RUPALI BANK LIMITED

Disclosures on Risk Based Capital Under Basel III
For the Year Ended on December 31, 2021

The function of Market discipline in the Revised Capital adequacy Framework is to complement the minimum capital requirements and the supervisory review process (SRP). The primary aim of introducing market discipline in the revised framework is to establish more transparent and more disciplined financial market so that stakeholders can assess the position of the bank regarding holding of assets and to identify the risks relating to the assets and capital adequacy to meet probable loss of assets. The reports are purported to affirm the information on Minimum Capital Requirement (MCR) under pillar-I and Supervisory Review Process (SRP) under pillar-II and ensure transparency about the capital adequacy framework, risk assessment and mitigation methodologies, risk exposure in various spectrum so that the stakeholders of the industry can examine the risk related compliance of the Bank. These disclosures are intended for market participants to assess key information about the Bank's exposure to various risks and to provide a consistent and understandable disclosure framework for easy comparison among banks operating in the market.

The principles of these disclosures are as follows:

The disclosure's information is accurate	The disclosures are easily understandable to users	The disclosures are complete	The disclosures are consistent over time	The disclosures are comparable across banks

The third pillar of the Basel-III highlights the role of market discipline in easing the existing pressure on traditional monitoring measures like capital requirement and government supervision. The qualitative and quantitative disclosures of the bank under Basel-III requirements based on the audited financial position as of 31 December 2021 are prepared as per the guidelines of Bangladesh Bank on "Risk Based Capital Adequacy for Banks" to establish more transparent and more disciplined financial market.

1. Scope of Application	
Qualitative Disclosures	
(a) The name of the top corporate entity in the group to which this guidelines applies	**RUPALI BANK LIMITED** Assures Better Service
(b) An outline of differences in the basis of consolidation for accounting and regulatory purposes, with a brief description of the entities within the group i) that are fully consolidated; ii) that are given a deduction treatment. and iii) that are neither consolidated nor deducted (e.g. where the investment is risk-weighted).	**Rupali Bank Limited (RBL)** is a state-owned commercial bank which was incorporated as a public limited company on December 14, 1986 under the Companies Act, 1913 and has taken over the business of Rupali Bank (emerged as a Nationalized Commercial Bank in 1972, pursuant to Bangladesh Bank Nationalization Order 1972 (P.O. No. 26 of 1972) as a going concern). Capital to Risk Weighted Assets Ratio (CRAR) report of Rupali Bank Ltd. is submitted to Bangladesh Bank on 'Solo' & 'Consolidated' basis. Solo Basis refers to all position of the bank and Consolidated Basis refers to all position of the bank and its subsidiary companies.

	Subsidiaries: **1) Rupali Investment Limited (RIL)** a fully owned subsidiary company of RBL which was incorporated as a public limited company on August 27, 2010 with the registrar of Joint Stock Companies & approved by Bangladesh Securities & Exchange Commission on August 09, 2011 to perform full-fledged merchant banking activities like portfolio management, underwriting, stock trading business etc. Investment in the subsidiary company RIL is risk weighted in the bank's exposures. **2) Rupali Bank Securities Ltd. (RBSL)** is also a subsidiary company of RBL which was incorporated as a Public Limited Company on August 29, 2013 vide registrar of Joint Stock Companies and Firms, Dhaka certificate of incorporation No. C-110969/13 under Companies Act 1994. The main objective of the Company is to act as, and carry on the business of a stock broker & stock dealer and to engage in all types of stock broking business.
(c) Any restrictions, or other major impediments, on transfer of funds or regulatory capital within the group.	Not applicable
Quantitative Disclosures	
(d) The aggregate amount of surplus capital of insurance (whether deducted or subjected to an alternative method) included in the capital of the consolidated group.	Not applicable

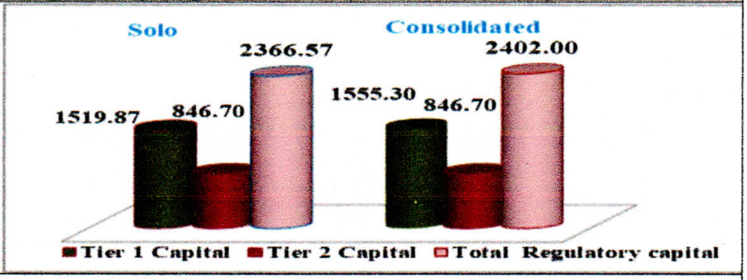
2. Capital Structure

Qualitative Disclosures

(a) Summary information on the terms and conditions of the main features of all capital instruments, especially in the case of capital instruments eligible for inclusion in CET 1, Additional Tier 1 or Tier 2.	The Basel Committee raised the resilience of the banking sector by strengthening the regulatory capital framework, building on the three pillars of the Basel III framework. The reforms raised both the quality and quantity of the regulatory capital base and enhanced the risk coverage of the capital framework. The regulatory capital under Basel-III is composed of (I) Tier-1 (Going-concern Capital) and (II) Tier-2 (Gone-concern Capital). From regulatory capital perspective, **Going-concern capital** is the capital which can absorb losses without triggering bankruptcy of the Bank and **Gone-concern capital** is the capital which will absorb losses only in a situation of liquidation of the bank. Gone-concern capital represents other elements that fall short of some of the characteristics of core capital but contribute to the overall strength of the bank. **Tier-1 capital** consists of Common Equity Tier-1 (CET1) Capital and Additional Tier-1 Capital. CET1 capital of RBL includes of paid-up capital, statutory reserve, general reserve, retained earnings and share money deposit. RBL has no such capital under the criteria of Additional Tier-I capital. **Tier-2 capital** of RBL consists of general provision (against unclassified loans, SMA and Off-Balance Sheet exposures), Non-Convertible Subordinated Bond. **Total Regulatory Capital =** (Common Equity Tier 1 Capital + Additional Tier 1 Capital + Tier 2 Capital)

Quantitative Disclosures

	Particulars	Solo	Consolidated
		Amount in BDT Crore	
(b) Amount of regulatory capital, with separate disclosure of:	Paid-up capital	455.58	455.58
	Statutory reserve	367.59	368.09
	General reserve	0.00	0.50
	Retained earnings	16.70	51.13
	Share money deposit	680.00	680.00
	Sub Total	**1519.87**	**1555.30**
(c) Regulatory Adjustments/ Deductions from capital	**Regulatory Adjustment**	**0.00**	**0.00**
	Common Equity Tier 1 capital	**1519.87**	**1555.30**
	Additional Tier 1 Capital	**0.00**	**0.00**
	Total Tier 1 Capital	**1519.87**	**1555.30**
	Tier 2 Capital	**846.70**	**846.70**
(d) Total Regulatory capital	**Total Regulatory capital**	**2366.57**	**2402.00**



* As per Bangladesh Bank letter no.ডিওএস(সিএমএস)১১৫৭/৪১(ডিভিডেন্ড)/২০২২-২২৫৩ তারিখঃ ২৬ এপ্রিল,২০২২. Bangladesh Bank has given deferral advantage/regulatory forbearance to the Bank of BDT 3,090.48 crore against required provision & also given regulatory forbearance for Deferred Tax Assets & Intangible Assets of Tk. 54.10 crore & Tk.10.32 Crore respectively.

3. Capital Adequacy

Qualitative Disclosures

(a) A summary discussion of the bank's approach to assessing the adequacy of its capital to support current and future activities	**i) Capital calculation approach:** With regard to regulatory capital computation approaches (Minimum Capital Requirement) the bank is following the prescribed approach of Bangladesh Bank. Below are risk wise capital computation approaches that the bank is currently applying: ▪ **Credit Risk** - Standardized Approach (SA) ▪ **Market Risk** - Standardized Approach (SA) ▪ **Operational Risk** – Basic Indicator Approach (BIA) The bank has maintained Capital to Risk Weighted Assets Ratio (CRAR) on the solo & consolidated at 5.56 percent & 5.64 percent against the minimum regulatory requirement of 10 percent. Tier-I capital to Risk Weighted Assets ratio for solo & consolidated are 3.57 percent & 3.65 percent against the minimum regulatory requirement of 6 percent. The bank's policy is to manage and maintain its future capital considering all material risks that are covered under pillar-2 of Basel III as well as the result of Stress Tests. The primary objective of the capital management is to optimize the balance between return and risk, while maintaining economic regulatory capital in accordance with risk appetite. **ii)** RBL determines its risk weighted assets (RWA) by multiplying the exposure amount of assets with their respective risk weight given in Basel III guidelines by Bangladesh Bank. RWA for market & operational risks are calculated by multiplying the capital charge for these risks by the reciprocal of minimum capital adequacy ratio (10%).

Quantitative Disclosures

Particulars	Solo	Consolidated
	Amount in BDT Crore	
(b) Capital Requirement For Credit Risk	3516.70	3523.49
(c) Capital Requirement For Market Risk	209.37	209.37
(d) Capital Requirement For Operational Risk	526.78	528.77
(e) Capital ratio :		
Capital To Risk Weighted Assets Ratio (CRAR) %	**5.56%**	**5.64%**
CET-1 to RWA Ratio	3.57%	3.65%
Tier-1 capital to RWA ratio	3.57%	3.65%
Tier -2 capital to RWA Ratio	1.99%	1.99%
(f) Capital Conservation Buffer	-	-
(g) Available Capital under Pillar 2 Requirement	-	-

Rupali Bank Ltd. Risk Management Division

4. Credit Risk

Qualitative Disclosures

(a) (i) Definitions of past due and impaired (for accounting purpose)

Credit risk is the financial losses resulting from the failure by a client or counterparty to meet its contractual obligations to the Bank. Credit risk arises from the Bank's dealings with or lending to corporate, individuals, and other banks or financial institutions.

As per guideline of Bangladesh Bank, All Loans and Advances are grouped into 4 (four) categories namely- Continuous Loan, Demand Loan, Fixed Term Loan and Short-Term Agricultural & Micro Credit for the purpose of classification. The bank follows Bangladesh Bank circulars and Guidelines related to classification and provisioning to define past due and impairment.

Rupali Bank Ltd. follows Bangladesh Bank's BRPD Circular No.14 Dated 23 September 2012 and subsequent changes for classification of loans & advances.

Classification SL	Types of Loans	Classification Status	Period for classification
1	**Continuous Loan** (Overdraft, Cash credit-Hypo, Cash credit-pledge etc.)	SMA	2 Months
		SS	3M
		DF	9M
		BL	12M
2	**Demand Loan** (Forced Loan, PAD, LIM, FBP, IBP etc.)	SMA	2M
		SS	3M
		DF	9M
		BL	12M
3	**Fixed Term Loan** (which are repayable under a specific repayment schedule-within 5 years.)	SMA	2M
		SS	3M
		DF	9M
		BL	12M
4	**Fixed Term Loan** (which are repayable under a specific repayment schedule-above 5 years.)	SMA	2M
		SS	3M
		DF	9M
		BL	12M
5	**Short term Agriculture & Micro credit**	SMA	-
		SS	12M
		DF	36M
		BL	60M

(a) (ii) Provisioning depending on the group:

Particulars		Short Term Agriculture & Micro Credit	Consumer Financing			SMEF	BHs/ MBs /SDs	All other Credit
			Other than HF, LP	HF	LP			
UC	Standard	.5%	5%	1%	2%	0.25%	2%	1%
	SMA	-	5%	2%	2%	0.25%	2%	1%
Classified	SS	5%	20%	20%	20%	20 %	20%	20%
	DF	5%	50%	50%	50%	50 %	50%	50%
	BL	100%	100%	100%	100%	100 %	100%	100%

HF=Housing Finance, LP=Loans for professionals to setup business, SMEF=Small & Medium Enterprise Financing, BHs= Loans to Brokerage House, MBs= Loans to Merchant Bank, SDs = Loans to Stock Dealers.

(a) (iii) Discussion of the bank's credit risk management policy:

On the basis of Bangladesh Bank's credit risk management policies, a manual of Credit Risk Management (CRM) has been formulated and approved by RBL's Board of Directors. The key principle of credit risk management is client due diligence, which is aligned with our country and industry portfolio strategies before sanction of any credit facility as per CRM policies which emphasizes on the size & type, purpose, structure (term, conditions, repayment schedule & interest rate) and securities of the loan proposed.

For actively aiming to prevent concentration (Single borrower/group borrower/ geographical/sectorial concentration) and long tail-risks (large unexpected losses; RBL follows different prudential guidelines of its own and Bangladesh Bank. In all market conditions, the bank's capital is effectively protected by ensuring a diversified and marketable credit portfolio.

Risk appetite for credit risk of RBL is determined by its Board of Directors desiring optimum business mix, risk preferences, the acceptable trade-off between risk & reward etc. as per circular of Bangladesh Bank's Department of Off-site Supervision.

The assessment process is initiated at branch/credit division and placed before Management Credit Committee (MCC) or Board for approval. This process includes borrower analysis, industrial analysis, historical financial analysis, repayment sources analysis, mitigating factors etc. Credit risk grading system has been adopted by RBL as per Bangladesh Bank's instruction that defines the risk profile of borrower's to ensure that account management, structure and pricing are commensurate with the risk involved.

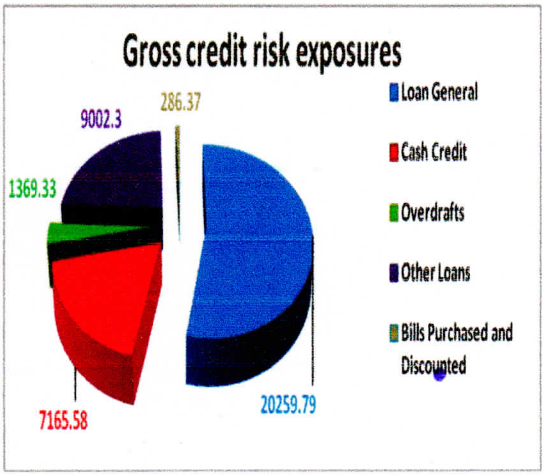
RBL is very much concerned in managing non-performing loan. RBL follows Bangladesh Bank's BRPD Circular for classification of loans & advances and provisioning. Targets to recover classified loans & advances are determined for the branch, zonal Office and divisional office at the beginning of the year. Continuous contact with the borrowers, special meeting with the defaulter, recruitment of recovery specialist, formation of special task forces, announcement of special program are emphasized.

Amount in BDT Crore

Risk Weighted Assets (RWA) for Credit Risk	Solo	Consolidated
On-Balance Sheet	34537.73	34605.68
Off-Balance Sheet	629.27	629.27
Total Credit Risk	**35167.00**	**35234.95**

Quantitative Disclosures

(b) Gross credit risk exposures

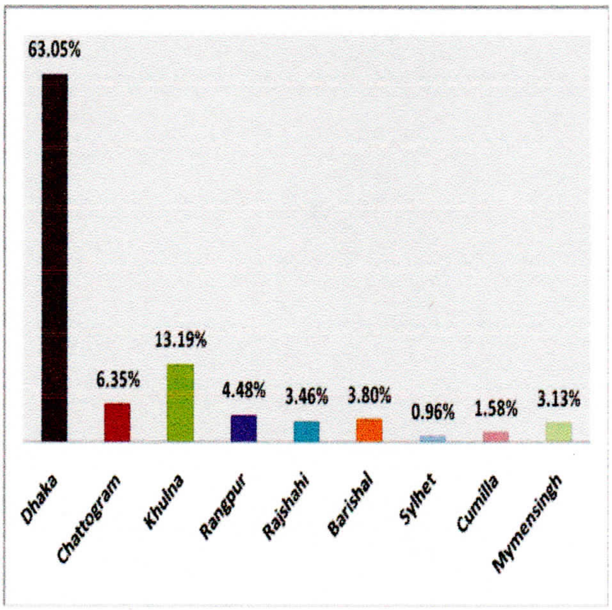


Amount in BDT Crore

Loan General	20259.79
Cash Credit	7165.58
Overdrafts	1369.33
Other Loans	9002.30
Bills Purchased and Discounted	286.37
Total	**38083.37**

Rupali Bank Ltd. Risk Management Division

(c) Geographical distribution of exposures:



	Amount in BDT Crore
Dhaka	24012.69
Chattogram	2416.82
Khulna	5024.05
Rangpur	1706.32
Rajshahi	1317.41
Barishal	1445.34
Sylhet	366.55
Cumilla	602.83
Mymensingh	1191.36
Total	**38083.37**

(d) Industry or counterparty type distribution of exposures

Sector	Amount in BDT Crore
Agriculture	1304.51
RMG	3045.22
Textile	10242.23
Food & Allied Industries	675.22
Pharmaceutical Industries	744.09
Chemical Fertilizer etc.	1087.86
Cement & Ceramic Industry	425.93
Ship Building	152.71
Ship Breaking	279.75
Power, Gas	421.51
Other Manufacturing	1947.95
Services	1365.97
Trade & Commerce	7954.64
Construction	730.51
Transport	369.94
Consumer finance	2521.49
Other	4813.84
Total	**38083.37**

(e) Residual contractual maturity breakdown of the whole portfolio, broken down by major types of credit exposure.

Particulars	Amount in BDT Crore
Repayable on Demand	3574.96
Not more than 3 months	5936.94
Over 3 months but not more than 1 year	10917.75
Over 1 year but not more than 5 years	8482.90
Over 5 years	9170.82
Total	**38083.37**

(f) Major counterparty wise amount of impaired loans:

Counterparty			Amount in BDT Crore
Government	**Unclassified:**		
	Standard	-	
	Special Mention Account(SMA)	-	
	Sub Total	-	
	Classified:		
	Sub-standard		
	Doubtful		
	Bad & Loss	36.57	
	Sub Total		**36.57**
Other Public	**Unclassified:**		
	Standard	1548.09	
	Special Mention Account (SMA)		
	Sub Total		**1548.09**
	Classified:		
	Sub-standard		
	Doubtful		
	Bad & Loss	12.77	
	Sub Total		**12.77**
Private	**Unclassified:**		
	Standard	27809.15	
	SMA	2059.64	
	Sub Total		**29868.79**
	Classified:		
	Sub-standard	698.10	
	Doubtful	107.67	
	Bad & Loss	5811.38	
	Sub Total		**6617.15**
Grand Total			**38083.37**

Summary

	Amount in BDT Crore	
Unclassified		
Standard	29357.24	
SMA	2059.64	
Sub Total		**31416.88**
Classified		
Sub-standard	698.10	
Doubtful	107.67	
Bad & Loss	5860.72	
Sub Total		**6666.49**
Grand Total		**38083.37**

(g) Movement of NPAs & specific provisions for NPAs	Particulars	Amount in BDT crore
	Gross Non Performing Assets (NPAs)	**6666.49**
	Non Performing Assets (NPAs) to outstanding Loans & advance	**18.84%**
	Movement of NPAs (Gross)	
	Opening balance	**3972.43**
	Additions during the year	3055.80
	Reductions (Cash Recovery during the year)	(101.39)
	Reductions (Adjustment during the year)	(260.35)
	Closing balance	**6666.49**
	Movement of specific provisions for NPAs	
	Opening balance	1004.33
	Less: Adjustment during the year	(0.34)
	Add: Transfer from General Provision during the year	200.00
	Add: Transfer from off balance sheet exposure during the year	1.86
	Add: Provisions made during the period	20.00
	Closing Balance	**1225.85**

5. Equities: Disclosures for banking book positions

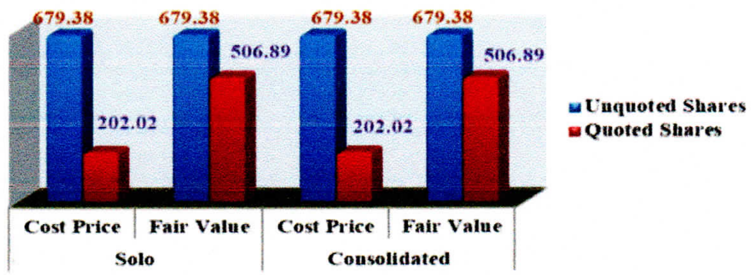
Qualitative Disclosures

a (i) Differentiation between holdings on which capital gains are expected and those taken under other objectives including for relationship and strategic reasons	Investment in equity securities are broadly categorized into two parts: **i. Quoted Securities** (Common or Preference Shares & Mutual Fund) that are traded in the secondary market (Trading Book Assets). **ii. Unquoted securities** include shares of Central Depository Bangladesh Limited (CDBL), investment in SWIFT and Market Stabilization Fund (MSF).
a (ii) Discussion of important policies covering the valuation and accounting of equity holdings in the banking book. This includes the accounting techniques and valuation methodologies used, including key assumptions and practices affecting valuation as well as significant changes in these practices.	The primary aim is to invest in these equity securities for the purpose of capital gain by selling them in future or held for dividend income. Dividends received from these equity securities are accounted for as and when received. Both Quoted and Un-Quoted equity securities are valued at cost and necessary provisions are maintained if the prices fall below the cost price.

Quantitative Disclosures

b) Value disclosed in the balance sheet of investments, as well as the fair value of those investments; for quoted securities, a comparison to publicly quoted share values where the share price is materially different from fair value.

Particulars	Solo		Consolidated	
	Amount in BDT Crore			
	Cost Price	Fair Value	Cost Price	Fair Valu
Unquoted Shares	679.38	679.38	679.38	679.38
Quoted Shares	202.02	506.89	202.02	506.89
Total	**881.40**	**1186.27**	**881.40**	**1186.27**



c) The cumulative realized gains (losses) arising from sales and liquidations in the reporting period.	Nil
d (i) Total unrealized gains (losses)	304.87
d (ii) Total latent revaluation gains (losses)	90.36
d (iii) Any amounts of the above included in Tier 2 capital	Nil
e) Capital requirements broken down by appropriate equity groupings, consistent with the bank's methodology, as well as the aggregate amounts and the type of equity investments subject to any supervisory provisions regarding regulatory capital requirements.	See table below

Required Capital Charge on Equities

Particulars	Solo	Consolidated
	Amount in BDT Crore	
Specific Risk	50.69	50.69
General Market Risk	50.69	50.69

6. Interest Rate Risk in the Banking Book (IRRBB)

Qualitative Disclosures

a) The general qualitative disclosure requirement including the nature of IRRBB and key assumptions, including assumptions regarding loan prepayments and behavior of non-maturity deposits, and frequency of IRRBB measurement.	To manage this risk in the banking book, bank considers the impact of interest rate changes on both assets and liabilities, and its particular features including, among other things, terms and timing. Changes in interest rates affect both the current earnings (earning perspective) as well as the net worth of the bank (economic value perspective). RBL periodically computes the interest rate risk on the banking book that arises due to re-pricing mismatches in interest rate sensitive assets and liabilities. For computation of the interest rate mismatches the guidelines of Bangladesh bank are followed. Details relating to re-pricing mismatches and the interest rate risk thereon are placed to the ALCO regularly. Following techniques for managing the IRRBB in Rupali Bank Ltd. are applied: **Re-pricing Schedules:** It is the simplest techniques for measuring a bank's interest rate risk exposure and that is generating a maturity/re-pricing schedule that distributes interest-sensitive assets, liabilities, and OBS positions into a certain number of predefined time bands according to their maturity (if fixed-rate) or time remaining to their next re-pricing (if floating-rate). Those assets and liabilities lacking definitive re-pricing intervals (e.g. sight deposits or savings accounts) or actual maturities that could vary from contractual maturities are assigned to re-pricing time bands according to the judgment and past experience of the bank.

Rupali Bank Ltd.

	Gap Analysis: It helps to assess the interest rate risk of current earnings. To evaluate earnings exposure, interest rate-sensitive liabilities in each time band are subtracted from the corresponding interest rate-sensitive assets to produce a re-pricing "gap" for that time band. This gap is then multiplied by an assumed change in interest rates to yield an approximation of the change in net interest income that would result from such an interest rate movement. i. **Duration:** A maturity/re-pricing schedule is also used to evaluate the effects of changing interest rates on a bank's economic value by applying sensitivity weights to each time band. Typically, such weights are based on estimates of the duration of assets and liabilities that fall into each time band. ii. **Quarterly Stress Testing:** It is conducted on quarterly basis as per the directives of Bangladesh Bank to gain better insight into the vulnerable issue of IRRBB.

Quantitative Disclosures

(b) The increase (decline) in earnings or economic value (or relevant measure used by management) for upward and downward rate shocks according to management's method for measuring IRRBB, broken down by currency (as relevant).

Particulars	Amount in BDT Crore		
Market Value of Assets	66392.24		
Market Value of Liabilities	64831.47		
Weighted Average of Duration of Assets (DA)	1.90		
Weighted Average of Duration of Liabilities (DL)	1.17		
Duration GAP (DA-DL)	0.76		
Yield to Maturity (YTM-Assets)	10.99%		
Yield to maturity (YTM-Liabilities)	5.51%		
Magnitude of Interest Rate Change	**1%**	**2%**	**3%**
Change in market value of equity due to and increase in interest rate	-454.29	-908.59	-1362.88
Stress Testing	**Minor**	**Moderate**	**Major**
Regulatory Capital (after shock)	1912.28	1457.98	1003.69
RWA (after shock)	42399.07	42399.07	42399.07
CRAR (after shock)	4.51%	3.44%	2.37%

Rupali Bank Ltd. Risk Management Division

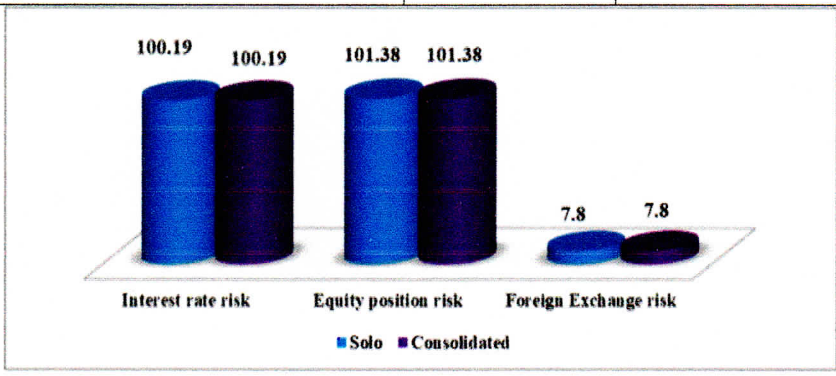
7. Market Risk

Qualitative Disclosures

a (i) Views of BOD on trading/ investment activities	The Board of Directors approves all policies related to market risk, sets limits and reviews compliance on a regular basis. The objective is to obtain maximum returns (without taking undue risks) by reducing the negative effect of the risk.
a (ii) Methods used to measure Market risk	Standardized Approach (SA) is used for calculating capital charge against market risk (interest rate risk, equity position & foreign exchange risk) which is determined separately. The total capital requirement in respect of market risk is the sum of capital requirement measured in terms of two separately calculated capital charges for specific market risk and general market risk for each of these market risk sub-categories.
a (iii) Market Risk Management system	RBL makes investment decision based on historical data of market movements of all comparable financial instruments to avoid general market risk. For managing specific risk RBL emphasizes on investment in Government treasury bonds and quality financial instruments, which are less volatile in nature. Treasury Front Office, Back Office & Mid Office have been established and functioning through an independent organizational chain in line with the manual.
a (iv) Policies and processes for mitigating market risk	There are approved limits for credit deposit ratio, liquid assets to total assets ratio, maturity mismatch, commitments for both on-balance sheet and off-balance sheet items, borrowing from money market and foreign exchange position. The limits are monitored and enforced regularly to protect against market risks. These limits are reviewed based on prevailing market and economic conditions to minimize risk caused by market fluctuation.

Quantitative Disclosures

The capital requirements for	Solo	Consolidated
	Amount in BDT Crore	
Interest rate risk	100.19	100.19
Equity position risk	101.38	101.38
Foreign Exchange risk	7.80	7.80
Commodity risk	Nil	Nil



8. Operational Risk	
Qualitative Disclosures	
• Views of BOD on system to reduce Operational Risk	Internal control & compliance (ICC) is the main tool in managing operational risk Management which through three units of ICC i.e. monitoring, compliance and Audit & Inspection; controls overall operation of the bank. Board audit committee directly oversees the functions of ICC to prevent operational risks.
• Performance gap of executives and staffs	RBL has a Human Resource Policy with the formal rules and guidelines to recruit, train, assess and reward employees. This policy is applied consistently and fairly across the bank. RBL ensures posting of right persons in the right places identifying ideal performers and rewarding them with desired promotion and posting. Extensive training programs are also taken for every level of employees ensuring to build professionals with a blend of technical, business and leadership skills.
• Potential external events	External events may affect business operations directly or indirectly. These external events may stem from the socio-economic and political environment within which the bank is operating. In order to minimize effects of unexpected external events RBL aims at and relies on collecting and analyzing information on a continuous and timely manner.
• Policies and processes for mitigating operational risk	RBL has formed MANCOM (Management Committee) to identify measure, monitor and control the risks through framing required policies and procedures. The policy of managing operational risk through Internal Control and Compliance is approved by the Board of Directors taking into account the relevant guidelines of Bangladesh Bank. DCFCL (departmental control function check list) and QOR (quarterly operation report) are applied for evaluation of the branches operational performance. Manuals related to Credit, Human Resources, Finance & Accounts, Treasury, Audit and Inspection etc. have been prepared for continuous recognition and assessment of all material risk that could adversely affect the achievement of RBL's goal. The audit & inspection division makes a year wise risk based audit plan to carry out comprehensive audits & inspections on the banking operations to ensure procedures are in place & complied with.
• Approach for calculating capital charge for operational risk	RBL uses the basic indicator approach (BIA) to calculate its operational risk. Under BIA, the capital charge for operational risk is a fixed percentage denoted by α (alpha) of average positive annual gross income (GI) of the bank over the past three years. The capital charge may be expressed as follows: $K=[(GI1 + GI2 + GI3) \times \boldsymbol{\alpha}] /n$ Where, K = Capital charge under the basic indicator approach GI= Only Positive annual gross income over the previous three years $\alpha = 15\%$ N = Number of the previous three years of which gross income is positive
Quantitative Disclosures	
• The capital requirements for operational risk	Solo: 526.78 / Consolidated: 528.77 (Amount in BDT Crore)

Solo	Consolidated
Amount in BDT Crore	
526.78	528.77

9. Liquidity Ratio

Qualitative Disclosures

• Views of BOD on system to reduce liquidity risk	**Liquidity risk** is a financial risk that for a certain period of time a given financial asset, security or commodity cannot be traded quickly enough in the market without impacting the market price. RBL is blessed with a prudent Board of Directors that has always been giving utmost importance to minimize the liquidity risk of the bank. The prime responsibility of the liquidity risk management of the bank rests with Treasury Division under the supervision of ALCO Committee, which maintains liquidity based on current liquidity position, anticipated future requirement, sources of fund, options for reducing funding needs, present and anticipated asset quality, present and future earning capacity, present and planned capital position, etc.
• Methods used to measure liquidity risk	To identify and monitor the driving factors of liquidity risk, it is viewed from the following aspects: ➢ Cash Reserve Ratio (CRR) ➢ Statutory Liquidity Ratio (SLR) ➢ Liquidity Coverage Ratio (LCR) ➢ Net Stable Funding Raito (NSFR) ➢ Structural Liquidity Profile (SLP) ➢ Advance Deposit Ratio (ADR) ➢ Medium Term Funding Ratio (MTFR) ➢ Maximum Cumulative Outflow (MCO) RBL's own liquidity monitoring tools: ➢ Wholesale Borrowing and Funding Guidelines ➢ Liquidity Contingency Plan ➢ Management Action Trigger
• Liquidity risk management system	According to liquidity contingency plan we have incorporated all the strategic decision to tackle any sort of liquidity crisis. The Asset Liability Committee (ALCO), which meets at least once in a month, is responsible for managing and controlling liquidity of the bank. Treasury front office closely monitors and controls liquidity requirements on a daily basis by appropriate coordination of funding activities and they are primarily responsible for management of liquidity in the bank. A monthly projection of fund flows is reviewed in ALCO meeting regularly.
• Policies and processes for mitigating liquidity risk	Asset-Liability Committee (ALCO) is responsible for monitoring liquidity measures and limits in RBL. Liquidity is maintained in excess of the maximum cumulative outflows calculated within these stress tests. Board Risk Management Committee set policies and process to mitigate all risks including liquidity risk. Regulatory standards for LCR and NSFR are '≥100%' and '>100%' respectively.

Quantitative Disclosures

Particulars	Amount in BDT Crore
Liquidity Coverage Ratio	509.44%
Net Stable Funding Ratio (NSFR)	98.75%
Stock of High quality liquid assets	16,641.27
Total net cash outflows over the next 30 calendar days	3,266.58
Available amount of stable funding	57,213.52
Required amount of stable funding	57,937.98

10. Leverage Ratio

Qualitative Disclosures

• Views of BOD on system to reduce excessive leverage	In order to avoid building-up excessive on and off-balance sheet leverage in the banking system, a simple, transparent, non-risk based leverage ratio has been introduced by Bangladesh Bank. The leverage ratio is calibrated to act as a credible supplementary measure to the risk based capital requirements. Banks are highly leveraged organizations which facilitate leverage for others. The responsibility of monitoring excessive leverage of the bank lies with the concerned divisions under the guidance of the Board of Directors of RBL. Policies and processes for keeping the bank's leverage ratio up to the mark are reviewed by the Board of Directors on a regular basis.
• Policies and processes for managing excessive on and off balance sheet leverage	The bank reviews its leverage position as per the Guidelines on Risk Based Capital Adequacy (Basel III). To manage excessive leverage, the bank follows all regulatory requirements for capital, liquidity, commitment, Advance Deposit Ratio (ADR), Maximum Cumulative Outflow (MCO), large exposures which are eventually reinforcing different standards set by Bangladesh Bank. The aim is to ensure that the high leverage inherent in banking business models is carefully and prudently managed.
• Approach for calculating exposure	A minimum Tier 1 leverage ratio of 3% is being prescribed both at solo and consolidated level. Accordingly RBL maintains leverage ratio on quarterly basis. Leverage Ratio = Tier 1 Capital (after related deductions)/Total Exposure (after related deductions) The exposure measure for the leverage ratio generally follows the accounting measure of exposure. In order to measure the exposure consistently with financial accounts, the following is applied by the bank: i. On balance sheet, non-derivative exposures are net of specific provisions and valuation adjustments (e.g. surplus/ deficit on Available for sale (AFS)/ Held-for-trading (HFT) positions). ii. Physical or financial collateral, guarantee or credit risk mitigation purchased is not allowed to reduce on balance sheet exposure. iii. Netting of loans and deposits is not allowed.

Quantitative Disclosures

Particulars	Solo	Consolidated
	Amount in BDT Crore	
Leverage Ratio	**2.19%**	**2.24%**
On balance sheet exposure	65298.96	65419.16
Off balance sheet exposure	4005.78	4005.78
Total Deduction From On and Off-Balance Sheet Exposure	0.00	0.00
Total exposure	**69304.74**	**69424.94**

Rupali Bank Ltd.

11. Remuneration

The disclosure requirement on remuneration allows market participants to assess the quality of the bank's compensation practices and the incentives towards risk taking the supports. The overall objective of the Bank's remuneration policy is to establish a framework for attracting, retaining and motivating employees and creating incentives for delivering long-term performance within established risk limits. Performance is judged on both the achievement and values of the bank.

Qualitative Disclosure

<table>
<tr><td>Sl no.</td><td>Name, composition and mandate of the main body overseeing remuneration.</td><td>The human resource division of the bank oversees the remuneration in line with its human resource policy under direct guidance of Board of Directors of the bank.</td></tr>
<tr><td rowspan="3">a.</td><td>External consultants whose advice has been sought, the body by which they were commissioned, and in what areas of the remuneration process.</td><td>The bank does not have any external consultant in preparing and implementation of remuneration process.</td></tr>
<tr><td>A description of the scope of the bank's remuneration policy (eg by regions, business lines), including the extent to which it is applicable to foreign subsidiaries and branches.</td><td>RBL follows National Pay Scale. The bank follows a non-discriminatory policy in respect of remuneration and benefits for head quarter and regions. RBL has no foreign subsidiaries and branches.</td></tr>
<tr><td>A description of the types of employees considered as material risk takers and as senior managers, including the number of employees in each group.</td><td>Types of employees considered as material risk takers:
<table>
<tr><th>Employees</th><th>No.</th></tr>
<tr><td>Managing Director and CEO</td><td>01</td></tr>
<tr><td>Deputy Managing Director</td><td>03</td></tr>
<tr><td>General Manager</td><td>14</td></tr>
<tr><td>CFO</td><td>00</td></tr>
<tr><td>Divisional & Local Office Head (GM)</td><td>08</td></tr>
<tr><td>Divisional Head of Head Office</td><td>39</td></tr>
<tr><td>Zonal Managers</td><td>35</td></tr>
<tr><td>Branch Managers</td><td>585</td></tr>
</table></td></tr>
<tr><td rowspan="3">b.</td><td>An overview of the key features and objectives of remuneration policy.</td><td>There is no separate remuneration structure in RBL. RBL follows the national pay scale introduced by The Government of The Peoples' Republic of Bangladesh.</td></tr>
<tr><td>Whether the remuneration committee reviewed the firm's remuneration policy during the past year, and if so, an overview of any changes that was made.</td><td>RBL followed National Pay Scale-2009 from 1st July 2009 to 30 June 2015. The Government of the Peoples Republic of Bangladesh introduced national pay scale-2015. The same has been approved in 987th board meeting held on December 27, 2015 and confirmed in 988th board meeting held on December 30, 2015. A circular has been issued on January 7, 2015 July 01, 2015 on December 15, 2015 effective from 1st July, 2015 in this regard.</td></tr>
<tr><td>A discussion of how the bank ensures that risk and compliance employees are remunerated independently of the businesses they oversee.</td><td>RBL follows National Pay Scale.</td></tr>
</table>

c.	An overview of the key risks that the bank takes into account when implementing remuneration measures.	RBL follows National Pay Scale.
	An overview of the nature and type of the key measures used to take account of these risks, including risks difficult to measure (values need not be disclosed).	Not applicable.
	A discussion of the ways in which these measures affect remuneration.	Not applicable.
	A discussion of how the nature and type of these measures has changed over the past year and reasons for the change, as well as the impact of changes on remuneration.	Not applicable.
d.	An overview of main performance metrics for bank, top-level business lines and individuals.	Not applicable.
	A discussion of how amounts of individual remuneration are linked to bank-wide and individual performance.	Not applicable.
	A discussion of the measures the bank will in general implement to adjust remuneration in the event that performance metrics are weak.	Not applicable.
e.	A discussion of the bank's policy on deferral and vesting of variable remuneration and, if the fraction of variable remuneration that is deferred differs across employees or groups of employees, a description of the factors that determine the fraction and their relative importance.	The pay scale describes short time and long term benefits. Short time benefits include salary, festival bonus and incentive bonus. Long term benefits include gratuity and pension, provident fund and leave encashment.
	A discussion of the bank's policy and criteria for adjusting deferred remuneration before vesting and (if permitted by national law) after vesting through claw back arrangements.	Not applicable.
f.	An overview of the forms of variable remuneration offered (ie cash, shares and share-linked instruments and other forms.	Not applicable.
	A discussion of the use of the different forms of variable remuneration and, if the mix of different forms of variable remuneration differs across employees or groups of employees), a description the factors that determine the mix and their relative importance.	Not applicable.

<table>
<tr><th colspan="3">Quantitative Disclosures</th></tr>
<tr><td>g.</td><td>Number of meetings held by the main body overseeing remuneration during the financial year and remuneration paid to its member.</td><td>Not applicable</td></tr>
<tr><td rowspan="4">h</td><td>Number of employees having received a variable remuneration award during the financial year.</td><td>Not applicable.</td></tr>
<tr><td>Number and total amount of guaranteed bonuses awarded during the financial year.</td><td>Not applicable.</td></tr>
<tr><td>Number and total amount of sign-on awards made during the financial year.</td><td>Not applicable.</td></tr>
<tr><td>Number and total amount of severance payments made during the financial year.</td><td>Not applicable.</td></tr>
<tr><td rowspan="2">i.</td><td>Total amount of outstanding deferred remuneration, split into cash, shares and share-linked instruments and other forms.</td><td>Not applicable.</td></tr>
<tr><td>Total amount of deferred remuneration paid out in the financial year</td><td>Not applicable.</td></tr>
<tr><td>j.</td><td>Breakdown of amount of remuneration awards for the financial year to show:
- Fixed and variable.
- Deferred and non-deferred.
- Different forms used (cash, shares and share linked instruments, other forms).</td><td><table><tr><th>Particulars</th><th>Amount in BDT Crore</th></tr><tr><td>Fixed</td><td>500.43</td></tr><tr><td>Variable</td><td>72.88</td></tr></table></td></tr>
<tr><td rowspan="3">k.</td><td>Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments.</td><td>Not applicable.</td></tr>
<tr><td>Total amount of reductions during the financial year due to ex post explicit adjustments.</td><td>Not applicable.</td></tr>
<tr><td>Total amount of reductions during the financial year due to ex post implicit adjustments.</td><td>Not applicable.</td></tr>
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