Jamuna Bank PLC.

Disclosure on Risk Based Capital under Basel III

For the Year 2024

BACKGROUND

The following detailed qualitative and quantitative disclosures under Pillar-III of Basel-III are provided in accordance with revised "Guidelines on Risk Based Capital Adequacy" for banks issued by Bangladesh Bank in December 2014. These quantitative and qualitative disclosures are intended to complement the Minimum Capital Requirement (MCR) under Pillar-I and Supervisory Review Process (SRP) under Pillar-II of Basel-III.

The purpose of these disclosures is to establish more transparent and more disciplined financial market so that stakeholders can assess the position of the bank regarding holding of assets and to identify the risks relating to the assets and capital adequacy to meet probable loss of assets.

SCOPE OF APPLICATION

Scope of Application: The Risk Based Capital Adequacy framework applies to Jamuna Bank PLC. (JBPLC) on 'Solo' basis as well as 'Consolidated' basis as there are two subsidiaries of the bank as on the reporting date i.e. December 31, 2024. The names of the two subsidiary companies are Jamuna Bank Capital Management Limited and Jamuna Bank Securities Limited.

Consistency and Validation: The quantitative disclosures are made on the basis of consolidated audited financial statements of JBPLC and its Subsidiaries as at and for the year ended December 31, 2024 prepared under relevant international accounting and financial reporting standards as adopted by the Institute of Chartered Accountants of Bangladesh (ICAB) and related circulars/ instructions issued by Bangladesh Bank from time to time. The assets, liabilities, revenues and expenses of the subsidiaries are combined with those of the parent company (JBPLC), eliminating intercompany transactions. So, assets of the subsidiaries were risk weighted and equities of subsidiaries were crossed out with the investment of JBL while consolidating.

CAPITAL STRUCTURE

QUALITATIVE DISCLOSURES:

Capital Structure of JBPLC: Regulatory capital, as stipulated by the revised RBCA guidelines by BB, is categorized into two tiers. The total regulatory capital will consist of sum of the following categories:

1) Tier 1 Capital (going-concern capital)
   a) Common Equity Tier 1
   b) Additional Tier 1
2) Tier 2 Capital (gone-concern capital)

Tier 1 capital (going-concern capital) is the capital which can absorb losses without triggering bankruptcy of the bank. Tier 2 capital (gone-concern capital) is the capital which will absorb losses only in a situation of liquidation of the bank.

Conditions for Maintaining Regulatory Capital: The Bank complied with all the required conditions for maintaining regulatory capital as stipulated in the revised RBCA guidelines by Bangladesh Bank as per following details:

- Common Equity Tier 1 of at least 4.5% of the total RWA.
  - ***Status of Compliance:*** **Complied.**
- Capital Conservation Buffer at least 2.50% of the total RWA.
  - ***Status of Compliance:*** **Complied.**
- Tier-1 Capital will be at least 6.00% of the total RWA.
  - ***Status of Compliance:*** **Complied.**
- Minimum Total Capital plus Capital Conservation Buffer to RWA Ratio of 12.50%.
  - ***Status of Compliance:*** **Complied.**
- Additional Tier 1 capital can be admitted maximum up to 1.5% of the total RWA or 33.33% of CET1, whichever is higher.
  - ***Status of Compliance:*** **Complied.**
- Tier-2 capital can be admitted maximum up to 4.00% of the RWA or 88.89% of CET1, whichever is higher.
  - ***Status of Compliance:*** **Complied.**

QUANTITATIVE DISCLOSURES:

The Bank had a total Capital of BDT 3,133.20 crore comprising Tier-1 capital of BDT 2,321.77 crore and Tier-2 capital of BDT 811.44 crore on solo basis as on December 31, 2024. The following table presents the details of capital as on December 31, 2024:

(Taka in Crore)

1	Common Equity Tier-1 (Going Concern Capital)	Consolidated	Solo (Bank)
1.1	Fully Paid-up Capital	882.01	882.01
1.2	Non-repayable Share premium account	-	-
1.3	Statutory Reserve	882.01	882.01
1.4	General Reserve	-	-
1.5	Retained Earnings	205.34	212.62
1.6	Dividend Equalization Account	-	-
1.7	Minority interest in Subsidiaries	-	-
1.8	Actuarial Gain/Loss	-	-
1.9	Non-repatriable interest-free funds from Head Office	-	-
1.1	Other (if any item approved by Bangladesh Bank)	-	-
1.11	**Sub-Total (1.1 to 1.10)**	**1,969.36**	**1,976.64**
1.12	Shortfall in provisions required against Non-Performing Loans (NPLs)	-	-
1.13	Reciprocal Crossholding	1.28	0.41
1.14	**Total Common Equity Tier-1 Capital {1.11 – (1.12 + 1.13)}**	**1,968.08**	**1,976.23**
2	**Additional Tier-1 Capital**		
2.1	Non-cumulative irredeemable preference shares	-	-
2.2	Instruments issued by the bank that meet the qualifying criteria for AT1	400.00	400.00
2.3	Minority Interest i.e. AT1 issued by consolidated subsidiaries to third parties	-	-
2.8	Reciprocal Crossholding	46.31	45.50
2.5	**Total Additional Tier-1 Capital (2.1 to 2.8)**	**353.69**	**354.50**
A.	**Total Tier-1 Capital (1.14 + 2.5)**	**2,321.77**	**2,330.73**
3	**Tier-2 Capital (Gone-Concern Capital)**		
3.1	General Provision	661.43	653.99
3.2	Revaluation Reserves	-	-
3.3	Subordinated debt	150.00	150.00
3.4	All other preference shares	-	-
3.5	Minority Interest i.e. Tier 2 issued by consolidated subsidiaries to third parties	-	-
3.6	Other (if any item approved by Bangladesh Bank)	-	-
3.7	**Sub-Total (3.1 to 3.6)**	**811.43**	**803.99**
3.8	Reciprocal Crossholding	-	-
B.	**Total Tier-2 Capital (3.7 - 3.8)**	**811.43**	**803.99**
C.	**Total Eligible Capital (A+B)**	**3,133.20**	**3,134.72**

CAPITAL ADEQUACY

QUALITATIVE DISCLOSURES:

Bank's Approach to Assessing Capital Adequacy: As banks in Bangladesh are now in a stage of developing risk management models, BB suggested using Standardized Approach for computation of the capital charge for credit risk and market risk. The bank adopted the Basic Indicator Approach (BIA) as prescribed by Bangladesh Bank in determining capital charge against operational risk. Under the Basic Indicator Approach (BIA), the capital charge for operational risk is a fixed percentage (denoted by alpha) of average positive annual gross income of the bank over the past three years.

The bank focuses on strengthening and enhancing its risk management culture and internal control environment rather than increasing capital to cover up weak risk management and control practices. The bank has been generating most of its incremental capital from retained profit (stock dividend and statutory reserve transfer etc.) to support incremental growth of Risk Weighted Assets (RWA). Therefore, the Bank's Capital to Risk weighted Asset Ratio (CRAR) remains consistently within the comfort zone after implementation of Basel-III from 01 January, 2015. During the year 2024, the CRAR ranges from 16.85% to 16.32% on consolidated basis and from 17.03% to 16.37% on solo basis against minimum requirement of 12.50% of RWA.

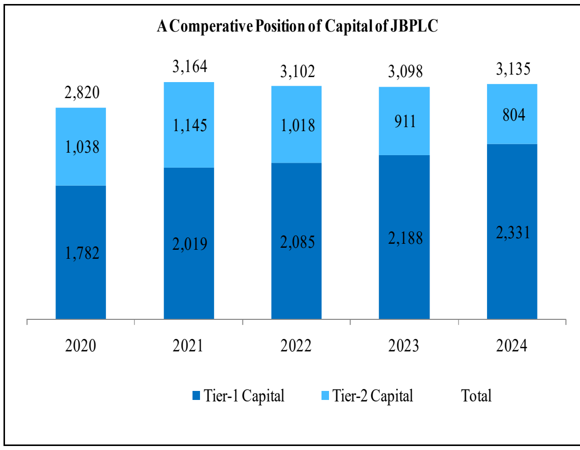
Assessing regulatory capital in relation to overall risk exposure of a bank is an integrated and comprehensive process. The bank, through its Supervisory Review Committee and Risk Management Committee, takes active measures to identify, quantify, manage and monitor all risks to which the Bank is exposed to. Assessment of capital adequacy will be in alignment with the findings of these exercises.

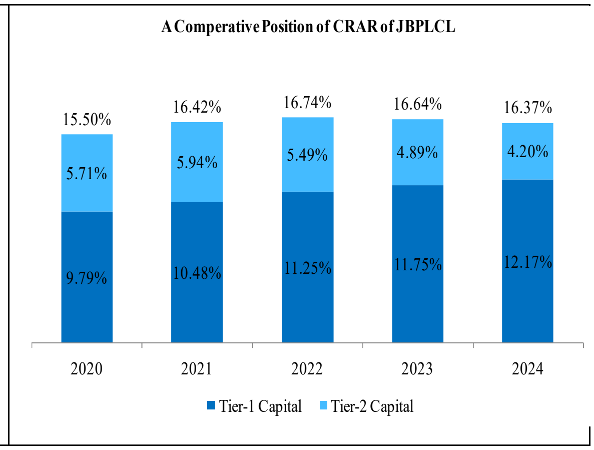
QUANTITATIVE DISCLOSURES:

The following table shows component wise allocation of capital to meet three risks – Credit Risk, Market Risk and Operational Risk. As on the reporting date, the bank maintained a Capital to Risk weighted Asset Ratio (CRAR) of 16.32% on 'Consolidated Basis' and 16.37% on 'Solo Basis' against the regulatory requirement of 12.50%. The bank had an excess capital of BDT **740.70** crore (Solo) and BDT **733.56** crore (consolidated) after meeting all three risks as on reporting date as shown in the following table:

(Taka in Crore)

Capital Adequacy	Consolidated	Bank (Solo)
Capital requirement for Credit Risk	1,916.64	1,915.66
Capital requirement for Market Risk	189.33	185.95
Capital requirement for Operational Risk	293.67	292.41
Minimum Capital Requirement (MCR) with CCB	**2,399.64**	**2,394.02**
Total Capital to Risk Weighted Assets Ratio (CRAR)	16.32%	16.37%
CET- 1 Capital to RWA	10.25%	10.32%
Total Tier-1 Capital to RWA	12.09%	12.17%
Total Tier-2 Capital to RWA	4.23%	4.20%
Capital Conservation Buffer	**5.75%**	**5.82%**
Total Risk Weighted Assets	**19,197.10**	**19,152.14**
Total Capital Requirement	**2,399.64**	**2,394.02**
Total Capital Maintained	**3,133.20**	**3,134.72**
Available Capital for Pillar 2 Requirement	**733.56**	**740.70**





CREDIT RISK

QUALITATIVE DISCLOSURES:

Credit risk is the risk of financial loss if a customer or counterparty fails to meet a payment obligation under a contract. It arises principally from direct lending, trade finance and leasing business, but also from off balance sheet products such as guarantees and credit derivatives, and from the holdings of debt securities. JBPLC has standards, policies and procedures dedicated to controlling and monitoring risk from all such activities. Among the risks the Bank engages in, credit risk generates the largest regulatory capital requirement.

Credit Risk Management Policies and Procedures: Credit risk management is a robust process that enables banks to proactively manage loan portfolio in order to minimize losses and earn an acceptable level of return for Shareholders. JBPLC embraces global best practices and chooses the technological initiatives to capture all key customer data, risk management and transaction information. Given the fast-changing dynamic global economy and the increasing pressure of globalization, liberalization, consolidation and disintermediation, it is essential that banks have robust credit risk management policies and procedures that are sensitive and responsive to these changes.

JBPLC being a progressive and dynamic private sector Bank formulated its own Credit Policy Guidelines to efficiently and professionally manage risks arising out of its credit operation. The Credit Policy Guidelines was initially approved by the Board of Directors in its 59th meeting held on January 08, 2006. As per Credit Risk Management Guidelines of Bangladesh Bank, the credit policy of the Bank has been reviewed regularly.

The Credit Policy Guidelines of the Bank encompasses a wide range of issues related to credit operation. The bank continually updates its policies to lead the ongoing improvement in the banking sector. The focal points of the credit policy are:

- Organizational Structure
- Segregation of Duties and Responsibilities.
- Objectives and application of Credit Policy.
- Lending policies and procedures.
- Environmental and Social Risk Grading
- Deviation from the Policy.
- Discourage Business for Bank's Finance.
- Funded & Non-funded Credit Facilities.
- Product Parameter.
- Pricing of Credit Facilities.
- Assessment of Credit Risk.
- Internal Credit Risk Rating System.
- Identification and Mitigation of Credit Risk.
- Securities and their Valuation.
- Diversification of Loan Portfolio.
- Credit Approval Procedure.
- Disbursement Process and Documentation.
- Credit Monitoring. Review of Classification Position and Target.
- Management Action Triggers.

- Emphasizing on Secured Lending
- Policy for Delegation of Lending Authority.
- Renewal Frequency.
- Third Party Service Provider.
- Release of Collateral/Debt Obligation.

Methods used to measure Credit Risk: Internal Credit Risk Rating System (ICRRS) is an important tool for credit risk measurement as it helps banks and financial institutions to understand various dimensions of risk involved in different credit transactions. The aggregation of such rating across the borrowers, activities and the lines of business can provide better assessment of the quality of credit portfolio of a bank or a branch. Well-managed credit risk rating systems promote bank safety and soundness by facilitating informed decision-making. Rating systems measure credit risk and differentiate individual credits and groups of credits by the risk they pose. This allows bank management and examiners to monitor changes and trends in risk levels. The process also allows bank management to manage risk to optimize returns.

The credit risk rating is done by assigning weightage accordance to the severity of risk. The primary risk areas are financial risk, performance behavior, business / industry risk, management risk, security risk, relationship risk and compliance risk. These risk components are further subdivided**.**

A thorough credit risk assessment is being conducted prior to the sanctioning of credit facilities. Thereafter it is done annually for each relationship. The result of this assessment is presented in the credit proposal originated from the Relationship Manager.

Following risk areas are addressed and assessed in credit sanctioning process:

- Borrower Analysis: Reputation, education, experience, age and success history and net worth of the borrower are considered to analyze a borrower. Any issues regarding lack of management depth, complicated ownership structures or inter-group transactions are addressed in borrower analysis.

- Industry Analysis: To analyze an industry the Bank considers industry position i.e. threat & prospect in the industry, risk factors pertaining to the industry, borrowers position or share in the industry.

- Historical financial analysis: An analysis of a minimum of 3 years historical financial statements of the borrower is being presented. The analysis addresses the quality and sustainability of earning, cash flow and the strength of the borrower's balance sheet.

- Projected financial Performance: Where term facilities are being proposed, a projection of the borrower's future financial performance is required to be provided.

- Technical feasibilities / Infrastructural facilities, Seasonality of demand, Debt-Equity Ratio, Account conduct of the borrower, Security and other relevant factors are considered to assess credit risks.

Credit Risk Management System: The Bank has established a robust credit risk management system to proactively manage loan portfolio in order to minimize losses. It has significantly improved risk management culture and established standard for segregation of duties and responsibilities relating to Credit Operation of the Bank.

The major steps taken by the Bank to implement credit risk management guidelines are:

- It has formulated its own Credit Policy Guidelines in line with the core risk guideline of Bangladesh Bank.
- The policy takes into account the sectoral, geographical, large borrower, top borrowers concentration and specific industry exposure cap is set in the policy.
- Head Office Organizational structure has been segregated in line with CRM Guideline (Credit Marketing, Credit Approval and Credit Administration activities have been separated).
- Borrower's Risk Rating are assigned and mentioned in the credit proposal.
- All disbursement is authorized centrally in the computer system only after confirming fulfillment of documentation requirement as per sanction term. There is no scope of disbursement without approval of the competent authority.
- Credit Approval Authority has been clearly defined in the policy.
- Strong monitoring of loan portfolio is ensured by separate Credit Monitoring Department.

Asset Impairment Policy: JBPLC follows central bank guidelines as its asset impairment policy. Bangladesh Bank set loan impairment/classification criteria and provisioning policies vide BRPD Circular No. 14 Master Circular dated 23/09/12, BRPD Circular No. 19 dated

27/12/12, BRPD Circular No. 05 dated 29/05/13, BRPD Circular No. 16 dated 18/11/14, BRPD Circular No. 08 dated 2/8/2015, BRPD Circular No. 12 dated 20/08/17, BRPD Circular No. 15 dated 27/09/17, BRPD Circular No. 01 dated 20/02/18, BRPD Circular No. 07 dated 21/06/18, BRPD Circular No. 13 dated 18/10/18, BRPD Circular No. 03 dated 21/04/19, BRPD Circular No. 04 dated 19/03/20, BRPD Circular No. 16 dated 21/07/20 BRPD Circular No. 52 dated 20/10/20 and BRPD Circular Letter No. 03 dated 02//23. The summary of objective criteria of loan classification and provisioning requirement are as below:

Objective Criteria:

Type of Loan	Unclassified		Sub-standard	Doubtful	Bad/Loss
	Standard	SMA			
Continuous	O<2	2≤O<3	3≤O<9	9≤O<12	O≥12
Demand	O<2	2≤O<3	3≤O<9	9≤O<12	O≥12
Fixed Term*	O<2	2≤O<3	3≤O<9	9≤O<12	O≥12
SAC&MC**	O<12		12≤O<36	36≤O<60	O≥60
CMSME	O<2	2≤O<6	6≤O<18	18≤O<30	O≥30

Note: O = Overdue, SMA = Special Mention Account, SAC = Short term Agricultural Credit, MC = Micro Credit, CMSME = Cottage, Micro, Small & Medium Enterprise.
* The amount of unpaid installment(s) will be treated as past due/overdue after six months of the expiry date for Fixed Term Loan.
** The Short-term Agricultural and Micro-Credit if not repaid within the fixed expiry date for repayment will be considered past due/overdue after six months of the expiry date.

Rate of Provision:

Particulars		SAC & MC	Consumer Financing		Cottage, Micro & Small Credit	Medium Credit	Loans to BHs/MBs/SDs against Shares etc.	Credit Card	All other Credit
			Other than HF	HF					
UC	Standard	1%	2%	1%	0.25%	0.25%	1%	2%	1%
	SMA	-	2%	1%	0.25%	0.25%	1%	2%	1%
Classified	SS	5%	20%	20%	5%	20%	20%	20%	20%
	DF	5%	50%	50%	20%	50%	50%	50%	50%
	BL	100%	100%	100%	100%	100%	100%	100%	100%

Note: SAC = Short term Agricultural Credit, MC = Micro Credit, HF = Housing Finance, BHs/MBs/SDs = Loans to Brokerage Houses/Merchant Banks/Stock Dealers

Base for Provision: Provision will be maintained at the above rate on the balance to be ascertained by deducting the amount of 'Interest Suspense' and value of eligible securities from the outstanding balance of classified accounts.

QUANTITATIVE DISCLOSURES:

Total gross credit risk exposures broken down by major types of credit exposure: Bangladesh Bank guidelines on RBCA, stipulated to segregate bank's asset portfolio into different categories and the following table shows our gross exposure in each asset category.

Major Types of Credit Exposure

As on December 31, 2024

Sl.	Exposure Types	Rating	Consolidated	Solo
1	Cash		481.98	481.98
2	Claims on Bangladesh Government & Bangladesh Bank		8,149.58	8,148.79
3	Claims on other Sovereigns & Central Banks		-	-
4	Claims on BIS, IMF & European Central Bank		-	-
5	Claims on Multilateral Development Banks (MDBs)		-	-
6	Claims on Public Sector Entities		-	-
7	Claims on Banks & NBFIs			
	i) Original maturity over 3 months	1	461.32	461.32
		2,3	28.71	28.61
		4,5	-	-
		6	-	-
		Unrated	62.55	62.55
	ii) Original maturity up to 3 months		3,224.52	3,224.52
8	Claims on Corporate	1	3,933.91	3,933.91
		2	2,177.85	2,177.85
		3,4	1,118.70	1,118.70
		5,6	-	-
		Unrated	1,314.08	1,314.08
9	Claims on SME	SME 1	-	-
		SME 2	7.19	7.19
		SME 3	177.51	177.52
		SME 4	7.58	7.59
		SME 5	-	-
		SME 6	-	-
	Unrated (Small Enterprise <BDT 3.00m)	Unrated	234.75	234.75
	Small Enterprise ≥ BDT 3.00m & Medium Enterprise	Unrated	536.59	536.59
10	Claims under Credit Risk Mitigation			
	PSE		-	-
	Banks & NBFIs		256.68	256.68
	Corporate		3,928.66	3,928.67
	Retail		366.27	366.27
	SME		762.18	762.19
	Consumer finance		148.56	148.56
	Residential property		14.18	14.18
	Commercial real estate		4.57	4.57
11	Claims categorized as retail portfolio (excluding SME, Consumer Finance and Staff loan) up to 1 crore		24.40	24.40
12	Consumer finance		210.28	210.28
13	Claims fully secured by residential property		234.33	234.33
14	Claims fully secured by commercial real estate		9.37	9.38

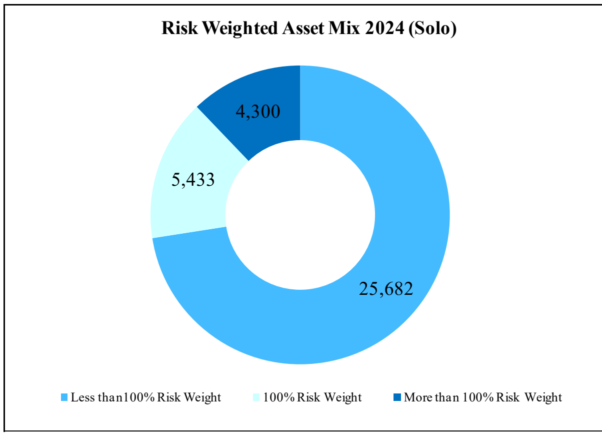
Sl.	Exposure Types	Consolidated	Solo
15	1.Past Due Claims that is past due for 60 days or more (Risk weights are to be assigned net of specific provision):		
	Where specific provisions are less than 20% of the outstanding amount of the past due claim	628.03	628.04
	Where specific provisions are no less than 20% of the outstanding amount of the past due claim	225.10	225.10
	Where specific provisions are more than 50% of the outstanding amount of the past due claim	73.78	73.79
	2. Claims fully secured against residential property that are past due for more than 60 days and/or impaired specific provision held there-against is less than 20% of outstanding amount	9.47	9.48
	3. Loans and claims fully secured against residential property that are past due for more than 60 days and /or impaired and specific provision held there-against is more than 20% of outstanding amount	4.09	4.09
16	Capital market exposure	264.41	148.69
17	Investment in equity and other regulatory capital instruments issued by other banks and Merchant Banks/Brokerage Houses/Exchange Houses which are not listed in the Stock Exchanges (other than those deducted from capital) held in banking book	299.95	440.76
18	Investments in venture capital	-	-
19	Investments in premises, plant and equipment and all other fixed assets	561.08	533.42
20	Claims on all fixed assets under operating lease	-	-
21	All other assets		
	i) Claims on GoB & BB	175.61	175.61
	ii) Staff loan/investment	160.86	160.87
	iii) Cash items in Process of Collection	-	-
	iv) Claims on Off-shore Banking Units (OBU)	-	-
	v) Other assets (not specified above) [Net of specific provision, if any]	244.48	232.97
	Total:	**30,523.16**	**30,508.28**

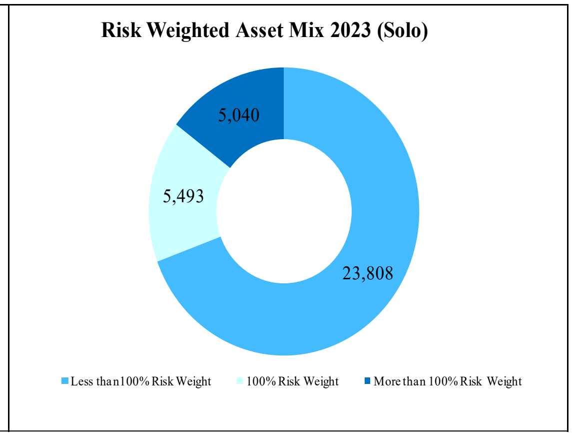
Credit Exposure by Risk Weight: Risk-weighted asset is a bank's assets and off-balance-sheet exposures, weighted according to risk. Usually, different classes of assets have different risk weights associated with them. The calculation of risk weights is determined by the revised “Guidelines on Risk Based Capital Adequacy” by BB. Banks need more capital for assets where risk weight is higher and less capital for assets where risk weight is lower. The following table shows the bank’s exposure under three main risk weight bands.

Credit Exposure under three main Risk Weight

(Taka in Crore)

Particulars	Credit Exposure					
	Balance Sheet		Off-Balance Sheet		Total	
	Solo	Consol.	Solo	Consol.	Solo	Consol.
Less than 100% risk weight	22,934.18	22,934.98	2,747.49	2,747.49	25,681.67	25,682.47
100% risk weight	4,204.72	4,243.88	1228.25	1,228.25	5,432.97	5,472.13
More than 100% risk weight	3,369.39	3,344.30	931.02	931.02	4,300.41	4,275.32
Total	**30,508.29**	**30,523.16**	**4,906.76**	**4,906.76**	**35,415.05**	**35,429.92**



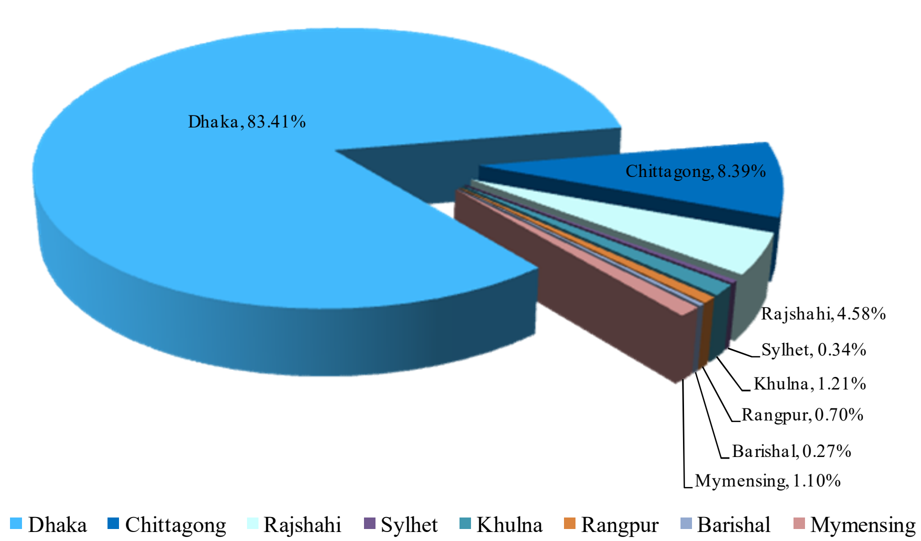


Geographical Distribution of Loans & Advances: Our business is concentrated in two major Divisions- Dhaka and Chittagong as country's business activities are concentrated in these two locations. The following table shows Loans & Advances in different divisions:

(Taka in Crore)

Sl. No.	Divisions	Loans & Advances		Percentage	
		Solo	Consolidated	Solo	Consolidated
1	Dhaka	15,763.77	15,879.49	83.41%	83.51%
2	Chattogram	1,585.28	1,585.28	8.39%	8.34%
3	Rajshahi	865.69	865.69	4.58%	4.55%
4	Sylhet	63.91	63.91	0.34%	0.34%
5	Khulna	228.87	228.87	1.21%	1.20%
6	Rangpur	132.15	132.15	0.70%	0.69%
7	Barishal	50.69	50.69	0.27%	0.27%
8	Mymensing	208.64	208.64	1.10%	1.10%
Total		**18,899.00**	**19,014.72**	**100.00%**	**100.00%**

Geographical Distribution of Loans & Advances (Solo)

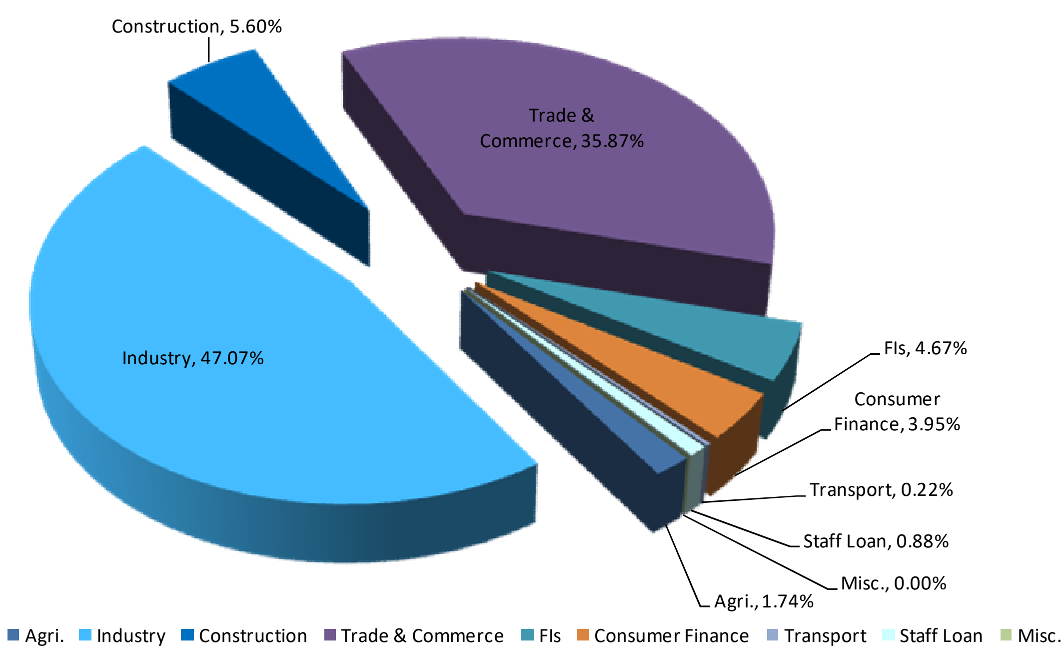


Loans & Advances by Sector: Major sector wise Loans & Advances as on 31 December, 2024 was as below and the exposure amount remained within the appetite of the bank.

(Taka in Crore)

Sl. No.	Sector	Outstanding		As % of Total Loans	
		Solo	Consolidated	Solo	Consolidated
1)	Agriculture	328.15	328.15	1.74%	1.73%
2)	Industry	8,895.08	8,895.08	47.07%	46.78%
3)	Construction	1,058.00	1,058.00	5.60%	5.56%
4)	Transport	41.26	41.26	0.22%	0.22%
5)	Trade & Commerce	6,779.57	6,779.57	35.87%	35.65%
6)	Financial Institution	883.30	883.30	4.67%	4.65%
7)	Consumer Finance	747.23	747.23	3.95%	3.93%
8)	Staff Loan	166.41	166.41	0.88%	0.88%
8)	Miscellaneous	-	115.72	0.00%	0.61%
Total Loans & Advances		**18,899.00**	**19,014.72**	**100%**	**100%**

Sector-wise Loans & Advances (Solo)



Residual Contractual Maturity of Loans and Advances (Solo):

(Taka in Crore)

Particulars	Amount
Up to 1 Month	3,421.54
More than 1 Month but not more than 3 Months	4,015.14
More than 3 Months but not more than 1 year	5,029.44
More than 1 year but not more than 5 years	4,448.85
More than 5 years	1,984.03
Total	**18,899.00**

By major industry or counterparty wise distribution of impaired loans and past due loans:

(Taka in Crore)

Counterparty wise distribution of impaired and past due loans	NPL	SMA
Small & Medium Enterprise Financing	220.74	32.48
Consumer Financing (other than HF & LP)	5.47	2.43
Loans to BHs/MBs/SDs	-	-
Other than SMEF, CF, BHs/MBs/SDs	1,051.32	29.93
Housing Finance (HF)	12.53	3.57
Loans for Professionals to setup business (LP)	-	-
Credit Card	13.77	3.82
Short Term Agri. Credit	2.99	-
Microcredit	-	-
Off-Shore Banking	-	-
Staff Loan	0.67	0.09
Total Exposure	**1,307.49**	**72.32**

(Taka in Crore)

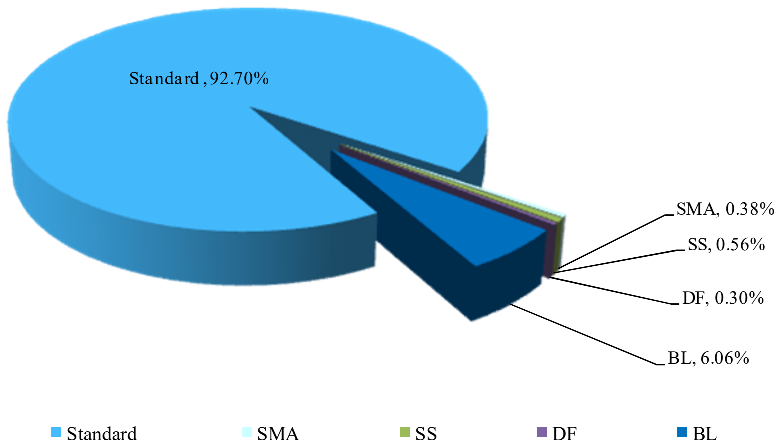
Particulars of specific and general provisions	Amount
General provision for loans and advances	544.90
Special General provision-COVID-19	-
General provision for off-balance sheet exposures	109.09
Specific provision for loans and advances	418.03
Total Provision	**1,072.02**

Non-Performing Assets: Total non-performing loans ratio stands to 6.92% as on December 31, 2024 while it was 4.96% in December 31, 2023.

(Taka in Crore)

Classification Status	% of Total Loans	Outstanding (Solo)
Standard	92.70%	17,519.19
Special Mention Account	0.38%	72.32
Sub-standard (SS)	0.56%	106.22
Doubtful (DF)	0.30%	56.70
Bad/Loss (B/L)	6.06%	1,144.57
Total	**100.00%**	**18,899.00**

Classification Status



Movement of Non-Performing Assets: The closing balance of non-performing loans and advances was BDT 1,307.49 crore while it was BDT 926.36 crore at the opening of the year 2024. Movement of non-performing assets during the year is presented in the following table:

(Taka in Crore)

Particulars	Amount
1. Opening balance as on 01 January 2024	926.36
2. Additions during the year	572.76
3. Reductions during the year	191.63
4. Closing balance as on 31 December 2024	1,307.49
Non-Performing Assets (NPAs) to Outstanding Loans and advances	6.92%

Movement of specific provisions for NPAs is presented in following table:

(Taka in Crore)

Particulars	Amount
1. Opening balance	279.18
2. Provision made during the year	243.91
3. Adjustment/ Write-off during the year	105.06
4. Closing balance	418.03

EQUITIES: DISCLOSURE FOR BANKING BOOK POSITIONS

QUALITATIVE DISCLOSURES:

Equity risk is the risk that one’s investments will depreciate because of stock market dynamics causing one to lose money. Investment of the Bank in equity securities is broadly categorized into two parts: Securities (Shares-common or preference, Mutual Fund) that are traded in the secondary market (trading book assets) and Un-quoted securities that are categorized as banking book assets.

The capital charge for equities would apply on their current market value in bank's trading book. This capital charge for both specific risk and the general market risk will be at the rate of the required minimum capital adequacy ratio. This is applied to all instruments that exhibit market behavior similar to equities. The instruments covered include equity shares, whether voting or non-voting, convertible securities that behave like equities, for example: units of mutual funds, and commitments to buy or sell equity.

QUANTITATIVE DISCLOSURES:

(Taka in Crore)

Particulars	Solo		Consolidated	
	Cost Price	Market Price	Cost Price	Market Price
Value of Quoted Share	3.96	2.45	33.41	16.36
Value of Unquoted Share	0.84	0.84	1.84	1.84

(Taka in Crore)

Particulars	Solo	Consolidated
The cumulative realized gains (losses) arising from sales and liquidations in the reporting period	1.55)	1.50
Total unrealized gains (losses)	(1.51)	(17.05)
Total latent revaluation gains (losses)	-	-
Any amounts of the above included in Tier 2 capital	-	-

Capital requirements for equity position risk (Consolidated Basis):

(Taka in Crore)

Sl. No.	Particulars	Amount (Market Value)	Weight	Capital Charge
	1	2	3	4=(2X3)
a)	Specific Risk:	15.08	10%	1.51
b)	General Market Risk:	15.08	10%	1.51
	Total			**3.02**

INTEREST RATE RISK IN THE BANKING BOOK (IRRBB)

QUALITATIVE DISCLOSURES:

Interest Rate Risk is the potential that the value of the on-balance sheet and the off-balance sheet positions of the bank would be negatively affected with the change in the interest rates. Interest Rate Risk in the banking book arises from mismatches between the future yield of an asset and their funding cost. The immediate impact of changes in interest rates is on the Bank's net interest income (the difference between total interest income and the total interest expenses) for particular period of time, while the long term impact is on the Bank's net worth since the economic value of the Bank's assets, liabilities and off-balance sheet exposures are affected.

The process of interest rate risk management by the bank involves determination of the business objectives, expectation about future macro-economic variables and understanding the money markets and debt market in which it operates. Interest rate risk management also includes quantifying the appetite for interest rate risk to which bank is comfortable.

Asset Liability Committee (ALCO) monitors the interest rate movement on a regular basis. Duration Gap analysis is one of the techniques by which the Bank measures interest rate risk in the banking book on a quarterly basis. Duration is the measure of a portfolio's price sensitivity to changes in interest rates.

QUANTITATIVE DISCLOSURES:

The impact of interest rate movement:

Data of Interest Rate Risk

(Taka in Crore)

Particulars	< 3 months	3-6 months	6-12 months
Total Rate Sensitive Assets	10,551.64	3,363.40	2,890.38
Total Rate Sensitive Liabilities	11,962.13	2,863.41	2,839.17
Gap	(1,410.49)	499.99	51.21
Cumulative Gap	(1,410.49)	(910.50)	(859.29)
Regulatory Capital	3,134.72	3,134.72	3,134.72
Total RWA	19,152.14	19,152.14	19,152.14
CRAR before Shock	16.37%	16.37%	16.37%

Interest Rate Sensitivity Analysis

(Taka in Crore)

Interest Rate Stress Test	Minor	Moderate	Major
Assumed Changed in Interest Rate	**1%**	**2%**	**3%**
Net Interest Income Impact: <12 months	-8.59	-17.19	-25.78
Capital after Shock	3,126.13	3,117.53	3,108.94
CRAR after Shock	16.32%	16.28%	16.23%
Change in CRAR after Shock	**-0.04%**	**-0.09%**	**-0.13%**

Duration Gap Analysis

(Taka in Crore)

Duration GAP	Minor	Moderate	Major
	1%	**2%**	**3%**
Change in Market Value of Equity	-475.57	-951.14	-1,426.71
Regulatory Capital (after shock)	2,659.15	2,183.58	1,708.01
Total RWA(after shock)	19,150.40	19,150.40	19,150.40
CRAR after Shock	**13.89%**	**11.40%**	**8.92%**

MARKET RISK

QUALITATIVE DISCLOSURES:

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 of risk and return whilst meeting customers' requirements. The primary categories of market risk for the bank are:

Interest Rate Risk: 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.

Foreign Exchange Risk: 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.

Equity Risk: It is risk that results from adverse changes in the value of equity related portfolios.

Commodity Price Risk: 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.

Market Risk Management: To manage, monitors & control the above risks the Bank has Risk Management Committee & Asset-Liability Committee comprising the al 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.

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.

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 contacts with several foreign banks and closely monitors the incoming and outgoing sources & payment schedule of foreign currency.

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 BB.

QUANTITATIVE DISCLOSURES:

Capital Required for Market Risk (Consolidated):

(Taka in Crore)

Particulars	Amount
Capital requirements for:	
Interest rate risk:	121.12
Equity position risk:	3.02
Foreign exchange risk; and	27.32
Commodity risk	0.00
Total Capital Required for Market Risk	**151.46**

OPERATIONAL RISK

QUALITATIVE DISCLOSURES:

Operational Risk is defined as the risk of direct or indirect loss resulting from inadequate or failed internal processes, people and systems or from external events. This definition includes legal risk, but excludes strategic and reputation risk.

Views of Board of Directors (BOD) on system to reduce Operational Risk:

The policy for operational risks including internal control and compliance risk is approved by the Board taking into account relevant guidelines of Bangladesh Bank. Audit Committee of the Board directly oversees the activities of Internal Control and Compliance (IC&CD) to protect against all operational risks.

As a part of continued surveillance, Strategic Review and Development Committee (Strat Com), Executive Risk Management Committee (ERMC) regularly reviews different aspects of operational risk. The analytical assessment was reported to the Board/Board Risk Management Committee/Audit Committee of the Bank for review and formulating appropriate policies, tool & techniques for mitigation of operational risk.

The operational risk may be of this following category:

- Internal Fraud.
- External Fraud.
- Employment practices & work plan.
- Clients, products & business practice.
- Damage of physical assets.
- Business disrupt & system failure.
- Execution, delivery & process management.
- Legal risk.

Potential External Events:

Jamuna Bank PLC. operates its business in an umbrella of inter connected socio-economic and political environment. Few externalities affect business performance directly such as macro-economic conditions, regulatory policy changes, changes in demand, status of infrastructure whereas few factors affect operations of the business directly or indirectly such as force shut down due to political instability, threat of vandalism to the bank's sophisticated physical outlets including IT equipment etc.

Policies and processes for mitigating operational risk:

The policy for operational risks including internal control and compliance risk is approved by the Board taking into account relevant guidelines of Bangladesh Bank. A policy guideline on Risk Based Internal Audit (RBIA) System is in operation. As per RBIA, branches with high risk status and subjected to more frequent audit by Internal Control and Compliance (IC&CD). IC&CD directly report to Audit Committee of the Board.

Currently, Jamuna Bank PLC. is using some models or tools for mitigating operational risk such as Self-Assessment of Anti-fraud Internal Control; Quarterly Operational Report (QOR) and Departmental Control Function Check List (DCFCL) in line with the Bangladesh Bank's relevant Instructions and recommendations. It is required to submit the statement on Self-Assessment of Anti-fraud Internal Control to Bangladesh Bank on quarterly rest.

In addition, Bank's Anti-Money laundering activities are headed by CAMLCO and their activities are devoted to protect against all money laundering and terrorist finance related activities. The newly established Central Customer Service & Complaint Management Cell was also engaged in mitigating the operation risks of the Bank. Apart from that, there is adequate check and balance at every stage of operation, authorities are properly segregated and there is at least dual control on every transaction to protect against operational risk.

Approaches for calculating capital charge for operational risk

The Bank follows the Basic Indicator Approach (BIA) as prescribed by BB through BRPD Circular No. 18 dated 21 December 2014 [Guidelines on Risk Based Capital Adequacy (Revised Regulatory Capital Framework for banks in line with Basel III)]. Under this approach, the capital charge for operational risk is a fixed percentage (denoted by alpha, α) of average positive annual gross income of the bank over the past three. Figures for any year in which annual gross income is negative or zero, should be excluded from both the numerator and denominator when calculating the average. The capital charge for operational risk is enumerated by applying the following formula:

$$K = [(GI\ 1 + GI2 + GI3)\ \alpha]/n$$

Where:

K = the capital charge under the Basic Indicator Approach

GI = only positive annual gross income over the previous three years (i.e., negative or zero gross income if any shall be excluded)

α = 15 percent

n = number of the previous three years for which gross income is positive.

Besides, Gross Income (GI) is calculated as "Net Interest Income" plus "Net non-Interest Income". The GI shall be:

a) Gross of any provisions (including interest suspense)
b) Gross of operating expenses, including fees paid to outsourcing service providers
c) Exclude realized profits/losses from the sale of securities held to maturity in the banking book
d) Exclude extraordinary or irregular items as well as categorize
e) Exclude income derived from insurance.

QUANTITATIVE DISCLOSURES:

Capital Required for Operation Risk (Consolidated):

Basic Indicator Approach
As on 31.12.2024

(Taka in Crore)

Sl	Operational Risk	2022	2023	2024	Capital Charge (15% of Gross Income)
1.	Gross Income	1,289.42	1,562.92	1,846.33	**234.93**
2.	Last 3 years Average annual Gross Income		1,566.22		

LIQUIDITY RATIO

QUALITATIVE DISCLOSURES:

Liquidity risk is the risk that a given security or asset cannot be traded quickly enough in the market to prevent a loss (or make the required profit) or when a bank is unable to fulfill its commitments in time when payment falls due.

Views of Board of Directors (BOD) on system to reduce Liquidity Risk:
Liquidity risk arises when the Bank is unable to meet its payment obligations when they fall due and to replace funds when they are withdrawn, in particular, its failure to meet obligations to repay depositors and fulfill commitments to lend.

The appropriate and efficient management of liquidity is essential to JBL in ensuring the confidence of the financial markets in order to pursue its identified business strategy.
Additionally, the Bank manages risk in relation to:

1. The mismatched funding of medium-term assets by short term or retail liabilities, which can increase the potential for liquidity problems at a future date and
2. Meeting regulatory requirements at all times

The Bank at all times maintains financial resources, including capital and liquidity resources, which are adequate, both as to amount and quality, to ensure that there is no significant risk that its liabilities cannot be met as they fall due.

Treasury has overall responsibility for liquidity management on a day-to-day basis and in the event of a liquidity crisis. In normal conditions liquidity is managed as per policy and guidelines already established.

To avoid the risk of liquidity related penalty or regulation on JBPLC, Market Risk Management advises immediately of any event that could adversely impact relationships with regulators. Bank complies with all regulatory reporting requirements, terms and conditions for the operation of accounts with central banks in respect of liquidity risk.

Liquidity Management Strategy:

The Bank applies a prudent mix of liquidity controls which provide security of access to funds without undue exposure to increased costs of funds from the liquidation of assets, or aggressive bidding for deposits. The Bank uses cash flow match approach and liquid assets approach. Under the cash flow approach the Bank attempts to match the cash outflows against the contractual cash inflow leaving around one month cash requirement at all times to absorb unexpected cash movement. The excess liquidity for over one month is managed on the basis of liquid assets approach and as per guidelines.

The Bank has to maintain liquid assets of at least 20% of deposit liabilities in the form of cash or assets that can be converted into cash within a period not exceeding 30 days. Liquidity risk is monitored and evaluated daily by Treasury to ensure that, over the short term and by major currency, the profile of projected future cash inflows inadequately matched to the maturity of the liabilities.

The Basel liquidity principles are implemented more specifically in the Bank's overall liquidity risk framework through the following:

- Board Risk Management Committee and Asset & Liability Committee being focused on the liquidity strategy and management;
- Liquidity and Contingency Liquidity policies;
- Liquidity Gap / Market Access Requirement analysis for daily management against liquidity limits;

- Monitoring of Liquidity ratios to re-align short term and medium term structural imbalances;
- Management of liquidity concentration risk for Significant Funding Sources (large depositors);
- Liquidity Stress tests and the Contingency funding plan.

Liquidity Monitoring and Control:

Market Risk Management has established a monitoring and reporting framework for liquidity risk that provides pertinent information to ALCO.

The following lists the salient aspects of monitoring that is done on a regular basis:

1. Monitoring of the implementation of the limits according to Market Risk Policy guidelines
2. Timely detection and correction of deficiencies in the policies, processes and procedures of liquidity gap risk
3. Managing liquidity risk through on-going, periodic and annual reviews
4. Verifying the authenticity and availability of the sources of funds available to the Bank

Liquidity Stress Testing:

As part of our Regulatory requirement our Risk Management addresses unusual and unexpected events to occur and accordingly prepares to face and survive such situations. This requires foreseeing situations under hypothetical scenarios considering the question 'what-if' and development of stress tests in such scenarios. This enables the organization to be well equipped to cope with the crisis situations when they arise.

Contingency Funding Plan:

Contingency planning is a combination of early warning procedures and advance preparation for potential high-severity / low-probability liquidity events. In the unlikely event of a funding crisis, good contingency planning makes the difference between being in control and simply reacting to events.

The need for a robust contingency funding plan is driven by the following factors:

I. Bank can never avoid liquidity risk
II. As liquidity risk increases, it becomes even more un-hedge able.

III. It is too expensive to hold enough liquidity to survive a severe or prolonged funding crisis.

Therefore, contingency planning may be defined as the bridge between the liquidity the bank chooses to hold and the maximum it might need.

Main Contributor:

The main contributors to JBPLC, LCR on assets side are Treasury Bills & Bonds, and one of the instruments of Govt. Borrowing, while on the liability side the major portion is deposits mainly contributed by our large corporate & retail customers.

Liquidity Coverage Ratio:

LCR or Liquidity Coverage Ratio is a new liquidity standard introduced by the Basel Committee. This standard is built on the methodologies of traditional liquidity coverage ratio used by banks to assess exposure to contingent liquidity events. LCR aims to ensure that a bank maintains an adequate level of unencumbered, high-quality liquid assets that can be converted into cash to meet its liquidity needs for 30 calendar days. LCR goes beyond measuring the need for liquid assets over the next 30 days in a normal environment. It measures the need for liquid assets in a stressed environment, in which deposits and other sources of funds (both unsecured and secured) run off, to various extents, and unused credit facilities are also drawn down in various magnitudes.

Composition **of High Quality Liquid Assets (HQLA):**

The HQLA of LCR consists of Cash, placements / Reverse Repos and the investments in Govt. Security i.e. Treasury Bills & Bonds which are included due to its repo-ability characteristic.

Net Stable Funding Ratio:

NSFR or Net Stable Funding Ratio is another new standard introduced by the Basel Committee. The NSFR aims to limit over-reliance on short-term wholesale funding during times of abundant market liquidity and encourage better assessment of liquidity risk across all on- and off-balance sheet items. The minimum acceptable value of this ratio is 100 percent, indicating that available stable funding (ASF) should be at least equal to required stable funding (RSF). ASF consists of various kinds of liabilities and capital with percentage weights attached given their perceived stability. RSF consists of assets and off-balance sheet items, also with percentage weights attached given the degree to which they are illiquid or “long-term” and therefore requires stable funding. The time horizon of the NSFR is one year.

Currency Mismatch:

As outlined in guideline, while the LCR is expected to be met on a consolidated basis and reported in a common currency, bank manages the liquidity needs in each significant currency. As indicated in the LCR, the currencies of the stock of HQLA are similar in composition to the operational needs of the bank. Bank does not assume that currencies are transferable and convertible in a stress period.

QUANTITATIVE DISCLOSURES:

(Taka in Crore)

Particulars	Amount/Ratio
Liquidity Coverage Ratio	236.97%
Net Stable Funding Ratio (NSFR)	114.09%
Stock of High Quality Liquid Assets	14,183.23
Total Net Cash Outflows over the next 30 calendar days	5,985.12
Available amount of stable funding	31,383.74
Required amount of stable funding	27,508.27

LEVERAGE RATIO

QUALITATIVE DISCLOSURES:

Views of BOD on system to reduce excessive leverage:

Transparent, non-risk based leverage ratio has been introduced by Bangladesh Bank. The leverage ratio is calibrated to act as a credible supplementary measure to the risk based capital requirements. The leverage ratio is intended to achieve the following objectives:

a) Constrain the build-up of leverage in the banking sector which can damage the broader financial system and the economy

b) Reinforce the risk based requirements with an easy to understand and a non-risk based measure

The policy for Leverage Ratio including off and on balance sheet exposure and capital related policy. The Bank has a well-structured delegation and sub-delegation of credit approval authority for ensuring good governance and better control in credit approval system. The Board of Directors and its Executive Committee hold the supreme authority for any credit approval in line with the credit committee consisting of the senior management of the bank.

Policies and processes for managing excessive on and off balance sheet leverage:

There are approved limits for instruments both on-balance sheet and off-balance sheet items. The limits are monitored and enforced on a regular basis to protect against such risk.

Approach for calculating exposure:

Calculation of Leverage Ratio

A minimum Tier 1 leverage ratio of 3.50% is being prescribed both at solo and consolidated level.

$$\text{Leverage Ratio} = \frac{Tier\ 1\ Cpaital\ (after\ related\ deductions)}{Total\ Exposure\ (after\ related\ deductions)}$$

The exposure measure for the leverage ratio will generally follow the accounting measure of exposure. In order to measure the exposure consistently with financial accounts, the following will be applied by the bank:

i) On balance sheet, non-derivative exposures will be net of specific provisions and valuation adjustments (e.g. surplus/deficit on Available for sale (AFS)/ Held-for-trading (HFT) positions).

ii) Physical or financial collateral, guarantee or credit risk mitigation purchased is not allowed to reduce on balance sheet exposure.

iii) Netting of loans and deposits is not allowed.

QUANTITATIVE DISCLOSURES:

(Taka in Crore)

	Particulars	Amount	
		Consolidated	Solo
A.	**Tier-1 Capital (considering all regulatory adjustments)**	**2,321.77**	**2,330.73**
B.	On balance sheet exposure	36,230.74	36,184.12
C.	Off balance sheet exposure	5,166.40	5,166.40
D.	Regulatory adjustments made to Tier 1 capital	47.59	45.91
E.	**Total exposure (B+C-D)**	**41,349.55**	**41,304.61**
F.	**Leverage Ratio (A/E)*100**	**5.61%**	**5.64%**

REMUNERATION

Remuneration Disclosure – Jamuna Bank PLC.

Qualitative Disclosures	
(a)	Information relating to the bodies that oversee remuneration: The Board of Directors of the bank approves the remuneration proposals/changes as and when needed. As per policy of the Board of Directors, the Human Resources Division fixes the remuneration of an employee and Financial Administration Division is responsible to ensure the payment of the same. Presently JBPLC does not have any external consultants to oversee remuneration. There is a broadband based pay role system for all of the employees who are working in the different Branches/areas of the Bank. The Salary Structure of the Bank is based on Job Grades. Job Grades are decided on the basis of an analytical assessment of the position based on the size, responsibilities, decision-making authorities, nature and scope of the job. The employees of the subsidiaries are also enjoying the same pay package. And there are no foreign subsidiaries of Jamuna Bank PLC. All of the SMT members are considered as material risk takers and are mostly senior Executives. SMT is the highest decision & policy making authority of the management comprising of Managing Director and different business and support unit heads.
(b)	Information relating to the design and structure of remuneration processes: ➢ The objectives of the Jamuna Bank's Remuneration Policy are : ✓ Attracting, developing and retaining the talents ✓ To be one of the top paying Bank ➢ Key features include : ✓ Performance based Pay Package. ✓ Leave fair Allowance equal to one basic salary at the time of his Annual Mandatory Leave. ✓ Fixed Remuneration Component (All allowances other than Basic & House Rent) ✓ Variable Remuneration Component (Basic Salary with House Rent Allowance) ➢ Salaries are confidential between the employees concerned and the Management. The salary ranges for the job grades are reviewed from time to time by the management committee and approve by the Board of Directors based on : a. Individual Performance b. Market Movement c. Market affordability d. COLA (Cost Of Living Adjustment)

	➢ All types of remuneration (i.e. regular/contractual) are fixed by the relevant remuneration Committee. Remuneration of all employees is based on their job grades. And there are no special criteria of remuneration for risk and compliance employees in Jamuna Bank PLC.
(c)	Description of the ways in which current and future risks are taken into account in the remuneration process: Bank takes into account the following key risks when managing and determining remuneration arrangements: (a) Financial Risks; (b) Operational Risks; (c) Compliance Risks; (d) Market Risks; (e) Reputational Risks; and (f) Employee Turnover Risks A **SMART KPI** approach has been adopted by the Board while evaluating the performance of each employee annually, all the financial and non-financial indicators as per pre-determined set criteria are considered and accordingly the result of the performance varies from one to another and thus affects the remuneration as well.
(d)	Description of the ways in which the bank seeks to link performance during a performance measurement period with levels of remuneration: The Bank is solely depending on the contribution of its existing talents. Jamuna Bank Introduced a SMART KPI to evaluate the performance of all categories of officials of the bank. The KPI has 2 (Two) parts i.e. in part-1 include (i) Core Business, (ii) Operation & Cost Effective Program (iii) Customer Service & Compliance and in part-2 include (iv) Resources Development (v) Behavioral Traits (vi) Personal Traits. Decisions about Promotion, granting of yearly Increment, Leave Fare Assistance & Employees House Building Loan are directly linked with employee's individual performance against set key performance indicators.
(e)	Jamuna Bank remuneration policy does not provide for deferred or variable remuneration.
(f)	The Bank pays variable remuneration on cash basis (i.e. direct credit to the employee Bank account and/or Pay Order/Cheque), as the case maybe, as per Employees' Service Rule/Practice. Bank provides annual increments based on performance to the employees with the view of medium to long term strategy.
Quantitative Disclosures	
(g)	There is no designated remuneration committee meeting held in the financial year. HR division is assigned to initiate any change proposal on remuneration as per the compensation policy of the Bank and get necessary approval from BOD. Remuneration paid to committee members – N/A (as all of the Members are already paid as employee)

<table>
<tr><td>(h)</td><td>Number of employees having received a variable remuneration award during the financial year –

Incentive Bonus – as per performance basis
No. of Employee received Bonus – 4,534
Total Incentive Bonus - Tk. 7,000 lac.
Number and total amount of guaranteed bonuses (Festival Bonus) – 02 times
No. of Employee received Festival Bonus – 4,432 and Total Tk. 5953.97 lac
Number and total amount of sign-on awards – N/A
Number and total amount of severance payments – 112 and Tk. 2015.22 lac</td></tr>
<tr><td>(i)</td><td>Jamuna Bank remuneration policy does not provide for deferred remuneration.</td></tr>
<tr><td>(j)</td><td>Breakdown of amount of remuneration awards for the financial year to show :

Fixed & Variable

Fig in Lac
<table>
<tr><th>Sl No.</th><th>Description</th><th>Amount</th></tr>
<tr><td>1.</td><td>Basic Salary</td><td>18,831.27</td></tr>
<tr><td>2.</td><td>Allowances</td><td>19,999.75</td></tr>
<tr><td>3.</td><td>Salary Casual Staffs</td><td>3,011.81</td></tr>
<tr><td>4.</td><td>Gratuity</td><td>2,500.00</td></tr>
<tr><td>5.</td><td>Provident Fund Contribution</td><td>1,703.58</td></tr>
<tr><td>6.</td><td>ESSS Fund Contribution</td><td>38.97</td></tr>
<tr><td>7.</td><td>Incentive Bonus</td><td>7,000.00</td></tr>
<tr><td>8.</td><td>Festival Bonus</td><td>5,953.97</td></tr>
<tr><td></td><td>Total Amount</td><td>59,039.35</td></tr>
</table></td></tr>
<tr><td>(k)</td><td>There are no deferred or retained remuneration exposures for employees of the Bank.</td></tr>
</table>