

**Market Discipline**  
**Disclosures on Risk Based Capital**  
**(Pillar 3 of Basel-III)**

**Shahjalal Islami Bank Limited**  
**For the Year Ended December 31, 2020**





# Market Discipline

## Disclosures on Risk Based Capital (Pillar 3 of Basel III)

### Background and Purpose

Basel III is an internationally agreed new set of capital and liquidity standards developed by the Basel Committee on Banking Supervision in response to the financial crisis of 2007-09. The objective of the reforms was to manage use of excessive on and off-balance sheet leverage, gradual erosion of level and quality of capital base, insufficient liquidity buffer, pro-cyclicality and excessive interconnectedness among systematically important institutions. These factors are identified for reasons of bank failure. Through its reform package, BCBS also aims to improve risk management and governance as well as strengthen banks' transparency and disclosures.

To cope up with the international best practices and to make the bank's capital shock absorbent, Bangladesh Bank issued 'Guidelines on Risk Based Capital Adequacy (Revised Regulatory Capital Framework for banks in line with Basel III) in December 2014 with the instructions to maintain the minimum capital requirement under pillar 1, additional capital requirement under pillar 2 and market disclosure requirement under pillar 3. Shahjalal Islami Bank has also adopted Basel-III framework as part of its capital management strategy in line with the revised guideline.

As part of Basel-III compliance, Market Discipline (pillar 3) is formulated with a view to establish more transparent and more disciplined financial market so that stakeholders can assess the position of a bank regarding holding of assets and to identify the risks relating to the assets and capital adequacy to meet probable loss of assets.

For the said purpose, Shahjalal Islami Bank Limited has developed a set of disclosure framework containing the key pieces of information on the assets, risk exposures, risk assessment processes, and hence the capital adequacy to meet the risks.

### Components of Disclosure Framework

As per Bangladesh Bank's guidelines, the following componenets are the disclosure requirement under Pillar 3 of Basel framework:

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

### Consistency and Validation

The quantitative disclosures on Risk Based Capital (Basel-III) are made on the basis of audited consolidated financial statements of Shahjalal Islami Bank Limited (SJIBL) and its subsidiaries for the year ended December 31, 2020 and prepared under the historical cost convention in accordance with Internaional Financial Reporing Standards (IFRSs) and as per provisions of the "Guidelines for Islamic Banking" issued by Bangladesh Bank through BRPD Circular No. 15





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dated November 09, 2009 with reference to the provisions of the Bank Companies Act, 1991 (as amended) and other circulars/instrutions of Bangladesh Bank, the Companies Act 1994, the Securities and Exchange Rules 1987 and Standards issued by the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI), as a member of that organization.

Therefore, information presented in the 'Quantitative Disclosures' section can easily be verified and validated with corresponding information presented in the audited consolidated financial statements-2020 of SJIBL and its subsidiary. The disclosure is prepared once a year and available on the bank's website ([www.sjiblb.com](http://www.sjiblb.com)).

### 1. Scope of Application

#### Qualitative Disclosures

a) The name of the top corporate entity in the group to which this guidelines applies:	Shahjalal Islami Bank Limited (SJIBL)
b) An outline of differences in the basis of consolidation for accounting and regulatory purposes, with a brief description of the entities within the group:	The Consolidated Financial Statements of the Bank include the financial statements of (i) Shahjalal Islami Bank Limited including Off-Shore Banking Unit (OBU) and (ii) Shahjalal Islami Bank Securities Limited.
<ul style="list-style-type: none"> <li>i. that are fully consolidated;</li> <li>ii. that are given a deduction treatment; and</li> <li>iii. (c) that are neither consolidated nor deducted (e.g. where the investment is risk - weighted).</li> </ul>	<p>Shahjalal Islami Bank Limited holds 91.79% shares of Shahjalal Islami Bank Securities Limited. A brief description of the Bank including OBU and its subsidiary are given below:</p> <p><b>Shahjalal Islami Bank Limited</b>  Shahjalal Islami Bank Limited (hereinafter called 'the Bank' or 'SJIBL') was established as a Public Limited Company (Banking Company) as on April 01, 2001 under the Companies Act 1994 as interest free Islamic Shari'ah based commercial Bank and commenced its operation on May 10, 2001 with the permission of Bangladesh Bank. Presently the Bank is operating its business through Head Office having 132 branches, Central Processing Center (CPC), Off-shore Banking Unit (OBU), 110 ATM booths, 52 agent banking outlets and 2,657 employees all over Bangladesh. The Bank is listed with both the Stock Exchanges of the country, i.e. Dhaka Stock Exchange Limited and Chittagong Stock Exchange Limited. The Bank offers all kinds of Islamic Shari'ah based Commercial Banking Services to its customers through its branches following the provisions of the Banking Companies Act 1991 (as amended up to 2018), Bangladesh Bank's Directives and directives of other regulatory authorities and the principles of the Islamic Shari'ah. The registered office of the Bank is located at Shahjalal Islami Bank Tower, Plot-4, Block-CWN(C), Gulshan Avenue, Gulshan, Dhaka-1212.</p>





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#### Off-shore Banking Unit (OBU)

Off-shore Banking Unit is a separate business unit of Shahjalal Islami Bank Limited, governed under the rules and guidelines of Bangladesh Bank. The Bank commenced the operation of its Off-shore Banking Unit on December 21, 2008 with the permission from Bangladesh Bank vide letter no. BRPD (P-3)744(99)/2008-2800 dated July 24, 2008. The unit is located at Shahjalal Islami Bank Tower (Level-6), Plot-4, Block-CWN(C), Gulshan Avenue, Gulshan, Dhaka-1212.

#### Agent Banking

Shahjalal Islami Bank Limited obtained permission from Bangladesh Bank on October 16, 2019 vide reference no. BRPD (P-3)745(54)/2019-8354 to commence Agent Banking services and subsequently started commercial operations on January 02, 2020. Till December 31, 2020 there were 52 Agent Banking Outlets in 31 districts across the country.

#### Shahjalal Islami Bank Securities Limited(SJIBSL)

Shahjalal Islami Bank Securities Limited is a subsidiary company of Shahjalal Islami Bank Limited incorporated as a public limited company under the Companies Act 1994 vide certificate of incorporation no. C - 86917/10 dated September 06, 2010 and commenced its operation on May 25, 2011. Presently the company is operating its business through Head Office with 01 extension office and 08 branches with 77 employees all over Bangladesh. The main objective of the company is to carry on business of stock brokers/dealers in relation to shares and securities dealings and other services as mentioned in the Memorandum and Articles of Association of the Company. It has corporate membership of Dhaka Stock Exchange Limited and Chittagong Stock Exchange Limited. Its corporate Head office and Principal place of business is at DSL Building (3<sup>rd</sup> floor), 1/C, DIT Avenue, Dainik Bangla Mor, Motijheel, Dhaka-1000.

c) Any restrictions, or other major impediments, on transfer of funds or regulatory capital within the group

The rules and regulations of BRPD of Bangladesh Bank that govern 'Single Borrower Exposure Limit' for the customers are equally applicable for the Bank in financing its own subsidiaries. Bank is following latest Bangladesh Bank circular in determining maximum amount of finance to the subsidiaries of the Bank.

### Quantitative Disclosures

d) The aggregate amount of capital deficiencies in all subsidiaries not included in the consolidation i.e. that are deducted and name(s) of such subsidiaries.

Not Applicable





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

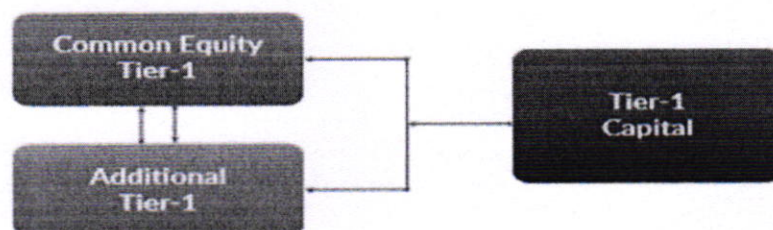
#### 2. Capital Structure

##### Qualitative Disclosures

a) Summary information on the terms and conditions of the main features of all capital instruments, especially in the case of capital instruments eligible for inclusion in Common Equity Tier-1, Additional Tier-1 or Tier -2.

As per Guidelines on Risk Based Capital Adequacy of Bangladesh Bank, the regulatory capital of Bank is classified into two tiers which will consist of sum of the following categories:

**1. Tier-1 Capital** (going-concern capital) divided into two categories which are:



- a) **Common Equity Tier-1 capital** of SJIBL consists of Paid-up Capital, Statutory Reserve, Retained Earnings and Minority Interest in Subsidiaries.
- b) **Additional Tier-1 capital** (There are no such capital components in the capital portfolio of SJIBL since the Bank did not issue any instruments that meets the qualifying criteria for Additional Tier-1 Capital).

**2. Tier-2 Capital** (gone-concern capital) of SJIBL consists of General Provisions and Mudaraba Subordinated Bond/ Debt issued by the Bank meeting the qualifying criteria for Tier-2 Capital.

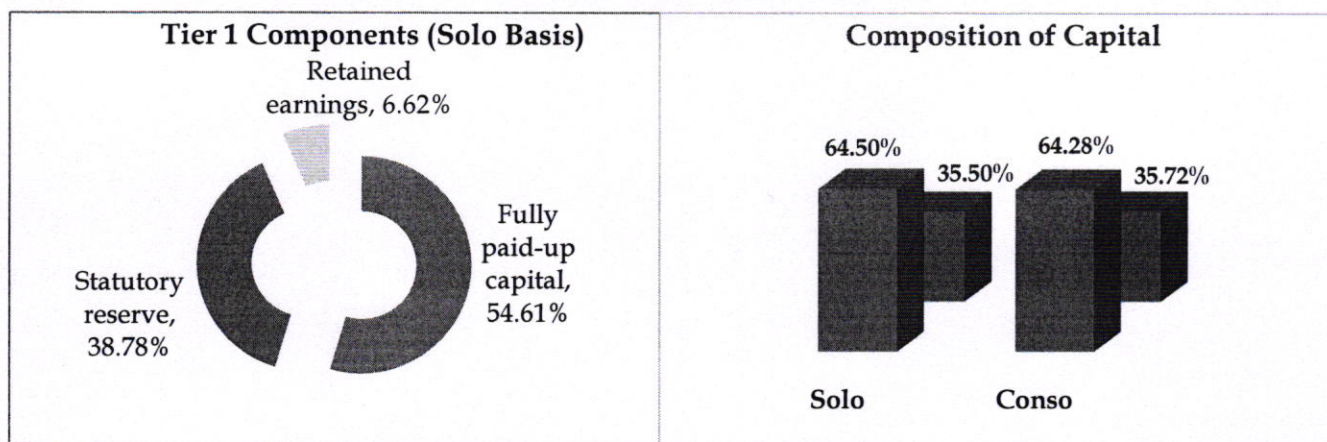
##### Quantitative Disclosures

Particulars		Taka in Million	
		Solo	Consolidated
<b>CET1/Tier1 Capital (Core Capital)</b>			
i.	Fully paid-up capital	9,800.92	9,800.92
ii.	Statutory reserve	6,959.87	6,959.87
iii.	General reserve	-	2.88
iv.	Retained earnings	1,187.96	1,206.06
v.	Minority interest in subsidiaries	-	226.88
vi.	<b>Regulatory Adjustments:</b> Shortfall in provisions required against investment in shares	-	(329.80)
<b>b) Total CET1/Tier 1 Capital (i to iv)</b>		<b>17,948.75</b>	<b>17,866.81</b>
<b>Tier 2 Capital (Supplimentary Capital)</b>			
vii.	General provision against unclassified investments/loans and off balance sheet exposures (including OBU)	3,159.50	3,207.47
viii.	Subordinated debt/instruments issued by the Banks that meet the qualifying criteria for Tier 2 capital	6,720.00	6,720.00
<b>c) Total Tier 2 Capital (vii to viii)</b>		<b>9,879.50</b>	<b>9,927.47</b>
<b>d) Total Regulatory/Eligible Capital (b+c)</b>		<b>27,828.25</b>	<b>27,794.28</b>



## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)



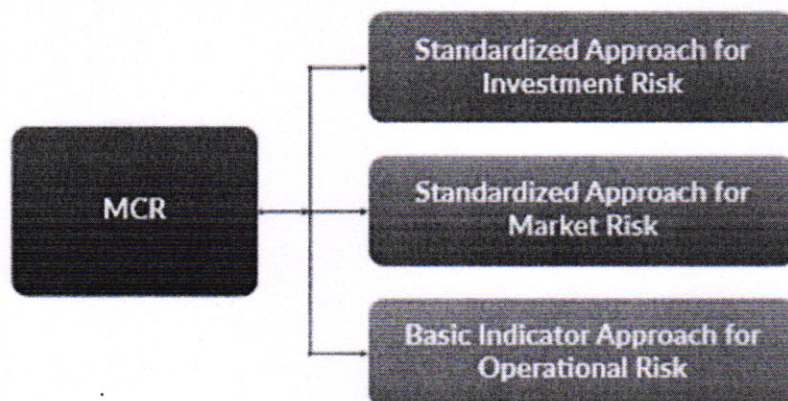
### 3. Capital Adequacy

#### Qualitative Disclosures

a) A summary discussion of the Bank's approach to assess the adequacy of its capital to support current and future activities.

Shahjalal Islami Bank Limited with its focused strategy on risk management has always been consistent in maintaining Capital to Risk Weighted Assets Ratio above the regulatory requirements. The Bank has been successfully managing the incremental growth of Risk Weighted Assets (RWA) by ensuring diversification of the portfolio in SME, Agriculture, Retail and Corporate segments. However, RWA is also managed by taking collaterals against investments. The Bank Management strives to ensure external credit rating is duly done by the investment clients.

The Bank has adopted Standardized Approach (SA) to calculate the RWA for Investment Risk and to calculate the capital charge for market risk. On the other hand, Basic Indicator Approach (BIA) is adopted to calculate the capital charge for operational risk. Assessment of capital adequacy is made against the total RWA under the said three (03) approaches.





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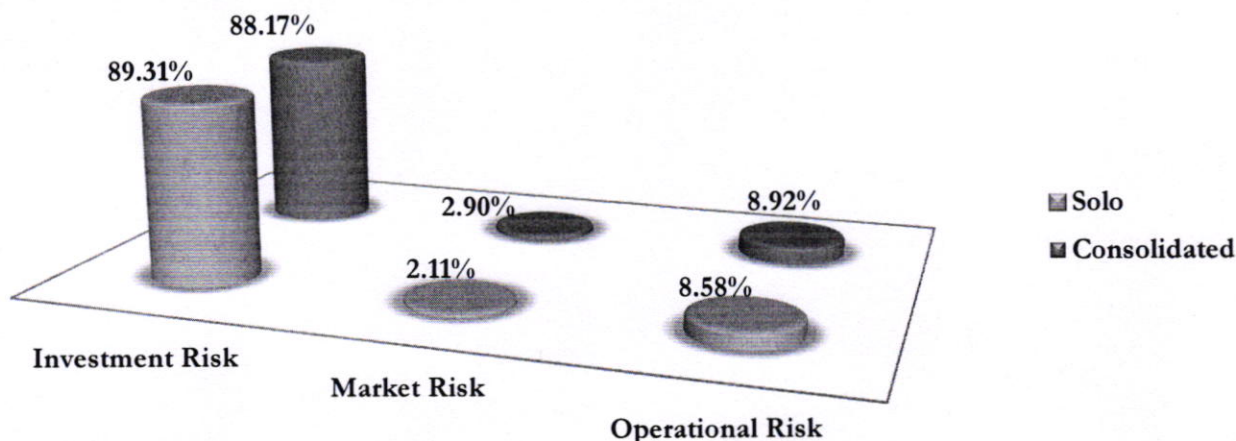
The Bank has maintained Capital to Risk Weighted Assets Ratio (CRAR) of 13.72% & 14.19% on the basis of "Consolidated" and "Solo" respectively against the minimum regulatory requirement of 12.50% (MCR 10% + Conservation Buffer 2.50%). The Bank's policy is to manage and maintain adequate capital that is sufficient to absorb all material risks associated with the Bank and to comply with regulatory requirements and to satisfy the external rating agencies and all other stakeholders including depositors. The main objective of the capital management process in the Bank is to ensure that Bank has adequate capital to meet up its losses.

### Quantitative Disclosures

Particulars	Taka in Million	
	Solo	Consolidated
b) Capital requirements for Investment (Credit) Risk	17,518.10	17,865.53
c) Capital requirements for Market Risk	413.57	588.40
d) Capital requirements for Operational Risk	1,683.83	1,808.09
Minimum Capital Requirement (b+c+d)	19,615.50	20,262.02
Total Regulatory Capital	27,828.25	27,794.28
Total Risk Weighted Assets (RWA)	196,154.99	202,620.25
e) Capital to Risk-weighted Asset Ratio (CRAR) (iii to iv)	14.19%	13.72%
i. CET 1 capital ratio	9.15%	8.82%
ii. AT 1 capital ratio	-	-
iii. Total Tier 1 capital ratio (i to ii)	9.15%	8.82%
iv. Tier-2 capital ratio	5.04%	4.90%
f) Capital Conservation Buffer (2.50%)	3.15%	2.82%
g) Available Capital under Pillar 2 Requirement*	3,308.88	2,466.75

\*After deduction of Minimum Capital Requirement and Capital Conservation Buffer from Total Regulatory Capital.

### Capital Requirement Under Pillar-I





# Market Discipline

## Disclosures on Risk Based Capital (Pillar 3 of Basel III)

### 4. Investment (Credit) Risk

#### Qualitative Disclosures

a) The general qualitative disclosure requirement with respect to investment (credit) risk, including:

i) Definitions of past due and impaired (for accounting purposes)	<p><b>Past Due:</b> As per Bangladesh Bank guidelines, any Investment if not repaid within the fixed expiry date will be treated as Past Due.</p> <p><b>Impaired:</b> An Investment where profit and/or installment of principal remain for more than 90 days in respect of a Continuous Investment, Demand Investment or a Term Investment etc. except Term Investment below Tk.1 million will be treated as Impaired (NPI).</p>
	<p>Bangladesh Bank issued Circulars from time to time for strengthening Investment (Credit) discipline and brings provisioning. All Investments/Loans &amp; Advances will be grouped in to four (4) categories for the purpose of classification, namely</p> <p>(a) <b>Continuous Investment (Loan):</b> The Investment accounts in which transactions may be made within certain limit and have an expiry date for full adjustment will be treated as Continuous Investment. Examples are: Cash Credit, Overdraft, etc.</p> <p>(b) <b>Demand Investment (Loan):</b> The Investments that become repayable on demand by the Bank will be treated as Demand Investment. If any contingent or any other liabilities are turned to forced investment (i.e. without any prior approval as regular investment) those too will be treated as Demand Investment. Such as: Forced Investment against Imported Merchandise, Payment against Document, FBP and IBP etc.</p> <p>(c) <b>Fixed Term Investment (Loan):</b> The Investments, which are repayable within a specific time period under a specific repayment schedule, will be treated as Fixed Term Investment.</p> <p>(d) <b>Short Term Agricultural &amp; Micro Investment (Loan):</b> Short-term Agricultural Investment will include the short-term investments as listed under the Annual Credit Programme issued by the Agricultural Credit and Financial Inclusion Department (ACFID) of Bangladesh Bank. Investments in the agricultural sector repayable within 12 (twelve) months will also be included herein. Short-term Micro-Credit will include any micro-credit not exceeding an amount determined by the ACFID of Bangladesh Bank from time to time and repayable within 12 (twelve) months, be those termed in any names such as Non-agricultural credit, Self-reliant Credit, Weaver's Credit or Bank's individual project credit.</p> <p><b>The above Investments (Loans) are classified as follows:</b></p>





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### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

Types of Facility		Investment (Loan) Classification		
		Sub Standard (SS)	Doubtful (DF)	Bad & Loss (BL)
		Overdue Period	Overdue Period	Overdue Period
Continuous Investment & Demand Investment		3 Months or more but less than 6 months	6 Months or more but less than 9 months	9 Months or more
Fixed Term Investment	More than Tk.1 million	3 Months or more but less than 6 months	6 Months or more but less than 9 months	9 Months or more
	Up to Tk.1 million	6 Months or more but less than 9 months	9 Months or more but less than 12 months	12 Months or more
Short-term Agricultural & Micro Credit		12 Months or more but less than 36 months	36 Months or more but less than 60 months	60 Months or more

A Continuous Investment, Demand or a Term Investment which will remain overdue for a period of 02 (two) months or more will be put into the "Special Mention Account (SMA)".

Every business line as well as the overall economic activities got severely affected and influenced by Covid-19. Taking this into consideration, Bangladesh Bank issued BRPD circular # 17 dated September 28, 2020 instructed to facilitate deferral facilities to the borrowers without applying the above frame of Investment (Loan) classification dated from January 01, 2020 to December 31, 2020.

ii) Description of approaches followed for specific and general allowances and statistical methods;

Provision for Investments is created for covering the Bank from possible investment losses in the future. General provision is made on the outstanding amount of investments without considering the classified status following the prescribed rate of Bangladesh Bank. Classified investments of the Bank are categorized as Sub-standard, Doubtful and Bad & Loss as per Bangladesh Bank circulars. For investments which are classified, specific provision is created netting off eligible security value and profit suspense from the outstanding amount. Provision for off balance sheet items is made as per BRPD circular no. 14 dated September 23, 2012 for covering the Bank for possible losses in the future. Profit accrued on Sub-standard, Doubtful and Bad & Loss investments is transferred to profit suspense account and not consider as profit income. This profit is recognized as profit income when it realized in cash by the Bank as per latest circular of Bangladesh Bank. Investment are written off to the extent that (i) there is no realistic prospect of recovery, and (ii) against which legal cases are filled and classified as bad & loss as per BRPD circular no. 01 dated January 13, 2003 and 13 dated November 07, 2013. However, these write off will not undermine/affect the claim amount against the client of Investments. Detailed memorandum records for all such write off accounts are meticulously maintained and followed up.

The Bank is required to maintain the following general and specific provision in respect of un-classified and classified investments on the basis of Bangladesh Bank guidelines issued from time to time. Rates of provision are noted below:





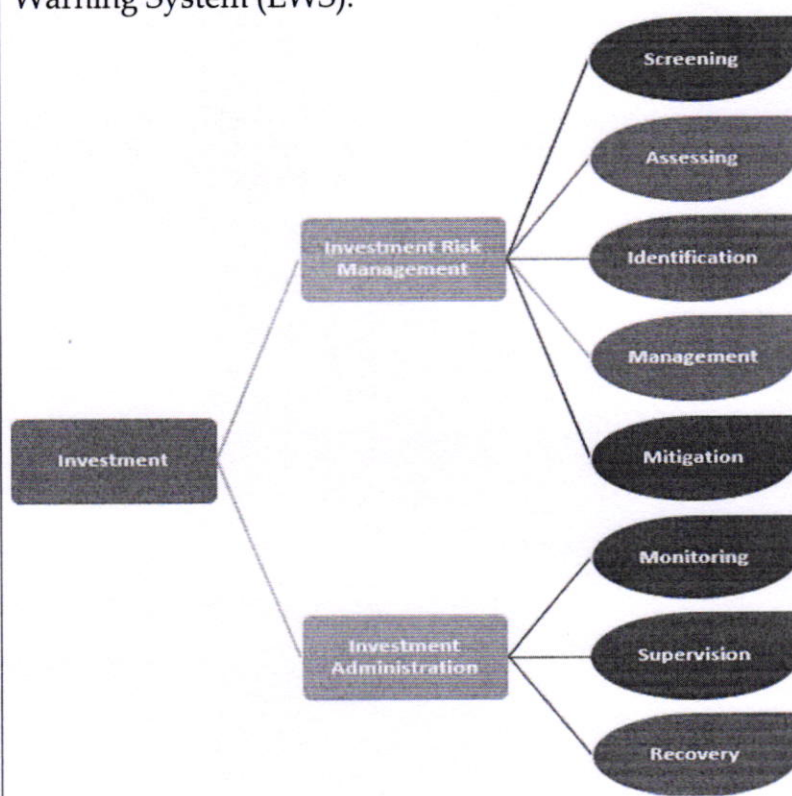
## Market Discipline

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Types of Investments		Rates of Provision				
		Un-classified (UC)		Classified		
		STD	SMA	SS	DF	BL
Cottage, Micro & Small Investments Under CMSME		0.25%	0.25%	5%	20%	100%
Medium Enterprise Financing under SMEF		0.25%	0.25%	20%	50%	100%
Consumer Financing	Investment to Professional	2%	2%	20%	50%	100%
	Investment for House Building	1%	1%	20%	50%	100%
	Other than House Building & Professional	2%	2%	20%	50%	100%
Short-term Agricultural Credit and Micro Credit		1%	1%	5%	5%	100%
Investment to Stock Dealers & Stock Broker		2%	2%	20%	50%	100%
Credit Card		2%	2%	20%	50%	100%
All Other Credit		1%	1%	20%	50%	100%
Staff Investment		0%	0%	20%	50%	100%
Off Balance Sheet Exposures		1%	N/A	N/A	N/A	N/A
Special General Provision for COVID-19		1%	BRPD Circular letter no. 56, Date: December 10, 2020			

iii) Discussion of the Bank's investment risk management policy

The Board of SJIBL approves the Investment Risk Manual (IRM) keeping in view relevant Bangladesh Bank guidelines to ensure best practice in investment risk management and maintain quality of assets. Authorities are properly delegated ensuring check and balance in investment operation at every stage i.e. screening, assessing, identification, management and mitigation of investment risk as well as monitoring, supervision and recovery of investments with provision for Early Warning System (EWS).





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### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

There is a separate Investment Risk Management (IRM) under the Chief Risk Officer (CRO) for mitigation of investment risk, separate Investment Administration Division (IAD) for ensuring perfection of securities and Recovery Unit for monitoring and recovery of irregular investments. Internal Control & Compliance Division (IC&CD) independently assess quality of investments and compliance status of investments during their audit at least once in a year. Adequate provision is maintained against classified investments as per Bangladesh Bank Guidelines. Status of investments is reported periodically to the Board Risk Management Committee (BRMC)/ Board by the concerned Division.

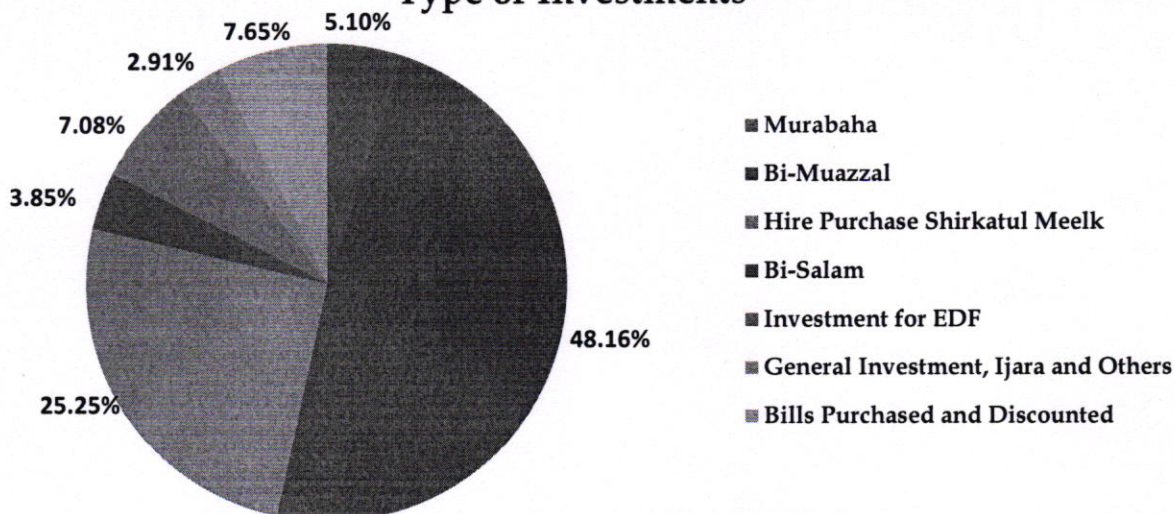
#### Quantitative Disclosures

a) Total gross investment risk exposures broken down by major types of investment exposures.

a) Total gross investment risk exposures broken down by major types of investment exposures.

Particulars	Taka in Million
Murabaha	10,003.24
Bi-Muazzal	94,632.52
Hire Purchase Shirkatul Meelk	49,623.76
Bi-Salam	7,567.63
Investment for EDF	13,920.35
General Investment, Ijara and Others	5,723.83
Bills Purchased and Discounted	15,041.32
<b>Total</b>	<b>196,512.65</b>

#### Type of Investments



b) Geographical distribution of exposures, broken down in significant areas by major types of investment exposure.

Geographical distribution of exposures, broken down in significant areas by major types of investment exposure of the Bank are as under:

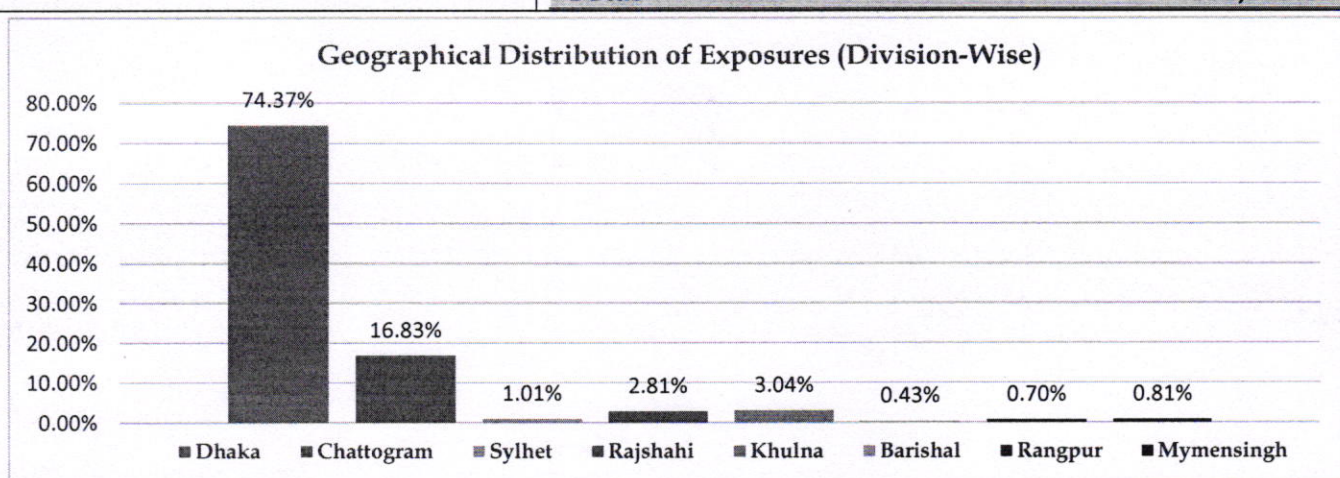




## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

Particulars	Taka in Million
<b>i. Area-wise:</b>	
Urban	186,764.19
Rural	9,748.46
Outside Bangladesh	0.00
<b>Total</b>	<b>196,512.65</b>
<b>ii. Division- wise:</b>	
Dhaka	146,146.59
Chattogram	33,081.72
Sylhet	1,983.39
Rajshahi	5,526.21
Khulna	5,980.81
Barishal	835.57
Rangpur	1,370.44
Mymensingh	1,587.92
<b>Total</b>	<b>196,512.65</b>



c) Industry or counterparty type distribution of exposures, broken down by major types of investment exposure.

Industry or counterparty type distribution of exposures, broken down by major types of investment exposure of the Bank are as under:

Particulars	Taka in Million
<b>i. Industry-wise:</b>	
Agriculture & Fishing	4,428.10
Cotton & Textile	14,204.89
Garments	35,917.80
Cement	2,909.12
Pharmaceuticals & Chemicals	3,502.37
Real Estate	6,823.34
Transport	3,852.96
Information Technology	1,049.99
Non Banking Financial Institutions	1,547.54
Steel & Engineering	10,718.89
Food Processing & Beverage	11,586.73
Power & Energy	6,157.62





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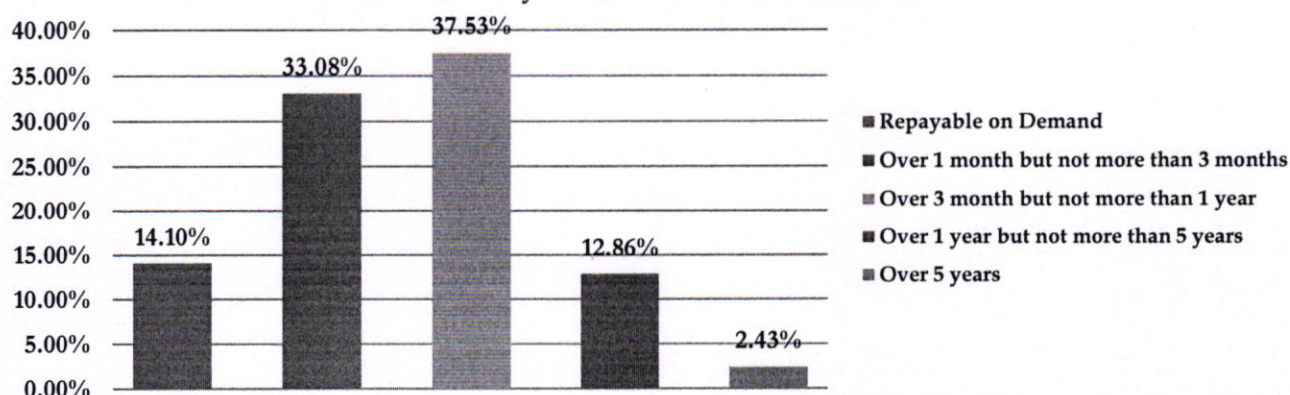
Paper & Paper Products	2,220.72
Plastic & Plastic Products	5,605.90
Electronics	5,629.38
Services Industries	6,660.89
Trading	31,252.43
Constructions	20,620.94
Share business	2,256.51
Staff Investment	1,881.19
Others	17,685.34
<b>Total</b>	<b>196,512.65</b>
<b>Particulars</b>	<b>Taka in Million</b>
<b>ii. Counterparty-wise:</b>	
Investments to allied concern of Directors	2,422.67
Investments to Executive/Officers	1,881.19
Investments to Customer Groups	81,360.65
Industrial Investment	110,845.96
Others	2.18
<b>Total</b>	<b>196,512.65</b>

d) Residual contractual maturity breakdown of the whole portfolio, broken down by major types of investment exposure.

Residual contractual maturity break down of the whole portfolios, broken down by major types of investment exposure of the Bank are as under:

Particulars	Taka in Million
Repayable on Demand	27,708.28
Over 1 month but not more than 3 months	65,006.39
Over 3 month but not more than 1 year	73,751.20
Over 1 year but not more than 5 years	25,271.52
Over 5 years	4,775.26
<b>Total</b>	<b>196,512.65</b>

**Residual Contractual Maturity Breakdown of the Whole Portfolio**





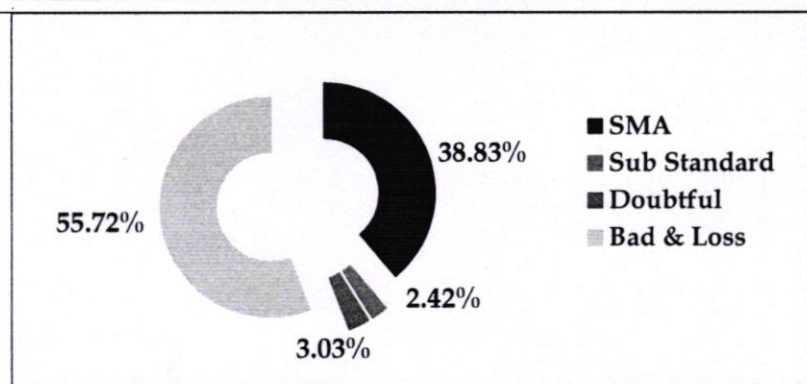
## Market Discipline

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e) By major industry or counterparty type:

i. Amount of impaired investments and if available, past due investments provided separately

Particulars	Taka in Million
Past Due	
Special Mention Account (SMA)	5,696.06
Sub Standard	355.17
Doubtful	444.10
Bad & Loss	8,174.20
<b>Total</b>	<b>14,669.53</b>



ii. Specific and general provisions

Unclassified Investment	2,224.30
Classified Investment	3,440.06
Off-Balance Sheet Exposure	935.20
<b>Total</b>	<b>6,599.56</b>

iii. Charges for specific allowances during the period

Provision on Unclassified Investment	323.50
Provision on Classified Investment	181.65
Provision on Off-Balance Sheet Exposure	65.90
<b>Total</b>	<b>571.05</b>

f) Gross Non Performing Assets (NPAs)

i. Non Performing Assets (NPAs) to outstanding Investments 4.57%

ii. Movement of Non Performing Assets (NPAs)

Particulars	Taka in Million
Opening Balance	9,687.32
Additions	0.00
Reductions	(713.85)
<b>Closing Balance</b>	<b>8,973.47</b>

iii. Movement of specific provisions for NPAs

Opening Balance	3,258.41
Recovery amount previously written-off	24.66
Provisions made during the period	156.99





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### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

Fully provided Investment write-off	-
Adjustment and Provision transferred	-
<b>Closing Balance</b>	<b>3,440.06</b>

#### 5. Equities: Disclosures for Banking Book Position

##### Qualitative Disclosures

a) The general qualitative disclosures requirement with respect to equity risk, including:

Differentiation between holdings on which capital gains are expected and those taken under other objectives including for relationship and strategic reasons; and	Investment in equity securities are broadly categorized into two parts: i) Quoted Securities that are traded in the secondary market (Trading Book Assets). ii) Unquoted securities are categorized as Banking book equity exposures which are further sub-divided into two groups: unquoted securities which are invested without any expectation that these will be quoted in near future i.e. Held to Maturity (HTM). And securities those are acquired under private placement or IPO and are going to be traded in the secondary market after completing required formalities. Unquoted securities are valued at cost.
Discussion of important policies covering the valuation and accounting of equity holdings in the Banking book. This includes the accounting techniques and valuation methodologies used, including key assumptions and practices affecting valuation as well as significant changes in these practices	The primary objective is to invest in equity securities for the purpose of capital gain by selling them in future or held for dividend income. Dividends received from these equity securities are accounted for as and when received and right to receive when established. Both Quoted and Un-Quoted equity securities are valued at cost and necessary provisions are maintained time to time as per instruction of Bangladesh Bank if the prices fall below the cost price.

##### Quantitative Disclosures

Particulars	Solo	Consolidated
	Taka in Million	
a) Value disclosed in the balance sheet of investments, as well as the fair value of those investments; for quoted securities, a comparison to publicly quoted share values where the share price is materially different from fair value.	1,568.73	2,442.89
c) The cumulative realized gains (losses) arising from sales and liquidations in the reporting period.	36.24	100.14
d) Total un-realised gains (losses)	(658.24)	(985.12)
Total latent revaluation gains (losses)	-	-
Any amounts of the above included in Tier-2 capital.	-	-



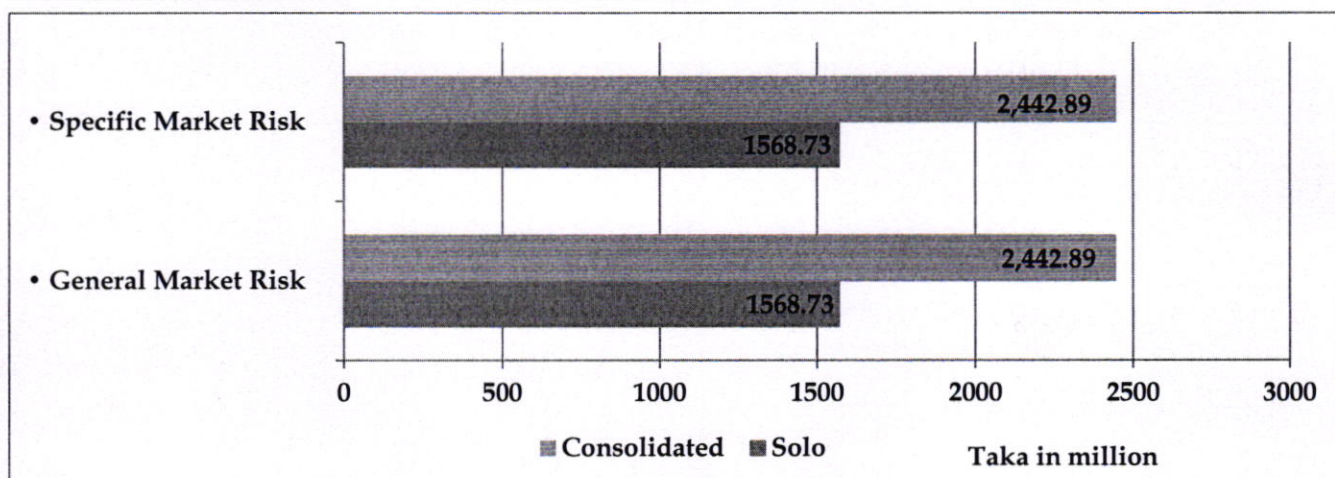


## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

e) Capital requirements broken down by appropriate equity groupings, consistent with the Bank's methodology, as well as the aggregate amounts and the type of equity investments subject to any supervisory provisions regarding regulatory capital requirements.

Particulars	Solo	Consolidated
	Taka in Million	
• Specific Market Risk	1,568.73	2,442.89
• General Market Risk	1,568.73	2,442.89



## 6. Profit (Interest) Rate Risk in the Banking Book (PRRBB)

### Qualitative Disclosures

a) The general qualitative disclosure requirement including the nature of PRRBB and key assumptions, including assumptions regarding investment prepayments and behavior of non-maturity deposits, and frequency of PRRBB measurement.

Profit rate risk is the risk where changes in market profit rates might adversely affect Bank's financial condition. Changes in profit rates have two following types of affect:

- i. **Earning Perspective** (Current Earnings): It affects a Bank's earnings by changing its net profit income and the level of other profit (interest) sensitive income and operating expenses. The short term impact of changes in profit rates is on the Bank's Net Profit (Interest) Income (NII).
- ii. **Economic Value Perspective** (Net Worth of the Bank): The economic value of future cash flows changes when profit rate changes. In a longer term, changes in profit rates impact the cash flows on the assets, liabilities and off-balance sheet items, giving rise to a risk to the net worth of the Bank arising out of all re-pricing mismatches and other profit rate sensitive position.

In Shahjalal Islami Bank Limited, the Treasury Division under the supervision of the Asset & Liability Committee



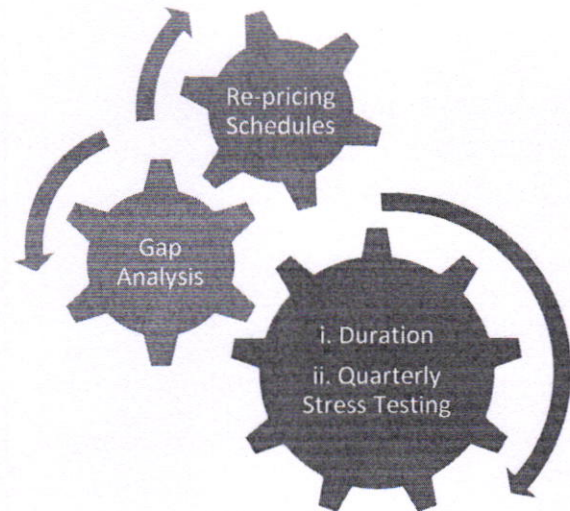


## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

(ALCO) is responsible for managing market risk arising from Banking book activities of Bank.

**Techniques of Addressing PRRBB:** Shahjalal Islami Bank Limited are applied the following techniques to manage the Profit Rate Risk in the Banking Book.



**Re-pricing Schedules:** It is the simplest techniques for measuring a Bank's profit rate risk exposure and that is generating a maturity/re-pricing schedule that distributes profit sensitive assets, liabilities, and OBS positions into a certain number of predefined time bands according to their maturity (if fixed-rate) or time remaining to their next re-pricing (if floating-rate). Those assets and liabilities lacking definitive re-pricing intervals (e.g. sight deposits or savings accounts) or actual maturities that could fluctuate from contractual maturities are assigned to re-pricing time bands according to judgement and past experience of the Bank.

**Gap Analysis:** It helps to assess the profit rate risk of current earnings. To evaluate earnings exposure, profit rate-sensitive liabilities in each time band are subtracted from the corresponding profit rate sensitive assets to produce a re-pricing "gap" for that time band. This gap is then multiplied by an assumed change in profit rates to yield an approximation of the change in net profit income that would result from such a profit rate movement.



## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

- i. **Duration:** A maturity/re-pricing schedule is also used to evaluate the effects of changing profit rates on a Bank's economic value by applying sensitivity weights to each time band. Typically, such weights are based on estimates of the duration of assets and liabilities that fall into each time band.
- ii. **Quarterly Stress Testing:** It is conducted on quarterly basis as per the directives of Bangladesh Bank to gain better insight into the vulnerable issue of PRRBB.

### Quantitative Disclosures

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

Particulars	Taka in Million		
Market Value of Assets	293,131.60		
Market Value of Liabilities	275,379.90		
Weighted Average of Duration of Assets (DA)	0.66%		
Weighted Average of Duration of Liabilities (DL)	0.95%		
Duration GAP (DA-DL)	-0.24%		
Yield to Maturity (YTM-Assets)	5.92%		
Yield to Maturity (YTM-Liability)	4.00%		
Magnitude of Profit Rate Change	1%	2%	3%
Change in Market Value of Equity due to an Increased in Profit Rate	650.44	1,300.88	1,951.33
<b>Stress Testing</b>	<b>Minor</b>	<b>Moderate</b>	<b>Major</b>
Regulatory Capital (After Shock)	27,177.80	26,527.40	25,876.90
RWA (After Shock)	196,137.30	196,137.30	196,137.30
CRAR (After Shock)	13.86%	13.52%	13.19%

## 7. Market risk

### Qualitative Disclosures

a) i) Views of BOD on trading / investment activities	The Board approves all policies related to market risk, setting of limits and review on Core Risk compliance on a regular basis. The objective is to provide cost effective funding to finance asset growth and trade related transactions.
ii) Methods used to measure market risk	Standardized approach has been used to measure the market risk. The total capital requirement in respect of market risk is the aggregate capital requirement calculated for each of the risk sub-categories. For each risk category minimum capital requirement is measured in terms of two separately calculated capital charges for "specific risk" and "general market risk".





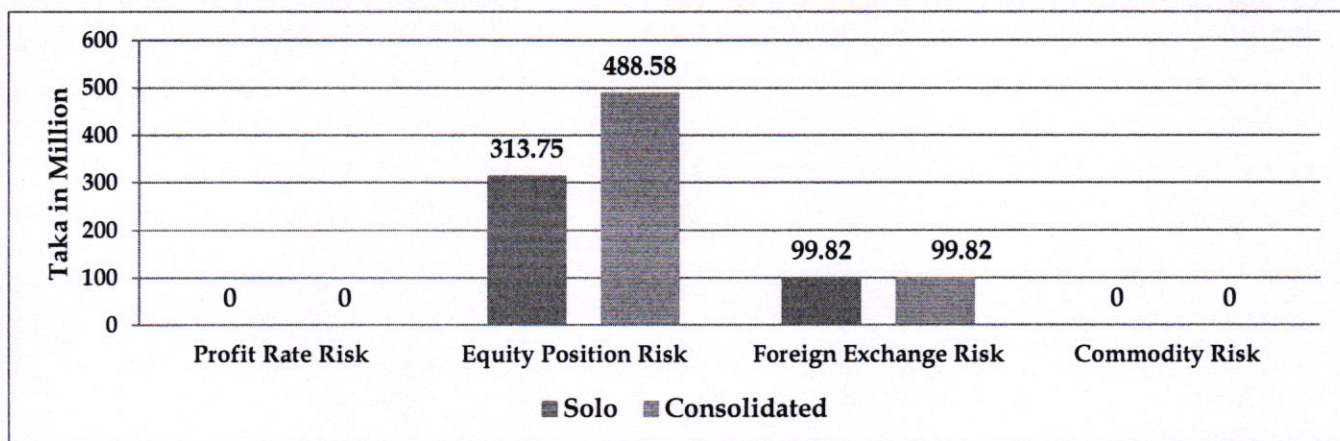
## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

iii) Market Risk Management system	The Treasury Division manage market risk covering liquidity, profit rate and foreign exchange risks with oversight from Asset-Liability Management Committee (ALCO) comprising senior executives of the Bank. ALCO is chaired by the Managing Director. ALCO meets at least once in a month.
iv) Policies and processes for mitigating market risk	There are approved limits for Investment (credit) to deposit ratio, liquid assets to total assets ratio, maturity mismatch, commitments for both on-balance sheet and off-balance sheet items and borrowing from money market and foreign exchange position. The limits are monitored and enforced on a regular basis to protect the loss against market risks. The exchange rate of the Bank is monitored regularly and the Bank reviews the prevailing market condition, exchange rate, foreign exchange position and transactions to mitigate foreign exchange risks.

### Quantitative Disclosures

b)The capital requirements for	Solo	Consolidated
Particulars	Taka in Million	
Profit rate risk	-	-
Equity position risk	313.75	488.58
Foreign Exchange risk and	99.82	99.82
Commodity risk	-	-
<b>Total Capital Requirement</b>	<b>413.57</b>	<b>588.40</b>



## 8. Operational Risk

### Qualitative Disclosures

a) i) Views of BOD on system to reduce Operational Risk	Operational risk is the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. The Board of Directors is always focused on deployment of Capable Human Resources, Systems etc. to carry out a large number of transactions effectively and accurately while complying with applicable laws and regulations constitute operational risk management activities of the Bank.
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# Market Discipline

## Disclosures on Risk Based Capital (Pillar 3 of Basel III)

	<p>The policy for operational risks including internal control &amp; compliance risk is duly approved by the Board taking into account relevant guidelines of Bangladesh Bank. Audit Committee of the Board directly oversees the activities of Internal Control &amp; Compliance to protect against all operational risks. Senior Management is always committed on implementation of the Operational Risk Management framework as approved by the Board. Management also ensures regular review and active participations in monitoring the effectiveness of Risk Management. Both the Board of Directors &amp; Management of Shahjalal Islami Bank Ltd. believe that efficient management of Operational Risk always contribute to earnings and development of bank and preserve interest of all stakeholders.</p>
ii) Performance gap of executives and staffs	<p>Employee performance is the most important factor to achieve organizational goals. Bank maintains a technology based yearly performance monitoring system of each employee to monitor productivity based on allotted budget. Employee can easily check his/her performance growth as well as set strategy for achieving yearly budget. Rewards and recognition decisions of employees are made on the basis of individual performances. Bank has a special focus on:</p> <ul style="list-style-type: none"> <li>• Ensuring a balanced diversity,</li> <li>• Increase employee ownership to the Bank,</li> <li>• Improving productivity of an employee</li> <li>• Providing competitive compensation and benefits</li> <li>• Protecting human rights,</li> <li>• Ensuring a healthy and safety workplace,</li> <li>• Ensuring equal opportunity.</li> </ul> <p>SJIBL's strong brand image also plays an important role in employee motivation. SJIBL arranges internal and external Training, Workshop, Webinar, Seminar, Symposium and Participation in Fare etc. to develop employee skills.</p>
iii) Potential external events	<p>By its nature, Operational Risk cannot be totally eliminated. Like other Banks, SJIBL also operates its business with few potential external events that may significantly affect the Bank into operational risks are as follows:</p> <ul style="list-style-type: none"> <li>• General business and political condition,</li> <li>• Inflation,</li> <li>• Changes in taxation rules,</li> <li>• The risk of litigation process,</li> <li>• Changes in credit quality of borrowers,</li> <li>• Damage of physical asset,</li> </ul>





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

	<ul style="list-style-type: none"> <li>• Volatility in equity market,</li> <li>• Information security,</li> <li>• External fraud, Vendor Risk etc.</li> <li>• Business disruption and system failure etc.</li> <li>• Directives from Regulatory Authorities</li> <li>• Changes in Environment, Climate etc.</li> </ul>
iv) Policies and processes for mitigating operational risk	<p>In order to mitigate the day to day Operations Manual including Internal Control &amp; Compliance Risk Manual is approved by the Board taking into account relevant guidelines of Bangladesh Bank. Senior Management Team (SMT), Executive Committee, Risk Management Division (RMD) &amp; Banking Operations Division (BOD) regularly analyzed different outlook of Operational Risks and go up the findings to appropriate authority and Internal Control &amp; Compliance Division (IC &amp; CD) formulate appropriate policies to alleviate Operational Risk of the Bank.</p> <p>Apart from that, there is adequate check &amp; balance at every stage of operation through Department Control Function Check List (DCFCL), Quarterly Operations Report (QOR), Key Risk Indicator (KRI), Internal Audit etc.</p>
v) Approach for calculating capital charge for operational risk	<p>Basic Indicator Approach (BIA) was used for calculating of capital charge for operational risk as per Guidelines on Risk Based Capital Adequacy of Bangladesh Bank. Under BIA, the capital charge for operational risk is a fixed percentage, denoted by <math>\alpha</math> (alpha) of average positive annual gross income of the Bank over past three years and multiply the average income by 15% to determine capital charges. Figures for any year in which annual gross income is negative or Zero, should be excluded from both the numerator and denominator when calculating the average.</p>

### Quantitative Disclosures

Particular	Solo	Consolidated
	Taka in Million	
b) The capital requirements for :		
Operational risk	1,683.83	1,808.09

## 9. Liquidity Ratio

### Qualitative Disclosures

i) Liquidity Risk	<p>Liquidity risk is the risk that a given security or asset cannot be traded quickly enough in the market to prevent a loss (or make the required profit) or when a Bank is</p>
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## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

	<p>unable to fulfill its commitments in time when payment falls due. Thus, liquidity risk can be of two types:</p> <p>(i)Funding liquidity risk and (ii)Market liquidity risk.</p>
ii) Views of Board of Directors on system to reduce liquidity risk	<p>The Bank's Board of Directors already approved the strategy and significant policies related to the management of liquidity. According to the strategy and policies, SJIBL maintains diversified and stable funding base comprising of core retail, corporate and institutional deposits to manage liquidity risk. The responsibility of managing the liquidity risk of the Bank lies with Treasury Front Office. Different key ratios including LCR and NSFR are regularly discussed in monthly meeting of ALCO. The committee meets at least once in a month to review Asset-Liability and Liquidity position of the Bank. Treasury Division maintains liquidity based on current liquidity position, anticipated future funding requirement, sources of fund, options for reducing funding needs and ALCO monitors present and anticipated asset quality, present and future earning capacity, present and planned capital position etc.</p>
iii) Methods used to measure liquidity risk	<p>A sound liquidity risk management employed in measuring, monitoring and controlling liquidity risk is critical to the viability of the Bank. The measurement tools those are used to assess liquidity risks are:</p> <ol style="list-style-type: none"> <li>Cash Reserve Requirement (CRR);</li> <li>Statutory Liquidity Ratio (SLR);</li> <li>Investment to Deposit Ratio (IDR);</li> <li>Structural Liquidity Profile (SLP);</li> <li>Maximum Cumulative Outflow (MCO);</li> <li>Liquidity Coverage Ratio (LCR);</li> <li>Net Stable Funding Ratio (NSFR) etc.</li> </ol>
iv) Liquidity risk management system	<p>The Asset Liability Committee (ALCO) meets at least once in a month to discuss and monitor overall position of the Bank including liquidity. Treasury Division closely monitors liquidity requirements on daily basis by appropriate coordination among funding activities. Besides, monthly fund flow projection is reviewed in ALCO meeting regularly in order to manage liquidity risk of the Bank.</p>
v)Policies and processes for mitigating liquidity risk	<p>In order to develop comprehensive liquidity risk management framework, the Bank has Board approved Contingency Funding Plan (CFP), a set of policies and procedures that serves as a blueprint for the Bank, to meet its funding needs in a planned manner at</p>





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

reasonable cost. Thus, CFP is an extension of ongoing liquidity management that formalizes the objectives of liquidity management by ensuring:

- a) Reasonable liquid assets being maintained;
- b) Measurement and projection of funding requirements during various scenarios; and
- c) Management of access to sources of fund.

Maturity ladder of cash inflows and outflows are effective tool to determine the Bank's cash position. A maturity ladder estimates a Bank's cash inflows and outflows and thus net deficit or surplus (GAP) on a day to day basis in different time buckets (e.g. call, 2-7 days, 1 month, 1-3 months, 3-12 months, 1-5 years, over 5 years).

### Quantitative Disclosures

Particulars	Percentage (%)	
	Standard	Maintained
Cash Reserve Requirement (CRR)	≥4.00%	4.74%
Statutory Liquidity Ratio (SLR)	≥5.50%	11.50%
Investment to Deposit Ratio (IDR)	≤92%	79.62%
Liquidity Coverage Ratio (LCR)	≥100%	390.52%
Net Stable Funding Ratio (NSFR)	>100%	130.31%

### 10. Leverage Ratio

#### Qualitative Disclosures

a) i) Views of Board of Directors on system to reduce excessive leverage	The responsibility of monitoring excessive leverage of the Bank lies with the concerned divisions under the guidance of the Board of Directors of the Bank. The Board delivers policies and processes from time to time for managing the Bank's leverage ratio up to the mark.
ii) Policies and processes for managing excessive on and off - balance sheet leverage	<p>The leverage ratio was introduced into the Basel-III framework as a non-risk based backstop limit, to supplement risk-based capital requirements. In order to avoid building-up excessive on and off-balance sheet leverage in the Banking system, a simple, transparent, non-risk based leverage ratio has been introduced by the Bangladesh Bank. The leverage ratio is calibrated to act as a credible supplementary measure to the risk based capital requirements.</p> <p>The leverage ratio is intended to achieve the following objectives:</p>





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

	<ul style="list-style-type: none"> <li>• Constrain the build-up of leverage in the Banking sector for broader financial system and the economy; and</li> <li>• Reinforce the risk based requirements with an easy to understand and a non-risk based measure.</li> </ul>
iii) Approaches for calculating exposure	<p>The exposure measure for the leverage ratio generally follows the accounting measure of exposure. In order to measure the exposure consistently with financial accounts, the following approaches are applied by the Bank:</p> <ol style="list-style-type: none"> <li>On balance sheet, non-derivative exposures are being net of specific provisions and valuation adjustments (e.g. surplus/ deficit on Available for Sale (AFS)/ Held-for-Trading (HFT) positions).</li> <li>Physical or financial collateral, guarantee or investment risk mitigation purchased is not allowed to reduce on-balance sheet exposure.</li> <li>Netting of investments and deposits is not allowed.</li> </ol> <p>The Bank has calculated the regulatory leverage ratio as per the guideline of Basel-III. The numerator, capital measure is calculated using the new definition of Common Equity Tier 1 capital applicable from January 01, 2015.</p>

### Quantitative Disclosures

b) Leverage Ratio	<p>A minimum Tier 1 leverage ratio of 3% is being prescribed by Bangladesh Bank both at solo and consolidated basis. The Bank measures and maintains leverage ratio on quarterly basis. The status of leverage ratio at the end of each calendar quarter is submitted to Bangladesh Bank. The formula of Leverage Ratio is as under:</p> $\text{Leverage Ratio} = \frac{\text{Tier 1 Capital (after related deductions)}}{\text{Total Exposure (after related deductions)}}$
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Particular	Solo	Consolidated
	Taka in Million	
Common Equity Tier 1 Capital (A)*	17,948.76	17,866.82
Exposure Measure:		
On Balance Sheet Exposure*	290,077.80	292,039.10
Off-Balance Sheet Exposure*	49,287.60	49,287.60
Less: Regulatory adjustment made to Tier 1 Capital	0.00	0.00
Total Exposure (B)	339,365.40	341,326.70
Leverage Ratio (A/B)	5.29%	5.23%
*Considering all regulatory adjustments		





# Market Discipline

## Disclosures on Risk Based Capital (Pillar 3 of Basel III)

### 11. Remuneration

#### Qualitative Disclosures

a) Information relating to the bodies that oversee remuneration.	
i. Name, composition and mandate of the main body overseeing remuneration.	<p>Human Resources Division of the Bank deals with the remuneration related issues of employees with the assistance of Financial Administration Division as per specific provisions laid down in the Employees' Service Rules of the Bank and Pay structure duly approved by the Board of Directors, while the same is governed and oversight by the Managing Director, Management Committee and Head of Human Resource Division.</p> <p>The Bank has a well defined Employees' Service Rules approved by the Board of Directors, which includes remuneration/compensation packages, retirement benefits of regular employees and incentive schemes etc. The Board has also approved a very competitive and rewarding scale of pay for the Employees. The Service Rules and Remuneration policies/Pay Structure is reviewed and revised from time to time by the management constituting high powered committee and got approved by the Board. While reshuffling the pay structure/compensation packages, the inflation &amp; price hike of commodities, industry best practices and peer Banks' status etc. are taken into consideration.</p>
ii. External consultants whose advice has been sought, the body by which they were commissioned, and in what areas of the remuneration process.	Bank does not seek advice from any external consultant in any step of remuneration process and therefore, no commission is paid to this effect.
iii. A description of the scope of the Bank's remuneration policy (e.g. by regions, business lines) including the extent to which it is applicable to foreign subsidiaries and branches.	<p>SJIBL follows the uniform remuneration policy. However, management ensures extremely fair and performance based compensation to all employees. Further, the remuneration of higher management, consultants and contractual appointments are determined and oversight by the Board of Directors on case to case basis and as per requirement.</p> <p>As on December 31, 2020, the Bank had no foreign subsidiaries and branches outside Bangladesh.</p>
iv. A description of the types of employees considered as material risk takers and as senior managers, including the number of employees in each group.	The Bank has not categorized any group or grade of employees as material risk taker. The risks in different operational events of the Bank are borne by the concerned employees of those particular areas as a team. However, the members of senior management, senior most branch managers and Head of the functional division at Head Office are considered as senior managers. As such, a number of 102 Executives of the





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

Bank up to the rank of Vice President as on December 31, 2020 has been considered as senior managers as follows:

Designation	Number
Managing Director	1
Additional Managing Director	2
Deputy Managing Director	5
Senior Executive Vice President	5
Executive Vice President	13
Senior Vice President	28
Vice President	48
<b>Total</b>	<b>102</b>

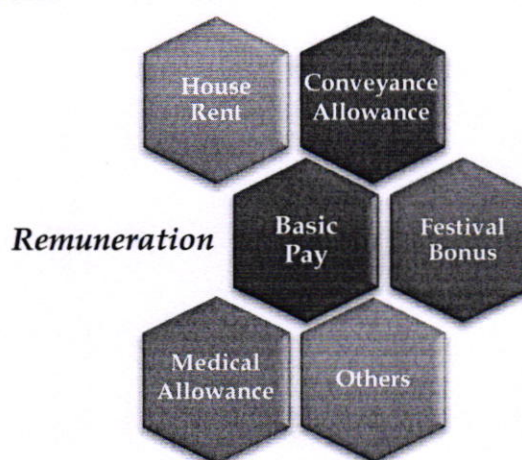
#### b) Information relating to design and structure of remuneration process.

- i. An overview of the key features and objectives of remuneration policy.

The Bank has a well structured, competitive and rewarding scale of pay for the regular employees of the Bank duly approved by the Board of Directors. The pay package of all employees other than Managing Director and Contractual Employees are determined by the management in accordance with the approved scale of pay. The compensation package of Managing Director is determined by the Board of Directors and subject to the subsequent approval of the Central Bank, i.e. Bangladesh Bank. Remuneration Package of Contractual Employees, as and when required, are determined and approved by Board of Directors on case to case basis prior to appointment. The annual increment and incentive bonuses for the eligible employees are paid on the basis of performances under the purview of Board approved policies in this regard.

The main objective of the remuneration policy of the Bank is to retain the existing human resources, attract/hire the talented & experienced professionals and to motivate the workforce to put their best efforts for sustainable growth of the Bank.

The components of remuneration are mentioned in the diagram:





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

	<p>The basic pay &amp; other allowances like house rent, medical allowance are increased at a fixed rate annually subject to satisfactory performance of past year. The employees are also rewarded by way of special promotion, increment for their outstanding performance. Other than monthly remuneration Bank offers a number of facilities/benefits like Leave Fare Assistance (LFA); Executive Car Facility; Corporate Mobile Phone facility, Maternity benefits for female employees; Employees' House Building Investment Facility; Employees' House Building Safety Scheme; House Furnishing Allowance, Super Annuation &amp; Disability &amp; Death benefits etc. Besides, a very attractive retirement/separation benefit is paid in the form of Gratuity; Contributory Provident Fund; Leave encashment, Social Security fund etc.</p> <p>The employees are paid two festival bonus and boishaki bonus per year. Incentive bonus is also paid on the basis of performance for annual profit of the Bank.</p>
ii. Whether the remuneration committee reviewed the firm's remuneration policy during the past year, and if so, an overview of any changes that were made.	The remuneration policy and pay structure for the employees of the Bank is reviewed and revised/reshuffled from time to time by management and subsequently got approved by the Board of Directors.
iii. A discussion of how the Bank ensures that risk and compliance employees are remunerated independently of the businesses they oversee.	The officials working in the Risk and Compliance areas have got their specific job descriptions & job allocations like professionals of other functional areas and performing their responsibilities independently as per standing guidelines of the regulators as well as the Bank management. Their service and remuneration are governed under the approved Employees' Service Rules of the Bank and pay structure of the Bank.
c) Description of the ways in which current and future risks are taken into account in the remuneration process.	
i. An overview of the key risks that the Bank takes into account when implementing remuneration measures.	<p>The remuneration is measured taking into consideration of the following two risk factors:</p> <ul style="list-style-type: none"> <li>• Financial risks and</li> <li>• Compliance risk.</li> </ul> <p>If the financial losses is made for non-compliance of any of that rules &amp; regulations by any employee the bonus, increment etc. are held.</p>
ii. An overview of the nature and type of the key measures used to take account of these risks	SJIBL follows financial capacity of the Bank to measure remuneration packages. Besides, it considers operational impacts, cost of living adjustments, relevant compliances, industry-competitives remuneration in





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

including risks difficult to measure.	relation to the market reputation and other effective risk-adjusted measures in determining remuneration.
iii. A discussion of the ways in which these measures affect remuneration.	SJIBL approaches the employee's remuneration arrangements, especially periodic fixed remuneration enhancements and variable compensation through an integrated risk, finance, compensation and performance management framework. Annual salary increment and potential variable benefits are rewarded at the end of each year.
iv. A discussion of how the nature and type of these measures has changed over the past year and reasons for the change, as well as the impact of changes on remuneration.	The realistic grounds has considered by the Bank's management to revise and measure the remuneration arrangement from time to time in order to ensure risk adjusted business operations and employee satisfaction simultaneously.
d) Description of the ways in which the Bank seeks to link performance during a performance measurement period with levels of remuneration.	
i. An overview of main performance metrics for Bank, top-level business lines and individuals.	<ul style="list-style-type: none"> <li>• Net Profit (Income) Margin (NIM)</li> <li>• Return on Investment (ROI)</li> <li>• Return on Assets (ROA)</li> <li>• Return on Equity (ROE)</li> <li>• RAROC (Risk adjusted Return on Capital)</li> <li>• Classified Investment Ratio</li> <li>• Earning Per Share (EPS)</li> <li>• Capital to Risk-weighted Asset Ratio (CRAR)</li> <li>• Operating Efficiency (cost control)</li> </ul>
ii. A discussion of how amounts of individual remuneration are linked to Bank-wide and individual performance.	Annual performance bonus, salary increment and promotion are directly linked with employee's individual performance.
iii. A discussion of the measures the Bank will in general implement to adjust remuneration in the event that performance metrics are weak.	Not Applicable
e) Description of the ways in which the Bank seeks to adjust remuneration to take account of longer-term performance.	
i. A discussion of the Bank's policy on deferral and vesting of variable remuneration and, if the fraction of variable remuneration that is deferred differs across employees or groups of employees, a description of the factors that determine the fraction and their relative importance.	Currently SJIBL does not offer any variable remuneration that may be deferred or vested either in the form of cash, shares or share-linked instruments. However, employees are eligible for variable remuneration arrangement in the form of Incentive Bonus (non-deferred cash awards), applicable to their positions.





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

ii. A discussion of the Bank's policy and criteria for adjusting deferred remuneration before vesting and (if permitted by national law) after vesting through clawback arrangements.	Not Applicable
<b>f) Description of the different forms variable remuneration that the Bank utilizes and the rationale for using these different forms.</b>	
i. An overview of the forms of variable remuneration offered (i.e. cash, share and share-linked instrument and other forms).	The structure of remuneration arrangements for all employees primarily consists of a fixed remuneration component, which is made up of basic salary, allowances and other benefits. Employees are also eligible for variable remuneration arrangements applicable to their position. Variable remuneration consists of Incentive Bonus (cash awards) for most of SJIBL's employees.
ii. A discussion of the use of the different forms of variable remuneration and, if the mix of different forms of variable remuneration differs across employees or groups of employees), a description the factors that determine the mix and their relative importance.	<p>The following variable remunerations are provided by the Bank on the basis of employee's individual performance.</p> <ul style="list-style-type: none"> <li>• Annual performance bonus and</li> <li>• Salary increment.</li> </ul>

### Quantitative Disclosures

g) Number of meetings held by the main body overseeing remuneration during the financial year and remuneration paid to its member.	Not Applicable				
h)i.Number of employees having received a variable remuneration award during the financial year.	Not Applicable				
h)ii.Number and total amount of guaranteed bonuses awarded during the financial year.	<table border="1"> <thead> <tr> <th>No. of Guaranteed Bonus</th><th>Total Amount (Tk. in Million)</th></tr> </thead> <tbody> <tr> <td>3 festival bonuses</td><td>226.85</td></tr> </tbody> </table>	No. of Guaranteed Bonus	Total Amount (Tk. in Million)	3 festival bonuses	226.85
No. of Guaranteed Bonus	Total Amount (Tk. in Million)				
3 festival bonuses	226.85				
h)iii.Number and total amount of sign-on awards made during the financial year.	Not Applicable				
h)iv.Number and total amount of severance payments made during the financial year.	Not Applicable				





## Market Discipline

### Disclosures on Risk Based Capital (Pillar 3 of Basel III)

i) i.Total amount of outstanding deferred remuneration, split into cash, shares and share-linked instruments and other forms.	Not Applicable												
i) ii.Total amount of deferred remuneration paid out in the financial year.	Not Applicable												
j) Breakdown of amount of remuneration awards for the financial year to show: i. Fixed and variable; ii. Deferred and non-deferred; iii. Different forms used (cash, shares and share linked instruments, other forms).	<table><tr><th>Sl.</th><th>Particulars</th><th>Total Amount (Tk. in Million)</th></tr><tr><td>i.</td><td>Fixed and variable</td><td>2,767.87</td></tr><tr><td>ii.</td><td>Deferred and non-deferred</td><td>Nil</td></tr><tr><td>iii.</td><td>Different forms used</td><td>Cash</td></tr></table>	Sl.	Particulars	Total Amount (Tk. in Million)	i.	Fixed and variable	2,767.87	ii.	Deferred and non-deferred	Nil	iii.	Different forms used	Cash
Sl.	Particulars	Total Amount (Tk. in Million)											
i.	Fixed and variable	2,767.87											
ii.	Deferred and non-deferred	Nil											
iii.	Different forms used	Cash											
k)i.Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments.	Not Applicable												
k)ii.Total amount of reductions during the financial year due to ex post explicit adjustments.	Not Applicable												
k)iii.Total amount of reductions during the financial year due to ex post implicit adjustments.	Not Applicable												

