

Annexure-2

Information in terms of Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Remuneration details of Directors, KMPs, employees

Sr. No.	Particulars	Disclosures																																			
1.	The ratio of the remuneration of each director to the median remuneration of the employees of the Bank for the FY 2024-25	<table><thead><tr><th>Director</th><th>Remuneration (₹)</th><th>Ratio</th></tr></thead><tbody><tr><td>Mr. B A Prabhakar</td><td>4,325,000</td><td>12.0x</td></tr><tr><td>Mr. Sanjeev Nautiyal* (June 01, 2024 onwards)</td><td>15,655,873</td><td>43.4x</td></tr><tr><td>Ms. Carol Furtado</td><td>16,368,131</td><td>45.3x</td></tr><tr><td>Mr. Rajesh Kumar Jogi</td><td>3,950,000</td><td>10.9x</td></tr><tr><td>Ms. Rajni Mishra</td><td>3,650,000</td><td>10.1x</td></tr><tr><td>Mr. Samit Kumar Ghosh</td><td>2,475,000</td><td>6.9x</td></tr><tr><td>Ms. Sudha Suresh</td><td>2,600,000</td><td>7.2x</td></tr><tr><td>Mr. Ravichandran Venkataraman</td><td>3,925,000</td><td>10.9x</td></tr><tr><td>Ms. Mona Kachhwaha</td><td>2,150,000</td><td>6.0x</td></tr><tr><td>Ms. Anita Ramachandran</td><td>2,125,000</td><td>5.9x</td></tr></tbody></table> <p><i>*Only Fixed Pay for Mr. Sanjeev Nautiyal are considered for the aforesaid computation since the variable pay for FY24-25 will be paid based on NRC recommendation and after receipt of RBI approval.</i></p>	Director	Remuneration (₹)	Ratio	Mr. B A Prabhakar	4,325,000	12.0x	Mr. Sanjeev Nautiyal* (June 01, 2024 onwards)	15,655,873	43.4x	Ms. Carol Furtado	16,368,131	45.3x	Mr. Rajesh Kumar Jogi	3,950,000	10.9x	Ms. Rajni Mishra	3,650,000	10.1x	Mr. Samit Kumar Ghosh	2,475,000	6.9x	Ms. Sudha Suresh	2,600,000	7.2x	Mr. Ravichandran Venkataraman	3,925,000	10.9x	Ms. Mona Kachhwaha	2,150,000	6.0x	Ms. Anita Ramachandran	2,125,000	5.9x		
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2.	The percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the FY 2024-25	<table><thead><tr><th>KMP</th><th>% increase in remuneration</th></tr></thead><tbody><tr><td>MD & CEO</td><td><div>- Mr. Ittira Davis (MD & CEO till June 30, 2024): 13.64%</div><div>- Mr. Sanjeev Nautiyal (MD & CEO from July 01, 2024): since he joined during the year, no instance of any increase in remuneration</div></td></tr><tr><td>Whole Time Director (WTD)</td><td>Ms. Carol Furtado: 12.5%</td></tr><tr><td>CFO</td><td><div>- Mr. Ramesh Murthy (CFO till Oct 7, 2024): 3.64%</div><div>- Mr. Balakrishna Kamath (CFO from Dec 5, 2024): since he joined during the year, no instance of any increase in remuneration</div></td></tr><tr><td>CS</td><td>Mr. Sanjeev Barnwal: 5.41%</td></tr></tbody></table> <p>Note: remuneration for both MD & CEO and WTD were approved by the RBI. Please refer to Note 1 below for details of change in remuneration, in form of sitting fees paid to Non-Executive Directors.</p>	KMP	% increase in remuneration	MD & CEO	<div>- Mr. Ittira Davis (MD & CEO till June 30, 2024): 13.64%</div> <div>- Mr. Sanjeev Nautiyal (MD & CEO from July 01, 2024): since he joined during the year, no instance of any increase in remuneration</div>	Whole Time Director (WTD)	Ms. Carol Furtado: 12.5%	CFO	<div>- Mr. Ramesh Murthy (CFO till Oct 7, 2024): 3.64%</div> <div>- Mr. Balakrishna Kamath (CFO from Dec 5, 2024): since he joined during the year, no instance of any increase in remuneration</div>	CS	Mr. Sanjeev Barnwal: 5.41%																									
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3.	The percentage increase in the median remuneration of employees in the FY 2024-25	6.02%																																			
4.	The number of permanent employees on the rolls of Bank as on March 31, 2025	24,374																																			
5.	Average percentile salary increase of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration	For employees other than Key Managerial Personnel, the average increase was 9.49% Average increase for Key Managerial Personnel was 5.51%																																			
6.	Affirmation that the remuneration is as per the remuneration policy of the Bank	Yes																																			

Note 1: Comparison of sitting fees paid to Non-Executive Directors during the FY 2024-25 with FY 2023-24:

Sr. No.	Name of Director	A. FY 2023-24	B. FY 2024-25	B-A = Difference	Difference %
1.	Mr. Rajesh Kumar Jogi	4,350,000	3,950,000	(400,000)	(9.20)
2.	Mrs. Rajni Mishra	3,275,000	3,650,000	375,000	11.45
3.	Mr. Samit Ghosh	4,050,000	2,475,000	(1,575,000)	(38.89)
4.	Ms. Sudha Suresh	2,975,000	2,600,000	(375,000)	(12.61)
5.	Mr. B A Prabhakar	4,500,000	4,325,000	(175,000)	(3.89)
6.	Mr. Ravichandran Venkataraman	4,025,000	3,925,000	(100,000)	(2.48)
7.	Mr. Satyaki Rastogi	100,000	-	-	-
8.	Ms. Anita Ramachandran	2,150,000	2,125,000	(25,000)	(1.16)
9.	Ms. Mona Kachhwaha	-	2,150,000	-	-
		25,425,000	25,200,000	(2,275,000)	(1.74)

* Mr. Samit Kumar Ghosh ceased to be a director w.e.f. November 30, 2024

For and on behalf of the Board of Directors
Sd/-
B A Prabhakar

Part-Time Chairman and Independent Director

DIN: 02101808
Date: April 30, 2025

Place: Bengaluru

Sd/-
Sanjeev Nautiyal

MD & CEO

DIN: 08075972