

Annexure-1

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 2021-22	46.93 X									
2.	The percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the FY 2021-22	<table border="1"> <thead> <tr> <th>KMP</th> <th>% increase in remuneration</th> </tr> </thead> <tbody> <tr> <td>Managing Director</td> <td>0%</td> </tr> <tr> <td>CFO</td> <td>0%</td> </tr> <tr> <td>CS</td> <td>25.50%</td> </tr> </tbody> </table>	KMP	% increase in remuneration	Managing Director	0%	CFO	0%	CS	25.50%	
KMP	% increase in remuneration										
Managing Director	0%										
CFO	0%										
CS	25.50%										
3.	The percentage increase in the median remuneration of employees in the FY 2021-22	17.45%									
4.	The number of permanent employees on the rolls of Bank as on March 31, 2022	16,895									
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	13.42% : 10.42%									
6.	Affirmation that the remuneration is as per the remuneration policy of the Bank	Yes									

Information as per Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

The names of the top ten employees in terms of remuneration drawn as on March 31, 2022:

Name	Designation and nature of Employment	Remuneration in FY 2021-22 (₹ in Lakhs)	Nature of employment whether contractual or otherwise	Educational Qualification	Experience in Years	Date of Commencement of Employment	Age	Last Employment held	% of equity shares held along with his spouse and dependent children	Whether relative of any director
ITTIRA DAVIS	Chief Executive Officer & Managing Director	29.38	Appointed by RBI	Master's Degree	43 years	14-01-2022	67	Ujjivan Financial Services Limited	0.00 (2,00,000 shares)	No
RAJEEV PADMANABH PAWAR	Head Of Treasury	109.80	Permanent	MBA	30 years	20-Jan-20	54	Edelweiss Fincial Services Ltd.	0.00	No
ASHISH GOEL	Chief Credit Officer	111.67	Permanent	Post Graduate Diploma in Management - PGDM	26.5 years	01-Feb-21	50	ICICI Bank Ltd.	0.00	No
ASHWIN KHORANA	Chief Information Officer	39.74	Permanent	Post Graduate Diploma	32 years	15-Nov-21	55	Jana Small Finance Bank	0.00	No
SRIRAM SRINIVASAN	Head Of Digital Banking	17.04	Permanent	Post Graduate Diploma in Business Management	30 years	01-Feb-22	53	Digital 14, UAE	0.00	No
MOCHERLA DURGA RAMESH MURTHY	Chief Financial Officer-SFB	4.93	Permanent	Chartered Accountancy - CA	29 years	14-Mar-22	58	The Karur Vysya Bank Limited, Karur, India	0.00	No
CAROL FURTADO	Chief Business Officer	47.71	Permanent	Masters in Business Management	25 years	26-Aug-21	51	Ujjivan Financial Services Limited	0.00 (1,09,684 shares)	No

Name	Designation and nature of Employment	Remuneration in FY 2021-22 (₹ in Lakhs)	Nature of employment whether contractual or otherwise	Educational Qualification	Experience in Years	Date of Commencement of Employment	Age	Last Employment held	% of equity shares held along with his spouse and dependent children	Whether relative of any director
PARAG KUMAR SRIVASTAVA	Head Of Financial Institutions Group	77.32	Permanent	MBA- Marketing and Finance	29 years	31-Dec-18	54	Kotak Mahindra bank	0.00 (20,000 shares)	No
ABHAY KATARIA	Business Head-Housing Loans	74.70	Permanent	MBA	21 years	08-Aug-17	48	Muthoot Housing Finance Company Ltd.	0.00 (14,300 shares)	No
HIRAK JOSHI	Business Head-Vehicle Finance	50.98	Permanent	Post Graduate Diploma in Business Management	25 years	09-Aug-21	48	Credit Wise Capital Pvt Ltd	0.00	No

- a. if employed for a part of the financial year, was in receipt of remuneration for any part of that year, at a rate which, in the aggregate, was not less than eight Lakhs and fifty thousand rupees per month;

Employee Name	Designation and nature of Employment	Remuneration in financial year 2021-22	Nature of employment, whether contractual or otherwise	Educational Qualification	Experience in Years	Date of Commencement of Employment	Age	Last Employment held	% of equity shares held	Whether relative of any director
ITTIRA DAVIS	Chief Executive Officer & Managing Director	29.38 lakhs	Appointed by RBI	Master's Degree	43	14-Jan-22	67	Ujjivan Financial Services Limited	Nil	No

- b. if employed throughout the financial year, was in receipt of remuneration for that year which, in the aggregate, was not less than one crore and two Lakhs rupees;

Employee Name	Designation and nature of Employment	Remuneration in financial year 2021-22	Nature of employment, whether contractual or otherwise	Educational Qualification	Experience in Years	Date of Commencement of Employment	Age	Last Employment held	% of equity shares held	Whether relative of any director
RAJEEV PADMANABH PAWAR	Head of Treasury	109.79 Lakhs	Permanent	MBA	30	20-Jan-20	54	Edelweiss Financial Services Ltd.	Nil	No
ASHISH GOEL	Chief Credit Officer	111.66 Lakhs	Permanent	Post Graduate Diploma in Management - PGDM	26.5	01-Feb-21	50	ICICI Bank Ltd.	Nil	No

For and on behalf of the Board of Directors

Sd/-

B A Prabhakar
Part-Time Chairman and Independent Director
DIN: 02101808

Sd/-

Ittira Davis
MD & CEO
DIN: 06442816

Date: May 12, 2022

Place: Bengaluru