



BOARD EVALUATION POLICY

May, 2023
Version 6.0

Prepared by : Secretarial Department <02.05.2023>
Approved by: <Sijo Varghese> <Company Secretary> <02.05.2023>
Vetted by: Audit/ Compliance/ Risk policy vetting committee

Document history

Version No.	Date	Particulars	Approved by
Version 1.0	25.03.2019	First Version	Secretarial Department
Version 2.0	16.03.2020	Second Version	Secretarial Department
Version 3.0	19.01.2021	Third Version	Secretarial Department
Version 4.0	17.12.2021	Fourth Version	Secretarial Department
Version 5.0	17.01.2023	Fifth Version	Secretarial Department
Version 6.0	02.05.2023	Sixth Version	Secretarial Department

Document Contact Details

	Name	Designation
Author of the policy	Secretarial Department	
Verifier of the policy	Secretarial Department	
Approver of the policy	Sijo Varghese	
Policy vetted by	Audit/ Compliance/ Risk policy vetting committee	
Details of approval of Board	Board Circular Resolution number B-CR-01 Dated May 10, 2023	
Document contact details		

Distribution List

Name

Contents

1. BACKGROUND:	4
2. OBJECT:.....	4
3. DEFINITIONS.....	4
4. INTERPRETATION	5
5. MANNER OF EVALUATION:	5
6. FEEDBACK.....	6
7. ACTION PLAN.....	6
8. POLICY REVIEW	7
9. DISCLOSURE.....	7
10. DRAFT OF STATEMENT TO BE INCORPORATED IN THE BOARD'S REPORT:.....	7

1. BACKGROUND:

The Board of Directors of CSB Bank Limited has, based on the recommendation of the Nomination and Remuneration Committee, adopted this board evaluation policy ("Policy") to comply with the various applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"), as amended, and the Companies Act, 2013, as amended.

The Policy is, inter alia, based on the Securities and Exchange Board of India circular dated January 5, 2017 which provides guidance on the process of board evaluation ("**SEBI Guidance Note**").

2. OBJECT:

The Policy has been framed with an objective to ensure that the individual directors of the Bank and the Board as a whole, works efficiently and effectively in achieving their functions, for the benefit of the Bank and its stakeholders. Accordingly, the Policy provides guidance on evaluation of the performance, on an annual basis, of: (i) individual Directors (including the Chairperson, Managing Director & CEO and independent directors of the Company); (ii) the Board as a whole; and (iii) various committees of the Board.

3. DEFINITIONS

- 3.1 **"Board of Directors"** or **"the Board"** shall mean the collective body of directors of CSB Bank Limited;
- 3.2 **"Board Committees"** or **"Committees of the Board"** shall mean the committees of the Board of Directors of the CSB Bank Limited, constituted under provisions of the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as per the extant Reserve Bank of India directions/rules/ regulations;
- 3.3 **"Companies Act"** shall mean the Companies Act, 2013 and the rules framed thereunder, as amended;
- 3.4 **"Company / Bank"** shall mean CSB Bank Limited;
- 3.5 **"Director"** shall mean a director appointed to the Board of the CSB Bank Limited;
- 3.6 **"Independent Director"** shall mean a Director of the Bank who is appointed as an independent director in terms of Section 149 the Companies Act, 2013 and the rules framed thereunder and Regulation 16 of the SEBI LODR.
- 3.7 **"Nomination & Remuneration Committee"** or **"NRC"** shall mean a Committee of Board of the CSB Bank Limited, constituted in accordance with the provisions of Section 178 of the Companies Act, 2013 and Regulation 19 of SEBI LODR.
- 3.8 **"Policy"** means this **"Board Evaluation Policy."**
- 3.9 **"SEBI LODR"** shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

4. INTERPRETATION

In any circumstances, where the terms of this Policy differ from any existing or enacted law, rule, regulation governing the CSB Bank Limited, the law, rule or regulation will take precedence over the provisions of this Policy.

5. MANNER OF EVALUATION:

5.1 Evaluation of Individual Directors:

- a) Performance of individual Directors of the Bank (including the Chairperson, Managing Director & CEO and Independent Directors) shall be evaluated, on an annual basis, by the Board as a whole (excluding the Director being evaluated)
- b) In carrying out its evaluation, the Board shall keep in mind the evaluation parameters set out in: (i) Annexure 1 with respect to all Directors other than the Independent Directors, Chairperson and Managing Director & CEO; (ii) Annexure 2 with respect to the Independent Directors; and (iii) Annexure 3 with respect to the Chairperson and (iv) Annexure 4 with respect to Managing Director & CEO of the Bank.
- c) While evaluating the performance of individual Directors, the Board shall always consider the appropriate benchmarks set as per industry standards, the performance of the individual Director, the performance of the Bank and the role of the individual Director within the Bank. Further, the Board shall determine whether to extend or continue the term of appointment of each Independent Director, on the basis of the report of performance evaluation of Independent Directors.
- d) In addition, the Independent Directors shall hold a meeting at least once in any given year, without the presence of the non-Independent Directors of the Bank, to review the performance of: (i) such non-Independent Directors in accordance with the evaluation parameters set out in Annexure 1; and (ii) the Chairperson of the Company, taking into account the views of executive Directors and non-executive Directors, and the evaluation parameters set out in Annexure 3; All Independent Directors shall strive to attend such meeting.

5.2 Evaluation of independent directors

- a) The evaluation of Independent Directors shall be done by the Board, which shall include:
 - i. performance of the directors; and
 - ii. fulfillment of the independence criteria as specified in SEBI LODR and Companies Act and their independence from the management:

Provided that in the above evaluation, the directors who are subject to evaluation shall not participate.

5.3 Evaluation of the Board

- a) The Board shall, on an annual basis, evaluate its own performance keeping in mind the evaluation parameters set out in Annexure 5.
- b) In addition, the Independent Directors, in the meeting referred to in paragraph 5.1(d) above, without the presence of the non-Independent Directors of the Company, shall (i) review the performance of the Board as a whole in accordance with the evaluation parameters set out in Annexure 5; and assess the quality, quantity and timelines of flow of information between the management of the Bank and the Board that is necessary for the Board to effectively and reasonably perform its duties.

5.4 Evaluation of the Board Committees

- a) The Board shall, on an annual basis, evaluate the performance of each Board Committee as per the evaluation parameters set out in Annexure 6.
- b) In addition, the Board shall (i) assess the quality, quantity and timelines of flow of information between the management of the Bank and the Board Committees that is necessary for the Board to effectively and reasonably perform its duties.

5.5 Criteria for Evaluation

- a) The criteria for evaluation are laid out in the relevant Annexures. These include quantitative questions along with an option to provide qualitative comments. Each of the questions have the following four options:

Very Good	Good	Satisfactory	Not Applicable
1	2	3	4

- b) The Bank may use the facility/online platform provided by reliable external agencies for evaluation of Board, individual Directors and its committees. However, the criteria to be used for evaluation shall be in line with the above or in the manner as prescribed in the Act and Regulations, from time to time.
- c) The Board may identify and engage Independent external agency (ies) to facilitate the entire process of evaluation of Board, its committees and individual directors to bring transparency to the system and garner the confidence of all stakeholders. While conducting board evaluation through external agencies, both the parties - the consultants and the Bank should be clear about the levels of expectation associated with the assignment. Both the parties should communicate openly and transparently to avoid the risk of misunderstandings and maximise the benefits of engagement.
- d) The performance evaluation requirements shall be made applicable for a newly inducted director only if such director is in office for at least six months in the year of appointment.

6. FEEDBACK

The Chairman or any person suitably appointed by the Board shall give [a written assessment/ an oral feedback] to:

- (i) each Director separately;
- (ii) the entire Board; and
- (iii) each Board Committee.

Provided in case the members are not comfortable with open individual assessment, provision for confidentiality may be made where possible.

7. ACTION PLAN

- 7.1 Once responses from all the Directors have been received, an Action Plan may be chalked out as given below:
 - (i) The nature of actions, including training and skill building, required to be undertaken to address the identified areas.
 - (ii) Timeline within which the actions detailed in the Action Plan shall be completed.

- (iii) Persons responsible for the implementation of the Action Plan.
- (iv) Resources required to achieve the objectives set out in the Action Plan.

7.2 The Board must review the actions set out in the Action Plan within a specific time period.

8. POLICY REVIEW

Subject to the approval of the Board, the Nomination and Remuneration Committee reserves its right to review and amend this Policy, if required, to ascertain its appropriateness as per the needs of the Bank. The Policy may be amended/reviewed on an annual basis by the Nomination and Remuneration Committee and placed to the Board for information.

9. DISCLOSURE

In accordance with the requirements under the SEBI LODR and the Companies Act, disclosure regarding the manner in which the performance evaluation has been done by the Board of its own performance, performance of various Board Committees and individual Directors will be made by the Board in the Board's report. The key features of this Policy will be included in the corporate governance statement contained in the annual report of the Bank.

Performance evaluation of Directors and Board as a whole and its Committees to be carried out in the last quarter of every financial year.

10. DRAFT OF STATEMENT THAT MAY BE INCORPORATED IN THE BOARD'S REPORT:

As required under section 178(2) of the Companies Act, 2013 and under Schedule IV to the Companies Act, 2013 on Code of conduct for Independent Directors, a comprehensive exercise for evaluation of the performances of every individual director, also of the Board as a whole and its Committees individually has been carried by your company as per the evaluation criteria formulated by the Nomination and Remuneration Committee and approved by the Board and based on guidelines given in Schedule IV to the Companies Act, 2013 and the guidelines prescribed by the Securities and Exchange Board of India in its circular dated January 5, 2017.

Having regard to the industry, size and nature of business your company is engaged in, the evaluation methodology adopted is, in the opinion of the Board, sufficient, appropriate and is found to be serving the purpose.



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE BOARD OF DIRECTORS (THE BOARD AS A WHOLE)
FOR FINANCIAL YEAR 2022-23

- Notes :** i. Each Board member to complete the assessment by selecting an appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	

Structure of the Board

1	Competency of directors: The Board as a whole has directors with a proper mix of competencies (qualifications, experience) to conduct its affairs effectively.				
2	Diversity in Board under various parameters: Gender/background/competence/experience, etc. – Rate the composition in terms of diversity in the Board on the aforesaid parameters.				
3	Appointment to the Board: Rate the process of appointment of the board of directors in terms of clarity, transparency which include provisions in respect to diversity of thought, experience, knowledge, perspective and gender in the board of directors.				

Meetings of the Board:

4	Frequency: Sufficient meetings of the Board are convened such that the Board can effectively undertake its duties.				
---	---	--	--	--	--

Agenda:

5	Timely Circulation of the agenda before the meetings scheduled to be held				
6	The Agenda contains comprehensive details and disclosures explaining the subject matters thereby enabling the Board to take a well informed decision				
7	Rate the way in which outstanding items of previous meetings are followed-up and taken up in subsequent agendas				

Discussions and dissent:

8	The environment of the meetings are conducive and encourages free-flowing discussions, healthy debates and ensures contribution from everyone without any fear or fervour.				
---	--	--	--	--	--

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	
9	Rate the cohesiveness of the Board to function as a team.				
Recording of minutes:					
10	Rate the conciseness, completeness, accuracy and consistency in recording and approval of the minutes of the Board.				
Dissemination of information:					
11	The board is informed adequately of the material matters, if any takes place between the two consecutive meetings scheduled for the Board.				
Governance and compliance:					
12	Adequate time devoted by the Board to analyse and examine governance and compliance issues-				
13	Whether the Board ensures the integrity of the entity's accounting and financial reporting system, including independent audit, compliance certificates and that appropriate systems of control are in place.				
Evaluation of Risks:					
14	Frequency of review of the high risk issues impacting the organization is regularly undertaken by the Board.				
Strategy and Performance Evaluation:					
15	Whether the Board reviews and guide corporate strategy, major plans of action, risk policy, annual budgets and business plans, sets performance objectives, monitored implementation and corporate performances and oversees major capital expenditures, acquisitions and divestments.				
Grievance redressal for Investors:					
16	Effective and Efficient review of the grievance redressal mechanism of investors with details such as grievance received, disposed off and those remaining unresolved.				
Conflict of interest:					
17	The Board acts on a fully informed basis with due diligence and care, with high ethical standards and in the best interest of the entity and the stakeholders.				
18	Ability of the Board to understand the legal requirements and obligations under which they are required to act as a Board; i.e. MOA ,AOA, corporate governance manual etc. and ensures compliance with the relevant provisions of the Companies Act and other regulatory provisions as applicable to the Company.				
Board and management:					
19	The process adopted by the Board to to select, compensate, monitor and, when necessary, replace the key managerial personnel based on the appropriate evaluation.				

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	
20	Ability of the Board to review the actual result of the Company vis-à-vis the plan/ policies, (including significant accounting policies) devised earlier and suggests corrective measures, if required.				
Corporate culture and values:					
21	The Board sets a corporate culture and the values by which executives throughout a group shall behave				
Evaluation of performance of the management and feedback:					
22	The Board evaluates and monitors management, especially the CEO regularly and fairly and provides constructive feedback and strategic guidance				
23	The Board selects, compensates, monitors and, when necessary, replaces key managerial personnel based on such evaluation.				
Succession plan:					
24	An appropriate and adequate succession plan is in place and is being reviewed and overseen regularly by the Board				
Stakeholder value and responsibility:					
25	The decision making process of the Board is adequate to assess creation of stakeholder value				
Overall evaluation					
Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above					



CSB Bank Limited

Privileged and Confidential

PERFORMANCE EVALUATION OF THE CHAIRPERSON FOR FINANCIAL YEAR 2022-23

- Notes :-**
- i. Each Board member to complete the assessment by selecting an appropriate rating that most closely reflects the components being evaluated.
 - ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
 - iii. You are requested not to put your name or signature on this form to maintain confidentiality.

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	

Managing Relationships

1	The Chairperson actively manages shareholder and Board's interest during the discussions and decisions.				
2	The Chairperson meets with potential providers of equity and debt capital, if required.				
3	The Chairperson manages effectively and promotes a sense of participation in all the Board meetings.				

Leadership

4	The Chairperson is an effective leader, open-minded, decisive, courteous, displays professionalism				
5	The Chairperson promotes effective participation of all Board members in the decision making process and is overall able to steer the meeting effectively.				
6	The Chairperson is impartial in conducting discussions, seeking views and dealing with dissent, etc.				
7	The Chairperson is sufficiently committed to the Board and its meetings.				
8	The Chairperson promotes the image of the Bank.				
9	The Chairperson promotes continuing training and development of directors.				
10	The Chairperson adds value to the Bank.				

Overall evaluation

--

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above

INTERNAL



CSB Bank Limited

Privileged and Confidential

PERFORMANCE EVALUATION OF THE MANAGING DIRECTOR & CEO FOR FINANCIAL YEAR 2022-23

- Notes :-**
- i. Each Board member to complete the assessment by selecting an appropriate rating that most closely reflects the components being evaluated.
 - ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
 - iii. You are requested not to put your name or signature on this form to maintain confidentiality.

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	
Knowledge, Experience & Competency					
1	Understands the roles, responsibilities and duties as Managing director & CEO				
Fulfillment of functions					
2	The Managing director & CEO understands and fulfills the functions to him as assigned by the Board and the law				
Leadership					
3	The person is able to function as an effective team leader				
4	The MD has shown clear vision in correctly anticipating business trends, opportunities, and priorities affecting the Company's prosperity and operations.				
Strategy Formulation					
5	The MD has developed clear mission statements, policies, and strategic plans that harmoniously balance the needs of shareholders, clients, employees, and other stakeholders.				
6	The MD has accurately determined and assessed key success factors for formulating the Bank's strategy.				
Strategy execution					
7	The MD has established an effective organization structure, ensuring that there is management focus on key functions necessary for the organization to align with its mission.				
Financial planning / performance					
8	The MD has exercised good judgment in managing the financial affairs and budgets of the organization.				
Relationships with the Board					

INTERNAL

Sr. No.	Components	Ratings			Remarks
		Very Good	Good	Satisfactory	
		1	2	3	
9	The MD has built strong working relationships with Board members and has worked closely and cooperatively with the board in developing the mission, and short, medium and long-term strategic plans.				
External Relations					
10	The MD has served as an effective Company's representative in communicating with all stakeholders.				
Human Resources Management/ Relations					
11	The MD has created and maintained an organizational culture and climate which attracts, keeps and motivates staff to carry out the Company's mission, strategic directions and organizational goals.				
Succession					
12	The MD has put in place the processes and programs required to create a pipeline of future leadership, through the Company's succession plan.				
Product/ Service Knowledge					
13	The MD has a good understanding of the company's business model and allocation of its resources, as well as business and industry environment.				
Availability and Attendance					
14	The Managing director & CEO is available for meetings of the Board and attends the meeting regularly and timely, without delay.				
15	Is succinct, to the point and contributes effectively to the deliberations				
Personal Qualities & Behavior					
16	The MD has shown skills at analyzing and addressing problems, challenges and conflicts, and has been comfortable with ambiguity and complexity.				
17	The MD has maintained a high standard of ethics and integrity, as well as a healthy balance of time management and priorities in both work-related and personal matters.				
Overall evaluation					
Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above					



CSB Bank Limited

Privileged and Confidential

EVALUATION OF THE INDIVIDUAL DIRECTOR (Non Independent) FOR FINANCIAL YEAR 2022 - 2023

Notes:

- Each Director to complete an evaluation by selecting the appropriate rating that most closely reflects the parameters being evaluated.
- Please assess, evaluate each question and provide rating against each parameter.
- You are requested not to put your name or signature on this form to maintain confidentiality.
- In your capacity as director, you are requested to rate your experience based on the following parameters [1- Very Good; 2- Good; 3- Satisfactory; 4-Not Applicable]

Sr. No.	Parameters	Ratings					Remarks
		Non Independent Director 1	Non Independent Director 2	Non Independent Director 3	Non Independent Director 4	Non Independent Director 5	
1	Director's knowledge: Of the entity and the domain in which Company operates.						
2	Fulfillment of functions: Adequate understanding and implementation of the role and responsibilities assigned by the Board and applicable law, rules and regulations.						
3	Ability to function as a team: Ability of the Director to function as an effective team member						
4	Independent views and judgement: The Director exercises independent views and judgement.						
5	Satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible.						
6	Safeguard the interests of all stakeholders, especially minority shareholder						
7	Integrity: The Director holds highest level of ethical standards, integrity and confidentiality etc.						
8	Commitment: Showcase adequate commitment towards the functioning of the Board and the Company.						
9	Contribution: Effective and efficient contribution of the director towards the functioning of the Board/ Committee meetings and the Company.						

INTERNAL

10	Behaviour: Is cooperative, is respected and is a team player						
11	Comments/Suggestions, if any						

Overall Evaluation -
Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited

Privileged and Confidential

EVALUATION OF THE INDIVIDUAL DIRECTOR (INDEPENDENT)

FOR FINANCIAL YEAR 2022- 2023

- Notes:**
- Each Director to complete an evaluation by selecting the appropriate rating that reflects the parameters being evaluated.
 - Please assess, evaluate each question and provide rating against each parameter.
 - You are requested not to put your name or signature on this form to maintain confidentiality.
 - In your capacity as director, you are requested to rate your experience based on the following parameters
[1- Very Good; 2- Good; 3- Satisfactory; 4 - Unsatisfactory]

Sr. No.	Parameters	Ratings					Remarks
		Independent Director 1	Independent Director 2	Independent Director 3	Independent Director 4	Independent Director 5	
1	Director's knowledge: Of the entity and the domain in which Company operates.						
2	Fulfillment of functions: Adequate understanding and implementation of the role and responsibilities assigned by the Board and applicable law, rules and regulations.						
3	Ability to function as a team: Ability of the Director to function as an effective team member						
4	Independent views and judgement: The Director exercises independent views and judgement.						
5	Satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible.						
6	Safeguard the interests of all stakeholders, especially minority shareholder						
7	Integrity: The Director holds highest level of ethical standards, integrity and confidentiality etc.						
8	Commitment: Showcase adequate commitment towards the functioning of the Board and the Company.						
9	Contribution: Effective and efficient contribution of the director towards the functioning of the Board/ Committee meetings and the Company.						
10	Professional Conduct: Director adheres to the applicable code of corporate governance and code of conduct for Board of Directors						
11	Development: Seeks opportunities for self-development						
12	Availability and attendance: The person is available for meetings of the Board and attends the meeting regularly and timely, without delay.						
13	Independence: Independent from the entity and the other directors and there is no conflict of interest						
14	Comments/Suggestions, if any						

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above

CSB Bank Limited

Privileged and Confidential

EVALUATION OF THE VARIOUS COMMITTEES

FOR FINANCIAL YEAR 2022- 2023

Notes:

- i. Each Director to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting your rating in the respective Committees column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.

vi. In your capacity as director, you are requested to rate your experience based on the following parameters [1- Very Good; 2- Good; 3- Satisfactory;]

vii. For specific criteria of the each Company Committees please refer the specific sheet

Sr. No.	Components	Ratings											Remarks
		Audit Committee	Risk Management Committee	Management Committee	NPA Management Committee	Stakeholders Relationship Committee	Committee for Monitoring Large Value Frauds (CMF)	Customer Service Committee	Corporate Social Responsibility Committee	Nomination & Remuneration Committee	IT Strategy Committee	Credit Committee	
1	Effectiveness of the Committee in the fulfilling functions assigned.												
2	Frequency of the meeting of the Committees of Board.												
3	Follow through of outstanding items.												
4	Timely circulation of the meeting minutes for the perusal of the Board.												
5	Mandate and composition: The mandate, composition and working procedures of committees of the board of directors is clearly defined and disclosed.												
6	Independence of the Committee from the Board: Adequate independence of the Committee is ensured from the Board												
7	Contribution to decisions of the Board: The Committee's recommendations contribute effectively to decisions of the Board												
8	Comments/ Suggestions for improvements, if any:												

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above

INTERNAL



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE AUDIT COMMITTEE OF THE BOARD
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Review of Management Discussion and Analysis Report (MDAR)					
b	Review and approval of specific and/ or Omnibus related party transactions/ Related party transactions / Material RPT and its modifications					
c	Monitoring of internal control systems and risk management systems					
d	Review management letters / letters of internal control weaknesses issued by the statutory and/ or internal auditors					
e	Overseeing the Company's financial reporting process and disclosure of its financial information to ensure that the financial statement is correct, sufficient and credible					
f	Examining the annual financial statements and Auditors Report of the Company					
g	Reviewing the quarterly financial statements of the Company and recommending it for the approval of the board					
h	Reviewing the adequacy of internal audit function and discussing significant findings thereof					
i	Oversight of auditing processes of the Bank, both internal and external and independence of the audit function in the Bank					
j	Oversight of the Bank's compliances with legal and regulatory requirements					

INTERNAL

k	Reviewing the inspection reports of specialized and extra-large branches and all branches with unsatisfactory ratings, obtaining and reviewing half yearly reports from the compliance officers appointed in the Bank, following up on all the issues raised in the long form audit report and following up on all the issues/concerns raised in the inspection reports of RBI					
l	Reviewing and monitoring the auditor's independence and performance, and effectiveness of audit process					
m	Oversight over the vigil mechanism established by the Bank					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE MANAGEMENT COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Discharge of credit sanctioning and other related powers till June 30, 2022.					
b	discharge and exercise the powers and functions, inter alia administrative, including financial matters related to human resource management.					
c	Reviews the periodical Reviews/ Returns/ Statements					
d	Functioning as Review Committee in the mechanism for identification of borrowers as wilful defaulters					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE RISK MANAGEMENT COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Align various risk management policies of the Bank with the risk appetite and risk philosophy articulated by the Board					
b	Ensure appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Bank					
a	Ensure effective co-ordinate between the credit risk management committee, asset liability management committee and other risk management committees of the Bank					
b	Review cyber security policy and related matters					
a	Review the Asset Liability Management (ALM) on a regular basis					
b	Review the periodical returns/reviews/statements					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE NPA MANAGEMENT COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	sanctioning of compromise proposals of accounts in the best interest of the Bank.					
b	Reviews the periodical Reviews/ Returns/Statements					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE COMMITTEE FOR MONITORING LARGE VALUE FRAUDS (CMF)
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Monitoring and follow up of cases of frauds involving amounts of Rs.1 Crore and above					
b	Monitor progress of CBI/Police Investigation and recovery position					
c	Measures to strengthen preventive measures against frauds					
d	Monitor and follow up Red Flagged Accounts and Fraud Accounts (Accounts beyond the threshold limit of Rs. 50 crores and above).					
e	Review the efficacy of the remedial action taken to prevent recurrence of frauds, such as strengthening of internal controls.					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above

INTERNAL



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE CUSTOMER SERVICE COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Review and suggest measures for enhancing the quality of Customer Service and improving the level of customer satisfaction for all categories of clientele.					
b	Oversee the functioning of the Standing Committee on Customer Services					
c	Monitoring/ implementation of recommendation/direction of the Banking Ombudsman					
d	Reviews the periodical Reviews/ Returns/Statements					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
PRIVILEGED AND CONFIDENTIAL

PERFORMANCE EVALUATION OF THE NOMINATION AND REMUNERATION COMMITTEE
FOR FINANCIAL YEAR 2022 - 2023

- Notes:**
- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
 - ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
 - iii. You are requested not to put your name or signature on this form to maintain confidentiality.
 - iv. Ratings against each component is mandatory.
 - v. For any comments or suggestions kindly feed the details in soft copy.
 - vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No.	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Identification and recommendation of persons qualified to become Directors on the Board of the Company					
b	Identification and recommendation of persons who may be appointed in senior management of the Company					
c	Undertaking evaluation of every Directors' performance					
d	Formulation of performance evaluation criteria for Independent Directors and Board of Directors					
e	Evaluating the performance of Independent Directors and considering their extension or continuance of their office					
f	Oversee the framing, review and implementation of the Bank's overall compensation structure and related policies on remuneration packages including performance linked incentives, perquisites, stock option scheme, etc., with a view to attract, motivate and retain employees and review compensation levels					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered

INTERNAL



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE STAKEHOLDERS RELATIONSHIP COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

- Notes:**
- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
 - ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
 - iii. You are requested not to put your name or signature on this form to maintain confidentiality.
 - iv. Ratings against each component is mandatory.
 - v. For any comments or suggestions kindly feed the details in soft copy.
 - vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No.	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Considering and Resolving the grievances of security holders of the Company including complaints related to transfer of shares, non receipt of annual report and dividend declared					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE CORPORATE SOCIAL RESPONSIBILITY COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

- Notes:**
- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
 - ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
 - iii. You are requested not to put your name or signature on this form to maintain confidentiality.
 - iv. Ratings against each component is mandatory.
 - v. For any comments or suggestions kindly feed the details in soft copy.
 - vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No.	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Identifying and ascertaining areas of expenditure under Corporate Social Responsibility (CSR) for the Company.					
b	Recommending the amount to be spent on different CSR projects during the year					
c	Monitoring the activities, expenditure and CSR Policy from time to time					
d	Recommendation of Annual Action Plan for CSR activities to the Board					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above

INTERNAL



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE IT STRATEGY COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Approving IT strategy and policy documents, budgets and Monitoring IT activities of the Bank					
b	Oversight functions over the IT Steering Committee					
c	Ensuring IT organizational structure complements the business model.					
d	Ensuring IT investments represent a balance of risks and benefits and that budgets are acceptable					
e	Monitoring the method that management uses to determine the IT resources needed to achieve strategic goals and provide high-level direction for sourcing and use of IT resources					
f	Ensuring proper balance of IT investments for sustaining Bank's growth					
g	Monitoring the process and practices to ensure that IT delivers value to the business					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above



CSB Bank Limited
Privileged and Confidential

PERFORMANCE EVALUATION OF THE CREDIT COMMITTEE
FOR FINANCIAL YEAR 2022- 2023

Notes

- i. Each Committee member to complete the evaluation by selecting the appropriate rating that most closely reflects the components being evaluated.
- ii. Please assess, evaluate each question and provide rating against each component by putting a tick mark in the appropriate column.
- iii. You are requested not to put your name or signature on this form to maintain confidentiality.
- iv. Ratings against each component is mandatory.
- v. For any comments or suggestions kindly feed the details in soft copy.
- vi. For general committee meetings criteria please refer the general committee evaluation sheet

Sr. No	Components	Ratings				Remarks
		Very Good	Good	Satisfactory	Not Applicable	
		1	2	3	4	
1	Performance Evaluation of the activities undertaken by the Committee					
a	Discharge and exercise the entire Credit sanctioning powers delegated to it from time to time under Discretionary Powers					
b	Reviews the periodical Reviews/Returns/Statements					
2	Comments/ Suggestions for improvements, if any:					

Overall Evaluation -

Please conclude:- Taking into account this self assessment result and any other qualitative factors not considered above