



MariBank Singapore Private Limited

Pillar 3 Disclosures

Incorporated in Singapore
Company Registration Number: 202106516C

As at 31 December 2022

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Notes:

- Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figure.
- Amounts less than S\$0.5 million in absolute terms are shown as “@”.

1. Introduction

MariBank Singapore Private Limited (the “Bank”) is incorporated in the Republic of Singapore and has its registered office at 1 Fusionopolis Walk, #15-01, Solaris, Singapore 138628. The Bank operates in Singapore under a digital full bank licence granted by the Monetary Authority of Singapore.

The Bank’s immediate holding company is SeaMoney Holdings Limited, incorporated in the Cayman Islands. The ultimate holding company is Sea Limited, incorporated in the Cayman Islands, and is listed on the New York Stock Exchange.

The Bank does not have any subsidiaries to consolidate in this regulatory disclosure.

The purpose of this disclosure is to provide the information in accordance with public disclosure requirements under MAS Notice 637.

This public disclosure should be read in conjunction with the Bank’s Financial Statements as of 31 December 2022.

2. Attestation Statement Pursuant to MAS Notice 637 - Disclosure Requirements (Pillar 3)

The Pillar 3 disclosures as at 31 December 2022 have been prepared in accordance with the internal controls processes approved by the Bank's Board of Directors.



Kevan Chow

Chief Financial Officer

26 April 2023

3. Overview of Key Prudential Metrics, Risk Management and RWA

The following section provides an overview of the key prudential regulatory metrics of the Bank, except for the Liquidity Coverage Ratio ("LCR") and Net Stable Funding Ratio ("NSFR") which are not applicable to the Bank.

3.1 Key Metrics

The following disclosures are prepared in accordance with Table 11-1A of MAS Notice 637.

There is no comparative from 31 December 2021 to 30 June 2022 as the Bank only commenced business on 4 July 2022.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)
		31 Dec 2022	30 Sep 2022 [#]	30 Jun 2022	31 Mar 2022	31 Dec 2021
Available capital (amounts)						
1	CET1 capital	133	41	N/A	N/A	N/A
2	Tier 1 capital	133	41	N/A	N/A	N/A
3	Total capital ⁽¹⁾	133	41	N/A	N/A	N/A
Risk weighted assets (amounts)						
4	Total RWA ⁽²⁾	20	48	N/A	N/A	N/A
Risk-based capital ratios as a percentage of RWA						
5	CET1 ratio (%)	657.2%	86.5%	N/A	N/A	N/A
6	Tier 1 ratio (%)	657.2%	86.5%	N/A	N/A	N/A
7	Total capital ratio (%)	657.2%	86.5%	N/A	N/A	N/A
Additional CET1 buffer requirements as a percentage of RWA						
8	Capital conservation buffer requirement (%)	2.5%	2.5%	N/A	N/A	N/A
9	Countercyclical buffer requirement (%)	0.0%	0.0%	N/A	N/A	N/A
10	G-SIB and/or D-SIB additional requirements (%)	0.0%	0.0%	N/A	N/A	N/A
11	Total of CET1 specific buffer requirements (%) (row 8 + row 9 + row 10)	2.5%	2.5%	N/A	N/A	N/A
12	CET1 available after meeting the Reporting Bank's minimum capital requirements (%)	647.2%	76.5%	N/A	N/A	N/A
Leverage Ratio						
13	Total Leverage Ratio exposure measure	237	101	N/A	N/A	N/A
14	Leverage Ratio (%) (row 2 / row 13)	56.2%	41.0%	N/A	N/A	N/A

[#] Unaudited

- (1) Movement between 31 December 2022 and 30 September 2022 was largely due to capital injection during the quarter.
- (2) For significant RWA movement between 31 December 2022 and 30 September 2022, please refer to "Overview of RWA" in section 3.3.

3.2 Risk Management Approach

Risk Management is regarded as one of the key priorities for the Bank and is an integral part within our business strategy. Our overall objective is taking risk consistent with our business strategy and risk appetite while managing our risk in a manner to ensure sustainability of our business in the long run.

The key risk types that the Bank focus on are:

1. Credit Risk
2. Market Risk
3. Liquidity Risk
4. Operational Risk

Risk Governance

The Bank's overall risk governance and oversight structure is based on the 3 Lines of Defence model, supported by a robust risk framework that adequately identifies, controls, measures, evaluates, monitors, reports and mitigates risks on a timely basis. Each of the key risks is governed by the respective risk framework, supplemented by the relevant MAS regulations and guidelines, and supported by robust risk management and monitoring processes that are continuously reviewed for its effectiveness. Policies, guidelines, procedures, operating manuals, systems, and infrastructure are in place to support the risk management processes. In addition, adequate capital is also held against risks assumed.



The Board of Directors ("Board") is responsible for providing oversight to the Bank's governance structure and ensuring the risk appetite is consistent with the overall business strategy. The Board is assisted by the Board Risk Management Committee ("BRMC") which reviews and approves the risk appetite and controls, and at the same time ensures that senior management implements the relevant policies and controls effectively.

The senior management committee responsible for the governance of the day-to-day risk management activities is the Risk Management Committee ("RMC"), which is chaired by the Chief Executive Officer and deputised by the Chief Risk Officer.

Risk Appetite and Tolerance

Our risk appetite aims to manage risk in a prudent manner to drive long term viability of the Bank's businesses. The BRMC reviews and approves, at least annually, our risk appetite limits that define the amount of risk the Bank is allowed to undertake in pursuit of our business objectives.

In addition, relevant risk tolerances are also in place to complement and proactively manage the risk profile to ensure business activities, driven by various evolving risk landscapes, are kept within the prescribed risk appetite set out by the Board. These risk tolerances are approved by RMC and reviewed annually.

Stress Testing

Stress testing is an integral element in the Bank's strategic risk objectives, which allows the Bank to model the potential implications of alternative scenarios to determine the appropriate management actions which would mitigate the consequences of such events. It allows the Bank to assess possible movements in capital, profit and loss, liquidity, and other relevant measures, towards gauging the resilience of the Bank's business model, with a transparent set of assumptions.

The Internal Capital Adequacy Assessment Process ("ICAAP") will also incorporate the results from stress testing, allowing the Bank to assess its capital adequacy based on a multi-year forward looking scenario and plan for appropriate risk-mitigation actions to manage downside risks.

3.3 Overview of RWA

For the purpose of calculating the risk-weighted assets ("RWA"), the Bank applies the Standardised Approach ("SA") for Credit Risk and Market Risk; Basic Indicator Approach ("BIA") for Operational Risk.

As at 31 December 2022, the total RWA was S\$20 million as compared to S\$48 million in the prior quarter. The decrease was mainly driven by lower right-of-use assets. The following table provides further breakdown of the RWA:

Reported in S\$ millions		(a)	(b)	(c)
		RWA		Minimum capital requirements ⁽¹⁾
		31 Dec 2022	30 Sep 2022	31 Dec 2022
1	Credit risk (excluding CCR)	14	41	1
2	of which: Standardised Approach	14	41	1
3	of which: F-IRBA	-	-	-
4	of which: supervisory slotting approach	-	-	-
5	of which: A-IRBA	-	-	-
6	CCR	-	-	-
7	of which: SA-CCR	-	-	-
8	of which: CCR Internal Models Method	-	-	-
9	of which: other CCR	-	-	-
9a	of which: CCP	-	-	-
10	CVA	-	-	-
11	Equity exposures under the simple risk weight method	-	-	-
11a	Equity exposures under the IMM	-	-	-
12	Equity investments in funds – look through approach	-	-	-
13	Equity investments in funds – mandate-based approach	-	-	-
14	Equity investments in funds – fall back approach	-	-	-
14a	Equity investment in funds – partial use of an approach	-	-	-
15	Unsettled transactions	-	-	-
16	Securitisation exposures in the banking book	-	-	-
17	of which: SEC-IRBA	-	-	-
18	of which: SEC-ERBA, including IAA	-	-	-
19	of which: SEC-SA	-	-	-
20	Market risk	6	7	1
21	of which: SA(MR)	6	7	1
22	of which: IMA	-	-	-
23	Operational risk	0	0	0
24	Amounts below the thresholds for deduction (subject to 250% risk weight)	-	-	-
25	Floor adjustment	-	-	-
26	Total	20	48	2

¹ Minimum capital requirements in this column correspond to 10% of the RWA in column "(a)", which is 2% higher than Basel Committee's requirement.

4. Composition of Capital

4.1 Composition of Regulatory Capital

The following disclosure is made according to the template prescribed in MAS Notice 637 Annex 11B Table 11B-1. The disclosure excludes rows pertaining to ineligible capital instruments that have been fully phased out in accordance with paragraph 6.5.3 of the Notice.

The alphabetic cross-references in the column "Cross Reference to Section 4.2" relate to those used in the balance sheet reconciliation in Section 4.2.

Reported in S\$ millions		31 Dec 2022	
		(a)	(b)
		Amount	Cross Reference to Section 4.2
Common Equity Tier 1 capital: instruments and reserves			
1	Paid-up ordinary shares and share premium (if applicable)	175	A
2	Retained earnings	(46)	B
3 [#]	Accumulated other comprehensive income and other disclosed reserves	5	C
5	Minority interest that meets criteria for inclusion	-	
6	Common Equity Tier 1 capital before regulatory adjustments	134	
Common Equity Tier 1 capital: regulatory adjustments			
7	Valuation adjustment pursuant to Part VIII of MAS Notice 637	-	
8	Goodwill, net of associated deferred tax liability	-	
9 [#]	Intangible assets, net of associated deferred tax liability	@	D
10 [#]	Deferred tax assets that rely on future profitability	-	
11	Cash flow hedge reserve	-	
12	Shortfall of TEP relative to EL under IRBA	-	
13	Increase in equity capital resulting from securitisation transactions	-	
14	Unrealised fair value gains/losses on financial liabilities and derivative liabilities arising from changes in own credit risk	-	
15	Defined benefit pension fund assets, net of associated deferred tax liability	-	
16	Investments in own shares	-	
17	Reciprocal cross-holdings in ordinary shares of financial institutions	-	
18	Investments in ordinary shares of unconsolidated financial institutions in which the Reporting Bank does not hold a major stake	-	
19	Investments in ordinary shares of unconsolidated financial institutions in which the Reporting Bank holds a major stake (including insurance subsidiaries) (amount above 10% threshold)	-	
20 [#]	Mortgage servicing rights (amount above 10% threshold)	-	

Reported in S\$ millions		31 Dec 2022	
		(a)	(b)
		Amount	Cross Reference to Section 4.2
21 [#]	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of associated deferred tax liability)	-	
22	Amount exceeding the 15% threshold	-	
23	of which: investments in ordinary shares of unconsolidated financial institutions in which the Reporting Bank holds a major stake (including insurance subsidiaries)	-	
24 [#]	of which: mortgage servicing rights	-	
25 [#]	of which: deferred tax assets arising from temporary differences	-	
26	National specific regulatory adjustments	-	
26A	PE/VC investments held beyond the relevant holding periods set out in MAS Notice 630	-	
26B	Capital deficits in subsidiaries and associates that are regulated financial institutions	-	
26C	Any other items which the Authority may specify	-	
27	Regulatory adjustments applied in calculation of CET1 Capital due to insufficient AT1 Capital to satisfy required deductions	-	
28	Total regulatory adjustments to CET1 Capital	@	
29	Common Equity Tier 1 capital (CET1)	133	
Additional Tier 1 capital: instruments			
30	AT1 capital instruments and share premium (if applicable)	-	
31	of which: classified as equity under the Accounting Standards	-	
32	of which: classified as liabilities under the Accounting Standards	-	
34	AT1 capital instruments issued by fully-consolidated subsidiaries that meet criteria for inclusion	-	
36	Additional Tier 1 capital before regulatory adjustments	-	
Additional Tier 1 capital: regulatory adjustments			
37	Investments in own AT1 capital instruments	-	
38	Reciprocal cross-holdings in AT1 capital instruments of financial institutions	-	
39	Investments in AT1 capital instruments of unconsolidated financial institutions in which the Reporting Bank does not hold a major stake	-	
40	Investments in AT1 capital instruments of unconsolidated financial institutions in which the Reporting Bank holds a major stake (including insurance subsidiaries)	-	
41	National specific regulatory adjustments which the Authority may specify	-	
42	Regulatory adjustments applied in calculation of AT1 Capital due to insufficient Tier 2 Capital to satisfy required deductions	-	
43	Total regulatory adjustments to Additional Tier 1 capital	-	
44	Additional Tier 1 capital (AT1)	-	

Reported in S\$ millions		31 Dec 2022	
		(a)	(b)
		Amount	Cross Reference to Section 4.2
45	Tier 1 capital (T1 = CET1 + AT1)	133	
Tier 2 capital: instruments and provisions			
46	Tier 2 capital instruments and share premium (if applicable)	-	
48	Tier 2 capital instruments issued by fully-consolidated subsidiaries that meet criteria for inclusion	-	
50	Provisions	@	E + F
51	Tier 2 capital before regulatory adjustments	@	
Tier 2 capital: regulatory adjustments			
52	Investments in own Tier 2 instruments	-	
53	Reciprocal cross-holdings in Tier 2 capital instruments of financial institutions	-	
54	Investments in Tier 2 capital instruments and other TLAC liabilities of unconsolidated financial institutions in which the Reporting Bank does not hold a major stake	-	
54a [#]	Investments in other TLAC liabilities of unconsolidated financial institutions in which the Reporting Bank does not hold a major stake: amount previously designated for the 5% threshold but that no longer meets the conditions	-	
55	Investments in Tier 2 capital instruments and other TLAC liabilities of unconsolidated financial institutions in which the Reporting Bank holds a major stake (including insurance subsidiaries)	-	
56	National specific regulatory adjustments which the Authority may specify	-	
57	Total regulatory adjustments to Tier 2 capital	-	
58	Tier 2 capital (T2)	@	
59	Total capital (TC = T1 + T2)	133	
60	Floor-adjusted total risk weighted assets	20	
Capital ratios (as a percentage of floor-adjusted risk weighted assets)			
61	Common Equity Tier 1 CAR	657.2%	
62	Tier 1 CAR	657.2%	
63	Total CAR	657.2%	
64	Bank-specific buffer requirement	9.0%	
65	of which: capital conservation buffer requirement	2.5%	
66	of which: bank-specific countercyclical buffer requirement	0.0%	
67	of which: G-SIB and/or D-SIB buffer requirement (if applicable)	-	
68	Common Equity Tier 1 available after meeting the Reporting Bank's minimum capital requirements	647.2%	
National minima			
69	Minimum CET1 CAR	6.5%	
70	Minimum Tier 1 CAR	8.0%	
71	Minimum Total CAR	10.0%	

Amounts below the thresholds for deduction (before risk weighting)			
72	Investments in ordinary shares, AT1 capital, Tier 2 capital and other TLAC liabilities of unconsolidated financial institutions in which the Reporting Bank does not hold a major stake	-	
73	Investments in ordinary shares of unconsolidated financial institutions in which the Reporting Bank holds a major stake (including insurance subsidiaries)	-	
74	Mortgage servicing rights (net of associated deferred tax liability)	-	
75	Deferred tax assets arising from temporary differences (net of associated deferred tax liability)	-	
Applicable caps on the inclusion of provisions in Tier 2			
76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardised approach (prior to application of cap)	-	
77	Cap on inclusion of provisions in Tier 2 under standardised approach	-	
78	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to internal ratings-based approach (prior to application of cap)	-	
79	Cap for inclusion of provisions in Tier 2 under internal ratings-based approach	-	

Items marked with a hash [#] are elements where a more conservative definition has been applied relative to those set out under the Basel III capital standards.

4.2 Reconciliation of Regulatory Capital to Balance Sheet

Reported in S\$ millions	(a)	(b)	(c)
	Balance sheet as per published financial statements	Under regulatory scope of consolidation	Cross Reference to Section 4.1
	31 Dec 2022	31 Dec 2022	
Assets			
Cash and balances at central banks	1		
of which: provisions eligible for inclusion in T2 capital		@	E
Due from banks	2		
of which: provisions eligible for inclusion in T2 capital		@	F
Singapore government securities and treasury bills	221		
Intangible assets	@	@	D
Fixed assets	10		
Other assets	4		
Total assets	238		
Liabilities			
Deposits and balances from customers	2		
Amounts due to related corporations	97		
Other liabilities	5		
Total liabilities	104		
Equity			
Share capital	175	175	A
Retained earnings	(46)	(46)	B
Other reserves	5	5	C
Total equity	134		

4.3 Main Features of Regulatory Capital Instruments

The following disclosures are prepared in accordance with MAS Notice 637 Annex 11D.

		Ordinary Shares SGD
1	Issuer	MariBank Singapore Private Limited
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	N/A
3	Governing law(s) of the instrument	Singapore
4	Transitional Basel III rules	Common Equity Tier 1
5	Post-transitional Basel III rules	Common Equity Tier 1
6	Eligible at Solo/Group/Group & Solo	Solo and Group
7	Instrument type	Ordinary shares
8	Amount recognised in regulatory capital (Currency in millions, as of most recent reporting date)	S\$ 175 million
9	Par value of instrument	N/A
10	Accounting classification	Shareholders' equity
11	Original date of issuance	S\$ 35 million issued in 2021 S\$ 30 million issued on 18 Mar 2022 S\$ 10 million issued on 30 Jun 2022 S\$ 100 million issued on 5 Dec 2022
12	Perpetual or dated	Perpetual
13	Original maturity date	N/A
14	Issuer call subject to prior supervisory approval	N/A
15	Optional call date, contingent call dates and redemption amount	N/A
16	Subsequent call dates, if applicable	N/A
Coupons / dividends		
17	Fixed or floating dividend/coupon	Discretionary dividend amount
18	Coupon rate and any related index	N/A
19	Existence of a dividend stopper	N/A
20	Fully discretionary, partially discretionary or mandatory	Fully discretionary
21	Existence of step up or other incentive to redeem	N/A
22	Noncumulative or cumulative	Noncumulative

23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	N/A
25	If convertible, fully or partially	N/A
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	N/A
28	If convertible, specific instrument type convertible into	N/A
29	If convertible, specify issuer of instrument it converts into	N/A
30	Write-down feature	N/A
31	If write-down, write-down trigger(s)	N/A
32	If write-down, fully or partially	N/A
33	If write-down, permanent or temporary	N/A
34	If temporary write-down, description of the write-up mechanism	N/A
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument in the insolvency creditor hierarchy of the legal entity concerned)	All shares rank equally with regards to the Bank's residual assets.
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	N/A

5. Linkages between Financial Statements and Regulatory Exposures

5.1 Differences Between Accounting and Regulatory Scope of Consolidation and Mapping of Financial Statement Categories with Regulatory Risk Categories

The following disclosures are prepared in accordance with MAS Notice 637 Table 11-4.

The Bank's regulatory scope of consolidation is identical to its accounting scope of consolidation.

The sum of amounts disclosed under columns (c) to (g) below can be more than amounts disclosed in column (a) as some of the assets and liabilities, such as derivatives, amounts due to/from banks etc. can be subject to regulatory capital charges for credit risk, counterparty credit risk and market risk.

Reported in S\$ millions	(a) & (b)	(c)	(d)	(e)	(f)	(g)
	Carrying amounts as reported in balance sheet of published financial statements and under regulatory scope of consolidation	Carrying amounts of items				
		Subject to credit risk requirements	Subject to CCR requirements	Subject to securitisation framework	Subject to market risk requirement	Not subject to capital requirements or subject to deduction from regulatory capital
Assets						
Cash and balances with central banks	1	1	-	-	-	-
Due from banks	2	2	-	-	-	-
Singapore government securities and treasury bills	221	221	-	-	-	-

Reported in S\$ millions	(a) & (b)	(c)	(d)	(e)	(f)	(g)
	Carrying amounts as reported in balance sheet of published financial statements and under regulatory scope of consolidation	Carrying amounts of items				
		Subject to credit risk requirements	Subject to CCR requirements	Subject to securitisation framework	Subject to market risk requirement	Not subject to capital requirements or subject to deduction from regulatory capital
Intangible assets	@	-	-	-	-	@
Fixed assets	10	10	-	-	-	-
Other assets	4	4	-	-	-	-
Total assets	238	237	-	-	-	@
Liabilities						
Deposits and balances from customers	2	-	-	-	-	2
Amounts due to related corporations	97	-	-	-	6	91
Other liabilities	5	-	-	-	-	5
Total liabilities	104	-	-	-	6	98

5.2 Main Sources of Differences between Regulatory Exposures Amounts and Carrying Amounts in Financial Statements

The following disclosures are prepared in accordance with MAS Notice 637 Table 11-5.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)
		Total	Items subject to -			
			Credit risk requirements	CCR requirements	Securitisation framework	Market risk requirement
1	Asset carrying amount under regulatory scope of consolidation (as per Table 11-4)	238	237	-	-	-
2	Liabilities carrying amount under regulatory scope of consolidation (as per Table 11-4)	104	-	-	-	6
3	Total net amount under regulatory scope of consolidation	134	237	-	-	(6)
4	Off-balance sheet amounts	-	-	-	-	-
5	Differences in valuations	-	-	-	-	-
6	Differences due to different netting rules, other than those already included in row 2	-	-	-	-	-
7	Differences due to consideration of provisions	-	-	-	-	-
8	Differences due to prudential filters	-	-	-	-	-
9	Exposure amounts considered for regulatory purposes	243	237	-	-	6

Row 9: Market risk requirement is disclosed in absolute, in-line with the exposure measurement approach.

5.3 Qualitative Disclosure of Differences between Carrying Amounts in Financial Statements and Regulatory Exposure Amounts

The Bank's regulatory scope of consolidation is identical to its accounting scope of consolidation.

The key difference between accounting amounts and the regulatory exposure amounts is:

- (i) Differences due to allowances: The carrying value of assets in the financial statements are net of allowances (Expected Credit Loss Stage 1, 2 and 3). However, regulatory exposures are net of specific allowances (Expected Credit Loss Stage 3).

For the financial year ended 31 December 2022, there are no other differences.

Valuation Process

The valuation process adopted by the Bank is governed by the Bank's Valuation Policy. This policy set out the methodologies and controls for the valuation of financial assets and liabilities where mark-to-market or mark-to-model is required. This policy applies to all assets and liabilities classified as fair value through profit and loss and fair value through other comprehensive income. The valuation process incorporating the market rates, the methodologies and models, including the analysis of the valuation are regularly reviewed by the RMC.

All valuation models are independently validated by the Bank's Risk Management Team and approved by the RMC. The inputs used for valuation are independently verified against information from market sources.

The valuation process is further supplemented by valuation adjustments for valuation uncertainties. Valuation adjustment methodologies and adjustments are approved by the RMC. The valuation adjustments include bid/offer adjustments and other potential parameter adjustments where applicable.

For assets and liabilities that are traded in active exchange, closing exchange mid-price will be used for securities traded in the exchange market and to ensure that the Bank meets the fair value definition. For the purpose of month-end fair value adjustment, the Bank will apply the bid price for any long positions and ask price for any short positions.

5.4 Prudent Valuation Adjustments

The following table provides a breakdown of the constituent elements of prudent valuation adjustment (“PVA”). Valuation adjustments that have been taken in financial reporting and are not shown in this table.

The Bank does not have any PVA (other than valuation adjustments that have been included in financial reporting) as all our positions have current market value with observable input values for valuation and there are no illiquid positions.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
		Equity	Interest rates	FX	Credit	Commodities	Total	of which: in the trading book	of which: in the banking book
1	Closeout uncertainty	-	-	-	-	-	-	-	-
2	of which: Mid-market value	-	-	-	-	-	-	-	-
3	of which: Closeout cost	-	-	-	-	-	-	-	-
4	of which: Concentration	-	-	-	-	-	-	-	-
5	Early termination	-	-	-	-	-	-	-	-
6	Model risk	-	-	-	-	-	-	-	-
7	Operational risk	-	-	-	-	-	-	-	-
8	Investing and funding costs						-	-	-
9	Unearned credit spreads						-	-	-
10	Future administrative costs	-	-	-	-	-	-	-	-
11	Other	-	-	-	-	-	-	-	-
12	Total adjustments	-	-	-	-	-	-	-	-

6. Leverage Ratio

The following disclosures are presented in prescribed templates under MAS Notice 637 Tables 11F and 11G. Leverage ratio is computed using quarter-end balances. There are no material differences between total balance sheet assets (net of on-balance sheet derivative and SFT assets) as reported in the financial statements and Exposure Measure of on-balance sheet items.

6.1 Leverage Ratio Summary Comparison Table

Reported in S\$ millions		Amount
		31 Dec 2022
Item		
1	Total consolidated assets as per published financial statements	238
2	Adjustment for investments in entities that are consolidated for accounting purposes but are outside the regulatory scope of consolidation	-
3	Adjustment for fiduciary assets recognised on the balance sheet in accordance with the Accounting Standards but excluded from the calculation of the exposure measure	-
4	Adjustment for derivative transactions	-
5	Adjustment for SFTs	-
6	Adjustment for off-balance sheet items	-
7	Other adjustments	(@)
8	Exposure Measure	237

6.2 Leverage Ratio Common Disclosure Template

As at 31 December 2022, the Bank's leverage ratio was 56%, well above the 3% minimum requirement.

Reported in S\$ millions		Amount	
		31 Dec 2022	30 Sep 2022
Exposure measures of on-balance sheet items			
1	On-balance sheet items (excluding derivative transactions and SFTs, but including on-balance sheet collateral for derivative transactions or SFTs)	238	101
2	Asset amounts deducted in determining Tier 1 capital	(@)	(@)
3	Total exposure measures of on-balance sheet items (excluding derivative transactions and SFTs)	237	101
Derivative exposure measures			
4	Replacement cost associated with all derivative transactions (net of the eligible cash portion of variation margins)	-	-
5	Potential future exposure associated with all derivative transactions	-	-
6	Gross-up for derivative collaterals provided where deducted from the balance sheet assets in accordance with the Accounting Standards	-	-
7	Deductions of receivables for the cash portion of variation margins provided in derivative transactions	-	-
8	CCP leg of trade exposures excluded	-	-
9	Adjusted effective notional amount of written credit derivatives	-	-
10	Further adjustments in effective notional amounts and deductions from potential future exposures of written credit derivatives	-	-
11	Total derivative exposure measures	-	-
SFT exposure measures			
12	Gross SFT assets (with no recognition of accounting netting), after adjusting for sales accounting	-	-
13	Eligible netting of cash payables and cash receivables	-	-
14	SFT counterparty exposures	-	-
15	SFT exposure measures where a Reporting Bank acts as an agent in the SFTs	-	-
16	Total SFT exposure measures	-	-
Exposure measures of off-balance sheet items			
17	Off-balance sheet items at notional amount	-	-
18	Adjustments for calculation of exposure measures of off-balance sheet items	-	-
19	Total exposure measures of off-balance sheet items	-	-
Capital and Total exposures			
20	Tier 1 capital	133	41
21	Total exposures	237	101
Leverage ratio			
22	Leverage ratio	56.2%	41.0%

7. Macroprudential Supervisory Measures

7.1 Geographical Distribution of Credit Exposures used in the Countercyclical Capital Buffer

As at 31 December 2022, the Bank does not have any private sector exposures relevant for the calculation of the countercyclical capital buffer.

8. Credit Risk

8.1 General Qualitative Disclosures on Credit Risk

Credit risk is the risk arising from the uncertainty of an obligor's ability to perform its contractual obligations.

The Bank has developed a Framework to manage credit risk on a timely basis. The Framework spells out credit risk management governance, risk appetite, risk management strategy and key risk management processes to achieve the desired outcome. Policies, guidelines, procedures, and systems are also in place to support the risk management processes. The Bank has established committees for credit risk management governance namely, BRMC and RMC who are responsible for overseeing the management of credit risk in line with the Bank's risk appetite and tolerance.

Credit Risk Management acts as the second line of defence, is responsible for the independent governance and oversight of the business units in managing the Bank's credit risk.

The Bank conducts comprehensive assessments of its obligors' creditworthiness, in an independent and objective manner. These assessments include but are not limited to an analysis of the obligor's financial position and business performance, past repayment records, management quality and integrity, as well as relevant industry and macroeconomic data.

The Bank performs regular monitoring to identify potential problem credits and take appropriate remedial measures on a timely basis to minimise potential losses. The monitoring covers timely and appropriate information on the condition of the Bank's asset portfolio, including classification of assets and the level of provisions and reserves.

The Bank writes off any loan or advance, either against its profit or its bad debt provisions, as soon as it is satisfied that the prospect of recovery is poor.

Credit stress testing is an integral part of the Bank's risk management process. It alerts senior management to the Bank's potential vulnerability to exceptional but plausible adverse events. It enables the Bank to assess capital adequacy, identify potential risky portfolio segments and inherent systematic risks, and provides an opportunity to identify mitigating actions before the onset of an adverse event. The results of the credit stress tests are used by the Bank to adjust its risk management strategies, policies and positions and to develop effective mitigation plans. This includes establishing appropriate limits on risk controls, limiting exposure for certain industries, economic sectors and geographic regions.

The Bank adopts the Standardised Approach (SA) to measure its regulatory capital requirements for credit risk.

8.2 Credit Quality of Assets

The following table provides an overview of the credit quality of the Bank's on- and off-balance sheet assets. As at 31 December 2022, the Bank does not have any defaulted exposures.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)	(f)	(g)
		Gross carrying amount of		Allowances and impairments	of which: allowances for standardised approach exposures		of which: allowances for IRBA exposures	Net values (a + b - c)
		Defaulted exposures	Non-defaulted exposures		of which: specific allowances	of which: general allowances		
1	Loans	-	-	-	-	-	-	-
2	Debt securities	-	221	-	-	-	-	221
3	Off-balance sheet exposures	-	-	-	-	-	-	-
4	Total	-	221	-	-	-	-	221

Defaulted exposures are non-performing credit facilities which are classified in accordance with the loan grading requirement of the MAS Notice 612. A borrower is recognised to be in default when the borrower is unlikely to repay in full its credit obligations to the Bank, or the borrower is past due for more than 90 days on its credit obligations to the Bank.

8.3 Changes in Stock of Defaulted Loans and Debt Securities

<i>Reported in S\$ millions</i>		(a)
1	Default loans and debt securities at end of the previous semi-annual reporting period	-
2	Loans and debt securities that have defaulted since the previous semi-annual reporting period	-
3	Returned to non-defaulted status	-
4	Amounts written-off	-
5	Other changes	-
6	Defaulted loans and debt securities at end of the semi-annual reporting period (1+2-3-4±5)	-

There were no default loans and debt securities in 2022.

8.4 Additional Disclosures Related to the Credit Quality of Assets

The Bank's Grading and Provisioning Guidelines sets out the Bank's standards on classification and provisioning in accordance with the Bank's Credit Risk Management Policy and MAS Notice 612 – Credit Files, Grading and Provisioning.

Credit exposures are categorised into five credit grades, namely Pass, Special Mention, Substandard, Doubtful and Loss. The last three credit grades are considered as classified grades.

Credit Grade	Description
Performing Assets	
Pass	There is no doubt that the borrower can make timely repayment of the outstanding credit facility. Repayment is prompt and the credit facility does not exhibit any potential weakness in repayment capability, business, cash flow or financial position of the borrower.
Special Mention	Credit facility exhibits potential weaknesses that, if not corrected in a timely manner, may adversely affect future repayment by the borrower, and warrant close attention by the Bank.
Classified Assets	
Substandard	Credit facility exhibits definable weaknesses, either in respect of the business, cash flow or financial position of the borrower that may jeopardise repayment on existing terms.
Doubtful	Credit facility exhibits more severe weaknesses than Substandard, such that the prospect of full recovery of the outstanding credit facility is questionable, and the probability of default is high while the loss given default remains undeterminable as yet.
Loss	Credit facility is not collectable, and little or nothing can be done to recover the outstanding amount from any collateral or guarantee.

The Bank recognises a loss allowance for expected credit losses (“ECL”) on selected financial assets.

For credit impaired portfolio, specific allowance is assessed and measured based on lifetime ECL and is based on a robust estimate of the net present value of future cash flows recoverable from the borrower.

For non-credit impaired portfolio, the portfolio allowance is assessed and measured based on 12-month ECL if the credit risk of a credit exposure has not increased significantly since initial recognition. However, where there is significant increase in credit risk, the loss allowance is based on lifetime ECL.

Restructured exposures refer to exposure where the Bank grants concessions to a borrower because of a deterioration in the financial position of the borrower or the inability of the borrower to meet the original repayment schedule. They are classified in the appropriate classified assets grades and not upgraded to performing assets grades until the borrowers have demonstrated sustained ability to meet all future obligations under the restructured terms.

The following tables show the breakdown of credit risk exposures by geographical areas, industry and residual contractual maturity:

Breakdown by geographical areas

<i>Reported in S\$ millions</i>	Cash and balances with central bank	Due from banks	Singapore government securities and treasury bills	Total
Singapore	1	2	221	224
Total	1	2	221	224

Breakdown by industry

<i>Reported in S\$ millions</i>	Cash and balances with central bank	Due from banks	Singapore government securities and treasury bills	Total
Financial Institutions	-	2	-	2
Government & public sector	1	-	221	222
Total	1	2	221	224

Breakdown by residual contractual maturity

<i>Reported in S\$ millions</i>	Up to 7 days	Over 7 days to 1 month	Over 1 to 3 months	Over 3 to 12 months	Over 1 to 3 years	Over 3 years	No specific maturity	Total
Cash and balances with central bank	1	-	-	-	-	-	-	1
Due from banks	2	-	-	-	-	-	-	2
Singapore government securities and treasury bills	10	104	102	5	-	-	-	221
Total	13	104	102	5	-	-	-	224

There are no impaired exposures, specific allowances or write offs for 2022.

There are no past due exposures or restructured exposures for 2022.

8.5 Qualitative Disclosures Related to Credit Risk Mitigation Techniques

The Bank takes a holistic approach when granting credit facilities and credit assessment is based on the repayment capacity of the counterparty, not the credit risk mitigation, as a primary source of repayment. The Bank may accept collaterals or guarantees as credit risk mitigation. The Bank reviews periodically to assess the value of the collateral and the enforceability of guarantee agreements.

8.6 Overview of Credit Risk Mitigation Techniques

There are no exposures secured as at 31 December 2022.

<i>Reported in S\$ millions</i>		(a)	(b)	(c)	(d)	(e)
		Exposures unsecured	Exposures secured	Exposures secured by collateral	Exposures secured by financial guarantees	Exposures secured by credit derivatives
1	Loans	-	-	-	-	-
2	Debt securities	221	-	-	-	-
3	Total	221	-		-	-
4	of which: defaulted	-	-	-	-	-

8.7 Qualitative Disclosures on the use of external credit ratings under the SA(CR)

The Bank uses external ratings for credit exposures under the Standardised Approach where relevant and only accepts ratings from Standard & Poor's Ratings Services, Moody's Investor Services and Fitch Ratings. There has been no change in this regard during the reporting period.

The Bank follows the processes prescribed in MAS Notice 637 to map the ratings to the relevant risk weights across the various asset classes under the Standardised Approach.

Where the SA(CR) exposure has an issue-specific external credit assessment, the Bank uses such an assessment for calculating the applicable risk weights. Where the SA(CR) exposure does not have an issue-specific external credit assessment, a process is in place to use the available external credit ratings of comparable assets as prescribed in MAS Notice 637.

8.8 SA(CR) and SA(EQ) – Credit Risk Exposure and CRM Effects

The following table illustrates the effects of CRM on the calculation of capital requirements for SA(CR) and SA(EQ). The RWA density provides a synthetic metric on the riskiness of each portfolio.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)	(f)
		Exposures before CCF and CRM		Exposures post-CCF and post-CRM		RWA and RWA density	
Asset classes and others		On-balance sheet amount	Off-balance sheet amount	On-balance sheet amount	Off-balance sheet amount	RWA	RWA density
1	Cash items	-	-	-	-	-	-
2	Central government and central bank	222	-	222	-	-	0%
3	PSE	-	-	-	-	-	-
4	MDB	-	-	-	-	-	-
5	Bank	2	-	2	-	@	20%
6	Corporate	-	-	-	-	-	-
7	Regulatory retail	-	-	-	-	-	-
8	Residential mortgage	-	-	-	-	-	-
9	CRE	-	-	-	-	-	-
10	Equity - SA(EQ)	-	-	-	-	-	-
11	Past due exposures	-	-	-	-	-	-
12	Higher-risk categories	-	-	-	-	-	-
13	Other exposures	14	-	14	-	14	100%
14	Total	237	-	237	-	14	6%

The Bank does not have exposures to Cash, PSE, MDB, Corporate, Regulatory retail, Residential Mortgage, CRE, Equity-SA(EQ), past due exposures or higher-risk categories as at 31 December 2022. There are no exposures secured as at 31 December 2022.

There is no comparative as the Bank only commenced business on 4 July 2022.

8.9 SA(CR) and SA(EQ) - Exposures by Asset Classes and Risk Weights

The following table provides the breakdown of credit risk exposures under the SA(CR) and SA(EQ) by asset class and risk weight, corresponding to the level of risk attributed to the exposures.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Risk Weight		0%	10%	20%	35%	50%	75%	100%	150%	Others	Total credit exposure amount (post-CCF and post-CRM)
Asset classes and others											
1	Cash items	-	-	-	-	-	-	-	-	-	-
2	Central government and central bank	222	-	-	-	-	-	-	-	-	222
3	PSE	-	-	-	-	-	-	-	-	-	-
4	MDB	-	-	-	-	-	-	-	-	-	-
5	Bank	-	-	2	-	-	-	-	-	-	2
6	Corporate	-	-	-	-	-	-	-	-	-	-
7	Regulatory retail	-	-	-	-	-	-	-	-	-	-
8	Residential mortgage	-	-	-	-	-	-	-	-	-	-
9	CRE	-	-	-	-	-	-	-	-	-	-
10	Equity - SA(EQ)	-	-	-	-	-	-	-	-	-	-
11	Past due exposures	-	-	-	-	-	-	-	-	-	-
12	Higher-risk categories	-	-	-	-	-	-	-	-	-	-
13	Other exposures	-	-	-	-	-	-	14	-	-	14
14	Total	222	-	2	-	-	-	14	-	-	237

The Bank does not have exposures to Cash, PSE, MDB, Corporate, Regulatory retail, Residential Mortgage, CRE, Equity-SA(EQ), past due exposures or higher-risk categories as at 31 December 2022. There are no exposures secured as at 31 December 2022.

There is no comparative as the Bank only commenced business on 4 July 2022.

9. Counterparty Credit Risk

9.1 Qualitative Disclosures related to CCR

Counterparty Credit Risk (“CCR”) is the risk that the counterparty to a transaction could default before the final settlement of the transaction in cases where there is a bilateral risk of loss.

The Bank adopts the Standardised Approach to measure its regulatory capital requirements for CCR exposure. There is no CCR exposure as at 31 December 2022 as the Bank does not have any OTC derivatives transactions or SFTs.

The extension of credit limits and exposures to counterparties are subject to the Bank’s prevailing underwriting standards and credit policies. The Bank actively monitors and manages the limits to ensure compliance to internal and regulatory requirements on the single largest counterparty.

9.2 Analysis of CCR Exposure by Approach

The following table provides the methods used to calculate CCR regulatory requirements and the main parameters used within each method. The following disclosures are prepared in accordance with Table 11-23 of MAS Notice 637.

There is no CCR exposure as at 31 December 2022 as the Bank does not have any OTC derivatives transactions or SFTs.

There is no comparative as the Bank only commenced business on 4 July 2022.

Reported in S\$ millions		(a)	(b)	(c)	(d)	(d.1)	(e)	(f)
		Replacement cost	Potential future exposure	Effective EPE	Fixed beta factor, β used for computing regulatory EAD	α used for computing regulatory EAD	EAD (post-CRM)	RWA
1	SA-CCR (for derivatives)	-	-		1.4		-	-
2	CCR internal models method (for derivatives and SFTs)							
3	FC(SA) (for SFTs)						-	-
4	FC(CA) (for SFTs)						-	-
5	VaR for SFTs							
6	Total							-

9.3 CVA Risk Capital Requirements

The Bank adopts the standardised method to compute CVA risk capital requirements. The following table provides the exposure amount (post-CRM) and RWA.

There are no portfolios subjected to the CVA risk capital requirement as at 31 December 2022 as the Bank does not have any OTC derivatives transactions.

There is no comparative as the Bank only commenced business on 4 July 2022.

<i>Reported in S\$ millions</i>		(a)	(b)
		EAD (post-CRM)	RWA
Total portfolios subject to the Advanced CVA capital requirement			
1	(i) VaR component (including the three times multiplier)		
2	(ii) Stressed VaR component (including the three-times multiplier)		
3	All portfolios subject to the Standardised CVA capital requirement	-	-
4	Total portfolios subject to the CVA risk capital requirement	-	-

9.4 Standardised Approach - CCR Exposures by Portfolio and Risk Weights

The following table provides the breakdown of the Bank's CCR exposure amounts (post-CRM) under SA(CR) by asset class and risk weight.

There is no CCR exposure as at 31 December 2022 as the Bank does not have any OTC derivatives transactions or SFTs.

There is no comparative as the Bank only commenced business on 4 July 2022.

<i>Reported in S\$ millions</i>	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Risk Weight	0%	10%	20%	50%	75%	100%	150%	Others	Total Credit Exposure
Asset Classes									
Central government and central bank	-	-	-	-	-	-	-	-	-
PSE	-	-	-	-	-	-	-	-	-
MDB	-	-	-	-	-	-	-	-	-
Bank	-	-	-	-	-	-	-	-	-
Corporate	-	-	-	-	-	-	-	-	-
Regulatory retail	-	-	-	-	-	-	-	-	-
Other exposures	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-

9.5 Composition of Collateral for CCR Exposure

The following table provides a breakdown of all types of collateral posted or received by the Group to support or reduce the CCR exposures related to derivative transactions or to SFTs.

There is no CCR exposure as at 31 December 2022 as the Bank does not have any OTC derivatives transactions or SFTs. There are no collateral posted or received as at 31 December 2022.

There is no comparative as the Bank only commenced business on 4 July 2022.

<i>Reported in S\$ millions</i>	(a)	(b)	(c)	(d)	(e)	(f)
	Collateral used in derivative transactions				Collateral used in SFTs	
	Fair value of collateral received		Fair value of collateral posted		Fair value of collateral received	Fair value of collateral pledged
	Segregated	Unsegregated	Segregated	Unsegregated		
Cash - domestic currency	-	-	-	-	-	-
Cash - other currencies	-	-	-	-	-	-
Domestic sovereign debt	-	-	-	-	-	-
Other sovereign debt	-	-	-	-	-	-
Government agency debt	-	-	-	-	-	-
Corporate bonds	-	-	-	-	-	-
Equity securities	-	-	-	-	-	-
Other collateral	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Credit Derivatives Exposure

The Bank does not have credit derivatives exposure as at 31 December 2022.

11. Exposure to Central Counterparties

The Bank does not have exposures to central counterparties as at 31 December 2022.

12. Securitisation Exposure

The Bank does not have securitisation exposure as at 31 December 2022.

13. Market Risk

13.1 Qualitative Disclosures related to Market Risk

As of 31 December 2022, the Bank does not have a trading book. The Bank's exposure to market risk arises from the non-trading book.

The Bank has established committees for market risk management governance namely, BRMC and RMC who are responsible for overseeing the management of market risk in line with the Bank's risk appetite and tolerance.

The Bank employs a range of tools to monitor and limit market risk exposures. These include sensitivity analysis, Value-at-Risk ("VaR") and stress testing. VaR is a statistical risk measure that quantifies the extent of possible financial losses over a specific time frame and is used to assess the potential losses in its portfolios. It assumes that historical changes in market values reflect the distribution of potential outcomes in the immediate future. To monitor the Bank's impact to extreme market risk-related events, the Bank conducts multiple market risk stress tests regularly.

Market and Liquidity Risk Management, acting as the second line of defence, is responsible for the independent governance and oversight of the business units in managing the Bank's market risk and for measuring and monitoring the market risk exposures in accordance with the risk appetite framework, policies and guidelines. Risk reports are submitted regularly to senior management committees to keep them apprised of the Bank's risk profile.

The Bank adopts the Standardised Approach ("SA") to measure its regulatory capital requirements for market risk.

13.2 Market Risk under Standardised Approach

The following table provides the components of the Bank's market risk RWA as measured under the Standardised Approach. The market risk RWA was driven by foreign exchange risk in the non-trading book.

There is no comparison against 30 June 2022 as the Bank commenced business on 4 July 2022.

Reported in S\$ millions		RWA
		31 Dec 2022
Products excluding options		
1	Interest rate risk (general and specific)	-
2	Equity risk (general and specific)	-
3	Foreign exchange risk	6
4	Commodity risk	-
Options		
5	Simplified approach	-
6	Delta-plus method	-
7	Scenario approach	-
8	Securitisation	-
9	Total	6

14. Operational Risk

Operational risk refers to the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. The Bank's Operational Risk Management Policy sets out the requirements to be adopted by the Bank and ensures that the Bank has a consistent practice with respect to managing operational risks.

The management of operational risk in the Bank is also guided by the respective Operational Risk guidelines, procedures and Key Risk Indicators ("KRIs"). The Bank has established committees for operational risk management governance namely, BRMC and RMC who are responsible for overseeing the management of operational risk in line with the Bank's risk appetite and tolerance.

The Operational Risk Management process encompasses the following steps: Identification, Assessment, Mitigation, Monitoring and Reporting. Operational Risk Management acts as the second line of defence, is responsible for the independent governance and oversight of the business units in managing the Bank's operational risk.

The Bank's risk appetite is based on self-imposed constraints that define the level of risk the Bank is willing to take in the pursuit of its business activities. The risk appetite is aligned with the Bank-wide Risk Appetite Framework, which outlines the risk appetite for each type of risk and guides the risk decision making.

Risk and Control Self-Assessment ("RCSA") is a systemic business process aimed at reviewing specific inherent operational risks that the Bank is exposed to and is conducted regularly to enable the proactive identification, assessment and management of risks in its activities.

Operational risk incidents are logged and reviewed to provide insight to the cause of operational risk losses and whether the control failures are systemic or isolated.

A common risk taxonomy is used across the Bank and is classified in accordance with Basel standards. KRIs are defined as part of Risk Reporting and are regularly reviewed to allow for a timely assessment and monitoring of risks.

The Bank calculates its Operational Risk Capital requirement based on the principles in the Basic Indicator Approach ("BIA") as per MAS Notice 637, Part IX, Division 2.

15. Interest Rate Risk in the Banking Book

The Interest Rate Risk in the Banking Book ("IRRBB") measures the current and prospective risks arising from adverse movements in interest rates that affect the Bank's banking book positions. IRRBB arises from interest rate mismatches from the Bank's assets and liabilities. It is measured using changes in the Economic Value of Equity ("EVE") and Net Interest Income ("NII") variability to ensure that interest rate risk exposures are maintained within defined risk limits and are consistent with the Bank's risk appetite.

The Bank's IRRBB is subject to review and approval by the BRMC and day-to-day governance by the RMC. Policies and limits are established to measure and manage the risk. Market and Liquidity Risk Management regularly reviews the risk exposures and works closely with Business Units to recommend strategies to mitigate any unwarranted risk exposures in accordance with the approved policies.

As of 31 December 2022, the Bank's key market risk drivers in the banking book are Singapore Dollar interest rate positions. The Bank measures IRRBB on a monthly basis using assumptions on certain parameters such as the duration of non-maturity deposits.

The NII of the banking book is assessed under various rate scenarios to determine the impact of interest rate movements on future earnings. Simulating a 100 basis points parallel upward and downward shift in yield curves on the Bank's banking book exposures, NII is estimated to increase by SGD 1.7 million and decrease by SGD 1.8 million respectively.

16. Remuneration

16.1 Remuneration Policy

The Remuneration Committee (“RC”) is appointed by the Board to review and recommend the following to the Board for their endorsement:

- remuneration framework and policies for the Board, executive officers, and material risk takers.
- specific remuneration packages for each director as well as for the executive officers
- the talent management framework for the Bank.

The RC held three scheduled meetings in 2022 and has conducted the following:

- Reviewed and recommended to the Board for approval, the remuneration structure and framework for directors, key management personnel and employees.
- Reviewed remuneration practices and policies to ensure that they are appropriate and proportionate for sustained performance and value creation, for long-term success and linked to performance and risk management.
- Reviewed the RC terms of reference and submitted required changes to the Board for approval.

The Bank’s remuneration policies and practices are reviewed by the RC and approved by the Board. These are designed to drive the right behaviours towards the Bank’s long term success, corporate governance, risk management and compliance, while attracting, retaining and motivating employees. The remuneration allocation for employees takes into consideration the performance of the individual, respective business units and the Bank’s overall performance. The remuneration package generally comprises of base pay (such as basic salary) and variable pay (such as performance bonus, employee share schemes and other monetary compensations or benefits-in-kind). External benchmarking or expert consultation shall be sought when deemed appropriate in future remuneration policy review exercises.

Senior management refers to individuals who have responsibility for functions that are core to the management of the Bank’s affairs, including but not limited to the Core Management Functions described in the Bank’s Framework for Individual Accountability and Conduct. Material Risk Personnel refers to individuals who are not senior management, but by virtue of their delegated authority or mandates are nevertheless able to take actions or make decisions that may potentially have significant impact on the Bank’s safety and soundness, or cause harm to a significant segment of the Bank’s customers or other stakeholders.

16.2 Remuneration Awarded during the Financial Year

		(a)	(b)
		Senior management	Other material risk-takers
Fixed remuneration			
1	Number of employees	12 [^]	-
2	Total fixed remuneration (row 3 + row 5 + row 7)	29.16%	-
3	of which: cash-based	27.74%	-
4	of which: deferred	-	-
5	of which: shares and other share-linked instruments	-	-
6	of which: deferred	-	-
7	of which: other forms of remuneration	1.42%	-
8	of which: deferred	-	-
Variable remuneration			
9	Number of employees	12 [^]	-
10	Total variable remuneration (row 11 + row 13 + row 15)	70.84%	-
11	of which: cash-based	-	-
12	of which: deferred	-	-
13	of which: shares and other share-linked instruments	70.84%	-
14	of which: deferred	-	-
15	of which: other forms of remuneration	-	-
16	of which: deferred	-	-
Total			
17	Total remuneration (row 2 + row 10)	100%	-

[^] Refers to the number of Senior management positions. Actual number of employees in senior management positions during the year might differ due to leavers and joiners. Remuneration awarded pertains to all employees holding these positions during the year.

[^] Refers to the number of Senior management positions. Actual number of employees in senior management positions during the year might differ due to leavers and joiners. Remuneration awarded pertains to all employees holding these positions during the year.

16.3 Special Payments

		Guaranteed bonuses		Sign-on awards		Severance payments	
		Number of employees	Total amount	Number of employees	Total amount	Number of employees	Total amount
1	Senior management	-	-	1	#	-	-
2	Other material risk-takers	-	-	-	-	-	-

Where the disclosure of the total amount will reveal information relating to employee(s) remuneration, the Bank may omit the disclosure to ensure the confidentiality of the employee information. Due to data confidentiality, the total amount of payments will not be disclosed.

16.4 Deferred Remuneration

		(a)	(b)	(c)	(d)	(e)
Deferred and retained remuneration		Total outstanding deferred remuneration	of which: total outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustments	Total amendments during the year due to ex post explicit adjustments	Total amendments during the year due to ex post implicit adjustments	Total deferred remuneration paid out in the financial year
1	Senior management	100%	-	-	-	100%
2	of which: Cash	-	-	-	-	-
3	of which: Shares	100%	-	-	-	100%
4	of which: Share-linked instruments	-	-	-	-	-
5	of which: Other	-	-	-	-	-
6	Other material risk-takers	-	-	-	-	-
7	of which: Cash	-	-	-	-	-
8	of which: Shares	-	-	-	-	-
9	of which: Share-linked instruments	-	-	-	-	-
10	of which: Other	-	-	-	-	-