STATE BANK OF INDIA
BANGLADESH OPERATIONS
Disclosures on Risk Based Capital under Basel III (Pillar III)
for the year ended 31 December 2021

1 Scope of Application

Risk based capital adequacy framework applies to State Bank of India, Bangladesh Operations, on " Solo Basis" as the Bank has no subsidiaries or significant investments rather operating as a foreign Branch of State Bank of India, incorporated in India.

2 Disclosure framework

The following detailed qualitative and quantitative disclosures are provided in accordance with Bangladesh Bank rules and regulations on risk-based capital adequacy under Basel III issued through BRPD Circular no. 18 Dated December 21, 2014.

3.1 Capital Structure

Qualitative Disclosure

SBI Bangladesh's capital structure consists of Tier I and Tier II capital which is aligned with regulatory capital structure. Tier I capital is further categorised as Common Equity Tier 1 (CET1) and Additional Tier 1 capital. The computation of the amount of Common Equity Tier I, Additional Tier I and Tier II capital shall be subject to the following conditions:

- The Bank has to maintain at least 4.50% of total Risk Weighted Assets (RWA) as Common Equity Tier I capital.
- Tier I capital will be at least 6% of the total RWA.
- Minimum Capital to Risk-weighted Asset Ratio (CRAR) will be 10% of the total RWA.
- Additional Tier I capital can be maximum up to 1.5% of the total RWA or 33.33% of CET 1, whichever is higher.
- Tier II capital can be maximum up to 4% of the total RWA or 88.89% of CET1, whichever is higher.
- In addition to minimum CRAR, Capital Conservation Buffer (CCB) @ 2.50% of the total RWA to be maintained in the form of CET1.

Tier I capital of the Bank includes funds deposited with Bangladesh Bank, actuarial gain/ (loss) and retained earnings. Tier 1 capital is also called "Core Capital" of the Bank. According to BRPD letter no. BRPD (BFIS)661/14B(P)/2015-18014 dated 24 December 2015, 5% of deferred tax recognised on specific provision shall be allowable as CET 1 capital whilst all other deferred tax assets created on other items shall be deducted from the retained earnings when calculating the capital adequacy ratio.

Tier II capital consists of general provision and revaluation reserve for Held to Maturity (HTM) and Held for Trading (HFT) securities.

	2021	2020
Quantitative Disclosure	BDT	BDT
a. Capital Adequacy Ratio-As per BASEL-III		
Tier - I (Core Capital)		
Fund deposited with Bangladesh Bank	4,712,633,658	7,707,181,998
Statutory reserve	-	-
Acturial Gain / loss	-	-
Surplus in profit & loss accounts / Retained Earnings	8,506,367,927	4,509,717,817
Non- repatriable interest free fund	-	-
	13,219,001,585	**12,216,899,815**
Amount Deductible from CET 1 Capital (Regulatory Adjustments)		
Goodwill	-	-
Shortfall	-	-
Deferred Tax assets	17,477,968	16,090,678
Others		
Total eligible Tier - 1 Capital	**17,477,968**	**16,090,678**
	13,201,523,617	**12,200,809,137**
b. Tier - II (Supplementary Capital)		
General Provision	761,847,908	633,408,812
Asset Revaluation Reserve	10,681,276	33,912,352
	772,529,184	**667,321,164**
Regulatory Adjustments (Revaluation Reserve 80%)	10,681,276	33,912,352
Total eligible Tier - 2 Capital (a)	**761,847,908**	**633,408,812**
Total Capital	**13,963,371,525**	**12,834,217,949**

3.2 Capital Adequacy

Qualitative Disclosure

The Bank has adopted the Standardised Approach for computation of the capital charge for credit risk and market risk, and the Basic Indicator Approach for operational risk. Assessment of capital adequacy is carried out in conjunction with the capital adequacy reporting to the Bangladesh Bank.

The Bank has a capital adequacy ratio of **61.86%** as against the minimum regulatory requirement of 12.50%. Tier I capital adequacy ratio is **58.49%** against the minimum regulatory requirement of 6.00%. The Bank's policy is to manage and maintain its capital with the objective of maintaining a strong capital ratio and high rating. The Bank maintains capital levels that are sufficient to absorb all material risks. The Bank also ensures that the capital levels comply with regulatory requirements and satisfy external rating agencies and other stakeholders including depositors. The whole objective of the capital management process in the Bank is to ensure that the Bank remains adequately capitalized at all times.

The Bank has in place a capital adequacy framework by which the Bank's annual budget projections and the capital required to achieve the business objectives are linked in a cohesive way. Capital requirements are assessed for credit, market and operational risks. The Bank's capital adequacy ratio is periodically assessed and reviewed by the ALCO and reported to head office. The composition of capital in terms of Tier I and II are also analysed to ensure capital stability and to reduce volatility in the capital structure. The Bank has a profit remittance policy to ensure that the Bank has enough capital to comply with the regulatory requirement. The Bank's capital plan also ensures that adequate levels of capital are held considering the planned organic growth of the business.

Capital Adequacy

Quantitative Disclosure

Quantitative Disclosure (Provision of various risk weighted assets are presented below:

	Total Exposure	Risk Weighted Assets
On balance sheet items	56,667,796,930	10,374,145,340
Off balance sheet items	16,639,804,663	8,348,076,977
Total B/S Exposure /Total credit risk		**18,722,222,316**
Market risk		294,906,880
Operational risk		3,553,600,561
Total risk weighted assets		22,570,729,758

Detail of capital adequacy

Capital requirement for credit risk	1,872,222,232
Capital requirement for Market risk	29,490,688
Capital requirement for Operational risk	355,360,056
Total required capital (10% of RWA)	**2,257,072,976**
Total Tier I capital	13,201,523,617
Total Tier II capital	761,847,908
Total regulatory capital	13,963,371,525
Surplus	**11,706,298,549**

Capital Adequacy Requirements: -

Minimum Common Equity Tier I Capital Ratio	4.50%
Capital Conservation Buffer	2.50%
Minimum CET1 plus Capital Conservation Buffer	7.00%
Minimum Tier 1 Capital Ratio	6.00%
Minimum Total Capital Ratio	10.00%
Minimum Total Capital plus Capital Conservation Buffer	12.50%

Capital Adequacy Maintained: -

Common Equity Tier I	58.49%
Tier I	58.49%
Total (including Tier II)	61.86%
Capital Conservation Buffer	51.86%

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3.3 Credit Risk

Qualitative Disclosure

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

The aims of credit risk management, underpinning sustainably profitable business, are principally

- to maintain a strong culture of responsible lending, supported by a robust risk policy and control framework
- to both partner and challenge business originators effectively in defining and implementing risk appetite, and its re-evaluation under actual and scenario conditions; and
- to ensure independent, expert scrutiny and approval of credit risks, their costs and their mitigation.

The standardised approach is applied for risk weighting of exposure as per directive of Bangladesh Bank. It requires banks to use risk assessments prepared by External Credit Assessment Institutions (ECAIs) to determine the risk weightings applied to rated counterparties. The Bank has applied some customer ratings based on their entity rating as assigned by the approved ECAIs of Bangladesh Bank.

It is SBI"s policy to establish that loans are within the customer's capacity to repay, rather than to rely excessively on security. Depending on the customer's standing and the type of product, facilities may be unsecured. Nevertheless, collateral can be an important mitigate of credit risk.

The Bank has guidelines on the acceptability of specific classes of collateral or credit risk mitigation and determines suitable valuation parameters. Such parameters are expected to be conservative, reviewed regularly and supported by empirical evidence. Security structures and legal covenants are required to be subject to regular review to ensure that they continue to fulfil their intended purpose and remain in line with local market practice.

The Bank also has established a separate Risk and Credit Control Department which looks after the loan review mechanism and also helps in ensuring credit compliance with the post-sanction processes/ procedures laid down by the Bank from time to time. This involves taking up independent account-specific reviews of individual credit exposures as per the approved lending guideline. The Risk department also monitors various credit concentration limits. The Bank has in place a risk grading system for analysing the risk associated with credit. The parameters for risk grading customers include financial condition and performance, quality of disclosures and management, facility structure, collateral and country risk assessment where necessary. Maximum funded counterparty/group exposures are limited to 15% of the Bank's capital base as stipulated by Bangladesh Bank. Where a higher limit is required for projects of national importance prior approval of Bangladesh Bank is obtained.

Past dues and impaired exposures are defined in accordance with the relevant Bangladesh Bank regulations.

Specific and general provisions are computed periodically in accordance with Bangladesh Bank regulations.

i. Gross Credit Risk Exposure	**2021 BDT**	**2020 BDT**
Collateral of moveable/immoveable assets	4,416,245,792	4,584,813,206
Nonbanking financial institutions guarantee	51,331,721	47,186,336
Local banks/Foreign banks guarantee	334,659,344	354,816,155
Export documents	-	-
Cash and quasi cash	103,934,013	108,189,190
Personal guarantee	-	338,481
Other securities	2,367,374,215	2,021,738,970
	7,273,545,085	**7,117,082,336**
Add: Off-shore Banking Unit		
Term Loan	124,968,227	1,482,993,607
Bill Purchase and Discount	28,970,769,366	22,279,175,174
	29,095,737,593	**23,762,169,321**
Total	**36,369,282,678**	**30,879,251,657**

ii. Major types of Loans & advances:		
Overdrafts	610,219,644	556,560,561
Demand loans	3,417,674,007	1,709,986,511
Cash credit	2,394,062,879	3,841,119,607
House building loan	23,438,019	35,729,826
Transport loan	456,601,724	564,469,386
Term loans	29,035,742	135,393,896
Loan against trust receipts	22,318,072	63,316,864
Agricultural loan	286,403,695	168,795,000
Staff loans	33,791,303	41,710,685
	7,273,545,085	**7,117,082,336**
Bills Purchase & Discount	-	-
	7,273,545,085	**7,117,082,336**
Add: Off-shore Banking Unit		
Term Loans	124,968,227	1,482,993,607
Bills purchased & discounted	28,970,769,366	22,279,175,714
	36,369,282,678	**30,879,251,657**

iii.**Loan type-wise Classified Loan**	**2021**	**2020**
Overdraft	610,219,644	556,560,561
Demand Loan	3,417,674,007	1,709,986,511
Term Loan	449,737,268	735,593,108
Cash Credit	2,762,122,862	4,073,231,471
Staff Loan	33,791,302.85	41,710,685
Term Loans	124,968,227	1,482,993,607
Bills purchased & discounted	28,970,769,366	22,279,175,174
	36,369,282,678	**30,879,251,657**
Total		

iv.Sector wise allocation of loans and advances

Government:

Private:

	2021	2020
Agriculture, fishing, forestry and dairy firm	286,403,695	168,795,000
Industry (jute, textile, garments, chemicals, cements etc.)	110,526,085	145,890,304
Transport Operator Loan	456,642,533	1,008,834,109
Working capital financing	6,224,324,342	5,422,466,783
Export credit	-	-
Commercial credit	-	-
Small and cottage industries	33,639,725	183,441,314
Miscellaneous	162,008,705	187,654,826
	7,273,545,085	**7,117,082,336**
Add: Off-Shore Banking Unit		
Term Loan	124,968,227	1,482,993,607
Bill Purchase and Discount	28,970,769,366	22,279,175,714
	29,095,737,593	**23,762,169,321**
Total	**36,369,282,678**	**30,879,251,657**

v. Geographical location wise portfolio grouping

Inside Bangladesh

	2021	2020
Dhaka Division	5,760,388,199	5,454,540,440
Chattagram Division	1,489,432,876	1,635,748,374
Sylhet Division	-	-
Khulna Division	23,724,010	26,823,523
Rajshahi Division	-	-
Barisal Division	-	-
Rajshahi Division	-	-
Rangpur Division	-	-
Mymansing Division	-	-
	7,273,545,085	**7,117,082,336**
Add:Off-Shore Banking Unit	**29,095,737,593**	**23,762,169,321**
Total	**36,369,282,678**	**30,879,251,657**

Specific Provision

The Bank follows Bangladesh Bank guidelines regarding loan classifications, provisioning and any other issues related to Non-Performing Loan (NPL). The Bank's internal credit guidelines also give direction on the management of nonperforming loans, the procedure for reviewing loan provisioning, debt write off, facility grading, reporting requirements and interest recognition.

Throughout the year the Bank reviews loans and advances to assess whether objective evidence has arisen of impairment of a loan or portfolio that warrants a change in the classification of loans and advances which may result in a change in the provision required in accordance with BRPD circular no.14 (23 September 2012) as amended by BRPD circular no. 19 (27 December 2012). The guidance in the circulars follows a formulaic approach whereby specified rates are applied to the various categories of loans as defined in the circulars. The provisioning rates are as follows

Specific provision

Particulars	Rate (%)
Substandard (Agri & Micro credit)	5%
Doubtful (Agri & Micro credit)	5%
Substandard	20%
Doubtful	50%
Bad or Loss	100%

BRPD circular no.14 (23 September 2012) as amended by BRPD circular no. 19 (27 December 2012) also provides scope for further provisioning based on qualitative judgments. In these circumstances, impairment losses are calculated on individual loans considered individually significant based on which specific provisions are raised. If the specific provisions assessed under the qualitative methodology are higher than the specific provisions assessed under the formulaic approach above, the higher of the two is recognised in liabilities under "Provisions for loans and advances" with any movement in the provision charged/released in the profit and loss account

a. **General**	**2021 BDT**	**2020 BDT**
Balance at the beginning of the year	343,597,772	288,829,622
Add: Provision made during the year	69,664,138	54,768,151
Less: Recoveries and provision no longer required	-	-
Balance at the end of the year	**413,261,910**	**343,597,772**

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b. Specific Provision for COVID-19

Balance at the beginning of the year	8,399,498	-
Add: Provision made during the year	2,645,567	**8,399,498**
	11,045,065	**8,399,498**

c. Specific

Balance at the beginning of the year	90,932,341	86,655,038
Add: Provision made during the year	69,831,139	5,256,356
Less: Recoveries and provision no longer required		
Less: Interest waiver during the year	-	-
Less: Write off during the year	-	979,053
Balance at the end of the year	**160,763,480**	**90,932,341**

Total Domestic Banking unit		
Net actual provision at the end of year (a+b+c)	**585,070,455**	**442,929,611**

Provisions for off balance sheet items

Provision for off balance sheet items is made as per BRPD circular No. 8 of 7th August 2007 and 18 September, 2007 for covering the bank for possible losses on off balance sheet items in the future. Provision amount is included in the General Provision for Standard Assets. Details movement of Provision for Off Balance Sheet items is as follows:

	2021	2020
Balance at the beginning of the year	242,366,730	222,827,910
Less: Provision adjusted during the year	115,116,440	19,538,820
Balance at the end of the year	**357,483,170**	**242,366,730**

Interest suspense

Classified loans and advances of the banks are categorised as sub-standard, doubtful and bad/loss as per guidelines of the Bangladesh Bank. Interest accrued on Special Mentioned Account (SMA), Sub-Standard (SS), doubtful and bad/loss loans is recorded as 'interest suspense' and not taken to income. This interest is recognized as income as and when it is realized in cash by the bank.

	2021	2020
Balance at the beginning of the year	12,680,576	4,444,745
Less: Provision adjusted during the year	694,301	8,235,831
Balance at the end of the year	**13,374,878**	**12,680,576**
Less: Amount of interest suspense recovered	-	-
Less: Write off during the year	-	-
Less: Interest waiver during the year	-	-
Balance at the end of the year	**13,374,878**	**12,680,576**

3.4 Assets

Qualitative Disclosure

In broader categories assets composition of State Bank of India (SBI), Bangladesh mainly attributes to the following:

Banking book assets

Trading book assets

Generally, investments in „Held for Trading" portfolios are focal parts of the trading book. All others assets of the balance sheets are lying with banking book.

The following are the components of the earning assets and non-earning assets of SBI Bangladesh

Assets are monitored on a regular basis to cope with unexpected risk. Assets Liability Committee (ALCO) monitors and reviews the behaviour patterns of the assets. Assets are classified as per directive of the Bangladesh Bank.

Classified assets are mainly a portion of loans and advances (Presently 6.69 % of total loans and advances) which are calculated on a formulaic approach as per directive of Bangladesh Bank.

The ALCO regularly reviews the Bank's overall assets and liability position, overall economic services, the Bank's liquidity position, capital adequacy, balance sheet risk, interest risk and makes necessary changes in its mix as and when required. The bank has a Risk Management Committee (RMC) comprising all the members of the ALCO to manage various risks within bank including credit risk. As per the Bangladesh Bank guidelines, implementation of core risk management guidelines is in place.

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Quantitative Disclosure

A. Banking book assets	2021 BDT	2020 BDT
Cash in hand (Local currency)	20,740,977	24,212,499
Balance with BB (Local currency)	1,160,136,970	3,738,080,545
i.Cash	**1,180,877,947**	**3,762,293,044**
ii. Balance with other Banks and Financial Institutions	7,278,054,327	1,313,727,310
iii. Money at Call and Short Notice	250,000,000	400,000,000
iv. Investments		
Government Securities & Others	10,031,498,058	7,710,337,388
	10,031,498,058	**7,710,337,388**
v. Loans & Advance		
Loans, Cash Credit, Overdraft	7,398,513,312	8,600,075,943
Bill Purchase & Discounted	28,970,769,366	22,279,175,714
	36,369,282,678	**30,879,251,657**
Classified Loan & Advance		
Sub-Standard	-	47,186,336
Doubtful	-	-
Bad/Loss	127,672,547	80,541,626
	127,672,547	**127,727,961**
vi.Other Assets	**2021**	**2020**
Fixed assets	145,133,443	208,934,092
Others	798,908,867	764,500,707
	944,042,310	**973,434,799**
A. Total Banking Assets (i+ii+iii+iv+v+vi)	**56,053,755,320**	**45,039,044,198**
B. Trading Book Assets	**2021**	**2020**
FC held in hand	2,374,472	7,200,184
Balance with BB (Foreign currency)	481,819,692	1,828,892,603
Balance with other Banks and Financial Institutions (FC)	254,276,732	610,407,601
B. Total Trading Book Assets	**2,446,500,388**	**2,446,500,388**
Total Assets (A+B)	**58,500,255,708**	**47,485,544,586**

3.5 Equities: Disclosures for Banking Book Positions Qualitative Disclosure

The bank has no investment in quoted shares. The bank has only equity investments in Central Depository Bangladesh Limited (CDBL) shares as unquoted investment.

Qualitative Disclosure

Details of Unquoted Investments

Particulars	No of Shares	2021 BDT	2020 BDT
Initial Investment @ Tk.10	200000	2,000,000	2,000,000
Purchasing Right Share @ Tk.10	113889	1,138,890	1,138,890
Bonus Share @ Tk.10		-	-
	313889	**3,138,890**	**3,138,890**

3.6 Interest Rate Risk in the Banking Book (IRRBB)

Qualitative Disclosure

Interest rate risk refers to fluctuations in bank's Net Interest Income and the value of its Assets and Liabilities arising from internal and external factors.

Internal factors include the composition of the bank's assets and liabilities, quality, maturity, interest rate and re pricing period of deposits, borrowings, loans and investments. External factors cover general economic conditions.

Rising or falling interest rates impact the Bank depending on balance Sheet positioning. Interest rate risk in prevalent on both the assets as well as the liability sides of the Bank's Balance Sheet.

The Assets-Liability management Committee (ALCO) periodically monitors and controls the risks and returns, funding and deployment, setting bank's lending and deposit rates, and directing the investment activities of the bank. The ALCO decides on the fixation of interest rates on both assets and liabilities after considering the macro economic outlook both global and domestic, as also the macro aspects like cost benefit, financial inclusion and host of other factors.

3.7 Market Risk

Qualitative Disclosure

Market Risk is the risk to the bank's earnings and capital due to changes in the market interest rates or prices of securities, foreign exchange and equities, as well as the volatilities of those changes.
The bank uses the standardized (market risk) approach to calculate market risk for trading book exposures. Trading book consists of positions in financial instruments held with trading intent or in order to hedge other elements of the trading book. A capital charge will be applicable for financial instruments which are free from any restrictive covenants on tradability or are able to be hedged completely. Generally, investments in „Held for Trading" portfolios are focal parts of the trading book.

Capital charge means an amount of regulatory capital which the bank is required to hold for an exposure to a relevant risk which, if multiplied by 10, becomes the risk – weighted amount of that exposure for that risk.

The Bank has a comprehensive Treasury Risk Policy which inter alia covers assessment, monitoring and management of all the above market risks. The Bank has defined various internal limits to monitor market risk and is computing the capital requirement as per standardized approach of BASEL III. Details of various market risks faced by the Bank are set out below:

i. Interest rate exposures

The Bank adopts maturity method in measuring interest rate risk in respect of securities in trading book. The capital charge for entire market risk exposure is computed under the standardised approach using the maturity method and in accordance with the guideline issued by Bangladesh Bank.

ii. Interest rate exposures in the banking book

Interest rate risk is the risk where changes in market interest rates might adversely affect a bank's financial condition. The immediate impact of changes in interest rates is on the Net Interest Income (NII). A longterm impact of changing interest rates is on the Bank's net worth since the economic value of a bank's assets,

iii. Foreign Exchange Risk

Foreign Exchange Risk may be defined as the risk that a bank may suffer losses as a result of adverse exchange rate movements during a period in which it has an open position, either spot or forward, or a combination of the two, in an individual foreign currency. The responsibility of management of foreign exchange risk rests with the Global Markets Department of the bank. The Bank has set up internal limit to monitor foreign exchange open positions. Foreign exchange risk is computed on the sum of net short positions or net long positions, whichever is higher of the foreign currency positions held by the Bank.

iv. Equity Position Risk

The Bank does not hold trading position in equities.

v. Market risk on Trading Book

Quantitative Disclosure

	2021	
	RWA	**Capital Charge (10%)**
The capital requirements for:		
Interest rate risk	-	-
Equity position risk	-	-
	-	-
Foreign exchange risk and Commodity risk	294,906,880	29,490,688
	294,906,880	**29,490,688**

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3.8 Operational Risk

Qualitative Disclosure

Operational risk is the risk of loss arising from fraud, unauthorized activities, error, omission, inefficiency, systems failure or external events. It is inherent in every business organization and covers a wide spectrum of issues. The SBI group manages this risk through a control based environment in which processes are documented, authorization is independent programme of periodic reviews undertaken by internal audit and by monitoring external operational risk events, which ensure that the group stays in line with industry best practices and takes account of lessons learned from publicized operational failures within the financial services industry.

Operational risk management responsibility is assigned to senior management within the business operation;

Information system are used to record the identification and assessment of operational risks and to generate appropriate regular management reporting;

Assessments are undertaken of the operational risks facing each business and the risks inherent in its process, activities and products. Risk assessment incorporates a regular review of identified risks to monitor significant changes;

Operational risk loss data is collected and reported to senior management. Aggregate operational risk losses are recorded and details of incidents above a materiality threshold are reported to the Group's Audit Committee; and

Risk mitigation, including insurance, is considered where this is cost- effective.

The group maintains and tests contingency facilities to support operations in the event of disasters. Additional reviews and tests are conducted in the event that any SBI office is affected by a business disruption event in the operational recovery from those circumstances. Plans have been prepared for the continued operation of the Group's business with reduced staffing levels. The Bank uses the Basic Indicator Approach to calculate its operational risk.

3.8 Operational Risk

Quantitative Disclosure

The capital requirements for:

	2021	
	RWA	**Capital Charge (10%)**
Operational Risk	**3,553,600,561**	**355,360,056**

Capital charge means an amount of regulatory capital which the bank is required to hold for an exposure to a relevant risk which, if multiplied by 10% becomes the risk-weighted amount of that exposure for that risk

3.9 Liquidity Ratio

Qualitative disclosures:

Liquidity Risk is the risk that the bank does not have sufficient financial resources to meet its obligations as they fall due or will have to do so at excessive cost. The risk arises from mismatch in the timing of cash flows.

The objective of liquidity framework is to allow the Bank to withstand very severe stresses. It is designed to be adaptable to change the business modes, markets and regulators. The liquidity risk management framework requires:

- liquidity to managed by Bank on stand-alone basis with no reliance on the Bangladesh Bank;
- to comply with all regulatory limits;
- to maintain positive stressed cash flow;
- monitoring the contingent funding commitments;
- monitoring the structural term mismatch between maturing assets and liabilities;
- maintenance of robust and practical liquidity contingency plan;
- maintain diverse sources of funding and adequate back up lines.

Liquidity management of the Bank is cantered on the Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) based on BASEL III. The Bank has Asset Liability Management (ALM) desk to manage this risk with active monitoring and management from Global Markets Department.

The Bank has adopted Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) for liquidity risk management. LCR ensures that banks maintain enough high-quality unencumbered liquid assets to meet its liquidity needs for 30 calendar time-line whereas NSFR ensures availability of stable funding is greater than required funding over 1 year period.

Bank has Asset Liability Management Committee (ALCO) to monitor the liquidity risk on a monthly basis. Based on the detail recommendation from ALM desk, ALCO take appropriate action to manage the liquidity risk. To have more conservative approach towards liquidity risk measurement, the Bank has set internal LCR and NSFR

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limits which are more stringent and set higher than the regulatory limit of 100%. These ratios are regularly monitored at ALCO. Also Bank has internal risk control framework which outlines clear and consistent policies and principles for liquidity risk management.

Quantitative Disclosures:	2020	2021
Liquidity coverage ratio (%)	372.37%	244.81%
Net Stable Funding Ratio (%)	101.24%	115.03%
Stock of High-quality liquid assets (BDT in Crore)	834.87	685.18
Total net cash outflows over the next 30 calendar days (BDT in Crore)	254.84	250.57
Available amount of stable funding (BDT in Crore)	1998.19	2161.11
Required amount of stable funding (BDT in Crore)	1973.80	1878.69

3.10 Leverage Ratio

Qualitative disclosures:

Leverage ratio is the ratio of tier 1 capital to total on and off-balance sheet exposures. 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. The leverage ratio is intended to achieve the following objectives:

Constrain the build-up of leverage in the banking sector which can damage the broader financial
reinforce the risk based requirements with an easy to understand and a non-risk based measure.

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 Tier I capital applicable from 01 January 2015. The denominator, exposure measure, is calculated on the basis of the Basel III leverage ratio framework as adopted by the Bangladesh Bank. The exposure measure generally follows the accounting value, adjusted as follows:

- on-balance sheet, non derivative exposures are included in the exposure measure net of specific provision;
- physical or financial collateral is not considered to reduce on-balance sheet exposure;
- loans are not netted with deposits;
- off balance items are converted into credit exposure equivalents through the use of credit conversion factors (CCFs). Depending on the risk category of the exposure a CCF of 20%, 50% or 100% is applied. Commitments that are unconditionally cancellable at any time by the bank without prior notice, a CCF of 10% is applied;
- item deducted from Tier I capital such as deferred tax assets is excluded.
-

Quantitative disclosures:	2020	2021
Leverage ratio	20.26%	18.01%
On balance sheet exposure	47,394,612,246	56,667,796,930
Off balance sheet exposure	13,104,436,355	16,639,804,663
Regulatory Adjustment (Deferred Tax)	(1,900,762)	(17,477,968)
Total Exposure	**60,497,147,839**	**73,290,123,625**

3.11 Remuneration

Qualitative disclosures:

The Bank has a Group specified remuneration policy which is designed to reward competitively the achievement of long-term sustainable performance and attract and motivate the very best people who are committed to maintaining a long-term career with SBI and performing their role in the long-term interests of shareholders. The Group Remuneration Committee oversees the remuneration policy and are responsible for setting the overarching principles, parameters and governance framework of the remuneration policy. The Committee periodically reviews the adequacy and effectiveness of the Group's remuneration policy and ensures that the policy meets the commercial requirement to remain competitive, is affordable, allows flexibility in response to prevailing circumstances and is consistent with effective risk management.

SBI reward package consists of the following key elements:

Fixed Pay:

The purpose of the fixed pay is to attract and retain employees by paying market competitive pay for the role, skills and experience required for the business. This includes salary, fixed pay allowance, and other cash allowances in accordance with local market practices. These payments are fixed and do not vary with performance.

Benefits:

SBI provides benefits in accordance with local and international market practice. This includes but is not limited to the provision of pensions, medical insurance, life insurance, and relocation allowances etc.

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Annual Incentive:

SBI provides annual incentive to drive and reward performance based on annual financial and non-financial measures consistent with the medium to long-term strategy, shareholder interests and adherence to SBI values. Awards can be in the form of cash and shares. A portion of the annual incentive award is deferred and vests over a period of 3 years. The Bank pays the incentive in the form of cash. Key features of SBI"s remuneration framework include:

- assessment of performance with reference to clear and relevant objectives set within a performance scorecard framework;
- a focus on total compensation (fixed plus variable pay) with variable pay (namely annual incentive and the value of long term incentives) differentiated by performance and adherence to SBI values;
- the use of discretion to assess the extent to which performance has been achieved; and
- deferral of a significant proportion of variable pay into SBI shares to tie recipients to the future performance of the Group and align the relationship between risk and reward.

Quantitative disclosures:	**2020**	**2021**
Number of meetings held by the main body overseeing remuneration during the financial year	01	01
Remuneration paid to the main body overseeing remuneration during the financial year		
Number of employees having received a variable remuneration award during the financial year		
Guaranteed bonuses awarded during the financial year:		
Number of employee	92	94
Total amount of guaranteed bonuses	32,38,136	68,29,120
Sign-on awards made during the financial year:		
Number of employee		
Total amount of Sign-on awards		
Severance payments made during the financial year		
Number of employee		
Total amount of Severance payments		
Total amount of outstanding deferred remuneration (in cash)		
Total amount of deferred remuneration paid out in the financial year		
Breakdown of amount of remuneration awards for the financial year		
Fixed and variable	118,242,800	78,083,788.53
Variable pay	4,952,493	28,212,412.47
Deferred		
Non-Deferred		

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