



Annual Report

2023



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"No nation can ever be worthy of its existence that cannot take its women along with the men. No struggle can ever succeed without women participating side by side with men. There are two powers in the world; one is the sword and the other is the pen. There is a great competition and rivalry between the two. There is a third power stronger than both, that of the women."

– Quaid-e-Azam, Muhammad Ali Jinnah
Speech at Islamia College for Women on March 25, 1940.

Vision

To be the premier financial sector knowledge institute of international standard and repute.

Mission

To train and develop a sound human resource base for the financial sector and to work for continuous learning, adaptation and application of knowledge.

Core Values

- ◇ Customer Focus
- ◇ Respect
- ◇ Integrity
- ◇ Excellence
- ◇ Teamwork
- ◇ Ownership

Quality Policy

The Institute of Bankers Pakistan (IBP) is a premier financial sector training Institute. We, at IBP, are committed to:

- Train and develop a sound human resource base for financial sector.
- Work for continuous learning, adoption and application of knowledge.
- Train our workforce regularly to increase the efficiency of the quality management system.
- Continuously improve our quality as per IBP's Scope of Services through regular monitoring, mitigation of risks and avail opportunities for quality objectives.
- Comply with all applicable regulatory and other requirements that apply to our business operations.
- Communicate our quality policy internally as well as externally to raise the level of awareness in the organization and stakeholders.

ISO 9001:2015 Certification

IBP is ISO 9001:2015 certified and as per the Certificate, IBP applies a management system in line with the standard for the following scope, "Provision of professional education, trainings, assessment, examinations, research, publications and human capital development for the financial sector".

ABOUT IBP

Since its inception in 1951, IBP has been actively engaged with the capacity building of employees of financial Institutions to keep them updated on ongoing changes as well as enable them to meet future challenges. The Institute has been instrumental in developing illustrious bankers, who, in turn, successfully contributed to the growth and development of the country's banking industry. A not-for-profit, ISO 9001:2015 certified organization, IBP offers qualifications ranging from short-term training programs to certification and diploma courses and also provides assessment and technical training services in the sphere of banking and finance.

Fully in accordance with its vision and mission, IBP is imparting knowledge to enhance technical competency of human resources in the banks and enables them in engaging talented HR at all times and in all cadres. This is achieved using a two-pronged approach:

- i. bankers are equipped with the relevant skill-sets in accordance with Pakistan's dynamic economic landscape and concurrently,
- ii. helping the management of the banks to recruit the most suitable resources capable of adopting and leading the ongoing change process at induction and middle level.

In its long journey, IBP has managed to successfully maintain its reputation for the quality of its services and activities offered to the banking and financial sector of the country, be it the most sought ISQ (JAIBP) qualification accredited by Chartered Banker Institute, UK, various training and development programs, or the hallmark Pakistan Banking Awards held every year to promote competitive environment among the leading banks.

IBP renders wholesome support to further the initiatives of State Bank of Pakistan (SBP), through launching of certificate courses, regular and customized trainings in relevant fields. The Institute offers its flagship professional qualification program, the IBP Superior Qualification (ISQ) twice a year. The ISQ program is a unique product offering that enables the bankers to stand out as leaders in the financial sector.

A customized version of ISQ, the ISQ Fast Track Program has also been introduced for banks and universities. The fast track route enables bankers/students to appear for Stages 1 and 2 of JAIBP by providing them the requisite training and facilitating the examinations at their request. The ISQ program is a unique product offering that enables the bankers to stand out as leaders in the financial sector.

The breadth of training, education and professional development programs at the Institute cover all major banking disciplines including: operations, branch banking, customer services, credit, risk, compliance, corporate governance, Islamic banking, SME, microfinance, international trade finance, anti-money laundering, combating financing of terrorism and role of FATF etc. The IBP Microfinance Diploma (IMFD) program and Professional Bankers (PB) program are other exclusive ventures of the Institute.

IBP's scope of activities has significantly been broadened over the years by including the following services:

- Testing, Assessment & Recruitment
- Online Training Sessions
- e-learning programs through its eILM (IBP's Online Learning Management) platform
- Research and Publications
- Webinars

JAIBP-Qualified Candidates of IBP are now eligible to apply for Associate Chartered Banker status from Chartered Banker Institute, UK and Professional Banker-Certified candidates are eligible to apply for certified status with the Chartered Banker Institute, UK. JAIBP Qualified Candidates, who have attained Associate Chartered Banker status from CBI, UK, whereby the candidates who wish to obtain Chartered Banker status from CBI, UK can enroll themselves with CBI, UK whereby the candidates will be required to pass the Professionalism and Ethics module, along with Personal and Private Banking module or Commercial Lending modules to attain the Chartered Banker status from CBI, UK.

The Institute partners with various internationally recognized organizations in launching internationally accredited training programs, including Chartered Banker Institute, Moody's Analytics and others.

IBP supports to the banking industry not only through its capacity building measures, but also by recognition and acknowledgement of its achievements. The Pakistan Banking Awards are the hallmark of IBP; prestigious awards presented annually since 2016, in collaboration with the DAWN Media Group and knowledge partners A.F. Ferguson & Co (a member firm of the PwC network), to honor the success of banks, and recently non-banks supporting the industry, setting the benchmarks and inculcating a spirit of healthy competition.

During its eventful journey of 71 years, IBP has continuously evolved through its dedicated and sustained efforts to adapt and cope with the challenges amidst the dynamic banking landscape. It remains committed to further growth and enhancement of its services to support the development of professional bankers and sustainable banking in Pakistan.

In the coming days, IBP and NIBAF (National Institute of Banking & Finance) are going to merge into a single entity and work as single training subsidiary of State Bank of Pakistan, to achieve business excellence and to bridge the market gap in the training and learning sector locally and internationally. Both Institutes have a shared vision with the long-term value proposition, besides having a long history of working for capacity development for the financial industry and striving for excellence in this field.

The Merger aims to consolidate the strengths of both Institutes to offer improved & quality training programs, qualifications, and certification locally and internationally, expand geographical outreach, and harness marketing skills to gain a larger audience, etc., the Merged entity can create quality training content in line with the learning objectives, and provide a common platform for subject matter experts across the industry.



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Institutional Members





Council Members



Mr Jameel Ahmad

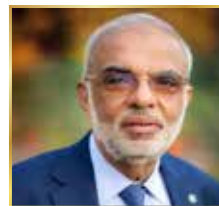
Governor, State Bank of Pakistan,
President of The Institute of Bankers Pakistan &
Chairman of the Council



Dr Inayat Hussain
Deputy Governor, SBP
(Banking & FMRM)



Mr Muhammad Aurangzeb
President & CEO
Habib Bank Limited



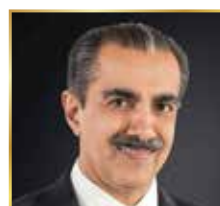
Mr Irfan Siddiqui
President & CEO
Meezan Bank Limited



Mr Mansoor Ali Khan
Chief Executive
Bank AL Habib Limited



Mr Yousaf Hussain
President & CEO
Faysal Bank Limited



Mr Atif Bajwa
President & CEO
Bank Alfalah Limited



Mr Junaid Ahmed
Chief Executive Officer
Dubai Islamic Bank
Pakistan Limited



Mr Rehan Shaikh
CEO & ED
Standard Chartered
Bank (Pakistan) Limited



Mr M. Jawaid Iqbal
President & CEO,
United Bank Limited



Mr Basir Shamsie
President & CEO
JS Bank Limited



Mr Mohsin Ali Nathani
President & CEO
Habib Metropolitan Bank
Limited



Mr Tahir Yaqoob Bhatti
President & CEO
The Punjab Provincial
Cooperative Bank Limited

Committee Members

Academic & Editorial Committee

Dr Inayat Hussain – Chairman	(Deputy Governor, State Bank of Pakistan)
Mr Khalid Zaman Khan, Member	(SEVP & Group Head HR, L&D, Meezan Bank Ltd)
Ms Saira Shahid Hussain, Member	(Chief Human Resources, Allied Bank Ltd)
Mr Jamal Nasir, Member	(Chief Human Resources Officer, Habib Bank Ltd)
Mr Hasan A. Bilgrami, Member	(Chief Executive Officer, BioMasdar (Pakistan) Ltd)

Audit Committee

Mr Yousaf Hussain – Chairman	(President & CEO, Faysal Bank Ltd)
Mr Aameer Karachiwalla, Member	(President & CEO, Khushhali Microfinance Bank Ltd)
Syed Majid Ali, Member	(Chief Financial Officer, Faysal Bank Ltd)
Syed Ejaz Alam, Member	(CFO, Standard Chartered Bank Pakistan Ltd)

Finance & Investment Committee

Mr Mansoor Ali Khan – Chairman	(Chief Executive, Bank AL Habib Ltd)
Mr Junaid Ahmed, Member	(Chief Executive Officer, Dubai Islamic Bank Pakistan Ltd)
Mr Ashar Husain, Member	(Chief Financial Officer, Bank AL Habib Ltd)

Human Resources Committee

Mr Irfan Siddiqui – Chairman	(President & CEO, Meezan Bank Ltd)
Mr Qasim Nawaz, Member	(Executive Director – HRD, State Bank of Pakistan)
Mr Khalid Zaman Khan, Member	(SEVP & Group Head HR, L&D, Meezan Bank Ltd)
Mr A. Saeed Siddiqui, Member	(Head of Strategy & Special Projects, Bank AL Habib Ltd)

President's Message

Employees' training and development programs play a pivotal role in the success of any business. Thriving institutions undertake a wide range of activities to keep their employees up to date with global best practices and standards. Further, the capacity building efforts of an organization can be more fruitful if carried out thoughtfully, with an optimal blend of technical and soft skills trainings. Moreover, the impact and influence of training and development activities can be further enhanced if they are structured to bridge the knowledge and skills gaps across different cadres of employees.

For financial sector professionals, well-tailored and well-delivered training programs are essential to keep them abreast with the latest global trends, including new career tracks; in-demand technical skills; and networking opportunities. In this era of digital transformation and big data analytics, especially the growing usage of machine learning (ML) and artificial intelligence (AI), it is essential for financial sector professionals to stay abreast of the evolving technical developments and upgrade their skills to maintain their competitive edge. For the financial institutions also, the required investment in capacity building programs yield enormous dividends in the form of a well-functioning and efficient workforce that is able to deliver the desired results and ensure optimal customer experience.

In this regard, I am delighted to note that the Institute of Bankers Pakistan (IBP) has been at the forefront of training banking and finance professionals not only in Pakistan, but across the region as well. The training and development interventions of the IBP are spread over many tools required to raise the overall understanding and performance of financial sector employees and leading them to excel in their area of operations. In addition, IBP has sought collaboration with important domestic and foreign institutes of repute to enhance the quality of its training programs. The IBP's flagship qualification, the IBP Superior Qualification (ISQ) diploma program is a good example in this regard. Moreover, the IBP's ISQ is the recognized professional banking qualification in Pakistan, accredited by Chartered Banker Institute, UK.

In its targeted capacity building drives, the IBP has been actively arranging training programs on the emerging areas to keep up with the State Bank of Pakistan's policy initiatives and the banking sectors' business needs. The IBP has played an important role in identifying experts within the industry with vast experience and valuable insights, and engaged them to design and deliver impactful training programs.

Apart from promoting the culture of learning and development in financial sector for the past seven years, the IBP has also spurred competition among the banks by holding the Pakistan Banking Awards to acknowledge and celebrate excellence across multiple facets of the banking industry.

While good progress has been made to keep-up the banking practices at par with the international standards, there is still a long way to go. There is need to bring further improvements in the operations of the financial institutions enabling them to adopt and adhere to the ongoing developments in digitizing the financial transactions, promoting the environmental, social and governance (ESG) framework, which collectively will have a far reaching impact on financial inclusion and sustainability of financial ecosystem.





Going forward, I believe that IBP, with its seven decade-long journey of promoting learning and development opportunities in the financial sector, will continue to play the leading role in preparing the next generation of highly skilled bankers and financial sector experts. The trainings and learning drive of IBP will get a boost by its merger with the National Institute of Banking and Finance.

Jameel Ahmad

Governor, State Bank of Pakistan,
President of The Institute of Bankers Pakistan &
Chairman of the Council

From the Desk of CE

Robustness, resilience and reliability are the features which every stakeholder wants to see embedded in the objective statement of the financial institution/s of their choice. These elements while allowing sustainable multifaceted growth, concurrently minimize the cost of doing business in terms of the flexibility available in the system to adopt the change, presence of efficient teams to meet the growing need of the customers-surpassing their expectations, and secure and smart use of ever challenging IT interventions.

Going forward, people's dependence upon electronic transactions is on continuous rise both in domestic and international settlements. Skilled people are finding it easier to sell their services even across the borders where they receive the payment instantly. These practices while raising employment level at one hand, simultaneously bring foreign exchange in the country, through banking channel. Moreover, the growing acceptability of e-cash, as one of the modes for payments, is going to transform the banking practices from physical to virtual, and meeting points for customers and bankers would no more be the bank offices, but the e-platforms which are independent of any structure of bricks and mortar. Banking is now a business accessible 24/7 with portals available for resolving the customers' issues interactively.

Since IT-based innovations have been seen deeply ingrained within the financial sector, they are going to not only boost the digital transformation of financial ecosystem but also enhance the efficiency of the banking industry. The easy access to digital banking solutions through the mobile devices made it possible to promote banking services to unserved and underserved segments of the society which were earlier considered uneconomical and difficult to approach, thus making the banking practices more liable to the domestic as well as international rules and regulations.

In its drive to provide an enabling regulatory landscape for nurturing these digital innovations, State Bank of Pakistan (SBP), continuing upon its unshaken resolve, has recently issued five licenses for establishing digital banks. Moreover, customer digital onboarding framework has been strengthened, apart from issuing revised regulations for Electronic Money Institutions (EMIs) for promoting use of e-wallets (e-money) for making retail and wholesale payments instead of using cash, along with extending Raast (Interoperable and Instant payment system) from Person to Merchant.

To achieve competitive advantage of the policy initiatives, what the bankers need to do is to develop insights particularly on contemporary issues through attending trainings and participating in the seminars arranged domestically or internationally. Senior bankers should take the lead in getting such trainings arranged by the Institute of Bankers Pakistan (IBP) which holds a vast and unparalleled experience of arranging the customized programs. During 2022-23, besides awareness related data science and technology courses, customized trainings were arranged on some key areas for various banks and FIs, including: Gender Sensitization at Workplace, Project Management Basics & Concepts, Certified Cash Officers (CCO) and Certified General Banking Officers (CGBO) and GoAML reporting of STRs & FMU Guidelines.

It is encouraging to note that the IBP's training curriculum provides a host of trainings comprising of one-day short courses to certification and diploma programs on almost all-important



subjects. The IBP succeeded in attracting and sustaining interest of the bankers in the Institute's training programs. The globally recognized ISQ qualification and variety of e-Learning modules gained popularity among the target population of banks and other financial institutions.

Among short courses, a good number of training programs during 2022-23 were conducted on newly emerging practices like i) IT Risk Management, ii) Digital Transformations in Pakistan, iii) Certified Data Transformation and Cleaning with power query, iv) Certificate Course on AML CFT Compliance, v) Insights on Financial Crimes, and vi) Transaction Monitoring and STR.

The prestige accorded to the 'Pakistan Banking Awards (PBA)' since their inception in 2016 is a testimony to the effective role played by the IBP to acknowledge and honor the efforts and achievements of banks and financial institutions. The winning banks, in a bid to maintain their competitive edge in the future as well, offer more customer-centric services to their account holders which consequently help to raise the overall service standards due to the demonstration effect. At the 7th Pakistan Banking Awards 2022, institutions representing Commercial Banks, Microfinance Banks, Islamic Banks, and Non-Banking Entities took part in the competition. Amongst the nine different award categories, a new award category for Best Housing Finance was introduced this year.

The 2022-23 was another year when the IBP proudly maintained its position as the prime Institute for banking qualifications. I foresee that after completion of the ongoing merger of the IBP and the National Institute of Banking and Finance (NIBAF) into a single training subsidiary of the State Bank of Pakistan, better training and development opportunities of international standards could be extended by capitalizing upon diverse experience of both the institutions.

Riaz Nazarali Chunara

Chief Executive, The Institute of Bankers Pakistan

The Management



Mr Riaz Nazarali Chunara

Chief Executive, The Institute of Bankers Pakistan

Mr Riaz Nazarali Chunara joined State Bank of Pakistan (SBP) in May 2007 as Director Accounts in SBP BSC. Since then, he worked in various SBP Departments including Currency Management, Finance, Government Banking, Internal Audit and Compliance. He is serving as the Managing Director of the National Institute of Banking and Finance (NIBAF), a training subsidiary of SBP since January 2019. Mr. Chunara has been associated with different committees entrusted with different tasks and has represented at various national and international fora relating to the functions of SBP. Mr. Chunara is a fellow member of The Institute of Chartered Accountants of Pakistan and The Chartered Institute of Management Accountants, UK.

He started his career with Unilever Pakistan. Leaving Unilever as Controller Ice Cream, he moved to work for several multinational organizations in Kenya and Tanzania before leaving East Africa as Regional Manager Finance for Aga Khan University campuses in East Africa.

He has been serving in various committees of ICMAP, ICAP and CIMA UK and is currently part of the Education and Training Committee, Public Sector Committee and Digital Accounting and Assurance Board of ICAP.

In addition to his present position of Managing Director, NIBAF he has presently been given the additional charge of the Chief Executive of The Institute of Bankers Pakistan since July 3, 2023.



Mr Arsalan Aftab

Director Academics & Examinations

Mr Arsalan Aftab is a Fellow member of The Institute of Chartered Accountants of Pakistan (ICAP), with articleship completed from KPMG Taseer Hadi & Company, Chartered Accountants. He is responsible for Academics, Examinations, Training and e-Learning functions of the Institute. He carries extensive experience of Examinations with the Institute of Chartered Accountants of Pakistan, where he worked for 6 years in the Examinations department. Apart from this, his expertise also includes Audit, Corporate and Secretarial practices, Compliance and Finance. In his 23 years of diversified experience, he has remained associated with the Institute of Chartered Accountants of Pakistan (ICAP), Sindh Government (World Bank funded project) and Pakistan Stock Exchange in multiple capacities.



Ms Khawlah Usman

Director Marketing & Sales

Ms Khawlah Usman is a passionate marketer and zealous brand strategist with over 20 years of profound experience in Integrated Marketing & Sales. A Marketing and Communication strategist with demonstrated history of transforming and building brands, she has an enriched experience spanning all communication disciplines – corporate narrative, brand advocacy to marketing strategy, research and activation. She is recognized for utilizing innovative strategic approaches to drive brand and business results. Ms Usman has turned around businesses and brands in stagnant markets and challenging environments. Her proven leadership skills have helped consistently build brands, businesses and people. She brings with her 4 years of advertising experience

having worked at Publicis Pakistan & Manhattan Leo Burnett. She also had the privilege to work in leading local and international banks in Pakistan for over 11 years including MCB Bank, Prime Commercial Bank, ABN Amro, Royal Bank of Scotland Limited and Silkbank Limited.

Her current position as Director Marketing and Sales enables her to contribute to the growth of financial sector, banking in particular, by helping the industry in hiring competent HR, and acquiring need based trainings. She has been instrumental in conducting Training Need Assessment (TNA) and Institutional Need Assessment (INA) for the banking industry, both in commercial and microfinance banks. She also took the initiatives of establishing minimum job standards for assorted job functions in both commercial and microfinance banks.

Ms Usman has been instrumental in digitization of the service delivery at IBP. She is amongst the core contributors behind promoting and continuing the pride of IBP, the Pakistan Banking Awards (PBA), since their inception in 2016. She is the Chairperson of two Committees (Procurement, Harassment & Disciplinary) at the Institute. She is also the Chairperson of the Corporate Advisory Board at SZABIST. Ms Usman is a Certified Trainer from International Finance Corporation (IFC), Finance Accreditation Agency-FAA, Malaysia and IMS Knowledge, Pakistan.



Mr Kamran Ahmed Hashmi

Chief Financial Officer & Company Secretary

Joining IBP as CFO and Company Secretary in 2017, Mr. Hashmi has over 18 years of experience in leading positions in the areas of Strategic Planning, Financial and Management Reporting, Investments, Taxation, and Audit. He worked in different capacities including CFO, Company Secretary, General Manager, and Head of Finance in well-known organizations in the Financial and Healthcare sectors. To his credit goes the launching of the online trading platform at Vector Capital (Pvt.) Limited and IGI Finex Securities Limited during his tenure as CFO and Head of Finance. Prior to joining the industry, he was associated with Grant Thornton Chartered Accountants (GT Pakistan). To recognize his achievements and contribution in the field of Management Accountancy ICMA

Pakistan has included him in 'Top 100 Corporate Leaders of ICMA Pakistan'. He is a Member of the Joint Evaluation Committee of ICAP and ICMA Pakistan on Best Corporate and Sustainability Report (BCSR) Awards and also a member of the Technical Committee of ICMA Pakistan. He is a Fellow Member of the Institute of Cost & Management Accountants of Pakistan (FCMA) and an Associate Member of the Institute of Financial Markets of Pakistan (CMFD). He holds a Masters degree in Economics from the University of Karachi.



Ms Rozina Muzammil

Chief Human Resource Officer

Ms. Rozina Muzammil possesses more than 20 years of diversified experience at the executive level in Human Resource Management, Corporate Governance, Teaching & Training, Auditing, Finance, Costing, and Budgeting. She has served as General Manager Finance in FMCG Industry and as Executive Director at the Pakistan Institute of Public Finance Accountants (PIPFA). Presently, she is holding the position of Chief Human Resource Officer, at the Institute of Bankers Pakistan since December 2015. She is a Certified Labour law practitioner & Industrial Relations Analyst and Certified Director under the Code of Corporate Governance 2012 of the Securities Exchange Commission of Pakistan. She is a Fellow Member of two prestigious accounting bodies of Pakistan namely:

The Institute of Cost and Management Accountants of Pakistan (ICMAP) and Pakistan Institute of Public Finance Accountants (PIPFA). She is also a Professional Member of the Institute of Management Accountants (IMA) USA. She has done a Master of Business Administration (MBA) and has completed many HR leadership programs. She is also a certified CQI | IRCA | Quality Management Systems Lead Auditor from TUV Austria Romania.

She is a Ph.D. Scholar (pursuing a specialization in HRM) from Asia e University, Malaysia, and authored a book on Accounting, titled "Fundamentals of Accounting", published by an HEC recognized University in 2014. She has contributed seven articles, out of seven one is research-based published in Indonesia and others in Pakistan's leading Journals which include the Quarterly Journal of IBP, ICMA International, ICSP and Pakistan Institute of Public Finance Accountants (PIPFA). Ms. Muzammil is the Founder Member and was Convener of the CMA Women's Forum and a Member of ICMA International Karachi Branch Council from 2015 to February 2019. Presently, she is serving as an Independent Director in a listed Company, a Member Audit Committee, and Chairperson of its HR and Remuneration Committee.



Ms Mahjabeen Farooqui

Head of Administration

Ms Mahjabeen Farooqui is a Masters in Mathematics from Karachi University with 1st class 1st position, and is also a business graduate. She successfully completed MBA from SZABIST, Karachi, with a major in Human Resources Management. She started her career with the Institute of Chartered Accountants Pakistan (ICAP) and served there for seven years. She joined The Institute of Bankers Pakistan in 2005. At IBP, she held important portfolios in Recruitment, Examination and Finance, before being posted as the Head of Administration in 2017. In addition to her overall duties including end-to-end procurement of the Institute, she is also overseeing Graphic Designer Unit, Facilitation Unit, IBP Library and allied domains.



Mr Meraj Naveed Shaikh

Head of Information Technology

Mr Meraj Naveed Shaikh has an extensive experience of 23+ years in the fields of IT Infrastructure, Program/ Project Management & ERPs. He has proven skills by means of spearheading large scale ICT projects with the delivery of end-to-end Enterprise Level Turnkey projects for public & private sector valuing over Rs 4.0 billion. Mr Shaikh has a diversified exposure of serving Manufacturing & Technology Services Industry being head of Program Management, Business Development, Operations and Corporate Affairs both in Pakistan and abroad.

To his credit goes more than 17 enterprise level projects mainly of provision of IT Infrastructure, Enterprise Resource Planning (ERP) & Contract Management. With a Bachelor's degree in Computer Science he also secured certification in Oracle Technology and Project Management. Currently, Mr Meraj is part of the core team at The Institute of Bankers Pakistan as Head of Information Technology and also a member of the Management Committee.

Notice of the Meeting

Notice is hereby given that the 73rd Annual General Meeting of The Institute of Bankers Pakistan (IBP) will be held on Thursday, October 26, 2023, at 11:00 a.m. at the premises of The Institute of Bankers Pakistan, IBP Building, M.T. Khan Road, Karachi, to transact the following business:

1. To confirm the Minutes of the Extraordinary General Meeting held on Monday, June 19, 2023.
2. To consider and adopt the Council's Report and Audited Financial Statements of IBP for the year ended June 30, 2023.
3. To appoint Auditors for the financial year 2023-2024 and to fix their remuneration.
4. To elect the Members of the Council for the next three years' tenure or until the completion of the IBP & NIBAF Merger, whichever occurs first.

To transact any other ordinary business with the permission of the Chair.

By order of the Council

sd/-

Kamran Ahmed Hashmi
Company Secretary

Dated: October 05, 2023

Council's Report to the Members

On behalf of the Council, we are pleased to present the Annual Report of The Institute of Bankers Pakistan (IBP) for the year ended June 30, 2023.

PROLOGUE

Since its inception in 1951, IBP has been actively engaged with the capacity building of employees of financial Institutions to keep them updated on ongoing changes as well as enable them to meet future challenges. The Institute has been instrumental in developing illustrious bankers, who, in turn, successfully contributed to the growth and development of the country's banking industry. A Not-For-Profit, ISO 9001:2015 Certified Organization, IBP offers qualifications ranging from short-term training programs to certification and diploma courses and also provides assessment and technical training services in the sphere of Banking and Finance.

IBP is imparting knowledge to enhance the technical competency of human resources in the Banks. This is achieved using a two-pronged approach:

- bankers are equipped with the relevant skill sets to enable them to deal with the dynamic economic landscape; and
- supporting the Management of the Banks in recruiting suitable resources at the induction and middle level.

In its long journey, IBP has managed to successfully maintain its reputation for the quality of its services and activities offered to the Banking and Financial sector of the country, be it the most sought ISQ (JAIBP) qualification accredited by Chartered Banker Institute, UK, various training and development programs, or the hallmark Pakistan Banking Awards held every year to promote competitive environment among the leading banks.

FINANCIAL PERFORMANCE REVIEW

The operating revenue compared to FY 2021-2022 were lower by 22% for the year due to a reduction in the number of trainings and recoveries of unpaid/undercharged Institutional Membership Contribution of Rs. 28.25 million received in FY 2021-2022. Income from ISQ Examination increased by 65% mainly due to conducting three exams during the year to clear the backlog of COVID-19. The operating expenses increased by 15% compared to last year with a major increase in HR expenses of 21%.

However, a significant increase of 98% in income from financial assets, which increased to Rs. 293 million, resulted in an increase of 54% in net surplus to Rs. 213.08 million for FY-2022-2023 compared to Rs. 138.51 million for FY-2021-2022.

CAPACITY BUILDING EFFORTS OF THE IBP

IBP SUPERIOR QUALIFICATION (ISQ)

The IBP Superior Qualification (ISQ) is the flagship product of the Institute. ISQ is a globally recognized professional banking program designed to provide candidates with a competitive edge in their banking career. It is a self-study program comprising two levels: Junior Associateship of IBP (JAIBP) and Associateship of IBP (AIBP). Being the Honorary Title, the

Fellowship of IBP (FIBP) is awarded to senior bankers in recognition of their rendered services. The ISQ Examinations are usually held twice a year i.e., Summer and Winter sessions. However, in FY 2022-23, these were conducted during November 2022 for Summer 2022; March 2023 for Winter 2022; and June 2023 for Summer 2023. JAIBP-Qualified Candidates of IBP are eligible to apply for Associate Chartered Banker status from Chartered Banker Institute, UK and Professional Banker-Certified candidates are eligible to apply for certified status with the Chartered Banker Institute, UK. JAIBP Qualified Candidates, who have attained Associate Chartered Banker status from CBI, UK, and wish to obtain Chartered Banker status from CBI, UK can enroll themselves with CBI, UK whereby the candidates will be required to pass the Professionalism and Ethics module, along with Personal and Private Banking module or Commercial Lending modules to attain the Chartered Banker status from CBI, UK.

INTERNATIONAL COLLABORATIONS

The Institute partners with various internationally recognized organizations in launching internationally accredited training programs, including Chartered Banker Institute, Moody's Analytics and others.

TRAINING & DEVELOPMENT

The training programs conducted during FY 2022-23 remained primarily focused on the areas in which SBP has taken initiatives. These includes Regular & Customized Training Courses in relevant fields as well as Certification Programs.

The highlights of key training programs conducted during FY 2022-23 are as follows:

Regular Trainings

During the year ended June 30, 2023, 87 Regular Trainings were held with 1,217 participants. The average participation in the training is 14 participants. Particularly, 38 and 37 training sessions were held on 'Compliance and Regulations' and 'Operations and General Management', respectively.

In addition, Review classes were held in collaboration with ISACA Karachi Chapter:

- Certified Information Systems Auditors (CISA) Review Classes (18 participants attended these classes)
- Certified Information Security Manager (Review Classes) (13 participants were part of this program).

Customized Trainings

During the FY 2022-23, 40 Customized trainings were held for different Financial Institutions, with 1,226 participants.

Highlights of Customized Trainings

Some key new training programs are listed below:

- Gender Sensitization at Workplace – Customized Training for Telenor Microfinance: (402 participants were trained in 6 sessions.)
- Project Management Basics & Concepts – Customized Training for BOP: (53 participants were trained in 2 batches)

- Certified Cash Officers (CCO) and Certified General Banking Officers (CGBO) – Customized Training for Sindh Bank in different cities: (119 participants were trained)
- GoAML reporting of STRs & FMU Guidelines – Customized Training for Bank Alfalah Limited: (79 participants were trained)

Certification Programs

The following Certificate Courses were conducted in FY 2022–23:

- Certified Sanction Specialist Professional (CSSP): (20 participants were trained and certified under this program)
- Certification in Trade-Based Money Laundering: (2 batches were conducted in which 27 participants were trained and certified)
- Certification Course in AML/CFT Compliance: (17 participants were trained)

Testing Services

During the year, the significant Promotion, Recruitment and Assessment projects are as follows:

- Promotion Test for BOP: (3,945 employees participated in promotion derives during the year);
- Recruitment Test for PPCBL: (2,009 candidates appeared in the recruitment test during the year);
- Recruitment Test for Karakoram Cooperative Bank Limited (KCBL): (217 candidates appeared in the recruitment test during the year);
- Assessments for UBL – BMDP: (3,077 employees were assessed in the UBL BMDP program in 3 assessments);
- Assessments for NBP Overseas Placement: (51 employees were assessed during the year);
- Certified Trade Officers & Certified Trade and Credit Officer (CTCO) Assessments for BAHL: (77 employees were assessed during the year);
- Operation Manager Certification Program (OMCP) Assessments for BAHL: (369 employees were assessed during the year);

eLEARNING PROGRAM (eILM)

The eLearning training programs were conducted through the eILM (IBP's Learning Management System) platform during FY 2022–23, catering to around 24,509 users from various leading banks in the country.

During the year, e-learning services remain active with the following banks:

- Al Baraka Bank (Pakistan) Limited;
- The Bank of Punjab;
- FINCA Microfinance Bank Limited;
- United Bank Limited;
- U Microfinance Bank Limited.

TRAINING NEED ANALYSIS (TNA) ACTIVITY

Training Need Analysis (TNA) of the Banks was successfully conducted by the Marketing & Sales Department through a survey form which was shared with the HR and L&D Heads of Commercial and Microfinance Banks in Pakistan. This TNA survey activity was conducted to review the training topics, trainers and quality of the trainings in connection with the trainings offered by IBP from January 2022–June 2022. Training Need Analysis augments the Institute's efforts in designing and Launching Trainings and Certifications which are in line with the needs of the Banking Industry.

CUSTOMIZED TRAININGS BREAKTHROUGH

New revenue-generating opportunities were identified during FY 2022–23, including ISQ Fast Track program for Universities, the Branch Management Development Program (BMDP) for Microfinance Banks with modules recorded in Urdu, and physical trainings in remote cities by using a pre-booking model.

ISQ FAST TRACK

Launch of ISQ Fast Track for Banks and Universities:

The unique ISQ Fast Track derivate for banks is a program where IBP trains or equips the employees of the Banks and Students of Universities to appear for Stages 1 & 2 of JAIBP. The Examination is taken for batches of the Bank/Universities, as and when they request at the bank's premises, irrespective of the scheduled ISQ Summer and Winter Exams. The Banks/Universities have the provisioning to seek training assistance from IBP or train the employees in-house before the ISQ Assessment is taken by IBP. Presently MOUs with Bank Alfalah Limited, Bank AL Habib Limited and Mobilink Microfinance Bank Private Limited are entered for ISQ Fast Track Programs. Negotiations and deliberation with other banks/universities is in progress with respect to the fast-track route.

Branch Management Development Program (BMDP) – Microfinance

BMDP (Branch Management Development Program) for Microfinance Banks was offered in which contents of the program were prepared in Urdu language as well, including a voiceover to accompany the modules. IBP has signed the MOU with U Microfinance Bank Limited initially for a 2-year term.

IBP Digital/ Social Media Activation

A dedicated team at IBP manages the social media affairs of the Institute and ensures that all communications are promptly posted and followed up on a regular basis creating organic growth:

Social Media Page Followership Incremental as compared to last year is as follows;

- LinkedIn: 20,819 → 24,315 (17% growth)
- Facebook: 32,482 → 33,915 (4.4% growth)

In addition to the above, the IBP WhatsApp for Business Channel continued to enhance greater customer connectivity. This channel has been very effective and has shown fruitful results.

RECRUITMENT/ASSESSMENT/PROMOTION SERVICES

Classroom Testing

12 Assessments were conducted for Promotion and Certification Programs for the different Banks and Financial Institutions with more than 18,880 candidates across the country.

Remotely Monitored Assessments

07 Online Remotely Monitored Assessments were conducted for Certification Programs and Promotion and Recruitment Testing for different Commercial Banks with more than 4,000 enrollments.

Online Classroom Assessments

During FY 2022-23, 16 Online Classroom Assessments under Certification Programs were conducted with 951 enrollments.

7TH PAKISTAN BANKING AWARDS

Considered the Banking Industry's definitive benchmark for excellence in banking, the Pakistan Banking Awards (PBA) — the first of their kind — were launched in 2016. These prestigious and widely celebrated national awards create healthy and rewarding competition among banks and financial institutions to establish their lead in conventional and contemporary areas of operations through bringing innovations and adopting out-of-the-box approaches with smart use of IT interventions.

The 7th Pakistan Banking Awards were held on December 9, 2022. Institutions representing Commercial Banks, Microfinance Banks, Islamic Banks, and Non-Banking Entities took part in the competition. Awards for 2022 were distributed to various banks, financial institutions and non-banks for their best performance in nine different categories. A new award category for Best Housing Finance was introduced this year.

IBP PUBLICATIONS

A significant aspect of the IBP's knowledge-sharing initiatives includes its regular publications which are available both in print and online formats on the Institute's website.

The IBP's Economic Letter, issued weekly, and the Quarterly Journal of the Institute, effectively serve the thrust for knowing what is happening around the globe in the field of banking and finance.

The popular quarterly Journal of the Institute of Bankers Pakistan features articles on contemporary issues, written by national and international writers, including leading bankers, and research analysts. It offers commentary and presents facts to the readers in both a qualitative and quantitative fashion, offering them an opportunity to draw informed inferences and analyses.

The newsletter covers the current developments both in the local and global markets in the economic and banking spheres and offers a meaningful graphical analysis of market trends in a reader-friendly format. The Weekly Economic Letter is available free of cost to subscribers in digital format in an aesthetically pleasing layout. Readership ranges from Banking & Finance Professionals to Academics and Students.

RESEARCH & DEVELOPMENT

IBP's Research & Development Department is conducting applied research and experimental development in the area of banking technology. The research at the Institute is directed primarily towards a specific practical objective that will serve the banking and financial sector. The Research & Development department along with the Marketing & Sales team conducted a Webinar on 'Digital Financial Landscape and Neo Banking' on December 08, 2022, in line with State Bank of Pakistan's initiative.

SBP has launched a licensing and regulatory framework for setting up digital banks in Pakistan as a separate and distinct category in the banking business. Digital Banks are also termed as

Neobanks. Neobanks are classified as online bank, internet-only bank, virtual bank or digital bank that operates exclusively over the internet through digital means without traditional physical branch networks.

IBP FUTURE INITIATIVES

While increasing its focus on proactively developing courses to cater to the market needs, the Institute plans to expand its repertoire in:

- Online Examinations for IBP Superior Qualifications;
- Collaborations with Local and International Professional Training Institutes;
- Collaborations with Local and International Universities for reciprocal accreditation.

MEMBERS OF THE COUNCIL OF THE INSTITUTE OF BANKERS PAKISTAN DURING FY 2022-2023

The following are the persons who, at any time during the FY 2022-2023, were Members of the Council of The Institute of Bankers Pakistan:

President & Chairman of IBP

Mr Jameel Ahmad, Governor, State Bank of Pakistan

Member of the Council

- Dr Inayat Hussain, Deputy Governor, State Bank of Pakistan;
- Mr Muhammad Aurangzeb, President & CEO, Habib Bank Limited;
- Mr Shazad G. Dada, then President & CEO, United Bank Limited;
- Mr Mansoor Ali Khan, Chief Executive, Bank AL Habib Limited;
- Mr Irfan Siddiqui, President & CEO, Meezan Bank Limited;
- Mr Atif Bajwa, President & CEO, Bank Alfalah Limited;
- Mr Yousaf Hussain, President & CEO, Faysal Bank Limited;
- Mr Rehan Shaikh, CEO & Executive Director, Standard Chartered Bank Limited (Pakistan);
- Mr Junaid Ahmed, Chief Executive Officer, Dubai Islamic Bank Pakistan Limited;
- Mr Mohsin Ali Nathani, then President & Chief Executive, Habib Metropolitan Bank Limited;
- Mr Basir Shamsie, President & CEO, JS Bank Limited;
- Mr Tahir Yaqoob Bhatti, then President & CEO, The Punjab Provincial Cooperative Bank Limited;
- Mr Muhammad Jawaid Iqbal, President & CEO, United Bank Limited.

CHANGE OF MEMBER OF THE COUNCIL

Mr Shazad G. Dada, then President & CEO, United Bank Limited as a Member of the Council of the Institute served the Institute till May 2, 2023. The Council wishes to place on record its deep appreciation for his contribution to the Institute.

The Council in its 242nd Meeting held on May 26, 2023, appointed **Mr Muhammad Jawaid Iqbal**, President & CEO, UBL as a Member of the Council for the remainder of the term of office of the vacating member.

The Council welcomes **Mr Muhammad Jawaid Iqbal**, President & CEO, UBL and looks forward to his valuable contribution to the progress of the Institute.

STATEMENT ON CORPORATE AND FINANCIAL REPORTING FRAMEWORK

IBP is committed to maintaining high standards of statutory compliance without any exceptions. The Council Members are pleased to state that the Institute is compliant with the related provisions of the Companies Act, 2017.

Financial Statements for the FY 2022-2023 have been prepared following the accounting and reporting standards as applicable in Pakistan.

EXTERNAL AUDITORS

The retiring Auditors, M/s Grant Thornton Anjum Rahman, Chartered Accountants being eligible for the next term have offered themselves for re-appointment. Therefore, upon recommendation of the Audit Committee, the Council intends to recommend the appointment of M/s Grant Thornton Anjum Rahman, Chartered Accountants, as the statutory auditors of The Institute of Bankers Pakistan for FY 2023-2024 in the forthcoming Annual General Meeting.

AUDITORS' REPORT

The Auditors' Report for FY 2022-2023 does not contain any qualifications, reservations, or adverse remarks.

MERGER OF IBP AND NIBAF

IBP and NIBAF intend to merge into a single entity, to achieve business excellence and to bridge the market gap in the training and learning sector locally and internationally.

The Boards of NIBAF, IBP, and SBP approved the Merger of IBP & NIBAF through a single Scheme of Arrangement, as recommended by the consultants, M/s EY Pakistan and Haidermota & Co on February 17, 2023, February 28, 2023, and March 20, 2023, respectively. A new Company under section 42 of the Companies Act, 2017 will be incorporated as a Guarantee Limited Company having Share Capital as a subsidiary of SBP, in which IBP and NIBAF will subsequently be merged.

Purpose of the Merger of IBP & NIBAF

Currently, there is a minimal overlap between IBP's and NIBAF's offerings. As a merged entity, the starting training platform will have a broader spectrum of trainings to be offered, cross-sell opportunities, pan-Pakistan reach and a collective intellectual and financial capacity to execute future growth strategy.

Both Institutes have a shared vision with the long-term value proposition, besides having a long history of working for capacity development for the financial industry and striving for excellence in this field. In some areas, IBP has good strength and vast experience in leading professional qualification and Certification Programs, conducting Recruitment, Promotions, Competency-Based Assessment Tests, and eLearning Programs, and has a strong presence in Karachi and Lahore. Similarly, NIBAF being a subsidiary of SBP, has a residential facility in Islamabad, expertise in Islamic Banking Programs, Behavior Competency Assessment, International Programs, and development of Case Studies, etc.



The Merger aims to consolidate the strengths of both Institutes to offer improved & quality training programs, qualifications, and certification locally and internationally, expand geographical outreach, and harness marketing skills to gain a larger audience, etc. The Merged entity can create quality training content in line with the learning objectives, and provide a common platform for subject matter experts across the industry. The merged entity can bridge the learning gap of the financial industry.

It aims to establish a professional training institution having international standards that can offer a wide range of activities including Assessment Services, Professional Certification, Market Surveys, Research and development, improved Training to cater needs of the financial industry, consultation, state-of-the-art learning development center to improve soft skills and Train the Trainers Services.

The merged entity will be focusing on specialized courses to cater the diverse audiences, converting short courses into certification (through a modular approach where applicable), consolidating existing courses and introducing new programs for the financial industry, offering Certification/Diploma and degree in partnership with local and international Institutes.

CONCLUSION

The Institute continues to support, promote, facilitate and perform well as it remains committed to its vision and mission of nurturing banking professionals of Pakistan through its knowledge-sharing services. Its sustained efforts in this direction are praiseworthy and commendable.

We are confident that the team at the Institute is fully capable of successfully taking on any challenges which the future may present. We wish the IBP team all the best in their future endeavors.

APPRECIATION AND ACKNOWLEDGEMENTS

The Council of The Institute of Bankers Pakistan would like to thank the State Bank of Pakistan, Institutional Members and Fellows for their continued support, all customers of the Institute for their trust, and our employees for their continuous dedication and commitment.

We continue to pray to Allah for the success of the Institute and the benefit of all stakeholders.

For and on behalf of the Council of
The Institute of Bankers Pakistan

sd/-

Chief Executive

sd/-

Chairman

Dated: **October 04, 2023**

Key Highlights of ISQ 2022–23

New Candidates Registered

1,005

Candidates Enrolled for Examination

5,190

Enrollment for papers

13,621

Candidates Passed

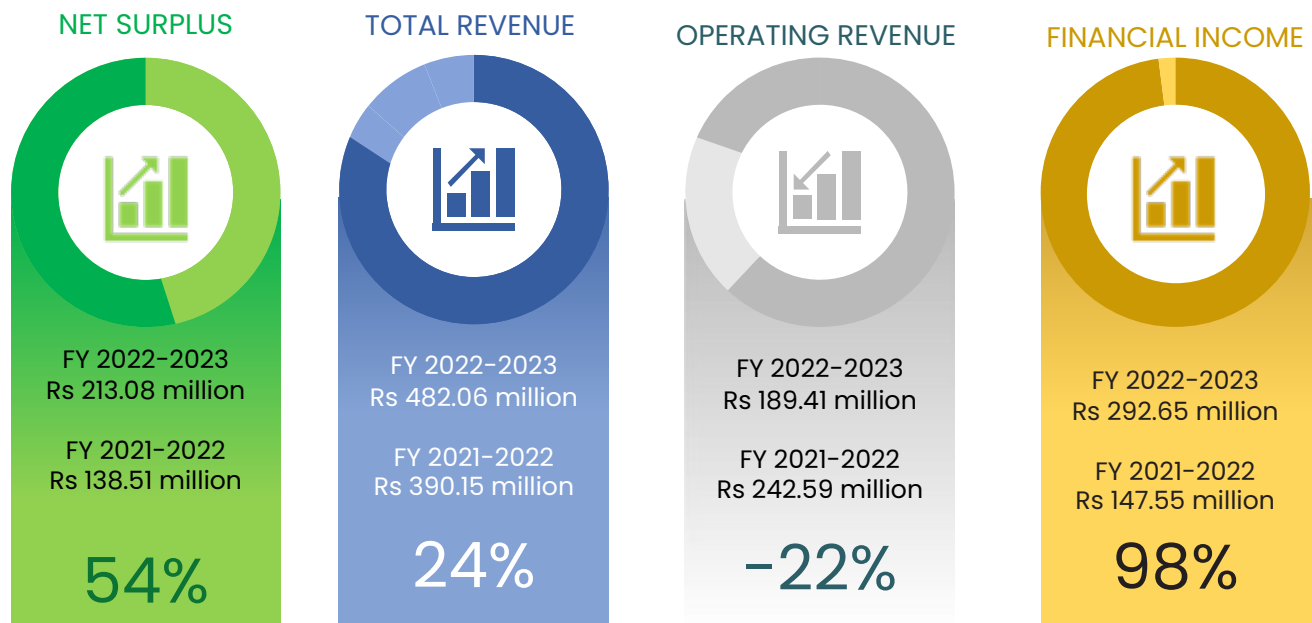
2,883



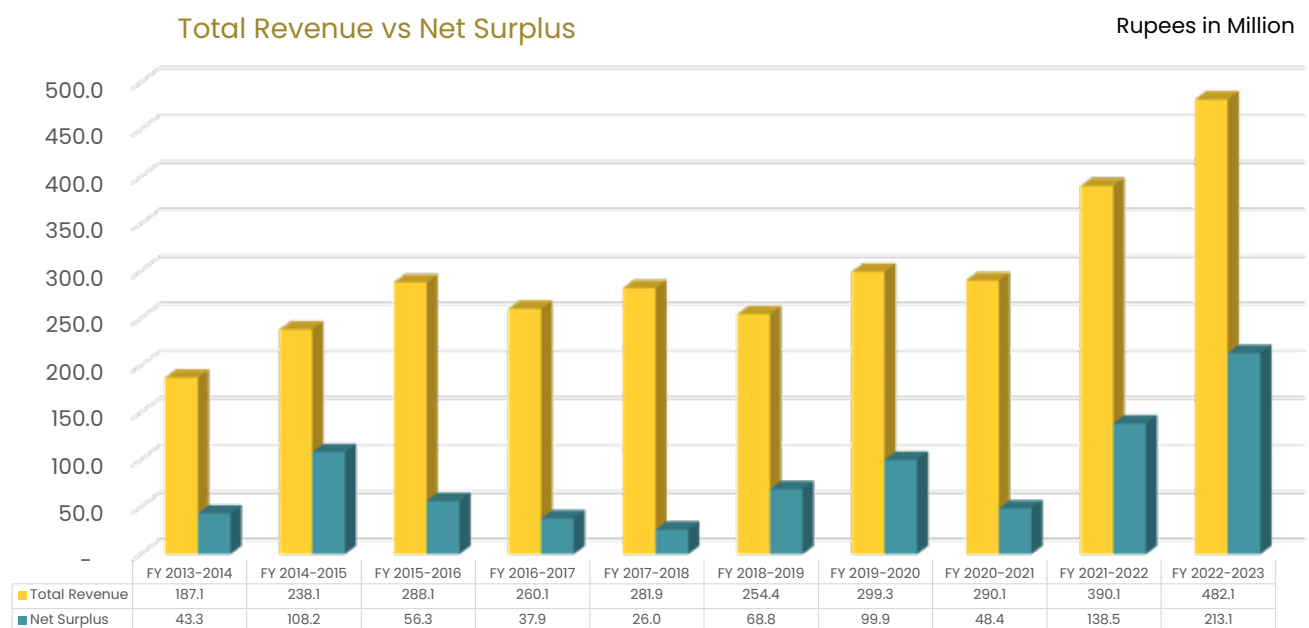
IBP Superior
Qualification



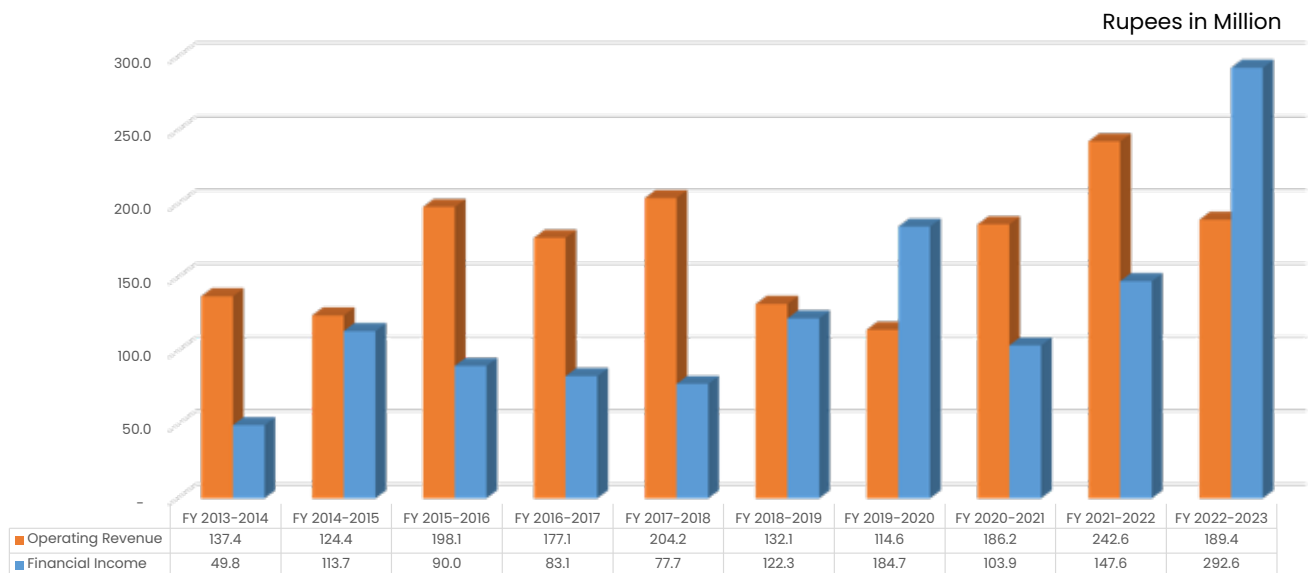
FINANCIAL PERFORMANCE 2022-2023 Highlights



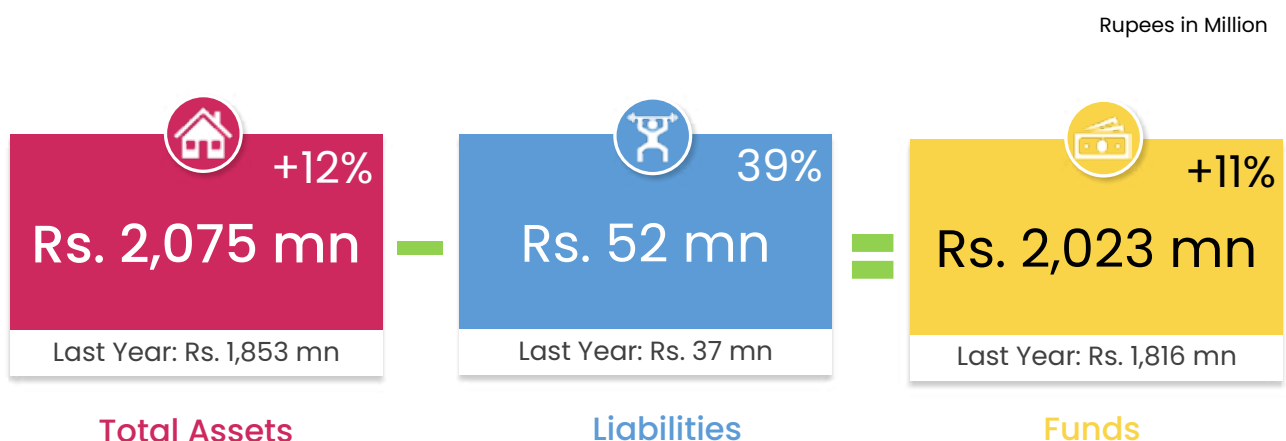
Financial Performance for 10-years



Financial Performance for 10-years



Analysis Balance Sheet-2023 Vs 2022





7th Pakistan Banking Awards

Recognized as the most prestigious and widely celebrated awards in the banking industry, the 'Pakistan Banking Awards', 7th edition, were distributed in a ceremony held on December 09, 2022 at Pearl Continental Hotel, Karachi. The Governor, State Bank of Pakistan (SBP) and President of The Institute of Bankers Pakistan (IBP) Mr Jameel Ahmad graced the occasion as Chief Guest.

Jointly organized by the IBP, the DAWN Media Group and A.F. Ferguson & Co. (a member firm of the PwC Network) the Pakistan Banking Awards, the first of their kind, were launched in 2016 and are considered the industry's definitive benchmark for excellence in banking. The awards encompass participation from Microfinance, Islamic Banks and Non-banking financial entities, in addition to the Commercial Banks.

Various banks, financial institutions and non-bank entities bagged the coveted awards for their outstanding performance in nine different categories. This year saw a new award category for Best Housing Finance. The details of the winners are on the following page.

The SBP Governor acknowledged the valuable contributions and efforts of the organizers, facilitators and the esteemed jury, for arranging the prestigious awards and in promoting a culture of professional excellence in the banking industry.

The winners were selected by a distinguished jury consisting of five experts from the corporate, banking and financial sectors. As always, a neutral, transparent and impartial evaluation process was adopted to determine the best performers for these awards.

The eminent jury comprised of former SBP Governor Syed Salim Raza (Chairman of the Jury); former President/ CEO Faysal Bank Limited Mr Naved A. Khan; MD & CEO English Biscuit Manufacturers (Pvt) Ltd Dr Zeelaf Munir; Former MD Citibank Mr Javed Kureishi; and former Regional Head of Citibank Middle East and Pakistan Mr Shehzad Naqvi.

The 7th PBA ceremony was attended by senior executives and eminent professionals from Pakistan's banking and finance industry. The ceremony was hosted by Ms Shahla Naqvi, Senior Manager Publications and Communication at the IBP.



PAKISTAN BANKING AWARDS

THE INSTITUTE OF BANKERS PAKISTAN

DAWN | A.F. FERGUSON & CO. | A member firm of the PwC network



PAKISTAN BANKING AWARDS
THE INSTITUTE OF BANKERS PAKISTAN
DAWN | A.F. FERGUSON & CO. | 1972-2022

PAKISTAN BANKING AWARDS 2022

The Institute of Bankers Pakistan, Dawn Media Pvt. Ltd. and A.F. Ferguson & Co.
Express their Heartiest Congratulations to all the Winning Banks

BEST BANK

HABIB BANK LTD



PAKISTAN
BANKING
AWARDS
2022

BEST MICROFINANCE BANK

HBL MICROFINANCE BANK LTD



BEST BANK FOR AGRICULTURE

HABIB BANK LTD



BEST DIGITAL BANKING

BANK ALFALAH LTD



BEST BANK IN HOUSING FINANCE

BANK ALFALAH LTD



BEST CONSUMER BANK

MEEZAN BANK LTD



BEST INNOVATIVE BUSINESS

KASHF FOUNDATION



BEST BANK FOR SMALL & MEDIUM BUSINESSES

THE BANK OF PUNJAB



Acknowledgment

The Council acknowledges with thanks the ongoing guidance provided by the different committees, whose valuable support complements the Council's role in effective oversight over the Institute's affairs. We would also like to thank all our trainers, facilitators, examiners, item writers, content specialists and bankers who spared their precious time for imparting knowledge and extended their support to the Institute. The hard work and team spirit of all employees who have vigilantly contributed with sincere efforts in enhancing the reputation of the Institute is also worth appreciation.

For and on behalf of IBP Council

sd/-

Chief Executive - IBP

Karachi

Dated: October 04, 2023



Annual Accounts



Grant Thornton
Anjum Rahman
1st & 3rd Floor,
Modern Motors House,
Beaumont Road,
Karachi, Pakistan

Tel: +92 21 35672951-56

Independent Auditors' Report

To the members of The Institute of Bankers Pakistan

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

OPINION

We have audited the annexed financial statements of The Institute of Bankers Pakistan (the Institute), which comprise the statement of financial position as at 30 June 2023, and the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information, and we state that we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of the audit.

In our opinion and to the best of our information and according to the explanations given to us, the statement of financial position, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the statement of cash flows together with the notes forming part thereof conform with the accounting and reporting standards as applicable in Pakistan and give the information required by the Companies Act, 2017 (XIX of 2017), in the manner so required and respectively give a true and fair view of the state of the Institute's affairs as at 30 June 2023 and of the surplus/ comprehensive income, the changes in funds and its cash flows for the year then ended.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs) as applicable in Pakistan. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Institute in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants as adopted by the Institute of Chartered Accountants of Pakistan (the Code) and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INFORMATION OTHER THAN THE FINANCIAL STATEMENTS AND AUDITOR'S REPORT THEREON

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

RESPONSIBILITIES OF MANAGEMENT AND COUNCIL MEMBER FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the accounting and reporting standards as applicable in Pakistan and the requirements of Companies Act, 2017(XIX of 2017) and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Institute or to cease operations, or has no realistic alternative but to do so.

Council members are responsible for overseeing the Institute's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs as applicable in Pakistan will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs as applicable in Pakistan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Council members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Council members with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Based on our audit, we further report that in our opinion:

- a) proper books of account have been kept by the Institute as required by the Companies Act, 2017 (XIX of 2017);
- b) the statement of financial position, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the statement of cash flows together with the notes thereon have been drawn up in conformity with the Companies Act, 2017 (XIX of 2017) and are in agreement with the books of account and returns;
- c) investments made, expenditure incurred and guarantees extended during the year were for the purpose of the Institute's business; and
- d) no zakat was deductible at source under the Zakat and Ushr Ordinance, 1980

The engagement partner on the audit resulting in this independent auditor's report is **Khurram Jameel**.

sd/-

Chartered Accountants

Date: October 25, 2023

Place: Karachi



Statement of Financial Position

As at 30 June, 2023

		2023	2022
	Note	----- Rupees -----	
ASSETS			
NON-CURRENT ASSETS			
Property and equipment	4	90,795,467	100,788,596
Intangible assets	5	1,538,012	658,232
Long-term loans and advances	6	9,569,485	10,554,110
Long-term deposits		<u>255,606</u>	<u>854,606</u>
		<u>102,158,571</u>	<u>112,855,544</u>
CURRENT ASSETS			
Stock of publications and stationery	7	3,035,720	1,974,898
Trade debts	8	19,540,418	23,398,495
Current maturity of long-term loans and advances	6	4,112,983	3,675,375
Advances and prepayments	9	17,178,421	3,503,516
Short-term investments	10	1,853,927,408	1,642,339,566
Advance tax	11	54,207,208	48,411,879
Bank balances	12	<u>20,501,427</u>	<u>16,415,739</u>
		<u>1,972,503,585</u>	<u>1,739,719,468</u>
TOTAL ASSETS		<u><u>2,074,662,156</u></u>	<u><u>1,852,575,012</u></u>
FUNDS AND LIABILITIES			
FUNDS			
General fund		953,890,347	850,257,034
Specific funds	13	<u>1,069,266,276</u>	<u>965,239,717</u>
		<u>2,023,156,623</u>	<u>1,815,496,751</u>
NON- CURRENT LIABILITIES			
Employee benefits - Gratuity	14	-	8,229,165
CURRENT LIABILITIES			
Accrued expenses and other liabilities	15	51,505,533	28,849,096
TOTAL FUNDS AND LIABILITIES		<u><u>2,074,662,156</u></u>	<u><u>1,852,575,012</u></u>
Contingencies and commitment	16		

The annexed notes from 1 to 26 form an integral part of these financial statements.

sd/-
Chief Financial Officer

sd/-
Chief Executive Officer

sd/-
Chairman



Statement of Income and Expenditure

For the year ended 30 June, 2023

	Note	2023 ----- Rupees -----	2022
INCOME	17	482,056,361	390,147,686
EXPENDITURE			
Cost of operating activities	18	232,781,926	219,197,912
Other expenses	19	36,194,719	32,440,910
		(268,976,645)	(251,638,822)
Surplus - before taxation		213,079,716	138,508,864
Taxation	3.8	-	-
Surplus - after taxation		213,079,716	138,508,864

The annexed notes from 1 to 26 form an integral part of these financial statements.

sd/-

Chief Financial Officer

sd/-

Chief Executive Officer

sd/-

Chairman



Statement of Comprehensive Income

For the year ended 30 June, 2023

	2023	2022
	----- Rupees -----	
SURPLUS - AFTER TAXATION	213,079,716	138,508,864
OTHER COMPREHENSIVE INCOME		
<i>Items not to be reclassified to statement of income and expenditure in subsequent periods</i>		
Remeasurement loss of defined benefit liability	(5,419,844)	(1,089,604)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	<u>207,659,872</u>	<u>137,419,260</u>
ATTRIBUTABLE TO:		
General fund	98,004,791	63,562,534
Specific funds:		
- Permanent fund	109,438,468	71,512,737
- Study fund	216,612	2,343,989
	109,655,080	73,856,726
	<u>207,659,872</u>	<u>137,419,260</u>

The annexed notes from 1 to 26 form an integral part of these financial statements.

sd/-

Chief Financial Officer

sd/-

Chief Executive Officer

sd/-

Chairman



Statement of Cash Flows

For the year ended 30 June, 2023

	2023	2022
	----- Rupees -----	
CASH FLOW FROM OPERATING ACTIVITIES		
Surplus - before taxation	213,079,716	138,508,864
Adjustments for		
Depreciation	11,609,528	13,840,609
Amortisation	663,393	1,216,033
Loss / (gain) on disposal of operating fixed assets	250,953	(1,165,890)
Capital work in progress - written off	-	360,080
Provision for gratuity	7,110,962	7,586,542
Provision for compensated absences	475,919	410,245
Loss / (gain) on sale of investments	2,052,913	(6,080,050)
Unrealised loss / (gain) on re-measurement of investments at fair value through profit or loss	3,144,928	(214,239)
Provision for doubtful debts	521,600	653,192
Return on investments	(293,946,631)	(139,067,824)
	(268,116,436)	(122,461,302)
	(55,036,720)	16,047,562
(Increase) / decrease in current assets:		
Stock of publications and stationery	(1,060,822)	2,903,135
Trade debts	3,336,477	(1,282,530)
Advances and prepayments	(13,674,905)	1,902,795
	(11,399,250)	3,523,400
Increase / (decrease) in current liabilities:		
Accrued expenses and other liabilities	7,596,694	(13,007,899)
	(58,839,276)	6,563,063
Long-term loans and advances	547,017	(1,380,063)
Long-term deposits	599,000	(109,800)
Gratuity paid	(6,176,146)	(8,808,427)
Tax paid	(5,795,329)	(8,380,442)
	(10,825,458)	(18,678,732)
Net cash used in operating activities	(69,664,734)	(12,115,669)
CASH FLOWS FROM INVESTING ACTIVITIES		
Fixed capital expenditure	(4,085,349)	(6,676,071)
Purchase of intangible assets	(1,543,173)	-
Sale proceeds from disposal of operating fixed assets	2,217,996	4,033,543
Purchase of investments	(14,575,947,701)	(13,812,054,312)
Sale proceeds from disposal of investments	14,653,108,649	13,823,096,797
Net cash generated from investing activities	73,750,422	8,399,957
Net increase / (decrease) in cash and cash equivalents	4,085,688	(3,715,712)
Cash and cash equivalents at beginning of the year	16,415,739	20,131,451
Cash and cash equivalents at end of the year	20,501,427	16,415,739

The annexed notes from 1 to 26 form an integral part of these financial statements.

sd/-
Chief Financial Officer

sd/-
Chief Executive Officer

sd/-
Chairman

For the year ended 30 June, 2023



sd/-

Chief Executive Officer

sd/-
Chief Financial Officer



Notes to the Financial Statements

For the year ended 30 June, 2023

1. LEGAL STATUS AND OPERATIONS

The Institute of Bankers Pakistan (hereinafter referred to as 'the Institute') was established in 1951 as a limited company for encouragement of banking education in Pakistan and the protection and promotion of banking profession. The Government of Pakistan has granted a license to the Institute in pursuance of section 42 of the Companies Act, 2017, as income of the Institute is being applied solely towards the promotion of its objects and not distributed by way of dividends to members. The management of the affairs of the Institute is in the hands of a Council of Members representing local and foreign banks. The registered office and Head Office of the Institute is situated at Sector H-8/1, Pitras Bukhari Road, Islamabad and IBP Building, M. T. Khan Road, Karachi, respectively.

- 1.2 The State Bank of Pakistan in its Board meeting held on 31 January 2022 granted in-principle approval for the merger of National Institute of Banking and Finance (NIBAF) and the Institute and authorized for the hiring of consultants to assess and work-out details of aspects of new merger entity. Accordingly, NIBAF and the Institute in their Board meetings held on 17 February 2023 and 28 February 2023 respectively, approved the incorporation of a new company under Section 42 of Companies Act, 2017 as a guarantee limited company with share capital under Section 8A of SBP Act, 1956 and amalgamation of NIBAF and the Institute into the new company through scheme of arrangement. Management of NIBAF and the Institute in coordination with SBP are currently in process of addressing the legal and regulatory matters in respect of the merger.

2. BASIS OF PREPARATION

2.1 Statement of compliance

These financial statements have been prepared in accordance with the accounting and reporting standards as applicable in Pakistan. The accounting and reporting standards applicable in Pakistan comprise of:

- International Financial Reporting Standard (IFRS Standards) issued by the International Accounting Standards Board (IASB) as notified under the Companies Act, 2017;
- Accounting Standard for Not for Profit Organizations (Accounting Standard for NPOs) issued by the Institute of Chartered Accountants of Pakistan as notified under the Companies Act, 2017; and
- Provisions of and directives issued under the C3336477

Where provisions of and directives issued under the Companies Act, 2017 differ from the IFRS Standards or Accounting Standard for NPOs, the provisions of and directives issued under the Companies Act, 2017 have been followed.

2.2 Basis of Measurement

These financial statements have been prepared under the historical cost convention, except for certain items as disclosed in the relevant accounting policies below.

2.3 Functional and presentation currency

These financial statements are presented in Pakistan Rupees, which is the Institute's functional and presentation currency. Amounts presented in the financial statements have been rounded off to the nearest of Rupee, unless otherwise stated.

2.4 Key judgements and estimates

The preparation of financial statements in conformity with the accounting and reporting standards as applicable in Pakistan requires the use of certain critical accounting estimates. In addition, it requires management to exercise judgement in the process of applying the Institute's accounting policies. Significant accounting estimates and judgements are disclosed in relevant notes.

2.5 Accounting standards effective for the year

There are certain other new standards and amendments that are mandatory for the Institute's accounting period beginning on 01 July 2022, but are considered either to be not relevant or to not have any significant effect on the Institute's operations and are, therefore, not detailed in these financial statements.

2.6 Accounting standards not yet effective

There are certain new standards and amendments that will be mandatory for the Institute's accounting periods beginning on / after 01 July 2023. However, the Institute expects that these standards will not have any material impact on the future financial statements of the Institute.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting policies applied for the preparation of these financial statements are the same as those applied in the preparation of the financial statements of the Institute for the year ended 30 June 2022.

3.1 Property and equipment

Operating fixed assets

These are stated at cost less accumulated depreciation and impairment losses, if any, except for leasehold land which is stated at cost since the lease is renewable at the option of the Institute. Cost includes expenditure directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials, direct labour and any other costs directly attributable to bringing the assets to a working condition for their intended use.

Depreciation is charged to statement of income and expenditure under the diminishing balance method. Proportionate depreciation is charged for addition and disposal of assets during the year.

Repairs and maintenance are charged to statement of income and expenditure. Renewals and improvements are capitalised only when it is probable that the future economic benefits associated with the item will flow to the Institute and its cost can be measured reliably. Disposal of assets is recognised when significant risk and rewards incidental to the ownership have been transferred.

The residual values and useful lives of assets are reviewed and adjusted, if appropriate at each reporting date.

Gain or loss on disposal of an asset is charged to statement of income and expenditure.

Capital work in progress

These are stated at cost less accumulated impairment. These are transferred to operating assets as and when are available for use.

3.2 Intangible assets

These are stated at cost less accumulated amortisation and impairment losses, if any. These are amortised on straight line basis.

3.3 Financial instruments

Financial assets and financial liabilities are recognised in the Institute's statement of financial position when the Institute becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in statement of income and expenditure.

3.3.1 Financial assets

Financial assets are measured subsequently at either amortized cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are measured subsequently at amortized cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are measured subsequently at fair value through other comprehensive income (FVTOCI) with any mark to market gain/loss on such instruments being recognised in other comprehensive income:

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All other financial assets are measured subsequently at fair value through profit or loss (FVTPL) with any mark to market gain/loss on such instruments being recognised in statement of income and expenditure.

The Institute derecognizes a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Institute neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Institute recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If the Institute retains substantially all the risks and rewards of ownership of a transferred financial asset, the Institute continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

3.3.2 Financial liabilities

Financial liabilities are subsequently measured at amortized cost using the effective interest method. Interest expense and foreign exchange gains and losses, if any, are recognized in the statement of income and expenditure and other comprehensive income.

The Institute derecognizes financial liabilities when, and only when, the Institute's obligations are extinguished, discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognized and the consideration paid and payable is recognized in statement of income and expenditure.

3.3.3 Offsetting of financial assets and liabilities

"Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position when there is a legally enforceable right to set off the recognized amounts and there is an intention to settle on a net basis, or to realize the assets and settle the liabilities simultaneously.

3.4 Impairment of assets

3.4.1 Financial assets

The Institute recognizes a loss allowance based on the financial asset's lifetime Expected Credit Loss (ECL). Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. The Institute measures expected credit losses based on the ageing of the receivable, Institute's historical experience and informed credit assessment. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

3.4.2 Non-financial assets

The carrying amounts of non-financial assets are assessed at each reporting date to ascertain whether there is any indication of impairment. If any such indication exists then the asset's recoverable amount is estimated. An impairment loss is recognised, as an expense in the statement of income and expenditure, for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Value in use is ascertained through discounting of the estimated future cash flows using a discount rate that reflects current market assessments of the time value of money and the risk specific to the assets. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognized.

3.5 Cash and cash equivalents

These are stated at cost.

3.6 Employee benefits

Defined benefit plan

The Institute operates a funded gratuity scheme for all of its employees who have completed permanent service for a minimum period of five years. Provisions are made in the financial statements to cover obligations on the basis of actuarial valuation carried out under the projected unit credit method. All remeasurement gains / losses arising during the year are charged to other comprehensive income.

The Chief Executive of the Institute is entitled to gratuity payment at the end of his term for the number of years worked at last drawn salary. Provision is made on the basis of salary drawn at the reporting date.

Defined contribution plan

The Institute operates a provident fund scheme in respect of its permanent employees. Equal contributions are made both by the Institute and the employee at the rate of 6% of monetized pay. Obligation for contribution to the fund are recognised as an expense in the statement of income and expenditure when they are due.

3.7 Revenue recognition

Income from seminars and courses, testing services, institutional members contribution, sale of publications, lectures, journal income, Pakistan banking award and other income are recorded on accrual basis.

Income from subscription fee and examination fee are recorded on receipt basis.

Return on investments and bank balances is recognised on time proportion basis.

3.8 Taxation

The Institute being an approved non profit organization existing solely for educational purposes is subject to complete tax credit of the tax liability in any tax year as per section 100(c) of the Income Tax Ordinance, 2001 including the minimum tax. The Institute has been granted approval of non profit organization under section 2 (36)(c) by the Commissioner Inland Revenue vide its letter dated 14 March 2023.



3.9 Provisions

A provision is recognised in the statement of financial position when the Institute has a legal or constructive obligation as a result of past events, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. However, provisions are reviewed at each reporting date and adjusted to reflect current best estimate.

3.10 Foreign currency transactions and translation

Foreign currency transactions are translated into Pakistani Rupees at exchange rates prevailing on the date of transaction. All monetary assets and liabilities in foreign currencies at the balance sheet date are translated into Pakistani Rupees at the rates of exchange prevailing on the reporting date. Exchange differences, if any, are included in statement of income and expenditure.

	Note	2023	2022
		----- Rupees -----	-----
4. PROPERTY AND EQUIPMENT			
Operating fixed assets	4.1	66,776,103	76,769,232
Capital work-in-progress	4.2	24,019,364	24,019,364
		<u>90,795,467</u>	<u>100,788,596</u>

Operating fixed assets

Operating fixed assets	Leasehold land	Building on leasehold land	Furniture, fixture and equipment	Computer lab	Library Books		Vehicles	Total
					Circulating	General		
----- Rupees -----								
At 01 July, 2021								
Cost	1,537,682	44,511,362	47,841,642	38,792,004	599,623	2,810,410	39,559,710	175,652,433
Accumulated depreciation	-	(23,911,675)	(28,842,131)	(22,612,554)	(594,265)	(2,685,996)	(10,204,386)	(88,851,007)
Net book value	1,537,682	20,599,687	18,999,511	16,179,450	5,358	124,414	29,355,324	86,801,426
During the year:								
Additions	-	3,326,906	337,610	652,455	-	-	2,359,100	6,676,071
Disposals								
Cost	-	-	50,000	146,170	-	2,015	4,002,470	4,200,655
Accumulated depreciation	-	-	(41,629)	(109,639)	-	(1,978)	(1,179,753)	(1,332,999)
	-	-	8,371	36,531	-	37	2,822,717	2,867,656
Depreciation charge for the year	-	(1,157,740)	(2,882,732)	(4,064,708)	(754)	(17,135)	(5,717,540)	(13,840,609)
Closing net book value	1,537,682	22,768,853	16,446,018	12,730,666	4,604	107,242	23,174,167	76,769,232
At 01 July, 2022								
Cost	1,537,682	47,838,268	48,129,252	39,298,289	599,623	2,808,395	37,916,340	178,127,849
Accumulated depreciation	-	(25,069,415)	(31,683,234)	(26,567,623)	(595,019)	(2,701,153)	(14,742,173)	(101,358,617)
Net book value carried forward	1,537,682	22,768,853	16,446,018	12,730,666	4,604	107,242	23,174,167	76,769,232
Net book value brought forward	1,537,682	22,768,853	16,446,018	12,730,666	4,604	107,242	23,174,167	76,769,232
During the year:								
Additions	-	275,000	1,663,147	114,660	-	16,542	2,016,000	4,085,349
Disposals								
Cost	-	158,500	3,521,797	3,976,516	-	-	3,626,300	11,283,113
Accumulated depreciation	-	(53,218)	(2,880,879)	(3,684,568)	-	-	(2,195,498)	(8,814,163)
	-	105,282	640,918	291,948	-	-	1,430,802	2,468,950
Depreciation charge for the year	-	(1,137,166)	(2,484,282)	(3,196,376)	(603)	(13,910)	(4,777,191)	(11,609,528)
Closing net book value	1,537,682	21,801,405	14,983,965	9,357,002	4,001	109,874	18,982,174	66,776,103
At 30 June, 2023								
Cost	1,537,682	47,954,768	46,270,602	35,436,433	599,623	2,824,937	36,306,040	170,930,085
Accumulated depreciation	-	(26,153,363)	(31,286,637)	(26,079,431)	(595,622)	(2,715,063)	(17,323,866)	(104,153,982)
Net book value	1,537,682	21,801,405	14,983,965	9,357,002	4,001	109,874	18,982,174	66,776,103
Depreciation rates	-	5%	15%	25%	20%	20%	20%	20%

4.2 Capital work-in-progress

Represents land situated at Mouza Niaz Beg, Tehsil and District Lahore and expenses incurred thereon. The Institute plans to construct a building at the concerned site, however, Lahore Development Authority (LDA) had not given approval for it. The Institute filed a petition against LDA in the Honourable High Court, Lahore which was dismissed on the ground that the High Court had earlier given decree in favour of previous owners who sold the land to the Institute. Subsequently, LDA filed an appeal which was dismissed by Learned District Judge Lahore on 11 September 2014. However, LDA has right to file revised appeal before proceeding to grant approval for the site plan of the above mentioned building.

5. INTANGIBLE ASSETS	Note	2023 ----- Rupees -----	2022
	5.1	<u>1,538,012</u>	<u>658,232</u>

5.1 Software and licenses	ERP software	Other software	License	Total
	----- Rupees -----			
At 01 July, 2021				
Cost	11,146,309	7,295,752	13,532,749	31,974,810
Accumulated amortization	(11,146,309)	(5,930,737)	(13,532,749)	(30,609,795)
Net book value	-	1,365,015	-	1,365,015
During the year:				
Additions	-	509,250	-	509,250
Amortization charge for the year	-	(1,216,033)	-	(1,216,033)
Closing net book value	-	658,232	-	658,232
At 01 July, 2022				
Cost	11,146,309	7,805,002	13,532,749	32,484,060
Accumulated amortization	(11,146,309)	(7,146,770)	(13,532,749)	(31,825,828)
Net book value	-	658,232	-	658,232
During the year:				
Additions	-	1,543,173	-	1,543,173
Amortization charge for the year	-	(663,393)	-	(663,393)
Closing net book value	-	1,538,012	-	1,538,012
At 30 June, 2023				
Cost	11,146,309	9,348,175	13,532,749	34,027,233
Accumulated amortization	(11,146,309)	(7,810,163)	(13,532,749)	(32,489,221)
Net book value	-	1,538,012	-	1,538,012
Amortization rates	-	33%	-	-



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6. LONG-TERM LOANS AND ADVANCES

Considered good

Due from employees

	Note	2023	2022
		----- Rupees -----	----- Rupees -----
House loan	6.1 & 6.3	6,458,677	6,885,557
Computer loan - interest free	6.3	363,402	327,480
Others	6.2 & 6.3	6,860,389	7,016,448
		13,682,468	14,229,485
Less: current maturity		4,112,983	3,675,375
		<u>9,569,485</u>	<u>10,554,110</u>

- 6.1 Represent house loan given to an employee at mark-up of 4% per annum for a period of 19 years, repayable in equal monthly installments.
- 6.2 Represent loans and advances given to employees as per the Institute's approved HR policy. The mark-up is charged at range from 5% to 10% per annum. These are recoverable in equal monthly installments ranging from 36 months to 60 months.
- 6.3 The above loans and advances are secured against provident fund of the respective employees including, where applicable, the assets for which the loan has been given.

7. STOCK OF PUBLICATIONS AND STATIONERY

	2023	2022
	----- Rupees -----	----- Rupees -----
Publications	433,152	564,559
Stock of consumables and stationery	2,602,569	1,410,339
	<u>3,035,720</u>	<u>1,974,898</u>

8. TRADE DEBTS

	Note	2023	2022
		----- Rupees -----	----- Rupees -----
Trade Debts		21,810,946	25,147,423
Allowance for ECL	8.1	(2,270,528)	(1,748,928)
		<u>19,540,418</u>	<u>23,398,495</u>

8.1 Allowance for ECL

Opening balance	1,748,928	1,095,736
Charge during the year	521,600	653,192
Closing balance	<u>2,270,528</u>	<u>1,748,928</u>

9. ADVANCES AND PREPAYMENTS

Advance against expenses	15,502,879	2,350,109
Prepayments		
Insurance	1,301,004	618,822
Others	374,538	534,585
	<u>1,675,542</u>	<u>1,153,407</u>
	<u>17,178,421</u>	<u>3,503,516</u>



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10. SHORT-TERM INVESTMENTS

At FVTPL

Market Treasury Bills

	Note	2023 ----- Rupees -----	2022 ----- Rupees -----
Permanent fund		1,026,037,702	896,488,573
Study fund		34,959,593	29,579,959
General fund		796,075,040	716,056,795
		<u>1,857,072,336</u>	<u>1,642,125,327</u>
Unrealised (loss) / gain on re-measurement		(3,144,928)	214,239
	10.1	<u>1,853,927,408</u>	<u>1,642,339,566</u>

10.1 These carry interest rates ranging from 21.92% to 21.99% (2022 : 11.81% to 15.11%) per annum. These will mature within 3 to 6 months.

11. ADVANCE TAX

The returns of income have been filed up to tax year 2022 which are deemed to be an assessment under Section 120 of the Income Tax Ordinance, 2001 (ITO). However, the returns may be selected for audit or amendment within six years from the end of the respective tax year and within five years from the end of the financial year in which assessment order is issued or treated to have been issued for that tax year respectively.

12. BANK BALANCES

	Note	2023 ----- Rupees -----	2022 ----- Rupees -----
Current accounts		3,097,246	4,687,173
Saving accounts		17,404,181	11,728,566
	12.1	<u>20,501,427</u>	<u>16,415,739</u>

12.1 These carry markup at 6.50% to 20.50% (2022: 5.50% to 12.25%) per annum and include a foreign currency bank account (denominated in US Dollar) balance of \$ 13.03 translated to Rs. 3,728.95 at closing exchange rate of Rs. 286.18.

13. SPECIFIC FUNDS

	Note	2023 ----- Rupees -----	2022 ----- Rupees -----
Permanent fund	13.1	1,019,913,071	916,103,125
Study fund	13.2	30,704,531	30,487,918
Building fund	13.3	18,648,674	18,648,674
Prize fund		-	-
		<u>1,069,266,276</u>	<u>965,239,717</u>

13.1 Permanent fund

This fund was established to cater various requirements such as capital budget requirements, man power requirements, maintenance of building, expansion of the activities of the Institute and operating cost, etc.

13.2 Study fund

This fund was established for the purpose of providing financial support to eligible members for obtaining higher studies in banking and allied subjects within Pakistan and abroad.

13.3 Building fund

This fund was established on the recommendation of the Finance Committee for the construction of a building in Lahore.

13.4 Prize fund

This fund was established to meet expenditures relating to the distribution of cash prizes and gold medals to qualifying candidates who secure positions in different subjects in the ISQ examinations.



14. EMPLOYEE BENEFITS - gratuity

Represents gratuity payable to Chief Executive as per terms of his appointment. The term of the contract of Chief Executive has completed on 30 June 2023 and his gratuity benefits were settled in the month of July 2023. Accordingly, the said liability is transferred to accrued and other liabilities.

	Note	2023	2022
		----- Rupees -----	
15. ACCRUED EXPENSES AND OTHER LIABILITIES			
		-	546,694
Provision for bonus	15.1	4,765,094	4,289,177
Provision for compensated absences	15.2	10,759,971	6,176,146
Gratuity fund	14	10,000,000	-
Current maturity of employee benefits		420,370	26,767
Unearned income		704,768	704,768
Security deposits		51,827	51,827
Retention money		953,640	765,319
Payable to suppliers		-	384,911
Payable to provident fund		23,849,863	15,903,487
Accrued expenses		<u>51,505,533</u>	<u>28,849,096</u>

15.1 During the year ended 30 June 2011, the Institute discontinued the policy for compensated absences and the accrual recognised to date will be paid to employees on earlier of their retirement or termination from employment of the Institute.

	Note	2023	2022
		----- Rupees -----	
15.2 Gratuity fund		<u>10,759,971</u>	<u>6,176,146</u>
15.2.1 Present value of defined benefit obligations		52,200,988	39,848,954
Fair value of plan assets		(41,441,017)	(33,672,808)
Net liability		<u>10,759,971</u>	<u>6,176,146</u>
15.2.2 Number of employees under the scheme		<u>68</u>	<u>69</u>

15.2.3 Principal actuarial assumptions

The latest actuarial valuation of the gratuity scheme was carried out as at 30 June 2023 under the Projected Unit Credit Method. Principal actuarial assumptions used in the valuation of the scheme are as follows:

	2023	2022
	----- Rupees -----	
Financial assumptions		
Valuation discount rate	16.25	13.25
Salary increase rate	15.25	12.25
Demographic assumptions		
	SLIC (2001- 2005) Setback 1 Year	SLIC (2001- 2005) Setback 1 Year
Mortality rate		
Employee turnover rate	Moderate	Moderate
Withdrawal rates	Age Based	Age Based
Retirement age	Age 60	Age 60
Average expected remaining working life time of employees	8.6 years	7.7 years



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15.2.4 Movement in present value of defined benefit obligation

2023

2022

----- Rupees -----

Balance as at 1 July	39,848,954	35,457,897
Current service cost	4,930,957	4,646,120
Interest cost	5,249,658	3,438,922
Benefits paid	(457,789)	(2,137,358)
Actuarial losses from changes in financial assumptions	619,684	303,013
Experience adjustments	2,009,524	(1,859,640)
Balance as at 30 June	<u>52,200,988</u>	<u>39,848,954</u>

15.2.5 Movement in fair value of plan assets

Balance as at 1 July	33,672,808	26,649,470
Contribution to the fund	6,176,146	8,808,427
Interest income	4,840,488	2,998,500
Benefits paid	(457,789)	(2,137,358)
Remeasurement loss chargeable in other comprehensive income	(2,790,636)	(2,646,231)
Balance as at 30 June	<u>41,441,017</u>	<u>33,672,808</u>

15.2.6 Movement in net liability in the statement of financial statement

Opening liability	6,176,146	8,808,427
Expense charged to income and expenditure statement	5,340,127	5,086,542
Remeasurement loss chargeable in other comprehensive income	5,419,844	1,089,604
Contribution paid	(6,176,146)	(8,808,427)
Closing liability	<u>10,759,971</u>	<u>6,176,146</u>

15.2.7 Amount recognised in statement of income and expenditure

The following amounts have been charged in statement of income and expenditure:

Current service cost	4,930,957	4,646,120
Interest cost on defined benefit obligation	5,249,658	3,438,922
Expected return on plan assets	(4,840,488)	(2,998,500)
	<u>5,340,127</u>	<u>5,086,542</u>

15.2.8 Remeasurements recognised in other comprehensive income

Remeasurement loss / (gain) on plan obligation due to:		
- changes in financial assumptions	619,684	303,013
- experience adjustment	2,009,524	(1,859,640)
	<u>2,629,208</u>	<u>(1,556,627)</u>
- return on plan assets excluding interest income	2,790,636	2,646,231
Net remeasurement loss recognised in other comprehensive income	<u>5,419,844</u>	<u>1,089,604</u>

15.2.9 Composition of fair value of plan assets

Special savings certificates	15,242,340	15,242,340
Cash at bank	26,198,677	18,430,468
	<u>41,441,017</u>	<u>33,672,808</u>

15.2.10 Expected contribution for the next one year

As per the actuarial valuation as at 30 June 2023, total amount chargeable to income and expenditure statement for the next financial year is expected to be Rs. 6,274,466/-.

15.2.11 Sensitivity analysis

Sensitivity analysis has been performed by varying one assumption keeping all other assumptions constant and calculating the impact on the present value of defined benefit obligation. The increase / decrease in the present value of defined benefit obligation as a result of change in each assumption is summarised below:

	Change in assumption	Increase / (decrease) in defined benefit obligation	
		Increase in assumption	Decrease in assumption
Discount rate	1%	48,079,389	56,876,018
Salary growth rate	1%	56,948,058	47,946,940

15.2.12 Maturity profile

	2023	2022
The weighted average duration of the obligation (in years)	<u>8</u>	<u>8</u>

16. CONTINGENCIES AND COMMITMENTS

Contingencies

- 16.1 During the year ended 30 June 2012, the Commissioner Inland Revenue issued show cause notices under Section 4 of the Workers Welfare Fund Ordinance 1971 (the Ordinance), in respect of tax year 2008 and 2011, requiring the Institute to pay Rs. 853,957 and Rs. 1,169,514 respectively as the amount chargeable under the Ordinance. Two constitution petitions were filed by the Institute before Honourable High Court of Sindh against imposition of the levy. Notices were served on the respondents and stay was granted by the Court. Additionally, the Honourable Supreme Court has declared the amendments made in respect of WWF Ordinance, 1971 vide Finance Act, 2006 & 2008 as null and void. Accordingly, the Institute has not made provision for WWF.

16.2 Commitments	Note	2023	2022
		----- Rupees -----	----- Rupees -----
Outstanding letter of guarantee		<u>109,765</u>	<u>708,765</u>

17. INCOME

Operating income

Seminars and courses		31,495,734	82,761,680
Testing services		16,762,177	26,520,821
Examination fees		62,469,134	34,033,368
Institutional members contribution		41,200,000	64,600,000
Subscription income		19,076,100	15,525,000
Sale of publications	17.1	7,342,850	8,043,930
Journal income		1,544,400	1,559,200
Pakistan banking awards		6,598,000	5,026,000
		<u>186,488,394</u>	<u>238,069,999</u>

Income from financial assets

Return on investments		293,946,631	139,067,824
Profit on bank accounts		3,896,373	2,191,510
(Loss) / gain on sale of investments		(2,052,913)	6,080,050
Un-realised (loss) / gain on remeasurement of investments		(3,144,928)	214,239
		<u>292,645,163</u>	<u>147,553,623</u>



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Other Income

Note

2023

2022

----- Rupees -----

Gain on disposal of operating fixed assets
Others

	-	1,165,890
	2,922,804	3,358,174
	2,922,804	4,524,064
	482,056,361	390,147,686

17.1 Sale of publications

Sale of diaries
Sale of books and forms
Advertisement income

	4,626,250	3,997,000
	356,600	1,571,930
	2,360,000	2,475,000
	7,342,850	8,043,930

18. COST OF OPERATING ACTIVITIES

Honorarium, salaries and other charges
Communication, utilities and postage charges
Maintenance
Printing and stationary
Venue and refreshment
Training
Depreciation and amortization
Allowance for ECL
Others

	184,506,800	162,004,299
	11,014,349	10,071,480
	7,275,530	7,107,935
	5,776,073	8,091,345
	12,426,938	17,127,273
	161,000	-
	9,367,084	11,773,533
	521,600	653,192
	1,732,552	2,368,856
	232,781,926	219,197,912

18.1 The above expenses are allocated as follows:

Seminar and courses
Testing services
Examination
Expenses on publications
Journal
Pakistan banking awards

	89,642,824	99,879,303
	37,833,873	32,697,921
	79,887,164	63,424,916
	20,602,715	18,969,305
	740,096	721,800
	4,075,255	3,504,667
	232,781,926	219,197,912

19. OTHER EXPENSES

Salaries and other allowances
Gratuity
Provident Fund
Employee welfare
Communication and utilities
Repair and maintenance
Legal and professional
Depreciation and amortization
Insurance
Printing and stationery
Audit fee
Others
Loss on disposal of fixed assets

19.1

	19,222,067	17,188,472
	784,118	769,151
	728,157	734,825
	858,342	571,849
	3,717,707	2,871,493
	736,635	676,001
	934,535	878,925
	2,905,837	3,283,108
	1,966,257	1,975,583
	146,522	102,960
	715,000	605,000
	3,228,589	2,783,542
	250,953	-
	36,194,719	32,440,910

19.1 Auditors' remuneration

Audit fee
Out of pocket expenses

	650,000	550,000
	65,000	55,000
	715,000	605,000



20. REMUNERATION OF CHIEF EXECUTIVE, DIRECTORS AND EXECUTIVES

	2023			2022		
	Chief Executive	Directors	Executives	Chief Executive	Directors	Executives
	Rupees					
Managerial remuneration	30,000,000	23,874,029	70,963,399	30,000,000	19,505,050	56,971,326
Bonus	-	3,650,276	14,224,234	-	3,366,336	11,464,963
Leave encashment	10,729,167					
Retirement Benefits & Allowances						
-Provident Fund	-	1,314,099	3,718,726	-	1,206,614	3,169,583
-Gratuity	1,770,835	1,222,256	3,601,016	2,500,000	1,093,433	3,147,769
-Allowances	1,467,125	1,870,584	4,804,640	1,365,833	1,816,137	4,290,758
	43,967,127	31,931,244	97,312,015	33,865,833	26,987,570	79,044,399
No. of Person(s)	1	3	56	1	3	42

The Council members have not drawn any remuneration from the Institute.

21. TRANSACTIONS WITH RELATED PARTIES

Related parties comprise of Council members, entities associated with Council members, key management personnel and employee retirement funds.



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21.1 Details of transactions with related parties during the year:

Related party	Transactions	2023	2022
		----- Rupees -----	
Bank Al Habib Limited	Profit on bank balances	<u>3,012,068</u>	<u>1,663,850</u>
	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>12,421,750</u>	<u>12,133,487</u>
United Bank Limited	Profit on bank balances	<u>1,068</u>	<u>612</u>
	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>6,550,850</u>	<u>17,145,590</u>
Habib Bank Limited	Profit on bank balances	<u>396,488</u>	<u>227,487</u>
	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>1,506,877</u>	<u>2,149,450</u>
Meezan Bank Limited	Profit on bank balances	<u>336,512</u>	<u>219,889</u>
	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>1,028,000</u>	<u>1,767,400</u>
Bank Alfalah Limited	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>2,794,000</u>	<u>12,399,750</u>
Faysal Bank Limited	Institutional membership contribution	<u>2,000,000</u>	<u>2,000,000</u>
	Service rendered	<u>578,000</u>	<u>593,288</u>
JS Bank Limited	Institutional membership contribution	<u>1,000,000</u>	<u>1,000,000</u>
	Service rendered	<u>458,500</u>	<u>205,850</u>
Habib Metropolitan Bank	Institutional membership contribution	<u>2,000,000</u>	<u>1,000,000</u>
	Service rendered	<u>959,500</u>	<u>668,225</u>
Dubai Islamic Bank Pakistan Limited	Institutional membership contribution	<u>750,000</u>	<u>750,000</u>
	Service rendered	<u>575,000</u>	<u>836,925</u>
Standard Chartered Bank (Pakistan) Limited	Institutional membership contribution	<u>750,000</u>	<u>750,000</u>
	Service rendered	<u>265,000</u>	<u>149,501</u>
Employees gratuity fund	Contribution	<u>6,176,146</u>	<u>8,808,427</u>
Employees provident fund	Contribution	<u>5,478,866</u>	<u>5,153,856</u>



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21.2 Details of balances with related parties as at 30 June 2023:

Related party	Trade debts		Bank balances	
	2023	2022	2023	2022
	----- Rupees -----		----- Rupees -----	
Bank Al-Habib Limited	187,900	708,055	13,051,849	9,577,468
United Bank Limited	214,100	3,772,615	284,033	282,964
Habib Bank Limited	169,500	167,475	1,344,114	1,133,077
Meezan Bank Limited	12,600	134,400	2,018,845	1,335,185
Standard Chartered Bank (Pakistan) Limited	157,500	-	1,984,862	3,377,452
Faysal Bank Limited	166,950	65,000		
Bank Alfalah Limited	517,025	2,355,725		
Habib Metropolitan Bank	-	8,925		
Dubai Islamic Bank Pakistan Limited	-	274,050		

22. FINANCIAL RISK MANAGEMENT

2023 2022
----- Rupees -----

22.1 Financial instruments by category

Financial assets

At amortised cost

Loans and advances	13,682,468	14,229,485
Deposits	255,606	854,606
Trade debts	19,540,418	23,398,495
Bank balances	20,501,427	16,415,739
	53,979,919	54,898,325

At FVTPL

Short-term investments	1,853,927,408	1,642,339,566
	1,907,907,327	1,697,237,891
Financial liabilities - at amortised cost	30,325,193	22,646,183

22.2 The Institute has exposures to the following risks from its use of financial instruments:

- Credit risk
- Liquidity risk
- Market risk

The Council has overall responsibility for the establishment and oversight of Institute's risk management framework. The Council is also responsible for developing and monitoring the Institute's risk management policies.

22.2.1 Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss, without taking into account the fair value of any collateral. As of 30 June 2023, the institute is mainly exposed to credit risk in respect of the following:

	Note	2023 ----- Rupees -----	2022 ----- Rupees -----
Loans and advances	(i)	13,682,468	14,229,485
Trade debts	(ii)	19,540,418	23,398,495
Bank balances	(iii)	20,501,427	16,415,739
		<u>53,724,313</u>	<u>54,043,719</u>

(i) Loans and advances

The Institute does not expect any loss as such loans and advances are collateralised against the retirement benefit accrued to the respective employees.

(ii) Trade debts

The management does not expect to incur loss on such receivables as counter parties are reputable financial institutions.

The ageing of trade debts at the reporting date is as follows:

	2023 ----- Rupees -----		2022 ----- Rupees -----	
	Gross	Impairment	Gross	Impairment
Past due 1 - 30 days	13,081,576	-	16,241,885	-
Past due 31 days - 90 days	2,232,675	-	2,383,930	-
Past due 91 days - 180 days	3,673,200	1,602,761	2,816,615	784,275
Past due 181 days - 1 year	411,845	337,117	1,367,725	777,385
More than one year	2,411,650	330,650	2,337,268	187,268
Total	<u>21,810,946</u>	<u>2,270,528</u>	<u>25,147,423</u>	<u>1,748,928</u>

(iii) Bank balances

The Institute kept surplus liquidity with banks having credit rating of A1+.

22.2.2 Liquidity risk

Liquidity risk is the risk that the Institute will encounter difficulty in meeting its obligations arising from its financial liabilities that are settled by delivering cash or other financial assets or that such obligations will have to be settled in a manner disadvantageous to the Institute. Liquidity risk also arises because of the possibility that the Institute could be required to pay its liabilities earlier than expected or difficulty in raising funds to meet commitments associated with financial liabilities as they fall due. The Institute's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Institute's reputation. As of 30 June 2021, all financial liabilities of the Institute have maturity period of less than one year.

22.2.3 Market risk

Market risk is the risk that changes in market price, such as interest rates, foreign exchange rates and equity prices will affect the Institute's income or the value of its holdings of financial instruments.

(i) Interest rate risk

Interest rate risk arises from the possibility that changes in prevailing level of interest rate will affect future cash flows or the fair value of financial instruments.

At the reporting date the interest rate profile of the Institute's significant interest bearing financial instruments is as follows:

	2023	2022
	Carrying amount	
	Rupees	
Fixed rate instruments		
Government securities	1,853,927,408	1,642,339,566
Loans and advances	13,682,468	14,229,485
Variable rate instruments		
Saving accounts	17,404,181	11,728,566

Cash flow sensitivity analysis for variable rate instruments

A change of 100 basis points in profit rates at the year end would have increased / (decreased) the fund balances and the surplus by Rs. 174,042 (2022: Rs. 116,646), assuming all other variables held constant.

Sensitivity analysis for fixed rate instruments

An increase / decrease in 100 basis points in profit rates at year end would have increased / decreased the fund balances and the surplus by Rs.18,539,274. The analysis assumes all other variables remaining constant.

(ii) Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk). As the Institute has classified its investment at FVTPL category, the Institute is not exposed to any other price risk.

23. FAIR VALUE OF FINANCIAL INSTRUMENTS

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value of financial assets and liabilities traded in active markets i.e. listed equity shares are based on the quoted market prices at the close of trading on the period end date. The quoted market prices used for financial assets held by the Institute is current bid price.

A financial instrument is regarded as quoted in an active market if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service, or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's length basis.



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IFRS 13, 'Fair Value Measurements' requires the Institute to classify fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. The fair value hierarchy has the following levels:

- **Level 1:** quoted prices in active markets for identical assets or liabilities;
- **Level 2:** those involving inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and
- **Level 3:** those with inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The fair value of financial instruments in accordance with the above fair value hierarchy is as follow:

	30 June, 2023			
	Level 1	Level 2	Level 3	Total
	----- Rupees -----			
Investments	-	1,853,927,408	-	-

	30 June, 2022			
	Level 1	Level 2	Level 3	Total
	----- Rupees -----			
Investments	-	1,642,339,566	-	-

24. PROVIDENT FUND RELATED DISCLOSURE

As at 30 June 2023, the investments out of provident fund have been made in accordance with the provisions of Section 218 of the Companies Act, 2017 and the Rules formulated for this purpose.

25. NUMBER OF EMPLOYEES

The average number of employees for the year ended 30 June 2023 were 73 (30 June 2022: 74) and number of employees as at 30 June 2023 were 74 (30 June 2022: 72).

26. DATE OF AUTHORISATION

These financial statements were authorised for issue in the meeting of the Council members held on **October 04, 2023**.

sd/-

Chief Financial Officer

sd/-

Chief Executive Officer

sd/-

Chairman