

# STRENGTHENING BONDS SUSTAINING SUCCESS

SUSTAINABILITY REPORT 2024





**“Strengthening Bonds, Sustaining Success”** reflects Jamuna Bank’s commitment to building enduring, trust-based relationships with customers, employees, regulators, investors, and the wider community through transparency, sound governance, and responsible banking practices. By reinforcing these bonds, the Bank strengthens its institutional resilience and credibility, enabling the effective integration of ESG principles into its corporate strategy, credit appraisal processes, and enterprise risk management framework, including climate and social risk considerations. Through prudent capital management, sustainable finance expansion, regulatory compliance, and disciplined risk oversight, Jamuna Bank aligns financial performance with long-term value creation. This approach ensures not only consistent profitability and operational stability but also meaningful contributions to economic growth, social inclusion, and environmental sustainability, thereby securing sustainable success for both the Bank and its stakeholders.

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# ABOUT THIS REPORT

Since its establishment in 2001, Jamuna Bank has remained focused on generating long-term value for its customers, employees, and the communities it serves. We promote green finance, renewable energy, and climate-smart agriculture to reduce our carbon footprint. Our CSR programmes enhance digital inclusion, and provide support in healthcare, education, and gender equality, fostering a more equitable society.

This Sustainability Report 2024, the Bank's second sustainability publication, outlines our sustainability framework, priorities, and performance within the context of the year's operating environment. It also explains how Jamuna Bank delivers value to stakeholders over the short, medium, and long term, consistent with our corporate purpose.

This report has been prepared in accordance with the following frameworks and guidelines:

- **Sustainable Finance Policy for Banks and Financial Institutions**, issued by the Sustainable Finance Department of Bangladesh Bank on 22 October 2023;
- **Guideline on Sustainability and Climate-related Financial Disclosure**, issued by the Sustainable Finance Department of Bangladesh Bank on 26 December 2023;
- **IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information**, issued by the International Sustainability Standards Board (ISSB); and
- **IFRS S2 – Climate-related Disclosures**, issued by the ISSB of the IFRS Foundation.

The report provides comprehensive IFRS-aligned disclosures across governance, strategy, risk management, and key metrics, ensuring that sustainability considerations are fully embedded within Jamuna Bank's financial performance and decision-making processes. By adhering to IFRS Sustainability Disclosure Standards, the Bank reinforces strong governance, effective risk management, and transparency, supporting sustainable long-term value creation. A key aspect of this report is the disclosure of our total greenhouse gas (GHG) emissions, calculated using the PCAF methodology. This provides a transparent and consistent view of our environmental impact, which is crucial in our ongoing efforts to reduce our carbon footprint and achieve our sustainability goals.

A key feature of this report is its emphasis on the impact of Jamuna Bank's financing activities. Through selected impact stories and case studies, the report demonstrates how our financing supports social development, environmental sustainability, and economic empowerment, in line with the broader objectives of the Sustainable Development Agenda.

This report contains disclosures relevant to the financial year 2024 and has been prepared to ensure completeness, neutrality, and accuracy of information. In developing the report, Jamuna Bank has adhered to the following key principles:

## Fair Presentation

Jamuna Bank discloses all material sustainability-related risks and opportunities that could influence its future outlook, particularly those affecting cash flows, credit risk, capital adequacy, liquidity, and cost of capital. Such disclosures are presented in a manner that is complete, neutral, accurate, comparable, timely, verifiable, and clear, in alignment with the IFRS Sustainability Disclosure Standards, supplemented by bank-specific information where appropriate.

## Materiality

At Jamuna Bank, material sustainability-related information encompasses ESG and climate-related risks and opportunities with potential impacts on loan portfolio quality, sectoral exposures, capital resilience, liquidity position, profitability, and access to funding. Information is deemed material if its omission, misstatement, or obscuring could reasonably influence the decisions of investors, depositors, lenders, or regulators. Materiality is assessed on a bank-specific basis, reviewed on a regular basis, and aligned with IFRS requirements and Bangladesh Bank guidelines.

## Reporting Boundaries and Coverage

Unless otherwise stated, the report covers the period from **1 January to 31 December 2024 and includes the Bank's operations conducted through its corporate office, branches, SME service centers, and other direct networks within Bangladesh**. The activities of overseas suppliers, NGO networks, and other external parties are outside the scope of this report.

This Sustainability Report should be read alongside the Jamuna Bank Annual Report 2024 and other related disclosures. Where relevant, references and links are provided for readers' convenience.

Jamuna Bank has two local subsidiaries—**Jamuna Bank Capital Management Limited** and **Jamuna Bank Securities Limited**—both of which are controlled by the Bank. In addition, **Jamuna Bank Foundation**, established in 2007, serves as the Bank's philanthropic arm, administering its CSR initiatives in a structured and integrated manner.

The report is available online at [www.jamunabankbd.com](http://www.jamunabankbd.com).

## Contact point regarding the report

We welcome any feedback on this sustainability report. For further information and comments, please contact Sustainability Finance Department of the Bank through following address:

### e-mail:

obaidur.rahman@jamunabank.com.bd  
mohammad.syful@jamunabank.com.bd

# ESG HIGHLIGHTS IN 2024

## Environmental



Recognised by the central bank as one of the top sustainable banks in Bangladesh for three consecutive years.



**BDT 206.41 billion**  
Total Sustainable Finance



**BDT 5.44 billion**  
Total Green Finance



**Scope 1**  
Emission: 1,534.34 tCO<sub>2</sub>e



**Scope 2**  
Emission: 10,177.74 tCO<sub>2</sub>e



**Scope 3**  
Emission: 633,293.50 tCO<sub>2</sub>e

## Social



Jamuna Bank allocates 5% of its profit annually to CSR through the Jamuna Bank Foundation.



**BDT 361.58 million**  
in monetary and in-kind community contributions.



**BDT 5,060.02 million**  
paid in employee salaries and benefits.



**BDT 64.46 billion**  
Sustainable CMSME

**31.23%**  
of Total Sustainable Finance Disbursement



**BDT 5.73 billion**  
Socially Responsible Finance

**2.78%**  
of Total Sustainable Finance Disbursement



**BDT 127.65 billion**  
Other Sustainable Linked Finance

**61.83%**  
of Total Sustainable Finance Disbursement



**BDT 7.48 million**  
spent on employee training and development.



Upholds a work culture of "Equal opportunity for everyone"

## Governance

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Zero material issues in relation to data confidentiality and privacy

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Zero material incidents in relation to bribery, corruption, fraud or information security

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Focusing on customer protection, data privacy, and rights through strong governance.

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Maintaining risk management systems in line with Basel III and AML regulations.

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Integrating ESG and sustainability into business with transparent reporting.

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Promoting ethical leadership and anti-corruption measures to prevent fraud and illicit activities.

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A robust information security system is in place to safeguard data and operations.

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We established 169 Sustainable Finance Helpdesks across the country, ensuring that sustainable financing solutions are easily accessible to business and communities nationwide

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# AWARDS AND RECOGNITION

## Jamuna Bank Recognized as One of the Top Sustainable Banks



Jamuna Bank has been recognized as one of the Top 10 Sustainable Banks of 2024 by Bangladesh Bank, marking the third consecutive year the Bank has earned this prestigious distinction. The certification was formally presented by Dr. Ahsan H. Mansur, Governor of Bangladesh Bank, to Mr. Mirza Elias Uddin Ahmed, Managing Director of Jamuna Bank, at the Sustainability Rating Recognition Ceremony held at Bangladesh Bank, Dhaka, on August 21, 2025. The event was graced by Deputy Governor Ms. Nurun Nahar and Mr. Chowdhury Liakat Ali, Director of the Sustainable Finance Department (SFD), among other distinguished officials.

This recognition reinforces Jamuna Bank's commitment to advancing green financing, strengthening climate risk management, and promoting eco-efficient banking practices, as we continue to support Bangladesh's transition toward a low-carbon, resilient, and inclusive future.





**Bangladesh Bank**  
Central Bank of Bangladesh

20 August 2025

### **Letter of Appreciation**

Congratulations for being one of the Top Banks/FCs in Sustainability Rating 2024. Your dedicated efforts, innovative strategies, and unwavering commitment to Sustainable Finance, Core Banking Activities and Inclusive Green Finance are truly commendable and have left an indelible mark on our collective journey toward a more sustainable future.

Your dedication to promoting sustainable practices and fostering awareness about the importance of aligning financial activities with broader sustainability goals has been both impressive and impactful.

Once again, I would like to congratulate you and your entire team for your relentless pursuit of excellence in the realm of Sustainable Finance activities.

*Ahsan H. Mansur*

**Dr. Ahsan H. Mansur**  
Governor  
Bangladesh Bank

Managing Director/Chief Executive Officer  
Jamuna Bank PLC

Bangladesh Bank awarded Jamuna Bank as the best **“Primary resource Dealer Bank”** for 38 times since inception for its outstanding performance.



Jamuna Bank PLC. has been awarded as one of the best Climate Focus Banks & Financial Institutions in Bangladesh, at the 24th National Renewals Energy Conference & Green Expo 2024, hosted by the Institute of Energy, University of Dhaka & Green Tech Foundation held on 22-23 May 2024 at NababNawab Ali Senate Bhaban, University of Dhaka, in recognition of the Bank’s unwavering commitment to sustainability and responsible banking practices.

## Best CSR Bank in Bangladesh



UK based "The Global Economics" awarded Jamuna Bank PLC. as "**Best CSR Bank**" in Bangladesh for the year 2021 in "The Annual Global Economics Awards 2021"

UK based "The Global Economics" awarded Jamuna Bank PLC. as "**Best CSR Bank**" in Bangladesh for the year 2022 in "The Annual Global Economics Awards 2022"





# CHAIRPERSON'S MESSAGE

**Mr. Robin Razon Sakhawat**

Chairman

At Jamuna Bank, we believe banking goes beyond transactions—it is a catalyst for meaningful change and lasting impact. As we present our Independent Sustainability Report 2024, our theme, **“Strengthening Bonds, Sustaining Success,”** reflects our commitment to fostering durable, trust-based relationships with customers, employees, regulators, investors, and the wider community through transparency, strong governance, and responsible banking practices.

## Our Journey and Vision

This report reflects our journey, achievements, and future ambitions, showcasing the trust of our customers, the dedication of our employees, and our vision to be a leading and impactful bank in the country.

## Sustainability as a Core Principle

Sustainability is no longer optional—it is essential. Jamuna Bank integrates Environmental, Social, and Governance (ESG) principles across its operations, aligning with the Sustainable Development Goals (SDGs) to ensure ethical, inclusive, and environmentally conscious growth. Recognized by Bangladesh Bank as a top sustainable bank for three consecutive years, we have strengthened green banking, expanded financial inclusion, and enhanced governance frameworks, creating long-term value for all stakeholders.

## Financial Inclusion & Impact

We actively support cottage, micro, small, and medium enterprises (CMSMEs), women entrepreneurs, and underserved communities. Over 11% of our loan portfolio is dedicated to CMSMEs, with 24% reaching rural areas, stimulating rural economies and creating opportunities.

## Green Banking & Climate Action

To Address Climate Challenges, Jamuna Bank has expanded green finance for renewable energy, energy-efficient projects and climate-resilient agriculture. During 2024, our Green Financing

disbursement reached BDT 5.44 billion, while total Sustainable Finance amounted to BDT 206.41 billion. Operationally, we continue reducing our carbon footprint through energy efficiency, digitalization and resource optimization.

### Digital Transformation

Digital banking is transforming financial access, and Jamuna Bank is at the forefront. With innovations such as app based banking, and enhanced security, we now serve 1.37 million customers on digital platforms and have expanded our agent banking network to reach remote communities.

### Governance & Ethical Practices

Strong governance, transparency, and ethics are the foundation of our success. In 2024, we reinforced governance frameworks, strengthened risk management and anti-corruption policies, and maintained trust with shareholders, regulators, employees, and customers.

### Investing in Our People

Our employees are our greatest asset. We invest in learning, development, and well-being, fostering innovation, collaboration, and growth. Our commitment to a supportive workplace has earned us recognition as one of Bangladesh's best employers.

### Looking Ahead

Despite global economic uncertainties, Bangladesh offers immense opportunities. Jamuna Bank remains committed to expanding financial inclusion, advancing sustainability, enhancing digital capabilities, and upholding ethical governance.

### A Call for Collective Responsibility

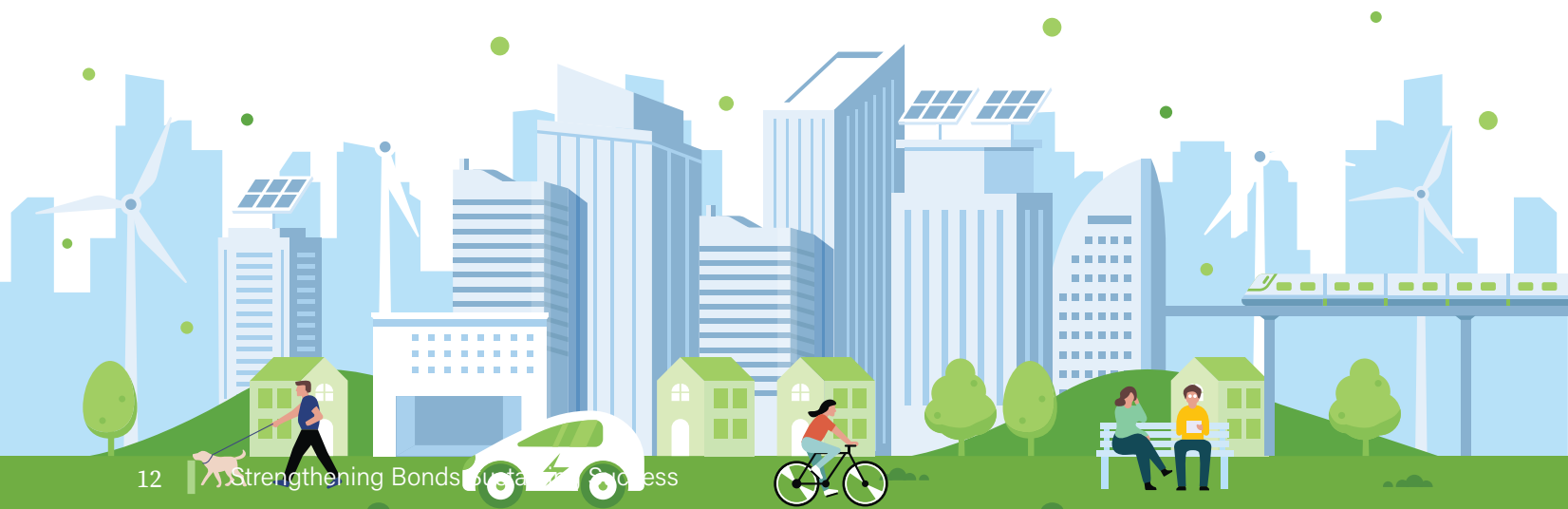
Sustainability is a shared responsibility. Jamuna Bank will continue to empower people, protect the environment, and promote prosperity, working alongside governments, businesses, and communities.

I sincerely thank our customers, employees, shareholders, and regulators for their trust and support. Together, we will continue to build a bank that drives lasting impact, innovation, and inspiration for generations to come.

Sd/-

**Mr. Robin Razon Sakhawat**

Chairman



# STATEMENT FROM MANAGING DIRECTOR & CEO



## Mr. Mirza Elias Uddin Ahmed

Managing Director & CEO

### INVESTED IN



Embedded ESG considerations into its operations and risk management framework



Implements in-house green practices across branches and services, aligned with Bangladesh Bank's green banking framework

It is a great pleasure to share Jamuna Bank's Sustainability Report 2024, a reflection of our steady progress in integrating environmental, social, and governance (ESG) principles throughout our operations. This report underscores our steadfast commitment to fostering a resilient, inclusive, and sustainable future.

### Sustainability as a Catalyst for Innovation

At Jamuna Bank, sustainability is regarded as a strategic imperative that enables innovation, leadership, and long-term value creation. Establishing a truly sustainable banking institution requires clear vision, disciplined governance, and purposeful action at every level of the organization. In 2024, the Bank translated this commitment into measurable outcomes by advancing initiatives that effectively balance financial performance with environmental responsibility and social development.

These efforts were aligned with the United Nations Sustainable Development Goals (SDGs), with focused investments in renewable energy and green infrastructure to support Bangladesh's transition toward a low-carbon economy.

### Responding to Urgency and Opportunity

The year presented both challenges and opportunities amid accelerating climate change, rising inequality, and evolving



Supports clients with low-cost refinance facilities from schemes like GTF, Green Products, and TDF for green and resource-efficient transformation



Regularly organizes training on sustainable finance, sustainability rating, and reporting for head office and branch officials

## ACHIEVEMENTS

The bank has been recognized among the top sustainable banks by Bangladesh Bank for three consecutive years (2022, 2023 & 2024)



Recognized as “Best CSR Bank” by The Global Economics in 2021 and 2022 for impactful programs in education, healthcare, environment, disaster relief, and poverty alleviation

Awarded among the Best Climate-Focused Banks & Financial Institutions at the 24th National Renewable Energy Conference & Green Expo

## FINANCING

The bank’s long-term strategy integrates ESG governance, green finance, reporting, CSR, and capacity building—advancing both profitability and social-environmental welfare



Built a substantial sustainable finance portfolio across renewable energy, energy efficiency, sustainable agriculture, and CMSMEs

stakeholder expectations. Jamuna Bank responded decisively. Strengthening our Green Banking and Sustainable Finance frameworks, we disbursed BDT 5.44 billion in Green Finance and BDT 200.97 billion in Sustainable Linked Finance during 2024.

We have already begun embedding ESG considerations directly into our lending framework. Every loan appraisal now incorporates environmental and social criteria, particularly for high-impact sectors like textiles, leather, and agro-processing. We also equipped our teams to incorporate climate considerations into lending decisions, ensuring that sustainability remains central to our portfolio strategy.

We ensure compliance with environmental regulations, and in higher-risk cases, we conduct detailed due diligence that includes community impact and governance assessments.

Equally important is post-disbursement monitoring. We visit sites, gather data, and track performance to ensure that commitments are being met. We are also training our teams to embed ESG thinking into everyday banking decisions. For us, ESG is not a box to be ticked; it is central to risk management and long-term growth.

## Transparency and Climate Accountability

In 2024, we began integrating climate risk management into financing decisions. By applying the Partnership for Carbon Accounting Financials (PCAF) methodology, we calculated and disclosed financed greenhouse gas (GHG) emissions, demonstrating transparency and alignment with global best practices. Internally, we reduced resource consumption, promoted environmentally friendly practices, and took steps to minimize Scope 1 and Scope 2 emissions, reinforcing our operational sustainability.

## Enhancing Lives and Communities

Sustainability extends beyond environmental stewardship to improving lives. Through the Jamuna Bank Foundation, we allocated BDT 361.58 million to CSR initiatives in 2024, spanning education, healthcare, environmental programs, community development, and social awareness. Committing 5% of annual profits to CSR and adhering to the United Nations Global Compact principles, we have earned recognition as the “Best CSR Bank” by The Global Economics Limited (UK, 2021 & 2022).

## Investing in Human Capital

Our workforce expanded to 4,417 employees in 2024, reflecting our dedication to talent development. We foster innovation, collaboration, and career growth while prioritizing employee well-being to maintain a productive and positive workplace.

## Customer Experience and Digital Transformation

We remain focused on enhancing the customer experience across retail, corporate, and SME segments. Expanding services into rural areas and investing in digital banking infrastructure allows us to provide seamless transactions, efficient cash management, and a robust digital payments ecosystem, ensuring convenience and accessibility for all customers.

## Governance and Risk Management

Strong governance and disciplined risk management underpin our operations. In 2024, we strengthened credit risk frameworks, enhanced asset quality monitoring, and reinforced provisioning mechanisms, ensuring resilience amidst economic, regulatory, and geopolitical uncertainties. Transparent and compliant practices continue to safeguard the Bank's stability and sustainable growth.

## Driving Efficiency through Digital Innovation

Jamuna Bank continues to invest in digital capabilities, automating processes to improve efficiency, reduce costs, and deliver personalized services. These initiatives support sustainable growth while enhancing customer convenience and security.

## Looking Ahead

We anticipate that sustainable finance will become firmly embedded in Bangladesh's financial system over the coming decade. Increasing climate-related risks, rising expectations from international buyers, and evolving regulatory requirements will make the integration of environmental, social, and governance (ESG) considerations an essential and unavoidable aspect of banking operations. In this context, we expect continued growth in sustainability-linked loans, green bonds, and blended finance instruments, alongside expanding financing demand from emerging sectors such as distributed renewable energy, electric mobility, and climate-resilient agriculture.

At the same time, climate risks—both physical and transition-related—present material challenges to our business and to the communities we serve. In response, we have initiated the integration of climate risk assessments into our credit appraisal and portfolio management processes. Our long-term vision is to evolve into a fully sustainable bank, where every financing decision, operational practice, and strategic partnership is guided by the creation of enduring value for people, the environment, and future generations.

We extend our sincere gratitude to our employees, customers, regulators, and partners, whose trust and collaboration drive this journey. Sustainability is not a destination but a continuous process. In 2025 and beyond, we will strengthen targets, enhance disclosures, and cultivate a culture where sustainability is integral to all that we do.

Sd/-

**Mirza Elias Uddin Ahmed**

Managing Director & CEO



# VISION, MISSION AND CORE VALUES



## Vision

To become a leading banking institution and play a significant role in the development of the country.



## Mission

The Bank is committed to satisfy diverse needs of its customers through an array of products at a competitive price by using appropriate technology and providing timely service so that sustainable growth, reasonable return and contribution to the development of the country can be ensured with a motivated and professional work-force.



## Core values

- **Integrity and Honesty:** We conduct our business responsibly, ethically, and transparently, ensuring sincerity and fairness in all our decisions and actions.
- **Relationships:** We foster mutually beneficial and caring relationships built on trust, respect, and a shared commitment to long-term success.
- **Respect:** We treat all stakeholders with dignity and fairness, guided by the principle of treating others as we expect to be treated.
- **Loyalty:** We function as a unified family, supporting and caring for one another while upholding the Bank's collective interests.
- **Hard Work and Customer Focus:** Customer satisfaction is central to everything we do. We recognize that meeting and exceeding customer expectations is critical to our sustained success.
- **Teamwork:** We collaborate across the organization, working as one team to achieve our common goals and strategic objectives.
- **Community Engagement:** We remain closely connected to the communities we serve, taking their needs seriously and fulfilling our responsibility as active and responsible corporate citizens.
- **Confidentiality:** As a banking institution, safeguarding customers' sensitive information is fundamental to our trust and credibility. We maintain zero tolerance for any breach of confidentiality.
- **Innovation:** We encourage continuous innovation to strengthen our business. We embrace change as a constant, using structured and objective change management to drive improvement and excellence.
- **Accountability:** We take full responsibility for our individual and collective actions, honour our commitments, and remain accountable for our performance and decisions.
- **Pursuit of Excellence:** We strive for excellence by challenging ourselves with confidence and determination. We cultivate an environment where innovation thrives, mentoring is valued, achievements are celebrated, and exceptional service defines the customer experience.
- **Maximization of Shareholder Value:** We are committed to creating and maximizing sustainable value for our shareholders through responsible growth and prudent management.

# JAMUNA BANK AT A GLANCE

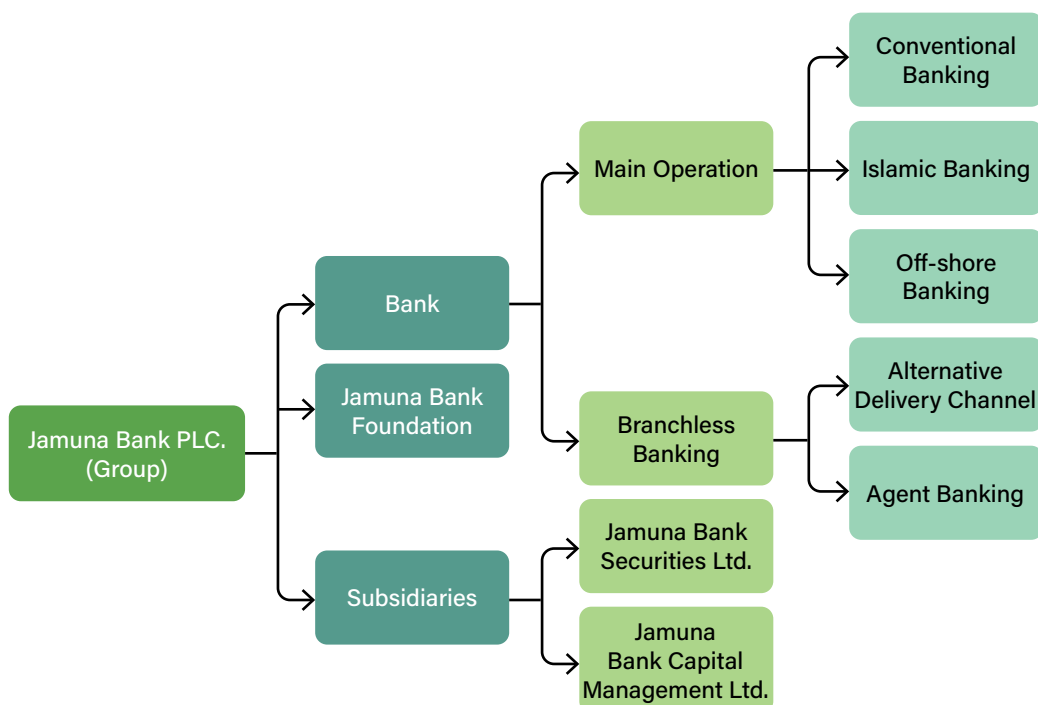
Jamuna Bank PLC is a third-generation bank in Bangladesh, dedicated to embracing change and creating lasting customer value. Established under the Companies Act, 1994, our bank has its headquarters at the prestigious Jamuna Bank Tower, located at Gulshan-1. We commenced our operations on the 3rd of June 2001.

Our commitment to serving trade, commerce, industry, and the overall business landscape of Bangladesh is unwavering. Jamuna Bank PLC provides financial support to entrepreneurs for establishing promising new ventures and upgrading existing industrial units. Founded by a group of esteemed local entrepreneurs with a strong reputation in trade, commerce, industry, and business, we are proud to contribute to the nation's growth.

## Ownership composition

Composition	No. of Shares	% of total share
Directors & Sponsors	398,341,748	45.16%
Financial Institutions	32,127,585	3.64%
Foreign Investors	2,023,605	0.23%
General Public	449,514,227	50.97%
<b>Total</b>	<b>882,007,165</b>	<b>100.00%</b>

## Operating structure of Jamuna Bank



## Size of the organization

On the day-end of 2024, our Bank's total regulatory capital is BDT 31,374.83million and CRAR is 16.37%. Our profit after tax is BDT 2,794.00million and total assets are BDT 366,021.48million.

### Credit Rating

CRAB's Entity Rating	
Long Term:	AA1
Short Term:	ST-1
Outlook: Stable	

## Service points

Jamuna Bank operates through 7 business regions and maintains a strong nationwide presence with 169 branches, including 02 Islami Banking Branches and 01 SME Center, complemented by 114 sub-branches to enhance customer reach. The Bank further supports service excellence through 1800+ premium lounges for priority clients at home and abroad, a wide network of 360 ATMs/CRMs ensuring convenient self-service banking, and 55 agent banking outlets that promote financial inclusion by extending basic banking services to underserved and remote areas across Bangladesh.

7

Business regions

169

Total branches  
(including 02 Islami Banking Branches & 1 SME Center)

114

Total Sub Branches

21

Collection Booth

1800+

Premium lounges (Home & Abroad)

360

ATMs/CRM

55

Agent banking outlet

## Subsidiary Information

### ► SUBSIDIARIES

Jamuna Bank has two fully-owned subsidiaries

#### Jamuna Bank Capital Management Limited (Merchant Bank)

- **Chairman:** Mr. Mirza Elias Uddin Ahmed
- **Chief Executive Officer:** Tanveer Reza
- **Address:** Hadi Mansion (3rd Floor), 2 Dilkusha C/A, Dhaka

#### Jamuna Bank Securities Limited (Brokerage House)

- **Chairman:** Professor Syed Ishatiq Ahmed
- **Chief Executive Officer:** Mr. Mohammad Sanawar Hossain
- **Address:** Chinishilpa Bhaban (2nd Floor), 3 Dilkusha C/A, Dhaka-1000

#### Jamuna Bank Capital Management Limited (JBCML)

Jamuna Bank Capital Management Limited (JBCML), a fully owned subsidiary of Jamuna Bank PLC., is a renowned Investment Bank in Bangladesh. The Company was incorporated on 23rd December, 2009 and received full-fledged Merchant Banking Registration Certificate from BSEC on 29th November, 2010. JBCML has been carrying out the business as a full-fledged merchant banking activities since 2011 having expertise in Portfolio Management, Issue Management, Underwriting of Public Issue of Shares, Corporate Advisory, Securities Laws, Compliance Issues etc.

The Authorized Capital and Paid up capital of the company is Tk.300.00 crore (Taka three hundred crore) and Tk.100.00 crore (Taka one hundred crore) respectively.

#### Jamuna Bank Securities Limited (JBSL):

Jamuna Bank Securities Limited (JBSL) is a full-fledged Stock Dealer & Stock Broker licensed under the Bangladesh Securities and Exchange Commission. It is operating both of the Stock Exchanges of Bangladesh named Dhaka Stock Exchange PLC. (DSE) [TREC No. DSE-255] and Chittagong Stock Exchange PLC. (CSE) [TREC No. CSE-147]. JBSL is one of the subsidiary companies of Jamuna Bank PLC.

The main objective of JBSL is to provide stock broking services to its individual or institutional clients by way of taking buy/sale order from the clients and try to fill them at the best possible prices. As a dealer JBSL do buy/sale of securities for its own account as a part of its own business.

The Authorized Capital and Paid up capital of the company is Tk.100.00 crore (Taka one hundred crore) and Tk.40.00 crore (Taka forty crore) respectively.

## ▶ OTHER CONCERN

### Jamuna Bank Foundation (JBF)

Jamuna Bank Foundation (JBF) is a non-profit & charitable organization which has been serving since 2007 with the objective of administering CSR activities of the Bank in a planned and integrated way. Since its inception, JBF has been contributing to the underprivileged segment of the society with variety of CSR activities across the Country in a more systematic, structured and sustainable manner. In recognition, UK-based "The Global Economics" awarded Jamuna Bank PLC. with the "Best CSR Bank" award for 02 (two) consecutive times 2021 & 2022. "The Global Economics" also awarded Al-Haj Nur Mohammed, the Honorable Chairman of Jamuna Bank and Jamuna Bank Foundation as "Best CSR Personality" for his outstanding contributions towards Corporate Social Responsibility (CSR) for the year 2022.

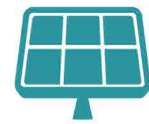
#### Jamuna Bank Foundation

- **Chairman:** Al-Haj Nur Mohammed
- **Address:** House# 113 (3rd Floor), Road# 9/A (new), Dhanmondi, Dhaka

### Stock Details

Particulars	DSE	CSE
<b>Stock symbol</b>	<b>JAMUNABANK</b>	<b>JAMUNABANK</b>
Company/scrip code	11134	22028
Listing year	2006	2006
Market category	A	A
Electronic share	Yes	Yes
Market lot (nos)	1	1
Face value (BDT)	10	10
<b>Total number of securities</b>		<b>882,007,165</b>

OUR APPROACH TO  
**SUSTAINABILITY**





Our vision is to be a resilient and forward-looking financial institution that integrates sustainability at the core of its strategy, governance, and risk management framework, creating long-term value for stakeholders while contributing to national and global sustainable development. We are committed to continuously strengthening our policies, systems, and processes to align with evolving business priorities and international best practices, including IFRS S1 and IFRS S2 standards, thereby enhancing transparency, consistency, and comparability in sustainability-related financial disclosures.

We aspire to proactively identify and manage sustainability-related financial risks and opportunities—particularly climate-related and environmental and social risks—in strict compliance with Bangladesh Bank’s ESRM Guidelines, embedding these considerations into credit appraisal, investment decisions, and enterprise risk management.

Our vision further encompasses meaningful contribution to the Sustainable Development Goals (SDGs) through responsible financing, especially by supporting SMEs that generate employment and promote environmentally responsible practices. Through strengthened stakeholder engagement and a robust materiality assessment process, we ensure that our strategic priorities and disclosures reflect the issues most significant to our stakeholders and long-term institutional resilience.

Internally, we aim to cultivate a culture of sustainability by reducing our operational carbon footprint, promoting diversity and inclusion, and fostering ethical, accountable leadership. By aligning financial performance with environmental stewardship, social responsibility, and sound governance, we envision a sustainable banking model that supports inclusive economic growth and builds enduring value for future generations.

# BUILDING A RESILIENT BANKING MODEL

## ▶ OUR COMMITMENT ALIGNING FINANCIAL PERFORMANCE WITH:

- Environmental Stewardship
- Social Responsibility
- Strong Governance

## 1. Strategic Sustainability Integration

### Embedding Sustainability at the Core

- Integrated into Strategy, Governance & Risk Management
- Alignment with Business Priorities
- Continuous enhancement of Policies, Systems & Processes
- Long-term value creation for all stakeholders
- Contribution to National & Global Sustainable Development

## 2. Global Standards & Transparent Reporting

### Strengthening Sustainability Disclosures

- Adoption of:
  - IFRS S1 – Sustainability-related Financial Risks & Opportunities
  - IFRS S2 – Climate-related Financial Risks & Opportunities
- Enhanced:
  - Transparency
  - Consistency
  - Comparability
- Improved quality of sustainability reporting

## 3. Risk Governance & Regulatory Compliance

- Proactive Risk Identification & Management
- Climate Risk (Transition & Physical)
- Environmental & Social Risks (E&S Risks)
- Integration into:
  - Credit Appraisal
  - Investment Decisions
  - Enterprise Risk Management (ERM)
- Full compliance with:
  - Bangladesh Bank's ESRM Guidelines

## 4. Advancing the Sustainable Development Goals (SDGs)

### Responsible & Inclusive Financing

- Priority support to:
  - SMEs creating employment
  - Environmentally responsible businesses
- ESG-integrated lending framework
- Sustainable finance expansion
- Supporting inclusive economic growth

## 5. Stakeholder-Centric Approach

### Engagement & Materiality Excellence

- Strengthened stakeholder engagement model
- Robust materiality assessment process
- Identification of:
  - Material sustainability issues
  - Strategic priorities
- Enhanced decision-making & disclosure relevance

## 6. Internal Sustainability Culture

### Leading by Example

- Reduction of operational carbon footprint
- Promotion of diversity & inclusion
- Ethical and accountable leadership
- Sustainable workplace practices

# DRIVING INCLUSIVE GROWTH AND SUSTAINABILITY

To build an inclusive, climate-resilient, and sustainable financial ecosystem in Bangladesh by promoting financial inclusion, green finance, gender equity, and responsible banking practices — ensuring no one is left behind.

## PROBLEM-SOLUTION FRAMEWORK

### 1. Constrained Availability of Financing

Inputs	Activities	Outputs	Outcomes
<ul style="list-style-type: none"> <li>Capital allocation for SME &amp; inclusive finance</li> <li>ESG-integrated credit policies</li> <li>Financial literacy programs</li> <li>Partnerships with development agencies</li> </ul>	<ul style="list-style-type: none"> <li>Collateral-light SME loan products</li> <li>Agent banking expansion</li> <li>Financial literacy workshops</li> <li>Digital onboarding solutions</li> </ul>	<ul style="list-style-type: none"> <li>Increased SME loan portfolio</li> <li>Higher number of first-time borrowers</li> <li>Growth in agent banking outlets</li> </ul>	<p><b>Short-Term (1-2 Years)</b></p> <ul style="list-style-type: none"> <li>Increased access to formal credit</li> <li>Improved financial literacy</li> </ul> <p><b>Medium-Term (3-5 Years)</b></p> <ul style="list-style-type: none"> <li>SME growth &amp; job creation</li> <li>Improved repayment culture</li> </ul> <p><b>Long-Term (5+ Years)</b></p> <ul style="list-style-type: none"> <li>Strong SME ecosystem</li> <li>Sustainable economic empowerment</li> </ul>

### 2. Environmental Vulnerability

Inputs	Activities	Outputs	Outcomes
<ul style="list-style-type: none"> <li>Green finance fund allocation</li> <li>Climate risk assessment tools</li> <li>ESRM framework (Bangladesh Bank compliant)</li> <li>IFRS S1 &amp; S2 alignment</li> </ul>	<ul style="list-style-type: none"> <li>Green lending (renewable energy, energy efficiency)</li> <li>Gradually integrating Climate risk into credit appraisal</li> <li>Financing climate-resilient agriculture</li> </ul>	<ul style="list-style-type: none"> <li>Growth in green finance portfolio</li> <li>Reduced exposure to high climate-risk sectors</li> <li>Improved sustainability disclosures</li> </ul>	<p><b>Short-Term</b></p> <ul style="list-style-type: none"> <li>Increased awareness of climate risk</li> <li>Adoption of ESRM in lending</li> </ul> <p><b>Medium-Term</b></p> <ul style="list-style-type: none"> <li>Resilient SME and agricultural clients</li> <li>Reduced environmental risk exposure</li> </ul> <p><b>Long-Term</b></p> <ul style="list-style-type: none"> <li>Low-carbon transition support</li> <li>Climate-resilient financial ecosystem</li> </ul>

### 3. Gender Inequality

Inputs	Activities	Outputs	Outcomes
<ul style="list-style-type: none"> <li>Dedicated women entrepreneur financing schemes</li> <li>Gender-sensitive credit policies</li> <li>Capacity-building programs</li> </ul>	<ul style="list-style-type: none"> <li>Women-focused SME loans</li> <li>Entrepreneurship training programs</li> <li>Rural outreach initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Increased women borrower base</li> <li>Enhanced participation in SME financing</li> </ul>	<p><b>Short-Term</b></p> <ul style="list-style-type: none"> <li>Improved access to finance for women</li> </ul> <p><b>Medium-Term</b></p> <ul style="list-style-type: none"> <li>Growth of women-led enterprises</li> <li>Increased household income stability</li> </ul> <p><b>Long-Term</b></p> <ul style="list-style-type: none"> <li>Reduced gender gap in financial inclusion</li> <li>Stronger socio-economic empowerment</li> </ul>

### 4. Underdeveloped Financial Infrastructure

Inputs	Activities	Outputs	Outcomes
<ul style="list-style-type: none"> <li>Investment in branch, sub-branch &amp; agent banking</li> <li>Digital banking platforms</li> <li>Core banking system upgrades</li> </ul>	<ul style="list-style-type: none"> <li>Expansion in rural &amp; remote regions</li> <li>App based banking services</li> <li>ATM &amp; CRM network growth</li> </ul>	<ul style="list-style-type: none"> <li>Increased banking touchpoints</li> <li>Higher rural account opening rates</li> </ul>	<p><b>Short-Term</b></p> <ul style="list-style-type: none"> <li>Improved physical access to banking</li> </ul> <p><b>Medium-Term</b></p> <ul style="list-style-type: none"> <li>Higher deposit mobilization in rural areas</li> </ul> <p><b>Long-Term</b></p> <ul style="list-style-type: none"> <li>Inclusive nationwide financial integration</li> </ul>

### 5. Digital Divide

Inputs	Activities	Outputs	Outcomes
<ul style="list-style-type: none"> <li>Digital infrastructure investment</li> <li>Fintech partnerships</li> <li>Digital literacy initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Simplified banking apps</li> <li>Rural digital awareness campaigns</li> <li>Secure online lending platforms</li> </ul>	<ul style="list-style-type: none"> <li>Increased digital transactions</li> <li>Growth in mobile banking users</li> </ul>	<p><b>Short-Term</b></p> <ul style="list-style-type: none"> <li>Improved digital access</li> </ul> <p><b>Medium-Term</b></p> <ul style="list-style-type: none"> <li>Reduced transaction costs</li> <li>Greater digital adoption</li> </ul> <p><b>Long-Term</b></p> <ul style="list-style-type: none"> <li>Digitally inclusive financial ecosystem</li> </ul>

# INTEGRATED THEORY OF CHANGE FLOW



## INPUTS

Capital | ESG Policy | Customers Deposit | Green Fund | Digital Investment | Human Resources



## ACTIVITIES

Inclusive Lending | Green Finance | Women Empowerment | Digital Expansion



## OUTPUTS

Expanded Access | Increased Green Portfolio | More Women Borrowers | Digital Growth



## SHORT-TERM OUTCOMES

Access | Awareness | Inclusion



## MEDIUM-TERM OUTCOMES

Resilience | SME Growth | Economic Stability



## LONG-TERM OUTCOMES

Inclusive Economy | Climate Resilience | Sustainable Banking Ecosystem



## IMPACT

National Sustainable Development & Financial Inclusion

# ALIGNMENT WITH IFRS S1 & S2 AND SDGS

Jamuna Bank continues to prioritize the transition toward a low-carbon, inclusive, and resource-efficient green economy, characterized by lower emissions, optimized resource utilization, and equitable growth. This transition stimulates employment and income generation through targeted investments in sustainable activities, resilient infrastructure, and green technologies that mitigate pollution, protect biodiversity, and strengthen climate resilience.

IFRS S1 & S2 PILLARS	SDG Impact Areas	Key Focus Areas
<p><b>Governance</b> Board and management oversight of ESG and climate strategy</p>	 	<ul style="list-style-type: none"> <li>• Board-level ESG reviews</li> <li>• Board Risk Management Committee (BRMC) reviews</li> <li>• Oversight by the Sustainable Finance Committee</li> <li>• Robust internal control systems</li> </ul>
<p><b>Strategy</b> Integration of ESG and climate into long-term business strategy</p>	   	<ul style="list-style-type: none"> <li>• Strategic green finance roadmap</li> <li>• Decarbonization commitment at the portfolio level</li> <li>• Innovation in climate-smart financial products</li> <li>• Promotion of women entrepreneurship and financial inclusion</li> <li>• Financing for green infrastructure and climate-resilient housing</li> </ul>
<p><b>Risk Management</b> Identification, assessment, and management of ESG &amp; climate risks</p>		<ul style="list-style-type: none"> <li>• Climate risk (physical &amp; transition) assessment</li> <li>• E&amp;S risk-adjusted lending</li> <li>• Scenario analysis of financial resilience</li> </ul>
<p><b>Metrics &amp; Targets</b> Disclosure of GHG emissions, green finance, KPIs</p>	   	<ul style="list-style-type: none"> <li>• Scope 1, 2, 3 GHG measurement (PCAF)</li> <li>• Green &amp; sustainable finance targets</li> <li>• Resource efficiency &amp; waste reduction initiatives</li> <li>• Healthcare initiatives, wellness programs</li> </ul>

# ENGAGING WITH OUR STAKEHOLDERS

Stakeholder relationships are of the utmost priority at the Bank. Our vision and strategy is shaped by evolving stakeholder preferences and requirements. Over the years, we have developed various formal and informal engagement mechanisms to provide active communication pathways and channels. These aid our stakeholders to find a forum to express their expectations and concerns. The channels of communication are customised for each individual stakeholder group based on considerations like individual stakeholder profiling and ease of engagement. They are also supplemented by a host of initiatives to proactively assess the feedback at multiple levels within the Bank. The analysis delivers actionable insights and differentiated understanding, helping us to devise a more streamlined and concentrated strategy to meet stakeholder expectations. The stakeholder engagement map presented below provides an overview of our continual efforts towards proactively engaging with key stakeholder groups:

 <p>Shareholders/ Investors</p> <p><b>19,060</b> shareholders</p>	<p><b>Engagement Mode</b></p> <ul style="list-style-type: none"> <li>Financial &amp; non-financial reporting</li> <li>Newspaper/Internet briefings</li> <li>Website</li> <li>Email</li> <li>Broadcast media</li> <li>AGM &amp; EGM.</li> </ul>	<p><b>Jamuna Bank Response</b></p> <ul style="list-style-type: none"> <li>Ensures sustainable profitability and a prudent dividend policy to enhance shareholder returns and support share price stability.</li> <li>Upholds strong Board and Management oversight through robust corporate governance, integrity, and transparency.</li> <li>Implements clear business strategies, disciplined reinvestment plans, and effective shareholder grievance redress mechanisms.</li> <li>Maintains stable credit ratings, public goodwill, and reputation through ethical conduct and regulatory compliance.</li> <li>Strengthens governance and risk management frameworks to ensure sound and resilient operations.</li> <li>Preserves asset quality through prudent credit appraisal, continuous monitoring, and effective recovery measures.</li> </ul>								
	<p><b>Frequency</b></p> <table border="1"> <tr> <td>General Meeting of Shareholders</td> <td>Once in a year</td> </tr> <tr> <td>Conferences</td> <td>Several times</td> </tr> <tr> <td>Meetings</td> <td>Several times</td> </tr> <tr> <td>Stock exchange and press releases</td> <td>Ongoing</td> </tr> </table>		General Meeting of Shareholders	Once in a year	Conferences	Several times	Meetings	Several times	Stock exchange and press releases	Ongoing
	General Meeting of Shareholders		Once in a year							
	Conferences		Several times							
	Meetings		Several times							
Stock exchange and press releases	Ongoing									
<p><b>Issues Concerned</b></p> <ul style="list-style-type: none"> <li>Shareholders' returns (dividends) and share price</li> <li>Performance and integrity of the Board and Management</li> <li>Business Strategies, Re-investment plan, Grievance redress.</li> <li>Stable rating, Public goodwill and reputation.</li> <li>Sound governance and risk management performances</li> <li>Asset Quality</li> </ul>										



Customer

**1.37+**  
million  
customers

**Engagement Mode**

- Competitive return on deposit
- Quality service delivery
- Convenient service
- Data privacy
- Product variation

**Frequency**

Customers visits and surveys	regularly
Customers service and feedback channels	continuously
Delivery of service and product variation	Ongoing

**Issues Concerned**

- Safety of deposits
- Good returns from deposits
- Serve customers responsibly
- Ensuring data security
- Product information, affordability and convenience
- Product variation according to market demand
- Digital services
- Timely Loan disbursement
- Simple documentation process

**Jamuna Bank Response**

- Safeguards deposits through strong financial position and regulatory compliance.
- Offers competitive returns on deposits.
- Ensures responsible, fair, and transparent customer service.
- Protects customer data through robust cybersecurity measures.
- Provides clear, affordable, and convenient products.
- Develops market-driven product variations.
- Expands reliable digital banking services.
- Ensures timely loan disbursement.
- Simplifies documentation and procedures.



Employee

**4417**  
employees

**Engagement Mode**

- Internal meeting
- Group emails
- Business conferences, teleconferences, video conference etc.
- Employee events/ Annual Picnic
- Performance recognition and reward programs
- Training, workshops and orientation program
- Intranet circulation

**Frequency**

Internal meeting	Regularly
Business conferences, teleconferences, video conference etc.	Several times
Employee events/ Annual Picnic	Once in a year
Training, workshops and orientation program	Regularly

**Issues Concerned**

- Financial comforts
- Job security
- Skill building
- Work-life balance
- Health, safety and well being

**Jamuna Bank Response**

- Provides competitive compensation, benefits, and financial incentives.
- Ensures job security through stable operations and transparent HR policies.
- Promotes continuous skill building through training and career development programs.
- Supports work-life balance through fair workload management and flexible practices.
- Ensures employee health, safety, and well-being through supportive workplace policies and facilities.



## Regulators

### Engagement Mode

- Meetings
- Written communication
- Verbal communication
- One-on-one discussions
- Reporting

### Frequency

Meetings	Several times
Written communication	continuously
Reporting	regularly
Compliance updates	continuously

### Issues Concerned

- Good Corporate Governance and business ethics
- Compliance with all regulatory guidelines and directives
- On-time regulatory reporting

### Jamuna Bank Response

- Upholds strong corporate governance, ethical conduct, and Board oversight in line with regulatory expectations.
- Ensures full compliance with all applicable laws, regulations, guidelines, and directives.
- Maintains timely, accurate, and transparent regulatory reporting through robust internal controls and monitoring systems.



## Communities and Societies

### Engagement Mode

- Our CSR initiatives
- Social Media
- Press releases
- Industry memberships
- Support of events, summits and forums

### Frequency

Conferences and seminar	Several times a year
Meetings	Several times a year
Website	Ongoing

### Issues Concerned

- Social responsibility and impact to society.
- Environmental stewardship
- Energy efficiency
- Community engagement

### Jamuna Bank Response

- Actively contributes to social development through responsible banking initiatives and community programs.
- Promotes environmental stewardship by supporting sustainable practices and green finance.
- Enhances energy efficiency in operations and encourages clients to adopt sustainable solutions.
- Engages with communities through awareness programs, partnerships, and development initiatives.



Suppliers and vendors

## 2000+ suppliers

### Engagement Mode

- Tenders & RFPs'
- Supplier meetings, briefings and workshops, risk assessments,

### Frequency

Procurement and supply	Ongoing
Quality and performance review	regularly
Negotiation meetings	As needed
Contract renewal meetings	As needed

### Issues Concerned

- Timely payment to suppliers
- Fair treatment

### Jamuna Bank Response

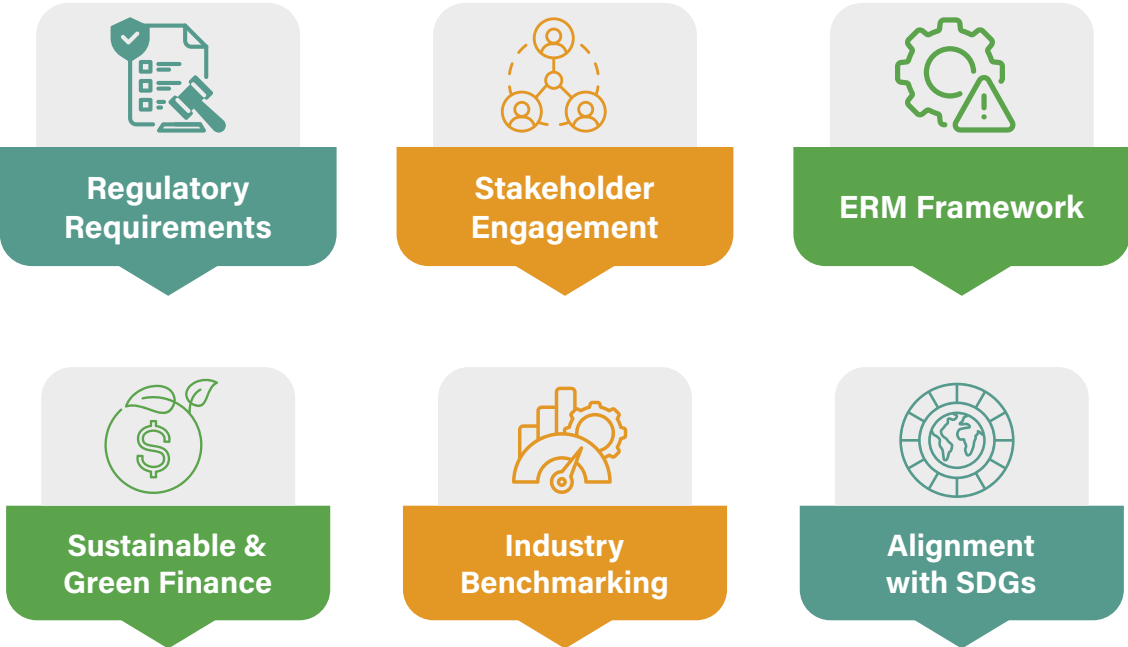
- Ensures timely payment to all suppliers and vendors as per agreed terms.
- Maintains fair, transparent, and ethical treatment in all dealings and partnerships.

# MATERIALITY ASSESSMENT AND IMPACT REPORTING

Jamuna Bank identifies its material topics through a structured and multi-dimensional assessment process. This process incorporates regulatory requirements (including directives of Bangladesh Bank, BSEC, and the Companies Act), stakeholder engagement with shareholders, customers, regulators, employees, investors, and the wider community, integration within the Enterprise Risk Management (ERM) framework, Sustainable Finance and Green Finance reporting obligations, industry benchmarking against local and regional banks, and alignment with the Sustainable Development Goals (SDGs) and national sustainability priorities. Based on this assessment, material topics are categorized under three broad dimensions: Economic & Governance, Environmental, and Social.








## IDENTIFYING MATERIAL TOPICS




### Our Assessment Process















### Material Topics Categorized into




Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Financial Stability &amp; Capital Adequacy</b></p>   	<ul style="list-style-type: none"> <li>Regulators</li> <li>Shareholders</li> <li>Depositors</li> <li>Rating agencies</li> <li>Investors.</li> </ul>	<ul style="list-style-type: none"> <li>Internal operations (capital management, treasury)</li> <li>Customers (credit availability)</li> <li>Shareholders (return stability)</li> <li>Financial system (systemic stability)</li> </ul>	Ensures sufficient capital to support lending, investment, and deposit operations	<p><b>Short:</b> Compliance with regulatory capital requirements; liquidity stability</p> <p><b>Medium:</b> Maintains investor confidence, credit rating</p> <p><b>Long:</b> Sustainable business growth, resilience to shocks</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Maintain CAR above regulatory threshold</li> <li>Optimize capital allocation</li> <li>Sustain profitability and liquidity</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Capital erosion from NPL growth</li> <li>Market volatility</li> <li>Liquidity stress</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Increased lending capacity</li> <li>Enhanced credit rating</li> <li>Investor confidence</li> </ul>	<ul style="list-style-type: none"> <li>ICAAP implementation</li> <li>Stress testing</li> <li>Prudent dividend policy</li> <li>Active ALCO oversight</li> </ul>
 <p><b>Risk Management &amp; Compliance</b></p>  	<ul style="list-style-type: none"> <li>Regulators</li> <li>Board Risk Committee</li> <li>Investors</li> <li>Customers.</li> </ul>	<ul style="list-style-type: none"> <li>Credit portfolio</li> <li>Treasury investments</li> <li>Operational systems</li> <li>ESG risk exposure</li> </ul>	Core to credit, market, operational and ESG risk management in lending & treasury	<p><b>Short:</b> Reduced operational &amp; regulatory losses</p> <p><b>Medium:</b> Better asset quality, controlled NPL</p> <p><b>Long:</b> Sustainable risk-adjusted returns and business continuity</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Reduce NPL ratio</li> <li>Strengthen internal control</li> <li>Integrate ESG risk into credit approval</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Regulatory penalties</li> <li>Climate-related loan defaults</li> <li>Operational fraud</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Improved asset quality</li> <li>Sustainable risk-adjusted returns</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise Risk Management (ERM)</li> <li>ESRM screening</li> <li>Internal audit strengthening</li> <li>Compliance monitoring system</li> </ul>





Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Corporate Governance &amp; Ethical Banking</b></p>  	<ul style="list-style-type: none"> <li>Regulators</li> <li>Shareholders</li> <li>Investors</li> <li>Customers</li> <li>Employees</li> <li>Development Partners</li> </ul>	<ul style="list-style-type: none"> <li>Board of Directors</li> <li>Board Committees (Audit, Risk, Nomination &amp; Remuneration, etc.)</li> <li>Senior Management</li> <li>Compliance &amp; Internal Control functions</li> <li>Employees</li> </ul>	<p>Board oversight, transparency, fraud prevention, ethical lending</p>	<p><b>Short:</b> Regulatory compliance</p> <p><b>Medium:</b> Strong stakeholder trust</p> <p><b>Long:</b> Reputation as ethical bank attracts business and investors</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Strengthen Board independence and oversight.</li> <li>Ensure compliance with Bangladesh Bank and BSEC regulations.</li> <li>Promote ethical culture and zero tolerance for corruption.</li> <li>Enhance transparency in financial and ESG disclosures.</li> <li>Integrate ESG oversight at Board level.</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Regulatory Risk</li> <li>Reputational Risk</li> <li>Fraud &amp; Corruption</li> <li>Conflict of Interest</li> <li>ESG Oversight Risk</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Enhanced investor confidence</li> <li>Improved credit rating</li> <li>Attraction of ESG-focused capital</li> <li>Strong institutional reputation</li> <li>Reduced cost of capital</li> <li>Sustainable long-term shareholder value</li> </ul>	<p><b>A. Governance Structure</b></p> <ul style="list-style-type: none"> <li>Well-defined Board with independent directors</li> <li>Separate Chairman and Managing Director roles</li> <li>Key Committees: Audit, EC &amp; Risk Management</li> </ul> <p><b>B. Policy &amp; Framework</b></p> <ul style="list-style-type: none"> <li>Code of Conduct and Ethics Policy</li> <li>AML &amp; CFT framework</li> <li>Whistleblowing mechanism</li> <li>Dividend Distribution Policy aligned with regulatory guidelines</li> </ul> <p><b>C. Oversight &amp; Control</b></p> <ul style="list-style-type: none"> <li>Independent Internal Audit Division</li> <li>Regular Board performance evaluation</li> <li>Compliance monitoring system</li> <li>Structured regulatory reporting</li> </ul>

Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
						<b>D. ESG &amp; Sustainability Oversight</b> <ul style="list-style-type: none"> <li>ESG risk integrated into lending decisions</li> <li>Sustainable Finance reporting to Bangladesh Bank</li> <li>Periodic review of climate and ESG risk exposure</li> </ul>
 <p><b>Sustainable &amp; Green Finance</b></p>    	<ul style="list-style-type: none"> <li>Regulators</li> <li>Borrowers</li> <li>Development partners</li> <li>Investors</li> </ul>	<ul style="list-style-type: none"> <li>Loan portfolio</li> <li>Renewable energy &amp; green industries</li> <li>National climate goals</li> <li>Community resilience</li> </ul>	Financing renewable energy, energy efficiency, green SMEs	<p><b>Short:</b> Expanded green loan portfolio</p> <p><b>Medium:</b> Differentiated products, higher interest margins on sustainable loans</p> <p><b>Long:</b> Leadership in climate-friendly banking, alignment with global ESG trends</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Increase green finance portfolio</li> <li>Align lending with low-carbon transition</li> <li>Develop climate-smart financial products</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Greenwashing risk</li> <li>Technology risk in renewable sector</li> <li>Policy/regulatory changes</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>New revenue streams</li> <li>Access to concessional funds</li> <li>ESG investor attraction</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated sustainable finance targets</li> <li>Climate risk assessment integration</li> <li>Periodic green portfolio reporting</li> </ul>

Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Climate Risk &amp; Carbon Reduction</b></p>  	<ul style="list-style-type: none"> <li>Regulators,</li> <li>Climate-focused investors</li> <li>Customers,</li> <li>Employees.</li> </ul>	<ul style="list-style-type: none"> <li>Credit exposure to climate-sensitive sectors</li> <li>Operational carbon footprint</li> <li>Long-term asset resilience</li> </ul>	Incorporating climate risk in credit approval and treasury investments	<p><b>Short:</b> Reduced exposure to high-carbon projects</p> <p><b>Medium:</b> Portfolio resilience against climate risks</p> <p><b>Long:</b> Contribution to national net-zero targets, long-term portfolio stability</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Integrate climate risk in credit appraisal</li> <li>Reduce internal carbon footprint</li> <li>Conduct climate stress testing</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Physical risks (floods, cyclones)</li> <li>Transition risks (carbon regulation)</li> <li>Stranded assets</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Portfolio resilience</li> <li>Cost savings from energy efficiency</li> <li>Market leadership in climate banking</li> </ul>	<ul style="list-style-type: none"> <li>Climate risk policy development</li> <li>Renewable energy financing</li> <li>Digitalization to reduce paper use</li> <li>Energy efficiency initiatives</li> </ul>
 <p><b>ESRM (Environmental &amp; Social Risk Management)</b></p>   	<ul style="list-style-type: none"> <li>Regulators</li> <li>Shareholders,</li> <li>Investors,</li> <li>Borrowers,</li> <li>Local communities</li> <li>Employees.</li> </ul>	<p><b>Internal:</b> Credit appraisal, Risk Management, Sustainable Finance Unit</p> <p><b>External:</b> Borrowers (corporate/SME/project), affected communities, regulators</p>	Screening borrowers for environmental/social risk ensures safe lending	<p><b>Short:</b> Reduced loan default due to ESG risks</p> <p><b>Medium:</b> Better reputation for responsible lending</p> <p><b>Long:</b> Sustainable asset quality, long-term profitability</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Integrate environmental &amp; social screening into lending decisions</li> <li>Reduce exposure to high-risk sectors</li> <li>Strengthen sustainable portfolio growth</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Borrower non-compliance with environmental laws</li> <li>Climate-related credit risk</li> <li>Reputational exposure</li> <li>Regulatory penalties</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Improved asset quality</li> <li>Reduced environmental default risk</li> <li>Access to green/concessional funding</li> <li>Enhanced ESG reputation</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of Bangladesh Bank ESRM Guidelines</li> <li>Environmental &amp; Social Due Diligence (ESDD) for applicable loans</li> <li>Risk categorization (Low/Medium/High)</li> <li>Conditional lending &amp; compliance monitoring</li> <li>Regular reporting to Risk Management Committee</li> </ul>

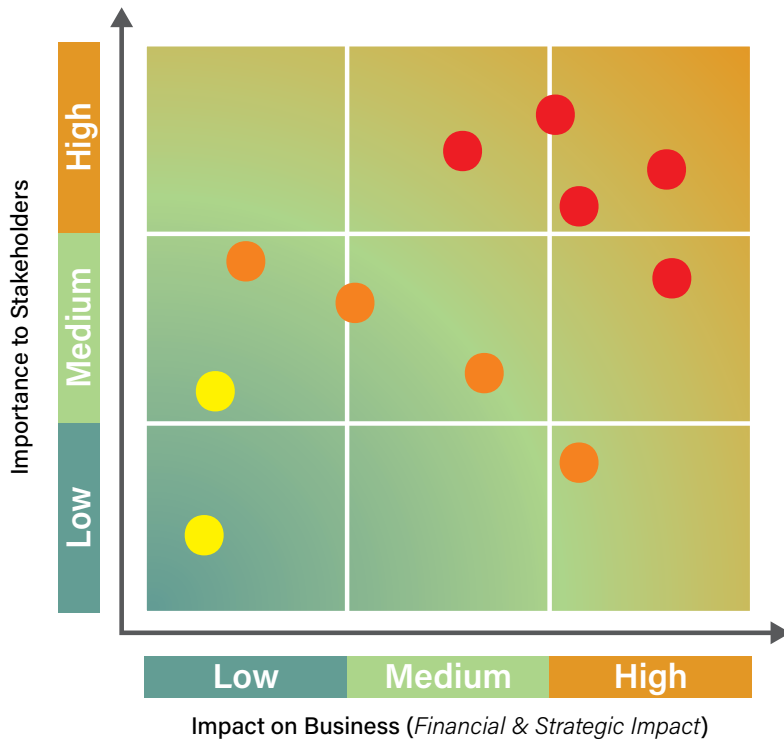
Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Financial Inclusion &amp; SME Financing</b></p>    	<ul style="list-style-type: none"> <li>SME clients</li> <li>Rural population</li> <li>Development agencies</li> <li>Regulators.</li> </ul>	<ul style="list-style-type: none"> <li>Rural communities</li> <li>SME sector</li> <li>Women entrepreneurs</li> <li>National economic growth</li> </ul>	Expanding banking access to underserved and rural communities	<p><b>Short:</b> Growth of deposit base, new customers</p> <p><b>Medium:</b> SME portfolio expansion, loan income growth</p> <p><b>Long:</b> Inclusive growth supports national economy, reduces concentration risk</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Expand agent banking network</li> <li>Increase SME &amp; women-led financing</li> <li>Enhance rural penetration</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Higher credit risk in SME segment</li> <li>Financial literacy gaps</li> <li>Operational cost pressures</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Deposit base expansion</li> <li>Diversified loan portfolio</li> <li>Market expansion</li> </ul>	<ul style="list-style-type: none"> <li>Agent banking expansion</li> <li>SME-focused products</li> <li>Women entrepreneur financing schemes</li> <li>Credit risk monitoring</li> </ul>
 <p><b>Women Entrepreneur Financing</b></p>   	<ul style="list-style-type: none"> <li>Women</li> <li>Entrepreneus</li> <li>SME clients</li> <li>Regulators</li> <li>Shareholders</li> <li>Development partners</li> <li>Employees.</li> </ul>	<p><b>Internal:</b> SME Banking Division, Retail Banking, Credit Risk, Sustainable Finance</p> <p><b>External:</b> Women-led SMEs, rural entrepreneurs, employees, local communities</p>	Targeted lending to women-led businesses	<p><b>Short:</b> New customer acquisition, niche market growth</p> <p><b>Medium:</b> Loan portfolio diversification</p> <p><b>Long:</b> Strong brand recognition as inclusive bank, supports gender equality</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Expand credit access for women-led enterprises</li> <li>Support inclusive economic growth</li> <li>Diversify SME loan portfolio</li> <li>Enhance rural and agent banking penetration</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Higher credit risk in micro/early-stage enterprises</li> <li>Limited financial literacy among borrowers</li> <li>Operational and monitoring challenges</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Growth in SME loan portfolio</li> <li>New customer acquisition and deposit mobilization</li> <li>Access to refinance schemes and concessional funds</li> <li>Strong brand positioning as an inclusive bank</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated women entrepreneur loan schemes</li> <li>Preferential pricing and simplified documentation</li> <li>Utilization of Bangladesh Bank refinance facilities</li> <li>Financial literacy and advisory support</li> <li>Regular monitoring of SME portfolio quality</li> </ul>

Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Digital Banking &amp; Innovation</b></p>   	<ul style="list-style-type: none"> <li>Customers</li> <li>Fintech partners</li> <li>Regulators</li> <li>Employees.</li> </ul>	<ul style="list-style-type: none"> <li>Retail banking customers</li> <li>Operational efficiency</li> <li>Environmental footprint (paper reduction)</li> </ul>	Mobile banking, internet banking, digital payments	<p><b>Short:</b> Cost-efficient operations, improved customer experience</p> <p><b>Medium:</b> Increased transaction volume and revenue</p> <p><b>Long:</b> Sustainable competitive advantage, reduced operational carbon footprint</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Increase digital transaction ratio</li> <li>Improve cybersecurity resilience</li> <li>Enhance customer experience</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Cybersecurity threats</li> <li>Data privacy risk</li> <li>Technology obsolescence</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Cost efficiency</li> <li>New digital revenue channels</li> <li>Competitive advantage</li> </ul>	<ul style="list-style-type: none"> <li>IT governance framework</li> <li>Cybersecurity infrastructure</li> <li>Mobile/internet banking enhancement</li> <li>Digital transformation roadmap</li> </ul>
 <p><b>Human Capital Development</b></p>   	<ul style="list-style-type: none"> <li>Employees</li> <li>Management, Board of Directors</li> <li>Customers</li> <li>Shareholders</li> <li>Regulators.</li> </ul>	<p><b>Internal:</b> All employees, management, Board oversight</p> <p><b>External:</b> Customers (service quality), shareholders (productivity), regulators (fit &amp; proper compliance)</p>	Training, leadership, employee retention	<p><b>Short:</b> Improved employee productivity</p> <p><b>Medium:</b> Enhanced operational efficiency and talent retention</p> <p><b>Long:</b> Strong leadership pipeline, business continuity, innovation culture</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Strengthen technical and risk management competencies</li> <li>Develop leadership and succession pipeline</li> <li>Improve employee engagement and retention</li> <li>Promote diversity and inclusive workplace practices</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Skill gaps in digital banking and ESG integration</li> <li>High employee turnover</li> <li>Low engagement affecting performance</li> <li>Compliance risk from inadequate training</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Higher productivity and service quality</li> <li>Improved credit appraisal and risk mitigation</li> <li>Strong leadership continuity</li> <li>Enhanced employer brand and talent attraction</li> </ul>	<ul style="list-style-type: none"> <li>Structured annual training programs (credit, compliance, digital banking)</li> <li>Leadership development and succession planning initiatives</li> <li>Performance appraisal and KPI-based evaluation system</li> <li>Diversity and equal opportunity policies</li> <li>Regular employee engagement initiatives</li> </ul>

Material Topic	Interested Stakeholders	Impact Boundary	Business Relationship	Short-Medium-Long Term Business Impact	Strategic Objectives & Associated Risk and Opportunities	Jamuna Bank Responses
 <p><b>Community Investment &amp; CSR</b></p>   	<ul style="list-style-type: none"> <li>Local</li> <li>Communities</li> <li>NGOs</li> <li>Regulators</li> <li>Shareholders</li> <li>Employees,</li> <li>Development partners</li> </ul>	<p><b>Internal:</b> CSR &amp; Sustainable Finance teams, management oversight</p> <p><b>External:</b> Local communities, schools, hospitals, disaster-affected areas, NGOs, government development programs</p>	Supporting health, education, disaster relief	<p><b>Short:</b> Positive community relations</p> <p><b>Medium:</b> Brand loyalty, social license to operate</p> <p><b>Long:</b> Long-term societal impact, indirect business growth through enhanced reputation</p>	<p><b>Strategic Objectives</b></p> <ul style="list-style-type: none"> <li>Promote health, education, and disaster relief programs</li> <li>Support social and economic development in underserved areas</li> <li>Enhance corporate reputation and stakeholder trust</li> </ul> <p><b>Associated Risks</b></p> <ul style="list-style-type: none"> <li>Misalignment with community needs</li> <li>Reputational risk if programs are poorly executed</li> <li>Inefficient allocation of CSR resources</li> </ul> <p><b>Associated Opportunities</b></p> <ul style="list-style-type: none"> <li>Strengthened social license to operate</li> <li>Positive brand recognition and customer loyalty</li> <li>Contribution to national development goals</li> <li>Employee engagement and volunteering opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Strategic CSR initiatives aligned with national development priorities</li> <li>Scholarships, healthcare support, and disaster relief programs</li> <li>Partnerships with NGOs and government agencies</li> <li>Regular monitoring and reporting of CSR outcomes</li> </ul>

# Materiality Matrix

Jamuna Bank PLC | Financial Year 2024



## HIGH PRIORITY

- Financial Stability & Capital Adequacy
- Risk Management & Compliance
- Corporate Governance & Ethical Banking
- Climate Risk & Carbon Reduction
- ESRM

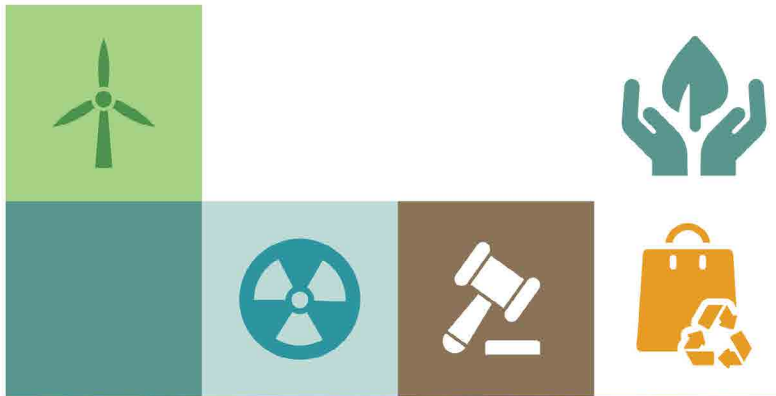
## STRATEGIC PRIORITY

- Sustainable & Green Finance
- Digital Banking & Innovation
- Financial Inclusion & SME Financing
- Human Capital Development

## FOCUSED DEVELOPMENT

- Women Entrepreneur Financing
- Community Investment & CSR

OUR DEDICATION  
TO SUSTAINABLE  
**PROSPERITY**

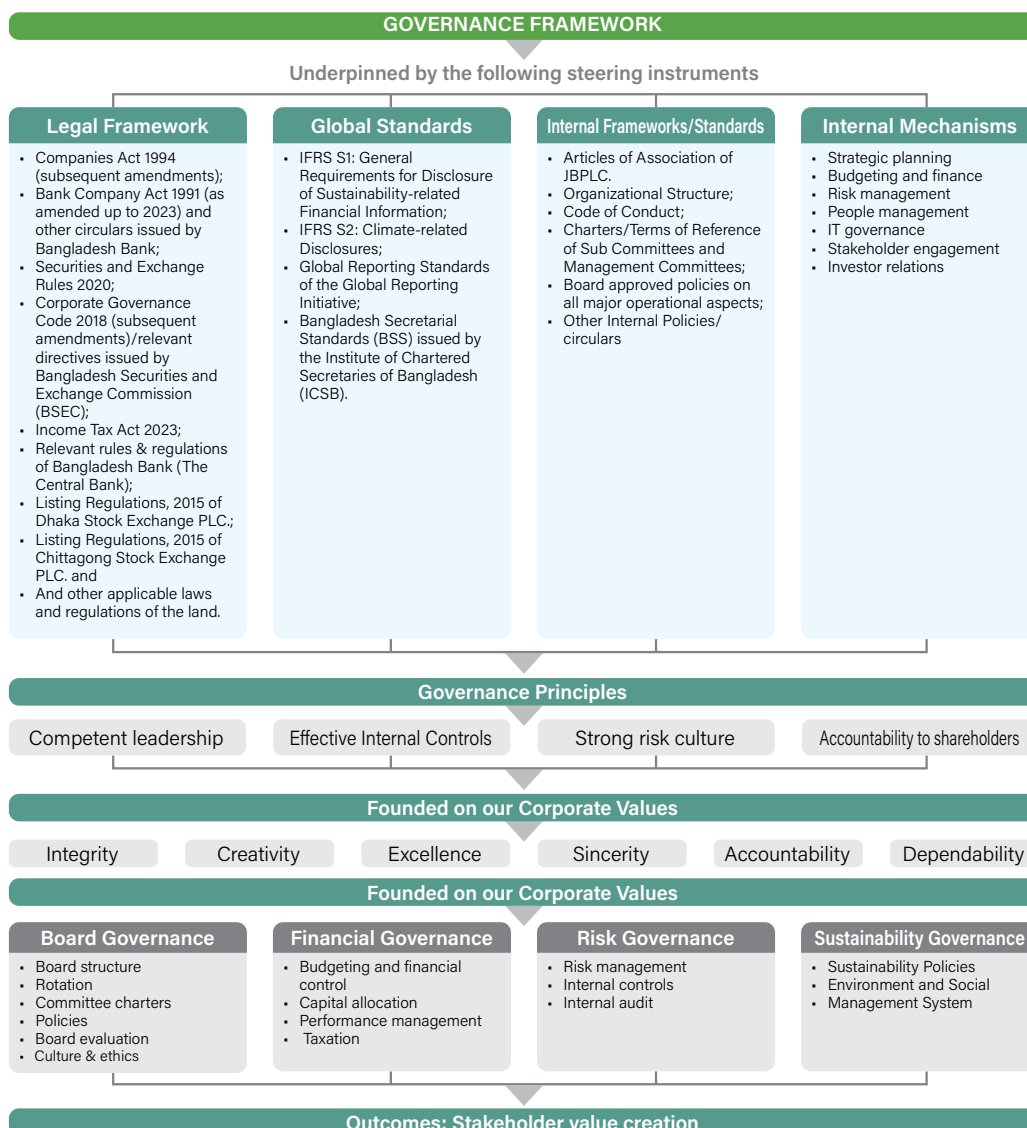


# GOVERNANCE FRAMEWORK AND ETHICAL LEADERSHIP

At Jamuna Bank PLC, strong governance and ethical conduct form the foundation of sustainable value creation. The Bank recognizes that long-term financial performance is inseparable from transparency, accountability, and responsible decision-making. Accordingly, it has established a governance architecture that aligns regulatory compliance, risk oversight, and stakeholder trust with its sustainability objectives.

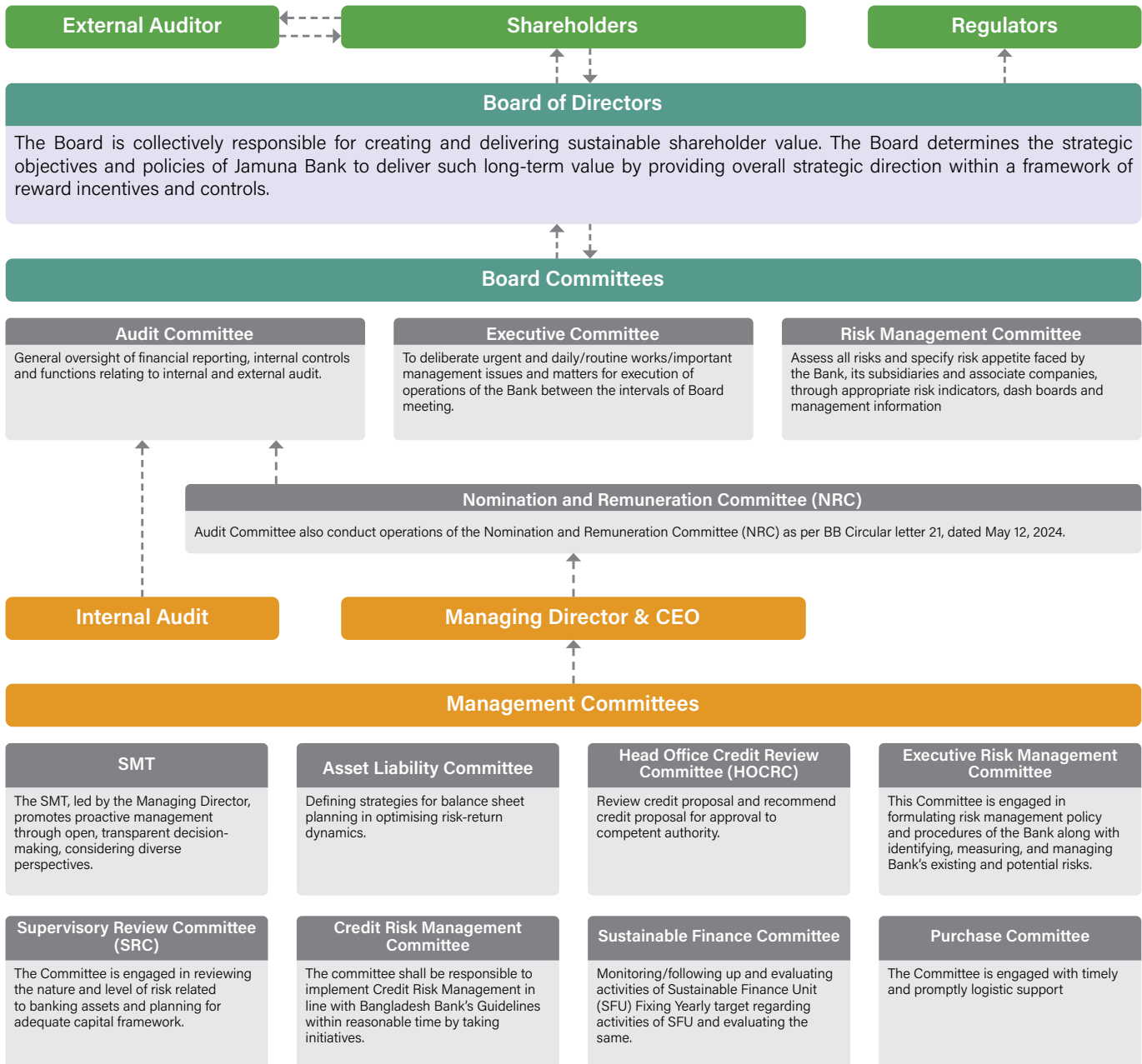
Our Corporate governance framework is rigorously aligned with its well-articulated vision, mission, goals and objectives. The Bank's Board of Directors are responsible for proper governance, which includes setting out the Company's strategic aims, providing the necessary leadership to implement such aims, supervising the management of the business and reporting to shareholders on their stewardship. The Board is collectively accountable to the Company's shareholders for good governance to facilitate efficient and effective management towards delivering long-term shareholder value within appropriately established risk parameters.

Being a 3rd generation Bank of Bangladesh, Jamuna Bank PLC. is guided in its corporate governance practices mainly by two regulatory bodies: Bangladesh Bank and Bangladesh Securities and Exchange Commission (BSEC). However, the Bank's Corporate Governance philosophy encompasses not only regulator and legal requirements but also various internal rules, policies, procedures and practices based on the best practices of local banks. At JAMUNA BANK we attach a simple meaning to 'Corporate Governance' which is 'Due diligence' in observing responsibilities by the Board as well as by the management to safeguard interest of key stakeholders i.e. depositors, shareholders, employees and the society at large.



# GOVERNANCE STRUCTURE OF THE BANK

Jamuna Bank governance structures are designed to ensure an appropriate balance of authority and decision-making power, driving accountability, transparency, and integrity across the organisation. The Board of Directors serve as the custodian of the Bank's corporate governance and is empowered to delegate authority and responsibilities pertaining to specific functions to any committee or committees as it thinks fit. The Group's governance structure is set out below:



## POLICY FRAMEWORK AND COMPLIANCE CULTURE

Jamuna Bank PLC operates within a structured policy architecture designed to institutionalize integrity, regulatory compliance, and responsible banking conduct. Core governance instruments include:

- A comprehensive Code of Conduct and Ethics applicable to Directors, employees, and relevant stakeholders;
- A robust Anti-Money Laundering and Counter-Terrorist Financing (AML & CFT) Framework;
- A confidential Whistleblowing Mechanism with protection against retaliation;
- A Dividend Distribution Policy aligned with regulatory directives.

The Bank maintains zero tolerance toward fraud, corruption, and unethical practices. Regular training, circulars, and awareness initiatives reinforce compliance culture and ensure that regulatory adherence is embedded into daily operations rather than treated as a periodic requirement.

## INTERNAL CONTROL AND INDEPENDENT OVERSIGHT

The Internal Control & Compliance Division (ICCD) functions as an independent assurance unit with reporting lines that safeguard objectivity. Its mandate covers risk-based branch inspections, thematic reviews, and continuous transaction monitoring to assess compliance with internal policies, prudential norms, and banking regulations.

Audit coverage spans operational processes, credit administration, AML controls, IT security, and environmental & social risk compliance. Observations are formally documented with corrective action plans, timelines, and designated accountability to ensure remediation.

ICCD reports directly to the Board Audit Committee, strengthening governance independence and minimizing the risk of information suppression. External auditors complement internal assurance by validating financial statements and reviewing internal control effectiveness, thereby reinforcing transparency and credibility among regulators, investors, and depositors.

Technology-enabled supervision further enhances oversight. Automated monitoring tools and compliance dashboards flag unusual transactions, limit breaches, overdue documentation, environmental risk alerts, and operational anomalies in near real time—facilitating early intervention before material impact occurs. Together, layered controls create a preventive risk management environment.

## ETHICAL LEADERSHIP AND GOVERNANCE

Ethical leadership is operationalized through clear expectations from the Board and Senior Management. Integrity, impartiality, and transparency are positioned as performance standards, not symbolic commitments.

Conduct-based performance indicators are integrated into appraisal and promotion frameworks. Managers are assessed not only on financial outcomes but also on adherence to policy, avoidance of conflicts of interest, customer protection standards, and prudent risk-taking. This alignment discourages aggressive disbursement practices or undue influence in credit decisions.

Employees are guided to maintain fairness and diligence in customer dealings, loan appraisal, and recovery processes. Credit assessments incorporate proper documentation, prudential judgment, and environmental and social risk considerations. Responsible financing and community impact remain integral elements of leadership accountability.

## SUSTAINABILITY INTEGRATION IN GOVERNANCE

Environmental and Social Risk (ESR) screening is embedded within the credit appraisal workflow. Loan proposals are evaluated for pollution exposure, labor standards, occupational safety, and community impact. Higher-risk sectors are subject to enhanced due diligence and may require mitigation plans or compliance certifications prior to approval.

Inclusive finance initiatives—particularly SME, agricultural, and underserved segment financing—expand access to formal banking channels while supporting economic participation. Transparent disclosures and sustainability reporting enhance stakeholder confidence and regulatory trust.

Governance oversight and sustainability strategy are interconnected: responsible lending improves portfolio quality and reduces reputational risk, while inclusive initiatives strengthen long-term growth and resilience.

# BOARD-LEVEL OVERSIGHT OF SUSTAINABILITY AND CLIMATE RISK

## 1.1 Ultimate Responsibility of the Board

The Board of Directors bears ultimate accountability for oversight of climate-related and broader sustainability-related risks and opportunities. At Jamuna Bank, the Board of Directors plays a pivotal role in shaping the bank's strategic direction, particularly in integrating environmental, social, and governance (ESG) factors into the bank's decision-making processes. This responsibility is aligned with the Board's fiduciary duties relating to:

- Long-term financial resilience
- Protection of stakeholder interests
- Regulatory compliance
- Strategic direction and capital stewardship

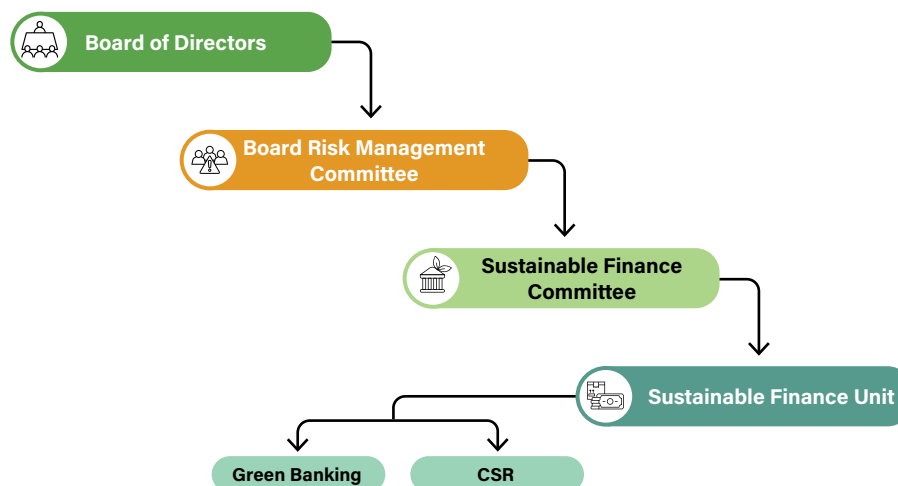
The Board ensures that sustainability goals are closely aligned with the bank's long-term objectives and that sufficient resources are allocated to support sustainability initiatives across the organization. In addition to guiding the overall sustainability strategy, the Board oversees the transparent disclosure of ESG-related information to stakeholders, ensuring accountability and openness.

The Board also evaluates the bank's performance in meeting its sustainability targets, helping to steer the organization toward continuous improvement in this area. By setting the tone for sustainable practices across all levels of the organization, the Board contributes to the creation of long-term value, taking into consideration the environmental and social impacts of the bank's operations.

## 1.2 Delegated Oversight through Board Committees

### Role of Board Risk Management Committee

Furthermore, the Board Risk Management Committee (BRMC) plays an integral role in the governance structure. It reviews key policies related to strategic planning and sustainability, monitors the implementation of initiatives under the Sustainable Finance Unit (SFU), and recommends best practices for improving the bank's sustainability strategies, processes, and goals. This collaborative approach ensures that sustainability is deeply embedded in the bank's operations and decisionmaking.



The BRMC also oversees:

- Climate-related credit, market, liquidity, operational, and reputational risks
- Environmental & Social Risk Management (ESRM) implementation
- Risk appetite alignment with climate exposure limits
- Scenario analysis and stress testing results

The BRMC ensures climate risk is embedded within the institution's risk taxonomy and risk reporting dashboards.

### Nomination & Remuneration Committee (NRC) [for the banking companies Audit Committee]:

The NRC/Audit Committee is responsible for:

- Ensuring adequate Board-level sustainability competence

- Integrating sustainability performance into executive compensation
- Overseeing succession planning considering ESG leadership capability
- Integrity of sustainability disclosures
- Internal control over sustainability data
- Assurance and audit of climate-related reporting

This multi-committee structure ensures layered governance rather than isolated oversight.

During the reporting period, sustainability-related reports/guidelines submitted for review and approval were:

- Board Level: 4
- Risk Management Committee: 3

## 1.3 SENIOR MANAGEMENT RESPONSIBILITY AND INSTITUTIONAL STRUCTURE

A dedicated Sustainable Finance Unit (SFU) has been established to mainstream sustainability into day-to-day operations. The Unit operates under structured governance through the Sustainable Finance Committee (SFC).

### Sustainable Finance Committee (SFC)

Chaired by the Additional Managing Director, the Committee includes senior executives from credit, risk, finance, operations, HR, ICT, treasury, AML/CFT prevention, and other functional divisions. The Head of SFU acts as Member Secretary.

S/N	Particular of Member	Status
1	Additional Managing Director	Chairman
2	Deputy Managing Director	Member
3	Head of Credit Risk Management Division	Member
4	Head of Credit Administration Division	Member
5	Head of Monitoring Division	Member
6	Head of Corporate Banking Division	Member
7	Head of Retail Banking Division	Member
8	Head of International Division	Member
9	Head of Risk Management Division	Member
10	Head of Human Resources Division	Member
11	Chief Financial Officer	Member
12	Head of Finance & Accounts Division	Member
13	Head of Internal Control & Compliance Division	Member
14	Head of Card Division	Member
15	Head of General & Common Services Division	Member
16	Head of Banking Operations Division	Member
17	Head of Marketing & Development Division	Member
18	Head of Information & Communication Technology Division	Member
19	Head of Treasury Division	Member
20	Head of Money Laundering & Terrorist Financing Prevention Division	Member
21	Head of Public Relations & Brand Communication Division	Member
22	Head of SFU	Member Secretary

Key Responsibilities of SFC:

- Strategic planning, implementation, and evaluation of sustainable finance initiatives;
- Oversight of annual budgeting and compliance with circulars issued by Bangladesh Bank;
- Ensuring inter-divisional coordination and communication on sustainability matters.

## Sustainable Finance Unit (SFU) – Operational Mandate

As per Bangladesh Bank's directive, Jamuna Bank has established a Sustainable Finance Committee (SFC), led by the Additional Managing Director of the Bank to oversee the Sustainable Finance Unit (SFU), which reports to the Board Risk Management Committee (BRMC). This structure ensures strong governance and accountability for sustainability and ESG activities.

The SFC directs the SFU on strategic planning, implementation, and evaluation of sustainability initiatives, advising on setting and achieving targets while integrating sustainability across the organization. The committee includes senior leaders from various departments, ensuring a comprehensive approach to sustainability.

The SFC members possess diverse academic backgrounds and expertise in sustainability and are actively engaged in relevant certification programmes. Jamuna Bank also provides ongoing training and develops resources to enhance employees' accessibility to sustainability-related information.

### Sustainable Financing Unit (SFU)

S/N	Name	Designation	Status in Unit
1	Mr. Md. Prashanta Samir	SVP, Head of Credit Risk Management Division (C.C.)	Unit Head
2	Mr. Mofizul Haque	SAVP	Member
3	Md. Obaidur Rahman	SAVP	Member
4	Mr. Md. Basir Uddin	SAVP	Focal Point Official
5	Ms. Laila Nur Akter	SAVP	Member
6	Mr. Mohammed Matiur Rahman Patwary	AVP	Member
7	Mr. Mosaddak Al-Masum	AVP	Member
8	Mr. Md. Warisur Rahman	AVP	Member
9	Mr. Md. Abu Bakkar Siddique	AVP	Member
10	Mr. Mohammad Syful Islam	AVP	Fall back person of Focal Point Official
11	Mr. Monsur Ahmed	FAVP	Member
12	Mr. Layes Mia	SEO	Member
13	Mr. Md. Mahfuzur Rahman Biswas	Officer	Member
14	Mr. Md. Zahangir Alam	FO	Member
15	Mr. Md. Saidus Salehin	FO	Member

The SFU is responsible for policy formulation, review, and execution relating to:

- Green Banking and Green Office Guidelines
- Corporate Social Responsibility (CSR)
- Environmental & Social Risk Management (ESRM)
- Green Strategic Planning
- Gender Parity initiatives

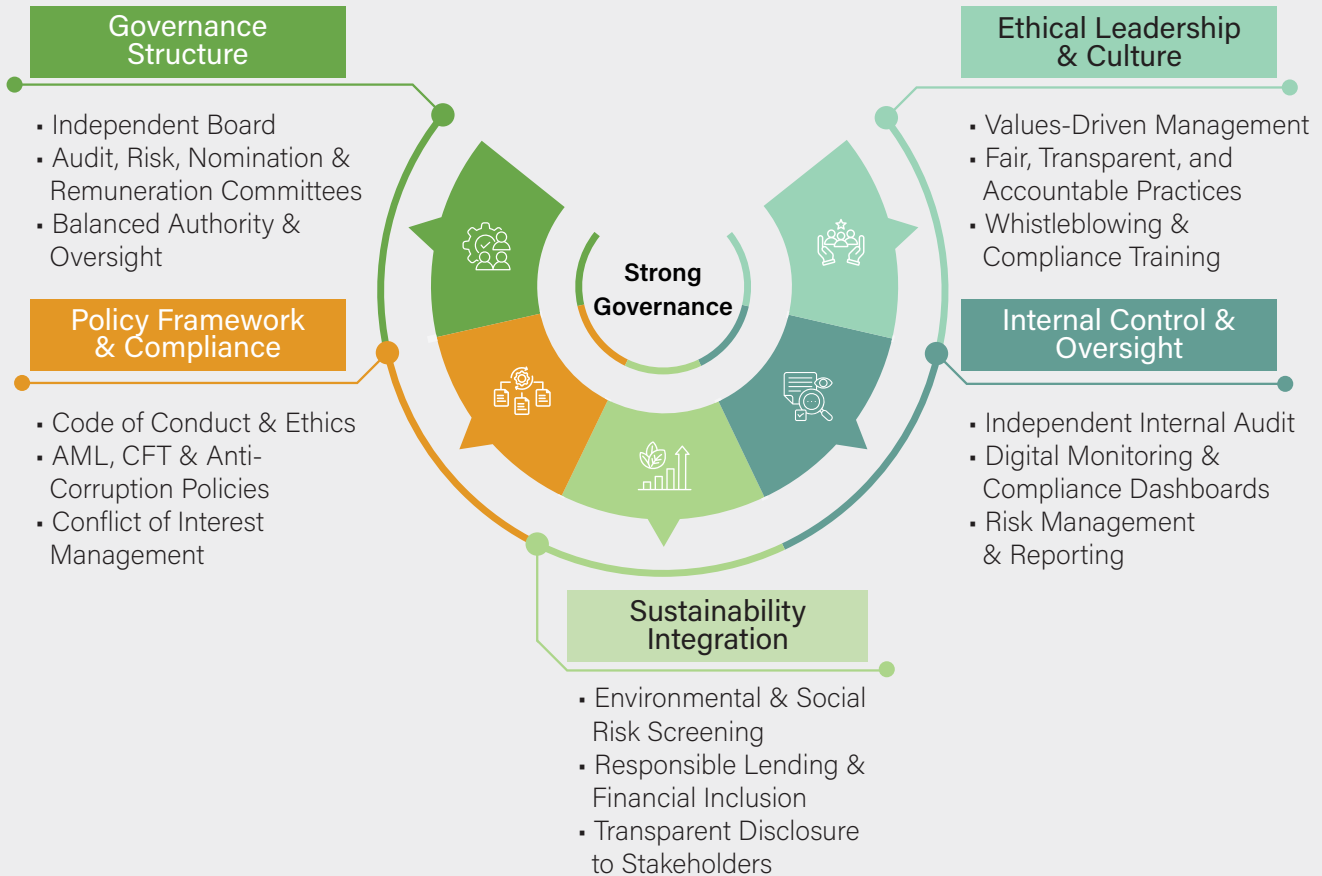
Additional strategic functions include:

- Annual Carbon Footprint Measurement
- Climate Risk Fund formation and management
- Green marketing initiatives
- Implementation of regulatory directives aligned with the United Nations Sustainable Development Goals (SDGs), as required by Bangladesh Bank

Through this integrated governance, oversight, and operational framework, **Jamuna Bank PLC** ensures that compliance, ethical conduct, risk management, and sustainability objectives function cohesively to support long-term institutional resilience and stakeholder trust.

# Governance Framework and Ethical Leadership

At Jamuna Bank PLC, strong governance and ethical conduct are fundamental to sustainable value creation, ensuring transparency, accountability, and responsible decision-making.



Through disciplined governance and principled leadership, Jamuna Bank empowers sustainable banking practices and responsible growth.

DRIVING RESPONSIBLE  
AND INCLUSIVE

# PROSPERITY



# CONCENTRATION OF INDUSTRIAL DEVELOPMENT BY JAMUNA BANK

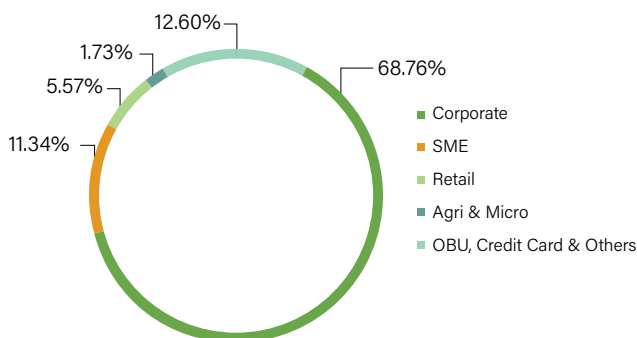
The lending portfolio of Jamuna Bank PLC reflects a deliberate strategy to channel capital toward sectors that drive national production capacity, employment generation, and trade expansion. Corporate financing constitutes the dominant share of the loan book — BDT 129,943.11 million (68.76%) — demonstrating the Bank’s role as a primary financier of large-scale industries and infrastructure-related activities. SME financing accounts for 11.34%, supporting small and medium enterprises that act as supply-chain feeders to major industries, while retail (5.57%) and agricultural & microfinance exposure (1.73%) ensure broader economic participation. Offshore banking, credit cards, and other facilities contribute 12.60%, indicating diversification of income sources and foreign-currency related operations. Together, the portfolio composition shows a development-oriented credit allocation model where large industry growth is complemented by entrepreneurial and consumer-level financial access.

supporting sectors such as cement (0.74%) and power & gas (0.55%) facilitate industrial capacity expansion. Additional manufacturing exposure categorized as “other manufacturing” (14.27%) broadens industrial diversification across multiple sub-sectors.

Trade & commerce accounts for the single largest concentration at 35.87%, indicating the Bank’s strong involvement in working-capital financing, import-export facilitation, and distribution networks that connect production to markets. Services industries (14.55%) and construction (5.60%) complement manufacturing by supporting urbanization, logistics, and business operations, while consumer financing (4.83%) stimulates demand-side economic activity. Lending to financial institutions (4.67%) enhances liquidity within the financial ecosystem, indirectly supporting broader credit flow across the economy.

Customer Segment	Outstanding amount in million BDT	Percentage of composition
Corporate	129,943.11	68.76%
SME	21,432.74	11.34%
Retail	10,528.97	5.57%
Agri & Micro	3,272.88	1.73%
OBU, Credit Card & Others	23,812.32	12.60%
<b>Total</b>	<b>188,990.02</b>	<b>100.00%</b>

Segmentwise Asset Composition



The sectoral concentration further highlights the Bank’s contribution to industrialization. Manufacturing-related exposure — including textile, readymade garments (RMG), pharmaceuticals, chemicals, cement, food processing, shipbuilding, ship-breaking, and power & gas — represents a substantial portion of financed assets. Textile (5.95%) and RMG (6.61%) alone form a major productive cluster, reflecting their central role in export earnings and employment generation. Food & allied industries (3.04%) strengthen domestic supply chains, while infrastructure-

Overall, the asset distribution demonstrates a balanced but growth-oriented portfolio structure — combining industrial production, trade circulation, infrastructure support, and consumer demand. By allocating capital across interconnected economic sectors rather than concentrating on a single industry, the Bank helps stabilize industrial growth cycles, reduce sectoral risk exposure, and contribute to sustainable long-term economic development.

ক্র.সং	Industry/Area	As on 31.12.2024	
		Outstanding (Million BDT)	Composition of Total
1	Agriculture, Fishing and forestry	3,281.51	1.74%
2	Textile	11,252.68	5.95%
3	RMG	12,485.36	6.61%
4	Pharmaceutical	960.77	0.51%
5	Chemical	1,035.62	0.55%
6	Cement	1,407.87	0.74%
7	Food & Allied Industries	5,744.47	3.04%
8	Ship building Industries	94.02	0.05%
9	Ship Breaking Industries	468.16	0.25%
10	Power and Gas	1,040.93	0.55%
11	Other manufacturing	26,976.68	14.27%
12	Services Industries	27,496.59	14.55%
13	Trade & Commerce	67,795.73	35.87%
14	Construction	10,579.97	5.60%
15	Transport	412.57	0.22%
16	Consumer financing	9,123.70	4.83%

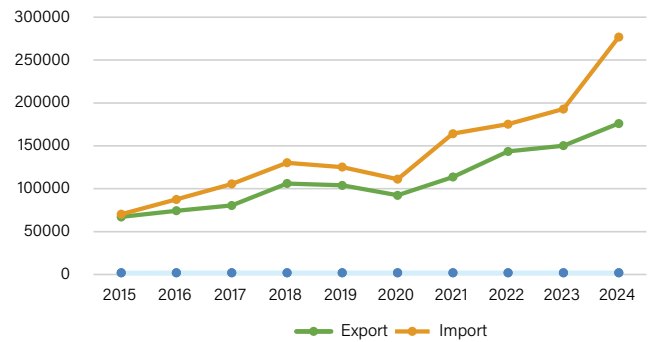
Sl.	Industry/Area	As on 31.12.2024	
		Outstanding (Million BDT)	Composition of Total
17	Loans to financial institutions	8,832.99	4.67%
18	Miscellaneous	0.39	0.00%
<b>Total</b>		<b>188,990.02</b>	<b>100.00%</b>

### Export-Import Business

Despite the recent unrest, our country has rebounded in their export sector. As exporters directly contribute to the foreign reserve of the country, Jamuna Bank PLC always take special care about the exporters. Our trade facilitation products enable customers to get financing facility easily and at an affordable rate. While most of the banks in our country affected by the volatility of foreign currency our bank has successfully overcome the challenge with the help of efficient treasury management as well as credit policy. The consistent growth in export and import of the bank plays the key role in the crisis situation. While total corporate loans slightly declined, the export posted a growth of 17.26% compare to previous year. Besides import growth was phenomenal, about 43.43%. Jamuna Bank managed the availability foreign currency very efficiently making foreign exchange transactions easy for all businesses.

Year	Export	Import
2015	67,080.80	70,296.40
2016	74,317.50	87,479.60
2017	80,459.30	105,609.10
2018	106,071.00	130,242.00
2019	103,951.30	125,264.80
2020	92,321.21	111,097.00
2021	113,629.70	164,103.70
2022	143,542.70	175,200.80
2023	150,129.70	192,956.90
2024	176,036.42	276,765.20

Export Import trend



# SCENARIO ANALYSIS ON SAMS ATTIRE LTD.



(Woven Garments Manufacturer | Export-Oriented | 2,200 Employees)



SAMS Attire Ltd. focuses on sustainable, compliant apparel manufacturing in Bangladesh holding certifications like GOTS, GRS, OCS, RCS, OEKO-TEX, and European Flax. Their initiatives prioritize worker welfare (health, safety, and employee ownership), social responsibility, and eco-friendly production. They operate as a compliant “family-like” organization for ethical sourcing

<p><b>Industry:</b> Woven garments manufacturing (export-oriented)</p> <p><b>Established:</b> 2004</p> <p><b>Banking Relationship:</b> Since 2009 (exclusive financial partner)</p> <p><b>Production Capacity:</b></p> <ul style="list-style-type: none"> <li>Initial: 200,000 pieces/month</li> <li>Current: 500,000+ pieces/month</li> </ul> <p><b>Export Performance:</b></p> <ul style="list-style-type: none"> <li>Initial: USD 6.44 million</li> <li>Current: USD 36.85 million annually</li> </ul> <p><b>Employees:</b> ~2,200</p> <p><b>Infrastructure:</b> Expanded from 37,000 sq. ft. to 168,441 sq. ft. (6-storied facility)</p> <p><b>Compliance Status:</b> Certified in safety, sustainability, green initiatives, and employee welfare</p>	<p><b>Key Risk Characteristics:</b></p> <ul style="list-style-type: none"> <li>Heavy export dependence</li> <li>Labor-intensive operations</li> <li>Energy and water-intensive production</li> <li>Buyer-driven ESG compliance pressure</li> </ul>
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## 1. IFRS S1 – Sustainability-Related Risk & Opportunity Analysis

Under IFRS S1, Sams Attire should disclose sustainability-related risks and opportunities that could impact financial performance.

### 1.1. Governance Assessment

<p><b>Current Strengths:</b></p> <ul style="list-style-type: none"> <li>Strong compliance culture</li> <li>Sustainable and safety certifications</li> <li>Structured operational growth</li> </ul>	<p><b>Disclosure Expectation:</b></p> <ul style="list-style-type: none"> <li>Board oversight of ESG risks</li> <li>Formal sustainability strategy</li> <li>Integration of ESG risks into enterprise risk management</li> </ul>
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## 1.2. Sustainability Risk Scenarios

### Scenario 1: Buyer ESG Requirement Escalation

**Assumption:** International buyers impose stricter carbon footprint and supply chain transparency requirements.

<b>Financial Impact:</b> <ul style="list-style-type: none"> <li>Increased CapEx (solar, water recycling, automation)</li> <li>Certification and audit costs</li> <li>Potential loss of orders if non-compliant</li> </ul>	<b>Opportunity:</b> <ul style="list-style-type: none"> <li>Access to premium global brands</li> <li>Improved export competitiveness</li> <li>Sustainability-linked financing eligibility</li> </ul>	<b>IFRS S1 Disclosure Focus:</b> <ul style="list-style-type: none"> <li>Risk identification process</li> <li>Estimated compliance cost</li> <li>Impact on revenue concentration</li> </ul>
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### Scenario 2: Labor & Social Compliance Disruption

**Assumption:** Regulatory non-compliance or labor unrest affecting 2,200 employees.

<b>Financial Impact:</b> <ul style="list-style-type: none"> <li>Production halt</li> <li>Export delay penalties</li> <li>Reputational risk</li> </ul>	<b>Mitigation Strategy:</b> <ul style="list-style-type: none"> <li>Enhanced HR governance</li> <li>Worker welfare monitoring systems</li> <li>Independent compliance audits</li> </ul>	<b>Material Impact:</b> <ul style="list-style-type: none"> <li>Short-term cash flow volatility and working capital pressure.</li> </ul>
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### Scenario 3: Supply Chain Disruption

**Assumption:** Global cotton price spike or geopolitical disruption.

<b>Financial Effect:</b> <ul style="list-style-type: none"> <li>Raw material cost increase</li> <li>Margin compression</li> <li>Export contract renegotiation</li> </ul>	<b>Strategic Response:</b> <ul style="list-style-type: none"> <li>Supplier diversification</li> <li>Inventory hedging</li> <li>Cost pass-through mechanism</li> </ul>
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## 2. IFRS S2 – Climate-Related Scenario Analysis

IFRS S2 requires disclosure of physical and transition climate risks.

### A. Physical Climate Risks

#### Scenario 4: Flooding or Extreme Rainfall

**Assumption:** Climate-induced flooding affects factory operations.

<b>Impact:</b> <ul style="list-style-type: none"> <li>Production downtime</li> <li>Inventory damage</li> <li>Supply chain disruption</li> </ul>	<b>Financial Exposure:</b> <ul style="list-style-type: none"> <li>Revenue loss (1–2 months disruption could materially impact annual export earnings)</li> <li>Repair and insurance cost</li> </ul>	<b>Mitigation:</b> <ul style="list-style-type: none"> <li>Elevated infrastructure</li> <li>Business continuity planning</li> <li>Adequate insurance coverage</li> </ul>
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#### Scenario 5: Heat Stress & Energy Demand Increase

**Assumption:** Rising temperature increases cooling demand and reduces labor productivity.

<b>Impact:</b> <ul style="list-style-type: none"> <li>Increased electricity consumption</li> <li>Higher operating expenses</li> <li>Efficiency decline</li> </ul>	<b>Sensitivity Estimate:</b> <ul style="list-style-type: none"> <li>5–10% rise in energy cost may reduce operating margin by 1–1.5%.</li> </ul>	<b>Strategic Response:</b> <ul style="list-style-type: none"> <li>Energy-efficient machinery</li> <li>Rooftop solar installation</li> <li>Smart energy management systems</li> </ul>
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### B. Transition Risks

#### Scenario 6: Carbon Border Adjustment Mechanism (CBAM)

**Assumption:** Major export markets impose carbon tariff on imported garments.

<b>Impact:</b> <ul style="list-style-type: none"> <li>Increased cost per unit</li> <li>Competitive disadvantage</li> </ul>	<b>Financial Consequence:</b> <ul style="list-style-type: none"> <li>Reduced net export margin unless carbon intensity reduced.</li> </ul>	<b>Response Strategy:</b> <ul style="list-style-type: none"> <li>Scope 1 &amp; 2 emission reduction</li> <li>Renewable energy transition</li> <li>Carbon accounting system implementation</li> </ul>
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### Scenario 7: Mandatory Climate Disclosure Regulation

**Assumption:** Bangladesh adopts ISSB-aligned reporting standards.

<p><b>Impact:</b></p> <ul style="list-style-type: none"> <li>Reporting system setup cost</li> <li>External assurance expense</li> </ul>	<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>Enhanced transparency</li> <li>Improved credit rating</li> <li>Lower cost of capital</li> </ul>
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### 3. Climate Pathway Analysis

#### 1.5°C Transition Scenario

Governments implement strict climate policies, carbon pricing, renewable energy adoption, and supply-chain decarbonization.

#### 3°C Physical Risk Scenario

Climate action is weak, resulting in higher global warming, which causes severe physical climate impacts such as floods, extreme heat, and supply disruptions.

Risk Category	Meaning for SAMS Attire Ltd. under 1.5°C	Meaning under 3°C Scenario
<b>Carbon Cost</b>	<b>High:</b> High carbon taxes and buyer carbon footprint requirements increase production cost.	<b>Moderate:</b> Carbon regulation is weaker, so carbon pricing pressure is lower.
<b>Flood Risk</b>	<b>Moderate:</b> Moderate climate risks but manageable with infrastructure adaptation.	<b>High:</b> Bangladesh faces higher flooding risk, potentially disrupting factory operations and logistics.
<b>Energy Cost</b>	<b>Increased:</b> Energy cost increases due to transition to renewable energy and energy efficiency investments.	<b>Volatile:</b> Energy supply becomes unstable due to climate impacts, causing price volatility.
<b>Supply Chain Risk</b>	<b>Medium:</b> As suppliers must comply with sustainability standards and traceability requirements.	<b>High:</b> Because climate events disrupt cotton production, transport, and logistics.
<b>Export Margin</b>	Profit margins gradually decline due to carbon tariffs, sustainability compliance cost, and green standards from buyers.	Sudden export disruption due to climate disasters, shipment delays, and production stoppage.

### 4. Recommended Metrics & Targets (IFRS S2 Alignment)

Sams Attire Ltd should monitor:

- Scope 1 & 2 GHG emissions
- Energy consumption per unit production
- Water usage per garment
- Waste recycling ratio
- Lost-time injury frequency rate
- Sustainability-related CapEx percentage

### 5. Implications for Jamuna Bank PLC (Lender Perspective)

<p><b>Credit Risk Considerations:</b></p> <ul style="list-style-type: none"> <li>Export concentration risk</li> <li>Climate vulnerability exposure</li> <li>ESG compliance sustainability</li> </ul>	<p><b>Opportunities for the Bank:</b></p> <ul style="list-style-type: none"> <li>Sustainability-linked working capital facility</li> <li>Green project financing</li> <li>Climate risk stress testing integration</li> <li>ESG-integrated borrower rating</li> </ul>
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### 6. Conclusion

Sams Attire Ltd demonstrates strong operational growth, export performance, and compliance culture. However, under IFRS S1 and IFRS S2:

- Export-driven business model exposes it to transition risks.
- Climate physical risks may disrupt production continuity.
- Energy cost volatility could affect profitability.
- Strengthened ESG governance will enhance resilience.

Proactive climate transition planning, emission management, and structured sustainability disclosure will safeguard enterprise value and strengthen long-term competitiveness in global apparel markets.

# SCENARIO ANALYSIS ON AKIJ BAKERS LIMITED.

Akij Bakers Limited (ABL), a concern of Akij Insaf Group, integrates ESG principles by focusing on sustainable manufacturing, utilizing modern technology at its Tongi facility to reduce waste. Their initiative includes developing healthy, high-quality products, ensuring employee well-being, and adopting responsible business practices in line with the broader Akij Group's focus on social profit, education, and humanitarian aid



<p><b>Business Profile</b></p> <ul style="list-style-type: none"> <li>Large-scale industrial bakery located in Gazipur (17-acre facility)</li> <li>Project cost: Tk. 1200 Crore</li> <li>ISO certified with HACCP, FSSC 22000, GMP compliance</li> <li>24-hour operational ETP (15 m<sup>3</sup>/hour capacity)</li> <li>Strong domestic market share within 4 years of operation</li> <li>Financed by Jamuna Bank PLC (working capital + capital machinery import)</li> </ul>	<p><b>Operational Characteristics</b></p> <ul style="list-style-type: none"> <li>Energy-intensive production (ovens, automated lines)</li> <li>Water-intensive processes</li> <li>High dependency on agricultural raw materials (flour, sugar, oil)</li> <li>Nationwide distribution logistics network</li> </ul>
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## 1. Scenario Analysis – Sustainability Risks (IFRS S1)

### Scenario 1: Food Safety Incident / Compliance Breach

**Assumption:** Failure in HACCP(Hazard Analysis and Critical Control Points) or GMP(Good Manufacturing Practices) control results in contamination and product recall.

Financial Impact	Balance Sheet Effect	Mitigation Strategy	Disclosure Requirement
<ul style="list-style-type: none"> <li>Immediate recall cost</li> <li>Destruction of inventory</li> <li>Temporary production halt</li> <li>Legal liabilities</li> <li>Brand damage leading to revenue decline</li> </ul>	<ul style="list-style-type: none"> <li>Provision for recall expense</li> <li>Working capital strain</li> </ul>	<ul style="list-style-type: none"> <li>Real-time digital quality monitoring</li> <li>Independent audit frequency increase</li> <li>Supply chain traceability enhancement</li> </ul>	<ul style="list-style-type: none"> <li>Governance of food safety risk</li> <li>Financial impact estimation</li> <li>Risk mitigation mechanisms</li> </ul>

### Scenario 2: Raw Material Supply Disruption

**Assumption:** Climate-related agricultural volatility reduces flour and sugar availability.

Financial Impact	Strategic Response	Disclosure Focus
<ul style="list-style-type: none"> <li>Increased raw material cost</li> <li>Margin compression</li> <li>Price volatility risk</li> </ul>	<ul style="list-style-type: none"> <li>Supplier diversification</li> <li>Long-term procurement contracts</li> <li>Inventory buffer optimization</li> </ul>	<ul style="list-style-type: none"> <li>Exposure to agricultural supply chain risk</li> <li>Sensitivity analysis on gross margin</li> </ul>

### Scenario 3: Waste & Environmental Non-Compliance

**Assumption:** ETP failure leads to environmental regulatory penalty.

Impact	Financial Risk	Disclosure
<ul style="list-style-type: none"> <li>Regulatory fine</li> <li>Operational suspension</li> <li>Reputational damage</li> </ul>	<ul style="list-style-type: none"> <li>Increased compliance CapEx</li> <li>Higher insurance premiums</li> </ul>	<ul style="list-style-type: none"> <li>Environmental compliance governance</li> <li>Capital allocation for pollution control</li> <li>Historical compliance performance</li> </ul>

## 4. IFRS S2 – Climate-Related Scenario Analysis

IFRS S2 requires climate-related risk disclosure across governance, strategy, risk management, and metrics & targets.

### A. Physical Climate Risk Scenarios

#### Scenario 4: Extreme Heat Events (Bangladesh Climate Pattern)

**Assumption:** Rising temperature increases cooling demand and affects worker productivity.

Financial Effects	Mitigation
<ul style="list-style-type: none"> <li>5–10% increase in electricity cost</li> <li>1–2% reduction in operating margin</li> <li>Equipment stress and maintenance cost rise</li> </ul>	<ul style="list-style-type: none"> <li>Energy-efficient cooling systems</li> <li>Solar rooftop installation</li> <li>Climate-resilient infrastructure design</li> </ul>

#### Scenario 5: Flood Risk in Gazipur Industrial Zone

**Assumption:** Severe flooding disrupts supply chain and factory operations.

Financial Impact	Risk Mitigation
<ul style="list-style-type: none"> <li>Inventory damage</li> <li>Production downtime</li> <li>Delayed distribution</li> </ul>	<ul style="list-style-type: none"> <li>Flood protection infrastructure</li> <li>Business Continuity Planning (BCP)</li> <li>Insurance coverage adequacy review</li> </ul>

### B. Transition Risk Scenarios

#### Scenario 6: Carbon Pricing / Energy Taxation

**Assumption:** Government imposes carbon levy on industrial fossil fuel consumption.

Financial Impact	Strategic Response	Disclosure Requirement
<ul style="list-style-type: none"> <li>Increased fuel cost for ovens and machinery</li> <li>Reduced EBITDA margin</li> </ul>	<ul style="list-style-type: none"> <li>Transition to cleaner energy</li> <li>Energy audit &amp; efficiency retrofitting</li> <li>Green financing from Jamuna Bank</li> </ul>	<ul style="list-style-type: none"> <li>Scope 1 &amp; 2 emissions</li> <li>Carbon intensity per ton of production</li> <li>Climate transition plan</li> </ul>

#### Scenario 7: Mandatory Climate Disclosure Regulation

**Assumption:** Bangladesh adopts mandatory sustainability reporting aligned with ISSB standards.

Impact	Opportunity
<ul style="list-style-type: none"> <li>Reporting system development cost</li> <li>External assurance cost</li> </ul>	<ul style="list-style-type: none"> <li>Improved transparency</li> <li>Enhanced access to sustainability-linked loans</li> <li>Lower cost of capital</li> </ul>

## 5. Climate Scenario Pathway Analysis (IFRS S2 Requirement)

### 1.5°C Transition Pathway

Global economies implement strong climate policies, carbon pricing, renewable energy adoption, and strict environmental regulations.

### 3°C High Physical Risk Pathway

Climate action is insufficient, global temperature rises significantly, resulting in frequent extreme weather events, flooding, and agricultural disruptions.

Risk Category	Meaning for Akij Bakers under 1.5°C	Meaning under 3°C Scenario
Energy Cost	High carbon pricing increases fuel and electricity cost for ovens and production lines.	Carbon regulation remains weaker but energy supply becomes unstable due to climate impacts.
Physical Damage	Moderate climate exposure with manageable operational disruption.	Higher probability of flood and heat damage affecting factories and logistics.
Compliance Cost	Increased investment in environmental compliance, energy efficiency, and reporting systems.	Compliance pressure is relatively lower but operational risks increase.
Supply Chain Risk	Moderate risk due to stricter sustainability standards imposed on suppliers.	High risk because climate change affects agricultural production such as wheat and sugar supply.
Overall Financial Impact	Gradual cost increase leading to margin pressure over time.	Sudden operational disruption causing potential revenue shocks.

## 6. Metrics & Targets (Recommended Disclosure)

Akij Bakers should monitor:

- Total GHG Emissions (Scope 1 & 2)
- Energy intensity per ton of production
- Water withdrawal & discharge volume
- ETP efficiency ratio
- Waste recycling rate
- Climate-related CapEx ratio
- Percentage renewable energy usage

## 7. Implications for Jamuna Bank PLC

As lender and strategic partner:

Credit Risk Consideration	Opportunities
<ul style="list-style-type: none"> <li>• Exposure to energy volatility</li> <li>• Supply chain climate sensitivity</li> <li>• Operational resilience</li> </ul>	<ul style="list-style-type: none"> <li>• Structure sustainability-linked working capital</li> <li>• Green financing for renewable installation</li> <li>• ESG-integrated credit rating</li> </ul>

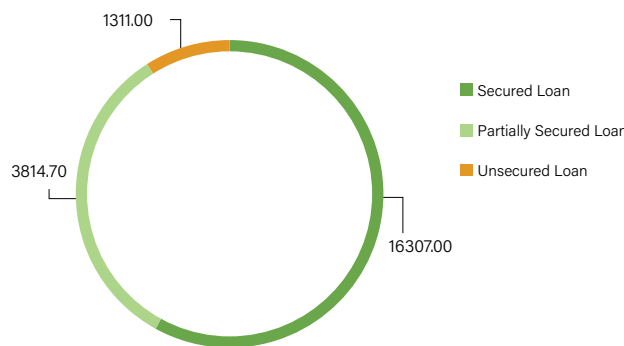
# CONTRIBUTION IN DEVELOPMENT FOR SME SECTOR

At Jamuna Bank PLC, the development of Small, and Medium Enterprises (SMEs) is recognized as a cornerstone for economic growth and sustainable employment generation in Bangladesh. SMEs play a pivotal role in promoting entrepreneurial initiative, stimulating private sector participation, and diversifying the industrial and commercial base of the economy. Their flexibility allows them to respond swiftly to market changes, innovate in product offerings, and tap into niche segments, thereby contributing not only to domestic economic activity but also to exports and trade development.

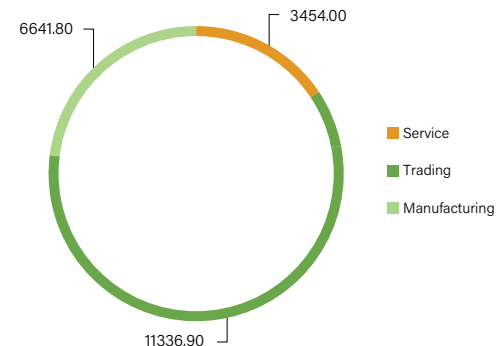
To support this critical sector, Jamuna Bank has designed a comprehensive SME financing framework that addresses the unique challenges faced by small and medium-sized businesses, including limited collateral, cash-flow constraints, and access to formal banking channels. The Bank offers a suite of tailored loan products, working capital facilities, trade financing solutions, and business advisory services, all structured to facilitate enterprise growth, operational stability, and market expansion. By doing so, the Bank helps entrepreneurs invest in technology, expand production capacity, and adopt sustainable business practices, thereby increasing their contribution to national GDP.

Beyond financial support, Jamuna Bank also emphasizes capacity building and financial literacy for SME owners, enabling them to manage their resources efficiently, understand risk management, and make informed business decisions. This holistic approach strengthens the resilience of the SME sector, encourages responsible borrowing, and fosters long-term sustainability. Through targeted financing, advisory support, and inclusive services, Jamuna Bank plays a strategic role in nurturing a dynamic SME ecosystem, generating employment opportunities, stimulating local economies, and driving inclusive economic growth across Bangladesh.

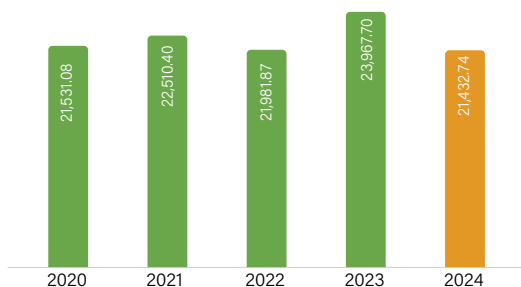
Security wise Portfolio Concentration (in million BDT)



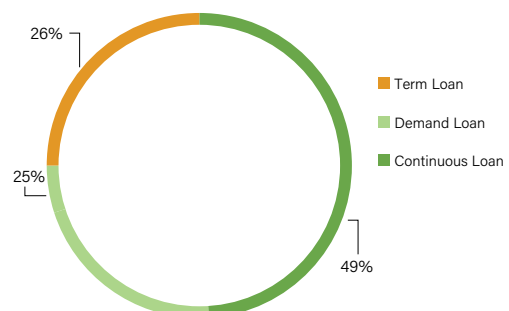
Sector wise Portfolio Concentration



Year wise CMSME Loan Portfolio (Loan OS in million BDT)



Loan Type wise Portfolio Concentration

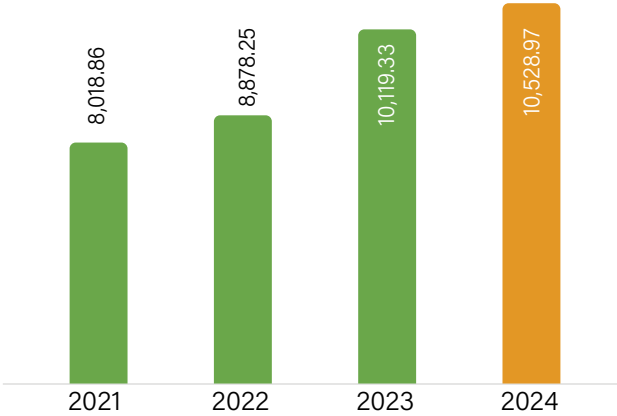


# CONTRIBUTION TO THE RETAIL SECTOR

At Jamuna Bank PLC, the Retail Banking division plays a pivotal role in promoting individual financial empowerment and broad-based economic inclusion. The Bank's approach goes beyond merely offering standard banking services; it emphasizes understanding the unique financial aspirations of individuals and families, providing products that are customized to meet life-stage requirements. For example, first-time entrepreneurs can access business loans and working capital support, while homebuyers benefit from flexible mortgage solutions designed to make property ownership more attainable. Similarly, tailored savings accounts, investment products, and retirement plans help customers build long-term financial security, and day-to-day banking services simplify household money management and cash flow.

Financial literacy forms a core component of the Bank's retail strategy. Through workshops, digital guidance tools, and customer counseling, the Bank educates clients on budgeting, saving, responsible borrowing, and investment planning. This empowerment enables customers to make informed decisions, avoid over-indebtedness, and optimize the benefits of financial products. By fostering such knowledge, Jamuna Bank contributes to a culture of responsible finance, which strengthens both household resilience and community economic stability.

Year-wise Retail Portfolio (BDT in million)



# FINANCE FOR RURAL ECONOMIC DEVELOPMENT

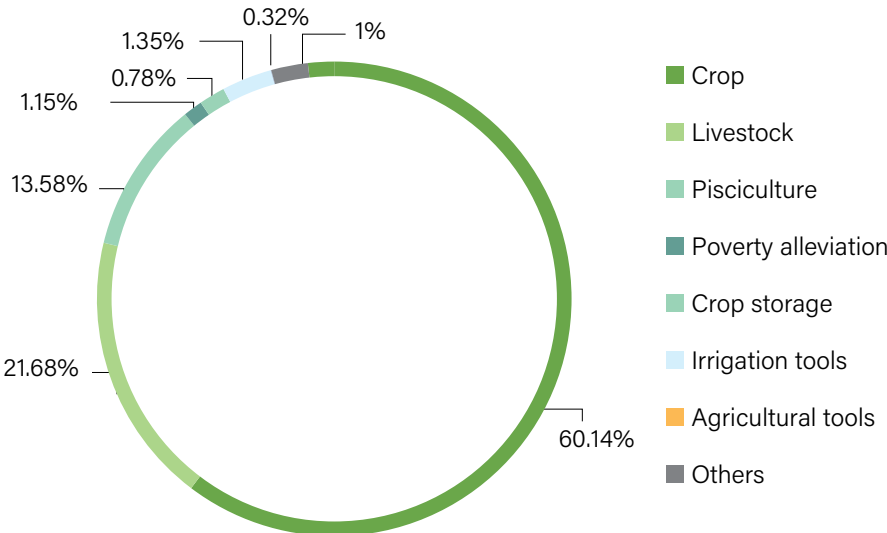
During the Fiscal year 2023-24, the Jamuna Bank PLC has disbursed agricultural loan Tk. 38295.25 lac to 35608 number of borrowers (73.69 % women) of rural area of Bangladesh mainly to eight sub sectors of agriculture where share of crop is the highest (60.14%) followed by livestock (21.68%), pisciculture (13.58 %), irrigation tools (1.35%), poverty alleviation (1.15%), others (1.00%), crop storage (0.78%) and agricultural tools (0.32%). The disbursement was made through two channels - MFI linkage (91.26% loan) and own network (8.74%) to landless people, marginal & small farmers and sharecroppers. Our Vision is to ensure food security of the country, for this Jamuna Bank PLC has registered an increase of 17.47% Agricultural & Rural Credit disbursement than last Fiscal year. As on December 31, 2024 in agricultural & rural credit sector the cumulative outstanding was Tk. 32729.22 lac only.

Sector wise agricultural loan disbursed by JBPLC

(Taka in Lac)

Sector	Year 2022-23		Year 2023-24		Increase over last year (%)
	Tk.	As % of total	Tk.	As % of total	
Crop	19657.82	60.30	23031.69	60.14	17.16
Livestock	6032.25	18.50	8301.01	21.68	37.61
Pisciculture	3383.57	10.38	5201.60	13.58	53.73
Poverty alleviation	426.25	1.31	439.73	1.15	3.16
Crop storage	578.75	1.78	297.85	0.78	-48.54
Irrigation tools	1114.34	3.42	516.35	1.35	-53.66
Agricultural tools	9.00	0.03	123.80	0.32	1275.55
Others	1397.02	4.28	383.22	1.00	-72.57
<b>Total</b>	<b>32599.00</b>	<b>100.00</b>	<b>38295.25</b>	<b>100.00</b>	<b>17.47</b>

Sector wise Agricultural & Rural Credit disbursed in financial Year 2023-2024



# SUSTAINABLE FINANCE

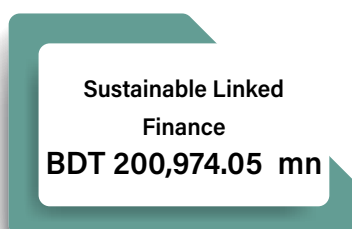
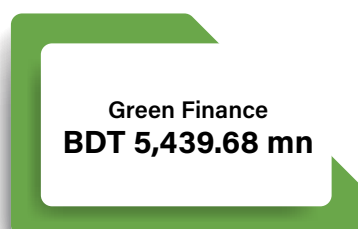
We aspire to promote and support environmentally-sound businesses and technologies through our lending business. Jamuna Bank has designed its products and services ensuring the environmental benefit in the economy and society. The products, services and Loans and Advances of the bank play an important role in the lives of individuals, business and communities. Our Bank extends credit facility to clients whose business activities lessen ecological damage, endorse energy efficiency and support communities who are vulnerable to climate change. By doing so, we ensure that we constantly meet our stakeholders business needs and maintain customer's trust and business continuity. As such, the bank also contributes for socio-economic development of Bangladesh. The following initiatives have been taken by the bank for sustainable business environment.

- Selection of good borrower in respect of compliance & sustainability.
- Environmental & Social risks are considered in all of our credit proposals, where appropriate.
- All Credit proposals are taking into account of local laws and regulations and internationally acceptable environmental and social standards where these are more stringent.
- Risks associated with both environmental and social issues are being properly recognized, evaluated and where appropriate mitigated.
- Appropriate procedures are designed to meet these policy requirements e.g. project finance proposals are assessed in accordance with international best practices.

Sustainable Finance Disbursement position in the year 2024:

(figure in million BDT)

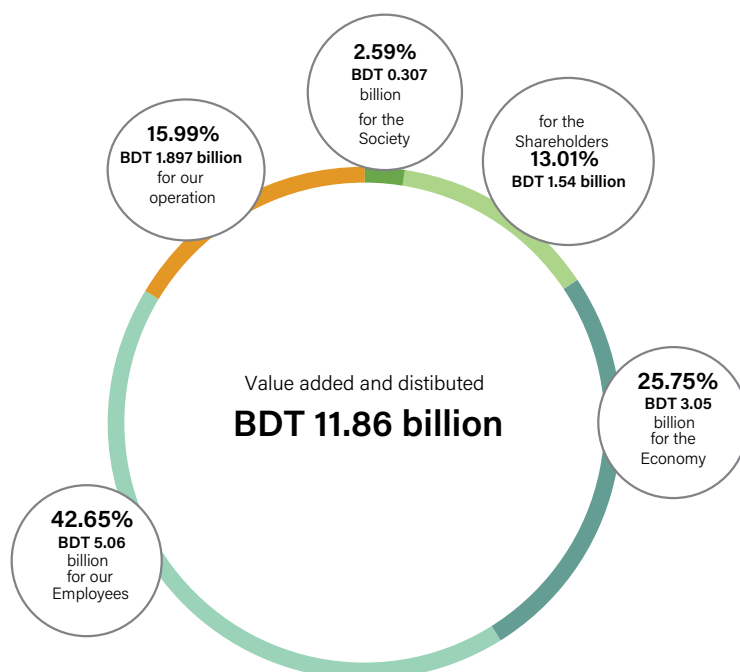
SL	Category	Name of Products	2023	2024
a	Green Finance	Renewable Energy	-	1.75
		Energy & Resource Efficiency	802.02	1079.03
		Alternative Energy	-	-
		Liquid Waste Management	30.00	-
		Solid Waste Management	-	-
		Recycling & Manufacturing of Recyclable Goods (Circular Economy)	4.00	454.06
		Environment Friendly Brick Production	4.77	-
		Green/Environment Friendly Establishments	3,964.07	1791.84
		Green Agriculture	-	-
		Green CMSME	0.10	0.80
		Green SRF	35.69	734.00
		Blue Economy Financing	-	-
		Information and Communication Technology	252.10	3.00
		Miscellaneous	-	1375.20
		<b>Total Disbursement in Green Finance</b>	<b>5,492.75</b>	<b>5,439.68</b>
b	Sustainable Linked Finance	Sustainable Agriculture	2,990.08	3,137.03
		Sustainable CMSME	25,235.33	64,461.69
		Socially Responsible Finance	11,350.74	5,727.95
		Working Capital of green project	7,422.95	-
		Priority Green & Eco- Friendly products for Trading Sector	14,850.79	-
		Other Sustainable Linked Finance	20,602.61	127,647.38
				<b>Total Disbursement in Sustainable Linked Finance</b>
		<b>Total Disbursement in Sustainable Finance (a+b)</b>	<b>87,945.25</b>	<b>206,413.73</b>



# STATEMENT OF DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED FOR THE YEAR ENDED 31 DECEMBER, 2024

Value added is the wealth created by Jamuna Bank through its different banking operations. The Value added statement shows the total wealth created, how it was distributed to meet certain obligations, reward those responsible for its creation and the portion retained for the continued operation and expansion of Jamuna Bank.

Particulars	2024	%	2023	%
Income from Banking services	33,179.64		25,065.58	
Less: Cost of services & Supplies	(16,876.17)		(10,515.78)	
<b>Value added by the Banking services</b>	<b>16,303.47</b>		<b>14,549.80</b>	
Other Operating Income	1,029.52		1,018.14	
Less: Provision for Loan and Advances, Shares, etc.	(2,821.67)		(2,378.20)	
Less: Operating expenses excluding staff costs and depreciation.	(2,648.29)		(2,759.34)	
<b>Value added</b>	<b>11,863.03</b>		<b>10,430.40</b>	<b>100%</b>
<b>Distribution of value added</b>				
To Employees as salaries & allowances	5,060.02	42.65%	5,247.98	50.31%
Contribution to Jamuna Bank Foundation.	307.81	2.59%	226.44	2.17%
To Government as taxes	3,054.35	25.75%	1,940.09	18.60%
To Share holder as Dividend	1,543.51	13.01%	1,422.59	13.64%
Retained in the business	1,923.38	16.21%	1,593.30	15.28%
as capital and revenue reserve	1,250.48		993.53	
as Depreciation	672.90		599.77	
<b>Total</b>	<b>11,863.03</b>	<b>100%</b>	<b>10,430.40</b>	<b>100%</b>
Number of employees	4,417		4,180	
Value added per employee	2.69		2.50	



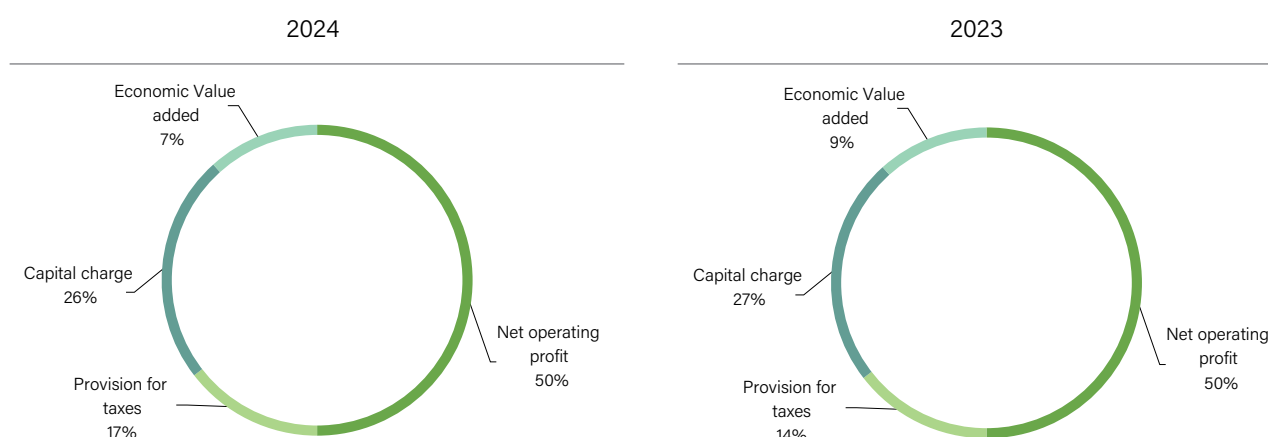
# ECONOMIC VALUE ADDED (EVA) STATEMENT FOR THE YEAR ENDED 31 DECEMBER, 2024

Economic value addition is a measure to calculate the economic value added by the enterprise to the stakeholders. Economic value added (EVA) is a measure of a company's financial performance based on the residual wealth calculated by deducting its cost of capital from its operating profit, adjusted for taxes on a cash basis. EVA can also be referred to as economic profit, as it attempts to capture the true economic profit of a company. The aim of EVA is to provide management with a measure of their success in increasing shareholders wealth: a better measure than profit of how much the company had made for shareholders

Particulars	Amount in BDT million	
	2024	2023
Net Operating profit before taxation and provision	8,670.01	6,680.66
Provision for taxes	(3,054.35)	(1,940.09)
<b>Net Operating profit after tax (NOPAT)</b>	<b>5,615.66</b>	<b>4,740.57</b>
<b>Charges for capital</b>		
Capital employed	30,576.34	28,440.24
Cost of equity (%)*	14.53%	11.20%
Capital charge	4,442.74	3,185.31
<b>Economic Value Added</b>	<b>1,172.92</b>	<b>1,555.26</b>
<b>Capital Employed as on December 31</b>		
Shareholders equity**	20,954.22	19,937.95
Add: Cumulative provision for loan and off-balance sheets items	9,622.12	8,502.28
<b>Average Shareholders' Equity</b>	<b>30,576.34</b>	<b>28,440.24</b>

\* Average cost of equity (weighted average rate of 10 years treasury bond issued by the Bangladesh Government) plus 2% risk premium

\*\* Average shareholders equity has been derived from average of current year and previous years.

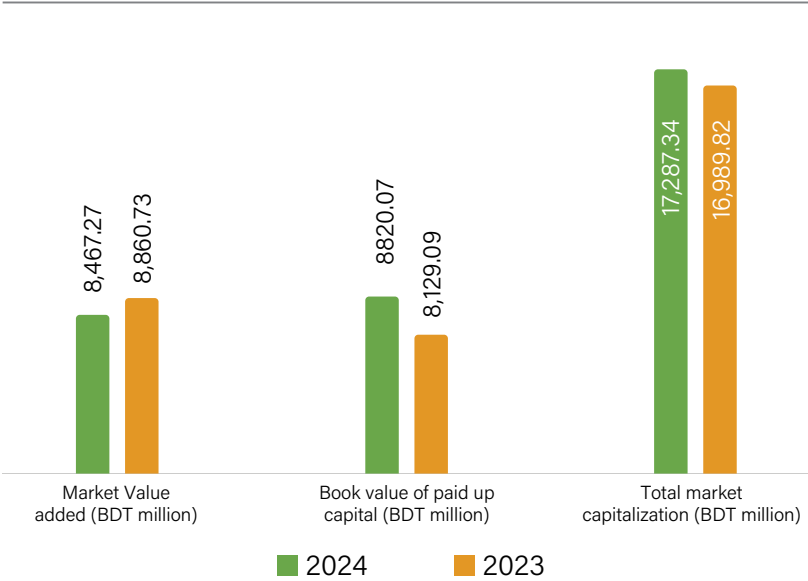


# MARKET VALUE ADDED (MVA) STATEMENT FOR THE YEAR ENDED 31 DECEMBER, 2024

Market Value Added (MVA) is the difference between the current market value of a company and the capital contributed by the investors. Higher MVA is better for the organization. A high MVA indicates that the company has created substantial wealth for the shareholders. A negative MVA means that the value of management's actions and investments are less than the value of the capital contributed to the company by the capital market.

Particulars	2024	2023
Face value per share (BDT)	10.00	10.00
Market Value per share (BDT)	19.60	20.90
Number of shares outstanding	882,007,165	812,909,830
Total market capitalization (BDT million)	17,287.34	16,989.82
Book value of paid up capital (BDT million)	8820.07	8,129.09
<b>Market Value added (BDT million)</b>	<b>8,467.27</b>	<b>8,860.73</b>

MVA for the year ended 2024





**BDT 7.39 bn**  
Exchequer contribution (own BDT 2.38 bn) in 2024



**Job creation**  
(328 Experienced Banker and fresh 50 MT/PO)



**BDT 361.58 mn**  
Community Welfare



**BDT 1.54 bn**  
in dividend to shareholders



**BDT 2.90 bn**  
in purchases from the suppliers



**BDT 5.06 bn**  
in employee compensation and benefits



**BDT 16.87 bn**  
Interest/profit paid on deposits and borrowings



**Women Empowerment**



**BDT 7.48 million**  
in employee training & development in 2024



**Economic Development through lending to Corporate, SME, Retail and Agricultural sector**

# CONTRIBUTION TO NATIONAL EXCHEQUER

Jamuna Bank has transformed itself into one of the strongest and best-run financial institutions of Bangladesh, leading the financial services sector with responsibility and agility. Over the years, the bank has ensured substantive contribution to the national economy, reflected in collecting Government revenues and depositing the same to the state purse, as per the laws. The bank also deducts tax, VAT and excise duty at the time of making payments for goods and services. Besides these, the bank also pays income tax.

We generated gross total income of

**BDT 34.28 billion**

of which we distributed **BDT 24.84 billion** in payments that flowed to stakeholders, such as employees, suppliers, depositors/investors, Govt. Exchequer and local communities.

These include Jamuna Bank's national exchequer contribution over the past five years:(Figure in BDT million)

## Supporting jobs creation

Year	Direct Tax		Indirect Tax		Total
	Withholding	Corporate	VAT	Excise Duty	
2020	1,839.50	1,677.57	282.35	333.63	4,133.04
2021	2,217.80	1,559.75	302.18	409.45	4,489.17
2022	2,954.36	1,984.61	350.82	423.36	5,713.15
2023	3,346.30	1,892.39	436.08	569.85	6,244.62
2024	3,972.50	2377.15	543.18	503.65	7,396.48

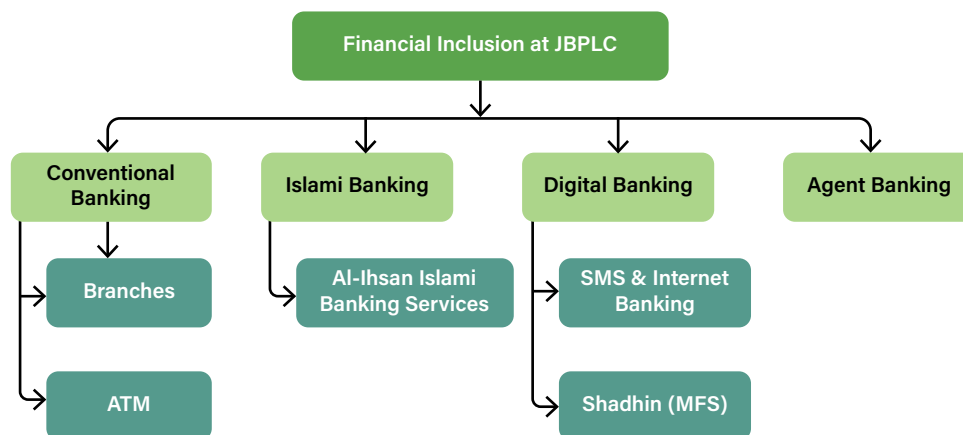
During 2024, we on boarded 328 experienced bankers and 50 fresh MTO/PO(s), bringing the total headcount to 4417. The bank expended BDT 5.06 bn as salaries and allowances and BDT 7.48 million in training in 2024. Further, we continued to prioritise lending to Corporate, SME and Agricultural sector, thereby helping accelerate both direct and indirect jobs creation. The bank also supports the livelihood of people who are indirectly dependent on it, including suppliers, vendors, contractors and other business partners.

## Supporting Community

Jamuna Bank has been playing pioneer role in the CSR activities since its inception through Jamuna Bank Foundation. Jamuna Bank Foundation conducts multidimensional CSR activities regularly which has been elaborately discussed as Community Development section of this report.

# FINANCIAL INCLUSION

We are dedicated to bringing financial inclusion to millions of people by integrating them into the formal banking system. Our efforts in this regard are centered around promoting financial literacy, which we believe is a crucial enabler in achieving wider financial inclusion. Our Retail Banking business offers relevant financial products and services that cater to the evolving financial needs and aspirations of our customers throughout their lifecycle.



## a. Jamuna Bank School Account

Any Bangladeshi students of Primary, Secondary, Higher Secondary, Graduate and Post Graduate level with student identity documents. Students having age under 18 years may open the account and the account will be treated as minor account. The status of Jamuna Bank School Account at the year ended 2024 is furnished below:

Period	Jamuna Bank Active School Account	Deposited Amount (in BDT)
At the year end 2024	4366	69,91,121

## b. Jamuna Bank 10 Taka Account

In September of 2010, Bangladesh Bank instructed public banks to help the ultra-poor open the Tk-10 accounts so that they can get the benefits of the safety net programs. In this backdrop, Jamuna Bank started to open School Banking Account in different educational institutions on regular basis. The use of the account has helped underprivileged people engage in various economic activities and change their lives. The marginal and landless farmers, small shop owners, hawkers and people affected by river erosion etc. are now in the Banking network under 10 Taka account. Total deposit amount in 10 Taka account as on December 2024 is given below:

Period	Jamuna Bank 10 Taka Active Account	Deposited Amount (in BDT)
At the year end 2024	707	6,56,111

## c. Jamuna Bank Agent banking

Jamuna bank agent banking has witnessed significant year-on-year growth in number of accounts, loan disbursements, deposits and remittance inflow which helps country's economic growth as well. In span of a few years this service spreads in multi-dimensional ways, reduces gap of time and space and become attractive to rural mass. The small droplets of the deposit contribute in the building strong platform of our promising economy, thus infuses lifelines in our rural economy. Now, marginal farmers, small entrepreneurs, shopkeepers and general people enjoy loan facilities in easier and faster manner through this platform. To reach Agent Banking service at the doorsteps of rural people, Government, Non Government and development partners shake hands together. At present, the number of active outlets is 55 nos. at the end of year 2024 is providing services from the rural areas of the country. Detailed information is furnished below:

Particulars	Position at the year ended 31stDecember 2024
Number of Agent Banking Outlets	55
Number of account opened	21,610
Deposited amount	BDT 930.78 million

Particulars	Position at the year ended 31st December 2024
Loan Disbursed	BDT 224.97 million
Disbursed foreign Remittance	BDT 268.43 million

**d. Financing for Women**

**Entrepreneur**

The economic sustainability of a country is greatly dependent on the empowerment of women. Without empowering women, it becomes difficult to achieve long-lasting and productive growth. Recognizing this significance, Jamuna Bank has taken a step forward and created a special product called “JamunaNariUddog” specifically for women entrepreneurs. This product is designed to provide financial support to women entrepreneurs without the requirement of any collateral



security or processing fees. In addition to this specific product, the bank's SME Division also offers various other financing options to women entrepreneurs. Detailed information is furnished below:

Particulars	Position as on 31st December 2024
Number of Women Entrepreneur (under Jamuna Nari Uddog)	254
Disbursed Amount	BDT 196.00 million
Outstanding Amount	BDT 494.75 million

In alignment with our commitment to financial and social responsibility, Jamuna Bank has taken proactive steps to provide specialized services to women entrepreneurs across the country. To this end, we have established a dedicated “Women Entrepreneurs Development Unit” at our Head Office, along with “WEDU Desks” in each branch. Additionally, we have appointed focal officers to serve as advisors, partners, and trainers, offering comprehensive support tailored to the unique needs of women entrepreneurs, thus empowering them to succeed in their ventures.

**e. Islami Banking Activities of the Bank:**

Jamuna Bank Limited is dedicated to offering not only conventional banking services but also Islamic Banking services based on the principles of Islamic Shari’ah. The Bank opened its first Islamic Banking branch in Nayabazar, Dhaka, on October 25, 2003, followed by a second branch in Jubilee Road, Chattogram, on November 27, 2004.

The Bank operates these two branches with a commitment to providing Islamic Banking services that adhere to Islamic values and norms. To meet the growing demand from customers, the Bank has decided to expand its Islamic Banking services and now offers these services at all of its conventional branches through its Islami Banking Service Centers.

Under the brand name of Jamuna Al-Ihsan, the Bank provides comprehensive and high-quality Islamic Banking services to customers across the country. With its commitment to serving the financial needs of its customers in accordance with Islamic principles, Jamuna Bank Limited continues to be a leader in the provision of Islamic Banking services.

## Islami Banking Statistic 2023& 2024:

BDT in million

Sl. No.	Particulars	Amount / Tk.	
		2023	2024
1	Total Deposit	8,408.40	6,778.10
2	Total Investment	5,392.20	4,038.10
3	Total Import	2,381.40	3,888.60
4	Total Export	631.50	1,963.30
5	Total Profit	106.00	158.70
6	Total Manpower	59	58

### f. Internet Banking Service

With Jamuna Bank internet banking facility, customers can perform activities like: real-time fund transfers between own accounts of JBPLC., real-time fund transfer to third-party beneficiary accounts of JBPLC., interbank fund transfer to other banks, credit card bill payment, utility bill payment, real-time balance enquiry, real-time account statement download, instant recharge of prepaid/postpaid mobile account of any local telecom operator etc. Moreover, to minimize risks, we introduced OTP and two-factor authentication for internet banking and e-commerce transactions.

### g. Digital Banking

Our Digital Banking facility enables seamless financial transactions, including fund transfers, BEFT, RTGS, account statement generation, real time balance inquires etc. This service ensures secure and efficient banking for our customers.

### h. Automated Teller Machine (ATM)

With 360 ATMs, the Bank offers 24/7 cash withdrawal and deposit services along with various other services such as bKash cash withdrawal, utility bill payment, and balance inquiry. The Bank has joined the National Payment Switch Bangladesh (NPSB) network, allowing its Debit Cardholders to enjoy cash withdrawal facilities from other ATMs within the NPSB network. To further support green banking, the Bank has implemented the BACH and BEFTN mechanisms for convenient payment activities.

To ensure customer transaction security, Jamuna Bank's ADC Division has installed a CCTV system in all of its ATM booths and has set up a central CCTV monitoring system. This specially designed system helps to prevent any form of fraud or unwanted incidents and reduces the risk of security breaches. The Bank is dedicated to providing a secure environment for its customers' transactions.

### i. Shadhin



The Shadhin app is a mobile application that provides Jamuna Bank customers with access to a wide range of banking services in a convenient and secure manner. As one of the leading 3rd generation private commercial banks in Bangladesh, Jamuna Bank aims to provide its customers with the best online banking experience possible. With the Shadhin app, customers can perform a variety of account-related tasks, such as checking account balances, viewing transaction history, transferring funds, paying bills, and more.

The app is available 24/7, which means that customers can perform transactions and access banking services at any time, from anywhere in the world. This level of accessibility makes banking more convenient and less time consuming for customers. The app also offers various security features such as biometric login, one-time passwords, and two-factor authentication, ensuring the safety of customers' personal and financial information. Overall, the Shadhin app offers a user-friendly and efficient way for Jamuna Bank customers to manage their accounts and banking needs. It provides a secure and convenient platform for customers to access banking services, making it easier to handle transactions and account-related tasks on-the-go.

# SUSTAINABLE PROCUREMENT

**Jamuna Bank PLC** recognizes that procurement decisions influence not only operational efficiency and cost structures, but also social equity, environmental stewardship, and long-term economic resilience. As a responsible financial institution operating in Bangladesh, the Bank integrates sustainability considerations into its sourcing and vendor management processes to ensure that procurement practices create shared value for stakeholders.

## Commitment to Responsible Sourcing

The Bank prioritizes engagement with local suppliers and service providers who demonstrate sound governance, ethical business conduct, and environmentally responsible operations. Preference is given to vendors that:

- Comply with applicable regulatory and environmental standards;
- Maintain transparent labor practices and fair employment conditions;
- Promote resource efficiency, waste reduction, and responsible disposal;
- Contribute to local economic development and SME growth.

By strengthening partnerships with compliant and responsible suppliers, the Bank supports inclusive economic participation while minimizing environmental and reputational risks across its supply chain.

## Institutional Oversight and Governance

The General & Common Services Division (G&CSD) of the Bank centrally manages procurement activities. The Division ensures that sourcing decisions are conducted in a structured, transparent, and policy-driven manner aligned with internal procurement guidelines and regulatory requirements.

Key responsibilities of G&CSD include:

- Vendor enlistment, evaluation, and due diligence;
- Competitive bidding and price benchmarking to ensure value for money;
- Assessment of supplier performance and service quality;
- Integration of environmental and social considerations in procurement decisions;
- Monitoring compliance with contractual, ethical, and sustainability standards.

Through standardized procedures and documentation, G&CSD enhances accountability, mitigates operational risks, and ensures fair competition among suppliers.

## Environmental and Social Considerations

Sustainability principles are embedded in procurement decisions wherever practicable. This includes:

- Encouraging the use of energy-efficient equipment and environmentally friendly materials;
- Promoting digitalization to reduce paper consumption;
- Supporting vendors that adopt green packaging and sustainable logistics;
- Avoiding procurement from entities engaged in environmentally harmful or non-compliant activities.

Such measures contribute to reducing the Bank's indirect environmental footprint while reinforcing responsible business practices within its value chain.

## Value Creation and Long-Term Impact

By aligning procurement with sustainability objectives, Jamuna Bank:

- Strengthens local supply networks and SME participation;
- Enhances operational resilience through reliable vendor partnerships;
- Reduces environmental impact associated with its operations;
- Demonstrates accountability to regulators, shareholders, and the broader community.

Through its structured and sustainability-focused procurement framework, Jamuna Bank PLC reaffirms its commitment to ethical governance, environmental responsibility, and inclusive economic growth.

# OUR APPROACH TO MANAGING CLIMATE CHANGE

Jamuna Bank PLC recognizes climate change as a systemic financial risk and a strategic sustainability priority. In alignment with Bangladesh's Nationally Determined Contributions (INDC 3.0) and the national ambition to transition toward a climate-resilient, low-carbon economy, the Bank integrates climate considerations into governance, risk management, lending strategy, and operational practices.

## Our Approach to Managing Climate Change



**Responsible Consumption - 3R Approach**

<b>Reduce:</b> Minimize Resource Use	<b>Reduce:</b> Minimize Resource Use
<b>Reuse:</b> Encourage Reuse of Materials	<b>Recycle:</b> Promote Waste Recycling
<b>Recycle:</b> Promote Waste Recycling	

# 1. CLIMATE CONTEXT AND NATIONAL ALIGNMENT

Bangladesh is one of the most vulnerable countries to the adverse impact of climate change. Extreme temperature, erratic rainfall, flood and drought, more intense tropical cyclones, sea-level rise, seasonal variation, riverbank erosion, salinity intrusion, and ocean acidification are causing severe negative impacts on the lives and livelihoods of millions of people in Bangladesh. Along with causing increasingly frequent and severe tropical cyclones, climate change is interrupting the traditional rain patterns of the country, droughts in some areas, whereas heavy rainfall in other areas of the country within a short period of time, leading to an increase in flooding and riverbank erosion, triggering an area larger than many small island countries to be washed away every year. With around 28% of the country's total population living in the coastal areas of the country (World Bank, 2019), sea level rise (SLR) is the biggest threat for Bangladesh among all the external drivers related to climate change.

We remain committed to supporting Bangladesh's transition to a net zero economy by 2050, by continuing to manage the risks and opportunities of climate change, supporting our customers and calling for an inclusive transition. To help direct our lending and financing activities, we apply our credit policies, set sector-level financed emissions targets, and track progress towards our Sustainability Target. For the past two years, we have been working to progressively set interim 2035 sector-level financed emissions targets align with Bangladesh's Nationally Determined Contributions (INDC 3.0) through responsible financing, climate risk mitigation, and stakeholder engagement.

# 2. CLIMATE AMBITION AND STRATEGIC OBJECTIVES

The Bank's climate ambition is built around three core objectives:

1. Align lending portfolio with national net-zero trajectory by 2050.
2. Set interim 2035 sector-level financed emissions targets.
3. Increase financing for climate-resilient and low-carbon projects.

To operationalize these objectives, the Bank:

- Applies sector-specific credit policies incorporating climate risk criteria;
- Gradually establishes and tracks 2035 financed emission benchmarks;
- Rebalances the loan portfolio toward less emissions-intensive sectors;
- Reduces exposure to high-carbon and environmentally harmful activities;
- Supports customers in adopting cleaner technologies and energy-efficient solutions.

Target-setting methodologies will evolve as improved climate data, measurement standards, and regulatory guidance become available.



# 3. CLIMATE RISK GOVERNANCE

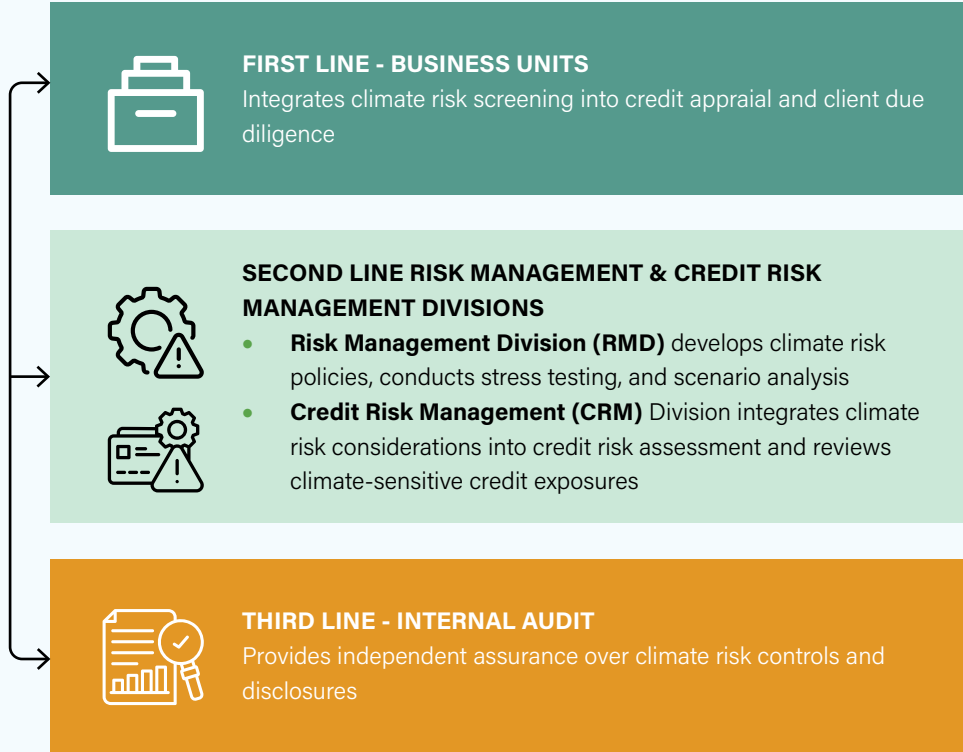
Climate-related risks are managed within the Bank's enterprise risk management framework under the three lines of defense model:

- **First Line:** Business units integrate climate risk screening into credit appraisal and client due diligence.
- **Second Line:**
  - Credit Risk Management (CRM) Division: Integrates climate risk considerations into credit risk assessment, reviews credit proposals with climate-sensitive exposures, and ensures climate-related risks are considered in lending decisions.
  - Risk Management Division (RMD): Develops climate risk management policies and frameworks, conducts climate stress testing and scenario analysis, and monitors portfolio-level climate risk exposure.
- **Third Line:** Internal Audit provides independent assurance over climate risk controls and disclosures.

The Board of Directors, supported by the Risk Management Committee, maintains oversight of climate-related exposures and mitigation strategies. Regular reporting ensures visibility of transition and physical risks affecting the Bank's portfolio, infrastructure, and customers.

# CLIMATE RISK GOVERNANCE

Part of Bank's Enterprise Risk Management Framework



## 4. RISK ASSESSMENT TOOLS

The Bank utilizes:

- **Environmental & Social Risk (ESR) screening** during credit appraisal;

Integrated into Credit Appraisal Process	Impact:
<ul style="list-style-type: none"> <li>✓ Screening of all financing proposals</li> <li>✓ Identification of environmental &amp; social exposure</li> <li>✓ Risk categorization (Low / Moderate / High)</li> <li>✓ Mitigation conditions embedded in loan covenants</li> </ul>	<ul style="list-style-type: none"> <li>→ Prevents high-risk lending</li> <li>→ Ensures regulatory compliance</li> <li>→ Promotes responsible financing</li> </ul>

- **Climate scenario analysis and stress testing** to assess portfolio vulnerability;

Climate scenario analysis and stress testing	Impact:
<ul style="list-style-type: none"> <li>✓ Forward-looking climate modelling</li> <li>✓ Portfolio vulnerability assessment</li> <li>✓ Sensitivity analysis under multiple climate pathways</li> <li>✓ Alignment with regulatory expectations</li> </ul>	<ul style="list-style-type: none"> <li>→ Quantifies potential financial impact</li> <li>→ Strengthens capital planning</li> <li>→ Enhances resilience strategy</li> </ul>


- **Monitoring of sectoral concentration risks** linked to climate-sensitive industries;

Monitoring of sectoral concentration risks	Impact:
<ul style="list-style-type: none"> <li>✓ Identification of climate-sensitive industries</li> <li>✓ Exposure mapping (e.g., agriculture, textiles, coastal infrastructure)</li> <li>✓ Portfolio diversification analysis</li> <li>✓ Risk threshold monitoring</li> </ul>	<ul style="list-style-type: none"> <li>→ Reduces overexposure to vulnerable sectors</li> <li>→ Improves portfolio stability</li> <li>→ Supports sustainable sectoral allocation</li> </ul>

- **Early warning indicators for environmental compliance breaches.**


<ul style="list-style-type: none"> <li>✓ Monitoring environmental compliance breaches</li> <li>✓ Tracking regulatory violations</li> <li>✓ Escalation to Risk Management Committee</li> </ul>	<p><b>Impact:</b></p> <ul style="list-style-type: none"> <li>→ Enables proactive intervention</li> <li>→ Minimizes credit deterioration</li> <li>→ Protects asset quality</li> </ul>
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These tools enable proactive management of both **physical risks** (e.g., flood, cyclone, sea-level rise) and **transition risks** (e.g., regulatory changes, carbon pricing, technological disruption).



**Physical Risks**

- Flood
- Cyclone
- Sea-level rise
- Extreme weather events



**Transition Risks**

- Regulatory changes
- Carbon pricing mechanisms
- Technological disruption
- Market transition pressures

## 5. SUSTAINABLE AND CLIMATE FINANCE

The Bank actively promotes environmentally sustainable and climate-resilient investments as part of its responsible banking strategy and in alignment with the green banking guidelines of Bangladesh Bank. Through its lending and financing activities, the Bank encourages clients to adopt environmentally sound technologies and practices that reduce carbon emissions, enhance resource efficiency, and strengthen resilience to climate change impacts. In 2024, Sustainable Finance disbursement reached BDT 206.42 billion, reflecting substantial expansion compared to BDT 87.95 billion in 2023, demonstrating accelerated alignment with environmental and social financing priorities. The Bank promotes green and climate-resilient investments through:

- **Financing renewable energy and energy-efficiency projects;**

The Bank supports projects related to renewable energy such as solar power installations, biogas plants, and energy-efficient industrial equipment. In 2024, financing for renewable energy and energy-efficiency projects amounted to BDT 3.33 billion, compared with BDT 4.80 billion in 2023. By financing energy-saving technologies and cleaner production systems, the Bank contributes to reducing greenhouse gas emissions and improving energy efficiency across different sectors.

- **Supporting climate-resilient agriculture and infrastructure;**

Recognizing Bangladesh's vulnerability to climate change, the Bank provides financing for climate-resilient agricultural practices, irrigation systems, and infrastructure that can withstand climate-related risks such as floods, cyclones, and droughts. In 2024, Sustainable Agriculture Finance disbursement reached BDT 3.14 billion, marking an increase from BDT 2.99 billion in 2023. These investments help ensure sustainable agricultural productivity and strengthen rural economic resilience.

- **Facilitating SME adoption of environment friendly technologies;**

The Bank assists small and medium enterprises (SMEs) in transitioning to environmentally friendly technologies by offering financing solutions for waste management systems, energy-efficient machinery, and cleaner production methods. In 2024, Sustainable CMSME disbursement reached BDT 66.46 billion, representing a significant increase from BDT 25.23 billion in 2023. This support helps SMEs reduce environmental footprints while improving operational efficiency and competitiveness.

- **Participating in green refinancing schemes introduced by Bangladesh Bank.** The Bank actively participates in various green refinancing schemes introduced by Bangladesh Bank, which provide concessional funding for environmentally sustainable projects such as renewable energy, energy efficiency, and green manufacturing. Through these initiatives, the Bank expands access to green finance and encourages clients to invest in sustainable business practices.

## 6. OPERATIONAL DECARBONIZATION

A Green Office Guide outlines practical guidelines and best practices to minimize environmental impacts and promote sustainable practices in day-to-day office operations. In line with its commitment to sustainable banking and responsible resource management, Jamuna Bank PLC has adopted the following green office initiatives:

### a. Resource Consumption Inventory

The Bank maintains an inventory system to monitor the consumption of key resources such as water, paper, electricity, and energy across its head office, branches, and sub-branches located throughout the country. This enables the Bank to track usage patterns and identify opportunities for improved efficiency.

### b. Energy and Resource Efficiency

The Bank undertakes various initiatives to reduce energy consumption and encourage efficient resource utilization, including:

- Turning off lights when leaving rooms or workspaces;
- Switching off electronic devices, including computers, when not in use;
- Installing automatic sensor-based power switches where feasible;
- Maximizing the use of natural lighting;
- Replacing inefficient lighting fixtures with energy-efficient alternatives;
- Encouraging the adoption of solar energy where feasible;
- Installing and upgrading to energy-efficient equipment and appliances;
- Using efficient cooling and air-conditioning systems;
- Promoting reuse and recycling of materials and equipment;
- Applying eco-font in printing to reduce ink consumption;
- Avoiding disposable cups and glasses within office premises;
- Encouraging employees to purchase energy-efficient vehicles;
- Promoting virtual meetings through video conferencing to reduce travel-related emissions;
- Implementing additional energy-saving initiatives in line with modern technologies.

### c. Reduction of Paper Usage

The Bank places strong emphasis on minimizing paper consumption through digital communication and efficient resource management. Key initiatives include:

- Promoting online communication for internal office management wherever possible;
- Utilizing electronic channels such as email and SMS to communicate with employees and customers;
- Introducing digital banking products and services that reduce reliance on paper-based transactions;
- Printing draft documents on both sides of paper and recycling discarded paper;
- Using scrap paper as notepads;
- Avoiding unnecessary printing of emails and documents;
- Encouraging online sharing of documents and resources.

To further minimize environmental impact, the Bank follows the 3R principle—Reduce, Reuse, and Recycle.

### d. Solid Waste Management

The Bank is committed to implementing solid waste management systems in its offices and business centers. Initiatives include reducing waste generation, encouraging recycling and composting, promoting reusable cups and dishes, minimizing paper use, and responsibly recycling electronic waste and office supplies.

### e. Water Conservation

The Bank promotes responsible water use across its facilities by:

- Promptly repairing leaks and faulty pipelines;
- Installing low-flow fixtures and push taps;
- Encouraging responsible water usage by employees;
- Adopting landscaping practices that require less water.

### f. Sustainable Procurement

The Bank promotes sustainable procurement practices by integrating environmental and social considerations into its purchasing decisions, giving preference to products, services, and suppliers that demonstrate responsible and eco-friendly practices. The key initiatives include:

- Giving preference to environmentally friendly office supplies and materials.
- Procuring energy-efficient IT equipment and electrical appliances to reduce energy consumption.
- Encouraging suppliers and vendors to adopt environmentally responsible and sustainable business practices

### g. Greening the Premises

To enhance workplace environmental quality, the Bank encourages indoor plantation and green office spaces, which contribute to improved air quality and employee well-being.

### h. Awareness Building

The Bank promotes environmental awareness among employees through training sessions, meetings, and internal communications. These initiatives encourage staff to adopt sustainable practices and actively participate in green initiatives.

### i. Green IT Practices

Jamuna Bank PLC adopts environmentally responsible IT practices to reduce the environmental footprint of its digital operations. Printers are configured with default settings that minimize resource consumption, such as black-and-white and double-sided printing, and digital workflows are encouraged to reduce paper usage.

### j. Carbon Footprint Assessment

The Bank undertakes measures to assess and monitor its carbon footprint, focusing primarily on Scope 1 and Scope 2 greenhouse gas emissions, including emissions from fuel consumption, electricity usage, and office operations. Based on the assessment, the Bank develops strategies and sets reduction targets aligned with national and international climate commitments to support low-carbon growth.

### k. Encouraging Employee Green Behavior

The Bank promotes a culture of environmental responsibility among employees by introducing initiatives such as “Green Champions” to lead sustainability activities within departments. Employee contributions toward sustainability are recognized, and awareness campaigns such as “Green Day” or “No Paper Day” are organized to encourage participation.

### l. Sustainable Events and Meetings

To reduce environmental impacts, the Bank integrates sustainability considerations into official events and meetings. Wherever possible, meetings are conducted in a paperless format, using digital agendas, presentations, and minutes to minimize paper consumption.

## 7. RESPONSIBLE CONSUMPTION – 3R APPROACH

The Bank adopts the **Reduce, Reuse, Recycle (3R)** framework to manage resource consumption responsibly.

- **Reduce:** Minimize water, electricity, fuel, and paper usage across branches.
- **Reuse:** Promote reuse of materials and equipment where feasible.
- **Recycle:** Ensure environmentally sound disposal and recycling of electronic waste and office materials.

This approach decreases both the quantity and intensity of resource consumption, reducing operational environmental impact.



# 8. STAKEHOLDER ENGAGEMENT AND INCLUSIVE TRANSITION





Climate transition is a collective effort. The Bank engages regulators, customers, investors, employees, and community stakeholders to promote inclusive adaptation and mitigation measures.

Through responsible lending, transparent disclosure, and collaborative partnerships, the Bank aims to:

 Support climate-vulnerable communities;	 Encourage client-level emission reduction pathways;	 Strengthen resilience in coastal and climate-sensitive regions;	 Promote sustainable economic growth.
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# 9. MONITORING AND CONTINUOUS IMPROVEMENT

Progress toward climate objectives is tracked through:

 Portfolio-level financed emissions measurement;	 Green finance disbursement tracking;	 Periodic review of sectoral exposure;	 Reporting to the Board and regulators.
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The Bank will continue refining methodologies in line with evolving global standards and national climate policy frameworks.



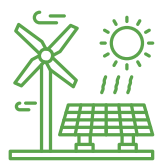
# SUSTAINABILITY STRATEGY

Jamuna Bank is committed to promoting sustainable finance by supporting projects that foster a low-carbon, inclusive, and climate-resilient economy. A substantial portion of the Bank's financing is directed toward sectors aligned with global sustainability frameworks, including the Paris Agreement and Bangladesh's Nationally Determined Contributions (NDCs).

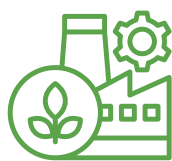
We prioritize financing for green and sustainable sectors from our own resources, focusing on projects identified under **Jamuna Bank's Sustainable Finance Framework**. These initiatives include renewable energy, energy efficiency, climate-resilient infrastructure, and other environmentally responsible investments. In addition, we actively pursue refinancing opportunities from Bangladesh Bank to strengthen our sustainable finance portfolio.

To ensure transparency and accountability, Jamuna Bank publishes regular Sustainability Reports, providing detailed disclosures on emissions, environmental impact, and measurable contributions toward the UN Sustainable Development Goals (SDGs). Sustainable finance remains a strategic priority for the Bank, as highlighted in our 2024 materiality assessment, reflecting its importance to our stakeholders.

Jamuna Bank is dedicated to mobilizing capital that delivers tangible, positive outcomes for the environment, society, and the communities we serve.



Renewable energy



Energy and resource efficiency



Clean transportation



Waste management



Environmentally friendly establishments

## 1. DECARBONIZATION PLAN

Jamuna Bank recognizes the importance of addressing climate-related risks and reducing environmental impacts. In 2024, climate considerations remain a strategic priority. The Bank is in the process of developing a comprehensive Decarbonization Plan to set clear targets for reducing greenhouse gas (GHG) emissions across its financing portfolio.

The upcoming plan will focus on shifting financing toward projects and businesses that prioritize energy efficiency and carbon footprint reduction. Investments in renewable energy and support for green technologies will be key components of this strategy.

As part of its long-term approach, Jamuna Bank intends to define sector-specific glide paths and identify targeted emission reduction initiatives in alignment with national climate goals and international best practices.

## 2. ENHANCING DISCLOSURES - CORPORATE GOVERNANCE AND ETHICS

Jamuna Bank is committed to advancing transparency, ethical conduct, and robust corporate governance. Our continuous efforts to improve ESG practices have positioned the Bank as a recognized leader in sustainable banking within Bangladesh.

In 2024, we published our second Sustainability Report, providing detailed disclosures on our total GHG emissions, verified in line with international standards such as PCAF (Partnership for Carbon Accounting Financials).

Our governance framework ensures effective oversight by the Board of Directors and Senior Management, supporting prudent risk management and ethical implementation of the Bank's business strategy. Strong governance practices foster accountability throughout the organization and enhance trust and collaboration with our stakeholders.

# 3. MANAGING PHYSICAL AND TRANSITION RISKS AT JAMUNA BANK

Climate risk drivers can affect the Bank through both microeconomic and macroeconomic transmission channels, potentially interacting with and intensifying existing risk categories. In particular, climate-related risks may increase exposure to credit risk, market risk, liquidity risk, operational risk, and reputational risk. These risk categories may occur concurrently and reinforce one another. A high-level graphical overview is presented in the following table:

Climate Risk Drivers		
Climate risks	Economic transmission channels	Financial risks
<b>Physical risks</b> Acute risks: i. Floods ii. Cyclones iii. Heatwaves  Chronic risks:	<b>Microeconomic</b> Affecting businesses: i. Property damage and business disruption through climate-related impacts ii. Increased business costs related to emissions	<b>Credit risk</b> i. Increased probability of default / loss given default ii. Collateral depreciation

At **Jamuna Bank**, effectively addressing both **physical and transition climate risks** is a cornerstone of our sustainability strategy. We are committed to assessing, managing, and mitigating risks associated with climate change while enabling our clients and partners to transition toward a low-carbon economy.

## I. Physical Risk

Jamuna Bank evaluates potential physical risks that may impact our operations, infrastructure, and service continuity. This includes assessing resilience against extreme weather events, flooding, cyclones, and other climate-related hazards. We also assess physical risk exposures across our lending and investment portfolio, particularly in vulnerable sectors such as agriculture, real estate, manufacturing, and energy-intensive industries.

### Mitigation measures

Jamuna Bank proactively manages physical risks arising from climate change and extreme weather events to safeguard our operations, infrastructure, and clients. Key measures include:

- **Infrastructure Resilience:** Upgrading branches, offices, and critical facilities to withstand floods, cyclones, and other climate-related hazards, with backup power and IT systems to ensure uninterrupted services.
- **Business Continuity Planning:** Maintaining robust continuity plans and conducting regular drills to ensure rapid response during emergencies.
- **Portfolio Risk Management:** Assessing physical risk exposures in lending and investment portfolios, particularly in agriculture, real estate, manufacturing, and energy-intensive sectors. Clients are guided toward climate-resilient practices.
- **Climate-Resilient Financing:** Supporting projects that enhance environmental sustainability and resilience, including renewable energy, sustainable agriculture, and climate-adapted infrastructure.
- **Monitoring & Early Warning:** Leveraging data and alerts from meteorological agencies to anticipate and respond to extreme weather events.
- **Employee Training & Awareness:** Building staff capacity to identify and manage physical risks across operations.
- **Insurance & Risk Transfer:** Ensuring critical assets and high-risk exposures are adequately insured against climate hazards.
- **Continuous Improvement:** Periodically reviewing and updating mitigation measures in line with evolving climate risks and best practices.

## II. Transition Risk

To manage **transition risks** arising from the global shift to a low-carbon economy, Jamuna Bank is actively adapting its financing and investment practices.

Transition Risk	Microeconomic	Financial risks
<ul style="list-style-type: none"> <li>i. Policy &amp; legal risks such as carbon pricing</li> <li>ii. Technological development risk</li> <li>iii. Market risks such as changes in consumer preferences, price changes related to supply and demand dynamics</li> <li>iv. Reputational risks</li> </ul>	<p><b>Macroeconomic</b></p> <ul style="list-style-type: none"> <li>i. Climate risks reducing demand for products and services due to reduced GDP, employment, etc</li> <li>ii. Pricing changes through structural changes, supply shocks etc</li> <li>iii. Changes in consumer behaviour such as consumption patterns</li> <li>iv. Other impacts on international trade, government revenues, fiscal space, output, interest rates and exchange rates</li> </ul>	<p><b>Credit risk</b></p> <ul style="list-style-type: none"> <li>i. Increased probability of default / loss given default</li> <li>ii. Collateral depreciation</li> </ul>

We prioritize support for green sectors, including renewable energy, energy efficiency, and environmentally responsible technologies. Our approach ensures alignment with national and international climate frameworks, including the Paris Agreement, Bangladesh's Green Finance Policy, and the country's Nationally Determined Contributions (NDCs). By assisting our clients in transitioning toward sustainable practices, we mitigate exposure to regulatory, market, and reputational risks while fostering a low-carbon economy.

### Mitigation Measures for Transition Risk

To manage transition risks arising from the global shift toward a low-carbon economy, Jamuna Bank actively adapts its financing, investment, and risk management practices. These measures aim to safeguard the Bank's financial stability while supporting clients' sustainability transitions.

#### 1. Identification and Assessment of Transition Risks

Jamuna Bank recognizes transition risks at both microeconomic and macroeconomic levels:

##### Microeconomic Risks:

- **Policy & Legal Risks:** Exposure to carbon pricing, stricter environmental regulations, and compliance requirements.
- **Technological Development Risks:** Risk from clients' inability to adopt low-carbon or energy-efficient technologies.
- **Market Risks:** Changes in consumer preferences, fluctuations in product pricing due to supply-demand dynamics, and sectoral shifts toward greener alternatives.
- **Reputational Risks:** Potential brand or stakeholder impact if the Bank or its clients are perceived as unsustainable.

##### Macroeconomic Risks:

- Reduced demand for goods and services due to climate-driven impacts on GDP, employment, or industry output.
- Structural supply shocks and pricing changes affecting key sectors.
- Shifts in consumption patterns and investor preferences.
- Impacts on international trade, government revenues, fiscal space, interest rates, and exchange rates.

##### Credit Risks:

- Increased probability of default (PD) and loss given default (LGD) for clients exposed to high-carbon or non-compliant sectors.
- Depreciation of collateral due to physical or transition-related impacts.

#### 2. Strategic Mitigation Measures

##### a. Support for Green Sectors

- Prioritize financing of renewable energy, energy efficiency projects, and environmentally responsible technologies.
- Facilitate green loans and refinancing schemes aligned with Bangladesh Bank's Green Finance Policy and international climate frameworks, including the Paris Agreement.

#### **b. Client Transition Support**

- Assist clients in adopting sustainable practices through advisory services, capacity-building programs, and incentives for low-carbon investments.
- Encourage industries to adopt green technologies, reduce carbon intensity, and improve operational efficiency.

#### **c. Integrated Risk Management**

- Incorporate climate transition risk into credit appraisal, portfolio monitoring, and enterprise risk management frameworks.
- Assess clients' compliance with environmental standards and resilience to regulatory or market shifts.
- Monitor sectoral exposure to identify early warning signals for potential defaults or collateral depreciation.

#### **d. Alignment with Policy & Regulatory Frameworks**

- Ensure all financing and investment practices are compliant with Bangladesh's Nationally Determined Contributions (NDCs) and international sustainability agreements.
- Adapt internal policies to reflect changes in climate regulations, carbon pricing, and technological standards.

#### **e. Reputational and Market Risk Management**

- Promote transparency in sustainability reporting and client engagement.
- Build brand trust by supporting low-carbon projects and showcasing environmental stewardship initiatives.

## **4. ESG INTEGRATION IN OPERATIONS**

Jamuna Bank is committed to embedding Environmental, Social, and Governance (ESG) considerations across all aspects of its operations. Sustainability is central to our strategy, guiding how we manage internal operations, engage with clients, and contribute to the broader community. By integrating ESG principles throughout our value chain, Jamuna Bank aims to mitigate sustainability-related risks while generating measurable positive outcomes for employees, clients, suppliers, and society.

Our ESG integration framework aligns with global best practices and serves as the foundation for assessing ESG risks and opportunities, ensuring that sustainability objectives are embedded across all stages of the Bank's operations.

### **4.1. ESG Integration Across the Value Chain**

#### **4.1.1. Upstream: Deposits and Capital Mobilization**

##### **Risk and Opportunities:**

Upstream risks involve potential disruptions in accessing capital, particularly in maintaining depositor confidence and liquidity. Jamuna Bank actively engages with depositors and other stakeholders to ensure a stable capital base. Sustainability-related risks are relatively low in this segment due to robust regulatory compliance and ethical banking practices.

##### **Mitigation Measures:**

- Strict adherence to regulatory compliance and industry standards.
- Commitment to corporate governance, transparency, and ethical conduct.
- Regular ESG performance updates to stakeholders to maintain trust.

##### **Opportunities:**

- Strong depositor relationships enhance financial stability and enable sustainable growth.
- Alignment of capital mobilization strategies with long-term ESG objectives supports inclusive economic growth.

#### **4.1.2. Operational: Internal Processes and Workforce**

##### **Risk and Opportunities:**

Operational risks affect the smooth functioning of day-to-day business activities. This includes risks associated with employees, suppliers, and internal processes. ESG integration in this segment ensures efficient operations while promoting sustainability.

## Key Initiatives:

### 1. Employee Engagement and Well-being:

- Focus on creating an inclusive workplace that values development, fairness, and well-being.
- Comprehensive annual programs covering skill development, health, safety, and motivation have led to improved employee engagement scores.

### 2. Sustainable Supplier Management:

- Suppliers are evaluated for ESG compliance to ensure responsible procurement practices.
- Encouraging suppliers to adopt sustainable practices helps mitigate operational risks and enhances overall ESG performance.

### 3. Energy and Resource Efficiency:

- Continuous initiatives to reduce energy and resource consumption within offices and branches.
- Integration of renewable energy solutions and environmentally friendly technologies in internal operations.

#### 4.1.3. Downstream: Lending and Investments

##### Risk and Opportunities:

Downstream risks arise from the Bank's lending activities and their impact on both financial performance and society. This segment carries the highest concentration of sustainability-related risks as the Bank deploys capital into the economy.

##### Mitigation Measures:

- ESG screening is incorporated into all credit appraisal and client due diligence processes.
- Risk assessments focus on environmental, social, and governance factors for corporate, retail, and SME clients.

##### Opportunities:

- Financing green projects, renewable energy initiatives, and climate-resilient infrastructure creates positive societal impact.
- Supporting clients' ESG adoption strengthens the Bank's positioning as a leader in sustainable finance.

## 4.2 Time Horizons for ESG Risk and Opportunity Analysis

Sustainability risks and opportunities are long-term, interconnected, and often difficult to quantify. Jamuna Bank applies a long-term perspective to ESG integration, aligned with strategic planning horizons.

#### 4.2.1. Short-Term (1-2 Years)

- Integrate ESG criteria into daily decision-making.
- Advance sustainable financing and align with regulatory ESG requirements.
- Improve energy efficiency and resource utilization in internal operations.

#### 4.2.2. Medium-Term (3-5 Years)

- Deepen financing for transformative and green projects.
- Integrate renewable energy solutions and sustainable technologies across operations.
- Promote gender inclusion and align governance structures with sustainability principles.

#### 4.2.3. Long-Term (5+ Years)

- Implement a bank-wide decarbonization plan.
- Achieve balanced workforce gender representation.
- Establish Jamuna Bank as a national leader in sustainable banking with ESG fully integrated across all operations.

## 4.3 Proactive Management of ESG Risks and Opportunities

#### 4.3.1. Upstream Risks & Opportunities

- Maintain depositor confidence through transparent and ethical practices.
- Regularly review compliance with laws and regulations to minimize governance risks.
- Leverage deposit relationships to sustain growth aligned with ESG objectives.

#### 4.3.2. Operational Risks & Opportunities

- Enhance workforce development, well-being, and engagement.
- Manage supplier ESG compliance to reduce operational disruptions.
- Implement energy efficiency, resource optimization, and sustainable procurement initiatives.

#### 4.3.3. Downstream Risks & Opportunities

- Integrate ESG due diligence into lending processes for all client segments.
- Facilitate financing of green, climate-resilient, and inclusive projects.
- Promote sustainable practices among clients to strengthen societal impact.

# SUSTAINABILITY STRATEGY

## Identification of Sustainability Related Risks & Opportunities

### Physical Risks

Floods, Cyclones, Heat Stress, Water Scarcity

### Transition Risks

Regulatory Changes, Carbon Pricing, Stranded Assets

### Short, Medium, Long-Term Impacts

Embed ESG into operations, Achieve long-term decarbonization goals

## Key Sustainability Pillars

### Green Finance

Financing renewable energy, energy efficiency and low-carbon projects

### Decarbonization

Reducing financed emissions, supporting transition to a low-carbon economy

### Strong Governance

Embed ESG into operations, Achieve long-term decarbonization goals

## Upstream

- Maintain strong depositor trust
- Strengthen regulatory & governance compliance
- Stable funds for sustainable investments



- Uphold ethical standards & ESG culture
- Promote financial inclusion & diversity
- Adopt robust information security measures



## Sustainability Strategy

## Operational

- Maintain strong depositor trust
- Strengthen regulatory & governance compliance
- Stable funds for sustainable investments



## Downstream

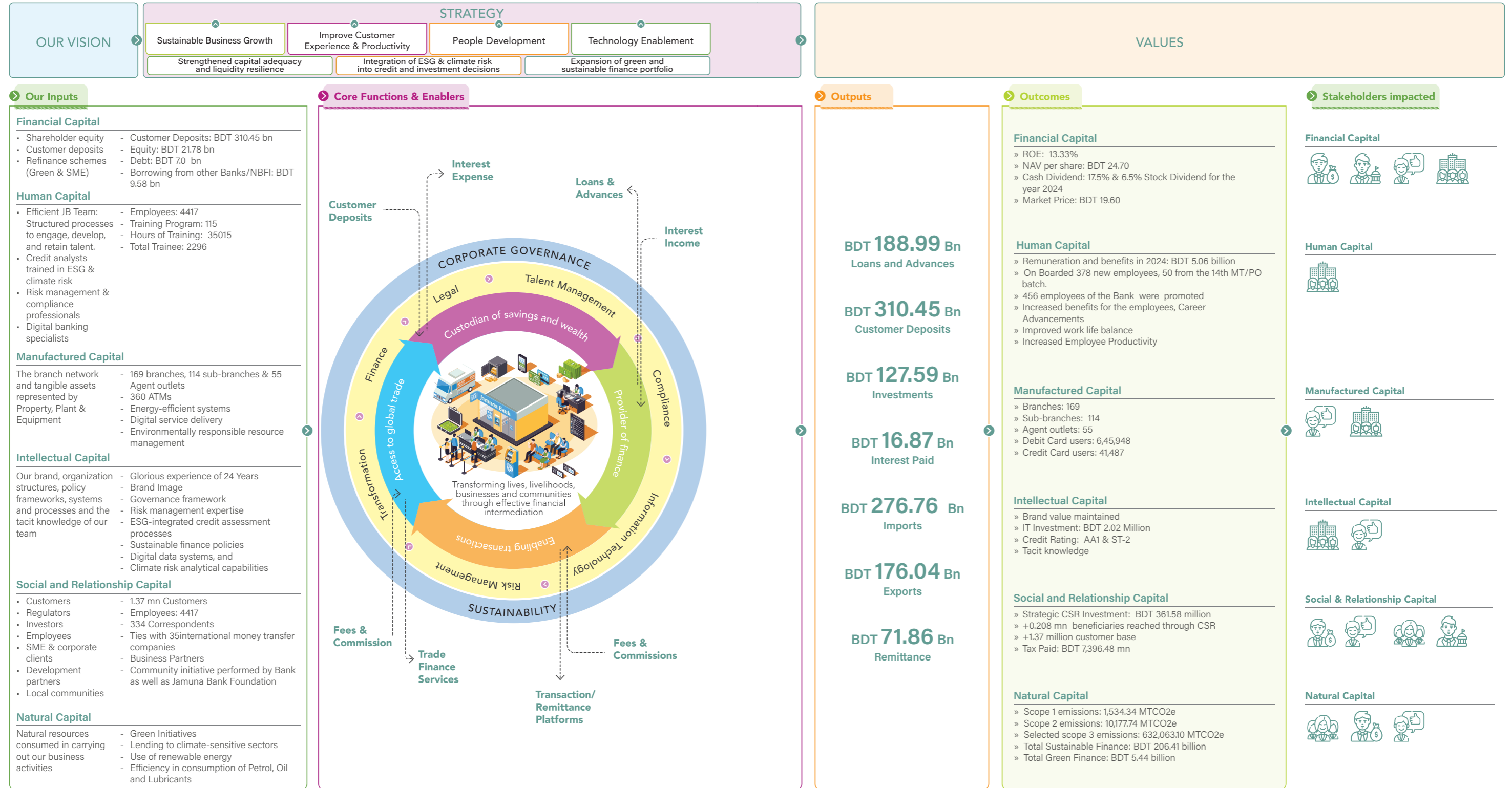
- Prioritize green & SME financing
- Evaluate financed emissions, transition risks
- Innovative products for societal impact



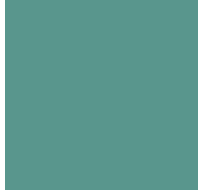
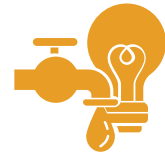
## Financial Planning & Capital Allocation

- Incorporate ESG risks in ICAAP & risk models
- Allocate capital for green & sustainable finance
- Climate stress testing under multiple scenarios
- Identify & leverage green financing opportunities

# Business Model



SUSTAINABILITY-RELATED  
**RISK MANAGEMENT**



# SUSTAINABILITY-RELATED RISK MANAGEMENT

Jamuna Bank PLC recognizes that environmental, social, governance (ESG), and climate-related risks are increasingly material to financial performance, asset quality, and long-term institutional resilience. As a responsible financial intermediary, the Bank integrates sustainability considerations into its overall governance architecture and risk management framework, aligning its disclosures with IFRS S1 and IFRS S2.

Sustainability risks are managed through a structured process encompassing identification, assessment, monitoring, integration into Enterprise Risk Management (ERM), and implementation of mitigation controls.

## 1.1 RISK IDENTIFICATION PROCESS

The Bank follows a comprehensive and forward-looking approach to identify sustainability-related risks across its operations, value chain, and financing activities.

### 1.1.1 Governance Oversight

The Board of Directors, supported by the Risk Management Committee and senior management, provides strategic oversight of sustainability-related risks. Risk Appetite Statements incorporate ESG and climate parameters, ensuring that risk-taking activities remain within acceptable thresholds.

### 1.1.2 Internal Risk Identification

The Bank systematically identifies sustainability risks arising from its own operations:

#### Environmental & Climate (Physical) Risks

- Exposure of branches, data centers, and operational facilities to floods, cyclones, rising temperatures, and other climate events.
- Energy consumption and carbon footprint of internal operations.
- Infrastructure vulnerability and supply chain disruptions.

#### Transition Risks

- Regulatory changes related to decarbonization.
- Shifts in customer demand toward sustainable products.
- Technological advancements impacting carbon-intensive sectors.

#### Social & Human Capital Risks

- Workplace safety and employee wellbeing.
- Talent retention and succession planning.
- Labor rights, diversity, equity, and inclusion risks.

#### Information Security & Data Privacy Risks

- Cyber threats, ransomware, and data breaches.
- Regulatory non-compliance with data protection standards.
- Third-party IT service provider vulnerabilities.

#### Compliance & Governance Risks

- Anti-Money Laundering (AML) and sanctions exposure.
- ESG disclosure and reporting risk.
- Reputational risks arising from governance failures.

### 1.1.3 Upstream and Downstream Risk Identification

#### Upstream Risks (Suppliers & Vendors):

- Environmental and labor non-compliance.
- Ethical sourcing risks.
- Operational dependency risks.

#### Downstream Risks (Lending & Investment Portfolio):

- Sectoral climate vulnerability (e.g., agriculture, textiles, construction).
- Carbon-intensive borrower exposure.
- Stranded asset risk due to regulatory shifts.
- Credit deterioration resulting from climate events.

Environmental and Social Due Diligence (ESDD), exclusion lists, and sector-specific screening tools are embedded into credit origination and approval processes.

# Risk Management & Sustainability at Jamuna Bank PLC

## Overview

- Financial, ESG & Climate Risks
- Risk Management Framework
- ESG Integration in Operations
- Risk Management Framework
- ESG Integration in Operations
- Aligned with IFRS S2

## Upstream Sustainability Risks

- Environmental and labor non-compliance.
- Ethical sourcing risks.
- Operational dependency risks.

## Internal Operations Risk Management







## Downstream Sustainability Risks

- Sectoral climate vulnerability (e.g., agriculture, textiles, construction).
- Carbon-intensive borrower exposure.
- Stranded asset risk due to regulatory shifts.
- Credit deterioration resulting from climate events.

## Environmental & Social Risk Management

- Exclusion List & ESDD
- ESG Evaluation Metrics
- Risk Rating 1-100: Low | Medium | High

Physical Risk	Transition Risk
 <b>Climate Vulnerability Index</b>	 <b>GHG Emissions Assessments</b>
 <b>Extreme Weather Analysis</b>	 <b>High-Emitting Sectors Focus</b>



Integrated Risk Management



ESG & Climate Focus



IFRS S1 & S2 Compliant

## 1.2 RISK ASSESSMENT METHODOLOGY

The Bank applies a structured, data-driven, and forward-looking methodology to identify, measure, and manage sustainability-related risks across its operations and financing portfolio. The framework integrates environmental, social, and climate risk parameters into enterprise risk management (ERM), credit appraisal, and capital planning processes.

The methodology combines quantitative scoring models, sectoral analytics, scenario modeling, and regulatory alignment to ensure that sustainability risks are systematically identified, prioritized, and mitigated in line with prudential standards and supervisory expectations (including guidelines of Bangladesh Bank where applicable).

### 1.2.1 Risk Scoring and Materiality Assessment

Each identified sustainability risk is evaluated using a structured scoring matrix designed to ensure comparability, consistency, and traceability. The assessment is based on the following dimensions:

- **Likelihood of Occurrence**  
Probability that the risk event may materialize within the defined time horizon.
- **Financial Impact**  
Potential effect on:
  - Credit loss and probability of default (PD)
  - Loss given default (LGD) and collateral impairment
  - Capital erosion and earnings volatility
  - Operational disruption and cost escalation
- **Reputational and Regulatory Consequences**  
Exposure to:
  - Supervisory penalties
  - Compliance breaches
  - Negative public perception
  - Investor and stakeholder scrutiny
- **Time Horizon Consideration**  
Classification across:
  - Short-term (0–3 years)
  - Medium-term (3–10 years)
  - Long-term (10+ years)

Environmental and social risks are quantified using a **1-100 composite scoring scale**, incorporating weighted indicators. Based on the aggregated score, risks are categorized as:

- **Low Risk** – Minimal financial and operational implications
- **Medium Risk** – Manageable risk requiring monitoring and mitigation
- **High Risk** – Material exposure requiring escalation, enhanced due diligence, or risk appetite adjustment

This structured materiality assessment enables effective prioritization, portfolio-level monitoring, and escalation to the Risk Management Committee and Board where thresholds are breached.

### 1.2.2 Climate Risk Assessment

Climate-related risks are evaluated under two core dimensions: Physical Risks and Transition Risks, consistent with internationally recognized climate risk frameworks.

#### A. Physical Risk Assessment

Physical risks arise from acute and chronic climate events such as floods, cyclones, heatwaves, and sea-level rise. The Bank assesses exposure through:

- **Climate Vulnerability Index (CVI)**  
Geographic exposure analysis using regional climate vulnerability indicators to assess concentration risks.
- **Asset-Level Risk Mapping**  
Geospatial mapping of:
  - Branch locations
  - Collateral assets
  - Financed projects
- **Stress Testing Under Extreme Weather Scenarios**  
Modeling potential credit deterioration, asset damage, and operational downtime under severe but plausible climate events.

This approach allows identification of high-risk geographic clusters and supports risk-based pricing and collateral haircuts where necessary.

#### B. Transition Risk Assessment

Transition risks stem from policy, regulatory, technological, and market shifts associated with the move toward a low-carbon economy. The Bank evaluates:

- **Sectoral Greenhouse Gas (GHG) Exposure Analysis**  
Portfolio-level mapping of exposures to carbon-intensive industries.
- **Carbon Pricing Sensitivity Analysis**  
Estimation of borrower vulnerability under potential carbon tax or emissions pricing mechanisms.
- **Regulatory Impact Modeling**  
Assessment of financial impact arising from evolving environmental regulations and disclosure requirements.
- **Identification of Top Carbon-Intensive Sectors**  
Concentration analysis to identify sectors with elevated transition vulnerability.

Climate risk indicators are embedded into:

- Internal credit risk rating models
- Collateral valuation adjustments
- Sector concentration limits
- Risk appetite statements

This integration ensures that climate considerations influence both underwriting decisions and strategic portfolio rebalancing.

### 1.2.3 Scenario Analysis & Stress Testing

The Bank conducts forward-looking scenario analysis to assess the resilience of its balance sheet under multiple climate pathways. Scenarios typically include:

- **Orderly Transition Pathway**  
Gradual implementation of climate policies with moderate economic adjustment.
- **Delayed Transition Scenario**  
Late policy intervention resulting in abrupt regulatory tightening and higher financial volatility.
- **High Physical-Risk Scenario**  
Limited mitigation efforts leading to severe and recurring climate events.

For each scenario, the Bank models impacts on:

- Probability of default (PD)
- Sectoral credit concentration
- Collateral values
- Capital adequacy ratio (CAR)
- Expected credit losses (ECL)

Outputs from scenario analysis are integrated into:

- Capital adequacy planning
- Provisioning strategies
- ICAAP processes
- Long-term portfolio strategy

This forward-looking approach enhances strategic resilience, supports prudential risk management, and ensures alignment with sustainable finance objectives.

## 1.3 RISK MONITORING AND REPORTING

The Bank maintains a continuous, system-driven monitoring architecture to ensure that sustainability-related risks remain within approved risk appetite thresholds and tolerance limits. Monitoring is integrated into enterprise risk management (ERM), credit surveillance, operational risk oversight, and compliance functions to enable timely detection, escalation, and corrective action.

This framework aligns sustainability risk oversight with prudential supervision standards, including regulatory expectations of Bangladesh Bank where applicable.

### 1.3.1 Monitoring Framework

The Bank applies a multi-layered monitoring framework combining quantitative metrics, portfolio analytics, and automated surveillance tools.

#### A. Key Risk Indicators (KRIs)

Dedicated ESG and climate-related KRIs are embedded within the Bank's risk dashboard. These include:

- Exposure to high-carbon or environmentally sensitive sectors
- Percentage of portfolio in climate-vulnerable geographic regions
- Environmental and social covenant breaches
- Green asset ratio and sustainable finance exposure
- Regulatory non-compliance incidents

Each KRI is assigned threshold levels (Green–Amber–Red), enabling proactive management intervention when tolerance limits are approached or exceeded.

#### B. Portfolio Exposure Dashboards

Centralized digital dashboards provide near real-time visibility into:

- Sector-wise climate exposure
- Concentration in high-risk industries
- Geographic vulnerability mapping
- Collateral sensitivity to environmental hazards

These dashboards support management-level oversight and enable scenario-adjusted portfolio rebalancing where necessary.

#### C. Early Warning Signals (EWS)

An ESG-integrated Early Warning System identifies emerging stress indicators within climate-sensitive sectors. Triggers may include:

- Adverse regulatory developments
- Sharp commodity or carbon price fluctuations
- Environmental litigation or compliance failures
- Deterioration in borrower sustainability metrics

EWS outputs feed directly into credit review processes and may trigger enhanced monitoring, covenant tightening, or risk reclassification.

#### D. Real-Time Cybersecurity Monitoring

Recognizing climate and sustainability-related digital risks, the Bank maintains automated cybersecurity surveillance systems to mitigate:

- Data breaches
- Ransomware attacks
- Operational system disruptions

Continuous vulnerability assessments and incident response protocols ensure operational resilience and safeguard stakeholder data.

#### E. Independent Second-Line Oversight

The Risk Management Division, as an independent second line of defense, performs:

- Validation of ESG risk scoring models
- Review of climate risk integration in credit appraisal
- Periodic testing of internal controls
- Policy compliance verification

Findings are reported to Executive Management and escalated to the Board where material deficiencies are identified.

### 1.3.2 Reporting Structure

The Bank maintains a structured, hierarchical reporting mechanism to ensure transparency, accountability, and effective governance.

#### A. Reporting Flow

Information flows systematically from:

- Business Units and Branches
- Risk Management Division
- Executive Management
- Board Risk Committee

This structured escalation ensures that sustainability risks are reviewed at appropriate governance levels, with clear accountability for mitigation actions.

#### B. Periodic Reporting

Quarterly and annual sustainability risk reports include:

- **Sectoral Climate Exposure Analysis**  
Concentration metrics and vulnerability assessment across industries.
- **High-Risk Borrower Tracking**  
Monitoring of borrowers classified as High ESG or Climate Risk.
- **Environmental and Social Compliance Statistics**  
Compliance status, inspection findings, and remediation progress.
- **Operational Disruption Data**  
Incidents linked to climate events or environmental factors.
- **Regulatory Compliance Updates**  
Status of adherence to supervisory directives, disclosure requirements, and sustainability guidelines.

#### C. Board-Level Oversight

The Board Risk Committee receives consolidated sustainability risk reports, including trend analysis, stress test outputs, and breach notifications. Material issues are escalated for strategic direction, risk appetite review, or policy amendment.

## 1.4 INTEGRATION WITH ENTERPRISE RISK MANAGEMENT (ERM)

The Bank embeds sustainability, ESG, and climate-related risks within its core Enterprise Risk Management (ERM) architecture rather than treating them as standalone or peripheral considerations. This integrated approach ensures that sustainability risks are subject to the same governance rigor, quantitative assessment, internal controls, and capital discipline as traditional financial risks.

By aligning sustainability risk management with supervisory expectations—including those of Bangladesh Bank—the Bank strengthens institutional resilience and promotes long-term value preservation.

### 1.4.1 Risk Taxonomy Mapping

ESG and climate risks are systematically mapped across established risk categories within the Bank's risk taxonomy. This mapping ensures consistency in identification, measurement, reporting, and capital attribution.

#### Credit Risk

- Incorporation of ESG risk scores into borrower risk grading.
- Adjustment of Probability of Default (PD) and Loss Given Default (LGD) where environmental or social vulnerabilities exist.
- Enhanced due diligence for environmentally sensitive sectors.
- Climate-adjusted collateral valuation.

#### Market Risk

- Assessment of transition-related price volatility in carbon-intensive sectors.
- Sensitivity analysis for carbon pricing and commodity exposure.
- Impact of policy shifts on equity, bond, and investment portfolios.

#### Operational Risk

- Exposure to physical climate events affecting branches, IT infrastructure, and service continuity.
- Environmental compliance failures leading to fines or operational shutdowns.
- Cybersecurity risks associated with increased digitalization.

### Liquidity Risk

- Funding pressures arising from reputational events linked to ESG controversies.
- Market re-pricing of climate-sensitive assets affecting liquidity buffers.
- Stress scenarios incorporating climate-driven deposit volatility.

### Strategic Risk

Portfolio misalignment with long-term decarbonization pathways. Business model vulnerability to regulatory or technological transitions.

Competitive risk due to inadequate sustainable product offerings.

### Reputational Risk

Negative stakeholder perception from financing environmentally harmful projects.

ESG rating downgrades affecting investor confidence.

Public scrutiny linked to environmental or social controversies.

This structured taxonomy integration ensures sustainability risks are embedded within existing risk dashboards, governance committees, and reporting hierarchies.

## 1.4.2 Risk Appetite & Strategic Alignment

Sustainability risk considerations are incorporated directly into the Bank's Risk Appetite Framework (RAF) and strategic planning processes.

Key integrations include:

- **Sectoral Exposure Limits**  
Caps on lending to environmentally sensitive or climate-vulnerable industries.
- **Carbon-Intensive Lending Thresholds**  
Defined portfolio concentration limits for high-emission sectors, subject to enhanced monitoring and Board oversight.
- **Non-Performing Loan (NPL) Tolerance Levels**  
ESG risk factors considered in forward-looking NPL projections and sector-specific risk buffers.
- **Green and Sustainable Financing Targets**  
Measurable targets for sustainable and climate-aligned financing, supporting portfolio transition and diversification.

Risk appetite metrics are periodically reviewed to ensure alignment with evolving regulatory expectations, market dynamics, and the Bank's sustainability commitments.

## 1.4.3 Capital Planning & ICAAP

Climate and ESG risks are formally integrated into the Bank's capital planning framework and Internal Capital Adequacy Assessment Process (ICAAP).

### ICAAP Integration

- Scenario-based climate stress testing incorporated into capital adequacy projections.
- Assessment of incremental capital requirements under high physical and transition risk scenarios.
- Forward-looking Expected Credit Loss (ECL) adjustments reflecting ESG vulnerabilities.

### Capital Buffer Planning

- Maintenance of management buffers to absorb potential sustainability-related shocks.
- Contingency capital strategies under adverse climate scenarios.

### Strategic Portfolio Diversification

- Gradual rebalancing away from concentrated carbon-intensive exposures.
- Expansion of green and sustainable finance segments to enhance long-term resilience.

### Cross-Functional Governance

Effective integration is supported by coordinated execution across:

- Risk Management
- Compliance
- Credit Administration
- Sustainability Unit
- Information Technology
- Finance
- Internal Audit

This cross-functional collaboration ensures that sustainability risk identification, measurement, control validation, and reporting are cohesive, auditable, and aligned with the Bank's overall governance structure.

Through full ERM integration, the Bank positions sustainability risk management as a core prudential discipline—enhancing financial stability, regulatory compliance, and strategic resilience.

# 1.5 RISK MITIGATION AND CONTROL MEASURES

The Bank maintains a layered and preventive control environment to mitigate sustainability-related risks across environmental, social, governance, and information security domains. These controls operate across the three lines of defense—business units (first line), Risk & Compliance (second line), and Internal Audit (third line)—ensuring accountability, oversight, and independent validation.

The mitigation framework is aligned with regulatory guidance of Bangladesh Bank and relevant international best practices.

## Environmental & Climate Controls

The Bank integrates environmental and climate risk mitigation into credit, operations, and strategic planning processes.

### Climate-Adjusted Credit Underwriting Standards

- ESG risk scoring embedded within credit appraisal templates.
- Mandatory environmental due diligence for environmentally sensitive sectors.
- Climate vulnerability screening for geographically exposed projects.
- Risk-based pricing adjustments for high climate-risk borrowers.

### Portfolio Diversification

- Gradual reduction of concentration in carbon-intensive sectors.
- Sectoral exposure caps aligned with transition risk outlook.
- Strategic reallocation toward low-carbon and climate-resilient industries.

### Promotion of Green & Sustainable Finance

- Development of green lending products (renewable energy, energy efficiency, sustainable agriculture).
- Incentivized financing structures for environmentally responsible borrowers.
- Monitoring of green asset ratios within the overall portfolio mix.

### Internal Environmental Initiatives

- Energy-efficient branch operations.
- Transition toward renewable energy usage where feasible.
- Paperless banking and digitalization initiatives to reduce environmental footprint.

### Business Continuity & Disaster Recovery

- Climate-resilient infrastructure planning.
- Robust Business Continuity Planning (BCP) and Disaster Recovery (DR) frameworks.

- Periodic simulation exercises for extreme weather and operational disruption scenarios.

## Social & Governance Controls

The Bank upholds strong ethical standards and governance safeguards to mitigate social and conduct-related risks.

### Zero-Tolerance Workplace Policy

- Strict prohibition of discrimination, harassment, and unethical conduct.
- Formal grievance redress mechanisms.
- Equal opportunity employment practices.

### Whistleblower (“Speak Up”) Mechanism

- Confidential and protected reporting channels.
- Independent investigation procedures.
- Direct escalation to senior management and Board oversight where required.

### Regular Training & Awareness

- Regular ESG awareness programs.
- Anti-Money Laundering (AML) and Counter-Terrorist Financing (CTF) training.
- Compliance and conduct risk training across all employee levels.

### Enhanced Due Diligence (EDD)

- Additional scrutiny for high-risk sectors and politically exposed persons (PEPs).
- Environmental and social compliance verification before loan disbursement.
- Ongoing monitoring of high-risk borrower behavior and compliance status.

## Information Security Controls

Recognizing the intersection of sustainability and operational resilience, the Bank maintains robust cybersecurity controls consistent with international standards.

### ISO 27001-Aligned Governance

Information security governance is structured in line with International Organization for Standardization ISO/IEC 27001 principles, ensuring systematic risk assessment, control implementation, and documentation.

### Multi-Layered Defense Architecture

- Network segmentation and firewalls.
- Endpoint detection and response systems.
- Multi-factor authentication (MFA).
- Data encryption protocols.

### Incident Response & Recovery

- Defined incident escalation procedures.
- Real-time threat monitoring.
- Recovery time objectives (RTO) and recovery point objectives (RPO) embedded in DR planning.

### Independent Assurance

- Periodic external security audits.
- Penetration testing and vulnerability assessments.
- Internal Audit validation of IT control effectiveness.

### Strengthening Long-Term Resilience

By embedding sustainability risk mitigation across governance, strategy, underwriting, capital planning, and disclosure practices, Jamuna Bank PLC enhances institutional resilience and financial soundness.

This integrated and proactive control environment enables the Bank to:

- Anticipate environmental and social disruptions.
- Manage transition and physical climate risks prudently.
- Maintain capital adequacy under adverse scenarios.
- Protect stakeholder trust and reputation.
- Support sustainable value creation over the long term.

Through disciplined execution and continuous improvement, the Bank positions itself to navigate emerging sustainability challenges while safeguarding financial stability and reinforcing stakeholder confidence.



# DATA PRIVACY AND INFORMATION SECURITY OF JAMUNA BANK

Protecting customer information is a fundamental responsibility of Jamuna Bank PLC. As a private commercial bank handling sensitive personal and financial data, we recognize that strong data privacy and information security practices are essential to maintaining customer confidence, meeting regulatory expectations, and ensuring sustainable business operations.

Our approach is guided by applicable banking laws, internal risk management policies, and established industry practices. Information security is integrated into our dayto-day operations and supported by management oversight, internal controls, employee awareness, and periodic independent review.



## Our Commitment

Protecting customer information is our core responsibility.

**Safeguarding sensitive personal & financial data to maintain trust & ensure compliance.**

### Data Privacy Principles

Collect Only Necessary Info	Use Data for Approved Purposes	Maintain Accuracy & Confidentiality	Secure Disposal of Records	Tier III Data Centers	Offline Backup Systems
Authorized Sharing Only	Audited Centers	Cloud Security Policies			

### Governance & Oversight

<b>Board Oversight</b> <ul style="list-style-type: none"> <li>• Risk Management Committee</li> <li>• Audit Committee</li> </ul>	<b>Operational Teams</b> <ul style="list-style-type: none"> <li>• IT Department</li> <li>• Risk Management</li> <li>• Compliance Unit</li> </ul>
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### Information Security Controls

<b>Technical Controls</b> MFA & Encryption Firewall & WAF NDR & EDR	<b>Operational Controls</b> Access Controls Backup & Logs Incident Response	<b>Physical Controls</b> CCTV Monitoring Restricted Access Secure Storage
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### Cybersecurity Risk Management

24/7 Monitoring	BCP & DR Testing	Incident Response	No Data Breaches Reported
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### Customer & Employee Protection

Secure Banking	OTP & Alerts	Staff Training	Vendor Management
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### Regulatory Compliance & Continuous Improvement

Ensuring confidentiality & security through robust policies & vigilant oversight.

## Data Privacy Commitment

JBPLC collects and processes customer information only for legitimate banking purposes. We are committed to ensuring that personal data is handled lawfully, fairly, and securely throughout its life cycle. Our data privacy and information security practices are based on the following principles:

- Collecting only information necessary for banking services
- Using customer information solely for approved purposes
- Maintaining accuracy and confidentiality of records
- Retaining information in line with legal requirements
- Disposing of records securely after retention periods
- Sharing information only with authorized parties as required by law or regulation
- Hosting data in secure Data Center (DC) with Tier III-certified facilities and Near Data Center (NDC) environments.
- Maintaining offline backup systems to ensure data recovery and business continuity
- Following approved Cloud Security and Data Protection Policies for any cloud-based services

Customers are informed about our privacy and data protection practices through account documentation, website notices, and customer service channels.

## Governance and Accountability

Information security is managed through established governance arrangements within the Bank. Oversight is provided by senior management and relevant Board committees, including the Risk Management and Audit Committees.

Operational responsibilities are shared among the Information Technology Department, Risk Management Division, and Compliance Unit. These teams work together to:

- Maintain and update information security policies
- Monitor system access and user privileges
- Review security incidents and corrective actions
- Coordinate internal and external IT audits
- Provide staff awareness and guidance

The Internal Audit Department periodically reviews IT controls and data protection practices, and findings are reported to management and the Board committees for followup actions.

## Information Security Controls

The Bank maintains a combination of technical, operational, and physical controls designed to protect customer and institutional information from unauthorized access, misuse, or loss.

### Technical Controls

- Password controls and multifactor authentication for key systems
- Encryption of sensitive data during transmission
- Firewall protection and antivirus software
- Use of Web Application Firewall (WAF) to protect web applications from cyber threats
- Deployment of Network Detection and Response (NDR)

tools to monitor and analyze network traffic for suspicious activity

- Endpoint Detection and Response (EDR) solutions to detect and respond to endpoint-level threats.
- Secure server configuration and network monitoring
- Regular system updates and vulnerability checks
- Controlled access to core banking and payment systems

### Operational Controls

- Segregation of duties and rolebased access
- Approval processes for system changes
- Backup and recovery procedures
- Log monitoring by IT administrators
- Vendor access control and monitoring
- Data retention and destruction procedures

### Physical Controls

- Restricted access to server rooms and archives
- CCTV monitoring in sensitive areas
- Visitor registration procedures
- Secure storage of confidential records

## Cybersecurity Risk Management

Cybersecurity risks are reviewed as part of the Bank's overall risk management framework. The IT team monitors system alerts and logs on a regular basis and reports unusual activities to management.

Incident response procedures are in place to ensure timely investigation, containment, and recovery in case of system disruption or suspected data breach. Business Continuity and Disaster Recovery plans are scheduled for annual testing as approved by management to validate service availability and resilience.

## Customer Information Protection

Customer trust is central to our business. We protect customer information through secure digital banking platforms, cloud security guidelines, Web Application Firewall (WAF) protection, transaction alerts, and authentication controls such as OTP verification. Digital channel access is authenticated through OTP, and onboarding to digital channels is monitored and confirmed by customer care authentication to ensure customer consent and security.

Customers are also encouraged to follow safe banking practices through awareness messages, website notices, and branch-level guidance.

## Employee Awareness and Training

All employees are required to maintain confidentiality of customer information. Staff receive regular guidance on acceptable system use, password protection, and recognizing suspicious activities. Employees receive periodic training.

Employees are also required to sign confidentiality undertakings, and any violation of data privacy policies is subject to disciplinary action.

### ThirdParty and Vendor Management

Where services are provided by external vendors, the Bank conducts due diligence before engagement and ensures that agreements include confidentiality clauses, data protection requirements, and binding NDAs. Additionally, Service Level Agreements (SLAs) are established to define performance expectations. Vendor activities are monitored regularly, and access is limited to what is necessary for service delivery.

### Incident Management

The Bank maintains procedures for reporting and addressing information security incidents. Incidents are reviewed by relevant departments, corrective actions are taken, and lessons learned are incorporated into policy and control improvements. Where required, regulators and customers are notified in accordance with legal obligations.

### Monitoring and Performance Indicators

Management reviews key indicators such as system downtime, security incidents, audit observations, and customer complaints related to privacy. These indicators support ongoing improvement of internal controls. Monitoring includes 24/7 oversight, as well as data center and infrastructure monitoring systems to ensure continuous availability and security.

During the reporting period, no material data breach incidents were identified, and scheduled IT audits were completed as planned.

### Regulatory Compliance

JBPLC complies with applicable banking regulations and data protection requirements issued by relevant authorities. Policies and procedures are reviewed periodically to ensure alignment with regulatory guidance and industry expectations.

### Continuous Improvement

As digital banking services expand, the Bank continues to strengthen its information security practices through system upgrades, enhanced monitoring tools, staff training, and review of policies and procedures. Investment in technology and control processes remains a priority to safeguard customer information.

### Conclusion

Data privacy and information security are integral to responsible banking. Through established governance, internal controls, employee accountability, and ongoing monitoring, Jamuna Bank PLC remains committed to protecting customer information and maintaining stakeholder trust while supporting sustainable growth.

# CUSTOMER PRIVACY

At Jamuna Bank, we are dedicated to providing exceptional service to our valued customers in every interaction. We are committed to delivering a positive customer experience and ensuring customer satisfaction at all times. Our efficient and effective grievance resolution process is in place to promptly address any customer concerns and ensure that they are resolved to their complete satisfaction.

We believe that customer feedback, including complaints, is an important tool in improving our products and services. Our active Complaint Management Cell, operating under the supervision of the Banking Operations Division, is available across all of our geographical divisions to listen to customer feedback and resolve any issues. The Cell follows a streamlined and systematic approach to settling customer complaints and ensuring that customer issues are resolved in a timely and satisfactory manner.

Customers can lodge complaints through e-mail at "complaintcell@jamunabank.com.bd". Alternatively, customer may contact with the below address through letter or over phone :

Address: Complaint Cell, Jamuna Bank Tower, Plot# 14, BirUttam A. K. Khandaker Road, Block# C, Gulshan-1, Dhaka, Bangladesh.  
Phone: +8809610005678  
Email: complaintcell@jamunabank.com.bd

At Jamuna Bank, we believe that ethical behavior is essential to maintaining the trust and confidence of our customers, shareholders, and the wider community. That is why we have established a comprehensive 'Employee Code of Ethics and Business Conduct' to guide our employees in making the right decisions, based on integrity and professionalism. This code lays out the principles and values that all employees are expected to follow, including:

- Protecting the privacy and confidentiality of customer information
- Preventing money laundering, fraud, and other illegal activities
- Avoiding drug and substance abuse in the workplace
- Safeguarding the Bank's assets and resources
- Avoiding conflicts of interest and other unethical practices
- Encouraging and promoting a culture of transparency and accountability
- Ensuring the security and protection of customer data and information

We believe that by adhering to these ethical standards, we can foster a positive work environment and build long-lasting relationships with our customers. Our employees are encouraged to report any concerns or violations of the code of ethics, and the Bank has implemented measures to protect whistleblowers from retaliation. By upholding these ethical standards, Jamuna Bank is able to deliver on its commitment to providing superior services to its customers and contributing to the development of the wider community.

# SOCIAL INITIATIVE

## 1. Our People: Driving Sustainable Value

At Jamuna Bank PLC, Human Capital is recognized as a material sustainability pillar. A skilled, engaged, and diverse workforce underpins the Bank's long-term resilience, service quality, risk culture, and stakeholder trust.

In 2024, our Human Capital strategy focused on:

- Workforce stability and retention
- Inclusive growth and diversity
- Digital HR transformation
- Continuous professional development
- Ethical governance and employee wellbeing

These initiatives align with responsible banking principles and support sustainable institutional growth.



## 2. Workforce Sustainability Profile

### 2.1 Total Workforce & Growth

- Total Employees (2024): 4,417
- Growth Rate: 5.67% (YoY)
- Turnover Rate: 3.10%

The low turnover rate reflects effective engagement strategies and stable workforce planning.

### 2.2 Employment Structure

Employee Category	2024	2023
Executive	367	319
Officer	3,132	3,008
Sub-Staff	918	853
Total	4,417	4,179

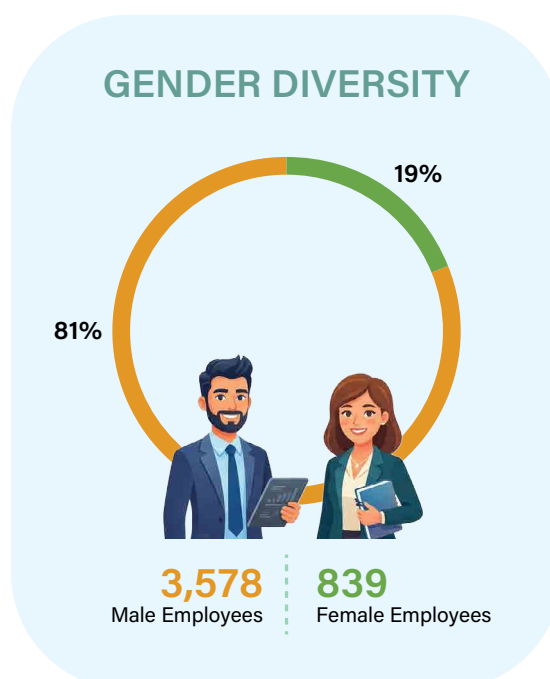
The Bank continues to strengthen middle management and operational depth.

### 2.3 Gender Diversity

- Male Employees: 3,578
- Female Employees: 839

#### Female Representation: 19%

Jamuna Bank remains committed to increasing female participation, particularly in leadership roles, through targeted recruitment and development initiatives.



## 2.4 Employee Distribution:

Name of the Division	Number of Employee
Dhaka	2982
Chattogram	548
Khulna	154
Sylhet	61
Rajshahi	339
Barishal	49
Rangpur	209
Mymensingh	75

## 2.5 Age Diversity

The majority of employees fall within the 30–50 age bracket, ensuring a balanced mix of experience and innovation capacity.

Name of the Position	Male	Female
Below 30 Years	625	195
30 to 40 Years	1419	433
40 to 50 Years	1267	180
50 to 60 Years	257	30
Above 60 Years	10	1

This demographic distribution supports succession continuity and leadership sustainability.

## 3. Talent Acquisition & Succession Planning

Sustainable workforce planning is embedded in strategic HR operations.

### Key Initiatives:

- Recruitment of 378 new employees, including 50 Probationary Officers
- Merit-based competitive examinations
- Leadership grooming for middle management
- Structured succession planning framework

Succession planning ensures continuity in critical roles and mitigates operational risk.

## 4. Learning & Development

Continuous skill enhancement strengthens institutional sustainability.

Sl. No	Area of Training	No. of Participants
1	Banking Foundation Training Course	76
2	Compliance	871
3	Credit Management	480
4	Foreign Trade	288
5	General Banking	216
<b>Grand Total</b>		<b>1931</b>

Area Specific External Training Programs:

Sl. No	Area of Training	No. of Participants
1	Bancassurance	151
2	Compliance	59
3	Credit Related	51
4	Foreign Trade	11
5	HR	3
6	Islamic	16
7	IT	15

Sl. No	Area of Training	No. of Participants
8	Money Laundering	15
9	Treasury	44
	<b>Grand Total</b>	<b>365</b>



HR conducted 17 in-house programs and partnered with 91 external providers. Training enhances regulatory compliance, risk awareness, and professional competence

## 5. Performance Management & Accountability

The Bank operates a fully digital, KPI-driven Performance Management System (PMS) integrated into its HRIS platform.

### Key Features:

- Financial & non-financial target setting
- Real-time digital performance tracking
- Half-yearly evaluations
- Continuous feedback mechanisms

This system strengthens accountability, transparency, and performance-based culture.

## 6. Employee Engagement & Retention

Retention strategies contributed to maintaining a low turnover rate of 3.10%.

### Engagement Measures:

- 456 employee promotions (merit-based)
- Career progression pathways
- Leadership development programs
- Competitive compensation benchmarking

Employee motivation and structured career mobility enhance institutional stability.

## 7. Compensation & Benefits

The Bank maintains equitable and competitive compensation practices, including:

- Performance-based salary increments
- Retirement & pension scheme
- Group health insurance through Progati Life Insurance
- Provident fund and allowances
- Incentive-based reward systems

Regular compensation reviews ensure market alignment and fairness.

## 8. Workplace Governance & Ethics

Jamuna Bank upholds strong workplace governance through:

- Updated HR policies (Recruitment, Leave, Succession, Attendance, Dress Code)
- Sexual harassment prevention mechanisms
- Grievance management framework
- Employee background verification
- Defined job responsibilities for all positions

A structured grievance redress system ensures confidentiality, fairness, and transparency.

## 9. Digital HR Transformation

In 2024, HR modernization significantly enhanced sustainability outcomes:

- Cloud-based HR Information System
- Online Performance Management System
- Facial Recognition Attendance Monitoring
- Online Career Portal & Recruitment System
- Paperless KPI framework

Digitalization reduced administrative inefficiencies and supported environmentally responsible operations.

## 10. Alignment with Sustainability & ESG Principles

Human Capital initiatives contribute to:

- Social sustainability through stable employment
- Ethical governance via structured performance and grievance mechanisms
- Operational efficiency through digital transformation
- Diversity enhancement through inclusive hiring practices

These efforts strengthen the Bank's ESG positioning and long-term value creation model.

## 11. 2025 Sustainability Priorities

Looking ahead, Jamuna Bank will focus on:

- Increasing female representation in leadership
- Enhancing employee wellbeing programs
- Expanding digital learning platforms
- Integrating AI-driven HR analytics
- Strengthening diversity & inclusion policies

In 2024, Jamuna Bank PLC reinforced its Human Capital foundation through disciplined recruitment, strong retention, digital innovation, and structured performance governance. With a growing workforce, low attrition rate, and sustained investment in talent development, the Bank remains well-positioned to support sustainable growth and stakeholder value creation in 2025 and beyond.

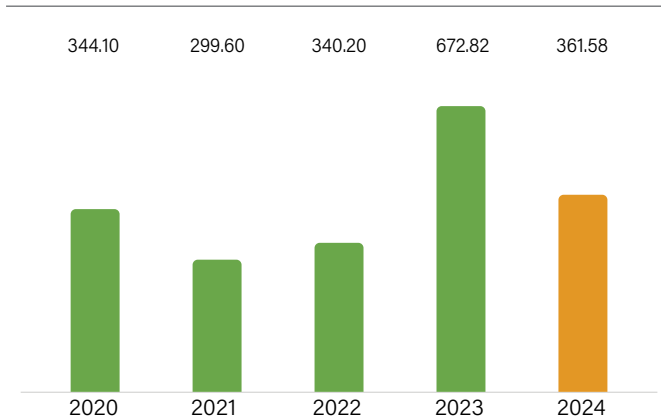
# COMMUNITY DEVELOPMENT

## 1. Our Commitment to Inclusive Growth

As a responsible financial institution, Jamuna Bank PLC integrates social responsibility into its core business philosophy. The Bank's CSR activities are guided by the CSR Policy Guidelines of Bangladesh Bank and aligned with national development priorities and global sustainability standards. In 2007, Jamuna Bank PLC established Jamuna Bank Foundation (JBF) to strengthen its CSR program. JBF has been a pioneer in CSR activities, focusing on education, healthcare, environment, and more. Over 17 years, JBF has committed to helping the underprivileged, earning recognition as the "Best CSR Bank" for 2021 & 2022. The Global Economics also honored the undersigned as "Best CSR Personality" for 2022.

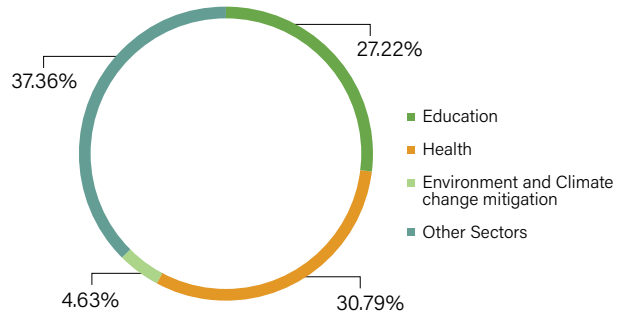
In 2024, the Bank allocated 5% of its net profit, amounting to BDT 361.58 million, to structured and impact-oriented social initiatives. The bank's CSR expenditure over the last five years, as outlined below, further demonstrates Jamuna Bank's consistent commitment to serving the community.

Year wise Total CSR Expenditure (in BDT mn)



Sector-wise distribution of CSR fund in 2024 also depicts in the following pie chart. As you can see Jamuna Bank has allocated CSR funds primarily to health (30.79%), disaster management (30.38%), and education (27.22%), highlighting a strong focus on societal well-being and recovery efforts.

Sector-wise CSR Fund Distribution in 2024



## 2. CSR PERFORMANCE SNAPSHOT – 2024

Indicator	2024 Performance
Total CSR Allocation	BDT 361.58 million
Health Beneficiaries	56,946+
Dialysis Sessions (2024)	10,225
Scholarship Students (Active)	514
Blankets Distributed	280,000
Women Empowered	480
Climate Beneficiaries	17,950

## 3. Health & Medical Services

- Donated BDT 111.33 million to Health Sector
- Sector Share: 30.79%

### Strategic Impact

Providing free health services:

- Improves community health and early disease detection
- Ensures access for underserved and marginalized groups
- Builds trust and strengthens community relationships
- Reduces financial burden and boosts productivity
- Supports SDG 3 (Good Health) and SDG 10 (Reduced Inequalities)

### 3.1 Free Medical camps across the country

Jamuna Bank Foundation is working with the poor and deprived people of the society to ensure proper health care facility among them.

A team of well-known eye specialist, physicians, dentist, dermatologist and general practice doctors attended the camp. The doctors examined and diagnosed every patient individually. They checked eyes, lungs, functioning of heart, other parts of body and gynae patients. Prescribed medicines were given free of cost by the Jamuna Bank Foundation. During the year 2024, Jamuna Bank Foundation organized 9 free medical camps throughout the country and provided free medical services to the 52,736 patients throughout the country.

### Free Medical & Mobile Camps

- 9 medical camps nationwide
- 12 mobile camps in Dhaka
- 52,736 patients treated
- 4,210 mobile medical beneficiaries
- Free medicine distribution and diagnostics



### 3.2 Free Medical Service & Medicine Distribution Center at Bishwa Ijtema

Jamuna Bank Foundation organizes free medical service & medicine distribution center at Bishwa Ijtema to serve the Muslim pilgrims in every year. About 38,000 pilgrims have been served in Bishwa Ijtema-2024.



### 3.3 Free Mobile Medical Camp

Jamuna Bank Foundation introduced free Mobile Medical Service on November 15, 2021 for the poor/under privileged people who are deprived of medical facilities. At present this service is available in different slum areas of Dhaka City where underprivileged people are getting medical advice of Specialist Doctors. At the same time free medical examination and medicine are being provided in the camp. In the future, this mobile medical service will be expanded across the Country. Throughout the year 2024, JBF organized 12 mobile medical camps in different areas of Dhaka city where a total of 4,210 people received free medical treatment.



### 3.4 Free Plastic Surgery Camp

Apart from organizing free medical camps across the country, Jamuna Bank Foundation has also been conducting specialized Free Medical and Plastic Surgery Camps nationwide. These initiatives particularly support underprivileged burn victims and individuals suffering from cleft lip and related deformities.

The camps were carried out with surgical procedures performed by specialist doctors from Interplast Holland, ensuring access to international-standard reconstructive and plastic surgery services for economically disadvantaged patients.

Over the past five years, a total of 2,811 patients received free medical treatment through these camps, including 990 successful surgeries, significantly improving the quality of life and social reintegration of beneficiaries.



### 3.5 Jamuna Bank Foundation Dialysis Center

To make dialysis services accessible to people, Jamuna Bank Foundation has set up the following 04 dialysis center in different location across the country.

- Jamuna Bank Foundation Kidney Dialysis Center, **Shantinagar, Dhaka**
- Jamuna Bank Foundation Kidney Dialysis Center, **Laksham, Cumilla**
- Jamuna Bank Foundation Kidney Dialysis Center, **Rupganj, Narayanganj**
- Jamuna Bank Foundation Kidney Dialysis Center, **Munshiganj**

#### 2024 Outcomes:

- 552 dialysis patients
- 10,225 dialysis sessions
- 12,140 patients served across healthcare facilities



### 3.6 Free medical treatment (general medicine and pediatric services) at Jamuna Bank Foundation Complex

**Jamuna Bank Foundation** has been providing free medical treatment to underprivileged communities as well as employees of **Jamuna Bank PLC** at the Jamuna Bank Foundation Complex.

Currently, the medical services are structured as follows:

- General Medicine Services: Sunday to Thursday, from 10:00 AM to 6:00 PM
- Pediatric Services: Tuesday to Thursday, from 4:00 PM to 8:00 PM

These services ensure accessible and regular primary healthcare support for both disadvantaged individuals and the Bank's workforce, reinforcing the Foundation's commitment to community well-being and employee care.



### 3.7 Jamuna Bank Foundation Diagnostic Center

Jamuna Bank Foundation Diagnostic Center was established with the objective of delivering high-quality, patient-centric diagnostic services. The clinical laboratory is equipped with advanced, internationally standardized technology, enabling reduced human handling errors and ensuring reliable, accurate, and timely test results.

The center currently offers a comprehensive range of diagnostic investigations, including:

- Complete Blood Count (CBC) with ESR
- Ultrasonography (USG) of Whole Abdomen (W/A)
- Electrocardiogram (ECG)
- Serum Creatinine (S. Creatinine)
- Lipid Profile
- Serum Electrolytes (S. Electrolyte)
- And other routine and specialized pathological tests

Employees of Jamuna Bank PLC and its subsidiaries are entitled to receive up to 60% discount on selected diagnostic packages. Additionally, members of the general public can avail themselves of testing services at comparatively affordable rates, reflecting the Foundation's commitment to accessible and cost-effective healthcare services.

### 3.8 Jamuna Bank Foundation Physiotherapy Center

Jamuna Bank Foundation has inaugurated a Physiotherapy Center at MHB Bhaban, Mohakhali, Dhaka, staffed with experienced and qualified professionals to deliver structured rehabilitative care.

The center currently provides physiotherapy services for a wide range of musculoskeletal and neurological conditions, including:

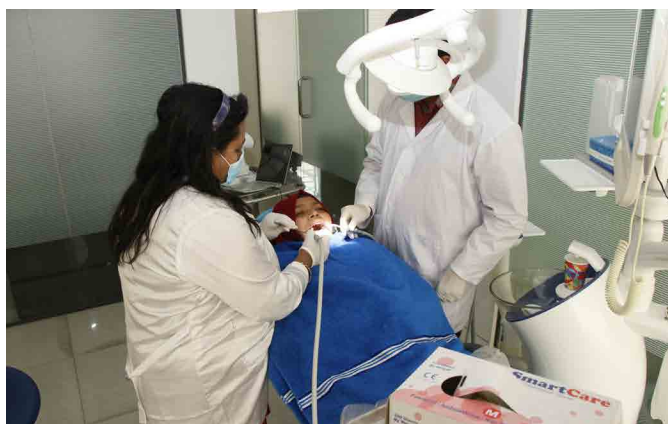
- Back pain and sciatica relief
- Neck pain and stiffness
- Shoulder pain / frozen shoulder
- Elbow, wrist, and hand pain
- Arthritis management
- Foot and ankle pain
- Sports injuries
- Post-plaster joint stiffness
- Geriatric (old-age related) complications
- Neurological disorders
- Parkinson's disease and related conditions

This initiative further strengthens the Foundation's commitment to accessible rehabilitative healthcare services, supporting patients in pain management, mobility restoration, and overall functional recovery.



### 3.9 Jamuna Bank Foundation Dental Clinic

Jamuna Bank Foundation Dental Clinic is a modern, technology-driven dental facility designed to deliver dependable and comprehensive oral healthcare services. The clinic operates with a team of skilled dental professionals committed to addressing patients' needs in an environment characterized by privacy, comfort, and clinical excellence.



The clinic is fully equipped to manage a wide spectrum of dental conditions and procedures, including:

- Scaling and teeth polishing

- Teeth filling (restorative procedures)
- Oral surgery (tooth extraction)
- Root canal treatment (endodontic therapy)
- Cosmetic dentistry
- Orthodontic treatment
- Pediatric dentistry
- Dental implants
- Dental X-ray and diagnostic imaging

Through advanced equipment and standardized clinical protocols, the Dental Clinic reinforces the Foundation's commitment to accessible, quality healthcare services for both employees and the wider community.

### 3.10 Jamuna Bank Foundation Eye Hospital

Jamuna Bank Foundation has established an Eye Hospital at the Jamuna Bank Foundation Complex, with the objective of delivering specialized ophthalmological services focused on quality, affordability, and patient-centered care.

The Eye Hospital is equipped to provide comprehensive eye care services under the supervision of experienced consultants and trained support staff, ensuring professional and reliable treatment outcomes for patients.

To provide integrated service support, the facility also includes:

- A **Pharmacy** supplying quality-assured ophthalmic and general medicines
- A **Spectacles Shop** offering high-quality optical frames and prescription lenses

Through this initiative, the Foundation continues to strengthen its commitment to accessible and affordable specialized healthcare services for the community.



### 3.11 Jamuna Bank After Care centre/Rehabilitation Center

Rehabilitation becomes imperative when an individual deviates into substance dependency and requires structured support to reintegrate into a healthy and responsible lifestyle. The transition to an addiction-free life following medical treatment is often complex, demanding sustained guidance, psychosocial support, and skill development.

In recognition of its social responsibility, the Jamuna Bank Foundation established an "After Care Centre" for individuals

recovering from drug addiction at the Jamuna Bank Foundation Complex. The Centre provides comprehensive post-treatment care and rehabilitation services designed to support long-term recovery.

### 3.12 Ongoing Project of Jamuna Bank Foundation

Jamuna Bank Foundation is actively developing three healthcare centers in rural areas to ensure accessible and affordable medical services for underserved communities. This initiative reflects the Foundation's steadfast commitment to supporting vulnerable and marginalized populations.

The ongoing projects include:

- **JBF Hospital at Rupgonj, Narayanganj** – Providing essential healthcare services to local residents.
- **JBF Hospital at Laksham, Cumilla** – Aimed at improving rural healthcare accessibility.
- **JBF Hospital at Barura, Cumilla** – Ensuring affordable treatment options for the community.

These projects collectively underscore the Foundation's dedication to enhancing healthcare infrastructure and addressing the medical needs of rural Bangladesh.



Construction works of JBF Hospital at Rupgonj, Narayanganj is going on



Construction works of JBF Hospital at Laksham, Cumilla is going on



Construction works of JBF Hospital at Barura, Cumilla is going on



# EDUCATION & SKILL DEVELOPMENT

- **Allocation: BDT 98.413 million**
- **Sector Share: 27.22%**
- **Total Beneficiaries: 45,123**

## Strategic Impact:

Human capital enhancement, digital inclusion, and educational access for marginalized communities.

### 4.1 Scholarship Programme

The Government of Bangladesh has made education compulsory, raising the national literacy rate to 74.66%. Despite this, poverty forces many talented students to leave their studies. To address this, Jamuna Bank Foundation provides scholarships that help students continue their education and contribute to national development.

Each scholarship covers book costs, a cash allowance, and a monthly stipend for pursuing graduation or post-graduation studies.



<p>In 2024, the Foundation invested approximately BDT 13.27 million in scholarships and related support.</p> <ul style="list-style-type: none"> <li>• <b>514</b> active scholarship recipients</li> <li>• <b>1,266</b> beneficiaries since inception</li> <li>• <b>190</b> graduates completed studies</li> <li>• <b>25</b> disabled students supported</li> </ul>	<p>Students are enrolled in reputed institutions including:</p> <ul style="list-style-type: none"> <li>• University of Dhaka</li> <li>• Medical Colleges</li> <li>• Agricultural Universities</li> <li>• Law Institutions</li> </ul>
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### 4.2 Jamuna Foundation Nursing College

Jamuna Bank Foundation Nursing College, located in Dhanmondi, offers the following programs:

- **Basic B.Sc in Nursing** – 4-year program, session starts in January, 30 seats available
- **Post Basic B.Sc in Nursing** – 2-year program, session starts in July, 20 seats available

All programs are approved by the Bangladesh Nursing Council, affiliated with Dhaka University, and approved by the Ministry of Health and Family Welfare.

In the 1st-year B.Sc final exam, all students successfully passed, with one student achieving 5th position nationally among all nursing colleges.



The College has also signed a **Memorandum of Understanding (MoU)** with Bangladesh Specialized Hospital. Under this agreement, students receive clinical training at the hospital, and graduates are offered employment opportunities. Currently, 95 students are enrolled in the Basic B.Sc program and 55 students in the Post Basic B.Sc program.

### 4.3 Jamuna Bank Institute of Information, Communication & Technology (JBIICT)

Knowing the importance of ICT and to build the SMART Bangladesh, Jamuna Bank Institute of Information, Communication & Technology (JBIICT) has established at House No: 29, Road No: 2, Block: C, Chand Uddyan Housing Ltd. Mohammadpur, Dhaka-1207 aiming to provide free ICT training among the poor but meritorious students so that they may become competent in the job sectors and self-sufficient. In 2024, 65 students have completed different course from JBIICT.



#### 4.4 Computer training center for young people and students

Since inception Jamuna Bank Foundation established 14 computer training center including one for deaf at Bijoy nagor, Dhaka for improvement of basic computer skills of the students of the school which will help them later to define their career goals, entrepreneurship, and job opportunities. At present, 158 students are pursuing different computer courses from these training centers.



#### 4.5 Primary School for the slum dwellers

Bangladesh's urban population is rising fast. In the capital, Dhaka, an estimated one-third of the city's population lives in slums. They are lacking in wealth, power and social connections; probably under-counted in national surveys; and under-served by both government and non-government organizations. Currently, 124 students are receiving primary education from this school.



#### 4.5 PRODEEP Jamuna Bank Foundation Autism School

In the world, about 1% of children suffer from autism. We assume that the figure would be more than that in our country. But there are not enough good quality autism schools in the country. Moreover, the existing autism schools in the country are very expensive compared to regular schools. As such a major percentage of children are deprived of special education. Considering the improvement of this special sector Jamuna Bank Foundation established PRODEEP Jamuna Bank Foundation Autism School. Currently 12 physically challenged students are getting special education support from this school

#### 4.6 Jamuna Bank Madrasa

As a part of Bank's CSR activities, Jamuna Bank Foundation established Madrasa at Jamuna Bank Complex, House No: 29, Road No: 2, Block: C, Chanduddyan Housing Ltd., Mohammadpur, Dhaka-1207 under the auspices and finance by Jamuna Bank Foundation with an intention to come alongside the children of slum dwellers who are in darkness and yet to be enlightened by formal religious education. Currently, total 80 students both male and female are pursuing their religious education from the Madrasa.



#### 4.7 Holy Quran Education Centers for Senior Citizen

The Jamuna Bank Foundation has undertaken a unique social initiative to promote religious education and moral enrichment among senior citizens through its Holy Quran Education Centers.

As of December 2024, the Foundation operates 207 adult Quran learning centers across different parts of the country, including 17 dedicated centers for women, ensuring inclusive access to religious education. These centers provide structured learning opportunities for elderly individuals who did not have the opportunity to receive formal Quranic education earlier in life.

Since inception, a total of 4,140 senior citizens have been enrolled and are receiving Quranic education through these centers. The program not only facilitates religious learning but also promotes social inclusion, mental engagement, and community bonding among elderly participants, thereby contributing to their overall well-being and dignity.

# 5. DISASTER MANAGEMENT & HUMANITARIAN ASSISTANCE

- **Allocation: BDT 109.84 million**
- **Sector Share: 30.38%**

## **Strategic Impact:**

Enhanced disaster resilience, rapid emergency response, and social protection support.

### **5.1 Relief Distribution to flood affected area**

By the end of August 2024, exceptional heavy rains and unprecedented water flows from upstream have inundate large areas of eastern Bangladesh threatening life, causing untold chaos and profound concern. Eleven districts have been impacted and around 4.8 million people affected by the worst flooding in decades in the eastern region of Bangladesh. Jamuna Bank Foundation had actively supported flood-affected communities providing daily necessities, child food and water purifying tablets. 02 speed boats had been given to local rescue teams to distribute relief and rescue affected people. JBF also distributed 600 bags of cattle food.

In addition to these initiatives, under the leadership of Mr. Al-Haj Nur Mohammed, Chairman of Jamuna Bank Foundation relief packages were distributed to 500 families in Chagalnaiya Upazilla of Feni district.

**Besides, Employees of Jamuna Bank have alsodonated 01 day salary to the Chief Adviser’s Relief Fund for the flood affected people.**



### **5.2 Distribution of Blankets for the destitute and cold-affected people of the Country**

Jamuna Bank Foundation also distributed 280,000 blankets in 2024, continuing its annual support to those affected by the harsh winter in cold-prone regions. This initiative aims to provide relief and comfort to the most vulnerable communities during the winter season.



# 6. ENVIRONMENTAL & CLIMATE INITIATIVES

**Allocation: BDT 16.73 million**

**Beneficiaries: 17,950**

**Focus Areas:**

- Climate adaptation
- Coastal resilience
- Environmental restoration

**Strategic Impact:**

Strengthened ecological balance and community-level climate adaptation.

## 6.1 Tree Plantation And Coastal Forestation Program

In 2024, Jamuna Bank Foundation implemented nationwide tree plantation program in different districts. In addition to tree plantation, saplings were distributed among the people in various rural areas across the country. JBF has spent BDT 5.21 million on green afforestation in 2024.



## 6.2 Financial Aid to Climate Change Affected Communities

In addition to tree plantation and coastal forestation program, in 2024, Jamuna Bank has donated BDT 11.52 million to support people affected by climate change across the country especially in coastal areas.

# 7. WOMEN EMPOWERMENT & LIVELIHOOD DEVELOPMENT

**Allocation: BDT 0.32 million**  
**Beneficiaries: 480 women**

**Strategic Impact:**

Promotion of self-employment, economic inclusion, and income diversification.

## 7.1. Distribution of sewing machines among the helpless poor women

During 2024, Jamuna Bank Foundation distributed sewing machines among the helpless poor women for the purpose of self-employment in different districts of Bangladesh.



## 7.2 Operating 13 Sewing Training Center for female across the country

To empower unprivileged and poor women of the society Jamuna Bank Foundation has established 13 Sewing Training Center in different districts of Bangladesh. The goal of establishing such training centers is to train them so that they can earn their livelihood and support their family. In 2024, 480 women have been benefited from these sewing training centers across the country. Currently, 105 students are obtaining sewing training across the country.



# 8. COMMUNITY & SOCIAL DEVELOPMENT

**Allocation: BDT 24.95 million**

**Strategic Impact:**

Community infrastructure development and social cohesion.

## 8.1 Donated BDT 10.8 million to support different sports activities

Jamuna Bank patronizes for the development of our sports and culture from the beginning. Throughout the year 2024, Jamuna Bank has contributed BDT 10.00 million to Bangladesh Kabadi Federation as financial aid and BDT 0.8 million to different sports and cultural organization through Jamuna Bank Foundation.

## 8.2 Donated BDT 2.22 million to Jamuna Bank Old Home

Considering the necessity of the Old Home, Jamuna Bank Foundation has started the construction works of Jamuna Bank Old Home at Mekail Nagar, Keranigonj. A local business man AL-Haj Zulhash donated 10 bigha lands for establishing this Old home. 2 storied out of 10 storied building of Jamuna Bank Old home. In this regard a master plan was also approved by the Foundation to establish a 10 (ten) storied building to accommodate people having no place in the earth to stay. Here old aged people but poor will be able to stay free of cost, option is there for middle income and high income class may stay with minimum cost. In 2024, BDT 2.22 million has spent for conducting construction and operational activities of the Old home.

## 8.3 Donated BDT 10.00 million to the war-affected people of the State of Palestine.

Jamuna Bank has always come forward in the service of humanity, going above creed and caste. In continuation of that, Jamuna Bank has donated Tk.10.00 million to help the people affected by the war in Palestine.

## 8.4 Donated BDT 0.40 million to Child Day Care Center.

Jamuna Bank has donated BDT 0.40 million as financial aid to the 'Child Day Care Center of Private Banks' situated at Motijheel.

## 8.5 Donated BDT 1.53 million to various charitable works.

Throughout 2024, Jamuna Bank donated a total of BDT 1.53 million to Proyash School, the judge courts in Rajshahi, Dhaka, and Sylhet, the Artha Rin Adalat in Chattogram, as well as to various underprivileged individuals.

**Alongside the above-mentioned activities, in previous years, the Jamuna Bank Foundation has undertaken the following philanthropic activities to make society more inclusive, humane, and empowered.**

- Organized awareness programs such as seminars and rallies to educate people about the dangers of drug abuse and promote a healthy, drug-free lifestyle.
- Organized seminars on national holidays, art competitions for children, and discussion sessions focused on the significance of the holy month of Ramadan.
- Installed Arsenic free deep tube well at Matlob, Chandpur.
- Installed Solar Panel for the village people at Pakundia, Kishoregonj.
- A model village (Adarsha Gram) had been established at Singpara village under Thakurgaon district by Jamuna Bank Foundation. The objective of the establishment of Model Village is to promote the life-standard of remote village dwellers.
- Jamuna Bank Foundation extended financial support to various sports clubs and the national cricket board to promote the development of sports and athletics.
- Donated to the affected people of Nimtali Fire Tragedy through PM's welfare fund.
- Over the years, financial assistance has been provided to numerous underprivileged individuals and various governmental and non-governmental organizations in times of need.

# METRICS AND TARGETS

## SUSTAINABLE FINANCE PERFORMANCE OVERVIEW

In 2024, Sustainable Finance disbursement reached BDT 206,413.73 million, reflecting substantial expansion compared to BDT 87,945.25 million in 2023, demonstrating accelerated alignment with environmental and social financing priorities.

### 1. Portfolio Composition Analysis

#### A. Green Finance

Green Finance disbursement remained stable at:

- **BDT 5,439.68 million (2024)**
- **BDT 5,492.75 million (2023)**

#### Key Growth Areas (2024):

- Energy & Resource Efficiency: **BDT 1,079.03 million**
- Recycling & Circular Economy: **BDT 454.06 million**
- Green SRF: **BDT 734.00 million**
- Renewable Energy: **BDT 1.75 million**
- Miscellaneous Green: **BDT 1,375.20 million**

#### B. Sustainable Linked Finance

Sustainable Linked Finance expanded significantly:

- **BDT 200,974.05 million (2024)**
- **BDT 82,452.50 million (2023)**

#### Major Growth Drivers (2024):

- Sustainable CMSME: **BDT 64,461.69 million**
- Other Sustainable Linked Finance: **BDT 127,647.38 million**
- Sustainable Agriculture: **BDT 3,137.03 million**

#### Portfolio Shift Insight:

The growth indicates strong emphasis on:

- SME inclusion
- Broad sustainability-linked corporate exposure
- Scaled financing beyond traditional green asset categories

### 2. Growth Dynamics (2023–2024)

Segment	2023 (BDT mn)	2024 (BDT mn)	Growth Trend
Green Finance	5,492.75	5,439.68	Stable
Sustainable Linked Finance	82,452.50	200,974.05	Significant Expansion
Total Sustainable Finance	87,945.25	206,413.73	Strong Portfolio Scaling

## ENVIRONMENTAL

### Operational Green house gas emissions

Particulars	2024	2023
Scope 1 emissions	1,534.34 tCO <sub>2</sub> e	1,255.94 tCO <sub>2</sub> e
Scope 2 emissions	10,177.74 tCO <sub>2</sub> e	4,247.03 tCO <sub>2</sub> e
Selected Scope 3 emissions	633,293.50 tCO <sub>2</sub> e*	594,225.40 tCO <sub>2</sub> e

\*(Financed emission 93% of total portfolio)

## SCOPE 1: DIRECT ENERGY:

### Vehicle Fleet Fuel Consumption

Particulars	2024	2023
Fuel for Generator (Liters) (Diesel)	178,878	162,486.37
Fuel for Car (Liters) (Octane)	448,938	387,130.00
Fuel for Generator (GJ)*	7,190.47	6,531.57
Fuel for Car (GJ)*	18,046.24	15,561.71

\*1 fuel oil equivalent @kiloliter = 40.1976279848 GJ

## SCOPE 2: INDIRECT ENERGY:

### Electricity consumption

Particulars	2024	2023
Total Consumption (kWh)	15,190,654.11	104,86,447.47
Total Consumption in Gigajoules (GJ)*	54,686.35	37,751.21
Electricity consumption per employees	3,439.13 kWh	2,508.72 kWh

\*1 kWh = 0.0036 GJ.

## SCOPE 3: FINANCED EMISSION (93% OF LOAN PORTFOLIO)

Particulars	Result (tCO <sub>2</sub> eq)	
	2024	2023
Agricultural Farms(Nursery, Horticulture, Apiculture etc)	1,570.3	1,194
Fishing Farms ( Hatchery, Shrimp Culture etc)	9.4	11
Dairy Farms	11.8	13
Poultry Farms	3.0	3.0
Jute Mills/Jute products Manufacturing Industries (rope, thread, twain, canvass, bag, carpet, etc.)	15.4	23
Printing & Dyeing Industries	82.9	87
Spinning Mills	127.6	222
Weaving Mills	1.6	1
Cosmetics & Toiletries Industries	4,351.8	3,851
Rubber and Plastic Industries	192,661.7	129,228
Leather Products ( bag, shoe etc.) Manufacturing Industries	1.1	1
Textile Mills	195.1	181
Paper and Paper Products Manufacturing Industries	6,078.6	8,622
Furniture, Fixture, Particle Boards and Other Wood Product Manufacturers	1,605.8	1,625
Readymade Garments Industries	2,769.6	1,497
Hosiery Factories	0.5	1
Pharmaceutical Industries	13,594.3	16,395
Chemical and Chemical Products Industries	14,558.5	24,442
Cement Factories	60,896.1	74,170
Ceramic Industries	87,625.2	85,137
Bricks Manufacturers and Sand elevators	2,261.3	2,048
Glass and Glassware Products Factories	40,882.8	35,446
Steel Engineering & Metallic Products Industries (Including Re-rolling Mills)	25,137.5	33,781

Particulars	2024	2023
Assembling Industry	5,204.4	7,255
Beverage and Soft Drinks manufacturing Companies	10.3	10
Packaging Industries including paper boards	8,169.3	10,244
Manufacturing of Electrical equipments & spares (cables, bulbs, switches etc.)	47,940.0	50,471
Manufacturing of Transport Equipments	3,989.6	4,229
Manufacturing of agro-equipments	4,644.5	506
Electronic Goods Manufacturing/Assembling Industries (TV, Computer	5,865.4	47,788
Ship Building Industries	1,409.3	1,448
Ship Breaking Industries	7,017.1	6,946
Battery Manufacturing Industries	2,307.1	641
Garments Accessories manufacturing industries (Zipper, Button etc)	612.7	638
Polymer and polythene industries	-	215
Saw Mills	38.4	57
Other Industries not above mentioned	-	103
Production, supply and distribution of power in the private sector	74,104.0	83,350
Gas Companies	999.7	623
Oxygen Gas Companies	9.7	7
Road Transport Companies (including Rent -a - car)	662.6	639
Construction Companies	642.4	688
Publishing Industries (including printing press)	0.1	0
Telecommunication (Mobile/cellular operators and private land phone)	12.3	3
Housing Companies or Societies/Land Developers	59.1	51
Buying House	0.1	0
Entertainment Services (Amusement Park, Theme park, Eco park, Zoo etc.)	0.1	0
Hospitals, Clinics, Diagnostic Centers and Other Health Services	2,479.3	2,480
IT-based activities (system analysis, design, developing system solutions, Grameen Solution, information service, Call centre service, offshore development centre, business process outsourcing , Cyber Cafes, Internet Service Providers etc.)	0.4	0
Restaurants /Fast Food	1.9	2
Travel Agencies/Overseas Employment / Aviation Service/Immigration consultants/Ticket sales agent	0.1	0
Beauty Parlours/ Saloons/ Health Club/Fitness centre	0.1	0
Tourism Industry (List available at page no-115)	2.7	2
Filling Stations (Petrol pump, CNG Station)	0.5	1
Private Inland Container Depot and Container Freight Station	0.3	0
Chain Super Market/Shopping Mall	1.6	2
Auto mobile service including CNG conversion centre.	0.1	-
Residential Hotels ( Including 3 star &Above)	28.4	29
Community Centers/ Convention centers/Auditorium	0.1	-
Tailoring Shop and Tailors	0.2	0
Light Engineering and Metal-workshop	7,722.7	7,600
Consultancy & Supervisory Firms	0.2	0
Contractor and Supplier firms	490.0	623
Processing of bread and biscuits, vermicelli, laccha, chanachur, noodles etc.	207.6	22
Manufacturing of flour, sujee (Flour Mills)	436.9	145
Starch, glucose and other dextrose product	10.4	48
Processing of powder spice	4.5	5
Fish feed and fish meal processing for poultry and livestock	189.3	154
Seed processing and preservation	509.0	257

Particulars	2024	2023
Pulse Mills	20.3	16
Production of bio slurry, mixed manure and urea.	-	5
Production of bio-pesticides, neem pesticides etc.	602.0	71
Sweetening products.	1.8	2
Mustard oil producing industry (if local variety is used).	4.5	3
Rice mills including puffed rice, chirra, fine rice, flavoured rice etc.	1,054.7	1,562
Milk Processing Industries (Pasteurisation, milk powder, ice-cream, condensed milk, sweet, cheese, butter, ghee, chocolate, curd etc.)	0.2	0
Food Processing Industry (PRAN, AFTAB, BD-Food etc.)	133.2	426
Tea processing industries	387.0	248
Refining and hydrogenation of edible oil, vanaspati, Ghee etc.	632.5	1,046
Other Agro based/Processing Industries.	-	35
Importers	64.2	60
Exporters	3.4	2
Importers and Exporters	15.5	22
Whole Sale Traders	60.2	65
Retail Traders	66.1	58
Leasing Companies	4.2	4
GO/Micro Credit Organizations (BRAC, ASA etc.)	14.5	16
Brokerage Houses/ (Share & Security Trading Houses)	2.8	2
<b>Total</b>	<b>633,293.50</b>	<b>648,907.40</b>

Note: In this report, Jamuna Bank is disclosing its greenhouse gas (GHG) emissions at the portfolio level through carbon accounting calculations.

#### Paper consumption:

Materials	2024	2023
Printing paper use (tones)*	97.702	88.82
Paper consumption in Amount (BDT million)	18.117	16.47
Paper consumption per employee (KG)	23.441	21.31
Paper consumption per employee (in BDT million )	0.0041	0.0044

\* Printing paper includes A4 (normal & offset) and B4 ( normal& offset) paper used in our offices and branches

#### Water Consumption

Particulars	2024	2023
Total Utility Water Consumption (m3)	304,447	276,770
Total Water consumption per employee (m3)	68.96	66.20

# SOCIAL

## Customers

Particulars	2024	2023
Total customers	1.37 million	1.23 million

## Customer complaints

Particulars	2024	2023
Received	77	115
Responded	77	115

## Cyber defense

Particulars	2024	2023
Phishing sites taken down	20 (manually) rest are prevented by system	9 (manually) rest are prevented by system
Signals analysed for potential cyber threats	65,000+ signal per day	55,000+ signal per day

## Employees

Particulars	2024	2023
Total Employees (Full Time)	4417	4180
Employee Turnover rate	3.096%	3.13%

## Employee Training

Particulars	2024	2023
No. of training program	External=91 Internal= 115	External=83 Internal= 29
No. of attendees	External=365 Internal= 1931	External=350 Internal= 1557

## Gender Diversity

Particulars	2024	2023
Women in work place	839	785
Women in Manager and above Roles	2	2

## Age Diversity

Particulars	2024	2023
<25 years	166	191
25-34 years	1466	1342
35-44 years	1816	1799
45-54 years	847	738
55-60 years	111	87
60+ (contractual)	11	23

## Community investment

Particulars	2024	2023
Total Community Investment	BDT 361.58 mn	BDT 672.82 mn
Education	BDT 98.41 mn	BDT 102.27 mn
Health	BDT 111.33 mn	BDT 186.58 mn
Environment and Climate change mitigation	BDT 16.73 mn	BDT 3.8 mn
Others	BDT 135.11 mn	BDT 380.17 mn

## Health

Particulars	2024	2023
No. of free medical camp	9	16
No of patient treated	52,736	130,800
No. of free mobile medical camps	12	37
No. of patient treated	4,210	6,808
No. of Dialysis center	4	4
No. of dialysis service provided	10,225	27,097
Free Plastic surgery camp	-	-
No. of Patient treated	-	-
Others	<ul style="list-style-type: none"> <li>• JBF Diagnostic center, Jamuna Bank Foundation Complex, Dhaka</li> <li>• JBF Physiotherapy Center, Jamuna Bank Foundation Complex, Dhaka</li> <li>• JBF Dental Clinic, Jamuna Bank Foundation Complex, Dhaka</li> <li>• JBF Eye Hospital, Jamuna Bank Foundation Complex, Dhaka</li> <li>• JB After care/rehabilitation center, Jamuna Bank Foundation Complex, Dhaka.</li> </ul>	
Ongoing Project	<ul style="list-style-type: none"> <li>• JBF hospital at Rupganj, Narayangonj</li> <li>• JBF hospital at Laksham,Cumilla</li> <li>• JBF hospital at Barura,Cumilla</li> </ul>	

## Education

Particulars	2024	2023
No of students enjoying JBF scholarship facility	514	533
Student at Jamuna Bank Foundation Nursing college	110	63
No of Training program arranged by JBIICT	5	25
No. of student completed course from JBIICT	40	238
Holy Quran Learning center	207	199
Others	<ul style="list-style-type: none"> <li>• Establishment computer training center in different school</li> <li>• Primy School for the slum dwellers</li> <li>• JBF Autism School (PRODEEP)</li> <li>• Jamuna Bank Madrasha</li> </ul>	

## Environmental, and Climate Change Mitigation & Adaptation

Particulars	2024	2023
No of trees planted	10,000+	2000+

## Disaster Management

Particulars	2024	2023
Donation to PM Relief Fund	-	BDT 40.00 million
Distribution of Blankets for the cold-affected people	280,000	275,0000

# GOVERNANCE

## Board Composition

Particulars	2024	2023
Total Directors	17	20
Independent Directors	3	4

# TARGETS

We have been progressively setting operational and sector-level financed emissions targets in line with pathways to net zero by 2050. We have decided to defer setting targets for the 5 (five) sectors at this time. To help us achieve our financed emissions targets and provide transparency to our stakeholders, we measure and report our financed emissions aligned to the recognized Standard.

## Scope 1 and 2 Emissions

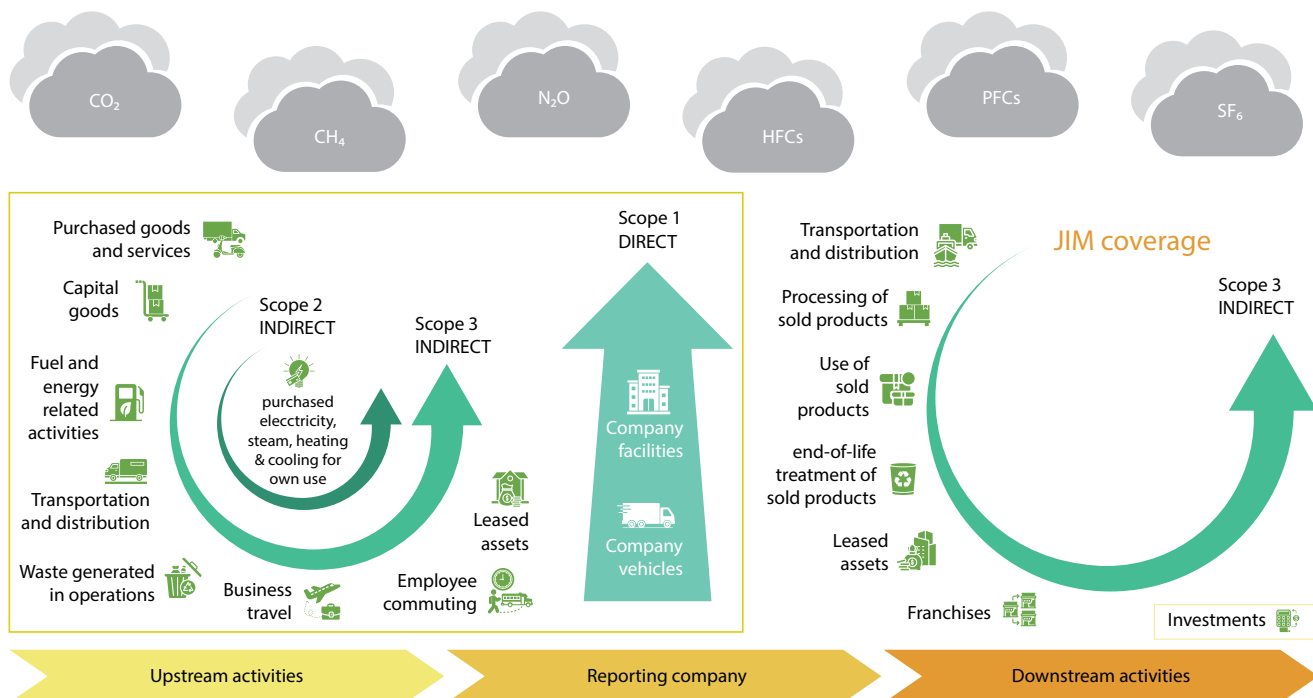
Scope-1 emissions are direct greenhouse gas emissions that occur from sources that are controlled or owned by an organization. Some of the categories of Scope-1 emissions are fuel consumption, bio fuel consumption, air conditioning, refrigerator, and owned vehicles. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling, as they are a result of the organization's energy use.






As part of our Sustainability Roadmap for "Reducing Environmental Impact", our interim target for 2035 strategizes on restraining Scope 1 and Scope 2 emissions. As the company is growing and its footprint is expanding, total GHG emission is likely to expand as well. However our target is to restrict it to a minimum.

## Scope 3 Emission

Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain. Scope 3 emissions include all sources not within an organization's Scope 1 and 2 boundaries. Examples of some Scope-3 emissions are- Material Used, Employee Commuting, Business Travel (Air), Hotel Stay, Water Supply, Investments etc.

As Loan Portfolio falls under Scope 3 emission, Jamuna Bank has considered five major GHG contributing sectors to set interim emission reduction targets by 2035. All targets have been aligning with IEA Net Zero Emission Scenarios. In the long run the emissions from Business As Usual (BaU) scenario of Jamuna Bank will be increased. The reduction targets have been set based on projected BaU Scenario of 2035.



Financing Sector	Estimated Emission Reduction Target (%) for 2030*	Strategies for 2030
 <b>Textile &amp; RMG</b>	8%	<ul style="list-style-type: none"> <li>Encourage Investment in Sustainable Technologies Promote Recycling and Circular Economy</li> <li>Reduce investing in companies who use coal fired boilers for their operations</li> </ul>
 <b>Agriculture, fishing and Forestry</b>	1%	<ul style="list-style-type: none"> <li>Finance Sustainable &amp; GHG emission reduction practices &amp; screening</li> <li>Encourage improved agricultural practices</li> </ul>
 <b>Power &amp; Gas</b>	8%	<ul style="list-style-type: none"> <li>Decrease the investments in oil fired power plants</li> <li>Provide financial incentives to encourage the adoption of low-carbon technologies and renewable energy sources</li> <li>Promote Green Bonds</li> </ul>
 <b>Food &amp; Allied Industries</b>	7%	<ul style="list-style-type: none"> <li>Implement environmental criteria for assessment</li> <li>Offer specialized financial incentives for environmental friendly practices</li> <li>Offer expertise and advisory services for implementing sustainable practices</li> </ul>
 <b>Transport</b>	7%	<ul style="list-style-type: none"> <li>Encourage fuel efficiency for the transport sub sector</li> <li>Increasing finance in less emission based transport system</li> <li>Invest in development of advanced technology for transport sector and renewable energy vehicle manufacturing</li> <li>Financing vehicles powered by compressed natural gas</li> <li>Collaborate with clients to use energy efficient products.</li> <li>Encourage the adoption of low carbon transportation systems</li> </ul>

\*Estimated Emission Reduction Target has been determined as per INDC (unconditional) of Bangladesh

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<b>IFRS S2: Climate-related Disclosures</b>		
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Scenario analysis	Section: Driving Responsible & inclusive prosperity	Pg. 52-56

# ENGAGEMENT HIGHLIGHTS 2024

## Annual Business Conference 2024

The Annual Business Conference 2024 of Jamuna Bank PLC. took place at a luxury hotel in Dhaka. The event was graced by the distinguished presence of Md. Saidul Islam, the then Chairman of Jamuna Bank PLC. who expressed his satisfaction and congratulated all employees for the remarkable success achieved by the bank in 2023. The conference delved into a detailed discussion of the bank's management activities, leading to important decisions to expand various bank initiatives. Notably, the Chairman Award was presented to the heads of different branches and some other divisions.



## Zonal Business Development Meeting

Managers' Meeting of Dhaka & Mymensingh Zone



Managers' Meeting of Chattogram Zone



## Business Agreements & Meetings

Jamuna Bank has signed mutual agreement with Delta Life Insurance on 23 April, 2024 to provide bancassurance services to the customers and on 23 December, 2024 Jamuna Bank has started its operations of bancassurance service.



A mutual agreement was signed between Jamuna Bank PLC and Splash Works Water Park Ltd. (Mana Bay) was held on 27 May, 2024 at Jamuna Bank Tower, Gulshan-1, Dhaka



Business meeting with Terrapay



## Glimpse of Network Expansion 2024



Inauguration of Satmasjid Road Branch, Dhaka, 169<sup>th</sup> Branch of JBPLC



Inauguration of Chandina Branch, Cumilla, 168<sup>th</sup> Branch of JBPLC



Inauguration of Matlob Dakshin Sub-Branch, Chandpur, 113<sup>th</sup> Sub-branch of JBPLC



Inauguration of Collection Booth at Siddheswari Girls' College, Dhaka

## Social Engagement

Under the direction of Bangladesh Bank Financial Inclusion Department, Jamuna Bank organized Financial Education Program to promote financial literacy at Jessore Collectorate School and Sunshine Model High School at Hobiganj during the year 2024. The goal was to teach students important financial skills with essential financial knowledge and encourage responsible financial management.



## Employee Engagement

Jamuna Bank PLC. Leads a Workshop on "Prevention of Money Laundering and Terrorist Financing" on November 23, 2024 at Thakurgaon district.



A special seminar on Cyber Security Awareness was held at the corporate office of Jamuna Bank PLC. on October 24, 2024. Senior Officials and Head of Divisions along with employees of the branches across the country participated in the seminar through a virtual platform. The speakers explained the importance of proper implementation of cyber security as well as provided analytical advice to the employees to take various precautionary measures.



A fire drill took place on December 4, 2024, at the Head Office of Jamuna Bank in collaboration with the Fire Service & Civil Defense Authority. The purpose of the drill was to ensure that employees are prepared to respond quickly and safely in the event of a fire. It tested emergency systems, practiced evacuation procedures, and helped familiarize the bank's staff with safety protocols for an actual emergency.





## Jamuna Bank

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