



BASEL PILLAR III DISCLOSURES UNDER THE NEW CAPITAL ADEQUACY FRAMEWORK (31.03.2025)

1. SCOPE OF APPLICATION (DF 1)

Karur Vysya Bank Limited is a Scheduled Commercial Bank which was incorporated on June 22, 1916 at Karur. As on 31.03.2025, the Bank does not have any subsidiaries and hence the requirement of accounting scope of consolidation is not applicable to the Bank.

2. CAPITAL ADEQUACY AND CAPITAL STRUCTURE (DF 2)

Banks are required to maintain a minimum Capital to Risk Weighted Assets Ratio (CRAR) of 9% on an on-going basis (excluding Capital Conservation Buffer (CCB), Counter Cyclical Capital Buffer (CCCB) etc.). Banks are also required to maintain CCB of 2.50% on an ongoing basis with effect from 01.10.2021, as per extant RBI guidelines. Bank has a Board approved policy covering, inter-alia, the adherence to the maintenance of minimum regulatory CRAR on an on-going basis (which are elucidated in item 2.1 below). Capital funds are classified into Tier 1 and Tier 2 capital under the capital adequacy framework.

Tier 1 Capital

Tier 1 capital includes paid-up equity capital, share premium, statutory reserves, capital reserves, other disclosed free reserves and balance in Profit and Loss account at the end of the previous financial year. Profits in current financial year may be included in Tier 1 on fulfillment of certain conditions regarding incremental provisions for non-performing assets.

Bank's Tier 1 capital includes Common Equity Tier 1 (CET 1) and admissible Additional Tier 1 (AT 1) capital. CET 1 capital must be at least 5.5% of risk-weighted assets (RWAs) i.e. for Credit risk + Market risk + Operational risk on an ongoing basis and AT 1 capital can be a maximum of 1.5%, thus requiring total Tier 1 capital to be at least 7%.

In addition to the minimum CET 1 capital of 5.5% of RWAs, banks are also required to maintain CCB in the form of CET 1 capital, progressively from Financial Year 2015-16, to reach a level of 2.50% of RWAs, by 01.10.2021.

Tier 2 Capital

Bank's Tier 2 capital includes provisions for standard assets, floating provisions, unhedged foreign currency exposure provisions, debt capital instruments (Tier 2 bonds) and other reserves eligible for inclusion in Tier 2 capital.

Provisions or loan-loss reserves held against future, presently unidentified losses, which are freely available to meet losses which subsequently materialize, will qualify for inclusion within Tier 2 capital.

2.1 CAPITAL ADEQUACY ASSESSMENT PROCESS

The Bank has a process for assessing its overall capital adequacy in relation to the Bank's risk profile and a strategy for maintaining its capital levels. The process ensures that the Bank has adequate capital to support all the material risks and an appropriate capital cushion. The Bank identifies, assesses and manages comprehensively all risks that it is exposed to through robust risk management framework, control mechanism and an elaborate process for capital calculation and planning.

The Bank has formalized and implemented a comprehensive Internal Capital Adequacy Assessment Process (ICAAP). The Bank's ICAAP covers the process for assessment of the adequacy of capital to support current and projected business levels / risks.

The Bank has a structured process for the identification and evaluation of all risks that the Bank faces, which may have a material impact on its financial position. The Bank considers the following risks as material risks it

is exposed to in the normal course of its business and therefore, factors these while assessing / planning capital:

1. Credit Risk	2. Market Risk	3. Operational Risk	4. Liquidity Risk
5. Interest Rate Risk in the Banking Book	6. Concentration Risk	7. Strategic Risk	8. Reputational Risk

The Bank has also implemented a Board approved Stress Testing Policy. Stress Testing involves the use of various techniques to assess the Bank's potential vulnerability to extreme but plausible ("stressed") business conditions. Typically, this relates, among other things, to the impact on the Bank's profitability and capital adequacy. Stress Tests are conducted on the Bank's on and off balance sheet exposures to test the impact of Credit risk, Market risk, Liquidity risk and Interest Rate Risk in the Banking Book (IRRBB). The stress test results are put up to the Risk Management Committee (RMC) of the Board for their review and guidance. The Bank periodically assesses and refines its stress tests in an effort to ensure that the stress scenarios capture material risks as well as reflect possible extreme market moves that could arise as a result of market conditions. The stress tests are used in conjunction with the Bank's business plans for the purpose of capital planning in the ICAAP. In line with the RBI guidelines for implementing the New Capital Adequacy Framework under Basel III, the Bank has successfully migrated to the framework from April 1, 2013.

In accordance with the RBI's requirement, the Bank has continued to adopt Standardized Approach (SA) for Credit Risk and Basic Indicator Approach (BIA) for Operational Risk to compute capital as on 31.03.2025. Besides this, the Bank continues to apply the Standardized Duration Approach (SDA) for computing capital requirement for Market Risk. RBI has prescribed banks to maintain a minimum CRAR of 11.50% with regard to credit risk, market risk and operational risk as on 31.03.2025. Bank has followed extant RBI guidelines to arrive at the eligible capital, risk weighted assets and CRAR.

2.2 CAPITAL ADEQUACY AS ON 31.03.2025

The total Capital to Risk Weighted Assets Ratio (CRAR) as per Basel III guidelines works to 18.17% as on 31.03.2025. Tier 1 CRAR stands at 17.12%.

Equity Capital

Bank has an authorized share capital of Rs. 2000 million comprising of 100,00,00,000 equity shares of Rs. 2/- each. As on 31.03.2025 the Bank has Subscribed and Paid-up capital of Rs. 1,610 million constituting 80,51,24,659 shares of Rs. 2/- each.

Capital requirements for Credit Risk, Market Risk and Operational Risk

(Rs. in million)

1. Capital requirement for Credit Risk	
-Portfolio subject to Standardized Approach	66,639
-Securitization exposures	-
2. Capital requirement for Market Risk	
Standardized Duration Approach	431
o Interest Rate Risk	-
o Foreign Exchange Risk (Including gold)	57
o Equity Risk	374
3. Capital requirement for Operational Risk	
Basic Indicator Approach	9,131
Total capital requirements at 11.50% (1 + 2 + 3)	76,201

CET1, Tier 1, Tier 2 and CRAR

(Rs. in million)

1. Tier 1 capital	
1.1 Paid-up share capital	1,610
1.2 Reserves	112,271
1.3 Gross Tier 1 capital (1.1 + 1.2)	113,881

1.4 Deductions	441
1.5 Total Tier 1 capital (1.3 - 1.4)	113,440
2. Tier 2 capital	
2.1 Subordinated Debt	
2.2 General Provisions and Revaluation Reserves	4,243
2.3 Investment Reserve & Investment Fluctuation Reserves	2,689
2.4 Unhedged Foreign currency exposure	38
2.5 Gross Tier 2 capital (2.1 + 2.2 + 2.3 + 2.4)	6,970
2.6 Deductions	-
2.7 Total Tier 2 capital (2.5 - 2.6)	6,970
3. Debt capital instruments eligible for inclusion in Basel III Tier 2 capital	-
3.1 Total amount outstanding	-
3.2 Of which amount raised during the current year	-
3.3 Amount eligible to be reckoned as capital funds	-
4. Subordinated debt eligible for inclusion in Tier 2 capital	-
4.1 Total amount outstanding	-
4.2 Of which amount raised during the current year	-
4.3 Amount eligible to be reckoned as capital funds	-
5. Other deductions from capital	-
6. Total eligible capital (1.5 + 2.7 - 5)	120,410
7. CET 1 Ratio (%)	17.12%
8. Tier 1 Ratio (%)	17.12%
9. Tier 2 Ratio (%)	1.05%
10. Total CRAR (Basel III) (%)	18.17%

3. RISK EXPOSURE AND ASSESSMENT

The Bank is exposed to various types of risk such as Credit, Market, Operational, Liquidity, Interest Rate, Concentration, Reputational, Legal and Strategic risk. The Bank has separate and independent Risk Management Department in place which oversees the management of all types of risks in an integrated fashion.

The objective of risk management is to have optimum balance between risk and return. It entails the identification, measurement and management of risks across the various businesses of the Bank. Risk is managed through framework defined in policies approved by the Board of Directors and supported by an independent risk management function which monitors and takes corrective action so that the Bank operates within its risk appetite. The risk management function attempts to anticipate vulnerabilities through quantitative or qualitative examination of the embedded risks in various activities. The Bank continues to focus on refining and improving its risk management systems. In addition to ensuring compliance with regulatory requirements, the Bank has developed robust internal systems for assessing capital requirements keeping in view the business objectives.

The Board of Directors approves the strategies and policies for Risk Management, based on recommendations of the RMC of the Board set up to focus upon risk management issues. The RMC of the Board reviews various aspects of risk arising from the businesses undertaken by the Bank. Operating level risk committees comprising of senior management viz. Asset Liability Management Committee, Operational Risk Management Committee, Market Risk Management Committee and the Credit Risk Management Committee oversee specific risk areas. These committees in turn provide inputs for review by the RMC of the Board.

3.1 Risk Management Committee of the Board

The RMC of the Board is the primary tier to oversee implementation of Board approved strategies and policies, recommend setting up of tolerance limits wherever required, monitor implementation of strategies and policies, as well as adherence to prescribed tolerance limits etc. The RMC oversees the functioning of executive level committees for risk management.

3.2 Executive Level Committees

At executive management level, the organizational responsibilities for implementing and monitoring Board approved strategies and policies and adhering to prescribed tolerance limits etc. are as under:

S.N.	Name of the committee	Focus Area	Chairman
1	Credit Risk Management Committee (CRMC)	All aspects of Credit Risk Management, Monitoring & Control	MD & CEO
2	Asset Liability Management Committee (ALCO)	All aspects of Asset Liability Management, Monitoring & Control, Interest rate review etc.	Executive Director
3	Operational Risk Management Committee (ORMC)	All aspects of Operational Risk Management, Monitoring & Control.	
4	Market Risk Management Committee (MRMC)	All aspects of Market Risk Management, Monitoring & Control.	Chief Financial Officer (CFO)

4. CREDIT RISK (DF 3)

4.1 Credit risk is defined as the possibility of losses associated with diminution in the credit quality of borrowers or counterparties. In a bank's portfolio, losses stem from outright default due to inability or unwillingness of a customer or counterparty to meet commitments in relation to lending, trading, settlement and other financial transactions.

The Bank adopts the definition of 'past due' and 'impaired credits' (for accounting purposes) as defined by RBI under Income Recognition, Asset Classification and Provisioning (IRAC) norms.

4.1.1. Credit Risk Management

CRMC is the top-level functional committee for managing credit risk. The committee is responsible for implementation of Credit Policy approved by the Bank's Board. The committee considers and takes decision necessary to manage and control credit risk within the overall quantitative prudential limits approved by the Bank's Board. The Committee is entrusted with the responsibilities to formulate standards for presentation of credit proposals, financial covenants, rating standards and benchmarks.

The Bank has adopted an integrated approach to CRM, which encompasses:

- Establishment and articulation of corporate priorities
- Institution and inculcation of an appropriate credit culture
- Determination of specific credit risk strategy and profile
- Implementation of appropriate credit risk controls
- Monitoring the effectiveness of credit risk controls

The Bank has implemented the Standardized approach for regulatory capital measurement for credit risk.

4.1.2. Credit Risk Strategy and Risk Profile

The Bank has adopted a credit risk strategy and risk appetite, which is in line with its risk taking ability to ensure conservation and growth of shareholder funds, with a proper balance between risk and reward. Financial resources are allocated to optimize the risk reward ratio.

There is a clearly articulated definition of acceptable credit risk, based upon:

- Identification of target markets/segments
- Establishing of characteristics of desirable customers within the target market
- Assessing whether adequate resources are available to support the business
- Ensuring that all legal and regulatory requirements are complied with
- Ensuring that the portfolio is consistent with the Bank's strategy and objectives especially in relation to risk concentration, maturity profile and liquidity management

4.1.3 Credit Risk Controls

Credit risk controls focus on identification, measuring, monitoring and managing the assumed risks and include –

- A documented credit policy and credit risk rating policy
- Approval process with delegated authorities
- Asset quality and risk rating system and its verification
- Effective loan disbursement mechanism to minimize the legal risk
- Effective loan administration to ensure past-due management and bad loan detection
- A loan review mechanism
- Portfolio management tools to manage portfolio risks

Management of credit risk at the following levels –

- Strategic or Portfolio level, so as to ensure that no single event can have a significant adverse impact.
- Established credit policy to have a minimum standard for assuming risk
- Reliance on the competence of trained staff to make sound credit decisions
- Digital underwriting process for retail loans

The Bank relies upon formal and conventional credit risk assessment, viz. –

- The ability and willingness of borrowers to repay.
- Dependence primarily on cash flows for repayment with security taken to provide a secondary source of repayment.
- Quality of data and analysis thereof forms the basis of assessment and not external reputation or unsubstantiated beliefs.
- Rational assessment of probability of default and assessment of 'Worst Case Scenario'.
- Transparency and communication of all relevant facts (negative as well as positive) necessary for making an informed credit decision.
- Documentation of all assessment, rationale and decisions.
- Know Your Customers 'KYC' forms the bedrock of initiating and sustaining any relationship.

4.2 Total gross credit risk exposure

		(Rs. in million)
Category: Domestic		Amount
Fund based		930,062
Non fund based		48,339
Total		978,401

Note:

1. Fund based credit exposure excludes cash in hand, balance with RBI, investments in shares and bonds etc., deposits placed with NABARD, SIDBI & NHB, fixed and other assets.
2. Non-fund based exposure includes outstanding Letter of Credit, Acceptances and Bank Guarantee exposures.

Exposure includes credit exposure (funded and non-funded credit limits) and investment exposure (including underwriting and similar commitments). The sanctioned limits or outstanding, whichever is higher, is reckoned for arriving at the exposure limit. In case of fully drawn term loans (i.e. where there is no scope for further drawal of any portion of the sanctioned limit), the outstanding is treated as the exposure.

4.3 Geographical Distribution of Credit

						(Rs. in million)
STATE	FUND BASED	NON FUND BASED	STATE	FUND BASED	NON FUND BASED	
ANDHRA PRADESH	130,305	4,696	MAHARASHTRA	127,091	3,852	
BIHAR	166	18	ORISSA	1,229	254	
CHANDIGARH	505	75	PONDICHERRY	6,614	124	

CHHATTISGARH	105	2	PUNJAB	848	63
DELHI	9,542	4,003	RAJASTHAN	698	3
GOA	452	53	TAMILNADU	395,929	17,487
GUJARAT	15,068	6,729	TELANGANA	79,518	5,810
HARYANA	6,261	725	UTTARAKHAND	161	0
JHARKHAND	318	6	UTTAR PRADESH	2,492	296
KARNATAKA	47,384	2,456	WEST BENGAL	3,874	920
KERALA	14,481	562	TOTAL	844,906	48,339
MADHYA PRADESH	1,865	205			

4.4 Industry wise distribution of exposures

(Rs. in million)

Industry	Fund Based	Non-Fund Based
ALL ENGINEERING	11,688	2,808
BASIC METAL AND METAL PRODUCTS	14,245	3,153
BEVERAGES [EXCLUDING TEA & COFFEE] AND TOBACCO	3,726	20
CEMENT AND CEMENT PRODUCTS	1,783	162
CHEMICALS AND CHEMICAL PRODUCTS [DYES, PAINTS, ETC.]	7,673	114
CONSTRUCTION	9,366	3,907
FOOD PROCESSING-OTHERS	26,983	3,035
GEMS AND JEWELLERY	18,688	1,320
GLASS & GLASSWARE	493	-
INFRASTRUCTURE	30,009	10,528
LEATHER AND LEATHER PRODUCTS	739	5
MINING AND QUARRYING	7,076	1,307
PAPER AND PAPER PRODUCTS	4,709	241
PETROLEUM [NON-INFRA], COAL PRODUCTS [NON-MINING] AND NUCLEAR FUELS	454	27
RUBBER, PLASTIC AND THEIR PRODUCTS	4,126	108
TEXTILES	54,328	1,826
VEHICLES, VEHICLE PARTS AND TRANSPORT EQUIPMENTS	3,207	176
WOOD AND WOOD PRODUCTS	3,395	915
OTHER INDUSTRIES	4,709	211
Others	722,665	18,476
TOTAL	930,062	48,339

4.5 Exposure to Industries in excess of 5% of total exposure

(Rs. in million)

Industry	Fund based Facilities	Non-Fund based Facilities
TEXTILES	54,328	1,826
Total	54,328	1,826

4.6 Residual contractual maturity breakdown of assets*

(Rs. in million)

Residual Maturity	Cash	Bal. with RBI	Bal. with other banks	Investments	Advances (Performing)	Gross NPA + NPI	Fixed Assets	Other Assets	Total
Day 1	6,656	14,811	74	40,543	27,295	-	-	8,701	98,080
2-7 Days	-	8,225	-	23,234	6,879	-	-	1,088	39,426
8-14 Days	-	7,336	-	19,486	4,364	-	-	1,088	32,274
15-30 Days	-	2,017	-	7,719	18,003	-	-	-	27,739
31 Days & upto 2 Months	-	1,911	-	7,314	30,966	-	-	-	40,191
Over 2 Months	Upto 3 Months	-	1,739	-	7,141	32,466	-	-	41,346
3 Months	6 Months	-	5,277	-	21,391	83,870	-	-	110,538
6 Months	1 Year	-	10,233	-	47,837	133,278	-	-	191,348
1 Year	3 Years	-	8,809	8	36,675	292,669	-	-	338,161
3 Years	5 Years	-	3,369	-	13,843	51,764	2,733	-	71,709
Over 5 Years		-	3,159	-	12,790	156,934	7,434	4,902	33,009
Total		6,656	66,886	82	237,973	838,488	10,167	4,902	43,886

* As per ALM Guidelines

4.7 Non Performing Advances, Investments and Provisions

(Rs. in million)

Particulars	Amount	
a) Gross NPA		
i. Substandard	2,733	
ii. Doubtful 1	1,400	
iii. Doubtful 2	82	
iv. Doubtful 3	131	
v. Loss	2,072	
Total	6,418	
b) Net NPA	1,662	
c) NPA Ratios		
i. Gross NPAs to Gross Advances (%)	0.76%	
ii. Net NPAs to Net Advances (%)	0.20%	
d) Movement of NPA (Gross)		
i. Opening balance 01.04.2024	10,416	
ii. Additions during the period	4,819	
iii. Reductions during the period	8,817	
iv. Closing balance 31.03.2025	6,418	
e) Movement of provisions for NPA	Specific Provision	General Provision
i. Opening balance as on 01.04.2024	7,304	-
ii. Provision made during the period	5,238	-
iii. Write-off / write-back of excess provisions	7,800	-
iv. Closing balance 31.03.2025	4,742	-
f) Write Offs / Recoveries that have been booked directly to the income statement		

i. Write Offs that have been booked directly to the income statement	92
ii. Recoveries that have been booked directly to the income statement	5,294
g) Amount of Non-Performing Investments	3,748
h) Amount of provisions held for Non-Performing Investments	3,748
i) Movement of Provision for depreciation on investments *	
i. Opening balance as on 01.04.2024	NA
ii. Add - Provision made during the period	NA
iii. Less - Write-off/ write-back of excess provision during the year (including depreciation utilized on the sale of securities)	NA
iv. Closing balance as on 31.03.2025	NA

* As per the RBI Master Directions no : RBI/DOR/2023-24/104 DOR.MRG.36/21.04.141/2023-24, dated September 12, 2023. On classification, valuation and operation of investment portfolio of commercial Banks (Directions), 2023, outstandings in investments are fair valued periodically.

4.8 Major Industry break up of NPA

(Rs. in million)

Industry	Gross NPA	Specific Provision	Write Off during the current period
MINING & QUARRYING	34	19	90
FOOD PROCESSING	319	191	118
BEVERAGES & TOBACCO (EXCLUDING TEA & COFFEE)	4	1	4
TEXTILES	205	130	616
LEATHER AND LEATHER PRODUCTS	-	-	9
WOOD AND WOOD PRODUCTS	10	7	74
PAPER AND PAPER PRODUCTS	11	9	11
PETROLEUM	-	-	-
CHEMICALS AND CHEMICAL PRODUCTS	202	102	18
RUBBER, PLASTIC AND THEIR PRODUCTS	32	32	109
GLASS & GLASSWARE	-	-	2
CEMENT & CEMENT PRODUCTS	9	8	118
BASIC METAL AND METAL PRODUCTS	86	71	289
ALL ENGINEERING	30	24	20
VEHICLES, VEHICLE PARTS AND TRANSPORT EQUIP.	20	9	8
GEMS AND JEWELLERY	466	466	213
CONSTRUCTION	122	109	45
INFRASTRUCTURE	59	22	126
OTHER INDUSTRIES	51	22	30
TOTAL	1,660	1,222	1,900

4.9 Geographical distribution of NPA and Provision

(Rs. in million)

Geography	Gross NPA	Specific Provision
Domestic	6,418	4,742
Overseas	-	-
Total	6,418	4,742

5. CREDIT RISK: DISCLOSURES FOR PORTFOLIO SUBJECT TO THE STANDARDIZED APPROACH (DF 4)

5 (a). The Bank has used the ratings of the following domestic external Credit Rating Agencies (CRA) for the purpose of risk weighting Bank's claims on the domestic entities for capital adequacy purpose –

1. CRISIL	2. CARE	3. ICRA	4. India Ratings	5. Acuite	6. Infomercials	7. SMERA
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5 (b). A description of the process used to transfer public issuer ratings onto comparable assets in the banking book –

- Bank has used short term ratings for assets with maturity upto one year and long-term ratings for assets maturing after one year as accorded by the approved external CRAs. Bank has not cherry-picked ratings. Bank has not used one rating of a CRA for one exposure and another CRA's rating for another exposure on the same counterparty unless only one rating is available for a given exposure.
- Cash credit exposures have been rated as long-term facility, notwithstanding the repayable on demand condition.
- If an obligor has a long term external credit rating that warrants RW (Risk Weight) of 150%, all unrated exposures on the same obligor whether long or short is assigned the same 150% RW unless mitigated by recognized Credit Risk Mitigants.
- Bank has used only solicited rating from the recognized CRAs. In case the obligor has multiple ratings from CRAs, the rating to be used is selected as per RBI guidelines.
- If there is only one rating by a chosen CRA for a particular claim, that rating is used to determine the risk weight of the claim.
- If there are two ratings accorded by chosen CRAs that map into different risk weights, the higher risk weight is applied.
- If there are three or more ratings accorded by chosen CRAs with different risk weights, the ratings corresponding to the two lowest risk weights is referred to and the higher of those two risk weights is applied. i.e., the second lowest risk weight.
- Where RW associated with the rating by a CRA for a specific investment instrument is lower than one corresponding to unrated exposure, but the Bank's exposure is not in that instrument but some other debt, the RW for the rated exposure has been applied to Bank's unrated exposure provided the latter ranks pari-passu or senior to the specific rated exposure and the maturity of Bank's claim is not later than the rated exposure.
- If either the issuer or a single issue has been rated warranting RW equal or higher than unrated claim, a claim on the same issuer which is unrated but ranks pari-passu or junior to the rated exposure has been assigned the same RW as the rated exposure.
- No recognition of Credit Risk Mitigation (CRM) technique has been taken into account in respect of a rated exposure if that has already been factored by the CRA while carrying out the rating.

For exposure amounts after risk mitigation subject to the standardized approach, amount of the Bank's outstanding (rated and unrated) in the following three major risk buckets as well as those that are deducted as on 31.03.2025 are as follows:

(Rs. in million)				
SN	Risk Weight	Fund Based	Non Fund Based	Total Exposure
1	Below 100%	630,631	14,898	645,529
2	100%	196,545	17,575	214,120
3	More than 100%	119,589	6,424	126,013
4	Deducted	-	-	-
	Total	946,765	38,897	985,662

6. CREDIT RISK MITIGATION: DISCLOSURES FOR STANDARDIZED APPROACH (DF 5)

6.1 The Bank has adopted CRM techniques and Collateral Management (CM) guidelines issued by RBI under Master circular – Prudential guidelines on Capital Adequacy and Market Discipline – New Capital Adequacy Framework (NCAF).

The Bank has utilized CRM in the form of Bank's own deposits, LIC Policies, National Saving Certificate and gold, wherever the collateral is identifiable, marketable & enforceable and complies with RBI requirements. Sovereign exposures and Sovereign guaranteed exposures are risk weighted as per RBI directives.

The general principles applicable for use of CRM techniques are as under:

- i. No transaction in which CRM techniques are used has been assigned higher capital requirement than as otherwise identical transaction where such techniques are not used.
- ii. The Bank has taken care to see that effects of CRM are not double counted. To ensure this no additional supervisory recognition of CRM for regulatory capital purposes is made available on claims for which an issue-specific rating is used that already reflects that CRM.
- iii. Principal-only ratings will not be allowed within the CRM framework. The rating should cover principal and interest.

The Bank has, therefore, put in place robust procedures and processes to control these risks, including strategy, consideration of the underlying credit, valuation, policies and procedures systems, control of roll-off risks, and management of concentration risk arising from the use of CRM techniques and its interaction with the Bank's overall credit risk profile.

6.2 Eligible Financial Collateral

The following collaterals are used as risk mitigants –

1. Cash margins and fixed deposit receipts of the counterparty with the Bank
2. Gold bullion and jewelry
3. Securities issued by Central and State Governments
4. National Savings Certificates, Kisan Vikas Patras
5. Life insurance policies with a declared surrender value of an insurance company which is regulated by an insurance sector regulator.
6. Debt securities rated by a chosen CRA in respect of which the banks should be sufficiently confident about the market liquidity and where they are either:
 - a) Attracting 100% or lesser risk weight i.e. rated at least BBB (-), when issued by public sector entities and other entities (including Banks and Primary Dealers); or
 - b) Attracting 100% or lesser risk weight i.e. rated at least PR3/P3/F3/A3 for short-term debt instruments.
7. Debt securities not rated by a chosen CRA in respect of which the Banks should be sufficiently confident about the market liquidity where these are:
 - a) Issued by a Bank
 - b) Listed on a recognized exchange
 - c) Classified as senior debt
 - d) All rated issues of the same seniority by the issuing Bank are rated at least BBB(-) or A3 by a chosen CRA
8. Units of Mutual Funds regulated by the securities regulator of the jurisdiction of the bank's operation and mutual funds where:
 - a) Price for the units is publicly quoted daily i.e., where the daily NAV is available in public domain; and
 - b) Mutual fund is limited to investing in permitted instruments listed.

6.3 Quantitative disclosure

(Rs. in million)

A. Credit risk exposure covered by eligible financial collaterals				
SN	Type of exposure	Credit equivalent of gross exposure	Value of eligible financial collateral after haircuts	Net amount of credit exposure
1	Funded credit exposure	1,188,199	256,050	932,149
2	Non funded credit exposure	48,232	7,958	40,274
3	Securitization exposures – On balance sheet	14,616		14,616
4	Securitization exposures – Off balance sheet	-	-	-
	TOTAL	1,251,047	264,008	987,039
B. Credit risk exposure covered by guarantees / credit derivative (specifically permitted by RBI)				
SN	Type of exposure	Credit equivalent of gross exposure	Amount of guarantee (Credit equivalent)	
1	Funded credit exposure	-	-	
2	Non funded credit exposure	-	-	
3	Securitization exposures – On balance sheet	-	-	
4	Securitization exposures – Off balance sheet	-	-	
	TOTAL	-	-	

7. SECURITIZATION EXPOSURES (DF 6)

7.1 General disclosures on securitization exposures of the Bank (including accounting for securitization activities)

a. Objectives of securitization activities of the Bank (including the extent to which these activities transfer credit risk of the underlying securitized exposures away from the Bank to other entities and nature of other risks inherent in securitized assets)

Bank's securitisation exposure is limited to investments in securitisation instruments. Pass through Certificates (PTC) and purchase of asset portfolio by way of direct assignment route. The loans purchased through direct assignment route are classified as advances.

b. Role of the Bank in securitization processes (as an originator / investor/ service provider/ facility provider etc.) and extent of involvement in each activity

- ✓ As an investor – Bank invests in PTCs backed by financial assets originated by third parties. Such investments are held in the investment trading book;
- ✓ As an assignee – Bank purchases asset portfolio by way of direct assignment from Banks / NBFCs.

c. Processes in place to monitor changes in the credit and market risk of securitization exposures

The major risks involved in loan assignment transactions are:

- ✓ **Regulatory and legal risks:** Risks arising due to non-compliance of regulatory requirements resulting in keeping higher risk weight/ capital charge for assignment transactions. Risk of non-compliance of regulatory rules.
- ✓ **Credit Risk:** Risk arising on default of a debt that may arise from an obligor failing to make required repayments.
- ✓ **Co-mingling risks:** Risks arising due to co-mingling of funds belonging to the assignee with that of the originator. This occurs when there is a time lag between collection of re-payments by the originator and remittance to the assignee.
- ✓ **Prepayment risk:** Risk arising due to prepayment of dues by obligors in the assigned pool either in part or full.

Changes in credit and market risk of securitization instruments held in the trading and banking book is

constantly reviewed and monitored. In case of credit portfolio purchased through assignment route, monitoring is done at individual account level.

d. Bank's policy governing the use of credit risk mitigation to mitigate the risks retained through securitization exposures

The Bank has not originated any securitization exposures. In the case of purchase by way of direct assignment route, Bank has not used any additional credit risk mitigant. For computation of capital requirements for loans purchased by way of direct assignment, Bank has used the credit rating from external CRAs where available.

Aggregate amount of securitization exposures retained or purchased during year ended of FY 2024-25:

(Rs. in million)

Exposure type	Amount
Fund based	1,492
Loan against property	1,492
Mixed loans*	-
Non Fund based	-
Total	1,492

* Mixed loans include Machinery loans, jewel loans, personal loans etc.

8. MARKET RISK IN TRADING BOOK (DF 7)

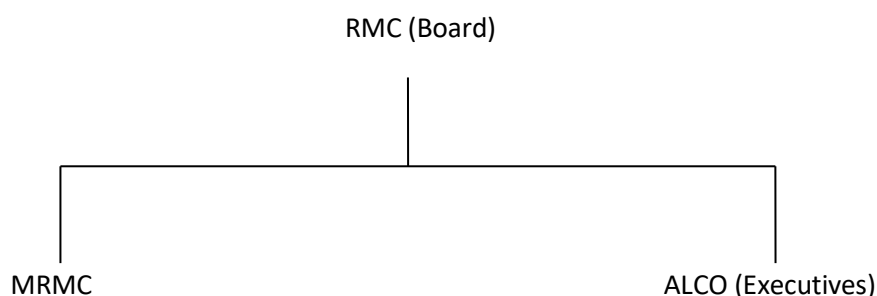
Market risk refers to the uncertainty of future earnings resulting from changes in interest rates, foreign exchange rates, market prices and volatilities. The Bank assumes market risk in its lending and deposit taking businesses and in its investment activities, including position taking and trading. The market risk is managed in accordance with the investment policies, which are approved by the Board. These policies ensure that operations in securities, foreign exchange and derivatives are conducted in accordance with sound and acceptable business practices and are as per the extant regulatory guidelines, laws governing transactions in financial securities and the financial environment. Market Risk in Trading Book is assessed as per the Standardized Duration approach. The capital charge for Held for Trading (HFT) and Available for Sale (AFS) portfolios is computed as per RBI guidelines.

Market risk management objectives

The objectives of market risk management are as follows:

- Management of liquidity
- Management of interest rate risk and exchange rate risk.
- Proper classification and valuation of investment portfolio
- Adequate and proper reporting of investments and derivative products
- Compliance with regulatory requirements

Structure and organization of the market risk management function:



Strategies and processes:

To comply with the regulatory guidelines and to have independent control groups there is clear functional separation of:

- Trading (Front office)
- Monitoring and control (Middle office) and

- Settlements (Back office)

The strategy/guidelines for controlling market risk include:

- Direct involvement of experienced line management
- Stringent controls and limits
- Strict segregation of front, middle and back office duties
- Comprehensive periodical reporting of positions
- Regular independent reviews of all controls and limits
- Rigorous testing and auditing of all pricing, trading and risk management

The scope and nature of risk reporting and measurement systems:

Reporting – The Bank periodically reports on the various investments and their related risk measures to the senior management and the committees of the Board. The Bank also periodically reports to RBI in compliance with regulatory requirements.

Measurement – The Bank has devised various risk metrics for measuring market risk. These are reported to ALCO. Some of the risk metrics adopted by the Bank for monitoring its risks are Value-at-Risk, Earnings at Risk, Modified Duration, Stop Loss limits amongst others.

The capital requirements for market risk are detailed below

		(Rs. in million)
SN	Risk Category	Capital Charge
1	Interest Rate Risk	-
2	Foreign Exchange Risk (including gold/bullion)	57
3	Equity Risk	374
	Capital requirement for Market Risk (1 + 2 + 3)	431

9. OPERATIONAL RISK (DF 8)

Operational risk is defined as the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. Operational risk includes legal risk but excludes strategic and reputational risk.

The Bank has put in place a Board approved Operational Risk Management Policy which outlines overall framework for management of Operational Risk.

The Bank manages Operational Risk by way of adopting best practices in processes as well as products. Utmost importance is given on communication and understanding of processes at transactional level and compliance to same are monitored through effective internal audits.

The Bank's selection of personnel and systems of rewarding performance are aligned to meet Bank's stated key priorities. There is a commitment to training and upgrading of staff skills. Strong 'ownership' of exposures is encouraged, through rewards as well as strong accountability.

The Bank understands the criticality of business continuity in the event of any undesirable/unforeseen incident and has put in place an exhaustive Business Continuity Plan (BCP) in place which is subject to periodic drills. The Bank has robust Information Technology set up with Disaster Recovery (DR) site for critical functions and backups. Further there is a strict adherence to Information Security Policy across the Bank.

As per the mandate from RBI, the Bank is following the Basic Indicator Approach (BIA) for assessment of Operational Risk Capital.

Capital requirement for operational risk as per BIA as on 31.03.2025 is Rs. 9,131 million.

10. INTEREST RATE RISK IN BANKING BOOK (DF 9)Interest Rate Risk in the Banking Book (IRRBB)

Interest rate risk is the potential change in Net Interest Income (NII) or Economic Value of Equity (Balance Sheet impact), caused by unexpected changes in market interest rates. Since NII or Net Interest Margin (NIM) of Bank is dependent on the movements of interest rates, any mismatches or gaps in the cash-flows on re-pricing dates exposes Bank's NII or NIM to interest rate risk. IRRBB results from an unavoidable position or gap arising from Bank's normal day to day business by holding assets and liabilities in different maturities and different re-pricing dates.

Risk management framework and monitoring.

The Board of the Bank, through ALCO, has overall responsibility for management of risks and it sets limits and policies for management of liquidity risk, market risk including foreign exchange, interest rate and equity risk. The ALCO, a strategic decision making body, headed by Chief Operating Officer and comprising of senior executives of the Bank is responsible for deciding the mix and maturity profile of the assets and liabilities, recommendation of risk policies, setting up of prudential limits to manage the risks and ensuring compliance with the limits set by the Board. The ALM policy of the Bank includes the prudential limits on interest rate risk, liquidity risk, foreign exchange risk and equity risk.

Risk Management Department is monitoring the limits laid down in the ALM Policy through various reports.

Risk measurement and reporting framework.

As a part of its regular activities, ALCO manages the impact of the IRRBB, through various limits, reports and tools such as interest rate sensitive gaps, Earnings at risk analysis, duration gap analysis, stress testing, etc. detailed as follows:

a) Interest rate sensitivity

The interest rate gap risk, at any given date, is the risk arising from the mismatches in the assets & liabilities over the different time intervals. These mismatches or gaps are arrived at after matching rate sensitive assets and rate sensitive liabilities in the particular time bucket taking into account all assets and liabilities (including off Balance Sheet exposure). The rate sensitive assets and liabilities are grouped in the buckets as per the residual maturity or re-pricing date, whichever is earlier and is reported on monthly basis. The gap indicates whether net interest income is positively or negatively impacted by a change in interest rates and the magnitude of the gap approximates the change in net interest income for any given interest rate shift. Limits are fixed on individual gaps.

b) Earnings at Risk Analysis (EaR)

The analysis is taken up to understand whether the Bank is in a position to benefit from rising interest rates by having a positive gap ($RSA > RSL$) or whether it is in a position to benefit from declining interest rates by a negative gap ($RSL > RSA$). The Bank monitors the EaR on NII for 2% change in interest rates on the open periodic gaps.

c) Stress testing

The Bank measures the impact on NII/ EaR after taking into account various possible movement in interest rates across tenor and impact on the earnings is calculated for each of these scenarios.

d) Duration gap analysis

Movement in the interest rates also have a long-term impact on the market value of equity of the Bank, as the economic value of the Bank's assets, liabilities and off-Balance Sheet positions get affected. Duration is a measure of interest rate sensitivity of assets, liabilities and also equity. It may be defined as the percentage change in the market value of an asset or liability (or equity) for a given change in interest rates. Thus, Duration Gap Analysis measures by how much the market value of equity of a firm would change for the possible change in the interest rates.

The following table shows the impact on NII and economic value of equity for a given change in the interest rates. The impact is calculated assuming parallel shifts in the yield curve across all time buckets.

(Rs. in million)

Currency = INR (*)	100 bps	200 bps
Impact on NII	(1,480)	(2,959)
Impact on economic value of equity	2,362	4,724

* No major exposure in foreign currencies

11. GENERAL DISCLOSURES FOR EXPOSURES RELATED TO COUNTER PARTY CREDIT RISK (DF 10)

Counterparty exposure

Counterparty credit risk in case of derivative contracts arises from the forward contracts. The subsequent credit risk exposures depend on the value of underlying market factors (e.g., interest rates and foreign exchange rates), which can be volatile and uncertain in nature. The Bank does not enter into derivative transactions other than forward transactions.

Credit limits

The credit limit for counterparty bank is fixed based on their financial performance as per the latest audited financials. Various financial parameters such as Capital, Net worth etc., are taken into consideration while assigning the limit. Credit exposures are monitored to ensure that they do not exceed the approved credit limits.

Credit exposures on forward contracts

The Bank enters into the forward contracts in the normal course of business for positioning and arbitrage purposes, as well as for its own risk management needs, including mitigation of interest rate and foreign currency risk. Derivative exposures are calculated according to the current exposures method.

Credit exposure

(Rs. in million)

	Notional Amount	Gross positive fair value of the contracts	Potential Future Exposure	Total Credit Exposure
Forward contracts	73,373	579	1,528	2,107

12. COMPOSITION OF CAPITAL (DF 11)

(Rs. in million)

Common Equity Tier 1 (CET 1) capital instruments and reserves		
1	Directly issued qualifying common share capital plus related stock surplus (share premium)	22,502
2	Retained earnings	118
3	Accumulated other comprehensive income (other reserves)	91,261
4	Directly issued capital subject to phase out from CET1 (only applicable to non-joint stock companies)	-
5	Common share capital issued by subsidiaries and held by third parties (amount allowed in group CET 1)	-
6	CET 1 capital before regulatory adjustments	113,881
CET 1 capital : regulatory adjustments		
7	Prudential valuation adjustments	-
8	Goodwill (net of related tax liability)	-
9	Intangibles (net of related tax liability)	424
10	Deferred tax assets	-
11	Cash-flow hedge reserve	-
12	Shortfall of provisions to expected losses	-
13	Securitization gain on sale	-
14	Gains and losses due to changes in own credit risk on fair valued liabilities	-

15	Defined-benefit pension fund net assets	-
16	Investments in own shares (if not already netted off, paid-up capital on reported balance sheet)	-
17	Reciprocal cross-holdings in common equity	17
18	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the bank does not own more than 10% of the issued share capital (amount above 10% threshold)	-
19	Significant investments in the common stock of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions (amount above 10% threshold)	-
20	Mortgage servicing rights (amount above 10% threshold)	-
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability)	-
22	Amount exceeding the 15% threshold	-
	<i>of which :</i>	
23	Significant investments in the common stock of financial entities	-
24	Mortgage servicing rights	-
25	Deferred tax assets arising from temporary differences	-
26	National specific regulatory adjustments(26a+26b+26c+26d)	-
26a	Investments in the equity capital of unconsolidated insurance subsidiaries	-
26b	Investments in the equity capital of unconsolidated non - financial subsidiaries	-
26c	Shortfall in the equity capital of majority owned financial entities which have not been consolidated with the bank	-
27	Regulatory adjustments applied to CET 1 due to insufficient Additional Tier 1 (AT1) and Tier 2 to cover deductions	-
28	Total regulatory adjustments to CET 1	441
29	Common Equity Tier1 capital	113,440
AT1 Capital instruments		
30	Directly issued qualifying AT1 instruments plus related stock surplus (share premium) (31+32)	-
	<i>of which :</i>	
31	Classified as equity under applicable accounting standards (Perpetual Non-Cumulative Preference Shares)	-
32	Classified as liabilities under applicable accounting standards (Perpetual debt Instruments)	-
33	Directly issued capital instruments subject to phase out from AT1	-
34	AT 1 instruments (and CET1 instruments not included in row 5) issued by subsidiaries and held by third parties (amount allowed in group AT1)	-
35	<i>of which:</i> instruments issued by subsidiaries subject to phase out	-
36	AT 1 capital before regulatory adjustments	-
AT 1 capital regulatory adjustments		
37	Investments in own AT 1 instruments	-
38	Reciprocal cross-holdings in AT 1 instruments	-
39	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the bank does not own more than 10% of the issued common share capital of the entity (amount above 10% threshold)	-
40	Significant investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)	-
41	National specific regulatory adjustments (41a+41b)	-
	<i>of which</i>	
41a	Investments in the AT 1 capital of unconsolidated insurance subsidiaries	-
41b	Shortfall in the AT 1 capital of majority owned financial entities which have not been consolidated with the bank	-
42	Regulatory adjustments applied to AT1 due to insufficient Tier 2 to cover deductions	-
43	Total regulatory adjustments to AT1 capital	-

44	Additional Tier 1 capital	-
44a	AT1 capital reckoned for capital adequacy	-
45	Tier 1 capital (T1 = CET 1 + AT 1) (29+44a)	113,440
Tier 2 capital instruments and provisions		
46	Directly issued qualifying Tier2 instruments plus related stock surplus	-
47	Directly issued capital instruments subject to phase out from Tier 2	-
48	Tier2 instruments (and CET1 and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties (amount allowed in group Tier2)	-
49	<i>of which: instruments issued by subsidiaries subject to phase out</i>	-
50	Other Reserves and Provisions	6,970
51	Tier 2 capital before regulatory adjustments	6,970
Tier 2 capital : regulatory adjustments		
52	Investments in own Tier2 instruments	-
53	Reciprocal cross-holdings in Tier2 instruments	-
54	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the bank does not own more than 10% of the issued common share capital of the entity (amount above the 10% threshold)	-
54a	Progressive discount on Tier II Bonds	-
55	Significant investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)	-
56	National specific regulatory adjustments (56a+56b)	-
	<i>of which:</i>	
56a	Investments in the Tier 2 capital of unconsolidated insurance subsidiaries	-
56b	Short fall in the Tier2 capital of majority owned financial entities which have not been consolidated with the bank	-
57	Total regulatory adjustments to Tier2 capital	-
58	Tier 2 capital (T2)	6,970
59	Total capital (TC = T1 + Admissible T2) (45+58)	120,410
60	Total risk weighted assets (60a+60b+60c)	662,608
60a	Total credit risk weighted assets	579,469
60b	Total market risk weighted assets	3,742
60c	Total operational risk weighted assets	79,397
Capital ratios and buffers		
61	Common Equity Tier1 (as a percentage of risk weighted assets)	17.12%
62	Tier1 (as a percentage of risk weighted assets)	17.12%
63	Total capital (as a percentage of risk weighted assets)	18.17%
64	Institution specific buffer requirement (minimum CET1 requirement plus capital conservation plus counter cyclical buffer requirements plus higher of G-SIB & D-SIB buffer requirement, expressed as a percentage of risk weighted assets)	8.00%
65	<i>Of which: capital conservation buffer requirement</i>	2.50%
66	<i>Of which: bank specific counter cyclical buffer requirement</i>	-
67	<i>Of which: G-SIB & D-SIB buffer requirement</i>	-
68	Common Equity Tier1 available to meet buffers (as a percentage of RWAs)	9.12%
National minima (if different from Basel III)		
69	National Common Equity Tier1 minimum ratio (if different from Basel III minimum)	8.00%
70	National Tier1 minimum ratio (if different from Basel III minimum)	7%
71	National total capital minimum ratio (if different from Basel III minimum)	11.50%
Amounts below the thresholds for deduction (before risk weighting)		
72	Non-significant investments in the capital of other financial entities	-
73	Significant investments in the common stock of financial entities	-
74	Mortgage servicing rights (net of related tax liability)	-
75	Deferred tax assets arising from temporary differences (net of related tax liability)	-
Applicable caps on the inclusion of provisions in Tier2		

76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardized approach (prior to application of cap)	4,281
77	Cap on inclusion of provisions in Tier 2 under standardized approach	-
78	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to internal ratings-based approach (prior to application of cap)	-
79	Cap for inclusion of provisions in Tier 2 under internal ratings-based approach	-
<i>Capital instruments subject to phase-out arrangements (only applicable between March 31, 2017 and March 31, 2022)</i>		
80	<i>Current cap on CET1 instruments subject to phase out arrangements</i>	-
81	<i>Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)</i>	-
82	<i>Current cap on AT1 instruments subject to phase out arrangements</i>	-
83	<i>Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)</i>	-
84	<i>Current cap on T2 instruments subject to phase out arrangements</i>	-
85	<i>Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)</i>	-

Notes -

(Rs. in million)

SN in DF 11	Particulars	Amount
10	Deferred tax assets associated with accumulated losses	-
	Deferred tax assets (excluding those associated with accumulated losses) net of deferred tax liability	-
	Total as indicated in row 10	-
19	If investments in insurance subsidiaries are not deducted fully from capital and instead considered under 10% threshold for deduction, the resultant increase in the capital of bank	-
	of which: Increase in CET 1 capital	-
	of which: Increase in AT 1 capital	-
	of which: Increase in Tier 2 capital	-
26b	If investments in the equity capital of unconsolidated non-financial subsidiaries are not deducted and hence, risk weighted then:	-
	(i) Increase in CET 1 capital	-
	(ii) Increase in risk weighted assets	-
50	Eligible Provisions included in Tier 2 capital	4,281
	Eligible Revaluation Reserves included in Tier 2 capital	-
	Total of row 50	4,281

13. MAIN FEATURES OF REGULATORY CAPITAL INSTRUMENTS (DF-13) and (DF-14)

During the year months ended 31st March 2025, the Bank did not raise any subordinated debt bonds qualifying for Tier II capital.

15. DISCLOSURE ON REMUNERATION (DF-15)**Quantitative Disclosures:**

The RBI circular RBI/2019-20/89 DOR.Appt.BC.No.23/29.67.001/2019-20 dated November 4, 2019 on "Compensation of whole time Directors/Chief Executive Officers/Risk takers and Control function staff etc." requires the Bank to make following disclosures on remuneration on an annual basis in their Annual Report:

a) Information relating to the composition and mandate of the Nomination and Remuneration Committee (NRC)

As on 31st March 2025, the Nomination & Remuneration Committee (NRC) of the Board consists of three Independent Directors. Further as per RBI guidelines a Member of Risk Management Committee

of the Board is also Member in NRC. The Composition complies with RBI guidelines, provisions of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('SEBI LODR').

The mandate of Nomination & Remuneration Committee includes:

1. To formulate criteria for determining qualifications, positive attributes and independence of a director, in terms of fit and proper criteria issued by the RBI from time to time.
2. To devise/review a Policy on Appointment and Succession Planning for Directors.
3. To devise/review a policy on Board Diversity.
4. To formulate/review criteria for evaluation of performance of Chairman, Independent Directors, Board of Directors, Committees of Board.
5. To recommend persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down and recommend to the board of directors their appointment and removal.
6. To frame/review Compensation Policy towards ensuring effective alignment between remuneration and risk. Directors and Senior Management Personnel shall be part of the Compensation Policy.
7. To formulate the criteria for variable pay and fix the thresholds for applying malus & clawback on the grant of variable pay payable to MD & CEO/ WTD.
8. To also review and recommend to the board, all remuneration, in whatever form, payable to Directors & senior management.
9. To consider grant of stock options to employees, administer and supervise the Employee Stock Option Plans in conformity with statutory provisions and guidelines.
10. To provide inputs, if required, to Board for making disclosures regarding policies, appointments, remuneration etc. of Directors and Senior Management personnel in the Annual Reports/ Directors Reports/Financial Statements etc. as may be required by the regulations from time to time.
11. To perform any other functions or duties as stipulated by the Companies Act, RBI, SEBI, Stock Exchanges and any other regulatory authority or under any applicable laws as may be prescribed from time to time.

b) Information relating to the design and structure of remuneration processes and the key features and objectives of remuneration policy

The Bank has Board approved Compensation Policy in terms of the RBI guidelines, provisions of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('SEBI LODR'). The Compensation Policy of the Bank covers the compensation payable to all the employees including the MD&CEO/ WTD, Key Managerial Personnel, Material Risk Takers, Control Function Staff as per the guidelines of RBI as also fee payable including fixed remuneration to Non-Executive Directors/ Independent Directors. Nomination and Remuneration Committee (NRC) of the Bank oversees the framing, review and implementation of compensation policy on behalf of the Board of Directors. Further as per RBI guidelines a Member of Risk Management Committee of the Board is also a Member in order to consider risk related aspects in remuneration structures.

In terms of RBI Guidelines and Compensation Policy of the Bank the position of Managing Director & CEO and Executive Director are identified as Material Risk Takers (MRT). The compensation payable to MRTs is divided into fixed and variable components. Non-Executive Directors/ Independent Directors

are paid sitting Fees for attending Board/ Committee meetings. Part-time (Non-Executive) Chairperson is entitled for honorarium, as approved by Reserve Bank of India and Shareholders of the Bank.

In terms of RBI Circulars and as approved by the shareholders vide postal ballot resolution dated July 16, 2024, Non-Executive Directors of the Bank including Independent directors (Other than Non-Executive (Part-time) Chairperson) are eligible for fixed compensation to the tune of 0.2% of the profit available for distribution subject to a maximum of Rs 20 Lakhs for each Director per annum with effect from FY 2024-25, for a period of three (3) years. The said fixed compensation payable shall be in proportion to the tenure of the Directors on the Board during the year.

Remuneration to employees (other than MRTs) is defined by the IBA pay scale / CTC pay structure, both of which are approved by the Board. The IBA pay scale is an industry standard across all PSBs and old generation private banks, while the CTC pay structure specific to KVB has been formulated on the basis of comparative industry practices. The objective is to suitably compensate every employee as per his position in the organization so as to adequately recognize his contributions.

Objective of the Compensation policy is to align the compensation with prudent risk taking;

- Compensation must be adjusted for all types of risks
- Compensation outcomes must be symmetric with risk outcomes
- Compensation pay-out schedules must be sensitive to the time horizon of risks
- The proportion of cash, equity and other forms of compensation must be consistent with risk alignment.

c) Description of the ways in which current and future risks are taken into account in the remuneration processes. It should include the nature and type of the key measures used to take account of these risks

With respect MRTs the clauses of Compensation Policy adopted by the Bank address the issues pertaining to current and future risks. While current risks are factored in fixed pay, the future risks are factored in variable pay. The variable pay shall be based on predefined KPIs having a wide variety of measures related to Governance, Internal Controls, appropriate risk management practices and adherence to Compliance, etc as set out by NRC. This risk adjustment factors in both quantitative and qualitative elements. The Policy effectively aligns the compensation with prudent risk taking and shall be symmetrical with risk outcomes as well as sensitive to the time horizon of risk. Further in adherence to FSB implementation standards & RBI Guidelines, variable pay has deferral arrangements. In the event of negative outcomes & misconduct risk, the deferred compensation shall be subjected to malus and claw back arrangements in tune with the RBI guidelines.

The remuneration (other than MRTs) as per IBA / CTC package is position / designation specific and not necessarily risk specific. However, there are sufficient systems and procedures in place in the Bank (including KVB Officer Employees, Conduct Regulations and Discipline & Appeal Regulations, and also Malus / Claw back clauses in the employment contracts wherever applicable and continuous monitoring / auditing etc) to ensure risk mitigation and prevention.

Board of Directors of the Bank through NRC shall exercise oversight & effective governance over the framing and implementing the Compensation policy.

d) Description of the ways in which the Bank seeks to link performance during a performance measurement period with levels of remuneration.

Bank follows a performance-based compensation structure, which motivates and rewards high performers who strengthen long-term customer relations, and generate income and shareholder value. The Bank while designing the compensation structure ensures that there is a proper balance between fixed pay and variable pay. Bank ensures that variable pay shall relate to the performance. The variable pay could be in cash, stock linked instruments or a mix of both.

While fixing the Variable Pay, performance parameters under financial and non-financial areas of operations are assessed. The financial performance of the bank is factored while determining the amount of variable remuneration to be paid. Variable Pay shall be fixed on the basis of performance matrix broadly categorized as a) Bank as a whole, b) Business Unit, c) Individual, based on the quantitative and qualitative criteria. The quantitative criteria shall relate to the performance of the Bank and certain qualitative factors taking into account the, Governance Measures, Internal Controls, appropriate risk management practices and adherence to Compliance, etc as set out by NRC.

In the event of subdued or negative financial performance of the bank and / or the relevant line of business in any year, having misconduct, the deferred compensation shall be subjected to malus and claw back arrangements in tune with the RBI guidelines.

e) A discussion of the bank's policy on deferral and vesting of variable remuneration and criteria for adjusting deferred remuneration before vesting and after vesting

As per the Compensation Policy, Variable pay is eligible on the achievement of certain business/compliance targets fixed by the management. The structuring of remuneration in case of MD & CEO/WTD shall be subject to the approval of RBI.

Deferral arrangements for variable pay in case of Managing Director & CEO/WTD and other employees who are MRTs and Control Function Staff, in adherence to FSB implementation standards shall be;

- a minimum of 60% of the total variable pay shall be under deferral arrangements.
- if cash component of variable pay equals or exceeds Rs.25.00 Lakhs, then at least 50% of the cash bonus shall be deferred.

The deferral period shall be a minimum of three years applicable to both cash and non-cash components of the variable pay. Deferred remuneration shall either vest fully at the end of the deferral period or be spread out over the course of the deferral period. The first such vesting shall be not before one year from the commencement of the deferral period. The vesting shall be no faster than on a pro-rata basis. Additionally, vesting, shall not take place more frequently than on a yearly basis, to ensure a proper assessment of risks before the application of ex-post adjustments.

Subject to bank's ESOP schemes, NRC at its discretion may specify a retention period after the vesting of stock linked instruments which have been awarded as variable pay during which they cannot be sold or accessed.

In cases where the compensation by way of share linked, instruments is not permitted by law / regulations, the entire variable pay can be in cash, subject to deferral /vesting / malus-clawback norms.

f) Description of the different forms of variable remuneration (i.e. cash, shares, ESOPs and other forms) that the bank utilizes and the rationale for using these different forms.

Variable pay is purely based on performance and is measured through KPIs. Bank ensures that the compensation structure is comprehensive and considers both, qualitative and quantitative performance measures. The variable pay would be in the form of cash & non-cash components (in the form of Share linked instruments).

Bank has two Employees Stock Option Schemes viz; KVB ESOS 2011 and KVB ESOS 2018. NRC may grant stock options under the Employees Stock Option Schemes from time to time in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (Erstwhile SEBI (Share Based Employee Benefits) Regulations, 2014).

In case of other employees Bank also subscribes to different forms of variable pay such as performance linked incentives, Ex-gratia for other employees, non-cash incentives, Bonus, any other incentives by whatever name called having the similar features.

The Bank shall not grant any severance pay (other than the terminal benefits and gratuity as per the provisions).

Bank shall not provide any facility or funds or permit to insure or hedge his/her compensation structure to offset the risk alignment effects embedded in the compensation package.

Quantitative Disclosures on Remuneration (The quantitative disclosures should only cover Whole Time Directors/Chief Executive Officer/ Other Risk Takers):

Particulars	2024-25	2023-24
a) Number of meetings held by the Nomination & Remuneration Committee during the financial year and remuneration paid to its members.	10 Meetings and sitting fees of Rs.15.50 Lakh	14 Meetings and sitting fees of Rs.23.00 Lakh
b) Number of employees having received a variable remuneration award during the financial year (see note 'a' below)	2	2
c) Number and total amount of sign-on/joining bonus made during the financial year	Nil	Nil
d) Details of severance pay, in addition to accrued benefits, if any	NA	NA
e) Total amount of outstanding deferred remuneration, split into cash, types of share-linked instruments and other forms	Cash- Rs.96,72,153/- Non-Cash (ESOPs): 1,58,772 Options	Cash- Rs.59,04,348/- Non-Cash (ESOPs): 2,11,348 Options
f) Total amount of deferred remuneration paid out in the financial year	Cash- Rs.26,90,056/- Non-Cash (ESOPs): 1,16,271 Options	Cash- Rs.16,15,821/- Non-Cash (ESOPs): 81,935 Options
g) Breakdown of amount of remuneration awards for the financial year to show fixed and variable, deferred and non-deferred (Refer note below)	1. Fixed Pay Rs.3,10,61,755/- 2. Variable Pay Rs.2,58,31,445/-	1. Fixed Pay Rs.2,51,10,244/- 2. Variable Pay Rs.1,86,69,322/-
h) Total amount of outstanding deferred remuneration and retained	Nil	Nil

remuneration exposed to ex post explicit and / or implicit adjustments		
i) Total amount of reductions during the financial year due to ex-post explicit adjustments	Nil	Nil
j) Total amount of reductions during the financial year due to ex-post implicit adjustments	Nil	Nil
k) Number of MRTs identified (see note 'b' below)	3	2
l) Number of cases where malus has been exercised	Nil	Nil
m) Number of cases where clawback has been exercised	Nil	Nil
n) Number of cases where both malus and clawback has been exercised	Nil	Nil
o) The mean pay for the Bank as a whole (excluding sub-staff) and the deviation of the pay of each of its WTDs from the mean pay	Mean Pay	Rs. 12,27,413.68
	Deviation of the pay*	
	For MD & CEO	34.17X
	For Shri J Natarajan, ED	18.23X
	For Shri Sankar Balabhadrapatruni, ED	0.47X
		Rs. 9,76,639.64

* In respect of calculation of deviation in mean pay, the increase in remuneration of MD & CEO during FY (2024-25) was due to

- Revision in remuneration (Fixed and Variable).
- Variable Pay components (Cash) of FY 2023-24 in addition to deferred portion from preceding years i.e FY 2020-21, 2021-22, 2022-23.
- Exercise of Variable Pay non-cash components for FY 2020-21, 2021-22, 2022-23 and
- Perquisites as per Income Tax Act, 1961.

* In respect of calculation of deviation in mean pay, remuneration of Executive Director Mr. Natarajan J during FY (2024-25) includes

- Remuneration (Fixed and Variable).
- Variable Pay components (Cash) of FY 2023-24 and exercise of Variable Pay non-cash components for FY 2020-21, 2021-22, 2022-23 (during which time he served as the President) and
- Perquisites as per Income Tax Act, 1961

Note - Details of fixed remuneration paid:

(Amount in Rs.)

S. No	Name	FY 2024-25	FY 2023-24
1	Shri B Ramesh Babu, MD & CEO (MRT)* ¹	2,17,13,625	1,79,52,656
2	Shri J Natarajan, Executive Director (MRT)*	87,65,798	71,57,587
2	Shri Sankar Balabhadrapatruni, Executive Director (MRT)* ²	5,82,332	-
Total of Fixed Pay		3,10,61,755	2,51,10,243

* includes perquisites worked out as per Income Tax Rules, 1962.

¹ Reserve Bank of India vide its letter dated 07.08.2024 has approved the revision in Fixed Pay of MD & CEO from 1.90 crore per annum to Rs 2.19 crore per annum w.e.f. July 29, 2024.

² RBI vide letter dated 11.02.2025 has approved the appointment of Shri Sankar Balabhadrapatruni as Executive Director for a period of three year effective from date of taking charge, Board in its meeting held on 20.02.2025 has appointed Shri Sankar Balabhadrapatruni as Executive Director and he has taken charge on 12.03.2025.

Note - Details of Variable Pay (cash/ non cash) pertaining to FY 2023-24 paid/granted during the FY 2024-25:

SN	Name	Variable Pay (Rs.)	Cash (Rs.)	Share linked remuneration (ESOPs)
1	Shri B Ramesh Babu, MD & CEO	1,91,00,000/-	95,50,000/- (Upfront 47.75 Lacs +	47,097 options to be vested in the ratio of

	(MRT) ¹		15.91 Lacs each deferred over a period of 3 years)	33:33:34
2	Shri J Natarajan, Executive Director (MRT) ²	67,31,445/-	33,65,722 (Upfront 16.82 Lacs + 5.60 Lacs each deferred over a period of 3 years))	16,598 options to be vested in the ratio of 33:33:34
	Total	2,58,31,445/-		
¹ RBI vide letter dated 19.06.2024 has approved variable pay to Mr. B Ramesh Babu, MD & CEO for the performance period FY 2023-24, which was paid during the year ended March 31, 2025.				
² RBI vide letter dated 16.05.2024 has approved the appointment of Shri J Natarajan as Executive Director for a period of one year effective from date of taking charge, Board in its meeting held on 22.05.2024 has appointed Shri J Natarajan as Executive Director and he has taken charge on the same day. The variable pay above mentioned pertains to the performance period FY 2023-24 for the role of President being Material Risk Taker.				
* Position of MD & CEO and President & COO are identified as Material Risk Takers by the Bank.				

16. DISCLOSURE ON BANKING BOOK POSITION (DF-16)

Qualitative Disclosures

In accordance with the RBI New Investment guidelines, entire investment portfolio of the Bank including equity investments is classified as under:

- HTM - Held to Maturity
- AFS - Available for Sale and
- FVTPL – Fair Value through Profit & Loss and
- HFT - Held for Trading

Investments can be classified under AFS category, provided Bank should opt for it is an irrevocable election to classify an equity instrument that is not held with the objective of trading.

Investments are qualified for election of FVTPL shall include Equity shares, other than equity shares of subsidiaries, associates or joint ventures and equity shares where, at initial recognition, the irrevocable option to classify at AFS has been exercised.

Investments can be classified under HFT category when they are listed equities, instruments resulting from market-making activities, equity investments in a fund excluding those exempted from assignment to HFT.

In accordance with the RBI guidelines, equity investments held under the AFS category only are classified as banking book for capital adequacy purpose.

Quantitative Disclosures

(Rs. in million)

1	Value disclosed in the balance sheet of investments (Book Value)	1,288
	Fair value of those investments (Market Value as on 31.03.2025)	902
	For quoted securities, a comparison to publicly quoted share values where the share price is materially different from fair value	Quoted Securities are all Fair Valued
2	The types and nature of investments, including the amount that can be classified as- publically traded and privately held	Privately Held- 947 Publicly Quoted- 341
3	The cumulative realised gains (losses) arising from sales and liquidations in the reporting period (Long Term Capital Gains)	-
4	Total unrealized gains (losses)	-
5	Total latent revaluation gains (losses) (MTM Gains)	
6	Any amounts of the above included in Tier 1 and/or Tier 2 capital	-

7	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 transition or grandfathering provisions regarding regulatory capital requirements.	-
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17. LEVERAGE RATIO DISCLOSURES

Leverage ratio is a measure of exposure of the Bank vis-à-vis its capital i.e. Leverage Ratio = Tier 1 Capital ÷ Total Exposure, expressed in percentage terms. Exposure for this purpose includes on-balance sheet exposures, derivative exposures, securities financing transaction (SFT) exposures and off- balance sheet (OBS) items.

Leverage ratio is not a risk based measure; it is designed to be a supplementary measure to the prescribed risk based capital requirements.

DF -17 : Summary comparison of accounting assets vs. leverage ratio exposure measure

(Rs. in million)

SN	Particulars	March 25	December 24	September 24	June 24
1	Total consolidated assets as per published financial statements	1,193,674	1,163,733	1,125,731	1,088,741
2	Adjustment for investments in banking, financial, insurance or commercial entities that are consolidated for accounting purposes but outside the scope of regulatory consolidation	-	-	-	-
3	Adjustment for fiduciary assets recognised on the balance sheet pursuant to the operative accounting framework but excluded from the leverage ratio exposure measure	-	-	-	-
4	Adjustments for derivative financial instruments	1,646	2,148	1,142	1,369
5	Adjustment for securities financing transactions (i.e. repos and similar secured lending)	-	-	-	-
6	Adjustment for off-balance sheet items (i.e. conversion to credit equivalent amounts of off- balance sheet exposures)	46,835	42,621	38,372	46,550
7	Other adjustments	(441)	(461)	(513)	(437)
8	Leverage ratio exposure	1,241,714	1,208,041	1,164,732	1,136,223

DF -17 : Leverage ratio disclosure

(Rs. in million)

	Item	March 25	December 24	September 24	June 24
On-balance sheet exposures					
1	On-balance sheet items (excluding derivatives and SFTs, but including collateral)	1,193,674	1,163,733	1,125,731	1,088,741
2	(Asset amounts deducted in determining Basel III Tier 1 capital)	(441)	(461)	(513)	(437)
3	Total on-balance sheet exposures (excluding derivatives and SFTs) (1 + 2)	1,193,233	1,163,272	1,125,218	1,088,304
Derivative exposures					

4	Replacement cost associated with all derivatives transactions (i.e. net of eligible cash variation margin)	579	765	67	104
5	Add-on amounts for PFE associated with all derivatives transactions	1,067	1383	1,075	1,265
6	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the operative accounting framework	-	-	-	-
7	(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	(-)	(-)	(-)	(-)
8	(Exempted CCP leg of client-cleared trade exposures)	(-)	(-)	(-)	(-)
9	Adjusted effective notional amount of written credit derivatives	-	-	-	-
10	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	(-)	(-)	(-)	(-)
11	Total derivative exposures (sum of 4 to 10)	1,646	2,148	1,142	1,369
Securities financing transaction exposures					
12	Gross SFT assets (with no recognition of netting), after adjusting for sale accounting transactions	-	-	-	-
13	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	-	-	-
14	CCR exposure for SFT assets	-	-	-	-
15	Agent transaction exposures	-	-	-	-
16	Total securities financing transaction exposures (sum of 12 to 15)	-	-	-	-
Other off-balance sheet exposures					
17	Off-balance sheet exposure at gross notional amount	149,912	123,229	120,645	145,281
18	(Adjustments for conversion to credit equivalent amounts)	103,077	(80,608)	(82,273)	(98,731)
19	Off-balance sheet items (17 + 18)	46,835	42,621	38,372	46,550
Capital and total exposures					
20	Tier 1 capital	113,440	97,355	97,354	97,132
21	Total exposures (3 + 11 + 16 + 19)	1,241,714	1,208,041	1,164,732	1,136,223
22	Basel III leverage ratio	9.14%	8.06%	8.36%	8.55%

18. LIQUIDITY COVERAGE RATIO (DF-18)*(Rs. in million)*

Particulars		Total Unweighted Value (average)	Total Weighted Value (average)
High Quality Liquid Assets			
1	Total High Quality Liquid Assets (HQLA)		210,642
Cash Outflows			
2	Retail deposits and deposits from small business customers, of which:	598,211	57,421

(i)	Stable deposits	48,016	2,401
(ii)	Less: stable deposits	550,195	55,020
3	Unsecured wholesale funding, of which:	240,360	117,715
(i)	Operational deposits (all counterparties)	-	-
(ii)	Non-operational deposits (all counterparties)	240,360	117,715
(iii)	Unsecured debt	-	-
4	Secured wholesale funding	-	-
5	Additional requirements, of which	76,525	18,582
(i)	<i>Outflows related to derivative exposures and other collateral requirements</i>	1,327	1,327
(ii)	<i>Outflows related to loss of funding on debt products</i>	-	-
(iii)	<i>Credit and liquidity facilities</i>	75,198	17,255
6	Other contractual funding obligations	8,458	8,458
7	Other contingent funding obligations	46,020	1,381
8	Total Cash Outflows		203,557
Cash Inflows			
9	Secured lending (e.g. reverse repos)	-	-
10	Inflows from fully performing exposures	51,177	34,641
11	Other cash inflows	1,382	1,382
12	Total Cash Inflows	52,559	36,023
		Total Adjusted Value	
13	TOTAL HQLA		210,642
14	Total Net Cash Outflows		167,534
15	Liquidity Coverage Ratio (%)		125.73%