

For the half year ended 30 June 2017

Abridged Notes to Financial Statements

For the half year ended 30 June 2017

23. POST EMPLOYMENT BENEFITS

23.1 The amounts recognised in the income statement are as follows:-

Metbank Pension Fund contributions
National Social Security Authority contributions

	Unaudited 30 June 2017 US\$	Unaudited 30 June 2016 US\$
	29 227	35 137
	86 183	80 205
	115 410	115 342

23.2 Metropolitan Bank Pension Fund

Post employment benefits are provided for all permanent employees by a separate pension fund to which the Bank contributes. The fund is a defined contribution plan under which retirement benefits are determined by reference to the employee's contributions and the performance of the fund.

23.3 National Social Security Authority Pension Fund

This is a separately funded defined benefit plan established under the National Social Security Act of 1987. The Bank contributes 3.5% of pensionable emoluments of eligible employees upto a maximum of US\$700 per employee.

24. CAPITAL MANAGEMENT

The Bank has adopted the Internal Capital Adequacy Assessment Policy which articulates the Bank's approach, assessment and management of risk and capital from an internal perspective.

The objective of the Bank's capital management process is to ensure that it complies with the Reserve Bank of Zimbabwe (RBZ) requirements. In implementing the current capital requirements, the RBZ requires the Bank to maintain a prescribed ratio of total capital to total risk weighted assets.

The Bank's objectives, when managing capital are:

- To comply with the capital requirements set by the Reserve Bank of Zimbabwe;
- To safeguard the Bank's ability to contin-

ue as a going concern so that it can continue to provide returns for shareholders and benefits for other stakeholders; and

- To maintain a strong capital base to support the development of its businesses. Capital adequacy and the use of regulatory capital are monitored on a regular basis by the Bank's management, employing techniques based on the guidelines developed by the Basel Committee as implemented by the Reserve Bank of Zimbabwe (the "RBZ"), for supervisory purposes for the Bank. The required information is filed with the RBZ on a quarterly basis.

The Bank's Regulatory capital consists of:

- Tier 1 capital, which includes ordinary share capital and premium, retained profits, non-distributable reserves and

other regulatory adjustments relating to items that are included in equity but are treated differently for capital adequacy purposes;

- Tier 2 capital, which includes qualifying subordinated liabilities, revaluation reserve, collective impairment allowances and the element of the fair value reserve relating to unrealized gains on equity instruments classified as available-for-sale; and
- Tier 3 capital or market and operational risk capital include market risk capital and operational risk capital. Operational risk includes legal risk. Market risk capital is allocated to the risk of losses in the on and off statement of financial position arising from movements in market prices.

The Bank's regulatory capital position as at 30 June 2017 was as follows:

	Unaudited 30 June 2017 US\$	Audited 31 Dec 2016 US\$
Ordinary share capital	12 500 000	12 500 000
Non redeemable preference shares	15 911 637	15 911 637
Retained profit	11 467 933	11 064 480
Core Capital	39 879 570	39 476 117
less Capital allocated for operational risk	(5 767 239)	(2 034 607)
Tier 1 capital	34 112 331	37 441 510
General provisions	672 035	367 889
Capital reserves	15 929 772	15 929 772
Tier 2 capital	16 601 807	16 297 661
Tier 3 capital :-Sum of market and operational risk capital	5 767 239	2 034 607
Total regulatory capital	56 481 377	55 773 778
Capital adequacy ratio	21.6%	19.0%
Tier I Ratio	15.1%	14.8%
Tier II Ratio	7.3%	6.4%
Tier III Ratio	2.6%	0.8%

25. FAIR VALUES

In the application of the Company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience, the work of independent professional valuers and other factors that are considered to be relevant. Actual outcomes may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis.

for in the profit or loss as fair value adjustments under investment income or impairment. Independent professional valuers base their valuations on the open market values being the price at which a willing seller and a willing buyer, who are both well informed about the market conditions, are prepared to transact acting at arm's length. Independent professional valuers adjust the open market value for part of the property that will have been sold or committed to third parties and/or associates.

26. GOING CONCERN

The Bank's Board of Directors has made an assessment of the Bank's ability to continue operating as a going concern amid liquidity challenges the Bank is facing.

The Bank has put in place a raft of measures to address the potential impact of the liquidity challenges, key amongst them being the restructuring of the Bank's statement of financial position and refocusing the Bank's business model towards Property Development and Mortgage Financing. Key achieve-

ments which have significantly improved the stability of the Bank includes the successful issuance of long term debt instruments, the restructuring of the Bank's loan book to improve collections, the establishment of new lines of credit, and the successful debt to equity swap. The Bank has also planned the disposal of investment properties considering the significant portfolio of real estate on the Bank's statement of financial position to unlock liquid capital.

The Bank has also further streamlined its branch network and rationalized staff numbers in the process to create a more sustainable overhead structure.

All these efforts have resulted in the significant improvement in the Bank's profitability to the current profit level of US\$0.4 million.

Given the initiatives above, the Directors believe that the Bank has adequate resources and capacity to continue in operational existence for the foreseeable future. The Bank therefore continues to adopt the going concern basis in preparing its financial statements.

27. RISK AND CREDIT RATINGS INFORMATION

CAMELS Ratings

The Reserve Bank of Zimbabwe Conducts regular examinations of Banks and Financial Institutions it regulates. The results of the last inspection conducted by the Reserve Bank as at 31 March 2017 are as follows:-

March 2017 CAMELS* Ratings

Capital	Asset Quality	Management	Earnings	Liquidity	Sensitivity to Market Risk	Overall Rating
3 - Fair	3 - Fair	3 - Fair	4 - Weak	4 - Weak	2 - Satisfactory	3 - Fair

CAMELS is an acronym for capital adequacy, asset quality management, earnings, liquidity and sensitivity to market risk. CAMELS Rating System uses a rating scale of 1 to 5 where '1' is strong; '2' is satisfactory; '3' is fair '4' is weak and '5' is critical.

The Reserve Bank instructed the bank to address its illiquid balance sheet structure which comprises predominantly of fixed assets. The bank has in place a fixed assets reduction plan aimed at reducing fixed assets to within the recommended acceptable benchmark of 25% of total assets.

External Credit Ratings

Rating Agent	Global Credit Rating Company (GCR)
Date Issued	Long Term Credit Rating
September 2010	BB+
September 2011	BB+
September 2012	BB+
September 2013	BB
November 2014	LD
December 2015	CCC
October 2016	CCC

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For the half year ended 30 June 2017

28. Corporate Governance report

28.1 The Board

The Board is responsible to the shareholders for setting the direction of the Bank through the establishment of strategies, objectives, key policies and management structures. It monitors the implementation of these strategies and policies through a structured approach to reporting and accountability and recognizes that it is responsible for developing relationships with its various stakeholders and it actively manages those relationships.

The Board is committed to high standards of corporate governance and believes that a sound governance structure engenders a successful company. Throughout the period ended 30 June 2017 the Bank has, in the Directors' opinion, complied fully with the tenets of good corporate governance. Metbank's Board recognizes the critical importance of having an effective Board of Directors. The Board also places the highest importance on active engagement with its shareholders; meetings are held regularly with shareholders and the Board takes account of shareholders' views.

In the period to 30 June 2017, the Board met two times in line with Bank policy. The record of attendance by Directors is as follows:

Member	Meetings held		% Attendance
	1	2	
Mr. W. Manase	✓	✓	100
Mr. B. N. Ndebele	✓	✓	100
Mr. O. Matore	✓	R	100
Mr. O. Bvute	✓	✓	100
Mr. P. Chingoka	✓	✓	100
Mr. E. Chawoneka	✓	✓	100
Dr. M. Maulana	✓	✓	100

KEY

✓ : Present
R : Retired

28.2 Audit and Finance Committee

The Audit and Finance Committee consists of three members all of whom are independent nonexecutive directors.

The committee meets at least four times a year to review the following:

- The adequacy and appropriateness of the Bank's accounting and internal control system.
- The Bank's strategy and budgets.
- Efficiency and effectiveness in the utilization of operational and capital resources.
- The Bank's financial statements and accounting policies.

The record of attendance by members of the Committee is as follows:

Member	Meetings held		% Attendance
	1	2	
Mr. O. Matore	✓	R	100
Mr. P. Chingoka	✓	✓	100
Dr. M. Maulana	✓	✓	100

KEY

✓ : Present
R : Retired

28.3 Risk, Compliance and Capital Management Committee

The Committee's terms of reference are to:

- Define the policy framework and processes for risk management;
- Ensure continuous risk monitoring by management; receive assurance regarding the adequacy and effectiveness of the risk policies, procedures, practices and controls applied within the Bank in the day-to-day management of its business.
- Identify and assess the risks to which the Bank is exposed.
- Assess and evaluate appropriateness of risk mitigation strategies to ensure that the Bank optimally manages the risks to which it is exposed.
- Ensures that the Bank undertakes a formal internal risk assessment at least annually.

The record of attendance by members of the Risk and Compliance Committee is as follows:

Member	Meetings held		% Attendance
	1	2	
Mr. P. Chingoka	✓	✓	100
Mr. O. Matore	✓	R	100
Mr. B. N. Ndebele	✓	✓	100
Dr. M. Maulana	✓	✓	100

KEY

✓ : Present
R : Retired

28.4 Loans Review Committee

The Committee is responsible for ensuring that:

- Loans portfolio and lending function conforms to the approved lending policy approved and adopted by the Board.
- Portfolio risk is properly assessed, identified and categorized in accordance with the Reserve Bank of Zimbabwe regulations.
- Potential losses are adequately and properly provided for in the correct accounting period.

The record of attendance by members of the Loans Review Committee is shown below:

Member	Meetings held		% Attendance
	1	2	
Mr. W. Manase	✓	✓	100
Mr. P. Chingoka	✓	✓	100

KEY

✓ : Present

28.5 Human Resources and Remuneration Committee

The responsibilities of the Committee are as follows:

- Determine the policy framework of the remuneration of employees of the Bank.
- Retain and attract the right calibre of management and staff by ensuring that they are appropriately remunerated for their contribution to the performance of the Bank and also to oversee the issue of key succession planning.
- Determine the scope of pension arrangements and performance related pay schemes.

The Committee met two times in the period under review. The record of attendance by members of the Human Resources and Remuneration Committee is shown below:

Member	Meetings held		% Attendance
	1	2	
Mr. W. Manase	✓	✓	100
Mr. O. Bvute	✓	✓	100
Mr. P. Chingoka	✓	✓	100
Mr. B. N. Ndebele	✓	✓	100
Mr. E. Chawoneka	✓	✓	100

KEY

✓ : Present

28.6 Nomination Committee

The Committee's terms of reference are;

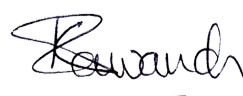
- To review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Bank's corporate strategy;
- To identify individuals suitably qualified to become Directors and select, or make recommendations to the Board on the selection of, individuals nominated for directorships;
- To assess the independence of Independent Non-executive Directors and
- To make recommendations to the Board on the appointment or reappointment of Directors and succession planning for Directors.

The Committee met two times in the period under review. The record of attendance by members of the Nomination Committee is shown below:

Member	Meetings held		% Attendance
	1	2	
Mr. W. Manase	✓	✓	100
Mr. O. Bvute	✓	✓	100
Mr. P. Chingoka	✓	✓	100

The effectiveness of individual Board members and the Board is assessed via peer to peer assessment, assessment of the chairman by the directors, chairman's assessment of individual Board members, as well as an overall assessment of the Board by an independent consultant.

BY ORDER OF THE BOARD



K. ZAWANDA
COMPANY SECRETARY