78
Sylhet	85.37
Rajshahi	-
Barishal	-
Khulna	-
Rangpur	-
Mymensingh	-
<b>Subtotal rural</b>	<b>3,181.13</b>
<b>Grand Total</b>	<b>72,712.70</b>

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

(Amount in Million)

<b>Industry Type</b>	<b>Amount</b>
Agriculture	1,653.84
Food & allied industries	3,143.10
Tobacco	-
Readymade garments	4,789.21
Textiles	6,470.73
Ship breaking & ship building	1,970.51
Basic metal & steel engineering	3,408.23
Non-metallic mineral products	336.91
Pharmaceuticals industry	538.71
Chemical & chemical products	6.88
Rubber & plastic industries	1,711.63
Leather & leather products	649.93

Wood, furniture & fixtures	35.02
Paper & paper products	982.98
Electronic goods & machineries	3,411.53
Power & gas	1,118.83
Other manufacturing industries	2,671.77
Construction & commercial real estate	8,901.85
Transport & communication	126.10
IT & telecommunication	973.12
Medical services	353.88
Hotel & restaurant services	0.93
Printing & publishing industries	57.96
Other service industries	1,369.48
NBFIs	932.62
Trade & commerce	12,493.54
Consumer credit	4,321.66
Credit card	4,727.71
Staff loan	323.70
Others	5,230.34
<b>Total</b>	<b>72,712.70</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
Up to 1 month	4,284.87	6,469.29	823.37	54.00	-	11,631.53
1 to 3 months	1,879.57	4,887.69	31.67	185.41	0.04	6,984.39
3 to 6 months	1,752.95	9,869.55	75.27	306.92	0.20	12,004.88
6 to 12 months	1,606.90	2,813.12	764.19	696.17	1.36	5,881.74
1 to 2 years	678.13	130.32	3,756.41	-	13.98	4,578.85
2 to 3 years	756.53	-	4,366.87	-	10.32	5,133.72
3 to 4 years	1,059.12	-	3,349.04	-	42.26	4,450.41
4 to 5 years	1,659.21	-	3,056.00	-	57.87	4,773.08
5 to 7 years	46.35	-	4,890.14	-	54.29	4,990.78
7 to 10 years	-	-	8,187.19	-	88.61	8,275.80
Over 10 years	-	-	3,952.75	-	54.77	4,007.52
<b>Total</b>	<b>13,723.63</b>	<b>24,169.97</b>	<b>33,252.89</b>	<b>1,242.50</b>	<b>323.70</b>	<b>72,712.70</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	3,458.36	2,934.64
Consumer Financing	481.47	467.79
Housing Finance	108.78	37.40
Loans for Professionals to setup business	-	-
Loans to BHs/MBs/SDs against Shares etc.	-	-
Other Corporate Credit	2,529.71	6,122.78
Short Term Agri Credit & Micro Credit	1.66	2.09
Staff Loan	-	0.11
<b>Total</b>	<b>6,579.98</b>	<b>9,564.80</b>

 • **SPECIFIC AND GENERAL PROVISION MAINTAINED**

(Amount in Million)

Sector	General Provision	Specific Provision
Small & Medium Enterprise Financing	679.93	971.42
Consumer Financing	85.04	341.84
Housing Finance	15.68	25.74
Loans for Professionals to setup business	-	-
Loans to BHs/MBs/SDs against Shares etc.	-	-
Other Corporate Credit	1,031.52	621.30
Short Term Agri Credit & Micro Credit	6.20	0.53
Staff Loan	3.24	-
Against Off-Balance Sheet	146.11	-
<b>Grand Total</b>	<b>1,967.72</b>	<b>1,960.83</b>

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

Against Classified Loans & Advances	(Amount in Million)
Provision held on 1 January, 2025	2,174.79
Fully provided debts written off	0
Recoveries from previously written off debts	11.07
Provisions made during the year	(225.02)
Net Charge to the Profit & Loss Account	-
<b>Provision held at end of year, 2025</b>	<b>1960.83</b>

Against Unclassified Loans & Advances	(Amount in Million)
Provision held on 1 January, 2025	1,080.78
Add: Provisions made/ (released) during the year	740.83
<b>Provision held at end of year, 2025</b>	<b>1,821.61</b>

<b>General Provision for Off Balance Sheet Exposures</b>	(Amount in Million)
Provision held on 1 January, 2025	130.81
Provisions made during the year	15.30
<b>Provision held at end of year, 2025</b>	<b>146.11</b>

**g) Gross Non-Performing Assets (NPAs) of NRB Bank PLC.**

<b>Gross Non-Performing Assets (NPAs)</b>	
Non-Performing Assets (NPAs) to outstanding loans & advances	
<b>Movement of Non-Performing Assets for NPAs</b>	
Opening balance	10,497.74
Additions	1,484.99
Reductions	(5,402.75)
<b>Closing Balance</b>	<b>6,579.98</b>

<b>Movements of specific provisions for NPAs</b>	
Opening balance	2,174.79
Provision made during the period	(225.02)
Write-off	-
Write back of excess provisions	11.07
<b>Closing Balance</b>	<b>1,960.83</b>

**5. 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	NRB Bank PLC. maintains two categories of equity investments: (i) Quoted Shares, which are transacted in the secondary market of DSE & CSE, such as common stock, mutual fund, and bond, and (ii) Unquoted Shares, which are currently not tradable in the secondary market. Unquoted shares are securities and shares that are classified as (i) held to maturity (ii) long-term investment (iii) acquired under private placement (iv) and will be traded in the secondary market only after the completion of the necessary legal formalities with the BSEC (Bangladesh Securities & Exchange Commission), DSE, and CSE in accordance with prevailing laws. The Bank does not intend to sell these securities immediately or in the near future.
Discussion of important policies covering the valuation and accounting of equity holdings in the banking book, this includes the accounting techniques and	The purpose of investing in shares and securities is to generate capital gains and dividend income. Dividend income is recorded in the bank's books of accounts upon receipt of the dividend and the establishment of the right to receive it. Both quoted and unquoted shares are valued at cost, and necessary provisions are

<p>valuation methodologies used, including key assumptions and practices affecting valuation as well as significant changes in these practices</p>	<p>maintained in the event that the price descends below the cost. When the unrealized gain or loss of quoted shares is calculated, the books of accounts make adequate provisions for shares and securities after netting off the portfolio values. However, unrealized gains are not accounted for. HFT (Held for Trading) securities are revalued once a week using the marking to market concept, and all such securities are revalued once a year based on the Bangladesh Bank's guidelines.</p>			
<p><b>Quantitative Disclosure</b></p>				
<p>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.</p>	<p><b>Value of Investments in Balance Sheet</b></p>	<p>(Amount in Million)</p>		
	<p>Shares in Listed Companies (Valuation at average cost price)</p>	<p>1,305.69</p>		
	<p>Fair Market Value of shares in Listed Securities</p>	<p>674.27</p>		
<p>▪ The cumulative realized gains (losses) arising from sales and liquidations in the reporting period.</p>			<p>33.86</p>	
<p>* Total unrealized gains (losses)</p>			<p>(631.42)</p>	
<p>* Total latent revaluation gains (losses)</p>			<p>0</p>	
<p>* Any amounts of the above included in Tier – 2 capital.</p>			<p>0</p>	
<p>▪ 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.</p>	<p>The capital requirements for equity investments as of 31<sup>st</sup> December 2024 was as under:</p>			
	<p>(Amount in Million)</p>			
	<p><b>Particulars</b></p>	<p><b>Amount (MV)</b></p>	<p><b>Weight</b></p>	<p><b>Capital Charge</b></p>
	<p>Specific Risk</p>	<p>674.27</p>	<p>10%</p>	<p>67.42</p>
	<p>General Market Risk</p>	<p>674.27</p>	<p>10%</p>	<p>67.42</p>
	<p><b>Total</b></p>	<p><b>1,348.54</b></p>		<p><b>134.85</b></p>

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

<b>Qualitative Disclosures:</b>	
<p>(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.</p>	<p>The prospective impact on the Bank's earnings (Net Interest Income-NII) and net asset values due to changes in market interest rates is referred to as Interest Rate Risk in the Banking Book (IRRBB). The risk occurs when the re-pricing dates of the Bank's principal and interest cash flows (including ultimate maturities) for both On and Off-balance sheet exposures are mismatched. The size and maturity structure of the discrepancy position, as well as the magnitude and direction of interest rate changes, determine the amount at risk. The element of interest rate risk is the portfolio of assets and liabilities in the banking account that are susceptible to fluctuations in interest rates. The Bank's net interest income (the difference between interest income accrued on rate-sensitive asset portfolio and interest expenses accrued on rate-sensitive liability portfolio) is immediately impacted by changes in interest rates for a specific period. The long-term impact is on the Bank's net worth, as the economic value of the Bank's assets, liabilities, and off-balance sheet exposures is impacted.</p> <p><b>Key assumptions regarding loan prepayments and the behavior of non-maturity deposits include the following:</b></p> <ul style="list-style-type: none"> <li>a) Loans with a defined contractual maturity are re-priced in the respective time buckets in which they fall, in accordance with the loan repayment schedule.</li> <li>b) Loans without a defined contractual maturity are segregated into different time buckets based on the past trend, seasonality, and geographical perspective, and re-priced accordingly.</li> <li>c) Non-maturity deposits, such as current and savings deposits, are segregated into different time buckets based on the past trend of withdrawal, seasonality, religious festivals, and geographical perspective, and re-priced accordingly. As a result, the withdrawal of non-maturity deposits from NRBB is more or less consistent.</li> </ul>

**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)	26,916.11	13,266.40	5,649.10	42,872.34
Interest Sensitive Liabilities (B)	28,643.29	14,238.88	15,295.48	25,750.58
<b>GAP (A-B)</b>	(1,727.18)	(972.48)	(9,646.38)	17,121.76

**7. Market Risk:**

Qualitative Disclosures:	
Views of BOD on trading/ investment activities	<p>Market Risk is the possibility that the value of a portfolio, whether it be an investment portfolio or a trading portfolio, will diminish as a result of fluctuations in the value of market risk factors. Equity prices, interest rates, foreign exchange rates, and commodity prices comprise the four conventional market risk factors. The objectives of our market risk policies and processes are to achieve the optimal balance of risk and return while simultaneously satisfying the needs of our customers. The bank's principal categories of market risk include:</p> <p><b>Interest Rate Risk:</b> The potential for loss as a consequence of fluctuations in interest rates. As a consequence of the disparity between the interest rates of its assets and liabilities and/or the timing of their maturity.</p> <p><b>Foreign Exchange Risk:</b> This refers to the potential loss of capital and earnings as a result of fluctuations in currency exchange rates. It denotes the effect of adverse fluctuations in currency exchange rates on the value of an open foreign currency position. In addition, there is the risk of settlement and the default of the counter parties.</p> <p><b>Equity Price Risk:</b> This risk arises from fluctuations in the value of equity-related portfolios.</p> <p><b>Commodity Price Risk:</b> Commodity price risk refers to fluctuations in commodity prices and implied volatilities in commodity options, which encompass energy, precious metals, base metals, and agriculture. We do not currently have any exposure to commodity financing.</p>

<p>Methods used to measure Market risk</p>	<p>The market risk has been quantified using the Standardized Approach. The aggregate capital requirement calculated for each of the risk sub-categories is the total capital requirement in respect of market risk. The Standardized Approach methodology for calculating the capital requirement 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>
<p>Market Risk Management System</p>	<p>NRB Bank PLC. has established the Asset-Liability Committee (ALCO) and Executive Risk Management Committee (ERMC) to oversee, monitor, and regulate the aforementioned risks. These committees are composed of all Heads and Senior Executives. They convene on a monthly basis to deliberate on the various positions and take immediate action as needed to resolve any issues.</p> <p>Various ratios and parameters are routinely monitored by ALCO to mitigate the interest rate risk. Liquid asset to total assets, volatile liability dependency ratio, medium-term funding ratio, and short-term borrowing to liquid assets ratio are the main ratios that the Committee regularly monitors. ALCO also conducts routine monitoring of the interest rate sensitive gap and duration gap of the total portfolio.</p> <p>NRB Bank PLC. consistently maintains its net open position within the central bank's established limit in order to mitigate exchange rate risk. Additionally, in order to mitigate exchange rate risk in cross-currency transactions, the Bank consistently converts its exposure to USD or squares its position in cross-currency. In order to monitor and manage the risk, the Bank has established relationships with numerous foreign institutions and closely monitors the incoming and outgoing sources, as well as the payment schedule of foreign currency.</p>

	The Bank ensures that prudent investment decisions are made in accordance with the sectoral preference established by the bank's investment policy and the capital market exposure limit established by BB in order to manage equity risk. Additionally, the Investment Committee-Capital Market convenes on a regular basis to evaluate the Bank's market portfolio.	
Policies and processes for mitigating market risk:	Market Risk-related instruments, including both on-balance sheet and off-balance sheet items, are subject to approved limits. In order to safeguard against market risks, the limits are consistently monitored and enforced. The ALCO of the bank convenes on a regular basis to evaluate the current market conditions, exchange rates, foreign exchange positions, and transactions in order to reduce foreign exchange risks.	
<b>Quantitative Disclosures:</b>		
<b>The Capital requirements for Market risk are as follows:</b>		
(Amount in Million)		
<b>SL</b>	<b>Market Risk</b>	<b>Capital Requirement</b>
A	Interest Rate Related instruments	26.15
B	Equities	134.85
C	Foreign Exchange Position	22.78
D	Commodities	0.00
	<b>Total</b>	<b>183.79</b>

### 8. Operational Risk:

<b>Qualitative Disclosures:</b>	
i) Views of BoD on system to reduce Operational Risk	<p>Operational Risk is the potential for losing money as a result of internal processes, people, or systems that are inadequate or fail, or from external events. It encompasses legal risk, but it does not include strategic and reputational risk. The Bank's business activities are inherently characterized by operational risk in their daily operations.</p> <p>The Senior Management Team (SMT) and Internal Control and Compliance Division (ICCD) conduct routine evaluations of various operational risk components as part of ongoing surveillance. The analytical assessment is submitted to the Bank's Board of Directors/Risk Management Committee/Audit Committee for review and guidance in the development of operational risk mitigation policies, tools, and techniques.</p>

ii) Performance gap of executives and staffs	NRBB PLC. is of the opinion that the most effective method of reducing the knowledge divide is through training and knowledge sharing. Consequently, it conducts training sessions on an ongoing basis to enhance the skills of its employees. The bank provides its employees with a competitive compensation program that is determined by their performance and merit. It consistently endeavors to cultivate a culture in which all employees are able to utilize their talents and expertise to contribute to the organization in a manner that is consistent with high ethical standards, thereby enhancing the company's value and the economy.																						
iii) Potential external events	It is anticipated that no external event will pose a substantial operational risk to the Bank. The Bank maintains distinct Operational Risk Policies for various operational entities, each of which addresses specific operational risk-related issues.																						
iv) Policies and Processes for mitigating operational risk:	<p>Operational hazards are mitigated through the implementation of an internal control mechanism. In the event that any controls are determined to be ineffective during the Risk &amp; Control Self-Assessment process, corrective measures are implemented appropriately. A monitoring system is also in place to periodically monitor the corrective actions plan. The Operational Risk Management is addressed by the numerous Board-approved policies, including the CRM Policy, Internal Control &amp; Compliance Policy, Policy on ML &amp; FT, ICT Security Policy, Treasury Management Policy, and Risk Management Policy.</p> <p><b>In 2025, Audit Department conducted following no. of audit:</b></p> <table border="1" data-bbox="690 1360 1481 1831"> <tr> <td>No. of Comprehensive Audit on branches</td> <td>54</td> </tr> <tr> <td>No. of Comprehensive Audit on Sub-branches</td> <td>44</td> </tr> <tr> <td>No. of Comprehensive Audit at Head Office</td> <td>26</td> </tr> <tr> <td>No. of Spot audits</td> <td>09</td> </tr> <tr> <td>No. of Utility Booth Audit</td> <td>13</td> </tr> <tr> <td>No. of Agent Outlet</td> <td>01</td> </tr> <tr> <td>No. of IT Audit: Branches</td> <td>54</td> </tr> <tr> <td>No. of IT Audit: Sub-Branches</td> <td>44</td> </tr> <tr> <td>No. of IT Audit: Head Office, Divisions</td> <td>28</td> </tr> <tr> <td>No. of Spot Inspection on Anti-Fraud Internal Control (AML)</td> <td>09</td> </tr> <tr> <td>Other (If any)</td> <td>75</td> </tr> </table>	No. of Comprehensive Audit on branches	54	No. of Comprehensive Audit on Sub-branches	44	No. of Comprehensive Audit at Head Office	26	No. of Spot audits	09	No. of Utility Booth Audit	13	No. of Agent Outlet	01	No. of IT Audit: Branches	54	No. of IT Audit: Sub-Branches	44	No. of IT Audit: Head Office, Divisions	28	No. of Spot Inspection on Anti-Fraud Internal Control (AML)	09	Other (If any)	75
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v) Approach for calculating capital charge for operational risk	<p>NRBB adheres to the Basic Indicator Approach (BIA) as outlined in BRPD Circular No. 18 dated 21 December 2014, which is part of the revised regulatory capital framework for banks in accordance with Basel III. The capital charge for operational risk is a fixed percentage, denoted by <math>\alpha</math> (alpha), of the average positive annual gross income of the Bank over the past three years, as stipulated by the BIA. It is also stated that the average gross income should exclude negative or zero annual gross income from both the numerator and denominator. The formula below is used to calculate the capital charge for operational risk:</p> $K = [(GI_1 + GI_2 + GI_3) \alpha] / n$
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<b>Quantitative Disclosures:</b>				
<b>b) The capital requirements for operational risk</b>				
(Amount in Million)				
Particulars	SOLO		Consolidated	
	RWA	Capital Requirement	RWA	Capital Requirement
Minimum Capital Requirement: Operational Risk	7,089.06	708.91	7,242.80	724.28

### 9. Liquidity Ratio:

<b>Qualitative Disclosures:</b>	
i) Views of BoD on system to reduce liquidity Risk	<p>The Bank's measurement and management of liquidity requirements are essential functions. Liquidity management can mitigate the likelihood of an adverse situation by guaranteeing the Bank's capacity to satisfy its obligations as they become due. The significance of liquidity is not limited to individual banks; rather, it can have a ripple effect on the entire banking system if a single bank experiences a liquidity shortage. The liquidity stance of NRB Bank is monitored and managed by a Board-approved ALM policy.</p>
ii) Methods used to measure Liquidity risk	<p>In order to identify the potential for any net shortfalls, liquidity measurement involves evaluating all of a bank's total inflows against its outflows, including funding requirements for off-balance sheet commitments.</p>

	<p>Making assumptions about future funding requirements, both in the very short term and for longer time periods, is a critical component of liquidity measurement. An additional critical factor is the essential role that a bank's reputation plays in its capacity to access funds at reasonable terms and with ease. The following are a number of critical liquidity risk indicators that are regularly monitored to ensure a healthy liquidity position:</p> <p><b><u>Regulatory Liquidity Indicators (RLIs):</u></b></p> <ul style="list-style-type: none"> <li>▪ Cash Reserve Requirement (CRR)</li> <li>▪ Statutory Liquidity Ratio (SLR)</li> <li>▪ Medium Term Funding Ratio (MTFR)</li> <li>▪ Maximum Cumulative Outflow (MCO)</li> <li>▪ Advance Deposit Ratio (AD Ratio)</li> <li>▪ Liquidity Coverage Ratio (LCR)</li> <li>▪ Net Stable Funding Ratio (NSFR)</li> <li>▪ Stress Testing Reports</li> </ul> <p><b><u>Bank's own liquidity monitoring tools:</u></b></p> <ul style="list-style-type: none"> <li>▪ Wholesale Borrowing and Funding Guidelines</li> <li>▪ Liquidity Contingency Plan</li> <li>▪ Management Action Triggers (MAT)</li> <li>▪ Liquid Asset to Total Deposit Ratio</li> <li>▪ Liquid Asset to Short Term Liabilities, etc.</li> </ul> <p><b><u>Computation of Capital Charge against Liquidity Risk:</u></b>  The bank will be obligated to maintain additional capital in SRP for that RLI (or those RLIs) if the annual average of any RLI of any bank falls below Bangladesh Bank's requirement.</p>
iii) Liquidity Risk Management System	The ALCO of the bank is responsible for the monitoring and management of liquidity and interest rate risk in accordance with the business strategy. The coordination of ALM activity, which includes liquidity analysis and management, is carried out by a variety of ALCO support groups located in the functional areas of finance and accounts, finance and accounts, treasury front office, treasury mid-office, and treasury back office.
iv) Policies and Processes for mitigating Liquidity risk	Systems for identifying, measuring, monitoring, and controlling liquidity exposures are essential components of an effective liquidity risk management process.  The liquidity risk is regularly monitored by the Asset Liability Management Committee (ALCO) of the bank. In accordance with the detailed recommendation from the ALM division, ALCO implements the necessary measures to mitigate

	liquidity risk. Additionally, the Bank maintains an internal risk control framework that delineates explicit and consistent policies and principles for liquidity risk management.	
<b>Quantitative Disclosures:</b>		(Amount in Million)
	Liquidity Coverage Ratio	476.96%
	Net Stable Funding Ratio (NSFR)	102.70%
	Stock of High-quality liquid assets	24,554.32
	Total net cash outflows over the next 30 calendar days	5,148.09
	Available amount of stable funding	90,296.26

### 10. Leverage Ratio:

Bangladesh Bank has instructed commercial banks to elevate their leverage ratio from 3% to 4% in order to enhance their risk tolerance in the event of unforeseen loss. The purpose of this ratio is to regulate the amount of leverage a bank possesses and to reinforce the risk-based requirements by utilizing a back-stop safeguard measure. It measures the amount of core capital a bank has in relation to its total assets. The following implementation plan has been prescribed for the Leverage Ratio in accordance with BRPD Circular No: 18, dated August 18, 2021:

Leverage Ratio	2023	2024	2025	2026
	3.25%	3.50%	3.75%	4.00%

Qualitative Disclosures:																			
i) Views of BoD on system to reduce excessive leverage	In order to prevent the accumulation of excessive on- and off-balance sheet leverage in the banking system, the leverage ratio was instituted in Basel III. The following objectives are intended to be achieved by the leverage ratio: <ul style="list-style-type: none"> <li>• prevent the accumulation of leverage in the banking sector, which has the potential to harm the economy and the broader financial system</li> <li>• reinforce the risk-based requirements with a non-risk-based measure that is easily comprehensible. As a credible supplementary measure to the risk-based capital requirements, NRBB implemented the leverage ratio in accordance with the Basel III guidelines.</li> </ul>																		
ii) Policies and processes for managing excessive on and off-balance sheet leverage	NRBB manages excessive on and off-balance sheet leverage in accordance with the revised risk-based capital adequacy guidelines of Bangladesh Bank.																		
iii) Approach for calculating exposure	The leverage ratio is a volume-based metric that is determined by dividing Basel III Tier I Capital by Total On and Off-balance Sheet Exposures. A minimum Tier 1 Leverage Ratio of 3.50% is being prescribed both at solo and consolidated level. $\text{Leverage Ratio} = \frac{\text{Tier 1 Capital (after related deductions)}}{\text{Total Exposure (after related deductions)}}$																		
Quantitative Disclosures:																			
	<table border="1"> <thead> <tr> <th></th> <th>Solo</th> <th>Consolidated</th> </tr> </thead> <tbody> <tr> <td>Leverage Ratio</td> <td>6.88%</td> <td>6.92%</td> </tr> <tr> <td>On balance sheet exposure</td> <td>1,10,546.95</td> <td>1,10,323.56</td> </tr> <tr> <td>Off balance sheet exposure</td> <td>7,808.70</td> <td>7,808.70</td> </tr> <tr> <td>Regulatory Adjustments</td> <td>735.31</td> <td>735.31</td> </tr> <tr> <td><b>Total exposure</b></td> <td><b>1,17,822.23</b></td> <td><b>1,17,598.83</b></td> </tr> </tbody> </table>		Solo	Consolidated	Leverage Ratio	6.88%	6.92%	On balance sheet exposure	1,10,546.95	1,10,323.56	Off balance sheet exposure	7,808.70	7,808.70	Regulatory Adjustments	735.31	735.31	<b>Total exposure</b>	<b>1,17,822.23</b>	<b>1,17,598.83</b>
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**11. Remuneration:**

The following are the primary disclosures regarding remuneration that the Bank incorporates in Pillar-III documents. The Bank is strongly encouraged to not only disclose the necessary information, but also to clearly articulate the ways in which these factors complement and support their overall risk management framework. The quantitative disclosures requested below should be limited to senior management and other material risk takers and delineated between these two categories.

<b>Qualitative Disclosures</b>	<b>(a)</b>	<p><b>Information relating to the bodies that oversee remuneration:</b></p> <p>At the management level, primarily the Human Resources Management Division oversees the ‘remuneration’ in line with its Human Resources Management Policy version 4 under direct supervision and guidance of the Top Management of the Bank.</p> <p>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 NRBB. 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.</p> <p>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.</p>
	<b>(b)</b>	<p><b>Information relating to the design and structure of remuneration process:</b></p> <p>The key features and objectives of remuneration policy:</p> <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> <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> </ul>

	<ul style="list-style-type: none"> <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 main performance metrics 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>
<p><b>Quantitative Disclosures</b></p>	<p><b>(g) Number of Meeting held by the Remuneration Committee during the financial year and remuneration paid to its member.</b></p> <p>Meeting regarding overseeing remuneration was held on need basis. No fees paid to the Committee members as remuneration for attending such meetings.</p> <hr/> <p><b>(h) Number of employees having received a variable remuneration award during the financial year.</b></p> <p>2 numbers of guaranteed festival bonuses amounted BDT 11.09 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>

	<p><b>(i) Total amount of outstanding deferred remuneration, split into cash, shares and share-lined instruments and other forms.</b> Nil</p> <p><b>Total amount of deferred remuneration paid out in the financial year:</b> Nil</p>																											
	<p><b>(j) Breakdown of amount of remuneration awards for the financial year to show.</b></p> <p><b>Fixed and Variable:</b> <b>Breakdown of Remuneration (Fixed and Variable) is as follows:</b></p> <table border="1" data-bbox="589 680 1469 1045"> <thead> <tr> <th>Details</th> <th>SVP &amp; above</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>No of Employees</td> <td>28</td> <td>1107</td> </tr> <tr> <td></td> <td colspan="2" style="text-align: center;">(Amount in Million)</td> </tr> <tr> <td>Basic Salary</td> <td></td> <td>461.06</td> </tr> <tr> <td>Festival Bonus</td> <td></td> <td>83.96</td> </tr> <tr> <td>Incentive Bonus</td> <td></td> <td>0.00</td> </tr> <tr> <td>Gratuity</td> <td></td> <td>13.46</td> </tr> <tr> <td>Provident Fund Contribution</td> <td></td> <td>41.08</td> </tr> <tr> <td>Performance Bonus</td> <td></td> <td>32.15</td> </tr> </tbody> </table>	Details	SVP & above	Other	No of Employees	28	1107		(Amount in Million)		Basic Salary		461.06	Festival Bonus		83.96	Incentive Bonus		0.00	Gratuity		13.46	Provident Fund Contribution		41.08	Performance Bonus		32.15
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	<p><b>(k) 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:</b></p> <p><b>Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments.</b> Nil</p> <p><b>Total amount of reductions during the financial year due to ex post explicit adjustments:</b> Nil</p> <p><b>Total amount of reduction during the financial year due to ex post implicit adjustments:</b> Nil</p>																											