Disclosures on Risk Based Capital (Basel III)

1. Introduction

In accordance with *Basel III, A global regulatory framework for more resilient banks and banking systems*, issued by Basel Committee for Banking Supervision (BCBS) in 2010, Bangladesh Bank (BB) issued *Guidelines on Risk Based Capital Adequacy (a revised regulatory capital framework for banks in line with Basel III)* in December 2014. The objectives of Market discipline in the revised framework is to establish a more transparent and 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. The following detailed qualitative and quantitative disclosures are provided in accordance with Guidelines on Risk Based Capital Adequacy by Bangladesh Bank.

2. Disclosure Policy

Bank calculates Risk Weighted Assets (RWA) under the following approaches as per Basel III guidelines (BRPD circular no.18, dated December 21, 2014):

a) Standardized approach for credit risk, b) Standardized approach for market risk and, c) Basic indicator approach for operational risk.

3. Components of Disclosure Framework:

i) Scope of application ii) Capital structure iii) Capital adequacy iv) Credit risk v) Equities: disclosures for banking book positions vi) Interest Rate Risk in the Banking Book (IRRBB) vii) Market risk viii) Operational risk ix) Leverage ratio x) Liquidity ratio xi) Remuneration

i. Scope of Application:

The Risk Based Capital Adequacy framework applies to all banks on 'Solo' and 'Consolidated' basis, where the framework on 'Solo' basis refers to all positions of the bank, and its local and overseas branches/offices, and 'Consolidated' basis includes incase of subsidiary companies. Mutual Trust Bank Limited applies both the frameworks on "Solo" and "Consolidated" basis, as the bank has three subsidiaries, namely i) MTB Securities Limited ii) MTB Capital Limited iii) MTB Exchange (UK) Limited.

ii. Capital Structure

Qualitative Disclosures

The terms and conditions of the main features of all capital instruments have been segregated in terms of eligibility criteria (BRPD Circular No. 18 dated December 21, 2014 and other instructions given by Bangladesh Bank).

Tier-I Capital consists of Common Equity Tier-I (CET-I) and Additional Tier-I Capital. MTB has no additional Tier-I Capital. CET-I Capital of MTB comprises Paid-up Capital, Statutory Reserve, General Reserve, Retained Earnings and Minority Interest in subsidiaries. Supplementary Capital (Tier-II) comprises General Provisions (on unclassified and Special Mention Account (SMA) loans and off-balance sheet exposure), Revaluation Reserves for Securities, Fixed Assets and Equities following the deductions as per Basel III guidelines; MTB's Partially Convertible Subordinate Bond as approved by Bangladesh Bank (BB), and Bangladesh Securities and Exchange Commission (BSEC).

Quantitative Disclosures

BDT in Million

Particulars	Solo	Consolidated
Total Eligible Capital		
Common Equity Tier-I Capital:		
Paid-up Capital	3,693.16	3,693.16
Statutory Reserve	2,721.14	2,721.14
General Reserve	446.78	446.78
Retained Earnings	786.95	752.89
Minority Interest in Subsidiaries	0.00	0.13
Regulatory Adjustment/Deduction		
Goodwill and Other Intangible Assets	47.32	47.32
Investments in own CET-I Instruments/Shares	1.54	1.54
Total Common Equity Tier-I Capital	**7,599.17**	**7,565.24**
Additional Tier-I Capital	0.00	0.00
Total Tier-I Capital	7,599.17	7,565.24
Tier-II Capital:		
General Provision	1,138.16	1,139.24
Revaluation Reserves	260.13	260.13
Subordinated Debt	3,500.00	3,500.00
Regulatory Adjustment/Deduction	52.02	52.02
Total Tier-II Capital	**4,846.27**	**4,847.35**
Total Eligible Capital	**12,445.44**	**12,412.59**

iii. Capital Adequacy

Qualitative Disclosures

a. Capital Calculation Approach

Assessment of capital adequacy is carried out in conjunction with the capital adequacy reporting to the Bangladesh Bank (BB): standardized approach for credit & market risk and basic indicator approach for operational risk.

b. Capital of the Bank

BDT in Million

Capital Adequacy	Solo	Consolidated
Capital Requirement for Credit Risk	9,105.33	9,113.95
Capital Requirement for Market Risk	455.42	505.51
Capital Requirement for Operational Risk	649.39	707.22
Total Capital Requirement	10,210.14	10,326.68
Total Capital	12,445.44	12,412.59
Capital to Risk Weighted Asset Ratio (CRAR)	12.19	12.02
Common Equity Tier-I Capital Ratio (%)	7.44	7.33
Total Tier-I Capital Ratio (%)	7.44	7.33
Tier-II Capital Ratio (%)	4.75	4.69
Capital Conservation Buffer		
Available Capital under Pillar-II Requirement	2,235.3	2085.91

MTB follows following principles in maintaining its capital base:

- Maintaining a strong capital ratio;
- Maintaining capital at reasonable level to absorb all material risks;
- Maintaining 1%-2% capital buffer - the surplus to withstand Stress Tests and to fulfill ICAAP requirements.

MTB ensures compliance with the regulatory requirements, and satisfaction of external rating agencies and other stakeholders including depositors.

c. Capital Management

Initiative to ensure adequate capital encompasses: - Issuance of subordinated debt to raise Tier-II capital, and minimizing gap between Tier-I and Tier-II capital.

- Consistently encouraging borrowers to complete external credit rating to assess counterparty Credit Risk status, and to reduce capital requirements.
- Improving and enhancing collateral coverage through efforts to obtain eligible collateral.
- Assessment of risk profile and credit rating of new clients.

MTB's CRAR is periodically reviewed and assessed by the Risk Management Division (RMD), and reported to senior management.

iv. Credit Risk

Qualitative Disclosure

MTB manages credit risk through a robust process that enables the bank to proactively manage its loan portfolio in order to minimize losses, and earn an acceptable level of return for its shareholders.

Credit Risk Management at MTB

MTB's Credit Policy Manual (CPM), approved by the Board of Directors, defines organizational structure, roles and responsibilities and processes whereby credit risks can be identified, quantified, and managed. Credit instruction manuals address regulatory issues and establish control points. MTB Credit approvals clearly specifies all conceivable aspects including eligibility of the borrower, requirement of papers/information/documents, borrower's stake and all other issues related to borrowing. The credit policy encompasses, all operational issues of credit, right from selection of borrower to the ultimate recovery including transfer process of delinquent account and treatment of slow, overdue accounts, Special Mention Accounts (SMA) and classified loan accounts. MTB manages credit risk through continuous measuring, and monitoring of risks at obligor (borrower) levels and portfolio level and follows Bangladesh Bank prescribed Credit Risk Grading (CRG) model, and has developed a credit appraisal/approval process. The CRG model captures quantitative and qualitative issues related to management risk, business risk/industry risk, financial risk, security risk and relationship risk, while assessing the overall grading of borrowers. External credit ratings of our clients are also being done. Till Q4-2015, MTB's total number of rated clients is 1184, which was 656 in Q4-2014. For ensuring smooth and quality credit operations; good governance, quick approvals, better control, and making safe and secured lending have been emphasized.

Loan Classification

All the loans and advances are grouped into four categories for the purpose of classification, which are; (i) Continuous Loan (ii) Demand Loan (iii) Fixed Term Loan and (iv) Short-term Agricultural and Micro-Credit.

Continuous & Demand Loans are classified as:

- Sub-standard - if past due for 3 months or more, but less than 6 months;
- Doubtful - if past due for 6 months or more, but less than 9 months;
- Bad/Loss - if past due for 9 months or more.

Fixed Term Loans amounting up to 10 lacs are classified as:

- Sub-standard - if the defaulted installment is equal to or more than the amount of installment (s) due within 6 (six) months;

- Doubtful - if the defaulted installment is equal to or more than the amount of installment (s) due within 9 (nine) months;
- Bad/Loss - if the defaulted installment is equal to or more than the amount of installment (s) due within 12 (twelve) months.

Fixed Term Loans for more than 10 lacs are classified as:

- Sub-standard - if the defaulted installment is equal to or more than the amount of installment (s) due within 3 (three) months;
- Doubtful - if the defaulted installment is equal to or more than the amount of installment (s) due within 6 (six) months;
- Bad/Loss - if the defaulted installment is equal to or more than the amount of installment (s) due within 9 (nine) months.

Short-term Agricultural and Micro Credit are classified as:

- Sub-standard - if the irregular status continues after a period of 12 (twelve) months;
- Doubtful - if the irregular status continues after a period of 36 (thirty-six) months;
- Bad/Loss - if the irregular status continues after a period of 60 (sixty) months.

A continuous credit, demand loan or term loan which remains overdue for a period of 60 days or more is classified as a "Special Mention Account (SMA)".

BDT in Million

Credit Risk	**Amount**
a) Total gross credit risk exposures broken down by major types of credit exposure	
Term Loan	24,536.76
Time Loan	658.58
SME Financing	9,277.77
Consumer Financing	399.48
Retail Financing	2,552.74
General Loans	2,872.37
Demand Loan	1,457.35
Payment Against Documents (PAD)	344.03
Trust Receipts	8,484.51
Lease Finance	333.01
Export Development Fund	1,535.29
House Building Loan	3,254.99
Staff/Employee Loan	600.62

Loans and Advances - Off-shore Banking Unit	1,286.28
Loan disbursed by MTB subsidiaries	2,502.28
Cash Credit	22,542.35
Packing Credit	75.09
Secured Overdraft	11,208.37
Bills purchased and discounted	
Payable in Bangladesh	2,185.71
Payable outside Bangladesh	151.38

b) Geographical distribution of exposures, broken down in significant areas by major types of credit exposure.	
Urban	
Dhaka Division	68,758.96
Chittagong Division	18,511.54
Rajshahi Division	3,704.76
Sylhet Division	742.93
Khulna Division	1,302.24
Rangpur Division	1,720.93
Barisal Division	80.89
Rural	
Dhaka Division	1,536.10
Chittagong Division	1,157.92
Rajshahi Division	-
Sylhet Division	72.51
Khulna Division	-
Rangpur Division	-
Barisal Division	-
c) Industry or counterparty type distribution of exposures, broken down by major types of credit exposure.	
Agriculture	2,504.65
RMG	6,086.85
Textile	7,792.55
Ship-Building	1,029.40
Ship-Breaking	894.16
Other Manufacturing Industry	20,210.59
SME Loans	12,304.69
Construction	1,243.35

Power, Gas	2,721.40
Transport, Storage and Communication	997.44
Trade Service	12,481.95
Commercial Real-estate Financing	5,324.47
Residential Real-estate Financing	821.41
Consumer Credit	1,562.18
Capital Market	3,789.76
NBFIs	5,797.66
Advances to Managing Director and Senior Executives	600.62
Others	11,425.63
d) Residual contractual maturity breakdown of the whole portfolio, broken down by major types of credit exposure	
On Demand	12,847.24
Not more than three months	20,690.48
More than three months but less than one year	30,169.26
More than one year but less than five years	22,479.34
More than five years	11,402.45

e) Amount of Impaired Loans

BDT in Million

Particulars	Amount
Continuous Loans	560.68
Demand Loans	147.47
Term Loans	1,307.43
Short-Term Agro-Credit and Micro-Credit	18.84
Total	**2,034.42**

Specific and General Provisions

Specific and general provisions were made on the amount of classified and unclassified loans and advances/investments respectively, exposures of off-balance sheet, and off-shore banking units of the Bank.

BDT in Million

Particulars	Amount
Provision on Unclassified loans and advances/ investments including Off-shore banking unit	1,065.00
Provision on Classified loans and advances/ investments	1,182.00
Provision on Off-balance sheet exposure	352.00
Total	**2,599.00**

Guidelines for Loan Loss Provisions

The Bank follows Bangladesh Bank (BB) guidelines regarding loan classification, provisioning, and any other issues related to Non-Performing Loan (NPL), internal credit guidelines, direct loan provisioning, review procedure, debt write-off, facility grading, reporting requirement and interest recognition.

Particulars	Rate
General Provision	
Against all unclassified loans (Standard and SMA) of Small and Medium Enterprise (SME)	0.25%
Against all unclassified loans and off-balance sheet exposures (other than Short Term agri. Credit & Micro credit, loans under Consumer Financing, SME Financing, Loans to Brokerage House, Merchant Banks, Stock dealers)	1%
On unclassified amount for Housing Finance (HF) and Loans for Professionals(LP) to set up business under Consumer Financing Scheme, loans to Brokerage House, Merchant Banks, Stock dealers.	2%
On the Standard loans for Short Term agri. Credit & Micro credit	2.50%
On unclassified amount for Consumer Financing other than HF & LP	5%
Specific Provision	
Specific provision on Sub-standard and Doubtful Loans and advances for Short Term agri. Credit & Micro credit	5%
Specific provision on Sub-standard Loans and advances except Short Term agri. Credit & Micro credit	20%
Specific provision on Doubtful Loans and advances except Short Term agri. Credit & Micro credit	50%
Specific provision on Bad and Loss Loans and advances	100%

Throughout the year 2015, loans and advances were reviewed to assess, whether objective evidence of impairment had arisen.

f. Movement of NPA and specific provision for NPA

The following table gives MTB's movement of NPAs and specific provision for NPA

BDT in Million

Gross Non-Performing Assets (NPAs)	Amount
Non-Performing Assets (NPAs) to Outstanding Loans & advances (%)	2.08
Movement of Non-Performing Assets (NPAs)	
Opening balance	2,060.28
Additions	
Reductions	25.86
Closing Balance	**2,034.42**

Movement of specific provisions for NPAs	
Opening balance	955.28
Provisions made during the period	226.72
Less: Write-off	-
Write-back of excess provisions	-
Closing Balance	**1,182.00**

v. Equities: Disclosures for banking Book Positions

MTB's stock brokerage functions are undertaken by a subsidiary - MTB Securities Limited as a corporate member of Dhaka Stock Exchange Limited (Member No. 197). For equity financing, only investment in unquoted securities are considered as Banking Book assets; investment in equity for relationship or strategic reason is considered under trading book. Investment in equity securities are broadly categorized into two parts:

I) Quoted securities (common or preference shares and mutual funds) - Traded in the secondary market (trading book assets)
ii) Unquoted securities- Categorized as banking book equity exposures which are further sub-divided into two groups:

a) Unquoted securities which are invested without any expectation that these will be quoted in near future i.e. Held-to-Maturity (HTM);
b) Unquoted securities acquired under private placement or IPO which are going to be traded in the secondary market after completing required formalities.

The primary aim is capital gain or dividend income. Dividends received from these equity securities are accounted for as and when received. Both quoted and un-quoted equity securities are valued at cost, and necessary provisions are maintained if the prices fall below the cost price. As per Bangladesh Bank (BB) guidelines, Held-for-Trading (HFT) equity securities are mark-to-market (revalued) once a week, and HTM equity securities are amortized annually. HTM securities are revalued if reclassified to HFT (with approval of the Board of Directors). The quoted shares of the bank are valued at cost or market price, whichever is lower.

BDT in Million

Equities	Amount
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 Cost price	931.24
Market price	635.42
*Difference	(295.82)
b) Cumulative realized gains (losses) arising from sales and liquidations in the reporting period	
c) Total unrealized gains (losses)	(295.82)
d) Total latent revaluation gains (losses)	-

e) Any amounts of the above included in Tier II capital	-
f) 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 Specific Risk General Market Risk	88.50 88.50

vi. Interest Rate Risk in the Banking Book

Interest rate risk occurs when changes in market interest rates adversely affect a bank's financial condition, affecting both current earnings (earnings perspective) and net worth of the bank (economic value perspective).

The short term impact of changes in interest rates is on the bank's Net Interest Income (NII). Longer term, changes in interest rates impact asset cash flows, liabilities, and off-balance sheet items. This poses a risk to the net worth of the bank, arising out of all re-pricing mismatches, and other interest rate sensitive positions. MTB assesses the economic value at risk due to interest rate shock on a quarterly basis.

BDT in Million

Interest Rate Risk in the banking book	**Amount**		
Total Risk Sensitive Assets	78,747.90		
Total Risk Sensitive Liabilities	85,088.60		
Cumulative Gap			
< 3months	(28,270.00)		
3-6 months	4,352.80		
6-12 months	17,576.50		
CRAR before Shock (%)	12.02		
Assumed Change in Interest Rate (%)	1%	2%	3%
Net Interest Income and Repricing impact (%)			
CRAR after Shock (%)	10.67	9.31	7.96

vii. Market Risk

Market risk is the risk that the fair value of future cash flows of financial instruments will fluctuate due to changes in different market variables, namely:

- Interest rate movements;
- Currency- foreign exchange rate movements;
- Equity- stock price movements;
- Commodity- commodity price movements.

MTB's Market Risk Policy, approved by the Board, covers assessment, monitoring, and management of the market risks. The Board sets limits and reviews compliance on a regular basis, in order to provide cost effective funding to finance asset growth, and trade related transactions.

a. Methods Used to Measure Market Risk

Standardized approach for market risk calculates the minimum capital requirement, for each risk sub-category, in terms of two separately calculated capital charges for "specific risk" and "general market risk".

b. Market Risk Management System

The Treasury Department manages market risk covering liquidity, interest rate, and foreign exchange risks, with oversight from Asset Liability Management Committee (ALCO), comprising of senior executives of the bank. ALCO is chaired by the Managing Director and CEO. ALCO meetings are held at least once in a month.

c. Policies and Process for Managing Market Risk

There are approved limits for credit deposit ratio, liquid asset to total asset 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 mitigate market risks. The Treasury Department of the Bank reviews the prevailing market conditions, exchange rates, foreign exchange position, and transaction to mitigate foreign exchange risks on a daily basis. 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.

BDT in Million

Quantitative Disclosure of Market Risk	Amount
Capital Requirement for:	
Interest Rate related instruments	243.10
Equities	177.00
Foreign Exchange Position	85.40
Commodity Risk	-
Total	**505.50**

viii. Operational Risk

Operational risk arises from inadequate or failed internal processes, people and systems, or from external causes, whether deliberate, accidental or natural - inherent in all of the Bank's activities. The policy for operational risks including internal control and compliance risk is approved by the Board, taking into account relevant guidelines of Bangladesh Bank. The Audit Committee of the Board directly oversees the activities of the Internal Control and Compliance Division (ICCD) with the object of mitigating all operational risks.

a. Performance Gap of Executives and Staff

MTB is on continuous efforts to be the best pay master and to ensure workplace safety for its employees with consistent adoption of best employment practices and constant following the policy of non-discrimination regarding compensation, health and safety. Its strong brand image plays an important role in employee motivation. Combination of all these has created a very strong choice among the workforce of banking industry for MTB as being professionally an ideal place of choice.

b. Systems

MTB has invested heavily in IT infrastructure for better automation, online transaction platform and network links to avoid business disruption and system failure. The Bank's IT system does not allow any kind of external access, ensuring safeguarding from external fraud (theft/ hacking of information assets, forgery etc.).

c. Policies and Processes for Managing Operational Risk

As per the internal control and compliance policy, 2014 of the bank, Group Internal Control & Compliance Division (ICCD) is conducting risk based internal audit. To do these, the activities of branches are being rated in terms of their risk status. It is the policy of the bank to conduct audit on all the branches at least once a year. ICCD directly reports to the Audit Committee of the Board. MTB has also Risk Management Division in place. Its objectives are mainly to identify, assess, monitor, control and manage risks including operational risks and also rectify risk events, and implement any additional procedures required for compliance. Human Resource Division of MTB has also introduced a vigorous Performance Management System (PMS) to evaluate human resources in terms of performance, and instill a performance-based culture within the organization.

BDT in Million

Quantitative Disclosure of Operational Risk	Amount
Capital requirement for Operational Risk	707.22

ix. Leverage Ratio

As an additional safeguards against model risk and measurement error by supplementing the risk-based measure, a non-risk based regulatory leverage ratio has been introduced with a simple, transparent and independent measurement of risk. The Basel III leverage ratio is defined as the capital measure (Tier-I capital of the risk based capital framework) divided by the exposure measure, this ratio is expressed as a percentage.

BDT in Million

Components	Amount
Leverage Ratio (%)	4.62
On-Balance Sheet Exposure	1,44,891.31
Off-Balance Sheet Exposure	18,765.09
Total Exposure after regulatory adjustment	1,63,607.54

x. Liquidity Ratio

To measure the liquidity status of banks, Basel III guidelines introduced two new standards for liquidity management - Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR). The LCR aims to ensure that a bank maintains adequate level of high quality liquid assets that can be converted into cash to meet its liquidity needs for 30 calendar days under stressed scenario. The NSFR aims to limit over-reliance on short term wholesale funding during times of abundant market liquidity and encourage better assessment of liquidity risk across all on and off-balance sheet items. Regulatory standards for LCR and NSFR are '≥100%' and '>100%' respectively.

MTB manages liquidity risk in accordance with its ALM Policy. This policy is framed as per the regulatory guidelines and is approved by the Board of Directors. The ALM Policy is reviewed periodically to incorporate changes as required by regulatory stipulation or to realign with changes in the economic landscape. The ALCO of the Bank formulates and reviews strategies and provides guidance for management of liquidity risk within the framework laid out in the ALM Policy. The Bank proactively manages liquidity risk as a part of its ALM activities. The Bank uses various tools for measurement of liquidity risk including the statement of structural liquidity (SSL), liquidity cash flow statements, liquidity ratios and stress testing through scenario analysis. MTB has also framed a Liquidity Contingency Plan (LCP), which serves as a framework for early identification and calibrated action in the event of tight liquidity conditions. The LCP includes various indicators which are monitored regularly, and lays down the mechanism for escalation, remedial action and crisis management until return to normalcy.

BDT in Million

Components	Amount
Liquidity Coverage Ratio (%)	110.40
Net Stable Funding Ratio (%)	102.68
Stocks of high quality liquid assets	32,425.56
Total net cash outflows over the next 30 calendar days	29,370.98
Available amount of stable funding	110,699.57
Required amount of stable funding	107,811.76

xi. Remuneration

a. **Remuneration process:**

Remuneration is overseen by MTB Group Human Resources in consultation with Deputy Managing Directors, Additional Managing Director and Managing Director & CEO. The process, through which the authority sets remuneration is by evaluating the market information as well as cost of living adjustment of the employees and subsequently approved by the Board of Directors.

b. Design & structure of remuneration process:

All the eligible candidates for promotion are evaluated strictly in terms of the provisions of the Promotion Policy and finally recommended by a "Promotion Committee" comprising the following members:

Designation	As
Additional Managing Director	Chairman
All Deputy Managing Directors	Members
Group Head of Human Resources	Member Secretary
Group Head of Internal Control & Compliance	Member

Regional and Divisional Heads send nomination for promotion of the employees working under their areas. Promotion Committee evaluates/interviews and sends recommendations to the Managing Director & CEO, who reviews all recommendations for promotion and gives final approval.

c. An overview of the nature and type of measures used to take account:

Annual reporting on the work and conduct of the employees are made through Annual Performance Appraisal System.

As an appraisal point of the annual reporting, employees have to write their objectives at the beginning of the year on the basis of their job description/assignment. Mid-year review of the objectives is done to ascertain respective achievement. Depending on the feedback appropriate measures are undertaken to fulfill the objectives set at the year end. And finally, at the end of the year, performance of each employee is evaluated.

d. Variable Remuneration:

Variable remuneration, known as incentive Bonus is given to all categories of employees based on “Incentive Bonus Policy” approved by the Board. Regional Heads and Divisional Heads send recommendations for incentive Bonus for all categories of employees working under their areas, to Head Office. All the recommendations are scrutinized & evaluated by a “Bonus committee. The committee sends their recommendation to the MD & CEO who reviews and gives final approval. The Bonus Committee comprises of the following members:

Designation	As
Additional Managing Director	Chairman
All Deputy Managing Directors	Members
Group Head of Human Resources	Member
Group Head of Internal Control & Compliance	Member
Group Chief Financial Officer	Member Secretary

e. Number of employees having received variable remuneration award:
Employees having received variable remuneration awards for the year 2015 for their extra ordinary effort to ensure business profitability.

<table>
<tr><th>SI</th><th>Category</th><th>Number of employee</th><th>Division</th></tr>
<tr><td>1.</td><td>Executive</td><td>1</td><td rowspan="3">Treasury</td></tr>
<tr><td>2.</td><td>Officers</td><td>11</td></tr>
<tr><td>3.</td><td>Office Assistant</td><td>1</td></tr>
</table>

Number of total amount of severance payment:

Total amount of **BDT 23,419,347.00** (Two Crore Thirty Four Lac Nineteen Thousand Three Hundred Forty Seven only) had been disbursed to 20 outgoing personnel as severance payment for the year 2015 at the time of releasing them from the services of the Bank.