Market Disclosure for December 2018
Under Pillar-III of Basel III

The purpose of market disclosure in the Revised Capital Adequacy Framework is to complement the minimum capital requirements and the supervisory review process. The aim of introducing market disclosure in the revised framework is to establish more transparent and more disciplined financial market so that stakeholders can assess the position of a bank regarding holding of assets and identify the risks relating to the assets and capital adequacy to meet probable loss of assets. The reports will enable market participants to assess more effectively key information relating to a bank's regulatory capital and risk exposures in order to instill confidence about a bank's exposure to risk and overall regulatory capital adequacy.

The qualitative and quantitative disclosures of the bank under Basel-III requirements based on the audited financial statements as of 31 December 2018 are prepared as per the guidelines of Bangladesh Bank on "Risk Based Capital Adequacy for Banks" to establish more transparent and more disciplined financial market.

1. Scope of Application

Scope of application	Qualitative disclosure	(a) The name of the top corporate entity in the group to which this guidelines applies	Janata Bank Limited.
		(b) An outline of differences in the basis of consolidation for accounting and regulatory purposes, with a brief description of the entities within the group (i) that are fully consolidated; (ii) that are given a deduction treatment and (iii)that are neither consolidated nor deducted (e.g. where the investment is risk-weighted).	**A brief description of the bank and its subsidiaries are below :** **Janata Bank Limited** Janata Bank Limited is a state owned commercial bank incorporated on 21 May 2007 under the company act 1994 as a public limited company and governed by the bank company Act 1991(As amended in 2013). Janata Bank Limited took over the businesses, assets, liabilities, right, power, privilege and obligation of erstwhile Janata Bank through a vendor agreement signed between the People's Republic of Bangladesh and Janata Bank Limited on 15 November 2007 with a retrospective effect from 1 July 2007. Janata Bank was established by the Bangladesh Bank's Nationalization order 1972 (P.O 26 of 1972) and is fully owned by the Government of the People's Republic of Bangladesh. The bank has 913 branches including 4 overseas branches. Bangladesh Bank issued license on 31 May 2007 in the name of Janata Bank Limited to conduct the banking business. **Subsidiaries :** **1) Janata Capital and Investment Limited, Dhaka** Janata Capital and Investment Limited Dhaka incorporated on 13 April 2010 vide incorporation certificate no. C-83898/10 issued by the Registrar of Joint Stock Companies and Firms (RJSC) with 100% ownership of Janata Bank Limited having Taka 5000 million authorized capital and its paid-up capital is Taka 4274 million. The company started its operations from 26 September 2010 and its main functions are issue management, underwriting and portfolio management.

			2) Janata Exchange Company Srl, Italy Janata Exchange Company Srl. Italy was incorporated on 18 January 2002 vide Ministry of Finance letter # Ag/Awe/e¨vswKs/kv-7/wewea-12(2) 2000 dated 3 January 2001 and letter # Ag/Awe/e¨vswKs/kv-7/12(2)2000/164 dated 27 June 2001 with 100% ownership of Janata Bank Limited having authorised capital of ITL 1.00 Billion and its paid-up capital is EURO 600,000. Apart from Rome Branch, JEC, Italy has another branch in Milan, Italy, which was established vide MOF's approval letter # Ag/Awe/e¨vswKs bxt/kv-1 /12 /(2)/200/ 3/352 dated 24 November 2002. **3) Janata Exchange Co.Inc.Newyork, USA** Janata Exchange Co.,Inc.USA was incorporated on 10 April 2012 vide Bangladesh Bank letter # BRPD(M)204/7/2011-342 dated 28 December 2011 and NewYork State Department Of Financial Services Certifacation no.MT M103045 with 100% ownership of Janata Bank Limited having paid up capital of USD 1.00 Million.
		(c) Any restrictions, or other major impediments, on transfer of funds or regulatory capital within the group.	Not applicable
	Quantitative Disclosure	(d) The aggregate amount of surplus capital of insurance subsidiaries (whether deducted or subjected to an alternative method) included in the capital of the consolidated group.	Not applicable

2.Capital Structure

Assessing regulatory capital in relation to overall risk exposures of a bank is an integrated and comprehensive process. JBL follows the 'asset based' rather than 'capital based' approach in assessing the adequacy of capital to support current and projected business activities.

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 CET1,Additional Tier 1 or in Tier 2.	The capital of JBL can be classified into two tiers. The total regulatory capital will consist of sum of the following categories: 1. Tier 1 Capital (going-concern capital) a) Common Equity Tier 1 b) Additional Tier 1 2.Tier 2 Capital (gone-concern capital) Tier-1 capital consists of CET1 and Additional Tier1 Capital highest quality capital items which are stable in nature and allow a bank to absorb losses on an ongoing basis. CET1 includes paid-up capital, statutory reserve, general reserve, retained earnings, minority interest in subsidiaries. Tier-2 capital lacks some of the characteristics of the core capital but also bears loss absorbing capacity to a certain extent. Capital consists of applicable percentage of revaluation reserves and general provision (against unclassified loans, SMA and off-balance sheet exposures). In December 2018, Janata Bank Limited issued subordinated Bond for Tk15,000 million for increasing Tier-2 Capital.

			Solo	Consolidated
Quantitative Disclosures	**(b) Amount of Regulatory Capital With separate Disclosure of CET-1,AT-1,T-1 and T-2 capital**		**Taka in million**	
		CET 1 Capital		
		Paid-up capital	23,140.00	23,140.00
		Statutory reserve	11,501.97	11,501.97
		Legal reserve	208.35	208.35
		Retained earnings	7,814.84	7,785.43
		Total Tier 1 Capital	**42,665.17**	**42,635.76**
		Additional Tier-1 Capital	**-**	**-**
		Tier 2 Capital	**18,941.28**	**19,400.53**
	(c) Regulatory Adjustment/Deductions from capital	Less: deduction	7,283.64	7,283.64
	(d)Total eligible capital	**Total Eligible Capital**	**54,322.80**	**54,752.65**

3.Capital Adequacy

Capital Adequacy	Qualitative Disclosures	**(a)** A summary discussion of the bank's approach to assessing the adequacy of its capital to support current and future activities	For assessing capital adequacy the bank has adopted standardized approach for credit risk measurement, standardized (rule based) approach for market risk measurement and basic indicator approach for operational risk measurement. Assessment of capital adequacy is carried out in conjunction with the capital adequacy reporting to the Bangladesh Bank. The maintained capital adequacy ratio by the bank on the solo & consolidated basis are 10.09 % & 10.10 % respectively against the minimum regulatory requirement of 10 percent. Tier-I capital adequacy ratio for solo & consolidated are 6.57 % & 6.52% respectively against the minimum regulatory requirement of 6 percent. The bank's policy is to manage and maintain its future capital considering all material risks that are covered under pillar-2 of Basel III as well as the result of stress tests. The primary objective of the capital management is to optimize the balance between return and risk, while maintaining economic regulatory capital in accordance with risk appetite. JBL determines its risk weighted assets by multiplying the exposure amount of assets with their respective risk weight given in Basel III guidelines of Bangladesh Bank. RWA for market & operational risk are calculated by multiplying the capital charge for these risks by the reciprocal of minimum capital adequacy ratio (10%).

				Solo	Consolidated
Capital Adequacy	Quantitative Disclosures	**(b) Capital Requirement**		**Taka in million**	
			For Credit Risk	46,947.08	46,838.60
			For Market Risk	1,990.85	2,501.27
			For Operational Risk	4,885.13	4,894.57

			Total Capital Requirement	**53,823.06**	**54,234.43**
		c) Total Capital, CET 1 Capital , Tier-1 Capital and Tier 2 capital ratio:	Capital to Risk Weighted Assets Ratio(CRAR)	10.09%	10.10%
			Common Equity Tier-1 Capital Ratio	6.57%	6.52%
			Addition Tier-1 Ratio	-	-
			Total Tier-1 Capital Ratio	6.57%	6.52%
			Total Tier-2 Capital Ratio	3.52%	3.58%
		d) Capital conversion Buffer		-	-
		e) Available Capital under Pillar 2 Requirement			

4. Credit Risk

Credit risk is the potential loss that may arise from a borrower's failure to repay a loan or meet its obligation in accordance with agreed term. Banks are very much prone to credit risk due to its core activities i.e. lending to corporate, SME, individual, another bank/FI or to another country.

			Classification SL	Types of Loans	Classification Status	Period for classification (past due)
Credit Risk	**Qualitative Disclosure**	a)(i) JBL follows Bangladesh Bank's BRPD Circular No.14 Dated 23 September 2012 and subsequent changes for classification of loans & advances	**1**	**Continuous loan** (Overdraft, Cash credit-Hypo, Cash credit-pledge etc)	SMA	2 Months
					SS	3M
					DF	6M
					BL	9M
			2	**Demand loan** (Forced Loan, PAD, LIM, FBP, IBP etc.)	SMA	2M
					SS	3M
					DF	6M
					BL	9M
			3	**Fixed term loan** (which are repayable under a specific repayment schedule.)	SMA	2M
					SS	3M
					DF	6M
					BL	9M
			4	**Fixed term loan** (loan amount below Tk 0.10 crore)	SMA	2M
					SS	6M
					DF	9M
					BL	12M
			5	**Short term agriculture & micro credit**	SMA	-
					SS	12M
					DF	36M
					BL	60M

(ii) Provisioning depending on the group:

Particulars		Short Term Agriculture & Micro Credit	Consumer Financing			SMEF	Loan to BHs/ MBs/ SDs	All other Credit
			Other than HF,LP	HF	LP			
UC	Standard	1%	5%	2%	2%	0.25%	2%	1%
	SMA	1%	5%	2%	2%	0.25%	2%	1%
Classified	SS	5%	20%	20%	20%	20 %	20%	20%
	DF	5%	50%	50%	50%	50%	50%	50%
	BL	100%	100%	100%	100%	100%	100%	100%

HF=Housing Finance, LP=Loans to professionals to setup business, SMEF=Small & Medium Enterprise Financing, BHs= Loans to Brokerage House, MBs= Loans to Merchant Bank, SDs = Loans to Stock Dealers.

(iii) Discussion of the bank's credit risk management policy:

On the basis of Bangladesh Bank's credit risk management policies, a manual of Credit Risk Management (CRM) has been formulated and approved by JBL's Board of Directors. The key principle of credit risk management is client due diligence, which is aligned with our country and industry portfolio strategies before sanction of any credit facility as per CRM policies which emphasizes on the size & type, purpose, structure (term, conditions, repayment schedule & interest rate) and securities of the loan proposed.

For actively aiming to prevent concentration (Single borrower/group borrower/geographical/ sectoral concentration) and long tail-risks (large unexpected losses; JBL follows different prudential guidelines of its own and Bangladesh Bank. In all market conditions, the bank's capital is effectively protected by ensuring a diversified and marketable credit portfolio.

Risk appetite for credit risk of JBL is determined by its Board of Directors desiring optimum business mix, risk preferences, the acceptable trade-off between risk & reward etc.

The assessment process is initiated at branch/credit division and placed before Management Credit Committee (MCC) or Board for approval. This process includes borrower analysis, industrial analysis, historical financial analysis, repayment sources analysis, mitigating factors etc. Credit risk grading system has been adopted by JBL as per Bangladesh Bank's instruction that defines the risk profile of borrower's to ensure that account management, structure and pricing are commensurate with the risk involved.

JBL is very much concern in managing non-performing loan. JBL follows Bangladesh Bank's BRPD Circular for classification of loans & advances & provisioning. Targets to recover classified loans & advances are determined for the branch, area office & divisional office at the beginning of the year. Continuous contact with the borrowers, special meeting with the defaulter, formation of special task forces, announcement of special program are emphasized.

Quantitative Disclosures

(b)Total gross credit risk exposure broken down by major types of credit exposure

	Solo	**Consolidated**
	Taka in million	
Rural Credit	29,750.72	29,750.72
Loan small scale industries	139,670.68	139,670.68
Transport Loan	431.81	431.81

			General house building	1,203.14	1,203.14
			Loan against Import Merchandise	262.36	262.36
			Payment Against Document	62,809.61	62,809.61
			Loan Against Trust Receipt	31,215.85	31,215.85
			Demand Loan	21,099.15	21,099.15
			Cash Credit	115,815.37	115,815.37
			Overdrafts	21,685.22	21,685.22
			Term Loan Deferred LC	11,554.25	11,554.25
			Other Loans	81,532.60	81,532.60
			Margin Loan	-	2,452.38
			Bills Purchased and Discounted	16,676.43	16,676.43
			Total	**533,707.16**	**536,159.54**

(c) Geographical distribution of exposures broken down by major types of credit exposure:

	Solo	**Consolidated**
	Taka in million	
Dhaka	368,644.38	371,096.76
Chattagram	92,002.40	92,002.40
Khulna	26,040.94	26,040.94
Rajshahi	17,302.59	17,302.59
Sylhet	3,312.28	3,312.28
Barishal	6,940.46	6,940.46
Rangpur	9,782.16	9,782.16
Mymensigh	5,425.80	5,425.80
Overseas(UAE Branches)	4,256.15	4,256.15
Total	**533,707.16**	**536,159.54**

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

	Solo	Consolidated
	Taka in million	
Agriculture	20,912.90	20,912.90
RMG	95,054.50	95,054.50
Textile	68,615.40	68,615.40
Ship Building and Ship	4,971.10	4,971.10
Agro based industry	23,394.30	23,394.30
Other industrial (large scale)	65,361.30	65,361.30
Other industrial(small ,medium& cottage)	9,804.60	9,804.60
Construction loan	30,093.40	30,093.40
Transport &communication	3,400.60	3,400.60
Other service industries	21,574.50	21,574.50
Consumer credit	1,412.40	1,412.40
Trade& commerce	84,607.00	84,607.00
Loan to purchase share	-	2,452.38
Other	104,505.16	104,505.16
Total	**533,707.16**	**536,159.54**

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

Maturity Grouping of loans and advances

	Solo	Consolidated
Repayable on Demand	Taka in million	
Not more than one month	47,112.50	47,112.50
Not more than 3 months	7,510.00	7,510.00
More than 3months but not more than 1years	198,416.90	198,416.90
More than 1 years but not more than 5years	220,389.20	220,389.20
More than 5 years	60,278.56	62,730.94
Total	**533,707.16**	**536,159.54**

f) Major counterparty wise amount of impaired loans & Provision :

Loans and advances on the basis of significant concentration	**Solo**			
	Taka in million			
	Advances to allied concerns of directors			-
	Advances to Managing Directors and other Senior Executives			325.74
	Advances to customer group (amounting more than 10% of banks total capital)			246,750.90
	Other customers			239,719.76
	Advance to Staff			46,910.76
	Total			**533,707.16**
Sector wise loans and advances		Unclassified	Classified	Total
	Government	10,239.23	122.20	10,361.43
	Other public	17,899.58	955.29	18,854.87
	Private	325,583.89	178,906.97	504,490.86
	Total	**353,722.70**	**179,984.46**	**533,707.16**
Provisioning against loan & advances	Standard		293,628.94	1,802.20
	SMA(Including RST)		60,093.76	304.30
	Total Unclassified		**353,722.70**	**2,106.50**
	Substandard		33,860.38	1,453.00
	Doubtful		5,028.01	1,020.70
	Bad & Loss		141,096.07	28,329.50
	Total Classified		**179,984.46**	**30.803.20**
	Total		**533,707.16**	**32,909.70**

(g) Movement of NPA & Provisions

	Taka in million
Gross non performing loans(NPLs)	**179,984.46**
Non performing loans (NPLs) to outstanding loans & advance	33.72%
Movement of NPLs (Gross)	
Opening balance	75,995.50
Add: Newly during the year	123,775.16
Less: Cash Recovery	4,843.60
Written-Off	236.40
Interest waiver	186.10
Re-scheduling& restructuring	14,520.10
Closing balance	**179,984.46**
Movement of specific provisions for NPAs	
Opening balance	23,910.51
Less : Fully provided debts written off	316.48
Add : Exchange fluctuation	3.65
Recoveries of written off	324.36
Provision made during the year	4,493.97
Transfer from provision	2,388.00
Closing Balance	**30,804.01**

5. Equities: Disclosures for Banking Book Positions

The major portion of the bank's holding of equity exposure is mainly with the purpose of capital gain. The quoted shares are valued both at cost price and market price basis. However, the unquoted shares are valued at their cost price.

Equities: Disclosures for banking book positions

Qualitative Disclosures

Requirement	Disclosure
(a)The general qualitative disclosure requirement with respect to equity risk, including:	
• Differentiation between holdings in which capital gains are expected and those taken under other objectives including for relationship and strategic reasons	Differentiation between holdings of equities for capital gain and those taken under other objectives is being clearly identified. The equity positions are reviewed periodically by the senior management.
• 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 equity markets are traditionally volatile with a high-risk, high-returns profile. As such investors in the equity market have plan and strategies to reduce their risks and increase their returns. Equity investments must therefore go hand in hand with a good risk management plan in place. In an uncertain market place like the present, investor cannot afford to place all hope in only one thing. Therefore, it is very important to protect the total investment value by means of diversification. Important policies covering equities valuation and accounting of equity holdings in the Banking Book are based on use of the cost price method for valuation of equities.

Quantitative Disclosures

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.

Value disclosed in the statement financial position 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.

Particulars	Solo		Consolidated	
	Taka in million			
	Cost Price	Fair Value	Cost Price	Fair Value
Unquoted Shares	6,084.20	6,084.20	6,084.20	6,084.20
Quoted Shares	7,834.40	11,442.50	7,834.40	11,442.50

The cumulative realized gains (losses) arising from sales and liquidations in the reporting period. Nil

Total unrealized gains 3,247.34

Total latent revaluation gains (losses) Nil

Any amounts of the above included in Tier 2 capital as per guideline

Capital charge for equity exposure assessed for total amount is Tk 1,314.20 million in solo basis and Tk 1,824.57 million in consolidated basis.

6. Interest Rate Risk in the Banking Book (IRRBB)

Interest Rate Risk in the Banking Book reflects the shocks to the financial position of the bank including potential loss that the bank may face in the event of adverse change in market interest rate. This has an impact on earning of the bank through Net Interest Earning as well as on Market Value of Equity or Net Worth

Interest rate risk in the banking book (IRRBB)	Qualitative Disclosures	(a)The general qualitative disclosure requirement including the nature of IRRBB and key assumptions, including assumptions regarding loan prepayments and behavior of non-maturity deposits, and frequency of IRRBB measurement.	To manage this risk in the banking book, bank considers the impact of interest rate changes on both assets and liabilities, and its particular features including, among other things, terms and timing. Changes in interest rates affect both the current earnings (earning perspective) as well as the net worth of the bank (economic value perspective). JBL periodically computes the interest rate risk on the banking book that arises due to re-pricing mismatches in interest rate sensitive assets and liabilities. For computation of the interest rate mismatches the guidelines of Bangladesh Bank are followed. Details relating to re-pricing mismatches and the interest rate risk thereon are placed to the ALCO regularly.
	Quantitative Disclosures	(b)The increase (decline) in earnings or economic value (or relevant measure used by management) for upward and downward rate shocks according to management's method for measuring IRRBB, broken down by currency (as relevant).	At 1% increase/ decline in Interest Rate, change in net interest income is Tk149.00 Million

7. Market risk

Market risk is defined as the possibility of loss to a bank caused by changes/movements in the market variables such as interest rates, foreign currency exchange rates, equity prices and commodity prices. Bank's exposure to market risk arises from investments (interest related instruments and equities) in trading book [HFT categories] and the foreign exchange positions. The objective of the market risk management is to minimize the impact of losses on earnings and equity.

Market Risk	Qualitative Disclosures	(a) Views of BOD on trading/investment activities	The Board approves all policies related to market risk, sets limits and reviews compliance on a regular basis. The objective is to obtain maximum returns without taking undue risks.
		Methods used to measure market risk	Standardized Approach (SA) is used for calculating capital charge against market risk (interest rate risk, equity position & foreign exchange risk) which is determined separately. The total capital requirement in respect of market risk is the sum of capital requirement measured in terms of two separately calculated capital charges for specific market risk and general market risk for each of these market risk sub-categories.
		Market Risk Management System	JBL makes investment decision based on historical data of market movements of all comparable financial instruments to avoid general market risk. For managing specific risk JBL emphasizes on investment in government treasury bonds and quality financial instruments, which are less volatile in nature. Treasury Front Office, Back Office & Mid Office have been established and functioning through an independent organizational chain as per terms & of the manual.

		policies and processes for mitigating market risk	There are approved limits for credit deposit ratio, liquid assets to total assets ratio, maturity mismatch, commitments for both on-balance sheet and off-balance sheet items, borrowing from money market and foreign exchange position. The limits are monitored and enforced regularly to protect against market risks. These limits are reviewed based on prevailing market and economic conditions to minimize risk due to market fluctuation.
	Quantitative Disclosures	**b) The capital requirements for:**	(see table below)

	Solo	Consolidated
	Taka in million	
(i) Interest rate risk	335.20	335.20
(ii) Equity position risk	1,314.20	1,824.57
(iii) Foreign Exchange risk	341.50	341.50
(iv) Commodity risk	Nil	Nil
Total Requirement	**1,990.90**	**2,501.27**

8. Operational risk: Operational Risk is defined as the risk of losses resulting from inadequate or ailed internal processes, people and systems or from external events. This definition includes legal risk, but excludes strategic and reputation risk. Bank strictly follows KYC norms for its customer dealings and other banking operations. The bank is going to frame comprehensive operational risk management policy to be approved by the board.

Operational Risk	Qualitative Disclosures	• Views of BOD on system to reduce Operational Risk	Internal Control & Compliance (ICC) is the main tool in managing operational risk. Management, through three units of ICC i.e. monitoring, compliance and Audit & Inspection; controls overall operation of the bank. Board audit committee directly oversees the functions of ICC to prevent operational risks.
		• Performance gap of executives and staffs	There is no significant performance gap as JBL takes necessary steps for HR development and ensures proper distribution of its human resources.
		• Potential external events	No potential external event is expected to expose the bank to significant operational risk.
		• Policies and processes for mitigating operational risk	JBL has formed MANCOM (Management Committee) to identify measure, monitor and control the risks through framing required policies and procedures. The policy of managing operational risk through internal control and compliance is approved by the board of directors taking into account the relevant guidelines of Bangladesh Bank. DCFCL (departmental control function check list) and QOR (quarterly operation report) are applied for evaluation of the branches operational performance. Manuals related to credit, human resources, finance & accounts, treasury, audit and inspection etc. have been prepared for continuous recognition and assessment of all material risk that could adversely affect the achievement of JBL's goal. The audit & inspection division makes a year wise risk based audit plan to carry out comprehensive audits & inspections on the banking operations in procedures are in place & complied with.
		• Approach for calculating capital charge for operational risk	The bank applies 'Basic Indicator Approach' of Basel III as prescribed by BB in revised RBCA guidelines. Under this approach, banks have to calculate average annual gross income (GI) of last three years and multiply the result by 15% to determine required capital charge. Gross Income is the sum of 'Net Interest Income' and 'Net non-interest income' of a year or it is 'Total Operating Income' of the bank with some adjustments as noted below. Figures for any year in which annual gross income is negative or zero, should be excluded from both the numerator and denominator when calculating the average. The capital charge may be

			expressed as follows: $K=[(GI1 + GI2 + GI3) \times \boldsymbol{\alpha}] /n$ Where, K = Capital charge under the basic indicator approach GI= Only Positive annual gross income over the previous three years α = 15% N = Number of the previous three years of which gross income is positive Gross income: Gross income (GI) is defined as net "Net Interest Income" plus "Net Non-interest income". It is intended that this measure should: i) be gross of any provision ii) be gross of operating expenses ,including fees paid outsourcing service provider; iii) exclude realized profit/losses from the sale of securities held to maturity in banking book; iv) exclude extraordinary or irregular items, iv) exclude income derived from insurance
	Quantitative Disclosures	b) The capital requirements for operational risk	<table><tr><th>Solo</th><th>Consolidated</th></tr><tr><th colspan="2">Taka in million</th></tr><tr><td>4,885.12</td><td>4,894.56</td></tr></table>

9. Liquidity Ratio:

Liquidity Ratio	Qualitative Disclosures	**(a)**Views of BOD on systems to reduce liquidity risk	The board of directors of Janata Bank Limited has always been conscious of managing the assets and liabilities of the bank in order to maximize the shareholders' value, enhance profitability and increase capital to protect the bank from any adverse financial consequences arising from liquidity risks. The board oversees the measurement and management of liquidity risk profile. BOD plays pivotal rolls in controlling the overall liquidity risk through reviewing various reports and ensuring necessary steps taken by the management. All strategies and policies pertaining to liquidity management require approval of BOD.
		Methods used to measure liquidity risk	The aim of bank is to maintain adequate liquidity required at all times and in all circumstances. To maintain this goal Janata Bank Ltd identifies and monitors the driving factors of liquidity risk considering the following aspects: • Cash Reserve Requirement (CRR) • Statutory Liquidity Ratio (SLR) • Medium Term Funding Ratio (MTFR) • Maximum Cumulative Outflow (MCO) • Advance Deposit Ratio(ADR) / Investment Deposit Ratio(IDR) • Liquidity Coverage Ratio (LCR) • Net Stable Funding Ratio (NSFR)

			Bank uses its own liquidity monitoring tool: Liquidity Contingency Plan
		Liquidity risk management system	Liquidity Risk Management System of Janata Bank Limited has the following objectives: • To provide adequate liquidity to the bank by reducing maturity mismatches within manageable permitted levels. • To ensure that the current and potential demand for funds is supported by cash and liquid assets. The possible needs of liquidity shall be measured keeping in view: • The need to replace the net outflow of funds-Funding Risk • The need to compensate for the non receipt of expected inflows-Time Risk • The need to meet contingent liabilities when they become due – Call Risk • The need to undertake a new transaction.
		Policies and processes for mitigating liquidity risk	The main objective of liquidity policy is to ensure that liquidity positions are sufficient to meet day to day, cyclical and long-term requirements at the lowest possible cost. The approach will be governed by prudence and, in accordance with the applicable laws and regulations, best international practice and the competitive situation within which bank operate in the local and international financial markets. In order to manage the liquidity risk , the BOD of the bank has formed Asset Liability Management Committee(ALCO) which meet at least once a month to monitor the liquidity position and take appropriate steps to manage liquidity risk. The bank has a treasury manual as policy support to combat liquidity risk. A Liquidity Contingency Plan has been developed keeping in mind that enough liquidity is available to meet the fund requirements in liquidity crisis situation.
	Quantitative Disclosures	**(b)**	**Liquidity Ratio (Solo)**

Particulars	**Taka in million**
Liquidity Coverage Ratio (LCR)	230.13%
Net Stable Funding Ratio (NSFR)	104.95%
Stock of high quality liquid assets	162,289.44
Total net cash outflows over the next 30 calendar days	70,520.76
Available amount of stable funding	659,993.26
Required amount of stable funding	628,878.83

10. Leverage Ratio:

Leverage Ratio	Qualitative Disclosures	**(a)** Views of BOD on system to reduce excessive leverage	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 in Basel III. The leverage ratio is calibrated to act as a credible supplementary measure to the risk based capital requirements. The board of directors regularly reviews the leverage ratio and ensures that the management strictly maintains the leverage ratio as prescribed by Bangladesh Bank through Guidelines on Risk Based Capital Adequacy.
		Policies and processes for managing excessive on and off-balance sheet leverage	A minimum Tier 1 leverage ratio of 3% is being prescribed by Bangladesh Bank both at solo and consolidated basis. The bank maintains leverage ratio on quarterly basis. The status of leverage ratio at the end of each calendar quarter is submitted to Bangladesh Bank showing the average of the month based on capital and total exposure. The leverage ratio is calculated using the following formula: **Leverage Ratio = Tier 1 Capital (after related deductions)/Total Exposure (after related deductions)** The capital measure for the leverage ratio will be based on the new definition of Tier 1 capital as specified in Chapter 3 of Guidelines on Risk Based Capital Adequacy. Items which are deducted completely from capital do not contribute to leverage and will therefore also be deducted from the measure of exposure.
		Approach for calculating exposure	The exposure measure for the leverage ratio will generally follow the accounting measure of exposure. In order to measure the exposure consistently with financial accounts, the following will be applied by the bank: i. On balance sheet, non-derivative exposures will be net of specific provisions and valuation adjustments (e.g. surplus/ deficit on Available for sale (AFS)/ Held-for-trading (HFT) positions). ii. Physical or financial collateral, guarantee or credit risk mitigation purchased is not allowed to reduce on-balance sheet exposure. iii. Netting of loans and deposits is not allowed.
	Quantitative Disclosures	**(b)**	(see table below)

Particulars	**Taka in million**	
	Solo	**Consolidated**
Leverage Ratio	4.16%	4.15%
On balance sheet exposure	835,242.50	836,591.00
Off balance sheet exposure	23,527.80	23,527.80
Total exposure	851,486.70	852,835.20

11. Remuneration:

Remuneration	Qualitative Disclosures	**(a) Information relating to the bodies that oversee remuneration:** Name, composition and mandate of the main body overseeing remuneration. External consultants whose advice has been sought, the body by which they were commissioned, and in what areas of the remuneration process. A description of the scope of the bank's remuneration policy (eg by regions, business lines), including the extent to which it is applicable to foreign subsidiaries and branches. A description of the types of employees considered as material risk takers and as senior managers including the number of employees in each group.	Janata Bank Limited, one of the state owned commercial banks (SCB) operating in Bangladesh, has been playing pivotal role in overall financial system of the country. Being a state owned bank, the remuneration system of Janata Bank Limited is governed under National Pay Scale declared by Bangladesh Government. There is a fixation cell in the bank which works out the pay fixation as per the national pay scale in force. The remuneration process for the employees was conducted under the National Pay Scale 2009 till June 2015 and since July 2015 onward National Pay Scale 2015 was being applied. The remuneration of home based employees of overseas branches and foreign subsidiaries are made under the National Pay Scale and policy announced by the Ministry of Foreign Affairs of the People's Republic of Bangladesh. The local recruits of UAE branches and foreign subsidiaries are remunerated through a pay structure approved by the board of directors. Janata Capital and Investment Ltd, a local subsidiary of Janata Bank Ltd, has a separate pay structure for its employees. Usually the branch managers, Area Head, Divisional Head and senior management of the head office are considered as the material risk takers.
		(b)Information relating to the design and structure of remuneration processes: i) An overview of the key features and objectives of remuneration policy. ii) Whether the remuneration committee reviewed the firm's remuneration policy during the past year, and if so, and an overview of any changes that were made. iii) A discussion of how the bank ensures that risk and compliance employees are remunerated independently of the businesses they oversee.	i) The overall design and structure of the remuneration system of Janata Bank Ltd are as per the national pay scale approved by the Government of the People's Republic of Bangladesh . ii) The process is reviewed only when a new national pay scale gets in force. Janata Bank Limited adopted a new pay scale which was declared by the government of People's Republic of Bangladesh on 15 December 2015 and became effective from 1 July 2015. iii) Not Applicable
		(c) Description of the ways in which current and future risks are taken into account in the remuneration processes. An overview of the key risks that the bank takes into account when implementing remuneration measures. An overview of the nature and type of the key measures used to take account of these risks, including risks difficult to measure (values need not be disclosed). A discussion of the ways in which these measures affect remuneration. 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.	Not Applicable

		(d) Description of the ways in which the bank seeks to link performance during a performance measurement period with levels of remuneration: An overview of main performance metrics for bank, top-level business lines and individuals. A discussion of how amounts of individual remuneration are linked to bank-wide and individual performance. 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: 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. 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
		(f) Description of the different forms of variable remuneration that the bank utilizes and the rationale for using these different forms: An overview of the forms of variable remuneration offered (ie cash, shares and share-linked instruments and other forms). 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 of the factors that determine the mix and their relative importance.	There is no variable and deferral remuneration existing in the remuneration system. It does not include any reward for longer term performance. However, an incentive system for the employees on overall performance (Net Profit) of Janata Bank Limited prevails which may be considered as variable remuneration. Salary and all types of benefits provided by the bank are only in the form of cash.
	Quantitative Disclosure	**(g)** Number of meetings held by the main body overseeing remuneration during the financial year and remuneration paid to its member.	Not Applicable.

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

Number and total amount of guaranteed bonuses awarded during the financial year.

Number and total of sign-on awards made during the financial year.

Number and total amount of severance payment made during the financial year.</td><td>Not Applicable.</td></tr>
<tr><td></td><td></td><td>(i) Total amount of outstanding deferred remuneration, split into cash, shares and share-linked instruments and other forms.
Total amount of deferred remuneration paid out in the financial year.</td><td>Not Applicable.</td></tr>
<tr><td></td><td></td><td>(j) Breakdown of amount of remuneration awards for the financial year to show:
-fixed and variable.
-deferred and non-deferred.
-different forms used (cash, shares and share linked instruments, other forms).</td><td>
<table>
<tr><th>Particulars</th><th>Amount in million</th></tr>
<tr><td>Fixed Pay (including bonus)</td><td>10,850.63</td></tr>
<tr><td>Variable Pay</td><td></td></tr>
<tr><td>Total</td><td>10,850.63</td></tr>
</table>

<table>
<tr><th>Particulars</th><th>Amount in million</th></tr>
<tr><td>Deferred Pay</td><td>-</td></tr>
<tr><td>Non-deferred Pay</td><td>10,850.63</td></tr>
<tr><td>Total</td><td>10,850.63</td></tr>
</table>
</td></tr>
<tr><td></td><td></td><td>(k) Quantitative information about employees’ exposure to implicit (eg fluctuations in the value of shares or performance units) and explicit adjustments (eg claw backs or similar reversals or downward revaluations of awards) of deferred remuneration and retained remuneration.

Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments.

Total amount of reductions during the financial year due to ex post explicit adjustments.
Total amount of reductions during the financial year due to ex post implicit adjustments.</td><td>Not Applicable.</td></tr>
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