WeLab Bank

REGULATORY DISCLOSURE STATEMENT
For the year ended 31 December 2024

(Unaudited)

WELAB BANK LIMITED

REGULATORY DISCLOSURE STATEMENT

TABLE OF CONTENTS

WELAB BANK LIMITED

REGULATORY DISCLOSURE STATEMENT

1 Introduction

1.1 Purpose

This unaudited Regulatory Disclosure Statement should be read in conjunction with 2024 audited Financial Statements ("financial statements"). The financial statements and this Regulatory Disclosure Statement taken together is for Welab Bank Limited (the "Bank") and its subsidiaries (together the "Group") to comply with the Banking (Disclosure) Rules ("BDR") made under section 60A of the Banking Ordinance. The banking disclosures are prepared in accordance with the BDR and disclosure templates issued by the Hong Kong Monetary Authority ("HKMA").

The banking disclosures are governed by the Bank's disclosure policy, which has been approved by the Board of Directors. The disclosure policy sets out the governance, control and assurance requirements for publication of the disclosure statement. While the Regulatory Disclosure Statement is not required to be externally audited, the document has been subject to independent review in accordance with the Bank's policies on disclosure and its financial reporting and governance processes.

1.2 Basis of preparation

The capital adequacy ratio ("CAR") was compiled in accordance with the Banking (Capital) Rules ("BCR") issued by the HKMA. In calculating the risk-weighted assets ("RWA"), the Bank adopted the Standardized (Credit Risk) Approach for credit risk and the Standardized (Market Risk) Approach for market risk. For operational risk, the capital requirement is calculated using the basic indicator approach.

According to the BDR, disclosure of comparative information is not required unless otherwise specified in the standard disclosure templates.

Relevant information can be found in the Regulatory Disclosures section of our website, www.welab.bank.

1.3 Basis of consolidation

On 6 June 2024, the Bank acquired 100% equity interests in Welab Crest Limited ("Welab Crest") from Welab Holdings Limited for a cash consideration of HK$6,259,000. Through this acquisition, the Bank indirectly gained full ownership of Welend Limited ("Welend"), which is wholly-owned by Welab Crest. Except where indicated otherwise, the financial information contained in this Regulatory Disclosure Statement has been prepared on a consolidated basis. The scope of accounting consolidation is the same as the scope of regulatory consolidation.

The financial information for periods prior to June 2024 was prepared on an unconsolidated basis and may not be directly comparable.

2 Key prudential ratios

2.1 KM1: Key prudential ratios

The following table provides an overview of the Group's key prudential ratios.

		At 31 December 2024	At 30 September 2024	At 30 June 2024	At 31 March 2024	At 31 December 2023
		Consolidated	Consolidated	Consolidated	Unconsolidated	Unconsolidated
In HK$'000			(Restated)	(Restated)	(Restated)	(Restated)
	Regulatory capital (amount)					
1	Common Equity Tier 1 (CET1)	925,583	968,930	1,013,461	529,438	376,187
2	Tier 1	925,583	968,930	1,013,461	529,438	376,187
3	Total capital	980,420	1,023,048	1,066,766	549,024	396,614
	RWA (amount)					
4	Total RWA[2]	5,347,956	5,230,797	5,101,842	1,627,841	1,720,449
	Risk-based regulatory capital ratios (as a percentage of RWA)					
5	CET1 ratio (%)[2]	17.3%	18.5%	19.9%	32.5%	21.9%
6	Tier 1 ratio (%)[2]	17.3%	18.5%	19.9%	32.5%	21.9%
7	Total capital ratio (%)[2]	18.3%	19.6%	20.9%	33.7%	23.1%
	Additional CET1 buffer requirements (as a percentage of RWA)					
8	Capital conservation buffer requirement (%)	2.5%	2.5%	2.5%	2.5%	2.5%
9	Countercyclical capital buffer requirement (%)	0.5%	1.0%	1.0%	1.0%	1.0%
10	Higher loss absorbency requirements (%) (applicable only to G-SIBs or D-SIBs)	0.0%	0.0%	0.0%	0.0%	0.0%
11	Total AI-specific CET1 buffer requirements (%)	3.0%	3.5%	3.5%	3.5%	3.5%
12	CET1 available after meeting the AI's minimum capital requirements (%)[2]	5.1%	5.6%	6.9%	19.7%	9.1%
	Basel III leverage ratio					
13	Total leverage ratio (LR) exposure measure	8,233,861	8,752,797	8,633,653	5,946,177	3,726,272
14	LR (%)	11.2%	11.1%	11.7%	8.9%	10.1%
	Liquidity Coverage Ratio (LCR) / Liquidity Maintenance Ratio (LMR)					
	Applicable to category 1 institution only:					
15	Total high quality liquid assets (HQLA)	N/A	N/A	N/A	N/A	N/A
16	Total net cash outflows	N/A	N/A	N/A	N/A	N/A
17	LCR (%)	N/A	N/A	N/A	N/A	N/A
	Applicable to category 2 institution only:					
17a	LMR (%)[1]	163.5%	221.1%	587.4%	327.1%	259.1%
	Net Stable Funding Ratio (NSFR) / Core Funding Ratio (CFR)					
	Applicable to category 1 institution only:					
18	Total available stable funding	N/A	N/A	N/A	N/A	N/A
19	Total required stable funding	N/A	N/A	N/A	N/A	N/A
20	NSFR (%)	N/A	N/A	N/A	N/A	N/A
	Applicable to category 2A institution only:					
20a	CFR (%)	N/A	N/A	N/A	N/A	N/A

The capital ratios and LMR remained above the minimum regulatory requirements.

The decrease in the CET1 ratio, Tier 1 ratio, and total capital ratio were mainly due to the increase in operational risk RWA driven by higher gross income. Please refer to Template OV1 for a detailed breakdown of RWA and the changes between these periods.

The decrease in the average LMR was mainly due to the roll-down of fixed deposits maturing within the LMR horizon.

1 *The LMR disclosed above represents the arithmetic mean of the average LMR of the 3 calendar months within each quarter respectively.*

2 *Comparative figures from 31 December 2023 to 30 September 2024 have been restated to reflect the latest figures.*

3 Overview of risk management and risk weighted assets ("RWA")

3.1 OVA: Overview of risk management

Overview of risk management

The Group's risk management framework is designed to cover all business processes and ensure various risks are properly managed and controlled in the course of conducting business. The key financial risks related to the Group's business include credit risk, counterparty credit risk, market risk, liquidity risk, interest rate risk, technology risk and operational risk. Further information on the management of these risks is set out below.

Risk culture

The Group has implemented strong risk culture and considered it as one of the core values of the Group and is endorsed by the Board of Directors ("the Board") and being followed by the senior management. The risk culture of the Group is created through setting and complying with the risk management strategies and core risk management principles as well as establishing a sound risk management system and effective risk management process to address material risks under normal and stressed conditions in a forward-looking approach. Risk awareness is promoted not only to business lines but also applied to all staff to enhance the Group's overall risk management through appropriate training, workshops, annual declaration on key compliance controls and professional certifications.

Risk governance

The Board has the ultimate responsibility for the effective management of risk and approves and oversees the Group's overall risk management framework. The Board delegates its power to supervise the Group's major functional areas, including products risk management, compliance, treasury and financial control, and the risks associated with them to the Risk Committee, the Audit Committee, and the Executive Committee. The Risk Committee in particular has the authority and responsibility to oversee and guide the overall management of the collective set of different risks undertaken by the Group. The Chief Executive, Chief Risk Officer and other senior management and risk stewards have the responsibility to ensure various risk limits are appropriately established according to the risk management strategies set by the Board, and to oversee the effectiveness of managing and controlling risk in the day-to-day management of the Group. At management level, Risk Management Committee ("RMC"), Asset and Liability Committee ("ALCO"), Credit Risk Management Committee ("CRMC"), Information Security Committee ("ISC"), oversee the risk management of the various risk types. Business units act as the first line of defence in risk management while other functional units, in particular, Risk, Legal & Compliance and Finance departments, which are independent from the business units, acts as the second line of defence, assist in managing different kinds of risks. Internal Audit department, acts as the third line of defence, is responsible for providing independent assurance through conducting internal audits, and reporting to the Audit Committee on the quality of risk controls and management, the adequacy and the compliance of internal policies and procedures.

Risk appetite

The Group's Risk Appetite Statement is reviewed and approved by the Board from time to time and at least annually with reference to evolving industry and market development, which describes the level of risk that the Group is prepared to accept in pursuit of the Group's strategic objectives. The Group adopts a low risk appetite in managing and controlling risks in a prudent manner with a view to achieving steady growth and reasonable returns.

Various ratios and risk limits are set and under continuous robust monitoring according to the legal, regulatory and operational resilience requirements to limit and control the risk exposure of the Group under a risk tolerance level acceptable to the Group and commensurate with the risk adverse culture as well as prudent management practice.

3 Overview of risk management and risk weighted assets ("RWA") (continued)

3.1 OVA: Overview of risk management (continued)

Stress testing

Stress testing is a risk management tool and involves the use of various techniques to assess the Group's potential vulnerability to adverse changes in market conditions. It is conducted with hypothetical as well as historical assumptions. With the establishment of various alerting levels under different scenarios, it helps to alert the management to adverse unexpected outcomes related to a variety of risks and provides an indication to the amount of financial resources (including capital and liquidity) that might be necessary for absorbing losses caused by, or to withstand, severe stressed conditions.

Risk information reporting, risk measurement and reporting systems

The Group has developed various systems for risk measurement and reporting for different risk exposures. Further information on the measurement and reporting of credit risk, market risk, liquidity risk and interest rate risk in the banking book exposures are provided in this statement. Regular report on risk exposures and risk management activities of the Group is presented to the Risk Committee. The Risk Management Committee is responsible for overseeing the effective management of the Group's principal risk types (as defined under Enterprise Risk Management Framework), and also other emerging risk types as highlighted in respective HKMA SPM (including IC-1, SA-1 etc). The Group continues to invest significant resources in IT systems and processes in order to maintain and uplift the risk management capabilities.

Risk mitigation

The Group applies different strategies and processes to mitigate different risks on an ongoing basis. The progresses of these mitigations are tracked in respective governance platforms.

3 Overview of risk management and risk weighted assets ("RWA") (continued)

3.2 OV1: Overview of RWA

The following table sets out the Group's RWA and the corresponding minimum capital requirements by risk types.

		At 31 December 2024	At 30 September 2024	At 31 December 2024
		(a)	(b)	(c)
		RWA		Minimum capital requirements
		Consolidated	Consolidated	Consolidated
In HK$'000			(Restated)	
1	Credit risk for non-securitization exposures	4,386,929	4,329,477	350,954
2	Of which STC approach	4,386,929	4,329,477	350,954
2a	Of which BSC approach	–	–	–
3	Of which foundation IRB approach	–	–	–
4	Of which supervisory slotting criteria approach	–	–	–
5	Of which advanced IRB approach	–	–	–
6	Counterparty default risk and default fund contributions	–	–	–
7	Of which SA-CCR	N/A	N/A	N/A
7a	Of which CEM	–	–	–
8	Of which IMM(CCR) approach	–	–	–
9	Of which others	–	–	–
10	CVA risk	–	–	–
11	Equity positions in banking book under the simple risk-weight method and internal models method	–	–	–
12	Collective investment scheme ("CIS") exposures – LTA	N/A	N/A	N/A
13	CIS exposures – MBA	N/A	N/A	N/A
14	CIS exposures – FBA	N/A	N/A	N/A
14a	CIS exposures – combination of approaches	N/A	N/A	N/A
15	Settlement risk	–	–	–
16	Securitization exposures in banking book	–	–	–
17	Of which SEC-IRBA	–	–	–
18	Of which SEC-ERBA (including IAA)	–	–	–
19	Of which SEC-SA	–	–	–
19a	Of which SEC-FBA	–	–	–
20	Market risk	–	–	–
21	Of which STM approach	–	–	–
22	Of which IMM approach	–	–	–

3 Overview of risk management and risk weighted assets ("RWA") (continued)

3.2 OV1: Overview of RWA (continued)

		At 31 December 2024	At 30 September 2024	At 31 December 2024
		(a)	(b)	(c)
		RWA		Minimum capital requirements
		Consolidated	Consolidated	Consolidated
In HK$'000			(Restated)	
23	Capital charge for switch between exposures in trading book and banking book (not applicable before the revised market risk framework takes effect)	N/A	N/A	N/A
24	Operational risk	1,119,188	1,035,588	89,535
24a	Sovereign concentration risk	N/A	N/A	N/A
25	Amounts below the thresholds for deduction (subject to 250% RW)	–	–	–
26	Capital floor adjustment	–	–	–
26a	Deduction to RWA[1]	158,161	134,268	12,653
26b	Of which portion of regulatory reserve for general banking risks and collective provisions which is not included in Tier 2 Capital[1]	158,161	134,268	12,653
26c	Of which portion of cumulative fair value gains arising from the revaluation of land and buildings which is not included in Tier 2 Capital	–	–	–
27	Total	5,347,956	5,230,797	427,836

The increase in operational risk RWA was due to the increase in gross income.

[1] *Comparative figures as of 30 September 2024 have been restated to reflected the latest figures.*

4 Linkages between financial statements and regulatory exposures

4.1 LI1: Differences between accounting and regulatory scopes of consolidation and mapping of financial statement categories with regulatory risk categories

	At 31 December 2024						
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
			Carrying values of items:				
In HK$'000	Carrying values reported in published financial statements	Carrying values under scope of regulatory consolidation	subject to credit risk framework	subject to counterparty credit risk framework	subject to the securitization framework	subject to market risk framework	not subject to capital requirements or subject to deduction from capital
Assets							
Balances with central bank and banks	444,547	444,547	444,547	–	–	–	–
Placements with banks	67,991	67,991	67,991	–	–	–	–
Financial investments	2,211,165	2,211,165	2,211,165	–	–	–	–
Loan and advances to customers	5,202,284	5,202,284	5,202,284	–	–	–	–
Amounts due from group companies	521	521	521	–	–	–	–
Property and equipment	2,344	2,344	2,344	–	–	–	–
Right-of-use assets	42,897	42,897	42,897	–	–	–	–
Intangible assets	63,593	63,593	–	–	–	–	63,593
Other assets	212,946	212,946	212,946	–	–	–	–
Deferred income tax assets	39,155	39,155	–	–	–	–	39,155
Tax recoverable	3,910	3,910	3,910	–	–	–	–
Total assets	**8,291,353**	**8,291,353**	**8,188,605**	**–**	**–**	**–**	**102,748**
Liabilities							
Deposits from customers	6,867,048	6,867,048	–	–	–	–	6,867,048
Lease liabilities	41,179	41,179	–	–	–	–	41,179
Loan payables	–	–	–	–	–	–	–
Borrowings	–	–	–	–	–	–	–
Other liabilities	348,435	348,435	–	–	–	–	348,435
Amounts due to group companies	6,360	6,360	–	–	–	–	6,360
Total liabilities	**7,263,022**	**7,263,022**	**–**	**–**	**–**	**–**	**7,263,022**

4 Linkages between financial statements and regulatory exposures (continued)

4.2 LI2: Main sources of differences between regulatory exposure amounts and carrying values in financial statements

The following table shows the main sources of differences between regulatory exposure amounts and the carrying values in the financial statements.

		At 31 December 2024				
		(a)	(b)	(c)	(d)	(e)
		Total	Items subject to:			
In HK$'000			credit risk framework	securitization framework	counterparty credit risk framework	market risk framework
1	**Asset carrying value amount under scope of regulatory consolidation (as per template LI1)**	**8,188,605**	**8,188,605**	**–**	**–**	**–**
2	Liabilities carrying value amount under regulatory scope of consolidation (as per template LI1)	–	–	–	–	–
3	Total net amount under regulatory scope of consolidation	8,188,605	8,188,605	–	–	–
4	Off-balance sheet amounts	457,855	–	–	–	–
5	Differences due to consideration of provisions	212,470	212,470	–	–	–
6	**Exposure amounts considered for regulatory purposes**	**8,858,930**	**8,401,075**	**–**	**–**	**–**

4.3 LIA: Explanations of differences between accounting and regulatory exposure amounts

The key differences between accounting and regulatory exposure amounts are the differences due to consideration of provisions. The regulatory exposure value under STC approaches is net of impairment allowance for Stage 3 financial assets. Stage 1 and 2 impairment allowance are included in Tier 2 capital for regulatory capital purposes.

Off-balance sheet items under regulatory purpose are converted into credit equivalent amount through the use of credit conversion factors (CCFs).

4 Linkages between financial statements and regulatory exposures (continued)

4.4 PV1: Prudential valuation adjustments

The following table shows a detailed breakdown of the constituent elements of valuation adjustment that have not been taken into account in the calculation of the amount of the Group's retained earnings or other disclosed reserves. The Group does not have any valuation adjustments as at 31 December 2024.

		At 31 December 2024							
		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
In HK$'000		Equity	Interest rates	FX	Credit	Commodities	Total	Of which: In the trading book	Of which: In the banking book
1	Close-out uncertainty, of which:	–	–	–	–	–	–	–	–
2	*Mid-market value*	–	–	–	–	–	–	–	–
3	*Close-out costs*	–	–	–	–	–	–	–	–
4	*Concentration*	–	–	–	–	–	–	–	–
5	Early termination	–	–	–	–	–	–	–	–
6	Model risk	–	–	–	–	–	–	–	–
7	Operational risks	–	–	–	–	–	–	–	–
8	Investing and funding costs						–	–	–
9	Unearned credit spreads						–	–	–
10	Future administrative costs	–	–	–	–	–	–	–	–
11	Other adjustments	–	–	–	–	–	–	–	–
12	**Total adjustments**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

5 Composition of regulatory capital

5.1 CC1: Composition of regulatory capital

The table below provides a breakdown of the constituent elements of total regulatory capital.

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
	CET1 capital: instruments and reserves		
1	Directly issued qualifying CET1 capital instruments plus any related share premium	2,845,000	(3)
2	Retained earnings	(2,434,802)	(4)
3	Disclosed reserves	618,133	(5)
4	*Directly issued capital subject to phase-out arrangements from CET1 (only applicable to non-joint stock companies)*	Not applicable	Not applicable
5	Minority interests arising from CET1 capital instruments issued by consolidated bank subsidiaries and held by third parties (amount allowed in CET1 capital of the consolidation group)	–	
6	**CET1 capital before regulatory deductions**	**1,028,331**	
	CET1 capital: regulatory deductions		
7	Valuation adjustments	–	
8	Goodwill (net of associated deferred tax liabilities)	–	
9	Other intangible assets (net of associated deferred tax liabilities)	63,593	(1)
10	Deferred tax assets (net of associated deferred tax liabilities)	39,155	(2)
11	Cash flow hedge reserve	–	
12	Excess of total EL amount over total eligible provisions under the IRB approach	–	
13	Credit-enhancing interest-only strip, and any gain-on-sale and other increase in the CET1 capital arising from securitization transactions	–	
14	Gains and losses due to changes in own credit risk on fair valued liabilities	–	
15	Defined benefit pension fund net assets (net of associated deferred tax liabilities)	–	
16	Investments in own CET1 capital instruments (if not already netted off paid-in capital on reported balance sheet)	–	
17	Reciprocal cross-holdings in CET1 capital instruments	–	
18	Insignificant LAC investments in CET1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)	–	

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
19	Significant LAC investments in CET1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)	–	
20	Mortgage servicing rights (net of associated deferred tax liabilities)	Not applicable	Not applicable
21	Deferred tax assets arising from temporary differences (net of associated deferred tax liabilities)	Not applicable	Not applicable
22	Amount exceeding the 15% threshold	Not applicable	Not applicable
23	of which: significant investments in the ordinary share of financial sector entities	Not applicable	Not applicable
24	of which: mortgage servicing rights	Not applicable	Not applicable
25	of which: deferred tax assets arising from temporary differences	Not applicable	Not applicable
26	National specific regulatory adjustments applied to CET1 capital	–	
26a	Cumulative fair value gains arising from the revaluation of land and buildings (own-use and investment properties)	–	
26b	Regulatory reserve for general banking risks	–	
26c	Securitization exposures specified in a notice given by the MA	–	
26d	Cumulative losses below depreciated cost arising from the institution's holdings of land and buildings	–	
26e	Capital shortfall of regulated non-bank subsidiaries	–	
26f	Capital investment in a connected company which is a commercial entity (amount above 15% of the reporting institution's capital base)	–	
27	Regulatory deductions applied to CET1 capital due to insufficient AT1 capital and Tier 2 capital to cover deductions	–	
28	**Total regulatory deductions to CET1 capital**	**102,748**	
29	**CET1 capital**	**925,583**	
	AT1 capital: instruments		
30	Qualifying AT1 capital instruments plus any related share premium	–	
31	of which: classified as equity under applicable accounting standards	–	
32	of which: classified as liabilities under applicable accounting standards	–	

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
33	*Capital instruments subject to phase-out arrangements from AT1 capital*	–	
34	AT1 capital instruments issued by consolidated bank subsidiaries and held by third parties (amount allowed in AT1 capital of the consolidation group)	–	
35	*of which: AT1 capital instruments issued by subsidiaries subject to phase-out arrangements*	–	
36	**AT1 capital before regulatory deductions**	–	
	AT1 capital: regulatory deductions		
37	Investments in own AT1 capital instruments	–	
38	Reciprocal cross-holdings in AT1 capital instruments	–	
39	Insignificant LAC investments in AT1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)	–	
40	Significant LAC investments in AT1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation	–	
41	National specific regulatory adjustments applied to AT1 capital	–	
42	Regulatory deductions applied to AT1 capital due to insufficient Tier 2 capital to cover deductions	–	
43	**Total regulatory deductions to AT1 capital**	–	
44	**AT1 capital**	–	
45	**Tier 1 capital (T1 = CET1 + AT1)**	**925,583**	
	Tier 2 capital: instruments and provisions		
46	Qualifying Tier 2 capital instruments plus any related share premium	–	
47	*Capital instruments subject to phase-out arrangements from Tier 2 capital*	–	
48	Tier 2 capital instruments issued by consolidated bank subsidiaries and held by third parties (amount allowed in Tier 2 capital of the consolidation group)	–	
49	*of which: capital instruments issued by subsidiaries subject to phase-out arrangements*	–	
50	Collective provisions and regulatory reserve for general banking risks eligible for inclusion in Tier 2 capital	54,837	
51	**Tier 2 capital before regulatory deductions**	**54,837**	

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
	Tier 2 capital: regulatory deductions		
52	Investments in own Tier 2 capital instruments	–	
53	Reciprocal cross-holdings in Tier 2 capital instruments and non-capital LAC liabilities	–	
54	Insignificant LAC investments in Tier 2 capital instruments issued by, and non-capital LAC liabilities of, financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold and, where applicable, 5% threshold)	–	
54a	Insignificant LAC investments in non-capital LAC liabilities of financial sector entities that are outside the scope of regulatory consolidation (amount formerly designated for the 5% threshold but no longer meets the conditions) (for institutions defined as "section 2 institution" under §2(1) of Schedule 4F to BCR only)	–	
55	Significant LAC investments in Tier 2 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (net of eligible short positions)	–	
55a	Significant LAC investments in non-capital LAC liabilities of financial sector entities that are outside the scope of regulatory consolidation (net of eligible short positions)	–	
56	National specific regulatory adjustments applied to Tier 2 capital	–	
56a	Add back of cumulative fair value gains arising from the revaluation of land and buildings (own-use and investment properties) eligible for inclusion in Tier 2 capital	–	
56b	Regulatory deductions applied to Tier 2 capital to cover the required deductions falling within §48(1)(g) of BCR	–	
57	**Total regulatory adjustments to Tier 2 capital**	–	
58	**Tier 2 capital (T2)**	**54,837**	
59	**Total regulatory capital (TC = T1 + T2)**	**980,420**	
60	**Total RWA**	**5,347,956**	
	Capital ratios (as a percentage of RWA)		
61	**CET1 capital ratio**	**17.3%**	
62	**Tier 1 capital ratio**	**17.3%**	
63	**Total capital ratio**	**18.3%**	
64	**Institution-specific buffer requirement (capital conservation buffer plus countercyclical capital buffer plus higher loss absorbency requirements)**	**3.0%**	

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
65	of which: capital conservation buffer requirement	2.5%	
66	of which: bank specific countercyclical capital buffer requirement	0.5%	
67	of which: higher loss absorbency requirement	–	
68	CET1 (as a percentage of RWA) available after meeting minimum capital requirements	5.1%	
	National minima (if different from Basel 3 minimum)		
69	National CET1 minimum ratio	Not applicable	Not applicable
70	National Tier 1 minimum ratio	Not applicable	Not applicable
71	National Total capital minimum ratio	Not applicable	Not applicable
	Amounts below the thresholds for deduction (before risk weighting)		
72	Insignificant LAC investments in CET1, AT1 and Tier 2 capital instruments issued by, and non-capital LAC liabilities of, financial sector entities that are outside the scope of regulatory consolidation	–	
73	Significant LAC investments in CET1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation	–	
74	Mortgage servicing rights (net of associated deferred tax liabilities)	Not applicable	Not applicable
75	Deferred tax assets arising from temporary differences (net of associated deferred tax liabilities)	Not applicable	Not applicable
	Applicable caps on the inclusion of provisions in Tier 2 capital		
76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to the BSC approach, or the STC approach and SEC-ERBA, SEC-SA and SEC-FBA (prior to application of cap)	–	
77	Cap on inclusion of provisions in Tier 2 under the BSC approach, or the STC approach, and SEC-ERBA, SEC-SA and SEC-FBA	–	
78	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to the IRB approach and SEC-IRBA (prior to application of cap)	–	
79	Cap for inclusion of provisions in Tier 2 under the IRB approach and SEC-IRBA	–	

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

		At 31 December 2024	
		(a)	(b)
		Amount HK$'000	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
	Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2018 and 1 Jan 2022)		
80	*Current cap on CET1 capital instruments subject to phase-out arrangements*	Not applicable	Not applicable
81	*Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)*	Not applicable	Not applicable
82	*Current cap on AT1 capital instruments subject to phase-out arrangements*	–	
83	*Amount excluded from AT1 capital due to cap (excess over cap after redemptions and maturities)*	–	
84	*Current cap on Tier 2 capital instruments subject to phase-out arrangements*	–	
85	*Amount excluded from Tier 2 capital due to cap (excess over cap after redemptions and maturities)*	–	

Notes to the Template

	Description	Hong Kong basis HK$'000	Basel III basis HK$'000
9	**Other intangible assets (net of associated deferred tax liabilities)**	**63,593**	**63,593**
	Explanation As set out in paragraph 87 of the Basel III text issued by the Basel Committee (December 2010), mortgage servicing rights ("MSRs") may be given limited recognition in CET1 capital (and hence be excluded from deduction from CET1 capital up to the specified threshold). In Hong Kong, an AI is required to follow the accounting treatment of including MSRs as part of intangible assets reported in the AI's financial statements and to deduct MSRs in full from CET1 capital. Therefore, the amount to be deducted as reported in row 9 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 9 (i.e. the amount reported under the "Hong Kong basis") adjusted by reducing the amount of MSRs to be deducted to the extent not in excess of the 10% threshold set for MSRs and the aggregate 15% threshold set for MSRs, DTAs arising from temporary differences and significant investments in CET1 capital instruments issued by financial sector entities (excluding those that are loans, facilities or other credit exposures to connected companies) under Basel III.		

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

Notes to the Template (continued)

	Description	Hong Kong basis HK$'000	Basel III basis HK$'000
10	**Deferred tax assets (net of associated deferred tax liabilities)**	**39,155**	**10,770**
	Explanation As set out in paragraphs 69 and 87 of the Basel III text issued by the Basel Committee (December 2010), DTAs of the bank to be realized are to be deducted, whereas DTAs which relate to temporary differences may be given limited recognition in CET1 capital (and hence be excluded from deduction from CET1 capital up to the specified threshold). In Hong Kong, an AI is required to deduct all DTAs in full, irrespective of their origin, from CET1 capital. Therefore, the amount to be deducted as reported in row 10 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 10 (i.e. the amount reported under the "Hong Kong basis") adjusted by reducing the amount of DTAs to be deducted which relate to temporary differences to the extent not in excess of the 10% threshold set for DTAs arising from temporary differences and the aggregate 15% threshold set for MSRs, DTAs arising from temporary differences and significant investments in CET1 capital instruments issued by financial sector entities (excluding those that are loans, facilities or other credit exposures to connected companies) under Basel III.		
18	**Insignificant LAC investments in CET1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)**	**–**	**–**
	Explanation For the purpose of determining the total amount of insignificant LAC investments in CET1 capital instruments issued by financial sector entities, an AI is required to aggregate any amount of loans, facilities or other credit exposures provided by it to any of its connected companies, where the connected company is a financial sector entity, as if such loans, facilities or other credit exposures were direct holdings, indirect holdings or synthetic holdings of the AI in the capital instruments of the financial sector entity, except where the AI demonstrates to the satisfaction of the MA that any such loan was made, any such facility was granted, or any such other credit exposure was incurred, in the ordinary course of the AI's business. Therefore, the amount to be deducted as reported in row 18 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 18 (i.e. the amount reported under the "Hong Kong basis") adjusted by excluding the aggregate amount of loans, facilities or other credit exposures to the AI's connected companies which were subject to deduction under the Hong Kong approach.		

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

Notes to the Template (continued)

	Description	Hong Kong basis HK$'000	Basel III basis HK$'000
19	**Significant LAC investments in CET1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)**	–	–
	Explanation For the purpose of determining the total amount of significant LAC investments in CET1 capital instruments issued by financial sector entities, an AI is required to aggregate any amount of loans, facilities or other credit exposures provided by it to any of its connected companies, where the connected company is a financial sector entity, as if such loans, facilities or other credit exposures were direct holdings, indirect holdings or synthetic holdings of the AI in the capital instruments of the financial sector entity, except where the AI demonstrates to the satisfaction of the MA that any such loan was made, any such facility was granted, or any such other credit exposure was incurred, in the ordinary course of the AI's business. Therefore, the amount to be deducted as reported in row 19 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 19 (i.e. the amount reported under the "Hong Kong basis") adjusted by excluding the aggregate amount of loans, facilities or other credit exposures to the AI's connected companies which were subject to deduction under the Hong Kong approach.		
39	**Insignificant LAC investments in AT1 capital instruments issued by financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold)**	–	–
	Explanation The effect of treating loans, facilities or other credit exposures to connected companies which are financial sector entities as CET1 capital instruments for the purpose of considering deductions to be made in calculating the capital base (see note re row 18 to the template above) will mean the headroom within the threshold available for the exemption from capital deduction of other insignificant LAC investments in AT1 capital instruments may be smaller. Therefore, the amount to be deducted as reported in row 39 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 39 (i.e. the amount reported under the "Hong Kong basis") adjusted by excluding the aggregate amount of loans, facilities or other credit exposures to the AI's connected companies which were subject to deduction under the Hong Kong approach.		

5 Composition of regulatory capital (continued)

5.1 CC1: Composition of regulatory capital (continued)

Notes to the Template (continued)

	Description	Hong Kong basis HK$'000	Basel III basis HK$'000
54	**Insignificant LAC investments in Tier 2 capital instruments issued by, and non-capital LAC liabilities of, financial sector entities that are outside the scope of regulatory consolidation (amount above 10% threshold and, where applicable, 5% threshold)**	–	–
	Explanation The effect of treating loans, facilities or other credit exposures to connected companies which are financial sector entities as CET1 capital instruments for the purpose of considering deductions to be made in calculating the capital base (see note re row 18 to the template above) will mean the headroom within the threshold available for the exemption from capital deduction of other insignificant LAC investments in Tier 2 capital instruments and non-capital LAC liabilities may be smaller. Therefore, the amount to be deducted as reported in row 54 may be greater than that required under Basel III. The amount reported under the column "Basel III basis" in this box represents the amount reported in row 54 (i.e. the amount reported under the "Hong Kong basis") adjusted by excluding the aggregate amount of loans, facilities or other credit exposures to the AI's connected companies which were subject to deduction under the Hong Kong approach.		

Remarks:
The amount of the 10% threshold and 5% threshold mentioned above is calculated based on the amount of CET1 capital determined in accordance with the deduction methods set out in BCR Schedule 4F. The 15% threshold is referring to paragraph 88 of the Basel III text issued by the Basel Committee (December 2010) and has no effect to the Hong Kong regime.

5 Composition of regulatory capital (continued)

5.2 CC2: Reconciliation of regulatory capital to balance sheet

	At 31 December 2024		
	(a)	(b)	(c)
In HK$'000	Balance sheet as in published financial statements	Under regulatory scope of consolidation	Cross reference to 5.1 (CC1)
Assets			
Balances with central bank and banks	444,547	444,547	
Placements with banks	67,991	67,991	
Financial investments	2,211,165	2,211,165	
Loans and advances to customers	5,202,284	5,202,284	
Amounts due from group companies	521	521	
Property and equipment	2,344	2,344	
Right-of-use assets	42,897	42,897	
Intangible assets	63,593	63,593	(1)
Other assets	212,946	212,946	
Deferred income tax assets	39,155	39,155	(2)
Tax recoverable	3,910	3,910	
Total assets	**8,291,353**	**8,291,353**	
Liabilities			
Deposits from customers	6,867,048	6,867,048	
Lease liabilities	41,179	41,179	
Loan payables	–	–	
Borrowings	–	–	
Other liabilities	348,435	348,435	
Amounts due to group companies	6,360	6,360	
Total liabilities	**7,263,022**	**7,263,022**	
Equity			
Share capital	2,845,000	2,845,000	
Of which: amount eligible for CET1	2,845,000	2,845,000	(3)
Of which: amount eligible for AT1	–	–	
Reserves	(1,816,669)	(1,816,669)	
Of which: Retained earnings	(2,434,802)	(2,434,802)	(4)
Of which: Disclosed reserves	618,133	618,133	(5)
Total equity	**1,028,331**	**1,028,331**	
Total liabilities and equity	**8,291,353**	**8,291,353**	

5 Composition of regulatory capital (continued)

5.3 CCA: Main features of regulatory capital instruments

		(a) CET 1 Capital Ordinary shares
1	Issuer	Welab Bank Limited
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	Not applicable
3	Governing law(s) of the instrument	Hong Kong law
	Regulatory treatment	
4	Transitional Basel III rules[1]	Not applicable
5	Post-transitional Basel III rules[2]	Common Equity Tier 1
6	Eligible at solo / group / solo and group	Solo
7	Instrument type (types to be specified by each jurisdiction)	Ordinary Shares
8	Amount recognised in regulatory capital (currency in millions, as of most recent reporting date)	HK$2,845 million (as of 31 December 2024)
9	Par value of instrument	Not applicable
10	Accounting classification	Shareholders' Equity
11	Original date of issuance	Various
12	Perpetual or dated	Perpetual
13	Original maturity date	No maturity
14	Issuer call subject to prior supervisory approval	Not applicable
15	Optional call date, contingent call dates and redemption amount	Not applicable
16	Subsequent call dates, if applicable	Not applicable
	Coupons / dividends	
17	Fixed or floating dividend / coupon	Floating
18	Coupon rate and any related index	Not applicable
19	Existence of a dividend stopper	No
20	Fully discretionary, partially discretionary or mandatory	Fully discretionary
21	Existence of step-up or other incentive to redeem	No
22	Non-cumulative or cumulative	Non-cumulative
23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	Not applicable
25	If convertible, fully or partially	Not applicable
26	If convertible, conversion rate	Not applicable
27	If convertible, mandatory or optional conversion	Not applicable
28	If convertible, specify instrument type convertible into	Not applicable
29	If convertible, specify issuer of instrument it converts into	Not applicable
30	Write-down feature	No

[1] *Regulatory treatment of capital instruments subject to transitional arrangements provided for in Schedule 4H of the BCR.*

[2] *Regulatory treatment of capital instruments not subject to transitional arrangements provided for in Schedule 4H of the BCR.*

[3] *Information relating to the disclosure of the full terms and conditions of the Bank's capital instruments can be viewed on the website: https://www.welab.bank/en/legal/regulatory-disclosures/*

5 Composition of regulatory capital (continued)

5.3 CCA: Main features of regulatory capital instruments (continued)

		(a) CET 1 Capital Ordinary shares
31	If write-down, write-down trigger(s)	Not applicable
32	If write-down, full or partial	Not applicable
33	If write-down, permanent or temporary	Not applicable
34	If temporary write-down, description of write-up mechanism	Not applicable
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument in the insolvency creditor hierarchy of the legal entity concerned).	Not applicable
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	Not applicable

6 Macroprudential supervisory measures

6.1 CCyB1: Geographical distribution of credit exposures used in countercyclical capital buffer ("CCyB")

	At 31 December 2024				
		(a)	(c)	(d)	(e)
	Geographical breakdown by Jurisdiction (J)	Applicable JCCyB ratio in effect	RWA used in computation of CCyB ratio	AI-specific CCyB ratio	CCyB amount
		%	HK$'000	%	HK$'000
1	Hong Kong SAR	0.500	4,337,700		
2	Sum		4,337,700		
3	Total		4,357,684	0.498	26,633

The geographical allocation of private sector credit exposures to the jurisdiction is determined based on the ultimate risk basis where the risk ultimately lies to the best of the knowledge and information obtained by the Group.

7 Leverage ratio

7.1 LR1: Summary comparison of accounting assets against leverage ratio exposure measure

		At 31 December 2024
		(a)
In HK$'000		**Value under the LR framework**
1	Total consolidated assets as per published financial statements	8,291,353
2	Adjustment for investments in banking, financial, insurance or commercial entities that are consolidated for accounting purposes but outside the scope of regulatory consolidation	–
3	Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting standard but excluded from the LR exposure measure	–
4	Adjustments for derivative contracts	–
5	Adjustment for SFTs (i.e. repos and similar secured lending)	–
6	Adjustment for off-balance sheet ("OBS") items (i.e. conversion to credit equivalent amounts of OBS exposures)	45,786
6a	Adjustment for specific and collective provisions that are allowed to be excluded from exposure measure	(530)
7	Other adjustments	(102,748)
8	**Leverage ratio exposure measure**	**8,233,861**

Other adjustments mainly represent intangible assets and deferred income tax assets deducted in determining Tier 1 capital. These are excluded for deriving the leverage ratio exposure in accordance with the "Leverage Ratio Framework" issued by the HKMA.

7 Leverage ratio (continued)

7.2 LR2: Leverage ratio

In HK$'000		At 31 December 2024 (a) Consolidated	At 30 September 2024 (b) Consolidated
On-balance sheet exposures			
1	On-balance sheet exposures (excluding those arising from derivative contracts and SFTs, but including collateral)	8,556,592	9,051,300
2	Less: Asset amounts deducted in determining Tier 1 capital	(102,748)	(103,714)
3	**Total on-balance sheet exposures (excluding derivative contracts and SFTs)**	**8,453,844**	**8,947,586**
Exposures arising from derivative contracts			
4	Replacement cost associated with all derivative contracts (where applicable net of eligible cash variation margin and/or with bilateral netting)	–	–
5	Add-on amounts for PFE associated with all derivative contracts	–	–
6	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the applicable accounting framework	–	–
7	Less: Deductions of receivables assets for cash variation margin provided under derivative contracts	–	–
8	Less: Exempted CCP leg of client-cleared trade exposures	–	–
9	Adjusted effective notional amount of written credit derivative contracts	–	–
10	Less: Adjusted effective notional offsets and add-on deductions for written credit derivative contracts	–	–
11	**Total exposures arising from derivative contracts**	**–**	**–**
Exposures arising from SFTs			
12	Gross SFT assets (with no recognition of netting), after adjusting for sale accounting transactions	–	–
13	Less: Netted amounts of cash payables and cash receivables of gross SFT assets	–	–
14	CCR exposure for SFT assets	–	–
15	Agent transaction exposures	–	–
16	**Total exposures arising from SFTs**	**–**	**–**
Other off-balance sheet exposures			
17	Off-balance sheet exposure at gross notional amount	457,855	411,590
18	Less: Adjustments for conversion to credit equivalent amounts	(412,069)	(370,431)
19	**Off-balance sheet items**	**45,786**	**41,159**
Capital and total exposures			
20	**Tier 1 capital**	**925,583**	**968,930**
20a	**Total exposures before adjustments for specific and collective provisions**	**8,499,630**	**8,988,745**
20b	**Adjustments for specific and collective provisions**	**(265,769)**	**(235,948)**
21	**Total exposures after adjustments for specific and collective provisions**	**8,233,861**	**8,752,797**
Leverage ratio			
22	**Leverage ratio**	**11.2%**	**11.1%**

8 Liquidity

8.1 LIQA: Liquidity risk management

Qualitative disclosure related to liquidity risk management

Governance of liquidity risk management

The Group's risk appetite is the risk level that the Group is prepared to accept to achieve its strategic and business objectives. ALCO has been delegated by the Board to manage the Group's liquidity risk strategy, procedures and practices. ALCO membership consists of the Chief Executive, Alternate Chief Executives, Chief Risk Officer and senior management members. The risk appetite and related limits are reviewed and approved by the Board and Risk Committee at least annually in order to align with industry standards, market developments and business conditions of the Group.

An acceptable risk appetite is adopted in managing and controlling risks in a prudent manner to balance the risk and return that the Group is prepared to take. Various ratios and risk limits are set with reference to the legal and regulatory requirements to limit and control the risk exposure under an acceptable risk appetite level and commensurate with prudent liquidity risk management practices.

The Group's liquidity risk is monitored by the Liquidity Risk Team, management and ALCO in accordance with the guidelines and procedures laid down in the liquidity risk management policy that has been reviewed and approved by the Board and ALCO periodically.

Liquidity risk management

The Group's operation is mainly funded by customer deposits and shareholder's fund. Diversified and stable funding sources are maintained by determining the appropriate mix of liabilities and building strong and lasting relationships with key fund providers in accordance with the liquidity risk management policy.

Adequate liquidity will be maintained at all times to meet obligations when they fall due in normal circumstances and an appropriate mix of additional stock of high-quality liquid assets will be maintained to provide contingent liquidity in the event of a funding crisis.

Monitoring and reporting take the form of cash flow measurement and projections. The starting point for those projections is an analysis of the contractual maturity of the financial liabilities and the expected collection date of the financial assets.

Stress testing

The liquidity stress-testing results form an important component in assisting the Risk Committee with reviewing and endorsing the Group's risk appetite levels, which are defined by internal limits on various risk ratios, as well as assisting the ALCO in managing the overall liquidity of the Group and to make informed strategic business decisions.

Contingency funding plan

The contingency funding plan is a component of the Group's business contingency plan which describes the Group's strategy for dealing with any liquidity problems, and the procedures for making up cash flow deficits in emergency situations.

8 Liquidity (continued)

8.1 LIQA: Liquidity risk management (continued)

Quantitative disclosure related to liquidity risk management (continued)

Customised measurement tools or metrics

A cash-flow approach is adopted to manage liquidity risk by ensuring that a net positive cash-flow position is maintained or otherwise sufficient cash can be generated from assets or funding sources to cover any funding shortfalls. The projections are forward-looking and covers liquidity risks stemming from on-balance sheet assets and liabilities and off-balance sheet positions. Cash-flow projections are made over daily time bands of up to 95 days ahead and wider time bands of up to 1 year ahead. Internal limits are set to control the size of the cumulative net mismatch positions for the shorter-term time bands. Cash-flow projections cover positions in HK dollar and in all currencies aggregated. Separate cash-flow projections will also be performed for other significant currencies when its denominated liabilities accounted for more than 5% of the Group's total liabilities.

Concentration limits on collateral pools and sources of funding

Retail deposits are the major and important part of the Group's funding base, and the composition and quality of such deposits are carefully monitored and closely managed.

Liquidity exposures and funding needs of the Group

The Group, designated as a Category 2 institution, is not required to calculate the liquidity coverage ratio ("LCR") and net stable funding ratio ("NSFR") under the Banking (Liquidity) Rules. Instead, the Liquidity Maintenance Ratio ("LMR") is used to measure the short-term liquidity exposures of the Group against its funding needs. The LMR is a ratio, expressed as a percentage, of the amount of a category 2 institution's "liquefiable assets" to the amount of the institution's "qualifying liabilities" (after deductions) over a calendar month. Under the Banking Ordinance and communication with HKMA, the Group is subject to the statutory limit of the LMR, which is prescribed at 25%.

8 Liquidity (continued)

8.1 LIQA: Liquidity risk management (continued)

Contractual maturity profile

The table below analyses the on-balance sheet items, broken down into maturity buckets of the Group as of 31 December 2024 based on the completion instructions of the HKMA MA(BS)23 – Liquidity Monitoring Tools:

	At 31 December 2024											
In HK$000	Total amount	Next day	2 to 7 days	8 days to 1 month	>1 month up to 3 months	>3 months up to 6 months	>6 months up to 1 year	>1 year up to 2 years	>2 years up to 3 years	>3 years up to 5 years	Over 5 years	Balancing amount
On-balance sheet assets												
Due from MA for a/c of Exchange Fund	367,513	367,513	–	–	–	–	–	–	–	–	–	–
Due from banks	146,227	77,129	–	–	69,098	–	–	–	–	–	–	–
Debt securities, prescribed instruments and structured financial instruments held (net of short positions)												
(a) Readily monetizable	2,211,095	2,211,095										
(b) Not readily monetizable												
Loans and advances to non-bank customers	5,523,965	44,439	45,012	115,258	300,728	439,058	858,327	1,468,686	1,088,557	1,022,168	14,128	127,604
Other assets	307,683	637	2,887	72	–	19,984	5,753	–	5,915	–	3,000	269,435
Total	**8,556,483**	**2,700,813**	**47,899**	**115,330**	**369,826**	**459,042**	**864,080**	**1,468,686**	**1,094,472**	**1,022,168**	**17,128**	**397,039**
On-balance sheet liabilities												
Deposits from non-bank customers												
(a) Pledged deposits	–	–	–	–	–	–	–	–	–	–	–	
(b) Demand, savings and current account deposits	536,406	536,406										
(c) Term, call and notice deposits	6,401,655	32,328	341,901	1,318,001	3,950,319	565,644	193,462	–	–	–	–	
Other liabilities	330,527	114,274	3,678	50,757	31,108	25,720	18,433	16,286	18,249	–	–	52,022
Capital and reserves	1,028,331	–	–	–	–	–	–	–	–	–	–	1,028,331
Total	**8,296,919**	**683,008**	**345,579**	**1,368,758**	**3,981,427**	**591,364**	**211,895**	**16,286**	**18,249**	**-**	**-**	**1,080,353**
Contractual Maturity Mismatch		**2,017,805**	**(297,680)**	**(1,253,428)**	**(3,611,601)**	**(132,322)**	**652,185**	**1,452,400**	**1,076,223**	**1,022,168**	**17,128**	
Cumulative Contractual Maturity Mismatch		**2,017,805**	**1,720,125**	**466,697**	**(3,144,904)**	**(3,277,226)**	**(2,625,041)**	**(1,172,641)**	**(96,418)**	**925,750**	**942,878**	

9 Credit risk for non-securitization exposures

9.1 CRA: General information about credit risk

The Group takes on exposure to credit risk, which is the risk that a counterparty will cause a financial loss to the Group by failing to discharge an obligation. The Group's exposure to credit risk arises from treasury and retail loan products.

The approach used for defining credit risk management policy and setting credit risk limits is described in note 3(a) to the audited financial statements.

Various analytical reports on credit risk exposures and credit risk management are provided regularly to senior management, including the portfolio distribution and credit quality, credit portfolio risk monitoring and compliance, impairment allowance and large exposures and risk concentrations.

The Group's organization structure establishes a clear set of authority and responsibility for monitoring compliance with policies, procedures and limits. The Credit Risk team is responsible for establishing credit policies, monitoring portfolio quality and impairment charge, ensuring compliance with statutory and internal lending limits, evaluating credit applications, making credit decisions etc.

The Chief Risk Officer takes charges of the Group's overall credit risk management. He is responsible for ensuring that the Group's risk management framework, all related policies and control procedures, and business processes are effective, adequate, properly implemented and consistent with the overall risk appetite of the Group and credit related regulatory requirements. He is also responsible for assessing, evaluating and monitoring the use of risk limits and ensuring that quantifiable risks are within the approved limits.

Various units of the Group have their respective credit risk management responsibilities. Business departments, being the first line of defence, are responsible for performing on-going "know your customer" checks. The Credit Risk team is independent from the business departments, acts as the second line of defence, is responsible for independent evaluation of credit applications, performing credit monitoring and review, and ensuring that all the relevant regulatory and statutory requirements and limits are complied with by the Group. The Internal Audit department, being the third line of defence, is responsible for examining and evaluating the adequacy and effectiveness of the internal controls, risk management and governance systems and processes of the Group, and assessing compliance with regulatory and statutory requirements.

9 Credit risk for non-securitization exposures (continued)

9.2 CR1: Credit quality of exposures

The following table sets out an overview of the credit quality of on- and off-balance sheet exposures.

		At 31 December 2024						
		(a)	(b)	(c)	(d)	(e)	(f)	(g)
		Gross carrying amounts of			Of which ECL accounting provisions for credit losses on STC approach exposures		Of which ECL accounting provisions for credit losses on IRB approach exposures	
In HK$'000		Defaulted exposures	Non-defaulted exposures	Allowances/ impairments	Allocated in regulatory category of specific provisions	Allocated in regulatory category of collective provisions		Net values (a+b-c)
1	Loans	107,250	5,930,455	265,209	52,771	212,438	–	5,772,496
2	Debt securities	–	2,211,204	32	–	32	–	2,211,172
3	Off-balance sheet exposures	–	–	–	–	–	–	–
4	**Total**	**107,250**	**8,141,659**	**265,241**	**52,771**	**212,470**	**–**	**7,983,668**

9.3 CR2: Changes in defaulted loans and debt securities

The following table provides information on the changes in defaulted loans and debt securities, including any changes in the amount of defaulted exposures, movements between non-defaulted and defaulted exposures, and reductions in the defaulted exposures due to write-offs as of 31 December 2024.

In HK$'000		(a)
1	**Defaulted loans and debt securities at end of the previous reporting period (30 June 2024)**	**103,616**
2	Loans and debt securities that have defaulted since the last reporting period	199,526
3	Returned to non-defaulted status	(24,497)
4	Amounts written off	(165,330)
5	Other changes*	(6,065)
6	**Defaulted loans and debt securities at end of the current reporting period (31 December 2024)**	**107,250**

**Other changes include loan repayment and early settlement.*

9 Credit risk for non-securitization exposures (continued)

9.4 CRB: Additional disclosure related to credit quality of exposures

The accounting definition of impaired exposures and the regulatory definition of defaulted exposures are generally aligned. In general, treasury and retail loan products overdue for more than 90 days are considered impaired unless other information is available to indicate the contrary. Treasury and retail loan products with a specific repayment date are classified as overdue when the principal or interest is past due and remains unpaid. Treasury and retail loan products repayable by regular instalments are classified as overdue when an instalment payment is past due and remains unpaid. Treasury and retail loan products repayable on demand are classified as overdue when a demand for repayment has been served on the borrower but repayment has not been made in accordance with the instruction.

The approach for determining impairment of financial assets is provided in notes 2(j) and 3(a) to the 2024 audited financial statements.

As of 31 December 2024, none of the treasury products has any indication of impairment.

The following tables set out additional qualitative and quantitative information on the credit quality of exposures to supplement the quantitative information provides under templates CR1 and CR2.

1. Exposures by geographical location (CRB1)

	Gross carrying amounts
As at 31 December 2024	**HK$'000**
Hong Kong	8,184,244
United States	64,665
Total	**8,248,909**

2. Exposures by Industry (CRB2)

	Gross carrying amounts
As at 31 December 2024	**HK$'000**
Banks and financial institutions	146,228
Official sector	2,572,690
Non-bank private sectors	
Individuals	5,508,065
Others	21,926
Total	**8,248,909**

3. Exposures by residual maturity (CRB3)

	Gross carrying amounts
As at 31 December 2024	**HK$'000**
Repayable on demand to 1 year	4,652,351
Due between 1 year to 5 years	3,582,430
Due after 5 years	14,128
Total	**8,248,909**

9 Credit risk for non-securitization exposures (continued)

9.4 CRB: Additional disclosure related to credit quality of exposures (continued)

4. Impaired exposures and related allowances and write-offs by geographical location (CRB4)

	As at 31 December 2024		
	Gross carrying amounts		
	Impaired Exposures	Specific Provisions	Write-offs
Geographical location	**HK$'000**	**HK$'000**	**HK$'000**
Hong Kong	107,250	52,771	338,759
Total	**107,250**	**52,771**	**338,759**

5. Impaired exposures and related allowances and write-offs by industry (CRB5)

	As at 31 December 2024		
	Gross carrying amounts		
	Impaired Exposures	Specific Provisions	Write-offs
Non-bank private sectors	**HK$'000**	**HK$'000**	**HK$'000**
Individuals	106,998	52,545	335,794
Others	252	226	2,965
Total	**107,250**	**52,771**	**338,759**

6 Aging analysis of accounting past due exposures (CRB6)

	Gross carrying amounts
As at 31 December 2024	**HK$'000**
Overdue more than 3 months and up to 6 months	10,789

7. Breakdown of restructured exposures (CRB7)

	As at 31 December 2024	
	Gross carrying amounts	
	Impaired	Not Impaired
	HK$'000	**HK$'000**
Reschedule loans and advances	68,635	62,993

9.5 CRC: Qualitative disclosures related to credit risk mitigation

The Group has set out maximum credit exposure limit to each individual or counterparty in relations to the Banking (Exposures Limits) Rules. For capital calculation, the Group has not used any on-balance sheet or off-balance sheet recognised netting for credit risk mitigation.

9 Credit risk for non-securitization exposures (continued)

9.6 CR3: Overview of recognized credit risk mitigation

The following table sets out the extent of credit risk exposures covered by different types of recognised credit risk mitigation.

		At 31 December 2024				
		(a)	(b1)	(b)	(d)	(f)
In HK$'000		Exposures unsecured: carrying amount	Exposures to be secured	Exposures secured by recognized collateral	Exposures secured by recognized guarantees	Exposures secured by recognized credit derivative contracts
1	Loans	5,772,496	–	–	–	–
2	Debt securities	2,211,172	–	–	–	–
3	**Total**	**7,983,668**	**–**	**–**	**–**	**–**
4	Of which defaulted	54,479	–	–	–	–

9.7 CRD: Qualitative disclosures on use of ECAI ratings under STC approach

Under the standardised approach ("STC") for the calculation of credit risk within the Basel capital framework, banks are required to use credit assessments provided by external credit assessment institutions ("ECAI"), recognised by the HKMA for the purposes of regulatory capital calculation, to determine the risk-weights of the banks' credit exposures.

Standard & Poor's Ratings Services, Moody's Investors Service and Fitch Ratings are the ECAI that the Group has used for the determination of risk weightings for the following exposures:

– Sovereign exposures

– Bank exposures

– Corporate exposures

The mapping of ECAI ratings of the above exposures to the risk weights under standardised approach follows the process as prescribed in Part 4 of the BCR. Where an exposure of debt securities has an issue-specific external credit assessment, such assessment will be used. In case there is no specific issue rating published by the ECAI, the issuer rating is applied to the senior unsecured claims of that issuer subject to the conditions prescribed by the BCR.

9 Credit risk for non-securitization exposures (continued)

9.8 CR4: Credit risk exposures and effects of recognized credit risk mitigation – for STC approach

The table below shows the effect of any recognized credit risk mitigation ("CRM") on the calculation of credit risk capital requirements under STC approach with additional information of RWA density showing a synthetic metric on riskiness of each exposure class.

In HK$'000		At 31 December 2024					
		(a)	(b)	(c)	(d)	(e)	(f)
		Exposures pre-CCF and pre-CRM		Exposures post-CCF and post-CRM		RWA and RWA density	
	Exposure classes	On-balance sheet amount	Off-balance sheet amount	On-balance sheet amount	Off-balance sheet amount	RWA	RWA density
1	Sovereign exposures	2,572,690	–	2,572,690	–	–	–
2	PSE exposures	–	–	–	–	–	–
2a	Of which: domestic PSEs	–	–	–	–	–	–
2b	Of which: foreign PSEs	–	–	–	–	–	–
3	Multilateral development bank exposures	–	–	–	–	–	–
4	Bank exposures	146,228	–	146,228	–	29,245	20%
5	Securities firm exposures	–	–	–	–	–	–
6	Corporate exposures	21,926	–	21,926	–	20,417	93%
7	CIS exposures	–	–	–	–	–	–
8	Cash items	–	–	–	–	–	–
9	Exposures in respect of failed delivery on transactions entered into on a basis other than a delivery-versus-payment basis	–	–	–	–	–	–
10	Regulatory retail exposures	5,400,817	457,855	5,400,817	–	4,050,613	75%
11	Residential mortgage loans	–	–	–	–	–	–
12	Other exposures which are not past due exposures	204,935	–	204,935	–	204,935	100%
13	Past due exposures	54,479	–	54,479	–	81,719	150%
14	Significant exposures to commercial entities	–	–	–	–	–	–
15	**Total**	**8,401,075**	**457,855**	**8,401,075**	**–**	**4,386,929**	**52%**

9 Credit risk for non-securitization exposures (continued)

9.9 CR5: Credit risk exposures by asset classes and by risk weights – for STC approach

The table below provides the breakdown of credit risk exposures by asset classes and by risk weights under STC approach.

		At 31 December 2024										
	In HK$'000	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(ha)	(i)	(j)
	Exposure class / Risk Weight	0%	10%	20%	35%	50%	75%	100%	150%	250%	Others	Total credit risk exposures amount (post CCF and post CRM)
1	Sovereign exposures	2,572,690	–	–	–	–	–	–	–	–	–	2,572,690
2	PSE exposures	–	–	–	–	–	–	–	–	–	–	–
2a	Of which: domestic PSEs	–	–	–	–	–	–	–	–	–	–	–
2b	Of which: foreign PSEs	–	–	–	–	–	–	–	–	–	–	–
3	Multilateral development bank exposures	–	–	–	–	–	–	–	–	–	–	–
4	Bank exposures	–	–	146,228	–	–	–	–	–	–	–	146,228
5	Securities firm exposures	–	–	–	–	–	–	–	–	–	–	–
6	Corporate exposures	–	–	–	–	3,019	–	18,907	–	–	–	21,926
7	CIS exposures	–	–	–	–	–	–	–	–	–	–	–
8	Cash items	–	–	–	–	–	–	–	–	–	–	–
9	Exposures in respect of failed delivery on transactions entered into on a basis other than a delivery-versus-payment basis	–	–	–	–	–	–	–	–	–	–	–
10	Regulatory retail exposures	–	–	–	–	–	5,400,817	–	–	–	–	5,400,817
11	Residential mortgage loans	–	–	–	–	–	–	–	–	–	–	–
12	Other exposures which are not past due exposures	–	–	–	–	–	–	204,935	–	–	–	204,935
13	Past due exposures	–	–	–	–	–	–	–	54,479	–	–	54,479
14	Significant exposures to commercial entities	–	–	–	–	–	–	–	–	–	–	–
15	**Total**	**2,572,690**	**-**	**146,228**	**-**	**3,019**	**5,400,817**	**223,842**	**54,479**	**-**	**-**	**8,401,075**

10 Counterparty Credit Risk

10.1 CCRA: Qualitative disclosures related to counterparty credit risk (including those arising from clearing through CCPs)

Counterparty credit risk ("CCR") arises for derivatives and Securities Financing Transactions ("SFTs"). It is calculated in both the trading and non-trading books, and is the risk that a counterparty may default before settlement of the transaction. An economic loss occurs if the transaction or portfolio of transactions with the counterparty has a positive economic value at the time of default. Credit equivalent amount and capital charge for the relevant counterparty credit exposures are determined following the regulatory capital requirements. The Group adopts the current exposure method to measure the credit equivalent amount, which comprises current exposures and potential future exposures.

As of 31 December 2024, the Group does not have any counterparty default risk exposures.

11 Market risk

11.1 MRA: Qualitative disclosures related to market risk

Market risk is the risk of losses in assets, liabilities and off-balance sheet positions arising from movements in market rates and prices. Market risk exposures are separated into trading portfolios and non-trading portfolios.

The Group's market risk exposures mainly arise from non-trading portfolios which comprise positions that related to the interest rate risk management of our assets and liabilities, financial investments designated as financial assets measured at fair value through other comprehensive income ("FVOCI"), financial assets measured at amortised cost and exposures arising from our daily risk management operations.

The Group has formulated market risk management policy to identify, measure, monitor, control, and report on the market risk, where appropriate, to allocate adequate capital to cover those risks.

Risk appetite has been defined in accordance with the Group's business strategies and objectives to govern the market risk activities and under the approved risk appetite, risk limits and management action triggers are set with reference to the nature, volume of transaction and risk appetite of the Group. Market Risk Appetite is approved by the Board and the market risk limits are approved by the Risk Committee ("RC"). Various systems are employed to facilitate the calculation, measurement, analysis and reporting of market risk and risk reports are prepared for different level of governance on a regular basis. Through different policies, sensitivity analysis, stress testing and limit structures, market risk analysis is conducted on different dimensions, including but not limited to risk factors, concentration, currencies and duration in the form of potential loss and impact to capital adequacy.

11 Market risk (continued)

11.2 MR1: Market risk under STM approach

The table below provides information on marked risk RWA.

		At 31 December 2024
		(a)
In HK$'000		**RWA**
	Outright product exposures	
1	Interest rate exposures (general and specific risk)	–
2	Equity exposures (general and specific risk)	–
3	Foreign exchange (including gold) exposures	–
4	Commodity exposures	–
	Option exposures	
5	Simplified approach	–
6	Delta-plus approach	–
7	Other approach	–
8	Securitization exposures	–
9	**Total**	–

12 Interest rate risk in banking book

12.1 IRRBBA: Interest rate exposures in banking book

(a) Risk management purpose

Interest rate risk in the banking book is defined as the risk to both the earnings and the economic value of the Group arising from adverse movements in interest rates. Changes in market interest rates impact the economic value of assets, liabilities and relevant off-balance positions (Economic Value of Equity ("EVE")) as well as the earnings from banking activities (Net Interest Income ("NII")). The primary goal of the management of Interest Rate Risk in the Banking Book ("IRRBB") is to ensure that interest rate risk exposures are maintained within the Group's risk tolerances.

12 Interest rate risk in banking book (continued)

12.1 IRRBBA: Interest rate exposures in banking book (continued)

(b) Risk management strategies

The Group's interest rate exposures in the banking book mainly arise from lending, deposit taking and treasury activities, including investment of surplus fund in debt securities for the purposes of liquidity risk management and optimisation of the Group's financial position. Interest rate risk arising from interest rate-sensitive assets and liabilities has several aspects: basis risk arising from different interest rate benchmarks and gap risk arising from the term structure of banking book instruments. It also relates to positions from non-interest rate-sensitive assets and liabilities including non-maturing deposits as well as from interest rate-sensitive loans and liabilities.

Within the context of relevant IRRBB Policy approved by the Risk Committee ("RC"), it defines the organizational structure, responsibilities, limit structure and the methodological standards for analyzing and measuring IRRBB, reviews and monitors IRRBB exposures against risk limits. ALCO regularly reviews the market activities and conditions and ensures that effective decision on managing IRRBB are taken and implemented in a timely manner.

The Group uses a range of techniques to measure IRRBB from the earnings and economic perspectives. These includes the methodology set out in the Banking Return (MA(BS)12A). They are used to simulate the impact of various interest rate scenarios, including the scenario described in the template IRRBB1, on the Group's NII and EVE. Through EVE measures, changes in the net present value of assets, liabilities and off-balance sheet items are computed, subject to specific interest rate shocks and stress scenarios. Through earning-based measures on NII, changes on future profitability within a 12-month period, that could eventually affect the Group's future levels of earnings and equity capital, are assessed.

Limits are set based on the Group's level of capital. The various simulation results are prepared, monitored and reported to the ALCO regularly. The key results are also reported to the RC and the Board on a quarterly basis. Any breach in limits or triggers is immediately reported by the monitoring unit to Treasury, CRO and/or the members of ALCO about the breach and the underlying reason(s). The Group's Treasury actively monitors changes in market conditions, which may require balance sheet rebalancing. Stress testing is used to evaluate the potential impact of adverse scenarios on the IRRBB, including the debt securities portfolio.

(c) Risk measurement frequency

The EVE/NII measures in accordance with the regulatory scenarios are calculated and monitored on a regular basis. The Group assesses the interest rate risk exposures based on EVE results from the standard regulatory scenarios.

(d) Interest rate shock and stress scenarios

The Group measures its vulnerability to loss under stressed interest rate market conditions. The measurement of IRRBB for EVE/NII is based on standard regulatory interest rate shock scenarios.

(e) Hedging strategies and accounting treatment

All the hedge relationships of underlying hedged item(s)/risk and hedging transactions are documented and monitored if any.

(f) The Group applied the following key assumption as required by HKMA's IR-1 guidelines

Prepayment of retail fixed-rate loans may result in early repayment prior to contractual maturity.

Based on product characteristics, the Group employs statistical methodologies and historical data to project prepayment rates for such loans, thereby comprehensively assessing the impact on earnings and economic value arising from IRRBB.

12 Interest rate risk in banking book (continued)

12.2 IRRBB1: Quantitative information on interest rate risk in banking book

The values in Template IRRBB1 below are computed in accordance with the HKMA Return MA(BS)12A (the "Return"). The six interest rate scenarios and currency shifts are defined in the HKMA's SPM IR-1. The following impacts are assessed for each of the prescribed scenarios: (i) change in the economic value of equity (∆EVE), using a constant balance sheet and an instantaneous shock; and (ii) the change in net interest income (∆NII) over a forward-looking rolling 12-month period, using a constant balance sheet assumption and an instantaneous shock.

		(a)	(b)	(c)	(d)
		△EVE		**△NII**	
In HK$' Millions		**Consolidated**	**Unconsolidated**	**Consolidated**	**Unconsolidated**
	Period	**31 Dec 2024**	**31 Dec 2023**	**31 Dec 2024**	**31 Dec 2023**
1	Parallel up	50	45	33	1
2	Parallel down	–	–	(28)	(1)
3	Steepener	–	–		
4	Flattener	117	11		
5	Short rate up	14	25		
6	Short rate down	–	–		
7	**Maximum**	**117**	**45**	**33**	**1**
	Period	**31 Dec 2024**		**31 Dec 2023**	
8	**Tier 1 capital**	**926**		**376**	

Positive values indicate losses whereas negative values indicate profit.

As of 31 December 2024, the EVE worst scenario derived from the curve flattener shift scenario and remained below the regulatory threshold corresponding to 15% of Tier 1 capital (12.49% as of 31 December 2024). The maximum loss in projected net interest income is HK$33 million under the "parallel up" scenario.

13 International claims

International claims refers to the sum of the cross-border claims in all currencies and local claims in foreign currencies determined in accordance with the calculation methodology specified in the completion instructions for the Return of International Banking Statistics (MA(BS)29A and MA(BS)29B).

Only major geographical segment constituting not less than 10% of the Group's total international claims after taking into account any recognized risk transfer are disclosed.

	At 31 December 2024				
			Non-bank private sector		
In HK$' Millions	Banks	Official Sector	Non-bank financial institutions	Non-financial private sector	Total
Developed countries, of which	**12**	**62**	**20**	**–**	**94**
– United States	12	62	20	–	94

14 Loans and advances to customers

14.1 Loans and advances to customers by geographical area

The analysis of gross loans and advances to customers by industry sectors are based on the categories and definitions stated in the MA(BS)2A "Quarterly Analysis of Loans and Advances and Provisions".

The analysis of the Group's gross advances to customers by geographical area is based on the location of the counterparty after taking into account the transfer of risk. In general, transfer of risk applies if the claim is guaranteed by a party in a country which is different from that of the counterparty. Only major geographical segment constitutes not less than 10% of the Group's total amount of loans and advances to customers after taking into account any recognized risk transfer are disclosed.

	At 31 December 2024				
	(a)	(b)	(c)	(d)	(e)
In HK$'000	Gross loans and advances to customers	Impaired loans and advances to customers	Overdue loans and advances to customers for over three months	Specific provisions	Collective provisions
Hong Kong	5,462,770	107,158	10,789	52,760	207,726
Total	**5,462,770**	**107,158**	**10,789**	**52,760**	**207,726**

14 Loans and advances to customers (continued)

14.2 Loans and advances to customers by loan usage

The analysis of the Group's gross loans and advances to customers by loan usage and the corresponding balances covered by collateral are as follows:

	At 31 December 2024	
In HK$'000	**Gross loans and advances to customers**	**% of gross loans and advances covered by collateral**
Loans and advances for use in Hong Kong		
Industrial, Commercial and Financial:		
Wholesale and retail trade	2,873	–
Transport and transport equipment	1,997	–
Recreational activities	109	–
Information technology	824	–
Others	9,995	–
Individuals		
Others	5,446,972	–
Total	**5,462,770**	**–**

15 Overdue and rescheduled assets

Gross loans and advances to customers which have been overdue with respect to either principal or interest:

In HK$'000	**At 31 December 2024**	
Past due period	**Gross loans and advances to customers which have been overdue for**	**% of total loans and advances to customers**
6 months or less but over 3 months	10,789	0.20%
1 year or less but over 6 months	–	–
Over 1 year	–	–

The rescheduled loans and advances to customers are as follows:

	At 31 December 2024	
In HK$'000	**Gross loans and advances to customers which have been rescheduled for**	**% of total loans and advances to customers**
Rescheduled loans and advances to customers	72,213	1.32%

16 Repossessed assets

The Group does not hold any repossessed assets as of 31 December 2024.

17 Off-balance sheet exposures

In HK$'000	At 31 December 2024 Consolidated	At 31 December 2023 Unconsolidated
Contractual or notional amounts		
Direct credit substitutes	–	–
Transaction-related contingencies	–	–
Trade-related contingencies	–	–
Forward asset purchases	–	–
Forward forward deposits placed	–	–
Other commitments:	–	–
which are not unconditionally cancellable:	–	–
with original maturity of not more than one year	–	–
with original maturity of more than one year	–	–
which are unconditionally cancellable	457,855	299,517
Total	**457,855**	**299,517**
Credit risk weighted amount	–	–

The loan commitments are unconditionally cancellable represent the undrawn portion of the revolving loan to customers.

18 Mainland activities

The following disclosure of the Bank's Non-bank Mainland China exposures is prepared on a solo basis,which is the same basis as that used for the purpose of preparing the regulatory returns on Mainland activities (MA(BS)20).

		At 31 December 2024		
		(a)	(b)	(c)
In HK$'000		On-balance sheet exposure	Off-balance sheet exposure	Total
1	Central government, central government-owned entities and their subsidiaries and joint ventures ("JVs")	–	–	–
2	Local governments, local government-owned entities and their subsidiaries and JVs	–	–	–
3	PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	–	–	–
4	Other entities of central government not reported in item 1 above	–	–	–
5	Other entities of local governments not reported in item 2 above	–	–	–
6	PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China	–	–	–
7	Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	–	–	–
8	Total	–	–	–
9	Total assets after provision	8,018,143		
10	On-balance sheet exposures as percentage of total assets	0%		

19 Currency risk

The Group is exposed to foreign exchange risk, primarily United States dollar ("USD"). The exposure is considered immaterial. The disclosure is prepared on a solo basis, which is the same basis as that used for the purpose of preparing the regulatory returns on foreign currency position (MA(BS)6).

In HK$'000	At 31 December 2024
	(a)
US dollars exposures	
Spot assets	109,085
Spot liabilities	88,984
Forward purchases	–
Forward sales	–
Net long non-structural position	**20,101**

There were no foreign currency structural positions and option positions as of 31 December 2024.

20 Remuneration

20.1 REMA: Remuneration policy

Disclosure on remuneration system

The Remuneration Committee is delegated by the Board of the Bank and is independent of management. The Remuneration Committee is responsible to review remuneration policies and practices on annual basis or when necessary to ensure the remuneration policy is consistent with the principles set out under the HKMA Supervisory Policy Manual CG-1, CG-5 and other legal requirements. Two-thirds of the Remuneration Committee are Independent Non-executive Directors ("INED").

Key principles of remuneration policy

The remuneration policy and its implementation are subject to regular (at least annual) review by the Board of the Bank or the Remuneration Committee to ensure that the policy remains adequate and market competitive and that the operation of the remuneration system is consistent with the prevailing regulatory requirements and long term interests of the Group. The policy applies to all staff members who are employed by the Group. The principles of the Policy are as follows:

a. Reinforce a business culture based on the highest ethical standards
b. Manage risks to the Group by encouraging prudent decision-making and in line with the objectives, business strategies and long-term goals of the Group
c. Reflect regulatory guidance in compensation program
d. Attract and retain the best talent to lead the Group to success
e. Remunerate all staff members fairly and reasonably according to the individual level of competence and performance
f. Performance evaluation is based on the balance of financial and non-financial factors including effective risk and people management
g. Remuneration practices are set against comparable industry norms and to promote a "pay for performance" culture

20 Remuneration (continued)

20.1 REMA: Remuneration policy (continued)

Disclosure on remuneration system (continued)

Structure of remuneration

The Group's remuneration structure shall promote behaviour amongst staff members that supports the Group's risk management framework and long-term financial soundness. The Group's remuneration package consists of both fixed and variable (discretionary) compensation. Fixed remuneration refers to base salary (guaranteed) and allowance. Variable remuneration refers to variable bonus, incentives and shares or share-linked instruments such as share options or awards. An appropriate balance between fixed and variable remuneration will reflect the seniority, role and responsibilities of each staff member. The proportion of variable remuneration to total remuneration will increase in line with the seniority and job responsibilities of each staff member.

Senior management and key personnel

Senior Management (including Chief Executive and Alternate Chief Executives) are responsible for oversight of the Group's strategy or activities or material business lines. Key Personnel are those reported under HKMA as "Managers" whose action may have a material impact on the risk exposure of the Group.

Performance measurement for variable remuneration

The award of variable remuneration shall depend on the fulfilment of budget income, peer group performance comparison and risk control factors. These criteria should include both financial, non-financial and risk factors. In allocating variable remuneration, the following factors should be taken into consideration:

a. Overall performance of the Group;
b. Performance of the relevant business units;
c. Contribution of individual staff member to such performance; and
d. Risk control functions' input on the performance of relevant business unit and its staff members

The total amount of variable remuneration may be reduced in the event of an actual or expected deterioration in the financial performance of the Group or staff misconduct (e.g. internal fraud, data leakage or damage to property etc.). The Chief Executive of the Bank has the authority to exercise discretion and flexibility to withhold all or part of the variable remuneration.

The remuneration of staff members in risk control functions should be determined in accordance with their performance objectives and should be independent of the performance of business units which they oversee.

Deferral arrangement

A portion of variable remuneration may subject to deferral in the form of share options which will allow staff members' performance, including the associated risks, to be observed and validated over a period of time before part or all of the unvested share option is vested. This will enable the remuneration ultimately received by staff members to more accurately reflect risk and risk outcomes.

20 Remuneration (continued)

20.2 REM1: Remuneration awarded during financial year

In HK$'000			(a)	(b)
Remuneration amount and quantitative information			**Senior management**	**Key personnel**
1	Fixed remuneration	Number of employees	8	6
2		Total fixed remuneration	12,420	7,493
3		Of which: cash-based	12,420	7,493
4		Of which: deferred	–	–
5		Of which: shares or other share-linked instruments	–	–
6		Of which: deferred	–	–
7		Of which: other forms	–	–
8		Of which: deferred	–	–
9	Variable remuneration	Total variable remuneration	3,464	688
10		Of which: cash-based	2,763	584
11		Of which: deferred	–	–
12		Of which: shares or other share-linked instruments	701	104
13		Of which: deferred	701	104
14		Of which: other forms	–	–
15		Of which: deferred	–	–
16	**Total remuneration**		**15,884**	**8,181**

20.3 REM2: Special payments

In HK$'000		(a)	(b)	(c)	(d)	(e)	(f)
		Guaranteed bonuses		**Sign-on awards**		**Severance payments**	
Special payments		**Number of employees**	**Total amount**	**Number of employees**	**Total amount**	**Number of employees**	**Total amount**
1	Senior management	–	–	–	–	–	–
2	Key personnel	–	–	–	–	–	–

20 Remuneration (continued)

20.4 REM3: Deferred remuneration

In HK$'000		(a)	(b)	(c)	(d)	(e)
Deferred and retained remuneration		Total amount of outstanding deferred remuneration	Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/ or implicit adjustment	Total amount of amendment during the year due to ex post explicit adjustments	Total amount of amendment during the year due to ex post implicit adjustments	Total amount of deferred remuneration paid out/ vested in the financial year
1	Senior management					
2	Cash	–	–	–	–	–
3	Shares or other share-linked instruments	3,284	–	–	–	4,653
4	Cash-linked instruments	–	–	–	–	–
5	Other	–	–	–	–	–
6	Key personnel					
7	Cash	–	–	–	–	–
8	Shares or other share-linked instruments	179	–	–	–	65
9	Cash-linked instruments	–	–	–	–	–
10	Other	–	–	–	–	–
11	**Total**	**3,463**	**–**	**–**	**–**	**4,718**

21 Abbreviations

Abbreviations	Brief Description
AI	Authorized Institution
AT1	Additional Tier 1
BCR	Banking (Capital) Rules
BDR	Banking (Disclosure) Rules
BSC	Basic Approach
CAR	Capital Adequacy Ratio
CCF	Credit Conversion Factor
CCP	Central Counterparty
CCR	Counterparty Credit Risk
CCyB	Countercylical Capital Buffer
CEM	Current Exposure Method
CET1	Common Equity Tier 1
CFR	Core Funding Ratio
CIS	Collective Investment Scheme
CRM	Credit Risk Mitigation
CVA	Credit Valuation Adjustment
DTAs	Deferred Tax Assets
D-SIBs	Domestic Systematically Important Authorized Institution
EAD	Exposure At Default
ECAI	External Credit Assessment Institutions
ECL	Expected Credit Loss
EL	Expected Loss
EPE	Expected Positive Exposure
FBA	Fall-Back Approach
FVOCI	Fair Value Through Other Comprehensive Income
G-SIBs	Global Systematically Important Authorized Institution
HKMA	Hong Kong Monetary Authority
HQLA	High Quality Liquid Assets
IAA	Internal Assessment Approach
IMM	Internal Models Approach
IMM (CCR)	Internal Models Approach (Counterparty Credit Risk)
IRB	Internal Ratings-Based Approach
J	Jurisdiction
JCCyB	Jurisdiction Countercyclical Capital Buffer
JVs	Joint Ventures
LAC	Loss-Absorbing Capacity
LCR	Liquidity Coverage Ratio
LMR	Liquidity Maintenance Ratio
LTA	Look Through Approach
LR	Leverage Ratio

21 Abbreviations (continued)

Abbreviations	Brief Description
MA	Monetary Authority
MBA	Mandate-Based Approach
MSRs	Mortgage Servicing Rights
N/A	Not Applicable
NSFR	Net Stable Funding Ratio
OBS	Off-Balance Sheet
PFE	Potential Future Exposure
PRC	People’s Republic of China
PSE	Public Sector Entity
RW	Risk-Weight
RWA	Risk-Weighted Asset/Risk-Weighted Amount
SA-CCR	Standardized Approach (Counterparty Credit Risk)
SEC-ERBA	Securitization External Ratings-Based Approach
SEC-FBA	Securitization Fall-Back Approach
SEC-IRBA	Securitization Internal Ratings-Based Approach
SEC-SA	Securitization Standardized Approach
SFT	Securities Financing Transaction
STC	Standardized (Credit Risk) Approach
STM	Standardized (Market Risk) Approach
VaR	Value at Risk