

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 2023-24	<table border="1"> <thead> <tr> <th>Director</th> <th>Remuneration (₹)</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Mr. B.A. Prabhakar</td> <td>4,500,000</td> <td>13.2x</td> </tr> <tr> <td>Mr. Ittira Davis*</td> <td>17,600,000</td> <td>51.67x</td> </tr> <tr> <td>Mr. Rajesh Kumar Jogi</td> <td>4,350,000</td> <td>12.8x</td> </tr> <tr> <td>Ms. Rajni Mishra</td> <td>3,275,000</td> <td>9.6x</td> </tr> <tr> <td>Mr. Samit Kumar Ghosh</td> <td>4,050,000</td> <td>11.9x</td> </tr> <tr> <td>Ms. Sudha Suresh</td> <td>2,975,000</td> <td>8.7x</td> </tr> <tr> <td>Mr. Ravichandran Venkataraman</td> <td>4,025,000</td> <td>11.8x</td> </tr> <tr> <td>Mr. Satyaki Rastogi</td> <td>100,000</td> <td>0.3x</td> </tr> <tr> <td>Ms. Anita Ramachandran</td> <td>2,150,000</td> <td>6.3x</td> </tr> </tbody> </table>	Director	Remuneration (₹)	Ratio	Mr. B.A. Prabhakar	4,500,000	13.2x	Mr. Ittira Davis*	17,600,000	51.67x	Mr. Rajesh Kumar Jogi	4,350,000	12.8x	Ms. Rajni Mishra	3,275,000	9.6x	Mr. Samit Kumar Ghosh	4,050,000	11.9x	Ms. Sudha Suresh	2,975,000	8.7x	Mr. Ravichandran Venkataraman	4,025,000	11.8x	Mr. Satyaki Rastogi	100,000	0.3x	Ms. Anita Ramachandran	2,150,000	6.3x
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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 2023-24	<table border="1"> <thead> <tr> <th>KMP</th> <th>% increase in remuneration received</th> </tr> </thead> <tbody> <tr> <td>MD & CEO</td> <td>19.73%</td> </tr> <tr> <td>CFO</td> <td>22.82%</td> </tr> <tr> <td>CS</td> <td>26.50%</td> </tr> </tbody> </table> <p>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 received	MD & CEO	19.73%	CFO	22.82%	CS	26.50%																						
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MD & CEO	19.73%																															
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3.	The percentage increase in the median remuneration of employees in the FY 2023-24	8.09%																														
4.	The number of permanent employees on the rolls of Bank as on March 31, 2024	22,566																														
5.	Average percentile increase already made in the salaries 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	<p>8.09% : 23.02%</p> <p><i>During the FY, one time compensation correction w.e.f. October 01, 2023 was carried out for managerial personnel and for higher grades, who were below market P50 as per the industry benchmarking.</i></p>																														
6.	Affirmation that the remuneration is as per the remuneration policy of the Bank	Yes																														

*Fixed Pay for Mr. Ittira Davis has been considered for the aforesaid computation

Note 1: Comparison of sitting fees paid to Non-Executive Directors during the FY 2023-24 with FY 2022-23:

Sr. No.	Name of Director	A. FY 2022-23	B. FY 2023-24	B-A = Difference	Difference %
1.	Mr. B.A. Prabhakar	4,375,000	4,500,000	125,000	2.86
2.	Mr. Rajesh Kumar Jogi	3,700,000	4,350,000	650,000	17.57
3.	Ms. Rajni Mishra	3,450,000	3,275,000	(175,000)	(5.07)
4.	Mr. Samit Kumar Ghosh	4,375,000	4,050,000	(325,000)	(7.43)
5.	Ms. Sudha Suresh	3,500,000	2,975,000	(525,000)	(15.00)
6.	Mr. Ravichandran Venkataraman	4,400,000	4,025,000	(375,000)	(8.52)
7.	Mr. Satyaki Rastogi*	725,000	100,000	(625,000)	(86.21)
8.	Ms. Anita Ramachandran	1,350,000	2,150,000	800,000	59.26
		25,875,000	25,425,000	(450,000)	(1.74)

* Mr. Satyaki Rastogi ceased to be a director w.e.f. July 17, 2023

For and on behalf of the Board of Directors

Sd/-

B.A. Prabhakar

Part-Time Chairman and Independent Director

DIN: 02101808

Date: May 18, 2024

Place: Bengaluru

Sd/-

Ittira Davis

MD & CEO

DIN: 06442816