

97TH ANNUAL REPORT
2024-25



Building a
STRONGER TOMORROW

Building a Stronger Tomorrow

South Indian Bank is purposefully shaping a future defined by resilience, efficiency, and trust. The Bank’s transformation journey is anchored in strengthening its core—deepening credit quality, enhancing operational stability, and embedding smarter controls. Technology plays a pivotal role in this evolution, as the Bank accelerates digital adoption across channels, retools its internal systems for speed and accuracy, and leverages data for sharper decision-making. These advancements go hand in hand with efforts to drive higher productivity across its network and streamline operations for cost efficiency. By expanding its reach through alternative distribution formats and partnerships, the Bank is also becoming more agile and responsive to customer needs. Governance and compliance remain foundational, ensuring that progress is pursued with discipline and accountability. Through this integrated approach, South Indian Bank is not just navigating the present—it is building a stronger, tech-enabled tomorrow.

Disclaimer

This report may contain forward-looking statements regarding the Bank’s objectives, projections, estimates, expectations, or future predictions, as defined under applicable securities laws and regulations. These statements inherently involve risks and uncertainties, and actual outcomes may differ significantly from those anticipated. Factors that could cause such differences include fluctuations in demand within the Bank’s key markets, changes in government and RBI regulations, economic conditions in the countries where the Bank operates, and other operational factors such as litigation, labour negotiations, and fiscal policies.

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Corporate Information*

Board of Directors

- Sri V J Kurian**
Chairman
- Sri P R Seshadri**
Managing Director & CEO
- Sri M George Korah**
Independent Director
- Sri Pradeep M Godbole**
Independent Director
- Sri Paul Antony**
Non-Executive Director
- Sri R A Sankara Narayanan**
Independent Director
- Sri Benny P Thomas**
Non-Executive Director
- Smt Lakshmi Ramakrishna Srinivas**
Independent Director
- Sri Dolphy Jose**
Executive Director
- Sri Jose Joseph Kattoor**
Independent Director

Chief Financial Officer

Sri Vinod Francis

Company Secretary

Sri Jimmy Mathew
F.C.S, A.C.M.A

Top Management

- Sri Anto George T**
Chief Operating Officer
- Sri Sanchay Kumar Sinha**
Chief General Manager & Head - Retail Assets
- Sri Sony A**
Senior General Manager & Chief Information Officer
- Smt Biji S S**
Senior General Manager & Head Branch Banking
- Sri Senthil Kumar**
Senior General Manager & Head - Credit
- Smt Chithra H**
Senior General Manager & Chief Compliance Officer
- Smt Minu Moonjely**
Senior General Manager & Head - Corporate Banking Business
- Sri Nandakumar G**
Senior General Manager & Head of Internal Audit & Chief of Internal Vigilance
- Sri Sivaraman K.**
General Manager & Head- Banking Operations Group
- Sri Vinod A N**
General Manager & Head -Treasury
- Sri Nehru Singh B**
General Manager & Head - Credit Quality Assurance
- Sri Mohan T M**
General Manager & Head - Legal
- Sri Shibu.K.Thomas**
General Manager & Head - IT Assurance

Sri Jimmy Mathew

General Manager & Company Secretary

Sri Biju E Punnachalil

General Manager & Chief Risk Officer

Sri Vinod Francis

General Manager & Chief Financial Officer

Joint General Managers

- Sri Sreekumar Chengath**
- Sri Vijith S.**
- Sri Vinod G**
- Sri Madhu M**
- Sri Krishna Kumar P.**
- Smt Rekha V R**
- Sri Binoy R.K.**
- Sri Ritesh Tulsidas Bhusari**
- Sri Rayner.H.Ephraim**
- Sri Baiju Karan**

Deputy General Managers

- Sri Shashidhar Y**
- Sri Pradeep V.N**
- Sri John C Lazar**
- Sri Bala Naga Anjaneyulu G.**
- Sri Davis Jose Thettayil**
- Sri Easwaran S.**
- Sri Rajesh I R**
- Sri Vivek Krishnan**
- Sri Venugopal C**
- Sri Ramesh U.**
- Sri Biby Augustine**
- Sri Viji Yuvaraj C**
- Sri Ragesh Kumar R.S.**
- Sri Sojan V.J.**
- Sri Jose K.A.**
- Sri Rammohan V**
- Sri Vibha K K**
- Sri Joyal John**
- Sri Alexander C.V.**
- Sri Roby George**
- Sri Praveen Joy**
- Sri Renjith R Nair**
- Sri Nishad P. Davis**
- Sri Bejo J.Kurian**
- Sri Prajin Varghese K.V.**
- Sri Jiju Varghese**

Joint Statutory Auditors

1. M/s. K Venkatachalam Aiyer & Co.
Chartered Accountants,
41/3647 B, 1st Floor, Blue Bird Towers, Providence Road, Kochi - 682 018.
Firm Registration No.: 004610S
2. M/s. M.P Chitale & Co
Chartered Accountants,
Hamam House, First Floor, Ambalal Doshi Marg, Fort, Mumbai 400 001
Firm Registration No.: 101851W

Secretarial Auditors

M/s SVJS & Associates
Company Secretaries 65/2364A,
Ponoth Road Kaloor,
Kochi, Ernakulam - 682 017.
Contact:0484 2950009 / 2950007
E-mail: info@svjs.in, svjsassociates@gmail.com

Registrar and Share Transfer Agent

M/s MUFG Intime India Pvt. Ltd
Surya 35, Mayflower Avenue,
Behind Senthil Nagar,
Sowripalayam Road,
Coimbatore - 641028
Tel : 0422-2314792, 2315792, 4958995, 2539835, 2539836
E-mail: coimbatore@in.mpms.mufg.com

Debenture Trustee

M/s IDBI Trusteeship Services Limited
Universal Insurance Building, Ground Floor, Sir P.M. Road, Fort, Mumbai - 400 001.
Tel: 022-40807000
E-mail: itsl@idbitrustee.com

Registered Office

The South Indian Bank Ltd.
SIB House, T.B Road, Mission Quarters, Thrissur - 680 001, Kerala, India.
Tel: +91-487 2420020
Fax: +91 487 2442021
www.southindianbank.com
Email: head@sib.co.in
ISIN: INE683A01023
CIN: L65191KL1929PLC001017
STOCK EXCHANGES: BSE, NSE

*As on 31.03.2025

About South Indian Bank

South Indian Bank now operates through a robust distribution network of 948 branches across 26 states and 4 union territories. The Bank’s advanced technological prowess is reflected in the fact that more than 98% of transactions are conducted digitally.

Established in 1929 in Thrissur, Kerala, South Indian Bank is one of the earliest and respected banks in South India. Rooted in its founding purpose—to offer efficient and service-oriented financial access—the Bank has evolved into a digitally progressive, customer-centric institution with a growing national footprint.

South Indian Bank combines tradition with innovation, continually reimagining banking through bold ideas and a performance-driven culture. With a strong foundation of trust, the Bank has cultivated a loyal customer base and is actively expanding its presence across India. While maintaining a deep-rooted presence in South India, the Bank now operates through a robust distribution network of 948 branches across 26 states and 4 union territories. The Bank’s advanced technological prowess is reflected in the fact that more than 98% of the transactions are done digitally.

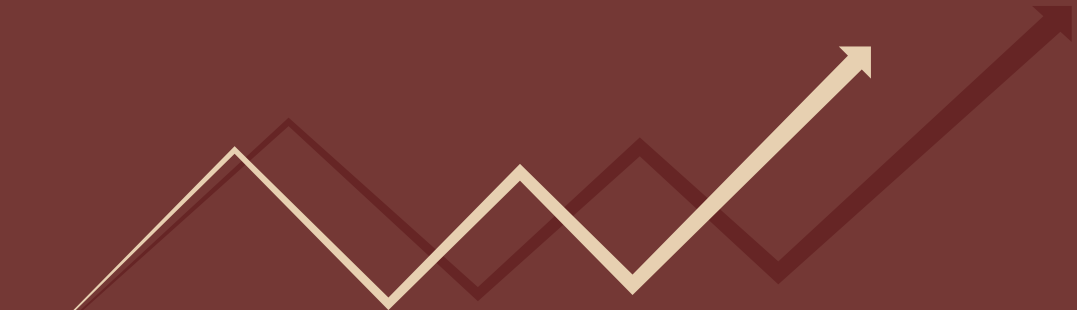
The Bank serves a wide array of customers across corporate, personal, business, and agricultural loan segments. With a strategic focus on retail, MSME, and high-quality corporate lending, it continues to enhance operational efficiency, asset quality, and customer experience. A renewed emphasis on digitalisation, product innovation, and granular growth underpins its transformation journey.

South Indian Bank is also proactively forging partnerships and alliances to unlock new market opportunities, strengthen its diversified loan books, and deliver seamless, tech-enabled services. It is committed to upskilling its workforce, transforming frontline engagement, and building frictionless customer journeys, particularly in the MSME and retail segments.

With a stable and dynamic management team, South Indian Bank is well-positioned to scale responsibly, deliver value to stakeholders, and remain relevant, resilient, and retail-driven in today’s fast-evolving financial landscape.

Key Highlights FY 2024-25

₹1,07,526 Cr Deposits - Stable and well-distributed deposit base	₹2,270 Cr Pre-Provision Operating Profit reflects operational strength and cost rationalisation
₹87,579 Cr Gross Advances in FY25 - Up from ₹80,426 Cr in FY24	85.03% Provision Coverage Ratio (incl. write-off) - Highest ever
₹1,63,270 Cr Disbursements in FY25 - Up from ₹95,040 Cr in FY24	₹288 Cr SMA-2 book - Sharply down from ₹521 Cr in Mar'24
₹22,405 Cr Retail Personal Segment - Continued momentum from ₹17,639 Cr in Mar'24	98%+ Share of Digital Transactions-Indicates successful digital transformation
₹3,814 Cr Mortgage Loans - Saw a sharp 102% increase	1.05% / 12.90% RoA / RoE - Improved return ratios on the back of better efficiency
₹1,303 Cr Net Profit - 22% YoY growth, supported by improved margins and cost control	948 / 9,369 Branches / Employees - Efficient network coverage with increasing productivity



Message from the Chairman



V J Kurian
Chairman

Dear Shareholders,

It gives me immense pleasure and responsibility to share with you the Annual Report of South Indian Bank for the fiscal year 2024-25. This year, we made progress with steady resolve and a deep commitment to transformation. Our journey reflects a blend of tradition and innovation, underscored by the trust placed in us by customers, investors, and communities across India. As the banking landscape undergoes sweeping changes driven by digitalisation and changing customer preferences, the Bank has continued to build on our legacy of reliability while preparing for a future of sustained performance and growth. We remain committed to responsible banking and creating long-term stakeholder value.

FY 24-25 marked a pivotal year in our transformation journey, as South Indian Bank reported its highest-ever net profit of ₹1,303 crore, reflecting a robust 22% growth over the previous year. Improved operating metrics, cost efficiencies, and a disciplined approach to credit underwriting drove this performance. Our total business expanded to ₹1,95,104 crore, with total advances reaching ₹87,579 crore, and total deposits rising to ₹1,07,526 crore. Net Interest Income (NII) stood at ₹3,486 crore, supported by focused asset mix changes and digital origination tools. These results underscore the growing trust of customers and the effectiveness of our renewed strategy.

Over the past year, the Bank has strengthened its institutional resilience through targeted growth, strategic digital initiatives, and enhanced governance processes. Bank's asset quality has witnessed a notable improvement, with GNPA declining to 3.20% and NNPA to 0.92%, while our Provision Coverage Ratio (PCR including write-off) has increased to 85.03%, highlighting prudent provisioning and early stress identification. The

Bank also has streamlined internal operations and empowered customer-facing teams through training and incentive programs, thereby enhancing productivity and the quality of customer service. Despite external pressures from high interest rates and competitive dynamics, we continued to make progress in expanding our retail and MSME book, driven by core banking strength.

The Financial Year 2024-25 unfolded against the backdrop of global economic moderation and persistent geopolitical uncertainties. Yet, India retained its position as the world's fastest-growing major economy, with real GDP expanding at a rate of 6.50%. This growth was anchored in substantial public sector investment, robust consumption, and a resilient service sector. Within the Indian banking industry, Scheduled Commercial Banks recorded a 12.10% credit growth, driven by the Personal Loans and MSME segments—areas that closely align with South Indian Bank's strategic focus. Despite funding pressures and a tightening interest rate environment, asset quality improved across the system, and banks demonstrated robust capital positions and operational resilience.

Amid rising competition from capital markets, mutual funds, and fintech lenders, the sector remains focused on enhancing digital capabilities, improving customer experience, and sustaining credit quality. For banks like ours, these dynamics underline the need to remain nimble, digitally agile, and customer-centric, while maintaining prudence in asset-liability management. As we enter FY25-26, South Indian Bank remains committed to responsible growth, supporting priority sectors, expanding our footprint across India, and making meaningful contributions to financial inclusion and the broader economic recovery.

The Capital Adequacy Ratio (CRAR) of the Bank was 19.31% under Basel III norms as on March 31,

2025 and Tier I capital at 17.98%, both well above the RBI mandated thresholds of 11.50% and 9.50% respectively. The Bank's risk governance framework is built on proactive identification, monitoring, and mitigation across credit, market, and operational risks. Continued enhancements to our fraud detection systems, credit scoring models, and internal audit architecture have further reinforced institutional risk controls. The Bank remains committed to safeguarding capital while pursuing balanced, risk-calibrated growth across sectors and geographies.

Over the past year, the Bank has strengthened its institutional resilience through targeted growth, strategic digital initiatives, and enhanced governance processes. Bank's asset quality has witnessed a notable improvement, with GNPA declining to 3.20% and NNPA to 0.92%, while our provision coverage ratio (including written off) has increased to 85.03%, highlighting prudent provisioning and early stress identification.

During the FY 2024-25, the total gross business of the Bank increased from ₹1,82,346.52 crore to ₹1,95,104.12 crore; deposits increased from ₹1,01,920.26 crore to ₹1,07,525.60 crore; and gross advances increased from ₹80,426.26 crore to ₹87,578.52 crore. Operating profit of the Bank had increased to ₹2,270.08 crore in FY 2024-25 from ₹1,867.67 crore in FY 2023-24. The Net Profit

Message from the Chairman

increased to ₹1,302.88 crore in FY 2024-25 as against ₹1,070.08 crore reported in 2023-24. The Provision Coverage Ratio (PCR including write-off) has improved to 85.03% in FY 2024-25 from previous level of 79.10% in FY 2023-24. The Board has recommended a dividend of 40% i.e. @ ₹0.40 per equity share of face value of ₹1/-each, which is subject to the approval of shareholders in the ensuing Annual General Meeting.

The digital transformation initiatives of the Bank have led to more than 98% of total transactions being conducted digitally driven by enhancements in mobile banking, internet banking, and platform partnerships. Initiatives such as Debit Card EMI, digital insurance bundling, and UPI integrations contributed to enhanced user experiences. These technological advancements not only empowered customers but also improved internal efficiency and productivity across our branch network.

The Gross NPA to Gross Advances stood at 3.20% and the Net NPA to Net Advances stood at 0.92% as on March 31, 2025. The CASA has grown from ₹32,692.67 crore as on March 31,

2024 to ₹33,729.72 crore as on March 31, 2025, with a growth of 3.17% on a year on year basis. Net Interest Income of the Bank has increased from ₹3,332 Crore in FY 2023-24 to ₹3,486 crore in FY 2024-25. The Book value per share has increased from ₹33.73 as on March 31, 2024 to ₹38.60 as on March 31, 2025. Return on Assets (RoA) improved to 1.05% and Return on Equity (RoE) rose to 12.90%. Strong growth in retail assets, particularly in Home Loans and Auto Loans, complemented steady growth in Gold Loans. These outcomes demonstrate our balanced approach to growth and profitability.

We continued our focus on building frictionless, digitally enabled processes across all banking functions. FY 24-25 saw the launch of multiple automated Straight Through Processing (STP) flows, including Edu Power, Aawas Power, LAP Power, and GST Power, enabling faster turnaround in MSME and retail loan approvals. The digital transformation initiatives of the Bank have led to more than 98% of total transactions being conducted digitally driven by enhancements in mobile banking, internet banking, and platform partnerships. Initiatives such as Debit Card EMI, digital insurance bundling, and UPI integrations contributed to enhanced user experiences. These technological advancements not only empowered customers but also improved internal efficiency and productivity across our branch network.

The Bank's commitment to Environmental, Social and Governance (ESG) principles stands as a cornerstone of its operational ethos. FY 24-25 saw continued progress in implementing our Green Deposit policy and offering sustainable financing options aligned with environmental objectives. Bank's CSR initiatives focused on education, healthcare, skill development, and livelihood enhancement for underserved communities. With sustainability forming a core

component of long-term strategy, the Bank is committed to playing a constructive role in driving inclusive and green growth. We view ESG not just as compliance, but as a value enabler.

We approach FY 25-26 with a sharper focus on accelerating retail and MSME growth, deepening digital distribution, and enhancing customer experience. Our target is to achieve double-digit deposit and advance growth, while maintaining healthy asset quality. Tools developed over the past 18 months—including improved STP flows, digital lead engines, and frontline empowerment—are now enabling superior customer acquisition and servicing. The evolving interest rate environment and competitive pressures will be navigated through a prudent mix of growth, margin management, and cost efficiency. We remain confident that the Bank is well-positioned for sustained progress and responsible value creation.

I am associated with the Bank as a Director since 2018 and later on took charge as Chairman and I am exhilarated to deliver my responsibilities as Chairman of the Bank since November, 2023. It has been a real privilege to associate with a legacy Bank, which is having a history of handling even Pre-Independence financial environment of the country since 1929. My heart is filled with bitter-sweet emotions. It is with a mixture of immense pride and a tinge of melancholy that I address you for the last time as the Chairman of this extraordinary Bank.

The Bank has witnessed both triumphs and tribulations, riding the unpredictable waves of the financial world, all the while holding steadfast to our unwavering vision. We have experienced the ecstasy of success and the depths of despair. We weathered storms that tested our resilience, but, my fellow shareholders, it is with immense joy and

a profound sense of accomplishment that I write to you today to proclaim that we have emerged triumphant.

Further, I extend my heartfelt gratitude to our valued shareholders, for the unconditional support and commitment. I would like to conclude by thanking all our customers, associates, partners, vendors, auditors and well-wishers for their continued support and trust. I wish to express my gratitude to the RBI, the SEBI, Stock Exchanges and Central and State Governments for their guidance in statutory compliances. I also thank the employees at all levels, for their tireless effort and teamwork. Finally, I would like to thank all our Board members and Management for their contribution in Bank's growth over the years. Together, we have navigated challenges and achieved milestones, reinforcing the Bank's position as a pillar of trust and innovation in the financial sector. As we move forward, we reaffirm our dedication to building a more agile, inclusive, and resilient South Indian Bank—one that creates enduring value for all stakeholders in the years to come.

With Best Regards,

V J Kurian
Chairman

Message from Managing Director & CEO



P R Seshadri
Managing Director & CEO

Dear Shareholders,

I am delighted to address you after a well defining year for South Indian Bank. FY 24-25 was not simply another financial period measured by profits and ratios; it was a year in which the bank's long-term transformation gained strength and clarity. Our intention was clear: to create a future-ready institution founded on customer trust, operational excellence, and sustainable value creation.

Strong outcomes from purposeful execution

This year's financial performance validates the strategy we have pursued over the last two years. Our net profit for FY 24-25 stood at ₹1,303 crore, representing a 22% growth over the previous year, which is the highest ever profit reported till date. We maintained healthy profitability, with a return on assets (RoA) of 1.05% as compared to 0.91% in the previous year and a return on equity (RoE) of 12.90% as compared to 12.13% in the previous year, indicating that our model is now balancing growth with sound financial stewardship. This outcome was achieved in a year marked by heightened funding competition and margin pressure across the banking sector, highlighting the strength of our internal efficiencies, strategies and business mix.

We ended the year with an advance book of ₹87,579 crore as compared to ₹80,426 crore in the previous year reflecting 9% YoY growth. Importantly, this growth was underpinned by calibrated expansion in retail, gold, auto, and housing loans—segments where we have invested in origination platforms and risk selection models. Our deposit base, while growing at a moderate pace, saw encouraging momentum in granular and retail deposits, and our CASA balance rose to ₹33,730 crore as compared to ₹32,693 crore in the previous year reflecting 3%

YoY growth. More critically, we maintained a tight focus on quality deposits, reducing our exposure to bulk funding to just 2.5% of total deposits, thus preserving the integrity of our funding profile.

Delivering quality and protecting the foundation

Throughout this transformation, we have prioritised one principle above all — “Asset quality”. We believe that sustainable banking begins with clean books and transparent provisioning. FY 24-25 saw our Gross Non-Performing Assets (GNPA) ratio improve significantly, declining from 4.50% to 3.20% in the current year, while Net Non-Performing Assets (NNPA) ratio dropped from 1.46% to 0.92% during the current year. This was achieved through a combination of recovery focus, disciplined origination, and a one-time technical write-off of ₹900 crore, primarily related to legacy MSME exposures. It is worth emphasising that even with this technical adjustment, we preserved our provisioning strength. The provision coverage ratio, including write-offs, improved to 85.03% as compared to 79.10% in the preceding year, further insulating the balance sheet from future shocks.

This improvement was not accidental. It was the result of deliberate steps taken over the past two years to align product structures, credit policies, and risk governance with long-term value metrics. We exited specific high-risk corporate exposures, curtailed illiquid portfolios, and embedded Early Warning Signals (EWS) across segments. These choices, while difficult in the short run, are now beginning to yield concrete results in the form of lower slippages and a more predictable credit cost trajectory.

Executing transformation through system-led change

Much of the progress made in FY25 was driven not just by intent but by systematic execution.

We implemented over a dozens of new systems designed to transform the way we originate business, track performance, and govern outcomes. One notable intervention was the introduction of a branch-level performance measure called Sales Value Added (SVA), which links new business not only to volumes but also to future income potential. This metric has already reshaped the way frontline teams think about customer acquisition and product mix. During the year, SVA improved by nearly 50%, providing a leading indicator of future income momentum, even in a period of moderate NIM compression.

Throughout this transformation, we have prioritised one principle above all — “Asset quality”. We believe that sustainable banking begins with clean books and transparent provisioning. FY 24-25 saw our Gross Non-Performing Assets (GNPA) ratio improve significantly, declining from 4.50% to 3.20% in the current year, while Net Non-Performing Assets (NNPA) ratio dropped from 1.46% to 0.92% during the current year.

We also deepened automation in underwriting, particularly in the MSME and retail businesses. Our automated LAP engine, new bureau rule engines, and income assessment modules have shortened approval times and ensured that credit quality is

Message from Managing Director & CEO

built into the origination process. With more than 98% of transactions now processed digitally and the rollout of UPI Lite, biometric login, and wearable banking products, the bank is transitioning to a digital-first architecture, not only in customer service but also in its operating logic.

We have also made progress in diversifying fee income. Treasury, recoveries, and transaction banking collectively contributed to a healthy non-interest income stream of ₹1,813 crore. The focus for FY 25-26 is to deepen non-credit revenues through targeted fee-based businesses, embedded finance partnerships, and digital lending ecosystems that align with our strengths.

Repositioning MSME and retail as twin growth engines

While the bank’s historical strength has been in gold and retail lending, FY 24-25 marked a concerted effort to reposition MSME as a long-term growth vector. We streamlined our MSME book, improved borrower selection, and began

scaling up on-boarding through new distribution models. Although the book was optically flat due to the technical write-off, disbursements rose meaningfully, and we enter FY25-26 with a significantly de-risked MSME portfolio. Enhanced credit filters, a realigned regional focus, and branch-level empowerment are now enabling us to grow while maintaining stringent credit standards.

Retail lending too, advanced robustly, led by housing and vehicle loans. Housing loan disbursements grew from ₹5,083 crore to ₹7,877 crore, marking 55% YoY growth, supported by end-to-end digitisation and customer-centric product design. Auto loan disbursements grew from ₹1,599 crore to ₹1,987 crore, marking 24% YoY growth. The gold loan book continued to be a pillar of strength, grew from ₹15,513 crore to ₹16,982 crore marking 9% YoY growth, with a prudent LTV. Together, these segments are setting the stage for consistent, granular, and scalable growth.

Laying the foundation for differentiated offerings

Beyond our core lending and deposit franchise, we are actively building new capabilities to serve the evolving financial needs of our customers. During FY 24-25, our self-service investment platform crossed ₹1,000 crore in Assets Under Management (AUM). We have also made progress in diversifying fee income. Treasury, recoveries, and transaction banking collectively contributed to a healthy non-interest income stream of ₹1,813 crore. The focus for FY 25-26 is to deepen non-credit revenues through targeted fee-based businesses, embedded finance partnerships, and digital lending ecosystems that align with our strengths.

Governance as the bedrock of transformation

A key enabler of our strategic shift has been the strengthening of our governance, leadership, and execution framework. FY 24-25 saw further stabilisation in our leadership team, with critical roles filled in finance, operations, and credit risk. The alignment of our leadership scorecard with strategic outcomes is now embedded, and our branch incentive system—where team members collectively decide reward distribution—is fostering accountability and team alignment. These cultural shifts are critical, for delivering durable and sustainable transformation.

As we execute our growth strategy, we continue to engage constructively with regulators and rating agencies. The outcome of these engagements has been an enhanced institutional profile, improved investor confidence, and a strong capital adequacy ratio of 19.31%, well above the regulatory thresholds.

Readying for the next phase of evolution

As we step into FY 25-26our roadmap is focused on improving the mix, enhancing digital depth, enriching liability, and achieving productivity gains. While headline credit and deposit growth are expected in the low double digits, we are more focused on embedded value, measured through return on assets, credit cost predictability, and risk-adjusted profitability. With the key transformation levers now institutionalised, the coming year will be about delivering consistent results across market cycles.

We are aware of macroeconomic uncertainties—global interest rate volatility, geopolitical tensions, and funding cost dynamics—but believe that our granular business model and strong internal buffers enable us to navigate them efficiently and

effectively. We will continue to invest in our people, sharpen our systems, and uphold our customer promise with integrity and agility.

I would like to thank our Board of Directors for their guidance, our regulators for their continued trust, our employees for their unwavering dedication and backing, our customers and shareholders for their unwavering support. FY 24-25 has reinforced our belief that South Indian Bank is no longer in a phase of recovery—it is now in a phase of renewal. I look forward to building on this foundation in the years to come.

Best wishes,

P. R. Seshadri
Managing Director & CEO

Board of Directors



Sri V J Kurian
Part-Time Chairman
(Non-Executive Independent Director)



Sri P R Seshadri
Managing Director & CEO



Sri M George Korah
Non-Executive Independent Director



Sri Pradeep M Godbole
Non-Executive Independent Director



Sri Paul Antony
Non-Executive Director



Sri R A Sankara Narayanan
Non-Executive Independent Director



Sri Benny P Thomas
Non-Executive Director



Smt Lakshmi Ramakrishna Srinivas
Non-Executive Independent Director



Sri Dolphy Jose
Executive Director



Sri Jose Joseph Kattoor
Non-Executive Independent Director

Top Management*



Sri Anto George T
Chief Operating Officer



Sri Sanchay Kumar Sinha
Chief General Manager & Head - Retail Assets



Sri Sony A
Senior General Manager & Chief Information Officer



Smt Biji S S
Senior General Manager & Head - Branch Banking



Sri Senthil Kumar
Senior General Manager & Head - Credit



Smt Chithra H
Senior General Manager & Chief Compliance Officer



Smt Minu Moonjely
Senior General Manager & Head - Corporate Banking Business



Sri Nandakumar G
Senior General Manager & Head of Internal Audit & Chief of Internal Vigilance



Sri Sivaraman K.
General Manager & Head - Banking Operations Group



Sri Vinod A N
General Manager & Head - Treasury



Sri Nehru Singh B
General Manager & Head - Credit Quality Assurance



Sri Mohan T M
General Manager & Head - Legal



Sri Shibu.K.Thomas
General Manager & Head - IT Assurance



Sri Jimmy Mathew
General Manager & Company Secretary



Sri Biju E Punnachalil*
General Manager & Chief Risk Officer



Sri Vinod Francis
General Manager & Chief Financial Officer

* Sri Biju E Punnachalil has opted for Voluntary Retirement from Service on 11-07-2025 and Sri. Nehru Singh B has been appointed as Chief Risk Officer of the Bank w.e.f. 12-07-2025.
*As on March 31,2025

Empowering Personal Journeys with Customised Financial Solutions

At South Indian Bank, we recognise that personal aspirations come in many forms — whether it's planning a wedding, buying a home, funding education, or addressing an unexpected financial need. To support these varied goals, we offer a comprehensive suite of personal loan products tailored to individual requirements.

From helping you manage everyday expenses to facilitating investments and unlocking the value of your assets, our solutions are designed to provide convenience, flexibility, and peace of mind. Our Priority Banking services also deliver customised advantages for high-net-worth clients, creating a seamless and premium financial experience.



Personal Loans

Tailored to support immediate financial needs such as medical expenses, family events, or travel, these loans offer flexible repayment tenures and competitive rates. They serve as a dependable solution for short-term liquidity requirements.

A Wide Range of Retail Loan Offerings



Rental Loans

Designed for property owners, these loans enable access to capital against rental income. They support better financial planning and allow property monetisation without asset transfer.



Loan for Purchasing Commercial Property

Designed for individuals/institutions who wish to purchase commercial property for their business.



Gold Loans

Offering instant liquidity against pledged gold jewellery, these loans ensure access to funds without asset liquidation. They are characterised by simple documentation, quick disbursal, and attractive interest rates.



Car Loans

Structured to finance the purchase of new or used vehicles, the Bank's Car Loans also accommodate reimbursement for recently acquired cars (within 3 months). Features include up to 100% on-road funding including extended warranty.



Top-Up Loans

Available on existing Home Loan accounts, these loans provide additional funding for purposes of property upgrades, eliminating the need for separate loan applications.



Property Loans

Offered against residential or commercial properties, these loans support both personal and business financing needs, including balance transfers, debt consolidation, and working capital requirements.



Global Education Loans

Our Global Education Loan product is designed to support students pursuing higher education abroad by covering a comprehensive range of academic expenses—including tuition fees, living costs, travel, and other related expenditures. The loan features flexible repayment plans and student-friendly terms that align with academic timelines and financial needs.



Loan Against Securities

By offering financing against market-linked instruments, these loans empower customers to meet financial needs while retaining their investment positions. They provide a prudent accessing liquidity and managing portfolio cash flows. Customer can easily avail Money against their Mutual Fund holding without liquidating them digitally.



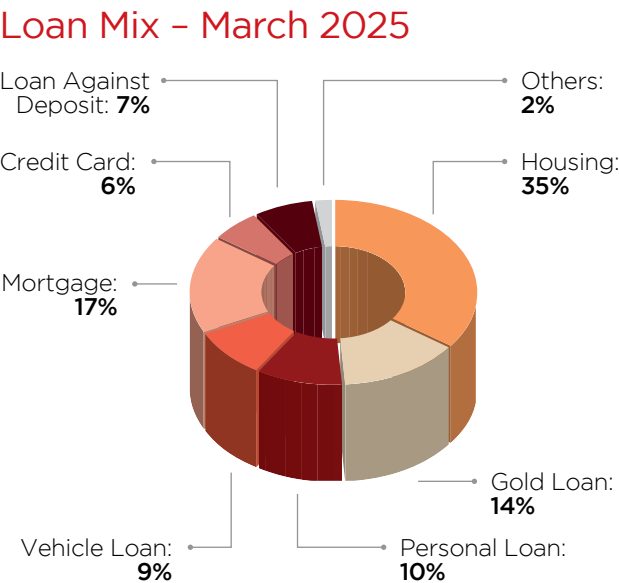
Home Loans

Facilitating home purchase, construction, or renovation, these loans support the aspirations of home ownership through competitive interest rates, long-term repayment options, and streamlined processing.

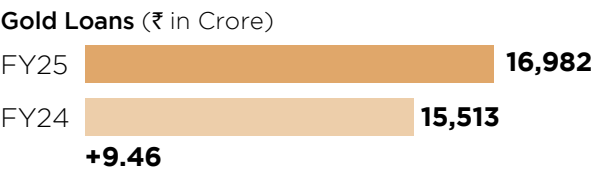
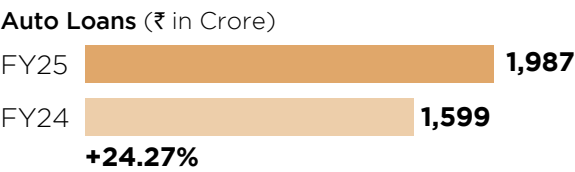
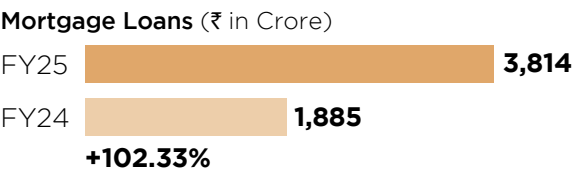
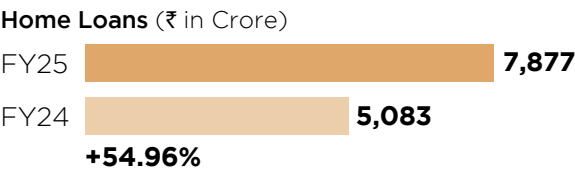
Personal Loan Segment



The personal loan segment grew from ₹ 17,639 crore in March 2024 to ₹ 22,405 crore in March 2025, a robust 27% growth. This expansion reflects our targeted approach in housing, gold, mortgage, and vehicle loans, catering to diverse customer needs with efficient digital support and focused distribution.



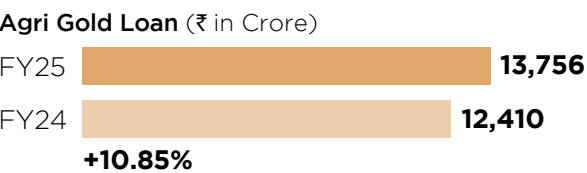
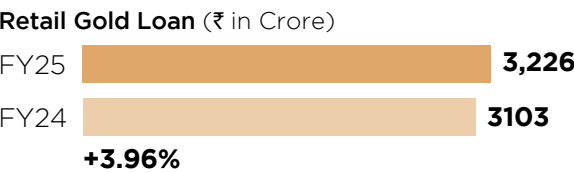
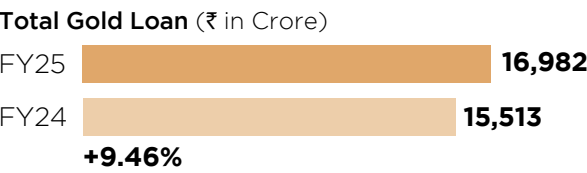
Personal Loan - Segmental Growth Highlights



Retail and Agri Gold Loan



We have continued our growth momentum in the retail and agri-gold loan segment, registering a 9% year-on-year increase. The composition between agricultural and retail gold loans has remained largely stable, reaffirming our commitment to supporting both individual and rural borrowers.



Building a Stronger Tomorrow

Five Pillars of SIB's Powering Strategic Progress

South Indian Bank's transformation strategy is anchored in five foundational areas that reflect its intent to strengthen its core, and operate with agility and responsibility. A clear directional shift and consistent performance outcomes through out (FY 2024-25) in each area.



01

Enhancing Portfolio Resilience

The Bank focused on deepening the granularity and quality of its loan book across retail, MSME, and high-rated corporate segments. This approach aimed to reduce exposure to legacy risk, grow secured retail lending, and promote better credit behaviour across the board. High-rated corporate assets and increased retail disbursements contributed to greater risk-adjusted returns. Simultaneously, legacy stress assets were actively reduced through improved recoveries, enhanced underwriting, and more precise portfolio analytics.

(FY 2024-25) Performance Highlights

₹ 87,579 Cr
Gross Advances in FY25 – Up from
₹ 80,426 Cr in FY24

₹ 16,982 Cr
Gold Loans – Reflecting steady
9% growth

₹ 1,63,270 Cr
Disbursements in FY25 – Up from
₹ 95,040 Cr in FY24

99.7%
Share of A & above rated large
corporate loans – Reflecting
strong credit quality

₹ 22,405 Cr
Retail Personal Segment –
Continued momentum from
₹ 17,639 Cr in FY 24

3.20% Gross NPA &
0.92% Net NPA – Improved from
4.50% and 1.46%
respectively

₹ 7,877 Cr Home Loans –
Marking a 55% YoY growth

85.03% Provision Coverage
Ratio (incl. write-off) – Highest ever

₹ 3,814 Cr
Mortgage Loans – Saw a sharp
102% increase

288 Cr
SMA-2 book – Sharply down from
521 Cr in Mar'24

02

Improving Branch Productivity

South Indian Bank has repositioned its branches to serve as high-impact relationship hubs, focusing on neighbourhood small businesses and individual customers. By training frontline staff, driving a culture shift, and implementing Branch Value Added - Same Store Sales measurement, the Bank aimed to derive more value from each branch.

FY25 Performance Highlights

157.4% SVA

(Sales Value Added) - Indexed increase from Q4FY24 baseline

165.8% SVA

in South (ex-Kerala) region - Highest among geographies

03

Cost Optimisation

Cost optimisation was driven by digitally enabled processes, branch productivity, and prudent cost control. The Bank is also having a better control over the administrative overhead and contained employee-related costs.

FY25 Performance Highlights

57.16%

Cost-to-Income Ratio - Improved significantly from 61.47% to 57.16%.

₹ 3,029 Cr

Operating Expenses - Moderated with just 2% Y-o-Y growth

467 Net reduction

in employee count - Indicating strategic rationalization

₹ 20.4 Cr*

Business per Employee - Marked productivity gain over

₹ 17.7 Cr

₹ 198 Cr

Business per Branch - Continued increase over the previous year

04

Growing Non-Branch Distribution & Leveraging Partnerships

The Bank expanded its footprint beyond physical branches through co-lending, fintech tie-ups, and digitally sourced customer journeys. These non-branch partnerships allowed access to new customer segments, including the digitally savvy and underserved, through simplified onboarding and innovative product offerings.

FY25 Performance Highlights

98%+

Share of Digital Transactions- Demonstrating a dominant digital push

Active partnerships

with fintechs like MoneyView, MyMoneyMantra, Upswing - For both asset and liability products

Digital-first products

SIB Quick FD and SIB Quick Personal Loans - Fully in-house

Debit Card EMI

Tie-up with Pinelabs

SIB Partners

with CapFloat Financial Services Pvt Ltd (axio) to offer seamless checkout finance for Amazon customers

Co-lending partnerships

with Fedfina, Rupeek, Northern Arc - Deepened distribution

05

Enhancing Control / Compliance Architecture

A robust risk and compliance framework supported the Bank's growth strategy. Systematic de-risking of legacy portfolios, enhancement of credit analytics, and improvement in internal processes ensured a more resilient balance sheet. With strengthened provisioning and governance architecture, the Bank has positioned itself for sustainable growth.

FY25 Performance Highlights

85.03%

Provision Coverage Ratio - Up from 79.10% in FY24

1.31%

Slippage Ratio - Reflecting tighter credit underwriting

19.31% CRAR -

Well above regulatory thresholds

88%

of current GNPA from old book - Signifying better performance of new underwriting

0.46% GNPA

in new book - Illustrating low credit risk in recent loans

*Excluding Part-time Employees

Value Created Through Digital Initiatives



We continue to reimagine our customer journeys through improved self-service and assisted digital modes, as well as enhanced lending platforms. With these digital initiatives, we focus on delivering speed and convenience while reducing reliance on manual processes.

As part of our nudge strategy, we focus on self/assisted service modes to empower customers with greater control and flexibility in managing their banking needs. By enhancing digital touchpoints—from onboarding to service requests—we promote branchless interactions that align with evolving customer expectations.



Digital Fixed Deposit onboarding solution for New to Bank customers. With a 100% digital journey, any individual with a valid Aadhaar and PAN can invest in an FD instantly, without the need for an active savings account with South Indian Bank. The FD can be conveniently funded through UPI payment. The platform also offers the flexibility to manage these FDs online.

Digital Impact:

Enable simplified onboarding for new customers, expand deposit access, and improve overall user experience without requiring a Savings Account.

SIB SWIFTe

The entirely in-house developed, instant and paperless customer onboarding solution, SIB SWIFTe, is further enhanced to support face biometric authentication in addition to fingerprint authentication, both powered by Aadhaar UIDAI. Beyond account opening and customer modifications, the platform now allows activation of dormant accounts. With more features in the pipeline, the solution continues to provide a fast and convenient alternative to traditional processes.

Digital Impact:

Strengthen digital onboarding and servicing capabilities, support compliance, and streamline account management.



SIB Video KYC solution now supports customer profile updates and minor-to-major account conversions. These services can be completed remotely, allowing customers to schedule a video call with a service agent at their convenience.

Digital Impact:

Enable remote regulatory and account lifecycle actions, promote digital ease, and minimise friction for customers.



With the launch of SIB Quick PL, we unlock a fully digital self-service platform for NTB customers to avail of personal loans. SIB Quick PL enables seamless onboarding, verification, risk assessment, and disbursement through a responsive web-based interface accessible across all handheld devices. Powered by digital Video KYC, instant e-agreement signing, and real-time disbursement, SIB Quick PL enables credit access beyond traditional geographies and operating hours, offering 24x7 accessibility.

Digital Impact:

Deliver instant, location-agnostic credit access through a seamless, paperless personal loan journey.

Authenticated Customer Engagement (ACE)

A module in the SIB Mirror+ app that allows customers to approve service requests initiated by the branches on their behalf. Without the need to visit the branch, customers can now conveniently review and authorise these requests from anywhere, at any time.

Digital Impact:

Offer secure and convenient customer approvals remotely, reduce branch dependency, and improve transaction turnaround.

Revamped IVR Flow

The 24x7 IVR call flow has been revamped to offer a simpler, more feature-rich experience with quicker and easier access to services, thereby enhancing overall customer convenience.

Digital impact:

Enhance round-the-clock access to banking services, improve service efficiency, and reduce support bottlenecks.

Accelerating Credit Delivery Through Transformed LOS Journeys

We undertake a comprehensive digital transformation of our Loan Origination System (LOS) journeys, with niche, cutting-edge solutions tailored to the rapidly growing retail and MSME segments. A strategic focus on in-house capabilities allows for faster adaptation and greater control over the digital lending ecosystem.

Revamped LOS System

We revamped the Loan Origination Systems for retail credit, finance against securities, and SME credit in collaboration with the Nucleus and Newgen teams. This enables quicker disbursements of housing, personal, mortgage, and MSME loans. These systems utilise extensive analytics to underwrite, providing a fast turnaround for branch staff and customers without resorting to traditional manual underwriting.

Digital Impact:
Accelerate credit decisions, reduce processing time, and improve scalability across retail and SME segments.

DIGITAL Documentation

Traditional loan documentation involves extensive paperwork, requiring the collection of at least 10–15 signatures from multiple parties, which often takes at least 2–3 working days to complete. To address this, we tie up with the Legality platform to enable digital documentation for Personal Loans, Vehicle Loans, Housing Loans, and MSME Loans. The documents are uploaded onto the Legality platform, with the e-signing and e-stamping done with the help of NeSL (National e-Governance Services Ltd.).

Digital Impact:
Deliver paperless documentation, minimise turnaround time, and ensure secure digital execution of loan agreements.



Our first entirely in-house, state-of-the-art vehicle loan origination system was rolled out in just 60 days from conceptualisation. With the new VLOS, customers can initiate their vehicle loan journey digitally from dealer points or DSA/DST locations, with complete verification, eliminating the need for branch visits to start the process. Key features include scorecard-based underwriting, automation of various steps, and a user-friendly interface that significantly reduces turnaround time.

Digital Impact:
Enable real-time loan initiation at the point of sale, reduce physical processing layers, and enhance customer acquisition.



An automated Straight-through Processing platform for Loan Against Property is launched and successfully rolled out, streamlining the end-to-end journey and enabling faster, paperless processing.

Digital Impact:
Simplify the secured lending journey, reduce manual intervention, and improve overall credit efficiency for property-backed loans.



We built a fully digital underwriting platform linked to the GST system, enabling MSME customers to avail of business loans seamlessly. SIB GST Power enables the straight-through processing of GST-based working capital limits of up to ₹2 crore, offering faster credit delivery, paperless processing, and lending based on GSTR data.

Digital Impact:
Deliver seamless, data-backed credit access to MSMEs, reduce documentation burden, and ensure faster fund flow.

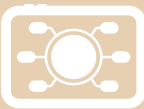


Digital Transformation Strategy

South Indian Bank continues to emphasise digital empowerment and customer-centric banking through a combination of innovation, partnerships, and operational automation. This transformation is anchored in three pillars.



Frictionless Banking Processes



Robust digital channels for loans, deposits, and payments



Strategic fintech collaborations and non-branch distribution models

Key Digital Initiatives Implemented by the Bank

South Indian Bank launched multiple digital products and process automation modules. The following table provides a snapshot:

GST Power

STP model for MSME OD proposals (₹10–500 lakhs)

Live Since Apr 2024

Gold Loan Digitalisation

Fully digital onboarding with e-sign

Live Since Mar 2025

SIB Quick FD & SIB Quick PL

100% digital FD and personal loan processes

Live Since Jan 2025

Edu Power

Digital journey for overseas education loans

Live Since May 2025

Power Drive

STP flow for vehicle loans

Live Since Sep 2024

LAP Power

Automated loan against property platform

Live Since Sep 2024

Composite Power

Retail MSME STP for multi-facility proposals

Live Since Apr 2025

Auto-renewal for Agri KCC

Renewal process for Agri KCC loans up to ₹50 lakh

Live Since Nov 2024

Digital Deposits

Sourcing of Term Deposits from various market places through partnership with M/s.Upswing Financial Technologies Pvt Ltd.

Live Since July 2024

Credit Line on UPI

Overdraft linked with UPI

Live Since Mar 2025

Digital Loan against Securities

Digital Loan against Mutual Fund in partnership with M/s. ArkNeo Financial Services Pvt Ltd

Live Since Mar 2025

Check out Finance

Check out finance for Amazon customers in partnership with M/s Capfloat Financial Services Pvt Ltd

Live Since Dec 2024

Gold Loan Co-Lending

Collaborative Gold Loan Solutions with M/s Fedfina Financial Services via Co-Lending Model.

Live Since Oct 2024

Gold Loan Co-Lending

Offering Gold Loans through Strategic Co-Lending Partnership with M/s Rupeek Capital

Live Since Feb 2025

ArkNeo

Loan against Mutual Fund

Live Since Mar 2025

Micro Power

STP Flow for small loans upto ₹25 lakh

Live Since Mar 2025

Co-Lending Platform

Integrated with M/s Nothern Arc Capital (nPOS) for tech platform for Colending activities

Live Since Oct 2024

Power CONSOL

STP flow for Debt Consolidation upto Rs.300Lakh

Live Since June 2025

AWAAS POWER

STP flow for Affordable Housing Loan upto ₹50Lakh

Live Since June 2025

Non-Branch Digital Sourcing and Fintech Partnerships

South Indian Bank has enhanced its digital footprint through a strategic network of fintech collaborations spanning both asset and liability sides. These partnerships play a pivotal role in expanding the Bank's digital banking capabilities by integrating digital-first platforms for sourcing, processing, and servicing. Collaborations with partners such as MoneyView and Bajaj Markets enable efficient digital sourcing of mortgage loan customers, while Upswing facilitates digital on-boarding of New-To-Bank (NTB) deposit customers. Through co-lending tie-ups and arrangements like IIFL, Fedfina, Rupeek, CapFloat using digital platform of Northern Arc, the bank leverages shared infrastructure and analytics to extend credit seamlessly, especially for digitally savvy, underserved, or newer segments. Complementing this, in-house platforms such as SIB QuickFD and SIB QuickPL ensure a frictionless, fully digital experience for deposits and personal loans. Collectively, these initiatives enable the bank to scale without proportionate expansion of physical infrastructure, improve turnaround times, and expand its reach into emerging customer cohorts.

Brand and Marketing: Building Connections, Creating Impact

In FY 2024-25, South Indian Bank adopted a sharply focused, multi-channel approach to amplify its brand visibility and customer engagement across India and beyond. Recognising the evolving media consumption patterns of diverse customer segments, the Bank strategically combined traditional outreach with innovative digital marketing.



Electronic Media

Festive Spotlight with a PAN-India TV Push

As part of its 'Investing in Relationships' theme, the Bank rolled out festival campaigns during Onam and Diwali with region-specific commercials in multiple languages. These ran on TV, theatre, and digital platforms, achieving:

- 2.4 million views in Kerala (TV)
- 1.21 lakh reach in metro cities (Theatre)
- 43 million views digitally via Google, Meta, Disney Hotstar, and Manorama Online

Interactive ad formats during the festive season received 62,000 engagements, highlighting the Bank's focus on customer-centric digital innovation.

Influencers on the Frontline

With over 15 influencer campaigns in regional and Hindi-speaking markets, the Bank garnered more than 80 lakh views, particularly among Millennials and Gen Z. These collaborations enhanced product awareness, increased social media traction, and added a fresh, relatable voice to SIB's digital communications.

Digital First, Always

SIB's digital strategy extended to leading platforms, including Google, Meta, Disney Hotstar, and Manorama Online, with a focus on product-led campaigns for both domestic and NRI customers. More than 70% of the website traffic now comes from the 18-44 age group, underlining the effectiveness of digital targeting. Digital-only launches, such as SIB Quick FD and SIB Quick PL were actively promoted through blogs, social media posts, and paid advertisements to drive product adoption.

Video-Led Awareness with 'Fincredibles'

To further digital engagement, the Bank launched 'Fincredibles' video channels in English and Malayalam. These short-form, youth-focused videos addressed trending financial topics and were amplified through SIB's newly launched content blog, which enhanced SEO and improved Google visibility. Several articles ranked on Google's first page, attracting quality traffic and educating users simultaneously.



Events

Meet and Greet Magic

To foster stronger bonds with its priority banking customers, South Indian Bank hosted Meet and Greet programmes in Malappuram, Thrissur, Trivandrum, Chennai, and Delhi. These sessions provided personalised one-on-one engagement with senior Bank officials, enabling the Bank to gather valuable feedback, understand client aspirations better, and reinforce trust. The events helped create an exclusive and premium brand experience for high-value customers.

Empowering Women, Celebrating Achievers

In celebration of International Women's Day, the Bank launched 'Women Like You', a coffee table book honouring 52 inspirational women who triumphed over challenges to achieve success. The event in Bengaluru, attended by prominent guests and customers, was headlined by Dr. Malathi Holla, Padma Shri and Arjuna Awardee.

A key highlight was the talk "Wings to Fly – An Inspiring Journey", followed by a powerful panel discussion titled "The Art of Balance" moderated by Ms. Madhu Mailankody. The panel featured notable achievers including Ms. Sreedevi Ragavan, Ms. Rasika Iyer, Ms. Priya Sunder, and Ms. Simi Sabhaney. The evening concluded with a soulful



saxophone performance by Ms. Subbalaxmi, the first woman saxophonist with a world record. This event reaffirmed SIB's ethos of celebrating resilience and empowering women.

Dreams in Colour – Children's Art Initiative

The 'Paint Your Dreams' campaign in Mumbai, Pune, and Goa encouraged children to express their aspirations through art. Organised in partnership with MyGate across seven premium residential societies, the initiative combined community outreach, lead generation, and brand engagement. With branded giveaways and digital promotions via Instagram, the initiative attracted local families, reinforced brand visibility, and sparked meaningful conversations about children's dreams and future savings.

Festive Onam at Mumbai

The Mumbai Onam celebration on September 28 brought together over 100 customers to celebrate Kerala's biggest festival with traditional Onam Sadhya, music, and cultural performances. The event helped the Bank establish emotional

and artistic connections with regional customers while showcasing its commitment to community engagement and inclusivity.

Faith and Finance at St. Xavier's

During the St. Francis Xavier Exposition in Goa (Dec 2, 2024 – Jan 2, 2025), the Bank executed a comprehensive 30-day integrated campaign highlighting its QR-code-based digital donation facility. With influencer engagement (including Reuben Rodrigues), regional TV and radio coverage, OOH vans, branch standees, and church posters, the Bank maintained a daily brand presence across Goa. The initiative combined faith-based outreach with fintech promotion, earning over 170K+ digital impressions.

Welcome Home – NR Campaign

Through the 'Swagatham Malayala Mannilek' campaign at Cochin International Airport, the Bank welcomed returning NRIs during the July–August travel season. The campaign generated strong brand recall through strategically placed visuals and messages, enabling SIB to become the primary point of contact for homecoming customers.






Integrated Campaigns & Initiatives

Cross-Sell with Precision

The Bank launched over 300 segmented cross-sell campaigns, using data-driven targeting to match the right products with the right customers. These efforts significantly improved conversion rates and customer satisfaction, showing the effectiveness of tailored outreach.

Martech for Smart Marketing

SIB onboarded a full-stack Martech platform in FY25, enabling the automation of life cycle and trigger-based campaigns. This has enabled the Bank to deliver personalised, timely, and cost-efficient communications, thereby enhancing the customer journey across all channels.



Event Associations

Strategic Presence at Prestigious Events

To maintain visibility in professional and business circles, SIB participated in:

- Southern India Regional Council & Regional Conference – ICAI
- 42nd KMA Annual Management Convention
- 16th SFBCK Banking Excellence Awards
- 3rd National Summit – ASSOCHAM
- The Great Mandolin Show – Chennai
- Dhanam Business Summit & Awards 2024

These platforms provided opportunities to showcase SIB's thought leadership, connect with influencers, and strengthen its image among key decision-makers.



Print Media

Spotlight on Achievements

Press releases were issued for key announcements, including financial results, executive appointments (e.g., new CFO, ED, and Directors), major MoUs with Ashok Leyland, Daimler India, Tata Motors, Northern Arc, and Fedfina, product launches like SIB Ashirwad, Her Heaven, and the inauguration of facilities like the second mega currency chest. These timely PRs ensured consistent media presence and stakeholder visibility.

Print Campaign for a Landmark Moment

The inauguration of SIB Tower—the Bank's new Administrative Office was celebrated with an extensive print and digital campaign. A dedicated brand video, celebrating 96 years of legacy, was promoted across various platforms and garnered nearly 10 lakh views, reinforcing SIB's growth narrative and brand equity.



Business Banking

South Indian Bank’s business banking solutions offer enterprises flexibility, financial support, and access to international banking services. With a wide range of account types, expert advisory support, and robust financial products, the Bank helps businesses manage liquidity, optimise cash flow, and operate confidently in global markets. These offerings are further enhanced by value-added services that improve accessibility and operational efficiency—supporting business growth, strategic financial management, and long-term competitiveness.



Business Accounts

South Indian Bank offers Premium Current Accounts with the flexibility of anywhere banking and categories ranging from ₹5,000 to ₹5,00,000. Services include free transaction facilities and digital solutions for payments/collections, along with other personalised offerings:

PLATINUM CURRENT ACCOUNTS:

Designed for medium and large-scale customers

TRADER SMART CURRENT ACCOUNT (TSCA):

Tailored for traders

SIB EXIM CURRENT ACCOUNT:

For international trade

SIB START UP:

For start-ups and nascent enterprises

RERA ACCOUNT:

For real estate compliance



International Finance

Through its International Banking Division and dedicated Relationship Managers, the Bank offers strategic insights and expert advice on foreign exchange, enabling businesses to manage.

INTERNATIONAL TRADE

CURRENCY RISK

GLOBAL OPERATIONS



Money Transfers

DOMESTIC TRANSFERS:

Quick and secure fund transfers via IMPS, NEFT and RTGS

INTERNATIONAL TRANSFERS:

Safe and seamless cross-border payments, enabling smooth financial operations for clients



Domestic Finance

WORKING CAPITAL FINANCE:

Supports daily operations and liquidity

OVERDRAFTS, CASH CREDIT, TERM LOANS:

For project-specific or general business funding

SUPPLY CHAIN FINANCE:

Ensures seamless payment and liquidity across suppliers, benefiting both corporates and SMEs



Value-Added Services

ANY BRANCH BANKING:

Nationwide access to banking services

ATM CUM SHOPPING CARD:

Simplified purchases and withdrawals

MASTERCARD BUSINESS DEBIT CARD:

Global acceptance, higher transaction limits

INTERNET & MOBILE BANKING:

Safe, convenient platforms for real-time account management

Expanding the Deposit Base with Focus and Foresight



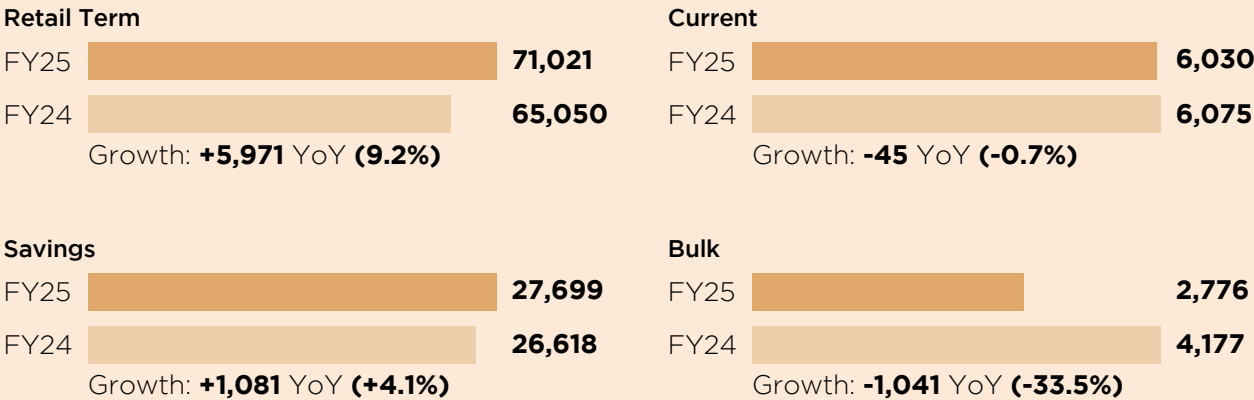
The Bank recorded a steady and strategic expansion of its deposit base in FY25, reinforcing its financial foundation and underscoring its resilience in a dynamic environment. Total deposits rose to ₹1,07,526 crore, a year-on-year growth of over 6%, driven by prudent pricing strategies, focused customer engagement, and a diversified product mix.

While CASA balances grew to ₹33,730 crore, the CASA ratio remained at a healthy level of 31.37%, indicating stable, low-cost funding despite market-wide deposit cost pressures. Retail term deposits formed the backbone of growth, complemented by consistent performance in savings and current account segments. The Bank's retail deposit base also rose to ₹1,04,750 crore, reflecting customer trust and the effectiveness of the branch-led and digital acquisition strategy.

The Bank's granular approach is evident in the disciplined growth across bulk, current, and savings segments. Notably, digital channels and NRI deposits continued to play a key role, with low-cost NRI deposits increasing to ₹10,322 crore by the end of FY25.

These outcomes underscore the success of South Indian Bank's strategic direction, which balances growth, diversification, and cost efficiency. The strong deposit performance, coupled with investments in digital infrastructure and regional expansion, provides a stable runway for advancing lending initiatives and sustaining profitability.

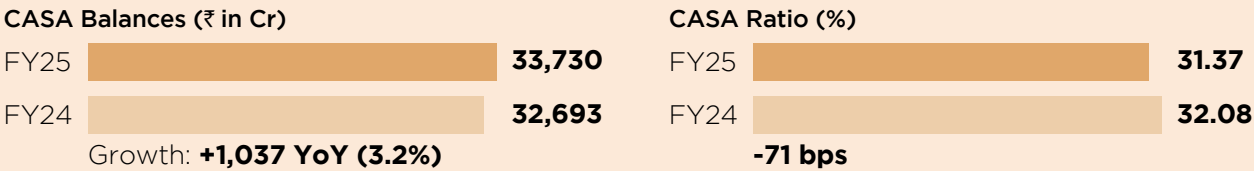
Breakup of Deposits (₹ in Cr)



Total Deposits



CASA (Current Account & Savings Account) Balances



Corporate Social Responsibility

As a responsible corporate citizen, South Indian Bank remains committed to fostering inclusive and sustainable development through its Corporate Social Responsibility (CSR) initiatives. In line with our core values and commitment to community welfare, our CSR initiatives during the year spanned multiple areas of social impact, including education, healthcare, livelihood generation, environmental conservation, community development, and support for individuals with disabilities. These efforts reflect the Bank's unwavering commitment to making a positive contribution to society beyond banking by partnering with credible institutions and local bodies to reach those in need. Each initiative was carefully chosen to address specific community challenges, with a focus on tangible outcomes and long-term benefits.



Construction of Cancer Care Centre – Home for the Aged & Infirm, Chunangamvely, Aluva under the management of The Congregation of Sisters of the Destitute

To support economically disadvantaged cancer patients undergoing treatment at the Government General Hospital, Ernakulam, we extended financial assistance for the construction of a four-storeyed Cancer Care Centre. Managed by the Congregation of Sisters of the Destitute, this facility provides free accommodation and nutrition support to poor cancer patients and their bystanders, ensuring dignity and care during their treatment journey. The Centre has been constructed on land owned by the Congregation, located directly opposite the hospital.



Completion of this four-storeyed, 10,000 sq. ft. Cancer Care Centre providing free accommodation and food for cancer patients undergoing chemotherapy and radiation.

Impact Highlights

Beneficiaries:
16 cancer patients and their bystanders at a time

Facility enabled:
Free accommodation and nutrition support for poor cancer patients visiting the General Hospital, Ernakulam

Community value:
Bridges the gap in affordable temporary housing during prolonged cancer treatments

Financial assistance to Corporation of the City of Panaji for JCB Backhoe Loader for supporting solid waste management



To support improved waste management systems in Panaji, Goa, financial assistance was allowed to the Corporation of the City of Panaji to purchase a JCB Backhoe Loader. This initiative strengthens the city's commitment to cleanliness under Swachh Survekshan rankings.

Impact Highlights

Beneficiaries:
100000+ General Public

Impact area:
Solid waste management for entire city

Financial assistance for rescue vehicle to Nature Study Centre, Kalady under the management of Abhayaranyam Forest Development Agency

CSR assistance was provided to Nature Study Centre, Kalady, under the management of Abhayaranyam Forest Development Agency for the procurement of a multi-purpose vehicle convertible to a veterinary ambulance cum rescue vehicle. The vehicle enhances the Centre's ability to respond swiftly to human-wildlife conflicts in Kurichimala and Arattukadavu forest reserves.

Impact Highlights

Beneficiaries:
10000+ General Public



Computer Lab Support – Govt. Vocational Higher Secondary School, Cherpu

In our effort to bridge the digital divide and promote skill-based learning, we extended financial assistance to Govt. Vocational Higher Secondary School (GVHSS), Cherpu. The support was aimed at strengthening the newly introduced Mathematics Lab for vocational students by funding the purchase of laptops. The initiative empowers students pursuing vocational training under the National Skill Qualification Framework (NSQF), enabling them to align better with modern industry requirements through digital learning.

GVHSS Cherpu, established in 1934, is the first educational institution in the locality and caters to over 1,200 students across various academic levels. The VHSE section trains students in industry-relevant courses such as Field Technician – Computing Peripherals and Optical Fibre Technician. However, the Mathematics Lab—an essential part of their curriculum—faced a shortfall in computing infrastructure. With our assistance, the school is now equipped to provide enriched and practical learning experiences.

Impact Highlights

Beneficiaries:
100+ students from the Vocational Higher Secondary section (Classes XI and XII)

Facility Enabled:
Laptops for the Mathematics Lab, enabling hands-on, tech-enabled learning

Community Value:
Improved quality of vocational training and digital literacy in a government school with legacy and scale

CSR Objective Met:
Support for inclusive, skill-based education and digital empowerment in public institutions



Financial assistance for housing project by KAIROS, Kannur

Financial assistance under CSR was provided to Kannur Association for Integrated Rural Organisation and Support (KAIROS) to aid the completion of housing for underprivileged families unable to meet their LIFE Mission Scheme obligations due to socio-economic constraints.

Impact Highlights

Target group:
Dalit and marginalised families



Financial assistance for the renovation of Abhaya Bhavan, Thiruvalla

CSR support was extended to Abhaya Bhavan Society for renovating the facilities of their home for destitute and marginalised individuals in Thiruvalla. The centre currently accommodates 50 residents and provides care without discrimination.

Impact Highlights

Residents supported:
50 (38 women, 12 men)



Financial assistance for enhancing the surgical ward infrastructure at Pushpagiri Medical College, Thiruvalla

CSR funds were allocated for enhancing the surgical ward infrastructure at Pushpagiri Medical College Hospital, Thiruvalla. The hospital, renowned for its speciality services, offers subsidised healthcare to economically disadvantaged patients.

Impact Highlights

Beneficiaries:
10,000+ patients



Financial assistance for a palliative care vehicle in Muriyad Gramapanchayath, Thrissur

To strengthen the palliative care infrastructure in Thrissur's Muriyad Gramapanchayath, we funded the purchase of a Maruti ECCO vehicle. This supports the Panchayath's "Jeevadhara" and "Prana" programs, enabling better reach and lower operational costs for providing medical support.

Impact Highlights

Beneficiaries:
1000+ palliative patients



ESG Overview

Environmental, Social and Governance (ESG) matters have emerged as core pillars of responsible banking. South Indian Bank is embedding ESG values into its business and operational strategies to ensure its lending, investing, and outreach mechanisms align with sustainable development and ethical practices. Through policy-backed implementation and leadership commitment, the Bank is addressing key ESG risks and opportunities with transparency and long-term impact in mind.



Environment

South Indian Bank continues to make significant progress in lowering its environmental footprint. From retrofitting infrastructure and conserving energy to adopting clean technologies and managing resources responsibly, the Bank is systematically executing its environmental vision.

Energy efficiency and climate-conscious infrastructure

To reduce operational energy demand, the Bank implemented efficiency norms and invested in climate-friendly infrastructure. It also implemented a temperature management policy across its branches and adopted building materials with inherent thermal insulation properties.



Temperature Setting Policy

Implemented a temperature setting policy: ACs across branches/offices set at 24°C and mandated 5-star rated inverter-type ACs for all new installations.



Waste Management and Resource Circularity

Waste from banking operations, including e-waste and plastic, is managed through certified vendors and partnerships. The Bank also promotes environmentally conscious and sustainable usage practices internally.



Promoting Circular Economy

Introduction of sustainable products to promote MSE sector like MSE SPICE (Scheme for Promotion and Investment in Circular Economy) & MSE GIFT (Green Investment Financing for Transformation)



LED Lighting Systems

Replaced CFL with LED lighting systems in owned buildings.



Sustainable Construction

Porotherm clay blocks in construction for superior thermal performance.



Eco-friendly Materials

Event decorations and customer gifts at branches are sourced using eco-friendly materials.



Partnering for GoGreen Initiative

As part of our unwavering commitment to sustainability and environmental stewardship, South Indian Bank has partnered with DHL Express under the GoGreen Plus initiative. This alliance signifies a proactive step towards reducing our carbon footprint across logistics operations and reinforces our dedication to responsible corporate practices.



Renewable Energy

100 KW rooftop solar plant at SIB Tower, Kakkanad



Promoting Reusable Products

Reusable and sustainable products are promoted during public campaigns and branch openings.

Environmental Engagement

To raise environmental consciousness, the Bank undertook campaigns and symbolic actions that encourage employees and customers to adopt greener habits and values. 300 plants distributed during Founder's Day 2025.



Social

Social responsibility is deeply embedded in the Bank's business strategy. From expanding digital banking access to advancing diversity and upskilling its workforce, South Indian Bank continues to build an inclusive, empowered and ethically aligned ecosystem for stakeholders.

Financial Inclusion and Digital Outreach

The Bank prioritises accessible and equitable financial services by expanding its presence in underserved geographies and offering user-friendly digital platforms to reach a wider audience.

9369 Employees

Male 5048 | Female 4321
54% | **46%**

948 branches

+3 satellite branches, 2 ultra-small branches
across **26 states & 4 UTs**

80 Lakh Customers

98%+

Share of Digital Transactions

Workforce Inclusion and Development

The Bank's inclusive HR practices reflect its efforts to enhance gender balance, promote local hiring, and empower persons with disabilities. Employees are treated as key enablers of sustainability.

Learning hours: Together Classroom learning & Digital learning channels delivered 5,05,930 learning hours across the Bank.

Course rollout: Forty-seven new e-learning courses (aggregating 107 credit hours) were released on the iLearn platform, several of which were devoted to Human Rights, ESG-aligned investing and Green Finance.

ESG-Aligned Learning Framework

The updated curriculum now spans Environmental awareness – resource conservation, green-banking initiatives, climate-risk basics. Social inclusion & ethical conduct – mandatory human-rights, anti-harassment and inclusion modules.

Corporate Social Responsibility (CSR)

During the financial year 2024-25, the Bank spent a total of ₹21.35 Crores towards CSR activities, exceeding its statutory obligation of ₹20.33 Crores (after deducting set off), under Section 135 of the Companies Act, 2013. Through its Corporate Social Responsibility program, the Bank supports various Environmental initiatives, such as:

- Installation of Solar Energy Systems
- Development of Solid Waste Management Infrastructure
- Promoting Afforestation
- Deployment of Terrain Vehicles

5,05,930
Learning hours across the Bank

47
New e-learning courses several of which were devoted to Human Rights, ESG-aligned investing and Green Finance.

₹21.35
Crores towards CSR activities



Governance Performance

Governance at South Indian Bank is anchored in strong oversight, regulatory compliance, ethical conduct, and integration of ESG into core risk and strategic frameworks.

ESG governance and leadership

The Bank has formalised ESG accountability at senior levels and established structures to ensure ESG objectives are implemented and monitored effectively.

- Oversight by Corporate Social Responsibility Committee of the Board.
- An Executive Level ESG Committee, chaired by the COO, drives implementation.
- Engaged a professional agency to ensure effective BRSR reporting and review of ESG practices.

ESG policies and NGRBC alignment

A comprehensive policy framework ensures ESG principles are adopted across all dimensions of business and stakeholder engagement, with clear linkage to the principles of NGRBC.

As part of developing a sustainable financing policy and for implementing ESG benchmarks in lending and also for addressing issues in Environmental risk management and governance, the Bank has

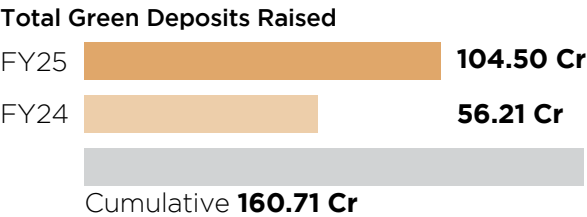
formulated Environmental and Social Management System (ESMS) policy (for governing Lending standards), Green Deposit Policy and Green Financing Framework (to promote investments in green projects and activities that contribute to sustainable development) and ESG Policy (for addressing other ESG issues).

Environmental and Social Management System (ESMS) Policy

With an objective to be socially and environmentally sustainable, the Bank has established an 'Environmental and Social Management System (ESMS) Policy' which defines guiding principles for mitigating the Environmental & Social (E&S) risks arising out of Bank's lending activities. This approach integrates Environmental & Social factors in addition to the various credit, operational & financial risk factors, while undertaking high value lending and investment decisions. The policy also prescribes an exclusion list consisting of activities prohibited for lending operations considering their negative impact on the environment and the society.

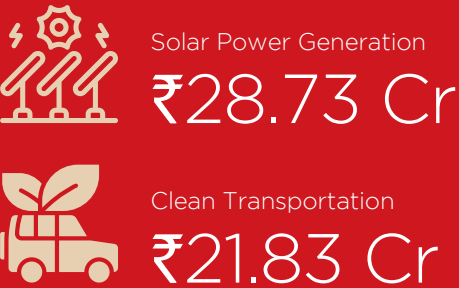
Green Deposit Policy and Green Financing Framework

The Bank has committed to promote sustainable finance and environmental stewardship. One of the ways we demonstrate this commitment is through the green deposit program. Green deposits are a unique financial product that allows customers to align their savings with environmentally responsible initiatives. By depositing funds into green deposit accounts, customers can be assured that their money is being used to support projects and activities that have a positive impact on the environment.



During FY2024-25, a total of ₹50.56 crore (including ₹4.68 crores from the previous year) was allocated to permissible green activities and projects. The remaining ₹58.62 crore is temporarily parked in liquid assets, as stipulated by the financing framework.

Use of Funds Raised from Green Deposits



Environmental, Social And Governance Policy

The ESG policy of the Bank outline the Bank’s commitment to integrating Environmental, Social, and Governance factors into operations, risk management, and investment decisions. Our strong foundation of corporate governance and ESG led responsible business practices help us to fulfil our duty as a responsible Banker to conduct business sustainably and make a meaningful difference to all our stakeholders.

Cyber Security and Data Protection

Robust cybersecurity practices and certifications safeguard the Bank’s operations, supported by continuous technological upgrades and awareness campaigns.



Zero Data Breaches



ISO 27001 Certifications

for Data Centre, Disaster Recovery Site, and Information Security.



Cybersecurity Awareness

Employee and customer awareness campaigns conducted on cybersecurity best practices.



Empowering People and Elevating Performance

South Indian Bank entered the year with a promise: to give every employee the tools, confidence, and space to do meaningful work. This promise drove a twelve-month effort that rewired learning, slimmed internal processes, and replaced one-off gestures with habits that stick. The result is a workplace that feels both technologically current and unmistakably human.

Learning That Moves as Fast as Banking

A modern bank lives or dies by how quickly its people pick up new skills. The Learning & Development Team ensured that speed never falters. On the digital side, the Learning Management System: SIB iLearn, rolled out forty-seven fresh courses (107 credit hours) covering everything from ESG basics to the subtleties of data-privacy compliance. All content is written inside the Bank, so every example speaks the language of branch operations and treasury desks instead of generic theory.

Classroom trainings also stayed equally busy. Over the year, 7,546 employees passed through SIBSTC programmes while another 8,572 logged on to iLearn, pushing total instructional hours past half a million for the first time. Senior managers did not sit on the sidelines. They attended compact modules at IIM, NIBM and IIBF on subjects such as AI-driven governance management and advanced agri-credit,

while a new Leadership Management Programme created a clear runway for succession planning. Even the newest probationary officers felt the shift: a twenty-module e-learning track now follows each batch from arrival to confirmation, knitting training directly into performance review cycles.

7,546

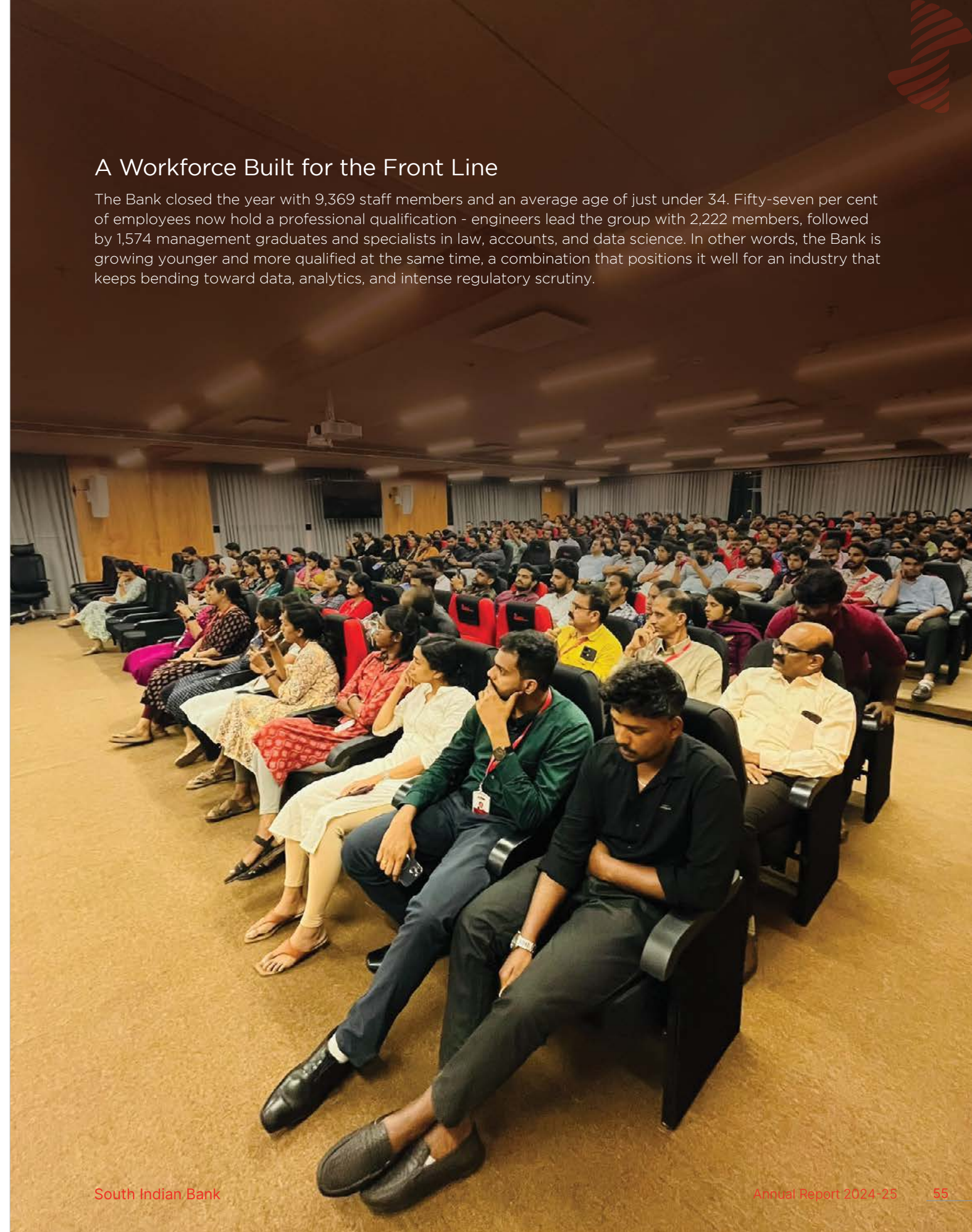
employees passed through SIBSTC programmes

8,572

logged on to iLearn, pushing total instructional hours past half a million training hours for the first time

A Workforce Built for the Front Line

The Bank closed the year with 9,369 staff members and an average age of just under 34. Fifty-seven per cent of employees now hold a professional qualification - engineers lead the group with 2,222 members, followed by 1,574 management graduates and specialists in law, accounts, and data science. In other words, the Bank is growing younger and more qualified at the same time, a combination that positions it well for an industry that keeps bending toward data, analytics, and intense regulatory scrutiny.



Digital Rails under Everyday HR

Many of the year's most notable changes arrived not in headlines but in tiny screen prompts. A trio of mHRMS releases - versions 2.7.7, 2.7.9, and 2.8.0 - quietly changed how staff clock in, record travel, and even book meeting rooms. Location-aware attendance, Google-Maps-based field logs, and one-tap training sign-off all now sit inside a single pocket-sized app.

Behind the interface, payroll engines were recoded to reflect the twelfth bipartite settlement, and a smart Section 89 calculator estimated tax relief from arrears before payday. Digitally signed agreements for staff loans and specialist courses now ride through the NeSL portal, replacing envelopes and in-person queues with a secure digital handshake.

Not every change involved complex code. Form 16 alerts now reach employees who are on long leave so nothing is missed in their absence. A retiree's farewell message lands in the inbox and HRMS dashboard the morning after their last working day. Capturing Aadhaar details, uploading copies for corporate SIM provisioning. All these seemingly small tweaks saved minutes off daily routines and reminded staff that someone is tuning the system for them.



Turning Measurement into Motivation

Two years ago, South Indian Bank anchored its performance management programme to a quantitative Balanced Scorecard. This year that discipline matured. Each employee can pull up a live scorecard inside HRMS or mHRMS and see where they stand against targets that cover revenue, compliance, customer feedback, and learning hours. The same score now drives promotions and the longstanding Performance Linked Incentive Scheme, stitching recognition, reward, and career progression into one fabric.

Quarterly SIB Max scheme reward teams that outperform on business measures; the numbers flow automatically from the core banking system to the reward module, thanks to a new workflow deployed in the year's first quarter. The Bank widened the spotlight in September by launching "Employee of the Month," a programme that celebrates back-office heroes whose work often hides behind screens and reports. Winning stories now feature in SIB Spotlight, an internal newsletter magazine that swaps generic praise for detailed profiles of what the individual actually achieved.

Culture You Can Hear Down the Corridor

Ask anyone walking through Kakkanad Administrative Office on a Thursday afternoon and they will mention music and fun. "Thursday Thrills," an idea turned once-ordinary corridors into occasional live venues. The first session paired external artists with talented colleagues; within weeks, regional offices were staging their own versions, informal Q&A with senior leaders, and plenty of selfies.

Creative energy spilled online. "SIB Symphony 3.0," a nationwide virtual talent show, drew singers and instrumentalists from rural branches as easily as it did from corporate offices. December's "Santa Vibes" carol contest lit up social feeds with branch choirs, while a Diwali card-design challenge produced digital wallpapers that appeared on monitors across the Bank.

Away from the stage, daily rhythms still matter. The SIB Executive Brief arrives each morning with market data, policy updates, and a ten-year bond-yield snapshot. A quick five-question quiz on HRMS tests whether the headlines landed, turning passive reading into a friendly contest. SIBLINK, the quarterly family magazine now in its fourth decade, continues to print short stories, and travel journals sent in by staff children, quietly reinforcing the idea that work and home lives can share the same page.



Health, Support, and a Wider Safety Net

Wellness required more than posters on a noticeboard. Under the "Wellness Wednesday" banner, the HR team hosted monthly webinars led by physicians on topics from monsoon-season fevers to desk-bound diabetes. One session on mental resilience drew a record crowd and a flood of private follow-up questions, confirming that frank conversation about stress no longer sits on the fringe.

Policy changes matched the talk. Child-care leave, once tied only to maternity, is now available to any parent. Medical leave, previously limited to illnesses on an industry list, has been broadened to cover any genuine condition affecting the employee, a spouse, or dependent children. A new study-leave category supports staff who want to chase higher degrees without putting careers on hold. Benefits stretch well beyond payroll. New tie-ups with Vasan Eye Care, SIMS Hospital, and Metropolis Labs cut consultation costs, while agreements with Sterling Resorts, Lemon Tree Hotels, and a dedicated MakeMyTrip portal made family travel easier on the wallet. Even retirees stay in the circle, receiving simplified pension disbursements through NEFT and a Bereavement Assistance Scheme that activates automatically in the HRMS when needed.





Industrial Calm and the Smallest of Attrition Numbers

Trust between management and employee unions may escape glossy photo spreads, yet it underpins everything. A year of respectful negotiation kept the workplace free of flashpoints and helped contain attrition at a lean 4.97 per cent - well below industry averages. Bank's POSH policy reaffirmed a zero-tolerance stance on harassment, leaving no pending cases. The ISO 9001:2015 surveillance audit, cleared without a single major remark, offered an external nod to process rigour.

Looking Toward the Centenary

Next year marks South Indian Bank's ninety seventh, which means the HR road map already stretches into centenary territory. Plans are in motion to give every employee baseline ESG literacy, weave AI-driven insights into the LMS for personalised course suggestions, and narrow the tooth-to-tail ratio another couple of points. The team also wants to extend wellness programming into on-site screenings and behavioural-health clinics and to swing the digital hammer one more time at nagging manual workflows that still survive in pockets of the Bank.

If the past year proved anything, it is that technology and empathy need not sit on opposite sides of the table. Well-designed software can shorten a claim form and free a teller for a deeper conversation with a customer; a song played on a Thursday afternoon can lift stress levels more effectively. The HR department's task is to keep that balance in motion - measurable enough to satisfy regulators and shareholders, personal enough that every employee feels seen. Judging by the ground covered in FY 2024-25, that balance is becoming the Bank's most reliable source of momentum.

Empowering MSMEs

Enabling Equitable Growth Across India

Micro, Small, and Medium Enterprises (MSMEs) are foundational to India's economic progress—powering employment, regional development, and innovation. South Indian Bank remains committed to this sector, offering purpose-built credit solutions and long-term relationship banking. FY25 marked a transformative phase, where the Bank consolidated its MSME platform, strengthened internal capabilities, and set the stage for sustainable, high-yield growth.

MSME Portfolio Snapshot - FY25

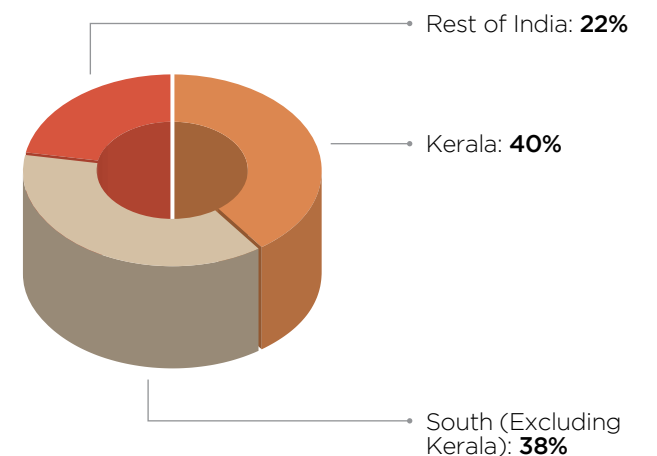
₹9,698 Cr

MSME/SME Loan Book (as of March 2025)

75%

of the Bank's business loans are directed to MSME/SME borrowers

Geographic Diversification - Minimising Regional Concentration Risks:



MSMEs Strategic Focus Areas

South Indian Bank has adopted a calibrated approach to scale up its MSME franchise by integrating technology, building frontline capacity, and transitioning to a modern retail lending architecture.



Dedicated Vertical for MSMEs

A focused team of Relationship and Sales Managers serves MSME clients with high engagement and turnaround.



Skill-Building Programs

Internal capacity building for MSME teams ensures improved portfolio quality, enhanced underwriting standards, and enhanced customer service.



Empowered Branches

Bank branches are empowered to handle small-value MSME loans with the support of on-the-ground technology for faster sanctioning.



Sales Incentives

A performance-based reward system for front-line sales teams boosts loan originations and productivity.



Technology-Enabled Renewals

Renewals of borrower accounts are now digitally enabled, ensuring speed and convenience for clients.



Streamlined Loan Processes

STP-based loan sanctioning enables one-day disbursements for small-ticket loans and GST-based ODs up to ₹2 crore.



Sector-Based Lending Focus

The Bank deploys targeted credit growth strategies to manage risks and build sectoral resilience within the MSME portfolio.



Revamped Mortgage Loan Product

New Mortgage Loan product and system launched to improve market position



Stabilised Book with Growth-Led Exit from Contraction Phase

After several years of contraction, FY25 marked the stabilisation of the MSME portfolio, despite a ₹546 crore technical write-off. Q4 FY25 saw the highest-ever MSME disbursement, marking a turnaround quarter and laying the groundwork for future expansion.



Growth-Led Portfolio Shift from Corporate to MSME

SIB is dynamically shifting its loan mix away from short-term, low-yield corporate assets to higher-yielding MSME and retail assets. MSME disbursements will form a significant share of the Bank's incremental loan book in FY26.

MSME Portfolio Quality

South Indian Bank's MSME loan book demonstrated stronger ticket sizing and improved granularity:

Average MSME Loan per Account (₹ in Lakh)



This growth reflects the Bank's targeted high-yield approach, refined underwriting practices, and improved client segmentation.



Awards & Recognitions



In FY 2024-25, South Indian Bank earned industry-wide acclaim for its pioneering digital innovations, outstanding leadership, and impactful initiatives. These accolades reinforce our commitment to customer-centricity, digital leadership, and operational excellence.



Infosys Finacle Innovation Awards 2024

South Indian Bank emerged a multi-category winner at the prestigious Infosys Finacle Innovation Awards, reaffirming its leadership in digital transformation.

- **Platinum Winner – Business Model Innovation**
Awarded for SIB eDirect, a fully digital, self-service journey platform that empowers customers with end-to-end onboarding and servicing.
- **Gold Winner – Corporate Banking Innovation**
Recognized for SIB TF Online / MSME Web Portal, which digitizes trade finance and simplifies MSME onboarding.
- **Gold Winner – Ecosystem-led Innovation**
Conferred for Co-Lending / One Score, our partnership-led digital platform designed to enhance lending reach and customer convenience.
- **Gold Winner – Maximizing Customer Engagement**
Acknowledged for WhatsApp Banking, a conversational banking platform delivering seamless access to banking services.



IDC Game Changer Recognition

Our Senior General Manager & CIO, Mr. Sony A, was recognised by IDC as a game changer in the digital financial services space—celebrating his strategic leadership and innovation-first mindset.



Smart CISO Award at CSO100 Awards & Symposium

South Indian Bank's CISO, Mr. Shibu K Thomas, was honoured with the Smart CISO Award at the CSO100 Symposium in Jaipur, acknowledging his excellence in building robust, cyber-resilient infrastructure.



Banking Frontier Finnoviti Award

SIB's SME LOS (Loan Origination System) won the Finnoviti Award at the DIGITAL CONTINUUM: Fintech Resurgence 2.0 Conference in Mumbai, recognising cutting-edge solutions in SME lending enablement.

MANAGEMENT DISCUSSION AND ANALYSIS REPORT

GLOBAL ECONOMY

Global economic growth moderated to 3.30% in 2024, lower than the 3.50% recorded a year earlier and well below the historical average of 3.70% for the past 20 years (2000-2019). This deceleration was primarily driven by structural challenges, including subdued investment, sluggish productivity growth, and lofted debt levels. The pace of economic activity was further decreased by a combination of slowing momentum in several Asian and European economies, a fragile recovery in China's consumption and property sectors, and continued geopolitical tensions.

Inflationary pressures showed signs of easing with global inflation declining from 6.60% to 5.70% in 2024. This moderation was attributed to the cumulative effects of monetary policy tightening across major economies and the gradual resolution of supply chain disruptions. However, global inflation remained above pre-pandemic levels due to persistent price rigidity in the services sector. Trade flows improved, with merchandise trade volume expanding by 2.90% following a contraction in the prior year, despite global trade continuing to face impediments from geoeconomic fragmentation and restrictive policy measures. Service trade remained resilient, bolstered by sustained demand for travel and digitally delivered services.

Global financial conditions gradually turned accommodative, particularly in advanced economies, as inflation approached target levels and central banks began recalibrating their policy stances. While bond yields softened in the first half of 2024, renewed concerns over inflation caused yields to rise again in the latter half. Equity markets rose, amidst intermittent volatility arising from uncertain monetary policy trajectories, valuation concerns, and geopolitical risks. Currency markets reflected the solid outlook of the US dollar, exerting a declining trend on the currencies of several emerging and advanced economies.

Looking ahead, the global economic outlook remains clouded by significant downside risks. The momentum in disinflation is showing signs of fatigue, and elevated public debt in several economies is increasingly raising questions over fiscal sustainability. Growth is projected to moderate further to 2.8% in 2025, improving marginally to 3.0% in 2026. Advanced economies are likely to experience slower growth, while emerging

markets and developing economies are expected to continue expanding at relatively higher rates. Inflation is expected to decline gradually but remain sensitive to the stickiness of the service sector, trade frictions, and the desynchronization of monetary policy actions across countries. The uncertain external environment is further compounded by risks from climate shocks, cybersecurity threats, technological disruptions, including AI, and the need for global regulatory convergence on crypto-assets and digital finance.

INDIAN ECONOMY

Amidst a volatile global backdrop, the Indian economy continued to demonstrate resilience during 2024-25, supported by robust macroeconomic fundamentals, proactive policy interventions, and sustained momentum in government capital expenditure. The Indian economy retained position as the fastest-growing major economy globally. Real GDP growth, is expected to 6.5% for 2025-26. This economic expansion was underpinned by a combination of improved consumption demand, a recovery in net exports, a buoyant services sector, and a revival in agricultural production.

The agriculture and allied sector recorded a strong performance with Gross Value Added (GVA) growth accelerating to 4.60%, driven by favourable monsoon conditions and proactive Government measures through digital initiatives and seed quality programmes. Industrial sector growth moderated to 4.30%, mainly due to the slowing momentum in manufacturing activity following an initial uplift in the first quarter. Mining activity remained subdued due to extended monsoon conditions, while electricity generation posted only modest growth. The public sector continued to be the primary driver of investment, with the Production-Linked Incentive (PLI) scheme providing a helping aid to manufacturing.

The services sector remained the pillar stone of the economy, accounting to 64.10% of GVA and expanding by 7.50% during the year. Within the service sector, construction sector was notably resilient, and public administration, defence, and other services posted their highest growth in the last eight years. Employment indicators reflected sustained momentum, with urban labour markets demonstrating robust performance and a shift away from pandemic-induced reliance on agriculture.



Inflationary conditions eased notably during the year. Headline inflation averaged 4.60% in 2024–25, down from 5.40% in the previous year. This moderation was driven by a sharp fall in core inflation to 3.50% and deflation in fuel to 2.50%, though food inflation remained elevated due to weather-related supply disruptions. In response, the Monetary Policy Committee shifted its stance to neutral in October 2024 and subsequently to accommodative in April 2025, supported by an easing in monetary conditions and confidence in achieving the inflation target. The policy repo rate was reduced to 6.00%, marking a gradual shift toward a growth-supportive monetary framework.

Liquidity conditions improved over the year, supported by the Reserve Bank's calibrated operations, including open market purchases, forex swaps, and reductions in the cash reserve ratio. While liquidity fluctuated intra-year due to forex operations and currency demand, average net absorption remained in surplus. Government bond yields softened, corporate bond issuances increased, and the primary equity market remained active despite some moderation toward year-end. The Indian rupee faced depreciation pressures amid a strong US dollar but remained relatively stable due to India's solid macroeconomic buffers and ample foreign exchange reserves.

THE INDIAN BANKING AND FINANCIAL SECTOR

Indian banking sector stood out for its resilience in 2024–25. Robust domestic fundamentals, proactive regulatory oversight, and broad-based credit demand underpinned this performance, reflecting sustained improvements in credit quality, capital adequacy, and profitability. Scheduled Commercial Banks (SCBs) witnessed a marginal increase in the credit-to-deposit ratio as credit growth outpaced deposit mobilisation. Banks responded by raising term deposit rates, thereby narrowing the funding gap. Asset quality indicators continues to strengthen, with decline in both Gross and Net Non-Performing Assets (NPAs), as well as a decrease in the slippage ratio. Provision coverage ratios remained robust, as did profitability metrics, though Net Interest Margins (NIMs) showed some softening amid a dynamic interest rate environment. Banks maintained strong Returns on Assets (RoA) and Equity (RoE). Capital adequacy and liquidity coverage ratios remained comfortably above regulatory norms, reinforcing systemic resilience.

Capital and liquidity buffers across banks remained well above regulatory requirements, with macro stress tests indicating that the banking system would remain resilient even under adverse economic scenarios. The transmission of monetary policy also improved, with a rising share of floating-rate loans linked to external

benchmarks and a corresponding decline in marginal cost-based lending.

Non-Banking Financial Companies (NBFCs) continues to expand credit at a healthy pace, with strong capital adequacy and improving asset quality. However, the sector remains dependent on bank funding, highlighting their need for further diversification of funding sources. Risk weights on bank exposures to NBFCs were reduced from April 2025 to facilitate greater credit flow.

The Reserve Bank issued several regulatory guidelines during the year aimed at enhancing governance, risk management, and operational resilience, in line with global best practices. These measures addressed model risk management, transition pathways for small finance banks, and eligibility criteria for universal banking licenses. Urban Cooperative Banks (UCBs) also recorded improved performance, marked by stronger capital buffers and a lower incidence of NPAs.

In FY 2024-25, India's MSME sector saw a robust 20% year-on-year growth in credit reaching ₹40 trillion, driven by stronger priority sector lending norms, government initiatives, and increased digitalisation. However, there was a decline in credit disbursements by 11% in the last quarter (Q4) of FY25, indicating a cautious lending approach by banks due to concerns about credit risk. Despite this, demand for MSME loans remained strong, as evidenced by a corresponding increase in loan inquiries.

OUTLOOK AND IMPLICATIONS FOR THE BANKING SECTOR

The outlook for the Indian economy in 2025–26 remains broadly positive, supported by a revival in domestic consumption, sustained government capital expenditure, robust financial sector balance sheets, and a strong performance in services and construction. Real GDP growth is projected at 6.50%, with inflation expected to moderate further to 4.00%. The benign inflation outlook and easing financial conditions provide space for policy to remain accommodative and growth supportive, while remaining vigilant to evolving global risks.

For the Indian banking sector, the coming year presents both opportunities and challenges. The moderation in net interest margins necessitates enhanced focus on asset-liability management and prudent pricing strategies. With heightened global uncertainties, including interest rate volatility and geopolitical disruptions, banks must continue to strengthen their risk management frameworks. The Reserve Bank has signalled its intent to deepen reforms in areas such as financial inclusion, digital payments, fintech regulation, and customer protection. These reforms, combined with the adoption of technology and operational resilience,

will be crucial to maintaining the stability and efficiency of the financial system.

India's financial system has demonstrated adaptability without compromising on stability with RBI maintaining a calibrated policy approach and strong systemic buffers. The banking sector's outlook remains fundamentally positive—anchored by credibility, but dependent on disciplined execution and responsive strategies.

FINANCIAL PERFORMANCE Vs OPERATIONAL PERFORMANCE

During the FY 2024-25, the total gross business of the Bank increased from ₹1,82,346.52 crore to ₹1,95,104.12 crore; deposits increased from ₹1,01,920.26 crore to ₹1,07,525.60 crore and gross advances increased from ₹80,426.26 crore to ₹87,578.52 crore. Operating profit of the Bank had increased to ₹2,270.08 crore in FY 2024-25 from ₹1,867.67 crore in FY 2023-24. The Net Profit increased to ₹1,302.88 crore in FY 2024-25 as against ₹1,070.08 crore in FY 2023-24. The Provision Coverage Ratio (PCR including write-off) has improved to 85.03 per cent in FY 2024-25 from previous level of 79.10 per cent in FY 2023-24. The Board has recommended a dividend of 40 per cent i.e. ₹0.40 per equity share of face value of ₹1/-each, which is subject to the approval of shareholders in the ensuing Annual General Meeting.

The Gross NPA to Gross Advances stood at 3.20 per cent and the Net NPA to Net Advances stood at 0.92 per cent as on March 31, 2025. The CASA has increased by 3.17 per cent during current financial year to ₹ 33,729.72 crore from ₹ 32,692.67 crore in the FY 2023-24. Net Interest Income of the Bank has increased from ₹ 3,332.06 crore in the FY 2023-24 to ₹ 3,485.64 crore in the FY 2024-25. Further, the Net profit margin increased by 104 bps from 10.57% in FY23-24 to 11.61% in FY24-25. Net worth increased by ₹ 1,243.75 Crore from ₹ 8,402.40 Crore in FY23-24 to ₹ 9,646.15 Crore in FY24-25. Return on Equity improved to 12.90% in FY24-25 from 12.13% in FY23-24.

The Capital Adequacy Ratio of the Bank was 19.31 under Basel III norms as on March 31, 2025, as against the RBI mandated level of 11.50. The Book value per share has increased from ₹33.73 as on March 31, 2024 to ₹38.60 as on March 31, 2025. The gross revenue from Treasury Operations segment increased from ₹2,010.99 crore in the FY 2023-24 to ₹2,204.18 crore in the FY 2024-25. During the FY 2024-25, the Corporate/Wholesale Banking segment has increased from ₹2,979.59 crore to ₹3,646.52 crore, Retail Banking segment has increased from ₹4,702.70 crore to ₹4,883.01 crore and Other Banking Operations segment increased from ₹435.04 crore to ₹493.03 crore.

The segment results, net of allocated/apportioned cost and provisions from Treasury segment has increased

from ₹126.14 crore to ₹309.95 crore, Retail Banking segment has decreased from ₹934.89 crore to ₹815.72 crore, whereas Corporate/wholesale Banking segments have increased from ₹ 305.87 crore to ₹ 448.99 crore, and other banking operations increased from ₹ 161.85 crore to ₹182.23 crore.

*Previous period's figures/ratios have been regrouped/reclassified, wherever necessary to conform to current period's classification.

KEY BUSINESS RATIOS

Interest income as a percentage to the Working Funds for the FY 2024-25 has increased from 7.49 per cent to 7.69 per cent, which is mainly on account of increase in assets.

Non-interest income as a percentage to the Working Funds for the FY 2024-25 has increased from 1.32 per cent to 1.48 per cent, mainly on account of higher recovery income from written off accounts, Insurance income and Net profit on sale of investments.

On account of the above mentioned reasons, the operating profit as a percentage to Working Funds for the FY 2024-25 has increased from 1.62 per cent to 1.85 per cent, the return on Assets (based on working fund) for the FY 2024-25 was increased from 0.93 per cent to 1.06 per cent and Return on Equity for the FY 2024-25 was increased from 12.13 per cent to 12.90 per cent. Profit per employee has increased from ₹11.09 lakh in the FY 2023-24 to ₹14.15 lakhs in the FY 2024-25.

UPDATE ON IND-AS IMPLEMENTATION

The Ministry of Corporate Affairs (MCA), Government of India has notified the Companies (Indian Accounting Standards) Rules, 2015 on February 16, 2015. Further, a Press Release was issued by the MCA on January 18, 2016 outlining the roadmap for implementation of Indian Accounting Standards (IND AS) converged with International Financial Reporting Standards (IFRS) for banks. As per earlier instructions, the banks in India were required to comply with the IND AS for the financial statements for accounting periods beginning from April 1, 2018 onwards, with comparatives for the periods ended March 31, 2018 or thereafter. Progressing towards IND AS, the Bank had prepared pro-forma financials from June 30, 2017 as per extant regulatory guidelines and submitted the same to the RBI. On April 05, 2018, the RBI had announced deferment of implementation date by one year with IND AS being applicable to banks for accounting periods beginning April 1, 2019 onwards. In preparation for the same, the Bank has been submitting quarterly pro-forma financials to the RBI from quarter ended June 30, 2018. On March 22, 2019, the RBI has announced deferment of the implementation of IND AS by banks till further notice. However, the Bank continues to submit to the RBI pro-forma for financials on half year basis.



Accounting Policy

The significant accounting policy of the Bank is mentioned in Schedule 17 of the financial statements. The Bank has consistently applied its significant accounting policies except for investment (refer note below) in the preparation of its financial results for the year ended March 31, 2025 as compared to those followed for the year ended March 31, 2024.

Effective April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction on Classification, Valuation and Operation of Investment Portfolio issued on September 12, 2023 ('RBI Investment Direction 2023'). Accordingly, as prescribed under the transition provisions of the aforesaid framework the Bank has (1) transferred the balance in Investment Reserve Account as at March 31, 2024 of ₹34.20 Crore to the general reserve (2) transferred the provision held for depreciation on investments as at March 31, 2024 of ₹1,259.04 Crore to the general reserve and accounted provision held for depreciation on investments as per the revised framework of ₹1,225.26 Crore including adjustment due to amortization of discount on securities classified under the Held to Maturity category resulting in ₹33.78 Crore to the general reserve as on April 01, 2024.

Further, in compliance with the RBI Investment Direction 2023, the valuation gains and losses at the period ended March 31, 2025, as across all performing investments, irrespective of classification (i.e., Government securities, Other approved securities, Bonds and Debentures, etc.), held under AFS is aggregated and the net gain has been directly credited to a reserve named "AFS-Reserve" (net of taxes). The securities held in Fair Value through Profit and Loss ('FVTPL') is fair valued at the period ended March 31, 2025 and the revaluation loss arising on such valuation has been debited to the Profit and Loss Account.

STRATEGIES OF THE BANK

Strategic planning is an organizational management activity used to set priorities, focus energy and resources, strengthen operations and ensures that employees/other stakeholders are working towards common goals as approved by Board. The Banks are institutions whose ups and downs are so much linked to the movements of both national and global economy. Thus, as a banking institution, we must have a strong strategic plan for our way forward in order to ensure that the Bank is able to bring in sustainable growth as well as value for all stake holders.

The strategies are framed taking into account the past performance of the Bank, action plan for the ensuing years, policies of the Bank, risk appetite of the Bank, reforms in the banking sector, statutory & regulatory changes, advancement in technology, previous experiences in products/activities/ geographic locations, the present socio-economic conditions in the national and global markets, the present and estimated market share, regulatory frameworks, etc.

The Bank continues its focus on profitability, asset quality, resilient loan book, robust retail liability portfolio, sharpening organizational structure and digital technology to achieve the business goals. The brief action plans & strategies initiated are as follows:

➤ Improve the profitability through quality credit and continuing the focus on 6C's (Capital, CASA, Cost to Income, Competency Building, Customer Focus & Compliance)

Capital	Churning of advances portfolio by increasing the share of 'A' rated and above accounts and increase in gold loan portfolio has helped to conserve capital.
CASA	Improving CASA through focused drive on building a sustainable CASA book through our Pan India Presence.
Cost to Income	Optimizing the cost across the organization. Continued efforts are taken to calibrate the CI ratio over a period of time.
Competency Building	Augmenting the talent of young resources & revamping the organizational structure to build a pool of talent to deliver continued excellence.

Customer Focus	Adoption of a “phygital” approach at branches with personalized services for legacy loyal customers and end to end digital experience for next-gen customers with a “Fair to customer, Fair to Bank” approach. Customer experience is critical for the success of any organization as the same is a competitive advantage.
Compliance	Compliance continues to be the core focus for the Bank and will be the axis across all domains of banking activities by adopting the motto “compliance with conscience”.

Continues to build a Strong and Resilient Loan Book by focusing on:

a) Strengthening Business Structure	- Implementing initiatives to expand and establish new tie-ups within co-lending arrangements to facilitate the growth and scaling up of the loan portfolio - Adoption of Digital Lead Management System (CRM) to enhance Business tracking in a more effective manner. - Focus on cohesive lending with emphasis of nurturing relationship through multiple banking products offerings - Scale up sourcing capability through DMA/ DSA - Assets and Liabilities team to work closely for creating value from the customers of the Bank
b) Strengthening the Team	- Asset teams to work with Learning & Development team to develop relevant modules in SIB iLearn software to equip resources to enhance skill and competency. - Competency building through newly launched LMS & instilling sense of ownership and sensitivity - Continuous training programs for senior management team.
c) Building Robust Infrastructure	- Implementing comprehensive measures to fully digitize the end-to- end customer journey. - Leveraging advanced data science techniques to gain insight into customer behaviour, identify patterns and generate alerts effectively. - Expanding partnerships by entering into MOU with more corporates for Dealer and Vendor financing. - The systems and controls are put in place and the utmost priority is given for quality over growth. - Setting up lending platform (LOS/LMS) for retail and SME asset products - The new underwriting model SMILE for loans upto ₹ 2 crore which is already on pilot run is expected to improve the asset quality of Micro and Small segment with better TAT - Various systems like Nucleus, SMILE etc are put in place for ensuring quality. - Data analytics team to play a critical role in business and collections - Strengthening the collection system
d) Launching New Products	- Revamping products in alignment with competitive benchmarking to ensure market relevance and competitiveness - Adding High yielding assets like Personal loans Affordable housing etc. - Leveraging large legacy customer base to offer pre-approved home loan and vehicle loan through extensive use of data analytics.



Continues to build Robust Retail Liability Franchise by focusing on:

a) NRI Business	- Focusing on the Product Mix - Right Product to Right Customer strategy. - Focus on acquiring NTB business with quality by driving Higher IP value collection and sourcing of higher variant CA/SB products. - Customer referral model for acquiring NTB customers. - Re-organise structure with a new vertical focus on Pan India basis - Expanding geographies by partnering with exchange houses, banks and remittance platforms.
b) Higher Share of Customer Wallet	- Analyzing transaction history and behavior for giving the right offers. - Introducing WEALTH X account, a savings bank account to privileged customers. - Digital on boarding of resident customers. - Acquiring Savings account relationship of One Card customers completely through digital journey. - Chatbot assistance in MF investment - Use of data analytics for deeper customer penetration with multiple product offerings - Focused drive on making South Indian Bank as a primary Bank for all asset and liability customers
c) Customer Segments	- Focused activation drive on small vendors for increasing the count of UPI QR POS. - Fintech tie-ups/on-boarding of external agencies (DSA/DRA) for increasing the New to Bank account opening and increasing the digital activation numbers. - Setting up of salary team for Corporate Salary Tie-ups and acquisition in major cities. - Focus on segments like trust, co-operative society and Govt. banking - Digital mapping of customer life cycle management - Centralized lead sharing activity to support NTB customer acquisition.

➤ More emphasis on collection and recovery of stressed accounts

- The Collection and Recovery department was decentralized with dedicated regional collection managers at each region thereby lowering the slippages and stringent recovery has led to a better performance in reducing the NPAs and lower provisions for the quarter
- Alignment of Recovery team with asset verticals to target each customer segments
- Implementation of new collection system with better management capabilities
- Emphasis on one-time settlement against long drawn regulatory processes
- Dedicated focus on mitigating frauds
- Deployment of N-Collect system to enable seamless recovery and reconciliation

➤ Digital Technology

All financial organizations have their technology strategies to deal with a rapidly evolving environment. Technology strategy is a critical aspect of banking, and banks are leveraging cloud adoption, high availability, fraud detection, cybersecurity, and modernization of infrastructure to stay competitive and provide better services to their customers. Banks need to embrace technology and innovation to remain relevant in the dynamic banking industry. By leveraging the use of digital technology the Bank will be able to offer better experience to customer and staff, thereby increase the customer base, improve other income, reduce operation cost and prepare the business for the future. Bank has initiated various digital initiatives for supporting the below

mentioned areas and through further scaling up of the same, bank is expected to reap more benefits in coming years:

a) Cloud Adoption

- Cloud adoption to increase operational efficiency and improve scalability
- Provide better services to customers, reduce downtime, and enhance the speed of processing.

b) Fraud Detection

- Advanced analytics, machine learning, and Artificial Intelligence (AI) to detect frauds and suspicious activities
- Protection of the customers' assets

c) Model Based Underwriting

- Build robust score based lending models
- Revamping underwriting platform to improve TAT
- Integration with multiple external data sources including non-traditional

d) Digital Marketing

- Meaningful engagement with millennials, Gen Z customers
- Leveraging social media platforms for sales and customer experience
- Sentimental analysis for brand building

e) Customer Experience

- Enrich self-service features on all digital channels
- Digital onboarding of customers on assets and liabilities
- Streamline customer experience with intelligent automation/RPA

f) Leveraging Data & Technology

- Strengthening data analytics infrastructure and loan management systems
- Enhancing systems for seamless operations
- Optimizing cost through cloud adoption

g) Digital Partnership

- Partnering with Neo-age lenders and aggregators
- Ramping up of merchant acquisitions using digital innovations.

- Leveraging API platform capabilities for partnerships for Open Bank fintech

h) Culture

- Digital to be one of the DNA for each staff backed by trainings, campaigns & workshops
- Using kiosks, recyclers, and other mobile devices at branches and salesforce
- Digital empowering of front-end staff with necessary tools and training to solve customer queries

Apart from the above, bank continues to focus on the following strategies

- Quality of the portfolio will be maintained, even if there are small pockets of weakness that is expected to flow through the Balance Sheet over time contractually.
- Growth in Low risk / high quality assets
- Portfolio realignment - higher rated corporate, lower tenures etc.
- Gold loans growth
- Reduction in high "experienced" risk books
- Revenue diversification with controlled growth of Credit Cards and Retail Personal Loans
- Enhanced control environment
- Centralisation of Risk Acceptance
- Creation of business verticals for specialized origination / maintenance
- Substantial influx of high-quality talent to bolster overall in-house talent pool
- Hired professionals in Credit Policy / Acceptance, Data Science, Risk, Business and other areas since 2020
- Investment initiated in high quality tools to enhance business capabilities
- Invested in LOS systems for Retail and MSME
- Enhancing institutional capabilities in various dimensions – Data Science / Risk Measurement and Containment / Underwriting / Technology

Going forward, Bank's five Areas of Focus will be as follows:

1. Enhancing Portfolio Resilience
2. Improving Branch Productivity
3. Cost Optimisation



4. Growing Non-branch Distribution & Leveraging Partnerships

5. Enhancing Control / Compliance Architecture

1. Enhancing Portfolio Resilience

- a. Granularising the portfolio
 - i. Building 'Frictionless' processes
 - a. Modifying existing LOS systems to create 'swim-lanes' for targeted segments
 - b. Building high-quality score-cards to facilitate risk acceptance
 - c. Modifying policies to reduce 'wax' and improving customer centricity
 - ii. Making processes 'front facing'
 - a. Empowering the Branch to meet customer needs (and thereby building differentiation)
 - b. Ensuring quality through the system
 - iii. Claim our rightful share of Retail business
 - a. Home / Mortgage / Auto and Personal are subscale
 - i. Buildout in a controlled manner while focusing on profitability
 - iv. Renew Growth of MSME business
 - a. Tap MSME across its life cycle / product lines

2. Improving Branch Productivity

- a. Improving "Tooth to Tail" ratio
 - i. From 75:25 to 85:15 over time
- b. Launched 'Sales Value Addition' metric to track sales activities at Branch level named SIB MAX.
- c. Enhancing Branch Morale and Increasing Sales Focus
 - i. Launched sales rewards from January 1, 2024
 - ii. Plan is based on Sales Value Addition and is product agnostic – i.e. customer focused - to enable branch to provide the products and services desired by the customer
 - a. Plan rewards branches if their 'Sales Value Addition' is above preset thresholds so as to foster recovery of branch costs through incremental sales
 - b. Since the scheme is 'product agnostic' it reduces risk of 'mis-selling'

d. Enhance Branch Capabilities

- i. Training branches on products and processes and customer relationship management

3. Cost Optimisation

- a. SIB has higher cost : income relative to its peers
 - i. Lower NIM – Large concentration of lower yield, short duration, high quality assets leading to NIM compression
 - ii. Higher staffing count
 - a. Substantial proportion of staff in non-customer facing roles (control / risk / credit / operations)
- b. Working on a plan to reduce Cost to Income Ratio
- c. Immediate / Near term action steps:
 - i. Hiring reduction
 - ii. Branch review based on Sales Value Added & Service Intensity
 - a. Branches with Low Sales Value Added and Low Service Intensity to be reviewed
 - iii. Review other expense heads judiciously excising cost

4. Growing Non-Branch Distribution & Leveraging Partnerships

- a. Branch is the main source of business for the bank
 - i. Building non-branch distribution is critical. This is to be achieved in two ways:
 - a. Creating Non-branch architecture – leveraging traditional 'non-branch' sources
 - b. Building Partnerships
- b. Head of Partnerships appointed
- c. Our banking platforms are API enabled allowing us to integrate with third-parties
 - i. Integrations at scale already operational vis-à-vis Credit Cards
 - ii. Other relationships under development

5. Enhancing Control / Compliance Architecture

- a. Develop a matrix for Compliance Risk Assessment with suitable risk scoring and risk categorization.
- b. Leveraging technology to automate compliance and risk management processes

- c. Conduct business line risk assessments for more business lines/products.
- d. Implementing continuous monitoring and review processes.

DIGITAL AND INFORMATION TECHNOLOGY ENABLED SERVICES

This fiscal year, like previous years, has borne witness to South Indian Bank's unwavering commitment to digital advancement. The focus on technology underscores our dedication to innovation, continuous enhancement, and the strategic implementation of digital initiatives aligned with our business goals. The initiatives span across multiple channels including ATM, Internet Banking, Mobile Banking, UPI, Customer On-boarding, Loan Underwriting etc. with particular emphasis on emerging technologies.

Tech Driven CX transformation

Bank's relentless focus on enhancing customer experiences has led us to develop intuitive and seamless digital platforms that cater to our diverse user base, encompassing digitally savvy millennials & longstanding legacy customers.

Strategic Alliances and Open Banking

In line with its vision to transform into a digitally driven and future-ready institution, South Indian Bank introduced the Strategic Alliance and Digital Business Department – a pivotal initiative aimed at driving alternate channels of business growth and deepening the bank's digital footprint. This department has emerged as the nerve center for innovative collaborations, digital product rollouts, and curated content strategies that position South Indian Bank at the forefront of future embedded banking journeys.

The integration journey is streamlined with API (Application Programming Interface)-first strategy which predominantly concentrates on delivering open APIs to partners in a time effective manner. Currently, about 600 APIs have been developed and published on our developer platform, which can be accessed over the internet to utilize the sandbox environment and test solutions effectively.

Strategic Pillars and Major Initiatives

The Digital strategy of the Bank is instituted on four pillars, (1) **Indulge** (customer self-service), (2) **Nudge** (assistance to be nudged to go digital), (3) **Purge** (remove redundant processes using automation) and (4) **Forge** (impactful Fintech partnerships).

Technology strategy focuses on leveraging cloud adoption, high availability, fraud detection, cyber

security, and modernisation of infrastructure to stay competitive and provide better services to the customers.

This year, we have made significant strides under Bank's strategic pillars:

Indulge: Enhancing self-service capability across channels

- Quick FD - We have introduced a very simple, intuitive and user-friendly web-flow for NTB customers to open fixed deposits digitally even for small amounts, without mandatory requirement of operative account. This was well accepted by the new generation of young customers.
- UPI merchant integration kit – This solution has been designed with collection solutions of dynamic QR, intent and collect, allowing effortless integration. Merchants can now choose to receive their UPI credits as a consolidated bulk credit on the next day for smoother business operations and reconciliation.
- UPI Circle—allowing SIB customers to securely delegate trusted secondary users for making payments from their accounts, UPI Lite—facilitating faster small ticket spends and UPI Lite Auto Top-Up are few other notable payment features enabled by the Bank.
- The mobile banking and internet banking platforms have been further enhanced with a host of new features like facility to view/recharge NCMC wallet, digitally update the nominee in your account, opt to buy PMJJBY/PMSBY/other third party insurances etc.
- Our software team, rolled out a fully in-house developed, zero-paper, Digital Vehicle Loan Origination System—SIB Power Drive, which allows customers to begin their vehicle loan journey from dealer points, DSA/DST locations with quicker processing, or through traditional route of branches. Another in-house LOS, Quick PL, rolled out for Personal Loan on-boarding has also gone Live, strengthening our digital lending capabilities and reducing turnaround time. We are using digital marketing to drive business through these new age platforms.
- The trade finance portal—SIB TF Online, developed for our corporate customers to initiate import payments through Internet Banking platform, was enhanced last year with improvements and continues to undergo further expansion in the upcoming years.
- We have enabled the option to convert debit card purchases into EMIs. Along with that, "Swipe to Pay" feature, a secure alternative to OTP for



authenticating online debit card transactions, is also implemented, offering added convenience.

- SIB Video KYC—remote customer on-boarding platform has been enhanced to allow customer profile updates and minor to major conversion of account category.

Nudge: Empowering branches with technology solutions to nudge the customers to go digital

- Introduced Aadhaar based face authentication and enabled digital re-activation of dormant accounts through SIB SWIFTe, branch assisted onboarding platform, enhancing customer convenience and engagement.
- An Authenticated Customer Engagement (ACE) Hub facilitating secured authentication from customers for requests generated from branches, has been implemented. Currently, we have rolled out this module with deposit opening and closure options, which will be extended to customer modification and other generic requests in a phased manner. This gives a blended option between physical and digital as a way to engage with our customers and source business.

Forge: Driving Business Through Strategic Partnerships

At the heart of the Strategic Alliance and Digital Business Department's strategy lies a robust ecosystem of partnerships with leading Fintechs and NBFCs, unlocking new avenues for customer acquisition, digital engagement, and revenue generation.

Among key fintech collaborations:

- Upswing Financial Technologies: Facilitating digital deposit sourcing through multiple partner platforms, helping expand the bank's liabilities base in a seamless, tech-enabled manner.
- Dhanlap: Powering the bank's digital Loan Against Mutual Funds (LAMF) offering, enabling customers to access liquidity against their mutual fund investments via a fully digital process.
- Digital Referral Agents (DRAs) to generate qualified lead referrals across multiple product verticals, ensuring scalable and targeted customer reach.

Further, partnerships are being actively pursued in areas like Equated Daily Installment Loans, Loan Against Insurance, and Premium Financing, with several fintech tie-ups already in advanced stages. These partnerships are not only accelerating business growth but also helping the Bank to build a robust digital distribution framework.

Innovating in Co-Lending: Bridging Reach and Risk

In the co-lending space, South Indian Bank has made significant strides through partnerships with reputed NBFCs. The co-lending model allows the bank to efficiently serve a broader customer base by leveraging the agility of fintechs and NBFCs, while also maintaining risk discipline.

Key collaborations include:

- IIFL Finance, Rupeek, and Fedfina: Co-lending for Gold Loans, enabling rapid and secure disbursal at scale.
- Amazon Pay Later, in association with Axio: Offering checkout finance solutions to Amazon customers, expanding the bank's presence in the embedded finance space.

Several more tie-ups are in the pipeline, spanning personal loans, MSME financing, and retail mortgages, with the aim of building a balanced, tech-led lending portfolio.

In-House Digital Product Innovation

Complementing external partnerships, the department is also focused on launching proprietary digital products under the "Quick" suite, targeting seamless customer journeys with minimal friction:

- o Quick FD: Enabling digital fixed deposit creation in minutes.
- o Quick PL: Facilitating instant digital personal loan disbursement with minimal documentation.

More such in-house innovations are under development, reflecting the bank's commitment to becoming a "digital-first" bank while maintaining the core values of trust and service excellence.

Vision Ahead: "Bank Inside a Bank" Model

With an agile and innovation-driven mind-set, the Strategic Alliance and Digital Business Department aims to operate as a "Digital Bank Inside a Bank", focusing solely on alternative business sourcing, digital engagement, and ecosystem partnerships. It aspires to evolve South Indian Bank into a digital powerhouse that delivers contextual, convenient, and customer-centric solutions across platforms.

As the department continues to expand its network of partnerships, launch new digital offerings, and deepen customer engagement through data and technology, it is well-positioned to script the next phase of South Indian Bank's digital journey—marked by scale, sustainability, and speed.

Purge: Automating manual processes at branches and back-offices to improve customer TAT using AI and RPA

- We have already automated more than 285 processes through Robotic Process Automation (RPA) and are prepared to continue the automation endeavour in the upcoming years as well.
- Simplified the IVR structure for quicker and easier customer access.
- We have introduced data-models, in CRM which employs AI/ML and NLP technologies to enhance banking workflows by providing data driven insights and personalized recommendations. This AI backed system empowers SIB-Relationship Managers with next-best-action advice to enable proactive retention strategies.
- Control mechanisms have been implemented to proactively detect and eliminate money mule activities.

Payment Systems

We already offer robust and diverse payment modes through Mirror+, Net Banking, NACH, Debit Cards, Credit Cards, IMPS, UPI, AEPS etc. On the acquiring side we have PGs, UPI-POS, Bharat QR etc. ensuring seamless payments aligned with high industry standards. The share of digital transaction of the Bank has grown to more than 98 per cent in the Financial Year 2024-25. We expect a considerable increase in digital transactions, further driven by this year's newly introduced features, along with the upcoming UPI enhancements in pipeline and introduction of digital currency.

Cyber Security

Bank's focus on cyber security has been paramount. A strong cyber security setup is essential to protect customer data, ensure regulatory compliance and maintain trust. Effective cyber security ensures operational resilience and builds trust in the financial ecosystem. We have implemented robust fraud detection systems and enhanced Bank's cyber defense mechanisms, ensuring the highest level of security for customer's data and transactions.

As part of mitigation, we continue to deploy advance cybersecurity technologies such as firewalls, intrusion detections and prevention systems to fortify network and systems. We also focus to invest in staff training to enhance awareness of cyber threats and promote the adoption of best practices.

IT Departments including Data Centre, DR site & BCP site and CISO Office are ISO 27001:2022 certified for the implementation of Information Security Management System (ISMS). The Bank has a full time CISO Office for

surveillance of the security architecture/ infrastructure and for coordinating security incident-response activities. We have also ensured that Security Operation Centre (SOC) does 24X7 surveillance and keeps itself regularly updated on the latest nature of cyber threats. We are using several monitoring tools for identifying, monitoring, detecting, preventing, recording and analyzing security events or incidents within the real-time IT environment.

In conclusion, South Indian Bank stands at the forefront of digital innovation, poised to redefine the future of banking.

Digital Marketing and Thought Leadership

Recognizing the need to engage today's digital-savvy customers, we have rolled out innovative content and digital marketing initiatives:

- Launched two curated channels ('**fincredibles**') for **financial literacy and awareness**—one in **Malayalam** and the other in **English**, catering to diverse demographics.
- Started the **SIB Blogs**, a platform for in-depth financial content aimed at a serious, informed audience.

These initiatives are building a strong brand presence online and positioning South Indian Bank as a **thought leader** in the digital financial literacy and education space.

BANK'S DIGITAL BANKING PRODUCT OFFERING

Retail Customers

The Bank offers best-in-class technology services to meet the diverse requirements of retail clientele. The technology stack includes well designed customer touch points and robust back end systems providing 24x7 digital availability of the highest quality to the customers, which inter-alia, include the following:

- Robust Internet Banking platform - SIBerNet.
- Customer Centric and secure Mobile Banking platform – SIB Mirror +.
- Variants of VISA, Mastercard & RuPay Debit Cards.
- RuPay Prepaid Cards.
- Student Smart Cards for Institutions- used for Identity cum financial transactions.
- ATM, Cash Recyclers (CRM) with Interoperable Cash Deposit (ICD) and Call Centre Solution catering to customers 24x7.
- ATM network spread across the country, which supports Mastercard, VISA and RuPay cards allowing customers quick access to money.



- Missed call services for retrieving balance through SMS.
 - Online investment in primary and secondary markets offered to customers through ASBA and e-trade modes.
 - Convenient and secure Whatsapp Banking.
 - Portfolio Investment Scheme for NRIs, allowing them to invest in Indian equity market.
 - Remittance Platform powered by IMPS, UPI, NEFT, RTGS modes.
 - FASTag for toll fee payment.
 - Kiosk based Financial Inclusion Solution to enable the Bank to reach nook and corner of the country, even in remote villages using technology enabled tools.
 - Payment Options such as Automated Clearing House (NACH) Payment Service, Cheque Truncation System (CTS), RTGS/ NEFT, etc.
 - Account Opening for NRI directly through Bank's website.
 - Artificial Intelligence based banking services such as SAM and SONA (Chatbot).
 - Central Plan Scheme Monitoring System (CPSMS), which links to the DBT (Direct Benefit Transfer) for instant receipt of Government subsidies to the beneficiaries of various Govt. schemes.
 - SIB SWIFTe mobile App based instant account opening for individual Savings Accounts and Current Accounts
 - Quick FD for digital deposit opening for NTB customers
 - Authenticated Customer Engagement- Customer module on SIB Mirror+ to quickly approve service requests initiated at branches
 - Pre-Approved Personal Loan /Car Loan through Channels.
 - Instant Demat account opening through SIBerNet.
 - Video KYC solution for on-boarding customers digitally.
 - IPO/ASBA through SIBerNet.
 - Fully digital Electronic Bank Guarantee through NeSL platform.
 - Lead Management/Compliant Management through CRM Software.
 - Pre-Approved Personal Loan through OneScore App.
 - Quick PL to extend digital Personal Loan to NTB customers
 - Digital transformation of Retail & MSME LOS with STP covering GST Power, LAP Power, Composite Power, Micro Power and Power Drive (VLOS)
- ### Corporate Customers
- The Bank has Internet Banking facility which provides all the workflow capabilities required for each corporate to facilitate fund payouts and view/manage accounts 24x7.
 - The Bank also offers Host to Host Integration facility ("Hi-Hi Banking") which will handle fund transfer in a seamless fashion by real time interface with ERP solutions of corporates. This facility is available for 365 X 24 X 7 and the clients can securely access the system from anywhere.
 - Supply Chain Management Solution caters to the dealer/ vendor financing requirement of corporates.
 - SIB PAYGATE provides the platform for the business entity to accept online payment through UPI, all Major Debit Card and Credit Cards, Internet Banking against the services provided Online.
 - The Bank is offering business debit cards to the business customers.
 - SIB FeeBook is an online event-based fund management/collection portal which enables organisations to create a payment portal as per their needs.
 - On the business acquiring capabilities, the Bank has full suite of payment acquiring including POS terminals, Bharat QR, UPI QR, Payment Gateway etc. which gives the merchants a whole host of accepting payments instantly from their customers.
 - Integration through APIs for full-fledged automation done with several corporate and Government agencies.
 - Trade Finance Portal for Customers.
 - VAN based NEFT/RTGS collection API.
 - Complete end to end NACH integration through API model for mandate creation, transaction processing etc.
- ### Technology Infrastructure
- Core Banking Solution (CBS) Finacle 10. from Infosys.
 - Enhanced Security Operation Centre.
 - ISO 9001:2015 and ISO 27001:2022 Certified Bank owned Data Centre (DC).

- PCI DSS certified Secure Card ecosystem.
- ISO 27001:2022 Certified Disaster Recovery and BCP Setup.
- Zero Data Loss high availability setup with DC, DR and Near line DC Setup.
- Cyber resilience solution for data security and backup protection
- Automation of payments.
- Process Automation using RPA.
- Full Fledged API banking system capable of quick integration with partners
- Fraud Risk Management (FRM) Solutions for CBS and channel transactions.
- CRM solution providing 360-degree view of customers.
- Business Process Management (BPM) to enable centralisation.
- Multiple Loan Origination Systems(LOS) including in-house solution for seamless on-boarding of Loans.
- Technology backed Infrastructure powering Bank's branches and ATMs.
- Enterprise Risk Management Solution.

Awards and Certifications Received on Technology Front

The Bank has won various awards and accolades in the FY 2024-25 also. These awards are a testimony to the Bank's strategy, commitment and execution of various digital/IT initiatives and have brought in acclaim from both customers and stakeholders.

Infosys Finacle Innovation Awards 2024	Winner- Business Model Innovation Winner- Corporate Banking Innovation Winner-Ecosystem Led Innovation Winner-Maximizing customer engagement
Banking Frontier Finnoviti Awards 2024	Winner – SME LOS
ETBFSI Exceller Awards 2024	Winner-Best Innovation in Digital Lending-Banks- Power Drive(VLOS)
Navabharat BFSI Conclave and Awards 2025	Excellence in Digital Banking
IBEX India 2025 BFSI Technology Awards	Winner- Excellence in Operational Efficiencies (SWIFTe) Special Mention- Enhanced Customer Service experience (CRM AI)
20th IBA Technology Awards	Best Tech talent and organization- Winner Best Financial Inclusion- Runner Up Best digital sales, payments and engagement- Special Mention Best IT Risk Management- Special Mention Best FinTech and DPI adoption- Special Mention
ETNow-Times Group	ET Now Top 100 BFSI Tech Leader 2025- Mr. Sony A
CIO Axis	Innovative CIO-10th Innovative CIO Awards 2025- Mr. Sony A

IT Training

During the year, many training events had been arranged for the Bank's officers in premier institutions to keep themselves abreast with the advancements in Infrastructure Technologies, Cyber Security, Security in Cloud Computing, Mobile App Security, FinTech, etc. The Bank has also tied-up with leading online technology training platforms to offer all year-free technology training and certification programmes for its technology team. Also, staff are encouraged to pursue training and certification in their respective domains. The Bank has also integrated training and certification as a key component of employee key performance indicators.



Business Continuity Planning

The Bank maintains a comprehensive Business Continuity Plan (BCP) and Disaster Recovery (DR) setup, certified with ISO/IEC 27001:2022. Bank's BCP locations include Bangalore and Delhi, where regular drills ensure preparedness for any emergencies. Equipped with robust infrastructure and trained personnel, we are ready to quickly respond and resume critical services from Bank's DR locations.

In anticipation of various scenarios like pandemics, natural disasters, and accessibility issues, the Bank has implemented measures including secure Work From Home (WFH) options for critical personnel and online meeting facilities, ensuring uninterrupted customer services. Zero data loss replication methods are in place for critical workloads, enhancing Bank's disaster recovery capabilities.

Bank's BCP operations proved effective during the pandemic and forecasted flood alerts, with seamless transitions to DR without impacting customer services. The Bank has also strengthened cyber recovery and ransomware protection measures, ensuring systems operate at full capacity without disruption. Bank's BCP policy is regularly reviewed and updated to align with industry standards, with oversight from the IT BCP Committee, Information Security Committee (ISC), and the Board.

NEW PRODUCTS

During FY 2024-25, the Bank had introduced new loan products to provide focused thrust on advances to Housing, Gold Loan, MSME and Agricultural Sectors. The Bank has introduced new products like SIB Ashirwad (affordable housing loan), gold loan products like Gold Max Lite (Retail), Gold Max LT (Agri. Allied & Non Crop), Gold Max LT (Retail) and Gold Max LT Lite (Retail), business loans like SIB Captive Plus, SIB GST Power, SIB Uday, ESG products to promote MSE sector like MSE SPICE (Scheme for Promotion and Investment in Circular Economy) & MSE GIFT (Green Investment Financing for Transformation) and Farm Gate Processors for agricultural sector. Also, new co-lending arrangement for online checkout finance was introduced.

To bring more transparency, control and to reduce the Turnaround time (TAT) in processing the loan applications, Bank had introduced Straight Through Process (STP) modules for various loans like Loan against property, business loans, mudra loans, car loans etc. and in the coming year, Bank is planning to introduce STP modules in other products and to enhance asset portfolio, the Bank plans to implement new co-lending arrangements with Fintech partners.

Further, during FY 2024-25, Bank introduced segment-specific offerings, including SIB Start Up -a unique Current Account offering for newly started business ventures ,SIB SAGA-a tailored proposition for the NRI salaried class and SIB Q-End-a deposit product with interest pay-out option at Financial Year Quarter Ends."

INFORMATION SECURITY AND RISK MANAGEMENT

As banks adopt sophisticated technology to roll-out the most effective banking solutions to customers, they are increasingly exposed to technology risks. It is therefore imperative for each Bank to work out appropriate IT risk management strategies to secure its most vital information assets and to ensure that related Information Security, risk management systems and processes are strengthened and made secure for smooth, continuous banking and customer operations.

- IT Departments including Data Centre, DR Site & BCP site and CISO Office are ISO 27001:2022 certified for the implementation of Information Security Management System (ISMS). As a part of ISMS implementation, the Bank has prepared IS Security Policy and related IT risk management procedures.
- The Bank also ensures that all cyber security requirements as per statutory/regulatory guidelines and best industrial practices are implemented on priority basis.
- The Bank has a full time CISO Office for surveillance of the security architecture/ infrastructure and for coordinating security incident-response activities. The Bank has formulated Cyber Security Policy and Cyber Crisis Management Plan to provide guidance in addressing various cyber threat scenarios. The Bank has also identified various types of IT risks and the required preventive, detective and corrective cyber security controls are implemented/updated.
- The Bank has also ensured that Security Operation Centre (SOC) does 24x7 surveillance and keeps itself regularly updated on the latest nature of cyber threats. The Bank is using several monitoring tools for identifying, monitoring, detecting, preventing, recording and analysing security events or incidents within the real-time IT environment.
- The Bank has put in place a number of security solutions to manage cyber-attacks. The Bank has implemented multiple advanced security solutions to protect IT infrastructure, employees, customers, partners etc. from malware, advanced persistent threats, denial of service type of attacks and variety of other threats and malicious attacks.
- The employees are updated with the latest security threats and the best security practices. In order to

ensure continuous awareness on best cyber security practices and cyber security risks, a dedicated internal web portal to disseminate relevant security information has been set up and it is accessible to all the employees. Courses on information security are being launched through iLearn portal. Employees are provided opportunity to attend internal training sessions and external courses to increase their knowledge on various cyber security topics.

- The Bank provides cyber security awareness to its customers on a continuous basis through various channels like SMS/Email/Website/Social media, etc.
- The Bank is also committed to Data Privacy of customers, employees, stakeholders, etc. and is undertaking initiatives to further enhance and improve its Data Privacy posture.

Measures for the effective implementation of Cyber Security Framework and management philosophy

Effective measures have been taken to address the gaps, if any, identified, in each area such as IT Governance, Information Security, IT Service outsourcing, IS Audit, IT Operations, Cyber Frauds, Business Continuity Plan (BCP), Customer Education and Legal issues. Information Security policy is periodically revamped incorporating various guidelines and stipulations mentioned in regulatory framework/guidelines/other best practices. In addition, other relevant IT Policies such as IT Operations Policy, IT Governance Policy etc. are also enforced.

Various management level and Board level committees are in place to oversee the related activities. Cyber security preparedness of the Bank is reviewed by Information Security Committee, IT Strategy Committee of the Board and Board of Directors on a quarterly basis.

BANKING OPERATIONS GROUP (BOG)

The Banking Operations Group (BOG) has been set up to centralize and to streamline various operations which were happening at branches/sales/product, making them free from those operational activities. This helps to empower the sales teams/branches to focus and garner more business, improving the top line as well as bottom line of the Bank.

Asset and Liability operations of BOG has been awarded with the ISO 9001:2015 Quality Management Certification.

BOG operates with a well-organized business continuity plan including operation teams working at Coimbatore, Chennai and Ernakulam with facilities to continue operations even if the operations at one centre is disrupted.

BOG operations are of hybrid in nature - in house and outsourced.

Outsourced personnel are predominantly employed from Bank's wholly-owned subsidiary M/s. SIB Operations and Services Limited.

BOG covers the following functional operations in a centralized environment with a view to bring standardization of processes and procedures, scalability in line with business expansion, compliance with regulatory and statutory requirements, enforcement of internal controls, besides expeditious service to the customers.

A. Asset Operations

Banking Operations Group (BOG) – Asset Operations covers the following functional operations which centrally carried out and managed:

1. Loan document preparation and verification of executed documents.
2. Loan Opening and Disbursement of Retail Loans.
3. Capturing Collateral details and facilitate CERSAI registration in all the applicable cases.
4. Central Subsidy Schemes – Education, MSME, Export.
5. OTS (One Time Settlement) Validation and Vetting.

B. Liability Operations

Liability Operations include relationship and servicing, covering the following:

1. Retail & Corporate Account Opening
2. NR Account Opening & Servicing
3. CIF ID creation
4. Account /Customer Modifications
5. Re-KYC/Periodic KYC Updation
6. Central KYC Records Registry (CKYCRR)
7. Digital Account Opening (Diya, SIB SWIFTe and Video KYC)
8. Account/Customer Modifications via Digital Channels (SIB SWIFTe/Video KYC/SIB Mirror Plus/Sibernet/Website)
9. Post facto verification of co-lending arrangements.
10. Account Maintenance
 - Joint Holder - Addition/Deletion
 - Nominee - Addition/Deletion
 - Updation of Mode of Operation



C. Reconciliation and Digital Channel Support Operations

Reconciliation operations covers the following areas:

1. Dispute management and reconciliation process of:
 - i. Debit Cards (NFS,MASTERCARD/MAESTRO, VISA, RUPAY)
 - ii. RUPAY PREPAID CARDS
 - iii. ONECARD Credit Card
 - iv. NFS,IMPS,UPI, ONUS POS, AEPS, BBPS, ICD, NETC Fastag ,Payment Aggregators,
 - v. Reconciliation of payments / receipts received through Fintech Tie Ups
2. Managing customer complaints pertaining to unauthorized Electronic Transactions and ATM cash shortage

D. Retail Product Support Services

Retail Product Support Services covers the operations related to,

1. PFMS/WPS
2. Direct Debit
3. NPS/NPS Lite/APY
4. Internet Banking/Hi-Hi Banking/Mirror Corporate
5. Debit Card
6. POS/UPI POS
7. Travel Card
8. Payment Gateway/SIB Fee /E Academia /Fee Book
9. DEMAT

E. Payment & Settlement Operations

Payment & settlement operations covers:

1. RTGS/NEFT
2. CTS Operations
3. NACH Operations

F. Trade Finance Central Processing Centre (TFPCP)

TFPCP undertakes the Trade Finance Operations of the Bank centrally. During the FY 2024-25, the Bank centralized the Domestic Non LC Bills Purchase activities and ECGC Premium collection and Payment at TFPCP which ensures better control and compliance. The following operational activities are centralized at TFPCP:

1. Inward and Outward Remittances.
2. Export Bill Operations and Post Shipment Finance.
3. Import Bill Operations.
4. SWIFT Operations.
5. Issuance of LC and BG (Foreign and Domestic).
6. Other Forex Operations (Foreign Cheques, Vostro, Money Transfer Services, FCNR Deposits etc.).
7. Supply Chain Finance.
8. Domestic Non LC Bill operations.
9. ECGC Premium collection and Payment

G. Branch Operations Vertical (BOV)

Branch Operation Vertical (BOV) was conceptualized and established under Banking Operations Group (BOG) for the purpose of monitoring the branch operations to mitigate the inherent risks embedded in branch operations. The structure includes a central team at Head Office with extended hands in Regional Offices (Regional Operations Managers) and Branches (Branch Operations Managers and Customer Service Officers-Operations)

The vertical facilitates compliant operations by providing SOP on various branch activities, automated process flows, follow up and implementation of statutory directions and effective monitoring and audit, thereby facilitating business growth with compliance to regulatory/legal norms.

Key Objectives:

- a. Enabling compliant branch activities by laying down easy processes and readily available reference data
- b. Monitoring the day-to-day operations
- c. Auditing and rectification of deficiencies
- d. Timely reporting to stakeholders
- e. Expenses and pay-out management
- f. Cash Management of the Branches and Currency Chests.

Projects and Initiatives:

- a. Rolling out of fresh SOP and setting up of annual review process.
- b. Launching Document Management Solution (DMS) to enables branches to scan the day book slips on daily basis. Scrutiny of sample of the scanned documents is being done at Regional Office level.

- c. Setting up of automated audit and monitoring mechanism.
- d. Training staff on compliant operations.
- e. Introducing outsourced staff for regular works to bring down salary expenses.
- f. A Mega Currency Chest was opened at Kakkanad, Ernakulam recently.

Way Forward:

BOG proposes to commence/expand the following operational activities during the FY 2025-26 as part of the vision of the Bank.

1. SWIFT ISO 20022 migration
2. BG Closure centralization
3. Partial centralization of UBD/DBD
4. Centralization of Packing Credit operations
5. Online application of BG through Internet Banking
6. Charge module creation for domestic non fund based facilities
7. Outsourcing of Reconciliation and dispute management process.
8. Automation and enhancing the scope for outsourcing of the routine operational activities in order to reduce the cost of operations
9. Enabling Proprietorship Account Opening through SWIFTe and VCIP/Video KYC
10. Enhancing and Building a strong work force for operations (BOV)
11. Introducing automated processes, digital registers etc to ensure smooth and fast processes (BOV)

COMPLIANCE DEPARTMENT

The Bank has institutionalized a strong compliance culture and mechanism across the organization, in pursuit of its strategic goals of transparency and trust, among all its stakeholders. The Bank has a dedicated independent Compliance Department headed by a Senior General Manager which operates as per a well-documented compliance policy for ensuring regulatory compliance, across all businesses and operations. The key functions of the department include tracking of regulatory updates affecting various functions of the Bank, dissemination of regulatory updates to functional units, monitoring of timely implementation of regulatory instructions, review of processes from a regulatory compliance perspective, providing guidance on compliance-related matters, vetting of Bank's policies and internal guidelines, imparting training

to employees on compliance aspects among others. Compliance Department acts as the nodal office to handle regular communication between bank and RBI and also takes care of the activities associated with the Risk Based Supervision process of RBI. The Bank has a well-defined and structured mechanism to assess the compliance risk and monitor its mitigation measures, thereby ensuring the effectiveness of the compliance function in managing the compliance risk. Compliance officials have been designated in all business units and departments for monitoring and mitigation of compliance risk. All the circulars of the Bank are made available in electronic form. Bank's policies, guidelines and forms are also uploaded in software platform so as to empower the branches with readily accessible pool of information/ guidelines.

DATA SCIENCE DEPARTMENT

The Bank has a full-fledged Data Science Department, with the primary objective of accelerating and improving decision making with valuable insights, optimising internal business processes, enhancing operational efficiencies, driving new revenues and gaining competitive advantage over business rivals and thereby achieving the pre-determined corporate goals in an engineered manner. Towards achieving this a single centralized data repository is created after collating data from various internal systems and from a few external sources. This database serves as the single source of truth and is consumed for data analytics and all reporting activities including regulatory reporting.

On the data analytics, the department built and implemented several Descriptive analytical models for providing valuable insights to the top management and operations staff. The Bank has also deployed several Predictive analytical models for identifying the right customers to extend various asset products like Digital Pre-Approved Personal loan, Digital EMI loans, Cash forecasting, Targeted marketing through system assisted campaigns, etc. We have also partnered with external agencies to build application score cards for enabling quicker sanctions of assets. On the technology front we predominantly use IBM stack of tools for data analytics and reporting in addition to the leading open source tools.

The Data Science department handles all reporting activities, the daily operational reports are created and provided through the respective applications softwares. MIS and Business intelligent reports are provided through BI tools using the Centralized Data Repository. For Regulatory reporting, an in-house regulatory reporting solution is built as per the specifications of the Reserve Bank of India and regulatory reports are submitted to RBI systems online.



BUSINESS PROCESS GROUP

The Business Process Group (BPG) was established with the objective of fostering a frictionless and efficient business environment, with a sharp focus on enhancing operational effectiveness. Operational since 6th November 2023, BPG's initial thrust has been on the Asset Business vertical, with special attention given to the Retail and MSME segments. These segments were prioritized for designing streamlined workflows to enable seamless user experience and improve operational efficiency.

The Key Achievements of BPG includes successfully developing 5 distinct workflows within the existing Loan Origination System (LOS), 3 proprietary LOS platforms, built in collaboration with the Digital and Technology Department and development of 5 renewal workflows for recurring credit needs.

All these systems are built upon the concept of Straight Through Process with automation and score card based underwriting, followed by a scrutiny of whole actions at credit end prior to disbursement. The summary is tabulated as follows.

Going forward BPG remains committed to further simplification and optimization of processes and procedures. The aim is to ensure better utilization of infrastructure and resources, thereby reducing operational costs.

RISK MANAGEMENT

The Bank has an Integrated Risk Management Department (IRMD), independent of business functions, covering Credit Risk, Market Risk, Assets-Liabilities Management (ALM) Operational Risk Management and Cyber risk. IRMD as part of its role, identifies risks and uncertainties that are faced by the Bank, participates in risk mitigation at strategic, policy, and operational levels and works collaboratively with business teams to build consensus and ensure ownership of risk in the first line of defense.

The Bank has put in place independent risk management architecture and practices that are overseen by Risk Management Committee of the Board (RMCB). Appropriate policies to manage various types of risks are approved by the Board of Directors after review by Risk Management Committee of the Board (RMCB), which provides strategic guidance while reviewing portfolio behaviour. The Board of Directors appoints the CRO, who heads the independent risk function in the Bank. The senior level executive committees like Credit Risk Management Committee (CRMC), Market Risk Management Committee (MRMC), Operational Risk Management Committee (ORMC) and Asset Liability Management Committee (ALCO) develop the

risk management policies and vet the risk limits to ensure better control. The Risk function provides an independent and integrated assessment of risks across various business lines. Risk Management Department holds the ISO 9001:2015 certification, a testament to commitment to excellence in quality management.

With an objective to be socially and environmentally sustainable, the Bank has established an 'Environmental and Social Management System (ESMS) Policy' which defines guiding principles for mitigating the Environmental & Social (E&S) risks arising out of Bank's lending activities. This approach integrates Environmental & Social factors in addition to the various credit, operational & financial risk factors, while undertaking high value lending and investment decisions. The policy also prescribes an exclusion list consisting of activities prohibited for lending operations considering their negative impact on the environment and the society.

RISK APPETITE

Risk appetite of the Bank refers to the level of risk that the banking organisation is prepared to accept in pursuit of its financial and strategic objectives, before action is deemed necessary to reduce the risk. It is determined through the assessment of risk taking capabilities of the Bank in the form of sound risk mitigation techniques and capital base. Risk Appetite forms a key input to the business and capital planning process by linking business strategy to risk appetite. Risk appetite of the Bank is defined by the Board of Directors through the Risk Appetite Framework which encompasses the general risk appetite of the Bank as well as risk appetite with respect to specific categories of risks. Qualitative and quantitative measures, risk tolerances as well as targeted limits for various categories of risks are included within the risk appetite and are monitored on a quarterly basis. The framework ensures that aggregate risk exposure of the Bank is always within the desired risk bearing capacity. Further, constant monitoring of such limit is done by Risk Management Department to ensure that activity of the stakeholders is well within the Board approved limits.

RISK MANAGEMENT POLICY FRAMEWORK

The Bank has a comprehensive policy framework which contains separate policies for identification, measurement and management of all material risks including but not limited to credit, market, operational, liquidity and other Pillar-II risks. The Bank has put in place an integrated risk management policy which ensures independence of the risk governance structure. The required standard operating procedures also follows the Policies to ensure that all the parameters are well covered while implementing the approved policies.

RISK MANAGEMENT PRACTICES

It is imperative to have robust and effective risk management practices not only to manage risks inherent in the banking business but also the risks emanating from financial markets as a whole. The Bank has in place a robust risk management structure which proactively identifies the risks faced by the Bank and helps in mitigating the same, while maintaining proper trade-off between risk and return thereby maximising shareholder value.

a) Credit Risk Management:

Credit risk management policy defines credit risk as the possibility of losses associated with the diminution in the credit worthiness of the borrower or the counterparty or the failure on the part of the borrower to meet its obligations in accordance with the agreed terms. The Bank has a comprehensive credit risk management framework, which deals with identification, assessment, measurement and mitigation of credit risk. The Bank has devised two-dimensional rating system and retail scoring system in line with RBI's guidelines. Further, the Bank's Board has approved the methodology for estimation of risk components namely Probability of Default (PD), Loss Given Default (LGD) and Exposure at Default (EAD) for its Corporate and Retail exposures. The Credit risk of the Bank is overseen by RMCB at Board level and Credit Risk Management Committee (CRMC) at executive level. Of the strategic measures employed in managing credit risk, risk rating occupies a position of prominence, as it involves the rating of borrowers from a risk perspective for the purpose of credit decision, pricing and supervision. RMCB/CRMC approves the launch/modification of new rating models/ scorecards, reviews exposures against prescribed ceilings, oversees the monitoring of size, rating distribution and concentration of credit exposures and timely amendments/review of Credit Risk Management Framework. Credit Risk Management cell, which functions under their guidance executes the directions of RMCB/CRMC and it ensures that appropriate system level changes (including IT) are also implemented. For the purpose of credit risk assessment, the Bank's exposure is broadly classified into retail and non-retail. All corporate loans are rated using dual rating models/specialised lending rating models and retail exposures are scored using scorecards. Ratings and scorings are performed in proprietary automated platforms which ensure integrity, objectivity and consistency of ratings. Further, rating/ scoring data is captured in core IT systems of the Bank to facilitate seamless reporting and timely validation of rating models/scorecards. The Bank has deployed

checks to ensure timely review of borrower ratings and capture of scoring information of all retail loans at granular level. Bank has eight non-default rating grades and one default rating grade. The customers are assessed based on their financial performance, industry characteristics, business positioning, project risks, operating performance and other non-financial parameters, such as quality of management and conduct of account. The Bank validates its rating models and scorecards on a periodic basis. Corporate/Retail loan applications sourced at different Business units are processed at Centralised Processing Centres/Credit Hubs.

The corporate loan proposals are independently reviewed by Risk Management Department during the risk rating process. Committee system of loan approvals have been implemented in the Bank for exposures that fall beyond the powers of individual functionaries. A well-defined approval matrix is in place for approving exceptions. Credit Mid Office Group (CMOG)/Banking Operations Group (BOG) ensures compliance of pre-disbursement conditions before issuing clearance certificate for non-retail loan account opening. Post disbursement, CMOG/BOG will ensure compliance with critical post-disbursement/ special conditions specified in the sanction order and also track activities that happen at regular intervals like stock statement submission. The pricing system is suitably aligned to the cost of funds and to the perceived risk that a borrower poses. Appropriate credit underwriting and approval processes, risk mitigation, post-disbursement monitoring and timely remedial actions are part of the credit risk management. Segment-wise and borrower category-wise exposure limits are fixed and monitored by the Bank to address the risk of concentration. Rating migration studies and default rate analysis, based on the credit risk rating of the borrowers, are undertaken on a periodic basis to analyse the changes in credit risk profile of the borrowers and to provide input for policy and strategic decisions. The portfolio analysis of various products/industries, covering various credit quality indicators are being carried out on a periodic basis for identifying portfolio trends, and generating portfolio level MIS. PD Term structure and LGD estimates are used as inputs for ECL computation under Ind-AS, for proforma reporting purpose.

Market Intelligence Unit: A dedicated Market Intelligence Unit (MIU) attached to Risk Management Department comes out with detailed reports half-yearly on the outlook pertaining to different industry sectors. Early Warning System has been put in place to enable the Bank to take proactive



measures for addressing the possibility of credit quality deterioration of specific borrowers. MIU is actively involved in regular monitoring of the sector, economy, industries and large credit borrowers and any positive/negative movements are immediately brought to the notice of all the stakeholders. Gathering and dissemination of market information to facilitate efficient credit risk management and any other activities for improving the quality of credit profile as well as ensuring effective and prudent risk management. To bolster the risk management strategy, the MIU undertook event risk studies. These studies provided valuable insights into potential threats to take proactive actions like credit decisions and monitoring activities.

b) Market Risk Management:

The Bank has laid down comprehensive policies, framework and procedures to manage market risk in a holistic manner. The Investment Management Policy lays down broad guidelines to proactively manage market risk. The Board, supported by the Market Risk Management Committee (MRMC), frames the Market risk management policy, which details the methods to identify, measure, monitor and control market risks. The Bank has dedicated independent mid-offices for forex and domestic treasury at Treasury Department, reporting directly to the head of the Risk Management Department. The mid-offices closely monitor market risk inherent in treasury dealings. The market risk at an overall level is measured by applying techniques, such as VaR and Modified Duration. The stop loss levels for individual securities and limit framework for different categories of investments play a pivotal role in controlling market risk associated with different securities at micro level.

c) Operational Risk Management:

The Bank has developed and implemented an operational risk management framework that is fully integrated into the Bank's overall risk management system. The Bank has put in place process, systems, and procedures to actively manage and mitigate operational risks and to optimize resources not only to protect the interests of the Bank but also to ensure a return commensurate with the risk profile adopted. Identification and assessment of risk, together with the assessment of control effectiveness, are key to the operational risk management process. The Bank has implemented risk management tools like Risk and Control Self-Assessment (RCSA) and Key Risk Indicator (KRI) frameworks to ensure continuous monitoring, evaluation, and trend analysis of various risk elements. All new products and processes are

reviewed and approved by the Risk Management Department, ensuring that all risks involved in new products and processes are clearly documented, and adequate procedures and controls are implemented well before the launch/implementation of the product/process. Further, an organization-wide awareness program on the importance of operational risk and timely and adequate reporting of incidents of any nature is also initiated. To ensure adequate and timely identification, measurement, monitoring, control, and mitigation of reputation risk posed by the business, a Board-approved reputation risk management policy is put in place. With a view to monitor reputation risk emanating from various forms of media, a Media monitoring mechanism is put in place to ensure timely and proactive identification and mitigation of risk. Risk drivers for reputation risk are identified and monitored on a quarterly basis. Quantification of reputation risk is accomplished through a Reputation risk scorecard and is undertaken on a quarterly basis along with the ICAAP process. Further, a reputation risk matrix is prepared to identify the magnitude and direction of various risk drivers. The Bank is also evaluating the criticality of outsourced activities based on the foreseen inherent risk and the risk score/level of the respective activity. The Operational Risk Management Committee is monitoring and reviewing the overall outsourcing risk management.

d) Liquidity Risk:

Liquidity risk refers to the risk that the Bank is unable to meet its obligations as and when they fall due. The Asset Liability Management Policy of the Bank stipulates broad framework for liquidity risk management to ensure that the Bank is in a position to manage its daily liquidity requirements and to withstand stress situations stemming from, Bank-specific factors, market-specific factors or a combination of both. Asset Liability Management Committee (ALCO) of the Bank, comprising of senior executives of the Bank oversees Asset Liability Management (ALM) functions within the framework prescribed under the ALM Policy and other relevant policies and guidelines. The core objective of the ALM policy adopted by ALCO is to ensure planned and profitable growth in business through appropriate management of the liquidity risk and interest rate risk. The ALCO is responsible for (i) recommending pricing of deposits and advances, (ii) preparing forecasts showing the effects of various possible changes in market conditions, (iii) recommending appropriate actions in anticipation of such forecasts, (iv) deciding on the desired maturity profile and mix of assets and liabilities, and (v)

conducting funding, capital planning, profit planning and growth projection.

The liquidity profile of the Bank is analyzed on a static as well as on a dynamic basis by using the gap analysis technique supplemented by monitoring of key liquidity ratios and periodic liquidity stress tests. The Bank has put in place a liquidity risk management framework adhering to the guidelines issued by RBI on liquidity risk management and the best practices. These include the intraday liquidity management and monitoring of the Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR).

e) Information Security and Cyber Risk Management:

In order to provide guidelines for cyber security-related initiatives, a Board-approved Cyber Security policy is in place. Also, a Cyber Crisis Management Plan (CCMP) is in place to provide the requisite strategy, direction, and roadmap towards cyber threat mitigation. The Digital and Technology Department and CISO Office are ISO 27001:2022 certified for the implementation of Information Security Management System (ISMS). As a part of ISMS implementation, the Bank has prepared an IS Security Policy and related IT risk management procedures. Cyber security governance is a part of the Bank's Information Security framework. In order to consider cyber security from the Bank-wide perspective, a steering committee of executives known as the Information Security Committee is formed with formal terms of reference. The Chief Information Security Officer (CISO) is the member secretary of the committee. The committee serves as an effective communication channel for management's cyber security aims and directions. The Committee also guides and monitors the development, facilitation, and implementation of Cyber Security Policies, standards and procedures to ensure that all identified risks are managed within the Bank's risk appetite. Also, the Bank has a comprehensive Incident Management procedure that proactively addresses potential threats/risks arising out of cyber security incidents. The incident management procedure specifies the requirements for establishing, implementing, maintaining and continually improving the incident management process as applicable to IT in the Bank. Key Risk Indicators are used to track various security parameters and their progress/changes. Regular IS audits and VA/PT are carried out to assess the vulnerabilities, if any, in the IT systems. The Bank has a fully operational Security Operation Centre (SOC) and network & endpoint security devices to monitor any security incident and to take appropriate actions. The SOC is operational on a 24x7 basis. The

Bank is using several monitoring tools for identifying, monitoring, recording and analyzing security events or incidents within the real-time IT environment.

Employees are updated with the latest security threats and the best security practices. In order to ensure continuous awareness of best cybersecurity practices and cyber security risks, a dedicated internal web portal to disseminate relevant security information has been set up, and it is accessible to all employees.

The Bank provides cyber security awareness to its customers on a continuous basis through various channels like SMS, Email, Website, Social media, etc. The Bank is also committed to the data privacy of customers, employees, stakeholders, etc., and is undertaking initiatives to further enhance and improve its data privacy posture.

f) Business Continuity Plan:

The Bank has a comprehensive Business Continuity Plan (BCP) to ensure the continuity of critical business operations of the Bank identified through criticality assessment using Business Impact Analysis (BIA), at times of disruptions. In line with the Business Continuity Plan, the Bank has constituted a BCP Committee incorporating the heads of all major departments, to exercise, maintain, and invoke the business continuity plan as needed and to ensure that the business functions are back to normalcy with minimum delay. As a measure to enhance the Bank's operational resilience and to effectively manage adverse situations, a Crisis Management Group (CMG) is instituted with objectives to ensure the safety of stakeholders and to ensure that critical business processes continue to function during the crisis, to the extent possible Disaster Recovery drill for the Core Banking System (CBS) and critical IT systems of the Bank are conducted at regular intervals to ensure the continuance of the same during emergency situations. The Bank undertakes periodical testing of the recovery speed of critical applications from alternate locations. The Bank has taken multiple steps, including enabling alternate locations, work from home facilities, etc., to ensure business continuity.

g) Climate Risk & Sustainable Finance:

Climate change presents a growing set of long-term challenges that can be broken down into two main categories:

- **Physical Risk:** Direct physical impacts of climate change ranging from acute risk (such as extreme weather events) to chronic risks (like gradual rise in sea level and temperatures).



- **Transition Risk:** Risks arising from external efforts to address climate change such as regulatory and policy changes, technological advancement or shifts in investor sentiment and consumer behavior.

As the frequency and intensity of climate events rise, the Bank faces potential disruptions to its infrastructure, employees and client performance. This translates to financial consequences, impacting both revenues streams and operational costs. Stricter environmental regulations and policy changes may impact operations / strategy of the Bank and/or its clients.

Sustainable finance desk in the Bank focuses on financial products and services that align with environmental and social considerations. They factor in environmental and social risks alongside traditional financial risks when evaluating high value loan applications or investments. This ensures Bank is supporting businesses that are not only financially sound but also environmentally and socially responsible.

Environmental and Social Management System (ESMS) Policy reflects the Bank's commitment to integrating environmental and social considerations into the business practices and decision-making processes. The Bank employs a robust grading model to assess environmental and social risks, with particular emphasis on climate risk for high-value credit, in accordance with the thresholds prescribed by ESMS Policy.

Green Deposit and Green Finance: The Bank has committed to promote sustainable finance and environmental stewardship. One of the ways we demonstrate this commitment is through the green deposit program. Green deposits are a unique financial product that allows customers to align their savings with environmentally responsible initiatives. By depositing funds into green deposit accounts, customers can be assured that their money is being used to support projects and activities that have a positive impact on the environment.

INTERNAL CONTROL AND AUDIT/INSPECTION

Internal Control and their Adequacy

The Bank has put in place extensive internal controls and processes to mitigate operational risks, which includes maker checker authentication of CBS transactions, centralized processing of opening and modifications of CASA accounts and loan accounts, centralized sanctioning of loan facilities etc.

Various preventive controls viz., dual custody for cash, gold and other security items, maintenance of

daily control registers for security items, finger-scan-authentication for processing of transactions in CBS in addition to login passwords, stringent guidelines on password usage, STP processes between CBS and payment interface systems for transmission of messages etc. are in place.

The transactions generated in the CBS is monitored by the Fraud Risk Management(FRM) CBS by the way of alert generated in a near real time basis and the transactions happening through various digital channels are being monitored centrally on a 24x7 basis by Fraud Risk Management (FRM) Cell, for real time detection and prevention of frauds.

As per requirement of Companies Act, 2013, the Bank has formulated Internal Financial Controls Framework. Risk and Controls associated with each process in the Bank are documented under the Internal Financial Controls Framework. Inspection and Vigilance Department plays a significant role in testing the control effectiveness for each process under the framework.

The Internal Audit function provides independent assurance to the Board of Directors and Senior Management on the quality and effectiveness of the Bank's internal control, risk management and governance systems and processes, thereby helping the Board and Senior Management to protect the Bank and its reputation.

Audit/Inspection

The Bank has an Inspection & Vigilance Department which is responsible for independently evaluating the adequacy and effectiveness of all internal controls, risk management systems, governance systems and processes. The Department is manned by appropriately qualified personnel to handle the Risk Based Internal Audit, Management Audits, Information Systems Audit and Special Audits including Investigations. All the internal audits are conducted based on the RBI direction in relation to conducting risk based internal audit and concurrent audit of branches and identified critical processes of the branches.

Head of Internal Audit & Vigilance is directly reporting to MD & CEO.

Internal inspectors conduct inspection at regular intervals and the inspection reports are placed to Audit Committee at Executive level (Sub Committee of Audit Committee of Executives (SACE)/Audit Committee of Executives – (ACE)) for review, which is overseen and controlled by Board Level committee (Audit Committee of Board - ACB).

All activities (including outsourced activities) of the Bank and the Subsidiary Company fall within the ambit of Internal Audit.

Audit of Branches

All the branches are subjected to Risk Based Internal Audit (RBIA). This audit is conducted at periodic intervals based on the risk perception. All the audits are conducted based on predefined check points and all the operational areas are covered under this audit. Credit audit/ Centralized Credit Audit (CCA) is also conducted as part of Risk Based Internal Audit where aggregate credit exposure of a borrower is ₹5 crore and above.

In addition to RBIA of branches, the Bank has concurrent audit system, which covers selected Branches, conducted by qualified Chartered Accountants/retired officers. The selection of branches for concurrent audit is done in such a way that it covers branches having substantial advance or deposit, entire specialized Branches such as 'B' Category Branches, Corporate Branches etc., and all poorly rated branches as per the latest rating awarded.

In addition to the concurrent and risk based internal audits, the branches are subjected to Surprise Inspection, IS Audit, Revenue Inspection, Gold Loan Inspection/ Asset Verification and compliance inspection during the financial year. Separate monitoring team - Inspection Monitoring Group (IMG) closely monitors various inspections/ audits at the Branches. There are four IMGs who are reporting to Head of IMG. These Monitoring Groups are assigned the task of ensuring the compliance and closure of the inspection report of the branches. During the course of inspections, serious irregularities if any, concerning regulatory guidelines, legal requirements and operational processes are found, these are escalated to the Management for timely action.

All the branch related audits are presently automated through system where reporting, risk rating, compliance and closure of the reports are done through software application which provides the Bank with an overall control on various audits conducted in the branches. Continuous improvements are made to the application to automate several activities at HO and digitize the records in single application.

Audit of Departments and critical process

Management Audit of Regional Offices (RO) and Departments are conducted to review the managerial aspects like organizational objective, policies, procedures, structure, control and systems in order to assess their efficiency and performance.

As part of the transformation process, new exclusive asset verticals and specialized operational groups were formed by Bank and these verticals are also covered under Management Audit. The scope of audit in each vertical are based on nature/function/services/

business achievement carried out by them in line with the Regulator as well as internal guidelines.

The Management Audit is conducted at periodical intervals based on the risk perception of respective office. In addition to the management audit conducted by Inspection Department, all the critical operations such as International Banking Division, Treasury Department, Credit Department and Centralized Processing Centers, etc., are subjected to concurrent audit by independent Chartered Accountant firms. All these reports are reviewed by Audit Committee of Executives (ACE/SACE) and corrective steps are taken to rectify the lapses/ irregularities, if any, pointed out in such inspection reports as recommended by vetting department.

There is a team available with in Inspection department exclusively for conducting audit of IT systems and applications. Various IS audits and Vulnerability Assessment & Penetration Testing are conducted in a stipulated frequency as per approved audit plan. Guidelines from regulators like RBI, Cert-In, NPCI, UIDAI, SEBI, etc. related to IT security are incorporated in the periodic IS audits. Any new software application or modification in the existing application undergoes a thorough audit with respect to IT controls before going live.

New product/process whenever introduced in the Bank is reviewed by Inspection Department and recommendations are made for necessary controls/ improvements for deficiencies/gaps observed in existing internal controls. Inspection Department also carries out independent evaluation of Bank's internal financial controls in terms of Companies Act, 2013 and also the adequacy of internal financial controls with reference to the Financial Statements.

INTERNATIONAL BANKING

The total forex business turnover for the year ended March 31, 2025 was ₹8,72,400 crore. At present the Bank is having rupee inward remittance arrangement with 2 banks and 59 Exchange Houses. The Bank has concluded speed remittance arrangement during the FY 2024-25 with the following Exchange Houses:

- Habib Qatar International Exchange, Qatar
- Al Jaber Exchange , UAE
- Al Zamil Exchange, Kuwait
- Baniyas Exchange, UAE
- Al Bader Exchange, UAE
- Smart Remittance Pty Ltd, Australia



Considering the scope in improving the remittance business through arrangements with exchange houses, the Bank has deputed 14 officers to UAE, 3 officers to Qatar with City Exchange, Islamic Exchange and AlFardan Exchange LLC, Doha Qatar and 1 officer to Oman with Purushottam Kanji Exchange Co LLC and 1 officer to Kuwait with UAE Exchange Kuwait WLL.

Following are the digital initiatives launched by the Bank in Forex and Trade Finance segment which enable customers to initiate Cross Border Transactions online with convenience, secure, fast and paperless.

- The Bank has rolled out the new product “Online Foreign Outward remittance” in the Internet Banking platform (SIBERNET) for Resident SB & NRE SB clients. The same facility is also available in SIB Mirror+ Mobile App under the module “Remit Money Abroad”. This will enable the customers to initiate outward remittances in 100+ currencies via online without visiting the branches. Customers can also initiate outward remittance request in online 24x7 including holidays in US Dollar Currency. Euro, GBP, AED and all other currencies during the daily market timings.

“**SIB TF ONLINE**” is the new Online Trade portal available for EXIM Customers which facilitates initiating import related payments. This facility will reduce the cost, manpower and TAT of clients as well as Bank. The advantage is that clients can initiate forex transactions 24X7 through online mode. Currently, in the Phase I of SIB TF ONLINE, import transaction modules are available for clients. Other forex transactions in SIB TF ONLINE portal will also be made available in the next phases.

“**Trade MIS Dashboard**” is the new module implemented which facilitates Forex Customers to view / download various Reports like outstanding Letter of Credit (Foreign/Inland), Foreign Bank Guarantee, Forward Contracts, Export/Import Bills, Outstanding shipping bills etc. is made available in the Corporate Internet Banking under TF online- Trade MIS module.

NRI PORTFOLIO

The NRI Business of South Indian Bank continues to be a key pillar of growth and resilience. In FY 2024–25, the Bank crossed a landmark milestone by growing its NRI portfolio to over ₹31,000 crore, reaffirming its strong position in the NR business segment. Recognizing the pivotal role of the global Indian diaspora in our growth story, we undertook a range of initiatives aimed at deepening engagement, enhancing product offerings, and improving customer experience for our NRI clientele.

With over 5.20 lakh NRI customers, the Bank's NRI deposits continue to account for nearly 30% of total

deposits, underscoring the segment's contribution to the Bank's stable and diversified liability profile. NR Book grew by 1900 crores in FY 2024-25. Some of the key initiatives and focus areas for the business were:

a) Customer Experience

To serve our globally spread customers, we strengthened our digital banking platforms with NRI-specific enhancements like;

- **Authenticated Customer Engagement (ACE):** Implemented ACE module to streamline term deposit operations for NRIs. Through the SIB Mirror+ application, NR customers can now authenticate deposit opening and closure requests securely and seamlessly.
- **WhatsApp Banking services:** We extended our WhatsApp Banking services to our NRI customers enabling quick, secure and hassle-free banking from anywhere in the world.
- Process simplifications aimed at easing the NRI customer journey by introducing processes like KYC updation & Mobile number modification through secured channels.

b) Business Growth Initiatives

- We intensified our presence and relationship-building efforts in key NRI corridors by expanding our tie-ups with exchange houses and remittance partners, further strengthening our cross-border service capabilities. We have entered into 6 New remittance arrangements in UAE, Kuwait, Qatar & Australia targeting increased share of NRI Remittances.
- As part of the bank's customer engagement activities, the bank had conducted various events in India and abroad, such as *SIB RAGA in Dubai*, participated in the *Come On Kerala – Season 6 in Sharjah*, and conducted *NRI meets in various parts of Kerala* to strengthen the customer relationships.
- To reinforce our customer outreach and to update our NRI customers about the current global economy and recent developments across financial sector we are publishing our NRI Newsletter every month.
- Executed periodic digital campaigns to engage prospective NRI customers and enhance visibility of NRI offerings.

c) Product innovation

- **Launch of NRE/NRO SAGA Account:** Keeping in line with the business growth initiatives, the bank

launched an exclusive salary account tailored for NRIs employed under corporate tie-ups in the UAE. The account features, attractive benefits designed to meet the needs of this segment.

d) Enhancing sourcing quality

- The bank focused on acquiring high-value customer relationships by promoting premium variants such as Gold and Platinum accounts. This has improved the overall quality of the accounts sourced during the FY 2024-25.
- **Cross-Selling Initiatives:** Emphasis was placed on cross-selling key products including Portfolio Investment Schemes (PIS) and Recurring Deposits, especially among NTB customers, to deepen the relationship.

As part of our business growth strategy, we aim to further deepen our NRI market penetration through greater digital innovation, data-driven insights, and seamless integration across geographies. We remain committed to being the preferred banking partner for NRIs worldwide by continuously aligning our offerings with the customer aspirations and financial needs.

Foreign Exchange Advisory Cell

The Bank has launched Foreign Exchange Advisory Cell to provide advisory services by subject experts on FEMA rules and trade finance related issues to the general public. The complimentary service is available to all Foreign Exchange Trade Fraternity.

TRAINING & DEVELOPMENT

In the rapidly evolving banking landscape, a future-ready workforce is the cornerstone of sustainable growth and institutional resilience. At South Indian Bank, we remain deeply invested in building capabilities that not only align with our business strategy but also uphold the core tenets of Environmental, Social and Governance (ESG) responsibility.

Our learning architecture is built upon the dual pillars of digitized learning and structured in-person training; anchored by the Learning & Development Unit at Ernakulam and the SIB Staff Training College (SIBSTC), Thrissur. These verticals work in tandem to provide holistic, inclusive and strategically aligned learning experiences to our employees across levels and functions.

1. Digitally-Enabled Learning (LMS – SIB iLearn)

The Learning & Development Unit has spearheaded the design and deployment of e-learning content via our proprietary Learning Management System –

SIB iLearn. In FY 2024 - 25, the team launched 47 new courses aggregating to 107 credit hours. All content is developed in-house, ensuring contextual relevance and alignment with the Bank's functional and compliance requirements.

Modules have been tailored to support:

- Role-based upskilling (e.g., Branch Operations, Treasury, Audit)
- Mandatory regulatory compliance training (AML/ KYC, Cybersecurity, POSH, Data Privacy etc.)
- Functional training on credit underwriting, digital banking products and risk management
- ESG-centric training content

Employees earn credit points through successful completion, contributing to their annual performance appraisals.

2. In-Person Training at SIBSTC

The SIB Staff Training College continues to be the nucleus of our classroom - led learning efforts. Programs delivered include:

- Induction and On-boarding Modules
- Refresher Programs for Role-Based Competency Building
- Leadership Development Programs
- Specialized Regulatory Trainings (conducted in coordination with RBI-certified trainers or industry experts)
- Skill gap analysis are periodically conducted to design focused interventions.

3. ESG-Aligned Learning Framework

In line with emerging global standards and best practices, South Indian Bank is consciously integrating ESG themes into its training ecosystem:

Environmental Awareness

Staff are sensitized on resource conservation, green banking initiatives and climate risk through dedicated learning capsules.

Social Inclusion & Ethical Conduct

Mandatory training on workplace ethics, human rights, anti-harassment and inclusion are conducted across most grades. Our internal POSH policy is reinforced through digital and classroom trainings. Human Rights Awareness sessions related sessions are also made available.



Governance

Modules on internal compliance, governance mechanisms, risk frameworks and whistle-blower policy were delivered, with particular emphasis on executive and branch-level responsibilities.

4. Executive & Leadership Development

Senior executives and high-potential leaders were nominated for strategic leadership programs in collaboration with external institutions such as IIBF, NIBM, IIM, SIBSTC, Manipal Academy of BFSI etc.

Flagship topics covered include:

- Navigating the Emerging Compliance Landscape.
- Cybersecurity Frameworks for CXOs.
- Risk in Agri-financing and Priority Sector Lending.
- Future of Banking – AI, Data and Digital Governance
- MSME Lending.

Additionally, the Bank has launched Leadership Management Program, a structured leadership pipeline initiative to support succession planning.

5. Probationary Officer Development

Each batch of Probationary Officers undergoes rigorous training and continuous assessment through 20 e-learning modules. Confirmation assessments are mapped to role-readiness and are closely monitored to ensure timely confirmation. The pass percentage for the year reflects the robustness of the learning process.

6. Health, Safety, and Employee Well-being

In line with global practices, the Bank has institutionalized employee wellness through:

- Wellness Wednesdays: A holistic physical & mental wellness program.
- Safety awareness & first aid workshops.
- Occupational Health & Safety guidelines

7. Strategic Publications and Knowledge Sharing

- **SIB Executive Brief:** A daily curated newsletter covering economic, financial and regulatory updates is circulated to senior management and accessible to all staff via SIB Insight / SIB mHRMS.
- **SIB Students' Economic Forum (SEF):** Our flagship monthly publication reached its 399th edition in March 2025, contributing to financial literacy among students and academicians.

- **SIBLink:** The quarterly internal magazine fosters employee engagement and community bonding through staff and family contributions.

8. Gamified Learning and Continuous Engagement

The Bank promotes continuous learning through interactive formats such as:

- Daily Quiz via HRMS platform
- Interactive E-learning Tests
- Recognitions and Rewards for top performers across regions

9. Total Learning Hours

During FY 2024-25, a total of 7546 staff members underwent training through Internal/External programs & 8572 staff members successfully completed courses on our iLearn platform, amounting to a total of 5,05,930 learning hours.

The Way Forward

In a world increasingly driven by sustainability, digital transformation and compliance rigor, South Indian Bank will continue to evolve its learning framework. The coming year will focus on:

- Expanding ESG & general training coverage to 100% of employees.
- Targeted talent grooming & succession planning.
- Driving cross-functional upskilling in digital banking, AI and analytics.

At South Indian Bank, we believe that investing in people is investing in purpose. Our commitment to cultivating a knowledgeable, ethical, and future-ready workforce remains unwavering.

RETAIL BANKING DEPARTMENT

The Retail Banking Department focuses primarily on increasing retail business for the Bank through customer acquisition and retention. The Retail Banking Department consists the verticals – Digital Products, Third Party Products and Digital Sales. The digital vertical constitutes the entire digital portfolio of the Bank and managing the Digital Sales part. Third Party Products includes Insurance, Mutual Fund etc. Apart from above, the Department also plays a vital role in ensuring continuous product development and promotion by creating awareness on products through customer centric campaigns.

Digital Products & Services of the Bank

With more customers being boarded to digital channels every day, Digital Technology is revolutionizing the

traditional banking. Introduction of UPI has boosted the payment ecosystem by simplifying contactless and real time payments. The Bank is a frontrunner in adapting the changes in technology, by strengthening the digital banking space. The Bank has effectively leveraged digital technology and introduced several variants of traditional products and latest digital technology based services, tailor-made to suit the diversified needs of customers. Services like Contactless Debit Cards, Internet Banking, Mobile Banking with UPI, QR based payment acceptance, Digital POS, Payment Gateway Services, Co-Branded Credit Card, API Banking and WhatsApp Banking have transformed the customers' Digital Banking experience from branch banking to anytime, anywhere banking. The Bank has Digital Products vertical under Retail Banking Department to introduce and enhance the digital offerings of the Bank. The Digital Technology Department of the Bank facilitates the technological development. Retail Banking Department also has an exclusive Digital Sales vertical to enhance the digital outreach to its customers.

SIB Mirror+ [Mobile Banking App]

SIB Mirror+ provides customer centric digital banking experience with a refreshed User Interface and Iconography; driving customer engagement to Banking and beyond. The App offers a plethora of services ranging from Instant Account opening, Investment, Goal Based Deposit Opening, Loans, Faster checkouts through recent payment capsules, recharge & bill payments, Foreign Outward Remittance, Online Fee payments etc.

Now do much more with SIB Mirror+

- Online account opening instantly.
- Remit money abroad.
- Instant PIS Account opening.
- e-Lock with personalized limit setting for digital transactions providing enhanced security.
- Simplified Scan and Pay option.
- Invest online through Mutual funds.
- SIB Maximo Deposit opening.
- Debit card management – Apply/close cards, Set/reset ATM PIN, International ON/OFF switch.
- Recharges and bill payments made easy.
- Upcoming payments notification, bills due reminder.
- Instant fund transfers limit enhancement facility.
- Online Fee payments.
- Instant Demat Account Opening.

- Manage deposits online - FD/RD opening and closure.
- SIB Dream - Goal based RD opening.
- Secured Credit Card.
- Update KYC details digitally
- NSDL Demat account opening
- Purchase Sovereign Gold Bond
- Online opening of Loan against deposits
- NETC FASTag recharge online
- 24x7 IMPS, UPI & NEFT fund transfer
- Submission of Form 15G/H
- Pre-Approved Personal Loan
- Instant payee addition
- Upgrade to Prime/Prime Platinum

SIBerNet (Net Banking Platform)

The Internet Banking service under the brand name "SIBerNet" positioned the Bank as a technology-driven Bank offering superior banking services to both Retail and Corporate customers. SIBerNet as an online platform that extends the comfort of digital banking services 24x7 from home, office or anywhere.

Types of Net Banking Services

Internet Banking (SIBerNet) is available in two modes:

1. SIBerNet Personal: All retail including proprietorship can apply for SIBerNet Personal.
2. SIBerNet Corporate: All Partnerships, Trust, Institutions, Society, Companies etc. can apply for SIBerNet Corporate

CRAYONS – Online Instant SIBerNet Activation Process

The customer can register and activate Internet Banking online without visiting the branch. For this the Customer need to visit banks website, www.southindianbank.com and under Online banking, click on New User Registration and enter 16-digit account number, registered mobile number, email ID (optional) and OTP to complete the registration process for internet banking. The Net Banking User ID & Password can be created instantly with debit card validation.

Services/ Features offered through SIBerNet

- IMPS (Immediate Payment System) Fund Transfer facility (24 x 7 x 365)
- Fund Transfer facility –Within SIB accounts and to other Bank Accounts



- Online Bill payments/Mobile -DTH recharge/Online Shopping etc.
- Accounts summary, statements/mini statements
- Tax payment facility – Direct Tax, Indirect Tax & GST
- e-Filing of IT Returns
- Online IPO's (Initial Public Offering) can be subscribed through ASBA
- Online application for Sovereign Gold Bond
- Online Investment Platform [e-Invest]
- Online loan repayment – Instant credit to loan account.
- Debit card management – enable/disable International usage.
- Block Debit card online, Personalize transaction limit.
- ATM PIN SET/RESET online through SIBerNet
- Online Flexi /Fixed/Recurring Deposit opening
- Online Submission of Form 15G/H
- Online closure for RD/FDs opened through Net Banking
- Online instant loan against deposit facility (FSLD)
- Online Preapproved Personal Loan.
- Online Instant Limit enhancement for Retail users.
- One-time User ID change facility
- Online password reset, set favourite activities, Transaction limit enquiry.
- Bulk fund transfer file upload and Bulk beneficiary creation facility for Corporate customers
- Missed call E-mail OTP service
- Retrieve Forgot User ID online
- Direct tie-up IRCTC & KSEB (Kerala State Electricity Board) for online payment.
- Instant payee activation using debit card
- Instant payee activation for DSC & SIB Authenticator users
- Online Undeletion of User ID
- Online Demat Account opening
- Online Atal Pension Yojana enrolment
- Online Trade Finance module
- Online Account category upgrade

- Online loan enquiry & Lead generation
- Online upgrade to Priority Banking
- Online Foreign Outward Remittance
- E-Certificates download facility
- Positive Pay system
- Online Locker availability enquiry
- Online KYC update for retail customers
- Online Email ID update facility
- PFMS ePA module
- PIS Account Opening

Debit Cards

South Indian Bank Debit cards come with features of Global acceptance, Contactless payments, Online Shopping, Utility bill payments and Cash withdrawal from ATMs in India and millions of ATMs across the world. Premium Variants of debit cards also offer Airport Lounge facility.

For Domestic as well as International transactions, SIB offers EMV CHIP and PIN enabled debit cards as well as contactless debit cards [NFC]. All our debit cards can be used for cash withdrawals from ATMs displaying the VISA/MASTERCARD/RUPAY/DINERS/DISCOVER/JCB/UPI logo across the World. Customers can also use the debit card for making purchases from all merchant outlets globally, accepting VISA/ MASTERCARD/ RUPAY/ DINERS/ DISCOVER/JCB/UPI and earn points with the **SIB Rewardz program**. The accumulated points can be redeemed at more than thousands of retail outlets and online shopping websites or can be redeemed with exciting gifts.

Travel Card

South Indian Bank is having tie up with M/s Thomas Cook (India) Ltd for the travel card issuance. Thomas Cook-Travel Card is a Multi-Currency Card which can be loaded with multiple currencies in single wallet for the journey to different destinations. Thomas Cook Travel Card comes in different variants:

1. VISA-Borderless Prepaid Multi Currency card enables travellers to load nine currencies in a single card-US Dollars, Great Britain Pound, EURO, Swiss Franc, Canadian Dollars, Australian Dollars, Singapore Dollars, Thai Baht and Arab Emirates Dirham.
2. Mastercard- Borderless Prepaid Multi Currency card enables travellers to load Ten currencies in a single card-US Dollars, Great Britain Pound, EURO, Swiss Franc, Canadian Dollars, Australian Dollars,

Singapore Dollars, Thai Baht, Arab Emirates Dirham & Japanese Yen.

Study Buddy is a specially designed travel card to cater the needs of students studying overseas

Features of the Travel Card

- Tie-up with All Point Network-the largest surcharge-free ATM network in the world
- Enhanced security with chip and PIN protection and real-time fraud monitoring with instant card block
- Zero chargeback fee
- Inbuilt Tap & Pay technology enables contactless payment
- Online PIN change facility
- E-commerce access
- Available in VISA & Master card variants.
- Insurance cover of up to \$10,000 in case of fraud transactions
- Pre authorisation release and instant encashment
- Global usage offers better value by avoiding any currency fluctuation risks
- Free card statements
- Free card replacement
- Enhanced health and safety protocols while packaging your card to ensure minimal human contact

South Indian Bank Prepaid Gift cards

Prepaid cards or pre-loaded cards can be used similar to Debit cards for Online/POS transactions but not at ATMs. SIB Gift Cards are one-time cards issued in value as per the choice of the customer. These cards can be gifted and used for multiple purchases. However, cash withdrawals from ATMs are not permitted using SIB Gift Cards and these cards cannot be reloaded.

South Indian Bank Reloadable Prepaid Cards

South Indian Bank presents Reloadable Prepaid Cards in RuPay platform. Reloadable Prepaid Cards can be used for POS/E-commerce as well as for ATM transactions. Prepaid Cards can be reloaded umpteen number of times as per the choice of the customer. The below category of Reloadable Prepaid card is available:

- DigiCash is offered to corporate customers for onward issuance to their employees, customers, etc. These cards can be loaded to a maximum amount up to ₹50,000/-.

SIB NETC FASTag

NETC FASTag is a project from National Highways Authority of India (NHAI) and the Indian Highways Management Company Ltd. (IHMCL) in association with National Payments Corporation of India (NPCI). Through this system, any vehicle with a FASTag (RFID) tag can easily cruise through the Toll gates without making any cash payments. NETC FASTags are Preloaded RFID Tags for making the Toll Payments electronically. When the vehicle passes through the Toll gate, the RFID reader at the Toll plaza receives information about the vehicle and the Toll amount is deducted automatically from the FASTag, thus saving time and fuel.

Benefits of SIB NETC FASTag

- Avoid Long queue at the Toll plaza & parking plazas
- Saves time and Fuel
- SMS alerts for each toll transaction
- Online portal for Tag holders
- Easy recharge options through QR/UPI
- Easy to track toll transactions
- Quick Dispute Resolution
- Integrated with Vaahan

Point of Sale (POS)

The Bank is offering different types of POS terminals - PSTN (wired terminal), GPRS (wireless), Android (wireless) and GPRS Paperless terminal (wireless) in association with M/s. Atos Worldline India Pvt. Ltd., M/s Skilworth Technologies (Bijlipay) and M/s Pine Labs Ltd., the market leaders in India in this segment for catering the needs of the Merchants.

Bank has also introduced a new product "Soundbox" which is widely accepted by the merchants, which is a voice-activated BQR device that will notify the merchant when a successful payment has been accepted by declaring the value aloud.

Corporate Payment & Acceptance Enablers from SIB

SIB offers a wide range of solutions for corporates / institutions for collection & payments.



Online Collections Solutions	
Name	Brief Description
Internet Payment Gateway (IPG)/ SIB PAY GATE	SIB- Internet Payment Gateway (IPG) service, act as a platform for facilitating online e-payment transactions between customers (shoppers/clients) and merchants (institutions). This service enables merchants to accept various forms of payment including UPI, Debit cards, Credit cards, and Internet banking modes against the services offered online. The integration of IPG directly into the merchant's website /APP /ERP ensures a seamless and secure payment experience for customers.
Feebook/SIB INSTA COLLECT	Feebook is a customisable Collection application designed to streamline and manage any collections for our merchants. The Tagline of our in-house solution is "You decide; You Collect". It offers customization options, allowing merchants to tailor it according to their specific collection requirements. With an admin URL, merchants can efficiently create and manage user portals and reports. The integration of Feebook with the Payment Gateway facilitates smooth and efficient collection of fees, making payment process convenient for both merchants and their customers.
e-academia/SIB FEE	e-academia is the comprehensive online collection solution to education institutions to manage fee collections from SIB. This in house solution allows educational institutions to take their fee collection online, offering convenience to students and parents. Institutions can seamlessly integrate the provided URL into their websites, enabling an online fee collection process. By leveraging Payment Gateway integration, e-academia ensures a secure and efficient online payment experience, contributing to an improved fee collection process for educational institutions. SIB FEE allows FEE collection of institutions through SIB Branch channels.
VAN	Virtual Account Number (VAN) is an innovative payment method where merchant accepting payments can suffix a unique identifier to the Virtual Account Code given by Bank and create a unique account number for collecting the payments in RTGS, NEFT, IMPS modes. Remitter can be easily identified unlike Traditional methods. The VAN functionality enhances the ease and flexibility of payment transactions, making it a convenient option for both institutions and individuals conducting transactions.
POS	POS terminal is a machine installed at merchant establishment that can accept payments through payment cards.
SIB Smart Card	Customizable photo Debit card for an institution for a cashless campus. Specially designed Debit Card branded with institution logo can be used as an identity/access card and give a digital face to the institution.
UPI QR based Scan and Pay	SIB UPI POS is an exclusive mobile application in the UPI platform, for our Merchant customer to receive payments for the everyday sale. Merchants are provided with a customized QR Standee & Sticker for enabling payment receipts.
NACH	NPCI has introduced a new channel for effectively undertaking recurring collection requests. NACH System can be used for making bulk transactions towards distribution of subsidies, dividends, interest, salary, pension etc. and also for bulk transactions towards collection of payments pertaining to telephone, electricity, water, loans, investments in mutual funds, insurance premium etc.
Online Payment Solutions	
SIBerNet Corporate	Corporate net banking offers a secure bulk payment option. Fund transfer rules can be predefined and transfer can be scheduled which makes Corporate Net banking an ideal solution for salary and other bulk disbursements.
Remote Cheque Printing (RCP)	An integrated system for automatic cheque printing for corporates. RCP offers a secure solution with hierarchical security for printing cheques with signature.

Online Collections Solutions

Name	Brief Description
Hi-Hi Banking	Hi-Hi banking is the corporate bulk payment solution of South Indian Bank. The customers can do NEFT, RTGS, IMPS and within bank fund transfers by uploading a single file in the Hi-Hi banking platform. Direct integration with tally software is also available in Hi-Hi banking.

API Banking

API Banking enables corporates/institutions to customise their ERPs to use Bank's APIs for Payments, Collection and other banking features. All the important banking functionalities like fund transfer, remittance, account creation, Loan disbursements etc can be exposed to outer external applications.

WhatsApp Banking

WhatsApp is one of the most popular social media communication tool used for banking services. Major services like Account services, Debit card services, Fastag Services, locate nearby Branch/ATM are available through this service.

BBPS: Bharat Bill Payment System

BBPS platform connect billers, consumers, Bank, e-commerce portals, online payment platforms and National Payment Corporation of India (NPCI) to offer bill/utility payments to consumers along with instant confirmation of payment.

Credit Card: South Indian Bank - OneCard

South Indian Bank-One Card is a premium metal based Credit Card with a 100% digital, app based onboarding experience. A truly 'Next-Gen Banking' product which offers instant virtual card issuance, attractive reward points with 5X rewards on top two spend categories, exciting offers on dining, shopping, grocery, attractive EMI facilities and zero joining fees or annual fees. SIB-OneCard can be fully controlled through the OneCard app which serves an irresistible blend of convenience & security. SIB-OneCard is offered to pre-approved customers, existing customers, new to Bank customers & also as secured card against eligible fixed deposits. Customers can share their credit limit with immediate family members by issuing Add on Cards.

Features of South Indian Bank – OneCard

- Lifetime-free Credit Card with zero joining and annual fees
- Premium metal-based card on the Visa Signature platform
- 100% digital customer on-boarding process
- Instant virtual card issuance
- Fully controllable from the OneCard app
- Among the lowest Forex fees in the market at just 1%
- Easy management of EMIs from the EMI Dashboard in the app
- Instant issuance of Reward Points and easy redemption within the app

- Tap your card at an NFC PoS terminal to make contactless payments of up to ₹5,000 per day without PIN

South Indian Bank-SBI Co-Branded Credit cards

South Indian Bank in association with SBI Cards launched Co-Branded Credit Card named as South Indian Bank- SBI Credit Card. South Indian Bank- SBI credit card ensures that our customers enjoy more convenience and privileges. Two variants of cards are available for SIB customers.

1. South Indian Bank Simply SAVE SBI Card

South Indian Bank Simply SAVE -SBI Credit Card, allows our customers to simply spend and simply save. Exciting offers on ticket bookings, dining, shopping, Grocery and much more, makes it the ultimate choice. It provides gratifying rewards while allowing you to fulfil all your shopping and entertainment needs. This International Credit card is available for domestic customers of the Bank.

2. South Indian Bank- SBI Platinum Card

South Indian Bank- SBI Platinum Card is specifically designed to make your shopping more delightful. The card offers you a host of attractive benefits. This card is available for both Domestic and NRI customers (against Deposit).

THIRD PARTY PRODUCTS

Insurance: The Bank has tied-up with the following partners for soliciting insurance under the corporate agency model.



Life Insurance

- HDFC Life Insurance Co. Ltd.
- SBI Life Insurance Co. Ltd.
- Kotak Mahindra Life Insurance Co. Ltd.
- Axis Max Life Insurance Company Ltd.
- Bajaj Allianz Life Insurance Company Ltd.
- Life Insurance Corporation of India

Health Insurance

- NivaBupa Health Insurance Co. Ltd.
- Manipal Cigna Health Insurance Co. Ltd.
- Star Health & Allied Insurance Co. Ltd.

General Insurance

- Bajaj Allianz General Insurance Co. Ltd.
- New India Assurance Co. Ltd.
- ICICI Lombard General Insurance Co. Ltd.
- Chola MS General Insurance Co. Ltd.
- Go Digit General Insurance Co. Ltd.

It was a highly successful year with regard to the performance in insurance sector. The Bank has got a significant increase in income from Life, Health, and General insurance by adding ₹101.85 crore for the financial year with a growth rate of an impressive 60 % over the previous FY.

Bank has also procured ISNP licence from IRDA in order to digitalise the insurance subscription mode through Bank's Mirror+ app and SiberNet. The Bank has also processed an application for Tele and Distance marketing.

The insurance cell is collaborating with a fintech company, to acquire a business management platform that will enable seamless online and offline end-to-end insurance sales. The platform will also have the ability to generate business management information systems, manage complaints, and ensure regulatory compliance by adhering to the guidelines set by IRDAI for both sales and operations.

Mutual Funds: Mutual Fund is a popular form of investment since it provides the advantages of professional portfolio management and dividend reinvestment. The Bank has tied up with 22 leading Mutual Fund companies, thereby offering a variety of mutual fund products to the customers. Asset Under Management (AUM) of the Bank is ₹960 crore and income generated from mutual fund business is ₹5.75 crore as on March 31, 2025. With the aim of increasing

the mutual fund business and thereby increasing third party income, the Bank has launched an online mutual fund platform 'SIB E-Invest' to facilitate online purchase and sale of mutual funds. SIB E invest Platform is currently live in SIB Mirror+ and in SIBerNet, which made Mutual Fund investments of the customers very easy. The platform is also live in Branches, where a branch can initiate mutual fund investment online after getting customers authorisation. Now this online channel contributes about 85% of the Bank's mutual fund business.

Bonds: The Bank has been enrolled as a Channel Partner for the distribution of bonds issued by different companies through Bank's tie up with IFIN - a subsidiary of IFCI (Industrial Financial Corporation of India) Financial services Limited. Through this tie up the Bank has been enrolled as a channel partner of IFCI for the distribution of capital gain bonds.

Depository services: The Bank offers Depository services to benefit its customers. Through this facility, customers can hold their securities in electronic form in a Demat account with Central Depository Services (India) Ltd. (CDSL) and National Securities Depository Limited (NSDL).

Our customers can open a Demat account digitally through SIBerNet & Mirror+ or in physical mode through any of our branches. For Trading, we offer SIBerTrade, an online trading facility that allows domestic customers to buy and sell stocks on Indian stock exchanges through our partnerships with:

- Geojit Financial Services Ltd.
- Religare Broking Ltd.
- IIFL Securities Ltd.
- Motilal Oswal Financial Services Ltd.

Additionally, customers have the option to trade through a mobile application, where their Demat and Bank accounts are with us, and their trading account is with one of our broking partners.

ASBA: SEBI has also registered the Bank as Self Certified Syndicate Bank (SCSB) for accepting application under Application Supported by Blocked Amount (ASBA) through all the branches of the Bank and through SIB Mirror+ app and SIB Internet Banking. ASBA enables the Bank's customers to apply for IPO/FPO, Rights issue, NCD etc. by marking a lien on the account instead of actual debit at the time of applying, which is more beneficial for the customers. The Bank has participated in 219 issues (including IPO/FPO/NCD/ Rights Issue) in the FY 2024-25.

SGB: Sovereign Gold Bond is expected to provide an

alternative and attractive investment option to retail individuals. Investors can apply Sovereign Gold Bond sponsored by Government of India through SIB Digital and Offline platform. Digital platform for applying SGB is introduced in the year 2020. No tranche was announced by RBI during FY 2024-25.

PIS: An extensive share trading facility for the NRI customers through tie-up with M/s. Geojit Financial Services Ltd., M/s Motilal Oswal Financial Services Ltd & DBFS Financial Services Ltd under PIS, NRI customers can directly invest in the Indian securities market through recognised stock exchanges under repatriable/non-repatriable basis.

Achievement (Nos.) as on 31.03.2025

Cumulative PIS accounts No: 4029

PIS opened during the FY 2024-25: 985

Income generated as on March 31, 2025: 59.31 Lakh (Excluding brokerage)

The National Pension System (NPS): The Government of India has introduced the National Pension System (NPS) on January 1, 2004 (except for armed forces). NPS was made available to all citizens of India from May 1, 2009. The Bank is appointed as a Point of Presence (POP) since then and all the branches are authorized to extend the product and services of NPS. The Government of India (Union Budget 2019) has announced the increase of tax exemption limit for NPS to 60%. This has effectively made NPS tax free at maturity and an effective 'EEE' status is attained, i.e. Tax Exempt at Entry, Earning and Exit stages. NPS is a very appealing product for NRIs. Now it is being offered to minors also in the name NPS Vatsalya. Only NPS offers the additional tax benefits up to ₹50,000/- u/s 80 CCD (1B) of IT Act and it is over and above ₹1.50 lakh of 80C investments. APY was introduced by Government of India in place of NPS Lite providing minimum assured pension ranging from ₹1,000/- to ₹5,000/- to subscribers, who are Bank's customers.

APY/NPS Achievement (Nos.) as on 31.03.2025

NPS –All Citizen Model	16,059
NPS Corporate (Including Staff)	8,197
APY	96,357
Total	1,20,613

BSNL E-Pay: In association with BSNL, the Bank is facilitating the payment of BSNL Landline bill of its customers through their accounts maintained with the branches. A customer can avail this facility by submitting a mandate form at the branch where the account is

being maintained. Once registered, the BSNL landline bill of the customer will be automatically debited from the customer's account every month. The key feature of this facility is that it is totally hassle free and is offered free of cost to the customers.

Centralised Direct Debit Service

Centralised direct debit facility is a service offered by the Bank to the customers, through which monthly/ quarterly/ half yearly payments of Mutual Fund SIP investments/Loan EMI's (Vehicle/Equipment Loans)/ insurance premium can be made directly by debiting their account and thereby making payments to various billers/ institutions. At present, the Bank has direct debit mandate processing arrangements with 3 vendors namely Bajaj Finance, TVS Credit Services & Billdesk.

Customer Experience Group (CEG)

The Customer Experience Group (CEG) was established with the objective of enhancing customer service, fostering strong relationships, and ensuring maximum customer satisfaction by providing round-the-clock banking support. CEG operates three key divisions: Inbound Call Centre, Outbound Call Centre, and the Digital Quick Support Team (DQST).

Inbound Call Centre

The Inbound Call Centre serves as a first point of contact for customers of the bank, addressing a wide range of banking needs 24x7. Customers can connect with CEG through the customer care helpline to raise queries, place requests, or lodge complaints. Our trained customer service tele callers conduct necessary verification checks and provide resolutions. A structured escalation matrix is in place to ensure effective resolution of complex issues, thereby driving enhanced customer satisfaction.

Outbound Call Centre

The Outbound Call Centre undertakes a variety of proactive customer engagement initiatives including welcome calls for newly opened accounts, lead generation for asset and liability products, promotion of digital offerings such as SIB Mirror+, Internet Banking, and Debit Card activations. The team also handles dissemination of important reminders for Re-KYC, insurance renewals, gold loan due dates, among other activities. Furthermore, the team plays a vital role in the sales conversion of pre-approved products. All leads are systematically managed through the CRM platform and routed to the relevant sales verticals for fulfilment. The collections tele calling team operating under the Outbound team plays a pivotal role in bank's collections efforts. The team engages with the customers to ensure timely repayment of dues across retail and MSME loan



products. The team follows a structured calling strategy by prioritising delinquency buckets and risk.

Call Quality Audit team

A dedicated Call Audit Team functions within CEG to monitor and evaluate the quality of customer interactions across both inbound and outbound operations. This team is instrumental in enhancing the overall customer experience through continuous feedback and process improvements. Additionally, the team manages real-time customer interactions through the website chat platform.

Digital Quick Support Team (DQST)

The DQST acts as the digital touchpoint for customers and branches by handling service requests and grievances received through emails, IP calls and social media channels. The team manages service requests and complaints related to digital banking services, including Debit Cards, SIBerNET and Mirror+ app. The team's swift response ensures efficient redressal of requests and complaints and also a seamless digital experience.

Highlights

- Debit card activations of new accounts is 70% for FY 2024-25.
- 44,897 Leads generated through CEG in FY 2024-25.
- Pre-approved Personal Loan conversion for FY 2024-25 is ₹102.62 crore with 6640 accounts.

BRANCH BANKING DEPARTMENT

The Branch Banking Department is the cornerstone of retail banking, serving as the primary touchpoint between the bank and its customers. We are committed towards operational excellence along with delivering superior customer service. The department plays a crucial role in building strong, trust-based relationships with customers while upholding the high standards of compliance.

Branch Banking Department primarily handles a suite of essential banking products and services, which includes Deposits, CASA, NRI Business, TASC(Trust-Association-Society-Club), Government business, Locker, National Pension System (NPS), Assets & Government Sponsored Schemes (GSS). We also closely monitor the market trends and changing customer needs to develop and offer banking products. Branch banking focuses on improving staff and branch productivity by ensuring target achievement through various campaigns, drives and initiatives. Business score cards for assessment of staff, branches, clusters & regions are devised and performance is closely monitored and reviewed to measure and track the target attainment to ensure business growth along with quality of service.

Liability Portfolio and CASA Performance

During the financial year ended March 31, 2025, the Bank's focus on strengthening its liability franchise resulted in steady growth in its CASA (Current Account and Savings Account) portfolio. Savings deposits grew to ₹27,699 crore and Current Account deposits stood at ₹6,030 crore. As a result, total CASA deposits reached ₹33,729 crore, registering a year-on-year growth of 3.17%. The CASA ratio of the Bank stood at 31.37% as of March 31, 2025.

Key CASA Initiatives

To deepen customer engagement and drive growth in retail liabilities, the Bank implemented a series of strategic initiatives across product innovation, digital transformation, and customer-centric service delivery:

1. Adoption of Eco System Concept

The bank adopted an integrated eco system strategy by fostering synergy across all verticals including Branch Banking, Corporate Business Group (CBG), MSME Business Group (MBG), Emerging Business Group (ECG), Retail Assets, CASA and other support functions. This collaborative approach aims to identify cross selling opportunities and deliver holistic solutions, ensuring that customers benefit from the full suite of the Bank's offerings while enhancing productivity and inter departmental efficiency.

2. Focus on Niche Segments:

The Bank introduced segment-specific offerings, including SIB Start Up -a unique Current Account offering for newly started business ventures and SIB SAGA-a tailored proposition for the NRI salaried class - strengthening its value proposition across diverse customer segments.

3. Digital Transformation for Seamless Onboarding:

Continuing its digital-first approach, the Bank enhanced its app-based account opening platform, SIB SWIFTe, for Resident Individual Savings, Salary, and Individual Current Accounts. New features such as Aadhaar face authentication, KYC updation, and dormant account activation were added to further streamline the onboarding experience and reduce dependence on biometric-based authentication.

4. Growth with a Quality-Centric Approach:

The Bank emphasized acquiring high-quality CASA relationships. The Priority Banking program was pivotal in attracting High Net-Worth Individuals (HNIs), enabling effective cross-sell and up-sell of revenue-generating products.

Priority Banking Services

The Bank's flagship Priority Banking offerings—Prime Platinum and Prime—continue to deliver exclusive and personalized banking services to its High Net-Worth clientele.

Program Performance:

As on March 31, 2025, the Bank serviced 2.18 lakh customers under the Priority Banking programs. The savings deposit base under these programs stood at ₹11,475 crore, while term deposits aggregated to ₹35,648 crore. The strong traction in this segment reflects the Bank's growing appeal among affluent customer segments and its commitment to delivering superior banking experiences.

5. Strengthening the Salary Portfolio:

The Bank registered a robust 44% YoY growth in the acquisition of higher variant salary accounts. This was driven by focused efforts on premium segment customers and leveraging existing corporate relationships. The Bank's empaneled corporate base for salary accounts crossed 10,000 companies.

6. Staff-Mapped Portfolio Management:

To enhance customer engagement and product penetration, high-value CASA relationships were mapped to branch staff. Portfolio creation, transfer, and maintenance processes were fully automated to ensure smooth and effective relationship management.

7. Driving Performance through Business Expectations and Productivity Measurement:

To ensure accountability and consistent performance across the organization, the Bank institutionalized clear minimum business expectations at the individual staff, branch, and cluster levels. Individual staff productivity is actively monitored and aligned with defined KPIs, while branches and clusters are assigned measurable business targets. Regular reviews and performance dashboards have helped foster a performance-driven culture and ensure alignment with the Bank's strategic objectives.

8. Re-Engagement with Dormant and Inactive Accounts:

A range of measures was implemented to re-activate dormant accounts, including targeted communication and enabling seamless activation via SIB SWIFTe. These efforts led to a marked increase in account activity and contributed positively to customer retention and satisfaction.

Government Business Division

Government Business Division (GBD) is institutionalized to cater to the Banking requirements of Central Government/State Governments/PSUs/Boards/other Government affiliates, with a focus on canvassing & liaising with various Government institutions Pan India. South Indian Bank is an Agency Bank of Reserve Bank of India since 2021. South Indian Bank is accredited by Central Board of Indirect Taxes and Customs (CBIC) for the collection of GST and Customs Duty & is accredited by Central Board of Direct Taxes (CBDT) for the collection of Direct Taxes. South Indian Bank is also LIVE in Telangana Treasury & Karnataka State Treasury for e-payments.

GBD aims at driving the Government Business portfolio of the Bank, with a special emphasis to boost up CASA & Term Deposits. Regional Sales Managers, Branches, Regional Offices and Cluster Heads are the major acquisition channels to augment Government Business segment. South Indian Bank offers state of the art customized Collection and Payment arrangements to cater the specific needs of the Government entities.

Milestones for the FY 2024-25

- Went LIVE in Non-Tax Receipts Portal (NTRP) – Bharatkosh, Govt of India for accepting payments to 65+ Central Govt Departments via Payment Gateway
- MoU executed with Employees Provident Fund Organisation (EPFO) & Employees State Insurance Corporation (ESIC) for digital collection arrangements
- Went LIVE for the KSMART project (Phase 2) – Govt of Kerala, for offering digital solutions via integrated POS & QR across all LSGDs in Kerala in addition to Payment Gateway services.
- Went LIVE for accepting digital donations via Kiosk facility at Tirumala Tirupati Devasthanams
- Reinitiated our Bank's association with M/s CMDRF – Kerala for accepting public contributions via our Payment Gateway towards Wayanad landslide
- Completed the 2nd term of Travancore Devaswom Board digitalisation Project and provided digital solutions for eKanikka & Appam/Aravana collection at Sabarimala for the Mandala Makaravilakku season 24-25.
- Went LIVE as the sole Digital Partner to Kerala State Forest Department, Govt of Kerala by offering POS & Soundbox to 100+ Ecotourism Centres, Vanasree Shops etc across all 36 Forest Divisions in Kerala.
- Partnered with various Central/ State Government Project / Schemes rolled out through various LSGDs entities.



Agency Business

In addition to the Go Live of our Bank in the collection of Direct Taxes & Indirect Taxes (Customs Duty & GST), we are also Live for Treasury Integration in the States of Karnataka & Telangana, which is a testament to Bank's commitment in providing hassle-free tax payment services to its customers thereby supporting the Government's initiatives in digitalizing its collection and payment arrangements. Numerous marketing and customer awareness initiatives were done to sensitize the customers on Bank's facility to collect these taxes furthering the Nation's economic growth and enhancing customer convenience. In FY 24-25, ₹ 3500+ Cr tax volume was collected by South Indian Bank with an Agency Business Commission Income of more than ₹28 lakhs.

Other Major Central & State Government Collaborations

- Official Banker to M/s IRCTC for Online Booking of Railway tickets.
- Banker to more than 10 + Welfare Boards and 25 + Government Companies/Corporations in Kerala.
- Banker to State Development Authorities, Devaswoms, Electricity Boards, Water Authorities, Central/State Department Projects, LSGDs, Government Companies/Corporations/PSUs across India.
- Associated with Government of India for numerous Single Nodal Agency (SNA) Projects in Kerala & Tamil Nadu.

RETAIL ASSETS DEPARTMENT

The Retail Assets Department of South Indian Bank plays a pivotal role in driving the bank's strategic growth through innovative and customer-centric financial solutions. Retail Assets Contributed 33.70% of the total Advance Growth of the bank in FY 2024-2025. With a commitment to facilitating accessible and structured credit offerings, the department oversees the following key verticals:

Housing Loan Vertical:

Home loan is a key retail product for the bank, offering stable asset quality, deep customer engagement, and yield. In FY 2024-25, the Home loan book recorded a 19% growth, translating to an increase of 979 crores over the previous year. As of 31st March 2025, Home Loan Segment is the second largest contributor to the total retail asset portfolio and this was achieved through focused campaigns (Shift & Save, Her Haven, Builder Plus), digital adoption, and strengthened sourcing across direct and partner channels.

The growth trajectory reflects strong demand and trust in the bank's home loan offering and underlines its significance in driving balance sheet

Drives/Strategy for FY 2025-26

The current year's strategy focuses on scalable growth & quality sourcing through

- Strengthening in-house sales teams and deploying result-oriented sourcing partners.
- Geographic Diversification with focus on Builder tie-ups & Portfolio Buyouts.
- Targeted Offers for customer segments

Expedite the turnaround time and enhance customer delight through

- Digital enablement
- Rollout of RAH (Retail Asset Hub) for faster documentation and seamless processing.
- Launch of Pre-Approved Loans through analytics-based offers.

With this strategic roadmap, the Home Loan vertical is positioned to deliver sustainable growth while supporting the bank's overall retail transformation.

Vehicle Loan Vertical:

The Vehicle Loan Vertical has emerged as one of the fastest-growing and strategically important business segments in the bank, demonstrating remarkable performance in recent years. In FY 2024-25, the vertical achieved a 65% YoY growth, marking a significant milestone by crossing ₹1,000 crores in auto loan disbursements for the first time in the bank's history.

A major catalyst for this success has been the implementation of 'Power Drive', the bank's in-house developed platform which enabled faster sanctioning and disbursement of loans, leading to a substantial reduction in TAT and improved customer experience. Notably, 44% of the disbursements came from non-branch channels, highlighting the effectiveness of the bank's multi-channel sourcing strategy and partnerships.

Drives /Targeted strategies: -

- A renewed focus on the used car segment to enhance yields and expand the product mix.
- Introduction of attractive offers for EV customers, including pre-approved limits, higher LTVs, extended tenures, and special pricing.
- Pre-Approved car loan offers for eligible priority customers, integrated with the Power Drive platform for seamless processing.

- Additional business venue from the tie up with Maruti dealers via Maruti Suzuki Smart Finance (MSSF) integration
- Expansion of Non-Branch business through tie up with M/s Kuwy, M/s Cardekho, M/s Panobiz etc.

Personal Loan Vertical:

Based on the urgency, tech comfort and loan requirements of customer, bank offers Digital personal loans and traditional personal loans. Pre-approved Personal Loans and Quick PL are the two key digital personal loans offering to customers which is processed entirely online, offering quick approval and disbursal through bank's website, internet banking and mobile app. Non digital personal loans involve manual process including customer interaction and document verification and traditional underwriting.

PL contributes to 2.6 % of bank's total assets. In order to accomplish the changing customer needs, digitization and regulatory shifts, Bank has stepped into co lending arrangements for instant loans at checkout in E-commerce platforms. Quick PL- an end to end digital personal loan exclusively for new to bank customers will be promoted through Branded corporate digital partners who are identified as digital referral agents. Co-lending and co-origination tie ups for personal loans are under process for penetration to more consumer segments. Introduction of an additional sales channel, professional tele sales force, digital application forms and new strategic partners are expected to augment the Personal Loan Portfolio of the bank.

Jewel Loan Vertical:

Facilitating secure and accelerated financing secured by gold assets, our service delivers bespoke liquidity solutions characterized by highly competitive interest rates and seamless, efficient processing. Designed to meet diverse financial needs, we ensure a robust, transparent, and customer-centric approach, unlocking the intrinsic value of your gold with unparalleled speed and reliability. JLBG contributes to 19.20% of bank's total advance. In FY 2024-25, the vertical achieved a 9.52% YoY growth.

Drives /Targeted strategies –

- Focus on scaling up New to Gold (NTG) customer acquisition by enhancing activation and engagement at the branch level
- Strengthening of DST Channel by introduction of Team Leader position and focus on productivity/ NTG Acquisition

- Evaluate the exposure limits of existing co-lending partners and explore opportunities to on-board new co-lending partners to expand lending network
- Continuous focus on product development with competitive gold loan products, with higher yields and align products with market trends.
- Reduction of SMA accounts to support sustainable portfolio growth and improve asset quality
- Expand and strengthen the empanelment of appraisers to drive business growth and enhance opportunities for scaling.
- To continue the branch wise bucketing strategy.

Affordable Housing Loan Vertical – SIB Ashirwad:

During the financial year 2024-25, South Indian Bank strengthened its focus on inclusive credit by establishing a dedicated vertical for Affordable Housing Loans under the product name SIB Ashirwad. This vertical is designed to serve the housing finance needs of economically weaker sections, low-income groups, and informal sector borrowers. The bank has also initiated the implementation of the Government of India's Pradhan Mantri Awas Yojana – Urban (PMAY-U) 2.0, aligning with the National Mission of Housing for All. In compliance with the Priority Sector Lending (PSL) guidelines, the vertical has enabled deeper financial inclusion while simultaneously supporting the bank's strategic objectives. It has also contributed to cross-sell growth, CASA mobilization, and customer loyalty, making it a key driver of sustainable and quality asset growth.

LAP Vertical:

LAP Vertical has been structured to focus on sourcing and managing LAP Business through diversified and strategic channels. It primarily emphasises tapping into alternative sourcing platforms such as DSA, DST and DRA to broaden reach and drive business growth with the aim of ensuring streamlined operations and enhanced efficiency across all touchpoints. This vertical plays a crucial role in business development, ensuring structured sourcing, enhanced channel utilization, and portfolio growth through strategic initiatives.

Global Education Loan Vertical:

The global education loan vertical facilitates comprehensive financial assistance to students aspiring to pursue higher education abroad, ensuring seamless funding support tailored to academic ambitions. The SIB Global Education Loan scheme offers students with flexible repayment options, competitive interest rates and tailored loan amounts based on the cost



of education. There was a growth of 3% in the global education loan book in FY 2024-2025.

Targeted strategies:

- Increase Non- Kerala business with the support of Corporate BC M/s WeMakeScholars.
- Digital onboarding of customers for improvement of TAT.

Through these diversified lending verticals, the Retail Assets Department continues to reinforce South Indian Bank's vision of financial empowerment, ensuring sustainable and inclusive growth while maintaining a strong risk framework and operational.

Brand Visibility Enhancement Initiatives during the FY 2024-25

- The Bank launched a series of well-planned promotional campaigns across diverse media platforms—including print, television, radio, outdoor, and digital channels. Each campaign was designed to be cost-effective while focusing on region-specific targeting, ensuring maximum reach and brand recall across key markets. These integrated marketing efforts helped reinforce the Bank's presence and connect meaningfully with various customer segments.
- The Bank's Corporate Communication initiatives delivered strong results during the year, with a strategic mix of well-crafted campaigns, targeted media interactions, and impactful press releases. These efforts significantly boosted the Bank's Share of Voice (SoV), enhancing visibility across both national and regional media. Proactive public relations positioned Bank spokespeople as credible thought leaders, garnering recognition from the media and stakeholders. Consistent engagement with journalists and media houses helped build trust and credibility, enabling the Bank to effectively communicate key developments, milestones, and responses—thereby reinforcing a strong and positive brand image.
- An effective PR strategy enabled the Bank to achieve wide-reaching visibility for key events and financial results across global digital and print media. Throughout the financial year, exclusive interviews with the MD & CEO were featured in leading media platforms, including CNBC TV18, The Hindu Business Line, Economic Times, Moneycontrol, Malayala Manorama, Mathrubhumi, Mint, PTI, Business Standard, and Financial Express. These strategic media engagements reinforced the Bank's leadership position and ensured consistent, high-impact communication with stakeholders.

- Press releases were issued for various occasions, including the declaration of financial results, appointment of new CFO for the Bank, signing of MoU with Ashok Leyland Limited for Dealer Financing, tie up with Tata Motors for commercial vehicle finance, alliance with Northern Arc Capital for joint lending initiatives, launch of SIB Ashirwad, an affordable home loan for low-income families, launch of 'Her Heaven' home loan for women, SIB won 4 awards at Infosys Finacle Innovation Awards, launch of 'Swagatham Malayalamannilek' campaign for NRIs at Cochin International Airport, appointment of Sri. Dolphy Jose as Executive Director, appointment of Sri. Jose Joseph Kattoor as Additional Director, signing of MoU with Daimler India Commercial Vehicles for tailored dealer financing solutions, Exim Connect 2024 to connect with exporters and importers for trade facilitation, alliance with Fedbank Financial Services Limited for joint lending initiatives, inauguration of second mega currency chest in Kakkanad, Kochi, Kerala, celebration of 96th foundation day at the new SIB Tower in Kakkanad, Kochi and launch of SIB Quick FD and SIB Quick PL.
- Investing in Relationships campaign- Leveraging the festival seasons

To reinforce South Indian Bank as a Pan Indian Bank we rolled out multiple festival campaigns both regionally and nationally. Exclusive commercial was prepared for Onam and Diwali which was live in multiple languages. Along with Digital, the ads were live across TV and Theatre. We focused on creating awareness about the brand and its various products through these ads in the south as well as in the non-south markets. The TV campaign achieved a total reach of 2.4 Mn across Kerala and Theatre Campaign delivered a reach of 1.21 lakhs across metro cities in India. In digital, along with the prominent platforms like Google & Meta, we also tried out other mediums like Disney Hotstar, Manorama Online etc. to expand our reach among the youth segment. Digital innovation in the form of interactive ad was also tried out during the festive season targeting the mobile users which received 62K engagement. Our festival ads achieved 43 Million views in digital from our target segment.

- The Bank had conducted Meet and Greet programs at Malappuram, Thrissur, Trivandrum, Chennai, and Delhi for its priority customers.
- Women's day event at Bengaluru

South Indian Bank celebrated International Women's Day by launching 'Women Like You', a special coffee table book chronicling the inspirational journey of 52 remarkable women from diverse fields. Ms. Lakshmi

Ramakrishna Srinivas, Director, South Indian Bank, unveiled the book at a grand event in Bengaluru in the presence of distinguished guests, industry leaders and women customers.

This unique coffee table book showcases inspirational stories of ordinary women who have overcome challenges with strength and resilience, ultimately achieving lasting success. Much like the evening's celebration, the book honours women achievers who have broken barriers and paved their own paths to success. Their journeys serve as a testament to the fact that behind every successful woman lies a story worth reading and emulating.

It was an inspirational evening headlined by international para-athlete, and Padma Shri and Arjuna awardee Dr. Malathi Holla. She shared her extraordinary journey in a session titled "Wings to Fly – An Inspiring Journey." Subsequently, the versatile sports and celebrity anchor Madhu Mailankody moderated a panel discussion on "The Art of Balance". The panel brought together many women achievers to discuss strategies for achieving personal and professional fulfilment. The panellists included:

Sreedevi Ragavan – Founder, Tattvamassi & Board of Governors, IIM Kozhikode, Rasika Iyer – Co-founder & CMO, Tata Soufull, Priya Sunder – Co-founder & Director, Peak Alpha Investments, Simi Sabhaney – Chief Growth Officer, Dentsu India

The celebration concluded with a mesmerising performance by Saxophone Subbalaxmi, the first female saxophonist to hold a world record for playing the instrument for the longest duration. The evening reaffirmed the bank's ethos to empower women by recognising their achievements while strengthening its engagement with customers and the community.

- The "Paint Your Dreams" initiative was successfully conducted across Mumbai, Pune, and Goa, with the central theme of empowering children to paint their aspirations, supported by SIB's commitment to help finance those ambitions. South Indian Bank partnered with MyGate to coordinate the activity across seven premium RWAs, distributed branded stationery kits and plantable Indian flags as giveaways, and promoted the event on Instagram, garnering 1,552 impressions within 24 hours. The initiative engaged approximately 30–40 participants per branch, fostered relationships with RWA committees for future collaborations, and enabled SIB to secure complimentary push notifications on MyGate for lead generation.

- Onam celebration at Mumbai

We hosted an Onam celebration in Mumbai on 28th September, with over 100 customers attending. The event featured a traditional Onam Sadhya and cultural performances, reinforcing SIB's commitment to regional traditions and strengthening customer relationships in a warm and festive setting.

- Following the successful execution of the South Indian Bank visibility campaign during the St. Francis Xavier Exposition held at the Basilica of Bom Jesus from Dec 2 2024 to Jan 2 2025, the team effectively implemented a 30-day integrated plan across key channels. Influencers including Reuben Rodrigues produced engaging static and reel content highlighting SIB's QR code-based digital donation facility, generating a total reach of approximately 170k+ impressions. Simultaneously, regional media promotions ran across TV (Goa 24x7), radio spots (Big FM and Indigo), and on-ground activations — including standees and posters at 5 branches and churches — ensuring sustained daily visibility. A branded OOH mobile van was deployed across Panaji to promote the new branch and digital offerings. Overall, the campaign achieved its objective of increasing brand awareness and positioning, driving QR code transactions and awareness.

- NR Promotional Activity – Swagatham Malayala Mannilek

On the onset of NR Season our Bank carried out a campaign at Cochin International Airport Ltd. targeting NR customers who visited their homeland during July and August 2024.

- The Bank maintained an active presence across its social media channels, regularly showcasing various products and services. Selected posts were strategically promoted to maximise reach and engagement. Special occasions and festive greetings were shared to foster an emotional connection with customers. Platforms such as Facebook, X (formerly Twitter), Instagram, LinkedIn, YouTube, and others were effectively leveraged to communicate product announcements, promotional offers, corporate updates, key milestones, and customer-focused initiatives. This multi-platform approach ensured consistent and impactful digital engagement.
- For better connecting with the millennials and for expanding our brand and product awareness, we rolled out multiple Influencer campaigns during the year, focusing regional and HSM markets. During FY'25 we rolled out more than 15 influencer campaigns, which helped us to garner over 80 Lakh



views, which also helped us to increase Bank's follower base in leading Social Media channels.

- Various Digital Centric campaigns were rolled out during the year focusing TG with in India and NRI's. Focused product and brand campaigns approach helped us to cater more among the TG and affinity segments. More than 70% of the website traffic are between the age group of 18 to 44 years. The Bank is also able to expand the brand visibility beyond its strong markets of South India.
- We launched multiple digital centric products during the year targeting both investment oriented customers and those with immediate fund needs. SIBQuickFD & SIBQuickPL was launched with targeted campaigns in digital mediums. Focus was given to promote the product through active content marketing which also helped to increase the awareness of the 100% fully digital journey offered by both the platforms.
- A full-fledged campaign was launched in the month of January on the occasion of our new Admin Building, SIB Tower, inauguration. Along with print campaign, exclusive online visibility was carried out for 2 days with ads in leading regional online publications along with social media promotion. Our exclusive brand video with the 96 Year theme launched during the occasion received nearly 10 lakh views in social media.
- With the importance of giving prominence to content marketing and position the brand as a thought leader, we launched an exclusive blog for insightful contents on our various products and services. The blog articles also covered trending topics that are search relevant which helped us to bring more quality traffic to our website. Many of our articles ranked in the first page of Google Search Listing. Considering the increased consumption of video content, we launched two exclusive social media channels 'Fincredibles' in English and Malayalam with a key objective of promoting short videos on general and trending topics, targeting Millennials and GenZ population.
- The Bank executed over 300 segmented cross sell campaigns in FY'25 which helped the bank to position right products to right set of TG and increase the conversion rate.
- In FY 25, bank on boarded a full stack Martech platform, this will help us to automate all our marketing campaigns and to effectively run life cycle campaigns.
- The Bank had also associated in major events like Southern India Regional Council and Regional

Conference by Institute of Chartered Accountants of India, 42nd KMA Annual Management Convention of Kerala Management Association, 16th SFBCK Banking Excellence Award of State Forum of Bankers Club, 3rd National Summit by ASSOCHAM, Great Mandolin Show at Chennai, Dhanam Business Summit and Award Nite 2024 by Dhanam Publications Pvt. Ltd. and many more.

AWARDS & RECOGNITIONS

The Bank had received the following awards: -

- SIB won 5 awards at the 20th Annual IBA Technology Awards 2024:
 - Winner – Best Tech Talent & Organisation
 - Runner Up – Best Financial Inclusion
 - Special Mention – Best Digital Sales, Payments & Engagement, Best IT Risk Management and Best Fintech & DPI Adoption
- SIB bagged four awards in the Infosys Finacle Innovation Awards 2024 in the following categories:
 1. Business Model Innovation – Platinum Winner - SIB eDirect
 2. Corporate Banking Innovation – Gold Winner - SIB TF Online / MSME Web Portal
 3. Ecosystem-led Innovation - Gold Winner - CoLending / One Score
 4. Maximizing Customer Engagement – Gold Winner - WhatsApp Banking
- Banks SGM & CIO Mr. Sony A has been recognised by IDC as game changer in the dynamic digital world of financial services
- SIB CISO Mr. Shibu K Thomas received an award under the category Smart CISO in the CSO100 Awards & Symposium held at Jaipur.
- SIB won the Banking Frontier, Finnoviti Award for the SME LOS at The DIGITAL CONTINUUM: Fintech Resurgence 2.0 conference at Mumbai

Subsidiary Companies/Joint Ventures or Associate Companies

As on March 31, 2025, the Bank has one unlisted wholly owned subsidiary - M/s. SIB Operations and Services Limited, which was incorporated on May 28, 2021. SIB Operations and Services Limited is a wholly owned Non-Financial Subsidiary Company of the South Indian Bank Ltd. RBI has accorded the final approval on March 25, 2021 for setting up the Subsidiary Company and the Company was incorporated on May 28, 2021 to cater to the operational needs of The South Indian Bank

Ltd. The authorized Capital as on March 31, 2025 is ₹2 crore and the Issued and Paid-up Capital is ₹50 lakh. The Company is providing exclusive services to the Bank in the operational areas of Telecalling, Business Development, Data Entry Operations, IT Support and other services permitted by the Reserve Bank of India.

HUMAN RESOURCE DEVELOPMENT

In the dynamic landscape of the banking industry, staying ahead necessitates a workforce that is not only skilled but also strategically aligned to meet the evolving needs of Bank's customers. Over the past year, we have dedicated ourselves to achieving this objective by focusing on three key areas: optimizing the Tooth to Tail ratio, empowering customer-facing roles, and bolstering employee productivity.

Optimizing the Tooth to Tail Ratio

The Tooth to Tail ratio serves as a cornerstone in assessing Bank's organizational efficiency, ensuring an appropriate balance between customer-facing roles and backend support functions. Bank's ideal ratio of 85:15, representing 85% of Bank's workforce in customer-facing roles and 15% in backend support, remains an ongoing aspiration. While Bank's current ratio stands at 78:22, significant strides have been made towards narrowing this gap.

Efforts to optimize this ratio have been multifaceted. A dedicated team of experts within the department has spearheaded initiatives aimed at streamlining processes, reallocating resources, and enhancing the effectiveness of customer-facing roles. Through meticulous analysis and strategic planning, we have identified areas for improvement and implemented targeted interventions to drive progress towards our ideal ratio.

Empowering Customer-Facing Roles

At the heart of Bank's business lies the imperative to deliver exceptional service and value to Bank's customers. Recognizing the pivotal role of customer-facing employees in achieving this objective, we have undertaken initiatives to empower and equip them for success.

Central to this endeavor has been the strategic relocation of staff to branches, ensuring a more responsive and personalized approach to customer service. Additionally, we have invested in specialized training programs designed to enhance the skills and competencies of Bank's frontline staff, aligning them with the latest industry trends and technological advancements.

Bolstering Employee Productivity

Employee productivity forms the bedrock of Bank's operational efficiency and competitive advantage. In Bank's pursuit of excellence, we have implemented a range of measures aimed at fostering a culture of productivity and continuous improvement.

Key among these initiatives has been the simplification of processes and workflows, eliminating bottlenecks and redundancies to streamline operations. By harnessing the power of technology, we have augmented the capabilities of Bank's backend support functions, enabling them to provide more efficient and responsive assistance to Bank's customer-facing teams. Moreover, we have cultivated an environment that encourages innovation and collaboration, empowering employees to contribute their ideas and insights towards driving organizational success.

Through Bank's unwavering focus on optimizing the Tooth to Tail ratio, empowering customer-facing roles, and bolstering employee productivity, we have positioned ourselves for sustained growth and success in the years to come.

Looking ahead, we remain steadfast in Bank's dedication to nurturing a workforce that is agile, innovative, and customer-centric. By continuing to invest in Bank's people and aligning Bank's efforts with the evolving needs of our customers, we are confident in Bank's ability to navigate the challenges and opportunities that lie ahead.

DISTRIBUTION OF MANPOWER (CADRE WISE)

As on March 31, 2025, the Bank had 9369 personnel on its payroll. The cadre wise break up is as follows:

Cadre	Gender		Total
	Male	Female	
Officers	3943	2507	6450
Customer Service Associate	926	1672	2598
Senior Office Assistant / Driver	144	18	162
Full-Time / Part-Time House Keeper	35	124	159
GRAND TOTAL	5048	4321	9369

The average age of employees as on March 31, 2025 is 33.91.

As on March 31, 2025 Staff members having professional qualification constitute 57% of the overall workforce. The detailed breakup is as follows:



Number of Staff Members Having Professional Qualification as on 31-03-2025	
Educational Stream	Number of Staff
CA	51
CS	6
ENGINEERING	2222
ICWA/CMA	38
LEGAL	85
MANAGEMENT	1574
PhD	1
POST GRADUATION	1634
Total:-	5611
TOTAL STAFF AS ON 31-03-2025	9369

PERFORMANCE MANAGEMENT SYSTEM

The HR Department has successfully implemented and stabilized a robust Performance Management System (PMS). By introducing transparent and fair performance evaluation processes, the department ensures that employees' efforts are recognized, rewarded, and aligned with the Bank's strategic objectives. This has not only enhanced individual performance but also fostered a culture of accountability and continuous improvement throughout the organization.

To achieve this, HR Department has redefined existing job roles to be directly linked to performance metrics, resulting in the development of a job role-based performance management system. This system is founded on the Balanced Scorecard framework, one of the most popular and widely accepted models for performance management. The Balanced Scorecard approach ensures a comprehensive evaluation by incorporating financial and non-financial performance measures.

A significant enhancement was the quantitative refinement of the Scorecard. This change ensures that every employee is clearly aware of their key deliverables both upfront and on a day-to-day basis. The quantitative nature of the Scorecard provides specific, measurable goals that employees can strive to achieve, thereby improving overall productivity and focus.

To facilitate accessibility, these Scorecards are made available through the HRMS and mHRMS, allowing staff members easy and timely access to their performance metrics. This transparency empowers employees to take charge of their performance, understand expectations, and track their progress continuously.

Overall, the revamped Performance Management

System has brought about a marked improvement in employee engagement and performance. It has created a structured environment where employees can thrive, contributing positively to the Bank's long-term success. The focus on fair and transparent evaluations, coupled with clear and measurable objectives, ensures that every employee is motivated to perform at their best, aligning personal goals with the strategic objectives of the organization.

EMPLOYEE ENGAGEMENT

The Human Resources function at South Indian Bank continues to play a critical role in shaping the internal fabric of the organisation during the financial year 2024-25. The year witnessed a meaningful combination of strategy and empathy, with initiatives that reached out to employees at every stage of their journey — from young professionals stepping into leadership roles to those concluding decades of service. The Bank's commitment to efficiency, recognition, wellbeing, and inclusiveness found clear expression through the programmes launched and refined throughout the year. The following sections present a detailed narrative of the key interventions and accomplishments of the HR Department.

Leadership Development and Capability Building

Developing the next generation of leaders remained a key strategic priority. The Bank continued its focus on structured development through the "SIB Talent Program," a comprehensive initiative designed to equip selected officers with the mindset, skillsets, and strategic clarity required for future leadership roles. The program was implemented in phases, beginning with personalised Individual Development Plans (IDPs), followed by one-on-one executive coaching and culminating in intensive classroom sessions at IIM Bangalore. The learnings were applied through real-time projects, and the entire cohort concluded their journey with a formal presentation and valedictory ceremony, which served as both a reflection and celebration of their growth.

In addition to structured training, the Bank introduced "SIB Empower," a mentorship platform aimed at facilitating professional guidance through meaningful mentor-mentee relationships. Senior leaders were paired with emerging talent based on function and interests. The framework was supported by HRMS-based dashboards that allowed for regular progress tracking and ensured that mentoring relationships remained goal-oriented and consistent.

Recognition and Appreciation

Recognising employee effort and contribution remained central to the HR philosophy. The Bank continued to

build on the success of the “SIB Max” performance recognition scheme, which acknowledged employees on a quarterly basis for their contributions to business outcomes. These recognitions were not limited to results alone but also factored in behaviours, initiatives, and consistency, thereby allowing a broader spectrum of staff to be celebrated. Recognised individuals were featured on HRMS dashboards with custom visuals and department-level communications, which gave their efforts visibility and respect among peers.

A key milestone during the year was the introduction of the “Employee of the Month” program, which specifically focused on acknowledging high-performing employees in backend and support roles — those who may not often be visible in revenue-facing activities but remain essential to the Bank’s functioning. Department heads were empowered to nominate individuals based on well-defined criteria, and selected staff members were honoured with digital certificates, HRMS badges, and featured stories in the internal recognition magazine “SIB Spotlight.” The magazine itself, published quarterly, became a window into the lives and journeys of colleagues across geographies and roles, and emerged as a strong internal brand that reinforced the culture of appreciation.

Employee Engagement and Cultural Vitality

Throughout the year, the Bank invested in strengthening the social and emotional connection among its employees. One of the most visible and energising initiatives was “Thursday Thrills,” a cultural engagement series launched across key offices under the suggestion of the MD & CEO. These monthly events transformed ordinary workdays into memorable occasions with live music, refreshments, and informal team interactions. The inaugural event at Kakkanad featured a well-coordinated programme that included external artists and internal performances. The concept was quickly embraced and replicated across multiple zones, giving employees space to unwind and interact outside of structured meetings.

Creative expression was encouraged through initiatives like “SIB Symphony 3.0,” a virtual music competition that invited staff from across the country to showcase their vocal and instrumental talent. Submissions were uploaded on social media platforms with designated hashtags, and participation was open to both classical and contemporary categories. An external jury evaluated the entries, and popular choice awards ensured inclusivity. The event created excitement across branches and ROs, reinforcing that creativity and community could co-exist even in a digital format.

December brought with it “Santa Vibes,” a carol singing competition that brought festive energy into the

workplace. Both solo and group entries were accepted, with separate categories for branch and department staff. Submissions were evaluated by an external panel, and the contest also incorporated a social media angle, with winners announced based on both merit and engagement. Earlier in the year, the Diwali season saw the successful execution of a pan-bank greeting card design contest under the theme “Triumph Over Darkness.” The top cards, selected by a judging panel, were turned into official festive wallpapers and widely appreciated across departments.

Health and Wellbeing

The physical and mental wellbeing of employees remained a recurring theme in HR interventions. The “Wellness Wednesday” series, held monthly, featured webinars conducted by health professionals on topics that ranged from monsoon-related illness prevention to diabetes management in workplace contexts. One of the most appreciated sessions was the October webinar on mental resilience, which addressed the realities of working in high-pressure banking environments and offered strategies to handle stress, anxiety, and burnout.

These wellness interventions were not limited to awareness sessions. They were designed to reinforce a longer-term approach to health and self-care and helped in normalising conversations around topics that are often avoided due to stigma or time constraints.

Commemorative Events and Social Causes

The Bank celebrated India’s 78th Independence Day with a flag hoisting ceremony at the Head Office, followed by a short cultural program. Participation was voluntary but saw a significant turnout, with employees from nearby branches and departments attending in person. In parallel, a virtual quiz competition on India’s freedom movement was conducted through HRMS and WebEx. The event witnessed enthusiastic participation and reflected a sense of shared history and national pride.

One of the most impactful initiatives of the year was the Women’s Day Hair Donation drive, Conducted in partnership with Hair Donation 555. The drive encouraged female staff to voluntarily donate their hair for the creation of wigs for cancer patients undergoing chemotherapy. The initiative was humane, thoughtful, and deeply resonant. Donors received appreciation certificates signed by the COO, and the campaign received significant visibility across social media. Additionally, cultural programmes were organised exclusively for women staff at Thrissur and Ernakulam, allowing for celebration, conversation, and connection.

On the other end of the employee lifecycle, a more



personal approach was introduced for retirees. The Bank formalised the issuance of personalised greetings featuring a photograph and farewell message, sent to the employee's HRMS dashboard and personal email. This thoughtful gesture was not transactional but celebratory, acknowledging the years of service and contributions made.

Corporate Tie-ups and Employee Benefits

A significant portion of the HR team's efforts went into negotiating, renewing, and communicating corporate tie-ups that directly benefited staff and their families. The year saw a surge in both volume and variety of tie-ups, spanning healthcare, travel, wellness, and lifestyle services.

In the healthcare category, the Bank strengthened its association with Vasan Eye Care Hospitals, which offered complimentary consultations, discounted investigations, optical products, and surgeries. Similar arrangements were put in place with SIMS Hospital in Chennai and Metropolis Labs, offering access to reliable diagnostics and care at reduced rates.

Under travel and hospitality, the Bank entered into rate agreements with premium chains such as Sterling Resorts, Lemon Tree Hotels, and Rhythm Kumarakom. These tie-ups were particularly popular during festive seasons and annual leave periods. The launch of a dedicated travel portal in collaboration with MakeMyTrip, named "myBiz," was another major breakthrough. The portal provided access to corporate fares, streamlined the booking and reimbursement process, and allowed for centralised travel tracking. The partnership with Indigo Airlines within this platform enabled reduced cancellation charges and simplified payment processes.

Wellness tie-ups included discounts with Dental, Skin, and Ayurvedic centres. The benefits were not restricted to employees alone — they were extended to spouses, children, parents, in-laws, and even retired staff. To ensure these arrangements were accessible and well understood, all tie-ups were communicated with detailed contact information through the Bank's internal portal and newsletters.

Digital and Operational Improvements

Operational efficiency received a significant boost through process digitisation and automation. The allowance reimbursement workflow was revamped, enabling employees to submit eligibility declarations digitally and receive approvals without the need for physical documentation. This move reduced processing time and eliminated delays in claim settlement.

The HRMS saw further enhancements with the inclusion of digital certificates for employee recognition, polls for

ID card designs, and modules for mentorship tracking. A full revamp of employee ID cards was also completed, covering all business units and departments across locations.

The Bank's commitment to compliance and quality was reaffirmed through the successful completion of the ISO 9001:2015 Surveillance Audit. The audit, conducted by IR Class Systems, validated the robustness of the HR Department's processes, documentation, and service standards.

The initiatives undertaken by the Human Resources Department in FY 2024-25 were consistent in intent and impactful in execution. Whether it was celebrating a singer from a rural branch, simplifying allowances for a field officer, offering health benefits to a retiree's family, or preparing future leaders for transition, each action reflected attention to both structure and spirit.

Looking ahead, the Department remains committed to staying responsive, relevant, and rooted in the belief that people are not just the workforce, but the soul of the organisation.

EMPLOYEE WELL-BEING

The South Indian Bank Staff Welfare Scheme: This year 276 staff members have availed the benefit of 'The South Indian Bank Staff Welfare Scheme' introduced in December 2008. Leave can be availed for the purposes of child care, medical treatment, Higher Education. The scheme ensures the Bank's employee friendly approach towards its employees and the concern for their family members.

The Staff Welfare Study Support Scheme: The Staff Welfare Study Support Scheme which was introduced in the FY 2016-17 for children of staff members has been successfully continued in the current financial year also. The number of children availed Staff Welfare Study Support Scheme for the FY 2024-25 is 2006. The scheme has proved to be effective in its implementation with the aim of encouraging the children of staff members to soar greater heights.

Further to the above the Bank has introduced New Schemes in Staff Welfare Scheme for FY 2024-25:

- Nutrition allowance to female employees who became mothers.
- Scheme to recognize employees who have donated blood.

The bank has reduced the mandatory notice period of resigned staff from 90 days to 30 days. This enhance organizational agility, improves employee satisfaction and accelerates talent transitions.

A jovial and employee friendly approach by the Bank is

the only reason to have a very minimal attrition rate of 4.96%.

TECHNOLOGY DRIVEN HRMS SYSTEM

The HRMS section of South Indian Bank continued its steady transformation journey through the financial year 2024–25, with a range of strategic technology-driven interventions designed to streamline employee services, enhance compliance, and digitize core HR operations. Several initiatives undertaken during the year directly contributed to improved operational efficiency and employee experience across the Bank.

One of the most impactful implementations was the prompt rollout of the 12th Bipartite Agreement changes, which included crucial modifications in payroll, pension, and terminal benefit modules. This entailed complex system adjustments to disburse eligible arrears and benefits as per the revised industry-wide settlements, ensuring timely and error-free processing for all eligible employees and retirees. Closely associated with this was the integration of rebate computation under Section 89, which enabled employees to view detailed calculations for arrears-related tax relief, directly through HRMS. These efforts collectively reflect the system's enhanced adaptability to regulatory and statutory updates.

Another area of significant enhancement was the SIB mHRMS mobile application, which underwent multiple version upgrades over the year. Notable releases included v2.7.7, v2.7.9, and v2.8.0, each of which introduced meaningful new functionalities. These included location capture via Google Maps for attendance marking (pilot phase), training attendance, travel logs, a service desk interface, and CRM-related tools for lead processing. The mobile platform's evolution helped bring HR services closer to employees and offered enhanced accessibility, particularly for field staff.

In response to the Bank's focus on staff welfare and digital governance, the HRMS section enabled several workflow-based modules for employee engagement and compliance. A notable addition was the digital execution of Employer–Employee Agreements linked to special training programs and qualification reimbursements, which was integrated with NeSL's DDE portal for secure execution. This facility not only ensured legal and procedural compliance but also digitized a previously paper-heavy process.

Further, the section contributed to the timely execution of strategic rewards and benefits. The SIB Max reward disbursement workflow, implemented in Q1, streamlined reward payments for qualifying branches, aligning with the Bank's quarterly performance recognition strategy. Similarly, enhancements to the leave encashment module allowed for consolidated processing of multiple

encashment types (such as LFC and annual leave) within a single payroll cycle—an improvement from the earlier sequential reporting method.

Supporting the Bank's growing emphasis on self-service and employee empowerment, the team also introduced utilities like Form 16 email alerts for staff on long leave, the ability to digitally generate Form L for gratuity, and automated retiree greeting messages from the Chief Operating Officer, further digitizing key HR touchpoints. The integration of the Key Fact Statement (KFS) for staff term loans in accordance with RBI guidelines was also a compliance-oriented step, reinforcing transparency in staff lending operations.

On the administrative side, the section introduced subtle yet meaningful automation such as the meeting room booking system for Head Office and Administrative departments, and the collection and storage of key documents like relieving letters and commercial employment certificates for retirees, allowing better archival and retrieval mechanisms for the Staff Welfare section.

Among the notable welfare-focused initiatives, the Bank rolled out a Bereavement Assistance Scheme for retired staff members, backed by a structured HRMS workflow to facilitate benefit disbursement. In addition, the automation of CRAR-related benefit calculations which was earlier performed manually significantly improved the efficiency and accuracy of quarterly reporting to IRMD.

To aid in new workforce integration and staffing operations, a dedicated apprentice sourcing workflow was introduced, enabling branches to request apprentices and track the status of allocations and exits seamlessly. Another important operational upgrade was the NEFT facility for pension disbursement to other bank accounts, offering greater flexibility and convenience to pensioners.

While many of these projects were major enablers of systemic change, several subtle improvements were also quietly integrated into HRMS. These included Aadhaar name capture for seamless validations across systems and minor enhancements like Ex-Staff portal CAPTCHA simplification. These reflect the section's commitment to incremental upgrades without compromising on user convenience.

Through all these developments, the HRMS section has underscored its role as a backbone enabler for people-centric transformation within the Bank. The blend of regulatory compliance, employee experience enhancement, and operational streamlining has helped ensure that South Indian Bank's HR technology landscape remains agile, responsive, and future-ready.



SIB-Executive Brief

The “SIB-Executive Brief” is a meticulously compiled daily news update prepared by HR-L&D. It encompasses a wide range of topics, including banking, finance, the economy, industry, sports and market rates. This brief is emailed daily to members of the Board and executives and is also available on SIB Insight for easy access by all staff members. To provide comprehensive information, it includes data on 10-year G-Sec yields, ‘AAA’ corporate bonds for 5 years, 3-month CD & CP rates, 3-month forward premiums, US 10-year yields, and forex reserves. This valuable resource keeps Bank’s team well-informed on crucial market dynamics and trends.

E-Learning Tests

The Bank conducted two online tests focusing on Information Security and Cyber Security for Customer Service Associates and Officers across various grades (Scale I to Scale V) during the financial year 2024-25. These tests, administered through the LMS platform, iLearn, saw active participation from branches and offices. The objective was to enhance cyber security awareness among Bank’s staff members, ensuring they are well-prepared to handle security challenges in the digital age.

Continuous Assessment Test for Probationary Officers

To ensure the continuous learning and knowledge enhancement of Bank’s Probationary Officers, HR-L&D conducts e-learning tests covering 20 modules for each batch of Probationary Officers (POs), HR-L&D diligently ensures that all Probationary Officers make the necessary efforts to pass these tests on time, thereby securing their confirmation without delay. This rigorous assessment process helps maintain high standards of competency within Bank’s workforce.

SIB STUDENTS’ ECONOMIC FORUM (SIB SEF)

SIB SEF is a prestigious monthly publication that delves into and scrutinizes pertinent themes in the realms of economics, finance, and banking. Since its inception in December 1991, it has published 399 themes as of March 31, 2025. This initiative is designed to ignite a passion for economic affairs among the younger generation and serves as a comprehensive learning platform for students. Each edition covers a wide array of contemporary topics in economics and finance, ensuring that readers stay informed about the latest developments. The publication is extensively distributed to the offices of the Reserve Bank of India (RBI), various banks, corporate entities, and numerous educational institutions. Its insightful content and analytical depth have made it a highly respected and appreciated

resource among students, professionals, and academic circles.

SIBLINK

‘SIBLINK’ is Bank’s quarterly corporate family magazine, showcasing a diverse range of content contributed by Bank’s staff and their families. This magazine includes articles, reviews, interviews with distinguished personalities, personal experiences, and other literary works. The hard copies are distributed to the Bank’s branches, departments, and offices, while digital versions are accessible on SIB Insight and the Bank’s website. SIBLINK also highlights the achievements of Bank’s staff members, including their wedding photos and campaign results. A new section introduced last year features contributions from the children of staff members, fostering a sense of community and pride. During the last financial year, the Bank has successfully published four issues of SIBLINK.

Daily Quiz

The HR-L&D department is steadfast in its commitment to the continuous learning and development of Bank’s staff members. To support this goal, we administer a Daily Quiz through the HRMS platform. This quiz includes five questions based on the content from the Executive Brief, covering general topics such as credit, forex, and NRI business. The Daily Quiz is an engaging way to ensure that staff members stay updated and continuously enhance their knowledge.

INDUSTRIAL RELATIONS

The Bank has enjoyed a mutually respectful and cooperative relationship with its employees and their representative organisations, namely the Workmen Union and Officers Association. This harmonious atmosphere has fostered a strong sense of shared responsibility towards the overall progress and well-being of the Bank and its staff. As a result of the positive industrial relations established with both associations, the Bank has experienced significant growth throughout the years.

A jovial and employee friendly approach by the Bank is the only reason to have a very minimal attrition rate of 4.96%.

PERFORMANCE LINKED INCENTIVE SCHEME (PLIS)

With an unwavering commitment to bolstering productivity and efficiency across every facet of its operations while nurturing a culture of motivation among its diverse cadre of employees, the Bank introduced the Performance Linked Incentive Scheme (PLIS) commencing from the fiscal year 2007-08. This visionary initiative has since served as a cornerstone

in driving organizational excellence and fostering a performance-driven culture within the Bank.

The essence of the PLIS lies in its methodology, intricately designed to assess and reward employees based on their performance, as meticulously measured by the holistic Balanced Scorecard. This comprehensive framework evaluates not only the quantitative aspects of performance but also encompasses qualitative factors, ensuring a nuanced understanding of employees' contributions towards the Bank's overarching objectives.

A pivotal evolution occurred in the fiscal year 2021-22, marked by the Bank's pivotal shift towards a Balanced Scorecard-based appraisal process across all job roles. This transformative paradigm shift heralded a new era of performance evaluation, wherein a singular score derived from the Balanced Scorecard serves as the quintessential benchmark for various pivotal aspects, including promotions and PLIS calculations.

This streamlined approach not only enhances transparency and objectivity in performance assessments but also reinforces the symbiotic relationship between individual performance and organizational success. By aligning incentives with performance metrics embedded within the Balanced Scorecard, the PLIS serves as a potent catalyst for igniting intrinsic motivation and driving continuous improvement among employees at every echelon of the organization.

Moreover, the PLIS transcends beyond mere financial incentives, embodying a holistic ethos that celebrates and recognizes employees' contributions towards fostering a culture of excellence. The transparent and equitable nature of the scheme instills a profound sense of accountability, empowering employees to take ownership of their performance and actively contribute towards the Bank's strategic imperatives.

EMPLOYEE STOCK OPTION SCHEME (ESOS)

To motivate the employees further and to inculcate in them a sense of ownership, Employees' Stock Option Scheme (ESOS) was approved by the Shareholders at

the Annual General Meeting held on August 18, 2008. The Bank has introduced Tranche 1 of the scheme in 2009-10, Tranche 2 of the scheme in 2010-11, Tranche 3 of the scheme in 2011-12, Tranche 4 and Tranche 5 during 2012-13, Tranche 6 during 2013-14, Tranche 7 during 2014-15, Tranche 8 & Tranche 9 during 2017-18 and Tranche 10 during 2020-21, Tranche 11 and Tranche 12 during the FY 2022-23, Tranche 13 during the FY 2023-24 and Tranche 14, Tranche 15, Tranche 16 and Tranche 17 during the FY 2024-25. The SIB ESOS 2008 Employee Stock Option Scheme ('the Scheme') provides for grant of stock options on equity shares of the Bank to employees and Managing Director & CEO and Whole Time Director (s) of the Bank. The Scheme is in compliance with Securities and Exchange Board of India (Share-Based Employee Benefits and Sweat Equity) Regulations, 2021. The Bank followed Black Scholes model for calculating fair value of option to account for its stock based employee compensation plans as per the Guidelines for all the options granted till the accounting period ended March 31, 2025. The fair value thus arrived were being recognised as expense beginning with the accounting period for which approval has been granted as per RBI circular No. RBI/2021-22/95 DOR.GOV. REC.44/29.67.001/2021-22 dated August 30, 2021. Till March 2025, 5,98,13,014 stock options were vested, out of which 2,93,24,218 stock options were exercised by eligible employees. The money realised due to exercise of the said options was ₹43,21,64,754.34 and consequently 2,93,24,218 shares of ₹1/- each have been allotted to the employees/ legal heirs concerned.

(V J Kurian)
Chairman
DIN : 01806859

(P R Seshadri)
Managing Director & CEO
DIN : 07820690

Place: Thrissur
Date: July 17, 2025



DIRECTORS' REPORT

To the Members,

The Board of Directors is pleased to place before you, the 97th Annual Report on the business and operations of the South Indian Bank Ltd. ("the Bank") along with the audited accounts for the Financial Year (FY) ended March 31, 2025.

PERFORMANCE OF THE BANK

The performance highlights of the Bank for the financial year ended March 31, 2025 are as follows:

₹ in crore		
Key Parameters	2024-25	2023-24
Deposits	1,07,525.60	1,01,920.26
Gross Advances	87,578.52	80,426.26
Total Gross Business	1,95,104.12	1,82,346.52
Operating Profit	2,270.08	1,867.67
Net Profit	1,302.88	1,070.08
Capital & Reserves	10,099.92	8,823.54
Capital Adequacy (%) - Basel-III	19.31	19.91
Earnings Per Share (EPS)		
(a) Basic EPS (in ₹) [face value ₹1/-]	4.98	5.10
(b) Diluted EPS (in ₹) [face Value ₹1/-]	4.98	5.09
Book Value per Share (in ₹) [face value ₹1/-]	38.60	33.73
Gross NPA as % of Gross Advances	3.20	4.50
Net NPA as % of Net Advances	0.92	1.46
Return on Average Assets (%)	1.06	0.93

Previous year's figures have been regrouped / reclassified, wherever necessary to conform to current year's classification.

BUSINESS ACHIEVEMENTS

The Bank has achieved a total Business of ₹1,95,104.12 crore, consisting of Deposits of ₹1,07,525.60 crore and Gross Advances of ₹87,578.52 crore as on March 31, 2025.

DEPOSITS

The total Deposits of the Bank as on March 31, 2025 were ₹1,07,525.60 crore as against ₹1,01,920.26 crore as on March 31, 2024, registering a growth of 5.50%. The break-up of Deposits as on March 31, 2025 is as under:

	Amount (₹ in crore)	% to total Deposits
Current Deposits	6,030.41	5.61%
Savings Deposits	27,699.31	25.76 %
Term Deposits	73,795.88	68.63%
Total	1,07,525.60	100%

The Bank has during the year focused on Retail Advances and CASA.

The CASA has grown from ₹32,692.67 crore as on March 31, 2024 to ₹33,729.72 crore as on March 31, 2025, with a growth of 3.17%. The Savings Bank Deposits grew by 4.06% on a year-on-year basis. While opening new banking relationships, the Bank has accorded priority to meaningful financial inclusion during the period under reporting.

ADVANCES

The Advance portfolio of the Bank grew by 8.89% on a YoY basis to reach ₹87,578.52 crore as on March 31, 2025. The focused strategies implemented by the Bank have facilitated rapid growth in advances.

The Bank has registered a robust recovery and upgradation of NPA during the financial year 2024-25 and GNPA stood at ₹2,799.83 crore as at March 31, 2025. The Gross NPA of Bank as on March 31, 2025 as a percentage to gross advance is 3.20% and Net NPA stood at 0.92%. Ensuring the Bank's vision on asset quality, the underwriting standards are revisited & reviewed from time to time. The GNPA and Net NPA percentage of the new Loan book stood at 0.46% and 0.13% respectively.

During the financial year, the Bank could register growth, with focus on building quality assets across all verticals like corporate, SME, housing loan, auto loan, personal loan, gold loan etc. The Vehicle Loan ("VL") policy of the Bank was revamped during the year 2023-24, to make the VL products more competitive in the market without compromising on credit quality.

The Bank has adopted a forward-looking approach and envisaged more co-lending arrangements to enhance priority sector lending. All the priority sector advance targets stands achieved and the Bank was also able to generate additional revenue of ₹73.66 crore during the year, through sale of Priority Sector Lending Certificates (PSLCs).

Priority sector target & achievement as on March 31, 2025 is as follows:

Particulars	% of Target	% of Achievement
Overall PSL	40.00%	41.97%
Agriculture	18.00%	19.28%
Small & Marginal Farmers	10.00%	13.38%
Non-Corporate Farmers	13.78%	15.09%
Micro Enterprises	7.50%	9.01%
Weaker Sections	12.00%	14.37%

Break-up of exposure under Priority Sector as on March 31, 2025 is furnished below:

	Amount (₹ in crore)
A) Agriculture & Allied activities (Net of PSLC)	15,462.00
B) MSME (Net of PSLC)	15,951.27
C) Other Priority Sector	2,253.70
TOTAL PS (Net of PSLC)	33,666.97

The high-quality portfolio growth was channelized by the Relationship Management structure at numerous locations/touch points which helped the Bank in tapping various Retail, SME and cross-selling opportunities. Decentralisation of credit processing centres resulted in speedy disposal of credit facilities.

Bank set up an exclusive Business Process Group to revamp the processes of various systems of the Bank - Asset and Liability to provide a frictionless hassle-free ease of doing business environment at the front end. The Group has already delivered 8 flagship product flows covering Retail and MSME segment of which 5 are in the existing Newgen Software platform and 3 are home grown. Besides these, 6 Renewal flows are made simpler and quicker, lessening the TAT and work at Central Credit, improving the overall operational efficiency in the life cycle of Asset. Identical activities are going on in the Liability side as well for a high impact operational efficient platform for on-boarding and

servicing the liability customers. Niche solutions from Fintech providers for various functional operations have also been brought in, which adds value in the associated activities of credit underwriting.

FINANCIAL PERFORMANCE

Profit

The Net Operating Income (Net Interest Income and Other Income) of the Bank increased by ₹451.50 crore (9.31%) from ₹4,847.57 crore in FY 2023-24 to ₹5,299.07 crore in FY 2024-25. The Non-Interest Income increased by ₹297.91 crore (19.66%) during the year, which was mainly on account of amount recovered from write off accounts during the FY 2024-25. The Operating Profit for the year under review was ₹2,270.08 crore (before taxes and provisions) as against ₹1,867.67 crore (before taxes and provisions) for FY 2023-24. The Net Profit for the year was ₹1,302.88 crore as compared to a net profit of ₹1,070.08 crore during the previous year and the profit available for appropriation are as per details given below:

₹ in crore

Profit before taxes and provisions	2,270.08
Less: Provision for NPI	(1.81)
Provisions for Non- Performing Assets	575.03
Provision for FITL	(56.44)
Provision for Income Tax (Net)	425.80
Provision for Deferred Tax (Net)	28.21
Provision for Standard Assets	(7.93)
Provision for Restructured Assets	(1.40)
Provision for Other Impaired Assets	7.06
Provision for Un-hedged Forex Exposure	(1.31)
Net profit	1,302.88
Brought forward from previous year	598.08
Profit available for appropriation	1,900.97
Appropriations:	
Transfer to Statutory Reserves	325.73
Transfer to Capital Reserves	73.99
Transfer to General Reserves	400.00
Transfer to Investment Fluctuation Reserve	25.79
Transfer to Special Reserve u/s 36(1)(viii) of Income Tax Act, 1961	81.00
Dividend Paid for FY 2023-24	78.49
Balance carried over to Balance Sheet	915.97
Total	1,900.97



Dividend

The Board of Directors has recommended a dividend of 40% i.e. ₹0.40 per Equity share of face value of ₹1/- each per share for the financial year ended March 31, 2025 as against dividend at the rate of 30% i.e. ₹0.30 per Equity share of face value of ₹1/- each per share and during the previous Financial Year.

CAPITAL & RESERVES

The Capital plus Reserves of the Bank has moved up from ₹8,823.54 crore, as on March 31, 2024 to ₹10,099.92 crore as on March 31, 2025, mainly on account of plough back of profits, during the current financial year. Apart from the disclosed transfers, no other amounts are proposed to be carried to any reserves.

THE CAPITAL TO RISK WEIGHTED ASSETS RATIO (CRAR)- BASEL III

The Capital to Risk Weighted Assets Ratio (CRAR) of the Bank according to Basel III guidelines is 19.31 as on March 31, 2025 as against the statutory requirement of 11.50 (including Capital Conservation Buffer). Tier I CRAR constitutes 17.98 while Tier II CRAR works out to 1.33. The Bank follows Standardized Approach, Standardized Duration Approach and Basic Indicator Approach for measurement of capital charges in respect of credit risk, market risk and operational risk, respectively.

LISTING AGREEMENT WITH STOCK EXCHANGES

The Bank's shares continue to be listed on BSE Ltd. and The National Stock Exchange of India Ltd. The Tier II Bonds issued by the Bank continue to be listed on BSE Ltd. The Bank confirms that it has paid the listing fees to all the Stock Exchanges for the financial year 2025-26. The securities of the Bank are actively traded on NSE (Shares only) and BSE (Shares and Bonds) and have not been suspended from trading.

BANKING NETWORK

The Bank has its network across India with 953 banking outlets (948 Branches, 3 Satellite branches and 2 Ultra small Branches (USB)) and 1,280 ATMs & CRMs as on March 31, 2025. The Bank has merged 6 branches during the FY 2024-25. The Bank has also opened 17 new ATMs across the country and closed 50 ATMs and 8 CRMs. The branch network covers 26 States and 4 Union Territories.

A new state-of-the-art building – 'SIB Tower' has been constructed at Kakkanad, having B+G+11 Floors with 1,98,681 Sqft and houses major backend operations. The building is equipped with 1200+ work spaces, an auditorium with 216 seating capacity, AV Equipped Board Room, 9 Meeting rooms/Conference Halls & 3 Interview Rooms, along with 77 double storied car parking in the Basement.

The Eleventh Floor is well-equipped with Modern Kitchen facility and infrastructure along with Cafeteria, Executive dining space, Staff Dining, Kitchen store room, etc.

The Ground floors caters to a RBI AAA rated Mega Currency Chest with provision for secured parking of a 40 feet container/truck. The Rajagiri Valley branch is also located in the Ground Floor.

INVESTMENT

Global economic activity remained stable yet lackluster at the start of FY25, with projections indicating continued sluggishness. However, the global outlook shifted as Governments reprioritized their policies. In its January 2025 update of the World Economic Outlook (WEO), the International Monetary Fund (IMF) initially forecasted global growth of 3.3% for FY 2025 but later downgraded it to 2.8% for FY 2025 and 3% for FY 2026, signaling a deceleration in growth momentum. While headline inflation moderated, it remained above target in many economies due to the uneven and slow pace of disinflation. Diverging monetary policy paths across countries persisted, transitioning from a highly synchronized tightening phase to a cautious and gradual rate-cutting cycle.

The National Statistical Office (NSO) released the second advance estimates (SAE) of real GDP growth at 6.5% year-on-year for FY 2024-25, underpinned by strong growth in private consumption and expenditure. On the supply side, real Gross Value Added (GVA) expanded by 6.4% year-on-year, driven primarily by the agriculture and services sectors. Headline CPI inflation, which averaged 4.6% during H1:2024-25, peaked at 6.2% in October 2024 before easing. By March 2025, inflation had dropped to a 67-month low of 3.16%, largely due to a sharp decline in vegetable price inflation.

The Monetary Policy Committee (MPC) held the policy repo rate steady at 6.5% from February 2023 before initiating monetary easing in H2:2024-25. In October 2024, the MPC revised its stance from "withdrawal of accommodation" to "neutral" and reduced the repo rate by 25 basis points (bps) to 6.25% in February 2025. Additionally, the Reserve Bank of India (RBI) cut the Cash Reserve Ratio (CRR) by 50 bps in December 2024 to spur the liquidity in the Banking system.

Financial markets remained volatile amid shifting monetary policy expectations and escalating fears of tariff wars. Geopolitical uncertainties, heightened trade tensions, and the withdrawal of portfolio by investors triggered a retreat in equity markets from their January 2025 highs. The sell-off intensified further in March 2025 due to growing concerns over a potential trade war.

The trajectory of India's 10-year bond yield in FY25 was marked by significant movements. At the start of FY25, yields remained sticky as the US 10-year yield rose, driven by persistently high inflation and a tight labour market. This trend influenced India's 10-year yield, keeping it elevated during the same period. However, domestic yields were later supported by favourable developments, including an earlier than expected rate-cutting cycle by the US Federal Reserve compared to the Reserve Bank of India, coupled with India's inclusion in global bond indices, and a prudent fiscal framework. Although liquidity conditions tightened in the latter part of the year, the impact on yield was largely mitigated by the RBI's increased securities purchases through Open Market Operations (OMOs).

FY25 was an eventful year for the Indian Rupee, characterized by periods of stability, sharp depreciation, and subsequent consolidation. While the first seven months of the year saw a largely stable currency, the latter part experienced significant fluctuations. The nominal exchange rate of the Indian rupee (INR) depreciated to a record low of INR 87.95 against the US dollar (USD) in FY25, marking a depreciation of 2.4%, compared to a more modest decline of 1.5% in FY24.

The Bank's gross investment portfolio stood at ₹21,856.51 crore as on March 31, 2025 compared to ₹25,278.63 crore as on March 31, 2024, down by 13.54%. Investment Deposit ratio moved to 20.36% as on March 31, 2025 from 24.80% as on March 31, 2024. Profit on sale of investment for FY 2024-25 stood at ₹295.16 crore. Total interest income from investment for the year was ₹1,592.05 crore (Inclusive of dividend income of ₹3.06 crore and amortisation cost of - ₹126.54 crore). Yield on investments (profit + interest earned to average investments) during FY 2024-25 was 7.75%.

During the year, the fixed income instruments trading desk, the equity trading desk and the forex trading desk in Treasury Department have all managed their portfolios well with data-backed analysis. The SLR trading desk also planned and executed the Bank's participation in Government's Securities Market. The desk has successfully managed the Held-To-Maturity (HTM) book. The equity trading desk took well thought out positions in the secondary market and participated actively in the various primary market offerings too. The forex trading desk has also contributed actively to overall profits by taking gainful trading positions. Overall Treasury has contributed highest ever profits during the Financial year 2024-25 through strategic trading positions.

The Fund Management and Money Markets Desks at Treasury Department successfully managed the liquidity risk by maintaining appropriate levels of surplus funds

and ensuring optimum return on the same. The desk also ensured compliance with the regulatory requirements for Cash Reserve Ratio (CRR) and Statutory Liquidity Ratio (SLR).

Besides the above, the Forex Merchant Desk in Treasury Department offers to the Bank's customers solutions for foreign exchange risk hedging and remittance-related services. A significant portion of the total Treasury profits for FY 2024-25 came from Forex Merchant activities. Going forward, the Treasury Department intends to focus on Forex Merchant business and other similar offerings to customers for diversifying its revenue mix. A new Treasury Management Software has been successfully implemented in this Financial Year and has enhanced product portfolio and better productivity to the dealers along with the handling of accurate accounting at Back Office. Overall, it was a notable financial year for the Treasury Department.

NON-PERFORMING ASSETS (NPA)

During FY 2024-25, the Bank recorded significant progress in recoveries and asset quality enhancement, driven by strategic actions and well-structured processes. These efforts resulted in a total recovery of ₹1,533.72 crore, with cash recoveries accounting for ₹1,318.58 crore. Bank was able to effectively use both Legal and Non-Legal tools for recovery and considerable number of accounts were resolved through negotiated settlement. Emphasis on enhanced efficiency in collections, led to a significant reduction in SMA-2 accounts to ₹300.80 crore including portfolio buyouts, compared to ₹566.23 crore in FY 2023-24. Incremental NPAs were contained, with additions to Gross NPA limited to ₹1,176.45 crore, down from ₹1,395.48 crore in the previous year. Consequently, the Gross NPA ratio improved to 3.20% from 4.50%, while Net NPA declined to ₹790.52 crore as on March 31, 2025, from ₹1,134.58 crore as on March 31, 2024. In percentage terms, Net NPA came down to 0.92% from 1.46%. The Bank continues to strengthen its recovery mechanisms and credit processes with the objective of sustaining this positive trajectory and delivering consistent improvements in asset quality.

RISK MANAGEMENT

The Risk Management processes are guided by well-defined policies appropriate for various risk categories, independent risk oversight, and periodic monitoring through the sub-committees of the Board of Directors. The objective of risk management is not to prohibit or prevent risk taking activity, but to ensure that the risks are consciously taken with full knowledge, purpose and clear understanding so that it can be measured and mitigated. The essential functions of Risk Management are to identify, measure and more importantly monitor



the risk profile of the Bank. Managing risk is fundamental to banking and is the key to sustained profitability and stability. Management of risk aims to achieve best trade-off between risk and return and to maximise Risk Adjusted Return on Capital (RAROC). Sound risk management is critical to a Bank's success. Business and revenue growth have therefore to be aligned with risk appetite in the context of the risks embedded in the Bank's business strategy and balance sheet. Of the various types of risks the Bank is exposed to, the most important are credit risk, market risk and operational risk. The identification, measurement, monitoring and mitigation of risks continue to be key focus areas for the Bank.

The Risk Management function attempts to anticipate vulnerabilities at the transaction level or at the portfolio level through qualitative and quantitative examinations of the embedded risks. The Risk Management strategy of the Bank is based on a clear understanding of various risks, disciplined risk assessment, risk measurement procedures and continuous monitoring for mitigation. The policies and procedures established for this purpose are continuously evaluated and benchmarked against the best practices followed in the industry. Through continuous refinement/improvement of the risk measurement/ management systems, including automation of feasible processes, the Bank aims to ensure regulatory compliance as well as better return on and utilisation of capital in line with the business objectives.

Comprehensive review of Credit Risk Policy and other Risk Management Policies are undertaken along with other process improvements. Liquidity is also actively being managed through the ALCO forum, where the Bank is pursuing actively into increasing the sticky and retail deposits along with operationalizing majority of the wholesale banking financing relationships. As part of the Business Continuity Management, the Bank's Operational Risk team is working in close coordination with various stakeholders to ensure smooth conduct of operations.

The Risk Management strategy of the Bank is based on a clear understanding of various risks, disciplined risk assessment, risk measurement procedures and continuous monitoring for mitigation. The policies and procedures established for this purpose are continuously evaluated and benchmarked against the best practices followed in the industry. Through continuous refinement/improvement of the risk measurement/ management systems, including automation of feasible processes, the Bank aims to ensure regulatory compliance as well as better return on and utilization of the capital in line with the business objectives.

RISK MANAGEMENT POLICY FRAMEWORK

The Bank has a comprehensive policy framework which contains separate policies for identification, measurement and management of all material risks including but not limited to credit, market, operational, liquidity and other Pillar-II risks. The Bank has put in place integrated risk management policies which ensures independence of the risk governance structure. The required standard operating procedures also follows the Policies to ensure that all the parameters are well covered while implementing the approved policies. The details of Risk Management practices are provided in the Management Discussion and Analysis Report.

COMPLIANCE WITH CAPITAL ADEQUACY FRAMEWORK

In compliance with regulatory guidelines on Pillar I of Basel III norms, the Bank has computed capital charge for credit risk as per the Standardized Approach, for market risk as per the Standardized Duration Method and for operational risk as per the Basic Indicator Approach. To address Pillar II risk, the Bank has implemented ICAAP (Internal Capital Adequacy Assessment Process), to integrate capital planning with budgetary planning and to capture residual risks which are not addressed in Pillar I, like credit concentration risk, interest rate risk in the banking book, liquidity risk, earnings risk, strategic risk, reputation risk, pension obligation risk etc. The Bank has adopted a common framework for additional disclosures under Pillar III for adhering to the market discipline norms of Basel III guidelines. This requires the Bank to disclose its risk exposures, risk assessment processes and its capital adequacy to the market in a consistent and comprehensive manner.

PARTICULARS REGARDING CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO PURSUANT TO SUB SECTION (3)(M) OF SECTION 134 OF THE COMPANIES ACT, 2013 READ WITH RULE (8)(3) OF THE COMPANIES (ACCOUNTS) RULES, 2014

The Bank ensures strict compliance with all statutory requirements and voluntarily undertakes several sustainable steps in order to contribute towards a better environment. The Bank has undertaken various initiatives for energy conservation at its premises, to reduce its carbon footprint and improve resource efficiency. It ranges from using better technology to improve energy efficiency, recycling and generating energy from renewable sources. A detailed report on the same is included in the Business Responsibility and Sustainability Report forming part of this Annual Report. We have engaged with certified agencies to handle disposal of plastic, E-waste, hazardous and other waste, as per our safe and sustainable Waste Management Policy. Furthermore, the Bank ensures to invest in

specific technologies to improve the environmental and social impacts of product and processes. Digitization of agreements, paper-less electronic BG issuance, digitization of loan-processing, despatch of documents to security holders in electronic form are a few of our various green initiatives. Hence, sustainability is integral to our ethos and we are committed to minimizing our environmental footprint and contributing positively to the communities we serve. The Bank, being a banking company and an authorized dealer in Foreign Exchange, has taken all possible steps to enhance export credit. Through its export financing operations, the Bank supports and encourages the country's export efforts.

Disclosure under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Bank maintains a policy of zero tolerance towards any action on the part of any executive/employees which may fall under the ambit of 'Sexual Harassment' at workplace and is fully committed to uphold and maintain the dignity of every women staff working in the Bank. The Bank has constituted an Internal Committee ("IC") at the Corporate Office together with Regional-level sub-committees, in compliance with provisions relating to the constitution of the Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 [14 of 2013]. The Policy provides for protection against sexual harassment of women at workplace and for prevention and redressal of such complaints. All the employees are covered under this policy. Each committee is chaired by a Senior Woman Executive and includes an External Member possessing the requisite legal and social-sector expertise, thereby meeting every requirement of section 4 of the Act. Detailed records of proceedings, decisions and follow-up actions are maintained and are open to inspection by the appropriate authorities. Through regular classroom sessions and mandatory e-learning modules, the Bank continues to sensitise its workforce on acceptable workplace conduct and on the avenues of redressal available to them, underscoring our commitment to a respectful and secure working environment for every employee.

Number of cases filed, if any, and their disposal under section 22 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

- (a) Number of complaints of sexual harassment received in the year- 11
- (b) Number of complaints disposed of during the year -11
- (c) Number of cases pending for more than ninety days – Nil

All the complaints were investigated in accordance with the prescribed procedure and resolved well within the statutory ninety-day timeframe. Further, no matter remained pending as at 31 March 2025.

Disclosure under Maternity Benefit Act, 1961

The Bank affirms full compliance with the Maternity Benefit Act, 1961 and other regulatory requirements applicable to the Bank from time to time. All women employees are entitled to twenty-six weeks of paid maternity leave, during which salary, allowances and insurance coverage remain unaltered. On completion of leave, every returning mother may opt for a posting at a branch located near her domicile or any centre of her choice, ensuring a smoother transition back to work. The staff health-insurance scheme continues throughout the leave period and covers both mother and child from the date of delivery. Complementing these statutory entitlements, the Bank's Staff Welfare Leave Scheme permits additional child-care leave.

Particulars of Employees

The Bank had 9,369 employees as on March 31, 2025. Please note that the details of the top 10 employees including the employees who were in receipt of aggregate remuneration of more than ₹1.02 crore per annum (employed throughout the year) or who were in receipt of remuneration of ₹8.5 lakhs per month (employed for a part of the year) during the FY 2024-25, in terms of remuneration drawn pursuant to provisions of Section 197(12) of the Companies Act, 2013 read with Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 will be made available for inspection at the Registered Office of the Bank during the working hours up to the date of ensuing AGM and any members who is interested in obtaining these particulars may write up to the Company Secretary of the Bank. The ratio of the remuneration of each director to the median employees' remuneration and other details in terms of sub-section 12 of Section 197 of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, is annexed to this report (Annexure A).

Number of Employees as on the closure of Financial Year 2024-25:

Particulars	Number of Employees
Female	4,321
Male	5,048
Transgender	0
Total	9,369



THE ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES:

A brief outline of the Bank's CSR Policy, including overview of projects or programs undertaken/to be undertaken.

South Indian Bank's CSR Policy

South Indian Bank expresses its heartfelt gratitude to the communities and society at large whose unwavering support and encouragement have been instrumental in the Bank's journey of growth and success. At South Indian Bank, Corporate Social Responsibility (CSR) is not merely a statutory obligation, it is an intrinsic part of our organizational ethos.

We firmly believe that no Institution can achieve sustainable progress without the trust and support of the Society it serves. Our success is inextricably linked to the well-being and prosperity of our stakeholders and the communities around us. Accordingly, the Bank is committed to integrating social and environmental considerations into its core business strategy and operations.

In accordance with our CSR Policy and as per the provisions of Schedule VII, Section 135 of the Companies Act, 2013, South Indian Bank actively undertook a range of impactful CSR initiatives during the financial year 2024–25. These initiatives were thoughtfully designed to uplift underprivileged communities and promote sustainable development.

Our efforts during FY 2024–25 spanned several key areas, including but not limited to:

- Focused support for flagship initiatives such as special schools, old age homes, and orphanages.
- Provision of specially equipped vehicles to facilitate the transportation of differently abled children.
- Renovation and maintenance of public parks, enhancing recreational amenities and green spaces for the public.
- Tree plantation drives to support environmental sustainability and improve the quality of air, soil, and water.
- Promotion of inclusive education, vocational training, and livelihood enhancement programs.
- Initiatives to eradicate hunger, poverty, and malnutrition, along with healthcare, sanitation, and provision of safe drinking water.
- Empowerment of women and marginalized communities through shelters, hostels, and targeted social welfare programs.

- Support for rural development projects that improve local infrastructure and quality of life.
- Training programs to promote participation in nationally recognized sports.
- Advocacy and dissemination of financial literacy across underserved regions.
- Protection and promotion of national heritage and culture.
- Establishment of libraries to encourage education and lifelong learning.

As we navigate an ever-evolving economic landscape, South Indian Bank remains unwavering in its dedication to creating a positive impact that extends beyond financial services. Our CSR initiatives exemplify our long-term commitment to responsible and sustainable business practices, in close partnership with all our stakeholders.

CSR Expenditure

South Indian Bank has consistently prioritized its responsibilities under the Corporate Social Responsibility (CSR) framework, firmly believing in contributing meaningfully to the communities it serves. The Bank continues to identify and support a diverse range of impactful projects across key areas such as healthcare, education, sanitation, sports, and environmental sustainability initiatives that benefit the Society at large.

During the financial year 2024–25, the Bank spent a total of ₹21.35 Crores towards CSR activities, exceeding its statutory obligation of ₹20.33 Crores (after deducting set off), under Section 135 of the Companies Act, 2013. This reflects the Bank's unwavering commitment to inclusive development and social upliftment.

In line with its focus on long-term, sustainable impact, the Bank undertook several major initiatives during the year, particularly in the fields of education, healthcare, and environmental conservation. By investing in enduring and scalable projects, the Bank aims to create steady and transformative improvements in the quality of life for various communities.

Detailed disclosures of the CSR initiatives undertaken during FY 2024–25 are provided in Annexure 'B' to this report.

Web-Link to the CSR Policy

<https://www.southindianbank.com/content/corporate-social-responsibility-csr-policy/778>

FINANCIAL INCLUSION

Financial inclusion refers to efforts to make financial products and services accessible and affordable to all individuals and businesses, regardless of their personal net-worth or company size. Financial inclusion strives to remove the barriers that exclude people from participating in the financial sector and using these services to improve their lives. Financial inclusion is an effort to make everyday financial services available to more of the world's population at a reasonable cost. It aims to ensure that the poor and marginalised make the best use of their money and attain financial education.

With advances in financial technology and digital transactions, more and more start-ups are now making financial inclusion simpler to achieve. It is all about bringing basic banking facilities to the lower income groups at an affordable cost. The Bank has adopted several financial inclusion initiatives, including appointment of Business Correspondents and Financial Literacy Counsellors. For expanding the Financial Inclusion activities, the Bank has 41 Business Correspondents and 22 Financial Literacy Counsellors as on March 31, 2025, in the States of Kerala and Tamil Nadu. Through corporate business correspondents, the Bank has on-boarded 19,318 borrowers with total outstanding of ₹80.03 crore in the FY 2024-25 in the agriculture lending, hence reaching out to the unserved and underserved strata of the Society.

Aadhaar Enabled Payment System (AePS)

Aadhaar Enabled Payment System (AePS) is a payment service, empowering a bank customer to use Aadhaar as his/her identity to access his/her respective Aadhaar enabled bank account and perform basic banking transactions through a Business Correspondent / POS machine. National Payment Corporation of India (NPCI), an umbrella organisation for all retail payments is controlling AePS operations. AePS offers basic banking services such as Cash Withdrawal, Cash Deposit, Balance Enquiry, Aadhaar to Aadhaar Fund Transfer and Mini Statement. The Bank has also successfully migrated to Aadhaar Enabled Payment System (AePS) for performing transactions through Business Correspondents.

Business Correspondent

In an era of heightened competition, thin profit margins and cost constraints, establishment of conventional bank branches in all locations cannot be a viable proposition. It is, therefore, imperative to explore the possibilities of other cost effective delivery mechanisms to reach out to remote locations and satisfy the financial needs of clientele at an affordable cost. This has resulted in the concept of Business Correspondent (BC) in the banking

sector. This is also an efficient and effective tool for implementation of the Financial Inclusion programme of Government of India.

Though there are manifold challenges like credit risk, operational risk, legal risk, reputational risk, difficulty in assessing the integrity of the BCs, managing cost on low volume of business, and effective supervision and control of the activities, there exists the potential for employment generation, creativity and productivity in rural hinterlands for bringing about a comprehensive economic development and the resultant benefits to the Bank. Bank's BCs are branded under the name "BANK MITRA".

The wholly outsourced BC model will complement the Bank's strength to increase business volume and improve efficiency of operation. The Bank is ensuring that the Business Correspondent meets the benchmark performance standards at all stages of delivery of services, without diluting Bank's values and principles, control mechanisms, business processes or goodwill and reputation.

Financial Literacy Counsellors

Financial Literacy is the ability to understand how money works in our day-to-day life and how someone manages it, how he/she invests it and how a person offers it to others. More specifically, it refers to the set of skills and knowledge that allows an individual to make informed and effective decisions with their financial resources. As on March 31, 2025 the Bank has engaged 16 FLCs in different parts of Kerala, at Block-level to disseminate financial literacy to the people. In addition to this, the Bank has also appointed 6 FLCs in different Districts of Tamil Nadu to emphasize the objectives of Financial Literacy. Bank's FLCs are branded under the name "SIB JYOTHIS". Efforts are being taken to make them more efficient and responsive to the needs of the people. A Board approved Policy covering all aspects of Financial Literacy Counsellors has been formulated, giving due consideration to the revised guidelines on FLCs circulated by the RBI.

Pradhan Mantri Jan-Dhan Yojana (PMJDY)

Pradhan Mantri Jan-Dhan Yojana (PMJDY), is conceived as a National Mission on financial inclusion initiated by the Honourable Prime Minister on August 15, 2014. The scheme envisages universal access to banking facilities, with at least one basic banking account for every household. In line with the directives given by Ministry of Finance and SLBC, PMJDY scheme was implemented in the Bank since 2014. Pradhan Mantri Jan-Dhan Yojana (PMJDY) is National Mission for Financial Inclusion to ensure access to financial services, namely, a basic savings & deposit accounts,



remittance, credit, insurance, pension in an affordable manner. Under the scheme, a Basic Savings Bank Deposit (BSBD) account can be opened in any bank branch or Business Correspondent (Bank Mitra) outlet, by persons who do not have any other account.

Atal Pension Yojana (APY)

Atal Pension Yojana (APY), a pension scheme for citizens of India is focused on the unorganized sector workers. Under the APY, guaranteed minimum pension ranging from ₹1,000/- to ₹5,000/- per month will be given at the age of 60 years depending on the contributions by the subscribers. Any citizen who is or has been an income taxpayer, shall not be eligible to join APY from 01st October, 2022.

The benefit of minimum pension under Atal Pension Yojana would be guaranteed by the Government in the sense that if the actual realized returns on the pension contributions are less than the assumed returns for minimum guaranteed pension, over the period of contribution, such shortfall shall be funded by the Government. On the other hand, if the actual returns on the pension contributions are higher than the assumed returns for minimum guaranteed pension, over the period of contribution, such excess shall be credited to the subscriber's account, resulting in enhanced scheme benefits to the subscribers.

Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)

The Pradhan Mantri Jeevan Jyoti Bima Yojana is available to people in the age group of 18 to 50 years having a Bank account who give their consent to enable auto-debit. Aadhar would be the primary KYC for the Bank account. The life cover of ₹2 lakhs shall be for the one-year period stretching from 1st June to 31st May and will be renewable. The PMJJBY offers an annual life coverage of ₹2 lakhs in case of the demise of the policyholder during the policy term. The policy can be availed at the lowest premium rate of ₹436 per annum.

Pradhan Mantri Suraksha Bima Yojana (PMSBY)

Pradhan Mantri Suraksha Bima Yojana (PMSBY) is an accidental insurance scheme that provides one year of accidental death and disability coverage with an annual renewal. With the minimum premium rate of ₹20/- per annum, this policy is most beneficial to the poor and low income section of the society. PMSBY covers people aged between 18 years and 70 years with a Bank account for accidental death and full disability benefits of up to ₹2 Lakh and for partial disability for ₹1 Lakh.

GREEN INITIATIVE IN CORPORATE GOVERNANCE.

Dispatch of documents in Electronic Form:

As a responsible corporate citizen, the Bank supports

and pursues the 'Green Initiative' of the Ministry of Corporate Affairs ("MCA"). In conformance with such initiatives and in terms of Rule 18 of the Companies (Management and Administration) Rules, 2014, the Bank may give Notice through electronic mode including e-mail to those Members who have provided their e-mail address either to their Depository Participants (DPs) or to the Registrar/Company. Pursuant to General Circulars 09/2024 dated September 19, 2024 issued by MCA and SEBI Circular No. SEBI/HO/DDHS/DDHS-PoD-1/P/CIR/2025/83 dated June 05, 2025 on Limited relaxation from compliance with certain provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Master Circular No. SEBI/HO/DDHS/DDHS-PoD-1/P/CIR/2025/0000000103 dated July 11, 2025 and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/P/CIR/2024/133 dated October 03, 2024 on Relaxation from compliance with certain provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Notice of 97th Annual General Meeting (to shareholders) and the Annual Report 2024-25 (to Security Holders) will be sent via email to all the shareholders / Bondholders and no physical copies will be sent via post. However, in compliance with amended regulation 36(1)(b) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Bank will be sending a letter providing the web-link, including the exact path, where complete details of the Annual Report is available to those shareholder(s) who have not registered their email address.

Further, in terms of Regulation 36 of the Listing Regulations, the listed entity is required to send soft copies of its Annual Report to all those shareholder(s), who have registered their email address for this purpose. Accordingly, the documents including the Notice and explanatory statement of 97th Annual General Meeting, Annual Report of the Bank for the financial year 2024-25 including Standalone and Consolidated Audited Financial Statements, Directors' Report, Auditors' Report etc., for the year ended March 31, 2025, is sent to the e-mail address registered with their Depository Participant (DP)/Registrar/Company. The e-mail addresses indicated in respective DP accounts which will be periodically downloaded from NSDL/CDSL will be deemed to be their registered e-mail address for serving notices/documents including those covered under Section 136 of the Companies Act, 2013. In case a Member, whose e-mail address has changed, fails to update this new e-mail address, the said documents will be sent to the existing e-mail address and the said documents will be deemed to have been delivered, in compliance with the relevant provisions of the Companies Act, 2013, the relevant Rules made thereunder and the Listing Regulations. Members who have not yet registered their e-mail address are

requested to do so, at the earliest. In case of shares held in electronic form and in case of any change in the e-mail address, Members are requested to update the same with their DP and in case of shares held in Physical form, Members are requested to update the same with the RTA/Company. Security holders may please note that, as allowed by MCA and SEBI circulars, the Bank will not be sending physical copies of AGM Notice to shareholders and Annual Report to the security holders unless the same is specifically requested.

Please note that the said documents will also be uploaded on the Bank's website www.southindianbank.com and copies thereof will be made available for inspection at the Registered Office of the Bank during 10.00 a.m. to 3.00 p.m. on all working days except Saturdays, Sundays, Bank Holidays and Public Holidays up to the date of ensuing AGM. Shareholders have been requested on several occasions to update their e-mail IDs in their folio/ Demat Account to help accelerate the Bank's migration for paperless compliances. The Bank seeks your support for the said green initiatives, as it is designed to protect our fragile environment.

Further, as a part of green initiative by the Bank, all relevant agenda papers pertaining to the Board/ Committee are being circulated in advance to the Board of Directors through electronic mode to facilitate easy access of agenda which would provide sufficient time to the Board for reading and understanding the proposals placed in a meeting.

ANTI - MONEY LAUNDERING (AML)

Transactions processed through the Core Banking Solution and other ancillary systems are monitored for detecting suspicious transactions, using an AML application to comply with the provisions under Prevention of Money Laundering Act (PMLA) by a centralized AML cell within Compliance Department. The Bank already has a Centralized Processing Centre (CPC) for customer creation with the objective of full KYC compliance and to use KYC as a fraud prevention tool. The Bank has attached great importance for compliance of KYC/AML/CFT norms by the customers as per the Reserve Bank of India directive.

FATCA-CRS

The Bank has been registered as a reporting entity under FATCA, under GIIN No. IIK7HU.99999.SL.356, to comply with the reporting requirement under the inter-Governmental agreement entered between Indian and US Government and the CRS Multilateral Competent Authority Agreement.

DIRECTORS

The composition of the Board of Directors is governed

by the Banking Regulation Act, 1949, the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Code of Conduct on Corporate Governance adopted by the Bank. The Board comprises of 10 Directors as on the date of this Report, with rich experience and specialized knowledge in various areas of relevance to the Bank, including Banking, Accountancy, Risk Management, Treasury, Finance, Business Management, Small scale Industry, Agriculture, Law, Human Resources and Information Technology.

Except 2 Directors, all members of the Board are Non-Executive Directors and 6 Directors out of the total 10 Directors are Independent Directors. Declaration has been obtained from the Independent Directors as required under the RBI Regulations, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013. The remuneration and other benefits paid to MD & CEO of the Bank, Executive Director and other Non-Executive and Independent Directors during the financial year 2024-25 are disclosed in Corporate Governance Report. Vide Companies (Appointment and Qualification of Directors) Fifth Amendment Rules, 2019 an online data bank for the Independent Directors ("Data Bank") has been rolled out by the Indian Institute of Corporate Affairs, all the Independent Directors of the Bank had registered themselves in the Data Bank in compliance with the same.

During the 96th Annual General Meeting held on August 27, 2024 as recommended by the Bank the shareholders accorded their approval:

- To appoint a Director in the place of Sri. Paul Antony (DIN: 02239492) who retires by rotation under Section 152 of the Companies Act, 2013 and being eligible, offers himself for re-appointment.
- To appoint Sri. Dolphy Jose (DIN: 10682246) as Whole Time Director (Executive Director)/ Material Risk Taker and Whole-time Key Managerial Personnel of the Bank.
- To appoint Sri. Jose Joseph Kattoor (DIN: 09213852) as Independent Director of the Bank.

Sri. Dolphy Jose (DIN:10682246) has been appointed as Executive Director of the Bank for a period of three years with effect from July 15, 2024 by the Board of Directors at its meeting held on June 29, 2024 and approval for the same was accorded by the members in the 96th Annual General Meeting held on August 27, 2024.

Sri. Jose Joseph Kattoor (DIN: 09213852) was appointed as an Additional Independent Director pursuant to Section 161(1) of the Companies Act, 2013 on 18th



July 2024. Further he was appointed as Independent Director of the Bank, for the purpose of Section 149 of the Companies Act, 2013 for a period of three (3) consecutive years with effect from 18th July, 2024 and approval for the same was accorded by the members in the 96th Annual General Meeting held on August 27, 2024.

The Board of Directors has recommended to members:

- To re-appoint Sri. Benny P Thomas (DIN: 09448424) as Non-Executive Director of the Bank liable to retire by rotation at the 97th AGM who retires by rotation under Section 152 of the Companies Act, 2013 and being eligible, offers himself for re-appointment.
- To re-appoint Sri. R A Sankara Narayanan (DIN:05230407) as Non-Executive Independent Director of the Bank, who was appointed by the Board of Directors on October 15, 2020 and appointed by Shareholders at the 93rd AGM held on August 18, 2021 for a period of 5 years, and in respect of whom the Bank has received a notice in writing, proposing his candidature for the office of Director of the Bank, for a second term as 'Non-Executive Independent Director' of the Bank, for the purpose of Section 149 of the Companies Act, 2013, to hold office for a period not exceeding three consecutive years, not liable to retire by rotation.

Necessary information pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, in respect of directors to be re-appointed at the ensuing Annual General Meeting are given in the Annexure to the Notice convening the Annual General Meeting scheduled to be held on August 20, 2025.

None of the Directors of the Bank are disqualified from being appointed as Directors, as specified in Section 164 (1), Section 164 (2) and Rule 14(1) of Companies (Appointment and Qualification of Directors) Rules, 2014.

CHANGE IN KEY MANAGERIAL PERSONNEL

The major changes in Key Managerial Personnel during the period 01-04-2024 to 31-03-2025 are as follows:

- Sri. Vinod Francis, GM was appointed as Chief Financial Officer (CFO) from April 8, 2024.
- Smt. Chithra H, SGM was ceased to be Chief Financial Officer (CFO) of the Bank w.e.f. April 8, 2024 and appointed as Chief Compliance Officer (CCO).
- Sri. Thomas Joseph K, EVP and Chief Business Officer completed his contract on May 31, 2024.
- Sri. Dolphy Jose (DIN:10682246) was appointed as Whole-time Director (Executive Director) of the

Bank for a period of three years with effect from July 15, 2024 by the Board of Directors at its meeting held on June 29, 2024 which is approved by the Shareholders at the 96th Annual General Meeting.

Further during the period between the end of the Financial Year i.e. March 31, 2025 and the date of the Directors' Report i.e. July 17, 2025, there was following change in the Key Managerial Personnel of the Bank:

Sri. Biju E Punnachalil, General Manager, Chief Risk Officer and Key Managerial Personnel has opted for Voluntary Retirement from the service of the Bank and exited on July 11, 2025.

Composition of Audit Committee

The Audit Committee of the Board is chaired by Sri. M George Korah, (Non-Executive Independent Director), who is a Chartered Accountant. The other members of the committee are Sri. Pradeep M Godbole (Non- Executive Independent Director), Sri. R A Sankara Narayanan (Non- Executive Independent Director), Smt. Lakshmi Ramakrishna Srinivas (Non-Executive Independent Director) and Sri. Jose Joseph Kattoor (Non- Executive Independent Director). The constitution of the Committee is in compliance with the regulatory requirements. The terms of reference of the Audit Committee are in accordance with the SEBI (LODR) Regulations, 2015, Companies Act, 2013 and RBI guidelines.

Independent Directors

In terms of the definition of Independence of Director as prescribed under Regulation 16(1) (b) of the SEBI (LODR) Regulations, 2015 and Section 149(6) of Companies Act, 2013 and based on the confirmation/disclosures received from the Directors, the following Directors are Independent Directors of the Bank as on the date of this report.

1. Sri. V J Kurian (DIN: 01806859)
2. Sri. M George Korah (DIN: 08207827)
3. Sri. Pradeep M Godbole (DIN 08259944)
4. Sri. R A Sankara Narayanan (DIN: 05230407)
5. Smt. Lakshmi Ramakrishna Srinivas (DIN:10365580)
6. Sri. Jose Joseph Kattoor (DIN: 09213852)

The Bank has received declaration from all the Independent Directors that they continue to meet the criteria of independence as provided under the Companies Act, 2013 (the Act) and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and comply with the Code for Independent Directors as specified under Schedule IV of the Act. In terms of the Companies (Creation and Maintenance of databank of Independent Directors) Rules, 2019 read

with the Companies (Appointment and Qualification of Directors) Fifth Amendment Rules, 2019, the Independent Directors of the Bank have enrolled his/ her name in the online databank of Independent Directors maintained by the Government. Further all the independent directors have either qualified or being eligible obtained exemption from the online proficiency self-assessment test as per Companies (Appointment and Qualification of Directors) Rules, 2014.

The Independent Directors have also confirmed that they are not aware of any circumstance or situation, which exists or may be reasonably anticipated, that could impair or impact their ability to discharge their duties with an objective independent judgement and without any external influence. In the opinion of the Board, the Independent Directors possess the requisite expertise and experience and the persons of high integrity and repute. They fulfil the conditions specified in the Act and the Rules made thereunder and are independent of the Management.

Women Directors

In terms of the provisions of Section 149 of the Companies Act, 2013 and Regulation 17 of the SEBI (LODR) Regulations 2015, the Bank has appointed Smt. Lakshmi Ramakrishna Srinivas (DIN:10365580) as woman Director to the Board of the Bank.

Bank's policy on directors' appointment and remuneration including criteria for determining qualification, positive attributes, independence of a director and other matters provided under subsection (3) of Section 178.

The Nomination Policy of the Bank can be accessed at <https://www.southindianbank.com/content/nomination-policy-of-the-board/3894>

Criteria for appointment as a Director of the Bank:

Nomination and Remuneration Committee of the Board shall identify and ascertain the integrity, qualification, expertise and experience of the person who is considered for being appointed/reappointed as Director of the Bank and apply due diligence in compliance with The Banking Regulation Act, 1949, Reserve Bank of India directives on Fit & Proper Criteria, all other applicable provision of the Companies Act, 2013 and Listing Regulations including any amendments from time to time.

The Nomination and Remuneration Committee shall obtain all applicable declarations & undertaking as provided under Banking Regulation Act, 1949, RBI Guidelines, The Companies Act, 2013, Companies (Appointment and Qualification of Director) Rule, 2014, SEBI Guidelines, Listing Regulations and ensure

that the proposed person is not ineligible to be appointed/re-appointed as a Director of the Bank. In case of Independent Directors, the Nomination and Remuneration Committee shall ensure that the Independent Directors meet the criteria of Independence as laid down in the Companies Act, 2013 and the rules made thereunder and SEBI (LODR) Regulations, 2015.

Criteria for determining qualifications, positive attributes:

While recommending any potential new Board member(s)/re-appointment of existing member(s) to the Board, the Committee shall consider the following:

- a) The professional and personal ethics, integrity and track record;
- b) Special knowledge or practical experience in Banking, Accountancy, Agriculture and Rural Economy, Co-operation, Economics, Finance, Law, Small-Scale Industry, Information Technology, Payment & Settlement Systems, Human Resources, Risk Management, Business Management or any other matter useful to the Banking Company in the opinion of Reserve Bank of India;
- c) Ability to provide insights and practical wisdom based on their experience and expertise relevant to the Bank's line of business;
- d) Details of his/her association with other Companies/LLPs/Firms(including NBFC);
- e) Details of substantial interest in other Companies/LLPs/Firms (including NBFC);
- f) Details of financial facilities, if any, availed from the Bank;
- g) Details of default in the re-payment of loans, availed from the Bank or any other bank, if any;
- h) Commitment to enhancing stockholder value;
- i) Ability to develop a good working relationship with members of the Board and contribute to the working relationship with Senior Management of the Bank;
- j) Whether he/she suffers from any of the disqualifications envisaged under the provision of Banking Regulation Act, 1949, Companies Act, 2013 and Listing Regulations;
- k) Any other factors as the Committee may deem fit and in the best interests of the Bank and its stockholders;

Criteria for determining Independence of a Director

The criteria of Independence of a Director is determined based on conditions as laid down in the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. The Independent Director shall at the first meeting of the



Board in which he/she participates as a Director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the circumstances which may affect his/her status as an Independent Director, give a declaration that he/she meets the criteria of Independence.

REMUNERATION POLICY

The Remuneration Policy for Whole-Time Directors, Part-time Chairman, Non-Executive Directors and Employees of the Bank:

The Bank has a Board approved Compensation Policy which deals with the Compensation & Benefits of the Whole-Time Directors, Part-time Chairman, Non-Executive Directors and Employees of the Bank.

The objectives of the Compensation Policy of the Bank inter-alia includes, to provide a fair and persistent basis for motivating, inspiring and rewarding the employees appropriately, according to their jobs/role size, performance, accomplishments, contribution, skill, aptitude and competence to implement standards on sound compensation practices and incentives and to provide effective governance of compensation payable to the WTDs/CEO and other staff, alignment of compensation with prudent risk taking and effective supervisory oversight. The disclosure requirement of the remuneration is separately provided in "Disclosure under Basel III norms."

Remuneration of Whole-Time Directors/ MD & CEO and Material Risk Takers:

The Board approved Compensation Policy deals with the Compensation & Benefits of the Whole-Time Directors/ MD & CEO. The remuneration of the Whole-Time Directors/MD & CEO is recommended by the Nomination & Remuneration Committee (NRC) to the Board for approval after considering the factors prescribed under the Compensation Policy. The Compensation Policy factors the guidelines issued by the RBI from time to time.

The Board considers the recommendations of NRC and approves the remuneration, with or without modifications, subject to shareholders' and regulatory approvals. The remuneration payable to Whole-Time Directors/MD & CEO is subject to prior approval of the Reserve Bank of India (RBI). Therefore, the remuneration or any revision in remuneration to Whole-Time Directors/ MD & CEO is payable only after receipt of the approval from RBI.

The compensation paid out to the referred functionaries is divided into two components:

The fixed compensation is determined based on

the relevant factors such as industry standards, the exposure, skill sets, talent and qualification attained by the official over his/her career span and adherence to statutory requirements. All the fixed items of compensation, including the perquisites, will be treated as part of fixed pay. Perquisites that are reimbursable would also be included in the fixed pay so long as there are monetary ceilings on these reimbursements. Contributions towards superannuation/retirement benefits will also be treated as part of fixed pay.

The variable compensation for Whole Time Directors, Managing Director & Chief Executive Officer and Material Risk Takers is fixed based on organizational performance (both business-unit and firm-wide) and KPAs set for the Official. The organization's performance is charted based on Performance Scorecard which takes into account various financial indicators like revenue earned, cost deployed, profit earned, NPA position and other intangible factors like leadership and employee development. The Performance Parameters provides a mix of Financial and Non-Financial, Quantitative and Qualitative Metrics. The variable pay is paid in the form of a mix of cash and share linked instruments. While considering/ recommending the variable pay in respect of Managing Director & CEO, MRTs and Whole Time Directors, serious supervisory and regulatory observations (if any) shall be factored.

Risk, Control and Compliance Staff

Members of staff engaged in financial and risk control, including internal audit, are compensated in a manner that is independent of the business areas they oversee and commensurate with their key role in the Bank. The total fixed and variable compensation paid out to the employees in the Risk Control and Compliance Function is decided independent of business parameters.

Other Categories of the Staff

For the other employees, the Board, based on the recommendation of the NRC may devise appropriate compensation structure. The compensation paid to other employees that include Award Staff, Officers coming under Scale I to IV is fixed based on the periodic industry level settlements with Indian Banks Association. Further the compensation paid to Executives coming under Scale V to VII is fixed based on the Executive Compensation Package of the Bank, which is finalised after considering various parameters like industry level/peer group status, burden for the Bank and all other relevant factors. The variable compensation paid to employees is based on the Performance Linked Incentive Scheme, which has been formulated on the basis of performance parameters set in the Performance Management System.

Limit on Variable pay and Deferred Compensation:

As per the compensation policy of the Bank, the compensation structure for the Whole Time Directors/ Chief Executive Officers / Material Risk Takers (MRTs) of the Bank is divided into Fixed Pay and Perquisites and Variable pay.

Fixed Pay and Perquisites

Based on the recommendations of the Nomination and Remuneration Committee, and subject to the approval of Reserve Bank of India (for MD & CEO and Executive Directors), Board shall fix the fixed portion of compensation payable which is reasonable, taking into account all relevant factors including adherence to statutory requirements and industry practice.

Variable Pay

In order to have a proper balance between the cash and share-linked components in the variable pay, the variable pay is to be structured in the form of share-linked instrument (including Cash-linked Stock Appreciation Rights (CSARs)), or a mix of cash and share linked instruments subject to the recommendation of the Nomination and Remuneration Committee of the Board. Only 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 to be exercised.

The assessment of the variable pay will be based on 'Key Performance Indicators' (KPI) achievement of respective Whole Time Directors / Chief Executive Officers / Material Risk Takers (MRTs).

Limit on Variable Pay:

A. For Whole-Time Directors and Chief Executive Officers

- i. In compliance to the RBI Guidelines and other applicable rules and regulations at least 50%, should be variable and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance. The total variable pay shall be limited to a maximum of 300% of the fixed pay (for the relative performance measurement period).
- ii. In case variable pay is up to 200% of the fixed pay, a minimum of 50% of the variable pay; and in case variable pay is above 200%, a minimum of 67% of the variable pay should be via non-cash instruments.
- iii. In the event that an Executive is barred by Statute or Regulation from grant of share-linked instruments, his/her variable pay will be capped

at 150% of the fixed pay, but shall not be less than 50% of the fixed pay.

- iv. The deterioration in the financial performance of the bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

B. For Material Risk Takers (MRTs)

- i. In compliance to the RBI Guidelines and other applicable rules & regulations 50% of total pay for all MRTs should be variable pay and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance.
- ii. 50% of the variable pay should be via non-cash instruments.
- iii. The deterioration in the financial performance of the Bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

The Board will from time to time specify the Material Risk Takers (MRTs).

a. Deferral of Variable Pay

- i. For senior executives, including WTDs, and other employees who are MRTs, a minimum of 60% of the total variable pay must invariably be under deferral arrangements. Further, if cash component is part of variable pay, at least 50% of the cash bonus should also be deferred.
- ii. However, in cases where the cash component of variable pay is under ₹25 Lakh, deferral requirements is not applicable.

b. Period of Deferral Arrangement

The deferral period should be for a period of three years. This would be applicable to both the cash and non-cash components of the variable pay arrangements.

c. Vesting

Deferred remuneration should be spread out over the course of the deferral period on a pro rata basis as follows:

- not more than 33.33 % of the total deferred variable pay should vest at the end of first year.
- Further, not more than 33.33 % of total deferred variable pay should vest at the end of second year.



Additionally, vesting should not take place more frequently than on a yearly basis to ensure a proper assessment of risks before the application of ex-post adjustments.

In case of employee's death or permanent disability, whole of the deferred variable pay (Cash component) shall immediately vest on the employee's legal heirs, or the employee, as the case maybe.

Share-linked Instruments

Such instruments shall be included as a component of variable pay. Norms for grant of share-linked instruments should be framed by Banks in conformity with relevant statutory provisions and should form part of the Bank's compensation policy. The details of share-linked instruments granted should also be disclosed in terms of the disclosure requirements stipulated in these Guidelines. Share-linked instruments should be fair valued on the date of grant by the Bank using Black-Scholes model in compliance with the RBI guidelines.

The Variable pay assessment should consider the following parameters

- The HR Department in consultation with CFM Department has to recommend that amount of Variable pool of the Bank each year to the Nomination and Remuneration Committee.
- While recommending the variable Pool HR Department should establish the linkage between the variable pool at the Bank level and the performance of the Bank vis-à-vis its financials and risk assumed.
- Further HR Department should also detail the linkage between performance of various units/ functions/ divisions to performance of variable pool.
- There should be a prudent basis for distribution of the overall variable pool between various units/ functions / divisions including various control and assurance functions.
- Performance thresholds as defined and assessed by HR Department to be attained for being eligible for variable compensation.

The same to be included and form part of the Performance Linked Incentive Scheme.

Malus / Clawback

The deferred compensation should be subject to malus/ clawback arrangements in the event of subdued or negative financial performance of the Bank and/or the relevant line of business in any year.

The Bank has identified a set of situations which require the invocation of the malus and clawback clauses that

may be applicable as detailed below:

- i. Applying of Malus / Clawback arrangement on entire variable pay on occurrence of the following situations:
 - Identified fraud / misconduct by the Executive (Whole-Time Directors, Chief Executive Officers / Material Risk Takers (MRTs)) pertaining to the corresponding period for which the clause to be applied.
- ii. Applying of Malus / Clawback arrangement on unvested portion of deferred variable pay on occurrence of the following situation:
 - Reporting of operating loss or more than 50% fall in operating profit in any year.
- iii. Applying of Malus clause on unvested portion of deferred variable pay on occurrence of the following situation:
 - Wherever the assessed divergence in Bank's provisioning for Non-Performing Assets (NPAs) or asset classification exceeds the prescribed threshold for public disclosure as detailed below: (As referred in RBI circular No. DBR.BP.BC. No.32/21.04.018/2018-19 dated April 1, 2019, as amended from time to time),
 - a. the additional provisioning for NPAs assessed by RBI exceeds 10% of the reported profit before provisions and contingencies for the reference period, and
 - b. the additional Gross NPAs identified by RBI exceed 15% of the published incremental Gross NPAs for the reference period.

Further, in such situations, no proposal for increase in variable pay (for the assessment year) shall be entertained. In case the Bank's post assessment Gross NPAs are less than 2.0%, these restrictions will apply only if criteria for public disclosure are triggered either on account of divergence in provisioning (clause (a)) or both provisioning (clause (a) and asset classification (clause (b))).

Any other act detrimental to the interest of the Bank including and not restricted to violation of Code of Conduct, violation of Framework for dealing with Conflict of Interest, violation of rules and regulations of the Bank, failure to discharge fiduciary and regulatory duties and in respect of which the Bank would reserve the right to institute appropriate civil, criminal or other proceedings at the risks, costs and consequences of such individuals.

As part of the criteria for the application of malus and clawback, the following period during which malus and/

or clawback can be applied will be 36 months from application of the clause. Covering at least deferral and retention periods (a period of time after the vesting of instruments which have been awarded as variable pay during which they cannot be sold or accessed)

In case, the MRT(s) resigns, retires or takes early retirement or has been terminated, the above provisions of clawback shall apply subject to due process for recovery of amounts adjudged.

Guaranteed Bonus

Guaranteed bonus is not consistent with sound risk management or the 'pay for performance' principles and should not be part of the compensation plan. Therefore, guaranteed bonus should only occur in the context of hiring new staff as joining/sign-on bonus and be limited to the first year. Such bonus will neither be considered part of fixed pay nor part of variable pay. Further, Banks will not grant severance pay other than accrued benefits (gratuity, pension, etc.) except in cases where it is mandatory under any statute.

Hedging

The Bank will not provide any facility or funds or permit employees to insure or hedge their compensation structure to offset the risk alignment effects embedded in their compensation arrangement. To enforce the same, the Bank will establish appropriate compliance.

The compensation structure for the Non-Executive Part-Time Chairman

The Nomination and Remuneration Committee after taking into account all relevant factors such as, performance, ability and experience of the individual, recommend to the Board to fix the compensation structure in compliance with the provisions of Companies Act, 2013, Banking Regulation Act, 1949, Listing Regulations and other regulatory guidelines, as amended from time to time.

The remuneration payable to the Chairman is subject to prior approval of the Reserve Bank of India (RBI). Therefore, the remuneration or any revision in remuneration of the Chairman is payable only after receipt of the approval from RBI.

Remuneration of Non-Executive Directors (NEDs):

The independence of Bank's Non-Executive Directors is critical for the proper functioning of the Bank's governance framework. By compensating these directors appropriately, Bank can reinforce their independence from management and other vested interests, allowing them to make decisions that are in the best interest of the Bank and its shareholders.

The Reserve Bank of India has issued guidelines,

on the need of Banks to attract qualified competent individuals and retain professional expertise in their Boards, keeping in view of individual director's (NEDs) responsibilities, contribution of their time, vide RBI Circular No. DBR.No.BC.97/29.67. 001/2014-15 dated June 1, 2015, on payment of Compensation to Non-Executive Directors (other than the Part-time Chairman) in the form of profit related commission which shall not exceed ₹10 Lakh per annum for each director subject to the bank making profits. Further as per revised Circular No. RBI/2021-22/24 DOR. GOV. REC.8 /29.67.001 /2021-22 dated April 26, 2021, RBI has revised the fixed remuneration for a NED, other than the Chair of the Board, not exceeding ₹20 lakh per annum. Further RBI vide circular number RBI/2023-24/121 DoR.HGG.GOV. REC.75/29.67.001/2023-24 dated February 9, 2024 has increased the ceiling of the fixed remuneration for a NED, other than the Chair of the Board, to ₹30 lakh per annum.

The compensation by way of Fixed Remuneration to all Non-Executive Directors / Independent Directors (Other than Non-Executive (Part-time) Chairman), shall not exceed ₹20,00,000/- (Rupees Twenty Lakhs only) per director per annum, in addition to sitting fees and reimbursement of expenses for attending the meetings of the Board of Directors and/or other meetings, as approved by the Shareholders at the 95th Annual General Meeting held on 24th August, 2023 subject to approval of shareholders.

The Bank should obtain shareholder approval to fix maximum Fixed Remuneration limit and also obtain shareholder approval as and when there is a change in maximum Fixed Remuneration limit payable to Non-Executive Directors / Independent Directors of the Bank (other than Part Time Chairman), in line with regulatory guidelines, as amended.

The compensation to be based on profitability at the end of each financial year, as may be approved by the Board of Directors from time to time.

The Board may every year approve the Fixed Remuneration up to ₹20,00,000/- (Rupees Twenty Lakh Only) per annum per director to each of the Non-Executive Directors / Independent Directors of the Bank (other than Part Time Chairman), for each year effective from financial year 2023-24 on a proportionate basis of his office of directorship in the respective financial year.

The Nomination and Remuneration Committee after taking into account all relevant factors such as ability of Bank and experience of the individuals, recommend to the Board to pay compensation to Non-Executive Directors / Independent Directors (other than Non-Executive (Part Time) Chairman), in compliance with the provisions of Companies Act, 2013, Banking Regulation



Act, 1949, Listing Regulations and other regulatory guidelines, as amended from time to time.

The Non-Executive Directors are also paid sitting fees for attending each meeting of the Board of Directors or any committees of the Board and their expenses for attending such meetings shall be reimbursed in compliance with the provisions of the Companies Act, 2013, Listing Regulations and other regulatory guidelines, as amended from time to time.

The Board while recommending any change in the remuneration or sitting fees will consider various factors like size and complexity of organisation, comparison with the peer Banks and Regulatory guidelines as applicable.

Policy on Board Diversity:

Pursuant to SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 to ensure compliance with the applicable provisions, the Bank has devised a policy on Board diversity to ensure adequate diversity in its Board of Directors. The Bank believes that diversity underpins the successful operation of an effective Board and embraces diversity as a means of enhancing the business. With a view to achieve sustainable and balanced development, the Bank sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives. A diverse Board includes and makes good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors.

Policy on Board Diversity of the Bank mainly depends on the qualifications for appointment of Directors of the Bank as contained in the Banking Regulation Act, 1949 and satisfying the Fit and Proper Criteria for directors as per the regulatory requirement of RBI.

The Bank continuously seeks to enhance the effectiveness of its Board and to maintain the highest standards of corporate governance and recognizes and embraces the benefits of diversity in the Board room. Diversity is ensured through consideration of a number of factors, including but not limited to skills, regional and industry experience, background and other qualities. In formulating its perspective on diversity, the Bank also takes into account factors based on its own business model and specific needs from time to time.

The NRC has the responsibility to lead the process for Board appointments and for identifying and nominating candidates for appointment to the Board. The benefits of diversity continue to influence succession planning and continue to be the key criteria for the search and nomination of Directors to the Board.

The Board appointments are based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender. The policy of Board Diversity is displayed on Bank's website:

<https://www.southindianbank.com/content/policy-on-board-diversity/783>

Familiarisation Programme

The Bank had conducted various sessions during the financial year to familiarize the Independent Directors of the Bank, including various topics on Banking Industry, Business Model, Corporate Law, Risk Management System and Cyber Security. Further, the Directors are encouraged to attend the training programmes being organized by various Regulators/ bodies/institutions on the above matters. The details of such familiarization programmes are displayed on the website of the Bank. <https://www.southindianbank.com/content/directors-training-register/875>.

Board Level Performance Evaluation

The Companies Act, 2013 and SEBI (LODR) Regulations, 2015 stipulates the performance evaluation of the Directors, MD & CEO, Chairman, Board and its Committees. Considering the said provisions, the Bank has devised the process and the criteria for performance evaluation which have been recommended by the Nomination & Remuneration committee and approved by the Board. The process for formal annual performance evaluation is as under:

- Committee of Independent Directors at their separate meeting evaluates the performance of Non- Independent Directors, MD & CEO, Executive Director, Chairman of the Bank and the Board as a whole.
- The Board evaluates the performance of the Independent Directors, Non-Executive Directors, Chairman of the Bank, Executive Director and MD & CEO (excluding the director being evaluated) and submit its report to the Nomination & Remuneration committee.
- The Board and Nomination & Remuneration Committee evaluates the fulfilment of the independence criteria as specified in the regulations and their independence from the Management.
- The Board evaluates the performance of Board as a whole and for Board level committees.
- Nomination & Remuneration Committee evaluates/ reviews the performance of each Director and recommends the appointment/re-appointment/ continuation of Directors to the Board. Based on the recommendation of Nomination & Remuneration Committee, Board will take appropriate action.

The criteria for performance evaluation, inter-alia, include the following:

Performance Evaluation of Non-Executive Directors, MD & CEO, Executive Director and Chairman

Participation at Board/Committee Meetings, Managing Relationship, Knowledge and Skill, Personal Attributes, Compliance and Corporate Governance; Leadership; Strategy Formulation, Strategy Execution, Financial Planning/ Performance, Relationships with the Board, Human Resource Management and Succession Planning, Personal Qualities, Financial Parameters, Credit Quality and Risk Management, Customer Acquisition & Retention, Expansion of Loan Portfolio, Resources and Conduct of Meetings.

Performance Evaluation of Board

Composition and Diversity, Strategic Foresight, Value Creation, Process and Procedures, Oversight of the Financial Reporting Process and Internal Controls, Oversight of Audit Functions, Corporate Governance, Corporate Culture, Monitoring of Business Activities, Understanding of the business of the Bank and Regulatory Environment, Contribution to Effective Corporate Governance and Transparency in the Company's Operations, Deliberations/ decisions on the Company's strategies, policies, plans and guidance to the Executive Management.

Performance Evaluation of the Board Level Committees

The performance and effectiveness of the Committee; Frequency and duration; Spread of talent and diversity in the Committee; Understanding of regulatory environment and developments; Interaction with the Board.

Outcome of Performance Evaluation

An annual performance evaluation of the Board, Committees of the Board and the individual members of the Board was conducted in June 2024 as per the aforesaid process and the report on the evaluation were presented at the meeting of the NRC and the Board of Directors. The Directors expressed their satisfaction with the evaluation process. The feedback of the Board, post completion of the exercise of performance evaluation of the Board and Committees of the Board were as under:

- Renewed focus on Retail and MSME Sector is needed.
- Efforts to be made to mobilize Senior Citizen Customers who have account with other Banks.
- TAT to be mobilized to the best level, using technology, process changes and staff education.

- Risk Controlling Unit (RCU) to be strengthened to take suitable corrective action.
- The Bank has young staff with an average age of < 35 years. This young complement requires training and mentoring to achieve their potential.
- Considering the number of Agenda items, no other Committee meetings to be scheduled along with the meeting of the ACB, to the extent possible.
- To coincide with SIB@100, a strategy document for next 5 years must be prepared, covering the Bank's plans covering assets, liabilities, profitability and capital.

EMPLOYEE STOCK OPTION SCHEME:

The SIB ESOS 2008 Employee Stock Option Scheme ('the Scheme') provides for grant of stock options on equity shares of the Bank to employees and Managing Director & CEO and Whole Time Director(s) of the Bank. The Scheme is in compliance with Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The Bank followed Black Scholes model for calculating fair value of options to account for its stock-based employee compensation plans as per the Guidelines for all the options granted during the Financial Year ended March 31, 2025. The fair value thus arrived was being recognised as expense beginning with the accounting period for which approval has been granted as per RBI circular No. RBI/2021-22/95 DOR.GOV. REC.44/29.67.001/2021-22 dated August 30, 2021. Till March 2025, 5,98,13,014 stock options were vested, out of which 2,93,24,218 stock options were exercised by eligible employees. The money realised due to exercise of the said options was ₹43,21,64,754.34 and consequently 2,93,24,218 shares of ₹1/- each have been allotted to the employees/ legal heirs concerned.

A Certificate of the Secretarial Auditors pursuant to Regulation 13 of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 will be placed to the AGM for the scrutiny of Shareholders. The total options granted under seventeen phases of SIB ESOS 2008 works out to 2.90% of the paid-up share capital of the Bank as at March 31, 2025. The scheme has generated the intended motivation amongst the staff. There is no material change in the scheme during the FY 2024-25 and the scheme is in compliance with the applicable regulations. The scheme was last modified at the AGM held on August 18, 2021. Statutory disclosures regarding details of the stock options granted, vested, exercised, forfeited and expired during the year under review is hosted on the website of the Bank and can be viewed at <https://www.southindianbank.com/content/annual-report-financial-year-2024-to-2025/4074>



AUDITORS

a. Statutory Auditors:

The shareholders at its 94th Annual General Meeting held on July 12, 2022 has appointed M/s. K Venkatachalam Aiyer & Co, Chartered Accountants, Kochi (Firm Registration Number 004610S) and at its 96th Annual General Meeting held on August 27, 2024 has appointed M/s. M. P. Chitale & Co, Chartered Accountants, Mumbai (Firm Registration Number 101851W) as the Joint Central Statutory Auditors of the Bank for a continuous period of 3 years respectively. Accordingly, the appointment of M/s K Venkatachalam Aiyer & Co, Chartered Accountants will be until the conclusion of the 97th Annual General Meeting and appointment of M/s. M. P. Chitale & Co, Chartered Accountants will be until the conclusion of the 99th Annual General Meeting of the Bank.

For the year ended March 31, 2025, fees paid/ payable to the Joint Statutory Central Auditors M/s K Venkatachalam Aiyer & Co Chartered Accountants and M/s. M. P. Chitale & Co, Chartered Accountants are as follows:

(₹ in lakh)	
Fee paid [#]	Amount
Limited Review	102.00
Year end audit and ICFR	100.00
Tax Audit, LFAR and other certifications	24.00
Total	226.00

[#] *Excluding out of pocket expenses*

There is no qualification or adverse remark in Auditors' Report. There is no incident of fraud requiring reporting by the Auditors under Section 143(12) of the Companies Act, 2013.

The Reserve Bank of India vide. Letter No CO. DOS. RPD. No. S1994/08-21-005/2025-26 dated June 11, 2025 has approved appointment of M/s. M P Chitale & Co., Chartered Accountants (FRN : 101851W) and M/s. Borkar & Muzumdar Chartered Accountants (Firm Registration Number: 101569W) as the Joint Statutory Auditors of the Bank for the FY 2025-26 , for their second year and first year respectively. The same is placed for the approval of the Shareholders in the 97th Annual General Meeting.

b. Secretarial Auditors and Secretarial Audit Report:

Pursuant to Section 204 of the Companies Act, 2013, the Bank had appointed M/s SVJS &

Associates, Practicing Company Secretaries, Kochi as its Secretarial Auditors to conduct the secretarial audit of the Bank for the FY 2024-25. The Bank has provided all assistance and facilities to the Secretarial Auditor for conducting their audit. The Report of Secretarial Auditor for the FY 2024-25 is annexed to this report as Annexure C. There are no reservations, adverse remark or disclaimer in the Secretarial Audit Report. No offence of fraud was reported by the Secretarial Auditor of the Bank.

Pursuant to circular no. CIR/CFD/CMD1/27/2019 dated February 08, 2019, issued by SEBI and Regulation 24A of the SEBI (LODR) Regulations, 2015, the Bank has obtained Secretarial Compliance Report from Practicing Company Secretaries on compliance of all applicable SEBI Regulations and circulars/ guidelines issued thereunder and the copy of the Secretarial Compliance Report was submitted with the Stock Exchanges.

The Securities and Exchange Board of India, vide its notification dated 12 December 2024, amended Regulation 24A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "SEBI Listing Regulations"). As per the revised regulation, listed entities are required to appoint a Secretarial Auditor who is a peer reviewed company secretary, and meets the eligibility criteria, as specified in Regulation 24A of the SEBI Listing Regulations read with SEBI circular no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31 December 2024.

In compliance with these regulations, and on the recommendation of the Audit Committee the Board of Directors of the Bank recommended the appointment of M/s. SVJS & Associates , Company Secretaries, as the Secretarial Auditors of the Bank, for a period of five consecutive years from fiscal 2025-26 to fiscal 2029-30, for the approval of the members of the Bank. M/s SVJS & Associates , bearing Firm Registration No. P2008KE17900 and holding a valid Peer Review Certificate (certificate no. 6215/2024) issued by the Institute of Company Secretaries of India (the "ICSI"), possesses extensive expertise and experience in conducting secretarial audits for several listed entities. Necessary information pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, in respect to the said appointed at the ensuing Annual General Meeting are given in the Annexure to the notice convening the Annual General Meeting scheduled to be held on August 20, 2025.

INTERNAL CONTROL AND AUDIT/INSPECTION

Internal Control and their Adequacy

The Bank has put in place extensive internal controls and processes to mitigate operational risks, which includes maker checker authentication of CBS transactions, centralized processing of opening and modifications of CASA accounts and loan accounts, centralized sanctioning of loan facilities etc.

Various Preventive controls viz., Dual custody for cash, gold and other security items, maintenance of daily control registers for security items, finger-scan-authentication for processing of transactions in CBS in addition to login passwords, stringent guidelines on password usage, STP processes between CBS and payment interface systems for transmission of messages etc. are in place.

In addition to that the transactions generated in the CBS are monitored by the Fraud Risk Management (FRM) CBS by the way of alert generated in a near real time basis and the transactions happening through various digital channels are being monitored centrally on a 24x7 basis by Fraud Risk Management (FRM) Cell, for real time detection and prevention of frauds.

As per the requirement of Companies Act, 2013, the Bank has formulated an Internal Financial Controls framework. Risk and Controls associated with each process in the Bank are documented under the Internal Financial Controls Framework. The Inspection and Vigilance Department plays a significant role in testing the control effectiveness for each process under the framework.

The Internal Audit function provides independent assurance to the Board of Directors and Senior Management on the quality and effectiveness of the Bank's internal control, risk management and governance systems and processes, thereby helping the Board and Senior Management to protect the Bank and its reputation.

Audit/Inspection

The Bank has an Inspection & Vigilance Department which is responsible for independently evaluating the adequacy and effectiveness of all internal controls, risk management systems, governance systems and processes. The Department is manned by appropriately qualified personnel to handle the Risk Based Internal Audit, Management Audits, Information Systems Audit and Special Audits including Investigations. All the internal audits are conducted based on the RBI direction in relation to conducting risk based internal audit, and concurrent audit of branches and identified critical processes of the branches/ Bank.

Head of Internal Audit & Vigilance is directly reporting to MD & CEO.

Internal inspectors conduct inspection at regular intervals and the inspection reports are placed to Audit Committee at Executive level (Sub Committee of Audit Committee of Executives (SACE)/ Audit Committee of Executives - ACE) for review, which is overseen and controlled by Board Level committee (Audit Committee of Board - ACB).

Audit of Branches

All the branches are subjected to Risk Based Internal Audit (RBIA). This audit is conducted at periodic intervals based on the risk perception. All the audits are conducted based on predefined check points and all the operational areas are covered under this audit. Credit audit/Centralized Credit Audit (CCA) is also conducted as part of Risk Based Internal Audit where aggregate credit exposure of a borrower is ₹5 crores and above.

In addition to RBIA of branches, the Bank has a concurrent audit system, which covers selected Branches, conducted by qualified Chartered Accountants/retired officers. The selection of branches for concurrent audit is done in such a way that it covers branches having substantial advance or deposit, entire specialized Branches such as 'B' Category Branches, Corporate Branches etc., and all poorly rated branches as per the latest rating awarded.

In addition to the concurrent and risk based internal audits, the branches are subjected to Surprise Inspection, IS Audit, Revenue Inspection, Self-Audit, Gold Loan Inspection/ Asset Verification and compliance inspection during the financial year.

Separate monitoring team - Inspection Monitoring Group (IMG) closely monitors various inspections/ audits at the Branches. There are four IMGs who are reporting to the Head of IMG. These Monitoring groups are assigned the task of ensuring the compliance and closure of the inspection report of the branches. During the course of inspections, serious irregularities if any, concerning regulatory guidelines, legal requirements and operational processes are found, these are escalated to the Management for timely action.

All the branch-related audits are presently automated through system where reporting, risk rating, compliance and closure of the reports are done through software application which provides the Bank with an overall control on various audits conducted in the branches. Continuous improvements are made to the application to automate several activities at HO and digitize the records in a single application.



Audit of Departments and critical process

Management Audit of Regional Offices (RO) and Departments are conducted at periodical intervals based on the risk perception.

In addition to the management audit conducted by Inspection Department, all the critical operations such as International Banking Division, Treasury Department, Credit Department and Centralized Processing Centers, etc., are subjected to concurrent audit by Independent Chartered Accountant firms. All these reports are reviewed by Sub Committee of Audit Committee of Executives (SACE) and corrective steps are taken to rectify the lapses/ irregularities, if any, pointed out in such inspections.

There is a team available within the Inspection Department exclusively for conducting audit of IT systems and applications. Various IS audits and Vulnerability Assessment & Penetration Testing are conducted in a stipulated frequencies as per approved audit plan. Guidelines from regulators like RBI, Cert-In, NPCI, UIDAI, SEBI, etc. related to IT security are incorporated in the periodic IS audits. Any new software application or modification in the existing application undergoes a thorough audit with respect to IT controls before going live.

New product/process whenever introduced in the Bank is reviewed by Inspection Department and recommendations are made for necessary controls/ improvements for deficiencies / gaps observed in existing internal controls.

Inspection Division also carries out independent evaluation of Bank's Internal Financial Controls in terms of Companies Act, 2013 and also the adequacy of Internal Financial Controls with reference to the Financial Statements.

EXPLANATION FOR AUDITOR'S COMMENT IN THE REPORT

The Joint Statutory Auditor's Report for the year 2024-25 does not contain any qualification.

CONSOLIDATED FINANCIAL STATEMENTS

In accordance with the provisions of Section 129(3) of the Companies Act, 2013 read with Rule 8 of Companies (Accounts) Rules, 2014 and other applicable provisions of the Banking Regulation Act, 1949, the Bank has prepared its Consolidated Financial Statement including its wholly owned Subsidiary Company M/s. SIB Operations and Services Limited, which is forming part of this Annual Report. The financial position and performance of its Subsidiary Company is given in Form AOC-1, the statement containing salient features of the financial statements of the Subsidiary Company.

In accordance with third proviso to Section 136(1) of the Companies Act, 2013, the Annual Report of the Bank, containing therein its Standalone and the Consolidated Financial Statements has been hosted on its website (www.southindianbank.com). Further, as per fourth proviso to the said Section, the Audited Annual Accounts of the said Subsidiary Company of the Bank, considered as part of the Consolidated Financial Statements have also been hosted on the Bank's website (www.southindianbank.com). The said documents have been hosted on the website of the Subsidiary Company of the Bank also, in compliance with the said Section. The documents/details available on the Bank's website (www.southindianbank.com) will also be available for inspection by any Member at its Registered Office. Further, pursuant to the provisions of Accounting Standard ('AS') 21, Consolidated Financial Statements notified under Section 133 of the Companies Act, 2013, read together with Rule 7 of the Companies (Accounts) Rules, 2014 issued by the Ministry of Corporate Affairs, the Consolidated Financial Statements of the Bank along with its Subsidiary Company for the year ended March 31, 2025 forms part of the Annual Report.

CORPORATE GOVERNANCE

A separate report detailing Corporate Governance as required under applicable regulations of the SEBI (LODR) Regulations 2015 and a certificate from M/s SVJS & Associates Company Secretaries, Secretarial Auditors of the Bank, are annexed to this Report.

Annual Return

Pursuant to sub-section 3(a) of Section 134 and sub-section (3) of Section 92 of the Companies Act, 2013, read with Rule 11 and 12 of the Companies (Management and Administration) Rules, 2014, copy of Annual Return as at March 31, 2025 in Form No. MGT-7 is hosted on the website of the Bank and can be viewed at <https://www.southindianbank.com/content/annual-report-financial-year-2024-to-2025/4074>

Statement of deviation or variation

Pursuant to Regulation 32 and other relevant provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/12 dated July 11, 2023 issued by SEBI, the statement of deviation/ variation in the use of proceeds for the quarter ended on March 31, 2024, of issue of shares on a rights basis at a ratio of 1:4 and issued 52,31,85,254 (Fifty Two Crores Thirty-One Lakhs Eighty five thousand two hundred and fifty-four) shares of face value of ₹1.00 (Rupee One) each ("Shares") at an issue price of ₹22 (Rupees Twenty-Two only) aggregating to ₹1,151.01 Crore (Rupees One thousand One Hundred Fifty One Crore and One Lakh) made by the Bank is Nil. The same

has been reviewed by the Audit Committee of the Board and submitted to the Stock Exchanges on May 2, 2024. As the Bank has not raised any fund during the Financial Year 2024-25, No Statement of deviation or variation were filed Pursuant to Regulation 32 and other relevant provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 for FY 2024-25.

Environmental, Social and Governance

Environmental, Social and Governance (ESG) matters have become increasingly relevant for companies across the Globe. Being in the financial sector, the Bank has focused on promotion of sustainable and environmentally friendly assets by identifying and recognising ESG risks viz-a-viz opportunities.

As part of developing a sustainable financing policy and for implementing ESG benchmarks in lending and also for addressing issues in Environmental risk management and governance, the Bank has formulated ESMS policy (for governing Lending standards), Green Deposit Policy and Green Financing Framework (to promote investments in green projects and activities that contribute to sustainable development) and ESG Policy (for addressing other ESG issues). The Bank has taken following steps in this regard.

- Corporate Social Responsibility Committee of the Board is made responsible for overseeing the Environmental, Social and Governance (Reporting & review) activities of the Bank under the ESG framework.
- MD & CEO has been authorized as the designated Director for implementing ESG in the Bank for BRSR reporting.
- The Board has constituted an Executive Level Committee for implementing the ESG initiatives of the Bank. Executive Level Committee will be responsible for supervision and implementation of ESG activities in the Bank.
- For effective Reporting of BRSR and to review the ESG practices at the Bank, the Bank had also appointed a Professional agency for assisting Business Responsibility and Sustainability Reporting.
- Environmental and Social Management System (ESMS) Policy reflects Bank's commitment for integrating environmental and social considerations into the business practices and decision-making processes. The Bank employs a robust grading model to assess environmental and social risks, with emphasis on climate risk for high-value credit, in accordance with the thresholds prescribed by ESMS Policy.
- As a part of Green Initiative, Bank had distributed 300 plants to the retirees and other participants on the occasion of Founder's Day celebration on January 29th 2025.
- To optimize AC usage for energy conservation and environmental sustainability, as per Bank's new temperature policy all branches/Departments/offices including ATMs are instructed to set the temperature of air conditioners at 24 Degree Celsius. Additionally, all new purchase orders for AC units are mandated exclusively for inverter type machines with 5-star rating, ensuring energy efficiency.
- The external walls of new building SIB Tower are built by using porotherm blocks for thermal efficiency. Porotherm blocks are eco-friendly as they are made from natural clay. They provide excellent thermal insulation, reducing heat transfer and energy consumption, thereby maintaining optimal temperature inside the work area.
- The Bank has installed 100 KW solar plant at SIB Tower, Kakkanad which is ready for commission. Furthermore, plans are underway for additional solar installations.
- The new building SIB Tower is equipped with automatic and intelligent lighting systems which minimizes the power consumption in the building. It is also mandated to use only energy-efficient LED lights in all bank-owned premises and administrative buildings, to the extent possible.
- The Bank has taken proactive steps to address water management by installing sewage treatment plants in bank-owned buildings. Installation and commissioning of 75 KLD sewage treatment plant was completed as part of new building project SIB Tower at Kakkanad, Ernakulam.
- As a permanent alternative for reducing the usage of tissue paper as a part of social responsibility and green initiatives, automatic hand dryers have been supplied at ITOD Building at Kakkanad, Ernakulam. The new building SIB Tower has also been provided with automatic hand dryers.
- The Bank encourages the use of environment friendly products across all operations. This includes promoting such products for decoration and gifting during events like new branch openings and campaigns, fostering a culture of sustainability within the organization.
- Under its Corporate Social Responsibility (CSR) programme, the bank provides financial support for setting up and installation of solar energy systems, development of solid waste management



infrastructure, promoting afforestation, deployment of terrain vehicles and other infrastructures to promote eco-tourism.

- **DHL GoGreen Initiative – Advancing Sustainability Together**

As part of our unwavering commitment to sustainability and environmental stewardship, South Indian Bank has partnered with DHL Express under the GoGreen Plus initiative. This alliance signifies a proactive step towards reducing our carbon footprint across logistics operations and reinforces our dedication to responsible corporate practices.

Through our partnership with DHL, South Indian Bank continues to pioneer sustainable banking practices, not just in financial services but also in operational logistics. The GoGreen initiative is a reflection of our long-term vision to embed climate consciousness into every aspect of our ecosystem.

- During the year, the Human Resources Department broadened the Bank's sustainability curriculum:

- **Course rollout:** Forty-seven new e-learning courses (aggregating 107 credit hours) were released on the iLearn platform, several of which were devoted to Human Rights, ESG-aligned investing and Green Finance.

- **Participation and reach:**

- **Digital learning:** 8,572 employees completed iLearn modules.
- **Classroom learning:** 7,546 employees attended programmes at the Staff Training College.
- **Learning hours:** Together, these channels delivered 5,05,930 learning hours across the Bank.

- **ESG-Aligned Learning Framework:** The updated curriculum now spans:

- **Environmental awareness** – resource conservation, green-banking initiatives, climate-risk basics.
- **Social inclusion & ethical conduct** – mandatory human-rights, anti-harassment and inclusion modules.
- **Governance** – internal compliance, risk frameworks and whistle-blower policy.

- **Forward commitment:** The Bank has set a target of extending ESG and related foundational training to 100 % of employees in the coming cycle.

- The Bank has committed to promote sustainable finance and environmental stewardship. One of the ways we demonstrate this commitment is through the green deposit product. Green deposits are a unique financial product that allows customers to align their savings with environmentally responsible initiatives. The objective of the Green Deposit is to promote environmental friendly initiatives by encouraging depositors to invest in green projects and activities that contribute to sustainable development. It aims to mobilize deposits and use the proceeds for funding projects and activities that promote environmental conservation, renewable energy, energy efficiency and other green initiatives.

Green Deposit Policy & Green Financing Framework

Green Deposit Policy & Green Financing Framework: In line with our commitment to sustainability, the Board of the Bank has approved the "Green Deposit Policy and Green Financing Framework," which introduces a pioneering financial product known as the "Green Deposit." This product enables depositors to contribute to sustainability objectives by channelling surplus funds into environmentally beneficial projects, following the RBI guidelines issued on April 11, 2023. The funds raised through Green Deposits are dedicated to supporting green financing activities. These activities aim to foster initiatives that have positive environmental impacts, including renewable energy, energy efficiency, sustainable agriculture, and other eco-friendly ventures. The Green Deposit scheme has successfully raised ₹104.50 crore during FY2024-25. In addition, an unutilized balance of ₹4.68 crores from FY 2023-24, which was previously kept in liquid instruments, was also available for allocation. During FY2024-25, a total of ₹50.56 crore (including ₹4.68 crores from the previous year) was allocated to permissible green activities and projects. The remaining ₹58.62 crore is temporarily parked in liquid assets, as stipulated by the financing framework. The Bank acknowledges its pivotal role in addressing sustainability challenges and is committed to facilitating the transition to a low-carbon economy. Through the provision of a diverse range of sustainable financing products and services to customers, the Bank aims to drive sustainable development and contribute to a greener future.

Portfolio-level information on the use of funds raised from green deposits

(₹. In Crore]

Particulars	March 31, 2025	March 31, 2024 [§]	Cumulative
Total green deposits raised (A)	104.50	56.21	160.71
Use of green deposit funds			
(1) Renewable Energy	28.73*	51.03	79.76*
• Solar Power Generation	28.73*	37.98	66.71*
• Wind Power Generation	-	13.05	13.05
(2) Energy Efficiency			
(3) Clean Transportation	21.83	0.50	22.33
• Projects promoting electrification of transportation	21.83	0.50	22.33
(4) Climate Change Adaptation			
(5) Sustainable Water and Waste Management			
(6) Pollution Prevention and Control			
(7) Green Buildings			
(8) Sustainable Management of Living Natural Resources and Land Use			
(9) Terrestrial and Aquatic Biodiversity Conservation			
Total Green Deposit funds allocated (B = Sum of 1 to 9)	50.56*	51.53	102.09*
Amount of Green Deposit funds not allocated (C = A – B)	58.62*	4.68	58.62
Details of the temporary allocation of green deposit proceeds pending their allocation to the eligible green activities/projects	The unallocated amount of ₹58.62 Crores is invested in High Quality Liquid Assets temporarily as on 31.03.2025.	The unallocated amount of ₹4.68 Crores is invested in Liquid Assets temporarily as on 31.03.2024	

*Includes green finance allocation of ₹ 4.68crs pertaining to FY 2024.

§ The figures reported above correspond to the period from 01-06-2023 to 31-03-2024.

Business Responsibility and sustainability Reporting (BRSR)

As stipulated in Listing Regulations, the Business Responsibility and Sustainability Report describing the initiatives taken by the Bank from Environmental, Social and Governance perspective is attached as part of the Directors' Report as Annexure-D.

Dividend Distribution Policy

In accordance with the Regulation 43A of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Bank has formulated a Dividend Distribution Policy and the Policy is hosted on the website of the Bank and can be viewed at <https://www.southindianbank.com/content/dividend-distribution-policy/2672>

Subsidiary Companies/Joint Ventures or Associate Companies

As on March 31, 2025, the Bank has one unlisted wholly owned subsidiary - M/s. SIB Operations and Services



Limited, which was incorporated on 28th May 2021.

M/s SIB Operations and Services Limited is a wholly owned Non-Financial Subsidiary Company of the South Indian Bank Ltd. The RBI has accorded the final approval on March 25, 2021 for setting up the Subsidiary Company and the Company was incorporated on May 28, 2021 to cater to the operational needs of the South Indian Bank Ltd. Its authorized Capital as on March 31, 2025 is ₹2 crores and the Issued and Paid-up Capital is ₹50 lakh. The company is providing exclusive services to the Bank in the operational areas of Tele calling, Business Development, Data Entry Operations, I.T. Support and other services permitted by Reserve Bank of India. The Subsidiary Company has reported a profit of ₹20.86 lakhs as on March 31, 2025.

There are no companies which have ceased to be Bank's subsidiaries, joint ventures or associate companies during the Financial year 2024-25.

Sri. M George Korah (DIN: 08207827), Independent Director of the Bank, Sri. P R Seshadri (DIN: 07820690), MD & CEO of the Bank, Sri. Benny P Thomas (DIN: 09448424), Non-Executive Non-Independent Director of the Bank and Sri. Anto George T (DIN: 10702382), Chief Operating Officer of the Bank were directors of SIB Operations and Services Limited as on March 31, 2025.

Sri. Thomas Joseph K, EVP has completed his contract with the Bank on May 31, 2024 and subsequently ceased as Director from the SIB Operations and Services Limited on the same date. Further Sri. Anto George T, Chief Operating Officer of the Bank has been appointed as Director of the subsidiary on July 11 2024, in the place of Sri. Thomas Joseph K, EVP who resigned from the subsidiary company on expiry of his contract with the Bank on May 31, 2024.

Except Sri. M George Korah (DIN: 08207827) and Sri. Benny P Thomas (DIN: 09448424), no other directors in the Board of SIB Operations and Services Limited were drawing any remuneration / sitting fee from the subsidiary company. Sri. M George Korah (DIN: 08207827) and Sri. Benny P Thomas (DIN: 09448424), have received ₹2,40,000/- and ₹2,40,000/- each as sitting fee for attending the Board Meetings of the subsidiary company during the financial year 2024-25.

The Board of Directors has formulated a policy for determining 'material' subsidiaries pursuant to the provisions of the Listing Regulations. The same is displayed on the website of the Bank <https://www.southindianbank.com/content/policy-for-determining-material-subsidiaries/781>

Related Party Transactions

The Board of Directors has formulated a Policy on Materiality of Related Party Transactions and also on dealing with Related Party Transactions pursuant to the provisions of the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. The same is displayed on the website of the Bank <https://www.southindianbank.com/content/policy-on-related-party-transaction/782>

Since the related party transactions are in the ordinary course of business and on an arm's length basis and not material, as per Section 188 of Companies Act, 2013, a Nil AOC-2 is disclosed in compliance with Section 134(3)(h) of Companies Act, 2013 and Rule 8(2) of the Companies (Accounts) Rules, 2014 as Annexure-E.

Material Changes and Commitment Affecting Financial Position of the Bank

There are no material changes and commitments, affecting the financial position of the Bank which has occurred between the end of the financial year of the Bank i.e. March 31, 2025 and the date of the Directors' report i.e. July 17, 2025.

Significant and material orders passed by Regulators

During the year under review, RBI had imposed a monetary penalty of ₹ 59.20 lacs for non-compliance with RBI directions on "Interest Rate on Deposits" and "Customer Service in Banks". Bank had already implemented suitable control measures to address the gaps identified to ensure compliance with the regulatory guidelines.

Maintenance of Cost Records

Being a Banking Company, the Bank is not required to maintain cost records as per sub-section (1) of Section 148 of the Companies Act, 2013.

Details in respect of frauds reported by auditors

There is no fraud reported by auditors under subsection (12) of section 143 of the Companies Act, 2013 which are reportable to the Central Government.

Compliance to Secretarial Standards

The relevant Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI) related to the Board Meetings and General Meeting have been complied with by the Bank.

Strictures and Penalties

During the last three financial years, there were no penalties or strictures imposed on the Bank by the SEBI or any of the stock exchanges and/or any other statutory authorities on matters relating to capital market.

Deposits

Being a Banking Company, the disclosures required as per Rule 8(5) (v) & (vi) of the Companies (Accounts) Rules, 2014, read with Section 73 and 74 of the Companies Act, 2013 are not applicable to the Bank.

THE DETAILS OF APPLICATION MADE OR ANY PROCEEDING PENDING UNDER THE INSOLVENCY AND BANKRUPTCY CODE, 2016 (31 OF 2016)

As per section 3(7) of The Insolvency and Bankruptcy Code, 2016, Corporate person does not include any financial service provider, thereby the Bank is excluded from the purview of the Code. There have been several applications made or are pending in the name of the Bank as a Financial creditor against any default occurred as part of the course of business. The Details of applications made by the Bank during FY 2024-25 and cases which are pending as on 31.03.2025 where applications are made by the Bank as a Financial creditor against default occurred as part of the course of business are as follows:

Particulars	No. of cases and value of claim
Cases filed During 2024-25	2 cases- Claim to be filed after commencement of CIRP
Cases outstanding as on 31.03.2025	7 (3 cases- value of claim is aggregating to Rs.325.70 Crore; 4 cases- Claim to be filed after commencement of CIRP)

Management Discussion and Analysis Report

This has been dealt with in a separate section in the Annual Report.

Particulars of Loans, Guarantees or Investments

Pursuant to Section 186 (11) of the Companies Act, 2013, the provisions of section 186 of Companies Act, 2013, except subsection (1), do not apply to a loan made, guarantee given or security provided or investment made by a banking company in the ordinary course of business.

Directors' Responsibility statement

Pursuant to the requirement under Section 134(5) of the Companies Act, 2013, with respect to the Director's Responsibility Statement, it is hereby confirmed that:

- in the preparation of the annual accounts for the financial year ended March 31, 2025, the applicable accounting standards had been followed along with proper explanation relating to material departures;

- the Directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Bank at the end of the financial year 2024-25 and of the profit of the Bank for that period;
- the Directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 and other applicable laws for safeguarding the assets of the Bank and for preventing and detecting fraud and other irregularities;
- the Directors had prepared the annual accounts for the financial year ended on March 31, 2025, on a going concern basis;
- the Directors had laid down internal financial controls to be followed by the Bank and that such internal financial controls are adequate and operating effectively; and
- the Directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

ACKNOWLEDGEMENTS

The Board of Directors places on record its gratitude to the Reserve Bank of India, Securities and Exchange Board of India, Government of India, Government of Kerala and all other State Governments where the Bank operates, other Government and Regulatory Authorities, including Stock Exchanges, where the Bank's securities are listed and correspondent Banks for their strong support and guidance, during the year. The Board also places on record its gratitude to the Bank's security holders and customers for their continued support, patronage and goodwill. The single most important pillar of any Institution is its personnel, more so in the case of a service entity like a Bank, the Board acknowledges this fact and thanks all of them for their diligence and loyalty towards the Bank. The Board expresses its sincere appreciation for the dedicated services rendered by officers and employees of the Bank at all levels.

By orders of the Board

(V J Kurian)
 Chairman
 DIN :01806859

(P R Seshadri)
 Managing Director & CEO
 DIN:07820690

Place : Thrissur
 Date: July 17, 2025



ANNEXURE –A

PARTICULARS PURSUANT TO SECTION 197(12) OF THE COMPANIES ACT, 2013

The ratio of the remuneration of each Director to the median employee's remuneration and other details in terms of sub-section 12 of Section 197 of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014:

Sr No.	Requirements	Disclosure
1	The ratio of the remuneration of each Director to the median remuneration of the employees for the Financial Year*	Chairman Sri. V J Kurian: 4.84 x MD & CEO Sri. P R Seshadri: 13.35x Executive Director Sri. Dolphy Jose: 5.82x For this purpose, sitting fees paid to the Directors (except Sitting fee & Fixed Remuneration paid to Chairman) have not been considered as remuneration.
2	The percentage increase in remuneration of each Director, CFO, CEO, CS in the Financial Year	Chairman Sri. V J Kurian: 2.06% MD & CEO Sri. P R Seshadri: 6.38% - Excluding Variable Pay Cash Component of ₹27.5 Lakhs paid during FY 2024-25. Executive Director Sri. Dolphy Jose: N.A# CFO Sri. Vinod Francis (CFO w.e.f. 08.04.2024): 24.65% Smt. Chithra H (CFO upto 07.04.2024): Nil 7 Days Included for Smt. Chithra H & 7 Days Excluded for Sri. Vinod Francis Company Secretary Sri. Jimmy Mathew: 25.73%
3	The percentage increase in the median remuneration of employees in the Financial Year(Including Managerial Persons)	35.37% ^s
4	The number of permanent employees on the rolls of the Bank	There were 9369 employees as on March 31, 2025
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;	The average percentage increase made in the median salaries of employees other than the Managerial Personnel is 35.40%^s Increase in the median remuneration of Managerial Personnel is 0.54%

Sr No.	Requirements	Disclosure
6	Affirmation that the remuneration is as per the remuneration policy of the Bank	Yes, it is confirmed
	*The remuneration has been annualised without considering LFC, wherever applicable. x Denotes the median remuneration of the employees in the Financial Year. # As appointment of Executive Director was made w.e.f. 15-07-2024 and there was no post of ED in the Board / Bank, no previous year comparative remuneration is available, hence percentage of increase is not applicable. \$ The increase is mainly on account of the payment of revised salary after effecting 12th Bipartite settlement with arrears – during FY 2024-25 1. The median salary of the staff members is arrived by taking 12 months' actual Salary & Allowances paid during the FY 2024-25. (Which also includes 12th Bipartite settlement.) 2. Remuneration of Chairman, MD & CEO and Executive Director is regulated by RBI guidelines.	

By order of the Board

(V J Kurian)

Chairman

DIN : 01806859

Place: Thrissur

Date: July 17, 2025

(P R Seshadri)

Managing Director & CEO

DIN : 07820690



Annexure B

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

Pursuant to Companies (Corporate Social Responsibility Policy) Rules, 2014

1. Brief outline on CSR

The Bank's CSR mission is to contribute to the social and economic development of the community. Through a series of interventions, the Bank seeks to mainstream economically, physically and socially challenged groups and to draw them into the cycle of growth, development and empowerment.

At the core of this, it is commitment to reach out to marginalized communities through Sustainable Livelihood Initiatives. The Bank's strategy is to integrate its activities in community development, social responsibility and environmental responsibility and encourage each business unit or function to include these considerations into its operations whether directly or in participation or in association with or jointly with NGOs of repute, Trusts, Partnership, Corporate or any other such organization as the Bank deems fit.

2. Composition of CSR Committee:

Sl. No.	Name of Director	Designation /Nature of Directorship	Number of meetings of CSR committee held during the year	Number of meetings of CSR committee attended during the year
1	Sri. Paul Antony#	Chairperson	1	1
2	Sri. V J Kurian	Member	5	5
3	Sri. Benny P Thomas##	Chairperson/ Member	5	5
4	Sri. P R Seshadri	Member	5	5
5	Sri. Jose J Kattoor ###	Member	4	4

#Ceased to be a member/Chairperson w.e.f. July 19, 2024.

Sri. Benny P Thomas was member and re-designated as Chairperson w.e.f. July 19, 2024.

Inducted to the Committee w.e.f. July 19, 2024.

- Provide the web-link(s) where Composition of CSR Committee, CSR Policy and CSR Projects approved by the board are disclosed on the website of the company.

The web – link where composition of CSR committee, CSR policy and CSR projects approved by the Board are disclosed on the website of the company. Weblink: [Corporate Social Responsibility \(CSR\) - South Indian Bank](#)

- Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable.

The Company takes cognizance of sub-rule (3) of Rule 8 of the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 ("CSR Amendment Rules"). There are no projects taken up or completed after the effective date (which is 22.01.2021) of the aforementioned rules for fiscal 2025.

Impact assessment is not carried out as there is no CSR project having outlays of ₹ 1 crore or more and/or average CSR obligation for last 3 FY is not Rs 10.00 Crore or more".

5.

- Average net profit of the company as per sub-section (5) of section 135 : ₹ 10,17,67,11,562.26
- Two percent of average net profit of the company as per sub-section (5) of section 135. : ₹ 20,35,34,231.24
- Surplus arising out of the CSR Projects or programmes or activities of the previous financial: Nil years.

- d) Amount required to be set-off for the financial year, if any. : ₹ 2,80,191.70
- e) Total CSR obligation for the financial year [(b)+(c)-(d)]. : ₹ 20,32,54,039.54
6. (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project) : ₹ 20,64,55,749.00*
- * Excluding unspent CSR amount ₹ 1.85 Lakhs spent on previous Financial Years ongoing project and administrative overheads of ₹ 2,76,580.00
- (b) Amount spent in Administrative Overheads. : ₹ 2,76,580.00
- (c) Amount spent on Impact Assessment, if applicable. : NA
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]. : ₹ 20,67,32,329.00
- (e) CSR amount spent or unspent for the Financial Year:

Total Amount spent for the Financial Year. 2024-25 (in ₹)	Amount Unspent (in ₹)				
	Total amount transferred to unspent CSR account as per section 135(6)		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5)		
	Amount (in ₹)	Date of transfer	Name of the fund	Amount	Date of transfer
*20,67,32,329.00	67,68,432.00#	29.03.2025	Nil	NA	NA

* Excluding unspent CSR amount ₹ 1.85 Lakhs spent on previous Financial Years ongoing project.

Bank has two ongoing projects that were commenced during the financial year 2024-25. We have obtained Board approval to spend an additional CSR expenditure not exceeding ₹ 100.00 Lakhs, beyond the initially approved budget, to support expanded initiatives, rising costs, and long-term project sustainability.

Details of amount transferred to CSR unspent account in respect of ongoing projects is as under:

(in ₹)

Sl No.	Project ID	Details of Project	Amount Sanctioned	Amount Released during FY 2024-25	Amount transferred to unspent CSR account
1	CSR/109/FY24-25	Financial assistance for construction of Cancer Care Centre for poor cancer patients.	3,25,00,000.00	2,91,77,808.00	33,22,192.00
2	CSR/202/FY24-25	Financial assistance for setting up Intensive Care Unit with all facilities at the Old Age Home.	35,00,000.00	53,760.00	34,46,240.00
Total			3,60,00,000.00	2,92,31,568.00	67,68,432.00

The amount of ₹ 67,68,432.00 would be released in accordance with the provisions of Section 135 in the upcoming years.



Annexure 1

Details of CSR amount spent against other than ongoing projects for the Financial Year

1	2	3	4	5	6	7	8
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project State District	Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation through implementing agency Name CSR Registration No
1	Financial Literacy Council FLC	Education	No	Kerala and Tamilnadu Kasaragod, Kannur, Kozhikode, Malappuram, Palakkad, Thrissur, Ernakulam, Alappuzha, Kottayam, Idukki, Pathanamthitta, Kollam, Thiruvananthapuram, Coimbatore, Trichy Madurai, Dindigul, Nagarcoil, Nilgiris	55,05,334.00	No	SIB Foundation CSR000015361
2	Students' Economic Forum	Education	No	All states	2,36,046.00	No	SIB Foundation CSR000015361
3	SIB Scholar	Education	No	Kerala	87,560.00	No	SIB Foundation CSR000015361
4	Maintenance of Ayyanthole Park, Thrissur	Healthcare	Yes	Kerala Thrissur	5,00,049.00	No	SIB Foundation CSR000015361
5	St. Theresa's High School, Vissanapet, Andhra Pradesh	Education	No	Andhra Pradesh NTR District	25,00,000.00	No	SIB Foundation CSR000015361
6	Andrapradesh Social Service Society	Women Empowerment	No	Telangana Hyderabad	4,98,250.00	No	SIB Foundation CSR000015361
7	Kerala Labour Movement, Kochi	Women Empowerment	No	Kerala Ernakulam	2,00,000.00	No	SIB Foundation CSR000015361
8	Sparsham, School for Education differently abled	Education	No	Kerala Pathanamthitta	12,500.00	No	SIB Foundation CSR000015361
9	Sree Vijayananda Vidyalaya, Aranmula	Education	No	Kerala Pathanamthitta	5,00,000.00	No	SIB Foundation CSR000015361
10	St. Isabel's Hospital, Chennai	Healthcare	No	Tamilnadu Chennai	5,00,000.00	No	SIB Foundation CSR000015361

1	2	3	4	5		6	7	8
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation – through implementing agency Name Registration No
11	KFON	Measures to reduce inequalities faced by socially and economically backward groups	No	Kerala	Trivandrum	7,61,837.00	No	SIB Foundation CSR000015361
12	St. Joseph's Home, Pullazhi	Setting up of Homes	Yes	Kerala	Thrissur	6,01,800.00	Yes	-
13	Anaimudi Forest Development Agency, Munnar	Environmental Sustainability	No	Kerala	Idukki	1,18,000.00	No	SIB Foundation CSR000015361
14	Nirmala Palliative Centre and Karunya Clinic, Kochi	Healthcare	No	Kerala	Ernakulam	5,00,000.00	No	SIB Foundation CSR000015361
15	Kottayam Subsidiary Kendriya Police Kalyan Bhandar, Kottayam	Healthcare	No	Kerala	Kottayam	10,00,000.00	No	SIB Foundation CSR000015361
16	St. Martin De Porres Hospital, Cherukunnu	Healthcare	No	Kerala	Kannur	7,00,000.00	No	SIB Foundation CSR000015361
17	St. Vincent Diabetic Research Centre & Hospital, Irinjalakuda	Healthcare	Yes	Kerala	Thrissur	5,63,200.00	No	SIB Foundation CSR000015361
18	Vimala College, Thrissur	Education	Yes	Kerala	Thrissur	4,95,000.00	No	SIB Foundation CSR000015361
19	Parappanangadi Municipality, Parappanangadi	Healthcare	No	Kerala	Malappuram	1,18,236.00	No	SIB Foundation CSR000015361
20	Salem Pallotine Society	Education	No	Tamilnadu	Salem	1,50,000.00	No	SIB Foundation CSR000015361
21	Vazhapally Grama Panchayat - Primary Health Centre, Cheeranchira	Healthcare	No	Kerala	Kottayam	1,33,728.00	No	SIB Foundation CSR000015361



1	2	3	4	5	6	7	8		
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation – through implementing agency	
				State	District			Name	CSR Registration No
22	MGM English School, Pune	Healthcare	No	Maharashtra	Pune	60,000.00	No	SIB Foundation	CSR000015361
23	St. Augustine Higher Secondary School	Education	No	Kerala	Idukki	30,000.00	No	SIB Foundation	CSR000015361
24	St. Joseph's Matriculation Higher Secondary School, Coimbatore	Education	No	Tamilnadu	Coimbatore	1,00,000.00	No	SIB Foundation	CSR000015361
25	Corporation of the City of Panaji, Goa	Environmental Sustainability	No	Goa	North Goa	25,00,000.00	No	SIB Foundation	CSR000015361
26	We Care Centre, Kottayam	Livelihood enhancement	No	Kerala	Kottayam	19,64,812.00	No	SIB Foundation	CSR000015361
27	New Life Assembly of God Community, Chennai	Healthcare	No	Tamilnadu	Chennai	23,27,110.00	No	SIB Foundation	CSR000015361
28	Sanjoe Prathiksha Bhavan Special School, Mukkam P.O, Kozhikode	Education	No	Kerala	Kozhikode	23,50,000.00	No	SIB Foundation	CSR000015361
29	Don Bosco Academy, Nalgonda	Education	No	Telangana	K V Rangareddy	25,00,000.00	No	SIB Foundation	CSR000015361
30	Pius Memorial High School, Chakan, Pune	Education	No	Maharashtra	Nagpur	15,00,000.00	No	SIB Foundation	CSR000015361
31	Cyrene Special School, Kallettumkara, Thrissur	Education	Yes	Kerala	Thrissur	19,65,300.00	No	SIB Foundation	CSR000015361
32	Savio Home Orphanage, Thrissur	Setting up of homes	Yes	Kerala	Thrissur	16,65,652.00	No	SIB Foundation	CSR000015361
33	Gilgal Ashwasa Bhvan Charitable Trust, Eraviperoor	Setting up of homes	No	Kerala	Pathanamittta	10,00,000.00	No	SIB Foundation	CSR000015361

1	2	3	4	5	6	7	8
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation - through implementing agency
				State	District		Name Registration No
34	Kannur Association For Integrated Rural Organization and Support(KAIROS), Kannur	Measures to reduce the inequalities faced by socially and economically backward groups	No	Kerala	Kannur	10,00,000.00	No SIB Foundation CSR000015361
35	St. Thomas College, Thrissur	Education	Yes	Kerala	Thrissur	10,00,000.00	No SIB Foundation CSR000015361
36	Asraya Volunteer Organisation, Thiruvananthapuram	Healthcare	No	Kerala	Trivandrum	10,00,000.00	No SIB Foundation CSR000015361
37	Nature Study Centre, Kalady	Environmental Sustainability	No	Kerala	Emakulam	9,50,000.00	No SIB Foundation CSR000015361
38	Loyola Academy Society,Hyderabad	Making available safe drinking water	No	Telangana	Hyderabad	9,02,700.00	No SIB Foundation CSR000015361
39	Christ Acedemy Parents Forum, Bangalore	Healthcare	No	Karnataka	Bangalore	8,83,000.00	No SIB Foundation CSR000015361
40	Udaya Provincial House, Irinjalakuda	Healthcare	Yes	Kerala	Thrissur	6,60,211.00	No SIB Foundation CSR000015361
41	Mar Kundukulam Memorial Research and Rehabilitation Complex,Trichur	Healthcare	Yes	Kerala	Thrissur	6,44,041.00	No SIB Foundation CSR000015361
42	Vinnarasi Illam, Mental Health Care & Rehabilitation Centre,Sivagangai Dt, Tamil Nadu	Healthcare	No	Tamil Nadu	Sivagangai	6,00,000.00	No SIB Foundation CSR000015361
43	Pratheeksha Rotary School For Differently Abled Children, Paravur, Ernakulam	Education	No	Kerala	Ernakulam	5,00,000.00	No SIB Foundation CSR000015361



1	2	3	4	5	6	7	8		
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation – through implementing agency	
				State	District			Name	CSR Registration No
44	St. Xavier's Church, South Thanissery	Measures to reduce the inequalities faced by socially and economically backward groups	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
45	Little Brothers of Jesus Christ, Thrissur	Eradicating hunger	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
46	Abhaya Bhavan Society, Thiruvalla	Setting up of homes	No	Kerala	Pathanamthitta	5,00,000.00	No	SIB Foundation	CSR000015361
47	Holy Apostels Convent, Babies Home Chennai	Setting up of homes	No	Tamil Nadu	Kancheepuram	4,64,400.00	No	SIB Foundation	CSR000015361
48	Chavara Vidya Bhavan,Coimbatore	Setting up of homes	No	Tamil Nadu	Coimbatore	4,40,000.00	No	SIB Foundation	CSR000015361
49	Fr. Patric Isaac Home of Hope for Women and Children, Madurai	Setting up of homes	No	Tamil Nadu	Dindigul	4,09,518.00	No	SIB Foundation	CSR000015361
50	Cluny Public School and Junior College, Lakkattor, Kottayam	Education	No	Kerala	Kottayam	2,50,000.00	No	SIB Foundation	CSR000015361
51	Bharathiya Vidya Bhavan's Vidya Mandir, Nadavaramba	Education	Yes	Kerala	Thrissur	1,50,000.00	No	SIB Foundation	CSR000015361
52	Kerala Gazatted Officers Association, Trivandrum	Measures to reduce the inequalities faced by socially and economically backward groups	No	Kerala	Trivandrum	1,50,000.00	No	SIB Foundation	CSR000015361

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Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation - through implementing agency
				State	District	Direct (Yes/No)	Name Registration No
53	St. Britto Higher Secondary School, Madurai	Education	No	Tamil nadu	Madurai	1,32,000.00	No SIB Foundation CSR000015361
54	Loyola High School, Margao	Education	No	Goa	North Goa	1,24,600.00	No SIB Foundation CSR000015361
55	St. Theresa's Matric Hr. Sec School, Karur	Education	No	Tamil nadu	Karur	1,23,900.00	No SIB Foundation CSR000015361
56	Don Bosco School, Udaipur	Making available safe drinking water	No	Tripura	South Tripura	1,21,000.00	No SIB Foundation CSR000015361
57	Chavakkad Municipality, Chavakkad	Healthcare	Yes	Kerala	Thrissur	1,00,000.00	No SIB Foundation CSR000015361
58	Sanjos Metropolitan High School, Thalassery	Education	No	Kerala	Kannur	97,200.00	No SIB Foundation CSR000015361
59	Lourde Matha High School, Palakkad	Making available safe drinking water	No	Kerala	Palakkad	96,170.00	No SIB Foundation CSR000015361
60	Sree Sankara Vidyapeetom College, Trivandrum	Making available safe drinking water	No	Kerala	Trivandrum	80,000.00	No SIB Foundation CSR000015361
61	Jeeva Jyothi Province India, Najafgarh	Education	No	New Delhi	South-West Delhi	71,750.00	No SIB Foundation CSR000015361
62	Ackiparamba U P School, Taliparamba	Making available safe drinking water	No	Kerala	Kannur	50,000.00	No SIB Foundation CSR000015361
63	Neelamperoor Grama Panchayat, Neelamperoor	Environmental Sustainability	No	Kerala	Alapuzha	40,000.00	No SIB Foundation CSR000015361
64	SNBS Samajam L P School, Thrissur	Education	Yes	Kerala	Thrissur	35,000.00	No SIB Foundation CSR000015361



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Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation – through implementing agency	
				State	District			Name	CSR Registration No
65	Nazareth Hospital, Mokama	Healthcare	No	Bihar	Patna	29,470.00	No	SIB Foundation	CSR000015361
66	St. Thomas HSS, Ayroor	Education	No	Kerala	Ernakulam	23,000.00	No	SIB Foundation	CSR000015361
67	Dakshayani Balasramam, Elambulasserry	Setting up of homes	No	Kerala	Palakkad	14,000.00	No	SIB Foundation	CSR000015361
68	GSMU	Education	No	Kerala	All districts	7,68,020.00	No	SIB Foundation	CSR000015361
69	Rajagiri Hospital, Ernakulam	Healthcare	No	Kerala	Ernakulam	50,00,000.00	No	SIB Foundation	CSR000015361
70	Kristu Jayanti College, Bengaluru	Healthcare	No	Karnataka	Bengaluru	27,13,500.00	No	SIB Foundation	CSR000015361
71	Sahrdaya College of Advanced Studies, Kodakara	Sports	Yes	Kerala	Thrissur	10,00,000.00	No	SIB Foundation	CSR000015361
72	Mar Athanasius College Association, Kothamangalam	Healthcare	No	Kerala	Ernakulam	10,00,000.00	No	SIB Foundation	CSR000015361
73	Marthoma College for Women, Perumbavoor	Environmental Sustainability	No	Kerala	Ernakulam	10,00,000.00	No	SIB Foundation	CSR000015361
74	XIM University, Odisha	Education	No	Orissa	Khorda	9,43,000.00	No	SIB Foundation	CSR000015361
75	Malankara Catholic Church Society, New Delhi	Measures to reduce the inequalities faced by socially and economically backward groups	No	New Delhi	South-West Delhi	9,30,000.00	No	SIB Foundation	CSR000015361
76	Don Bosco Higher Secondary School, Irinjalakuda	Education	Yes	Kerala	Thrissur	9,25,000.00	No	SIB Foundation	CSR000015361

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Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation - through implementing agency
				State	District		Direct (Yes/No) Name CSR Registration No
77	Muriyad Gramapanchayath, Muriyad	Healthcare	Yes	Kerala	Thrissur	7,69,178.00	No SIB Foundation CSR000015361
78	LLM Hospital, Kidangoor, Kottayam	Healthcare	No	Kerala	Kottayam	7,50,000.00	No SIB Foundation CSR000015361
79	Bharata Mata College Educational Trust, Ernakulam	Education	No	Kerala	Ernakulam	7,00,920.00	No SIB Foundation CSR000015361
80	Immaculate Community College, Tamil Nadu	Education	No	Tamil Nadu	Kancheepuram	5,57,900.00	No SIB Foundation CSR000015361
81	Little Flower College, Guruvayur	Education	Yes	Kerala	Thrissur	5,00,000.00	No SIB Foundation CSR000015361
82	Sacred Heart General Hospital, Chertthala	Healthcare	No	Kerala	Alapuzha	5,00,000.00	No SIB Foundation CSR000015361
83	General Hospital, Thrissur	Healthcare	Yes	Kerala	Thrissur	4,75,000.00	No SIB Foundation CSR000015361
84	Cluny Skill Development Centre, Pondicherry	Education	No	Pondicherry	Pondicherry	4,00,000.00	No SIB Foundation CSR000015361
85	Kurji Holy Family Hospital, Patna	Healthcare	No	Bihar	Patna	3,42,790.00	No SIB Foundation CSR000015361
86	Saint Francis D Assisi High School, Assam	Education	No	Assam	Kamrup	3,09,000.00	No SIB Foundation CSR000015361
87	Fatima Central School, Ernakulam	Education	No	Kerala	Ernakulam	3,00,000.00	No SIB Foundation CSR000015361
88	Public Library and Reading Room, Chengaroor	Setting up public library	No	Kerala	Pathanamthitta	2,00,000.00	No SIB Foundation CSR000015361
89	Viswaprakash Central School, Trivandrum	Education	No	Kerala	Trivandrum	2,00,000.00	No SIB Foundation CSR000015361



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				State	District			Name	CSR Registration No
90	Christ The King Polytechnic College, Coimbatore	Education	No	Tamil nadu	Coimbatore	1,50,000.00	No	SIB Foundation	CSR000015361
91	Holy Cross Vidya Sadan, Kottayam	Education	No	Kerala	Kottayam	1,12,711.00	No	SIB Foundation	CSR000015361
92	Assisi Snehalaya Charitable Trust, Coimbatore	Healthcare	No	Tamil nadu	Coimbatore	1,01,750.00	No	SIB Foundation	CSR000015361
93	Our Lady of Mercy SAB Trust, Bangalore	Setting up of homes	No	Karnataka	Bangalore	60,600.00	No	SIB Foundation	CSR000015361
94	R C U P School, Kottappadi	Making available safe drinking water	Yes	Kerala	Thrissur	33,950.00	No	SIB Foundation	CSR000015361
95	Marygiri English Medium School, Trivandrum	Education	No	Kerala	Trivandrum	32,960.00	No	SIB Foundation	CSR000015361
96	Pushpagiri Medical College, Thiruvalla	Healthcare	No	Kerala	Pathanamthitta	50,00,000.00	No	SIB Foundation	CSR000015361
97	EMS Co-op Hospital Society Ltd, Pathanapuram	Healthcare	No	Kerala	Kollam	35,08,616.00	No	SIB Foundation	CSR000015361
98	St. Francis De Sales College, Bengaluru	Environmental Sustainability	No	Karnataka	Bengaluru	32,43,300.00	No	SIB Foundation	CSR000015361
99	Loyola College (Autonomous), Nungambakkam, Chennai	Education	No	Tamilnadu	Chennai	25,00,000.00	No	SIB Foundation	CSR000015361
100	Carmel Higher Secondary School, Nagercoil	Education	No	Tamilnadu	Kanyakumari	20,00,000.00	No	SIB Foundation	CSR000015361
101	Pallium India Trust, Trivandrum	Healthcare	No	Kerala	Trivandrum	15,00,000.00	No	SIB Foundation	CSR000015361

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				State	District			Name	CSR Registration No
102	Karunyanavarsham Charitable Trust, Ernakulam	Healthcare	No	Kerala	Ernakulam	15,00,000.00	No	SIB Foundation	CSR000015361
103	Navshakti Vidyalaya-School for Differently Abled Children, Rajkot (Under Rajkot Diocese Trust, Rajkot)	Education	No	Gujarat	Rajkot	15,00,000.00	No	SIB Foundation	CSR000015361
104	The Centre for Development and Empowerment of Women (CDEW) Society, Viroganagar, Bengaluru	Women Empowerment	No	Karnataka	Bengaluru	11,93,913.00	No	SIB Foundation	CSR000015361
105	Home for Aged and Infirm, Aluva	Healthcare	No	Kerala	Ernakulam	2,91,77,808.00	No	SIB Foundation	CSR000015361
106	Daya Charitable Trust, Viyyur	Healthcare	Yes	Kerala	Thrissur	25,00,000.00	No	SIB Foundation	CSR000015361
107	General Hospital, Ernakulam	Healthcare	No	Kerala	Ernakulam	25,00,000.00	No	SIB Foundation	CSR000015361
108	St. Alberts College	Environmental Sustainability	No	Kerala	Ernakulam	25,00,000.00	No	SIB Foundation	CSR000015361
109	Holy Family Hospital, Muthalakodam	Healthcare	No	Kerala	Idukki	22,37,200.00	No	SIB Foundation	CSR000015361
110	Brothers of St. Gabriel Educational Society, Hyderabad	Healthcare	No	Telangana	Hyderabad	19,88,204.00	No	SIB Foundation	CSR000015361
111	Good Samaritan Rehabilitation and Training Centre, Kannur	Livelihood enhancement	No	Kerala	Kannur	17,79,568.00	No	SIB Foundation	CSR000015361
112	St. Joseph's Mission Hospital, Anchal	Healthcare	No	Kerala	Kollam	13,65,000.00	No	SIB Foundation	CSR000015361



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				State	District			Name	CSR Registration No
113	St. John's Rehabilitation Centre, Mandal, Jammu & Kashmir	Healthcare	No	Jammu & Kashmir	Jammu	13,00,000.00	No	SIB Foundation	CSR000015361
114	Trinity Matriculation Hr. Sec School, Trichy	Making available safe drinking water	No	Tamilnadu	Coimbatore	80,000.00	No	SIB Foundation	CSR000015361
115	Gudalur Mar Thoma Educational Society, Gudalur, Nilgiris	Making available safe drinking water	No	Tamilnadu	Nilgiris	50,000.00	No	SIB Foundation	CSR000015361
116	District Rural Development Agency, Madurai Collectorate, Madurai	Healthcare	No	Tamilnadu	Madurai	49,970.00	No	SIB Foundation	CSR000015361
117	SCSEALP School, Thiruvalla	Education	No	Kerala	Pathanamthitta	40,000.00	No	SIB Foundation	CSR000015361
118	Marsleeva College of Nursing, Kottayam	Making available safe drinking water	No	Kerala	Kottayam	33,900.00	No	SIB Foundation	CSR000015361
119	Mar Gregorios English Medium Higher Secondary School, Kottayam	Making available safe drinking water	No	Kerala	Kottayam	30,000.00	No	SIB Foundation	CSR000015361
120	Eklavya Model Residential School, Idukki	Education	No	Kerala	Idukki	26,000.00	No	SIB Foundation	CSR000015361
121	Sacred Heart Secondary School, Marmain	Making available safe drinking water	No	Meghalaya	Ri-Bhoi	20,000.00	No	SIB Foundation	CSR000015361
122	Sauhidham Vayojana Club, Meladur	Making available safe drinking water	Yes	Kerala	Thrissur	9,500.00	No	SIB Foundation	CSR000015361
123	Jubilee Mission Medical College & Research Institute, Thrissur	Environmental Sustainability	Yes	Kerala	Thrissur	75,00,000.00	No	SIB Foundation	CSR000015361

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				State	District			Name	CSR Registration No
124	Nirmala Medical Centre, Muvattupuzha	Healthcare	No	Kerala	Ernakulam	9,90,000.00	No	SIB Foundation	CSR000015361
125	Society of Seva Missionaries Trichy Province, Tiruchirappalli	Setting up of homes	No	Tamilnadu	Tiruchirappalli	9,90,000.00	No	SIB Foundation	CSR000015361
126	The House of Providence, Ernakulam	Setting up of homes	No	Kerala	Ernakulam	9,89,842.00	No	SIB Foundation	CSR000015361
127	Wayanad Social Service Society, Mananthavady, Wayanad	Healthcare	No	Kerala	Wayanad	9,70,000.00	No	SIB Foundation	CSR000015361
128	Christ Villa Charitable Trust, Thrissur	Healthcare	Yes	Kerala	Thrissur	9,50,000.00	No	SIB Foundation	CSR000015361
129	Mar Ivanious College (Autonomous), Trivandrum	Education	No	Kerala	Trivandrum	9,45,600.00	No	SIB Foundation	CSR000015361
130	Marian Medical Centre, Arunapuram, Kottayam	Healthcare	No	Kerala	Kottayam	9,30,000.00	No	SIB Foundation	CSR000015361
131	Little Flower Academy, Kurumasserry, Ernakulam	Education	No	Kerala	Ernakulam	9,20,000.00	No	SIB Foundation	CSR000015361
132	St.Joseph's HSS, Mathilakam	Sports	Yes	Kerala	Thrissur	9,00,000.00	No	SIB Foundation	CSR000015361
133	Hrudaya Palliative Care Trust, Irinjalakuda	Healthcare	Yes	Kerala	Thrissur	8,89,778.00	No	SIB Foundation	CSR000015361
134	Sevabharathi, Irinjalakuda	Healthcare	Yes	Kerala	Thrissur	8,53,040.00	No	SIB Foundation	CSR000015361



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				State	District			Name	CSR Registration No
135	Society of St.Vincent De Paul-Ernakulam City Area Council, Ernakulam	Healthcare	No	Kerala	Ernakulam	8,00,000.00	No	SIB Foundation	CSR000015361
136	Shanthi Bhavan, Pondicherry	Healthcare	No	Pondicherry	Pondicherry	7,50,000.00	No	SIB Foundation	CSR000015361
137	Jubilee Memorial Hospital, Trivandrum	Healthcare	No	Kerala	Trivandrum	6,80,072.00	No	SIB Foundation	CSR000015361
138	Don Bosco College, Mannuthy	Education	Yes	Kerala	Thrissur	6,08,000.00	No	SIB Foundation	CSR000015361
139	San Joe Hospital, Perumbavoor	Healthcare	No	Kerala	Ernakulam	5,00,000.00	No	SIB Foundation	CSR000015361
140	Pain and Palliative Care Society, Thrissur	Healthcare	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
141	Yuvakshethra Institute of Management Studies, Kunnathurmeda P.O, Palakkad Dt	Education	No	Kerala	Palakkad	5,00,000.00	No	SIB Foundation	CSR000015361
142	St. Ann's College of Education, Secunderabad	Education	No	Telangana	Hyderabad	4,65,900.00	No	SIB Foundation	CSR000015361
143	St. Joseph of Cluny,Puducherry	Education	No	Pondicherry	Pondicherry	4,40,000.00	No	SIB Foundation	CSR000015361
144	Flos Carmeli Convent School, Mysuru	Making available safe drinking water	No	Tamilnadu	Mysore	4,32,952.00	No	SIB Foundation	CSR000015361
145	Jyothi Hospital, Belthangady	Healthcare	No	Karnataka	Dakshina Kannada	2,79,200.00	No	SIB Foundation	CSR000015361

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Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation - through implementing agency
				State	District		Name Registration No
146	St. Dominics Convent English Medium School, Sreekrishmapuram P.O, Palakkad Dt	Education	No	Kerala	Palakkad	1,75,000.00	SIB Foundation CSR000015361
147	Farmer's Share, Mundaya, Shornur	Livelihood enhancement	No	Kerala	Palakkad	1,50,000.00	SIB Foundation CSR000015361
148	Sanjose Vidyalaya, Kanakkari P.O, Kottayam	Education	No	Kerala	Kottayam	1,30,000.00	SIB Foundation CSR000015361
149	Jai Christo Province, Palakkad	Making available safe drinking water	No	Kerala	Palakkad	1,30,000.00	SIB Foundation CSR000015361
150	Prem Marg Charitable Society, Blapur R R Dist, Telangana	Livelihood enhancement	No	Telangana	K V Rangareddy	1,01,920.00	SIB Foundation CSR000015361
151	Don Bosco School, Guwahati	Environmental Sustainability	No	Assam	Kamrup	25,00,000.00	SIB Foundation CSR000015361
152	Karuna Medical Society, Borivili	Healthcare	No	Maharashtra	Mumbai	25,00,000.00	SIB Foundation CSR000015361
153	Catholic Bishop's Conference of India (CBCI), New Delhi	Environmental Sustainability	No	New Delhi	Central Delhi	23,52,246.00	SIB Foundation CSR000015361
154	St. Ann's Hospital, Vijayavada	Healthcare	No	Andra Pradesh	Krishna	21,00,000.00	SIB Foundation CSR000015361
155	St. Martha's Hospital, Bengaluru	Healthcare	No	Karnataka	Bengaluru	16,20,000.00	SIB Foundation CSR000015361
156	Christ (Deemed to be University), Ghaziabad	Measures to reduce the inequalities faced by socially and economically backward groups	No	UttarPradesh	Ghaziabad	12,00,000.00	SIB Foundation CSR000015361



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157	State Medicinal Plants Board, Kerala	Healthcare	Yes	Kerala	Thrissur	11,50,000.00	No	SIB Foundation	CSR000015361
158	St. John's National Academy of Health Sciences, Bangalore	Healthcare	No	Karnataka	Bengaluru	11,35,050.00	No	SIB Foundation	CSR000015361
159	Samaritan Old Age Home, Nellikunnu	Setting up of homes	Yes	Kerala	Thrissur	10,00,000.00	No	SIB Foundation	CSR000015361
160	Mother and Child Foundation, Thodupuzha	Setting up of homes	No	Kerala	Idukki	8,84,003.00	No	SIB Foundation	CSR000015361
161	St. Vincent's Hospital, Kuravilangad	Environmental Sustainability	No	Kerala	Kottayam	7,50,000.00	No	SIB Foundation	CSR000015361
162	Parimala Mar Gregorious Memorial Charitable Trust, Mulanthuruthy	Healthcare	No	Kerala	Ernakulam	7,39,601.00	No	SIB Foundation	CSR000015361
163	Swamy Vivekananda Medical Mission, Attapady	Education	No	Kerala	Palakkad	5,01,776.00	No	SIB Foundation	CSR000015361
164	Arimpur Grama Panchayath, Thrissur	Environmental Sustainability	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
165	St. Antony's Kannada Medium School, Bangalore	Education	No	Karnataka	Bangalore	4,20,000.00	No	SIB Foundation	CSR000015361
166	St. Joseph's School, CBSE, Bangalore	Education	No	Karnataka	Bangalore	3,49,280.00	No	SIB Foundation	CSR000015361
167	St. Anne's School, Secunderabad	Education	No	Telangana	Hyderabad	2,00,000.00	No	SIB Foundation	CSR000015361
168	St. Francis Xavier A I Higher Secondary School, Chennai	Education	No	Tamilnadu	Chennai	1,77,000.00	No	SIB Foundation	CSR000015361

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169	Society for the Empowerment of the learning disabled, Kottayam	Education	No	Kerala	Kottayam	1,59,825.00	No	SIB Foundation	CSR000015361
170	St. Antony's L P School, Muvattupuzha	Education	No	Kerala	Ernakulam	1,54,800.00	No	SIB Foundation	CSR000015361
171	Assisi English Medium Higher Secondary School, Kechery	Education	Yes	Kerala	Thrissur	70,000.00	No	SIB Foundation	CSR000015361
172	Karunabhavan Home for the Aged Men, Manathavady	Healthcare	No	Kerala	Wayanad	9,94,000.00	No	SIB Foundation	CSR000015361
173	Holy Cross Girls Higher Secondary School, Ponnalai	Education	No	Tamilnadu	Tiruchirappalli	8,04,000.00	No	SIB Foundation	CSR000015361
174	Anugraha Nikethan, Idukki	Education	No	Kerala	Idukki	5,10,645.00	No	SIB Foundation	CSR000015361
175	The Diocese of Thanjavur, Thanjavur	Setting up of homes	No	Tamilnadu	Thanjavur	5,00,000.00	No	SIB Foundation	CSR000015361
176	Kerala Labour Movement, Muvattupuzha	Healthcare	No	Kerala	Ernakulam	5,00,000.00	No	SIB Foundation	CSR000015361
177	St. Antony's Mission Hospital, Pazhuvil	Healthcare	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
178	Associates of CMI-Devamatha, Thrissur	Education	Yes	Kerala	Thrissur	5,00,000.00	No	SIB Foundation	CSR000015361
179	Ambadi Seva Kendram, N Paravur	Setting up of homes	No	Kerala	Ernakulam	5,00,000.00	No	SIB Foundation	CSR000015361
180	Kusumagiri Mental Health Centre, Kakkanad	Healthcare	No	Kerala	Ernakulam	3,50,000.00	No	SIB Foundation	CSR000015361



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181	St. Joseph's CGHS School, Thrissur	Education	Yes	Kerala	Thrissur	3,20,000.00	No	SIB Foundation	CSR000015361
182	Don Bosco College, Kottiyam	Education	No	Kerala	Kollam	3,00,000.00	No	SIB Foundation	CSR000015361
183	Kolhapur Mahalaxmi Temple, Kolhapur	Protection of National Heritage	No	Maharashtra	Kolhapur	2,98,540.00	No	SIB Foundation	CSR000015361
184	Govt. Vocational Higher Secondary School, Cherpu	Education	Yes	Kerala	Thrissur	2,88,000.00	No	SIB Foundation	CSR000015361
185	Commissioner of Police, Thrissur District	Healthcare	Yes	Kerala	Thrissur	2,68,117.00	No	SIB Foundation	CSR000015361
186	National Shrine of St. Thomas Cathedral Basilica, Chennai	Making available safe drinking water	No	Tamilnadu	Chennai	1,48,000.00	No	SIB Foundation	CSR000015361
187	Family Health Centre, Kusumagiri P.O, Kakkanad	Healthcare	No	Kerala	Ernakulam	1,16,300.00	No	SIB Foundation	CSR000015361
188	Karakulam Grama Panchayat, Trivandrum	Environmental Sustainability	No	Kerala	Trivandrum	70,000.00	No	SIB Foundation	CSR000015361
189	Holy Cross Institute, Thrikkakara	Setting up of homes	No	Kerala	Ernakulam	53,760.00	No	SIB Foundation	CSR000015361
190	Sai Aashraya Super Speciality Hospital	Healthcare	No	Karnataka	Kolar	33,00,000.00	No	SIB Foundation	CSR000015361
191	De Paul Academy, Ron	Education	No	Karnataka	Gadag	30,00,000.00	No	SIB Foundation	CSR000015361

1	2	3	4	5	6	7	8	
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (in ₹)	Mode of implementation – through implementing agency	
				State	District		Mode of implementation Direct (Yes/No)	Name
192	Christ University, Bangalore	Measures to reduce the inequalities faced by socially and economically backward groups	No	Karnataka	Bangalore	63,70,753.00	No	SIB Foundation CSR000015361
193	Asraya Bhavan Training Centre for the Mentally Retarded Children, Pariyaram	Education	Yes	Kerala	Thrissur	20,72,500.00	No	SIB Foundation CSR000015361
194	Ashraya Old Age Home, Kalyan	Setting up of homes	No	Maharashtra	Mumbai	15,15,977.00	No	SIB Foundation CSR000015361
195	Cochin Cancer Research Centre, Ernakulam	Healthcare	No	Kerala	Ernakulam	14,56,500.00	No	SIB Foundation CSR000015361
196	Thiruvananthapuram District Football Association (TDFA), Thiruvananthapuram	Sports	No	Kerala	Trivandrum	14,40,000.00	No	SIB Foundation CSR000015361
197	St. Anne's Generalate, Bangalore (Management: The Congregation of the Sisters of the St. Anne)	Education	No	Karnataka	Bangalore	1,98,240.00	No	SIB Foundation CSR000015361
198	Bharata Mata School of Legal Studies, Aluva (Management: Archdiocese of Ernakulam & Angamaly)	Making available safe drinking water	No	Kerala	Ernakulam	1,89,900.00	No	SIB Foundation CSR000015361



1	2	3	4	5	6	7	8
Sl. No	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local area (Yes/No)	Location of the project State District	Amount spent for the project (in ₹)	Mode of implementation Direct (Yes/No)	Mode of implementation through implementing agency Name Registration No
199	Nithya Charitable & Educational Trust, Thalayolaparambu	Making available safe drinking water	No	Kerala Kottayam	60,000.00	No	SIB Foundation CSR000015361
200	Paipra Grama Panchayat Office, Muvattupuzha	Environmental Sustainability	No	Kerala Ernakulam	2,00,000.00	No	SIB Foundation CSR000015361
Total					20,64,55,749.00		

(f) Excess amount for set-off, if any:

Sl No	Particular	Amount (in ₹)
(1)	(2)	(3)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135	20,32,54,039.54*
(ii)	Total amount spent for the Financial Year	21,35,00,761.00#
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	1,02,46,721.46
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	Nil
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	1,02,46,721.46

*This is the adjusted CSR obligation after considering the set off of ₹ 2,80,191.70.

It includes actual spent on other than ongoing project, administrative overheads and the amount transferred to Unspent CSR account for the ongoing projects.

7. Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years:

1	2	3	4	5	6		7	8
Sl. No.	Preceding Financial Year	Amount transferred to unspent CSR account under section 135(6) (in ₹)	Balance Amount in Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Amount spent in the reporting financial year(in ₹)	Amount transferred to a fund as specified under Schedule VII as per second proviso to sub-section (5) of section 135, if any.		Amount remaining to be spent in succeeding financial years(in ₹)	Deficiency, if any
					Amount (in ₹)	Date of transfer		
1	2021-22	34,00,000.00	1,84,650.00	1,84,650.00	Nil	Nil	0.00	Nil
2	2022-23	0.00	0.00	0.00	Nil	Nil	0.00	Nil
3	2023-24	0.00	0.00	0.00	Nil	Nil	0.00	Nil
TOTAL		34,00,000.00	1,84,650.00	1,84,650.00	-	-	0.00	-

Annexure 2

Details of CSR amount spent in the financial year for ongoing projects of the preceding financial year(s):

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Sl No	Project ID	Name of the project	Financial year in which the project was commenced	Project duration (M)	Total amount allocated for the project (in ₹)	Amount spent on the project in the reporting Financial Year (in ₹)	Cumulative amount spent at the end of reporting financial year (in ₹)	Status of the project- Completed/ ongoing
1	FY 31.03.2022_3	Pullu Village, Thrissur Dt	2021-22	36	25,00,000.00	1,84,650.00	25,00,000.00	Completed
- Total			-	-	25,00,000.00	1,84,650.00	25,00,000.00	-

8. Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year:



Yes



No

If Yes, enter the number of Capital assets created/ acquired

NA

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year:



SI No	Short particulars of the property or asset(s) [including complete address and location of the property]	Pincode of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/authority/beneficiary of the registered owner		
(1)	(2)	(3)	(4)	(5)	(6)		
					CSR Registration Number, if applicable	Name	Registered address

NA

(All the fields should be captured as appearing in the revenue record, flat no, house no, Municipal Office/Municipal Corporation/ Gram panchayat are to be specified and also the area of the immovable property as well as boundaries)

9. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per sub-section (5) of section 135 : NA

(P R Seshadri)

MD & CEO

DIN: 07820690

(Benny P Thomas)

Chairman - CSR Committee

DIN: 09448424

Place : Thrissur

Date: July 17, 2025

FORM NO. MR-3

SECRETARIAL AUDIT REPORT

FOR THE FINANCIAL YEAR ENDED 31.03.2025

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No.9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To
The Members
THE SOUTH INDIAN BANK LIMITED
S I B House, Mission Quarters
T B Road, Thrissur -680001

We, SVJS & Associates, Company Secretaries, have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **The South Indian Bank Limited [CIN: L65191KL1929PLC001017]** (hereinafter called the company). Secretarial Audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon.

Based on our verification of the books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, the explanations and clarifications given to us and the representations made by the Management and considering the relaxations granted by the Ministry of Corporate Affairs and Securities and Exchange Board of India, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on **31.03.2025** complied with the statutory provisions listed hereunder and also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

We have examined the books, papers, minute books, forms and returns filed and other records maintained by **The South Indian Bank Limited** ("the Company") for the financial year ended on 31.03.2025 according to the provisions of:

- (i) The Companies Act, 2013(the Act) and the Rules made there under;
- (ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the Rules made thereunder to the extent applicable;
- (iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder;

- (iv) Foreign Exchange Management Act, 1999 and the Rules and Regulations made thereunder to the extent of Foreign Direct Investment, Overseas Direct Investment and External Commercial Borrowings, to the extent applicable;
- (v) The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-
 - (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011
 - (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015
 - (c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018.
 - (d) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
 - (e) The Securities and Exchange Board of India (Issue and Listing of Non-Convertible Securities) Regulations, 2021
 - (f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client
 - (g) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;
 - (h) The Securities and Exchange Board of India (Depositories and Participants) Regulations, 2018 to the extent applicable.
- (vi) As informed to us, the following other laws are specifically applicable to the Company.

1. The Banking Regulation Act, 1949 and Banking Regulation (Companies) Rules, 1949
2. Reserve Bank of India Act, 1934
3. Reserve Bank - Integrated Ombudsman Scheme, 2021;



4. The Bankers' Books Evidence Act, 1891
5. The Banking Companies (Period of Preservation of Records) Rules, 1985
6. The Securitisation and Reconstruction of Financial Assets and Enforcement of Security Interest (SARFAESI) Act, 2002 and The Security Interest (Enforcement) Rules, 2002
7. The Prevention of Money-Laundering Act, 2002 and The Prevention of Money-Laundering (Maintenance of Records) Rules, 2005
8. The Deposit Insurance and Credit Guarantee Corporation Act, 1961 and The Deposit Insurance and Credit Guarantee Corporation General Regulations, 1961
9. The Recovery of Debts Due to Banks and Financial Institutions Act, 1993 and
10. Credit Information Companies (Regulation) Act, 2005.

We have also examined compliance with the applicable clauses of the following:

- (i) Secretarial Standards 1 and 2 issued by The Institute of Company Secretaries of India;
- (ii) The Listing Agreements entered into by the Company with BSE Limited and National Stock Exchange of India Limited.

During the period under review the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, Standards, etc. mentioned above.

We further report that the Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

Adequate notice was given to all directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance, and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

All decisions of the board were unanimous and the same was captured and recorded as part of the minutes.

We further report that there are adequate systems and processes in the Company commensurate with its size and operations to monitor and ensure compliance with

applicable laws, rules, regulations and guidelines.

We further report that during the audit period there were no instances of public issue, right issue, Preferential issue of shares / debentures, issue of sweat equity or redemption or buy back of securities, major decisions taken by the members in pursuance to section 180 of the Companies Act, 2013, Merger / amalgamation / reconstruction or foreign technical collaborations.

During the aforesaid period:

- the Bank has exercised the Call Option on the Non-convertible, Redeemable, Fully Paid-Up, Unsecured, Basel III compliant Tier 2 Bonds, under the ISIN INE683A08044, listed on BSE with face value of ₹ 1,00,000/- (Rupees One Lakh only) each at Par aggregating to ₹ 250 Crores on 26.06.2024.
- the Bank has exercised the Call Option on the Non-convertible, Fully Paid-Up, Unsecured, Perpetual, Basel III compliant Tier 1 Bonds, under the ISIN INE683A08051, listed on BSE with face value of ₹ 1,00,000/- (Rupees One Lakh only) each at Par aggregating to ₹ 500 Crores on 24.01.2025.

The Bank has taken Shareholders' approval at the Annual General Meeting held on 27.08.2024, among others, for the following:

- Pursuant to Sections 23, 41, 42, 62 (1) (c) and other applicable provisions of the Companies Act, 2013, and other relevant statutory provisions, to raise funds by way of issuance of Equity Shares / Other Securities of the Bank by further issue of securities for an amount not exceeding ₹ 750 Crores.
- Pursuant to Sections 42, 71, 179 and other applicable provisions of the Companies Act, 2013, and other relevant statutory provisions, to raise funds by issue of bonds/ debentures/ securities on private placement basis for an amount not exceeding ₹ 750 Crores.

This report is to be read with **Annexure A** of even date and the same forms an integral part of this report.

UDIN: F003067G000796695

Peer Review Certificate No. 6215/2024

For SVJS & Associates
Company Secretaries

CS Vincent P.D.
Managing Partner
CP No.: 7940, FCS: 3067

Kochi
July 17, 2025

ANNEXURE TO THE SECRETARIAL AUDIT REPORT OF EVEN DATE

To
The Members
THE SOUTH INDIAN BANK LIMITED
S I B House, Mission Quarters
T B Road, Thrissur -680001

Our Secretarial Audit Report of even date is to be read along with this letter.

1. Maintenance of the secretarial records is the responsibility of the management of the Company. Our responsibility as Secretarial Auditors is to express an opinion on these records, based on our audit.
2. During the audit, we have followed the audit practices and processes as were appropriate, to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. We believe that the process and practices we followed provide a reasonable basis for our opinion.
3. We have not verified the correctness and appropriateness of financial records and Books of Accounts of the company.
4. Wherever required, we have obtained the Management representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of corporate and other applicable laws, rules, regulations, standards etc. is the responsibility of management. Our examination was limited to the verification of the procedures and compliances on test basis.
6. While forming an opinion on compliance and issuing the Secretarial Audit Report, we have also taken into consideration the compliance related actions taken by the Company after 31st March 2025 but before the issue of the Report.
7. We have considered actions carried out by the Company based on independent legal/professional opinion as being in compliance with law, wherever there was scope for multiple interpretations.
8. The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

UDIN: F003067G000796695
Peer Review Certificate No. 6215/2024

For SVJS & Associates
Company Secretaries

CS Vincent P.D.
Managing Partner
CP No.: 7940, FCS: 3067

Kochi
July 17, 2025



Annexure - D

Business Responsibility and Sustainability Reporting by listed entities

SEBI MASTER CIRCULAR SEBI/HO/CFD/PoD2/CIR/P/0155 November 11, 2024

SECTION A : GENERAL DISCLOSURES**I. DETAILS OF THE LISTED ENTITY**

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L65191KL1929PLC001017
2	Name of the Listed Entity	The South Indian Bank Limited
3	Year of incorporation	1929
4	Registered office address	SIB House, TB Road, Mission Quarters, Thrissur 680001, Kerala, India
5	Corporate address	SIB House, TB Road, Mission Quarters, Thrissur 680001, Kerala, India
6	E-mail	sibcorporate@sib.co.in
7	Telephone	+91-487-2420020
8	Website	www.southindianbank.com
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) & BSE Limited (BSE)
11	Paid-up Capital	₹ 261.63 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Dhilip N Kumar Chief Manager and Deputy Nodal Officer, Secretarial Department +91-487-2429333 sibagm@sib.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	On a standalone basis
14	Name of Assessment or Assurance Provider	NA
15	Type of Assessment or Assurance obtained	NA

II. PRODUCT & SERVICES

16. Details of business activities (accounting for 90% of the turnover):

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Financial and insurance services	Banking activities by Central, Commercial and savings banks	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Banking & Financial Services	64191	100%

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of Offices	Total
National	NA	948 Branches, 3 Satellite Branches, 2 Ultra Small Branches, 18 Regional Offices, 1 Service branch	972
International	NA	1 Representative Office in Dubai	1

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	26 States, 4 Union Territories
International (No. of Countries)	1 (Representative Office)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

NA

c. A brief on types of customers

The South Indian Bank Limited (the Bank) has positioned itself as a prominent player in the Indian banking sector, with a strategic focus on Retail Banking, Corporate Banking, and Treasury operations. By investing heavily in advanced technology, the Bank offers efficient and secure digital banking services, including SIBerNET (Internet Banking) and the SIB Mirror+ app (Mobile Banking).

Retail Banking

Retail Banking is at the heart of SIB's business strategy. The Bank provides a variety of deposit schemes such as savings accounts, current accounts, fixed deposits, and recurring deposits, all tailored to meet the diverse needs of customers with competitive interest rates and flexibility. SIB also offers a wide range of loan products, including home loans, personal loans, vehicle loans, and gold loans, helping customers to achieve their financial goals and aspirations. By embracing fintech innovations, the Bank provides fintech loan solutions that require minimal documentation and offer quick disbursements.

Corporate Banking

The Corporate Banking is another key focus area of the Bank. The Bank offers an extensive range of products and services to address the financial needs of businesses and corporates, including working capital finance, term loans and trade finance facilities such as Letters of Credit and Bank Guarantees. The Bank places a strong emphasis on Small and Medium Enterprises (SMEs), providing customized financial solutions to support their growth and operational requirements.

Comprehensive Financial Solutions

To offer holistic financial solutions, the Bank provides a range of third-party products beyond traditional banking services. These include life insurance, health and general insurance, mutual funds, demat and trading services, pension plans, and loans against securities.

National Presence and Customer Growth

With a robust network of 948 branches nationwide, the Bank upholds a customer-centric approach. As on 31st March 2025, the Bank's total business reached ₹1.95 lakh crores, reflecting an impressive 7.00 % increase from the previous fiscal year. Due to aggressive customer acquisition efforts, the customer base of the Bank has expanded significantly from 76 lakhs as on March, 2024 to 80 lakhs by March 2025.

By focusing on these core areas and continuously leveraging technological advancements, the Bank effectively meets the diverse needs of its customers while driving business growth and enhancing operational efficiency.



IV. EMPLOYEES

20.Details at the end of Financial Year

a. Employees and workers (including differently abled):

SL No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1	Permanent (D)	9355	5034	54%	4321	46%
2	Other than Permanent (E)	14	14	100%	0	0%
3	Total employees (D+E)	9369	5048	54%	4321	46%
Workers*						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F+G)	-	-	-	-	-

*The 'Employees' category includes both Officers and Award Staff. In the previous year, Award Staff were also reported under the 'Workers' category. To avoid duplication, they are now reported solely under 'Employees', although they may also meet the definition of workers.

b. Differently abled Employees and workers:

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	8	6	75%	2	25%
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	8	6	75%	2	25%
Differently Abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel*	5	0	0%

*Key Management Personnel includes MD & CEO and Executive Director.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25 (Turnover Rate in current FY)			FY 2023-24 (Turnover Rate in previous FY)			FY 2022-23 (Turnover Rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.72%	4.55%	4.97%	5.46%	3.67%	4.64%	5.32%	4.35%	4.88%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Name of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	SIB Operations and Services Limited (SIBOSL)	Subsidiary	100%	No

VI. CSR DETAILS

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	1,12,26,73,95,750.20
(iii) Net worth (in Rs.)	96,46,15,17,990.13



VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.southindianbank.com/userfiles/file/grievance_redressal_policy.pdf	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes https://www.southindianbank.com/content/redressalof-investorcomplaints/867	0	0	NA	0	0	NA
Shareholders	Yes. https://www.southindianbank.com/content/redressalof-investorcomplaints/867	157	0	NA	235	0	1 Compliant which remained pending for the last financial year was resolved
Employees and workers	Yes, the same is made available on the Bank's intranet and it is accessible to all the employees.	9	0	NA	14	0	NA
Customers	Yes https://www.southindianbank.com/userfiles/file/grievance_redressal_policy.pdf	37604	715	Out of the 715 complaints, 88 complaints are created post 23.03.2025 and none of this exceeded stipulated TAT.	36658	828	Out of 828 complaints 87 complaints are created post 15.03.2024 and none of this is exceeded stipulated TAT. There were no open complaints in Banking Ombudsman portal as on 31.03.2024.
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	-	-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Farming Community Empowerment	Opportunity & Risk	Loans to farming communities is a significant opportunity for bank to support agricultural productivity, rural development and food security. Also, it can uplift the socio-economic status of farmers through tailored financial products. These loans enable improved productivity, timely availability of funds, access to modern technology, diversification of activities, financial inclusion. Following are some products offered in this segment: • Kisan Credit Card- For financing the farmers engaged in Crop Cultivation, Animal Husbandry and Fisheries for meeting their working capital requirements under Interest Subvention scheme by GoI. • Dairy Loan under Tie-up- For financing the dairy farmers under Tie-up arrangement (Milk Union/ Private Dairies) to meet their working capital needs and also for purchase of cows. • Finance against Warehouse Receipt- To provide liquidity support to Farmers, Agro processors and Traders who are stocking the commodities in Warehouses and to avoid distress sales of commodities.	• By conducting a thorough assessment of the farmer's financial health, farming practices, past loan repayment history, farming practices, market access and risks associated with their crops etc. • By giving Kisan Credit Card (KCC) program offers and by taking advantage of subsidized interest rates or loan waivers offered by the Government to make lending more attractive and less risky for farmers.	Positive: • Agricultural lending opens up a large customer base and diversifies Bank's portfolio. Negative: • Farming incomes are highly seasonal and weather-dependent, increasing the risk of loan defaults. • The monitoring of the commodity price due to its volatility nature is an additional responsibility to safeguard the customer and Bank while doing finance against warehouse receipts. • More efforts are required for providing awareness to the farming community about the repayment guidelines of the loan in order to protect their credit worthiness.



SL No	Material is-sue identi-fied	Indicate whether Risk or op-portunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or oppor-tunity (Indicate posi-tive or negative implications)
			• Post-Harvest Loan under Contract Arrangements with Corporate- To provide short term post-harvest credit to the farmers who has registered with procuring company, based on the pay advice issued by the procuring company. • SIB Broiler Loan with Contract Arrangement- Loans extended to farmers engaged in "Contract Broiler Farming" arrangements under tie up with the Corporates for enabling them to construct poultry shed, feed room and for purchase of equipment. • PMFME – It's a Govt. Sponsored scheme to promote Micro Food and Agro Processing Enterprises. • Farm Gate Processors- Financing to Primary Processors/ agro processors/ agro harvester/ food processors to make the payment in advance to the farmers for procuring Agri commodities excluding Agri allied commodities.		

SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Digital Lending	Opportunity & Risk	Digital lending presents significant opportunities for banks by enabling wider customer reach, offering faster, more efficient loan processing through automation and real-time verification. It reduces operational costs, allowing banks to scale with minimal expenses while providing personalized loan products using advanced data analytics. Enhanced risk management is possible through predictive insights, reducing default risks. Digital lending also opens new revenue streams through cross-selling and partnerships with fintechs. Innovation in lending products and data-driven decision-making further empower banks to stay competitive and meet evolving customer expectations.	• Use of secured storage and controlled access to customer information. • Fixed proper credit limits based on borrower affordability, not just demand. • By establishing robust internal compliance and audits. • By using real time data and predictive analytics to detect early signs of distress in borrowers. • By carefully on boarding fintech partners and third-party service providers.	Positive: • Wider customer reach. • Faster loan approvals and disbursements. • Lower operational costs Negative: • Potential rise in irresponsible borrowing. • Regulatory and compliance complexities • Reputation risks and aggressive collections
3	Economic Inclusion of Unemployed Community	Opportunity & Risk	Loans to unemployed communities can create big opportunities by helping people start small businesses, gain skills, and strengthen their local economies. It can boost financial inclusion and give individuals a chance to break free from poverty. However, there are real risks associated, without stable incomes, many may struggle to repay the loans, leading to debt traps or failed businesses. Misuse of funds and the high costs of managing these loans also pose challenges. Some of such loan products are as follows:	• By regular follow up, close monitoring. • Combining loans with access to markets, tools or job opportunities.	Positive: • Loans can stimulate local economies by helping individuals start businesses or invest in skills, leading to greater demand for goods and services. • Successful businesses funded by loans can generate sustained income, creating new job opportunities and fostering economic resilience. • By extending credit to unemployed communities, Bank can build new customer bases and expand their market reach.



SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			• Financing to new self-employment ventures/projects/micro enterprises under PMEGP scheme of Govt. of India, to generate employment opportunities in rural as well as urban areas of the country with subsidy benefits. • Financing the backward class and/or woman Entrepreneurs for setting up greenfield Enterprises through Stand Up India Scheme of Govt. of India. • Financing artisans and craftsmen with interest subsidy to promote their crafts and provide them with access to financial assistance through PM Vishwakarma scheme of Govt. of India. • Financial support to micro and small businesses, especially those in the non-corporate, non-farm sector to enhance the access to credit and promote entrepreneurship through Mudra scheme. Our Bank has implemented an exclusive product for this segment named as SIB Uday.		Negative: • Unemployed individuals often lack the stable income necessary to repay loans, leading to higher default rates and potential financial losses for lenders. • Managing loans in high-risk, unemployed communities can be costly, requiring additional resources for monitoring, collections, and administrative support. • If loan programs fail or borrowers are unable to repay, lenders may face reputational damage, especially if there is criticism of the lending practices.

SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Affordable Housing	Opportunity & Risk	Lending to the affordable housing sector involves loans for the purpose of construction or purchase of housing for low- to middle-income individuals and is influenced by Government support through subsidies and loan guarantees and Banks play a significant role in funding these projects. It aligns with social responsibility goals and helps to tap a growing market with high demand for affordable housing. However, this includes credit risk due to borrowers' lower financial stability, development delays and cost overruns. Balancing these factors is crucial for Banks while lending to this sector. Our Bank has implemented an exclusive product for this segment named as SIB Ashirwad.	• Leveraging Government guarantee programs to reduce the risk of default by providing additional security to Bank. • By implementing a robust credit evaluation process, including assessing the borrower's income stability, employment history will help to minimize default risks.	Positive: • Affordable housing will offer greater market stability to Bank in long term, as it is less prone to economic cycles and price volatility compared to luxury housing markets. Housing demand in affordable sectors is typically more stable, providing Banks with predictable returns. • Borrowers are less likely to be impacted by short-term fluctuations in property values. For instance, during economic downturns, affordable housing may become even more in demand as people seek cheaper living options. Negative: • Affordable housing loans often carry a higher default risk, particularly in areas with economic instability or where property values don't appreciate as quickly. Banks might face challenges in recovering loans if borrowers' default. However, mitigating this risk through guarantees, insurance etc. can help to reduce financial losses. • Lower-income families may struggle with repayment due to job loss, health issues, or other financial stressors, potentially leading to default.



SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Sustainability and technological advancement	Opportunity	Lending to Micro and Small Enterprises (MSE) to promote sustainability and technological advancement based on the Government of India's two significant initiatives named MSE- SPICE (Scheme for Promotion and Investment in Circular Economy) and MSE- GIFT (Green Investment and Financing for Transformation) under the raising and accelerating MSME performance programme. Through the MSE- SPICE scheme, we encourage MSEs to adopt circular economy practices, focusing on sectors like plastic, rubber and electronic waste management. The goal is to enhance resource efficiency, reduce environmental impact and improve operational efficiency. Through the MSE-GIFT scheme, we encourage MSEs in adopting clean and green technologies, including renewable energy sources like solar, wind and biogas. This initiative aims to facilitate the transition toward sustainable business operations.	-	Positive: • Promotes sustainability and enhances competitiveness. • Encourages innovation and creates jobs and skills. • Can align with ESG goals.

SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Environmental and Social Integration	Opportunity & Risk	Opportunity: - Promote green energy adoption through dedicated green financing products. - Integrate Environmental and Social (E&S) considerations into lending decisions to prevent and mitigate adverse impacts. - Ensure clients comply with national E&S regulations. - Leverage the Bank's Environmental and Social Management System (ESMS) Policy to systematically identify, minimize, and manage potential E&S risks, while enhancing positive outcomes. - Avoid financing activities listed in the ESMS exclusion list, regardless of the loan amount. Risk: Failure to integrate E&S measures can lead to higher operational costs, inefficiencies, and regulatory non-compliance. Proactive risk identification and mitigation are essential to the Bank's sustainable growth.	The Bank has established an ESG Policy to effectively embed sustainability into its business operations. ESG factors are integrated into the Bank's risk assessment and management frameworks and are considered across all stakeholder engagements. To drive implementation, an Executive Level Committee has been constituted by the Board. Additionally, the Bank has adopted an Environmental and Social Management System (ESMS) to systematically identify, assess, and manage environmental and social risks associated with its lending activities.	Positive: Strengthened environmental and social (E&S) performance of the Bank's portfolio through improved risk identification, assessment, and management, contributing to long-term sustainability and responsible financing. Negative: Potential transition risks associated with the adoption of E&S guidelines, including increased operational and compliance costs to meet evolving environmental and social performance standards.



SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Data Security	Opportunity & Risk	Opportunity: The Bank's digital lending products have significantly reduced paper usage and enhanced customer convenience, supporting both operational efficiency and environmental sustainability. Risk: The expansion of digital services including mobile and internet banking, along with SMS and email communication heightens exposure to cyber threats. A potential data breach could compromise customers' personally identifiable information, undermining trust, damaging the Bank's reputation, and threatening the confidentiality, integrity, and security of sensitive data.	The Bank has established robust IT governance through the IT Strategy Committee of the Board, IT Steering Committee, and the Information Security Committee. Cybersecurity preparedness is regularly reviewed by these committees. To safeguard against fraudulent activities, the Bank has deployed a Fraud Risk Management (FRM) system with AI capabilities for behavioral analysis and risk pattern detection. Key security applications such as Web Application Firewall (WAF), Security Information and Event Management (SIEM), and Host Intrusion Prevention System (HIPS) are in place to strengthen overall IT security. The Bank's internet banking platform, provided by Infosys, includes comprehensive workflow capabilities and digital certificate integration, ensuring both functionality and security. Core IT functions—including the Data Centre, Disaster Recovery (DR) Site, Business Continuity Planning (BCP) site, and the CISO Office—are ISO 27001 certified, confirming adherence to the Information Security Management System (ISMS). As part of ISMS implementation, the Bank has formulated an Information Security Policy and IT risk management procedures. In alignment with RBI guidelines, the Bank continuously updates its security framework and has adopted advanced tools to defend against malware, persistent threats, denial-of-service attacks, and other cybersecurity risks, thereby protecting its infrastructure, employees, customers, and partners.	Positive: Improved turnaround time and enhanced customer satisfaction through efficient digital services and streamlined processes. Negative: In the event of a data breach, the Bank could face significant disruptions to operations, financial losses, reputational damage, and loss of customer trust. Such incidents may also lead to increased regulatory scrutiny and potential penalties from authorities.

SL No	Material is-sue identi-fied	Indicate whether Risk or op-portunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or oppor-tunity (Indicate posi-tive or negative implications)
8	Ethical Behaviour	Risk	The Bank's commitment to ethical behaviour reflects its dedication to integrity and responsible conduct in all operations. By upholding high ethical standards, the Bank fosters trust, strengthens stakeholder relationships, and enhances its reputation supporting both customer retention and attracting new clients.	The Bank has established a robust governance framework grounded in transparency, accountability, fairness, and compliance to ensure responsible and ethical operations. Its governance practices promote inclusivity and sound decision-making, reflecting the Bank's commitment to the highest ethical standards. A formal Code of Conduct governs the actions of the Board of Directors and Core Management Personnel, in line with SEBI (LODR) Regulations, 2015 on Corporate Governance. The Managing Director & CEO confirms compliance with the Code by all Directors and Senior Management, and the Code of Conduct and Ethics is publicly accessible on the Bank's website.	Negative: Unethical behaviour can significantly damage the Bank's reputation, lower employee morale, reduce productivity, and ultimately impact business growth. In contrast, consistently upholding ethical standards and treating customers and employees with integrity fosters a positive work culture and strengthens stakeholder trust. To ensure operational resilience and data protection, the Bank has also implemented three-way replication for its most critical applications, minimizing the risk of data loss.



SL No	Material is-sue identi-fied	Indicate whether Risk or op-portunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or oppor-tunity (Indicate posi-tive or negative implications)
9	Systematic Risk Management	Risk	This approach ensures financial stability, regulatory compliance, and the protection of stakeholders' interests. By effectively identifying, assessing, and mitigating potential risks whether financial, technological, or credit-related, the Bank strengthens business continuity, safeguards its reputation, and supports long-term sustainability. Proactive risk management helps prevent events that could disrupt or destabilize the overall system.	The Bank has undertaken several initiatives to strengthen its risk management framework, including a comprehensive review of the Credit Risk Policy and other key risk management policies. Liquidity is actively managed through the ALCO forum, with a focus on growing stable, retail deposits and operationalizing key wholesale banking relationships. As part of its Business Continuity Management, the Operational Risk team collaborates closely with various stakeholders to ensure seamless operations. Senior-level executive committees—such as the Credit Risk Management Committee (CRMC), Market Risk Management Committee (MRMC), Operational Risk Management Committee (ORMC), and Asset Liability Management Committee (ALCO)—are responsible for formulating risk policies and approving risk limits to maintain strong oversight and control.	Negative: Failure to address unmitigated risks can escalate into systemic threats, adversely affecting the Bank's performance. Such risks may compromise the stability and integrity of the financial system, resulting in operational disruptions, significant financial losses, and reputational damage.
10	Financial Inclusion	Opportunity	Expanding financial inclusion enables access to banking services for underserved and marginalized communities, fostering positive social impact and contributing to broader economic growth and stability. Additionally, increased business lending enhances the Bank's outreach and drives higher turnover.	-	Positive: Financial inclusion enhances the Bank's profitability by expanding its customer base, increasing deposit inflows, and enabling greater product diversification. It also strengthens the Bank's reputation as a socially responsible and inclusive financial institution.

SL No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Employee Benefits & Development	Opportunity	Investing in employee well-being and development enhances operational efficiency, reduces attrition, and fosters a culture of continuous learning and innovation. It strengthens workforce capabilities, promotes diversity, and ultimately leads to an improved customer experience through a more engaged and empowered team.	-	Positive: A highly engaged, diverse, and well-retained workforce brings fresh perspectives, innovative ideas, and varied experiences that drive performance and foster a positive organizational culture. This not only boosts overall efficiency and innovation but also reflects the Bank's commitment to creating an inclusive and supportive work environment.
12	Regulatory & Legal Compliances	Risk	Non-compliance with industry laws and regulations can expose the Bank to legal penalties, financial losses, and reputational damage. It may impact revenue, valuations, and lead to missed business opportunities. In contrast, strong compliance practices enhance operational efficiency, build investor confidence, and contribute to sustained performance and long-term value creation.	The Bank has established a strong compliance culture supported by an independent Compliance Department, led by a Senior General Manager. Guided by a comprehensive compliance policy, the department ensures adherence to regulatory requirements across all operations. Its key functions include tracking and implementing regulatory updates, reviewing internal processes, providing compliance guidance, and training employees. A structured framework is in place to assess compliance risks and monitor mitigation measures, ensuring effectiveness and accountability.	Negative: Non-compliance can severely damage the Bank's reputation, disrupt business operations, and result in legal and financial consequences. In contrast, regulatory compliance strengthens risk management, fosters a culture of fairness, and enhances employee loyalty and stakeholder trust.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.southindianbank.com/content/banks-policy-documents/540								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Some of the policies which have impacts on customer service, customer conduct, etc. extend to our value chain partners as well.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Bank has framed its ESMS Policy based on IFC performance standards. IT Departments including Data Centre, DR Site & BCP site and CISO Office are ISO 27001:2022 certified for the implementation of Information Security Management System (ISMS). Human Resources Department, Compliance Department, Facility Management Group, Banking Operations Group, Integrated Risk Management Department, Secretarial Department , CFM and Credit Department are certified with ISO 9001:2015. Data centre is also certified with ISO 9001: 2015. The Bank received the PCI DSS certification which is an international benchmark for highest level of payment security in Cards. Previously it was at version 3.2 which got expired in February 2025 and upgraded to version 4.0 and the certification process is in the final stage.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Environment:

- Enhance energy efficiency and resource conservation through the use of renewable energy solutions at operational sites, wherever feasible.
- Promote digital transformation across banking services to significantly reduce paper usage
- Progressively reduce GHG emissions through operational improvements and clean energy initiatives

Social:

- Promote a safe, inclusive, and discrimination-free workplace for all employees.
- Ensure 100% employee coverage on training, upskilling programs, and professional development opportunities
- Ensure financial inclusion by extending banking services to underserved and unbanked populations
- Enhance digital and physical accessibility of banking services across rural and semi-urban regions
- Strengthen community development through targeted CSR initiatives focused on education, health, and environmental sustainability

Governance:

- Uphold high standards of transparency, ethics, and accountability in governance practices
- Safeguard data privacy and information security, aligning with national and global cybersecurity standards
- Ensure effective ESG oversight through regular Board-level review and strategic alignment



6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Environment:

- The Bank has completed the replacement of CFL lights with energy-efficient LED lighting across all owned buildings. For leased premises, a directive has been issued to switch to LED fittings during any lighting replacements.
- A new 75 KLD capacity Sewage Treatment Plant (STP) has been commissioned at the Bank's new building in Ernakulam
- For FY 24-25, the Bank commissioned 50 KW Solar at one location and 100 KW solar plant at other location is ready for commissioning
- During the financial year, more than 98% of the Bank's transactions were conducted through digital channels

Social:

- Offers a comprehensive range of employee benefits aimed at enhancing well-being, while fostering engagement through structured internal practices
- In FY25, over 70% of CSR beneficiaries belong to marginalized and underserved communities
- Targeted training programs across a wide range of topics including digital banking, compliance, customer service, ESG, and leadership, ensuring continuous employee development and skill enhancement
- Cybersecurity and digital safety awareness campaigns for both employees and customers to ensure safe digital transactions and responsible technology use

Governance:

- Developed a robust Environmental and Social Management System (ESMS) policy to govern the lending standards, alongside a Green Deposit Policy and Green Financing Framework to promote investments in green projects that contribute to sustainable development. In FY2024-25, the Green Deposit Scheme raised ₹104.50 crore. Of this, ₹50.56 crore (including ₹4.68 crore from the previous year) was allocated to eligible green projects, while ₹58.62 crore remains temporarily invested in liquid assets
- The Board's Corporate Social Responsibility Committee now oversees Bank's ESG activities, ensuring thorough reporting and review under the ESG framework
- Promote a culture of integrity by upholding ethical business conduct and delivering regular training on ethics and compliance

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At South Indian Bank, we recognize that sustainable growth must be underpinned by responsible business practices. Our commitment to ESG principles is deeply embedded in our operations, reflecting our values of integrity, accountability, and inclusivity. We believe that responsible banking fosters sustainable growth, builds stakeholder trust, and creates long-term value. During the year, the Bank made significant strides across all three pillars of ESG. We achieved more than 98% digitization of banking transactions, minimizing paper usage and improving operational efficiency. We completed the replacement of CFL lights with LED fixtures across all Bank-owned premises, and commissioned a 75 KLD sewage treatment plant. On the social front, over 70% of our CSR beneficiaries belonged to marginalized communities, and our employee well-being programs and training initiatives were expanded to foster a more resilient and inclusive workforce. Governance mechanisms were further strengthened through enhanced cyber security, robust data privacy frameworks, and active participation in industry policy forums. Looking ahead, we will focus on expanding renewable energy use, enhancing digital adoption, and strengthening our CSR initiatives to support community development. We remain dedicated to upholding transparency and strong governance as we advance our sustainability goals.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Sri. P R Seshadri (DIN: 07820690) MD & CEO +91-487-2429333 md@sib.co.in
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Corporate Social Responsibility Committee of Board is overseeing Environmental, Social & Governance (ESG) Reporting and Review of various activities of the Bank under the ESG Framework. The Committee is chaired by Sri. Benny P Thomas (Non-Executive Non-Independent Director, DIN: 09448424) and consists of Sri. V J Kurian (Non-Executive Independent director, DIN: 01806859), Sri. P R Seshadri (Managing Director, DIN:07820690), and Sri. Jose Joseph Kattoor (Non-Executive Independent Director, DIN:09213852) as members as on March 31, 2025. For the effective implementation of ESG in the Bank, Board constituted an Executive Level Committee. The Executive Level Committee is headed by Chief Operating Officer.
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes. CareEdge Analytics and Advisory Pvt. Ltd. has assessed the existing policies and procedures, mapped them against BRSR requirements, and provided targeted recommendations to bridge identified gaps and enhance compliance.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. The entity does not consider the Principles material to its business (Yes/No)									
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
d. It is planned to be done in the next financial year (Yes/No)									
e. Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”.

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 : Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Training on The Digital Personal Data Protection Act, 2023 Cyber security Operational Risk Management	100%
Key Managerial Personnel	43	<u>Skill Upgradation:</u> Advanced Leadership Program Leadership & Management Styles HR Management Program on Fintech & banking Managing Inclusive Finance MSME Lending Developer Finance Generative AI Co-lending <u>Compliance:</u> Risk Management in a VUCA World IT & Cyber Security Cyber Crimes, Forensic, Security & Legal Issues Financial Fraud Investigation Managing DAKSH advanced supervisory monitoring system Possibilities of Distributed Ledger Technology Expectations in emerging compliance landscape <u>Health & Safety Measures:</u> POSH Awareness Onsite Emergency Preparedness Fire & Safety Training Ways to lead a healthy post retired life Climate Change Risk and related aspects	99.31%



Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	169	<u>Compliance:</u> KYC, AML & Compliance in Banks Operational Risk Management Operational Lapses Whistle Blower Policy IS & Cyber Security Cloud Security Aspects Clean Note Policy & Detection of FICN Incident Reporting Preventive Vigilance Compliance & Regulatory Developments - Regulator <u>Skill Upgradation:</u> Management Development Program Gold Appraisal Inspection & Internal Audit Selling Skills Branch Operations Program Financial Inclusion <u>Health & Safety Measures:</u> Onsite Emergency Preparedness Security Aspects of Banking Ways to lead a healthy post retired life Stress Management Leadership & Management Styles Women Collaborative Investments Emotional Intelligence at workplace Code of Conduct Problem Solving & Dispute Resolution at Workplace	98.07%
Workers	-	-	-

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	RBI	Rs. 59,20,000/-	RBI has imposed penalty for non-compliance with certain directions issued by RBI on Interest Rate on Deposits and Customer Service in Banks	No
Settlement					
Compounding fee			NIL		

Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment				
Punishment			NIL	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory /enforcement agencies/judicial institutions
	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Bank's Code of Conduct firmly embeds anti-corruption and anti-bribery principles as core elements of its ethical framework. Reflecting the institution's unwavering commitment to integrity, the policy strictly prohibits all employees from offering, promising, or giving anything of value with the intent to improperly influence any individual or decision-making process. This prohibition extends to any indirect payments or benefits provided through agents, intermediaries, or third parties, reinforcing a zero-tolerance stance against corruption in all its forms.

The policy can be accessed on the bank's website: www.southindianbank.com/content/banks-code-of-conduct/250



5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

Particulars	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

During the year, there were no instances of fines, penalties, or regulatory actions imposed by law enforcement agencies or judicial institutions regarding cases involving corruption or conflicts of interest.

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	12.68	17.15*
*Last year's figure has been updated based on the availability of relevant data		

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Not Applicable owing to the nature of the business	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors		
Share of RPTS in	a. Purchases (Purchases with related parties/ total purchases)		
	b. Sales (Sales to related parties/ total sales)		
	c. Loans & advances (Loans & advances given to related parties / total loans and advances)	0.0151%*	0.0011%*
	d. Investments (Investments in related parties / total investments made)	0.0023%#	0.0020%#

Last year's figures have been updated based on the availability of relevant data

*Being a Banking Company, Bank has not advanced any loans to any of its Directors which requires prior approval of RBI under Section 20 of Banking Regulations Act 1949. Further other advances given to KMPs are as per service terms of employment in compliance with RBI guideline and % of the advance to related parties to total advances are nominal.

#Except investment of ₹ 50.00 Lakh in Wholly Owned Subsidiary (M/s SIB Operations and Services Limited) the Bank is not having any investments in related parties/entities.



Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered under the awareness programmes
The Bank ensures that contact centre personnel receive comprehensive training on key areas such as ethics, the Code of Conduct, and responsible customer engagement practices, etc.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

Yes, this is addressed under the Bank's Related Party Transactions Policy. The Bank has adopted a comprehensive policy governing related party transactions, which is applicable to the Board of Directors and Key Managerial Personnel (KMPs).

The policy can be accessed on the bank's website:

www.southindianbank.com/content/policy-on-related-party-transaction/782

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Due to the nature of its operations as a financial service provider, this question is not applicable.		
Capex	The Bank has made following technological investments to improve the Environmental and Social impacts of the product offered by the Bank and processes in the Bank:		
	1) Quick FD (Vendor development - Monthly AMC of ₹ 35000/-) A complete digital customer onboarding flow (through ekyc/vkyc) along with deposit opening.	1) Mobile Capture Solution (Mobile CTS) for outward clearing (Approx. Cost ₹ 50,00,000) It enables bank to capture CTS compatible outward cheque images from the Mobile device.	
	2) PMJJBY/PMSBY through mirror plus (Vendor development cost ₹ 3,72,000/-) Feature to enroll for PMJJBY/PMSBY in complete digital manner without any paperwork	2) Digital execution of the revised Locker Agreement (In house development) Digitalization of locker agreements through NeSL DDE platform. BPM workflow developed for locker agreement renewal, where data entry is done by branches for the customer details and locker details which is required for locker agreement renewal. After the entry by the branches & RO approval, SMS link will be triggered to primary holder through NESL APIs.	

Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
3) National Common Mobility Card (NCMC) wallet recharge through mirror plus (Vendor development cost of ₹ 3,60,000/-) Facility to recharge NCMC wallet through mirror plus resulting in increased convenience.	3) E-BG via NeSL-Electronic BG issuance using NeSL (In house development) This process is a paperless model. Physical stamp paper is not required.	
4) Customer modification through Video KYC (Vendor development cost of ₹ 6,00,000/-) New Process introduced in VKYC for customer modification. Customer can self-initiate the journey in VKYC as digital data capturing and authentication is done no paperwork is needed.	4) PL through Onescore app (No implementation cost but income sharing) A new customer on boarding model for Personal Loans via Fintech partner M/s One Consumer Services. Through this model, customer can get the loan offer, loan eligibility check, loan acceptance, digital documentation, customer creation, loan account creation and Loan disbursal. All these happens in a single stretch without any paper works/ contacting the physical branch.	
5 In house development - Automation of Gold pledge Form and Digital signing - Transaction Based Renewal of KCC limits - Simplified Short Term Loan (STL) opening - Introduction of Power Drive Loan Origination system - Issuing Key Fact Statement for all RETAIL and MSME loans sanctioned by the Bank from Oct 2024 - Introduction of Quick Personal Loan Origination system - NACH Mandate registration in Website - Digital signing in Micro Loan Origination system - Gold loan auction module - Solar Roof Top Finance Underwriting Loan Origination system - Export Credit Guarantee Corporation centralisation - Stopping of paper pins for debit cards - Automated refund for 10F cases from information bank module - Customer modification through SWIFTe - Authenticated Customers Engagement (ACE) module	5) Digitization of Unit visit diary (In house development) Unit visit diary is to record the Stock unit visits the branches and to fix the next renewal date. The process was handled manually by the branches using physical registers and now the same is automated in CBS. The related documents also can be attached and stored in the system. Unit visit entry and the next due date arrival etc. are automated in the system.	



Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
6) No implementation cost but income sharing - Gold loan Co Lending - Personal Loans through Pinelabs POS machine during merchant transactions - Gold loan Co Lending arrangement with M/s Rupeek - Personal loan Co Lending arrangement with M/s Axio	6) New TBR module to handle ODCC accounts up to ₹ 1 Cr with GST validation (In house development) Paperless limit renewal happens through this module enabling the branches easily to renew the account.	
7) No implementation cost but based on usage Electronic-Bank Guarantee	7) Trade MIS reports in Sibernet (Approx. Cost ₹ 2,00,000) To view details of LC, BG and Forward contract for corporate Sibernet users.	
	8) Deposit receipt through SIB Mirror+ Option to print deposit receipt online through SIB Mirror+ (mobile application of the Bank) was provided.	
	9) Centralised Payment Management System (CPMS) Approximate investment cost is ₹ 3.58 Crore.	
	10) Newgen SME LOS Solution (Phase I implementation cost - ₹ 2.68 Crore) The SME LOS launched in the Bank provides a flexible and stable loan platform for a seamless loan originating process, helping reduce the TAT and transparency in loan processing. A single work item takes the file from proposal initiation to final disbursement, making it a hassle-free process.	

2a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. Being part of the service industry, the Bank's resource consumption is relatively limited. However, the Bank makes consistent efforts to source sustainable products from local suppliers at fair prices. Key initiatives in this direction include:

- The Bank considers energy efficiency while purchasing equipment. The star rated equipment such as air-conditioners, laptops, computers, and lighting devices are considered as part of assessment criteria in all branches and offices.

b. If yes, what percentage of inputs were sourced sustainably?

As an institution providing financial services, the Bank's operations are not material resource intensive. However, the Bank focuses on optimizing resource consumption, enhancing process efficiency, and reducing waste. Despite digitization, paper remains a significant resource in operations. The Bank is working to reduce paper usage by using recycled and sustainably sourced paper and by streamlining internal printing needs. Additionally, for equipment purchases—such as lighting devices, air conditioners, and DG sets—the Bank adopts green procurement practices. It ensures energy efficiency standards are considered during procurement.

3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) Plastics (including packaging)	The Bank has engaged a PCB certified external agency, M/s W Kerala Waste Management for the disposal of plastic and paper wastes on weekly basis.
(b) E-waste	The Bank has empanelled M/s Trittech Systems for the disposal of E-waste and other scrap items lying in SIB Branch/offices across PAN India. The vendor processes the e-waste as per the guidelines mentioned in the E-Waste (Management) Rules, 2016 vide G.S.R. 338(E) dated 23rd March, 2016 & as per amended rules 2018, dated 23rd March, 2018 available in the Ministry of Environment & Forests Notification dated 23rd March, 2016 by Government and updated from time to time. The Bank follows a structured process for the disposal of e-waste, as outlined below: 1. Branches initiate a disposal request through the designated module within the internal application. 2. The respective Regional Office forwards the request to the DTD-Hardware team for review and approval. 3. The DTD-Hardware team scrutinizes the request and escalates it to the appropriate sanctioning authority, in line with the rate contract and delegation of powers defined under the IT Purchase Policy for asset write-off and disposal. 4. Upon approval, disposal orders are issued to the empanelled vendor for e-waste collection from the concerned branches. A pro-forma invoice for the sale amount is simultaneously generated by the system. 5. The empanelled vendor is required to provide a Green Certificate or Destruction Certificate within 30 days of e-waste collection.
(c) Hazardous waste	Preventive maintenance of diesel generators is conducted on a quarterly basis. Used oil, sludge, and filters generated during maintenance are responsibly managed and disposed to authorized vendors in compliance with applicable environmental regulations.
(d) other waste.	Bank has engaged external vendors both PCB certified as well as Kudumbasree units for the disposal of food waste. Scrap items like Iron, Aluminium, copper etc are sell to local vendors for recycling.

4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					



2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of the product /Service	Description of the risk/concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-2024 Previous Financial Year
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	6.17	-	-	6
E-waste	-	-	17.60	-	-	3.82
Hazardous waste	-	-	DG oil sludge Approx. 120 litres	-	-	DG oil sludge Approx. 100 litres
Other waste	-	-	58.38	-	-	58.74*

*Last year's figure has been updated due to revised methodology

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	5034	5034	100%	5034	100%	NA	NA	5034	100%	0	0%
Female	4321	4321	100%	4321	100%	4321	100%	NA	NA	0	0%
Total	9355	9355	100%	9355	100%	4321	100%	5034	100%	0	0%
Other than permanent employees											
Male	14	14	100%	14	100%	NA	NA	14	100%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	14	14	100%	14	100%	0	0%	14	100%	0	0%

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.32%	0.34%*

*Last year's figure has been updated based on the change in methodology as per Industry Standards on BRSR Core Indicators (Dec 24)



2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	99.78%	-	Y	99.78%	-	Y
Gratuity	99.78%	-	Y	99.78%	-	Y
ESI	NA	-	NA	NA	-	NA
Others	-	-	-	-	-	-

*Represented PF/ Pension/NPS under one category. In the case of employees, those who are on-contract is not covered under PF/Pension/DCPS and Gratuity. The Bank has an exempted PF Trust and hence the PF deposits are not made to any authority but directly to The South Indian Bank Ltd. Employees' Provident Fund Trust

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

A significant proportion of the Bank's premises and offices are situated on the ground floor, with entranceways equipped with ramp access for differently abled employees. Ramp facilities are also available at ATMs and CRMs wherever feasible. Furthermore, the Bank adheres to a policy of deploying differently-abled personnel in branches where infrastructural adjustments have been made to support accessibility for individuals with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Bank's Human Resource Management (HRM) Policy explicitly upholds the principle of equal opportunity as a core objective. It commits to fostering a fair, transparent, and inclusive work environment for all employees, regardless of caste, creed, gender, or ethnicity. This policy is easily accessible to all internal stakeholders through the Bank's intranet platform.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	100.00%	97.63%	-	-
Female	99.09%	98.49%	-	-
Total	99.48%	98.11%	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	-
Other than Permanent Workers	-
Permanent Employees Other than Permanent Employees	Yes, permanent employees stationed at any Branch or Office have the right to raise their grievances with the Branch Manager or the Redressal Cell at the respective Regional Office or Department. These grievances are addressed and resolved by the Branch Manager or Redressal Cell within seven days. If the employee is not satisfied with the resolution, the matter can be escalated to the Grievance Redressal Cell at the Head Office, which includes the Head of the Human Resources Department and a Chief Manager from the same department. A final decision is communicated by the Head of HR within seven days of receiving the management's recommendation. Employees also have the option to submit their grievances through the Bank's internal portal.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	9355	8824	94.32%	9814	9390	95.68%
Male	5034	4694	93.25%	5299	5066	95.60%
Female	4321	4130	95.58%	4515	4324	95.77%
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-



8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On health and safety measures*		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		NO. B	% (B/A)	No.C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	5048	4975	98.55%	4720	93.50%	5320	375	7.05%	3554	66.80%
Female	4321	3666	84.84%	4157	96.20%	4516	271	6.00%	2371	52.50%
Total	9369	8641	92.23%	8877	94.75%	9836	646	6.57%	5925	60.24%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

*The Bank has taken special efforts to improve the coverage in training on Health & Safety measures

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	5048	5048	100%	5320	5320	100%
Female	4321	4321	100%	4516	4516	100%
Total	9369	9369	100%	9836	9836	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. The Bank has implemented several measures to ensure a secure working environment for its employees. Detailed guidelines and emergency response procedures have been disseminated to all Bank outlets to address contingencies such as fire, flood, earthquakes, etc. Additionally, the Bank has appointed a qualified Fire & Security Officer (FSO) who conducts training sessions at branches on the proper use of fire extinguishers and conducts emergency evacuation drills. Moreover, each Bank outlet is equipped with smoke sensors that are integrated with intrusion alarm panels. In the event of smoke or fire detection, these sensors activate local alarms and simultaneously transmit alerts to a centralized command center. These alerts are monitored in real-time, and the command center promptly notifies the fire and rescue department in case of an emergency.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Bank has established a dedicated department responsible for overseeing all aspects related to the physical security of its assets and personnel. Under the purview of this department, a comprehensive remote e-surveillance system has been implemented. This system enables the reporting of incidents related to work-related hazards, which are visually verified through an integrated CCTV network. Subsequently, appropriate mitigation measures are taken in accordance with established procedures. Moreover, the smoke sensors integrated into the alarm system installed at offices facilitate the recording and analysis of risk events through the Command Centre.

The Bank typically conducts routine hazard identification and risk assessment through methods like regular audits, employee feedback, incident reports and compliance reviews. Non-routine assessments involve specific projects, changes in regulations or emerging threats often utilizing specialized teams or consultants to ensure comprehensive coverage.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Due to the nature of the banking business, the risk of work-related hazards to employees is minimal. Nevertheless, the Bank has implemented a range of measures to guarantee a safe working environment for its staff. Comprehensive guidelines and emergency response procedures have been distributed to all Bank outlets to address potential emergencies such as fire, flood, and earthquakes.

The Bank has established clear channels for employees to report hazards promptly, such as through internal reporting systems, detailed guidelines and emergency response procedures are being issued to all outlets of the Bank.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. The Bank has a comprehensive insurance policy covering its employees.

11. Details of safety related incidents, in the following format:

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Bank is committed to maintaining a safe and healthy workplace through a range of initiatives, including:

- Regular internal communications and alerts disseminated to employees regarding safety-related matters.
- Periodic demonstrations of fire safety equipment to ensure staff members are familiar with their usage.
- Conducting mock drills at various premises to familiarize staff with evacuation procedures in emergencies. Each floor in multi-storey premises is assigned a floor marshal to oversee the drill.



- iv. Providing an annual medical allowance to all employees and reimbursing the cost of annual medical check-ups for employees aged 40 and above, as well as their spouses, for employees upto Scale IV.
- v. Offering medical insurance coverage for employees and their dependent family members.
- vi. Providing additional buffer coverage in special cases where the staff medical insurance does not fully cover medical expenses.
- vii. Organizing free medical camps at various premises, including eye, dental, and ear check-ups.
- viii. Establishing corporate tie-ups with medical institutions to offer special benefits to staff, such as free consultations, subsidized medical check-ups and diagnostic treatments. These benefits are also extended to immediate family members.
- ix. Hosting monthly webinars and health talks conducted by professionals on relevant health topics.

13. Number of Complaints on the following made by employees and workers:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	FMG officers and security officers are doing maximum possible site assessments for assessing premises maintenance and safety practises. Jointly, almost all banking sites are assessed every year.
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No instances requiring corrective action for health and safety have arisen, demonstrating the Bank's proactive stance. Nonetheless, as a proactive measure, the Bank organizes health camps, conducts monthly health talks and webinars, and has established corporate partnerships with various medical labs and hospitals. Additionally, evacuation drills, facilitated by floor marshals, are conducted at bank premises to familiarize employees with necessary actions during incidents. Moreover, Crisis Management Teams are established at the Head Office and other control offices to enhance preparedness for unforeseen events.

Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. The Bank offers group personal accident policy to all employees, with the Bank covering the associated costs.

2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Bank ensures that statutory dues as applicable to the transactions with the value chain partners, are deducted and deposited in accordance with the applicable regulations through the centralized payment solution managed by CFM Department of the Bank, which is subjected to audit by internal and statutory auditors from time to time. The Bank believes its value chain partners to uphold business responsibility principles and values of transparency and accountability.

- 3 Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees	There were no work-related injuries			
Workers				

- 4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes. The Bank hosts an exclusive training program called “Peep into Retirement” designed for employees nearing retirement age. This program focuses on delivering sessions covering topics such as tax planning, superannuation benefits, lifestyle and fitness. These sessions aim to equip individuals with valuable insights and knowledge to better navigate their retirement years.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Bank requires its partners to adhere to stringent working conditions standards, ensuring a safe and healthy environment for all employees.
Working Conditions	

- 6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective action was warranted with any of value chain partners during the fiscal.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators:

- 1 Describe the processes for identifying key stakeholder groups of the entity:

The Bank recognizes that its activities impact a wide range of stakeholders, including customers, regulators, peers, business partners and communities. The Bank believes that transparent communication and meaningful engagement with these stakeholders are crucial for fostering and maintaining strong long-term relationships. By engaging with diverse stakeholders, SIB gains insights into the social, environmental, and economic impacts—both direct and indirect—of its activities. The feedback, guidance and critiques from stakeholders enable SIB to operate as a responsible corporate citizen.

The Bank conducts proactive and focused engagements with various stakeholder groups to identify material issues, evaluate business strategies and operations and assess products, services and solutions. This approach helps to minimize reputational risk and positively influences both the internal and external environments. SIB's key internal stakeholders include senior management and employees, while external stakeholders encompass shareholders and investors, customers, regulatory authorities, communities and NGOs, industry peers, vendors and service providers and the media. Throughout the year, SIB actively engages with these stakeholders through various methods.



2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Sl. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customer	No	Email Letters Website Social Media Direct interaction Over Phone Newspaper Customer Experience Group Mobile Application	Ongoing basis. Based on customer needs/ regulatory requirements/ educating customers	Engaging customer throughout entire period of loan products/ savings product.
2	Employees	No	Email Training Circulars Internal Portal MD's Town hall meeting Staff meetings Student Economic Forum Mobile Application	Ongoing basis	Most of these engagement cover areas such as Training and development, Addressing any work-related communication, updates on regulatory changes/ introduction of new regulations, compliance communication.
3	Investors/ Shareholders	No	Annual General Meeting Investor presentation Email SMS Letters Earning call Financial Results Stock exchange filing Press release Website	Need basis	To keep investors/ shareholders updated about the Bank's business activities and performance.
4	Regulators	No	Letters Email Regulator platforms Stock Exchange filing RBI Returns	Ongoing basis	Compliance related communication and engagement for policy consultation and participation in larger economic objectives by participating in various Government initiatives and programs.

Sl. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
5	Communities	Yes- certain communities living in rural areas, farmer community and low-income group individuals are recognized as vulnerable & marginalised stakeholder.	Emails Letters Direct Interaction	Ongoing basis	Through CSR reaching out to socially and economically disadvantaged people.
6	Value chain partners	No	Emails Letters	Need basis	Maintaining our relationships with vendors, addressing any work-related communication, updates on regulatory changes/introduction of new regulations, compliance communication

Leadership Indicators

- 1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Bank firmly believes that ongoing, proactive engagement with key stakeholders is essential for effectively communicating its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Bank to better serve its stakeholders. The Board of Directors is kept regularly informed of significant developments, with feedback actively solicited to support informed governance. Stakeholder engagement is conducted on a regular basis and as necessary, with the format of interaction tailored to the specific needs and preferences of each stakeholder group. The consultation with stakeholders is in the form of online / offline meetings to ensure comprehensive and effective communication.



- 2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder feedback and suggestions are duly considered wherever feasible. The Bank maintains continuous engagement with both internal and external stakeholders on various ESG aspects, recognizing that such interactions are vital to staying responsive to evolving expectations. These engagements occur through multiple channels and are part of an ongoing, structured process. Given the dynamic nature of ESG, regular dialogue with stakeholders is integral to shaping and refining our approach. The Bank is committed to institutionalizing this engagement as a recurring exercise and incorporating stakeholder insights into its strategic decision-making.

- 3 Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Bank's CSR initiatives are focused on uplifting disadvantaged, vulnerable, and marginalised communities. Details of these activities are provided separately in the Annual Report. As part of its efforts towards financial inclusion, the Bank has appointed Business Correspondents and Financial Literacy Counsellors to enhance outreach and promote financial awareness.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	Number of employees and workers covered (B)*	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	9355	9322	99.65%	9814	5355	54.56%
Other than permanent	14	11	78.57%	22	7	31.82%
Total Employees	9369	9333	99.62%	9836	5362	54.51%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

*The Bank has taken special efforts to improve the coverage in training on human rights

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	9355	0	0%	9355	100%	9814	0	0%	9814	100%
Male	5034	0	0%	5034	100%	5299	0	0%	5299	100%
Female	4321	0	0%	4321	100%	4515	0	0%	4515	100%
Other than permanent	14	0	0%	14	100%	22	0	0%	22	100%
Male	14	0	0%	14	100%	21	0	0%	21	100%
Female	0	0	0%	0	0%	1	0	0%	1	100%
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	9	51,00,000	1	40,21,420
Key Managerial Personnel**	3	56,08,182	0	0
Employees other than BoD and KMP	5045	17,26,224	4321	13,83,629
Workers	-	-	-	-

*Includes remuneration paid to MD & CEO and Executive Director, honorarium & sitting fee paid to Chairman and sitting fee paid & fixed remuneration paid to Non-Executive Directors & Independent Directors

** Excluding MD & CEO and Executive Director



b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	39.13%	38.40%

- 4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Bank has designated focal points to handle issues in accordance with statutory guidelines. For instance, concerning sexual harassment in the workplace, the Bank has established an Internal Complaints Committee for women. All officers and employees are advised to reach out to the Presiding Officer of the Internal Committee in the event of any related complaints. The Bank promptly and discreetly investigates instances and/or complaints of sexual harassment and acts in accordance with the relevant guidelines of the Act.

- 5 Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Bank is committed to upholding all applicable statutory requirements and has established robust grievance redress mechanisms in compliance with regulatory mandates. It strongly condemns and prohibits any form of human rights violations. To reinforce this commitment, the Bank has implemented key policies such as the POSH Policy, Insider Trading Policy, and a Vigil Mechanism. Statutory obligations relevant to the banking sector such as the Payment of Minimum Wages, Public Distribution System (PDS) compliance, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 are strictly adhered to across all operations.

- 6 Number of Complaints on the following made by employees and workers:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the Year	Pending resolution at the end of year	Remarks
Sexual Harassment	11	0	Nil	7	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other Human rights related issues	0	0	Nil	0	0	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	7
Complaints on POSH as a % of female employees / workers	0.25%	0.16%
Complaints on POSH upheld	4	2

8 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

The Bank maintains a strict zero-tolerance policy against all forms of discrimination and harassment, ensuring that complainants are fully protected from any retaliatory or adverse consequences. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Bank has constituted an Internal Complaints Committee chaired by Presiding Officer from a senior-level executive. All employees are encouraged to approach the Presiding Officer in case of any grievance. The Committee undertakes prompt, confidential, and impartial investigations and ensures compliance with the provisions of the Act.

In addition, the Bank's Public Disclosure System (PDS), aligned with its Whistle-blower Policy, explicitly condemns any form of harassment, victimization, or discriminatory treatment of whistle-blowers. Safeguards are in place to minimize challenges faced by whistle-blowers, with strict confidentiality of their identity maintained in accordance with legal provisions. Employees who support or assist in the investigation are accorded the same level of protection as the whistle-blower, reinforcing a culture of transparency and accountability.

9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Human rights considerations are embedded in all contractual agreements, with adherence to Labour Laws, Labour Codes, and other applicable welfare legislations made an integral part of every contract.

10. Assessments of the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Bank is in full compliance with the applicable laws
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No health and safety incidents have been reported and therefore, no corrective actions have been required.

Leadership Indicators

1 Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

The Bank upholds human rights as an integral part of all its policies and practices, with no instances necessitating modifications to align with human rights standards or grievance redress mechanisms. Committed to professional integrity, the Bank prioritizes equal opportunity and is dedicated to maintaining a workplace free from discrimination and harassment. It strictly prohibits any form of bias or unfair treatment based on race, color, religion, ethnicity, gender, age, disability, HIV status, sexual orientation, gender identity, marital status, genetic information, or parental status. The Bank's Code of Conduct outlines clear expectations to ensure an inclusive and respectful work environment. Additionally, the Bank promotes ethical and professional growth through structured training programs aimed at building employee capabilities and fostering a culture of integrity.

2 Details of the scope and coverage of any Human rights due-diligence conducted.

The Bank upholds the principle of Human Rights in all its dealings.

3 Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Most of the premises/Offices are working at the Ground floor and have ramp facility for differently abled employees. ATM/CRM are provided with ramp facility wherever possible. Bank also has a practice of posting differently abled employees in a convenient branch which has adequate facilities.



4 Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Bank ensures compliance with all relevant laws, including those related to human rights, labour and welfare. Human rights considerations are integrated into all contracts, aligning with labour laws, codes and other welfare acts.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

During the period, no instances aroused which demanded a corrective action plan.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators:

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (GJ)

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	851.20	850.90
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	851.20	850.90
From non-renewable sources		
Total electricity consumption (D)	87707.82	69262.73
Total fuel consumption (E)	3536.51	3011.30
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	91244.33	72274.03
Total energy consumed (A+B+C+D+E+F)	92095.53	73124.93
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations in Cr.)	8.20	7.22
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output (Total energy consumed / Full Time Equivalent)	9.84	7.45
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

- 2 Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25* Current Financial Year	FY 2023-24* Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	113833.35	119950.02
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	113833.35	119950.02
Total volume of water consumption (in kilolitres)	113833.35	119950.02
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in Cr.)	10.14	11.84
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output (Total water consumption / Full Time Equivalent)	12.17	12.22
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
*The estimated water consumption is taken as 45 litres per head per working day in accordance with Industry Standards on BRSR Core Indicators (Dec 24) for both the years (working days = 270 days for FY25 and 271 days for FY24).		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	



4. Provide the following details related to water discharged:

Parameter	FY 2024-25* Current Financial Year	FY 2023-24* Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others (Municipal Sewers)	91066.68	95960.02
- No treatment	91066.68	95960.02
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	91066.68	95960.02

*It is assumed that 80% of the total volume of water consumption is discharged for both years.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The implementation of a Zero Liquid Discharge (ZLD) mechanism is not material to the Bank's operations, as the bank operates primarily in the financial services sector with minimal water consumption and discharge limited to domestic use in office premises.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	-		
Sox	-		
Particulate matter (PM)	-	Air emissions other than GHGs are not considered material to the banking sector.	
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	262.06	202.89
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17712.11	15199.32
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in Cr.)	Metric tonnes of CO ₂ equivalent / Rs. crore	1.60	1.52
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / Full Time Equivalent)	Metric tonnes of CO ₂ equivalent / FTE	1.92	1.57
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

- 8 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- During the financial year, more than 98% of the Bank's transactions were conducted through digital channels. For FY 24-25 we have commissioned 50 KW Solar at one location and 100 KW solar plant at other location is ready for commissioning. Bank has issued circular to keep the Air conditioner temperature at Branches/ Departments/ RO set to 24 Degree Celsius. Bank has issued circular to replace CFL lights with more energy efficient LED lights wherever there is a requirement of replacement. Bank has issued circular to use recycled papers to the extent possible.



9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.17	6.00
E-waste (B)	15.28	3.10
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2.32	0.72
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	0.12	0.10
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – Paper Waste	58.38	58.74*
Total (A+B + C + D + E + F + G + H)	82.27	68.66
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in Cr.)	0.01	0.01*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output (Total waste generated / Full Time Equivalent)	0.01	0.01
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (through recyclers)	82.27	68.66*
Total	82.27	68.66

*Last year's figures have been updated due to revised methodology

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

- 10 Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

The Bank has established arrangements with self-help groups for the collection and disposal of waste from its offices and branches, ensuring segregation of biodegradable and non-biodegradable waste at the source. In urban areas, waste collection is managed by professional teams accredited by the Pollution Control Board. A significant portion of biodegradable waste is utilized for manure production. While reuse and recycling are limited due to the nature of banking operations, paper scraps are collected and sold for recycling purposes.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1	SIB Tower, Kakkanad, Kochi	Banking	During the course of the SIB Tower Construction project, we had obtained Environmental Clearance from the Ministry of Environment, Forest and Climate Change (MoEF&CC), New Delhi, as the Mangalavanam Bird Sanctuary falls within a 10 km aerial radius of the project site. As per Page No.03 (Part A: Specific Condition), Clause No.3, there is a requirement that the project proponent shall obtain Wildlife Clearance from the National Board for Wildlife (NBWL) prior to commencement of the project. Accordingly, we submitted an application along with all relevant documents through our appointed consultant, M/s VCPL, in May 2018. However, due to the procedural delay from the concerned Government Authority, we are yet to obtain the clearance till date despite repeated follow-ups from our consultant. We will continue to pursue the matter with our consultant and ensure that the Wildlife Clearance is obtained at the earliest possible.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link

Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

SL No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

The bank complies with all the applicable environmental laws.



Leadership Indicators:

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area Not Applicable

(ii) Nature of operations Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		

Not Applicable

Not Applicable

Not Applicable

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25 Current Financial Year*	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	424.80	=
Total Scope 3 emissions per rupee of turnover (Total Scope 3 emissions / Revenue from operations in Cr.)	Metric tonnes of CO ₂ equivalent / Rs. crore	0.04	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
*Initiated the tracking of Scope 3 emissions in FY 2024-25, covering Business Travel.			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency			No

3 With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Nil

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to Energy-Efficient LED Lighting	-	The Bank has completed the replacement of CFL lights with more energy efficient LED lights at all bank own building. For leased premises, they have issued a circular to replace the old light fittings with LED light fittings whenever a replacement is occurring.
2	Digital Banking Excellence and Growth in Transactions	-	The Bank's consistent recognition in the top 10 Digital Transaction Achievement lists by MeitY (Ministry of Electronics & Information Technology) underscores the efficacy of their digital banking endeavours.
3	Commissioning of Sewage Treatment Plant (75 KLD)	-	New Sewage Treatment of capacity 75KLD has been commissioned in Ernakulam New Building.



Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Sustainable Practices in New Administrative Building	-	The usage of disposable tissue papers has been discontinued in the Ernakulam Buildings and automatic hand dryers were supplied as a permanent alternative, thus reducing the usage of paper as part of social responsibility and green initiatives taken by FMG. This has reduced the generation of dry waste in the premises by around 50%.
5	Intelligent Lighting System at SIB Tower	-	The SIB Tower is equipped with automatic and intelligent lighting system which minimizes the power consumption in the building.
6	Green Gifting Initiative on Founders' Day	-	As part of Founders day, we had distributed 300 plants.

5 Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The bank has developed a Business Continuity Policy for Information Systems to ensure continuation of critical business processes in the event of any business or information technology (IT) infrastructure failure, thereby minimizing the potential impact. It shall help reduce the impact of disruption, caused by disasters and security failures to an acceptable level through a combination of preventive and recovery measures.

Also, we have formulated a DR Policy for IT Systems which provide a framework for the ongoing process of planning, developing and implementing disaster recovery management for IT Systems. The systems are periodically tested through various LIVE/ Mock /BCP/Table Top Drills"

6 Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard

NIL

7 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil

8 How many Green Credits have been generated or procured:

a. By the listed entity Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners Nil

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- 1 a. Number of affiliations with trade and industry chambers/ associations. 7
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

SL No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Indian Bank's Association (IBA)	National
2	Southern Indian Bank Staff College	Multiple Southern States
3	Indian Institute of Banking and Finance (IIBF)	National
4	National Institute of Bank Management (NIBM)	National
5	Foreign Exchange Dealers Association of India (FEDAI)	National
6	Federation of Indian Export Organisations (FIEO)	National
7	International Chamber of Commerce (ICC) India	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective actions taken
No adverse orders have been issued by any regulatory authority against the Bank in relation to anti-competitive practices.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

SL No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

The Bank is an active member of the Indian Banks' Association (IBA) and regularly provides feedback to regulators through this platform. Its representatives also participate in various working groups formed by regulatory authorities and industry bodies, contributing to the strengthening of the Indian financial ecosystem.



PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

Nil

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

SL No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)

NA

- Describe the mechanisms to receive and redress grievances of the community.

South Indian Bank's Grievance Redressal Policy has been formulated in line with guidelines of the regulators on Customer Service. The Grievance Redressal Policy will be accessible to all so as to ensure that information of lodging and resolving complaints is readily available to all. This Grievance Redressal policy is available on the Bank's website as well as at Branches/ Offices. Customer of the bank / non-customer / communities can directly lodge a complaint via Bank's Website or through various channels.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	As a financial institution, the Bank's primary inputs include technological infrastructure, platforms, and related services, which limit procurement options. However, given its widespread presence across the country, the Bank sources consumables such as stationery locally, supporting nearby suppliers around its branch locations.	
Directly sourced within India		

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	4.50%	4.37%
Semi-urban	27.62%	27.40%
Urban	52.13%	53.05%
Metropolitan	15.75%	15.18%

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

SL No.	State	Aspirational District	Amount spent (In INR)
1	Kerala	Wayanad	19,64,000
2	Meghalaya	Ribhoi	20,000
3 (a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)		The Bank being in the financial services sector, the procurement needs are limited. Daily consumables are sourced through local vendors at a fair price.
(b)	From which marginalized /vulnerable groups do you procure?		
(c)	What percentage of total procurement (by value) does it constitute?		

- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

SI No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

- Details of beneficiaries of CSR Projects:

SI No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education	6,72,368	Majority of the programs serve the vulnerable and marginalized group. More than 70.07 % of the beneficiaries were from marginalized groups
2	Environmental Sustainability	9,13,500	
3	Eradicating Hunger	1,500	
4	Livelihood Enhancement	352	
5	Making available safe drinking water	23,444	
6	Measures for reducing the inequalities faced	21,670	
7	Promoting Healthcare	7,16,568	
8	Promoting sports	5,644	
9	Protection of National Heritage	2,00,000	
10	Setting up of homes	21,779	
11	Setting up of Library	1,000	
12	Women empowerment	960	



PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

- 1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Bank has put in place a three-tier complaint redressal system for all channel complaints. Customers desirous of lodging complaint can take up with Bank's Customer Experience Group who will then take up the same with business unit concerned for resolution. Complaints received through all channels (namely calls/emails/letters, regulators, Bank's Web based Grievance Redress Management System [WebGRM], walk-in customers etc.) are incorporated in Bank's Centralised Complaint Management System. From here, these are assigned to and dealt by SPOC at various stake holder departments. Any complainant who is not satisfied with the response provided at Tier 1 has the option to escalate the complaint to Bank's Nodal and Principal Nodal Officers [Tiers 2 and 3 respectively]. Bank rejects complaints only with the concurrence of Internal Ombudsman as stipulated in Internal Ombudsman Scheme.

- 2 Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Particulars	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	18	0	Nil	23	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	3106	321	Sum total of all unauthorized transaction complaints dealt by Bank's Banking Operation Group and complaints tagged under the category Fraud / FRM Block among Internet Banking / Mobile Banking related complaints. Complaints pending are only the unauthorized transactions with higher TAT of 90 days.	2686	503	Sum total of all unauthorized transaction complaints dealt by Bank's Banking Operation Group and complaints tagged under the category Fraud / FRM Block among Internet Banking / Mobile Banking related complaints. Complaints pending are only the unauthorized transactions with higher TAT of 90 days.

Particulars	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	3	0	Nil
Other	34480	394	Other complaints include service quality, staff behaviour, technology and credit related complaints.	33946	325	Other complaints include service quality, staff behaviour, technology and credit related complaints.

4. Details of instances of product recalls on account of safety issues:

Number	Reasons for recall
Voluntary recalls	Not Applicable
Forced recalls	

5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. In order to provide guidelines for cyber security and data privacy for the employees of the Bank, a Board approved Cyber Security policy and Information System Security Policy is in place. The purpose of the Cyber Security Policy is to set the guiding principles for establishing cyber security of the information systems and to provide proactive and timely response to potential and emerging cyber-attacks / threats. The purpose of Information System Security policy is to provide a framework to ensure the protection of Bank's information assets, and to allow the use, access and disclosure of such information in accordance with appropriate standards, laws and regulations. Also, Cyber Crisis Management Plan (CCMP) is in place, to provide the requisite strategy, direction and roadmap towards cyber threat mitigation. IT Departments and CISO Office are ISO 27001 certified for the implementation of Information Security Management System (ISMS). Privacy Policy for customers is available in website: <https://www.southindianbank.com/content/privacy-policy/289>

6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

In order to provide guidelines for cyber security and data privacy for the employees of the Bank, a Board approved Cyber Security policy and Information System Security Policy is in place. Also, Cyber Crisis Management Plan (CCMP) is in place, to provide the requisite strategy, direction and roadmap towards cyber threat mitigation. IT Department and CISO Office are ISO 27001 certified for the implementation of Information Security Management System (ISMS). In order to consider cyber security from the bank-wide perspective, a steering committee of executives known as Information Security Committee is formed with formal terms



of reference. The Chief Information Security Officer (CISO) is the member secretary of the committee. The committee serves as an effective communication channel for management's cyber security aims and directions.

The Bank has a fully operational Security Operation Centre (SOC) and network & end point security devices to monitor any security incident and to take appropriate actions. SOC is operational on a 24 X 7 basis. The Bank is using several monitoring tools for identifying, monitoring, recording and analysing security events or incidents within the real-time IT environment. Employees are updated with the latest security threats and the best security practices. In order to ensure continuous awareness on best cyber security practices and cyber security risks, a dedicated internal web portal to disseminate relevant security information has been set up and it is accessible to all employees.

The Bank provides cyber security awareness to its customers on a continuous basis through various channels like SMS/ Email/Website/ Social media, etc.

7 Provide the following information relating to data breaches:

a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	NA

Leadership Indicators

1 Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information on products offered by the Bank is available in the Bank's official website www.southindianbank.com

The Bank's credit product details are shared across its social media platforms, including Facebook, Instagram, X (formerly Twitter), LinkedIn, and YouTube.

The features of the products are accessible through the Bank's internet banking portal and mobile banking applications, ensuring ease of access for customers.

Additionally, the Bank disseminates information on its credit offerings through segmented campaigns (emailers/ SMS), performance marketing (via Google, Meta, etc.), FM radio, cinema advertising, and various Out-Of-Home (OOH) media channels, thereby ensuring a wide public reach.

2 Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Bank provides information on safe and responsible banking practices through its website, ensuring all customers are well-informed about the proper use of banking services. To further educate consumers, the Bank utilizes multiple channels including email, SMS, social media, direct interactions, pamphlets, and notices. At the Financial Literacy Centres assigned to the Bank, monthly camps are organized by appointed Financial Literacy Counsellors to promote the safe and responsible use of credit products. Additionally, segmented mailer campaigns are conducted to raise awareness about reducing cyber risks and preventing loan scams.

3 Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services

Information regarding disruptions to essential services is communicated to customers through the Bank's website as well as via email and SMS notifications.

4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Bank transparently discloses product details, including interest rates, on its official website. Furthermore, information regarding interest rates for both credit and savings products is prominently displayed at all branch locations. The Bank strictly adheres to all disclosure norms and regulatory requirements set forth by the RBI.

Yes, Bank is following a practice of obtaining feedback /review from the customers with regard to the products/ services and overall customer experience.

(V J Kurian)

Chairman

DIN : 01806859

(P R Seshadri)

Managing Director & CEO

DIN : 07820690

Place: Thrissur

Date: July 17, 2025



Annexure-E

Form No. AOC-2

Form for disclosure of particulars of contracts/arrangements entered into by the company with related parties referred to in sub-section (1) of section 188 of the Companies Act, 2013 including certain arms length transactions under fourth proviso thereto

[Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014]

All fields marked in * are mandatory

*Name of the Company: THE SOUTH INDIAN BANK LIMITED

1. Details of contracts or arrangements or transactions not at arm's length basis

*Number of contracts or arrangements or transactions not at arm's length basis: Nil

Block-1	Nil
Corporate identity number (CIN) or foreign company registration number (FCRN) or Limited Liability Partnership number (LLPIN) or Foreign Limited Liability Partnership number (FLLPIN) or Permanent Account Number (PAN)/Passport for individuals or any other registration number	Nil
Name(s) of the related party	Nil
Nature of relationship	NA
Nature of contracts/ arrangements/ transactions	NA
Duration of the contracts / arrangements/ transactions	NA
Salient terms of the contracts or arrangements or transactions including actual / expected contractual amount	NA
Justification for entering into such contracts or arrangements or transactions	NA
Date of approval by the Board (DD/MM/YYYY)	NA
Amount paid as advances, if any	NA
Date on which the resolution was passed in general meeting as required under first proviso to section 188 (DD/MM/YYYY)	NA
SRN of MGT-14	NA

2. Details of material contracts or arrangements or transactions at arm's length basis

Number of material contracts or arrangements or transactions at arm's length basis: Nil

BLOCK-1	Nil
Corporate identity number (CIN) or foreign company registration number (FCRN) or Limited Liability Partnership number (LLPIN) or Foreign Limited Liability Partnership number (FLLPIN) or Permanent Account Number (PAN)/Passport for individuals or any other registration number	Nil
Name(s) of the related party	Nil
Nature of relationship	NA
Nature of contracts/ arrangements/ transactions	NA
Duration of the contracts / arrangements/ transactions	NA
Salient terms of the contracts or arrangements or transactions including actual / expected contractual amount	NA
Date of approval by the Board (DD/MM/YYYY)	NA
Amount paid as advances, if any	NA

For and on behalf of the Board of Directors

V J KURIAN

Chairman

(DIN: 01806859)

P R SESHADRI

Managing Director & CEO

(DIN: 07820690)

Place: Thrissur

Date: 17.07.2025



REPORT ON CORPORATE GOVERNANCE

In terms of Regulation 34(3) read with Part C of Schedule V of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), a Report on Corporate Governance for the year ended March 31, 2025 is presented below:

Bank's Philosophy on Code of Governance:

Corporate Governance ensures high standards of transparency, accountability, ethical operating practices, professional management thereby enhancing shareholders' value and protecting the interest of the stakeholders such as depositors, creditors, customers, suppliers and employees. The Bank is committed to uphold highest standards of Corporate Governance by ensuring integrity in financial reporting, disclosure of material information, continuous improvement of internal controls and sound investor relations.

The Bank's Corporate Governance framework ensures that it makes timely disclosures and shares accurate information regarding our financials and performance as well as the leadership and governance of the Bank.

The required details on Corporate Governance are given hereunder:

1. BOARD OF DIRECTORS

The Board of Directors of the Bank is broad based and varied in terms of experience of the members of the Board. The Board has been constituted in compliance with the Banking Regulation Act, 1949, the Companies Act, 2013, the relevant rules made there under, Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations'), the guidelines issued by the Reserve Bank of India (RBI) in this regard, the Articles of Association of the Bank and in accordance with best practices in Corporate Governance. The Board of Directors of the Bank has an optimum combination of Executive and Non-Executive Directors with one Woman Director. The Chairperson of the Board is a Non-Executive Independent Director. The Board functions either

as a full Board or through various Committees constituted to oversee specific areas. Policy formulation, setting up of goals and risk appetite/limits, evaluation of performance and control functions vest with the Board. The Committees have oversight of operational issues assigned to them by the Board. The Board of Directors/ Committees of the Board periodically reviews compliance reports pertaining to major laws applicable to the Bank. All statutory and other matters of significance including information as mentioned in Part A of Schedule II to the Listing Regulations are informed to the Board to enable it to discharge its responsibility of strategic supervision of the Bank.

Composition of Board

The Board comprises of 10 Directors as on March 31, 2025, with rich experience and specialized knowledge in various areas. None of the Directors of the Bank are related inter-se, in terms of Section 2(77) of the Companies Act, 2013, including Rules thereunder. As the Bank has no identified promoters and it is 100% publicly owned and professionally managed company there are no Promoter Directors in the Board. The Board has confirmed the veracity of declaration of Independence provided by the Independent Directors and has taken the same on record. In the opinion of the Board, all the Independent Directors fulfil the conditions as specified in the Listing Regulations and are independent of the Management. Pursuant to the notification of the Ministry of Corporate Affairs dated October 22, 2019, an online data bank for the Independent Directors ("Data Bank") has been rolled out by the Indian Institute of Corporate Affairs and all the Independent Directors of the Bank had registered themselves in the Data Bank. The composition and category of the Directors along with their attendance at Board Meetings, Annual General Meeting and shareholdings in the Bank as on March 31, 2025 are given below:

Sl. No	Name of Director	Category of Director	No. of Meetings		Attendance of last AGM held on 27-08-2024	No. of Shares held	% of holding
			Held During the year	Attended			
1	Sri. V J Kurian	INE (Chairman)	13	13	Present	Nil	Nil
2	Sri. P R Seshadri	Managing Director (Executive)	13	13	Present	Nil	Nil
3	Sri. M George Korah	INE	13	13	Present	Nil	Nil
4	Sri. Pradeep M Godbole	INE	13	13	Present	Nil	Nil
5	Sri. Paul Antony	NE	13	13	Present	17,970	0.001%
6	Sri. R A Sankara Narayanan	INE	13	13	Present	Nil	Nil
7	Sri. Benny P Thomas	NE	13	13	Present	2,500	0.0001%
8	Smt. Lakshmi Ramakrishna Srinivas	INE	13	13	Present	Nil	Nil
9	Sri. Dolphy Jose*	Executive Director	9	9	Present	Nil	Nil
10	Sri. Jose Joseph Kattoor#	INE	9	9	Present	Nil	Nil

NE – Non-Executive Director

INE – Independent Non-Executive Director.

* Sri. Dolphy Jose (DIN: 10682246) was appointed as Executive Director of the Bank w.e.f. 15th July, 2024 by the Board of Directors at their meeting held on 29th June, 2024. Further shareholders accorded their approval for appointment as Executive Director of the Bank at Annual General meeting held on 27th August, 2024.

#Sri. Jose Joseph Kattoor (DIN:09213852) was appointed as Non-Executive Independent Director of the Bank w.e.f. 18th July, 2024 by the Board of Directors at their meeting held on 18th July, 2024. Further shareholders accorded their approval for the same at Annual General meeting held on 27th August, 2024.

During the year under review, the Board and its committees were re-constituted two times on 19-07-2024 & 29-11-2024.

List of core Skills/ Expertise/ Competencies identified by the Board.

The Bank considers the principles relating to fit and proper norms as prescribed by the RBI and confirms that each Director is also in compliance with the norms as prescribed by the Ministry of Corporate Affairs and the Securities and Exchange Board of India (SEBI) under applicable laws, whilst determining the composition of its Board. Section 10A (2) of the Banking Regulation Act, 1949 read with RBI notification no. DBR.Appt.BC. No.38/29.39.001/2016- 17 dated November 24, 2016, requires that not less than 51% of the total number of members of the Board of Directors of a banking company shall comprise of persons who shall have special knowledge or practical experience, in respect of one or more of the matters, namely: Accountancy, Agriculture and Rural Economy, Banking, Co-operation/ Small Scale Industry, Information Technology, Infrastructure sector, Human Resources, Economics, Finance, Law, Payment and Settlement Systems, Risk Management and Business Management. The Bank is in full compliance with the above requirements as the Directors of the Bank have rich experience and specialized knowledge in the said areas of relevance to the Bank. The Bank has identified above Skills/Expertise/Competencies as required to be possessed by its Board, in the context of its businesses and the sectors, for it to function effectively. The details of the names of the Directors possessing the required Skills/Expertise/Competencies are detailed as under:



Sl. No	Name	Special Knowledge/ Practical Skills, Expertise and Competence
1	Sri. V J Kurian	Economics, Business Management and Agriculture & Rural Economy
2	Sri. P R Seshadri	Banking
3	Sri. M George Korah	Accountancy and Finance
4	Sri. Pradeep M Godbole	IT and Payment & Settlement Systems
5	Sri. Paul Antony	SSI/Cooperation/ Economic and Business Management
6	Sri. R A Sankara Narayanan	Banking, Treasury, Finance, Risk Management and Human Resource
7	Sri. Benny P Thomas	Law
8	Smt. Lakshmi Ramakrishna Srinivas	Finance, Banking and Human Resource
9	Sri. Dolphy Jose	Banking
10	Sri. Jose Joseph Kattoor	Banking, HR, Agriculture & Rural Economy, Risk Management and Law

PROFILE OF BOARD OF DIRECTORS

The profile of the Directors of the Bank as on March 31, 2025 is as under:

Sri. V J Kurian, aged 68 years, is a Part Time Chairman and Non-Executive Independent Director of the Bank. He retired from Indian Administrative Services (IAS) of 1983 batch in Kerala cadre as Additional Chief Secretary, Water Resources. During the tenure of services, Sri. Kurian held positions of Managing Director in various companies for a total period of 23 years. Previously Sri. Kurian served as the Managing Director of Cochin International Airport Ltd. and was Director of CIAL Infrastructure Limited, CIAL Duty free and Retail Services Limited, Air Kerala International Services Limited, Cochin International Aviation Services Limited, Kerala Waterways Infrastructures Limited and Kerala Infrastructure Fund Management Limited. He was also Director of Kerala Irrigation Infrastructure Development Corporation Limited, Flavouri Spices Trading Limited, Kochi Metro Rail Limited, Kannur International Airport Limited, Cochin Smart Mission Limited. Presently, he is engaged in agricultural activity on a full time basis after his retirement from CIAL as Managing Director in June, 2021. During his service period also, he used to engage in farming, in agricultural land inherited to him. His experience as Director of the Kerala Irrigation Infrastructure Development Corporation Limited and as Chairman of Spices Board, Ministry of Commerce & Industry, Government of India helped him to learn more about the agricultural activity. Presently he is not a Director in any other Public Limited Company. Sri. V J Kurian holds no shares of the Bank as on March 31, 2025.

Sri. P R Seshadri, aged 62 years, is the MD & CEO of the Bank. He holds a Bachelor's degree in Electrical Engineering from the Delhi College of Engineering and a Post Graduate Diploma in Management from Indian

Institute of Management, Bangalore. He has served as, amongst other positions as, Managing Director & CEO of The Karur Vysya Bank Limited (KVB), Managing Director & Regional Sales and Distribution Head, Citibank N.A., Asia Pacific, Singapore, Managing Director & Regional Head of Lending, Businesses, Citibank N.A., Asia Pacific, Singapore, Managing Director CitiFinancial Consumer Finance India Limited (CCFIL), India, Marketing Director, Citibank N.A, India Branches, Head of Structured Finance & Managing Director, CFRSIL & Integration Manager - Associates India Limited, Head of Banking Collections, Citibank N.A, India, Head of Automobile Finance -Northern India, Head of Community Banking, Northern India, and Mortgage Business, Head - Southern India, Citi India. Presently he is Director of SIB Operations and Services Limited (wholly owned subsidiary of the Bank) also. Sri. P R Seshadri holds no shares of the Bank as on March 31, 2025.

Sri. M George Korah, aged 65 years, is a Non-Executive Independent Director of the Bank. He is a fellow member of the Institute of Chartered Accountants of India. He is a qualified Information System Auditor and was a rank holder in the I.S. Examination conducted by the Institute of Chartered Accountants of India. He is a partner of M/s Korah & Korah, Chartered Accountants and has been in practice for over 35 years. Sri. Korah is a trustee of Green Storm Foundation, Cochin (not for Profit Public Registered Trust) and financial consultant to several business organizations including Information Technology Companies. Presently he is Director of SIB Operations and Services Ltd (wholly owned subsidiary of the Bank). He is not a Director in any other Public Limited Company. Sri. M George Korah holds no shares of the Bank as on March 31, 2025.

Sri. Pradeep M Godbole, aged 60 years, is a Non-Executive Independent Director of the Bank. He is a Chartered Accountant having over 30 years of Banking,

Technology, Consulting, Auditing, Accounting and Management experience. He has held Senior Consulting positions at Big 4 consulting firm - Ernst & Young; IT organizations such as Oracle Financial Services Software (OFSS) & Wipro and Banks like Deutsche Bank. He has executed large risk management & compliance, business and technology projects for top tier BFS organization across the world. Sri. Godbole is currently working on capability building initiatives and is a guest faculty at the Institute of Chartered Accountants of India (ICAI). Sri. Godbole is also a speaker at professional events and seminars. Presently he is a Director of Risk Intellect Solutions Private Limited and Risk and Compliance Professional Association (Not for Profit Organization). He is not a Director in any other Public Limited Company. Sri. Pradeep M Godbole holds no shares of the Bank as on March 31, 2025.

Sri. Paul Antony, aged 67 years, is a Non-Executive Director of the Bank. He retired as Chief Secretary, Kerala on 30th June 2018. He was a member of the Indian Administrative Service, 1983 Batch, Kerala cadre. Empanelled as Secretary to Government of India. In addition to the above he has worked with various Government undertakings. He had exposure to diverse sectors in the State and Central Governments, such as industries promotion, export promotion, infrastructure development including in the ports and power sector, taxation, public distribution system, and development of the weaker sections. He has worked in large organisations like SUPPLYCO, Cochin Port Trust and KSEB Ltd. apart from heading major Government Departments and companies like the Industries Department and the Commercial Taxes Department. Presently he is also acting as Director in Malabar Sports and Recreation Foundation and Kochi International Foundation. Further he is also Independent External Monitor of M/s KIOCL Limited. He is not a Director in any other Public Limited Company. Sri. Paul Antony holds 17,970 shares of the Bank as on March 31, 2025.

Sri. R A Sankara Narayanan, aged 65 years, is a Non-Executive Independent Director of the Bank. He started his banking career with Bank of India in 1983 and has supervised various branches, zones and national banking groups across the country. He has headed several departments in the corporate offices, including treasury, retail, international banking, corporate credit, risk management, compliance, retail, marketing, recovery and human resources and had also been a part of overseas assignments in Tokyo and Singapore. He was the Executive Director of Bank of India and has been appointed as Managing Director and Chief Executive Officer of Vijaya Bank in September 2017. He has been designated as the MD and CEO of Canara Bank w.e.f. April 1, 2019 till his superannuation in January, 2020.

Presently he is a Director in Centrum Capital Limited, Centrum Wealth Limited, Sri. Kanchi Kamakoti Peetam Charitable Trust (SKKPCT), Vishwa Vidya Scholarship Scheme (under SPCT) and Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya (SCSVMV) (Deemed to be University), on behalf of SKKPCT in Board. Further he is acting as Independent Member- Fund Trustee and Advisory Commission (FTAC) of Kerala Infrastructure Investment Fund Board (KIIFB). He is not a Director in any other Public Limited Company. Sri. R A Sankara Narayanan holds no shares of the Bank as on March 31, 2025.

Sri. Benny P Thomas, aged 61 years, is a Non-Executive Director of the Bank, who has started his career as a lawyer and enrolled at the Bar in the year 1988. He initiated his practice in the stream of Civil Law and later gained substantial depth in Labour Law providing professional legal services to companies including big corporates. He now heads M/s Thomas & Thomas Advocates, a promising and fast growing boutique Law Firm established in 2017 providing services in the streams of Labour Law, Civil Law, Cyber Law, Taxation Law, Alternate Dispute Resolution, Arbitration & Conciliation etc. Presently he is Director of SIB Operations and Services Ltd (wholly owned subsidiary of the Bank). He is not a Director in any other Public Limited Company. Sri. Benny P Thomas holds 2,500 Shares of the Bank as on March 31, 2025.

Smt. Lakshmi Ramakrishna Srinivas, aged 62 years, is a Non- Executive Independent Director of the Bank. Smt. Srinivas superannuated from State Bank of India, as Chief General Manager & Head- Strategic Training Unit, after a career spanning close to thirty-eight years. In SBI, Smt. Srinivas worked in various roles and geographies, across Retail Banking, Large & Mid Corporate Credit, and Learning & Development, and held key positions like Team Leader in the Corporate Accounts Group, Head of a Mid Corporate Branch and General Manager & Director of State Bank Staff College, SBI's oldest Apex Training Institute. She also served abroad as Vice President (Credit) in SBI's prestigious New York branch. Smt. Srinivas is a freelance writer, and her human-interest articles have been published in various newspapers in India. She is not a Director in any other Public Limited Company. Smt. Lakshmi Ramakrishna Srinivas holds no shares of the Bank as on March 31, 2025.

Sri. Dolphy Jose, aged 55 years, is an Executive Director of the Bank. Sri. Dolphy Jose, is an accomplished banker with more than 25 years of experience. He has rich experience in driving & establishing businesses in the Retail and Commercial Banking space with significant expertise in both Retail assets and liabilities, Branch Banking, P & L Management, Institutional & Government



Business. A proven expert in building distribution, establishing strategic partnerships including Co-Lending and focusing on non-branch business, exploiting the strength in digital capabilities to establish new channels ensuring seamless integration for acquisition, underwriting and disbursements, leveraging bank's capabilities to test, validate, build & scale businesses. He had almost two decades of association with Kotak Mahindra Bank Ltd. His last position held with Kotak Mahindra Bank was as Executive Vice President – Institutional business (retail liabilities). Before joining SIB he was associated with The Karur Vysya Bank, as Chief General Manager & Group Head- Consumer Banking. He is not a Director in any other Public Limited Company. Sri. Dolphy Jose holds no shares of the Bank as on March 31, 2025.

Sri. Jose Joseph Kattoor, aged 62 years, Non-Executive Independent Director of the Bank has worked in the Reserve Bank of India(RBI) from January 1991 to June 2023 and retired as Executive Director. He has retired from service after heading four Departments as Executive Director, viz. Enforcement Department, Corporate Strategy Department, Currency Department and Human Resource Department of RBI. Sri. Jose Joseph Kattoor, holds BSc, PGDRM(IRMA), LLB, CAIIB, AMP(Wharton). Presently he is acting as Independent Director at Receivables Exchange of India Ltd (RXIL) , Arohan Financial Services Limited and also playing the role of Senior Consultant on regulatory matters to a leading law firm. Further, he is acting as advisor to M/s Shriram Capital Private Limited and M/s Hero Fincorp Limited in professional capacity. He is not a Director in any other Public Limited Company. Sri. Jose Joseph Kattoor holds no shares of the Bank as on March 31, 2025.

Familiarization Programme

The Bank had conducted various sessions during the financial year to familiarize the Independent Directors of the Bank, including various topics on Banking Industry, Business Model, Corporate Law, Risk Management System and Cyber Security. Further, the Directors are encouraged to attend the training programmes being organized by various regulators/ bodies/institutions on above matters. The details of such familiarization programmes are displayed on the weblink of the Bank. <https://www.southindianbank.com/content/directors-training-register/875>

Information supplied to the Board

The Board is regularly presented with all information under the following heads whenever applicable and materially significant. These are submitted either as a part of the agenda papers well in advance of the Board/Committee meetings or are tabled in course of

the Board/Committee meetings. Video conferencing facility is provided to facilitate Directors to participate in the meetings. The members of the Board exercise due diligence in performance of their functions as Directors of the Bank and follow highest degree of business ethics, transparent practices and code of good governance amidst a cordial environment.

The approval required/information provided to the Board shall include but not be limited to the following:

1. Approval of Bank's strategic and business plans and forecasts; periodical review of achievement of business targets, implementation of strategic initiatives and plans.
2. Approval of Annual operating plans and budgets including capital budgets and updates.
3. Detailed scrutiny and approval of quarterly and annual financial results.
4. Status of NPA management and reported NPA and provisioning integrity.
5. Review of priority sector lending; support to microfinance institutions, deposit mobilization from weaker sections; Financial Inclusion initiatives of the Bank etc.
6. Preparation, modification, deviation and review of Policies of the Bank including policies concerning credit, operational, market and liquidity risks.
7. Assessing the independence of the risk management function in the Bank. Consider the effectiveness of overall risk management framework, sound corporate risk governance principles and identifying, managing and monitoring the key risks of the Bank.
8. Periodical assessment of Capital Adequacy.
9. Appointment or Removal of Board of Directors, Key Managerial Personnel, other Senior Managerial Personnel one level below Board of Directors and Chief Information Officer, Chief Security Officer, Chief Risk Officer, Chief Compliance Officer.
10. Approval of remuneration, perks and perquisites for Directors including Managing Director, Chairman and other Directors, employees, incentive schemes for employees, promotion policies for employees, training and skill development of employees.
11. Review of observations from the Risk Based Supervision by RBI and from the Long Form Audit Report.
12. Review of action taken report on Board Directions.
13. Sale of investments, assets, Purchase and Sale of subsidiaries which are material nature and not in the normal course of business and other key decisions pertaining to the Subsidiaries.

14. Constitution/re-constitution of Board Committees and review of minutes of meetings of Audit Committee and other Committees of the Board including Board minutes of Subsidiary Company.
15. Information and updates as appropriate on Bank's products; development of new products and review of status of customer complaints/grievances.
16. Recruitment/Manpower assessment/succession planning aligning with business strategy of the Bank.
17. According sanction for related party transactions which are not in the ordinary course of business or which are not on arm's length basis.
18. Recommendation of Dividend.
19. Issue of Securities/Bonds/Debentures.
20. Review corporate and management controls and systems including procedures.
21. Items arising out of separate meeting of the Independent Directors if so decided by the Independent Directors.
22. Significant labour problems and their proposed solutions. Any significant development in Human Resources/ Industrial Relations front like signing of wage agreement, implementation of Voluntary Retirement Scheme etc.
23. Any material default in financial obligations to by the Bank and non-compliance of any regulatory, statutory or listing requirements.
24. Review of Employee grievance redressal systems/ disciplinary proceedings against Officers/ Employees.
25. Review/Approval of new tie up with exchange houses/ MTSS arrangements/ Correspondent banks.
26. Review of report on compliance risk assessment on quarterly basis.
27. Show cause, demand, prosecution notices and penalty notices which are materially important. Any issue, which involves possible public or product liability claims of substantial nature, including any judgment or order which, may have passed strictures on the conduct of the Bank or taken an adverse view regarding another enterprise that can have negative implications on the Bank.
28. All agenda items required to be placed to the Board in compliance with Policies of the Bank and as directed by the Board from time to time.
29. Any other agenda items which are not specifically delegated by the Board to any other Committees/ sub-Committees.
30. Review of all reports as per the Calendar of Reviews stipulated by the RBI from time to time.
31. Delegation/modification of authority/power entrusted to the Board and change in Organizational structure of the Bank.
32. All relevant information for taking informed decisions in respect of matters brought before the Board.
33. Annual review of Money Laundering/Terrorist Financing risk assessment.
34. Review the implementation of Environmental, Social and Governance (ESG) Framework of the Bank.
35. Approval of Annual IT Budget.
36. OTS proposals within the discretionary powers of Board.
37. Review of compromise settlements approved by various functionaries/committees on Quarterly basis.
38. Review of one time settlements sanctioned by MD & CEO, C-I Recovery Committee & MCB during each quarter.
39. Status report on recovery position/details of structured meetings held with ARC's in NPA accounts sold to Asset Reconstruction Companies (ARCs) where bank has invested in Security Receipts (SR) backed by stressed asset sold on quarterly basis.
40. Review of Technical Write Off done during the Quarter.
41. Review of the following items:
 - Quarterly Review of NRI portfolio and performance of Representative office.
 - Marketing Income & Product Review on Quarterly basis.
 - Review of New Prosperous Business/ product lines and closure of existing business / product lines.
42. Review of Certificate received from Joint Statutory Central Auditors.
43. Annual review of Compliance Risk Assessment report along with the compliance function of the bank for the Current FY and the Annual Compliance Program for the next FY.
44. Any other items/information, including the operations/other statements pertaining to the Subsidiary Company, as may be prescribed under SEBI (LODR) Regulations, 2015, the Companies Act, 2013 and by Reserve Bank of India.



Board Meetings

A total of 13 Board Meetings were held during the period April 1, 2024 to March 31, 2025, of which the gap between two Meetings did not exceed one hundred and twenty days and the dates are as under:

05-04-2024	02-05-2024	18-05-2024	29-06-2024	18-07-2024
30-07-2024	26-09-2024	16-10-2024	29-11-2024	21-12-2024
21-01-2025	24-02-2025	29-03-2025		

Committee position of Directors in the Bank as on March 31, 2025:

The name of each Committee with the name of its respective Chairperson as on March 31, 2025 is furnished below:

Sl. No.	Name of Committee	Chairperson
1	Management Committee	Sri. V J Kurian
2	Audit Committee	Sri. M George Korah
3	NPA Review Committee	Sri. Paul Antony
4	Nomination & Remuneration Committee	Smt. Lakshmi Ramakrishna Srinivas
5	Customer Service Committee	Sri. Jose Joseph Kattoor
6	Stakeholders Relationship Committee	Sri. Benny P Thomas
7	Special Committee of the Board for Monitoring and Follow-up of Cases of Frauds	Sri. Pradeep M Godbole
8	Premises Committee	Sri. Benny P Thomas
9	Risk Management Committee	Sri. R A Sankara Narayanan
10	Information Technology Strategy Committee	Sri. Pradeep M Godbole
11	Corporate Social Responsibility Committee	Sri. Benny P Thomas
12	Capital Planning & Infusion Committee	Sri. V J Kurian
13	Review Committee of the Board on Non Cooperative Borrowers and Identification of Wilful Defaulters	Sri. P R Seshadri
14	Committee of Independent Directors	

As required under SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015:

- None of the Directors of the Bank were members in more than ten committees or act as chairperson of more than five committees across all listed entities in which she/he is a Director.
- None of the Independent Directors of the Bank held directorships in more than seven Listed Companies.
- Whole Time Directors of the Bank are not serving as Independent Directors in any other Listed Companies.
- None of the Directors of the Bank is related to any Director of the Bank.
- The Independent Directors fulfil the conditions specified in these regulations and are independent of the Management.

Directorship of Directors in other Public Limited Companies and Listed entities as on March 31, 2025:

Name of the Director	Name of the Company (Directorship in other Indian Public Limited Companies including Listed Companies)	Category of Directorship	Name of Committees in other listed entities / Public Limited Companies	Chairman/ Member in other listed entities/ Public Limited Companies
Sri. P R Seshadri	SIB Operations and Services Limited	Director	Nil	Nil
Sri. M George Korah	SIB Operation and Services Limited	Director	Nil	Nil
Sri. R A Sankara Narayanan	Centrum Wealth Limited	Independent Director	Audit Committee	Member
	Centrum Capital Limited	Independent Director	Audit Committee	Member
Sri. Benny P Thomas	SIB Operations and Services Limited	Director	Nil	Nil
Sri. Jose Joseph Kattoor	Receivables Exchange of India Limited (RXIL)	Independent Director	Audit Committee	Chairman
	Arohan Financial Services Limited	Independent Director	Nil	Nil

- a) No other Director holds Directorship in any other Public Limited Company.
- b) Chairpersonship and membership of the Audit Committee and the Stakeholders' Relationship Committee in listed entities alone are considered.

Directors and Officers Insurance:

The Bank had undertaken Directors and Officers insurance ('D and O Insurance') for all its Directors, including Independent Directors, and its Officers for a quantum and risks as determined by the Board of Directors of the Bank.

Performance Evaluation Criteria for Independent Directors of the Bank:

The performance evaluation criteria for Independent Directors include:

- Participation at Board and Board Committee Meetings.
- Managing relationships with fellow Board members and Senior Management.
- Assessment of knowledge and Skill of Independent Directors on understanding of governance, regulatory, financial, fiduciary and ethical requirements of the Board / Committee. Refreshing of his/ her knowledge and skills - up date with the latest developments in areas such as corporate

governance framework, financial reporting and the industry and market conditions.

- Skill of presenting his/ her views transparently and objectively and ability to listen and take on Board the views of other members of Board.
- Ability of the Director to maintain/demonstrate high standard of ethics and integrity and is adequately committed to the Board and the entity.
- Assessment of Independence and Corporate Governance of Director with respect to:
 - ethical standards of integrity and probity, independent judgment, implementing best corporate governance practice, bringing objective views during board deliberations on strategy, performance, risk management etc., knowledge about the Company and external environment in which it operates, review of actions of directors within his authority and protecting the legitimate interest of the Company, Shareholder and employees.
 - Director maintaining high level of confidentiality and is independent from the entity and other Directors and there is no conflict of interest.

The outcomes of the evaluation of the Independent Directors of the Bank and Performance evaluation criteria of Non - Independent Directors are detailed in Boards' Report.



2. BOARD COMMITTEES AND ITS TERMS OF REFERENCE

The Board has constituted various Committees of Directors to take informed decisions in the best interest of the Bank. These Committees monitor the activities falling within their terms of reference. Details on the role and composition of Board Committees, including the number of meeting held during the financial year and the related attendance are provided below.

(A) MANAGEMENT COMMITTEE

Management Committee of the Board has been constituted based on RBI guidelines vide its circular No. DBOD. No.BP. BC.96/21.03.038/2004-05 dated 10th June, 2005 essentially to sanction credit proposals beyond the powers of MD & CEO, Executive level Credit Committees and all other operational matters permitted by the Board from time to time.

The terms of reference of the committee inter-alia, include the following:

1. Consider all credit proposals, beyond the powers of Managing Director and Credit Committees constituted by the Board.
2. Enhancement of the prudential individual exposure limit.
3. OTS proposals within the discretionary powers of MC.
4. Monthly recovery in NPA accounts.
5. Quarterly review of OTS/Write Off/Remission allowed by various functionaries of the Bank and status report of OTS sanctioned by MCB during the last 1 year.
6. Status report on OTS sanctioned by MCB during last one year (Quarterly).
7. Quarterly review of Legal action waiver sanctioned under MD & CEO's power.
8. Monthly review of SMA1,SMA2,SMA0 reported under RBI CRILC.
9. Review of OTS proposals by next higher authority.
10. Acquisition of Fixed Assets (Non-IT related).
11. Awarding of Contracts/Appointment of Architects and Engineers for building construction/renovation etc. where the expenditure exceeds the delegated powers.
12. For incurring any Revenue or Capital Expenditure pertaining to the department in excess of the delegated powers.
13. Review of all reports as per the calendar of reviews stipulated by the RBI from time to time.
14. Miscellaneous items not requiring the approval of the Board.
15. Concessions given by MD & CEO in MC Sanctions and review of MD & CEO sanctions by MC (Quarterly).
16. Approval/Review of IT Budget.
17. Financial approvals for IT projects as per the recommendation from IT Strategy Committee of Board.
18. Ratification Note for exceeding of various limits fixed as per Forex Policy.
19. Annual review of Position of Inoperative accounts and Unclaimed deposits.
20. Equity Trading (Monthly).
21. Investment in Equity shares in the secondary market.
22. Statement of Structural Liquidity & Statement of Interest Rate Sensitivity (Monthly).
23. Prob. Impact of rise in yields on market value of Central Government Securities & Trading Book Investments (Monthly).
24. Report of VaR of Central Government Securities in AFS & HFT category (Trading Book) & of Currencies (Monthly).
25. Ratification proposals of sanction made by Credit Committees and MD beyond its powers.
26. Review of Sanctions made by Credit Committees.
27. Review of MD's sanctions.
28. Review of Quick Mortality account of ₹1.00 crore and above and Staff accountability review in NPA accounts with GNPA of ₹ 5.00 crores to less than ₹ 25.00 crores (Quarterly).
29. Documents time barred/getting time barred (Quarterly).
30. Staff accountability review in NPA accounts with GNPA of ₹5.00 crores and above (Quarterly).
31. Review of duplicate share certificates issued in Lieu of original Share Certificates Lost/Misplaced.
32. Review of Debit/Credit/Travel Cards (Half yearly).
33. Monitoring of excess CRR (Quarterly).
34. Exposure Monitoring (Monthly).
35. Report on Country Risk (Monthly).

36. Periodically review the large corporate loans and advances appearing in SMA lists.
37. Overdue Credit Proposal over 3 months, falling within the power of MC (Quarterly).
38. Review of Performance under Annual Credit Plan (ACP) (Half yearly).
39. Review of Advances granted to SC/ST under Priority Sector (Half yearly).
40. Fresh purchases, AMC (Annual Maintenance Contract) and other IT related expenses – beyond the delegated powers of HO Executives.
41. Payment of compensation in consumer cases (above ₹1,00,000/-).
42. Selection of centers for opening of new branches as part of branch expansion plan.
43. Review of Food Credit – Monthly disbursement (Monthly).
44. Any other items which may be required to be placed as per the Policy of the Bank and as may be permitted by the Board/Committee from time to time.

The Composition and details of the meetings of the Management Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. V J Kurian	Chairperson	Non-Executive Independent Director	12	12
Sri. P R Seshadri	Member	Managing Director & CEO	12	12
Sri. Paul Antony	Member	Non-Executive Non-Independent Director	12	12
Sri. R A Sankara Narayanan	Member	Non-Executive Independent Director	12	12
Smt. Lakshmi Ramakrishna Srinivas	Member	Non-Executive Independent Director	12	12
Sri. Dolphy Jose #	Member	Executive Director	9	9

Inducted to the Committee w.e.f. July 19, 2024.

A total of 12 meetings were held during the period. The dates of meetings were:

25-04-2024	23-05-2024	27-06-2024	30-07-2024	27-08-2024
26-09-2024	29-10-2024	29-11-2024	21-12-2024	20-01-2025
25-02-2025	24-03-2025			

(B) AUDIT COMMITTEE

The Audit Committee of the Board is chaired by Sri. M George Korah, Independent Director, who is a Chartered Accountant. The other members of the committee as on March 31, 2025 are Sri. Pradeep M Godbole, Sri. R A Sankara Narayanan, Smt. Lakshmi Ramakrishna Srinivas and Sri. Jose Joseph Kattoor. All the members of the Audit Committee are Independent Directors.

The terms of reference of Audit Committee, harmonized with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Companies Act, 2013, and the responsibilities enjoined upon by the RBI, inter-alia includes the following:

1. Oversight of the Bank's financial reporting process and the disclosure of its financial information to ensure that the financial statement is correct, adequate and credible.



2. Recommending to the Board, the appointment, re-appointment and terms of appointment of auditors or, if required, the replacement of the statutory auditor together with the fixation of audit fees and approval of payment for any other services rendered by the statutory auditors.
3. Review and monitor the auditor's independence and performance, and effectiveness of audit process.
4. Reviewing, with management the annual financial statements and auditor's report thereon before submission to the Board for approval with particular reference to:
 - matters required to be included in the director's responsibility statement to be included in the board's report in terms of clause (c) of sub-section (3) of Section 134 of the Companies Act, 2013;
 - changes, if any, in accounting policies and practices and reasons for the same;
 - major accounting entries involving estimates based on the exercise of judgment by management;
 - significant adjustments made in the financial statements arising out of audit findings;
 - compliance with listing and other legal requirements relating to financial statements;
 - disclosure of any related party transactions;
 - modified opinion(s) in the draft audit report.
5. Review, with the management, the quarterly financial statements before submission to the Board for approval.
6. Management letters/letters of internal control weaknesses issued by the statutory auditors.
7. Review with the management, the financial statement, review and monitor the performance of statutory and internal auditors, adequacy of the internal control systems.
8. Management discussion and analysis of financial condition and results of operations.
9. Review Ind AS Pro-forma Financial Statements.
10. Quarterly and annual review of Opening of internal office accounts/GL opened.
11. To call for the comments of the auditors about internal control systems, the scope of audit, including the observations of the auditors and review of financial statement before their submission to the Board and may also discuss any related issues with the internal and statutory auditors and the management of the company.
12. Review of Certificate received from Joint Statutory Central Auditors.
13. Quarterly review of report on Compliance Risk Assessment.
14. Annual review of Compliance Risk Assessment report along with the compliance function of the bank for the Current FY and the Annual Compliance Program for the next FY.
15. Recommending to the Board, the appointment, reappointment and terms of appointment of Secretarial Auditors or, if required, the replacement of the Secretarial Auditor together with the fixation of audit fees and yearly review of Secretarial Audit Report.
16. Quarterly review of implementation of KYC/AML guidelines.
17. Review of STR & CCR submitted to FIU IND in every meeting.
18. Review of Compliance status/responses submitted to RBI based on Supervisory Program for Assessment of Risk and Capital (SPARC) in every meeting.
19. Quarterly review of Report on Results of Compliance Testing (For phase I, II, III, IV)
20. To review RBS TR-1 (quantitative) data submission made to RBI as a part of Supervisory Program for Assessment of Risk and Capital (SPARC).
21. Status report on recovery action taken in wilful defaulters accounts of ₹ 25 lakhs and above.
22. Valuation of undertakings or assets of the company, wherever it is necessary.
23. Internal audit reports relating to internal control weaknesses; and the appointment, removal and terms of remuneration of the Chief Internal Auditor shall be subject to review by the Audit Committee.
24. Recommend the appointment of Chief Financial Officer, Chief Risk Officer, Chief Compliance Officer and Head of Internal Audit and Chief of Internal Vigilance Officer, after assessing the qualifications, experience and background etc. of the candidate.
25. Review the performance of Chief Compliance Officer and Head of Internal Audit and Chief of Internal Vigilance Officer.
26. Review the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official

heading the department, reporting structure coverage and frequency of internal audit and discussion with internal auditors of any significant findings and follow up there on.

27. To review the functioning of the whistle blower mechanism;
28. Review of all reports as per the calendar of reviews stipulated by the RBI from time to time.
29. Monitoring the Concurrent Audit function and internal audit of all outsourced activities.
30. Review of incidents of frauds reported to RBI during the previous half year, on a half yearly basis with modus operandi, details of mitigation steps taken, status on police complaint, provision, insurance claim, staff accountability and recovery.
31. Evaluation of Internal Financial Controls and Risk Management System including reviewing the adequacy of the Audit and Compliance functions, including their policies, procedures, techniques and other regulatory requirements.
32. Review, as far as the situation necessitates all other finding in the audit reports (along with brief details of special reports) including risk based internal audit reports, credit audit reports, management audit reports of head office departments and regional offices, concurrent audit reports, surprise inspection reports and gold asset verification reports.
33. Risk Assessment Report (RAR) and its periodic compliance status reviews.
34. Approval/review of the financial statements, investments and other information pertaining the Subsidiary Company as prescribed under SEBI (LODR) Regulations, 2015, the Companies Act, 2013 and by Reserve Bank of India.
35. Any show cause, demand and prosecution notice and penalty notices issued by any Government/ Quasi Government/regulatory authority with its implication and action taken.
36. Any other terms of reference as may be included from time to time in SEBI (LODR) Regulations, 2015, the Companies Act, 2013 and by Reserve Bank of India.
37. Look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors.
38. Monitoring the end use of funds raised through public offers and related matters.
39. Discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern.
40. Review of quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchange(s) in terms of Regulation 32(1) & Annual statement of funds utilized for purposes other than those stated in the offer document/prospectus/notice in terms of Regulation 32(7).
41. Approval or any subsequent modification of transactions of the company with related parties and review of statement of significant related party transactions (as defined by the Audit Committee), submitted by management;
42. The appointment, removal and terms of remuneration of the Chief Internal Auditor.
43. To investigate into any matter in relation to the items specified in terms of reference or referred to it by the Board and for this purpose the Committee has power to obtain professional advice from external sources.
44. Oversee and monitor the Bank's compliance with regulatory requirements.
45. Any other items which may be required to be placed to the Audit Committee as per the Policy of the Bank and as may be permitted by the Board/Committee from time to time.
46. Reviewing, with the management, the statement of uses / application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document / prospectus / notice and the report submitted by the monitoring agency monitoring the utilisation of proceeds of a public or rights issue, and making appropriate recommendations to the board to take up steps in this matter.



The Composition and details of the meetings of the Audit Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No of Meetings	
			Held during the tenure	Attended
Sri. M George Korah	Chairperson	Non-Executive Independent Director	10	10
Sri. Pradeep M Godbole	Member	Non-Executive Independent Director	10	10
Sri. R A Sankara Narayanan	Member	Non-Executive Independent Director	10	10
Smt. Lakshmi Ramakrishna Srinivas	Member	Non-Executive Independent Director	10	10
Sri. Jose Joseph Kattoor#	Member	Non-Executive Independent Director	6	6

#Inducted to the Committee w.e.f. July 19, 2024.

The Committee met 10 times during the period. The dates of meetings were:

02-05-2024	30-05-2024	26-06-2024	18-07-2024	24-09-2024
16-10-2024	28-10-2024	20-12-2024	21-01-2025	05-03-2025

(C) NOMINATION & REMUNERATION COMMITTEE

The Board has constituted Nomination & Remuneration Committee with comprehensive terms of reference to take care of the nomination of Directors, KMPs, performance evaluation criteria for Independent Directors, to oversee the framing, review and implementation of compensation policy of the Bank on behalf of the Board and remuneration related matters of the Directors, KMPs and Employees, etc. The Committee is chaired by Smt. Lakshmi Ramakrishna Srinivas, Non-Executive Independent Director. The other Members of the Committee as on March 31, 2025 are Sri. V J Kurian, Sri. M George Korah and Sri. Benny P Thomas.

The terms of reference of the Committee are harmonized with the provisions of Companies Act, 2013/AS-15, SEBI (LODR) Regulations, 2015, Banking Regulation Act and other RBI Guidelines, which inter alia, includes the following:

1. Scrutinizing the declarations received from persons to be appointed as Directors as well as from the existing Directors seeking re-appointment and to decide whether to extend or continue the term of appointment of the Independent Director, on the basis of the report of performance evaluation of Independent Directors and make references to the appropriate authority/persons to ensure compliance with the requirements indicated by Reserve Bank of India vide their directive dated May 23, 2011 on Fit & Proper Criteria of the Banks.
2. Recommend to the Board for its consideration and approval on the size and composition of the Board taking into account the available and needed diversity and balance in terms of experience, knowledge, skills, and judgment of the Directors.
3. To devise a Succession Planning Policy for the Board and Senior Management.
4. To formulate a Nomination policy of the Board to guide the Board in relation to appointment/reappointment/removal of Directors.
5. To identify persons who are qualified to become Directors, KMPs and who may be appointed in Senior Management as defined in the Succession Policy in accordance with the criteria laid down and to recommend to the Board their appointment and/ or removal.
6. To formulate the criteria for evaluation of Independent Directors and the Board/Committees.
7. To devise a policy on Board diversity.

8. To oversee the framing, review and implementation of Bank's overall compensation structure and related policies on remuneration packages payable to the WTDs/MD & CEO and other staff including performance linked incentives, perquisites, Stock option scheme etc. with a view to attracting, motivating and retaining employees and review compensation levels vis-a-vis other Banks and the industry in general.
9. The Committee shall work in close coordination with the Risk Management Committee of the Bank, in order to achieve effective alignment between remuneration and risks. The Committee will also ensure that the cost/income ratio of the Bank supports the remuneration package consistent with maintenance of sound capital adequacy ratio.
10. With respect to the variable pay, both cash and non-cash Performance Linked Incentive Schemes, the Committee is empowered to:
 - i. Draw up terms and conditions and approve the changes, if any, to the Performance Linked Incentive Schemes;
 - ii. Moderate the scheme on an ongoing basis depending upon the circumstances and link the same with the recommendations of Audit Committee;
 - iii. Coordinate the progress of growth of business vis-a-vis the business parameters laid down by the Board and Audit Committee and effect such improvements in the scheme as are considered necessary;
 - iv. On completion of the year, finalize the criteria of allotment of marks to ensure objectivity/equity;
 - v. To identify Material Risk Takers (MRTs) as per the recommendations made by MD & CEO and to fix variable pay and other terms of payment including component (Cash and non-cash), deferment and divergence clause in line with compensation policy and other RBI guidelines and other policies and guidelines of the Bank.
11. The Committee shall also function as the Compensation Committee as prescribed under the SEBI (Share Based Employee Benefits) Regulations, 2014 and is empowered to formulate detailed terms and conditions of the Scheme, administer, supervise the same and to allot shares in compliance with the guidelines and other applicable laws.
12. To obtain necessary clearances and approvals from regulatory authorities, appoint Merchant Bankers and do such other things as may be necessary in respect of the Employees Stock Option Scheme.
13. To oversee the administration of Employee benefits, such as Provident Fund, Pension Fund, Gratuity, Compensation for absence on Privilege/Sick/Casual Leave etc., which are recognized in accordance with Accounting Standard-15 (revised) specified in the Companies (Accounting Standards) Rules, 2006.
14. The Committee may suggest amendments to any stock option plans or incentive plans, provided that all amendments to such plans shall be subject to consideration and approval of the Board.
15. Any other matters regarding remuneration to WTDs/MD & CEO and other staffs of the Bank as and when permitted by the Board.
16. To conduct the annual review of the Compensation Policy and all other policies related to the functioning of HR department and to submit recommendations to Board.
17. To fulfil such other powers and duties as may be delegated to it by the Board.
18. To review HR Strategy aligning with business strategy of the Bank.
19. To review the skill gaps and talent pool creation.
20. To do any other matters regarding remuneration to Whole-Time Directors/ Non-Executive Directors /Part-Time Chairman, Chief Executive Officers / Material Risk Takers (MRTs) and employees (risk control and compliance staff and all other categories of staff) of the Bank including signing/ joining bonus occurring in the context of hiring new staff and be limited to first year, in the form of share-linked instruments only, as and when permitted by the Board. Such bonus will neither be considered part of fixed pay nor part of variable pay.
21. To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification, as may be applicable.



The Composition and details of the meetings of Nomination & Remuneration Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Smt. Lakshmi Ramakrishna Srinivas	Chairperson	Independent Non-Executive Director	8	8
Sri. V J Kurian	Member	Independent Non-Executive Director	8	8
Sri. M George Korah	Member	Independent Non-Executive Director	8	8
Sri. Benny P Thomas	Member	Non- Independent Non-Executive Director	8	8

The Nomination and Remuneration Committee met 8 times during the period. The dates of meetings were:

25-04-2024	06-06-2024	18-07-2024	25-09-2024	14-10-2024
26-11-2024	20-02-2025	28-03-2025		

D) NPA REVIEW COMMITTEE

This Committee has been constituted to review all NPA Accounts above ₹15.00 crore. The Committee meets once in a quarter and as and when required. The Committee is chaired by Sri. Paul Antony and consists of Sri. P R Seshadri, Sri. M George Korah, Sri. Pradeep M Godbole, Sri. R A Sankara Narayanan and Sri. Benny P Thomas, as members as on March 31, 2025.

The terms of reference of the committee inter-alia, include the following:

1. Quarterly Review of NPA accounts with balance ₹1500 lakhs and above and NPIs with balance ₹500 lakhs and above.
2. Status report on recovery Position/details of structured meeting held with ARC's in NPAs sold to Asset Reconstruction Company's (ARCs), where Bank had invested in Security Receipts (SRs) backed by the stressed assets sold on quarterly basis.
3. Recommending to Board of Directors for approving Loan Recovery Policy of the Bank.
4. Quarterly Review of top 100 NPA accounts below ₹500 lakhs (SS/Doubtful/Loss) (25 each category)
5. Review of NPA Movement

The Composition and details of the meetings of NPA Review Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. Paul Antony	Chairperson	Non-Executive Non-Independent Director	4	4
Sri. P R Seshadri	Member	Managing Director & CEO	4	4
Sri. M George Korah	Member	Non-Executive Independent Director	4	4
Sri. Pradeep M Godbole	Member	Non-Executive Independent Director	4	4
Sri. R A Sankara Narayanan	Member	Non-Executive Independent Director	4	4
Sri. Benny P Thomas	Member	Non-Executive Non-Independent Director	4	4

The NPA Review Committee met 4 times during the period. The dates of meetings were:

23-05-2024

26-08-2024

21-11-2024

17-02-2025

(E) CUSTOMER SERVICE COMMITTEE

The Committee is entrusted with the responsibility of monitoring the quality of services rendered to the customers and also ensuring implementation of directives received from RBI in this regard. The terms of reference of the Committee inter-alia, are to formulate comprehensive deposit policy incorporating the issues arising out of death of a depositor for operations of his account, the product approval process and any other issues having a bearing on the quality of customer services rendered. The Committee is chaired by Sri. Jose Joseph Kattoor and consists of Sri. P R Seshadri, Sri. Paul Antony, Smt. Lakshmi Ramakrishna Srinivas and Sri. Dolphy Jose as members as on March 31, 2025.

Besides, in accordance with RBI guidelines, the Bank has been inviting special invitees, representing the customers of the Bank and/or expert in customer services, with a view to strengthen the corporate governance structure in the banking system and also to bring about ongoing improvements in the quality of customer services provided by the Bank.

The Terms of Reference of the Committee inter-alia, include the following:

1. Review of CASA products.
2. Review of progress of implementation of door step banking process.
3. Review the performance / functioning of Office of Internal Ombudsman on a quarterly basis.
4. Policy on Safe Deposit Locker and Safe Deposit of Article Facility.
5. To review performance of Branch Level Customer Service Committee (BLCSC).
6. Reviewing the metrics and indicators that provide information on the state of customer services in the Bank.
7. Monitoring the implementation of the Integrated Ombudsman Scheme with particular reference to:
 - i. Reviewing all the awards against the Bank with a focus on identifying issues of systemic deficiencies and the Bank's plan to address these deficiencies.
 - ii. Reviewing all awards that remain unimplemented after 3 months from the date of the award with the reasons thereof; to report to the Board such delays in implementation without valid reasons and for initiating remedial action.

8. Monitoring the activities of the Standing Committee on Customer Service (Executive level committee) on a quarterly basis.
9. Status/action taken report on the observations of the earlier Committee meetings.
10. To review cases of dispute between the Bank and Internal Ombudsman where the final decision is taken by MD & CEO.
11. Review of Annual survey of depositor satisfaction.
12. Review & recommend to the Board various policies which inter-alia includes:
 - a) Any new policy formulated with regard to customer service as and when directed by the Board.
 - b) Bank's policies on Deposits, Grievance Redressal, Cheque Collection, Dishonor of cheque, Customer Education, Rights, Compensation Protection.
 - c) In addition, Bank's Policy on New Product / Procedure Approval Process is also reviewed annually by the committee.
13. Reviewing the action taken/being taken by the Bank to standardize the delivery of customer experience across all branches.
14. Providing inputs on the products introduced by the Bank with a view to ensure suitability and appropriateness.
15. To review the business transacted through E-commerce/M-commerce aggregators.
16. To review of downtime of all digital channels for the quarter.
17. To ensure implementation of the directives issued by the RBI, from time to time, with respect to rendering services to customers of the Bank.
18. Review of progress of implementation of door step banking process.
19. Review the Tri-ennial audit of services.
20. Quarterly review of Payment Aggregators.
21. Review of the achievement of nomination coverage.
22. Review of progress in reduction of inoperative/ frozen accounts and the special efforts made by the Bank.



The Composition and details of the meetings of Customer Service Committee of Board attended by the Members during the financial year 2024-25, are given below.

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. Jose Joseph Kattoor#	Chairperson	Non-Executive Independent Director	3	3
Sri. Pradeep M Godbole*	Chairperson	Non-Executive Independent Director	1	1
Sri. P R Seshadri	Member	Managing Director & CEO	4	4
Sri. Paul Antony	Member	Non-Executive Non-Independent Director	4	4
Smt. Lakshmi Ramakrishna Srinivas	Member	Non-Executive Independent Director	4	4
Sri. Dolphy Jose##	Member	Executive Director	3	3

#Inducted to the committee and designated as Chairperson w.e.f. July 19, 2024

*Ceased to be a member w.e.f. July 19, 2024

Inducted to the committee w.e.f. July 19, 2024

The Customer Service Committee met 4 times during the period. The dates of meetings were:

27-06-2024	25-09-2024	22-11-2024	28-02-2025

(F) STAKEHOLDERS RELATIONSHIP COMMITTEE

The Committee looks into redressal of the complaints from shareholders and investors, like transfer of Shares, non-receipt of Annual Reports, non-receipt of declared dividends etc. The Committee also ratifies share transfers/ transmission/name deletion cases etc. from time to time. Sri. Jimmy Mathew, Company Secretary is designated as the Compliance Officer. The members of the Committee consist of Sri. Benny P Thomas, Non-Executive Non-Independent Director as Chairman, Sri. P R Seshadri, Sri. V J Kurian, Sri. Pradeep M Godbole and Sri. Dolphy Jose as members as on March 31, 2025.

The Committee looks into the mechanism of redressal of grievances/complaints from shareholders, debenture holders and other security holders.

The terms of reference of the committee inter-alia, include the following:

1. Review, the complaints received from shareholders or others regarding transfer/transmission of shares, non-receipt of declared dividends, non-receipt of annual accounts or reports, or other matters relating to shareholding in the Bank, and the action taken by the Bank on such complaints, issue of new/duplicate share certificates and general meetings.
2. To ratify the Transfer/Transmission, Name Change/ Correction, Status change, Residential status change, Rematerialisation, Issue of Duplicate Share certificates, Nominations Registered, Splitting/ Consolidation of Folios etc. from time to time.
3. To oversee and review all matters connected with transfers, transmissions, dematerialization, rematerialisation, splitting and consolidation of securities issued by the Bank and issue of duplicate share certificates.
4. To review the changes in Top 100 shareholders of the Bank.
5. To review the report on reconciliation of Share Capital.
6. Review of measures taken for effective exercise of voting rights by the shareholders.
7. Review of adherence to the service standards adopted by the Bank in respect of various services being rendered by the Registrar & Share Transfer Agent.

8. Review of the various measures and initiatives taken by the Bank for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/ Annual Reports/statutory notices by the shareholders of the company.
9. Any other agenda items as may be included from time to time in compliance with SEBI (LODR) Regulations, 2015 and Companies Act, 2013.

Sl. No.	Items	No of Complaints			
		Pending at the beginning of the period	Received during the period	Redressed during the period	Pending at the end of the period
1	Non-receipt of Refund Order/Allotment credits	Nil	112	112	Nil
2	Non-receipt of Dividend Warrants	Nil	22	22	Nil
3	Compliants received from BSE/NSE/SEBI/ROC	Nil	20	20	Nil
4	Other Miscellaneous complaints (including non- receipt of split share certificate and duplicate share certificates)	Nil	3	3	Nil
5	Non-receipt of share certificate after transfer	Nil	Nil	Nil	Nil
Total		Nil	157	157	Nil

The Composition and details of the meetings of Stakeholders Relationship Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. Benny P Thomas	Chairperson	Non-Executive Non-Independent Director	4	4
Sri. P R Seshadri	Member	Managing Director & CEO	4	4
Sri. V J Kurian	Member	Non-Executive Independent Director	4	4
Sri. Pradeep M Godbole	Member	Non-Executive Independent Director	4	4
Sri. Dolphy Jose#	Member	Executive Director	3	3

#Inducted to the committee w.e.f. July 19, 2024.

The Stakeholders Relationship Committee met 4 times during the period on:

29-06-2024	25-09-2024	20-12-2024	29-03-2025

(G) SPECIAL COMMITTEE OF THE BOARD FOR MONITORING AND FOLLOW UP OF CASES OF FRAUDS

In terms of Reserve Bank of India guidelines, this committee has been constituted by the Bank with a view to provide focused attention on preventing and monitoring of frauds involving amounts of Rupees One crore and above, in order to be in line with the RBI master directions, the Board of Directors of the Bank at their meeting held on July 17, 2019 has changed the name of the special committee of Board for monitoring frauds from 'Committee to Prevent and Review frauds in the Bank' to 'Special Committee of Board for monitoring and follow up of Frauds'. Further as per the RBI Master Directions dated July 15, 2024, the committee has been renamed as 'Special Committee of the Board for Monitoring and Follow-up of cases of Frauds'. In compliance to above directions, the committee is considering all the fraud cases irrespective of the amount involved. The Committee is chaired by Sri. Pradeep M Godbole and consists of Sri. V J Kurian, Sri. M George Korah, Sri. P R Seshadri, Sri. R A Sankara Narayanan and Sri. Dolphy Jose as members of the Committee as on March 31, 2025.



The terms of reference of the committee inter-alia, include the following:

In terms of Reserve Bank of India guidelines, this committee is constituted by the Bank with a view to provide focused attention on preventing and monitoring of all fraud cases so as to:

1. Identify the systemic lacunae if any that facilitated perpetration of the fraud and put in place measures to plug the same.
2. Identify the reasons for delay in detection, if any, reporting to the Top Management of the Bank and RBI.
3. Monitor the progress of Investigation and recovery position.
4. Ensure that the staff accountability is examined at all levels in all the cases of frauds and staff side action, if required, is completed quickly and without loss of time.
5. Review the efficacy of remedial action taken to prevent recurrence of frauds, such as strengthening of internal controls and preventive measures.
6. Put in place other measures as may be considered relevant to strengthen preventive measures against frauds.
7. Annual review on comparative position of frauds based on the following criteria for preceding three financial years.
 - Number, amount and loss.
 - Category/Industry/Sector wise classification.
 - Geographical location wise classification.
 - Time taken to detect and classify the frauds.
8. Individual Review of all fraud cases including root cause analysis, mitigating measures for strengthening the internal controls and minimizing the incidence of frauds, as and when fraud is reported by the competent authority and not later within the succeeding month of fraud classification.
9. Quarterly review of status of recovery measures and filing of police complaint is all fraud cases above ₹ 100.00 Lakh.
10. Quarterly review of accounts remaining under red flagged status for more than 180 days.
11. Quarterly review of directions of Fraud Monitoring Committee of Executives.
12. Review of Vigilance & Fraud Risk Management policy, annually or as and when any modifications is required.
13. Quarterly review on progress made in frauds reported during last 12 months. The review shall include status update on Police complaint, Insurance claim, Provision, Staff accountability & Recovery.
14. Status/action taken report on the observations of the earlier Committee meeting.

The Composition and details of the meetings of Special Committee of the Board for Monitoring and Follow-up of cases of Frauds in the Bank attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. Pradeep M Godbole@	Chairperson/ Member	Non-Executive Independent Director	6	6
Sri. P R Seshadri@@	Chairperson/ Member	Managing Director & CEO	6	6
Sri. V J Kurian	Member	Non-Executive Independent Director	6	6
Sri. M. George Korah	Member	Non-Executive Independent Director	6	6
Sri. R A Sankara Narayanan	Member	Non-Executive Independent Director	6	6
Sri. Dolphy Jose#	Member	Executive Director	4	4

@Redesignated as Chairperson w.e.f. July 19, 2024.

@@ Redesignated as member w.e.f. July 19, 2024.

#Inducted to the Committee w.e.f. July 19, 2024.

The Special Committee of the Board for Monitoring and Follow-up of cases of Frauds met 6 times during the period. The dates of meetings were:

25-04-2024	29-06-2024	24-09-2024	29-10-2024	29-01-2025
28-03-2025				

(H) PREMISES COMMITTEE

Premises Committee was constituted by the Board of Directors at its meeting held on December 28, 2007 to oversee and monitor the improvements to the Head Office building and a new Data Centre Building at Rajagiri Valley, Kakkanad, Kochi and thereafter the scope of the committee has been revised from time to time. The Committee consists of Sri. Benny P Thomas as Chairman, Sri. P R Seshadri, Sri. V J Kurian as members as on March 31, 2025.

The terms of reference of the committee inter-alia, include the following:

1. Status/action taken report on the observations of the earlier Premises Committee.
2. Oversee and monitor the improvements to the Head Office building and Bank's other own buildings.
3. Approving & recommending Budgets for acquisition/ modification of new premises, calling tenders from reputed architects and contractors, scrutinizing, short-listing and negotiating their site plans, estimates, finalizing their appointment, fees & other terms and conditions and monitoring the progress of the project.
4. Acquiring/Purchase of properties for the Bank.
5. Review of status on new building projects.
6. To approve and recommend to Board to approve the proposal for opening of Branch/RO/ATM.

The Composition and details of the meetings of Premises Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri Benny P Thomas	Chairperson	Non-Executive Non-Independent Director	6	6
Sri. P R Seshadri	Member	Managing Director & CEO	6	6
Sri V J Kurian	Member	Non-Executive Independent Director	6	6
Sri Paul Antony*	Member	Non-Executive Non-Independent Director	2	2

*Ceased to be a member w.e.f. July 19, 2024

The Premises Committee met 6 times during the financial year. The dates of meetings were:

16-05-2024	17-07-2024	05-09-2024	22-11-2024	28-02-2025
26-03-2025				

(I) RISK MANAGEMENT COMMITTEE

In terms of the guidelines of Reserve Bank of India on the Asset Liability Management/Risk Management Systems, a Risk Management Committee of Board has been constituted. The members of the committee as on March 31, 2025 are Sri. R A Sankara Narayanan Independent Director - Chairman, Sri. V J Kurian, Sri. P R Seshadri and Sri. Jose Joseph Kattoor.

The terms of reference of the committee inter-alia, include the following:

The Risk Management Committee shall approve the policy, strategy and methods for risk management, by evaluating the overall risks faced by the Bank in determining the acceptable level of risks. The committee inter-alia



looks into the following aspects:

1. Review and recommend on a regular basis the risk management policies including policies concerning credit risk, market risk, and operational risk and also the Business Continuity policy/plan and monitor & oversee implementation of the risk management framework, policy, including evaluating the adequacy of risk management systems, which shall include:
 - A framework for identification of internal and external risks specifically faced by the Bank, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee.
 - Measures for risk mitigation including systems and processes for internal control of identified risks.
2. Recommend risk management governance structure of the Bank and deciding the allocation of resources.
3. Define the risk appetite framework of the Bank and periodic review of the same.
4. Approve revisions in existing systems and policies to address risk management requirements and good practices.
5. Consider the effectiveness of overall risk management framework, sound corporate governance principles and identifying, managing and monitoring the key risks of the Bank.
6. Approve delegation of risk limits to management and approve any transactions exceeding those delegated authorities.
7. Review risk mitigation plans on significant risks, which affects policy or procedure level changes for effective implementation.
8. Oversee functions of Credit Risk Management Committee (CRMC), Market Risk Management Committee (MRMC), Asset Liability Management Committee (ALCO), Operational Risk Management Committee (ORMC) and Environmental and Social Management System (ESMS) Committee.
9. Reviewing and approving the Internal Capital Adequacy Assessment Process.
10. Reinforce the culture and awareness of risk management throughout the organization that would attach high priority on effective risk management and adherence to sound internal controls.
11. Status/action taken report on the observations of the earlier Committee meeting.
12. Risk associated with outsourced activities of the Bank.
13. Review of Cyber Risk.
14. Monitoring of Liquidity Risk Parameters.
15. Review of Stress Testing.
16. Discussion with CRO for ensuring independence of risk functions.
17. Ensure robustness and effectiveness of financial / rating models and their appraisal systems for assessing various risks faced by the Bank.
18. Decide/approve adoption of technology/appropriate and adequate MIS system needed for risk management.
19. Reinforce the culture and awareness of risk management throughout the organization that would attach high priority on effective risk management and adherence to sound internal controls.
20. To ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Bank.
21. To keep the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken.
22. The appointment, removal and terms of remuneration of the Chief Risk Officer shall be subject to review by the Risk Management Committee.
23. The Risk Management Committee shall coordinate its activities with other committees, in instances where there is any overlap with activities of such committees, as per the framework laid down by the Board of Directors.
24. Review and recommend all credit and treasury policies to Board for approval.
25. Overseeing the effectiveness of the framework for "Early Warning Signals (EWS) and Red Flagged Account (RFA)"
26. Any other agenda items required to be placed to RMCB in compliance with the SEBI LODR, RBI Guidelines, policies of the Bank and as directed by the Board/RMC from time to time.

The Composition and details of the meetings of Risk Management Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. R A Sankara Narayanan	Chairperson	Non-Executive Independent Director	4	4
Sri. V J Kurian	Member	Non-Executive Independent Director	4	4
Sri. P R Seshadri	Member	Managing Director & CEO	4	4
Sri. M George Korah*	Member	Non-Executive Independent Director	1	1
Sri. Jose Joseph Kattoor#	Member	Non-Executive Independent Director	3	3

*Ceased to be a member w.e.f. July 19, 2024

#Inducted to the Committee w.e.f. July 19, 2024

The Risk Management Committee met 4 times during the period. The dates of meetings were:

24-06-2024	25-09-2024	22-11-2024	24-03-2025

(J) INFORMATION TECHNOLOGY STRATEGY COMMITTEE

This committee has been constituted w.e.f. March 2, 2010 to suggest improvement and monitor the implementation of modern technology in the Bank. In compliance with Gopalakrishna Committee report contained in RBI circular RBI/2010-11/494 DBS:CO:ITC:BC. No.6/31.02.008/2010-11 dated 29.04.2011 the name of the Information Technology Committee has been changed as "Information Technology Strategy Committee" w.e.f. 28.11.2012. The Committee is chaired by Sri. Pradeep M Godbole and consists of Sri. P R Seshadri, Sri. M George Korah , Sri. Paul Antony and Sri. Dolphy Jose as members as on March 31, 2025.

The terms of reference of the committee inter-alia, include the following:

1. Suggest improvement and monitor the implementation of modern technology in the Bank.
2. Approving IT strategy and review of policy documents.
3. Ensuring that the management has put an effective strategic planning process in place.
4. Ensuring that the IT strategy is aligned with business strategy.
5. Ensuring that the IT organizational structure complements the business model and its direction and that IT Governance & Information Security Governance systems are in place.
6. Ascertaining that management has implemented processes and practices that ensure that the IT delivers value to the business.
7. Ensuring IT investments represent a balance of risks and benefits and that budgets are acceptable.
8. 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.
9. Ensuring proper balance of IT investments for sustaining Bank's growth.
10. Be aware about exposure towards IT and cyber security risks and controls, and evaluating effectiveness of Management's monitoring of IT and cyber security risks.
11. Assessing Senior Management's performance in implementing IT strategies.
12. Issuing high-level policy guidance (e.g.: related to risk, funding, or sourcing tasks).
13. Confirming whether IT or business architecture is to be designed, so as to derive the maximum business value from IT.



14. Overseeing the aggregate funding of IT at a bank level, and ascertaining if the management has resources to ensure the proper management of IT risks.
15. Reviewing IT performance measurement and contribution of IT to businesses (i.e. delivering the promised value).
16. Review of the assessment of IT capacity requirements and measures taken to address the issues.
17. Oversight of Information Security Committee (ISC).
18. Review of IT Budget Utilization.
19. Review of adequacy and effectiveness of Business Continuity Planning and Disaster Recovery Process of the Bank.
20. Any other terms of reference as may be included from time to time by the Board or in compliance with RBI Guidelines.

The Composition and details of the meetings of Information Technology Strategy Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/ Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri. Pradeep M Godbole	Chairperson	Non-Executive Independent Director	4	4
Sri. P R Seshadri	Member	Managing Director & CEO	4	4
Sri. M George Korah	Member	Non-Executive Independent Director	4	4
Sri. Paul Antony	Member	Non-Executive Non-Independent Director	4	4
Sri. Dolphy Jose#	Member	Executive Director	3	3

#Inducted to the Committee w.e.f. July 19, 2024

The IT Strategy Committee met 4 times during the financial year. The dates of meetings were:

18-06-2024	26-08-2024	13-12-2024	17-02-2025

(K) CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

Pursuant to Section 135 of the Companies Act, 2013 and the rules and admissible activities notified therein by Ministry of Corporate Affairs in February 2014, the Bank is required to constitute a Corporate Social Responsibility Committee of Board to formulate Corporate Social Responsibility Policy and to oversee the implementation of CSR activities undertaken by the Bank. As provided in the Act and pursuant to the same, the Board of Directors has constituted a Corporate Social Responsibility (CSR) Committee. The Committee is chaired by Sri. Benny P Thomas and consists of Sri. V J Kurian, Sri. P R Seshadri, and Sri. Jose Joseph Kattoor as members as on March 31, 2025.

The terms of reference of the Committee, inter-alia, include the following:

- 1) Articulate and recommend to the Board, a Corporate Social Responsibility Policy which should stipulate the scope of activities to be undertaken by the Bank as specified in Schedule VII to the Companies Act, 2013. Schedule VII includes the following items:
 - Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
 - Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.

- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts;
- Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows;
- Training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports.
- Contribution to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PMCARES Fund) or any other fund setup by the Central Government for socio-economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women;
- Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government and;
- Contributions to public funded Universities; Indian Institute of Technology (IITs); National Laboratories and autonomous bodies established under Department of Atomic Energy (DAE); Department of Biotechnology (DBT); Department of Science and Technology (DST); Department of Pharmaceuticals; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH); Ministry of Electronics and Information Technology and other bodies, namely Defense

Research and Development Organisation (DRDO); Indian Council of Agricultural Research (ICAR); Indian Council of Medical Research (ICMR) and Council of Scientific and Industrial Research (CSIR), engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).

- Rural development projects
 - Slum area development.
 - Explanation. - For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force.
 - Disaster management, including relief, rehabilitation and reconstruction activities.
- 2)
- Sanction of CSR proposals above ₹ 25.00 Lakh to ₹ 50.00 Lakh by CSR Committee of Board which are evaluated and recommended by SIB Foundation and vetted by CFO.
 - To evaluate and recommend to the Board for sanctioning CSR proposals above ₹ 50.00 lakhs which are evaluated and recommended by SIB Foundation and vetted by CFO.
 - To review the CSR sanctions up to ₹ 25.00 Lakh.
 - To recommend to the Board for review of payments from CSR/Unspent CSR account.
 - To evaluate and recommend to the Board to modify/ amend/cancel the ongoing projects.
- 3) Monitor and update, as and when warranted, the Corporate Social Responsibility Policy of the company from time to time.
- 4) To recommend to the Board any other activities/ programmes/projects, which may be recommended by the regulatory authorities from time to time.
- 5) Ensure that the activities which are included in Corporate Social Responsibility Policy of the Bank are undertaken by the bank.
- 6) Provide inputs, on an ongoing basis, to the formulation of strategic objectives and tactical plans that would help ensure the Bank is able to fulfil its corporate social responsibilities in a responsible and effective manner.
- 7) Review of Annual Action Plan and Fund Utilization Certificate issued by CFO.



8) Overseeing Environmental, Social and Governance (ESG) Reporting and review of various activities of the Bank under the prescribed ESG Framework.

The Composition and details of the meetings of Corporate Social Responsibility Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri Benny P Thomas	Chairperson/ Member [@]	Non-Executive Non-Independent Director	5	5
Sri. Paul Antony *	Chairperson	Non-Executive Non-Independent Director	1	1
Sri V J Kurian	Member	Non-Executive Independent Director	5	5
Sri. P R Seshadri	Member	Managing Director & CEO	5	5
Sri. Jose Joseph Kattoor#	Member	Non-Executive Independent Director	4	4

[@]Sri. Benny P Thomas has re-designated as chairperson w.e.f. July 19, 2024.

*Ceased to be a member w.e.f. July 19, 2024.

#Inducted to the Committee as member w.e.f. July 19, 2024.

The Corporate Social Responsibility Committee met 5 times during the financial year. The dates of meetings were:

30-05-2024	25-09-2024	14-10-2024	20-12-2024	28-02-2025

(L) CAPITAL PLANNING AND INFUSION COMMITTEE

The Bank had constituted one special purpose committee viz. Capital Planning & Infusion Committee. The Capital Planning & Infusion Committee was formed on May 28, 2014 to analyse various options for infusion of Capital and to do all acts and things and to take all decisions pertaining to the issue and which are ancillary and incidental to such decisions including the short-listing/ appointment of Merchant Bankers to the issue. The Committee is chaired by Sri V J Kurian and consists of Sri. P R Seshadri, Sri. M George Korah and Sri. Paul Antony as members as on March 31, 2025.

The Composition and details of the meetings of Capital Planning & Infusion Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Chairperson/Member	Category	No. of Meetings	
			Held during the tenure	Attended
Sri V J Kurian	Chairperson	Non-Executive Independent Director	2	2
Sri. P R Seshadri	Member	Managing Director & CEO	2	2
Sri. M George Korah	Member	Non-Executive Independent Director	2	2
Sri R A Sankara Narayanan*	Member	Non-Executive Independent Director	1	1
Sri. Paul Antony#	Member	Non-Executive Non-Independent Director	1	1

*Ceased to be a member w.e.f. July 19, 2024.

#Inducted to the Committee w.e.f. July 19, 2024.

The Capital Planning & Infusion Committee met 2 times during the period. The dates of meetings were:

02-05-2024

30-07-2024

(M) REVIEW COMMITTEE OF THE BOARD ON NON-COOPERATIVE BORROWERS AND IDENTIFICATION OF WILFUL DEFAULTERS

RBI vide Master Direction on Treatment of Wilful Defaulters and Large Defaulters no. RBI/Dor/2024-25/122 DoR.FIN.REC.No. 31/20.16.003/2024-25 dated July 30, 2024 has stipulated guideline delineating the regulatory framework and procedures for classification of borrowers as wilful defaulters. In compliance with RBI circular, Board has constituted a new committee viz; "Review Committee of the Board on Non- Cooperative Borrowers and Identification of Wilful Defaulters" vide agenda number DBR/SEC/S-189/2024-25 on their meeting held on 29th November, 2024.

The committee is chaired by Sri. P R Seshadri, MD & CEO and consists of Sri. M George Korah and Sri. Jose Joseph Kattoor as members as on March 31, 2025.

The terms of reference of the committee inter-alia, include the following:

1. Consider/ review proposal from the Identification Committee for classification as a wilful defaulter in Non-Performing Assets (NPA) accounts with outstanding amount of ₹25 lakh and above or as may be notified by Reserve Bank of India from time to time, along with the written representation received from the borrower/ guarantor/ promoter/ director/ persons who are in charge and responsible for the management of the affairs of the entity.
2. To designate rank of the official/ to designate an officer, who would issue the show cause notice and serve written order on behalf of the Review Committee.
3. Advise the borrower/ guarantor/ promoter/ director/ persons who are in charge and responsible for the management of the affairs of the entity about the proposal to classify them as wilful defaulter along with the reasons therefor.
4. To provide an opportunity to borrower/ guarantor/ promoter/ director/ persons who are in charge and responsible for the management of the affairs of the entity for making a written representation to Review Committee within 15 days of such a proposal from the Identification Committee.
5. To provide an opportunity for a personal hearing also to the borrower/ guarantor/ promoter/ director/ persons who are in charge and responsible for the management of the affairs of the entity. However,

if the opportunity is not availed or if the personal hearing is not attended by the borrower/ guarantor/ promoter/ director/ persons who are in charge and responsible for the management of the affairs of the entity, the Review Committee shall, after assessing the facts or material on record, including written representation, if any, consider the proposal of the Identification Committee and take a decision.

6. To pass a reasoned order and the same shall be communicated to the wilful defaulter.
7. Review of the order of Committee for identification of non-cooperative borrowers of the Bank.

No meetings of Review Committee of the Board on Non- Cooperative Borrowers and Identification of Wilful Defaulters has been held during the FY 2024-25.

(N) COMMITTEE OF INDEPENDENT DIRECTORS

Pursuant to the provisions of the Companies Act, 2013 and SEBI (LODR) Regulations, 2015, the performance of Non-Independent Directors and the Board as a whole to be evaluated by a Committee comprising of all the Independent Directors of the Bank as on the date of the meeting of the said committee.

The terms of reference of the committee inter-alia, include the following:

1. To review the performance of Non-Independent Directors and the Board as a whole.
2. To review the performance of the Chairman of the Bank taking into account the views of Executive Directors and Non-Executive Directors.
3. To assess the quality, quantity and timeliness of flow of information between the Bank management and the Board that is necessary for the Board to effectively and reasonably perform their duties.
4. To give reasoned recommendation of any preferential issue after considering all the aspects relating to the preferential issue including pricing, which may result in a change in control of the Bank, and the voting pattern of the said committee's meeting shall be disclosed in the notice calling the general meeting of shareholders. The said meeting of the Independent Directors for giving reasoned recommendation of the preferential issue shall be attended by all the Independent Directors on the board.
5. To perform such other roles as may be prescribed by the Companies Act, 2013, SEBI (LODR) Regulations,



2015, Banking Regulation Act, 1949 and the Circulars/Regulations issued by the Regulatory Authorities from time to time.

The Committee met 2 times during the Financial Year. The dates of meetings were:

13-01-2025	29-03-2025

All the Independent Directors of the Bank attended the meeting.

(O) INTERVIEW COMMITTEE

The Interview Committee met 4 times during the period for the purpose of external recruitment and internal promotions. The members of the Committee are nominated by the Board from time to time. The dates of meetings were:

14-02-2025	15-02-2025	20-02-2025	21-02-2025

The details of the meetings of Interview Committee of Board attended by the Members during the financial year 2024-25, are given below:

Name of Director	Category	No. of Meetings	
		Held during the tenure and to be participated by the Director	Attended
Sri. V J Kurian	Non-Executive Independent Director	4	4
Sri. M George Korah	Non-Executive Independent Director	4	4
Sri. R A Sankara Narayanan	Non-Executive Independent Director	4	4
Smt. Lakshmi Ramakrishna Srinivas	Non-Executive Independent Director	4	4

Resignation/Removal of Independent Directors:

There was no Resignation/Removal of Independent Directors during the financial year 2024-25.

SENIOR MANAGEMENT

The particulars of Senior Management as on March 31, 2025 is given on Page No. 2. During the financial year 2024-25, there was following changes in the Senior Management Team of the Bank:

- Sri. Nandakumar G was promoted as Senior General Manager with effect from April 1, 2024.
- Sri. Jimmy Mathew, Sri. Biju E Punnachalil and Sri. Vinod Francis were promoted as General Managers with effect from April 1, 2024.
- Sri. Vinod Francis, GM was appointed as Chief Financial Officer (CFO) with effect from April 8, 2024.
- Smt. Chithra H, SGM, ceased to be Chief Financial Officer (CFO) of the Bank and was appointed as Chief Compliance Officer (CCO) with effect from April 8, 2024.
- Sri. Thomas Joseph K, EVP and Chief Business Officer retired from the Bank w.e.f. May 31, 2024 on completion of his term of appointment.
- Sri. Dolphy Jose (DIN:10682246) was appointed as Whole-time Director (Executive Director) of the Bank for a period of three years with effect from July 15, 2024 by the Board of Directors at its meeting held on June 29, 2024 and approval for the same were accorded by the members on 27th August, 2024 at the 96th Annual General Meeting.
- Considering the operating and reporting structural changes of the Bank, the Board of Directors of the Bank has approved changes in the Senior Management Personnel w.e.f. 01.08.2024. Sri.Sanchay Kumar Sinha was designated as CGM &Head –Retail Assets, Smt. Biji S S as SGM & Head-Branch Banking , Sri. Senthil Kumar as SGM & Head Credit and Smt. Minu Moonjely as SGM & Head -Corporate Banking Business.

- Sri. A N Vinod, General Manager & Head Treasury was designated as Material Risk Taker (MRT) of the Bank w.e.f. November 01, 2024 as per RBI guidelines.
- Sri. Anto George T, Chief General Manager-HR and Operations was designated as the Chief Operating Officer (COO) of the Bank with effect from December 22, 2024.

Further during the period between the end of the Financial Year i.e. March 31, 2025 and the date of this Directors' Report, there were following changes in the Senior Management Team of the Bank:

- Sri. Sivaraman K was promoted as Senior General Manager with effect from April 1, 2025.
- Sri. Sreekumar Chengath and Sri. Vinod G were promoted as General Managers with effect from April 1, 2025.
- Sri. Biju E Punnachalil, GM & Chief Risk Office (CRO) has opted for Voluntary Retirement from the service of the Bank and relieved from July 11, 2025.
- Sri. Nehru Singh B, GM was appointed as Chief Risk Officer (CRO) with effect from July 12, 2025.

SUBSIDIARY AND JOINT VENTURE COMPANY OF THE BANK

The Bank has a subsidiary company, SIB Operations and Services Limited. The Bank has no material subsidiaries as per the conditions laid down in the SEBI (LODR) Regulations, 2015, even though the Bank has framed a Board approved Policy for Determining the Material Subsidiary of the South Indian Bank Limited. The same is available at <https://www.southindianbank.com/userfiles/file/rupay/disclosure/policy%20for%20determining%20material%20subsidiaries.pdf>

The Directors/KMPs/employees of the Bank who are also in the subsidiary company on March 31, 2025 are as follows:

Sri. P R Seshadri, Managing Director and Chief Executive Office (MD & CEO), Sri. M George Korah, Independent Director and Sri. Benny P Thomas, Non-Executive Non-Independent Director of the Bank are Non-Executive

Directors in SIB Operations and Services Limited. Sri. Anto George T, Chief Operating Officer of the Bank also a Non-Executive Director in SIB Operation and Services Limited.

Sri. Thomas Joseph K, EVP has completed his contract with the Bank on May 31, 2024 and subsequently resigned from the office of directorship of SIB Operations and Services Limited on the same date. Further Sri. Anto George T, Chief Operating Officer of the Bank has been appointed as Director of the subsidiary on July 11 2024.

Oversight by the Holding Company

- The Audit Committee reviews financial statements of the subsidiary company, along with investments made by it.
- The Board of Directors reviews the Board Meeting minutes and statements of all significant transactions and arrangements, if any, of subsidiary company. The Bank does not have a listed subsidiary.
- All activities of the subsidiary company fall within the ambit of Internal audit of the Bank.

COMPENSATION POLICY

The Bank has a Board approved Compensation Policy which deals with the Compensation & Benefits of the Employees of the Bank and Whole-Time Directors/CEO, Part-time Chairman and other Non-Executive Directors of the Bank.

The objectives of the Compensation Policy of the Bank inter-alia includes, to provide a fair and persistent basis for motivating, inspiring and rewarding the employees appropriately, according to their jobs/role size, performance, accomplishments, contribution, skill, aptitude and competence to implement standards on sound compensation practices and incentives and to provide effective governance of compensation payable to the WTDs/CEO and other staff, alignment of compensation with prudent risk taking and effective supervisory oversight.

The disclosure requirement of the remuneration is separately provided in "Disclosure under Basel III norms."



REMUNERATION PAID TO DIRECTORS DURING THE PERIOD APRIL 1, 2024 TO MARCH 31, 2025

The details of gross remuneration paid to Sri. P R Seshadri, Managing Director & Chief Executive Officer from 01-04-2024 to 31-03-2025 in accordance with the terms and conditions approved by Reserve Bank of India and the Shareholders as follows:-

A. Details of Remuneration paid to MD & CEO

i. Sri. P R Seshadri (MD & CEO)

PARTICULARS	AMOUNT (₹)
Salary (Fixed Pay)	1,62,05,950.00
HRA	9,60,000.00
PF Bank Contribution	17,00,050.00
Entertainment Allowance	1,33,000.00
Total Fixed Pay (A)	1,89,99,000.00
Variable Pay Paid (cash) (B)	27,50,000.00
Total Remuneration (A)+(B) (Cash Component) (C)	2,17,49,000.00
Variable pay (Cash and non-Cash ESOS) granted during the FY 2024-25 to Sri. P R Seshadri (MD & CEO):	
Deferred Variable Pay Outstanding (Cash Component) as on 31-03-2025	27,50,000.00
Non Cash Variable pay granted during the FY 2024-25	80,00,000.00
No. of Shares	Non-cash variable pay
866738	80,00,000.00
	FY
	2024-25
Total Non-cash variable Pay + Deferred variable Pay (D)	1,07,50,000.00
Gross Remuneration Non Cash(Paid/Outstanding)+ cash (paid/Outstanding) to MD& CEO (C) + (D)	3,24,99,000.00

ii. Sri. Murali Ramakrishnan

Variable pay (Cash and non-Cash ESOS) granted during the FY 2024-25 (Payable/Paid) to Former MD & CEO, Sri. Murali Ramakrishnan:

Variable pays (Cash component) during the FY 2024-25 (paid)	1,02,21,500.00
Deferred variable Pay Outstanding (Cash Component) as on 31-03-2025	1,50,58,500.00
(Pertaining to Former MD & CEO Sri. Murali Ramakrishnan)	
No. of Shares	Non-cash variable pay
3,99,171*	₹ 13,13,273.00/-
11,06,194	₹75,00,000.00/-
-	-
-	-
	FY
	2020-21
	2021-22
	2022-23
	2023-24
Gross Remuneration Non Cash(Paid/Outstanding)+ cash (paid/Outstanding) to Former MD& CEO	2,52,80,000.00

* 60% of options were vested and the same is exercised by Sri. Murali Ramakrishnan during the FY 2024-25 (2,39,502 Options @ ₹ 8.35)

B. Details of Remuneration paid to Executive Director
i. Sri. Dolphy Jose (From 15th July 2024 to 31st March 2025)

PARTICULARS	AMOUNT (₹)
Salary (Fixed Pay)	53,42,741.94
HRA	6,83,870.97
PF Bank Contribution	5,34,274.19
Entertainment Allowance	1,66,645.00
Total Fixed Pay (A)	67,27,532.10
Variable Pay Paid (cash) (B)	0.00
Total Remuneration (A)+(B) (Cash Component) (C)	67,27,532.10

Variable pay (Cash and non-Cash ESOS) granted during the FY 2024-25 to Sri. Dolphy Jose, Executive Director: Nil

C. Details of honorarium/sitting fee paid to Part-time Non-Executive Chairman:

- i. The Bank has paid ₹25,00,000.00 to Sri. V J Kurian, Part-time Chairman, as honorarium from April 1, 2024 to March 31, 2025 and ₹42,20,000/- as sitting fees during the period April 1, 2024 to March 31, 2025. As approved by Shareholders, Sri. V J Kurian was paid a fixed remuneration of ₹9,39,890.00/- during FY 2024-25 being proportionate amount pertaining to FY 2023-24 for the period 01-04-2023 to 01-11-2023, the term he was acting only as Non-Executive Independent Director (Before he was appointed as Part-time Non- Executive Chairman of the Bank w.e.f. 02-11-2023).

D. Details of Remuneration paid to other non-executive Directors:

As provided under Article 95A of the Articles of Association of the Bank, the sitting fees payable to a Non-Executive Director for attending a Meeting of the Board or Committee thereof are decided by the Board of Directors from time to time subject to the ceilings if any, prescribed under the Companies Act, 2013 and the rules made there under. The Board of Directors has approved the payment of ₹ 80,000 as sitting fee for each Board Meetings and ₹60,000 as sitting fee for each Meeting of the Board Committee attended.

Accordingly, the Bank paid sitting fees during the period 01.04.2024 to 31.03.2025 as under:

Sri. M George Korah* – ₹37,40,000/-, Sri. Pradeep M Godbole – ₹29,00,000/-, Sri. Paul Antony- ₹29,60,000/, Sri. R A Sankara Narayanan- ₹36,80,000/-, Smt. Lakshmi Ramakrishna Srinivas- ₹34,40,000/-, Sri. Benny P Thomas* – ₹29,00,000/-, Sri. Jose Joseph Kattoor - ₹18,60,000/-. Total sitting fee paid during the year ₹2,57,00,000/-.

* The above sitting fees is inclusive of sitting fee of ₹2,40,000/- received by Sri. M George Korah and of ₹2,40,000/- received by Sri. Benny P Thomas from SIB Operations and Services Ltd, wholly owned subsidiary of the Bank, towards attending the Board Meeting during FY 2024-25.



Fixed Remuneration

The Shareholders of the Bank at the 95th Annual General Meeting held on August 24, 2023, has approved the payment of compensation by way of fixed remuneration up to a maximum ₹ 20,00,000/- (Rupees Twenty Lakh Only) per annum based on profitability at the end of each Financial Year from the FY 2023-24.

In compliance to above resolution of Shareholders and as approved by Board of Directors, the details of fixed remuneration paid to Non-Executive Directors of the Bank (other than Non-Executive Part-time Chairman) during FY 2024-25 pertaining to the Financial Year ended March 31, 2024 are as under:

Sl. No.	Name of the Director	Amount paid (in ₹)
1.	Sri. M George Korah	16,00,000.00
2.	Sri. Pradeep M Godbole	16,00,000.00
3.	Sri. Paul Antony	16,00,000.00
4.	Sri. R A Sankara Narayanan	16,00,000.00
5.	Sri. Benny P Thomas	16,00,000.00
6.	Smt. Lakshmi Ramakrishna Srinivas*#	5,81,420.00
7.	Smt. Radha Unni*@	10,79,781.00

*On proportionate basis of the office of Directorship for FY 2023-24.

Appointed as Independent Director of the Bank w.e.f. 20-11-2023.

@ Retired from the office of the Director on 03-12-2023.

Further, we confirm that:

- No pecuniary relationship or transactions exists for Independent Directors/Non-Executive Directors vis-à-vis the Bank, other than payment of sitting fees for Board/ Committee meetings/monthly honorarium during the financial year (for Non-Executive part time Chairman) as per law. The Independent Directors of the Bank also had no pecuniary relationship with the Bank, or their promoters or directors during last immediately presiding 3 years. The Independent Directors are not eligible for Stock Option.
- The criteria of making payments to Independent Directors/ Non-executive Directors of the Bank are disclosed on the Bank's website, the web link to which is <https://www.southindianbank.com/content/remuneration-criteria-for-directors/877>

BRIEF RESUME OF DIRECTORS SEEKING APPOINTMENT/RE-APPOINTMENT / CHANGE IN TERMS OF APPOINTMENT

1. Sri. Benny P Thomas

Name of the Director	Sri. Benny P Thomas (DIN: 09448424)
Date of Birth and Age	May 09, 1964, Age: 61 years
Date of First Appointment on Board	December 30, 2021
Qualification	B Com., LLB
Brief Resume including Experience	Sri. Benny P Thomas has started his career as a lawyer and enrolled at the Bar in the year 1988. He initiated his practice in the stream of Civil Law and later gained substantial depth in Labour Law providing professional legal services to companies including big corporates. He now heads M/s Thomas & Thomas, a promising and fast growing boutique Law Firm established in 2017 providing services in the streams of Labour Law, Civil Law, Cyber Law, Taxation Law, Alternate Dispute Resolution, Arbitration & Conciliation etc.
Nature of his expertise in specific functional area	He has expertise in Company Law, Insurance Law, Property Law, Labour Law, Civil Law, Cyber Law, Taxation Law, Alternate Dispute Resolution, Arbitration & Conciliation
Directorship in other Companies	1.SIB Operations and Services Limited (Wholly owned subsidiary of The South Indian Bank Limited).
Names of listed entities in which the person also holds the Directorship and the membership of Committees of the Board	Nil
Directorship in listed entities from which director has resigned in the past three years	Nil
Membership of Committees in other Companies	Nil
Shareholding in the Bank as on (cut-off date)	2,500 Equity Shares
Relationship with other Directors, Manager and other Key Managerial Personnel of the Company	Nil
Details of the remuneration last drawn meetings	Sitting fee – ₹29,00,000/- for attending Board and committee meetings (including sitting fee received from SIB Operations and Services Limited) Fixed Remuneration – ₹16,00,000/- as approved by shareholders
Number of Meetings of the Board attended during the year	He has attended all the 13 Board meetings conducted during the FY 2024-25.



Chairman/member of the committee of the Board of Directors of this Company as on 31.03.2025	Corporate Social Responsibility Committee – Chairperson Premises Committee – Chairperson Stakeholders Relationship Committee- Chairperson Nomination & Remuneration Committee- Member NPA Review Committee – Member
Details of the skills and capabilities required for the role and the manner in which the proposed person meets such requirements (for Independent Directors)	NA
Terms and conditions of appointment/reappointment including remuneration	Sri. Benny P Thomas, Non-Executive Non Independent Director of the Bank is eligible for sitting fees for attending the Board and its Committee Meetings as approved by the Board subject to the provisions of the applicable laws and payment of compensation by way of fixed remuneration up to a maximum ₹20,00,000/- (Rupees Twenty Lakh Only) per annum based on profitability at the end of each financial year, as approved by the Shareholders at the 95th Annual General Meeting. Further he is proposed to be appointed under Section 152 of the Companies Act, 2013, as a Director liable to be retired by rotation.

2. Sri. R A Sankara Narayanan

Name of the Director	Sri. R A Sankara Narayanan (DIN: 05230407)
Date of Birth and Age	23.01.1960, Age:65 years
Date of First Appointment on Board	15.10.2020
Qualification	Post-Graduate Degree in Public Administration, MBA in Finance, CAIIB, PGDPM, PGDFM, DTIRM, DCP and BRM.
Brief Resume including Experience	Sri. R A Sankara Narayanan, holds a Post-Graduate Degree in Public Administration and has also done MBA in Finance, CAIIB, PGDPM, PGDFM, DTIRM, DCP and BRM. He started his banking career as a joint recruit officer of Bank of India in 1983 and has supervised various branches, zones and national banking groups across the country. He has headed several Departments in the corporate offices, including Treasury, Retail, International Banking, Corporate Credit, Risk Management, Compliance, Retail, Marketing, Recovery and Human Resources and had also been a part of overseas assignments in Tokyo and Singapore. During his reign as Executive Director of Bank of India starting from May 2015, he had handled the Treasury, Corporate Credit, Recovery, Risk Management and Compliance Department. He was also in-charge of the departments namely International Banking, Retail, HR, IT, Planning and Finance. Sri. R A Sankara Narayanan represented BOI at various platforms such as PT Bank of India Indonesia Tbk, Bank of India - Tanzania, Commonwealth Finance Corporation Ltd (CFCL- Hongkong), BOI New Zealand Ltd, BOI Shareholding. He has been appointed as Managing Director and Chief Executive Officer of Vijaya Bank in September 2017. He has been designated as the MD and CEO of Canara Bank w.e.f. April 1, 2019 till his superannuation in January 31, 2020.

Nature of his expertise in specific functional area	He has exposure and sufficient expertise in areas like Treasury, Retail, International Banking, Recovery, Corporate Credit, Risk Management, Compliance, Retail, Marketing, Recovery, Human Resources and overseas assignments.
Directorship in other Companies	1. Centrum Capital Limited (Listed) 2. Centrum Wealth Limited (Unlisted)
Names of listed entities in which the person also holds the Directorship and the membership of Committees of the Board	1. Centrum Capital Limited Audit Committee member in Centrum Capital Limited
Directorship in listed entities from which Director has resigned in the past three years	Nil
Membership of Committees in other Companies	Audit Committee member in Centrum Wealth Limited NRCB Committee member in Centrum Wealth Limited
Shareholding in the Bank as on (cut-off date)	Nil
Relationship with other Directors, Manager and other Key Managerial Personnel of the Company	Nil
Details of the remuneration last drawn	Sitting fee – ₹ 36,80,000/- for attending Board and committee meetings Fixed Remuneration – ₹16,00,000/- as approved by Shareholders
Number of Meetings of the Board attended during the year	He has attended all the 13 Board meetings conducted during the FY 2024-25.
Chairman/member of the committee of the Board of Directors of this Company as on 31.03.2025	Risk Management Committee- Chairperson Audit Committee- Member Management Committee – Member NPA Review Committee- Member Special Committee for Monitoring and Follow-up of frauds – Member



Details of the skills and capabilities required for the role and the manner in which the proposed person meets such requirements (for Independent Directors)	Skills and Capabilities required for the role: Banking, Human Resource, Risk, Law, Agriculture and Rural Economy. He is proposed to be re-appointed as Non-Executive Independent Director. Sri. R A Sankara Narayanan holds a Post-Graduate Degree in Public Administration and has also done MBA in Finance, CAIIB, PGDPM, PGDFM, DTIRM, DCP and BRM. During his reign as Executive Director of Bank of India starting from May 2015, he had handled the Treasury, Corporate Credit, Recovery, Risk Management And Compliance Department. He was also in-charge of the departments namely international banking, retail, HR, IT, planning and finance. He has been appointed as Managing Director and Chief Executive Officer of Vijaya Bank in September 2017. He has been designated as the MD and CEO of Canara Bank w.e.f. April 1, 2019 till his superannuation in January, 2020. He is acting as Independent Director of the Bank since October 15, 2020. Currently, he is Independent Director at Centrum Capital Limited and Centrum Wealth Limited.
Terms and conditions of appointment/reappointment including remuneration	He is eligible for sitting fees for attending the Board and its Committee Meetings as approved by the Board subject to the provisions of the applicable laws and payment of compensation by way of fixed remuneration up to a maximum ₹20,00,000/- (Rupees Twenty Lakh Only) per annum based on profitability at the end of each financial year, as approved by the Shareholder at the 95th Annual General Meeting. He is proposed to be reappointed as an Independent Director of the Bank, for a further period of three (3) consecutive years with effect from October 15, 2025 for second term, not liable to retire by rotation.

4. DETAILS OF GENERAL BODY MEETINGS HELD IN THE LAST 3 YEARS

Name of Meeting	Day date and time	Venue	Whether any special resolution(s) passed
94 th Annual General Meeting	Tuesday, July 12, 2022 at 11:00 AM (IST)	Via VC/OAVM	Yes. - To re-appoint Sri. Salim Gangadharan, (DIN: 06796232) as Independent Director of the Bank. - To re-appoint Sri. V J Kurian, (DIN: 01806859) as Independent Director of the Bank. - To appoint Sri. Pradeep M Godbole (DIN: 08259944) as Independent Director of the Bank. - To appoint Smt. Radha Unni (DIN: 03242769) as Independent Director of the Bank. - Raising of Tier I Capital of the Bank through issuance of Securities. - Raising of Funds by issue of Bond/Debentures/ Securities on Private Placement basis.

Name of Meeting	Day date and time	Venue	Whether any special resolution(s) passed
95 th Annual General Meeting	Thursday, 24 th August, 2023 at 11:00.AM (IST)	Via VC/OAVM	Yes. 1. To Re-appoint Sri. M George Korah (DIN: 08207827) as Independent Director of the Bank. 2. Payment of Compensation by way of Fixed Remuneration to Non-Executive Directors/ Independent Directors (other than the Non-Executive Part-time Chairman). 3. Raising of funds by issue of bonds/ debentures/ securities on private placement basis. 4. Amendment of Articles of Association.
96 th Annual General Meeting	Tuesday, 27 th August, 2024 at 11.00 AM (IST)	Via VC/OAVM	Yes. 1. To appoint Sri. Jose Joseph Kattoor (DIN:09213852) as Independent Director of the Bank. 2. Raising of funds by way of issuance of Equity Shares / Other Securities. 3. Raising of funds by issue of Tier-II bonds/ debentures/ securities on private placement basis.
Postal Ballot notice dated November 20, 2023	Not Applicable	Not Applicable being Resolution passed vide Postal Ballot	Yes. 1. To Appoint Smt. Lakshmi Ramakrishna Srinivas (DIN: 10365580) as Independent Director of the Bank.

During the year, all recommendations of the Board of Directors were accepted by the Shareholders of the Bank in respect of special businesses mentioned in the 96th Annual General Meeting notice.

No Extraordinary General Meeting held during the Financial year 2024-25.

Postal Ballot

During the year under review, no resolution was passed through postal ballot. Currently, no resolution is proposed to be passed through postal ballot. However, if required, the same shall be passed in compliance of provisions of Companies Act, 2013, Listing Regulations or any other applicable laws.

5. POLICIES, AFFIRMATION AND DISCLOSURES

A) MD & CEO/CFO Certification

The MD & CEO and the CFO have issued certificate pursuant to the provisions of Regulation 17 of the Listing Regulations certifying that the financial statements do not contain any untrue statement and these statements represent a true and fair view of the Company's affairs. The said certificate is annexed and forms part of the Annual Report.

B) Related Party Transactions

All transactions entered into with Related Parties as defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015 during the financial year were in the ordinary course of business and on an arm's length pricing basis and do not attract the provisions of Section 188 of the Companies Act, 2013. There were no materially significant transactions with related parties during the financial year which were in conflict with the interest of the Bank. Suitable disclosure as required by the Accounting Standards (AS18) and listing regulations has been



made in the notes to the Financial Statements. The details of the transactions with related parties, if any, are placed before the Audit Committee from time to time. The Board of Directors at its Meeting held on October 30, 2014 has formulated a Policy on Materiality of Related Party Transactions and also on Dealing with Related Party Transactions pursuant to the provisions of the Companies Act, 2013 and Listing Regulations. The policy was last reviewed by Board on 29th March 2025 during Financial Year. The same is displayed on the website of the Bank.

<https://www.southindianbank.com/userfiles/file/ruPAY/disclosure/policy%20on%20materiality%20of%20and%20dealing%20with%20relatedparty%20transactions.pdf>

C) Code of Conduct

The Board of Directors has framed the Code of Conduct for the Board of Directors and Core Management Personnel of the Bank, as required under SEBI (LODR) Regulations, 2015 “on Corporate Governance.” The confirmation from the Managing Director & CEO regarding compliance with the code by all the Directors and Senior Management Personnel forms part of the Report. The Code of Conduct and Ethics is displayed on the website of the Bank.

https://www.southindianbank.com/userfiles/file/banks_code_of_conduct.pdf

D) Code of Conduct for Prevention of Insider trading and Code of practices and procedures for Fair Disclosure of Unpublished Price Sensitive Information

The Bank has adopted a Code of Conduct for Prevention of Insider trading and Code of practices and procedures for Fair Disclosure of Unpublished Price Sensitive Information in accordance with the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015 and the amendments thereto and Companies Act, 2013 with a view to regulate trading in securities by the Directors and designated employees of the Bank. The Code requires pre-clearance for dealing in the Bank's shares beyond threshold limits. Further, it prohibits the purchase or sale of Bank's securities by the Directors and the designated employees while in possession of unpublished price sensitive information in relation to the Bank and during the period when the Trading Window is closed. The Code of Conduct for Prevention of Insider trading and Code of practices and procedures for Fair Disclosure of Unpublished Price Sensitive Information are available on the website of the Bank.

https://www.southindianbank.com/userfiles/file/code_of_conduct_for_prevention_of_insider_trading.pdf

E) Internal Controls

The Bank has a system of internal control which examines both the financial effectiveness and operational effectiveness to ensure reliability of financial and operational information and all statutory/regulatory compliances.

F) Whistle Blower Policy / Vigil Mechanism

The Bank has formulated a Whistle Blower Policy with a view to provide a mechanism for employees of the Bank to approach the Chairman of the Audit Committee of the Bank/Ethics Counsellor (Chief of Internal Vigilance) in case they observe any unethical and improper practices or any other alleged wrongful conduct in the Bank and to prohibit Managerial functionaries from taking any adverse personal action against those employees making such disclosures. The vigil mechanism shall provide for adequate safeguards against victimisation of employees and directors who avail of the vigil mechanism and also provide for direct access to the Chairperson of the Audit Committee and no personnel has been denied access to the Audit Committee. All protected disclosures reported under this policy will be thoroughly investigated by the Ethics Counsellor/Chairman of the Audit Committee of the Bank. The investigation is to be normally completed within 45 days of receipt of the protected disclosure. The identity of the whistle blower shall be kept confidential to the extent possible and permitted under law. The Ethics Counsellor submits a report on all the whistle blowing cases/ disclosures received to the Audit Committee together with the results of investigations. The whistle blower policy is reviewed by the Board annually. The Details of Whistle Blower Policy are available on the website of the Bank:

<https://www.southindianbank.com/content/protected-disclosure-scheme-and-whistle-blower-policy/789>

G) Details of non-compliance by the Bank

The Bank has complied with all the requirements of regulatory authorities. No penalties/strictures were imposed on the Bank by Stock Exchanges or SEBI or any statutory authority on any matter related to capital markets during the last three years.

H) Disclosure on compliance with Corporate Governance Requirements specified in Listing Regulations

The Bank has complied with the requirements of Part C (Corporate Governance Report) of Schedule V of the Listing Regulations. The Bank has complied with Corporate Governance requirements specified in Regulation 17 to 27 and Clauses (b) to (i) of Sub-Regulation (2) of Regulation 46 of the Listing Regulations and necessary disclosures thereof have been made in this Corporate Governance Report, to the extent

applicable.

I) Commodity Price Risk or Foreign Exchange Risk and Hedging Activities

To monitor Foreign Exchange risk, the Bank has envisaged Forex VaR and AGL which are being monitored on daily basis by Risk Management department. The Bank also has Investment, Forex and Derivative Policies to define and regulate forex operations taken up by the Bank and different levels of limits are given in it. Treasury Department also monitors Foreign assets liabilities gap to hedge it in the market. The Bank hedges its foreign currency position using derivatives including SWAPs and outright Forwards. The Bank is not involved in commodity trading and its hedging activities.

Exposure of the listed entity to commodity and commodity risks faced by the entity throughout the year:

a) Total exposure of the listed entity to commodities in INR -NIL

b) Exposure of the listed entity to various commodities:

Commodity Name	Exposure in INR towards the particular commodity	Exposure in Quantity terms towards the particular commodity	% of such exposure hedged through commodity derivatives				Total
			Domestic market		International market		
			OTC	Exchange	OTC	Exchange	
Nil							

c) Commodity risks faced by the listed entity during the year and how they have been managed- NA

The Bank is not involved in commodity trading and its hedging activities.

J) Dividend Distribution Policy

To bring transparency in the matter of declaration of dividend and to protect the interests of investors, the Bank has in place a Dividend Policy. The Dividend Distribution Policy of the Bank is in line with Regulation 43A of the Listing Regulations and the Companies Act, 2013 and has been displayed on the Bank's website, https://www.southindianbank.com/userfiles/file/dividend%20distribution%20policy_17.pdf,

K) Utilization of funds raised through Preferential Allotment or Qualified Institutions Placement

During the year under review, no funds were raised through preferential allotment or qualified institutions placement as specified under Regulation 32(7A) of Listing Regulations.

L) Certificate from Company Secretary in Practice regarding disqualification of Directors

In terms of Clause 10(i) of Para C of Schedule V of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Secretarial Auditors of the Bank, M/s SVJS & Associates, Practicing Company Secretaries has issued a certificate that none of the Directors on the Board of the Bank have been debarred or disqualified from being appointed or continuing as Directors of Companies by the Board/ Ministry of Corporate Affairs or any such statutory authority. The same is placed at the end of this report.

M) Recommendations of Committee(s) of the Board of Directors

During the year, all recommendations of Committee(s) of the Board of Directors, which are mandatorily required, were accepted by the Board.

N) Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Kindly refer to relevant disclosures in the Directors' Report which forms part of the Annual Report 2024-25.



O) Credit Ratings and Change/Revisions in Credit Ratings for Debt Instruments

Instrument Type	Amount outstanding (₹ in crore)	CARE Ratings	India Ratings & Research (A Fitch group company) Ratings/ Outlook
Tier II Bonds (Basel III Compliant)	300.00	CARE A+ (Single A+; Outlook: Stable)	IND A+/ Stable
Tier II Bonds (Basel III Compliant)	490.00	CARE A+ (Single A+; Outlook: Stable)	IND A+/ Stable

The Board of Directors of the Bank at its meeting held on May 18, 2024, has decided to exercise the call option of the Bond (ISIN: INE683A08044) on June 26, 2024 (Full Redemption) and subsequently made payment of the Principal amount along with interest on aforesaid bond from last interest payment due date i.e. March 26, 2024 to June 25, 2024 to the Bondholders on June 26, 2024.

Further, the Board of Directors of the Bank at its meeting held on November 29, 2024, has decided to exercise the call option of Tier I Bonds (ISIN: INE683A08051) on January 24, 2025 (Full Redemption) and subsequently made payment of the Principal amount along with interest on aforesaid bond from last interest payment due date i.e. January 24, 2024 to January 24, 2025 to the Bondholders on January 24, 2025.

Short Term Ratings

Instrument Type	Ratings
Certificate of Deposits	CARE A1+ (A One Plus)
Short Term Fixed Deposits	CRISIL A1+ (A One Plus)

P) Fees paid to Statutory Auditors

For the year ended March 31, 2025, fees paid/payable to the Joint Statutory Central Auditors M/s. CNK & Associates LLP Chartered Accountants, M/s. K Venkitachalam Aiyer & Co, Chartered Accountants, and M/s MP Chitale & Co, Chartered Accountants are as follows:

Fee paid# Amount (₹.in Lakhs)

Particulars	KVA	@CNK	@@MP Chitale	Total
Limited Review – Q1	17.00	17.00	-	34.00
Limited Review – Q2	17.00	-	17.00	34.00
Limited Review – Q3	17.00	-	17.00	34.00
Year end Audit and ICFR [#]	50.00	-	50.00	100.00
Tax Audit	-	-	10.00	10.00
LFAR	2.00	-	2.00	4.00
Other Certifications*	5.00	-	5.00	10.00
Total	108.00	17.00	101.00	226.00

@ Tenure of M/s. CNK & Associates LLP Chartered Accountants has expired on 96th AGM dated 27-08-2024.

@@ M/s MP Chitale & Co, Chartered Accountants was appointed as Statutory Auditors w.e.f. 96th AGM dated 27-08-2024.

* Includes all certificates as stipulated by the RBI at its appointment letter/circular/notification, certificates required under Companies Act, 2013 and SEBI Listing Regulations, 2015, reporting on Internal Financial Controls of the Bank's accounts at its head office, branches and other offices and issuing certificate(s) specified by the regulators/ any other Statutory Body/Body Corporates/Central Govt./State Govt./Govt. scheme from time to time, certificates obtained for better compliance.

Includes Centralised Branch audit fee but excluding out of pocket expenses.

Q) Outstanding GDRS/ADRS/Warrants or any Convertible Instruments, Conversion Date and Likely Impact on Equity

The Bank has not issued any GDRS/ADRS/Warrants or any Convertible Instruments.

R) Cyber Security

A total of one cyber security incident had happened during the Financial Year 2024-25 and 11 other operational incidents were also reported to RBI during the Financial Year 2024-25 as per RBI guidelines on reporting unusual cyber incidents. In all the mentioned cases, there was no material loss to the Bank. The Bank has implemented various systems/security solutions to take care of any fraudulent attempts/attacks by external agencies.

S) Disclosure as per Regulation 30A (2) of SEBI (LODR) Regulations, 2015.

During the Financial Year 2024-25, there were no agreements entered into by the shareholders, promoters, promoter group entities, related parties, directors, key managerial personnel, employees of the listed entity or of its holding, subsidiary or associate company, among themselves or with the listed entity or with a third party, solely or jointly, other than in the normal course of business, which, either directly or indirectly or potentially or whose purpose and effect is to, impact the management or control of the Bank or impose any restriction or create any liability upon the Bank.

6. MEANS OF COMMUNICATION

A. Financial Results

The quarterly unaudited and annual audited financial results were published in any of the nationally circulated newspaper in English, viz. Business Line/ Business Standard/Financial Express and in the regionally circulated Malayalam daily Deepika. Official press releases, presentations made to the media, analysts, institutional investors, the financial results, etc. are displayed on the Bank's website, www.southindianbank.com.

B. Annual Report

Soft copy of the AGM notice and Annual Report for FY 2023-24, containing interalia, details of the Audited Financial Statements, Director's Report (including Management Discussion and Analysis and Corporate Governance Report) was sent to all shareholders to their email id registered in the demat/folio in compliance with the MCA circulars in electronic mode and is also available at the Bank's website.

C. Website

The Bank's website, www.southindianbank.com contains a separate section 'Investor Desk' for use of investors. The quarterly, half yearly and annual financial results, official news releases and presentations made to Institutional Investors and to analysts are promptly and prominently displayed on the website. Annual Reports, Quarterly Corporate Governance Report, Shareholding Pattern and other Corporate Communications made to the Stock Exchanges are also available on the website. The 'Investor Desk' section provides the details of unclaimed dividend warrants for dividends declared up to the financial year ended 31.03.2024, to help shareholders to claim the same. In addition, various downloadable forms required to be executed by the shareholders have also been provided on the website. Annual Report of the Subsidiary company is also posted on the Website.

D. Communication to Shareholders on E-mail

Documents like Notices, Annual Report etc. are sent to the shareholders at their email address, as registered with their Depository Participants/ Bank/ Registrar and Transfer Agent (RTA). This helps in prompt delivery of document, reduce paper consumption and avoid loss of documents in transit. Members who have not yet registered their email id (including those who wish to change their already registered email id) may get the same registered/updated either with their depositories or by writing to the Bank/ RTA.

E. Reminders to Shareholders

Reminders for claiming unclaimed shares lying with the Bank which are liable to be transferred to the Investor Education and Protection Fund Authority are sent to the Shareholders as per Bank records.

F. NEAPS (NSE Electronic Application Processing System) and BSE Listing centre

NSE and BSE have developed web based applications for Corporates. All compliances like Financial Results, Shareholding Pattern and Integrated Governance, etc. are filed electronically on NEAPS/ BSE Listing centre.

G. SCORES (SEBI Complaints Redressal System)

SEBI processes investor complaints in a centralized web based complaints redressal system i.e., SCORES. Through this system a shareholder can lodge complaint against a Company for his/her grievance. The Company uploads the action taken on the complaint which can be viewed by the shareholder. The Company and shareholder can seek and provide clarifications online through SCORES.

Further the SEBI has launched the new version of the SEBI Complaint Redress System (SCORES 2.0) on April



01, 2024. The new version of SCORES strengthens the investor complaint redress mechanism in the securities market by making the process more efficient through auto-routing, auto-escalation, monitoring by the Designated Bodies and reduction of timelines. The new SCORES system has also been made more user friendly.

H. SMART ODR (Online Dispute Resolution) Portal

The Securities Exchange Board of India vide Master Circular No. SEBI/HO/OIAE/OIAE_IAD-3/P/CIR/2023/195 dated July 31, 2023 introduced a common Online Dispute Resolution Portal (ODR Portal) that facilitates online conciliation and arbitration for resolving disputes arising in the Indian securities market. The framework encompasses various stakeholders, including Recognized Stock Exchanges, Clearing Corporations, Depositories, Stock Brokers, Depository Participants, Listed Companies, and SEBI Registered Intermediaries. The link of the ODR portal is displayed in the home page of the Bank's website under the head "Online Services".

7. GENERAL SHAREHOLDER INFORMATION

97 th Annual General Meeting	
Date	20.08.2025
Day	Wednesday
Time	11.00 AM (IST)
Venue	Via VC/OAVM (Head Office of the Bank at Thrissur, Kerala is deemed to be the Venue of the Meeting)
Financial year	2024-25
For the Financial year ended 31 st March 2025, results were announced on:	
a) First Quarter	July 18, 2024
b) Second Quarter	October 16, 2024
c) Third Quarter	January 21, 2025
d) Fourth quarter and Annual Results	May 15, 2025
Book closure date	14.08.2025 to 20.08.2025
Dividend Payment	Within 30 days from the Date of AGM (i.e on or before 18.09.2025)

Name & Designation of Compliance Officer	CS Jimmy Mathew (Company Secretary)
Share Transfer Agents	M/s MUFG Intime India Pvt. Ltd Surya 35, Mayflower Avenue Behind Senthil Nagar Sowripalayam Road Coimbatore - 641028 <u>Tel:0422 2314792,</u> 2315792, 4958995, 2539835, 2539836 Email : coimbatore@in.mpms. mufg.com Website: www.in.mpms.mufg.com Contact Person: S Dhanalakshmi
Corporate Identity Number (CIN)	L65191KL1929PLC001017
E-Mail address	ho2006@sib.co.in
Bank's Website	www.southindianbank.com
Address for correspondence	The South Indian Bank Ltd. Secretarial Department, Head Office, SIB House, T.B Road, Mission Quarters, Thrissur, Kerala, India, PIN 680001.

LISTING OF THE BANK'S EQUITY SHARES

The Bank's shares are listed on the following Stock Exchanges in India and their Stock Codes are as under:

1. The National Stock Exchange of India Ltd.
(Stock Code: SOUTHBANK)
Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex, Bandra (E),
Mumbai - 400 051
Tel. No.: (022) 26598100 – 8114
Fax No.: (022) 26598120
2. The BSE Ltd.
(Stock Code: 532218)
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai-400 001
Tel. No.: (022) 22721233/4, Fax : (022) 22721919.

Bank's Stock Exchange Code

BSE Scrip Code: 532218
NSE Symbol: SOUTHBANK
ISIN Code: INE683A01023

The listing fees payable to the Stock Exchanges for the financial year 2025-26 have already been remitted.

The Bank has paid the custodian fees to the NSDL and

CDSL as per the SEBI Circular CIR/MRD/DP/05/2011 dated April 27, 2011 and CIR/MRD/DP/18/2015 dated December 9, 2015 for the financial year 2025-26.

LISTING OF OTHER SECURITIES

The Bank had listed the following Bonds in BSE Ltd. and their Stock Code are as under

1. Unsecured Redeemable Non-Convertible Basel III Compliant Tier II Bonds in the nature of Debentures issued on 30.09.2015 (Stock Code: 952810).
2. Unsecured Redeemable Non-Convertible Basel III Compliant Tier II Bonds in the nature of Debentures issued on 28.11.2017 (Stock Code: 957189).
3. Unsecured Redeemable Non-Convertible Basel III Compliant Tier II Bonds in the nature of Debentures issued on 26.03.2019 (Stock Code: 958670).*
4. Non-convertible, Fully Paid-Up, Unsecured, Perpetual, Basel III compliant Tier I Bonds in the nature of debentures issued on 24th January, 2020 (Stock Code: 959209)**

* The Board of Directors of the Bank at its meeting held on May 18, 2024, has decided to exercise the call option of the Bond (ISIN: INE683A08044) on June 26, 2024 (Full Redemption) and subsequently made payment of the Principal amount along with interest on aforesaid Bond from last interest payment due date i.e. March 26, 2024 to June 25, 2024 to the Bondholders on June 26, 2024.

**Further, the Board of Directors of the Bank at its meeting held on November 29, 2024, has decided to exercise the call option of Tier I Bonds (ISIN: INE683A08051) on January 24, 2025 (Full Redemption) and subsequently made payment of the Principal amount along with interest on aforesaid bond from last interest payment due date i.e. January 24, 2024 to January 24, 2025 to the Bondholders on January 24, 2025.

Debenture Trustee Details

M/s IDBI Trusteeship Services Limited
 Universal Insurance Building, Ground Floor,
 Sir P.M. Road, Fort, Mumbai – 400001
 Tel.No.: 022-40807000
 E-mail: itsl@idbitrustee.com

Equity Evolution during the year

During the Financial Year an aggregate of 3,75,019 options were exercised by the employees and equal number of shares have been allotted against those Exercise.

Name of Tranche	No. of Options Exercised
Tranche XI	2,39,502
Tranche XIII	1,35,517

As at March 31, 2025, the paid-up share capital of the Bank was ₹261,63,01,291/- consisting of 261,63,01,291 equity shares of face value of ₹1/- each.

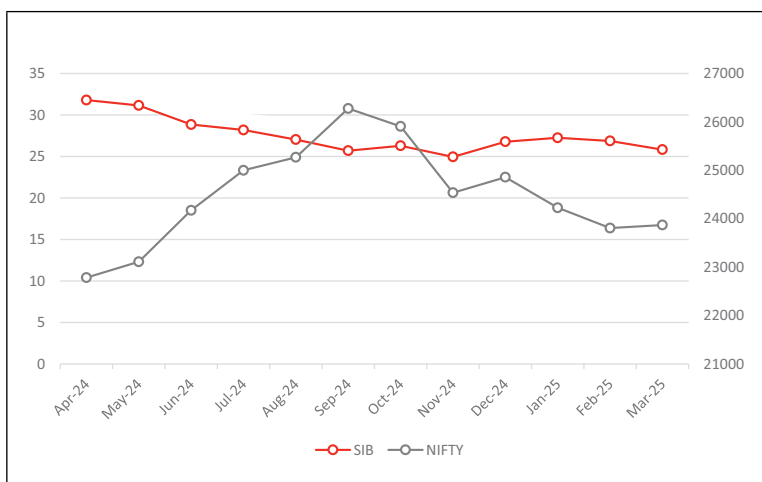
The Market Price Data of Bank's Shares

The monthly high and low prices of the Bank's shares traded on the National Stock Exchange of India Ltd. (NSE), Mumbai and BSE Ltd. (BSE), Mumbai during the period April 2024 to March 2025 are as under:

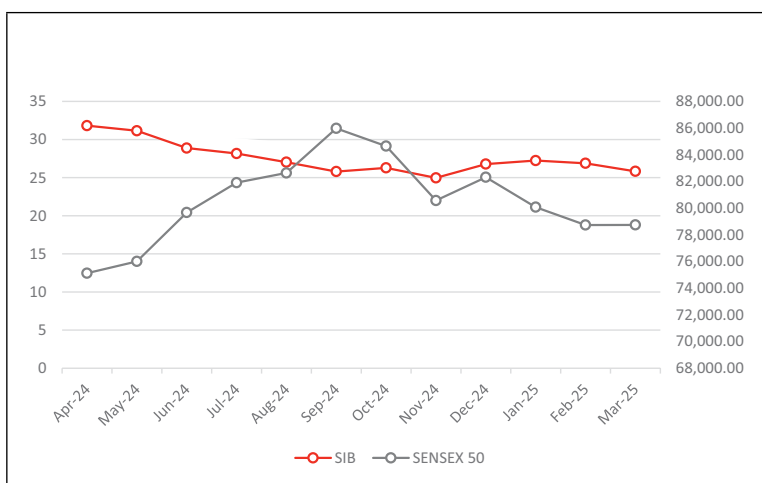
Month	NSE		BSE	
	HIGH	LOW	HIGH	LOW
April 2024	31.80	26.90	31.82	26.90
May 2024	31.15	26.35	31.15	26.37
June 2024	28.85	24.30	28.88	24.33
July 2024	28.19	25.90	28.16	25.46
August 2024	27.04	24.01	27.03	24.02
September 2024	25.70	24.42	25.80	24.43
October 2024	26.29	22.41	26.28	22.44
November 2024	24.95	22.27	24.97	22.27
December 2024	26.78	23.83	26.78	23.82
January 2025	27.25	23.90	27.24	23.83
February 2025	26.87	23.60	26.88	23.61
March 2025	25.83	22.96	25.83	23.00



Performance of The South Indian Bank Equity Share relative to NSE Nifty during FY 2024-25



Performance of The South Indian Bank Equity Shares relative to S&P BSE Sensex during FY 2024-25



DISTRIBUTION OF SHAREHOLDING AS ON MARCH 31, 2025

CATEGORY (NO. OF SHARES)	PHYSICAL			DEMAT		
	NO. OF HOLDERS	SHARES	% of SHARE HOLDING	NO. OF HOLDERS	SHARE	% of SHARE HOLDING
UP TO --- 100	1942	30581	0.00	619132	20309579	0.78
101 --- 200	1327	173434	0.01	138396	22054206	0.84
201 --- 500	1721	620350	0.02	184948	67038066	2.56
501 --- 1000	1868	1300863	0.05	125877	101459704	3.88
1001 --- 5000	13855	25690930	0.98	159770	363487377	13.89
5001 ---10000	773	5680486	0.22	26069	192506308	7.36
10001---50000	445	8192914	0.31	20477	415059088	15.86
50001 & ABOVE	54	5686462	0.22	3799	1387010943	53.02
TOTAL	21985	47376020	1.81	1278468	2568925271	98.19
Total number of shareholders both physical and electronic put together is					1300453	

MEMBERS' PROFILE AS ON MARCH 31, 2025 IS AS UNDER:

SI No:	CATEGORY	SHARES		TOTAL SHARE	% OF SHARE HOLDING
		PHYSICAL	DEMAT		
1	RESIDENT INDIVIDUALS	40916469	1612214221	1653130690	63.19
2	FOREIGN INSTITUTIONAL INVESTOR	0	0	0	0.00
3	NON-RESIDENT INDIANS	5544186	209759944	215304130	8.23
4	BODIES CORPORATES	915365	83563283	84478648	3.23
5	DIRECTORS & RELATIVES	0	27595	27595	0.00
6	MUTUAL FUNDS	0	216640276	216640276	8.28
7	TRUSTS	0	903451	903451	0.03
8	BANKS	0	500	500	0.00
9	CLEARING MEMBERS	0	56699	56699	0.00
10	HUF	0	54147595	54147595	2.07
11	BODY CORP-LTD LIABILITY PARTNERSHIP	0	5027050	5027050	0.19
12	FOREIGN PORTFOLIO INVESTOR (CORP)	0	313038044	313038044	11.97
13	FOREIGN PORTFOLIO INVESTOR (INDV)	0	0	0	0.00
14	FOREIGN NATIONALS	0	262120	262120	0.01
15	ALTERNATIVE INVEST FUND	0	24277216	24277216	0.93
16	IEPF AUTHORITY MCA	0	13872415	13872415	0.53
17	INSURANCE	0	31443066	31443066	1.20
18	SUSPENSE ESCROW DEMAT ACCOUNT	0	3376521	3376521	0.13
19	NBFCS REGISTERED WITH RBI	0	312275	312275	0.01
20	CENTRAL GOVERNMENT / PRESIDENT OF INDIA	0	3000	3000	0.00
	GRAND TOTAL	47376020	2568925271	2616301291	100

Shareholders holding more than 1% as on March 31, 2025:

SL NO	NAME OF THE SHAREHOLDER/S	Shares as on 31.03.2025	%
1	YUSUFFALI MUSALIAM VEETIL ABDUL KADER	112949061	4.32
2	KOTAK MAHINDRA TRUSTEE CO LTD A/C KOTAK MULTICAP FUND	110691618	4.23
3	BANDHAN SMALL CAP FUND	96297572	3.68
4	ACACIA BANYAN PARTNERS	31652932	1.21
5	LIFE INSURANCE CORPORATION OF INDIA	26887149	1.03



SHARE TRANSFER SYSTEM

The Bank has appointed M/s MUFG Intime India Pvt. Ltd.(formerly known as M/s Link Intime India Pvt Ltd) (SEBI Reg. No.: INR000004058) as its Share Transfer Agents with effect from February 02, 2024.

The process of share transfer/transmission; dividend payments and all other investor related matters are attended to and processed at the office of Share Transfer Agents of the Bank. The Share Transfer Agents, after processing the requests of investors, put up the same to the Bank's officers in the cadre of GM or above, wherever necessary, for his approval and thereafter all such cases are put up to the Stakeholders Relationship Committee of the Board of the Bank for its information. Pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, with effect from April 1, 2019, except in case of transmission or transposition of securities, requests for effecting transfer of securities shall not be processed unless the securities are held in dematerialized form with a depository. All share transfers are completed within statutory time limit from the date of receipt, provided the documents meet the stipulated requirement of statutory provisions in all respects.

The Shareholders may kindly note that vide SEBI Circular No. SEBI/HO/MIRSD/MIRSD-PoD/P/CIR/2025/97 dated July 02, 2025, in order to facilitate ease of investing for investors and to secure the rights of investors, a special window, only for re-lodgement of transfer deeds which were lodged prior to the deadline of April 01, 2019 and rejected/returned/not attended due to deficiency in the documents/process/or otherwise, is decided to be opened for a period of six months from July 07, 2025 till January 06, 2026. The securities that are re-lodged for transfer during this period shall be issued only in demat mode.

The Bank has filed the yearly certificate of compliance pursuant to Regulation 40(9) of SEBI(LODR) Regulation, 2015 for the Financial Year ended 31st March, 2024 on April 25, 2024. Further vide Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 dated 12th December, 2024 requirement of filing Annual Compliance Certificate to be issued by Company Secretary in Practice under Regulation 40(9) of the Listing Regulations has been omitted.

An Independent Firm of Practicing Company Secretaries carries out the Reconciliation of Share Capital Audit as mandated by SEBI, and reports on the reconciliation of total issued and listed Capital with that of total share capital admitted/held in dematerialized form with NSDL and CDSL and those held in physical form. This audit

is carried out on quarterly basis and the report thereof is submitted to the Stock Exchanges, where the Bank's shares are listed.

REGISTRAR AND SHARE TRANSFER AGENT

SEBI vide Regulation 7 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 (Listing Regulations), has mandated that where the total number of security holders of the Company exceeds one lakh, the Company shall register with SEBI as a Category II Share Transfer Agent for all work related to share registry or appoint a Registrar to an Issue and Share Transfer Agent registered with SEBI. The Bank had appointed M/s MUFG Intime India Pvt. Ltd (Formerly known as M/s Link Intime India Pvt. Ltd) for both segments, physical and electronic, as the Registrar and Share Transfer Agent (RTA) of the Bank with effect from February 02, 2024.

As required under Regulation 7(3) of the Listing Regulations, the Bank files, on yearly basis, certificate issued by RTA and Compliance Officer of the company certifying that all activities in relation to both physical and electronic share transfer facilities are maintained by RTA registered with SEBI i.e., M/s MUFG Intime India Pvt. Ltd (formerly known as M/s Link Intime India Pvt. Ltd.)

Address of the Share Transfer Agent:

MUFG Intime India Pvt. Ltd
Surya 35, Mayflower Avenue
Behind Senthil Nagar
Sowripalayam Road Coimbatore
Tamil Nadu – 641028
Tel: 0422-2314792, 2315792, 4958995, 2539835, 2539836
Email : coimbatore@in.mpms.mufg.com

DEMATERIALISATION OF SHARES AND LIQUIDITY

The Equity shares of the Bank have been allotted International Securities Identification Number (ISIN) INE683A01023. During the period under review, the Bank has allotted 3,75,019 equity shares as part of SIB ESOS Scheme-2008 in dematerialised form under the same ISIN. As at the end of March 2025, 256,89,25,271 (98.19%) shares of the Bank were being held in dematerialized form and 4,73,76,020 (1.81%) shares were being held in physical form.

The Shareholders of the Bank who have not dematerialized their shares so far may approach any of the Depository Participants viz. National Securities Depository Ltd. (NSDL) and Central Depository Services (India) Ltd. (CDSL) for dematerializing their shareholding.

UNCLAIMED/UNPAID DIVIDEND AND APPLICATION MONEY

All dividends remaining unclaimed or unpaid including the balance in Dividend Account up to and including financial year 1993-94 have been transferred to the General Revenue Account of the Central Government. Any claim in respect of transferred amounts shall be made to the Registrar of Companies, Ernakulam, Corporate Bhawan, BMC Road, Thrikkakara, Kochi-682021, Kerala.

In terms of the provisions of Section 124(5) of the Companies Act, 2013 read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, as amended from time to time, the Bank is statutorily required to transfer to the Investor Education & Protection Fund ('IEPF'), established by the Central Government, all dividends remaining unpaid/ unclaimed for a period of 7 (Seven) years, thereon, from the date of transfer of such Dividend to the Unpaid Dividend Account. In compliance with above, the unpaid dividend of ₹99,80,574.00 for the financial year 2016-17 has already transferred to the fund on August 31, 2024. Once such amounts are transferred to IEPF, no claim of the shareholder shall lie against the Bank. However, shareholders may claim their unclaimed amount as per the procedures/ guidelines issued by the Ministry of Corporate Affairs (MCA). Dividends for and up to the financial year ended March 31, 2017 have already been transferred to the IEPF.

The Board of Directors of the Bank at their meeting held on December 21, 2016, had decided to issue equity shares of face value of ₹1 on a rights basis to its shareholders at a ratio of 1:3. The application money received and didn't get shares allotted against it was due for refund on March 26, 2017. As per Section 125 of the Companies Act, 2013 and applicable provisions of the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 notified by the Ministry of Corporate Affairs effective from September 07, 2016 and subsequent amendments thereto, the application money received by companies for allotment of any of its securities and due for refund, remain unclaimed and unpaid for a period of seven years from the date it became due for payment should be transferred to the Investor Education and Protection Fund (IEPF). The same become due to be transferred to the IEPF on March 26, 2024 amounting to ₹2,05,895.00 was transferred on April 08, 2024.

The Ministry of Corporate Affairs on May 10, 2012 has notified Investor Education and Protection Fund (Uploading of information regarding unpaid and unclaimed amounts lying with companies) Rules, 2012, whereby companies are required to identify and

upload information regarding unclaimed amounts due to be transferred to IEPF on the Ministry's website and also on Bank's website in the following link: www.southindianbank.com/content/unclaimed-dividend/872

Accordingly, the details of such unpaid/ unclaimed amounts along with their respective due dates for transfer to IEPF are provided for the benefit of investors.

The Shareholders may please claim their unclaimed/ unpaid amount due to them by making a request to the Company giving their particulars before the same are transferred to the IEPF.

Dates for Transfer of Unclaimed Dividend to Investors Education and Protection Fund (IEPF)

Pursuant to Section 124 of the Companies Act, 2013, final dividend for the financial year 2016-17 amounting to ₹99,80,574.00 pertaining to the financial year 2016-17, which remained unpaid/unclaimed for a period of seven years from the date of transfer to unpaid dividend account, has been transferred by the Bank to the Investors Education and Protection Fund (IEPF) of the Central Government on August 31, 2024.

Pursuant to Section 124 of the Companies Act, 2013, the Unclaimed Dividend for Final Dividend for the financial year 2017-18, which remains unpaid/unclaimed for a period of seven years from the date of transfer to unpaid dividend account, should be claimed by respective shareholders on or before due date for transfer to IEPF, failing which, the said shares will be transferred to the Investors Education and Protection Fund (IEPF) of the Central Government at an appropriate date by the Bank in compliance to the provisions of Companies Act, 2013 and rules made there under. A letter dated April 22, 2025 in this regard was already set to shareholders by the Bank indicating the details of unclaimed dividend and the timeline to claim the outstanding dividend amounts.

The dividend for following years which remains unclaimed for seven years from the date it is lying in the unpaid dividend account of the Bank, will be transferred to the IEPF in accordance with the schedule given below. Shareholders who have not encashed their dividend warrants relating to the dividends specified below are requested to immediately send their request for issue of duplicate warrants/ for credit to their bank account with requisite documents. The details of dividends specified below are available on the website of the Bank, www.southindianbank.com. Once unclaimed dividends are transferred to IEPF, no claim shall lie in respect thereof with the Bank. However, shareholders may claim their unclaimed amount as per the procedures/ guidelines issued by the Ministry of Corporate Affairs (MCA). For details, Investors can visit the website of IEPF Authority viz., www.iepf.gov.in.



Sl. No	Financial Year	Type of Dividend	Dividend %	Date of declaration	Due date for transfer to IEPF
1	2017-18	Final	40	11.07.2018	11.08.2025
2	2018-19	Final	25	17.07.2019	15.08.2026
3	2019-20	Final			No Dividend
4	2020-21	Final			
5	2021-22	Final			
6	2022-23	Final	30	24.08.2023	26.09.2030
7	2023-24	Final	30	27.08.2024	01.10.2031

Disclosure regarding TDS on Dividend

In accordance with the provisions of the Income Tax Act, 1961 as amended by Finance Act, 2020, with effect from April 1, 2020, dividend declared and paid by the Bank is taxable in the hands of the shareholders and Bank is required to deduct tax at source ('TDS') on dividend paid to the shareholders at the applicable rates. The details / information in this regard are attached as Annexure to the notice of this, the 97th Annual General Meeting of the Bank.

Mandatory Transfer of Shares to Demat Account of Investors Education and Protection Fund Authority (IEPFA) in case of unpaid/unclaimed dividend on shares for a consecutive period of seven years

In terms of Section 124 (6) of the Companies Act, 2013 read with Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, as amended from time to time, members are requested to note that the shares in respect of which dividends have been unpaid or unclaimed for seven consecutive years or more shall be credited to the IEPF Demat Account maintained with depositories. Upon transfer of such shares, all benefits (e.g. bonus, spilt etc.), if any, accruing on such shares shall also be credited to the IEPF Demat Account and the voting rights on such shares shall remain frozen till the rightful owner claims the shares. Accordingly, shares in respect of which dividend has not been paid or claimed for seven consecutive years for the financial year 2016-17 has been transferred by the Bank to the DEMAT Account of the authority by 06th September 2024. In this connection, the Bank had sent intimation letters to members in respect of the shares on which dividend had remained unpaid or unclaimed for seven consecutive years or more, requesting them to claim such dividend so as to avoid the corresponding shares being transferred to the IEPF authority. Simultaneously, an advertisement to this effect was published in leading English and vernacular newspapers. The aforesaid Rules also prescribe the procedure to be followed by an investor to claim the Shares/Dividend amount transferred to IEPF Demat Account. Shares which are transferred to the IEPF Demat Account can be claimed back by the shareholder from IEPF Authority by following the procedure prescribed under the aforesaid rules.

Disclosure with respect to Suspense Escrow Demat Account:

In compliance with schedule V Clause F of SEBI LODR Regulations, 2015 and further to SEBI Circulars issued with respect to Issuance of Securities in dematerialized form in case of Investor Service Requests, the Bank has opened a suspense escrow account to transfer the non-dematerialised shares which are pending for dematerialisation by the securities holder/claimant within 120 days of the date of Letter of Confirmation issued by the Bank/ RTA. The voting rights on these shares shall remain frozen till the rightful owner of such shares claims the shares. The details of shares in suspense account/ unclaimed suspense account are as follows:

Sl. No.	Particulars	Number of Shareholders	No. of shares
(a)	Aggregate number of shareholders and the outstanding shares in the suspense account lying at the beginning of the year (01.04.2024)	10	27742
(b)	Aggregate Number of shareholders and the outstanding shares transferred during the financial year 2024-25 to Unclaimed Suspense Account	24	83256
(c)	Number of shareholders who approached listed entity for transfer of shares from suspense account during the year 2024-25	17	53842
(d)	Number of shareholders to whom shares were transferred from suspense account during the year 2024-25	17	53842
(e)	Aggregate number of shareholders and the outstanding shares in the suspense account lying at the end of the year (31.03.2025)	17	57156

Disclosure with respect to Unclaimed Suspense Demat Account:

In compliance with SEBI Master Circular no: SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 07, 2024 for Registrars to an Issue and Share Transfer Agent to protect the interest of investors in securities and to promote the development of, and to regulate, the securities market. SEBI prescribed an Investor charter for Registrars to an issue and Share Transfer Agents (RTAs) which forms part of the said circular as Annexure – 25. Under the head “Services provided by RTA to investors” the board (SEBI) stipulated the mandatory execution of transfer of undelivered shares certificate to suspense account. The details of shares in Unclaimed Suspense Demat Account are as follows:

Sl. No.	Particulars	Number of Shareholders	No. of shares
(a)	Aggregate number of shareholders and the outstanding shares in the suspense account lying at the beginning of the year (01.04.2024)	1576	4486476
(b)	Aggregate Number of shareholders and the outstanding shares transferred during the financial year 2024-25 to Unclaimed Suspense Account	0	0
(c)	Number of shareholders who approached listed entity for transfer of shares from suspense account during the year 2024-25	32	1013306
(d)	Number of shareholders to whom shares were transferred from suspense account during the year 2024-25	32	1013306
(e)	Number of shares were transferred from suspense account to IEPF Account during the year 2024-25	110	153805
(f)	Aggregate number of shareholders and the outstanding shares in the suspense account lying at the end of the year (31.03.2025)	1434	3319365

Disclosure with respect to LIPL SIB Rights Escrow Demat Account:

In accordance with Regulation 77A of the SEBI ICDR Regulations read with the SEBI ICDR Master Circular, the credit of Rights Entitlements and Allotment of Rights Equity Shares shall be made in dematerialized form only. Prior to the Issue Opening Date, our Bank shall credit the Rights Entitlements to the demat accounts of the Eligible Equity Shareholders holding the Equity Shares in dematerialised form. In this regard, in connection with the Rights Issue of the Bank during FY 2023-24, the Bank had opened a separate demat suspense escrow account (namely, “LIPL SIB Rights Escrow Demat Account”) (“Demat Suspense Account”) in order to credit Rights Entitlements on the basis of the Equity Shares: (a) held by Eligible Equity Shareholders which are held in physical form as on Record Date; or (b) which are held in the account of the Investor Education and Protection Fund (“IEPF”) authority; or (c) of the Eligible Equity Shareholder whose demat accounts are frozen or where the Equity Shares are lying in the unclaimed suspense account / demat suspense account (including those pursuant to Regulation 39 of the SEBI LODR Regulations) or details of which were unavailable with the Bank or with the Registrar on the Record Date or where Equity Shares have been kept in abeyance or where entitlement certificate has been issued or where



instruction has been issued for stopping issue or transfer or where letter of confirmation lying in escrow account; or (d) where credit of the Rights Entitlements have returned/reversed/failed for any reason; or (e) where ownership is currently under dispute, including any court or regulatory proceedings or where legal notices have been issued, if any. The Bank had credited the Rights Entitlements to the Demat Suspense Account on the basis of information available with the Bank and to serve the interest of relevant Eligible Equity Shareholders to provide them with a reasonable opportunity to participate in the Rights Issue. The details of the “Demat Suspense Account” was specified in the letter of offer.

Post allotment the equity shares held in the account have been credited to respective allottees and the Demat account has closed on 19th November 2024.

Sl. No.	Particulars	Number of Shareholders	No. of Shares
(a)	Aggregate number of shareholders and the outstanding shares in the LIPL SIB Rights Escrow Demat Account lying at the beginning of the year (01.04.2024)	31	29764
(b)	Aggregate Number of shareholders and the outstanding shares transferred during the financial year 2024-25 to LIPL SIB Rights Escrow Demat Account	0	0
(c)	Number of shareholders who approached listed entity for transfer of shares from LIPL SIB Rights Escrow Demat Account during the year 2024-25	31	29764
(d)	Number of shareholders to whom shares were transferred from LIPL SIB Rights Escrow Demat Account during the year 2024-25	31	29764
(e)	Aggregate number of shareholders and the outstanding shares in the suspense account lying at the end of the year (31.03.2025)	0	0

Compliance with Secretarial Standards:

The Bank is in compliance with the applicable Secretarial Standards issued by The Institute of Company Secretaries of India and approved by the Central Government under Section 118(10) of the Companies Act, 2013 for FY 2024-25.

8. COMPLIANCE STATUS OF LISTING AGREEMENT/SEBI (LODR) REGULATIONS, 2015

The Bank has complied with all applicable mandatory requirements of the Listing Regulations during the financial year 2024-25. Quarterly compliance report on Corporate Governance, in the prescribed format is submitted regularly with the Stock Exchanges where the shares of the Bank are listed. The required disclosures under SEBI (LODR) Regulations, 2015 are detailed under various portions of Directors’ Report and Corporate Governance Report and compliance has been ensured. A certificate to this effect issued by M/s SVJS & Associates, Practicing Company Secretaries is annexed. Further, a certificate issued by M/s SVJS & Associates, Practicing Company Secretaries, Pursuant to regulation 34(3) and Schedule V Para C clause (10) (i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) to the effect that none of the Directors, who are on the Board of the Bank as on 31st March 2025 have been debarred or disqualified from being appointed or continuing as Directors of the Bank is annexed.

COMPLIANCE WITH DISCRETIONARY REQUIREMENTS AS STIPULATED UNDER PART E OF SCHEDULE II OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

A. The Board

An office of the Non-Executive Chairman is maintained at the Bank’s expense and reimbursement of expenses incurred by the Chairman in performance of his duties is allowed.

B. Modified Opinion(s) in Audit Report

The auditors have expressed an unmodified opinion on the financial statements of the Bank.

C. Shareholder's Rights

The Bank publishes its results on its website at www.southindianbank.com which is accessible to the public at large. The same are also available on the websites of the Stock Exchanges on which the Bank's shares are listed. The Bank's results for each quarter are published in an English newspaper having a nationwide circulation and in a Malayalam newspaper having a wide circulation in Kerala.

D. Separate posts of Chairperson and the Managing Director or the Chief Executive Officer

The Bank has appointed separate persons in the post of the (1) Chairperson (as Non-Executive Independent Part Time Chairman) and (2) the Managing Director & Chief Executive Officer. Further Bank confirms that the Managing Director & Chief Executive Officer is not related to Chairperson of the Bank as per the definition of the term "relative" defined under the Companies Act, 2013.

E. Independent Directors

The Independent Directors of the Bank has met 2 times during the Financial Year 2024-25 on 13-01-2025 and 29-03-2025, without the presence of Non-Independent Directors and members of the management and all the Independent Directors were present at the meeting.

F. Risk Management

In terms of the guidelines of Reserve Bank of India and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 a Risk Management Committee of Board has been constituted by the Bank, which shall approve the policy, strategy and methods for risk management, by evaluating the overall risks faced by the Bank in determining the acceptable level of

risks. The Bank has ensured the compliance of RBI Guidelines, SEBI (LODR) Regulations with respect to Composition, Chairmanship, Meeting and Quorum of the Risk Management Committee.

By Order of the Board

(V J Kurian)
Chairman
(DIN:01806859)

(P R Seshadri)
Managing Director & CEO
(DIN:07820690)

Place: Thrissur
Date: July 17, 2025

AFFIRMATION OF COMPLIANCE WITH CODE OF CONDUCT

I, P R Seshadri, MD & CEO hereby declare that the Bank's Code of Conduct has been accepted and the members of Board of Directors and Senior Management Personnel have affirmed compliance with the Code of Conduct of Board of Directors and Senior Management as required under SEBI (LODR) Regulations, 2015 "on Corporate Governance."

By Order of the Board

P R Seshadri
Managing Director & CEO
DIN:07820690

Place: Thrissur
Date: July 17, 2025



CEO / CFO Certification

We, P R Seshadri, Managing Director & CEO and Vinod Francis, Chief Financial Officer, of THE SOUTH INDIAN BANK LIMITED hereby certify that:

- a) We have reviewed financial statements and the cash flow statement for the year ended March 31, 2025 and that to the best of our knowledge and belief:
 - i) these statements do not contain any materially untrue statement or omit any material fact or contain any statements that might be misleading;
 - ii) these statements together present a true and fair view of the Bank's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- b) There are, to the best of our knowledge and belief, no transactions entered into by the Bank during the year which are fraudulent, illegal or violative of the Bank's Code of Conduct.
- c) We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Bank pertaining to financial reporting and have disclosed to the Auditors and Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or proposed to take to rectify these deficiencies.
- d) We have indicated, to the Auditors and the Audit Committee:
 - i) significant changes in internal control over financial reporting during the year;
 - ii) significant changes in accounting policies during the year and that the same have been disclosed in the notes to the financial statements; and
 - iii) instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or an employee having significant role in the Bank's internal control system over financial reporting.

Yours faithfully

P R Seshadri
Managing Director & CEO
(DIN: 07820690)

Vinod Francis
Chief Financial Officer

Place : Kochi
Date : May 15, 2025

Certificate on compliance with the conditions of Corporate Governance under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

To the Members

The South Indian Bank Limited

1. The accompanying Corporate Governance Report prepared by The South Indian Bank Limited (hereinafter the "Bank"), contains details as required by the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("the Listing Regulations") ('Applicable criteria') with respect to Corporate Governance for the year ended March 31, 2025.

Managements' Responsibility

2. The preparation of the Corporate Governance Report is the responsibility of the Management of the Bank including the preparation and maintenance of all relevant supporting records and documents. This responsibility also includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the Corporate Governance Report.
3. The Management along with the Board of Directors are also responsible for ensuring that the Bank complies with the conditions of Corporate Governance as stipulated in the Listing Regulations, issued by the Securities and Exchange Board of India.

Our Responsibility

4. The procedures for verification that have been selected depend on judgement, including the assessment of the risks associated in compliance of the Corporate Governance Report with the applicable criteria. The key procedures performed include:
 - i. Reading and understanding of the information prepared by the Bank and included in its Corporate Governance Report;
 - ii. Obtained and verified that the composition of the Board of Directors w.r.t. executive and non-executive directors has been met throughout the reporting period;
 - iii. Obtained and read the Directors' Register as on March 31, 2025 and verified that at least one Independent woman director was on the Board during the year;

- iv. Obtained and read the minutes of the annual general meeting held on August 27, 2024;
- v. Obtained and read the minutes of the meetings of Board of Directors and the committees of the Board of Directors, held April 1, 2024 to March 31, 2025 viz., Audit Committee, Nomination and Remuneration Committee, Stakeholder Relationship Committee, Risk Management Committee and Corporate Social Responsibility Committee.
- vi. Obtained necessary representations and declarations from directors of the Bank including the independent directors; and
- vii. Performed necessary inquiries with the management and also obtained necessary specific representations from management.

The above-mentioned procedures include examining evidence supporting the particulars in the Corporate Governance Report on a test basis. Further, our scope of work under this certificate did not involve us performing audit tests for the purposes of expressing an opinion on the fairness or accuracy of any of the financial information or the financial statements of the Bank taken as a whole.

Opinion

5. Based on the procedures performed by us, and according to the information and explanations given to us, we are of the opinion that the Bank has complied with the conditions of Corporate Governance as stipulated in the Listing Regulations, as applicable for the year ended March 31, 2025.

Other matters and Restriction on Use

6. This certificate is neither an assurance as to the future viability of the Bank nor the efficiency or effectiveness with which the management has conducted the affairs of the Bank.
7. This certificate is addressed to and provided to the members of the Bank solely for the purpose of enabling it to comply with its obligations under the Listing Regulations with reference to compliance with the relevant regulations of Corporate Governance and should not be used by any other person or for any other purpose.



We have no responsibility to update this certificate for events and circumstances occurring after the date of this certificate.

Peer Review Certificate No. 6215/2024
UDIN: F003067G000796739

For SVJS & Associates
Company Secretaries

CS Vincent P. D.
Managing Partner
FCS: 3067
CP No: 7940

Kochi
17.07.2025

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(Pursuant to Regulation 34(3) and Schedule V Para C Clause (10)(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To

The Members

The South Indian Bank Limited

SIB House, Mission Quarters

T B Road, Thrissur-680001

Kerala

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of **The South Indian Bank Limited** having CIN: **L65191KL1929PLC001017** and having registered office at SIB House, Mission Quarters, T B Road, Thrissur-680001, Kerala (hereinafter referred to as 'the Company'), produced before us by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para C Clause 10(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our information and according to the verifications (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations furnished to us by the Company and its officers, We hereby certify that none of the Directors on the Board of the Company as stated below for the Financial Year ending on **31st March, 2025** have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs, or any such Statutory Authority.

Sl. No.	Name of Director	DIN	Date of appointment in Company
1.	Sri. Vattavayalil Joseph Kurian	01806859	23/03/2018
2.	Sri. Peruvemba Ramachandran Seshadri	07820690	01/10/2023
3.	Sri. Mazhuvancheri George Korah	08207827	31/08/2018
4.	Sri. Pradeep Mahadeo Godbole	08259944	26/03/2019
5.	Sri. Paul Antony	02239492	29/09/2020
6.	Sri. Radhamangalam Anantharaman Sankaranarayanan	05230407	15/10/2020
7.	Sri. Benny Payyappilly Thomas	09448424	30/12/2021
8.	Smt. Lakshmi Ramakrishna Srinivas	10365580	20/11/2023
9.	Sri. Dolphy Jose	10682246	15/07/2024
10.	Sri. Jose Joseph Kattoor	09213852	18/07/2024

Ensuring the eligibility for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Peer Review Certificate No. 6215/2024

UDIN: F003067G000796750

For SVJS & Associates
Company Secretaries

CS Vincent P. D.
Managing Partner
FCS: 3067, CP No: 7940

Kochi

17.07.2025

STANDALONE FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT

To the Members of The South Indian Bank Limited

Report on the Audit of the Standalone Financial Statements

Opinion

We have audited the standalone financial statements of The South Indian Bank Limited ('the Bank'), which comprise the Balance Sheet as at March 31, 2025, the Profit and Loss Account, the Cash Flow Statement for the year then ended, and notes to the standalone financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by section 29 of the Banking Regulation Act, 1949 as well as the Companies Act, 2013 ('the Act') and the circulars, guidelines and directions issued by the Reserve Bank of India ("RBI"), in the manner so required for banking companies and give a true and fair view in conformity with accounting principles generally accepted in India, including the Accounting Standards prescribed under Section 133 of the Act, read with Companies (Accounting Standards) Rules, 2021 as amended to the extent applicable, of the state of affairs of the Bank as at March 31, 2025, and its profit and its cash flows for the year ended on that date.

Basis for Opinion

We conducted our audit of the standalone financial

statements in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those SAs are further described in the 'Auditor's Responsibilities for the Audit of the Standalone Financial Statements' section of our report. We are independent of the Bank in accordance with the "Code of Ethics" issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the Standalone Financial Statements under the provisions of the Act, and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence obtained by us, are sufficient and appropriate to provide a basis for our audit opinion on the standalone financial statements.

Key Audit Matters

Key Audit Matters are those matters that, in our professional Judgement, were of most significance in our audit of the standalone financial statements for the financial year ended March 31, 2025. These matters were addressed in the context of our audit of the standalone financial statements as a whole, and results of our audit procedures, including the procedures performed to address the matters below, provide the basis in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters prescribed below to be the key audit matters:



Key Audit Matters	How our audit addressed the Key Audit Matters
(i) Classification of Advances, identification of non-performing advances, Income Recognition, and provisioning on Advances as per IRACP Norms of Reserve Bank of India (Refer Schedule 9, Note 3 of Schedule 17 and Note 4 of Schedule 18D to the standalone financial statements) Advances include Bills purchased and discounted, Cash credits, Overdrafts, Loans repayable on demand and Term loans. These are further categorized as secured by Tangible assets (including advances against Book Debts), covered by Bank/Government Guarantees and Unsecured advances; RBI prescribes the prudential norms for Income Recognition, Asset Classification and Provisioning of non-performing assets (IRACP Norms) and prescribes the minimum provision required to be created for such assets in the Financial Statements. The identification of performing and non-performing advances (including advances restructured accounts under applicable IRACP Norms) involves establishment of proper systems, control mechanism, and the Bank is required to apply significant degree of judgement to identify and determine the amount of provision required against each Non-Performing Asset ('NPA') applying both quantitative as well as qualitative factors prescribed by the regulations. The provision on NPA is estimated based on ageing and classification of NPAs, recovery estimates, nature of loan product, value of security and other qualitative factors and is subject to the minimum provisioning norms specified by RBI and approved policy of the Bank in this regard. The Management of the Bank also makes an assessment of the impact on borrowers' accounts which were restructured as per RBI Circulars. Significant judgements and estimates for NPA identification and provisioning could give rise to material misstatements on: - Completeness and timing of recognition of non-performing assets in accordance with criteria as per IRACP norms. - Measurement of the provision for non-performing assets based on loan exposure, ageing and classification of the loan, realizable value of security; - Appropriate reversal of unrealized income on the NPAs	Our audit approach / procedures included the following: - Understanding and considering the Bank's accounting policies for NPA identification and provisioning and assessing compliance with the prudential norms prescribed by the RBI (IRACP Norms) including the additional provisions made on advances and asset classification benefits applicable to certain category of advances such as restructured accounts. - Understanding, evaluation and testing the design and operating effectiveness of key controls (including application controls and logic applied for system driven identification of NPAs) over approval including internal credit rating, recording, monitoring and recovery of loans, monitoring overdue / stressed accounts, identification of NPA, computation of provision for NPA, valuation of security and collateral and identification and provisioning of impaired accounts based on the extant guidelines on IRACP laid down by the RBI. Further, obtained an understanding of the contingency provision carried by the Bank and verified the underlying assumptions used by the Bank for such estimate. - Testing of application controls on sample basis including testing of automated and manual controls, reports and system reconciliations, in relation to income recognition, asset classification, provisioning pertaining to advances and investments and compliances of other regulatory guidelines issued by the RBI. - Testing on sample basis the accuracy of the data input in the system for income recognition, classification into performing and non-performing advances and provisioning in accordance with the IRACP norms. - Selection of the sample borrowers based on quantitative and qualitative risk factors of funded as well as non-funded exposure, for assessment of appropriate classification as NPA including computation of overdue including effect of non fund based facilities ageing to assess its correct classification and provision amount as per extant IRACP norms and the Bank policy. - Performing other procedures including substantive audit procedures covering the identification of NPAs by the Bank. These procedures included: (a) Considering testing of the exception reports generated from the application softwares and the systems where the advances have been recorded;

Key Audit Matters	How our audit addressed the Key Audit Matters
Since the Bank has significant credit risk exposure to a large number of borrowers across various sectors, products, industries and geographies, there is high degree of complexity, uncertainty and judgement involved in recoverability of advances, nature of transactions along with estimation of provisions thereon and identification of accounts to be written off. Given its significance to the overall audit of Financial Statements, we have ascertained the Identification, Classification, Disclosure, Provisioning and Write off of Advances as a Key Audit Matter.	(b) Considering the accounts reported by the Bank and other banks as Special Mention Accounts ("SMA") in RBI's Central Repository of Information on Large Credits (CRILC) to identify stress; (c) Considering and reviewing the accounts reported with Early Warning Signals by the Bank with reference to the documents related to such advances. (d) Reviewing account statements, appraisal note, audited financial statements, stock and receivable audit report, credit audit report, drawing power calculation, security and other related documents including valuation report of the collaterals and information of the sample borrowers selected based on quantitative and qualitative risk factors including the advances selected from accounts appearing in exception reports; (e) Reading of minutes of management committee and credit committee meetings and performing inquiries with the credit and risk departments to ascertain if there were indicators of stress or an occurrence of an event of default in a loan account or any product; (f) Considering reports of Internal Audit, Systems Audit, Credit Audit, Concurrent Audit, Stock and Receivable audit and credit appraisal as per the policies and procedures of the Bank; (g) Considering the Inspection report of RBI on the Bank pertaining to previous financial years, the bank's response to the observations and other communication with RBI during the year; (h) Persual of Board approval / Management approval note for the advances written off including technical write-off. Further the Sale of NPAs to ARC is also reviewed by us. (i) Assessed the appropriateness, accuracy and adequacy of the related presentation and disclosures in accordance with the applicable accounting standards and requirements of RBI with respect to NPAs. - For NPAs identified, based on our sample factors including stressed sectors and account materiality, tested the asset classification dates, value of available security and computation of the provision as per IRACP norms. We recomputed the provision for NPA after considering the key input factors and compared our measurement outcome to that of system-generated reports and statements prepared by management.



Key Audit Matters	How our audit addressed the Key Audit Matters
(ii) Information Technology ('IT') Systems and Internal Controls for financial reporting	
IT systems and controls followed by the bank are material from a financial reporting perspective, due to the pervasive nature and complexity of the IT environment, the large volume of transactions processed in numerous locations daily and the reliance on automated and IT dependent manual controls. Therefore on account of these factors, there exists a risk that gaps in the IT control environment could result in the financial accounting and reporting records being materially misstated. Our areas of audit focus included user access management, changes to the IT environment, existence and completeness of an Audit Trail (Edit Log) of the Core Banking Solution (CBS) and the other IT systems and applications having financial impact linked to the CBS. Appropriate IT general controls and application controls are required to ensure that such IT systems are able to process the data, as required, completely, accurately, and consistently for reliable financial reporting. In addition, there are increasing challenges to protect the integrity of the Bank's systems and data since cyber security has become a more significant risk in recent periods. Hence it is necessary to ensure that IT dependent and application-based controls are operating effectively. Due to the pervasive nature and complexity of the IT environment as well as its importance in relation to accurate and timely financial reporting, we have ascertained IT systems and controls as a Key Audit Matter.	- IT audit specialists are an integral part of our engagement team. Our approach of testing IT General Controls (ITGC) and IT Application Controls (ITAC) is risk based and business centric. - Our audit approach/procedures included the following: - Obtaining a comprehensive understanding of IT applications landscape implemented at the Bank, followed by process understanding, mapping of applications to the processes related to financial reporting and understanding financial risks posed by people-process and technology. - In ITGC testing, on sample basis, we reviewed control areas such as User Management, Change Management, interface testing, deployment of new applications, Incident management, Physical & Environmental Security, Backup and restoration, Business continuity and Disaster Recovery, Service Level Agreement and various submission made to the regulators under risk based supervision. - Testing the design and operating effectiveness of certain automated controls that were considered as key internal system controls over financial reporting using various techniques such as inquiry, review of documentation / record / reports, observation, and re-performance. - Evaluating deficiencies and mismatches that were identified and, testing compensating controls or performed alternate procedures. - Discussed with top management the issues pertaining to core banking solutions and the incidents reported to RBI and the corrective measures implemented by the Bank. - Obtaining management representation which included IS audit, and also the testing of the automated system driven controls conducted by the Management including matching of the business logic with the system logic.

Information other than the standalone Financial Statements and Auditors' Report thereon

The Bank's Management and Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report but does not include the standalone financial statements and our auditors' report thereon, the Pillar III Disclosures under Basel III Capital Regulation. The Annual Report is expected to be made available to us after the date of this auditor's report.

Our opinion on the standalone financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the standalone financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the standalone financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the other information, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance under SA 720 'The Auditor's responsibility relating to other information'.

Responsibilities of Management and Those Charged with Governance for the Standalone Financial Statements

The Bank's Board of Directors and Management are responsible for the matters stated in section 134(5) of the Act, with respect to the preparation and presentation of these standalone financial statements that give a true and fair view of the financial position, financial performance and cash flows of the Bank in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under section 133 of the Act, read with Rule 7 of the Companies (Accounting Standards) Rules, 2021 in so far as they apply to the Bank and provisions of Section 29 of the Banking Regulation Act, 1949 and circulars and guidelines issued by RBI from time to time (the "RBI Guidelines"). This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act, for safeguarding of the assets of the Bank and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making Judgement and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting

records, relevant to the preparation and presentation of the standalone financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the standalone financial statements, Management and Board of Directors are responsible for assessing the Bank's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless board of directors either intends to liquidate the Bank or to cease operations, or has no realistic alternative but to do so.

The Board of Directors are also responsible for overseeing the Bank's financial reporting process.

Auditor's Responsibilities for the audit of the Standalone Financial Statements

Our objectives are to obtain reasonable assurance about whether the standalone financial statements of the Bank as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these standalone financial statements.

As part of an audit in accordance with SAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Bank has internal controls with reference to the standalone financial statements in place and the operating effectiveness of such controls;



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management and board of directors;
- Conclude on the appropriateness of management's and board of directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the standalone financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank to cease to continue as a going concern;
- Evaluate the overall presentation, structure and content of the standalone financial statements, including the disclosures, and whether the standalone financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the standalone financial statements for the financial year ended March 31, 2025 and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

1. The Balance Sheet and the Profit and Loss Account have been drawn up in accordance with the

provisions of Section 29 of the Banking Regulation Act, 1949 and Section 133 of the Companies Act, 2013 read with Rule 7 of the Companies (Accounting Standards) Rules, 2021

2. As required by sub-section (3) of section 30 of the Banking Regulation Act, 1949, we report that:

- (a) We have sought and obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit and have found them to be satisfactory;

- (b) The transactions of the Bank, which have come to our notice, have been within the powers of the Bank; and

- (c) The key operations and functions of the Bank are administered, managed and controlled by regional offices and Head Office through centralised systems and processes with automation of critical applications integrated to core banking solution, and therefore the audit was also carried out centrally based on review of such centralised systems and processes with automation of major business processes, critical applications by review of the relevant records, documents and data required for the purposes of our audit available centrally through such applications/platform. Further, we visited 52 major branches, including central processing units, to examine the operations and functioning of the branch and review the records/registers/ documents maintained at such branches as part of our audit processes and procedures.

- (d) The profit and loss account shows a true balance of profit for the year then ended.

3. Further, as required by section 143(3) of the Act, we report that:

- (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;

- (b) In our opinion, proper books of account as required by law have been kept by the Bank so far as it appears from our examination of those books;

- (c) The Standalone Balance Sheet, the Standalone Profit and Loss Account, the Standalone Cash Flow Statement dealt with by this report are in agreement with the books of account;

- (d) In our opinion, the aforesaid standalone financial statements comply with the Accounting

Standards specified under Section 133 of the Act, read with Rule 7 of Companies (Accounting Standards) Rules, 2021, to the extent they are not inconsistent with the guidelines prescribed by RBI;

(e) On the basis of written representations received from the directors as on March 31, 2025, and taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2025, from being appointed as a director in terms of Section 164(2) of the Act;

(f) With respect to the adequacy of the internal financial controls over financial reporting of the Bank with reference to these standalone financial statements and the operating effectiveness of such controls, refer to our separate Report in "Annexure A" to this report;

(g) With respect to the matters to be included in the Auditor's Report under Section 197(16) of the Act:

The Bank is a banking company as defined under Banking Regulation Act, 1949. Accordingly, the requirements prescribed under Section 197 of the Companies Act, 2013 do not apply by virtue of Section 35B(2A) of the Banking Regulation Act, 1949, and;

(h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2021, as amended, in our opinion and to the best of our information and according to the explanations given to us

i. The Bank has disclosed the impact of pending litigations on its financial position in its standalone financial statements - as per details furnished in Schedule 12 and Sl.no 1 of Note 14 under Schedule 18B to the standalone financial statements;

ii. The Bank has made provision, as required under the applicable laws or accounting standards, for material foreseeable losses, if any, on long term contracts including derivative contracts - as per details furnished in Note 15 under Schedule 18B to the standalone financial statements; and

There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Bank as stated in Schedule 18B note 18.

iii. (a) The management has represented that, to

the best of its knowledge and belief, other than as disclosed in Note 20 of Schedule 18B of the notes to the standalone financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Bank to or in any other persons or entities, including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Bank ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

(b) Further, the management has represented, that, to the best of its knowledge and belief, other than as disclosed in Note 20 of Schedule 18B of the notes to the standalone financial statements, no funds have been received by the Bank from any persons or entities, including foreign entities ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Bank shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries and

(c) Based on such audit procedures performed, that were considered reasonable and appropriate by us in the circumstances and according to the information and explanations provided to us by the Management in this regard, nothing has come to our notice that has caused us to believe that the management representations made under subclause (a) and (b) contain any material misstatement.

iv. The final dividend paid by the company during the year in respect of the same declared for the previous year is in accordance with section 123 of the Companies Act, 2013 to the extent it applies to payment of dividend;

As stated in note 21 of Schedule 18B to the Standalone Financial Statements, the Board of Directors of the Company have proposed final dividend for the year which is subject to



the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with section 123 of the Companies Act, 2013, to the extent it applies to declaration of dividend;

- v. Based on our examination which included test checks, the bank has used accounting software for maintaining its books of account for the year ended March 31, 2025 which has a feature of recording audit trail (edit log)

facility and the same has operated throughout the year for all relevant transactions recorded in the software. Further, during the course of our audit, basis the data received and verified on test check basis, we did not come across any instance of audit trail feature being tampered with and also found that the preservation of the audit trail has been configured in the core banking solution, as per the statutory requirements.

For K Venkatachalam Aiyer & Co.
Chartered Accountants
Firm Registration No. 004610S

Sreevats Gopalakrishnan
Partner
Membership No: 227654

UDIN: 25227654BMNTJU2933

Place: Kochi
Date: May 15, 2025

For M.P. Chitale & Co.
Chartered Accountants
Firm Registration No.101851W

Anagha Thatte
Partner
Membership No: 105525

UDIN: 25105525BMOKOU5658

Place: Kochi
Date: May 15, 2025

Annexure A to the Independent Auditors' Report of even date on the standalone financial statements of The South Indian Bank Limited for the year ended March 31, 2025

[Referred to paragraph 3(f) under Report on Other Legal Regulatory requirements in the Independent Auditors' Report on the Internal Financial Controls Over Financial Reporting with reference to standalone financial statements under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")]

We have audited the Internal Financial Controls over Financial Reporting with reference to standalone financial statements of The South Indian Bank Limited ('the Bank') as at March 31, 2025, in conjunction with our audit of the standalone financial statements of the Bank for the year ended on that date.

Management's Responsibility for Internal Financial Controls over Financial Reporting

The Bank's Management and Board of Directors are responsible for establishing and maintaining internal financial controls based on the Internal Control over Financial Reporting criteria established by the Bank considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ('the Guidance Note') issued by the Institute of Chartered Accountants of India. These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to Bank's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's Responsibility

Our responsibility is to express an opinion on the Bank's internal financial controls with reference to Standalone financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls over Financial Reporting and the Standards on Auditing as specified under section 143 (10) of the Companies Act, 2013 to the extent applicable to an audit of internal financial controls, both applicable to an audit of internal financial controls and both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate Internal Financial Controls over Financial Reporting were established and maintained and whether such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to the financial statements and their operating effectiveness.

Our audit of internal financial controls with reference to Standalone financial statements included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the standalone financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Bank's internal financial controls with reference to Standalone financial statements.

Meaning of Internal Financial Controls Over Financial Reporting

A bank's internal financial control with reference to Standalone financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of standalone financial statements for external purposes in accordance with generally accepted accounting principles. The Bank's internal financial control with reference to Standalone financial statements includes those policies and procedures that:

1. pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the bank;
2. provide reasonable assurance that transactions are recorded as necessary to permit preparation of standalone financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the bank are being made only in accordance with authorizations of management and directors of the bank; and
3. provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition,



use, or disposition of the bank's assets that could have a material effect on the Standalone financial statements.

Inherent Limitations of Internal Financial Controls Over Financial Reporting

Because of the inherent limitations of internal financial controls with reference to Standalone financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to Standalone financial statements to future periods are subject to the risk that the internal financial control with reference to Standalone financial statements become inadequate

because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

In our opinion, the Bank has maintained, in all material respects, an adequate internal financial controls system with reference to the Standalone financial statements and such internal financial controls with reference to the Standalone financial statements were operating effectively as at March 31, 2025, based on the internal control over financial reporting criteria established by the Bank considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India.

For K Venkatachalam Aiyer & Co.
Chartered Accountants
Firm Registration No. 004610S

Sreevats Gopalakrishnan
Partner
Membership No: 227654

UDIN: 25227654BMNTJU2933

Place: Kochi
Date: May 15, 2025

For M.P. Chitale & Co.
Chartered Accountants
Firm Registration No.101851W

Anagha Thatte
Partner
Membership No: 105525

UDIN: 25105525BMOKOU5658

Place: Kochi
Date: May 15, 2025

STANDALONE BALANCE SHEET

AS AT MARCH 31, 2025

	Schedule No	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
पूँजी और देयताएँ			
CAPITAL AND LIABILITIES			
पूँजी	1	26,16,301	26,15,926
कर्मचारी स्टोक विकल्प (अनुदान) बकाया		77,486	26,446
आरक्षितियाँ निधियाँ और अधिशेष	2	9,83,82,856	8,56,19,469
निक्षेप	3	1,07,52,56,011	1,01,92,02,587
उधार	4	4,30,04,755	3,91,20,935
अन्य ऋण तथा प्रावधान	5	2,72,13,812	2,75,42,537
जोड़		1,24,65,51,221	1,17,41,27,900
संपत्तियाँ			
ASSETS			
भारतीय रिज़र्व बैंक में नकदी और अधिशेष	6	5,09,77,028	6,65,96,999
बैंकों में अधिशेष और मांग पर तथा अल्प सूचना पर प्राप्य धन	7	7,16,23,939	3,36,24,764
विनिधान	8	21,77,71,814	23,97,70,194
अग्रिम	9	85,68,20,660	78,06,06,486
स्थिर आस्तियाँ	10	1,01,82,941	96,64,796
अन्य आस्तियाँ	11	3,91,74,839	4,38,64,661
जोड़		1,24,65,51,221	1,17,41,27,900
आकस्मिक ऋण	12	17,41,44,356	31,46,78,379
संग्रहण के लिए बिल		2,16,39,671	2,19,86,291
महत्वपूर्ण लेखांकन नीतियाँ	17		
लखा संबंधी टिप्पणीयाँ	18		

अनुसूचियाँ ऊपर तुलन पत्र का एक अभिन्न अंग के रूप में

Schedules referred to above form an integral part of the Balance Sheet

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm Registration No. 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm Registration No. 101851W

Paul Antony
Director
(DIN : 02239492)

R A Sankara Narayanan
Director
(DIN : 05230407)

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN : 10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN : 09213852)



STANDALONE PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED MARCH 31, 2025

		Schedule No	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
I. आय	I. INCOME			
अर्जित ब्याज	Interest Earned	13	9,41,33,104	8,61,28,089
अन्य आय	Other Income	14	1,81,34,291	1,51,55,156
जोड़	TOTAL		11,22,67,395	10,12,83,245
II. व्यय	II. EXPENDITURE			
व्यय किया गया ब्याज	Interest Expended	15	5,92,76,680	5,28,07,529
परिचालन व्यय	Operating Expenses	16	3,02,89,876	2,97,99,029
उपबंध और आकस्मिक व्यय	Provisions and Contingencies	18.A.14.e	96,71,987	79,75,839
जोड़	TOTAL		9,92,38,543	9,05,82,397
III. लाभ / हानि	III. PROFIT/LOSS			
वर्ष के शुद्ध लाभ (हानि)	Net Profit/(Loss) for the year		1,30,28,852	1,07,00,848
पिछले वर्ष के अग्रणीत लाभ	Profit/(Loss) brought forward from previous year		59,80,833	22,44,869
जोड़	TOTAL		1,90,09,685	1,29,45,717
IV. विनियोग	IV. APPROPRIATIONS			
कानूनी आरक्षितियों को अंतरण	Transfer to Statutory Reserve		32,57,300	26,75,300
पूँजित आरक्षितियों को अंतरण	Transfer to Capital Reserve		7,39,940	1,77,663
राजस्व एवं अन्य आरक्षितियों को अंतरण	Transfer to Revenue and Other Reserve		40,00,000	30,00,000
निवेश उतार-चढ़ाव आरक्षितियों को अंतरण	Transfer to Special Reserve u/s 36(1)(viii) of Income Tax Act		8,10,000	6,00,000
निवेश आरक्षित आंतरन	Transfer to/(from) Investment Reserve		-	3,41,991
तुलनपत्र में ले जाई शेषराशि	Transfer to/(from) Investment Fluctuation Reserve		2,57,862	(4,57,892)
लाभांश भुगतान	Dividend Paid		7,84,850	6,27,822
अतिशेष जो आगे तुलन पत्र में ले जाया गया है	Balance carried over to Balance Sheet		91,59,733	59,80,833
जोड़	TOTAL		1,90,09,685	1,29,45,717
(प्रति शेयर 1 रुपये का अंकित मूल्य)	Earnings per share (Face value of ₹ 1 per share)			
आधार ईपीएस (₹)	Basic (in ₹)	18.B.16	4.98	5.10
तनुकृत ईपीएस (₹)	Diluted (in ₹)	18.B.16	4.98	5.09
महत्वपूर्ण लेखांकन नीतियाँ	Significant Accounting Policies	17		
लखा संबंधी टिप्पणीयाँ	Notes on Accounts	18		

अनुसूचियाँ ऊपर लाभ और हानि खाता का एक अभिन्न अंग के रूप में
Schedules referred to above form an integral part of the Profit and Loss Account

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

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Kochi
May 15, 2025

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Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)

STANDALONE CASH FLOW STATEMENT

FOR THE YEAR ENDED MARCH 31, 2025

	Year Ended March 31, 2025 ₹ ('000)	Year Ended March 31, 2024 ₹ ('000)
Cash flow from operating activities		
Profit before tax as per Profit and Loss Account	1,75,68,920	1,52,87,543
Adjustments for:		
Depreciation	10,17,800	9,03,488
Amortisation/Accretion of Premium/Discount on Investments	12,65,445	25,73,680
Appreciation/Depreciation of Investments / Non Performing Investments	7,14,770	-6,36,004
General Provisions against Standard Assets	(79,300)	(2,08,500)
Provision/write off for Non Performing Assets	57,50,276	40,55,210
Other Provisions	(5,20,932)	(4,30,912)
Employee Stock Options expense	53,457	25,359
Interest on Subordinated bonds	14,00,319	17,57,861
(Profit)/Loss on sale of land, buildings and other assets	23,409	998
Operating profit before working capital changes (A)	2,71,94,164	2,33,28,723
Changes in working capital:		
Increase / (Decrease) in Deposits	5,60,53,424	10,26,89,057
Increase / (Decrease) in Other liabilities and provisions	(45,087)	39,23,408
(Increase) / Decrease in Investments	(2,51,96,416)	2,28,22,707
(Increase) / Decrease in Advances	(8,19,50,414)	(8,66,16,632)
(Increase) / Decrease in Other Assets	38,31,652	1,01,06,685
(B)	(4,73,06,841)	5,29,25,225
Cash flow from operating activities before taxes (A+B)	(2,01,12,677)	7,62,53,948
Direct Taxes paid	(34,16,858)	(55,01,890)
Net cash flow from/(used in) operating activities (C)	(2,35,29,535)	7,07,52,058
Cash flow from investing activities:		
Purchase of Fixed Assets/Capital Work-in-Progress	(15,82,819)	(18,21,722)
Sale of Fixed/Non Banking Assets	23,464	75,178
(Increase)/Decrease in Held To Maturity Investments	4,58,99,626	(1,81,12,537)
Net cash flow from/(used in) investing activities (D)	4,43,40,271	(1,98,59,081)



	Year Ended March 31, 2025 ₹ ('000)	Year Ended March 31, 2024 ₹ ('000)
Cash flow from financing activities:		
Proceeds from issue of share capital (Including Share Premium)	4,710	1,15,10,076
Share issue expenses	-	(93,513)
Dividend paid	(7,84,850)	(6,27,822)
Net proceeds/(repayments) in borrowings	1,13,83,820	(3,08,17,579)
Interest on Subordinated bonds	(15,35,212)	(14,47,249)
Issue/(Repayment) of Subordinate bonds	(75,00,000)	-
Net cash flow from/(used in) financing activities (E)	15,68,468	(2,14,76,087)
Net increase/(decrease) in cash and cash equivalents (C+D+E)	2,23,79,204	2,94,16,890
Cash and cash equivalents as at beginning of the year	10,02,21,763	7,08,04,873
(Refer note below)		
Cash and cash equivalents as at the end of the year	12,26,00,967	10,02,21,763
(Refer note below)		

Note :Cash and cash equivalents comprise of cash on hand (including foreign currency notes), Balances with Reserve Bank of India, Balance with Banks and money at call and short notice.(Refer schedules 6 and 7 of the Balance sheet)

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm Registration No. 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm Registration No. 101851W

Paul Antony
Director
(DIN : 02239492)

R A Sankara Narayanan
Director
(DIN : 05230407)

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN : 10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN : 10682246)

Jose Joseph Kattoor
Director
(DIN : 09213852)

SCHEDULES TO BALANCE SHEET

AS AT MARCH 31, 2025

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 1 - CAPITAL		
Authorised Capital	40,00,000	40,00,000
400,00,00,000 Equity shares of ₹ 1/- each (Previous year 400,00,00,000 equity shares of ₹ 1/- each)		
Issued, Subscribed and Paid up Capital	26,16,301	26,15,926
261,63,01,291 Equity shares of ₹ 1/- each (Previous year 261,59,26,272 equity shares of ₹ 1/- each) (Refer Note no. A.1.e of Schedule 18)		
TOTAL	26,16,301	26,15,926
Employees' Stock Options Outstanding		
Employees' Stock Options Outstanding	1,32,672	62,205
Less: Deferred Employee Compensation Expense (unamortised)	(55,186)	(35,759)
TOTAL	77,486	26,446
SCHEDULE 2 - RESERVES AND SURPLUS		
I. Statutory Reserve		
Opening Balance	1,62,93,539	1,36,18,239
Additions during the year	32,57,300	26,75,300
Sub total	1,95,50,839	1,62,93,539
II. Capital Reserve#		
Opening Balance	96,59,496	95,38,139
Additions during the year*	7,39,940	1,77,663
Due to revaluation of Assets (net)	-	-
	1,03,99,436	97,15,802
Deductions during the year:		
Deduction from reserve to the extent of depreciation on revalued amount	(42,186)	(56,306)
Sub total	1,03,57,250	96,59,496
III. Share Premium		
Opening Balance	2,85,62,343	1,76,68,966
Additions during the year	6,199	1,09,86,890
Deductions during the year - Expenses relating to Rights Issue (Refer Note no.A.1 (b) of Schedule 18)	-	(93,513)
Sub total	2,85,68,542	2,85,62,343



	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
IV. Revenue and Other Reserves ^{\$}		
Opening Balance	2,51,23,258	2,15,82,849
Additions during the year :		
a) lapse of vested options	553	4
b) addition from reserve to the extent of depreciation on revalued amount	42,186	56,306
c) net gain on investment transition to General Reserve	3,37,785	-
d) net gains recognised in AFS reserve	2,59,862	-
e) appropriation during the Year	50,67,862	38,60,249
Deduction during the year:		
a) transfer to General Reserve	-	(3,76,150)
b) tax impact on investment transition from General Reserve	(85,014)	-
Sub total	3,07,46,492	2,51,23,258
V. Balance in Profit and Loss Account	91,59,733	59,80,833
TOTAL	9,83,82,856	8,56,19,469
[I+II+III+IV+V]		

* Includes Profit appropriated to Capital Reserve (net of applicable taxes and transfer to statutory reserve) on:

a) Gain on sale of Held to Maturity Investments ₹ 134.18 Crore (Previous Year ₹ 31.76 Crore)

b) Profit/(Loss) on sale of Fixed/Non Banking Assets (₹ 2.34) Crore (Previous Year (₹0.10)Crore)

(Refer Note no. A.1.f of Schedule 18)

\$ (Refer Note no. A.1.f of Schedule 18)

SCHEDULE 3 - DEPOSITS

A. I. Demand Deposits		
(i) From Banks	45,371	2,12,035
(ii) From Others	6,02,58,743	6,05,36,659
II. Savings Bank Deposits	27,69,93,085	26,61,77,981
III. Term Deposits		
(i) From Banks	32,49,853	36,27,515
(ii) From Others	73,47,08,959	68,86,48,397
TOTAL	1,07,52,56,011	1,01,92,02,587
B. (i) Deposits of branches in India	1,07,52,56,011	1,01,92,02,587
(ii) Deposits of branches outside India	Nil	Nil
TOTAL	1,07,52,56,011	1,01,92,02,587

*The amount of deposits against which lien is marked out of the total deposit is ₹ 5,760.18 Crore (Previous Year ₹6,026.36 Crore)

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 4 - BORROWINGS		
I. Borrowings in India		
(i) Reserve Bank of India	1,70,00,000	-
(ii) Other Banks*	55,000	9,17,000
(iii) Other Institutions and Agencies#	2,43,13,708	3,62,30,411
II. Borrowings outside India - from other banks	16,36,047	19,73,524
TOTAL	4,30,04,755	3,91,20,935
Secured borrowings under Triparty repo, market repurchase transactions with banks and financial institutions and transactions under Liquidity Adjustment Facility and Marginal Standing Facility included above.	2,44,94,908	69,86,411

*Borrowings from other banks include Subordinated Debt of ₹5.50 Crore (Previous year ₹47.36 Crore) in the nature of Non-Convertible Debentures and Perpetual Debt of ₹Nil (Previous year ₹ 44.34 Crore) [Refer Note no. A.1.d of Schedule 18]

#Borrowings from other institutions & agencies include Subordinated Debt of ₹784.50 Crores (Previous year ₹992.64 Crore) in the nature of Non-Convertible Debentures and Perpetual Debt of ₹Nil (Previous year ₹455.66 Crore) [Refer Note no. A.1.d of Schedule 18]

SCHEDULE 5 - OTHER LIABILITIES AND PROVISIONS

I. Bills Payable	18,38,213	15,78,324
II. Inter -Office adjustments (Net)	2,03,537	2,09,460
III. Interest Accrued	36,02,394	26,25,814
IV. Deferred tax liability (net) (Refer Note no. B.3.b of Schedule 18)	5,57,836	1,20,384
V. Others (including provisions)*	2,10,11,832	2,30,08,555
TOTAL	2,72,13,812	2,75,42,537

*Includes :-

Provision for standard assets ₹375.80 Crore (Previous year ₹385.04 Crore) (Refer Note no. A.4.a of Schedule 18)

SCHEDULE 6 - CASH AND BALANCES WITH

RESERVE BANK OF INDIA

I. Cash in hand	44,62,592	55,48,967
(Including foreign currency notes)		
II. Balances with Reserve Bank of India		
a) In Current Account	4,65,14,436	4,85,68,032
b) Lending under Reverse Repo (including Standing Deposit Facility)	-	1,24,80,000
TOTAL	5,09,77,028	6,65,96,999



	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 7 - BALANCES WITH BANKS AND MONEY AT CALL AND SHORT NOTICE		
I. In India		
i) Balances with Banks		
(a) In Current Accounts	2,48,011	2,64,598
(b) In Other Deposit Accounts	19,23,500	15,60,600
ii) Money at call & short notice		
(a) With Banks	-	-
(b) Lending under Reverse Repo (Market & Tri party)	4,27,80,124	1,99,70,662
Sub total	4,49,51,635	2,17,95,860
II. Outside India		
(a) In Current Accounts	7,11,424	10,46,480
(b) In Other Deposit Accounts	2,53,77,528	91,74,550
(c) Money at call & short notice - with banks	5,83,352	16,07,874
Sub total	2,66,72,304	1,18,28,904
Total	7,16,23,939	3,36,24,764
SCHEDULE 8 - INVESTMENTS		
I. Investments in India in:		
(i) Government Securities*	20,12,72,330	21,68,49,665
(ii) Other Approved Securities	-	-
(iii) Shares	10,86,944	8,43,808
(iv) Debentures and Bonds	74,81,869	88,88,502
(v) Subsidiaries and/or Joint Ventures	5,000	5,000
(vi) Others#	79,21,969	1,31,81,240
Sub total	21,77,68,112	23,97,68,215
II. Investments outside India - Shares	3,702	1,979
TOTAL (I+II)	21,77,71,814	23,97,70,194
A. Gross Investments		
(i) In India	21,85,62,961	25,27,84,355
(ii) Outside India	2,096	1,979
Sub total (A)	21,85,65,057	25,27,86,334
B. Appreciation/Depreciation/Provision for investments		
(i) In India	7,94,849	1,30,16,140
(ii) Outside India	-1,606	-

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
Sub total (B)	7,93,243	1,30,16,140
C. Net Investments		
(i) In India	21,77,68,112	23,97,68,215
(ii) Outside India	3,702	1,979
TOTAL (A-B)	21,77,71,814	23,97,70,194

* Including Non SLR State Government bonds with Book Value ₹ 51.38 Crore (Previous Year: ₹ 69.03 Crore). Securities costing to ₹ 6,506.42 Crore (Previous Year ₹ 10,620.75 Crore) pledged for availment of fund transfer facility, clearing facility and margin requirements. [Refer Note no. A.3.d of Schedule 18].

#includes

Security Receipts	11,92,730	8,99,626
Pass Through Certificate	1,79,613	-
Certificate of Deposit	65,49,626	1,13,01,042
Commercial Paper	-	9,80,572
TOTAL	79,21,969	1,31,81,240

SCHEDULE 9 - ADVANCES

A. (i) Bills Purchased and Discounted	9,30,97,066	10,13,45,130
(ii) Cash Credits, Overdrafts and Loans repayable on demand	43,84,29,409	38,98,61,717
(iii) Term Loans	32,52,94,185	28,93,99,639
TOTAL	85,68,20,660	78,06,06,486
B. (i) Secured by tangible assets*	65,00,87,302	61,41,38,077
(ii) Covered by Bank/Government Guarantees	1,66,51,689	2,28,04,119
(iii) Unsecured	19,00,81,669	14,36,64,290
TOTAL	85,68,20,660	78,06,06,486

*advances secured by tangible assets includes advances against Book Debt

C. I. Advances in India		
(i) Priority Sectors	30,35,16,128	30,18,30,110
(ii) Public Sector	5,34,23,346	2,99,16,346
(iii) Banks	52,48,735	49,98,869
(iv) Others	49,46,32,451	44,38,61,161
TOTAL	85,68,20,660	78,06,06,486
II. Advances outside India	Nil	Nil
TOTAL	85,68,20,660	78,06,06,486



	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 10 - FIXED ASSETS		
I. Premises (including Land)		
Gross Block:		
At cost as on March 31, of the preceding year	65,91,148	64,32,397
Additions during the year		
Due to purchases/acquisitions/Construction	8,99,305	1,61,709
	74,90,453	65,94,106
Deductions during the year	-	2,958
Closing Balance	74,90,453	65,91,148
Depreciation		
As at beginning of the year	9,04,226	8,19,544
Charge of the year	80,228	84,714
Deductions during the year	-	32
Depreciation to date	9,84,454	9,04,226
Net Block	65,05,999	56,86,922
Sub total		
II. Other Fixed Assets (Including furnitures and fixtures and Software)		
Gross Block:		
At cost as on March 31, of the preceding year	1,07,71,084	94,86,402
Additions during the year	47,54,967	36,57,578
	1,55,26,051	1,31,43,980
Deductions/capitalisation/adjustments during the year	48,58,207	23,72,896
Closing Balance	1,06,67,844	1,07,71,084
Depreciation		
As at beginning of the year	67,93,210	63,20,092
Charge of the year	9,37,572	8,18,774
Deductions during the year	7,39,880	3,45,656
Depreciation/adjustments to date	69,90,902	67,93,210
Net Block	36,76,942	39,77,874
Sub total		
TOTAL [I+II]	1,01,82,941	96,64,796

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 11 - OTHER ASSETS		
I. Interest Accrued	1,37,15,731	1,30,37,418
II. Tax Paid in Advance/Tax Deducted at Source (Net of provision)	30,68,029	39,26,199
III. MAT Credit Entitlement	-	13,82,547
Less MAT Credit utilisation	-	13,82,547
IV. Stationery and Stamps	1,23,722	1,19,585
V. Non-Banking Assets acquired in satisfaction of claims	90,443	90,443
Less: Provisions held	90,443	-
VI. Others*	2,22,67,357	2,67,81,459
TOTAL	3,91,74,839	4,38,64,661

*Includes Priority Sector Shortfall Deposits amounting to ₹ 1,234.89 Crore (Previous year ₹1,871.75 Crore)

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 12 - CONTINGENT LIABILITIES (Refer Note no. 16 of Schedule 17)		
I. Claims against the Bank not acknowledged as debts:		
(i) Direct Tax disputes	2,20,743	2,05,023
(ii) Indirect Tax disputes	31,072	1,90,464
(iii) Others	6,31,724	2,76,396
II. Liability on account of outstanding Forward Exchange /Derivative Contracts ¹	14,65,65,607	28,26,11,894
III. Guarantees given on behalf of constituents in India		
(a) in India	1,69,76,581	1,86,93,821
(b) outside India	27,30,529	27,11,687
IV. Acceptances, endorsements and other obligations	39,13,076	68,77,447
V. Other items for which the bank is contingently liable:		
(i) Capital Commitments	3,28,081	6,70,670
(ii) Transfers to Depositor Education and Awareness Fund (DEAF)*	27,46,943	24,40,977
TOTAL	17,41,44,356	31,46,78,379

¹ Represents notional amount

*[Refer Note no. A.10 of Schedule 18]



	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 13 - INTEREST EARNED		
I. Interest/Discount on Advances/Bills	7,52,90,766	6,89,10,385
II. Income on Investments	1,59,20,547	1,55,16,138
III. Interest on balances with Reserve Bank of India and Other Inter - Bank funds*	16,72,329	8,76,426
IV. Others	12,49,462	8,25,140
TOTAL	9,41,33,104	8,61,28,089

*Includes discount accrued on non-trading foreign currency swaps

	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 14 - OTHER INCOME		
I. Commission, Exchange and Brokerage	3,18,360	3,88,422
II. Profit on sale of Investments	37,01,618	27,79,305
Loss on sale of Investments	(7,49,977)	(2,12,572)
III. Profit on revaluation of investment	71,314	6,09,350
Loss on revaluation of invesment	(8,04,209)	-
IV. Profit on sale of land, buildings and other assets	9,305	10,838
Loss on sale of land, buildings and other assets	(32,714)	(11,836)
V. Profit/(Loss) on Exchange/derivative transactions (net)	5,02,487	3,41,428
VI. Miscellaneous Income*	1,51,18,107	1,12,50,221
TOTAL	1,81,34,291	1,51,55,156

* Includes Amount written off since recovered ₹327.47 Crore (Previous Year ₹ 98.19 Crore)

	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 15 - INTEREST EXPENDED		
I. Interest on Deposits	5,68,50,492	4,91,38,886
II. Interest on Reserve Bank of India/Inter-Bank Borrowings*	34,704	81,575
III. Others	23,91,484	35,87,068
TOTAL	5,92,76,680	5,28,07,529

*Includes premium amortised on non-trading foreign currency swaps

SCHEDULE 16 - OPERATING EXPENSES

I. Payments to and Provisions for Employees	1,65,26,996	1,69,28,502
II. Rent, Taxes and Lighting	16,82,212	15,36,281
III. Printing and Stationery	2,53,860	2,10,752
IV. Advertisement and Publicity	1,61,651	1,68,699
V. Depreciation on Bank's Property	10,17,800	9,03,488
VI. Directors fees, remuneration, allowances and expenses	27,490	31,065
VII. Auditors' fees and expenses	32,282	31,889
VIII. Law charges	2,62,981	2,48,741
IX. Postage, telegrams, telephones, etc.	8,01,696	7,81,996
X. Repairs and Maintenance	9,15,379	8,31,114
XI. Insurance	14,00,681	12,58,736
XII. Other Expenditure*	72,06,848	68,67,766
TOTAL	3,02,89,876	2,97,99,029

*Includes expenditure towards Corporate Social Responsibility ₹21.35 crore (Previous year : ₹10.50 crore) [Refer Note no. B.17 of Schedule 18]



SCHEDULE – 17 SIGNIFICANT ACCOUNTING POLICIES APPENDED TO AND FORMING PART OF THE STANDALONE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

Background

The South Indian Bank Limited ('SIB' or the 'Bank'), incorporated on January 29, 1929 at Thrissur, as a private limited company and was later converted into a public limited company on August 11, 1939. SIB has a network of 948 branches in India and provides retail and corporate banking, para banking activities such as debit / credit card, third party financial product distribution, in addition to Treasury and Foreign Exchange Business. The Bank has Representative office at Dubai. SIB is governed by Banking Regulation Act, 1949, The Companies Act, 2013 and other applicable Acts/Regulations for Banks. Its shares are listed in BSE Limited and National Stock Exchange of India Limited.

Basis of Preparation

The financial statements have been prepared in accordance with requirements prescribed under the Third Schedule (Form A and Form B) of the Banking Regulation Act, 1949. The accounting and reporting policies of the bank used in the preparation of these financial statements conform in all material aspects to Generally Accepted Accounting Principles in India ("Indian GAAP"), the circulars, guidelines and directions issued by the Reserve Bank of India ('RBI') is implemented prospectively when it becomes applicable, unless specifically required under circular / directions from time to time and the Accounting Standards prescribed under Section 133 of the Companies Act, 2013 (as amended) and the relevant provisions of the Companies Act, 2013 ("the Act") and current practices prevailing within the banking industry in India. The Bank follows the historical cost convention and accrual method of accounting in the preparation of the financial statements, except where otherwise stated. The accounting policies adopted in the preparation of financial statements are consistent with those followed in the previous year except change in accounting policy pertaining to Investment due to adoption of the revised framework as detailed in RBI Master Direction on classification, valuation and operation of Investment portfolio issue on September 12, 2023.

Use of estimates

The preparation of the financial statements in conformity with the generally accepted accounting principles requires the Management to make estimates and assumptions that affect the reported amounts of assets and liabilities, revenues and expenses and disclosure of contingent liabilities at the date of the

financial statements. Actual results could differ from those estimates. The Management believes that the estimates used in the preparation of the financial statements are prudent and reasonable. Any revisions to the accounting estimates are recognized prospectively in the current and future periods.

Significant Accounting Policies

1. Revenue recognition

- a) Interest / discount / other charges income from loans, advances and investments and deposits placed with banks and other institutions are recognized on accrual basis, except in respect of income relating to advances/ investments classified as non-performing advances/ investments, additional finance treated as standard asset under approved restructuring package, where the income is recognized only on realization in accordance with RBI guidelines.
- b) Interest income on loans bought out through the direct assignment route is recognized at agreed interest rate, except in case of such loans classified as non-performing advances.
- c) The recoveries made from NPA accounts are appropriated towards the order of demand applicable to borrowers accounts except for OTS. In case of One Time settlement (OTS) accounts the recoveries are first adjusted against the balance towards principal and sacrifice on settlement is accounted upfront.
- d) Dividend on investments in shares and units of mutual funds are accounted when the bank's right to receive the dividend is established.
- e) Income on discounted instruments is recognised over the tenure of the instrument on a straight-line basis.
- f) Insurance claims and locker rent are accounted on receipt basis.
- g) Commission income on issuance of bank guarantee / letter of credit is recognised on pro-rata basis over the period of the guarantee/letter of credit.
- h) Processing fee/ upfront fee, handling charges or income of similar nature collected at the time of sanctioning or renewal of loan/ facility is recognised in the year of receipt without spreading it over the period of loan / facility.

- i) Other fees and commission income (including commission income on third party products) are recognised when due, except in cases where the bank is uncertain of ultimate collection.
- j) Funded interest on term loans as part of restructuring are recognised on realisation as per the guidelines of RBI.
- k) In accordance with RBI guidelines on sale of non-performing advances, if the sale is at a price below the net book value (i.e. book value less provisions held), the shortfall is charged to the Profit and Loss Account in the year of sale. If the sale is for a value higher than the net book value, the excess provision is credited to the Profit and Loss Account in the year the amounts are received.
- l) Interest on income tax refund is recognised under "Other Income" in the year of passing of Assessment Orders based on the reasonable certainty. Legal expenses incurred on suit filed accounts are expensed in profit and loss account. Such amount when recovered is treated as income
- m) Penal interest/charges are recognised on accrual basis.
- n) In case of check out finance, repayments are accounted on receipt basis.
- o) All other amounts collected from customers as Non-interest income or recovery of expenses towards provision of various services / facilities are accounted / recognized on receipt basis.

2. Investments

A) Classification

Effective April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction.

- a) In accordance with the RBI guidelines, investments are categorised in to "HTM-Held to Maturity" (HTM), "AFS-Available for Sale" (AFS), "FVTPL-Fair value through profit and loss", "FVTPL-HFT Held for trading sub category within FVTPL" and "ISAJ-Investments in Subsidiaries, Associates and Joint Ventures", further classified under six groups, viz. Government Securities, Other Approved Securities, Shares, Debentures & Bonds, Subsidiaries, associates and Joint Ventures and others for the purposes of disclosure in the Balance Sheet.

- b) Securities that fulfil the following conditions shall be classified under HTM:

- (i) The security is acquired with the intention and objective of holding it to maturity, i.e., the financial assets are held with an objective to collect the contractual cash flows; and
- (ii) the contractual terms of the security give rise to cash flows that are solely payments of principal and interest on principal outstanding ('SPPI criterion') on specified dates.

- c) Securities that meet the following conditions shall be classified under AFS:

- (i) The security is acquired with an objective that is achieved by both collecting contractual cash flows and selling securities; and
- (ii) the contractual terms of the security meet the 'SPPI criterion' as given in paragraph (b)(ii) above. Provided that on initial recognition, bank may make an irrevocable election to classify an equity instrument that is not held with the objective of trading under AFS.

- d) Securities that do not qualify for inclusion in HTM or AFS shall be classified under FVTPL. These shall inter-alia include:

- (i) Equity shares, other than (a) equity shares of subsidiaries, associates or joint ventures and (b) equity shares where, at initial recognition, the irrevocable option to classify at AFS has been exercised.
- (ii) Investments in Mutual Funds, Alternative Investment Funds, Real Estate Investment Trusts, Infrastructure Investment Trusts, etc.

- e) HFT shall be a separate investment sub-category within FVTPL and consists instruments that meet all specifications for HFT instruments as per RBI regulations.

- f) All investments in subsidiaries, associates and joint ventures shall be held under separate category called ISAJ.

B) Initial Recognition on Transactions

Investment are recorded at the Carrying cost to capture the fair value at the time of acquisition of the security. The investment portfolio to be categorised into three fair value hierarchies as below:



- Level 1(Quoted price)
- Level 2(Observable price)
- Level 3(Unobservable price i.e. computed price).

These hierarchies are for the accounting entries for Day1 Gain & Loss which is calculated at the time of purchase transaction entry based on the Carrying Cost and the Deal Price.

Gain & Loss for Level 1 & 2 category of securities is as follows:

Gain & Loss shall be recognized immediately in profit & loss account.

Gain & Loss for Level 3 category of securities is as follows:

Day1 Loss shall be recognized immediately in profit & loss account.

Day1 Gain for debt instruments shall be amortized till maturity based on the straight line method.

Day1 Gain for Unquoted Equities will be recognized under liabilities on the value date and finally moved to Profit & Loss a/c when it is sold on account of listing or de-recognition.

C) Valuation

The cost of investments is determined on the weighted average basis. Broken period interest on debt instruments is treated as a revenue item. The transaction cost, including brokerage, commission etc., paid at the time of acquisition of investments are charged to Profit and Loss account.

The valuation of investments is made in accordance with the RBI Guidelines as shown below

a) Available for Sale

AFS portfolio is fair valued and valuation Gain/ Loss (post adjustment for the effect of applicable taxes, if any) across all performing investments, irrespective of classification will directly be accounted through AFS-Reserve without routing through the profit & loss account till the date of sale. Any discount or premium on the acquisition of debt securities under AFS is amortised over the remaining life of the instrument.

b) Held to Maturity (HTM)

Securities held in HTM are carried at cost and not marked to market (MTM) after initial

recognition. Any discount or premium on the securities under HTM is amortised over the remaining life of the instrument.

c) FVTPL

The securities held in FVTPL are fair valued on daily basis and the net gain or loss arising on such valuation is directly credited or debited to the Profit and Loss Account. Securities that are classified under the HFT sub-category within FVTPL are also fair valued on a daily basis. Treasury Bills, Commercial Paper and Certificate of Deposits being discounted instruments, are valued at carrying cost.

d) Investments in Subsidiaries, Associates and Joint Ventures

All investments (i.e., including debt and equity) in subsidiaries, associates and joint ventures are held at acquisition cost. Any discount or premium on the acquisition of debt securities of subsidiaries, associates and joint ventures is amortised over the remaining life of the instrument.

e) Units of Mutual Funds are valued at the latest repurchase price/net asset value declared by Mutual Fund.

f) Market value of debentures/bonds/ preference shares/ Pass Through Certificates (PTCs) which are quoted and have been transactions within 15 days prior to valuation date, the value adopted will not be higher than the rate at which the transaction has been recorded on the Exchanges/ trading platforms/ reporting platforms authorized by RBI/SEBI. Further, where current quotations are not available, value is determined based on the SLV (Security Level Valuation) published by FIMMDA on a daily basis and investments for which SLV is not available, the value is determined as per the norms prescribed by the RBI as under:

- in case of unquoted bonds, debentures and preference shares where interest/ dividend is received regularly (i.e. not overdue beyond 90 days), the market price is derived based on the Yield to Maturity (YTM) for Government Securities as published by Financial Benchmark India Pvt Limited (FBIL) and suitably marked up for credit risk applicable to the credit rating of the instrument. The matrix for credit risk mark-up for each categories and credit ratings along with residual

maturity issued by FIMMDA are adopted for this purpose;

- in case of, bonds and debentures where interest is not received regularly (i.e. overdue beyond 90 days), the valuation is in accordance with prudential norms for provisioning as prescribed by RBI;
 - in case of unquoted PTCs where interest/ dividend is received regularly (i.e. not overdue beyond 90 days), the market price is derived based on the Yield to Maturity (YTM) as published by Financial Benchmark India Pvt Limited (FBIL) and suitably marked up for credit risk applicable to the credit rating of the instrument.
- g) Equity shares, for which current quotations are not available or where the shares are not quoted on the stock exchanges, are valued at break-up value (without considering revaluation reserves, if any) which is ascertained from the company's latest Balance Sheet. In case the latest Balance Sheet is not available, the shares are valued at Re.1/- per company;
- h) In case of investment by the Bank in SRs issued against loans transferred by it is more than 10 percent of all SRs issued against the transferred asset, then the provision for depreciation in value is made at the higher of - provisioning rate required in terms of net asset value declared by the Reconstruction Company ('RC')/ Securitisation Company ('SC') or the provisioning rate as per the extant asset classification and provisioning norms as applicable to the underlying loans, assuming that the loan is notionally continued in the books of the bank. For SRs backed by sovereign guarantee revised norms of provisioning is applied as prescribed by RBI.
- i) In respect of securities included in any of the categories of investments where interest / principal is in arrears, for more than 90 days, income is not to be reckoned and appropriate provision for the depreciation in the value of the investments is to be made, as per prudential norms applicable to non-performing investments. Debentures / Bonds in the nature of advances are subjected to usual prudential norms applicable to advances.

D) Transfer Between Categories

After transition to the new framework on April 1, 2024, banks can reclassify investments between categories (viz. HTM, AFS and FVTPL) only with the approval of Board of Directors. Further, reclassification shall also require the prior approval of the Department of Supervision (DoS), RBI.

E) Profit or Loss on sale / Redemption of Investment

- a. AFS: Upon sale or maturity of a debt instrument in AFS category, the accumulated gain/ loss for that security in the AFS-Reserve shall be transferred from the AFS Reserve and recognized in the Profit and Loss Account under item II Profit on sale of investments under Schedule 14-Other Income. In the case of equity instruments designated under AFS at the time of initial recognition, any gain or loss on sale of such investments shall not be transferred from AFS-Reserve to the Profit and Loss Account. Instead, such gain or loss shall be transferred from AFS-Reserve to the Capital Reserve.
- b. HTM - Any profit or loss on the sale of investments in HTM shall be recognised in the Profit and Loss Account under Item II of Schedule 14: 'Other Income'. The profit on sale of an investment in HTM shall be appropriated below the line from the Profit and Loss Account to the 'Capital Reserve Account'. The amount so appropriated shall be net of taxes and the amount required to be transferred to Statutory Reserve. Any sales from HTM shall be as per Board approved policy. Details of sales out of HTM shall be disclosed in the notes to accounts of the financial statements. In any financial year, the carrying value of investments sold out of HTM shall not exceed five per cent of the opening carrying value of the HTM portfolio; provided the sale of securities is in compliance with the situations prescribed in RBI are excluded. Any sale beyond this threshold shall require prior approval from DoS, RBI.
- c. ISAJ: Any gain/ profit arising on the reclassification/ sale of an investment in a subsidiary, associate or joint venture shall be first recognised in the Profit and Loss Account and then shall be appropriated below the line from the Profit and Loss



Account to the 'Capital Reserve Account'. The amount so appropriated shall be net of taxes and the amount required to be transferred to Statutory Reserves.

F) Investment Fluctuation Reserve ('IFR')

Investment Fluctuation reserve is accounted in line with the RBI guidelines issued from time to time.

G) Repo and Reverse Repo Transactions

In accordance with the RBI guidelines repo and reverse repo transactions in government securities and corporate debt securities (including transactions conducted under Liquidity Adjustment Facility ('LAF') with RBI and Marginal Standing Facility ('MSF') with RBI) are reflected as collateralized borrowing and lending transactions respectively. Borrowing cost on repo transactions is accounted for as "Schedule 15 - Interest Expended" and revenue on reverse repo transactions is accounted for as "Schedule 13 - Interest Earned".

If the term lending/reverse repo is for more than 14 days then will be classified under "Schedule 9 - Advances".

H) Short Sales

The Bank undertakes short sale transactions in Central Government dated securities in accordance with RBI guidelines. The short position is reflected as the amount received on sale and is classified under 'Other Liabilities'. The short position is marked to market and resultant mark-to-market gain/losses are accounted for as per the relevant RBI guidelines for valuation of investments.

3. Advances

A) Valuation / Measurement

a) Advances are classified into performing assets (Standard) and non-performing assets ('NPAs') as per the RBI guidelines on Income Recognition, Asset Classification and Provisioning (IRACP) and are stated net of specific provisions made towards NPAs, sacrifice provisions on restructured advances and unrealised interest on NPAs. Interest on Non- Performing advances is not recognised in profit and loss account and transferred to an unrealised interest account until receipt. Further, NPAs are classified into sub-standard, doubtful and loss assets based on the criteria stipulated

by the RBI. The bank may selectively adopt a policy to provisioning that is based on past experience, evaluation of security and other related factors in accordance with the Policy on Provisioning against Advance accounts subject to minimum amount as specified in IRACP norms.

- b) Non-performing advances are written-off in accordance with the Bank's policies. Amounts recovered against debts written off are recognised in the profit and loss account and included under "Other Income". The recovery of unrealised interest is accounted under "Interest on Loans & Advances" in the profit and loss account.
- c) For restructured assets, provision is made in accordance with the guidelines issued by the RBI, which requires the diminution in the fair value of the assets to be provided at the time of restructuring. In respect of loans and advances accounts subjected to restructuring, the account is upgraded to standard only after the specified period i.e. a period of one year after the date when first payment of interest or of principal, whichever is later, falls due, subject to satisfactory performance of the account during the period.

Additional provision for restructured accounts as per the relevant restructuring scheme announced by RBI for Micro, Small and Medium (MSME) sector, accounts affected by natural calamities and as per COVID 19 resolution framework is made as per extant RBI guidelines.

- d) For entities with Unhedged Foreign Currency Exposure (UFCE), provision is made in accordance with the guidelines issued by RBI, which requires to ascertain the amount of UFCE, estimate the extent of likely loss and estimate the riskiness of unhedged position. The Provision is classified under Schedule 5 - Other Liabilities and Provisions in the Balance Sheet.
- e) The Bank maintains general provision for standard assets including credit exposures computed as per the current marked-to-market values of foreign exchange derivative contracts, in accordance with the guidelines and at levels stipulated by RBI from time to time. The Provision is classified under Schedule 5 - Other Liabilities and Provisions in the Balance Sheet.

- f) The bank transfers advances through inter-bank participation with and without risk. In accordance with the RBI guidelines, in the case of participation with risk, the aggregate amount of the participation issued by the Bank is reduced from advances and where bank is participating; the aggregate amount of participation is classified under advances. In the case of participation without risk, the aggregate amount of participation issued by the Bank is classified under borrowings and where the bank is participating, the aggregate amount of participation is shown as due from banks under advances.
- g) Loss on sale of assets to Asset Reconstruction Companies
If the sale of non- performing advances is at a price below the net book value, the shortfall is charged to the Profit and Loss Account, spread over a period as specified in RBI guidelines. If the sale is for a value higher than the net book value, the excess provision is credited to the Profit and Loss Account in the year the amounts are received.
- h) The Bank makes additional provisions as per RBI's guidelines on 'Prudential Framework on Resolution of Stressed Assets' dated June 7, 2019 on accounts in default and with aggregate exposure above the threshold limits as laid down in the said framework where the resolution plan is not implemented within the specified timeline.
- i) Loans reported as fraud are classified as loss assets and provided as per RBI guidelines.
- j) In the event of substantial erosion in value of loan and remote possibility of collection, non-performing loans with adequate provisions are evaluated for technical / prudential write off based on Bank's policy and the RBI guidelines. Such write off does not have an impact on the Bank's legal claim against the borrower. The Bank may also write off non-performing/standard loans on One Time Settlement ('OTS') with the borrower or otherwise.
- k) Credit card: Income and expenses in relation to credit card business is accounted on gross basis under respective heads of the profit and loss account unless otherwise agreed between the Bank and the credit card partner to net the same. Provisions for NPA is made in accordance with the policy on provisioning of advances of the Bank.

4. Country risk

In addition to the provisions required to be held according to the asset classification status, provisions are held for individual country exposure (other than for home country). The countries are categorised into seven risk categories namely insignificant, low, moderate, high, very high, restricted and off-credit as per Export Credit Guarantee Corporation of India Limited ("ECGC") guidelines and provision is made on exposures exceeding 180 days on a graded scale ranging from 0.25% to 100%. For exposures with contractual maturity period of less than 180 days, 25% of the normal provision requirement is held. If the country exposure (net) of the Bank in respect of each country does not exceed 1% of the total funded assets, no provision is maintained on such country exposure. This provision if any, is classified under Schedule 5 – Other Liabilities and Provisions in the Balance Sheet.

5. Fixed Assets (Property Plant & Equipment and Intangibles) and depreciation / amortization

- a) The Property Plant & Equipment and Intangibles (other than office premise, which are revalued) are stated at historical cost less accumulated depreciation/amortisation and impairment losses, if any. Cost comprises the purchase price, GST and any attributable cost of bringing the asset to its working condition for its intended use. Subsequent expenditure incurred on asset put to use is capitalised only when it increases the future benefit / functioning capability from/ of such assets. Gain or losses arising from the retirement or disposal of a Property Plant and Equipment / Intangible asset are determined as the difference between the net disposal proceeds and the carrying amount of assets and recognised as income or expense in the Profit and Loss Account. Profit on sale of premises after adjustments for tax and transfer to Statutory reserve, if any, is transferred to Capital Reserve as per the RBI guidelines.
- b) Portfolio of immovable properties is revalued periodically by independent valuers to reflect current market valuation. All land and building owned by the bank and used as branches or offices or office quarters are grouped under "Office Premises" in the Property Plant & Equipment. Appreciation, if any, on revaluation is credited to Revaluation Reserve under Capital Reserve. Additional depreciation on revalued asset is charged to Profit and Loss Account and appropriated from Revaluation Reserve to Revenue and other Reserves.



- c) Depreciation /Amortisation: Depreciation is provided on a pro-rata basis on a straight-line method over the estimated useful life of the fixed assets at the rates and in the manner prescribed in Schedule II of the Companies Act, 2013, except for Vehicles which are depreciated over five years, based on technical estimates of the useful life of the assets. The management believes that depreciation rates currently used, fairly reflect its estimate of the useful life and residual values of fixed assets, though these rates in certain cases are different from useful life prescribed under Schedule II of Companies Act, 2013. Computer software is amortised over its useful life, not more than 5 years. The summary of useful life of assets used for depreciation is provided below;

Nature	Estimated useful life assessed by Bank
Land and Building	60 year
Furniture and Fixtures	10 year
Electrical	5 year
Vehicle	5 year
Computer Installation	3 year (except for Server with useful life of 6 years)
Software (including internally generated)	1 to 5 Years

6. Impairment of Assets

The carrying values of assets at each balance sheet date are reviewed for impairment, if any indication of impairment exists. If the carrying amount of the assets exceeds the estimated recoverable amount, an impairment is recognised for such excess amount. The impairment loss is recognised as an expense in the Profit and Loss Account, unless the asset is carried at revalued amount, in which case any impairment loss of the revalued asset is treated as a reduction on revaluation to the extent a revaluation reserve is available for that asset.

When there is indication that an impairment loss recognised for an asset (other than a revalued asset) in earlier accounting periods no longer exists or may have decreased, such reversal of impairment loss is recognised in the Profit and Loss Account, to the extent the amount was previously charged to the Profit and Loss Account. In case of revalued assets such reversal is not recognised.

7. Non-Banking Assets

Non-banking assets (NBAs) acquired in satisfaction of claims is carried at lower of net book value and net realisable value. Specific provision is made on specific Non-banking assets acquired on debt asset swap arrangements as specified by RBI.

8. Transactions involving foreign exchange

- Foreign currency income and expenditure items are translated at the exchange rates prevailing on the date of the transaction. Monetary foreign currency assets and liabilities outstanding at the Balance Sheet date are revalued at rates notified by Foreign Exchange Dealers Association of India [FEDAI] and resulting profits or losses are included in the Profit and Loss Account, as per the guidelines issued by RBI/FEDAI.
- Monetary foreign currency assets and liabilities outstanding at the Balance Sheet date are translated at closing exchange rates notified by Foreign Exchange Dealers Association of India [FEDAI] at Balance sheet Date and resulting profits or losses in all applicable cases shall be included in the Profit and Loss Account in accordance with FEDAI guidelines.
- In respect of contingent liability on account of Guarantees, acceptances, endorsements and other obligations shall be translated to Indian Rupee equivalent at the closing exchange rates notified by FEDAI and restated in financial statements.

9. Derivative transactions

The Bank recognizes all derivative contracts at fair value, on the date on which the derivative contracts are entered into and are remeasured at fair value as at the Balance sheet or reporting dates. Derivatives are classified as assets when the fair value is positive (Positive marked-to-market) or as liabilities when the fair value is negative (negative marked-to-market). Changes in the fair value of derivatives other than those designated as hedges as per AS 11 are recognised in the Profit and Loss Account.

Currency future contracts are marked to market daily using settlement price on a trading day, which is the closing price of weighted average price of such contract, the final settlement price is taken as the RBI reference rate on the last trading day of the future contracts or as may be specified by the relevant authority from time to time. All open positions are marked to market based on the settlement price and the resultant marked to market profit / loss is daily settled with the exchange.

The forward exchange contracts that are not intended for trading and are entered into to establish the amount of reporting currency required or available at the settlement date of a transaction are accounted in accordance with AS 11. The Premium/ Discount arising on inception of such forward exchange contracts is amortised over the life of contract as interest income/ expense.

Foreign exchange spot and forward contracts other than those accounted as per AS11 outstanding at the Balance Sheet date are revalued at the closing spot and forward rates respectively as notified by FEDAI and at interpolated rates for contracts of interim maturities. For valuation of contracts having longer maturities, the forward points (for rates/ tenors not published by FEDAI) are obtained from Reuters for valuation of forward exchange deals. As directed by FEDAI to consider profit or loss on present value basis, the forward profit or loss on the deals are discounted till the valuation date using the discounting yields. The resulting profit or loss on such valuation is recognized in the Profit and Loss Account in accordance with RBI/FEDAI Guidelines.

10. Employee benefits

The liability on employee benefits are recognized in accordance with Accounting Standard 15 (revised) specified in Companies (Accounting Standards) Rules, 2006.

a) Provident Fund:

The contribution made by the Bank to “The South Indian Bank Ltd Employees Provident Fund”, administered by the trustees is charged to Profit and Loss account. The fund is a defined contribution fund and the Bank has no further liability beyond the contribution made to the fund.

b) Pension Fund:

The contribution towards “The South Indian Bank Ltd Employees’ Pension Fund Trust”, managed by trustees, is determined on actuarial basis on projected unit credit method as on the Balance Sheet date and is recognised in the profit and loss account. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

Employees who have joined the services of the Bank with effect from April 1, 2010 are covered under Defined Contributory Pension Scheme (DCPS).

c) Gratuity:

The bank makes contribution to “The South Indian Bank Ltd Employees’ Gratuity Trust” administered and managed by the trustees. The present value of the bank’s obligation towards the same is actuarially determined based on the projected unit credit method as at the balance sheet date. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

d) Compensation for absence on Privilege / Sick / Casual Leave and Leave Travel Concession (LTC):

The employees of the Bank are entitled to compensated absence on account of privilege / sick / casual leave as per the leave rules. The bank measures the long term expected cost of compensated absence as a result of the unused entitlement that has accumulated at the balance sheet date based on actuarial valuation and such costs are recognised in the profit and loss account. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

The employees are also eligible for LTC as per the rules. The estimated cost of unused entitlement as on the Balance Sheet date based on actuarial valuation is provided for.

e) Employees Stock Option Scheme (ESOS):

The SIB ESOS 2008 Employee Stock Option Scheme (‘the Scheme’) provides for grant of stock options on equity shares of the Bank to employees and Managing Director of the Bank. The Scheme is in compliance with Securities and Exchange Board of India (Share Based Employee Benefits and sweat equity) Regulations, 2021.

RBI issued a clarification on Guidelines on Compensation of Whole Time Directors/Chief Executive Officers /Material Risk Takers and Control Function Staff on 30 August, 2021, advising banks that the share-linked instruments are required to be fair valued on the date of grant using the Black-Scholes model. Accordingly, the Bank follows the fair value method for all share-linked instruments grants and recognizing the fair value of options computed using the Black-Scholes model, without reducing estimated forfeitures, as compensation expense over the vesting period. Options are granted at an exercise price, which is equal to the fair market price of the underlying equity shares at the date of the grant or at such a discount as may



be approved by NRC/Board from time to time. The fair market price being the closing price of stock exchange which recorded the highest trading volumes in equity shares of the Bank and trading day immediately preceding the date on which the grant of options was approved and recommended to Board by Nomination and Remuneration Committee of Board.

f) Other Employee Benefits:

The undiscounted amount of short-term employee benefits expected to be paid in exchange for the services rendered by employee is recognised during the period when the employee renders the service. These benefits include performance incentives.

g) New Pension Scheme ('NPS')

In respect of employees who are covered under NPS, the Bank contributes certain percentage of the sum of basic salary and dearness allowance of employees to the aforesaid scheme, a defined contribution plan, which is managed and administered by pension fund management companies and regulated by Pension Fund Regulatory Development Authority (PFRDA). NPS contributions are recognised in the Profit and Loss Account in the period in which they accrue. The Bank has no liability other than its contribution and recognises such contributions as an expense in the year incurred.

11. Other operating Expenses

Other operating expenses are generally accounted on accrual basis.

12. Segment Reporting

The disclosure relating to segment information is in accordance with the guidelines issued by RBI. Segmental expenses are allocated as per board approved policy.

13. Debit Card Reward Points

The Bank runs a loyalty program which seeks to recognise and reward customers based on their relationship with the Bank. Under the program, eligible customers are granted loyalty points redeemable in future, subject to certain conditions. The Bank estimates the probable redemption of such loyalty/reward points using an actuarial method at the Balance Sheet date by employing independent actuary. Provision for said reward points is then made based on the actuarial valuation report as furnished by the said independent Actuary

14. Earnings Per Share (EPS)

The Bank reports Basic and Diluted Earnings per Equity Share in accordance with Accounting Standard 20, prescribed under section 133 of the Companies Act, 2013 read together with the Companies (Accounting Standards) Rules, 2021. Basic EPS has been computed by dividing Net Profit for the year attributable to equity shareholders by the weighted average number of Equity Shares outstanding for the year.

Diluted earnings per share reflect the potential dilution that could occur if securities or other contracts to issue equity shares were exercised or converted during the year. A diluted earnings per share is computed using the weighted average number of equity shares and dilutive potential equity shares outstanding at the year end. Potential equity shares which are anti-dilutive in nature are ignored.

15. Taxes on income

Income tax expense is the aggregate amount of current tax and deferred tax charge. The current tax expense and deferred tax expense is determined in accordance with the provisions of the Income Tax Act, 1961, the rules framed there under and considering the material principles set out in Income Computation and Disclosure Standards and as per Accounting Standard 22 – "Accounting for Taxes on Income" respectively.

Current tax is the amount of tax payable on the taxable income for the year as determined in accordance with the applicable tax rates and the provisions of the Income Tax Act, 1961, Accounting Standard 22 - "Accounting for Taxes on Income" and other applicable tax laws.

Deferred tax is recognised on timing differences, being the differences between the taxable income and the accounting income that originate in one period and are capable of reversal in one or more subsequent periods. Deferred tax is measured using the tax rates and the tax laws enacted or substantively enacted as at the reporting date. Deferred tax assets are recognised for timing differences of items other than unabsorbed depreciation and carry forward losses. In the case of unabsorbed depreciation and carry forward losses, Deferred Tax Assets are recognized only to the extent that reasonable certainty exists that sufficient future taxable income will be available against which these Deferred Tax Assets can be realised. However, if there are unabsorbed depreciation and carry forward of losses and items relating to capital losses, deferred tax assets are recognised only if

there is virtual certainty supported by convincing evidence that there will be sufficient future taxable income available to realise the assets. Deferred tax assets and liabilities set off and adjusted if such items relate to taxes on income levied by the same governing tax laws and the Bank has a legally enforceable right for such set off. Deferred tax assets are reviewed at each balance sheet date for their realisability.

The Bank has exercised option referred u/s 115BAA with respect to tax rate, accordingly Minimum Alternative Tax ('MAT') provision u/s 115JB are not applicable to the Bank.

16. Accounting for Provisions, Contingent Liabilities and Contingent Assets

In accordance with Accounting Standard 29, Provisions, Contingent Liabilities and Contingent Assets prescribed under section 133 of the Companies Act, 2013, the Bank recognises provisions when it has a present obligation as a result of a past event and, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation in respect of which a reliable estimate of the amount of the obligation can be made.

Provisions are determined based on management estimate required to settle the obligation at the balance sheet date, supplemented by experience of similar transactions. These are reviewed at each balance sheet date and adjusted to reflect the current management estimates. In cases where the available information indicates that the loss on the contingency is reasonably possible, but the amount of loss cannot be reasonably estimated, a disclosure is made in the financial statements. Contingent assets, if any, shall not be recognized or disclosed in the financial statements.

17. Operating Lease

Leases where the lessor effectively retains substantially all the risks and benefits of ownership over the lease term are classified as operating lease. Lease payments for assets taken on operating lease are recognised as an expense in the Profit and Loss Account as per the lease terms in accordance with AS-19, Leases.

Rental payments for premises taken on operating lease agreements are recognized as an expense in the profit and loss account over the lease term as the lease are cancellable.

18. Cash and cash equivalents

Cash and cash equivalents include cash in hand, balances with Reserve Bank of India and balances with other banks/institutions and Money at Call and Short Notice (including the effect of changes in exchange rates on cash and cash equivalents in foreign currency).

19. Share issue expenses

Share issue expenses are adjusted from Securities Premium Account as permitted by Section 52 of the Companies Act, 2013 and in line with the respective RBI guidelines issued from time to time.

20. Corporate Social Responsibility

Expenditure towards Corporate Social Responsibility is recognized in accordance with Companies Act 2013

21. Accounting of Priority Sector Lending Certificate (PSLC)

In line with the RBI guidelines updated from time to time, Bank trades in priority sector portfolio by selling or buying PSLC, without transfer of risks or loan assets in these transactions. The fee paid for purchase of such PSLC is treated as an 'Expense' and the fee received from the sale of PSLCs is treated as 'Other Income'.

22. Accounting for Dividend

In terms of revised Accounting Standard (AS) 4 "Contingencies and Events occurring after the Balance sheet date" as notified by the Ministry of Corporate Affairs through amendments to Companies (Accounting Standards) Amendment Rules, 2016 dated March 30, 2016, Proposed Dividend or Dividend declared after balance sheet date are not shown as liability in current year balance sheet. The effect of the proposed dividend shall be reckoned in determining capital funds in the computation of capital adequacy ratios in Financial Year for which the dividend is declared. In case of interim dividend, the same shall be reckoned in the same quarter.

23. Cash Flows

Cash flow Statement has been prepared under the Indirect Method.



SCHEDULE - 18: NOTES ON ACCOUNTS FORMING PART OF THE STANDALONE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

A: Disclosures as per RBI's Master Directions on Disclosure in Financial Statements

Amounts in Notes forming part of the financial statements for the year ended March 31, 2025 are denominated in Rupees Crore (unless specified otherwise) to conform to extant RBI guidelines.

1. Regulatory Capital

a) Composition of regulatory Capital

The Bank is subject to the capital adequacy guidelines stipulated by RBI, which are based on the framework of the Basel Committee on Banking Supervision. As per Basel III and RBI guidelines, the Bank is required to maintain a minimum Capital to Risk Weighted Assets Ratio (CRAR) of 9% {11.5% including Capital Conservation Buffer (CCB)}, with minimum Common Equity Tier I (CET1) of 5.5% (8% including CCB). These guidelines on Basel III have been implemented completely. The minimum CRAR required to be maintained by the Bank as on 31st March 2025 is 11.50%. The Capital Adequacy Ratio of the Bank calculated as per Basel III Capital Regulations is furnished below:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
i) Common Equity Tier I Capital(CET 1)/Paid up share capital and reserves (net of deductions, if any)	9,521.07	8,352.90
ii) Additional Tier 1 capital/Other Tier 1 capital	-	500.00
iii) Tier 1 Capital (i+ii)	9,521.07	8,852.90
iv) Tier 2 Capital	706.06	1,131.57
v) Total Capital (Tier 1 +Tier 2)	10,227.13	9,984.47
vi) Total Risk Weighted Assets (RWAs)	52,953.45	50,143.76
vii) CET 1 Ratio (CET 1 as a percentage of RWAs)/Paid-up share capital and reserves as percentage of RWAs	17.98%	16.66%
viii) Tier 1 Ratio (Tier 1 capital as a percentage of RWAs)	17.98%	17.65%
ix) Tier 2 Ratio (Tier 2 capital as a percentage of RWAs)	1.33%	2.26%
x) Capital to Risk Weighted Asset Ratio (CRAR)(Total Capital as a percentage of RWAs)	19.31%	19.91%
xi) Leverage Ratio	7.34%	7.15%
xii) Percentage of the shareholding of Government of India	-	-
xiii) Amount of paid up Equity Capital raised (Including share premium) through: Rights Issue	-	1151.01
xiv) Amount of Non-Equity Tier 1 capital raised during the year	-	-
xv) Amount of Tier 2 capital raised;	-	-

In accordance with RBI Guidelines, banks are required to make Pillar 3 disclosures under Basel III Capital Regulations. The Bank has made these disclosures which are available on its website at the following link: <http://www.southindianbank.com/content/viewContentLv1.aspx?linkIdLv12=854&LinkIdLv13=880&linkId=880>

Pillar 3 disclosures have not been subjected to audit.

b) Draw Down from Reserves:

The Bank has not undertaken any draw down from reserves during the year ended March 31, 2025, except:

FY2024-25: Effective from April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction on Classification, Valuation and Operation of Investment Portfolio issued on September 12, 2023 ('RBI Investment Direction 2023'). Accordingly, as prescribed under the transition provisions of the aforesaid framework the Bank has (1) transferred the balance in Investment Reserve Account as at March 31, 2024 of ₹ 34.20 Crore to the general reserve (2) transferred the provision held for depreciation on investments as at March 31, 2024 of ₹ 1,259.04 Crore to the General Reserve and accounted provision held for depreciation on investments as per the revised framework of ₹ 1225.26 Crore including adjustment due to amortization of discount on securities classified under the Held to Maturity category resulting in ₹ 33.78 Crore to the General Reserve as on April 01, 2024. The tax effect of ₹ 33.78 Crore amounting to ₹ 8.50 Crore has been drawn down from General reserve as permitted by RBI. The amount drawn down from general reserve amounting to ₹ 8.50 Crore is credited to provision for tax.

FY 2023-24: Bank had adjusted the share issue expenses of ₹ 9.35 Crore, incurred for the equity raised through the Right Issue during the year ended March 31, 2024, against the share premium account in terms of Section 52 of the Companies Act, 2013 and Reserve Bank of India (Financial Statements - Presentation and Disclosures) Directions dated August 30, 2021 as amended.

c) Credit to Reserve: Nil (Previous year Nil)

d) Additional Tier I Bonds:

Additional Tier I Bonds outstanding and included under borrowings is as follows: [₹ in Crore]

Borrowings in India	March 31, 2025	March 31, 2024
From Banks	-	44.34
From Others	-	455.66
Total	-	500.00

Note:- During the FY Bank had exercised the call option of AT1 Bonds amounting to ₹ 500 Cr.

Tier II Bonds:

Subordinated Tier II Bonds outstanding and included under borrowings is as follows: [₹ in Crore]

Borrowings in India	March 31, 2025	March 31, 2024
From Banks	5.50	47.36
From Others	784.50	992.64
Total	790.00	1040.00

Note:- During the FY Bank had exercised the call option of Tier II Bonds amounting to ₹250 Cr.

Total Subordinated debt of ₹294.00 Crore (Previous Year: ₹702.00 Crore) is reckoned for Tier II capital as per RBI guidelines.

Particulars of Tier II bonds [₹ in Crore]

Name of instrument	Amount	Date of Issue	ROI	Date of Maturity
Tier II Bonds	300	30.09.2015	10.25%	31.10.2025
Tier II Bonds	490	28.11.2017	9.50%	28.05.2028



e) Capital Infusion:

Current Year: No capital is infused other than the allotment of shares through ESOS.

Previous Year: The Bank, vide its Letter of Offer dated February 21, 2024 offered upto 52,31,85,254 Equity Shares of Face Value of ₹ 1/- each at a price of ₹ 22/- per Equity Share (including Share Premium of ₹ 21/- per Equity Share) for an amount aggregating to ₹ 1151.01 Crore to the existing Equity Shareholders of the Bank on rights basis in the ratio of One Equity Share for every Four Equity Shares held by the Equity Shareholders on the record date i.e. February 27, 2024. The Bank has allotted 52,31,85,254 Equity Shares on 27th March, 2024.

Accordingly, share capital increased by ₹ 52.32Crore and share premium increased by ₹ 1,098.69 Crore.

Details of movement in the paid-up equity share capital of the Bank are given below:

Particulars	March 31, 2025		March 31, 2024	
	No of shares	Amount (₹ in Cr)	No of shares	Amount (₹ in Cr)
Opening Balance	2,61,59,26,272	261.59	2,09,27,41,018	209.27
Additions pursuant to Stock Options exercised/preferential issue/Rights issue	3,75,019	0.04	52,31,85,254	52.32
Closing balance	2,61,63,01,291	261.63	2,61,59,26,272	261.59

f) Movement of Reserves clubbed under Capital Reserve, Revenue, & Other Reserves

i) Movement of Capital Reserve

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Capital Reserve		
Opening Balance	619.27	601.51
Additions during the year	73.99	17.76
Closing Balance (A)	693.27	619.27
Asset Revaluation Reserve		
Opening Balance	346.67	352.30
Addition due to Revaluation of Premises (net)	-	-
Deduction from Revaluation Reserve to the extent of depreciation on revalued amount	4.22	(5.63)
Closing Balance (B)	342.45	346.67
Total (A + B)	1,035.72	965.94

ii) Movement in Revenue and other Reserves

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Revenue Reserves		
Opening Balance	1,895.61	1,552.36
Addition during the year by way of lapse of vested option	0.06	0.00
Addition due to transfer of depreciation on revaluation	4.22	5.63
Addition due to transfer from Special reserve*	-	37.62
Treasury transition valuation gain	33.78	0.00
Addition due to Transfer of Investment Reserve	34.20	0.00
Additions During the year - current year appropriation	400.00	300.00
Deduction during the year - tax impact on treasury transition gain	(8.50)	0.00
Closing Balance (A)	2,359.37	1,895.61
Investment Fluctuation Reserve		
Opening Balance	80.74	126.53
Additions during the year	25.79	-
Reduction during the year	-	(45.79)
Closing Balance (B)	106.53	80.74
Special Reserve u/s 36 (1) (viii)		
Opening Balance	501.77	479.39
Additions during the year	54.00	60.00
Additions during the year relating to FY23-24	27.00	-
Transfer to General Reserve*	-	(37.62)
Closing Balance (C)	582.77	501.77
Investment Reserve		
Opening Balance	34.20	-
Additions during the year	-	34.20
Transfer to General Reserve	(34.20)	-
Closing Balance (D)	-	34.20
AFS Reserve		
Opening Balance	-	-
Additions during the year	25.98	-
Transfer to General Reserve	-	-
Closing Balance (E)	25.98	-
Grand Total (A + B + C + D+E)	3074.65	2512.32

Note: As per RBI circular the above reserves are clubbed in the schedule 2 of Balance sheet

*During the year ended March 31, 2024 Bank had transferred the Unutilized amount of ₹37.62 Crore from Special Reserve created during FY 2022-23 to General Reserve.



2. Asset Liability Management.

a) Maturity Pattern of Certain items of assets and liabilities:

i) As at March 31, 2025:

[₹ in Crore]

Particulars	Day 1	2 to 7 days	8 to 14 days	15 to 30 days	31 days and up to 2 months	Over 2 months and up to 3 months	Over 3 months and up to 6 months	Over 6 months and up to 1 year	Over 1 year and up to 3 years	Over 3 years and up to 5 years	Over 5 years	Total
Deposits	219.65	841.76	925.70	1,951.23	2,530.32	2,170.88	6,223.12	13,507.84	5,640.81	588.89	72,925.41	1,07,525.61
Advances	435.86	1,191.03	1,130.28	4,082.68	6,431.97	6,076.04	11,392.68	7,748.76	8,244.66	4,715.03	34,233.09	85,682.08
Investments	2,237.27	341.62	575.39	1,026.02	1,994.93	1,236.44	3,006.50	7,547.63	2,690.41	484.63	636.35	21,777.18
Borrowings	163.60	2,449.49	16.94	-	16.94	79.44	377.80	331.26	375.00	490.00	-	4,300.47
Foreign Currency-Assets	277.77	1,385.33	431.16	756.60	47.28	35.93	369.04	457.70	-	-	-	3,760.81
Foreign Currency-Liabilities	223.60	8.24	6.27	24.38	78.51	65.34	354.09	1,006.17	1,173.32	6.04	-	2,945.96

Classification of assets and liabilities under different maturity buckets is based on the same estimates and assumptions as used by the Bank for compiling the returns submitted to the RBI, which has been relied upon by the auditors.

Advances as on March 31, 2025 include ₹2,577.43 Crore of Inter Bank Participation Certificate (IBPC), out of which ₹1150 Crore is bucketed in '31 days and up to 2 months' bucket, ₹650.63 Crore in 'over 2 months and up to 3 months' bucket, and ₹776.80 Crore in 'over 3 months and up to 6 months' bucket.

Off balance sheet items are not considered in maturity pattern of assets and liabilities.

ii) As at March 31, 2024:

[₹ in Crore]

Particulars	Day 1	2 to 7 days	8 to 14 days	15 to 30 days	31 days and up to 2 months	Over 2 months and up to 3 months	Over 3 months and up to 6 months	Over 6 months and up to 1 year	Over 1 year and up to 3 years	Over 3 years and up to 5 years	Over 5 years	Total
Deposits	217.63	1,491.30	867.44	1,696.32	1,907.48	1,999.99	4,600.02	12,034.92	7,811.41	1,616.53	67,677.22	1,01,920.26
Advances	1,065.29	1,547.44	1,172.85	2,365.43	4,557.48	4,967.89	4,910.52	4,369.62	6,099.27	4,439.24	42,565.63	78,060.66
Investments	4,948.07	389.44	182.29	588.96	1,048.95	735.81	2,679.50	6,633.95	4,455.71	505.51	1,808.82	23,977.01
Borrowings	197.35	698.64	19.58	-	19.58	82.08	399.74	757.74	997.38	490.00	250.00	3,912.09
Foreign Currency-Assets	501.33	640.78	28.28	84.52	1,568.22	74.82	131.69	5.84	-	-	-	3,035.48
Foreign Currency-Liabilities	96.24	14.01	6.55	26.01	46.37	34.21	217.07	744.85	1,118.33	120.23	-	2,423.87

Classification of assets and liabilities under different maturity buckets is based on the same estimates and assumptions as used by the Bank for compiling the returns submitted to the RBI, which has been relied upon by the auditors.

Advances as on March 31, 2024 include ₹ 2,425 Crores of Inter Bank Participation Certificate (IBPC), and the same is bucketed in 2 months and up to 3 months bucket.

Off balance sheet items are not considered in maturity pattern of assets and liabilities.

b) Liquidity Coverage Ratio (LCR)

i) Qualitative Disclosure around LCR

The Bank measures and monitors the LCR in line with the Reserve Bank of India's circular dated June 9, 2014 on "Basel III Framework on Liquidity Standards - Liquidity Coverage Ratio (LCR), Liquidity Risk Monitoring Tools and LCR Disclosure Standards" and associated guidelines issued from time to time. The LCR guidelines aim to ensure that a bank maintains an adequate level of unencumbered High Quality Liquid Assets (HQLAs) that can be converted into cash to meet its liquidity needs for a 30 calendar day time horizon under a significantly severe liquidity stress scenario. At a minimum, the stock of liquid

assets should enable the bank to survive until day 30 of the stress scenario, by which time it is assumed that appropriate corrective actions can be taken. Banks are required to maintain High Quality Liquid Assets of a minimum of 100% of its Net Cash Outflows from January 01, 2019. The daily average LCR of the bank for the quarter ended March 2025 is **134.49%**.

The Bank has been maintaining HQLA primarily in the form of SLR investments over and above mandatory requirement, regulatory dispensation allowed up to 2% of NDTL in the form of borrowing limit available through Marginal Standing Facility (MSF) and 16% of NDTL as Facility to Avail Liquidity for Liquidity Coverage Ratio (FALLCR).

Bank has a well-diversified funding portfolio and has a lower dependence on wholesale funds. Retail deposits which are considered as stable deposits from a liquidity perspective forms the major funding source of the Bank. The Bank intends to fund the short term cash outflows from extremely liquid Government securities and funding for estimated cash outflows considered in LCR computation substantially flows from this source. The Bank is managing its liquidity from the centralized fund management cell attached to Treasury Department, Mumbai.



[₹ in Crore]

ii) Quantitative Disclosure around LCR

Particulars	Quarter ended March 31, 2025			Quarter ended December 31, 2024			Quarter ended September 30, 2024			Quarter ended June 30, 2024		
	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)
High Quality Liquid Assets												
1 Total High Quality Liquid Assets (HQLA)		22,586.03			23,291.86			23,433.44			23,404.20	
Cash Outflows												
2 Retail deposits and deposits from small business customers, of which:	85,776.92	7,742.07	84,713.47	7,650.41	85,112.49	7,700.08	84,071.09	7,708.29				
(i) Stable deposits	16,712.43	835.62	16,418.69	820.93	16,223.38	811.17	13,976.51	698.83				
(ii) Less stable deposits	69,064.49	6,906.45	68,294.78	6,829.48	68,889.11	6,888.91	70,094.58	7,009.46				
3 Unsecured wholesale funding, of which:	13,368.97	12,418.09	13,048.75	12,061.07	12,837.70	11,649.13	13,555.14	12,022.39				
(i) Operational deposits (all counterparties)	-	-	-	-	-	-	-	-				
(ii) Non-operational deposits (all counterparties)	13,361.58	12,410.70	12,995.65	12,007.97	12,831.06	11,642.49	13,512.33	11,979.58				
(iii) Unsecured debt	7.39	7.39	53.10	53.10	6.64	6.64	42.81	42.81				
4 Secured wholesale funding	314.73	-	515.04	-	385.69	-	420.79	-				
5 Additional requirements, of which	33.11	33.11	1.82	1.82	0.35	0.35	0.29	0.29				
(i) Outflows to derivative exposures and other collateral requirements	33.11	33.11	1.82	1.82	0.35	0.35	0.29	0.29				
(ii) Outflows related to loss of funding on debt products												
(iii) Credit and liquidity facilities												

Particulars	Quarter ended March 31, 2025			Quarter ended December 31, 2024			Quarter ended September 30, 2024			Quarter ended June 30, 2024		
	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Weighted Value (Average)
6 Other contractual funding obligations	4,793.99	412.38	5,342.20	499.21	502.89	5,558.78	502.89	502.89	5,383.18	409.98		
7 Other contingent funding obligations	30,927.52	2,114.15	30,170.16	2,283.39	2,004.21	30,608.63	2,004.21	2,004.21	32,532.97	2,015.01		
8 TOTAL CASH OUTFLOWS		22,719.80		22,495.90	21,856.66		21,856.66			22,155.95		
Cash Inflows												
9 Secured lending (e.g. reverse repos)	1,506.54	-	1,066.05	-	-	1,836.02	-	-	1,804.76	-		
10 Inflows from fully performing exposures	6,468.29	3,234.15	4,698.56	2,349.28	2,161.20	4,322.40	2,161.20	2,161.20	4,543.64	2,271.82		
11 Other cash inflows	2,823.80	2,692.37	2,342.68	2,265.47	2,478.57	2,617.35	2,478.57	2,478.57	2,280.53	2,156.45		
12 TOTAL CASH INFLOWS	10,798.63	5,926.52	8,107.28	4,614.75	4,639.77	8,775.77	4,639.77	4,639.77	8,628.94	4,428.27		
13 TOTAL HQLA		22,586.03		23,291.86	23,433.44		23,433.44			23,404.20		
14 TOTAL NET CASH OUTFLOWS		16,793.28		17,881.15	17,216.89		17,216.89			17,727.68		
15 LIQUIDITY COVERAGE RATIO (%)		134.49%		130.26%	136.11%		136.11%			132.02%		

Note: The LCR for each quarter is calculated taking daily average.

[₹ in Crore]

Particulars	Quarter ended March 31, 2024			Quarter ended December 31, 2023			Quarter ended September 30, 2023			Quarter ended June 30, 2023		
	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)
High Quality Liquid Assets												
1 Total High Quality Liquid Assets (HQLA)		22,529.07			21,562.55			21,727.96				21,061.82
Cash Outflows												
2 Retail deposits and deposits from small business customers, of which:	85,647.65	8,079.82	87,255.34	8,397.05	84,377.71	8,124.39	83,199.83	8,015.72				
(i) Stable deposits	9,698.84	484.94	6,569.65	328.48	6,267.62	313.38	6,085.21	304.26				
(ii) Less stable deposits	75,948.81	7,594.88	80,685.69	8,068.57	78,110.09	7,811.01	77,114.62	7,711.46				
3 Unsecured wholesale funding, of which:	12,166.32	10,840.61	10,440.57	9,258.62	9,381.58	8,249.16	8,576.19	7,453.73				
(i) Operational deposits (all counterparties)	-	-	-	-	-	-	-	-				
(ii) Non-operational deposits (all counterparties)	12,065.94	10,740.23	10,273.90	9,091.95	9,310.88	8,178.46	8,532.47	7,410.02				
(iii) Unsecured debt	100.38	100.38	166.67	166.67	70.70	70.70	43.72	43.72				
4 Secured wholesale funding	174.13	-	-	-	-	-	-	-				
5 Additional requirements, of which	0.08	0.08	1.28	1.28	0.42	0.42	0.53	0.53				
(i) Outflows to derivative exposures and other collateral requirements	0.08	0.08	1.28	1.28	0.42	0.42	0.53	0.53				
(ii) Outflows related to loss of funding on debt products	-	-	-	-	-	-	-	-				
(iii) Credit and liquidity facilities	-	-	-	-	-	-	-	-				



Particulars	Quarter ended March 31, 2024			Quarter ended December 31, 2023			Quarter ended September 30, 2023			Quarter ended June 30, 2023		
	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Value (Average)	Total Unweighted Value (Average)	Total Weighted Value (Average)	Total Value (Average)
6 Other contractual funding obligations	2,366.18	944.07		803.69	803.69	663.96	663.96	663.96	621.24	621.24		621.24
7 Other contingent funding obligations	12,813.47	1,002.27		2,409.68	452.81	2,428.23	510.19		3,016.49	1,055.20		
8 TOTAL CASH OUTFLOWS		20,866.85			18,913.45		17,548.12				17,146.42	
Cash Inflows												
9 Secured lending (e.g. reverse repos)	841.14	-		-	-	-	-	-	-	-	-	-
10 Inflows from fully performing exposures	9,641.87	4,820.94		8,984.96	4,492.48	7,920.13	3,960.07	8,251.31	4,125.65			
11 Other cash inflows	1,109.23	1,021.46		1,351.08	1,260.16	1,324.91	1,239.93	1,838.31	1,642.60			
12 TOTAL CASH INFLOWS	11,592.24	5,842.40		10,336.04	5,752.64	9,245.04	5,200.00	10,089.62	5,768.25			
13 TOTAL HQLA		22,529.07			21,562.55		21,727.96		21,061.82			
14 TOTAL NET CASH OUTFLOWS		15,024.45			13,160.81		12,348.13		11,378.17			
15 LIQUIDITY COVERAGE RATIO (%)		149.95%			163.84%		175.96%		185.11%			

Note: The LCR for each quarter is calculated taking daily average.



c) Net Stable Funding Ratio (NSFR)

i) Qualitative Disclosure

The Basel Committee on Banking Supervision (BCBS) had introduced the Net Stable Funding Ratio (NSFR) in order to ensure that banks maintain a stable funding profile in relation to the composition of their assets, liabilities and off-balance sheet activities. NSFR ensures resilience over a longer-term time horizon by requiring banks to fund their activities with more stable sources of funding.

NSFR is defined as the amount of available stable funding relative to the amount of required stable funding. "Available stable funding" is defined as the portion of capital and liabilities expected to be reliable over the time horizon considered by the NSFR, which extends to one year. The amount of stable funding required ("Required stable funding") of the Bank is a function of the liquidity characteristics and residual maturities of the various assets as well as the off-balance sheet (OBS) exposures of the Bank. As per the RBI Guideline, Bank is required to maintain a minimum NSFR of 100% on an ongoing basis effective from October 1, 2021.

The NSFR of the Bank as on 31st March 2025 is at **156.24%** as against the regulatory minimum of 100% and the table given below sets out the details of NSFR of the Bank as on the aforesaid date.

ii) NSFR Quantitative Disclosure [₹ in Crore]

NSFR Disclosure Template						
		Unweighted value by residual maturity				Weighted value
		No maturity*	< 6 months	6 months to < 1yr	≥ 1yr	
Available Stable Funding Item (ASF)						
1	Capital: (2+3)	9,578.23	500.00	-	550.00	10,628.33
2	Regulatory capital	9,578.23	500.00	-	354.00	10,432.23
3	Other capital instruments	-	-	-	196.00	196.00
4	Retail deposits and deposits from small business customers: (5+6)	31,281.75	24,814.02	27,220.03	10,760.61	86,612.36
5	Stable deposits	6,953.58	5,618.11	4,778.78	1,092.90	17,575.84
6	Less: Stable Deposits	24,328.17	19,195.91	22,441.25	9,667.72	69,036.52
7	Wholesale funding: (8+9)	4,082.02	3,982.99	3,947.25	1,436.93	3,936.09
8	Operational deposits	-	-	-	-	-
9	Other wholesale funding	4,082.02	3,982.99	3,947.25	1,436.93	3,936.09
10	Other liabilities: (11+12)	2,892.73	2,940.61	31.26	383.15	636.19
11	NSFR derivative liabilities		-	-	8.15	
12	All other liabilities and equity not included in the above categories	2,892.73	2,940.61	31.26	375.00	636.19
13	Total ASF (1+4+7+10)					1,01,812.87
Required Stable Funding Item(RSF)						
14	Total NSFR high-quality liquid assets (HQLA)					1,068.38
15	Deposits held at other financial institutions for operational purposes	-	2,884.13	0.25	-	1,442.19
16	Performing loans and securities: (17+18+19+21+23)	-	47,115.42	14,397.61	28,883.23	52,451.62

NSFR Disclosure Template						
		Unweighted value by residual maturity				Weighted value
		No maturity*	< 6 months	6 months to < 1yr	≥ 1yr	
17	Performing loans to financial institutions secured by Level 1 HQLA	-	4,278.01	-	-	427.80
18	Performing loans to financial institutions secured by non-Level 1 HQLA and unsecured performing loans to financial institutions	-	1,808.80	1,216.14	7,086.87	7,966.26
19	Performing loans to non-financial corporate clients, loans to retail and small business customers, and loans to sovereigns, central banks, and PSEs, of which:	-	40,581.33	12,927.36	17,068.74	40,327.04
20	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	-	-	-	4,678.66	3,041.13
21	Performing residential mortgages, of which:	-	0.99	2.51	4,085.96	2,836.16
22	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	-	-	-	3,193.28	2,075.63
23	Securities that are not in default and do not qualify as HQLA, including exchange-traded equities	-	446.30	251.60	641.66	894.36
24	Other assets: (sum of rows 25 to 29)	1,447.23	595.79	338.53	6,273.52	8,601.51
25	Physical traded commodities, including gold	-	-	-	-	-
26	Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs	-	-	-	357.07	303.51
27	NSFR derivative assets					
28	NSFR derivative liabilities before deduction of variation margin posted		-	-	5.07	5.07
29	All other assets not included in the above categories	1,447.23	595.79	338.53	5,911.38	8,292.93
30	Off-balance sheet items	-	-	-	32,611.54	1,601.06
31	Total RSF (14+15+16+24+30)					65,164.76
32	Net Stable Funding Ratio (%)					156.24%

* Items to be reported in the 'no maturity' time bucket does not have a stated maturity. These may include, but are not limited to, items such as capital with perpetual maturity, non-maturity deposits, short positions, open maturity positions, non-HQLA equities, and physical traded commodities.

Net Stable Funding Ratio (NSFR) disclosures for the previous quarters are available at the following link: <https://www.southindianbank.com/content/disclosure-under-basel-2-basel-3-guidelines/880>



3. Investments

a) Composition of Investment Portfolio

As at 31.03.2025

[₹ in Crore]

	Investments in India					Investments outside India							
	Govern- ment Se- curities	Other Ap- proved Securi- ties	Shares	Deben- tures and Bonds	Subsidiar- ies and/or joint ven- tures	Others	Total in- vestments in India	Govern- ment securities (including local au- thorities)	Subsidiar- ies and/or joint ven- tures	Oth- ers	Total Invest- ments outside India	Total Invest- ments	
Held to Maturity													
Gross	16,138.58	-	-	-	391.00	-	-	16,529.58	-	-	-	-	16,529.58
Less: Provision for non-performing investments (NPI)													
Net	16,138.58	-	-	-	391.00	-	-	16,529.58	-	-	-	-	16,529.58
Available for Sale													
Gross	3,287.57	-	-	-	260.53	-	116.76	3,664.86	-	-	-	-	3,664.86
Add: Appreciation	26.66	-	-	-	8.05	-	0.03	34.74	-	-	-	-	34.74
Less: Provision for depreciation and NPI	-	-	-	-	15.53	-	-	15.53	-	-	-	-	15.53
Net	3,314.23	-	-	-	253.05	-	116.79	3,684.07	-	-	-	-	3,684.07
FVTPL-Held for Trading													
Gross	674.16	-	61.60	99.84	-	556.13	1,391.73	-	-	-	-	-	1,391.73
Add: Appreciation	0.27	-	-	0.12	-	-	0.39	-	-	-	-	-	0.39
Less: Provision for depreciation and NPI	-	-	11.02	-	-	-	11.02	-	-	-	-	-	11.02
Net	674.43	-	50.58	99.96	-	556.13	1,381.11	-	-	-	-	-	1,381.11
FVTPL- Non-Held for Trading													
Gross	-	-	75.48	3.81	-	190.33	269.62	-	-	0.21	0.21	269.83	
Add: Appreciation	-	-	6.21	0.36	-	-	6.57	-	-	0.16	0.16	6.73	
Less: Provision for depreciation and NPI	-	-	23.58	0.00	-	71.06	94.64	-	-	-	-	94.64	

	Investments in India					Investments outside India				
	Other Govern-ment Securities	Shares	Deben-tures and Bonds	Subsidiar-ies and/or joint ven-tures	Others	Total in-vestments in India	Govern-ment securities (including local au-thorities)	Subsidiar-ies and/or joint ven-tures	Oth-ers	Total Invest-ments outside India
Net	-	-	58.11	4.18	-	119.27	181.56	-	0.37	181.93
Subsidiaries, Asso- ciates & JVs	-	-	-	-	-	-	-	-	-	-
Gross	-	-	-	-	0.50	-	0.50	-	-	0.50
Add: Appreciation	-	-	-	-	-	-	-	-	-	-
Less: Provision for depreciation and NPI	-	-	-	-	-	-	-	-	-	-
Net	-	-	-	-	0.50	-	0.50	-	-	0.50
Total Investments	20,100.30	-	137.08	755.18	0.50	863.23	21,856.30	-	0.21	21,856.51
Add: Appreciation	26.93	-	6.21	8.53	-	0.03	41.70	-	0.16	41.86
Less: Provision for depreciation and NPI	-	-	34.60	15.52	-	71.06	121.18	-	-	121.18
Net	20,127.23	-	108.69	748.19	0.50	792.20	21,776.81	-	0.37	21,777.18
As at 31.03.2024	[₹ in Crore]									

	Investments in India					Investments outside India				
	Other Govern-ment Securities	Shares	Deben-tures and Bonds	Subsidiar-ies and/or joint ven-tures	Others	Total in-vestments in India	Govern-ment securities (including local authorities)	Subsidiar-ies and/or joint ventures	Oth-ers	Total Invest-ments outside India
Held to Maturity										
Gross	21,241.02	-	-	-	0.50	-	21,241.52	-	-	-
Less: Provision for non-performing investments (NPI)	-	-	-	-	-	-	-	-	-	-
Net	21,241.02	-	-	-	0.50	-	21,241.52	-	-	-
Available for Sale										
Gross	443.95	-	144.45	934.53	-	1,794.88	3,317.81	-	0.20	3,318.01



	Investments in India					Investments outside India						
	Government Securities	Other Ap-proved Securities	Shares	Deben-tures and Bonds	Subsidiaries and/or joint ventures	Others	Total investments in India	Government securities (including local authorities)	Subsidiaries and/or joint ventures	Oth-ers	Total In-vestments outside India	Total Invest-ments
Less: Provision for depreciation and NPI	-	-	(60.07)	(45.68)	-	(1,195.87)	(1,301.61)	-	-	-	-	(1,301.61)
Net	443.95	-	84.38	888.85	-	599.01	2,016.19	-	-	0.20	0.20	2,016.39
Held for Trading												
Gross	-	-	-	-	-	719.11	719.11	-	-	-	-	719.11
Less: Provision for depreciation and NPI	-	-	-	-	-	-	-	-	-	-	-	-
Net	-	-	-	-	-	719.11	719.11	-	-	-	-	719.11
Total Investments	21,684.97	-	144.45	934.53	0.50	2,513.99	25,278.44	-	-	0.20	0.20	25,278.64
Less: Provision for non-performing investments	-	-	-	-	-	-	-	-	-	-	-	-
Less: Provision for depreciation and NPI	-	-	(60.07)	(45.68)	-	(1,195.87)	(1301.61)	-	-	-	-	(1,301.61)
Net	21,684.97	-	84.38	888.85	0.50	1,318.12	23,976.82	-	-	0.20	0.20	23,977.02

b) Movement of Provisions for Depreciation and Investment Fluctuation Reserve

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
i) Movement of provisions held towards depreciation on investments		
a) Opening balance	1,259.04	1,319.98
b) Add: Provisions made during the year*	73.29	76.20
c) Less: Write off / write back of excess provisions during the year	(1,259.04)	(137.14)
d) Closing balance	73.29	1,259.04
ii) Movement of Investment Fluctuation Reserve		
a) Opening balance	80.74	126.53
b) Add: Amount transferred during the year	25.79	-
c) Less: Reduction during the year	-	(45.79)
d) Closing balance	106.53	80.74
iii) Closing balance in IFR as a percentage of closing balance of investments ¹ in AFS and HFT/Current category	2.03%	2.95%
iv) Closing balance in IFR as a percentage of closing balance of investments ² in AFS and HFT/Current category	2.00%	2.00%

*MTM loss in FVTPL

#Opening balance of Provisions for depreciation were transferred to General reserve in accordance with the RBI direction.

¹Carrying Value less net depreciation

²Book value

c) Sale and transfer to/from HTM category/Permanent Category

During the year ended March 31, 2025, the aggregate book value of sales and transfer of securities to/from HTM category did not exceed 5% of the book value of investments held in HTM category at the beginning of the year.

In accordance of RBI guidelines, the 5% threshold limit referred to above is excluding the following:

- The one-time transfers of securities to/from HTM category with the approval of Board of Directors permitted to be undertaken by banks at the beginning of the accounting year.
- Direct sales from HTM for bringing down SLR holdings in HTM category consequent to a downward revision in SLR requirement by RBI.
- Sales to Reserve Bank of India under pre-announced open market auctions.
- Repurchase of Government Securities by Government of India from banks.
- Repurchase of State Development Loans by respective state governments under buyback/switch operations and
- Additional shifting of securities explicitly permitted by the Reserve Bank of India.



d) Disclosure in respect of Non-SLR investments:

i) Issuer composition of Non-SLR investments as at March 31, 2025: [₹ in Crore]

No	Issuer	Amount	Extent of Private Placement	Extent of 'Below Investment Grade' Securities	Extent of 'Unrated' Securities	Extent of 'Unlisted' Securities
[1]	[2]	[3]	[4] ¹	[5] ^{1,2}	[6] ^{1,2}	[7] ^{1,2}
(i)	PSUs	170.15	170.11	-	-	-
(ii)	FIs	649.03	620.88	-	-	-
(iii)	Banks	703.97	703.97	-	-	-
(iv)	Private Corporate	132.95	132.91	15.52	15.52	5.00
(v)	Subsidiaries/ Joint Ventures	0.50	0.50	-	-	-
(vi)	Others ³	150.97	150.97	-	-	-
(vii)	Total Book Value of investments	1,807.58	-	-	-	-
(viii)	Less: Provision for NPI	(40.76)	-	-	-	-
(ix)	Less: Provision held towards depreciation*	(73.29)	-	-	-	-
Total		1693.53	1779.34	15.52	15.52	5.00

¹Amounts reported under Columns 4, 5,6 and 7 above are not mutually exclusive.

²Excludes investments in equity shares, units of equity oriented mutual funds, Non SLR State Government securities, securities acquired by way of conversion of debt and security receipts in line with extant RBI guidelines.

³Includes Non SLR State Government special bonds with Book Value ₹ 51.38 Crore

*MTM loss in FVTPL

(ii) Issuer composition of non-SLR investments as at March 31, 2024: [₹ in Crore]

No	Issuer	Amount	Extent of Private Placement	Extent of 'Below Investment Grade' Securities	Extent of 'Unrated' Securities	Extent of 'Unlisted' Securities
[1]	[2]	[3]	[4] ¹	[5] ^{1,2}	[6] ^{1,2}	[7] ^{1,2}
(i)	PSUs	20.98	20.98	-	-	-
(ii)	FIs	961.26	849.59	-	-	-
(iii)	Banks	1,180.10	1,180.10	-	-	-
(iv)	Private Corporate	141.17	141.13	18.63	18.63	5.00
(v)	Subsidiaries/ Joint Ventures	0.50	0.50	-	-	-
(vi)	Others ³	1,358.68	1,358.68	-	-	-
(vii)	Total Book Value of investments	3,662.69	-	-	-	-
(viii)	Less: Provision for NPI	(42.57)	-	-	-	-
(ix)	Less: Provision held towards depreciation	(1,259.04)	-	-	-	-
Total		2,361.08	3,550.98	18.63	18.63	5.00

¹Amounts reported under Columns 4, 5,6 and 7 above are not mutually exclusive.

²Excludes investments in equity shares, units of equity oriented mutual funds, non SLR State Government securities and securities acquired by way of conversion of debt in line with extant RBI guidelines.

³Includes Non SLR State Government special bonds with Book Value ₹69.03 Crore

Non-SLR investments as on 31.03.2025

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
A Shares	109.06	84.58
B Debentures & Bonds ¹	799.58	957.88
C Subsidiaries/ joint ventures	0.50	0.50
D Others	792.20	1,318.12
E Total	1,701.34	2,361.08

¹ Including Non SLR State Government special bonds with Book Value ₹ 51.38 Crore (Previous Year: ₹69.03 Crore).

(i) Non- Performing Non-SLR investments

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Opening Balance	42.57	52.43
Additions during the year	1.30	0.00
Reductions during the year	3.11	(8.56)
Closing balance	40.76	43.87
Total provisions held	40.76	42.57

e) Repo Transactions:
a) Transacted during the Financial year 2024-25:

[₹ in Crore]

	Minimum outstanding during the year		Maximum outstanding during the year		Daily Average outstanding during the year		As on March 31, 2025	
	FV	MV	FV	MV	FV	MV	FV	MV
i) Securities sold under Market repo								
a) Government securities	-	-	-	-	-	-	-	-
b) Corporate debt securities								
c) Any other securities								
ii) Securities purchased under Market reverse repo								
a) Government securities	10.00	9.97	3,166.00	3,198.20	860.85	866.98	-	-
b) Corporate debt securities								
c) Any other securities								
i) Securities sold under LAF repo								
a) Government securities	57.24	57.84	1,615.22	1,725.70	500.94	528.58	1,615.22	1,725.70
b) Corporate debt securities								
c) Any other securities								



	Minimum outstanding during the year		Maximum outstanding during the year		Daily Average outstanding during the year		As on March 31, 2025	
	FV	MV	FV	MV	FV	MV	FV	MV
ii) Securities purchased under LAF reverse repo								
a) Government securities	187.45	182.23	1,892.21	1,949.31	880.00	866.61	-	-
b) Corporate debt securities								
c) Any other securities								
i) Securities sold under Tri Party Repo								
a) Government securities	38.63	38.63	2,699.54	2,699.54	846.54	846.54	749.49	749.49
b) Corporate debt securities								
c) Any other securities								
ii) Securities purchased under Tri Party Reverse Repo*								
a) Government securities	0.50	0.50	4,278.01	4,278.01	998.14	998.14	4,278.01	4,278.01
b) Corporate debt securities								
c) Any other securities								

*Tri Party Repo/ Reverse Repo Face Value (FV) and Market Value (MV) presented on the basis of outstanding amount.

b) Transacted during the Financial year 2023-24:

[₹ in Crore]

Particulars [Book value]	Minimum outstanding during the year	Maximum outstanding during the year	Daily Average outstanding during the year	As on March 31, 2024
A) Securities sold under RBI Repos				
i) Government Securities	66.00	1,950.00	148.85	-
ii) Corporate Debt Securities	-	-	-	-
Securities purchased under RBI Reverse Repos				
i) Government Securities	400.00	2,400.00	23.84	-
ii) Corporate Debt Securities	-	-	-	-
B) Securities sold under Market Repos				
i) Government Securities-	2.01	894.22	118.67	-
ii) Corporate Debt Securities	-	-	-	-
Securities purchased under Reverse Market Repos				
i) Government Securities	5.02	1,407.96	74.47	-
ii) Corporate Debt Securities	-	-	-	-

Particulars [Book value]	Minimum outstanding during the year	Maximum outstanding during the year	Daily Average outstanding during the year	As on March 31, 2024
C) Securities sold under Tri Party Repo				
i) Government Securities-	31.99	2,999.44	866.70	698.64
ii) Corporate Debt Securities	-	-	-	-
Securities purchased under Tri Party Reverse Repo				
i) Government Securities	12.99	2,330.18	159.76	1,997.07
ii) Corporate Debt Securities	-	-	-	-

f) Details of Book value of Investments in Security Receipts* [₹ in Crore]

Particulars	Backed by NPAs sold by the bank as underlying		Backed by NPAs sold by other banks/ financial institutions/ non-banking financial companies as underlying		Total	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Book value of investments in security receipts	190.33	1,269.08	-	-	190.33	1,269.08

Note- In addition to the above, Bank do not hold security receipt (Previous Year ₹16.75 Crore) which are backed by Standard assets sold by the Bank. Bank was holding investments in the Security Receipts issued by a Trust managed by an Asset Reconstruction Company (ARC).

*Amount represents gross book value of Security Receipts held

g) Details of ageing of Investments held as Security Receipts (SRs):

(i) As at March 31, 2025: [₹ in Crore]

Particulars	SRs issued within past 5 years	SRs issued more than 5 years ago but within past 8 years	SRs issued more than 8 years ago
i) Book value of SRs backed by NPAs sold by the bank as underlying	190.33 [#]	-	-
Provision held against (i)*	71.06	-	-
ii) Book value of SRs backed by NPAs sold by other banks / financial institutions / non-banking financial companies as underlying	-	-	-
Provision held against (ii)	-	-	-
Total (i) + (ii)	190.33	-	-

[#] Bank do not hold security receipt which are backed by Standard assets sold by the Bank.

*Provision amount represents Depreciation as per latest rating of SR/Provision as per RBI norms whichever is higher.



(ii) As at March 31, 2024:

[₹ in Crore]

Particulars	SRs issued within past 5 years	SRs issued more than 5 years ago but within past 8 years	SRs issued more than 8 years ago
i) Book value of SRs backed by NPAs sold by the bank as underlying	386.55	763.61	118.92 [#]
Provision held against (i)*	296.58	763.61	118.92
ii) Book value of SRs backed by NPAs sold by other banks / financial institutions / non-banking financial companies as underlying	-	-	-
Provision held against (ii)	-	-	-
Total (i) + (ii)	386.55	763.61	118.92

[#] In addition to the above, Bank holds security receipt of ₹16.75 Crore which are backed by Standard assets sold by the Bank. The bank maintains 100% provision of ₹16.75 Crore against the same.

*Provision amount represents Depreciation as per latest rating of SR/Provision as per RBI norms whichever is higher

h) Details of Non-Performing financial assets purchased/ sold

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Non performing financial assets purchased/ sold (from/to banks)	Nil	Nil

i) Government Security Lending (GSL) transactions (in market value terms)

As at 31st March 2025 – Nil (Previous Year – Nil)

4. Asset Quality

a) Classification of advances and provisions held as on 31.03.2025

[₹ in Crore]

	Standard		Non-Performing			
	Total Standard Advances	Sub-standard	Doubtful	Loss	Total Non-Performing Advances	Total
Gross Standard Advances and NPAs						
Opening Balance	76,805.92	928.06	2,491.29	200.99	3,620.34	80,426.26
Add: Additions during the year					1,176.44	
Less: Reductions during the year					1,996.95	
Closing balance	84,778.69	710.00	1,936.41	153.43	2,799.83	87,578.52
Reductions in Gross NPAs due to:						
i) Upgradation					211.99	
ii) Recoveries (excluding recoveries from upgraded accounts)					742.24	
iii) Technical/ Prudential Write-offs					1,006.60	
iv) Write-offs other than those under (iii) above					36.12	

	Standard		Non-Performing			Total
	Total Standard Advances	Sub-standard	Doubtful	Loss	Total Non-Performing Advances	
Provisions (excluding Floating Provisions)						
Opening balance of provisions held	385.05	314.85	1,861.76	187.30	2,363.91	2,748.96
Add: Fresh provisions made during the year					1,049.78	
Less: Excess provision reversed/ Write-off loans					1,517.53	
Closing balance of provisions held	375.80	276.94	1,496.57	122.65	1,896.16	2,271.96
Net NPAs*						
Opening Balance		610.55	524.03	0.00	1,134.58	
Add: Fresh additions during the year					795.09	
Less: Reductions during the year					1,139.15	
Closing Balance of Net NPAs		432.65	357.87	0.00	790.52	
Floating Provisions						
Opening Balance						
Add: Additional provisions made during the year						
Less: Amount drawn down during the year						
Closing balance of floating provisions						
Technical write-offs and the recoveries made thereon						
Opening balance of Technical/ Prudential written-off accounts						1,808.39
Add: Technical/ Prudential write-offs during the year						1,006.60
Less: Recoveries made from previously technical/ prudential written-off accounts during the year #						333.57
Closing balance of Technical Write off						2,481.42

includes Reduction due to sale of NPAs to ARCs from previously technical/prudential written-off accounts during the year and Sacrifice made from previously technical/prudential written-off accounts during the year.

*Net NPA is arrived after considering ECGC/Insurance received amounting to ₹ 113.15 crores along with the provisions kept for such accounts in line with RBI guidelines on arriving Net NPA.



Classification of advances and provisions held as on 31.03.2024

[₹ in Crore]

	Standard		Non-Performing			Total
	Total Standard Advances	Sub-standard	Doubtful	Loss	Total Non-Performing Advances	
Gross Standard Advances and NPAs						
Opening Balance	68,383.80	712.27	2,847.84	148.15	3,708.26	72,092.06
Add: Additions during the year					1,395.48	
Less: Reductions during the year					1,483.40	
Closing balance	76,805.92	928.06	2,491.29	200.99	3,620.34	80,426.26
Reductions in Gross NPAs due to:						
i) Upgradation					278.40	
ii) Recoveries (excluding recoveries from upgraded accounts)					877.36	
iii) Technical/ Prudential Write-offs					246.33	
iv) Write-offs other than those under (iii) above					81.31	
Provisions (excluding Floating Provisions)						
Opening balance of provisions held	407.59	144.43	2,011.29	130.15	2,285.87	2,693.46
Add: Fresh provisions made during the year					1,000.02	
Less: Excess provision reversed/ Write-off loans					921.98	
Closing balance of provisions held	385.05	314.85	1,861.76	187.30	2,363.91	2,748.96
Net NPAs*						
Opening Balance		544.42	749.19	0.00	1,293.61	
Add: Fresh additions during the year					938.39	
Less: Reductions during the year					1,097.42	
Closing Balance of Net NPAs		610.55	524.03	0.00	1,134.58	
Floating Provisions						
Opening Balance						0.00
Add: Additional provisions made during the year						0.00
Less: Amount drawn down during the year						0.00
Closing balance of floating provisions						0.00

	Standard	Non-Performing				Total
	Total Standard Advances	Sub-standard	Doubtful	Loss	Total Non-Performing Advances	
Technical write-offs and the recoveries made thereon						
Opening balance of Technical/ Prudential written-off accounts						1,863.56
Add: Technical/ Prudential write-offs during the year						246.33
Less: Recoveries made from previously technical/ prudential written-off accounts during the year #						301.50
Closing balance of Technical Write off						1,808.39

includes Reduction due to sale of NPAs to ARCs from previously technical/prudential written-off accounts during the year and Sacrifice made from previously technical/prudential written-off accounts during the year.

*Net NPA is arrived after considering ECGC/Insurance received amounting to ₹ 121.84 crores along with the provisions kept for such accounts in line with RBI guidelines on arriving Net NPA

Ratios	March 31, 2025	March 31, 2024
Gross NPA to Gross Advances	3.20%	4.50%
Net NPA to Net Advances	0.92%	1.46%
Provision coverage ratio (Including technical / prudential written off accounts)	85.03%	79.10%
Provision coverage ratio (Excluding technical / prudential written off accounts)	71.77%	68.66%

***Provisions on Standard Assets** [₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provisions towards Standard Assets (including provision towards stressed sector)	320.37	291.11
Standard Restructured Accounts under MSME - Restructuring Scheme	25.23	40.44
Provision for Specific Standard Assets on Stressed Sectors	0.24	0.19
Standard Restructured Accounts under other Restructuring schemes	0.00	0.00
Standard Restructured Accounts under COVID 19 restructuring scheme	19.25	41.28
Subtotal	365.09	373.02
Provision for Unhedged Foreign Currency Exposure of Borrowers	10.71	12.02
Grand Total (Refer Schedule 5.Point 5- Other liabilities and provisions)	375.80	385.04


b) Sector-wise Advances and Gross NPAs

[₹ in Crore]

Sl. No.	Sector	2024-25			2023-24		
		Outstanding Total Advances	Gross NPAs	Percentage of Gross NPAs to Total Advances in that sector	Outstanding Total Advances	Gross NPAs	Percentage of Gross NPAs to Total Advances in that sector
A	Priority Sector						
1	Agriculture and allied activities	16,993.08	584.48	3.44%	16,533.66	657.94	3.98%
2	Advances to industries sector eligible as priority sector lending	5,094.70	360.63	7.08%	5,473.55	436.26	7.97%
2.a	Textile	1,284.26	103.31	8.04%	1,443.21	126.58	8.77%
2.b	Basic Metal	844.22	48.68	5.77%	736.67	68.15	9.25%
2.c	Infra	118.68	3.85	3.24%	88.42	5.71	6.46%
3	Services	7,623.63	707.47	9.28%	8,053.37	979.66	12.16%
3.a	Professional	1,428.94	118.22	8.27%	1,722.98	183.74	10.66%
3.b	Trade	5,075.01	524.19	10.33%	4,783.62	637.30	13.32%
3.c	NBFC	193.19	0.06	0.03%	113.94	-	0.00%
4	Personal loans	1,508.29	57.88	3.84%	1,275.81	52.83	4.14%
4.a	Housing Loan	1,081.91	27.13	2.51%	1,052.41	34.61	3.29%
4.b	Other Personal loans incl. Gold Loans	208.47	17.58	8.43%	223.40	18.22	8.16%
	Sub-total (A)	31,219.70	1,710.46	5.48%	31,336.39	2,126.69	6.79%
B	Non Priority Sector						
1	Agriculture and allied activities	625.61	14.45	2.31%	663.24	43.52	6.56%
2	Industry	15,168.35	224.62	1.48%	13,978.01	318.41	2.28%
2.a	Textile	794.70	51.53	6.48%	694.69	99.12	14.27%
2.b	Basic Metal	3,905.53	6.89	0.18%	3,664.40	16.10	0.44%
2.c	Infra	2,651.21	81.11	3.06%	4,205.48	76.02	1.81%
3	Services	21,272.67	397.66	1.87%	19,992.79	721.04	3.61%
3.a	Professional	1,613.32	76.90	4.77%	1,780.70	89.28	5.01%
3.b	Trade	4,337.88	188.35	4.34%	3,845.29	468.58	12.19%
3.c	NBFC	13,937.40	14.66	0.11%	6,658.60	5.02	0.08%
4	Personal loans	19,292.18	452.65	2.35%	14,455.83	410.68	2.84%
4.a	Housing Loan	6,927.74	106.47	1.54%	2,984.71	123.02	4.12%
4.b	Other Personal loans incl. Gold Loan	7,987.04	279.87	3.50%	11,471.12	287.66	2.51%
	Sub-total (B)	56,358.82	1,089.37	1.93%	49,089.87	1,493.65	3.04%
	Total (A+B)	87,578.51	2,799.84	3.20%	80,426.26	3,620.34	4.50%

c) Overseas Assets, Branches, NPAs and Revenue – Nil
d) Particulars of resolution plan and restructuring

I) Particulars of resolution plan [₹ in Crore]

SI No	Particulars	March 31, 2025	March 31, 2024
1.	No of Accounts where Resolution Plan was implemented	0	0
2.	Exposure to accounts as on date of Implementation of Resolution Plan.	0	0

II) Details of accounts subjected to restructuring [₹ in Crore]

		Agriculture and allied activities		Corporates Excluding MSMEs		Micro, Small and Medium Enterprises (MSME)		Retail (excluding agriculture and MSME)		Total	
		Mar' 25	Mar' 24	Mar' 25	Mar' 24	Mar' 25	Mar' 24	Mar' 25	Mar' 24	Mar' 25	Mar' 24
Standard	Number of Borrowers	0	0	5	6	44	104	264	344	313	454
	Gross Amount	0.00	0.00	80.48	219.67	148.27	392.07	88.61	159.81	317.36	771.55
	Provision held	0.00	0.00	8.61	22.57	25.23	40.44	10.64	18.71	44.49	81.72
Sub Standard	Number of Borrowers	0	0	1	5	13	39	22	32	36	76
	Gross Amount	0.00	0.00	12.50	82.75	30.95	131.90	13.85	20.98	57.30	235.63
	Provision held	0.00	0.00	3.12	41.56	9.07	28.38	6.78	7.82	18.97	77.76
Doubtful (Including Loss Assets)	Number of Borrowers	9	28	8	5	130	116	59	83	206	232
	Gross Amount	0.09	1.10	159.35	205.79	278.05	381.56	29.13	9.69	466.63	598.14
	Provision held	0.09	0.79	128.01	197.47	186.76	251.78	20.58	8.03	335.44	458.07
Total	Number of Borrowers	9	28	14	16	187	259	345	459	555	762
	Gross Amount	0.09	1.10	252.33	508.21	457.27	905.53	131.60	190.48	841.29	1,605.32
	Provision held	0.09	0.79	139.74	261.60	221.05	320.60	38.01	34.56	398.90	617.55



e) Disclosure on Divergence in Asset Classification and Provisioning for NPAs:

In terms of RBI guidelines, banks are required to disclose the divergences in asset classification and provisioning consequent to RBI's annual supervisory process in their notes to accounts to the financial statements. The disclosure is required if either or both of the following conditions are satisfied:

- (a) the additional provisioning for NPAs assessed by RBI as part of its supervisory process exceeds 5% of the reported profit before provisions and contingencies for the reference period and
- (b) the additional Gross NPAs identified by RBI as part of its supervisory process exceed 5% of the published incremental Gross NPAs for the reference period ended March 31, 2024 and March 31, 2023.

RBI annual supervision process is not completed for the FY 2023-24 and FY 2024-25 hence no disclosure is made in this regard.

f) Disclosure of Transfer of Loan Exposures

Disclosures as per Master Direction – Reserve Bank of India (Transfer of Loan Exposures) Directions 2021 dated September 24, 2021 for the loans transferred/acquired during the year ended March 31, 2025 are given below:

- i. Details of loans not in default acquired through assignment are given below [₹ in Crore]

Aggregate amount of loans acquired	935.43
Weighted average residual maturity (in months)	137.72
Weighted average holding period by originator (in months)	16.18
Retention of beneficial economic interest by the originator	10.00%
Tangible security coverage	281.53%

The Loans acquired are not rated as these are of non-corporate borrowers.

- ii. Details of Non-Performing Assets transferred are given below: [₹ in Crore]

Particulars	To ARCs	To permitted transferees	To other transferees (please specify)
No: of accounts	1		
Aggregate principal outstanding of loans transferred	226.97		
Weighted average residual tenor of the loans transferred in months			
Net book value of loans transferred (at the time of transfer)	0.00		
Aggregate consideration	140.32		
Additional consideration realized in respect of accounts transferred in earlier years			
Provision reversed to the profit and loss account on account of sale of stressed loans			

Note : The account that was sold had already been technically written off and fully provisioned at the time of the sale. This sale was structured as a 15:85 (Cash: Security Receipt) arrangement, with the bank investing ₹119.27 Crores in security receipts issued by the ARC, in exchange for a sale consideration of ₹140.32 Crores. The security receipt (SR) has been valued as per RBI norms.

- iii. During the year ended March 31, 2025, the bank did not acquire any stressed loans or transfer any loan not in default / Special Mention Accounts (SMA)

iv. Details of recovery ratings assigned to Security Receipts as at March 31, 2025

[₹ in Crore]

Recovery Ratings *	Anticipated Recovery as per Recovery Rating	Book value
NR1 / R1 +/RR1 +	> 150%	0.00
NR2/ R1 /RR1	100% - 150%	0.00
NR3/ R2 / RR2	75% - 100%	71.06
R3/ NR4 / RR3	50% - 75%	0.00
NR5 / RR4 / R4	25% - 50%	0.00
NR6 / RR5 / R5	0% - 25%	0.00
Yet to be rated #	-	119.27
Unrated	-	0.00
Total		190.33

* Recovery Rating is as assigned by various external rating agencies

Recent purchases whose statutory period not yet elapsed.

g) Fraud accounts

	March 31, 2025	March 31, 2024
Number of frauds reported during the year	233	680
Amount involved in fraud* (₹ Crore)	102.29	67.02
Amount of provision made for such frauds (₹ Crore)*	41.23	43.52
Amount of Unamortised provision debited from 'other reserves' as at the end of the year (₹ Crore)	NA	NA

* Amount involved in credit related fraud is inclusive of Interest on NPA while the provision created is for Gross NPA Net of recovery and technical write off.

h) Disclosure under Resolution Framework for COVID-19-related Stress

Details of Resolution Plan implemented under Resolution Framework for COVID 19 related stress as per RBI circular dated August 06, 2020 (DOR.No.BP.BC/3/21.04.048/2020-21 – Resolution Framework 1.0) and May 05, 2021 (DOR.STR.REC.11/21.04.048/2021-22 - Resolution Framework 2.0).

[₹ In Crore]

Type of borrower	Exposure to accounts classified as Standard consequent to implementation of resolution plan – Position as at the end of the previous half year (A)	Of (A), aggregate debt that slipped into NPA during the half-year	Of (A) amount written off during the half-year	Of (A) amount paid by the borrowers during the half-year ¹	Exposure to accounts classified as Standard consequent to implementation of resolution plan - Position as at the end of this half-year ²
Personal Loans	133.86	2.62	-	20.79	110.45
Corporate persons*	48.47	-	-	4.48	43.99
Of which, MSMEs	-	-	-	-	-
Others	22.81	0.72	-	7.44	14.65
Total	205.14	3.34	-	32.71	169.09

* As defined in Section 3(7) of The Insolvency and Bankruptcy Code, 2016

¹Amount paid by the borrower during the half year is net of additions in the borrower account including additions due to interest capitalization and accounts upgraded from NPA to Standard Restructured Category.

²Includes other facilities to the borrowers which have not been restructured.



Disclosure related to clause 28 of RBI circular dated May 05, 2021 where the number of borrowers accounts in which modifications were sanctioned and implemented in terms of Clause 22 of the aforesaid circular.

Type of Borrower	No of Accounts	Aggregate exposure to such borrower (₹ in crore)
Personal Loans	3	1.45
Corporate Persons	-	-
Of which MSMEs	-	-
Others	-	-
Total	3	1.45

There were 3 borrowers having an aggregate exposure of ₹1.45 Crore to the Bank, where Resolution Plan has been implemented under RBI's Resolution Framework 1.0 dated August 06, 2020 and modified under RBI's Resolution Framework 2.0 dated May 05, 2021. Accounts where modification has been done subsequently closed/upgraded to standard category not included here.

5. Exposures

a) Exposures to Real Estate Sector

[₹ in Crore]

Category	March 31, 2025	March 31, 2024
1) Direct Exposure		
(a) Residential Mortgages -	7,483.76	4,470.06
Lending fully secured by mortgages on residential property that is or will be occupied by the borrowers or that is rented; of which Individual housing loans eligible for inclusion in priority sector advances. Exposure would also include non-fund based(NFB) limits.	1,101.02	1,075.99
(b) Commercial Real Estate -	472.71	640.52
Lending secured by mortgages on commercial real estate (office buildings, retail space, multi-purpose commercial premises, multi-family residential buildings, multi-tenanted commercial premises, industrial or warehouse space, hotels, land acquisition, development and construction, etc.). Exposure include Non-Fund Based (NFB) limits		
(c) Investments in Mortgage-Backed Securities (MBS) and other securitized exposures -		
a. Residential	Nil	Nil
b. Commercial Real Estate	Nil	Nil
2) Indirect Exposure		
Fund based and non-fund based exposures on National Housing Bank (NHB) and Housing Finance Companies (HFCs)	2,405.77	2,439.86
Total Exposure to Real Estate Sector	10,362.24	7,550.44

b) Exposure to Capital Market sectors

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
(i) Direct Investments in equity shares, convertible bonds, convertible debentures and units of equity oriented mutual funds the corpus of which is not exclusively invested in corporate debt;*	52.42	45.66
(ii) Advances against shares/bonds/debentures or other securities or on clean basis to individuals for investment in shares (including IPOs/ ESOPs), convertible bonds and convertible debentures and units of equity oriented mutual funds	-	-
(iii) Advances for any other purposes where shares or convertible bonds or convertible debentures or units of equity oriented mutual funds are taken as primary security;	3.80	2.82
(iv) Advances for any other purposes to the extent secured by the collateral security of shares or convertible bonds or convertible debentures or units of equity oriented mutual funds i.e where the primary security other than shares/ convertible bonds/ convertible debentures/ units of equity oriented mutual funds does not fully cover the advances;	-	-
(v) Secured and unsecured advances to stockbrokers and guarantees issued on behalf of stockbrokers and market makers:	17.50	111.75
(vi) Loans sanctioned to corporate against the security of shares/ bonds/ debentures or other securities or on clean basis for meeting promoter's contribution to the equity of new companies in anticipation of raising resources;	-	-
(vii) Bridge loans to companies against expected equity flows/ issues	-	-
(viii) Underwriting commitments taken up by the banks in respect of primary issue of shares or convertible bonds or convertible debentures or units of equity oriented mutual funds;	-	-
(ix) Financing to stockbrokers for margin trading	-	-
(x) All exposures to Venture Capital Funds (both registered and unregistered)	-	-
Total Exposure to Capital Market	73.72	160.23

*Shares acquired by banks as a result of Conversion of debt under CDR mechanism for ₹67.87Crore (Previous Year ₹104.01 Crore) is excluded in line with extant RBI guidelines.



c) Risk category wise country exposure:

Country Risk exposure has been classified on the following basis:

[₹ in Crore]

Risk Category*	Exposure (net) as at March 31, 2025	Provision held as at March 31, 2025	Exposure (net) as at March 31, 2024	Provision held as at March 31, 2024
Insignificant	1,468.67	-	1,349.84	-
Low	656.06	-	564.49	-
Moderately Low	637.91	-	12.39	-
Moderate	39.83	-	0.92	-
Moderately High	0	-	0.34	-
High	0	-	-	-
Very High	1.60	-	5.25	-
TOTAL	2,804.07	-	1,933.23	-

As the Bank's net exposure with each country for the year in respect of foreign exchange transaction is less than 1% of the total assets of the Bank, no provision is required.

* The above figures include both funded as well as non-funded exposure.

d) Unsecured Advances

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Total unsecured advances of the bank	19,008.17	14,740.88
Out of the above, amount of advances for which intangible securities such as charge over the rights, licenses, authority, etc. have been taken	0	0.00
Estimated value of such intangible securities	0	0.00

e) Factoring Exposure- Nil.

f) Intra-Group Exposure - Nil.

g) Unhedged Foreign Currency Exposure

The Bank has in place a policy on managing credit risk arising out of unhedged foreign currency exposures of its borrowers. The objective of this policy is to maximise the hedging on foreign currency exposures of borrowers by reviewing their foreign currency exposures and encouraging them to hedge the unhedged portion. The policy framework also articulates the methodologies for ascertaining the amount of unhedged foreign currency exposures, estimating the extent of likely loss, estimating the riskiness of the unhedged position and making appropriate provisions and capital charge as per extant RBI guidelines. In line with the policy, assessment of unhedged foreign currency exposure is a part of credit appraisal while proposing limits or at the review stage. Further, the Bank reviews the unhedged foreign currency exposure across its portfolio on a periodic basis. The Bank maintains incremental provisions and additional capital for the unhedged foreign currency exposures of its borrowers in line with the extant RBI guidelines. The Bank has maintained ₹ 10.71 Crore (previous year ₹ 12.02 Crore) as provision and ₹ 9.21 Crore (previous year ₹ 7.46 Crore) as additional capital for computation of capital adequacy ratio on account of the unhedged foreign currency exposures of borrowers as at March 31, 2025.

6. Concentration of Deposits, Advances, Exposures and NPAs

a) Concentration of Deposits

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Total Deposits of twenty largest depositors	2,951.48	4,595.07
Percentage of Deposits of twenty largest depositors to Total Deposits of the bank	2.74%	4.51%

b) Concentration of Advances*

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Total Advances to twenty largest borrowers	15,609.02	14,365.45
Percentage of Advances to twenty largest borrowers to Total Advances of the bank	16.60%	15.88%

*Advance is computed as per definition of Credit Exposure including derivatives furnished in RBI's Master Circular on Exposure Norms

c) Concentration of Exposures*

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Total Exposure to twenty largest borrowers/customers	18,842.38	14,838.54
Percentage of Exposures to twenty largest borrowers/ customers to Total Exposure of the bank on borrowers/ customers	16.27%	12.82%

*Exposure is computed based on credit and investment exposure as prescribed in RBI's Master Circular on Exposure Norms

d) Concentration of NPAs*

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Total Exposure to the top twenty NPA accounts	512.31	659.09
Percentage of exposures to the twenty largest NPA exposure to total Gross NPAs.	18.30%	18.21%

*Represents funded balance

7. Derivatives:

a) Forward Rate Agreement / Interest Rate Swap.

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
i) The notional principal of swap agreements	0	500.00
ii) Losses which would be incurred if counterparties failed to fulfil their obligations under the agreements		-
iii) Collateral required by the bank upon entering into swaps		-
iv) Concentration of credit risk arising from the swaps		-
v) The fair value of the swap book	0	(0.02)



The nature and terms of the IRS as on March 31, 2025 are set out below:

[₹ in Crore]

Nature	Nos	Notional Principal	Benchmark	Terms
Trading	0	0.00	MIOIS	Fixed Receivable/ Floating Payable

b) Exchange Traded Interest Rate Derivatives.

Sr. No.	Particulars	March 31, 2025	March 31, 2024
(i)	Notional principal amount of exchange traded interest rate derivatives undertaken during the year (instrument wise)	Nil	Nil
(ii)	Notional principal amount of exchange traded interest rate derivatives outstanding as on March 31, 2025 (instrument wise)		
(iii)	Notional principal amount of exchange traded interest rate derivatives outstanding and not 'highly effective' (instrument wise)		
(iv)	Mark to market value of exchange traded interest rate derivatives outstanding and not 'highly effective' (instrument wise)		

The bank had dealt in exchange traded currency futures during the financial year ended March 31, 2025. As at March 31, 2025 the open contracts on the exchange was ₹2,080.88 Crore. (Previous year : ₹1,358.80 Crore)

c) Disclosures on Risk Exposure in Derivatives.

i) Qualitative Disclosure.

The Bank undertakes over the counter and exchange traded derivative transactions for Balance Sheet management and also for proprietary trading/ market making. Bank offers derivative products to the customers to enable them to hedge their exposure within the prevalent regulatory guidelines.

These transactions expose the Bank to various risks primarily credit, market, operational, legal, and reputation. There is functional separation between the Front Office, risk and Back Office for undertaking derivative transactions. The derivative transactions are governed by the Investment, forex and derivative policy and market risk management policy of the Bank as well as by the extant RBI guidelines. Various operational/risk limits are set up and actual exposures are monitored vis-à-vis the limits allocated. Risk Limits are in place for risk parameters viz. VaR, Stop Loss, Dealer Limit, Deal size limit. Actual positions are monitored against these limits on a daily basis and breaches, if any, are reported promptly. The MTM position of the derivative portfolio is monitored on a regular basis. The impact on derivative portfolio on account of the probable market movements are assessed on regular basis.

Bank deals in derivatives for hedging foreign currency assets/liabilities subject to the prevailing regulatory guidelines encompassing forward exchange contract as per AS-11 and the currency swap to hedge currency risk. Transactions for hedging and trading are recorded separately. For hedge transactions, the Bank identifies the hedged item (asset or liability) at the inception of the transaction itself. These transactions are accounted for as per Guidance Note on Accounting for Derivatives (revised 2021) issued by ICAI and also mentioned in the RBI Master Direction on Classification, Valuation and Operation of Investment dated September 12th 2023. Transactions related to foreign exchange forwards, Currency futures etc. are marked to market (MTM) on the reporting dates and the MTM is accounted in the books. Collateral requirements for derivative transactions are determined based on usual credit appraisal process. For the purpose of credit risk mitigation, most of the deals have been contracted with Banks/ Major primary dealers and no default risk is anticipated on the deals with them.

ii) Quantitative Disclosures:

[₹ in Crore]

Sl. No	Particulars	March 31, 2025		March 31, 2024	
		Currency Derivatives*	Interest rate derivatives	Currency Derivatives*	Interest rate derivatives
1	Derivatives (Notional Principal Amount)			-	-
	a) For hedging			-	-
	b) For trading	2,080.88	-	1,358.80	500.00
2	Marked to Market Positions			-	-
	a) Asset (+)	7.41	-	0.65	0.01
	b) Liability (-)	-	-	-	0.03
3	Credit Exposure	-	-	-	2.53
4	Likely impact of one percentage change in interest rate (100*PV01)			-	-
	a) on hedging derivatives	-	-	-	-
	b) on trading derivatives	-	-	-	4.59
5	Maximum and Minimum of 100*PV01 observed during the year			-	-
	a) on hedging	-	-	-	-
	b) on trading	-	-	-	-
	Max (100*PV01)-Trading	-	8.38	-	26.95
	Min (100*PV01)-Trading	-	-	-	0.01

*Only Currency futures are reported in currency derivatives.

Foreign exchange forward contract has not been included in the above disclosure. The notional principal amount of foreign exchange contracts classified as trading on March 31, 2025 amounted to ₹ 7,142.44 Crore (Previous Year ₹ 25,394.06 Crore) and mark to market position was asset of ₹ 86.05 Crore (previous year ₹127.64 Crore) and liability of ₹ 50.80 Crore (Previous year ₹ 85.72 Crore). The notional principal amount of Foreign exchange contracts classified as non-trading foreign currency swap as on March 31, 2025 amounted to ₹649.56 Crore (Previous year Nil).

The notional principal amounts of derivatives reflect the volume of transactions outstanding as at the Balance Sheet date and do not represent the amounts at risk. Interest rate derivative represents interest rate swaps.

d) Credit Default Swaps

The bank has not undertaken any transactions in credit default swaps during the year ended March 31, 2025 and March 31, 2024.

8. Securitisation Transactions

The Bank has not undertaken any securitisation transactions during the year ended March 31, 2025 and March 31, 2024.

9. Off-balance Sheet SPVs sponsored

There are no SPVs sponsored by the Bank as at March 31, 2025 and March 31, 2024.



10. Transfers to Depositor Education and Awareness Fund (DEA Fund):

In accordance with the guidelines issued by the RBI, the Bank transfers the amount to the credit of any account which has not been operated upon for a period of ten years or any deposits or any amount remaining unclaimed for more than ten years to DEA Fund.

Details of amounts transferred to DEA Fund are set out below:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Opening balance of amounts transferred to DEA Fund	244.10	218.63
Add : Amounts transferred to DEA Fund during the year	36.45	42.04
Less : Amounts reimbursed by DEA Fund towards claims	5.86	16.57
Closing balance of amounts transferred to DEA Fund	274.69	244.10

The closing balance of the amount transferred to DEA Fund, as disclosed above, is also included under Schedule 12 - Contingent Liabilities

11. Status of Complaints

a) Summary information on complaints received by the bank from customers and from the Offices of Ombudsman

Particulars	March 31, 2025	March 31, 2024
Complaints received by the bank from its customers		
1. Number of complaints pending at beginning of the year	828	860
2. Number of complaints received during the year	37,604	36,658
3. Number of complaints disposed during the year	37,717	36,690
3.1 Of which, number of complaints rejected by the bank	7,542	7,472
4. Number of complaints pending at the end of the year	715	828
Maintainable complaints received by the bank from Office of Ombudsman		
5. Number of maintainable complaints received by the bank from Office of Ombudsman	462	368
5.1 Of 5, number of complaints resolved in favour of the bank by Office of Ombudsman	304	213
5.2 Of 5, number of complaints resolved through conciliation/mediation/advisories issued by Office of Ombudsman	158	155
5.3* Of 5, number of complaints resolved after passing of Awards by Office of Ombudsman against the bank	0*	0
6. Number of Awards unimplemented within the stipulated time (other than those appealed)	0	0

Note: Maintainable complaints refer to complaints on the grounds specifically mentioned in Integrated Ombudsman Scheme, 2021 (Previously Banking Ombudsman Scheme, 2006) and covered within the ambit of the Scheme. Previous year figures updated wherever considered necessary so as to align the same with current year data.

* With respect to point 5.3 regarding the status of the complaint, we have reported the data as zero, even though an award was issued against the Bank for FY 2024-25. This is because the list of maintainable complaints provided by the Office of the Ombudsman does not include the said complaint or the award issued against the Bank. We have sent an email to the RBI requesting clarification, but are yet to receive a response.

b) Top five grounds of complaints received by the bank from customers

Grounds of complaints, (i.e. complaints relating to)	Number of complaints pending at the beginning of the year	Number of complaints received during the year	% increase/ (decrease) in the number of complaints received over the previous year	Number of complaints pending at the end of the year	Of 5, number of complaints pending beyond 30 days
1	2	3	4	5	6
Current Year					
ATM/Debit Card	152	16,712	-6.87	97	0
Internet Banking/Mobile Banking/ Electronic Banking	91	8,573	10.03	213	2
Account Opening /difficulty in operation of accounts	32	1,607	-30.03	9	0
Charges/Loans & Advance	11	930	97.87	8	0
Credit Cards	1	1,413	152.32	27	0
Others	541	8,369	13.21	361	3
Total	828	37,604	2.58	715	5
Previous Year					
ATM/Debit Card	123	17,946	12.88	152	46
Internet Banking/Mobile Banking/ Electronic Banking	287	7,791	-38.61	91	2
Account Opening /difficulty in operation of accounts	33	2,297	-20.13	32	0
Charges	76	672	-43.09	11	0
Credit Cards	4	560	34.61	1	0
Others	337	7,392	-26.28	541	9
Total	860	36,658	-14.92	828	57

12. Penalties levied by the Reserve Bank of India

The penalty imposed by RBI during the year ended March 31, 2025 was ₹ 0.91 Crore (Previous year ₹0.41 Crore)

Penalties Imposed by RBI in FY 2024-25

Details	Number of instances	₹ in Crore]
ATM cash out penalty imposed by RBI	65	0.31
Penalty imposed for discrepancies in Soiled Note Remittance by currency chest.	29	0.01
Penalty imposed for discrepancies observed during the visit by RBI officials	1	0.00
Penalty for non-compliance with certain directions issued by RBI on Interest Rate on Deposits and Customer Service in Banks	1	0.59
Total	96	0.91



Penalties Imposed by RBI in FY 2023-24

Details	Number of instances	₹ in Crore]
ATM cash out penalty imposed by RBI	55	0.398
Penalty imposed for discrepancies in Soiled Note Remittance by currency chest.	22	0.005
Penalty imposed for discrepancies observed during the visit by RBI officials	2	0.003
Imposition of Penalty for Non Exchange of Soiled / Mutilated Notes.	1	0.002
Total	80	0.408

13. Disclosures on Remuneration

a) Information relating to the composition and mandate of the Nomination & Remuneration Committee.

Composition:

The Nomination & Remuneration committee of the Board consists of four members and one of the member is member of Risk Management committee of the Board to facilitate effective governance of compensation. The Chairperson Smt. Lakshmi R Srinivas is a retired Chief General Manager & Head-strategic Training Unit of State Bank of India, having extensive knowledge and experience in Risk Management and Human Resource Management. Sri. V J Kurian, Sri. M George Korah and Sri Benny P Thomas are the other members of the Committee as on 31st March, 2025.

The roles and responsibilities of the Nomination & Remuneration Committee inter-alia includes the following:

Sl. No.	Name of Agenda item
1.	Scrutinizing the declarations received from persons to be appointed as Directors as well as from the existing Directors seeking re-appointment and to decide whether to extend or continue the term of appointment of the Independent Director, on the basis of the report of performance evaluation of Independent Directors and make references to the appropriate authority/persons to ensure compliance with the requirements indicated by Reserve Bank of India vide their directive dated May 23, 2011 on Fit & Proper Criteria of the Banks.
2.	Recommend to the Board for its consideration and approval on the size and composition of the Board taking into account the available and needed diversity and balance in terms of experience, knowledge, skills, and judgement of the Directors.
3.	To devise a Succession Planning Policy for the Board and Senior Management.
4.	To formulate a Nomination policy of the Board to guide the Board in relation to appointment/reappointment/removal of Directors.
5.	To identify persons who are qualified to become Directors, KMPs and who may be appointed in senior management as defined in the Succession Policy in accordance with the criteria laid down and to recommend to the Board their appointment and/ or removal.
6.	To formulate the criteria for evaluation of Independent Directors and the Board/Committees.
7.	To devise a policy on Board diversity.
8.	To oversee the framing, review and implementation of Bank's overall compensation structure and related policies on remuneration packages payable to the WTDs/MD & CEO and other staff including performance linked incentives, perquisites, Stock option scheme etc. with a view to attracting, motivating and retaining employees and review compensation levels vis-a-vis other Banks and the industry in general.

Sl. No.	Name of Agenda item
9.	The Committee shall work in close coordination with the Risk Management Committee of the Bank, in order to achieve effective alignment between remuneration and risks. The Committee will also ensure that the cost/income ratio of the Bank supports the remuneration package consistent with maintenance of sound capital adequacy ratio.
10.	With respect to the variable pay, both cash and noncash Performance Linked Incentive Schemes, the Committee is empowered to: i. Draw up terms and conditions and approve the changes, if any, to the Performance Linked Incentive schemes; ii. Moderate the scheme on an ongoing basis depending upon the circumstances and link the same with the recommendations of Audit Committee; iii. Coordinate the progress of growth of business vis -a- vis the business parameters laid down by the Board and Audit Committee and effect such improvements in the scheme as are considered necessary; iv. On completion of the year, finalize the criteria of allotment of marks to ensure objectivity/equity. v. To identify Material Risk Takers (MRTs) as per the recommendations made by MD & CEO and to fix variable pay and other terms of payment including component (Cash and non-cash), deferment and divergence clause in line with compensation policy and other RBI guidelines and other policies and guidelines of the Bank.
11.	The Committee shall also function as the Compensation Committee as prescribed under the SEBI (Share Based Employee Benefits) Regulations, 2014 and is empowered to formulate detailed terms and conditions of the Scheme, administer, supervise the same and to allot shares in compliance with the guidelines and other applicable laws.
12.	To obtain necessary clearances and approvals from regulatory authorities, appoint Merchant Bankers and do such other things as may be necessary in respect of the Employees Stock Option Scheme.
13.	To oversee the administration of Employee benefits, such as Provident Fund, Pension Fund, Gratuity, Compensation for absence on Privilege/Sick/Casual Leave etc., which are recognized in accordance with Accounting Standard-15 (revised) specified in the Companies (Accounting Standards) Rules, 2006.
14.	The Committee may suggest amendments to any stock option plans or incentive plans, provided that all amendments to such plans shall be subject to consideration and approval of the Board.
15.	Any other matters regarding remuneration to WTDs/ MD & CEO and other staffs of the Bank as and when permitted by the Board.
16.	To conduct the annual review of the Compensation Policy and all other policies related to the functioning of HR department and to submit recommendations to Board.
17.	To fulfill such other powers and duties as may be delegated to it by the Board.
18.	To review HR Strategy aligning with business strategy of the Bank.
19.	To review the skill gaps and talent pool creation.
20.	To do any other matters regarding remuneration to whole-time directors/ non-executive directors /part-time chairman, Chief Executive Officers / Material Risk Takers (MRTs) and employees (risk control and compliance staff and all other categories of staff) of the Bank including signing/ joining bonus occurring in the context of hiring new staff and be limited to first year, in the form of share-linked instruments only, as and when permitted by the Board. Such bonus will neither be considered part of fixed pay nor part of variable pay.
21.	To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification, as may be applicable.



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

- The Bank has formed the compensation policy based on the Reserve Bank of India guidelines vide its Circular No. DBOD. No.BC.72/29.67.001/2011-12 dated January 13, 2012.
- Board approves the scale of pay to all employees upto Scale IV as per the terms of agreement signed by and between Indian Banks Association (IBA) and SIB Workmen unions and Officers' Associations. The Board from time to time, on recommendation of the Nomination and Remuneration Committee of Board, shall fix compensation structure of executives in Scale V and above (Executive Compensation Package).
- Further, the compensation structure for the Whole Time Directors (WTDs) / Managing Director & Chief Executive Officer (MD & CEO) of the bank are subject to approval of Reserve Bank of India in terms of Section 35 B of the Banking Regulation Act, 1949. The payment of compensation also requires approval of the shareholders of the Bank in the General Meeting pursuant to clause 95 of Articles of Association of the Bank read with Section 197 of the Companies Act, 2013 and Section 35B (1) of Banking Regulation Act 1949.
- The Reserve Bank of India vide circular DOR. Appt.BC.No.23/29.67.001/2019-20 dated November 4, 2019 issued a detailed revised Guidelines on Compensation of Whole Time Directors/ Chief Executive Officers/ Material Risk Takers and Control Function staff. Accordingly, the Compensation Policy has been modified by incorporating the revised provisions of the RBI circular.

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

The Board of Directors through the NRC shall exercise oversight and effective governance over the framing and implementation of the Compensation Policy. Human Resource Management under the guidance of MD & CEO shall administer the Compensation and Benefit structure in line with the best suited practices and statutory requirements as applicable.

For Material Risk Takers:

The Bank will refer to the Basel Committee on Banking Supervision (BCBS) report entitled Range of

Methodologies for Risk and Performance Alignment of Remuneration published in May 2011 for guidance wherever required. It intends to enhance the banks' and supervisors' understanding of risk-adjusted remuneration. This report, by providing some clarification on design of risk-adjusted remuneration schemes, will support and facilitate the greater adoption of sound practices in the banking sector. Some of the key stipulations of the report are as under:

1. In order for incentive-based remuneration to work, the variable part of remuneration will be truly and effectively variable and can even be reduced to zero in line with the symmetry principle defined by the FSB. A key element that supervisors expect is the ability for banks to demonstrate that the methodologies they developed to adjust variable remuneration to risk and performance are appropriate to their specific circumstances.
2. The methodologies for adjusting remuneration to risk and performance will also be consistent with the general risk management and corporate governance framework.
3. Performance measures and their relation to remuneration packages will be clearly defined at the beginning of the performance measurement period to ensure that the employees perceive the incentives mechanism. The usual annual determination of bonuses will be based on rules, processes and objectives known in advance, recognizing that some discretion will always be needed.
4. Bank will use a combination of financial and non-financial measures to assess employee performance and adapt the measurement to each employee's specific situation. Qualitative factors (like knowledge, skills or abilities), might play an important role when it comes to judging and rewarding some activities-particularly when these serve to reinforce the bank's risk management goals.
5. The nature and extent to which risk adjustments are needed depends first on the extent to which performance measures capture risks, but in all cases, some form of risk adjustment is needed as remuneration is often awarded before the final outcome of an activity is known. Risks taken need to be estimated (ex-ante), risk outcomes observed (ex-post) and both ex-ante estimates and ex-post outcomes will affect payoffs.
6. Risk adjustments need to take into account the nature of the risks involved and the time horizons over which they could emerge. The impact of remuneration adjustments will be linked to actions taken by employees and/or business units, and their impact on the level of risk taken on by the bank.

7. The nature of the award process, which links the variable remuneration of each individual employee with bonus pools and the total amount of variable remuneration at a bank's level, is also an area that will be carefully considered by banks and supervisors, as it directly influences how and when performance and risk adjustment are or can be used.
8. Considering the above parameters, the Board may approve suitable methodologies for fixing of risk adjusted remuneration, as appropriate, based on the recommendations of Risk Management committee and review/approval of the Nomination and Remuneration Committee on the same.

The compensation structure for the *Whole-Time Directors/ Chief Executive Officers / Material Risk Takers (MRTs)* of the bank shall be as under:

Fixed Pay and Perquisites

Based on the recommendations of the Nomination and Remuneration Committee, and subject to the approval of Reserve Bank of India (for MD & CEO and Executive Directors), Board shall fix the fixed portion of compensation payable which is reasonable, taking into account all relevant factors including adherence to statutory requirements and industry practice.

Variable Pay

In order to have a proper balance between the cash and share-linked components in the variable pay, the variable pay is to be structured in the form of share-linked instrument (including Cash-linked Stock Appreciation Rights (CSARs)), or a mix of cash and share-linked instruments. Only in cases where the compensation by way of share-linked instruments is not permitted by law/regulations, the option to pay entire variable pay in cash to be exercised.

The assessment of the variable pay will be based on 'Key Performance Indicators' (KPI) achievement of respective whole-time directors/ Chief Executive Officers / Material Risk Takers (MRTs).

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

- a) The factors taken in to account for the annual review and revision in the variable pay and performance bonus are:
 - The performance of the Bank
 - The performance of the business unit
 - Individual performance of the employee
 - Other risk perceptions and economic considerations.

The criteria for identification of MRTs are subject to the following:

The persons who satisfy the qualitative criteria and any one of the quantitative criteria as detailed below:

(I) Standard Qualitative criteria

- Relate to the role and decision-making power of staff members (e.g., General manager, member of management body) having jointly or individually, the authority to commit significantly to risk exposures, etc.

AND

(II) Standard Quantitative Criteria:

- Their total remuneration exceeds a certain threshold (to be recommended by MD & CEO to NRC for approval); the determination of which may be done prudently by the bank,

or

- They are included among the 0.3% of staff with the highest remuneration in the bank,

or

- Their remuneration is equal to or greater than the lowest total remuneration of senior management and other risk-takers.

MD & CEO is considered as Material Risk Taker, whose compensation will be guided by the provisions applicable to WTD/CEO as per the policy. However, the Board, on recommendation of NRC, will specify additional Material Risk Takers (MRTs) whose actions have a material impact on the risk exposure of the bank from time to time. In this regard the Board has also identified Executive Director, GM & Head Treasury and Executive Vice President till the retirement of the then EVP on 31.05.2024 also as Material Risk Takers of the Bank.

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

- Variable Pay

In order to have a proper balance between the cash and share-linked components in the variable pay, the variable pay are to be structured in the form of share-linked instrument (including Cash-linked Stock Appreciation Rights (CSARs)), or a mix of cash and share-linked instruments. Only 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 to be exercised.



The assessment of the variable pay will be based on 'Key Performance Indicators' (KPI) achievement of respective whole-time directors/ Chief Executive Officers / Material Risk Takers (MRTs).

a. Limit on Variable Pay:

A. For Whole-Time Directors and Chief Executive Officers

- i. In compliance to the RBI Guidelines and other applicable rules and regulations at least 50%, should be variable and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance. The total variable pay shall be limited to a maximum of 300% of the fixed pay (for the relative performance measurement period).
- ii. In case variable pay is up to 200% of the fixed pay, a minimum of 50% of the variable pay; and in case variable pay is above 200%, a minimum of 67% of the variable pay should be via non-cash instruments.
- iii. In the event that an executive is barred by statute or regulation from grant of share-linked instruments, his/her variable pay will be capped at 150% of the fixed pay, but shall not be less than 50% of the fixed pay.
- iv. The deterioration in the financial performance of the bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

B. For Material Risk Takers (MRTs)

- i. In compliance to the RBI Guidelines and other applicable rules & regulations 50% of total pay for all MRTs should be variable pay and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance.
- ii. 50% of the variable pay should be via non-cash instruments.
- iii. The deterioration in the financial performance of the bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

The Board will from time to time specify the Material Risk Takers (MRTs).

b. Deferral of Variable Pay

- i. For senior executives, including WTDs, and other employees who are MRTs, a minimum of 60% of the total variable pay must invariably be under deferral arrangements. Further, if cash

component is part of variable pay, at least 50% of the cash bonus should also be deferred.

- ii. However, in cases where the cash component of variable pay is under ₹ 25 lakh, deferral requirements is not applicable.

c. Period of Deferral Arrangement

The deferral period should for a period three years. This would be applicable to both the cash and non-cash components of the variable pay arrangements.

d. Vesting:

Deferred remuneration should be spread out over the course of the deferral period on a pro rata basis as follows:

- not more than 33.33 % of the total deferred variable pay should vest at the end of first year.
- Further, not more than 33.33 % of total deferred variable pay should vest at the end of second year.

Additionally, vesting should not take place more frequently than on a yearly basis to ensure a proper assessment of risks before the application of ex-post adjustments.

In case of employee's death or permanent disability, whole of the deferred variable pay (Cash component) shall immediately vest in the employee's legal heirs, or the employee, as the case maybe.

e. Share-linked Instruments

Such instruments shall be included as a component of variable pay. Norms for grant of share-linked instruments should be framed by banks in conformity with relevant statutory provisions and should form part of the bank's compensation policy. The details of share-linked instruments granted should also be disclosed in terms of the disclosure requirements stipulated in these Guidelines. Share-linked instruments should be fair valued on the date of grant by the bank using Black-Scholes model.

The Variable pay assessment should be considering the following parameters

- The HR Dept in consultation with CFM Dept. has to recommend that amount of Variable pool of the bank each year to the Nomination and Remuneration Committee.
- While recommending the variable Pool HR Dept should establish the Linkage between the variable pool at the bank level and the performance of the bank vis-à-vis its financials and risk assumed.

- Further HR Dept. should also detail the linkage between performance of various units/ functions/ divisions to performance of variable pool.
- There should be a prudent basis for distribution of the overall variable pool between various units/ functions /divisions including various control and assurance functions
- performance thresholds as defined and assessed by HR Dept. to be attained for being eligible for variable compensation.

The same to be included and form part of Performance Linked Incentive scheme.

Malus / Clawback

- The deferred compensation should be subject to malus/clawback arrangements in the event of subdued or negative financial performance of the bank and/or the relevant line of business in any year.
- A set of situations as detailed below are hereby identified, which require the invocation of the malus and clawback clauses that may be applicable as detailed below:
 - Applying of Malus / Clawback arrangement on entire variable pay on occurrence of the following Situations:
 - identified fraud / misconduct by the executive (whole-time directors, Chief Executive Officers / Material Risk Takers (MRTs)) pertaining to the corresponding period for which the clause to be applied.
 - Applying of Malus / Clawback arrangement on unvested portion of deferred variable pay on occurrence of the following situation:
 - Reporting of operating loss or more than 50% fall in operating profit in any year
 - Applying of Malus clause on unvested portion of deferred variable pay on occurrence of the following situation:
 - Wherever the assessed divergence in bank's provisioning for Non-Performing Assets (NPAs) or asset classification exceeds the prescribed threshold for public disclosure as detailed below: (As referred in RBI circular No. DBR.BP.BC.No.32/21.04.018/2018-19 dated April 1, 2019, as amended from time to time),
 - the additional provisioning for NPAs assessed by RBI exceeds 10 per cent of the reported profit before provisions and contingencies for the reference period, and

- the additional Gross NPAs identified by RBI exceed 15 per cent of the published incremental Gross NPAs for the reference period

Further, in such situations, no proposal for increase in variable pay (for the assessment year) shall be entertained. In case the bank's post assessment Gross NPAs are less than 2.0%, these restrictions will apply only if criteria for public disclosure are triggered either on account of divergence in provisioning (clause (a)) or both provisioning (clause (a) and asset classification (Clause (b))).

Any other act detrimental to the interest of the Bank including and not restricted to violation of Code of Conduct, violation of Framework for dealing with Conflict of Interest, violation of rules and regulations of the Bank, failure to discharge fiduciary and regulatory duties – and in respect of which the Bank would reserve the right to institute appropriate civil, criminal or other proceedings at the risks, costs and consequences of such individual's,

As part of the criteria for the application of malus and clawback, the following period during which malus and/ or clawback can be applied will be 36 months from application of the clause. Covering at least deferral and retention periods (a period of time after the vesting of instruments which have been awarded as variable pay during which they cannot be sold or accessed)

In case, the MRT(s) resigned, retired or taken early retirement or been terminated, the above provisions of clawback shall apply subject to the through due process for recovery of amounts adjudged.

Members of staff engaged in financial and risk control, including internal audit, should be compensated in a manner that is independent of the business areas they oversee and commensurate with their key role in the bank. Effective independence and appropriate authority of such staff are necessary to preserve the integrity of financial and risk management's influence on incentive compensation. Back office and risk control employees play a key role in ensuring the integrity of risk measures. If their own compensation is significantly affected by short-term measures, their independence may be compromised. If their compensation is too low, the quality of such employees may be insufficient for their tasks and their authority may be undermined. The mix of fixed and variable compensation for control function personnel should be weighted in favour of fixed compensation. Therefore, the requirement of minimum 50% of total compensation to be paid in the form of variable pay will not be applicable for this category of staff. However, a reasonable proportion of compensation has to be in the form of variable pay, so



that exercising the options of malus and/or clawback, when warranted, is not rendered infructuous.

For calculating the Variable Pay of Risk Control and Compliance Staff the 'Key Performance Indicators' (KPI) will be totally different and the modalities of the same will be recommended by the Nomination and Remuneration Committee to the Board for approval.

f) Description of the different forms of variable remuneration (i.e. cash and types of share linked instruments) that the bank utilizes and the rationale for using these different forms.

For Material Risk Takers

both cash and non-cash Performance Linked Incentive Schemes to those employees who are eligible for incentives.,

In this regard the Committee is empowered to:

- i) Draw up terms and conditions and approve the changes, if any, to the Performance Linked Incentive schemes;
- ii) Moderate the scheme on an ongoing basis depending upon the circumstances and link the same with the recommendations of Audit Committee;
- iii) Coordinate the progress of growth of business vis -a- vis the business parameters laid down by the Board and Audit Committee and effect such improvements in the scheme as are considered necessary;
- iv) On completion of the year, finalize the criteria of allotment of marks to ensure objectivity/equity.
- v) To identify Material Risk Takers (MRTs) as per the recommendations made by MD & CEO and to fix variable pay and other terms of payment including component (Cash and non-cash), deferment and

divergence clause in line with compensation policy and other RBI guidelines and other policies and guidelines of the bank.

For Others

The Board will from time to time specify the Risk Control and Compliance Staff.

- a) Based on the recommendations of the Committee, Board may fix the variable pay not exceeding 50% of the fixed pay in a year. Within this ceiling, at higher levels of responsibility, the proportion of variable pay will be higher. The variable pay may be in cash, or stock linked instruments or a mix of both.
- b) 'Variable pay' means the compensation as fixed by the Board on recommendation of the Committee, which is based on the performance appraisal of an employee in that role, that is, how well they accomplish their goals. It may be paid as:
 - i. Performance Linked Incentives' to those employees who are eligible for incentives.
 - ii. Ex-gratia for other employees who are not eligible for Performance linked Incentives.
 - iii. Bonus for those staff members who are eligible for bonus under the Payment of Bonus Act, 1965
 - iv. Any other incentives, by whatever name called having the features similar to the above.
- c) The Board may adopt principles similar to that enunciated for WTDs/CEOs, as appropriate, for variable pay-timing, Malus/Clawback, guaranteed bonus and hedging.
- d) Employee Stock Option Scheme/Employee Stock Option Plan as may be framed by the Board from time to time in conformity with relevant statutory provisions and SEBI guidelines as applicable.

[₹ in Crore]

		2024-25	2023-24
Quantitative disclosures	(a) i. Number of meetings held by the Remuneration Committee during the financial year	8	11
	ii. Remuneration paid to its members	0.19	0.23
	(b) i. Number of employees having received a variable remuneration award during the financial year.	3@	1
	ii. Number and total amount of sign-on awards made during the financial year.	Nil	Nil
	o Number		
	o Total amount		
	iii. Details of guaranteed bonus if any	Nil	Nil
	iv. Details of severance pay, in addition to accrued benefits, if any.	Nil	Nil
	(c) (i) Total amount of outstanding deferred remuneration, split into cash, shares and share-linked instruments and other forms.	ESOS:1.60 Cash:1.97	ESOS:0.88 Cash:1.38
	(ii) Total amount of deferred remuneration paid out in the financial year \$	1.49	1.23
	\$Refers to Variable pay paid out during FY 2024-25(Including deferred and Non-deferred)		
	(d) Breakdown of amount of remuneration awards for the financial year to show fixed and variable, deferred and non-deferred.		
	i. Fixed \$\$	3.18	2.47
	ii. Variable		
	1. Deferred		
	(a) Outstanding for the FY end	1.97	1.38
	(b) Paid during the FY	0.45	0.11
	2. Non Deferred paid during the FY	1.04	1.12
	\$\$ Excluding PF and Gratuity		
	(e) (i) Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and / or implicit adjustments.	ESOS:1.60 Cash: 1.97	ESOS:0.88 Cash:1.38
	(ii) Total amount of reductions during the financial year due to ex- post explicit adjustments.	Nil	Nil
	(iii) Total amount of reductions during the financial year due to ex- post implicit adjustments.	Nil	Nil
	(f) Number of MRTs identified.	3#	2*
	(g) • Number of cases where malus has been exercised.	NIL	NIL
	• Number of cases where clawback has been exercised.	NIL	NIL
	• Number of cases where both malus and clawback have been exercised.	NIL	NIL



			2024-25	2023-24
General Quantitative Disclosure	(h)	The mean pay for the bank as a whole (excluding sub-staff) and	0.16	0.12
		The deviation of the pay of each of its WTDs ^{\$} from the mean pay.	2.78	2.34
		^{\$} Gross remuneration paid to MD & CEO, Executive Director and Executive Vice President are considered for this purpose, which excludes the provisions made for gratuity and leave benefits as they are determined on an actuarial basis for the Bank as a whole		

* W.r.t FY 2023-24: MD & CEO and Executive Vice President were the Material Risk Takers of the Bank, as identified by the Board of Directors.

1. Mr. Murali Ramakrishnan, Managing Director & Chief Executive Officer is identified as MRT till 30-09-2023.
2. Mr. P R Seshadri, Managing Director & Chief Executive Officer is identified as MRT w.e.f. 01-10-2023.
3. Mr. Thomas Joseph K, Executive Vice President was identified as MRT

#, \$\$

1. Mr. P R Seshadri, Managing Director & Chief Executive Officer is identified as MRT w.e.f. 01-10-2023.
2. Mr. Dolphy Jose, Executive Director is identified as MRT w.e.f. 15.07.2024.
3. Further, Board has identified Mr. Vinod A N, GM & Head Treasury, as MRT w.e.f. November 01, 2024.
4. Mr. Thomas Joseph K, Executive Vice President was MRT till his retirement on 31.05.2024

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1. Mr. P R Seshadri, Present Managing Director & Chief Executive Officer of the Bank
2. Mr. Murali Ramakrishnan, Previous Managing Director & Chief Executive Officer of the Bank
3. Mr. Thomas Joseph K, Executive Vice President who has retired from the service of the Bank on 31.05.2024

14. Other Disclosures

a) Business ratios

Particulars	March 31, 2025	March 31, 2024
(i) Interest Income as a percentage to Working Funds ¹	7.69%	7.49%
(ii) Non-interest income as a percentage to Working Funds ¹	1.48%	1.32%
(iii) Cost of Deposits	5.44%	5.10%
(iv) Net Interest Margin	3.24%	3.31%
(v) Operating Profit as a percentage to Working Funds ¹	1.85%	1.62%
(vi) Return on Assets [Based on Working Fund] ¹	1.06%	0.93%
(vii) Business (Customer Deposits plus Advances) per employee ^{2,3} (₹ in Crore)	21.15	18.85
(viii) Profit per employee ² (₹ In Crore)	0.14	0.11

^{1.} For the purpose of computing the ratio, Working Fund represents the average of total assets as reported in Form X to RBI under Section 27 of the Banking Regulation Act, 1949.

^{2.} For the purpose of computing the ratios number of employees (excluding Part time employees) as on Balance Sheet date is considered.

^{3.} For the purpose of this ratio, business per employee has been recorded as gross advance plus deposits (excluding interbank deposits).

b) Bancassurance Business
Income from Bancassurance Business acquired during the FY :

[₹ in Crore]

Sl. No.	Nature of Income	March 31, 2025	March 31, 2024
1	From Selling Life Insurance Policies	88.92	51.48
	i. Traditional/Regular	84.49	48.91
	ii. Single	2.28	1.32
	iii. ULIP Regular	2.16	1.25
2	From Selling Non-Life Insurance Policies	12.78	12.17
	i. General Insurance	4.65	4.01
	ii. Stand-alone Health Insurance	8.14	8.16
3	From Selling Govt. Security Schemes (PMJJBY & PMSBY)	0.14	0.06
4	Others	0.00	Nil
5	Total	101.85	63.71

c) Marketing and Distribution

Banks has received following fees/remuneration in respect of the marketing and distribution function (excluding Bancassurance business) undertaken by the bank.

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Centralized Direct Debit Services	2.96	2.79
NPS	0.20	0.23
APY/NPS –Lite	0.48	0.24
Demat	0.19	0.15
Sibertrade	1.73	1.41
Mutual Funds	5.75	3.73
Capital Gain Bonds	0.06	0.04
ASBA	0.14	0.07
SGB	0.00	0.57
PIS	0.59	0.51
Travel Card	0.38	0.44
SBI-South Indian Bank Co-branded Credit card	0.73	0.46
Total Income	13.21	10.64



d) Priority sector lending certificates

[₹ in Crore]

Sl No.	Type of PSLCs	March 31, 2025		March 31, 2024	
		Purchase	Sale	Purchase	Sale
1	PSLC – Agriculture	1,300.00	0.00	0.00	0.00
2	PSLC – Small and Marginal Farmers	0.00	3,770.00	0.00	4,500.00
3	PSLC – Micro Enterprises	3,700.00	0.00	2,350.00	0.00
4	PSLC – General	0.00	0.00	0.00	0.00
Total		5,000.00	3,770.00	2,350.00	4,500.00

e) Provisions and Contingencies

Break up of 'Provisions and Contingencies' shown under the head Expenditure in Profit and Loss Account:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision for NPAs (including write off, excluding technical write off)	575.03	405.52
Provision for NPLs	(1.81)	(2.67)
Provision for taxes	425.80	373.19
Deferred Tax (net)	28.21	85.48
Provision for Standard Assets	(7.93)	(20.85)
Provision for Restructured Advances	(1.40)	(0.06)
Provision for FITL	(56.45)	(63.94)
Provision for unhedged foreign currency exposures	(1.31)	(1.70)
Provision for Non-Banking Asset	-	(4.41)
Provision for Fraud / Other impaired assets	7.06	27.02
TOTAL	967.20	797.58

f) Implementation of IFRS converged Indian Accounting Standards (Ind AS)

The Ministry of Corporate Affairs (MCA), Government of India has notified the Companies (Indian Accounting Standards) Rules, 2015 on February 16, 2015. Further, a Press Release was issued by the MCA on January 18, 2016 outlining the roadmap for implementation of Indian Accounting Standards (IND AS) converged with International Financial Reporting Standards (IFRS) for banks. As per earlier instructions, banks in India were required to comply with the IND AS for financial statements for accounting periods beginning from April 01, 2018 onwards, with comparatives for the periods ending March 31, 2018 or thereafter. Progressing towards IND AS, the Bank had prepared pro forma financials as on June 30, 2017 as per extant regulatory guidelines and submitted the same to the RBI. On April 05, 2018, the RBI had announced deferment of implementation date by one year with IND AS being applicable to banks for accounting periods beginning April 01, 2019 onwards. In preparation for the same, the Bank has been submitting quarterly pro-forma financials to the RBI from quarter ended June 30, 2018. On March 22, 2019, the RBI has announced deferment of the implementation of IND AS by banks till further notice. However, the Bank continues to submit to the RBI proforma financials on half year basis.

g) Payment of DICGC Insurance Premium

[₹ In Crore]

Sl. No.	Particulars	March 31, 2025	March 31, 2024
i)	Payment of DICGC Insurance Premium (excl. GST)	123.98	113.03
ii)	Arrears in payment of DICGC premium	0.00	0.00

h) Disclosure of facilities granted to directors and their relatives

Bank has not extended any funded or non-funded (guarantees, Letter of Credit, etc) facilities to directors, their relatives, companies or firms in which they are interested during the Financial year 2024-25 in violation to section 20 of BR Act, 1949/ RBI Regulations issued in this regard.

i) Details of Single Counterparty Limit / Limit for Group of Connected Counterparties exceeded by the Bank

RBI has prescribed limits linked to bank's eligible capital base in respect of exposure to single counter party and group of connected counter parties. During the year ended March 31, 2025 and March 31, 2024, the Bank was within the limits prescribed by the RBI.

j) Portfolio-level information on the use of funds raised from green deposits

[₹ In Crore]

Particulars	March 31, 2025	March 31, 2024 ^{\$}	Cumulative
Total green deposits raised (A)	104.50	56.21	160.71
Use of green deposit funds			
(1) Renewable Energy	28.73*	51.03	79.76*
• Solar Power Generation	28.73*	37.98	66.71*
• Wind Power Generation	-	13.05	13.05
(2) Energy Efficiency			
(3) Clean Transportation	21.83	0.50	22.33
• Projects promoting electrification of transportation	21.83	0.50	22.33
(4) Climate Change Adaptation			
(5) Sustainable Water and Waste Management			
(6) Pollution Prevention and Control			
(7) Green Buildings			
(8) Sustainable Management of Living Natural Resources and Land Use			
(9) Terrestrial and Aquatic Biodiversity Conservation			
Total Green Deposit funds allocated (B = Sum of 1 to 9)	50.56*	51.53	102.09*
Amount of Green Deposit funds not allocated (C = A – B)	58.62*	4.68	58.62
Details of the temporary allocation of green deposit proceeds pending their allocation to the eligible green activities/projects	The unallocated amount of ₹ 58.62 Crores is invested in High Quality Liquid Assets temporarily as on 31.03.2025.	The unallocated amount of ₹ 4.68 Crores is invested in Liquid Assets temporarily as on 31.03.2024	

*Includes green finance allocation of ₹ 4.68 Crore pertaining to FY 2024.

^{\$} The figures reported above correspond to the period from 01-06-2023 to 31-03-2024.



k) Details of items under other expenditure (Schedule 16 – Operating Expenses) exceeding 1% of total income:

As at 31 March, 2025

SI No	Particulars	[₹ In Crore]
	NIL	

Total

As at 31 March, 2024

SI No	Particulars	[₹ In Crore]
1	Credit Card Interchange pay-out	162.62
Total		162.62

l) Details of items under Miscellaneous Income (Schedule 14 – Other Income) exceeding 1% of total income:

As at 31 March, 2025

SI.No	Particulars	[₹ In Crore]
1	Amount written off since recovered	327.47
2	Credit Card Income	169.51
Total		496.98

As at 31 March, 2024

SI.No	Particulars	[₹ In Crore]
1	Processing Fees	118.47
Total		118.47

m) Details of items under Others (Schedule 11 – Other Assets) exceeding 1% of total assets:

As at 31 March, 2025

SI No	Particulars	[₹ In Crore]
	NIL	

Total

As at 31 March, 2024

SI No	Particulars	[₹ In Crore]
1	Priority Sector Shortfall Funds	1,871.75
Total		1,871.75

n) No items coming under Others (Schedule 5 - Other liabilities & Provisions) exceeding 1% of total assets as at year ended 31 March 2025 and 31 March 2024.

B. Additional Disclosure

1. Details of Single Borrower Limit, Group Borrower Limit exceeded by the Bank

As on March 31, 2025, the bank has not exceeded the credit exposure to single borrower and group borrowers limit as per prudential exposure limit prescribed by RBI.

2. Micro, Small and Medium Enterprises (MSME) sector – Restructuring of Advances:

[₹ In Crore]

Particulars	During FY 2024-25		During FY 2023-24	
	No of accounts	Amount	No of Accounts	Amount
MSME Restructured Accounts	Nil	Nil	Nil	Nil

The balance outstanding in accounts restructured in accordance with the Circular DBR.No.BP.BC.18/21.04.048/2018-19 dated January 1, 2019, DOR.No.BP.BC.34/21.04.048/2019-20 dated February 11, 2020, DOR.No.BP.BC/4/21.04.048/2020-21 dated August 06, 2020 and DOR.STR.REC.12/21.04.048/2021-22 dated May 05, 2021 and maintained as standard in the bank's books amounts to ₹148.27 Crores (Previous year ₹ 392.07 Crores) and standard asset provision of ₹ 25.23 Crores (Previous year ₹ 40.44 Crores) is maintained in the books towards such accounts.

3. Disclosure relating to tax
a) Provision for taxes during the year:

[₹ In Crore]

Particulars	March 31, 2025	March 31, 2024
Current Tax	425.80	373.19
Deferred Tax (net)	28.21	85.48
Total	454.01	458.67

1). Provision for taxes credited from reserve

Note:- Effective from April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction on Classification, Valuation and Operation of Investment Portfolio issued on September 12, 2023 ('RBI Investment Direction 2023'). Accordingly, as prescribed under the transition provisions of the aforesaid framework the Bank has (1) transferred the balance in Investment Reserve Account as at March 31, 2024 of ₹ 34.20 Crore to the general reserve (2) transferred the provision held for depreciation on investments as at March 31, 2024 of ₹ 1,259.04 Crore to the General Reserve and accounted provision held for depreciation on investments as per the revised framework of ₹ 1,225.26 Crore including adjustment due to amortization of discount on securities classified under the Held to Maturity category resulting in ₹ 33.78 Crore to the General Reserve as on April 01, 2024. The tax effect of ₹ 33.78 Crore amounting to ₹ 8.50 Crore has been drawn down from General reserve as permitted by RBI. The amount drawn down from general reserve amounting to ₹ 8.50 Crore is credited to provision for tax.

b) Deferred Tax Assets /Liabilities (net)

Other Assets include deferred tax asset and the breakup of the same is shown below:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Deferred Tax Asset (A)		
Provisions for Loans/Investments/others	202.40	218.45
Fixed Assets: on difference between book balances and tax balance of WDV of fixed assets	1.35	6.80
Total (A)	203.75	225.25
Deferred Tax Liabilities (B)		
Special Reserve created u/s 36(1)(viii) of Income Tax Act	146.67	126.29
Interest accrued but not due on investments	104.12	111.00
AFS reserve- Tax component	8.74	0
Total (B)	259.53	237.29
Deferred Tax Asset / (Liability) (net) (A-B)	(55.78)	(12.04)



4. Movement in provision for debit card reward points:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision at the beginning of the year	3.94	3.51
Incremental expense during the year	2.03	4.47
Redemption during the year	2.85	4.04
Provision at the end of the year	3.12	3.94

5. Movement in provision for other contingencies:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision at the beginning of the year	50.01	23.03
Provision made during the year	10.31	31.04
Reductions during the year	2.28	4.06
Provision at the end of the year	58.04	50.01

6. Letter of Comfort (LoCs) issued by Banks:

The Bank has not issued any reportable Letter of Comfort on behalf of subsidiaries during the year ended March 31, 2025 and March 31, 2024 respectively.

7. Inter-bank participation with risk sharing

The aggregate amount of participation purchased by the Bank, shown as advances as per regulatory guidelines, outstanding as of March 31, 2025 was ₹2,577.43 Crore (Previous Year: ₹2,425.00 Crore).

8. Fixed Assets

- a) Fixed Assets as per Schedule 10 include Intangible Assets relating to Software and System Development Expenditure which are as follows:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Gross Block		
At the beginning of the year	260.35	211.98
Additions during the year	38.04	48.37
Deductions during the year	-	-
Closing Balance	298.39	260.35
Depreciation / Amortisation		
At the beginning of the year	195.66	164.83
Charge for the year	28.97	30.83
Deductions during the year	-	-
Depreciation to date	224.63	195.66
Net Block	73.76	64.69

Note:- The above includes capitalization of internally generated software during the year with WDV of ₹1.12 Crore.

9. Accounting for Employee Share Based Payments.

The Bank had provided various share based payment schemes to its employees. As on March 31, 2025, the following schemes were in operation;

	Tranche 17	Tranche 16	Tranche 15	Tranche 14	Tranche 13	Tranche 12	Tranche 11
Date of grant	29.11.2024	26.09.2024	30.07.2024	02.05.2024	31.07.2023	01.03.2023	23.04.2022
Date of Board approval	29.11.2024	26.09.2024	30.07.2024	02.05.2024	31.07.2023	01.03.2023	23.04.2022
Date of Shareholders approval	24.12.2023	NA	NA	NA	NA	12.07.2022	12.07.2022
Number of options granted	8,66,738	1,18,226	31,48,500	20,14,396	68,69,004	11,06,194	3,99,171
Method of settlement	Equity	Equity	Equity	Equity	Equity	Equity	Equity
Vesting period	29.11.2025 to 29.11.2027	26.09.2025 to 26.09.2027	30.07.2024 to 30.07.2026	02.05.2025 to 02.05.2027	31.07.2024 to 31.07.2026	01.03.2024 to 01.03.2026	23.04.2023 to 23.04.2025
Exercise period (for all Tranches)	The Grantee will be permitted to exercise their Options within five years from the date of vesting						
Manner of Vesting (for all Tranches)	30%, which will be vested on completion, of 1st year from the date of grant. 30%, which will be vested on completion, of 2nd year from the date of grant. 40%, which will be vested on completion, of 3rd year from the date of grant						

Activity in the options outstanding under the ESOS

Particulars	March 31, 2025		March 31, 2024	
	Options	Weighted average exercise price (₹)	Options	Weighted average exercise price (₹)
Options outstanding at the beginning of the year	82,29,783	18.96	15,05,673	14.34
Options granted during the year	61,47,860	24.98	68,69,004	20.00
Options exercised during the year	3,75,019	12.56	-	-
Forfeited / lapsed during the year	5,58,189	20.62	1,44,894	20.00
Options outstanding at the end of the year	1,34,44,435	21.82	82,29,783	18.96
Options Exercisable	24,32,469	19.05	4,55,345	14.39



Details of exercise price for stock options outstanding as at March 31, 2025

Particulars	Exercise price per share (₹)	Option Premium	Number of options outstanding	Remaining contractual life of options (in years)
Tranche 11	8.35	3.29	1,59,669	5.06
Tranche 12	16.50	6.78	11,06,194	5.02
Tranche 13	20.00	7.94	61,40,441	5.45
Tranche 14	22.00	17.57	19,30,136	6.19
Tranche 15	27.14	10.52	31,24,500	6.43
Tranche 16	24.95	9.50	1,16,757	6.59
Tranche 17	24.03	9.23	8,66,738	6.77

Details of exercise price for stock options outstanding as at March 31, 2024

Particulars	Exercise price per share (₹)	Option Premium	Number of options outstanding	Remaining contractual life of options (in years)
Tranche 11	8.35	3.29	3,99,171	5.16
Tranche 12	16.50	6.78	11,06,194	6.02
Tranche 13	20.00	7.94	67,24,418	6.44

Effect of the ESOS on the profit and loss account and on financial position:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Opening of ESOS Liability	6.22	0.88
Liability on account of ESOS issued	7.76	5.45
Reversal on account of Exercise	(0.19)	0.00
Reversal on account of lapsed/forfeiture	(0.53)	(0.12)
Total Employee compensation cost pertaining to ESOS	13.27	6.22
Opening Deferred Compensation Cost	3.57	0.77
Deferred compensation cost on ESOS issued	7.76	5.45
Compensation Cost pertaining to ESOS amortized during the year	(5.57)	(2.57)
Reversal on account of lapse/ forfeiture	(0.24)	(0.08)
Deferred compensation cost	5.52	3.57

10. Related party disclosure:

The related parties of the bank are broadly classified as:

a. Subsidiary

Sl. No.	Name of the Entity	Nature of Relationship
1	SIB Operations and Services Limited	Wholly Owned Subsidiary (WOS)

b. Key Management Personnel (As per AS 18) – MD & CEO

Sl. No.	Name of the Key Management Personnel	Relative of the Key Management Personnel
1	Mr. P R Seshadri	- Uma Seshadri - Mythili Ramachandran - Megna Seshadri - Malavika Seshadri

Related Party Transactions Summary for the Financial year ended 31.03.2025

[₹ in Crore]

SI No	Details of counter party	Type of related party transaction	Value of the related party transaction as approved by the Audited Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity				Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
1	Wholly owned subsidiary (WOS)	Income received for providing management service	Note No 6	0.46	0.16	0.08
2	Wholly owned subsidiary (WOS)	Income received for providing other services	Note No 6	0.02	0.00	0.00
3	Wholly owned subsidiary (WOS)	Expense paid for HR services provided by WOS	Note No 6	19.61	0.81	0.11
4	Directors	Sitting Fees (WOS)		0.05	-	-
5	Subsidiary Directors	Interest received	Note No. 2	0.03	-	-
6	Subsidiary Directors	Interest Paid	Note No 3	0.01	-	-
7	Subsidiary Directors	Fixed Deposit	Note No 3,5	-	1.52	-
8	Subsidiary Directors' Relatives	Interest received	Note No. 2	0.00	-	-
9	Subsidiary Directors' Relatives	Fixed Deposit	Note No 3,5	0.84	1.06	0.84
10	Subsidiary Directors' Relatives	Interest Paid	Note No 3	0.06	-	-
11	KMPs including MD & CEO, ED Subsidiary Directors and Relative Employee	Remuneration paid	As per Bank's Internal Policies/ approved by Regulator	6.33	-	-



SI No	Details of counter party	Type of related party transaction	Value of the related party transaction as approved by the Audited Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity				Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
12	Directors	Sitting Fees, fixed remuneration to NED and Honorarium to Chairman		3.72	-	-
13	Directors	Fixed Deposit	Note No 3,5	1.80	0.83	1.80
14	Directors	Interest received	Note No. 2	0.01	-	-
15	Directors	Interest Paid	Note No 3	0.09	-	-
16	KMPs including MD &CEO and ED	Fixed Deposit	Note No 3,5	2.97	0.61	2.97
17	KMPs including MD &CEO and ED	Interest received	Note No. 2	0.03	-	-
18	KMPs including MD &CEO and ED	Interest Paid	Note No 3	0.16	-	-
19	KMPs including MD &CEO and subsidiary Directors	ESOS Grant (Number of options granted)	NOTE No .8	11,077.72	361.50	10,582.04
20	KMPs including MD &CEO and subsidiary Directors	ESOS Exercise	NOTE No .9	0.00	-	-
21	Relative/ Interested company- Directors	Fixed Deposit	Note No 3,5	1.23	0.70	1.23
22	Relative/ Interested company- Directors	Interest Paid	Note No 3	0.08	-	-
23	Relative/ Interested company- Directors	Interest received	Note No. 2	0.00	-	-
24	Relative/ Interested company- Directors	Other Transaction		-	-	-
25	Relative of KMPs & MD & CEO	Fixed Deposit	Note No 3,5	1.82	1.49	1.82
26	Relative of KMPs & MD & CEO	Interest Paid	Note No 3	0.12	-	-
27	MD & CEO and ED	Savings	Note No 3,5	0.34	0.11	0.34
28	Relative MD & CEO and ED	Savings	Note No 3,5	0.07	0.04	0.07
29	DIRECTOR	Dividend Paid		0.00	-	-

SI No	Details of counter party		Value of the related party transaction as approved by the Audited Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity	Type of related party transaction			Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
30	DIRECTOR RELATIVE	Dividend Paid		0.00	-	-
31	KMP	Dividend Paid		0.01	-	-
32	KMP RELATIVE	Dividend Paid		0.00	-	-
33	SUBSIDIARY DIRECTOR	Dividend Paid		0.01	-	-
34	SUBSIDIARY DIRECTOR RELATIVE	Dividend Paid		0.00	-	-

Note:

- 1) Transactions with WOS are shown excluding GST and TDS.
- 2) In compliance with the guidelines as per annexure to SEBI circular No SEBI/HO/CFD/CMD1/CIR/P/2021/662 November 22, 2021, The South Indian Bank Ltd, being a listed bank, is not required to provide the disclosures with respect to related party transactions involving loans, inter-corporate deposits, advances or investments made or given by the bank.
- 3) As per the provisions of SEBI (LODR) Regulations, 2015 the following are not considered as related party transactions:
 - (a) the issue of specified securities on a preferential basis, subject to compliance of the requirements under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
 - (b) the following corporate actions which are uniformly applicable/offered to all shareholders in proportion to their shareholding:
 - i. payment of dividend;
 - ii. subdivision or consolidation of securities;
 - iii. issuance of securities by way of a rights issue or a bonus issue; and
 - iv. buy-back of securities.
 - (c) acceptance of fixed deposits at the terms uniformly applicable/offered to all shareholders/public, subject to disclosure of the same along

with the disclosure of related party transactions every six months to the stock exchange(s), in the format as specified by the Board:

- (d) acceptance of current account deposits and saving account deposits in compliance with the directions issued by the Reserve Bank of India or any other central bank in the relevant jurisdiction from time to time: ##

Explanation: For the purpose of clauses (c) and (d) above, acceptance of deposits includes payment of interest thereon.

- (e) Retail purchases from any listed entity or its subsidiary by its directors or its employees, without establishing a business relationship and at the terms which are uniformly applicable/offered to all employees and directors.

As the amendment w.r.t. savings account deposit and interest thereon was vide Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 w.e.f. 13.12.2024, savings deposit interests paid were reported for both half years and consolidated for FY 2024-25 to ensure consistency in reporting.

- 4) The Bank, being a scheduled commercial bank, as per RBI circular RBI/DBR/2015-16/19 dated March 03, 2016, has allowed additional interest of one per cent per annum, over and above the rate of interest mentioned in the schedule of interest rates on savings or a term deposits of bank's staff and their exclusive associations as well as on deposits of Chairman, Managing Director or such other Executives appointed for a fixed tenure.



- 5) Value of the related party transaction for deposit is the balance in fixed deposit outstanding as on 31.03.2025.
 - 6) Regulation 23 of Listing regulations, as amended from time to time, grant exemptions from seeking approval of the Audit Committee for the transactions entered into by and between the holding company and its wholly owned subsidiary company, whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval.
 - 7) The CSR activity of Bank is carried out by a trust formed by Bank in this regard. Since the Trust is acting on behalf of Bank and amount are spent as Bank's CSR expenditure, these transactions are not treated as RPT.
 - 8) The transaction in ESOS Grant refers to number of options granted / balance number of options outstanding to KMP/ subsidiary directors/ relatives (being employees of the Bank) as part of their performance linked incentive (Non-cash).
 - 9) Transaction in ESOS Exercise refers to the value of ESOS exercised by KMP/ subsidiary directors/ relatives (being employees of the Bank) as part of their performance linked incentive (Non-cash) for ESOS Granted.
 - 10) It is further provided under 4th provision to Regulation 23 (9) that the remuneration and sitting fees paid by the listed entity or its subsidiary to its director, key managerial personnel or senior management, except who is part of promoter or promoter group, shall not require disclosure under this sub-regulation provided that the same is not material in terms of the provisions of sub-regulation (1) of the regulation 23. As the amendment w.r.t. the same was introduced vide Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 w.e.f. 13.12.2024, these details were disclosed as part of annual disclosures to ensure consistency in reporting for FY 2024-25.
 - 11) None of the Directors/ KMPs/ relatives are holding substantial shares/ securities of the Bank.
 - 12) Wherever PAN is not available for any relatives, PAN of the respective Director/KMP is mentioned in Stock exchange XBRL reporting template.
 - 13) Transactions with common directors of subsidiary and Bank is shown under Directors.
 - 14) In the closing balance of Deposits, the details of deposits of directors/ KMP /their relatives, who has retired or ceased to be KMP or directors/ related party during the review period were not included in reporting, as the same will not be coming under the preview of Related Party Transaction. The opening balance / interest paid and received for the respective half years / remuneration paid during the period are consolidated and reported as part of RPT.
- ## 11. Employee Benefits
- ### a) Provident Fund:
- Employees, who have not opted for pension plan are eligible to get benefits from provident fund, which is a defined contribution plan. Aggregate contributions along with interest thereon are paid on retirement, death, incapacitation or termination of employment. Both the employee and the Bank contribute a specified percentage of the salary to the South Indian Bank Employees' Provident Fund. The Bank has no obligation other than the monthly contribution.
- The Bank recognized ₹0.24 Crore (Previous Year: ₹0.24 Crore) for provident fund contribution in the Profit and Loss Account.
- ### b) New Pension Scheme
- As per the industry level settlement dated April 27, 2010, employees who joined the services of the Bank on or after April 1, 2010 are not eligible for the existing pension scheme whereas they will be eligible for Defined Contributory Pension Scheme (DCPS) in line with the New Pension Scheme introduced for employees of Central Government. Towards DCPS, employee shall contribute 10% of their pay components and Dearness Allowance thereon and the Bank will also make a contribution of 14%. There is no separate Provident Fund for employees joining on or after April 1, 2010.
- The Bank recognized ₹ 82.44 Crore (Previous Year: ₹ 73.15 Crore) for DCPS contribution in the Profit and Loss Account.

c) Retirement Benefits.

- i) The bank has recognized the following amounts in the Profit and loss account towards employee benefits as under:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Pension Fund	162.47	179.20
Gratuity Fund	59.93	38.02
Compensation for absence on privilege/sick/casual leave	39.21	99.79

The employee benefits on account of pension, gratuity and Leave have been ascertained on actuarial valuation in accordance with Accounting Standard - 15 prescribed under section 133 of the Companies Act, 2013

The following table as furnished by Actuary sets out the funded status of gratuity / pension plan and the amount recognized in the Bank's financial statements as at March 31, 2025.

d) Changes in the defined benefit obligations

[₹ in Crore]

Particulars	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Projected defined benefit obligation, beginning of the year	304.58	270.27	1,085.08	984.82
Current Service Cost	27.66	24.78	225.86	205.65
Past Service Cost	-	-	-	-
Interest Cost	20.92	19.40	73.30	68.22
Actuarial (gain)/ loss	36.34	15.42	(55.60)	(18.37)
Benefits paid	(29.57)	(25.29)	(136.90)	(155.24)
Projected defined benefit obligation, end of the year	359.93	304.58	1,191.74	1,085.08
Liability (net) of fair value of plan asset at the end of the year	10.65	1.42	-	2.00

e) Changes in the fair value of plan assets

[₹ in Crore]

Particulars	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Fair value of plan assets, beginning of the year	303.16	267.14	1,083.08	990.51
Expected return on plan assets	22.77	20.68	79.39	75.14
Employer's contributions	54.11	40.16	169.31	171.53
Actuarial gain/ (loss)	(1.19)	0.48	(3.14)	1.14
Benefits paid	(29.57)	(25.29)	(136.90)	(155.24)
Fair value of plan assets, end of the year	349.28	303.16	1,191.74	1,083.08



f) Net Employee benefit expense (recognized in payments to and provisions for employees) [₹ in Crore]

Particulars	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Current Service Cost	27.66	24.78	225.86	205.64
Past Service Cost	-	-	-	-
Interest Cost	20.92	19.40	73.30	68.22
Expected return on plan assets	(22.77)	(20.68)	(79.39)	(75.14)
Net actuarial (gain)/ loss recognised in the year	37.53	14.94	(52.46)	(19.51)
Employee cost	63.34	38.44	167.31	179.21
Less: Amount received towards staff deputed abroad	-	0.39	-	-
Less: Amount received from Income Tax dept. (TDS Refund)	-	0.03	-	-
Less: Amount Transferred from Wage Revision Provision	3.41		4.84	
Net Employee cost in P&L	59.93	38.02	162.47	-
Unamortized cost	-	-	-	-
Total	59.93	38.02	162.47	179.21
Actual return on plan assets	21.59	21.16	76.25	76.28

g) Categories of plan assets as a percentage of the fair value of total plan assets

Particulars	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Government Securities (Central & State)	-	-	-	-
High quality Corporate Bonds	-	-	-	-
Equity Shares of Listed Companies	-	-	-	-
Funds Managed by Insurer *	100%	100%	100%	100%
Others (PSU & Special Deposits)	-	-	-	-
Total	100%	100%	100%	100%

* In the absence of detailed information regarding plan assets which is funded with Insurance Companies, the composition of each major category of plan assets, the percentage or amount for each category to the fair value of plan assets has not been disclosed.

h) Experience adjustments

(i) Gratuity

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024	March 31, 2023	March 31, 2022	March 31, 2021
Defined Benefit Obligations	359.93	304.57	270.27	254.49	245.41
Plan Assets	349.28	303.16	267.14	246.85	243.49
(Surplus)/Deficit	10.65	1.41	3.13	7.63	1.92
Unamortized	-	-	-	-	-
Net benefit expenses	10.65	1.41	3.13	7.63	1.92
Experience adjustments (gain) / loss on Plan Liabilities	27.05	1.85	9.16	12.43	32.70
Experience Adjustments gain / (loss) on Plan Assets	1.19	(0.48)	0.06	0.25	(0.97)

(ii) Pension

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024	March 31, 2023	March 31, 2022	March 31, 2021
Defined Benefit Obligations	1,191.74	1,085.08	984.81	1,020.37	920.62
Plan Assets	1,191.74	1,083.08	990.50	1,015.63	894.15
(Surplus)/Deficit	-	2.00	(5.69)	4.73	26.47
Experience adjustments (gain) / loss on Plan Liabilities	(55.60)	(18.37)	(88.47)	82.37	138.80
Experience Adjustments gain / (loss) on Plan Assets	(3.14)	1.14	(3.40)	2.35	(4.77)

i) Assumptions used by the actuary in accounting for Gratuity/ Pension/Compensation for absence

Particulars	Gratuity Plan		Pension Plan		Compensation for absence	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Discount rate	7.04%	7.22%	6.82%	7.21%	7.04%	7.22%
Expected rate of return on plan assets	7.22%	7.53%	7.21%	7.52%	0.00%	0.00%
Increase in compensation cost	6.00%	6.00%	5.50%	5.50%	6.00%	6.00%

Notes:

- Discount rate is based on the prevailing market yields of Government of India securities as at the balance sheet date for the estimated term of obligations.
- Expected rate of return on plan assets is based on the average long term rate of return expected on investments of the funds during the estimated term of the obligations.
- The estimates of future salary increases, considered in actuarial valuation, taken in to account the inflation, seniority, promotion and other relevant factors.



j) Compensation for absence on Privilege / Sick / Casual Leave

The charge on account of compensation for privilege / sick / casual leave has been actuarially determined and an amount of ₹ 39.21 Crore (Previous year ₹99.79 Crore) has been debited to Profit and Loss account.

The above information is as certified by actuary and relied upon by the auditor.

k) Provision for wage revision

Based on the MoU signed by IBA on December 12, 2023, an annual increase in salary was agreed at 17% beginning from November 01, 2022. Accordingly, the Bank had made ₹Nil in FY 24-25 (Previous Year ₹169.00 Crore) toward wage revision.

12. Micro Small and Medium Industries

Under the Micro, Small and Medium Enterprises Development Act, 2006 which came into force from 2 October, 2006, certain disclosures are required to be made relating to Micro, Small and Medium enterprises. Following are the details of delayed payments to MSMED registered vendors.

For the year/period ended:

[₹ in Crore]

Particulars	31-03-2025		31-03-2024	
	Principal	Interest	Principal	Interest
The principal amount and the interest due thereon remaining unpaid to any supplier	0.13	0.00*	0	0
The amount of interest paid by the buyer in terms of Section 16, along with the amount of the payment made to the supplier beyond the due date	10.88	-	0	0
The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the due date during the year) but without adding the interest specified under MSMED Act, 2006	NA	0.34	NA	0
The amount of interest accrued and remaining unpaid	NA	0.34	NA	0
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise, for the purpose of disallowed as a deductible expenditure under Section 23	NA	0.34	NA	0

*Denotes amount less than 1,00,000/-

There have been no reported cases of delays in payment to Micro and small enterprises or of interest payments due to delays in such payment in previous year. The above is based on the information available with the Bank which has been relied upon by the auditors.

13. Segment reporting

Business Segments have been identified and reported taking into account, the target customer profile, the nature of product and services, the differing risks and returns, the organization structure, the internal business reporting system and guidelines issued by RBI from time to time. The Bank operates in the following business segments;

a) Treasury:

The treasury segment primarily consists of interest earnings on investments portfolio of the bank, gains or losses on investment operations and earnings from foreign exchange business. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

b) Corporate / Wholesale Banking:

The Corporate / Whole sale Banking segment provides loans to corporate segment identified on the basis of RBI guidelines. Revenues of this segment consist of interest earned on Loans made to corporate customers and the charges / fees earned from other banking services. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

c) Retail banking:

The Retail Banking segment provides loans to non-corporate customers identified on the basis of RBI guidelines. Revenues of this segment consist of interest earned on Loans made to non-corporate customers and the charges / fees earned from other banking services. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

In accordance with RBI circular DOR.AUT.REC.12/22.01.001/2022-2023 dated April 07, 2022 on establishment of Digital Banking Units, the Bank has presented 'Digital Banking' as sub-segment of the Retail Banking Segment. Assets of DBU consists of mainly credit card, preapproved personal loans, loan against deposits opened through digital mode etc.

d) Other Banking Operations:

This segment includes income from para banking activities such as debit cards, third party product distribution and associated costs. Segmental expenses are allocated as per board approved policy.

e) Unallocated

All items that cannot be allocated to reportable segments are included in unallocated portion.

Geographic segment

The Bank operations are predominantly confined within one geographical segment (India) and accordingly this is considered as the only secondary segment. In accordance with RBI guidelines in regard to business segments of banks, the bank has determined the business segments and the required disclosures are as follows:

[₹ in Crore]

Business Segments	Treasury		Corporate/ Wholesale Banking		Retail Banking		Banking Operations		Total	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Particulars										
Revenue	2,204.18	2,010.99	3,646.52	2,979.59	4,883.01	4,702.70	493.03	435.04	11,226.74	10,128.32
Result	309.95	126.14	448.99	305.87	815.72	934.89	182.23	161.85	1,756.89	1,528.75
Unallocated (Expenses)/ Income									-	-
Operating profit									1,756.89	1,528.75
Income Taxes									454.01	458.67
Net Profit									1,302.88	1,070.08
Other Information:										
Segment Assets	24,259.46	26,289.63	51,541.78	45,013.80	45,153.00	42,628.17	16.87	24.16	1,20,971.11	1,13,955.76
Unallocated Assets									3,684.01	3,457.03
Total Assets									1,24,655.12	1,17,412.79
Segment Liabilities	22,409.90	24,420.73	48,064.88	42,185.58	42,107.07	39,949.84	-	-	1,12,581.85	1,06,556.14
Unallocated Liabilities									1,973.35	2,033.11
Total Liabilities									1,14,555.20	1,08,589.25

Since the Bank operates only in domestic segment, the requirement of disclosure regarding geographical segment is not applicable.

*RBI's Master Direction on Financial Statements-Presentation and Disclosures, requires to sub-divide 'Retail banking' into (a) Digital Banking (as defined in RBI Circular on Establishment of Digital Banking Units dated April 07, 2022) and (b) Other Retail Banking segment. Accordingly, the segmental results for retail banking segment is sub-divided as below.



[₹ in Crore]

Particulars	Segment Revenue		Segment Results (net of provisions)		Segment Assets		Segment Liabilities	
	2025	2024	2025	2024	2025	2024	2025	2024
Retail Banking								
(i) Digital Banking	843.03	679.38	(68.74)	(36.31)	5,425.83	4,121.28	5,059.82	3,862.34
(ii) Other Retail Banking	4,039.98	4,023.32	884.46	971.20	39,727.17	38,506.89	37,047.25	36,087.50

Segment information is provided as per the MIS available for internal reporting purposes, which include certain estimates/assumptions. The methodology adopted in compiling and reporting the above information has been relied upon by the auditors.

14. Description of contingent liabilities*

Sl. No	Contingent liability	Brief Description
1	Claims not acknowledged as debts	This includes liability on account of, and other legal cases filed against the bank. The bank is a party to various legal proceedings in the ordinary course of business and these are contested by the Bank and are therefore subjudice. The Bank does not expect the outcome of these proceedings to have a material adverse impact on the Bank's financial position.
2	Liability on account of outstanding forward contracts	The Bank enters into foreign exchange contracts with interbank participants on its own account and for its customers. Forward exchange contracts are commitments to buy or sell foreign currency at a future date at the contract rate.
3	Guarantees on behalf of constituents in India and outside India, Acceptances, endorsements and other obligations	As part of banking activities, the Bank issues Letter of Guarantees and documentary credit on behalf of its customers, with a view to augment the customer's credit standing. Through these instruments, the Bank undertakes to make payments for its customers' obligations, either directly or in case the customer fails to fulfill their financial or performance obligations.
4	Other items for which the bank is contingently liable	Includes capital commitments and amount transferred to RBI under the Depositor Education and Awareness Fund (DEAF).

* Also refer schedule – 12

The Bank's pending litigations comprise of claims against the Bank by the clients and proceedings pending with Income Tax authorities/GST/VAT/Service Tax Authorities. The Bank has reviewed all its pending litigations and proceedings and has adequately provided for such liabilities where provisions are required and disclosed the contingent liabilities wherever applicable (other than SCN's), in its financial statements. The Management believes that the possibility of outflow of resources embodying economic benefits in these cases is possible but not probable and hence no provision is required in these cases. However, the contingent liability has been disclosed with respect to these cases.

15. Provision for long term contracts

The Bank has a process whereby periodically all long-term contracts (including derivative contracts) are assessed for material foreseeable losses. At the year end, the bank has reviewed and recorded adequate provision as required under any Law/Accounting Standards for material foreseeable losses on such long-term contracts (including derivative contracts) in the books of account and disclosed the same under the relevant notes in the financial statements.



16. Earnings Per Share

The Bank reports basic and diluted EPS in accordance with the Accounting Standard - 20 on "Earnings per Share"

Particulars	March 31, 2025	March 31, 2024
Weighted average number of equity shares used in computation of basic earnings per share	261,61,89,724	209,98,88,358
Potential equity shares arising out of the Employees Stock Option Scheme	12,14,182	20,85,233
Weighted average number of equity shares used in computation of diluted earnings per share*	261,74,03,906	210,19,73,591
Earnings used in the computation of basic earnings per share (₹ in Crore)	1,302.89	1,070.08
Earnings used in the computation of diluted earnings per share (₹ in Crore)	1,302.89	1,070.08
Nominal Value of share (in ₹)	1.00	1.00
Basic earnings per share (in ₹)	4.98	5.10
Effect of potential equity shares for ESOS	0.00	0.01
Diluted earnings per share (in ₹)	4.98	5.09

* The full effect of the average due to the rights issue in the last quarter of the previous year had impacted the increase in weighted average number of equity shares in the current FY.

17. Corporate social responsibility

Operating expenses include ₹21.35 Crore (Previous Year ₹ 10.50 Crore) for the year ended March 31, 2025 towards Corporate Social Responsibility (CSR), in accordance with the Companies Act, 2013. The Bank has spent 2.09 % of its average net profit for the last three financial years as part of its CSR for the year ended March 31, 2025 against the minimum mandatory CSR obligation of 2%.

Details of amount spent during the year towards CSR are as under:

For the year ended March 31, 2025 [₹ in Crore]

Particulars	Paid	Yet to be paid	Total
i) Construction / Acquisition of any assets	19.20	0.68	19.88
ii) For purposes other than (i) above	1.47	0.00	1.47

*Unspent amount pertaining to ongoing projects.

For the year ended March 31, 2024 [₹ in Crore]

Particulars	Paid	Yet to be paid	Total
i) Construction/ Acquisition of any assets	9.03	-	9.03
ii) For purposes other than (i) above	1.47	-	1.47

18. Investor education and protection fund

There has been no delay in transferring amounts, required to be transferred to the Investor Education and Protection Fund by the Bank.

19. Operating Leases

Lease payments for assets taken on operating lease are recognized as an expense in the Profit and Loss Account as per the lease terms. During the year an amount of ₹ 128.58 Crore (Previous year: ₹ 118.18 Crore) was charged to Profit and loss account.

20. Disclosure as to Rule 11(e) of the Companies (Audit and Auditors) Rules, 2014

The Bank, as part of its normal banking business grants loans and advances, makes investment, provides guarantees to and accept deposits and borrowings from its customers, other entities and persons. These transactions are conducted after proper due diligence and ensuring adherence to all regulatory requirements including "Know Your Customer" guidelines.

Other than the transactions described above which are carried out in the normal course of business, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or deposits or any other sources or kinds of funds) by the Bank to or in any other persons or entities, including foreign entities ("intermediaries") with the understanding, whether recorded in writing

or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Bank ("Ultimate Beneficiaries"). The Bank has also not received any funds from any parties (Funding Party) with the understanding that the Bank shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

21. Proposed Dividend

The Board of Directors, has proposed a dividend of ₹ 0.40 per equity share (40%) for the year ended March 31, 2025 amounting to ₹ 104.65 Crore. The proposal is subject to the approval of shareholders at the Annual General Meeting. In terms of revised Accounting Standard (AS) 4 'Contingencies and Events occurring after the Balance sheet date' as notified by the Ministry of Corporate Affairs through amendments to Companies (Accounting Standards) Amendment Rules, 2016, dated March 30, 2016, proposed dividend is not recognised as a liability as on March 31, 2025. However, effect of the proposed dividend has been reckoned in determining capital funds in the computation of capital adequacy ratios as at March 31, 2025.

Figures of the previous year have been regrouped to confirm to the current year presentation wherever necessary.

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm registration No 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm registration No: 101851W

Paul Antony
Director
DIN: 02239492

R A Sankara Narayanan
Director
DIN: 05230407

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN :10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)

CONSOLIDATED FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT

**To the Members of
The South Indian Bank Limited**

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the accompanying consolidated financial statements of The South Indian Bank Limited (hereinafter referred to as ("the Bank")) and its subsidiary (the Bank and its subsidiary together referred to as ("Group")), which comprise the Consolidated Balance Sheet as at March 31, 2025, the Consolidated Profit and Loss Account, the Consolidated Cash Flow statement for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies and other explanatory information (hereinafter referred to as "the consolidated financial statements").

In our opinion and to the best of our information and according to the explanations given to us, based on the consideration of reports of other auditors on separate financial statements and on the other financial information of the subsidiary, the aforesaid consolidated financial statements give the information required by section 29 of the Banking Regulation Act, 1949 as well as the Companies Act, 2013 ('the Act') and the circulars and guidelines and directions issued by the Reserve Bank of India ("RBI"), in the manner so required for banking Companies and give a true and fair view in conformity with Accounting Standards prescribed under section 133 of the Act read with Companies (Accounting standard) Rules, 2021 as amended and accounting principles generally accepted in India, of their consolidated state of affairs of the Group as at March 31, 2025, and their consolidated profit and their consolidated cash flows for the year then ended.

Basis for Opinion

We conducted our audit of the consolidated financial statements in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI"), together with the ethical requirements that are relevant to our audit of the consolidated financial statements under the relevant provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the consolidated financial statements.

Key Audit Matters

Key Audit Matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year ended March 31, 2025. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters prescribed below the key audit matters to be communicated in our report:



Key Audit Matters	How our audit addressed the Key Audit Matters
(i) Classification of Advances, identification of non-performing advances, Income Recognition, and provisioning on Advances as per IRACP Norms of Reserve Bank of India (Refer Schedule 9 and Note 3 of Schedule 17 to the consolidated financial statements) Advances include Bills purchased and discounted, Cash credits, Overdrafts, Loans repayable on demand and Term loans. These are further categorized as secured by Tangible assets (including advances against Book Debts), covered by Bank/Government Guarantees and Unsecured advances; RBI prescribes the prudential norms for Income Recognition, Asset Classification and Provisioning of non-performing assets (IRACP Norms) and prescribes the minimum provision required to be created for such assets in the Financial Statements. The identification of performing and non-performing advances (including advances restructured accounts under applicable IRACP Norms) involves establishment of proper systems, control mechanism, and the bank is required to apply significant degree of judgement to identify and determine the amount of provision required against each Non-Performing Asset ('NPA') applying both quantitative as well as qualitative factors prescribed by the regulations. The provision on NPA is estimated based on ageing and classification of NPAs, recovery estimates, nature of loan product, value of security and other qualitative factors and is subject to the minimum provisioning norms specified by RBI and approved policy of the Bank in this regard. The Management of the Bank also makes an assessment of the impact on borrowers' accounts which were restructured as per RBI Circulars. Significant judgements and estimates for NPA identification and provisioning could give rise to material misstatements on: - Completeness and timing of recognition of non-performing assets in accordance with criteria as per IRACP norms. - Measurement of the provision for non-performing assets based on loan exposure, ageing and classification of the loan, realizable value of security; - Appropriate reversal of unrealized income on the NPAs	Our audit approach / procedures included the following: - Understanding and considering the Bank's accounting policies for NPA identification and provisioning and assessing compliance with the prudential norms prescribed by the RBI (IRACP Norms) including the additional provisions made on advances and asset classification benefits applicable to certain category of advances such as restructured accounts. - Understanding, evaluation and testing the design and operating effectiveness of key controls (including application controls and logic applied for system driven identification of NPAs) over approval including internal credit rating, recording, monitoring and recovery of loans, monitoring overdue / stressed accounts, identification of NPA, computation of provision for NPA, valuation of security and collateral and identification and provisioning of impaired accounts based on the extant guidelines on IRACP laid down by the RBI. Further, obtained an understanding of the contingency provision carried by the Bank and verified the underlying assumptions used by the Bank for such estimate. - Testing of application controls on sample basis including testing of automated and manual controls, reports and system reconciliations, in relation to income recognition, asset classification, provisioning pertaining to advances and investments and compliances of other regulatory guidelines issued by the RBI. - Testing on sample basis the accuracy of the data input in the system for income recognition, classification into performing and non-performing advances and provisioning in accordance with the IRACP norms. - Selection of the sample borrowers based on quantitative and qualitative risk factors of funded as well as non-funded exposure, for assessment of appropriate classification as NPA including computation of overdue including effect of non fund based facilities ageing to assess its correct classification and provision amount as per extant IRACP norms and the Bank policy.

Key Audit Matters	How our audit addressed the Key Audit Matters
Since the Bank has significant credit risk exposure to a large number of borrowers across various sectors, products, industries and geographies, there is high degree of complexity, uncertainty and judgment involved in recoverability of advances, nature of transactions along with estimation of provisions thereon and identification of accounts to be written off. Given its significance to the overall audit of Financial Statements, we have ascertained the Identification, Classification, Disclosure, Provisioning and Write off of Advances as a Key Audit Matter.	- Performing other procedures including substantive audit procedures covering the identification of NPAs by the Bank. These procedures included: (a) Considering testing of the exception reports generated from the application softwares and the systems where the advances have been recorded; (b) Considering the accounts reported by the Bank and other banks as Special Mention Accounts ("SMA") in RBI's Central Repository of Information on Large Credits (CRILC) to identify stress; (c) Considering and reviewing the accounts reported with Early Warning Signals by the Bank with reference to the documents related to such advances. (d) Reviewing account statements, appraisal note, audited financial statements, stock and receivable audit report, credit audit report, drawing power calculation, security and other related documents including valuation report of the collaterals and information of the sample borrowers selected based on quantitative and qualitative risk factors including the advances selected from accounts appearing in exception reports; (e) Reading of minutes of management committee and credit committee meetings and performing inquiries with the credit and risk departments to ascertain if there were indicators of stress or an occurrence of an event of default in a loan account or any product; (f) Considering reports of Internal Audit, Systems Audit, Credit Audit, Concurrent Audit, Stock and Receivable audit and credit appraisal as per the policies and procedures of the Bank; (g) Considering the Inspection report of RBI on the Bank pertaining to previous financial years, the bank's response to the observations and other communication with RBI during the year; (h) Perusal of Board approval / Management approval note for the advances written off including technical write-off. Further the Sale of NPA's to ARC is also reviewed by us. (i) Assessed the appropriateness, accuracy and adequacy of the related presentation and disclosures in accordance with the applicable accounting standards and requirements of RBI with respect to NPAs.



Key Audit Matters	How our audit addressed the Key Audit Matters
	- For NPAs identified, based on our sample factors including stressed sectors and account materiality, tested the asset classification dates, value of available security and computation of the provision as per IRACP norms. We recomputed the provision for NPA after considering the key input factors and compared our measurement outcome to that of system-generated reports and statements prepared by management.
(ii) Information Technology ('IT') Systems and Internal Controls for financial reporting IT systems and controls followed by the bank are material from a financial reporting perspective, due to the pervasive nature and complexity of the IT environment, the large volume of transactions processed in numerous locations daily and the reliance on automated and IT dependent manual controls. Therefore on account of these factors, there exists a risk that gaps in the IT control environment could result in the financial accounting and reporting records being materially misstated. Our areas of audit focus included user access management, changes to the IT environment, existence and completeness of an Audit Trail (Edit Log) of the Core Banking Solution (CBS) and the other IT systems and applications having financial impact linked to the CBS. Appropriate IT general controls and application controls are required to ensure that such IT systems are able to process the data, as required, completely, accurately, and consistently for reliable financial reporting. In addition, there are increasing challenges to protect the integrity of the Bank's systems and data since cyber security has become a more significant risk in recent periods. These are key to ensure that IT dependent and application-based controls are operating effectively. Due to the pervasive nature and complexity of the IT environment as well as its importance in relation to accurate and timely financial reporting, we have ascertained IT systems and controls as a Key Audit Matter.	- IT audit specialists are an integral part of our engagement team. Our approach of testing IT General Controls (ITGC) and IT Application Controls (ITAC) is risk based and business centric. - Our audit approach/procedures included the following: - Obtaining a comprehensive understanding of IT applications landscape implemented at the Bank, followed by process understanding, mapping of applications to the processes related to financial reporting and understanding financial risks posed by people-process and technology. - In ITGC testing, on sample basis, we reviewed control areas such as User Management, Change Management, interface testing, deployment of new applications, Incident management, Physical & Environmental Security, Backup and restoration, Business continuity and Disaster Recovery, Service Level Agreement and various submission made to the regulators under risk based supervision. - Testing the design and operating effectiveness of certain automated controls that were considered as key internal system controls over financial reporting using various techniques such as inquiry, review of documentation / record / reports, observation, and re-performance. - Evaluating deficiencies and mismatches that were identified and, testing compensating controls or performed alternate procedures. - Discussed with top management the issues pertaining to core banking solutions and the incidents reported to RBI and the corrective measures implemented by the Bank. - Obtaining management representation which included IS audit, and also the testing of the automated system driven controls conducted by the Management including matching of the business logic with the system logic.

Information other than the consolidated Financial Statements and Auditor's Report thereon

The Bank's Management and Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the consolidated financial statements and our auditors' report thereon, the Pillar III Disclosures under Basel III Capital Regulation. The Annual Report is expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above, when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance under SA 720 'The Auditor's responsibility relating to other information'.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

The Bank's Board of Directors and Management are responsible for the matters stated in section 134(5) of the act with respect to the preparation and presentation of these Consolidated Financial Statements in terms of the requirements of the Act that give a true and fair view of the consolidated financial position, consolidated financial performance and consolidated cash flows of the Group in accordance with the accounting principles generally accepted in India, including the Accounting Standards prescribed under Section 133 of the Act, read with Companies accounting Rules, 2021, to the extent applicable, provision of Section 29 of the Banking Regulation Act, 1949 and the circulars, guidelines and directions issued by Reserve Bank of India ("RBI") from time to time (the "RBI Guidelines") as applicable to the Bank. The respective Board of Directors of the entities included in the Group are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act and the RBI Guidelines for safeguarding the assets of the Group and for preventing and detecting frauds and other irregularities; the selection and application of appropriate accounting policies; making judgments and

estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the consolidated financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error, which have been used for the purpose of preparation of the Consolidated Financial Statements by the Board of Directors of the Bank, as aforesaid.

In preparing the consolidated financial statements, the respective Board of Directors of the entities included in the Group are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the and Board of Directors either intends to liquidate the respective entity or to cease operations, or has no realistic alternative but to do so.

The respective Board of Directors of the entities included in the Group are also responsible for overseeing the respective entity's financial reporting process.

Auditor's Responsibilities for the audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements of the Bank as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with SAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Bank has internal financial controls with reference to consolidated financial statements and on the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management and Board of Directors;
- Conclude on the appropriateness of management's and board of directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the Group to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of the financial statements of such entities included in the consolidated financial statements of which we are the independent auditors. For the other entities included in the consolidated financial statements, which have been audited by other auditors, such other auditors remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.

We communicate with Those Charged with Governance of the Bank and such other entities included in the Consolidated Financial Statements of which we are the independent auditors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements for the financial year ended March 31, 2025 and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Matter

The Consolidated Financial Statement include the audited financial statements of one subsidiary, whose financials statements/financial results/financial information reflect total assets of ₹ 4.08 Crore as at March 31, 2025, total revenue of ₹ 19.65 Crore and total net profit after tax of ₹ 0.20 Crore for the year ended March 31, 2025, and net cash inflow amounting to ₹2.23 Crore for the year ended on that date as considered in the Consolidated Financial Statements have been audited by another independent auditor whose report has been furnished to us by the management. Our opinion on the consolidated financial statements, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, and our report in terms of subsection (3) of Section 143 of the Act, in so far as it relates to the aforesaid subsidiary, is based solely on the report of the other auditor.

Our opinion on the Consolidated Financial Statements, and our report on Other Legal and Regulatory Requirements below, in so far as it relates to the amounts and disclosures included in respect of the subsidiary is based solely on the report of such auditor and the

procedures performed by us as stated above and is not modified in respect of the above matters with respect to our reliance on the work done and the report of the other auditor and the financial statements certified by the Management.

Report on Other Legal and Regulatory Requirements

1. As required by section 143(3) of the Act, based on our audit and the consideration of the report of the other auditor on separate financial statements and the other financial information of the subsidiary, as noted in the 'Other Matters' paragraph, we report to the extent applicable that:

- a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit of the aforesaid consolidated financial statements;
- b) In our opinion, proper books of account as required by law relating to preparation of the aforesaid consolidated financial statements have been kept by the Bank so far as it appears from our examination of those books and the report of other auditor;
- c) The Consolidated Balance Sheet, the Consolidated Profit and Loss Account and the Consolidated Cash Flow Statement dealt with by this report are in agreement with the relevant books of account maintained for the purpose of preparation of the consolidated financial statements;
- d) In our opinion, the aforesaid consolidated financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounting standard) Rules, 2021, to the extent they are not inconsistent with the guidelines prescribed by RBI;
- e) On the basis of written representations received from the directors of the bank as on March 31, 2025, taken on record by the Board of Directors of the bank and the report of the statutory auditor of its subsidiary company, none of the directors of the group companies are disqualified as on March 31, 2025, from being appointed as a director in terms of Section 164(2) of the Act;

f) With respect to the adequacy of the internal financial controls over financial reporting of the Group with reference to these consolidated financial statements and the operating effectiveness of such controls, refer to our separate Report in "Annexure A" to this report;

g) With respect to the matters to be included in the Auditor's Report under Section 197(16) of the Act:

In our opinion and to the best of our information and according to the explanations given to us by the bank and the report of the statutory auditor of its subsidiary, incorporate in India, has not paid the remuneration to the directors during the year. The Bank is a banking company as defined under Banking Regulation Act, 1949. Accordingly, the requirements prescribed under Section 197 of the Companies Act, 2013 do not apply by virtue of Section 35B(2A) of the Banking Regulation Act, 1949, and;

h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, as amended, in our opinion and to the best of our information and according to the explanations given to us and based on our audit and on the consideration of report of the other auditor on separate financial statements of the subsidiary company noted in 'Other Matters' paragraph:

- i. The Group has disclosed the impact of pending litigations on the consolidated financial position in its consolidated financial statements-as per details furnished in Schedule 12 and Sl.no 1 of Note 17 under Schedule 18 to the consolidated financial statements;
- ii. The Group has made provision, as required under the applicable law or accounting standards, for material foreseeable losses, if any, on long term contracts including derivative contracts - as per details furnished in Note 19 under Schedule 18 to the consolidated financial statements in respect of such items as it relates to the Group; and



- iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Bank. There are no amounts required to be transferred to the Investor Education and Protection Fund by the subsidiary company.
- iv) (a) Based on our audit report on separate financial statements of the Bank and consideration of report of other auditor on separate financial statements of its Subsidiary company respectively, incorporated in India, whose financial statements have been audited under the act, the management of the Group have represented that, to the best of its knowledge and belief, other than as disclosed in Schedule 18 - Note 20 of the notes to the consolidated financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Group, to or in any other persons or entities, including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary has, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Bank or its subsidiary ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
- (b) Based on our audit report on separate financial statements of the Bank and consideration of report of other auditor on separate financial statements of its Subsidiary company respectively, incorporated in India, whose financial statements have been audited under the act, the management of the aforesaid Group has represented that, to the best of its knowledge and belief, other than as disclosed in Schedule 18 - Note 20 of the notes to the consolidated financial statements, no funds have been received by the Bank or its subsidiary from any persons or entities, including foreign entities (Funding Parties), with the understanding, whether recorded in writing or otherwise, that the Bank or its subsidiary shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
- (c) Based on the audit procedures that are considered reasonable and appropriate in the circumstances, and consideration of report of the other auditor on separate financial statements of subsidiary company respectively, incorporated in India, whose financial statements has been audited under the Act, nothing has come to our notice that has caused us to believe that the management representations made under subclause (i) and (ii) of Rule 11 (e), as provided under (a) and (b) above, contain any material misstatement.
- v) The final dividend paid by the Bank during the year in respect of the same declared for the previous year is in accordance with section 123 of the Companies Act, 2013 to the extent it applies to payment of dividend;

As stated in note 21 of Schedule 18 to the Consolidated Financial Statements, the Board of Directors of the Bank have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with section 123 of the Companies Act, 2013, to the extent it applies to declaration of dividend;
- vi) Based on our examination, which included test checks and that performed by the auditor of the subsidiary which is company incorporated in India whose financial statement have been audited under the act, the Bank and subsidiary have used accounting software for maintaining its books of accounts which have a feature of audit trail (edit log) facility and same has operated throughout the year for all the relevant transactions recorded in the software. Further, during the course of our audit, basis the data received and verified on test check basis, we and the auditor of above referred subsidiary did not come across any

instance of the audit trail feature being tampered with and also found that the preservation of the audit trail has been configured in the core banking solution, as per the statutory requirements.

For K Venkatachalam Aiyer & Co.

Chartered Accountants

Firm Registration No. 004610S

Sreevats Gopalakrishnan

Partner

Membership No: 227654

UDIN:25227654BMNTJV8733

Place: Kochi

Date: May 15, 2025

For M.P. Chitale & Co.

Chartered Accountants

Firm Registration No.101851W

Anagha Thatte

Partner

Membership No: 105525

UDIN: 25105525BMOKOV9936

Place: Kochi

Date: May 15, 2025



[Annexure A to the Independent Auditors' Report of even date on the consolidated financial statements of The South Indian Bank Limited for the year ended March 31, 2025]

[Referred to paragraph 1(f) under Report on Other Legal Regulatory requirements in the Independent Auditors' Report on the Internal Financial Controls Over Financial Reporting with reference to Consolidated Financial Statements under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")]

We have audited the internal financial controls over financial reporting with reference to consolidated financial statements of The South Indian Bank Limited ('the Bank') and its subsidiary company, which is incorporated in India, as at March 31, 2025, in conjunction with our audit of the consolidated financial statements of the Bank for the year ended on that date.

Management's Responsibility for Internal Financial Controls over Financial Reporting

The respective Board of Directors of the Bank and its subsidiary company are responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria, with reference to Consolidated Financial Statements, established by the Bank considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ("Guidance Note") issued by the Institute of Chartered Accountants of India ("the ICAI"). These responsibilities include the design, implementation and maintenance of adequate internal financial controls with reference to financial statements that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to Bank's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's Responsibility

Our responsibility is to express an opinion on the internal financial controls with reference to the Consolidated Financial Statements of the Bank and its subsidiary, based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls over Financial Reporting and the Standards on Auditing specified under Section 143(10) of the Act to the extent applicable to an audit of internal financial controls, both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to Consolidated Financial Statements was established and maintained and if such controls operated effectively in

all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to Consolidated Financial Statements and their operating effectiveness.

Our audit of internal financial controls with reference to Consolidated Financial Statements included obtaining an understanding of internal financial controls with reference to Consolidated Financial Statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal controls based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error.

We believe that the audit evidence we have obtained and the audit evidence obtained by the other auditor, in terms of their reports referred to in the Other Matters paragraph below, is sufficient and appropriate to provide a basis for our audit opinion on the internal financial controls with reference to Consolidated Financial Statements of the Bank and its subsidiary.

Meaning of Internal Financial Controls Over Financial Reporting

A Bank's internal financial control with reference to Consolidated Financial Statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of Consolidated Financial Statements for external purposes in accordance with generally accepted accounting principles. The Bank's internal financial control with reference to Consolidated Financial Statements includes those policies and procedures that

1. pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Bank;
2. provide reasonable assurance that transactions are recorded as necessary to permit preparation of Consolidated Financial Statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Bank are being

made only in accordance with authorizations of management and directors of the Bank; and

3. provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the Bank's assets that could have a material effect on the Consolidated Financial Statements.

Inherent Limitations of Internal Financial Controls Over Financial Reporting

Because of the inherent limitations of internal financial controls with reference to Consolidated Financial Statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to Consolidated Financial Statements to future periods are subject to the risk that the internal financial controls with reference to Consolidated Financial Statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

For K Venkatachalam Aiyer & Co.
Chartered Accountants
Firm Registration No. 004610S

Sreevats Gopalakrishnan
Partner
Membership No: 227654

UDIN:25227654BMNTJV8733

Place: Kochi
Date: May 15, 2025

Opinion

In our opinion and to the best of our information and according to the explanations given to us and based on consideration of reporting of the auditor as mentioned in Other Matters paragraph below, the Bank and its subsidiary, have, in all material respects, adequate internal financial controls with reference to the financial statements and such internal financial controls with reference to Consolidated Financial Statements were operating effectively as at March 31, 2025, based on the internal control with reference to Consolidated Financial Statements criteria established by the respective companies considering the essential components of internal controls stated in the Guidance Note issued by the ICAI.

Other Matters

Our aforesaid reports under Section 143(3)(i) of the Act on the adequacy and operating effectiveness of the internal financial controls with reference to financial statements in so far as it relates to one subsidiary, is based on the corresponding report of the auditor of such company incorporated in India.

For M.P. Chitale & Co.
Chartered Accountants
Firm Registration No.101851W

Anagha Thatte
Partner
Membership No: 105525

UDIN: 25105525BMOKOV9936

Place: Kochi
Date: May 15, 2025



CONSOLIDATED BALANCE SHEET

AS AT MARCH 31, 2025

		Schedule No	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
पूँजी और देयताएँ	CAPITAL AND LIABILITIES			
पूँजी	Capital	1	26,16,301	26,15,926
कर्मचारी स्टोक विकल्प (अनुदान) बकाया	Employees' Stock Options Outstanding		77,486	26,446
आरक्षितियाँ निधियाँ और अधिशेष	Reserves and Surplus	2	9,83,86,518	8,56,21,045
निक्षेप	Deposits	3	1,07,52,22,154	1,01,91,91,055
उधार	Borrowings	4	4,30,04,755	3,91,20,935
अन्य ऋण तथा प्रावधान	Other liabilities and provisions	5	2,72,43,438	2,75,49,384
जोड़	TOTAL		1,24,65,50,652	1,17,41,24,791
संपत्तियाँ	ASSETS			
भारतीय रिज़र्व बैंक में नकदी और अधिशेष	Cash and Balances with Reserve Bank of India	6	5,09,77,028	6,65,96,999
बैंकों में अधिशेष और मांग पर तथा अल्प सूचना पर प्राप्त्य धन	Balances with banks and money at call and short notice	7	7,16,23,939	3,36,24,764
विनिधान	Investments	8	21,77,66,814	23,97,65,194
अग्रिम	Advances	9	85,68,20,660	78,06,06,486
स्थिर आस्तियाँ	Fixed Assets	10	1,01,82,998	96,64,865
अन्य आस्तियाँ	Other Assets	11	3,91,79,213	4,38,66,483
जोड़	TOTAL		1,24,65,50,652	1,17,41,24,791
आकस्मिक ऋण	Contingent Liabilities	12	17,41,44,356	31,46,78,379
संग्रहण के लिए बिल	Bills for collection		2,16,39,671	2,19,86,291
महत्वपूर्ण लेखांकन नीतियाँ	Significant Accounting Policies	17		
लखा संबंधी टिप्पणियाँ	Notes on Accounts	18		

अनुसूचियाँ ऊपर तुलन पत्र का एक अभिन्न अंग के रूप में

Schedules referred to above form an integral part of the Balance Sheet

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm Registration No. 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm Registration No. 101851W

Paul Antony
Director
(DIN : 02239492)

R A Sankara Narayanan
Director
(DIN : 05230407)

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN : 10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)

CONSOLIDATED PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED MARCH 31, 2025

		Schedule No	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
I. आय	I. INCOME			
अर्जित ब्याज	Interest Earned	13	9,41,33,104	8,61,28,089
अन्य आय	Other Income	14	1,81,29,789	1,51,45,219
जोड़	TOTAL		11,22,62,893	10,12,73,308
II. व्यय	II. EXPENDITURE			
व्यय किया गया ब्याज	Interest Expended	15	5,92,76,680	5,28,07,529
परिचालन व्यय	Operating Expenses	16	3,02,83,614	2,97,87,601
पिछले वर्ष के अग्रनीत समेकित लाभ	Provisions and Contingencies		96,71,660	79,76,220
जोड़	TOTAL		9,92,31,954	9,05,71,350
III. लाभ / हानि	III. PROFIT/LOSS			
वर्ष के समेकित शुद्ध लाभ	Consolidated Net Profit/(Loss) for the year		1,30,30,939	1,07,01,958
पिछले वर्ष के अग्रनीत लाभ	Brought forward consolidated Profit/(Loss) from previous year		59,82,408	22,45,333
जोड़	TOTAL		1,90,13,347	1,29,47,291
IV. विनियोग	IV. APPROPRIATIONS			
कानूनी आरक्षितियों को अंतरण	Transfer to Statutory Reserve		32,57,300	26,75,300
पूँजिगत आरक्षितियों को अंतरण	Transfer to Capital Reserve		7,39,940	1,77,663
राजस्व एवं अन्य आरक्षितियों को अंतरण	Transfer to Revenue and Other Reserve		40,00,000	30,00,000
निवेश उतार-चढ़ाव आरक्षितियों को अंतरण	Transfer to Special Reserve u/s 36(1)(viii) of Income Tax Act		8,10,000	6,00,000
निवेश आरक्षित आंतरन	Transfer to Investment Reserve		-	3,41,991
तुलनपत्र में ले जाई शेषराशि	Transfer to /(from) Investment Fluctuation Reserve		2,57,862	(4,57,892)
लाभांश भुगतान	Dividend Paid		7,84,850	6,27,822
अतिशेष जो आगे अग्रनीत तुलन पत्र में ले जाया गया है	Balance carried over to Consolidated Balance Sheet		91,63,395	59,82,408
जोड़	TOTAL		1,90,13,347	1,29,47,292
(प्रति शेयर 1 रुपये का अंकित मूल्य)	Earnings per share (Face value of ₹ 1 per share)			
आधार ईपीएस (₹)	Basic (in ₹)	18.9	4.98	5.10
तनुकृत ईपीएस (₹)	Diluted (in ₹)	18.9	4.98	5.09
महत्वपूर्ण लेखांकन नीतियाँ	Significant Accounting Policies	17		
लखा संबंधी टिप्पणीयाँ	Notes on Accounts	18		

अनुसूचियाँ ऊपर लाभ और हानि खाता का एक अभिन्न अंग के रूप में
 Schedules referred to above form an integral part of the Profit and Loss Account

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
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Kochi
May 15, 2025

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CONSOLIDATED CASH FLOW STATEMENT

FOR THE YEAR ENDED MARCH 31, 2025

	Year Ended March 31, 2025 ₹ ('000)	Year Ended March 31, 2024 ₹ ('000)
Cash flow from operating activities		
Consolidated Profit before tax as per Profit and Loss Account	1,75,70,679	1,52,89,035
Adjustments for:		
Depreciation	10,17,812	9,03,519
Amortisation of Premium on HTM Investments	12,65,445	25,73,680
Provision for Depreciation / Non Performing Investments	7,14,770	(6,36,004)
General Provisions against Standard Assets	(79,300)	(2,08,500)
Provision/write off for Non Performing Assets	57,50,276	40,55,210
Other Provisions	(5,18,570)	(4,30,912)
Employee Stock Options expense	53,457	25,359
Interest on Subordinated bonds	14,00,319	17,57,861
(Profit)/Loss on sale of land, buildings and other assets	23,409	998
Operating profit before working capital changes (A)	2,71,98,298	2,33,30,246
Changes in working capital:		
Increase / (Decrease) in Deposits	5,60,31,100	10,26,90,360
Increase / (Decrease) in Other liabilities and provisions	(44,630)	38,88,224
(Increase) / Decrease in Investments	(2,51,96,416)	2,28,22,707
(Increase) / Decrease in Advances	(8,19,50,414)	(8,66,16,632)
(Increase) / Decrease in Other Assets	38,50,895	1,01,39,340
(B)	(4,73,09,465)	5,29,23,999
Cash flow from operating activities before taxes (A+B)	(2,01,11,167)	7,62,54,245
Direct Taxes paid	(34,18,343)	(55,02,187)
Net cash flow from/(used in) operating activities (C)	(2,35,29,510)	7,07,52,058
Cash flow from investing activities:		
Purchase of Fixed Assets/Capital Work-in-Progress	(15,82,819)	(18,21,722)
Sale of Fixed/Non Banking Assets	23,464	75,178
(Purchase)/Sale of Investments (Held To Maturity)	4,58,99,602	(1,81,12,537)
Net cash flow from/(used in) investing activities (D)	4,43,40,247	(1,98,59,081)

	Year Ended March 31, 2025 ₹ ('000)	Year Ended March 31, 2024 ₹ ('000)
Cash flow from financing activities:		
Proceeds from issue of share capital (Including Share Premium)	4,710	1,15,10,076
Share issue expenses	-	(93,513)
Dividend paid	(7,84,850)	(6,27,822)
Net proceeds/(repayments) in borrowings	1,13,83,820	(3,08,17,579)
Interest on Subordinated bonds	(15,35,212)	(14,47,249)
Issue/(Repayment) of Subordinate bonds	(75,00,000)	-
Net cash flow from/(used in) financing activities (E)	15,68,468	(2,14,76,087)
Net increase/(decrease) in cash and cash equivalents (C+D+E)	2,23,79,204	2,94,16,890
Cash and cash equivalents as at beginning of the year	10,02,21,763	7,08,04,873
(Refer note below)		
Cash and cash equivalents as at the end of the year	12,26,00,967	10,02,21,763
(Refer note below)		

Note :Cash and cash equivalents comprise of cash on hand (including foreign currency notes), Balances with Reserve Bank of India, Balance with Banks and money at call and short notice.(Refer schedules 6 and 7 of the Balance sheet)

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm Registration No. 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm Registration No. 101851W

Paul Antony
Director
(DIN : 02239492)

R A Sankara Narayanan
Director
(DIN : 05230407)

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN : 10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)



SCHEDULES TO CONSOLIDATED BALANCE SHEET

AS AT MARCH 31, 2025

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 1 - CAPITAL		
Authorised Capital	40,00,000	40,00,000
400,00,00,000 Equity shares of ₹ 1/- each (Previous year 400,00,00,000 equity shares of ₹ 1/- each)		
Issued, Subscribed and Paid up Capital	26,16,301	26,15,926
261,63,01,291 Equity shares of ₹ 1/- each (Previous year 261,59,26,272 equity shares of ₹ 1/- each)		
TOTAL	26,16,301	26,15,926
Employees' Stock Options Outstanding		
Employees' Stock Options Outstanding	1,32,672	62,205
Less: Deferred Employee Compensation Expense (unamortised)	(55,186)	(35,759)
TOTAL	77,486	26,446
SCHEDULE 2 - RESERVES AND SURPLUS		
I. Statutory Reserve		
Opening Balance	1,62,93,539	1,36,18,239
Additions during the year	32,57,300	26,75,300
Sub total	1,95,50,839	1,62,93,539
II. Capital Reserve		
Opening Balance	96,59,496	95,38,139
Additions during the year*	7,39,940	1,77,663
Due to revaluation of Assets (net)	-	-
	1,03,99,436	97,15,802
Deductions during the year:		
Deduction from reserve to the extent of depreciation on revalued amount	(42,186)	(56,306)
Sub total	1,03,57,250	96,59,496
III. Share Premium		
Opening Balance	2,85,62,343	1,76,68,966
Additions during the year	6,199	1,09,86,890
Deductions during the year - Expenses relating to Rights Issue (Refer Note no. 12 of Schedule 18)	-	(93,513)
Sub total	2,85,68,542	2,85,62,343

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
IV. Revenue and Other Reserves		
Opening Balance	2,51,23,258	2,15,82,849
Additions during the year :		
a) lapse of vested options	553	4
b) addition from reserve to the extent of depreciation on revalued amount	42,186	56,306
c) net gain on investment transition to General Reserve	3,37,785	-
e) net gains recognised in AFS reserve	2,59,862	-
c) appropriation during the Year	50,67,862	38,60,249
Deduction during the year:		
a) transfer to General Reserve	-	(3,76,150)
b) tax impact on investment transition from General Reserve	(85,014)	-
Sub total	3,07,46,492	2,51,23,258
V. Balance in Profit and Loss Account	91,63,395	59,82,409
TOTAL	9,83,86,518	8,56,21,045
[i+ii+iii+iv+v]		

* Includes Profit appropriated to Capital Reserve (net of applicable taxes and transfer to statutory reserve) on:

a) Gain on sale of Held to Maturity Investments ₹134.18 Crore (Previous Year ₹ 31.76 Crore)

b) Profit/(Loss) on sale of Fixed/Non Banking Assets (₹2.34) Crore (Previous Year (₹0.10) Crore)

SCHEDULE 3- DEPOSITS

A. I. Demand Deposits		
(i) From Banks	45,371	2,12,035
(ii) From Others	6,02,24,886	6,05,25,127
II. Savings Bank Deposits	27,69,93,085	26,61,77,981
III. Term Deposits		
(i) From Banks	32,49,853	36,27,515
(ii) From Others	73,47,08,959	68,86,48,397
TOTAL	1,07,52,22,154	1,01,91,91,055
B. (i) Deposits of branches in India	1,07,52,22,154	1,01,91,91,055
(ii) Deposits of branches outside India	Nil	Nil
TOTAL	1,07,52,22,154	1,01,91,91,055

*The amount of deposits against which lien is marked out of the total deposit is ₹ 5,760.18 Crore (Previous Year ₹ 6026.36 Crore)



	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)

SCHEDULE 4 - BORROWINGS

I. Borrowings in India		
(i) Reserve Bank of India	1,70,00,000	-
(ii) Other Banks*	55,000	9,17,000
(iii) Other Institutions and Agencies#	2,43,13,708	3,62,30,411
II. Borrowings outside India - from other banks	16,36,047	19,73,524
TOTAL	4,30,04,755	3,91,20,935
Secured borrowings under Triparty repo, market repurchase transactions with banks and financial institutions and transactions under Liquidity Adjustment Facility and Marginal Standing Facility included above.	2,44,94,908	69,86,411

*Borrowings from other banks include Subordinated Debt of ₹5.50 Crore (Previous year ₹47.36 Crore) in the nature of Non-Convertible Debentures and Perpetual Debt of ₹Nil (Previous year ₹ 44.34 Crore)

#Borrowings from other institutions & agencies include Subordinated Debt of ₹784.50 Crore (Previous year ₹992.64 Crore) in the nature of Non-Convertible Debentures and Perpetual Debt of ₹Nil (Previous year ₹455.66 Crore)

SCHEDULE 5 - OTHER LIABILITIES AND PROVISIONS

I. Bills Payable	18,38,213	15,78,324
II. Inter -Office adjustments (Net)	2,03,537	2,09,460
III. Interest Accrued	36,02,394	26,25,814
IV. Deferred tax liability (net)(Refer Note no. 10 of Schedule 18)	5,57,292	1,20,338
IV. Others (including provisions)*	2,10,42,002	2,30,15,448
TOTAL	2,72,43,438	2,75,49,384

*Includes :-

Provision for standard assets ₹375.80 Crore (Previous year ₹385.04 Crore)

SCHEDULE 6 - CASH AND BALANCES WITH

RESERVE BANK OF INDIA

I. Cash in hand	44,62,592	55,48,967
(Including foreign currency notes)		
II. Balances with Reserve Bank of India		
a) In Current Account	4,65,14,436	4,85,68,032
b) Lending under Reverse Repo (including Standing Deposit Facility)	-	1,24,80,000
TOTAL	5,09,77,028	6,65,96,999

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 7 - BALANCES WITH BANKS AND MONEY AT CALL AND SHORT NOTICE		
I. In India		
i) Balances with Banks		
(a) In Current Accounts	2,48,011	2,64,598
(b) In Other Deposit Accounts	19,23,500	15,60,600
ii) Money at call & short notice		
(a) With Banks	-	-
(b) Lending under Reverse Repo (Market & Tri party)	4,27,80,124	1,99,70,662
Sub total	4,49,51,635	2,17,95,860
II. Outside India		
(a) In Current Accounts	7,11,424	10,46,480
(b) In Other Deposit Accounts	2,53,77,528	91,74,550
(c) Money at call & short notice - with banks	5,83,352	16,07,874
Sub total	2,66,72,304	1,18,28,904
TOTAL	7,16,23,939	3,36,24,764
SCHEDULE 8 - INVESTMENTS		
I. Investments in India in:		
(i) Government Securities*	20,12,72,330	21,68,49,665
(ii) Other Approved Securities	-	-
(iii) Shares	10,86,944	8,43,808
(iv) Debentures and Bonds	74,81,869	88,88,502
(v) Subsidiaries and/or Joint Ventures	-	-
(vi) Others#	79,21,969	1,31,81,240
Sub total	21,77,63,112	23,97,63,215
II. Investments outside India - Shares	3,702	1,979
TOTAL (I+II)	21,77,66,814	23,97,65,194
A. Gross Investments		
(i) In India	21,85,57,961	25,27,79,355
(ii) Outside India	2,096	1,979
Sub total (A)	21,85,60,057	25,27,81,334



	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
B. Depreciation/Provision for investments		
(i) In India	7,94,849	1,30,16,140
(ii) Outside India	-1,606	-
Sub total (B)	7,93,243	1,30,16,140
C. Net Investments		
(i) In India	21,77,63,112	23,97,63,215
(ii) Outside India	3,702	1,979
TOTAL (A-B)	21,77,66,814	23,97,65,194

*Including Non SLR State Government bonds with Book Value ₹ 51.38 Crore (Previous Year: ₹ 69.03 Crore). Securities costing to ₹6,506.42 Crore (Previous Year ₹10,620.75 Crore) pledged for availment of fund transfer facility, clearing facility and margin requirements.

#includes

Security Receipts	11,92,730	8,99,626
Pass Through Certificate	1,79,613	-
Certificate of Deposit	65,49,626	1,13,01,042
Commercial Paper	-	9,80,572
TOTAL	79,21,969	1,31,81,240

SCHEDULE 9 - ADVANCES

A. (i) Bills Purchased and Discounted	9,30,97,066	10,13,45,130
(ii) Cash Credits, Overdrafts and Loans repayable on demand	43,84,29,409	38,98,61,717
(iii) Term Loans	32,52,94,185	28,93,99,639
TOTAL	85,68,20,660	78,06,06,486
B. (i) Secured by tangible assets*	65,00,87,302	61,41,38,077
(ii) Covered by Bank/Government Guarantees	1,66,51,689	2,28,04,119
(iii) Unsecured	19,00,81,669	14,36,64,290
TOTAL	85,68,20,660	78,06,06,486

*advances secured by tangible assets includes advances against Book Debt

C. I. Advances in India		
(i) Priority Sectors	30,35,16,128	30,18,30,110
(ii) Public Sector	5,34,23,346	2,99,16,346
(iii) Banks	52,48,735	49,98,869
(iv) Others	49,46,32,451	44,38,61,161
TOTAL	85,68,20,660	78,06,06,486
II. Advances outside India	Nil	Nil
TOTAL	85,68,20,660	78,06,06,486

	As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 10 - FIXED ASSETS		
I. Premises (including Land)		
Gross Block:		
At cost as on March 31, of the preceding year	65,91,148	64,32,397
Additions during the year		
Due to purchases/acquisitions/Construction	8,99,305	1,61,709
	74,90,453	65,94,106
Deductions during the year	-	2,958
Closing Balance	74,90,453	65,91,148
Depreciation		
As at beginning of the year	9,04,226	8,19,544
Charge of the year	80,228	84,714
Deductions during the year	-	32
Depreciation to date	9,84,454	9,04,226
Net Block Sub total	65,05,999	56,86,922
II. Other Fixed Assets (Including Furnitures and Fixtures and Software)		
Gross Block:		
At cost as on March 31, of the preceding year	1,07,71,275	94,86,593
Additions during the year	47,54,967	36,57,578
	1,55,26,242	1,31,44,171
Deductions/capitalizations/adjustments during the year	48,58,207	23,72,896
Closing Balance	1,06,68,035	1,07,71,275
Depreciation		
As at beginning of the year	67,93,332	63,20,183
Charge of the year	9,37,584	8,18,805
Deductions during the year	7,39,880	3,45,656
Depreciation/adjustments to date	69,91,036	67,93,332
Net Block Sub total	36,76,999	39,77,943
TOTAL [I+II]	1,01,82,998	96,64,865



		As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 11 - OTHER ASSETS			
I. Interest Accrued		1,37,15,731	1,30,37,418
II. Tax Paid in Advance/Tax Deducted at Source (Net of provisions)		30,72,104	39,26,199
III. MAT Credit Entitlement			13,82,547
Less MAT Credit utilisation		-	13,82,547
IV. Deferred tax asset (net)		-	-
V. Stationery and Stamps		1,23,722	1,19,585
VI. Non-Banking Assets acquired in satisfaction of claims	90,443		90,443
Less: Provisions held	90,443	-	90,443
VII. Others*		2,22,67,656	2,67,83,281
TOTAL		3,91,79,213	4,38,66,483

*Includes Priority Sector Shortfall Deposits amounting to ₹ 1,234.89 Crore (Previous year ₹1,871.75 Crore)

		As at March 31, 2025 ₹ ('000)	As at March 31, 2024 ₹ ('000)
SCHEDULE 12 - CONTINGENT LIABILITIES (Refer Note no. 16 of Schedule 17)			
I. Claims against the Bank not acknowledged as debts:			
(i) Direct Tax disputes		2,20,743	2,05,023
(ii) Indirect Tax disputes		31,072	1,90,464
(iii) Others		6,31,724	2,76,396
II. Liability on account of outstanding Forward Exchange/Derivative Contracts ¹		14,65,65,607	28,26,11,894
III. Guarantees given on behalf of constituents in India			
(a) in India		1,69,76,581	1,86,93,821
(b) outside India		27,30,529	27,11,687
IV. Acceptances, endorsements and other obligations		39,13,076	68,77,447
V. Other items for which the bank is contingently liable:			
(i) Capital Commitments		3,28,081	6,70,670
(ii) Transfers to Depositor Education and Awareness Fund (DEAF)		27,46,943	24,40,977
TOTAL		17,41,44,356	31,46,78,379
¹ Represents notional amount			

	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 13 - INTEREST EARNED		
I. Interest/Discount on Advances/Bills	7,52,90,766	6,89,10,385
II. Income on Investments	1,59,20,547	1,55,16,138
III. Interest on balances with Reserve Bank of India and Other Inter - Bank funds*	16,72,329	8,76,426
IV. Others	12,49,462	8,25,140
TOTAL	9,41,33,104	8,61,28,089

*Includes discount accrued on non-trading foreign currency swaps

	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 14 - OTHER INCOME		
I. Commission, Exchange and Brokerage	3,18,360	3,88,422
II. Profit on sale of Investments	37,01,618	27,79,305
Loss on sale of Investments	(7,49,977)	(2,12,572)
	29,51,641	25,66,733
III. Profit on revaluation of investment	71,314	6,09,350
Loss on revaluation of invesment	(8,04,209)	0
	(7,32,895)	6,09,350
III. Profit on sale of land, buildings and other assets	9,305	10,838
Loss on sale of land, buildings and other assets	(32,714)	(11,836)
	(23,409)	(998)
IV. Profit/(Loss) on Exchange/ derivative transactions (net)	5,02,487	3,41,428
V. Miscellaneous Income*	1,51,13,605	1,12,40,284
TOTAL	1,81,29,789	1,51,45,219

* Includes Amount written off since recovered ₹327.47 Crore (Previous Year ₹ 98.19 Crore)

	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 15 - INTEREST EXPENDED		
I. Interest on Deposits	5,68,50,492	4,91,38,886
II. Interest on Reserve Bank of India/Inter-Bank Borrowings*	34,704	81,575
III. Others	23,91,484	35,87,068
TOTAL	5,92,76,680	5,28,07,529

* Includes premium amortised on non-trading foreign currency swaps



	Year ended March 31, 2025 ₹ ('000)	Year ended March 31, 2024 ₹ ('000)
SCHEDULE 16 - OPERATING EXPENSES		
I. Payments to and Provisions for Employees	1,67,11,613	1,70,52,520
II. Rent, Taxes and Lighting	16,82,425	15,36,477
III. Printing and Stationery	2,53,962	2,10,778
IV. Advertisement and Publicity	1,61,651	1,68,699
V. Depreciation on Bank's Property	10,17,812	9,03,519
VI. Directors fees, remuneration, allowances and expenses	27,970	31,505
VII. Auditors' fees and expenses	32,425	32,050
VIII. Law charges	2,62,981	2,48,741
IX. Postage,telegrams,telephones, etc.	8,01,712	7,82,017
X. Repairs and Maintenance	9,15,379	8,31,114
XI. Insurance	14,00,681	12,58,736
XII. Other Expenditure *	70,15,003	67,31,445
TOTAL	3,02,83,614	2,97,87,601

* Includes expenditure towards Corporate Social Responsibility ₹21.35 Crore (Previous year : ₹10.50 Crore) [Refer Note no. B.18 of Schedule 18]

SCHEDULE - 17

SIGNIFICANT ACCOUNTING POLICIES APPENDED TO AND FORMING PART OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

Background

The Bank

The South Indian Bank Limited ('SIB' or the 'Bank'), incorporated on January 29, 1929 at Thrissur, as a private limited company and was later converted into a public limited company on August 11, 1939. SIB has a network of 948 branches in India and provides retail and corporate banking, para banking activities such as debit/credit card, third party financial product distribution, in addition to Treasury and Foreign Exchange Business. The Bank has Representative office at Dubai. SIB is governed by Banking Regulation Act, 1949, The Companies Act, 2013 and other applicable Acts/Regulations for Banks. Its shares are listed in BSE Limited and National Stock Exchange of India Limited.

The Subsidiary

SIB Operations and Services Limited, a wholly owned non-financial subsidiary of the Bank was incorporated on May 28, 2021 for undertaking back office operations of the holding company and other outsourcing operations.

Principles of Consolidation

- i. The consolidated financial statements relate to The South Indian Bank ('SIB' or the 'Bank') and its subsidiary company. The details of subsidiary company is given below:

Name of the entity	Relationship	Country of Incorporation	Ownership held by	% of Holding and voting power either directly or indirectly as at March 31, 2025
SIB Operations and Services Ltd.	Wholly owned subsidiary	India	The South Indian Bank Ltd.	100%

- ii. The audited financial statements of the subsidiary company is drawn up to the same reporting date as that of the Bank, i.e. March 31, 2025.
- iii. The financial statements of the Bank and its subsidiary company have been combined on a line-by-line basis as per AS 21, Consolidated Financial statements by adding together like items of assets, liabilities, income and expenses, after eliminating intra-group balances, intra-group transactions and resulting unrealised profits or losses, unless cost cannot be recovered.
- iv. The consolidated financial statements have been prepared using uniform accounting policies for like transactions and other events in similar circumstances and are presented to the extent possible, in the same manner as the Bank's separate financial statements.
- v. Differences in accounting policies followed by the subsidiaries and associates have been reviewed and no adjustments have been made, since the impact of these differences is not significant.

Basis of Preparation

The Consolidated financial statements of the Bank and its subsidiary have been prepared in accordance with the Generally Accepted Accounting Principles in India ("Indian GAAP"), the circulars, guidelines and directions issued by the Reserve Bank of India ('RBI') is implemented prospectively when it becomes applicable, unless specifically required under circular / directions from time to time and the Accounting Standards prescribed under Section 133 of the Companies Act, 2013(as amended) and the relevant provisions of the Companies Act, 2013 ("the Act")and current practices prevailing within the banking industry in India. Suitable adjustments are made to align with the format prescribed under the Banking Regulation Act, 1949. The Consolidated financial statements have been prepared in historical cost convention and accrual method of accounting, except where otherwise stated. The accounting policies adopted in the preparation of financial statements are consistent with those followed

in the previous year except change in accounting policy pertaining to Investment due to adoption of the revised framework as detailed in RBI Master Direction on classification, valuation and operation of Investment portfolio issue on September 12, 2023.

Use of estimates

The preparation of the consolidated financial statements in conformity with the Generally Accepted Accounting Principles (GAAP) requires the Management to make estimates and assumptions that affect the reported amounts of assets and liabilities, revenues and expenses and disclosure of contingent liabilities at the date of the financial statements. Actual results could differ from those estimates. The Management believes that the estimates used in the preparation of the financial statements are prudent and reasonable. Any revisions to the accounting estimates are recognized prospectively in the current and future periods.

Significant Accounting Policies

1. Revenue recognition

The Bank

- Interest / discount / other charges income from loans, advances and investments and deposits placed with banks and other institutions are recognized on accrual basis, except in respect of income relating to advances/ investments classified as non-performing advances/ investments, additional finance treated as standard asset under approved restructuring package, where in accordance with RBI guidelines the income is recognized only on realization.
- Interest income on loans bought out through the direct assignment route is recognized at their effective interest rate, except in case of such loans classified as non-performing advances.
- The recoveries made from NPA accounts are appropriated towards the order of demand applicable to borrowers accounts except for OTS. In case of One Time settlement (OTS) accounts the recoveries are first adjusted against



the balance towards principal and sacrifice on settlement is accounted upfront.

- d) Dividend on investments in shares and units of mutual funds are accounted when the bank's right to receive the dividend is established.
- e) Income on discounted instruments is recognized over the tenure of the instrument on a straight-line basis.
- f) Insurance claims and locker rent are accounted on receipt basis.
- g) Commission income on issuance of bank guarantee / letter of credit is recognized on pro-rata basis for the period of the guarantee/letter of credit.
- h) Processing fee/ upfront fee, handling charges or income of similar nature collected at the time of sanctioning or renewal of loan/ facility is recognized in the year of receipt without spreading it over the period of loan / facility.
- i) Other fees and commission income (including commission income on third party products) are recognized when due, except in cases where the bank is uncertain of ultimate collection.
- j) Funded interest on term loans as part of restructuring are recognised on realisation as per the guidelines of RBI.
- k) In accordance with RBI guidelines on sale of non-performing advances, if the sale is at a price below the net book value (i.e. book value less provisions held), the shortfall is charged to the Profit and Loss Account in the year of sale. If the sale is for a value higher than the net book value, the excess provision is credited to the Profit and Loss Account in the year the amounts are received.
- l) Interest on income tax refund is recognised under "Other Income" in the year of passing of Assessment Orders based on the reasonable certainty. Legal expenses incurred on suit filed accounts are expensed in profit and loss account as per RBI guidelines. Such amount when recovered is treated as income
- m) Penal interest/charges are recognized on accrual basis.
- n) All other amounts collected from customers as Non-interest income or recovery of expenses towards provision of various services / facilities are accounted / recognized on receipt basis

The Subsidiary

Income from services rendered and other income are recognized on accrual basis; to the extent, the realisability thereof is certain.

2. Investments

The Bank

A) Classification

Effective April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction.

- a) In accordance with the RBI guidelines, investments are categorised in to "HTM-Held to Maturity" (HTM), "AFS-Available for Sale" (AFS), "FVTPL-Fair value through profit and loss", "FVTPL-HFT Held for trading sub category within FVTPL" and "ISAJ- Investments in Subsidiaries, Associates and Joint Ventures", further classified under six groups, viz. Government Securities, Other Approved Securities, Shares, Debentures & Bonds, Subsidiaries, associates and Joint Ventures and others for the purposes of disclosure in the Balance Sheet.
- b) Securities that fulfil the following conditions shall be classified under HTM:
 - (i) The security is acquired with the intention and objective of holding it to maturity, i.e., the financial assets are held with an objective to collect the contractual cash flows; and
 - (ii) the contractual terms of the security give rise to cash flows that are solely payments of principal and interest on principal outstanding ('SPPI criterion') on specified dates.
- c) Securities that meet the following conditions shall be classified under AFS:
 - (i) The security is acquired with an objective that is achieved by both collecting contractual cash flows and selling securities; and
 - (ii) the contractual terms of the security meet the 'SPPI criterion' as given in paragraph (b) (ii) above. Provided that on initial recognition, bank may make an irrevocable election to classify an equity instrument that is not held with the objective of trading under AFS.
- d) Securities that do not qualify for inclusion in HTM or AFS shall be classified under FVTPL. These shall inter-alia include:

- (i) Equity shares, other than (a) equity shares of subsidiaries, associates or joint ventures and (b) equity shares where, at initial recognition, the irrevocable option to classify at AFS has been exercised.
- (ii) Investments in Mutual Funds, Alternative Investment Funds, Real Estate Investment Trusts, Infrastructure Investment Trusts, etc.
- e) HFT shall be a separate investment sub-category within FVTPL and consists instruments that meet all specifications for HFT instruments as per RBI regulations.
- f) All investments in subsidiaries, associates and joint ventures shall be held under separate category called ISAJ.

B) Initial Recognition on Transactions

Investment are recorded at the Carrying cost to capture the fair value at the time of acquisition of the security. The investment portfolio to be categorised into three fair value hierarchies as below:

- Level 1(Quoted price)
- Level 2(Observable price)
- Level 3(Un observable price i.e. computed price).

These hierarchies are for the accounting entries for Day1 Gain & Loss which is calculated at the time of purchase transaction entry based on the Carrying Cost and the Deal Price.

Gain & Loss for Level 1 & 2 category of securities is as follows:

Gain & Loss shall be recognized immediately in profit & loss account.

Gain & Loss for Level 3 category of securities is as follows:

Day1 Loss shall be recognized immediately in profit & loss account.

Day1 Gain for debts instruments shall be amortized till maturity based on the straight line method.

Day1 Gain for Unquoted Equities will be recognized under liabilities on the value date and finally moved to Profit & Loss when it is sold on account of listing or de-recognition.

C) Valuation

The cost of investments is determined on the weighted average basis. Broken period interest on debt instruments is treated as a revenue item. The transaction cost, including brokerage, commission

etc., paid at the time of acquisition of investments are charged to Profit and Loss account.

The valuation of investments is made in accordance with the RBI Guidelines:

a) Available for Sale

AFS portfolio is fair valued and valuation Gain/ Loss (post adjustment for the effect of applicable taxes if any) across all performing investments, irrespective of classification will directly accounted through AFS-Reserve without routing through the profit & loss account till the date of sale. Any discount or premium on the acquisition of debt securities under AFS is amortised over the remaining life of the instrument.

b) Held to Maturity (HTM)

Securities held in HTM are carried at cost and not marked to market (MTM) after initial recognition. Any discount or premium on the securities under HTM is amortised over the remaining life of the instrument.

c) FVTPL

The securities held in FVTPL are fair valued on daily basis and the net gain or loss arising on such valuation is directly credited or debited to the Profit and Loss Account. Securities that are classified under the HFT sub-category within FVTPL are also fair valued on a daily basis. Treasury Bills, commercial paper and Certificate of Deposits being discounted instruments, are valued at carrying cost.

d) Investments in Subsidiaries, Associates and Joint Ventures

All investments (i.e., including debt and equity) in subsidiaries, associates and joint ventures are held at acquisition cost. Any discount or premium on the acquisition of debt securities of subsidiaries, associates and joint ventures is amortised over the remaining life of the instrument.

e) Units of Mutual Funds are valued at the latest repurchase price/net asset value declared by Mutual Fund.

f) Market value of debentures/bonds/preference shares/ Pass Through Certificates (PTCs) which are quoted and have been transactions within 15 days prior to valuation date, the value adopted will not higher than the rate at which the transaction has been recorded on the Exchanges/ trading platforms/ reporting platforms authorized by RBI/



SEBI. Further, where current quotations are not available, value is determined based on the SLV (Security Level Valuation) published by FIMMDA on a daily basis and investments for which SLV is not available, value is determined as per the norms prescribed by the RBI as under:

- in case of unquoted bonds, debentures and preference shares where interest/dividend is received regularly (i.e. not overdue beyond 90 days), the market price is derived based on the Yield to Maturity (YTM) for Government Securities as published by Financial Benchmark India Pvt Limited (FBIL) and suitably marked up for credit risk applicable to the credit rating of the instrument. The matrix for credit risk mark-up for each categories and credit ratings along with residual maturity issued by FIMMDA are adopted for this purpose;
 - in case of, bonds and debentures where interest is not received regularly (i.e. overdue beyond 90 days), the valuation is in accordance with prudential norms for provisioning as prescribed by RBI;
 - in case of unquoted PTCs where interest/dividend is received regularly (i.e. not overdue beyond 90 days), the market price is derived based on the Yield to Maturity (YTM) as published by Financial Benchmark India Pvt Limited (FBIL) and suitably marked up for credit risk applicable to the credit rating of the instrument.
- g) equity shares, for which current quotations are not available or where the shares are not quoted on the stock exchanges, are valued at break-up value (without considering revaluation reserves, if any) which is ascertained from the company's latest Balance Sheet. In case the latest Balance Sheet is not available, the shares are valued at ₹1/- per company;
- h) In case of investment by the Bank in SRs issued against loans transferred by it is more than 10 percent of all SRs issued against the transferred asset, then the provision for depreciation in value is made at the higher of - provisioning rate required in terms of net asset value declared by the Reconstruction Company ('RC')/ Securitisation Company ('SC') or the provisioning rate as per the extant asset classification and provisioning norms as applicable to the underlying loans, assuming that the loan notionally continued in the books of the bank. For SRs backed by sovereign guarantee revised norms of provisioning is

applied as prescribed by RBI.

- i) In respect of securities included in any of the categories of investments where interest / principal is in arrears, for more than 90 days, income is not to be reckoned and appropriate provision for the depreciation in the value of the investments is to be made, as per prudential norms applicable to non-performing investments. Debentures / Bonds in the nature of advances are subjected to usual prudential norms applicable to advances.

D) Transfer Between Categories

After transition to the new framework on April 1, 2024, banks can reclassify investments between categories (viz. HTM, AFS and FVTPL) only with the approval of Board of Directors. Further, reclassification shall also require the prior approval of the Department of Supervision (DoS), RBI.

E) Profit or Loss on sale / Redemption of Investments

- a. AFS: Upon sale or maturity of a debt instrument in AFS category, the accumulated gain/ loss for that security in the AFS-Reserve shall be transferred from the AFS Reserve and recognized in the Profit and Loss Account under item II Profit on sale of investments under Schedule 14-Other Income. In the case of equity instruments designated under AFS at the time of initial recognition, any gain or loss on sale of such investments shall not be transferred from AFS-Reserve to the Profit and Loss Account. Instead, such gain or loss shall be transferred from AFS-Reserve to the Capital Reserve.
- b. HTM - Any profit or loss on the sale of investments in HTM shall be recognised in the Profit and Loss Account under Item II of Schedule 14: 'Other Income'. The profit on sale of an investments in HTM shall be appropriated below the line from the Profit and Loss Account to the "Capital Reserve Account". The amount so appropriated shall be net of taxes and the amount required to be transferred to Statutory Reserve. Any sales from HTM shall be as per Board approved policy. Details of sales out of HTM shall be disclosed in the notes to accounts of the financial statements. In any financial year, the carrying value of investments sold out of HTM shall not exceed five per cent of the opening carrying value of the HTM portfolio; provided the sale of securities is in compliance with the situations prescribed in RBI are excluded. Any sale beyond this threshold shall require prior approval from DoS, RBI.

- c. ISAJ: Any gain/ profit arising on the reclassification/ sale of an investment in a subsidiary, associate or joint venture shall be first recognised in the Profit and Loss Account and then shall be appropriated below the line from the Profit and Loss Account to the 'Capital Reserve Account'. The amount so appropriated shall be net of taxes and the amount required to be transferred to Statutory Reserves.

F) Investment Fluctuation Reserve ('IFR')

Investment Fluctuation reserve is accounted in line with the RBI guidelines issued from time to time.

G) Repo and Reverse Repo Transactions

In accordance with the RBI guidelines repo and reverse repo transactions in government securities and corporate debt securities (including transactions conducted under Liquidity Adjustment Facility ('LAF') with RBI and Marginal Standing Facility ('MSF') with RBI) are reflected as collateralized borrowing and lending transactions respectively. Borrowing cost on repo transactions is accounted for as "Schedule 15 - Interest Expended" and revenue on reverse repo transactions is accounted for as "Schedule 13 - Interest Earned".

If the term lending/reverse repo is for more than 14 days then will be classified under "Schedule 9 - Advances".

H) Short Sales

The Bank undertakes short sale transactions in Central Government dated securities in accordance with RBI guidelines. The short position is reflected as the amount received on sale and is classified under 'Other Liabilities'. The short position is marked to market and resultant mark-to-market gain/losses are accounted for as per the relevant RBI guidelines for valuation of investments.

3. Advances

The Bank

A) Valuation / Measurement

- a) Advances are classified into performing assets (Standard) and non-performing assets ('NPAs') as per the RBI guidelines and are stated net of specific provisions made towards NPAs, sacrifice provisions on restructured advances, unrealised interest on NPAs. Interest on Non- Performing advances is not recognised in profit and loss account and transferred to an unrealised interest account until receipt. Further, NPAs are classified into sub-standard, doubtful and loss

assets based on the criteria stipulated by the RBI. The bank may selectively adopt a policy to provisioning that is based on past experience, evaluation of security and other related factors in accordance with the Policy on Provisioning of Advance accounts subject to minimum of IRAC norms.

- b) Non-performing advances are written-off in accordance with the Bank's policies. Amounts recovered against debts written off are recognised in the profit and loss account and included under "Other Income". The recovery of unrealised interest is accounted under "Interest on Loans & Advances" in the profit and loss account.
- c) For restructured assets, provision is made in accordance with the guidelines issued by the RBI, which requires the diminution in the fair value of the assets to be provided at the time of restructuring. In respect of loans and advances accounts subjected to restructuring, the account is upgraded to standard only after the specified period i.e. a period of one year after the date when first payment of interest or of principal, whichever is later, falls due, subject to satisfactory performance of the account during the period.

Additional provision for restructured accounts as per the relevant restructuring scheme announced by RBI for Micro, Small and Medium (MSME) sector, accounts affected by natural calamities and as per COVID 19 resolution framework is made as per extant RBI guidelines.

- d) For entities with Unhedged Foreign Currency Exposure(UFCE), provision is made in accordance with the guidelines issued by RBI, which requires to ascertain the amount of UFCE, estimate the extent of likely loss and estimate the riskiness of unhedged position. The Provision is classified under Schedule 5 - "Other Liabilities and Provisions" in the Balance Sheet.
- e) The Bank maintains general provision for standard assets including credit exposures computed as per the current marked-to-market values of foreign exchange derivative contracts, in accordance with the guidelines and at levels stipulated by RBI from time to time. The Provision is classified under Schedule 5 - "Other Liabilities and Provisions" in the Balance Sheet.
- f) The bank transfers advances through inter-bank participation with and without risk. In accordance with the RBI guidelines, in the



case of participation with risk, the aggregate amount of the participation issued by the Bank is reduced from advances and where bank is participating; the aggregate amount of participation is classified under advances. In the case of participation without risk, the aggregate amount of participation issued by the Bank is classified under borrowings and where the bank is participating, the aggregate amount of participation is shown as due from banks under advances.

g) **Loss on sale of assets to Asset Reconstruction Companies**

If the sale of non- performing advances is at a price below the net book value, the shortfall is charged to the Profit and Loss Account, spread over a period as specified in RBI guidelines. If the sale is for a value higher than the net book value, the excess provision is credited to the Profit and Loss Account in the year the amounts are received.

h) **The Bank makes additional provisions as per RBI's guidelines on 'Prudential Framework on Resolution of Stressed Assets' dated June 7, 2019 on accounts in default and with aggregate exposure above the threshold limits as laid down in the said framework where the resolution plan is not implemented within the specified timeline.**

i) **Loans reported as fraud are classified as loss assets and provided as per RBI guidelines.**

j) **In the event of substantial erosion in value of loan and remote possibility of collection, non-performing loans with adequate provisions are evaluated for technical / prudential write off based on Bank's policy and the RBI guidelines. Such write off does not have an impact on the Bank's legal claim against the borrower. The Bank may also write off non-performing/standard loans on One-Time Settlement ('OTS') with the borrower or otherwise.**

k) **Credit card: Income and expenses from credit card is accounted on gross basis under respective head of the profit and loss account unless otherwise agreed between the Bank and the credit card partner to net the same. Provisions for NPA is made in accordance with the policy on provisioning of advances of the Bank.**

4. Country risk

The Bank

In addition to the provisions required to be held

according to the asset classification status, provisions are held for individual country exposure (other than for home country). The countries are categorised into seven risk categories namely insignificant, low, moderate, high, very high, restricted and off-credit as per Export Credit Guarantee Corporation of India Limited ("ECGC") guidelines and provision is made on exposures exceeding 180 days on a graded scale ranging from 0.25% to 100%. For exposures with contractual maturity period of less than 180 days, 25% of the normal provision requirement is held. If the country exposure (net) of the Bank in respect of each country does not exceed 1% of the total funded assets, no provision is maintained on such country exposure. This provision if any, is classified under Schedule 5 – "Other Liabilities and Provisions" in the Balance Sheet.

5. Fixed Assets (Property Plant & Equipment and Intangibles) and depreciation / amortization

The Bank

a) **The Property Plant & Equipment and Intangibles (other than office premise, which are revalued) are stated at historical cost less accumulated depreciation/amortisation and impairment losses, if any. Cost comprises the purchase price, GST and any attributable cost of bringing the asset to its working condition for its intended use. Subsequent expenditure incurred on asset put to use is capitalised only when it increases the future benefit / functioning capability from/ of such assets. Gain or losses arising from the retirement or disposal of a Property Plant and Equipment / Intangible asset are determined as the difference between the net disposal proceeds and the carrying amount of assets and recognised as income or expense in the Profit and Loss Account. Profit on sale of premises after adjustments for tax and transfer to Statutory reserve, if any, is transferred to Capital Reserve as per the RBI guidelines.**

b) **Portfolio of immovable properties is revalued periodically by independent valuers to reflect current market valuation. All land and building owned by the bank and used as branches or offices or office quarters are grouped under "Office Premises" in the Property Plant & Equipment. Appreciation, if any, on revaluation is credited to Revaluation Reserve under Capital Reserve. Additional depreciation on revalued asset is charged to Profit and Loss Account and appropriated from Revaluation Reserve to Revenue and other Reserves.**

- c) Depreciation /Amortisation: Depreciation is provided on a pro-rata basis on a straight-line method over the estimated useful life of the fixed assets at the rates and in the manner prescribed in Schedule II of the Companies Act, 2013, except for Vehicles which are depreciated over five years, based on technical estimates of the useful life of the assets. The management believes that depreciation rates currently used, fairly reflect its estimate of the useful life and residual values of fixed assets, though these rates in certain cases are different from useful life prescribed under Schedule II of Companies Act, 2013. Computer software is amortised over its useful life, not more than 5 years. The summary of useful life of assets used for depreciation is provide below;

Nature	Estimated useful life assessed by Bank
Land and Building	60 year
Furniture and Fixtures	10 year
Electrical	5 year
Vehicle	5 year
Computer Installation	3 year (except for Server with useful life of 6 years)
Software (including internally generated)	1 to 5 Years

The Subsidiary

a) Tangible fixed assets

Tangible fixed assets are stated at cost of acquisition less accumulated depreciation and impairment, if any. Cost includes all direct expenses incurred to bring an asset to working condition for its intended use.

b) Intangible Assets

Intangible assets are recorded at the cost of acquisition of such assets and are carried at cost less accumulated amortization and impairment, if any.

c) Depreciation and Amortization

- i) Depreciation on tangible assets, has been provided on Straight Line Method(SLM), by adopting the useful life prescribed as per Part C of Schedule II to the Companies Act, 2013 or based on the technical evaluation done, as the case may be, retaining 5% of the original cost as residual value.

- ii) License Cost of Website and EV SSL Certificate is treated as Intangible Assets and is amortized over a period of 9 years and 2 years respectively in accordance with Accounting Standard (AS) 26.

6. Impairment of Assets

The Bank

The carrying values of assets at each balance sheet date are reviewed for impairment, if any indication of impairment exists. If the carrying amount of the assets exceeds the estimated recoverable amount, an impairment is recognised for such excess amount. The impairment loss is recognised as an expense in the Profit and Loss Account, unless the asset is carried at revalued amount, in which case any impairment loss of the revalued asset is treated as a reduction on revaluation to the extent a revaluation reserve is available for that asset.

When there is indication that an impairment loss recognised for an asset (other than a revalued asset) in earlier accounting periods no longer exists or may have decreased, such reversal of impairment loss is recognised in the Profit and Loss Account, to the extent the amount was previously charged to the Profit and Loss Account. In case of revalued assets such reversal is not recognised.

7. Non-Banking Assets

The Bank

Non-banking assets (NBAs) acquired in satisfaction of claims is carried at lower of net book value and net realisable value. Specific provision is made on specific Non-banking assets acquired on debt asset swap arrangements as specified by RBI.

8. Transactions involving foreign exchange

The Bank

- a) Foreign currency income and expenditure items are translated at the exchange rates prevailing on the date of the transaction. Monetary foreign currency assets and liabilities outstanding at the Balance Sheet date are revalued at rates notified by Foreign Exchange Dealers Association of India [FEDAI] and resulting profits or losses are included in the Profit and Loss Account, as per the guidelines issued by RBI/FEDAI.
- b) Monetary foreign currency assets and liabilities outstanding at the Balance Sheet date are translated at closing exchange rates notified by Foreign Exchange Dealers Association of India [FEDAI] at Balance Sheet Date and resulting



profits or losses in all applicable cases shall be included in the Profit and Loss Account in accordance with FEDAI guidelines.

- c) In respect of contingent liability on account of Guarantees, acceptances, endorsements and other obligations shall be translated to Indian Rupee equivalent at the closing exchange rates notified by FEDAI and restated in financial statements.

9. Derivative transactions

The Bank

The Bank recognizes all derivative contracts at fair value, on the date on which the derivative contracts are entered into and are remeasured at fair value as at the Balance sheet or reporting dates. Derivatives are classified as assets when the fair value is positive (Positive marked-to-market) or as liabilities when the fair value is negative (negative marked-to-market). Changes in the fair value of derivatives other than those designated as hedges as per AS 11 are recognised in the Profit and Loss Account.

Currency future contracts are marked-to-market daily using settlement price on a trading day, which is the closing price of weighted average price of such contract, the final settlement price is taken as the RBI reference rate on the last trading day of the future contracts or as may be specified by the relevant authority from time to time. All open positions are marked-to-market based on the settlement price and the resultant marked to market profit / loss is daily settled with the exchange.

The forward exchange contracts that are not intended for trading and are entered into to establish the amount of reporting currency required or available at the settlement date of a transaction are accounted in accordance with AS 11. The Premium/ Discount arising on inception of such forward exchange contracts is amortised over the life of contract as interest income/ expense.

Foreign exchange spot and forward contracts other than those accounted as per AS-11 outstanding at the Balance Sheet date are revalued at the closing spot and forward rates respectively as notified by FEDAI and at interpolated rates for contracts of interim maturities. For valuation of contracts having longer maturities, the forward points (for rates/ tenors not published by FEDAI) are obtained from Reuters for valuation of forward exchange deals. As directed by FEDAI to consider profit or loss on present value basis, the forward profit or loss on the deals are discounted till the valuation date using the discounting yields. The resulting profit or loss on

such valuation is recognized in the Profit and Loss Account in accordance with RBI/FEDAI Guidelines.

10. Employee benefits

The liability on employee benefits are recognized in accordance with Accounting Standard 15 (revised) specified in Companies (Accounting Standards) Rules, 2006.

The Bank

a) Provident Fund:

The contribution made by the Bank to “The South Indian Bank Ltd Employees Provident Fund”, administered by the trustees is charged to Profit and Loss account. The fund is a defined contribution fund and the Bank has no further liability beyond the contribution made to the fund.

b) Pension Fund:

The contribution towards “The South Indian Bank Ltd Employees’ Pension Fund Trust”, managed by trustees, is determined on actuarial basis on projected unit credit method as on the Balance Sheet date and is recognised in the profit and loss account. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

Employees who have joined the services of the Bank with effect from April 1, 2010 are covered under Defined Contributory Pension Scheme (DCPS).

c) Gratuity:

The bank makes contribution to “The South Indian Bank Ltd Employees’ Gratuity Trust” administered and managed by the trustees. The present value of the bank’s obligation towards the same is actuarially determined based on the projected unit credit method as at the balance sheet date. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

d) Compensation for Privilege / Sick / Casual Leave and Leave Travel Concession (LTC):

The employees of the Bank are entitled to compensated absence on account of privilege / sick / casual leave as per the leave rules. The bank measures the long term expected cost of compensated absence as a result of the unused entitlement that has accumulated at the balance sheet date based on actuarial valuation and such costs are recognised in the profit and loss

account. The actuarial gain or loss arising during the year is recognised in the Profit and Loss Account.

The employees are also eligible for LTC as per the rules. The estimated cost of unused entitlement as on the Balance Sheet date based on actuarial valuation is provided for.

e) Employees Stock Option Scheme (ESOS):

The SIB ESOS 2008 Employee Stock Option Scheme ('the Scheme') provides for grant of stock options on equity shares of the Bank to employees and Managing Director of the Bank. The Scheme is in compliance with Securities and Exchange Board of India (Share Based Employee Benefits and sweat equity) Regulations, 2021.

RBI issued a clarification on Guidelines on Compensation of Whole Time Directors/Chief Executive Officers /Material Risk Takers and Control Function Staff on 30 August, 2021, advising banks that the share-linked instruments are required to be fair valued on the date of grant using the Black-Scholes model. Accordingly, the Bank follows the fair value method for all share-linked instruments grants and recognizing the fair value of options computed using the Black-Scholes model, without reducing estimated forfeitures, as compensation expense over the vesting period. Options are granted at an exercise price, which is equal to the fair market price of the underlying equity shares at the date of the grant or at such a discount as may be approved by NRC/Board from time to time. The fair market price being the closing price of stock exchange which recorded the highest trading volumes in equity shares of the Bank and trading day immediately preceding the date on which the grant of options was approved and recommended to Board by Nomination and Remuneration Committee of Board.

f) Other Employee Benefits:

The undiscounted amount of short-term employee benefits expected to be paid in exchange for the services rendered by employee is recognised during the period when the employee renders the service. These benefits include performance incentives.

g) New Pension Scheme ('NPS')

In respect of employees who are covered under NPS, the Bank contributes certain percentage of the sum of basic salary and dearness allowance of employees to the aforesaid scheme, a

defined contribution plan, which is managed and administered by pension fund management companies and regulated by Pension Fund Regulatory Development Authority (PFRDA). NPS contributions are recognised in the Profit and Loss Account in the period in which they accrue. The Bank has no liability other than its contribution, and recognises such contributions as an expense in the year incurred.

11. Other operating Expenses

Other operating expenses are generally accounted on accrual basis.

12. Segment Reporting

The Bank

The disclosure relating to segment information is in accordance with AS-17, Segment Reporting and as per guidelines issued by RBI. Segmental expenses are allocated as per board approved policy.

13. Debit Card Reward Points

The Bank

The Bank runs a loyalty program which seeks to recognise and reward customers based on their relationship with the Bank. Under the program, eligible customers are granted loyalty points redeemable in future, subject to certain conditions. The Bank estimates the probable redemption of such loyalty/reward points using an actuarial method at the Balance Sheet date by employing independent actuary. Provision for said reward points is then made based on the actuarial valuation report as furnished by the said independent Actuary.

14. Earnings Per Share (EPS)

The Bank & Subsidiary reports Basic and Diluted Earnings per Equity Share in accordance with Accounting Standard 20, prescribed under section 133 of the Companies Act, 2013 read together with the Companies (Accounting Standards) Rules, 2021. Basic EPS has been computed by dividing Net Profit for the year attributable to equity shareholders by the weighted average number of Equity Shares outstanding for the year.

Diluted earnings per share reflect the potential dilution that could occur if securities or other contracts to issue equity shares were exercised or converted during the year. A diluted earnings per share is computed using the weighted average number of equity shares and dilutive potential equity shares outstanding at the year end. Potential equity shares which are anti-dilutive in nature are ignored.



15. Taxes on income

The Bank

Income tax expense is the aggregate amount of current tax and deferred tax charge. The current tax expense and deferred tax expense is determined in accordance with the provisions of the Income Tax Act, 1961, the rules framed there under and considering the material principles set out in Income Computation and Disclosure Standards and as per Accounting Standard 22 – “Accounting for Taxes on Income” respectively.

Current tax is the amount of tax payable on the taxable income for the year as determined in accordance with the applicable tax rates and the provisions of the Income Tax Act, 1961, Accounting Standard 22 – “Accounting for Taxes on Income” and other applicable tax laws.

Deferred tax is recognised on timing differences, being the differences between the taxable income and the accounting income that originate in one period and are capable of reversal in one or more subsequent periods. Deferred tax is measured using the tax rates and the tax laws enacted or substantively enacted as at the reporting date. Deferred tax assets are recognised for timing differences of items other than unabsorbed depreciation and carry forward losses. In the case of unabsorbed depreciation and carry forward losses, Deferred Tax Assets are recognized only to the extent that reasonable certainty exists that sufficient future taxable income will be available against which these Deferred Tax Assets can be realised. However, if there are unabsorbed depreciation and carry forward of losses and items relating to capital losses, deferred tax assets are recognised only if there is virtual certainty supported by convincing evidence that there will be sufficient future taxable income available to realise the assets. Deferred tax assets and liabilities are set off and adjusted if such items relate to taxes on income levied by the same governing tax laws and the Bank has a legally enforceable right for such set off. Deferred tax assets are reviewed at each balance sheet date for their realisability.

The Bank has exercised option referred u/s 115BAA with respect to tax rate, accordingly Minimum Alternative Tax (‘MAT’) provision u/s 115JB are not applicable to the Bank.

16. Accounting for Provisions, Contingent Liabilities and Contingent Assets

The Bank

In accordance with Accounting Standard 29,

Provisions, Contingent Liabilities and Contingent Assets prescribed under section 133 of the Companies Act, 2013, the Bank recognises provisions when it has a present obligation as a result of a past event and, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation in respect of which a reliable estimate of the amount of the obligation can be made.

Provisions are determined based on management estimate required to settle the obligation at the balance sheet date, supplemented by experience of similar transactions. These are reviewed at each balance sheet date and adjusted to reflect the current management estimates. In cases where the available information indicates that the loss on the contingency is reasonably possible but the amount of loss cannot be reasonably estimated, a disclosure is made in the financial statements. Contingent assets, if any, shall not be recognized or disclosed in the financial statements.

17. Operating Lease

The Bank

Leases where the lessor effectively retains substantially all the risks and benefits of ownership over the lease term are classified as operating lease. Lease payments for assets taken on operating lease are recognised as an expense in the Profit and Loss Account as per the lease terms in accordance with AS-19, “Leases”.

Rental payments for premises taken on operating lease agreements are recognized as an expense in the profit and loss account over the lease term as the lease are cancellable.

18. Cash and cash equivalents

The Bank

Cash and cash equivalents include cash in hand, balances with Reserve Bank of India and balances with other banks/institutions and Money at Call and Short Notice (including the effect of changes in exchange rates on cash and cash equivalents in foreign currency).

19. Share issue expenses

The Bank

Share issue expenses are adjusted from Securities Premium Account as permitted by Section 52 of the Companies Act, 2013 and in line with the respective RBI guidelines issued from time to time.

20. Corporate Social Responsibility

The Bank

Expenditure towards Corporate Social Responsibility is recognized in accordance with Companies Act 2013.

21. Accounting of Priority Sector Lending Certificate (PSLC)

The Bank

In line with the RBI guidelines updated from time to time Bank trades in priority sector portfolio by selling or buying PSLC, without transfer of risks or loan assets in these transactions. The fee paid for purchase of the PSLC is treated as an 'Expense' and the fee received from the sale of PSLCs is treated as "Other Income".

22. Accounting for Dividend

The Bank

In terms of revised Accounting Standard (AS) 4 "Contingencies and Events occurring after the Balance sheet date" as notified by the Ministry of Corporate Affairs through amendments to Companies (Accounting Standards) Amendment Rules, 2016 dated March 30, 2016, Proposed Dividend or Dividend declared after balance sheet date are not shown as liability in current year balance sheet. The effect of the proposed dividend shall be reckoned in determining capital funds in the computation of capital adequacy ratios in Financial Year for which the dividend is declared. In case of interim dividend, the same shall be reckoned in the same quarter.

23. Cash Flows

The Bank

Cash flow Statement has been prepared under the Indirect Method.

SCHEDULE – 18: NOTES ON ACCOUNTS FORMING PART OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

1. Consolidated Financial Statements comprises the results of The South Indian Bank Limited (Parent) and the wholly owned non-financial subsidiary of SIB Operations and Services Limited for the year ended March 31, 2025.
2. Audited Financial Statements of the Subsidiary company have been drawn up to the same reporting date as that of the Parent i.e. March 31, 2025.

3. Share Capital

i. Capital infusion:

Current Year: No capital is infused other than the allotment of shares through ESOS.

Previous Year: The Bank, vide its Letter of Offer dated February 21, 2024 offered upto 52,31,85,254 Equity Shares of Face Value of ₹ 1/- each at a price of ₹ 22/- per Equity Share (including Share Premium of ₹ 21/- per Equity Share) for an amount aggregating to ₹ 1,151.01 Crore to the existing Equity Shareholders of the Bank on rights basis in the ratio of One Equity Share for every Four Equity Shares held by the Equity Shareholders on the record date i.e. February 27, 2024. The Bank has allotted 52,31,85,254 Equity Shares on 27th March, 2024.

Accordingly, share capital increased by ₹ 52.32Crore and share premium increased by ₹ 1,098.69 Crore.

ii. Details of movement in the paid-up equity share capital of the Bank are given below: [₹ in Crore]

Particulars	March 31, 2025		March 31, 2024	
	No of shares	Amount	No of shares	Amount
Opening Balance	2,61,59,26,272	261.59	2,09,27,41,018	209.27
Additions pursuant to Stock Options exercised/ preferential issue/Right Issue	3,75,019	0.04	52,31,85,254	52.32
Closing balance	2,61,63,01,291	261.63	2,61,59,26,272	261.59



4. Accounting for Employee Share Based Payments.

The Bank had provided various share based payment schemes to its employees. As on March 31, 2025, the following schemes were in operation;

	Tranche 17	Tranche 16	Tranche 15	Tranche 14	Tranche 13	Tranche 12	Tranche 11
Date of grant	29.11.2024	26.09.2024	30.07.2024	02.05.2024	31.07.2023	01.03.2023	23.04.2022
Date of Board approval	29.11.2024	26.09.2024	30.07.2024	02.05.2024	31.07.2023	01.03.2023	23.04.2022
Date of Shareholders approval	24.12.2023	NA	NA	NA	NA	12.07.2022	12.07.2022
Number of options granted	8,66,738	1,18,226	31,48,500	20,14,396	68,69,004	11,06,194	3,99,171
Method of settlement	Equity	Equity	Equity	Equity	Equity	Equity	Equity
Vesting period	29.11.2025 to 29.11.2027	26.09.2025 to 26.09.2027	30.07.2024 to 30.07.2026	02.05.2025 to 02.05.2027	31.07.2024 to 31.07.2026	01.03.2024 to 01.03.2026	23.04.2023 to 23.04.2025
Exercise period (for all Tranches)	The Grantee will be permitted to exercise their Options within five years from the date of vesting						
Manner of Vesting (for all Tranches)	30%, which will be vested on completion, of 1st year from the date of grant. 30%, which will be vested on completion, of 2nd year from the date of grant. 40%, which will be vested on completion, of 3rd year from the date of grant						

Activity in the options outstanding under the ESOS

Particulars	March 31, 2025		March 31, 2024	
	Options	Weighted average exercise price (₹)	Options	Weighted average exercise price (₹)
Options outstanding at the beginning of the year	82,29,783	18.96	15,05,673	14.34
Options granted during the year	61,47,860	24.98	68,69,004	20.00
Options exercised during the year	3,75,019	12.56	-	-
Forfeited / lapsed during the year	5,58,189	20.62	1,44,894	20.00
Options outstanding at the end of the year	1,34,44,435	21.82	82,29,783	18.96
Options Exercisable	24,32,469	19.05	4,55,345	14.39

Details of exercise price for stock options outstanding as at March 31, 2025

Particulars	Exercise price per share (₹)	Option Premium	Number of options outstanding	Remaining contractual life of options (in years)
Tranche 11	8.35	3.29	1,59,669	5.06
Tranche 12	16.50	6.78	11,06,194	5.02
Tranche 13	20.00	7.94	61,40,441	5.45
Tranche 14	22.00	17.57	19,30,136	6.19
Tranche 15	27.14	10.52	31,24,500	6.43
Tranche 16	24.95	9.50	1,16,757	6.59
Tranche 17	24.03	9.23	8,66,738	6.77

Details of exercise price for stock options outstanding as at March 31, 2024

Particulars	Exercise price per share (₹)	Option Premium	Number of options outstanding	Remaining contractual life of options (in years)
Tranche 11	8.35	3.29	3,99,171	5.16
Tranche 12	16.50	6.78	11,06,194	6.02
Tranche 13	20.00	7.94	67,24,418	6.44

Effect of the ESOS on the profit and loss account and on its financial position:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Opening of ESOS Liability	6.22	0.88
Liability on account of ESOS issued	7.76	5.45
Reversal on account of Exercise	(0.19)	0.00
Reversal on account of lapsed/forfeiture	(0.53)	(0.12)
Total Employee compensation cost pertaining to ESOS	13.27	6.22
Opening Deferred Compensation Cost	3.57	0.77
Deferred compensation cost on ESOS issued	7.76	5.45
Compensation Cost pertaining to ESOS amortized during the year	(5.57)	(2.57)
Reversal on account of lapse/ forfeiture	(0.24)	(0.08)
Deferred compensation cost	5.52	3.57

5. Employee Benefits

a) Provident Fund:

Employees, who have not opted for pension plan are eligible to get benefits from provident fund, which is a defined contribution plan. Aggregate contributions along with interest thereon are paid on retirement, death, incapacitation or termination of employment. Both the employee and the Bank contribute a specified percentage of the salary to the South Indian Bank Employees' Provident Fund. The Bank has no obligation other than the monthly contribution.

The Bank recognized ₹0.24 Crore (Previous Year: ₹0.24 Crore) for provident fund contribution in the Profit and Loss Account.



b) New Pension Scheme

As per the industry level settlement dated April 27, 2010, employees who joined the services of the Bank on or after April 1, 2010 are not eligible for the existing pension scheme whereas they will be eligible for Defined Contributory Pension Scheme (DCPS) in line with the New Pension Scheme introduced for employees of Central Government. Towards DCPS, employee shall contribute 10% of their pay components and Dearness Allowance thereon and the Bank will also make a contribution of 14%. There is no separate Provident Fund for employees joining on or after April 1, 2010.

The Bank recognized ₹ 82.44 Crore (Previous Year: ₹ 73.15 Crore) for DCPS contribution in the Profit and Loss Account.

c) Retirement Benefits.

- i. The bank has recognized the following amounts in the Profit and loss account towards employee benefits as under:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Pension Fund	162.47	179.20
Gratuity Fund	59.93	38.02
Compensation for absence on privilege/sick/casual leave	39.21	99.79

The employee benefits on account of pension, gratuity and leave have been ascertained on actuarial valuation in accordance with Accounting Standard - 15 prescribed under section 133 of the Companies Act, 2013

The following table as furnished by Actuary sets out the funded status of gratuity / pension plan and the amount recognized in the Bank's financial statements as at March 31, 2025.

d) Changes in the defined benefit obligations

[₹ in Crore]

	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Projected defined benefit obligation, beginning of the year	304.65*	270.27	1,085.08	984.82
Current Service Cost	27.75	24.78	225.86	205.65
Past Service Cost	-	-	-	-
Interest Cost	20.92	19.40	73.30	68.22
Actuarial (gain)/ loss	36.38	15.42	(55.60)	(18.37)
Benefits paid	(29.57)	(25.29)	(136.90)	(155.24)
Projected defined benefit obligation, end of the year	360.13	304.58	1,191.74	1,085.08
Liability (net) of fair value of plan asset at the end of the year	10.65	1.42	-	2.00

*The subsidiary had obtained actuarial valuation for gratuity during the current financial year.

e) Changes in the fair value of plan assets

[₹ in Crore]

	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Fair value of plan assets, beginning of the year	303.16	267.14	1,083.08	990.50
Expected return on plan assets	22.77	20.68	79.39	75.14
Employer's contributions	54.11	40.16	169.31	171.53
Actuarial gain/ (loss)	(1.19)	0.48	(3.14)	1.14
Benefits paid	(29.57)	(25.29)	(136.90)	(155.24)
Fair value of plan assets, end of the year	349.28	303.16	1,191.74	1,083.08

f) Net Employee benefit expense (recognized in payments to and provisions for employees)

[₹ in Crore]

	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Current Service Cost	27.75	24.78	225.86	205.64
Past Service Cost	-	-	-	-
Interest Cost	20.92	19.40	73.30	68.22
Expected return on plan assets	(22.77)	(20.68)	(79.39)	(75.14)
Net actuarial (gain)/ loss recognised in the year	37.57	14.94	(52.46)	(19.51)
Employee cost	63.34	38.44	167.31	179.21
Less: Amount received towards staff deputed abroad	-	0.39	-	-
Less: Amount received from Income Tax dept. (TDS Refund)	-	0.03	-	-
Less: Amount Transferred from Wage Revision Provision	3.41		4.84	
Net Employee cost in P&L	59.93	38.02	162.47	-
Unamortized cost	-	-	-	-
Total	59.93	38.02	162.47	179.21
Actual return on plan assets	22.36	21.16	76.25	76.28



g) Categories of plan assets as a percentage of the fair value of total plan assets

	Gratuity Plan		Pension Plan	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Government Securities (Central & State)	-	-	-	-
High quality Corporate Bonds	-	-	-	-
Equity Shares of Listed Companies	-	-	-	-
Funds Managed by Insurer *	100%	100%	100%	100%
Others (PSU & Special Deposits)	-	-	-	-
Total	100%	100%	100%	100%

* In the absence of detailed information regarding plan assets which is funded with Insurance Companies, the composition of each major category of plan assets, the percentage or amount for each category to the fair value of plan assets has not been disclosed.

h) Experience adjustments

(i) Gratuity

[₹ in Crore]

	March 31, 2025	March 31, 2024	March 31, 2023	March 31, 2022	March 31, 2021
Defined Benefit Obligations	359.93	304.57	270.27	254.49	245.41
Plan Assets	349.28	303.16	267.14	246.85	243.49
(Surplus)/Deficit	10.65	1.41	3.13	7.63	1.92
Unamortized	-	-	-	-	-
Net benefit expenses	10.65	1.41	3.13	7.63	1.92
Experience adjustments (gain) / loss on Plan Liabilities	27.05	1.85	9.16	12.43	32.7
Experience Adjustments gain / (loss) on Plan Assets	1.19	(0.48)	0.06	0.25	(0.97)

(ii) Pension

[₹ in Crore]

	March 31, 2025	March 31, 2024	March 31, 2023	March 31, 2022	March 31, 2021
Defined Benefit Obligations	1,191.74	1,085.08	984.81	1,020.37	920.62
Plan Assets	1,191.74	1,083.08	990.50	1,015.63	894.15
(Surplus)/Deficit	-	2.00	(5.69)	4.73	26.47
Experience adjustments (gain) / loss on Plan Liabilities	(55.60)	(18.37)	(88.47)	82.37	138.80
Experience Adjustments gain / (loss) on Plan Assets	(3.14)	1.14	(3.40)	2.35	(4.77)

i) Assumptions used by the actuary in accounting for Gratuity/ Pension/Compensation for absence

	Gratuity Plan		Pension Plan		Compensation for absence	
	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024	March 31, 2025	March 31, 2024
Discount rate	7.04%	7.22%	6.82%	7.21%	7.04%	7.22%
Expected rate of return on plan assets	7.22%	7.53%	7.21%	7.52%	0.00%	0.00%
Increase in compensation cost	6.00%	6.00%	5.50%	5.50%	6.00%	6.00%

*Not applicable

Notes:

- Discount rate is based on the prevailing market yields of Government of India securities as at the balance sheet date for the estimated term of obligations.
- Expected rate of return on plan assets is based on the average long term rate of return expected on investments of the funds during the estimated term of the obligations.
- The estimates of future salary increases, considered in actuarial valuation, taken in to account the inflation, seniority, promotion and other relevant factors.

j) Compensation for absence on Privilege / Sick / Casual Leave

The charge on account of compensation for privilege / sick / casual leave has been actuarially determined and an amount of ₹ 39.21 crore (Previous year ₹99.79 Crore) has been debited to Profit and Loss account.

The above information is as certified by actuary and relied upon by the auditor.

6. Micro Small and Medium Industries

Under the Micro, Small and Medium Enterprises Development Act, 2006 which came into force from 2 October, 2006, certain disclosures are required to be made relating to Micro, Small and Medium enterprises. Following are the details of delayed payments to MSMED registered vendors.

For the year/period ended:

[₹ in Crore]

Particulars	31-03-2025		31-03-2024	
	Principal	Interest	Principal	Interest
The principal amount and the interest due thereon remaining unpaid to any supplier	0.13	0.00*	0	0
The amount of interest paid by the buyer in terms of Section 16, along with the amount of the payment made to the supplier beyond the due date	10.88	-	0	0
The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the due date during the year) but without adding the interest specified under MSMED Act, 2006	NA	0.34	NA	0
The amount of interest accrued and remaining unpaid	NA	0.34	NA	0
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise, for the purpose of disallowed as a deductible expenditure under Section 23	NA	0.34	NA	0

*Denotes amount less than 1,00,000/-



There have been no reported cases of delays in payment to Micro and small enterprises or of interest payments due to delays in such payment in previous year. The above is based on the information available with the Bank which has been relied upon by the auditors.

7. Segment reporting

Business Segments have been identified and reported taking into account, the target customer profile, the nature of product and services, the differing risks and returns, the organization structure, the internal business reporting system and guidelines issued by RBI from time to time. The Bank operates in the following business segments;

a) Treasury:

The treasury segment primarily consists of interest earnings on investments portfolio of the bank, gains or losses on investment operations and earnings from foreign exchange business. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

b) Corporate / Wholesale Banking:

The Corporate / Whole sale Banking segment provides loans to corporate segment identified on the basis of RBI guidelines. Revenues of this segment consist of interest earned on Loans made to corporate customers and the charges / fees earned from other banking services. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

c) Retail banking:

The Retail Banking segment provides loans to non-corporate customers identified on the basis of RBI guidelines. Revenues of this segment consist of interest earned on Loans made to non-corporate customers and the charges / fees earned from other banking services. The principal expenses of the segment consist of interest expense on funds borrowed and other expenses. Segmental expenses are allocated as per board approved policy.

In accordance with RBI circular DOR.AUT.REC.12/22.01.001/2022-2023 dated April 07, 2022 on establishment of Digital Banking Units, the Bank has presented 'Digital Banking' as sub-segment of the Retail Banking Segment. Assets of DBU consists of mainly credit card, preapproved personal loans, loan against deposits opened through digital mode etc.

d) Other Banking Operations:

This segment includes income from para banking activities such as debit cards, third party product distribution and associated costs. Segmental expenses are allocated as per board approved policy.

e) Unallocated

All items that cannot be allocated to reportable segments are included in unallocated portion.

Geographic segment

The Bank operations are predominantly confined within one geographical segment (India) and accordingly this is considered as the only secondary segment. In accordance with RBI guidelines in regard to business segments of banks, the bank has determined the business segments and the required disclosures are as follows:

[₹ in Crore]

Business Segments	Treasury		Corporate/ Wholesale Banking		Retail Banking		Other Banking Operations		Total	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Particulars										
Revenue	2,204.18	2,010.99	3,646.52	2,979.59	4,883.01	4,702.70	492.58	434.04	11,226.29	10,127.32
Result	309.95	126.14	448.99	305.87	815.72	934.89	182.23	161.85	1,756.89	1,528.75
Unallocated (Expenses)/ Income									18	(14)
Operating profit									1,757.07	1,528.89
Income Taxes									453.97	458.71
Net Profit									1,303.10	1,070.18
Other Information:										
Segment Assets	24,258.96	26,289.13	51,541.78	45,013.80	45,153.00	42,628.17	16.87	24.16	1,20,970.61	1,13,955.76
Unallocated Assets									3,684.46	3,457.22
Total Assets									1,24,655.07	1,17,412.48
Segment Liabilities	22,409.90	24,420.73	48,064.88	42,185.58	42,103.68	39,948.69	-	-	1,12,578.46	1,06,555.00
Unallocated Liabilities									1,976.33	2,033.79
Total Liabilities									1,14,554.79	1,08,588.79

Since the Bank operates only in domestic segment, the requirement of disclosure regarding geographical segment is not applicable.

*RBI's Master Direction on Financial Statements-Presentation and Disclosures, requires to sub-divide 'Retail banking' into (a) Digital Banking (as defined in RBI Circular on Establishment of Digital Banking Units dated April 07, 2022) and (b) Other Retail Banking segment. Accordingly, the segmental results for retail banking segment is sub-divided as below.



[₹ in Crore]

Particulars	Segment Revenue		Segment Results (net of provisions)		Segment Assets		Segment Liabilities	
	2025	2024	2025	2024	2025	2024	2025	2024
Retail Banking								
(i) Digital Banking	843.03	679.38	(68.74)	(36.31)	5,425.83	4,121.28	5,059.82	3,862.34
(ii) Other Retail Banking	4,039.98	4,023.32	884.46	971.20	39,727.17	38,506.89	37,043.86	36,058.13

Segment information is provided as per the MIS available for internal reporting purposes, which include certain estimates/assumptions. The methodology adopted in compiling and reporting the above information has been relied upon by the auditors.

8. Related party disclosure:

The related parties of the bank are broadly classified as:

a. Subsidiary

Sl. No.	Name of the Entity	Nature of Relationship
1	SIB Operations and Services Limited	Wholly Owned Subsidiary (WOS)

b. Key Management Personnel (As per AS 18) – MD & CEO

Sl. No.	Name of the Key Management Personnel	Relative of the Key Management Personnel
1	Mr. P R Seshadri	- Uma Seshadri - Mythili Ramachandran - Megna Seshadri - Malavika Seshadri

Related Party Transactions Summary for the Financial year ended 31.03.2025

(₹ In Crore)

Sl No	Details of counter party		Value of the related party transaction as approved by the Audit Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity	Type of related party transaction			Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
1	Directors	Sitting Fees (WOS)		0.05	-	-
2	Subsidiary Directors	Interest received	Note No. 2	0.03	-	-
3	Subsidiary Directors	Interest Paid	Note No 3	0.01	-	-
4	Subsidiary Directors	Fixed Deposit	Note No 3,5	-	1.52	-
5	Subsidiary Directors' Relatives	Interest received	Note No. 2	0.00	-	-

SI No	Details of counter party		Value of the related party transaction as approved by the Audit Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity	Type of related party transaction			Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
6	Subsidiary Directors' Relatives	Fixed Deposit	Note No 3,5	0.84	1.06	0.84
7	Subsidiary Directors' Relatives	Interest Paid	Note No 3	0.06	-	-
8	KMPs including MD &CEO, ED Subsidiary Directors and Relative Employee	Remuneration paid	As per Bank's Internal Policies/ approved by Regulator	6.33	-	-
9	Directors	Sitting Fees, fixed remuneration to NED and Honorarium to Chairman		3.72	-	-
10	Directors	Fixed Deposit	Note No 3,5	1.80	0.83	1.80
11	Directors	Interest received	Note No. 2	0.01	-	-
12	Directors	Interest Paid	Note No 3	0.09	-	-
13	KMPs including MD &CEO and ED	Fixed Deposit	Note No 3,5	2.97	0.61	2.97
14	KMPs including MD &CEO and ED	Interest received	Note No. 2	0.03	-	-
15	KMPs including MD &CEO and ED	Interest Paid	Note No 3	0.16	-	-
16	KMPs including MD &CEO and Subsidiary Directors	ESOS Grant (Number of options granted)	NOTE No .8	11,077.72	361.50	10,582.04
17	KMPs including MD &CEO and Subsidiary Directors	ESOS Exercise	NOTE No .9	0.00	-	-
18	Relative/ Interested company- Directors	Fixed Deposit	Note No 3,5	1.23	0.70	1.23
19	Relative/ Interested company- Directors	Interest Paid	Note No 3	0.08	-	-
20	Relative/ Interested company- Directors	Interest received	Note No. 2	0.00	-	-



SI No	Details of counter party		Value of the related party transaction as approved by the Audit Committee	Value of the related party transaction during the reporting period (for the Financial year ended March 31, 2025)	In case monies are due to either party as a result of the transaction	
	Relationship of the counterparty with the listed entity	Type of related party transaction			Opening Balance (as on April 1, 2024)	Closing Balance (as on March 31, 2025)
21	Relative/ Interested company- Directors	Other Transaction		-	-	-
22	Relative of KMPs & MD & CEO	Fixed Deposit	Note No 3,5	1.82	1.49	1.82
23	Relative of KMPs & MD & CEO	Interest Paid	Note No 3	0.12	-	-
24	MD & CEO and ED	Savings	Note No 3,5	0.34	0.11	0.34
25	Relative MD & CEO and ED	Savings	Note No 3,5	0.07	0.04	0.07
26	DIRECTOR	Dividend Paid		0.00	-	-
27	DIRECTOR RELATIVE	Dividend Paid		0.00	-	-
28	KMP	Dividend Paid		0.01	-	-
29	KMP RELATIVE	Dividend Paid		0.00	-	-
30	SUBSIDIARY DIRECTOR	Dividend Paid		0.01	-	-
31	SUBSIDIARY DIRECTOR RELATIVE	Dividend Paid		0.00	-	-

Note:

- 1) Transactions with WOS are shown excluding GST and TDS.
- 2) In compliance with the guidelines as per annexure to SEBI circular No SEBI/HO/CFD/CMD1/CIR/P/2021/662 November 22, 2021, The South Indian Bank Ltd, being a listed bank, is not required to provide the disclosures with respect to related party transactions involving loans, inter-corporate deposits, advances or investments made or given by the bank.
- 3) As per the provisions of SEBI (LODR) Regulations, 2015 the following are not considered as related party transactions:
 - (a) the issue of specified securities on a preferential basis, subject to compliance of the requirements under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
 - (b) the following corporate actions which are uniformly applicable/offered to all shareholders in proportion to their shareholding:
 - i. payment of dividend;
 - ii. subdivision or consolidation of securities;
 - iii. issuance of securities by way of a rights issue or a bonus issue; and

iv. buy-back of securities.

(c) acceptance of fixed deposits at the terms uniformly applicable/offered to all shareholders/public, subject to disclosure of the same along with the disclosure of related party transactions every six months to the stock exchange(s), in the format as specified by the Board:

(d) acceptance of current account deposits and saving account deposits in compliance with the directions issued by the Reserve Bank of India or any other central bank in the relevant jurisdiction from time to time: ##

Explanation: For the purpose of clauses (c) and (d) above, acceptance of deposits includes payment of interest thereon.

(e) Retail purchases from any listed entity or its subsidiary by its directors or its employees, without establishing a business relationship and at the terms which are uniformly applicable/offered to all employees and directors.

As the amendment w.r.t. savings account deposit and interest thereon was vide Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 w.e.f. 13.12.2024, savings deposit interests paid were reported for both half years and consolidated for FY 2024-25 to ensure consistency in reporting.

- 4) The Bank, being a scheduled commercial bank, as per RBI circular RBI/DBR/2015-16/19 dated March 03, 2016, has allowed additional interest of one per cent per annum, over and above the rate of interest mentioned in the schedule of interest rates on savings or a term deposits of bank's staff and their exclusive associations as well as on deposits of Chairman, Managing Director or such other Executives appointed for a fixed tenure.
- 5) Value of the related party transaction for deposit is the balance in fixed deposit outstanding as on 31.03.2025.
- 6) Regulation 23 of Listing regulations, as amended from time to time, grant exemptions from seeking approval of the Audit Committee for the transactions entered into by and between the holding company and its wholly owned subsidiary company, whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval.
- 7) The CSR activity of Bank is carried out by a trust formed by Bank in this regard. Since the Trust is acting on behalf of Bank and amount are spent as Bank's CSR expenditure, these transactions are not treated as RPT.
- 8) The transaction in ESOS Grant refers to number of options granted / balance number of options outstanding to KMP/ subsidiary directors/ relatives (being employees of the Bank) as part of their performance linked incentive (Non-cash).
- 9) Transaction in ESOS Exercise refers to the value of ESOS exercised by KMP/ subsidiary directors/ relatives (being employees of the Bank) as part of their performance linked incentive (Non-cash) for ESOS Granted.
- 10) None of the Directors/ KMPs/ relatives are holding substantial shares/ securities of the Bank.
- 11) Wherever PAN is not available for any relatives, PAN of the respective Director/KMP is mentioned in Stock exchange XBRL reporting template.
- 12) Transactions with common directors of subsidiary and Bank is shown under Directors.
- 13) In the closing balance of Deposits, the details of deposits of directors/ KMP /their relatives, who has retired or ceased to be KMP or directors/ related party during the review period were not included in reporting, as the same will not be coming under the preview of Related Party Transaction. The opening balance / interest paid and received for the respective half years / remuneration paid during the period are consolidated and reported as part of RPT.



9. Earnings per Share

The Bank reports basic and diluted EPS in accordance with the Accounting Standard - 20 on "Earnings per Share"

Particulars	March 31, 2025	March 31, 2024
Weighted average number of equity shares used in computation of basic earnings per share	261,61,89,724	209,98,88,358
Potential equity shares arising out of the Employees Stock Option Scheme	12,14,182	20,85,233
Weighted average number of equity shares used in computation of diluted earnings per share*	261,74,03,906	210,19,73,591
Earnings used in the computation of basic earnings per share (₹ in Crore)	1,303.09	1,070.18
Earnings used in the computation of diluted earnings per share (₹ in Crore)	1,303.09	1,070.18
Nominal Value of share (in ₹)	1.00	1.00
Basic earnings per share (in ₹)	4.98	5.10
Effect of potential equity shares for ESOS	0.00	0.01
Diluted earnings per share (in ₹)	4.98	5.09

* The full effect of the average due to the rights issue in the last quarter of the previous year had impacted the increase in weighted average number of equity shares in the current FY.

10. Deferred Tax Assets / Liability (net)

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Deferred Tax Asset (A)		
Provisions for Loans/Investments/ others	202.45	218.46
Fixed Assets: on difference between book balances and tax balance of WDV of fixed assets	1.35	6.80
Carried forward Business Loss/Depreciation Allowance	0.00	0.00
Total (A)	203.80	225.26
Deferred Tax Liabilities (B)		
Special Reserve created u/s 36(1)(viii) of Income Tax Act	146.67	126.29
Interest accrued but not due on investments	104.12	111.00
AFS reserve- Tax component	8.74	0
Total (B)	259.53	237.29
Deferred Tax Asset / Liability (net) (A-B)	(55.73)	(12.03)

Provision for taxes during the year:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Current Tax	425.81	373.23
Deferred Tax (net)	28.16	85.48
Total	453.97	458.71

1). Provision for taxes credited from reserve

Note:- Effective from April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction on Classification, Valuation and Operation of Investment Portfolio issued on September 12, 2023 ('RBI Investment Direction 2023'). Accordingly, as prescribed under the transition provisions of the aforesaid framework the Bank has (1) transferred the balance in Investment Reserve Account as at March 31, 2024 of ₹ 34.20 Crore to the general reserve (2) transferred the provision held for depreciation on investments as at March 31, 2024 of ₹ 1,259.04 Crore to the General Reserve and accounted provision held for depreciation on investments as per the revised framework of ₹ 1,225.26 Crore including adjustment due to amortization of discount on securities classified under the Held to Maturity category resulting in ₹ 33.78 Crore to the General Reserve as on April 01, 2024. The tax effect of ₹ 33.78 Crore amounting to ₹ 8.50 Crore has been drawn down from General reserve as permitted by RBI. The amount drawn down from general reserve amounting to ₹ 8.50 Crore is credited to provision for tax.

11. Provisions and Contingencies

Break up of 'Provisions and Contingencies' shown under the head Expenditure in Profit and Loss Account:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision for NPAs (including write off, excluding technical write off)	575.03	405.52
Provision for NPLs	(1.81)	(2.67)
Provision for taxes	425.81	373.19
Deferred Tax (net)	28.16	85.48
Provision for Standard Assets	(7.93)	(20.85)
Provision for Restructured Advances	(1.40)	(0.06)
Provision for FITL	(56.44)	(63.94)
Provision for unhedged foreign currency exposures	(1.31)	(1.70)
Provision for Non-Banking Asset	-	(4.41)
Provision for Fraud / Other impaired assets	7.06	27.02
TOTAL	967.17	797.58

12. Draw Down from Reserves

The Bank has not undertaken any draw down from reserves during the years ended March 31, 2025, except:

FY2024-25: Effective from April 01, 2024 the Bank has adopted the revised framework as detailed in RBI Master Direction on Classification, Valuation and Operation of Investment Portfolio issued on September 12, 2023 ('RBI Investment Direction 2023'). Accordingly, as prescribed under the transition provisions of the aforesaid framework the Bank has (1) transferred the balance in Investment Reserve Account as at March 31, 2024 of ₹34.20 Crore to the general reserve (2) transferred the provision held for depreciation on investments as at March 31, 2024 of ₹ 1,259.04 Crore to the General Reserve and accounted provision held for depreciation on investments as per the revised framework of ₹ 1,225.26 Crore including adjustment due to amortization of discount on securities classified under the Held to Maturity category resulting in ₹33.78 Crore to the General Reserve as on April 01, 2024. The tax effect of ₹ 33.78 Crore amounting to ₹ 8.50 Crore has been drawn down from General reserve as permitted by RBI. The amount drawn down from general reserve amounting to ₹8.50 Crore is credited to provision for tax.

FY 2023-24: Bank had adjusted the share issue expenses of ₹ 9.35 Crore, incurred for the equity raised through the Right Issue during the year ended March 31, 2024, against the share premium account in terms of Section 52 of the Companies Act, 2013 and Reserve Bank of India (Financial Statements - Presentation and Disclosures) Directions dated August 30, 2021 as amended.



13. Penalties levied by the Reserve Bank of India

The penalty imposed by RBI during the year ended March 31, 2025 was ₹ 0.91 Crore (Previous year ₹0.41 Crore)

Penalties Imposed by RBI in FY 2024-25

Details	Number of instances	₹ in Crore]
ATM cash out penalty imposed by RBI	65	0.31
Penalty imposed for discrepancies in Soiled Note Remittance by currency chest.	29	0.01
Penalty imposed for discrepancies observed during the visit by RBI officials	1	0.00
Penalty for non-compliance with certain directions issued by RBI on Interest Rate on Deposits and Customer Service in Banks	1	0.59
Total	96	0.91

Penalties Imposed by RBI in FY 2023-24

Details	Number of instances	₹ in Crore]
ATM cash out penalty imposed by RBI	55	0.398
Penalty imposed for discrepancies in Soiled Note Remittance by currency chest.	22	0.005
Penalty imposed for discrepancies observed during the visit by RBI officials	2	0.003
Imposition of Penalty for Non Exchange of Soiled / Mutilated Notes.	1	0.002
Total	80	0.408

14. Fixed Assets

- a) Fixed Assets as per Schedule 10 include Intangible Assets relating to Software and System Development Expenditure which are as follows: -

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Gross Block		
At the beginning of the year	260.37	212.00
Additions during the year	38.04	48.37
Deductions during the year	-	-
Closing Balance	298.41	260.37
Depreciation / Amortisation		
At the beginning of the year	195.67	164.84
Charge for the year	28.97	30.83
Deductions during the year	-	-
Depreciation to date	224.64	195.67
Net Block	73.77	64.70

Note:- The above includes capitalization of internally generated software during the year with WDV of ₹ 1.12 Crore.

15. Other Provisions and Contingencies

➤ Movement in provision for other contingencies:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision at the beginning of the year	50.01	23.03
Provision made during the year	10.31	31.04
Reductions during the year	2.28	4.06
Provision at the end of the year	58.04	50.01

➤ Movement in provision for debit card reward points:

[₹ in Crore]

Particulars	March 31, 2025	March 31, 2024
Provision at the beginning of the year	3.94	3.51
Incremental expense during the year	2.03	4.47
Redemption during the year	2.85	4.04
Provision at the end of the year	3.12	3.94

16. Operating Lease

Lease payments for assets taken on operating lease are recognised as an expense in the Profit and Loss Account as per the lease terms. During the year an amount of ₹ 128.58crore (Previous year: ₹ 118.18 Crore) was charged to Profit and loss account.

17. Description of contingent liabilities*

Sl. No	Contingent liability	Brief Description
1	Claims not acknowledged as debts	This includes liability on account of, and other legal cases filed against the bank. The bank is a party to various legal proceedings in the ordinary course of business and these are contested by the Bank and are therefore subjudice. The Bank does not expect the outcome of these proceedings to have a material adverse impact on the Bank's financial position.
2	Liability on account of outstanding forward contracts	The Bank enters into foreign exchange contracts with interbank participants on its own account and for its customers. Forward exchange contracts are commitments to buy or sell foreign currency at a future date at the contract rate.
3	Guarantees on behalf of constituents in India and outside India, Acceptances, endorsements and other obligations	As part of banking activities, the Bank issues Letter of Guarantees and documentary credit on behalf of its customers, with a view to augment the customer's credit standing. Through these instruments, the Bank undertakes to make payments for its customers' obligations, either directly or in case the customer fails to fulfill their financial or performance obligations.
4	Other items for which the bank is contingently liable	Includes capital commitments and amount transferred to RBI under the Depositor Education and Awareness Fund (DEAF).

* Also refer schedule – 12

The Bank's pending litigations comprise of claims against the Bank by the clients and proceedings pending with Income Tax authorities/GST/VAT/Service Tax Authorities. The Bank has reviewed all its pending litigations and proceedings and has adequately provided for such liabilities where provisions are required and disclosed the



contingent liabilities wherever applicable (other than SCN's), in its financial statements. The Management believes that the possibility of outflow of resources embodying economic benefits in these cases is possible but not probable and hence no provision is required in these cases. However, the contingent liability has been disclosed with respect to these cases.

18. Corporate social responsibility

Operating expenses include ₹21.35 Crore (Previous Year ₹ 10.50 Crore) for the year ended March 31, 2025 towards Corporate Social Responsibility (CSR), in accordance with the Companies Act, 2013. The Bank has spent 2.09 % of its average net profit for the last three financial years as part of its CSR for the year ended March 31, 2025 against the minimum mandatory CSR obligation of 2%.

Details of amount spent during the year towards CSR are as under:

For the year ended March 31, 2025 [₹ in Crore]

	Paid	Yet to be paid	Total
i) Construction / Acquisition of any assets	19.20	0.68*	19.88
ii) For purposes other than (i) above	1.47	0.00	1.47

*Unspent amount pertaining to ongoing projects.

For the year ended March 31, 2024 [₹ in Crore]

	Paid	Yet to be paid	Total
i) Construction/ Acquisition of any assets	9.03	-	9.03
ii) For purposes other than (i) above	1.47	-	1.47

19. Provision for long term contracts

The Bank has a process whereby periodically all long-term contracts (including derivative contracts) are assessed for material foreseeable losses. At the year end, the bank has reviewed and recorded adequate provision as required under any Law/Accounting Standards for material foreseeable losses on such long-term contracts (including derivative contracts) in the books of account and disclosed the same under the relevant notes in the financial statements.

20. Disclosure as to Rule 11(e) of the Companies (Audit and Auditors) Rules, 2014

The Bank, as part of its normal banking business grants loans and advances, makes investment, provides guarantees to and accept deposits and borrowings from its customers, other entities and persons. These transactions are conducted after proper due diligence and ensuring adherence to all regulatory requirements including "Know Your Customer" guidelines.

Other than the transactions described above which are carried out in the normal course of business, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or deposits or any other sources or kinds of funds) by the Bank to or in any other persons or entities, including foreign entities ("intermediaries") with the understanding, whether recorded in writing or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Bank ("Ultimate Beneficiaries"). The Bank has also not received any funds from any parties (Funding Party) with the understanding that the Bank shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

21. Proposed Dividend

The Board of Directors, has proposed a dividend of ₹ 0.40 per equity share (40%) for the year ended March 31, 2025 amounting to ₹ 104.65 crore. The proposal is subject to the approval of shareholders at the Annual General Meeting. In terms of revised Accounting Standard (AS) 4 "Contingencies and Events occurring after the Balance sheet date" as notified by the Ministry of Corporate Affairs through amendments to Companies (Accounting

Standards) Amendment Rules, 2016, dated March 30, 2016, proposed dividend is not recognised as a liability as on March 31, 2025. However, effect of the proposed dividend has been reckoned in determining capital funds in the computation of capital adequacy ratios as at March 31, 2025.

22. Additional disclosure

Additional statutory information disclosed in the separate financial statements of the Bank and subsidiary have no material bearing on the true and fair view of the consolidated financial statements and the information pertaining to the items which are not material have not been disclosed in the consolidated financial statements.

Figures of the previous year have been regrouped to conform to the current year presentation wherever necessary.

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

In terms of our report attached

For K Venkatachalam Aiyer & Co
Chartered Accountants
ICAI Firm Registration No. 004610S

For M. P. Chitale & Co
Chartered Accountants
ICAI Firm Registration No 101851W

Paul Antony
Director
DIN: 02239492

R A Sankara Narayanan
Director
DIN: 05230407

CA Sreevats Gopalakrishnan
Partner
Membership No. 227654

CA Anagha Thatte
Partner
Membership No.: 105525

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN :10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN : 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)



FORM AOC-I

(PURSUANT TO FIRST PROVISIO TO SUB-SECTION (3) OF SECTION 129 READ WITH RULE 5 OF COMPANIES (ACCOUNTS) RULES, 2014)

STATEMENT CONTAINING SALIENT FEATURES OF THE FINANCIAL STATEMENT OF SUBSIDIARIES / ASSOCIATE COMPANIES / JOINT VENTURES

PART "A": SUBSIDIARIES

(₹ in ('000))

1. SI No.	1
2. CIN/ any other registration number of subsidiary company	U74999KL2021PLC069182
3. Name of the subsidiary:	SIB Operations and Services Limited
4. The date since when subsidiary was acquired	28/05/2021
5. Provisions pursuant to which the company has become a subsidiary (Section 2(87)(i)/Section 2(87)(ii))	Section 2(87)(ii)
6. Reporting period for the subsidiary concerned, if different from the holding company's reporting period.	NA
7. Reporting currency and Exchange rate as on the last date of the relevant Financial year in the case of foreign subsidiaries.	NA
8. Share Capital	5,000.00
9. Reserves & surplus	3,662.22
10. Total assets	40,809.22
11. Total Liabilities	40,809.22
12. Investments	0.00
13. Turnover	1,96,131.20
14. Profit before taxation	1,759.19
15. Provision for taxation	(327.51)
16. Profit after taxation	2,086.69
17. Proposed Dividend	Nil
18. % of shareholding	100%

Notes:

- Names of subsidiaries which are yet to commence operations - NIL
- Names of subsidiaries which have been liquidated or sold during the year. – NIL
- The reported figures of the subsidiaries are as per the audited financial statements prepared for the consolidation as per AS 21, Consolidated Financial Statements.

PART "B": ASSOCIATES AND JOINT VENTURES: NA

For and on behalf of Board of Directors

Anto George T
Chief Operating Officer

Vinod Francis
Chief Financial Officer

V J Kurian
Chairman
(DIN : 01806859)

P R Seshadri
MD & CEO
(DIN : 07820690)

Jimmy Mathew
Company Secretary

M George Korah
Director
(DIN : 08207827)

Pradeep M Godbole
Director
(DIN : 08259944)

Paul Antony
Director
(DIN :02239492)

R A Sankara Narayanan
Director
(DIN : 05230407)

Benny P Thomas
Director
(DIN : 09448424)

Lakshmi Ramakrishna Srinivas
Director
(DIN :10365580)

Kochi
May 15, 2025

Dolphy Jose
Executive Director
(DIN: 10682246)

Jose Joseph Kattoor
Director
(DIN :09213852)

DISCLOSURE UNDER BASEL III NORMS

AS ON 31ST MARCH 2025

1: Scope of Application

The South Indian Bank Limited is a commercial bank, which was incorporated on January 25, 1929 in Thrissur, Kerala.

As per capital adequacy guidelines under Basel III, insurance and non-financial subsidiaries / joint ventures / associates etc. of banks are not to be consolidated. The Bank's Subsidiary, M/s SIB Operations and Services Limited, is a non-financial entity, and hence not consolidated for capital adequacy purpose.

Name of the entity / country of incorporation	Whether entity is included in the accounting scope of consolidation	Explain the method of consolidation	Whether the entity is included under regulatory scope of consolidation	Explain the method of consolidation	Explain the reasons for difference in the method of consolidation	Explain the reasons if consolidated under only one of the scopes of consolidation
M/s SIB Operations and Services Limited/India	Yes	AS-21	No	NA	NA	The Bank's Subsidiary, is a non-financial entity, and hence not consolidated for capital adequacy purpose

2: Capital Adequacy

I. Qualitative Disclosure

RBI Guidelines on capital adequacy

The Bank is subject to the capital adequacy guidelines stipulated by RBI, which are based on the framework of the Basel Committee on Banking Supervision. As per Basel and RBI guidelines, the Bank is required to maintain a minimum Capital to Risk Weighted Assets Ratio (CRAR) of 9% {11.5% including Capital Conservation Buffer (CCB) of 2.5%}, with minimum Common Equity Tier I (CET1) of 5.5% (8% including CCB). These guidelines on Basel III have been implemented completely. Thus the minimum CRAR required to be maintained by the Bank as on 31st March 2025 is 11.50 %.

The bank's approach in assessment of capital adequacy

The bank is following standardized approach, Standardized Duration approach and Basic Indicator approach for measurement of capital charge in respect of credit risk, market risk and operational risk respectively. Besides, computation of CRAR under the Pillar I requirement, the Bank also periodically undertakes stress testing in various risk areas to assess the impact of stressed scenario or plausible events on asset quality, liquidity, profitability and capital adequacy. The bank conducts Internal Capital Adequacy Assessment Process (ICAAP) on quarterly basis to assess the sufficiency of its capital funds to cover the risks specified under Pillar- II of Basel guidelines. The adequacy of banks capital funds to meet the future business growth is also assessed in the ICAAP document.



Quantitative Disclosure

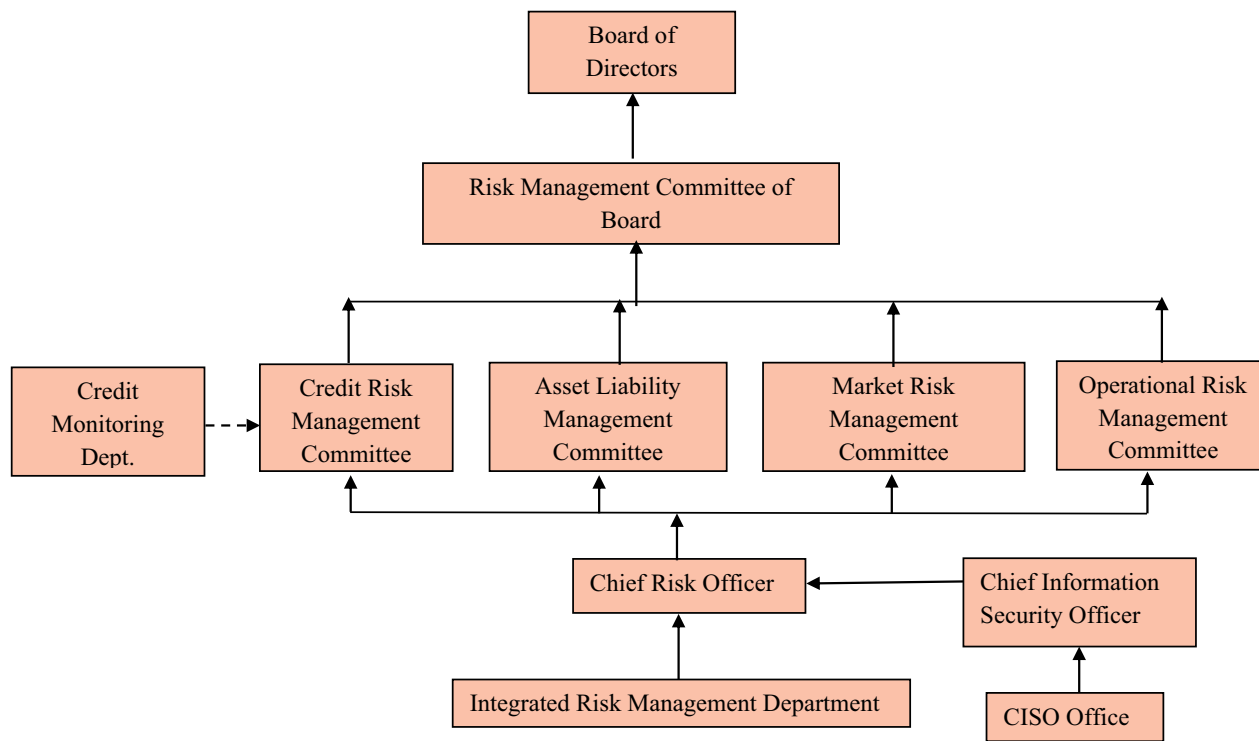
Particulars	Amount in ₹ Million
(a) Capital requirements for Credit Risk	51,593.69
Portfolios subject to standardized approach	51,590.34
Securitization exposures	3.35
(b) Capital requirements for Market Risk (Standardised duration approach)	723.55
Interest Rate Risk	322.34
Foreign Exchange Risk (including gold)	106.73
Equity Risk	294.48
(c) Capital requirements for Operational Risk (Basic Indicator Approach)	8,579.23
Total Capital Requirement at 11.5%{ (a)+ (b)+(c) }	60,896.47
Total Capital Fund	102,271.31
Common Equity Tier- I CRAR %	17.98 %
Total Tier- I CRAR %	17.98 %
Additional Tier I CRAR %	0.00 %
Tier- II CRAR %	1.33 %
Total CRAR %	19.31 %

Risk Management: Objectives and Organisation Structure

Risk is an integral part of banking business in an ever dynamic environment, which is undergoing radical changes both on the technology front and product offerings. The main risks faced by the bank are credit risk, market risk and operational risk. The bank aims to achieve an appropriate trade-off between risk and return to maximize shareholder value. The relevant information on the various categories of risks faced by the bank is given in the ensuing sections. This information is intended to give market participants a better idea on the risk profile and risk management practices of the bank.

The bank has a comprehensive risk management system set up to address various risks and has set up

an Integrated Risk Management Department (IRMD), which is independent of operational departments. Bank has a Risk Management Committee functioning at apex level for formulating, implementing and reviewing bank's risk management measures pertaining to credit, market and operational risk. Apart from the Risk Management Committee of the Board at apex level, the Bank has a strong Bank-wide risk management structure comprising of Asset Liability Management Committee, Credit Risk Management Committee, Market Risk Management Committee and Operational Risk Management Committee at senior management level, risk-cum-compliance officers in all Regional Offices/branches and dedicated mid office at Treasury Department and International Banking Division (IBD) at operational level. The structure and organization of Risk Management functions of the bank is as follows:



3. Credit Risk: General Disclosures

I. Qualitative Disclosure

Definition of Non Performing Assets

The bank follows extant guidelines of the RBI on income recognition, asset classification and provisioning.

- a) An asset, including a leased asset, becomes non-performing when it ceases to generate income for the bank.
- b) A non performing asset (NPA) is a loan or an advance where;
 - i. Interest and / or instalment of principal remains overdue for a period of more than 90 days in respect of a term loan,
 - ii. the account remains 'out of order', in respect of an Overdraft / Cash Credit (OD/ CC), (out of order - An account is treated as 'out of order' if the outstanding balance remains continuously in excess of the sanctioned limit/drawing power. In cases where the outstanding balance in the principal operating account is less than the sanctioned limit / drawing power, but there are no credits continuously for

90 days as on the date of Balance Sheet or credits are not enough to cover the interest debited during the same period, these accounts are treated as "out of order".)

- iii. the bill remains overdue for a period of more than 90 days in the case of bills Purchased and discounted, (overdue - Any amount due to the bank under any credit facility is "overdue" if it is not paid on the due date fixed by the bank.)
- iv. The instalment of principal or interest thereon remains overdue for two crop seasons for short duration crops, (overdue - Any amount due to the bank under any credit facility is "overdue" if it is not paid on the due date fixed by the bank.)
- v. The instalment of principal or interest thereon remains overdue for one crop season for long duration crops, (overdue - Any amount due to the bank under any credit facility is 'Overdue' if it is not paid on the due date fixed by the bank.)
- vi. Any amount to be received remains overdue for a period of more than 90 days in respect of other accounts.



vii. the amount of liquidity facility remains outstanding for more than 90 days, in respect of a securitisation transaction undertaken in terms of the Reserve Bank of India (Securitisation of Standard Assets) Directions, 2021.

viii. In respect of derivative transactions, the overdue receivables representing positive Mark-to-market value of a derivative contract, if these remain unpaid for a period of 90 days from the specified due date for payment.

ix. A credit card account will be treated as non-performing asset if the minimum amount due, as mentioned in the statement, is not paid fully within 90 days from the payment due date mentioned in the statement.

A loan for an infrastructure project will be classified as NPA during any time before commencement of commercial operations as per record of recovery (90 days overdue), unless it is restructured and becomes eligible for classification as 'standard asset' in terms of conditions laid down in the related RBI guidelines. A loan for an infrastructure project will be classified as NPA if it fails to commence commercial operations within two years from the original Date of Commencement of Commercial Operations ('DCCO'), even if it is regular as per record of recovery, unless it is restructured and becomes eligible for classification as 'standard asset' in terms of conditions laid down in the related RBI guidelines.

A loan for a non-infrastructure project (including commercial real estate exposures) will be classified as NPA during any time before commencement of commercial operations as per record of recovery (90 days overdue), unless it is restructured and becomes eligible for classification as 'standard asset' in terms of conditions laid down in the related RBI guidelines. A loan for a non-infrastructure project (including commercial real estate exposures) will be classified as NPA if it fails to commence commercial operations within one year from the original DCCO, even if it is regular as per record of recovery, unless it is restructured and becomes eligible for classification as 'standard asset' in terms of conditions laid down in the related RBI guidelines.

Special Mention Accounts

As prescribed by RBI, the Bank is required to identify incipient stress in the account by creating a Sub Asset category named as 'Special Mention Accounts' (SMA). It is considered as a corrective action plan to arrest slippages of standard assets to NPA. Accordingly, Bank is identifying three sub categories under SMA as below:

1. SMA-0- Principal or interest payment or any other amount wholly or partly overdue between 1-30 days.
2. SMA-1- Principal or interest overdue between 31-60 days.
3. SMA-2- Principal or interest overdue between 61-90 days.

Credit Risk Management Practices of our Bank

The bank has a comprehensive credit risk management policy which deals with identification, assessment, measurement and mitigation of credit risk. The policy has defined credit risk as the possibility of losses associated with the diminution in the credit quality of the borrower or the counter party or the failure on its part to meet its obligations in accordance with the agreed terms. The Credit Risk Management Committee, an executive level committee is entrusted with the task of overseeing various risk management measures envisaged in the policy. The Credit Risk Management Committee also deals with issues relating to credit risk management policy and procedures and analyse, manage and control credit risk on a bank wide basis. Credit risk management policy primarily addresses the credit risk inherent in advances. The principal aspects covered under this policy include credit risk rating, credit risk monitoring, credit risk mitigation and country risk management.

The major specific credit risk management measures followed by bank, as listed out in the credit risk management policy are given in following points.

- The credit/country risk associated with exposures, like inter-bank deposits and export bill discounting, to different countries are consolidated regularly and monitored by the Board.
- Bank uses a robust risk rating framework for evaluating credit risk of the borrowers. The bank uses segment-specific rating models that are aligned to target segment of the borrowers.

- Risks on various counter-parties such as corporates, banks, are monitored through counter-party exposure limits, also governed by country risk exposure limits in case of international transactions.
- The bank manages risk at the portfolio level too, with portfolio level prudential exposure limits to mitigate concentration risk.

II. Quantitative Disclosure

a) Gross Credit Risk Exposures as on 31st March 2025

(₹ in Million)

Category	Exposure
Fund Based ¹	1,577,461.50
Non Fund Based ²	42,099.77
Total	1,619,561.26

Note :

1. Non-fund based exposure includes Letter of Credit, Acceptances, Bank Guarantee exposures and Forward Contracts. The value of forward contracts is arrived based on Current Exposure Method (CEM).

b) Geographic Distribution of Credit Risk Exposure as on 31st March 2025

(₹ in Million)

Particulars	
Domestic	1,592,888.96
Overseas	26,672.30
Total	1,619,561.26

c) Industry wise Distribution of gross advances and NPAs as on 31st March 2025

(₹ in Million)

Industry Name	Total Funded Exposure (including Investment)	Total Non Funded Exposure	Total Credit Exposure
A. Mining and Quarrying	2,303.02	22.36	2,325.39
A.1 Coal	591.03	0.00	591.03
A.2 Others	1,711.99	22.36	1,734.36
B. Food Processing	3,064.68	134.53	3,199.21
B.1 Sugar	3.30	0.00	3.30
B.2 Edible Oils and Vanaspati	156.21	20.91	177.13
B.3 Tea	48.57	3.00	51.57
B.4 Coffee	184.69	0	184.69
B.5 Others	2,671.87	110.61	2,782.49
C. Beverages (excluding Tea & Coffee) and Tobacco	1,644.20	17.70	1,661.90
C.1 Tobacco and tobacco products	692.38	0.00	692.38
C.2 Others	951.82	17.70	969.52



Industry Name	Total Funded Exposure (including Investment)	Total Non Funded Exposure	Total Credit Exposure
D. Textiles	20,652.55	1,106.88	21,759.44
D.1 Cotton	7,462.75	394.29	7,857.05
D.2 Jute	518.18	460.04	978.22
D.3 Man-made	167.26	0.00	167.26
D.4 Others	12,504.35	252.53	12,756.89
Out of D (i.e., Total Textiles) to Spinning Mills	11,595.15	833.15	12,428.30
E. Leather and Leather products	517.35	14.48	531.83
F. Wood and Wood Products	651.74	73.60	725.35
G. Paper and Paper Products	3,149.35	486.50	3,635.85
H. Petroleum (non-infra), Coal Products (non-mining) and Nuclear Fuels	30,696.83	3,000.00	33,696.83
I. Chemicals and Chemical Products (Dyes, Paints, etc.)	10,436.94	340.71	10,777.65
I.1 Fertilizers	409.47	0.00	409.47
I.2 Drugs and Pharmaceuticals	1,600.44	135.11	1,735.56
I.3 Petro-chemicals (excluding under Infrastructure)	0.00	0.00	0.00
I.4 Others	84,27.01	205.60	8,632.61
J. Rubber, Plastic and their Products	11,595.83	1,053.24	12,649.08
K. Glass & Glassware	112.55	0.00	112.55
L. Cement and Cement Products	4,233.20	0.00	4,233.20
M. Basic Metal and Metal Products	47,497.19	1,076.84	48,574.04
M.1 Iron and Steel	37,359.17	423.71	37,782.89
M.2 Other Metal and Metal Products	10,138.01	653.13	10,791.15
N. All Engineering	18,705.71	4601.70	23,307.41
N.1 Electronics	67.16	0.00	67.16
N.2 Others	18,638.55	4,601.70	23,240.25
O. Vehicles, Vehicle Parts and Transport Equipments	2,434.18	301.57	2,735.75
P. Gems and Jewellery	6,381.13	307.10	6,688.24
Q. Construction	2,993.62	1,515.41	4,509.04
R. Infrastructure	27,736.26	1,356.71	29,092.98
R.a Transport (a.1 to a.8)	237.51	28.08	265.59
R.a.1 Roads and Bridges	181.57	28.08	209.65
R.a.2 Ports	0.00	0.00	0.00

Industry Name	Total Funded Exposure (including Investment)	Total Non Funded Exposure	Total Credit Exposure
R.a.3 Inland Waterways	0.00	0.00	0.00
R.a.4 Airport	55.93	0.00	55.93
R.a.5 Railway Track, tunnels, viaducts, bridges	0.00	0.00	0.00
R.a.6 Urban Public Transport (except rolling stock in case of urban road transport)	0.00	0.00	0.00
R.a.7 Shipyards	0.00	0.00	0.00
R.a.8 Logistics Infrastructure	0.00	0.00	0.00
R.b. Energy (b.1 to b.6)	20,954.00	131.68	21,085.68
R.b.1 Electricity Generation	20,677.15	81.68	20,758.83
R.b.1.1 Central Govt PSUs	0.00	0.00	0.00
R.b.1.2 State Govt PSUs (incl. SEBs)	365.18	0.00	365.18
R.b.1.3 Private Sector	20,311.97	81.68	20,393.65
R.b.2 Electricity Transmission	276.84	50.00	326.84
R.b.2.1 Central Govt PSUs	0.00	0.00	0.00
R.b.2.2 State Govt PSUs (incl. SEBs)	6.80	00.00	6.80
R.b.2.3 Private Sector	270.04	50	320.04
R.b.3 Electricity Distribution	0.00	0.00	0.00
R.b.3.1 Central Govt PSUs	0.00	0.00	0.00
R.b.3.2 State Govt PSUs (incl. SEBs)	0.00	0.00	0.00
R.b.3.3 Private Sector	0.00	0.00	0.00
R.b.4 Oil Pipelines	0.00	0.00	0.00
R.b.5 Oil/Gas/Liquefied Natural Gas (LNG) storage facility	0.00	0.00	0.00
R.b.6 Gas Pipelines	0.00	0.00	0.00
R.c. Water and Sanitation (c.1 to c.7)	77.56	1,000.00	1,077.56
R.c.1 Solid Waste Management	0.00	0.00	0.00
R.c.2 Water supply pipelines	0.00	0.00	0.00
R.c.3 Water treatment plants	77.56	1,000.00	1,077.56
R.c.4 Sewage collection, treatment and disposal system	0.00	0.00	0.00
R.c.5 Irrigation (dams, channels, embankments etc)	0.00	0.00	0.00
R.c.6 Storm Water Drainage System	0.00	0.00	0.00
R.c.7 Slurry Pipelines	0.00	0.00	0.00



Industry Name	Total Funded Exposure (including Investment)	Total Non Funded Exposure	Total Credit Exposure
R.d. Communication (d.1 to d.3)	0.00	0.00	0.00
R.d.1 Telecommunication (Fixed network)	0.00	0.00	0.00
R.d.2 Telecommunication towers	0.00	0.00	0.00
R.d.3 Telecommunication and Telecom Services	0.00	0.00	0.00
R.e. Social and Commercial Infrastructure (e.1 to e.12)	0.00	0.00	0.00
R.e.1 Education Institutions (capital stock)	0.00	0.00	0.00
R.e.2 Hospitals (capital stock)	0.00	0.00	0.00
R.e.3 Tourism - Three-star or higher category classified hotels located outside cities with population of more than 1 million	0.00	0.00	0.00
R.e.4 Common infrastructure for industrial parks, SEZ, tourism facilities and agriculture markets	0.00	0.00	0.00
R.e.5 Fertilizer (Capital investment)	0.00	0.00	0.00
R.e.6 Post harvest storage infrastructure for agriculture and horticultural produce including cold storage	0.00	0.00	0.00
R.e.7 Terminal markets	0.00	0.00	0.00
R.e.8 Soil-testing laboratories	0.00	0.00	0.00
R.e.9 Cold Chain	0.00	0.00	0.00
R.e.10 Sports Infrastructure	0.00	0.00	0.00
R.e.11 Tourism - Ropeways and Cable Cars	0.00	0.00	0.00
R.e.12 Affordable Housing	0.00	0.00	0.00
R.f. Others, if any, please specify	6,467.18	196.95	6,664.13
Social Infrastructure	6,467.18	196.95	6,664.13
S. Other Industries, pl. specify	7,509.58	182.68	7,692.26
Other industries	7,509.58	182.68	7,692.26
All Industries (A to S)	202,316.00	15,592.07	217,908.07
Residuary other exposure (to tally with gross exposure)	673,469.19	17,985.73	691,454.93
Total	875,785.20	33,577.81	909,363.01

d) Major Industry breakup of NPA

₹ in Million

Industry	Gross NPA	Specific Provision
Top 5 Industries	25,702.95	18,855.003

e) Residual Contractual Maturity breakdown of Assets as on 31st March 2025

(₹ in Million)

Time band	Cash and Balance with RBI	Balance with Banks	Investments	Loans & Advances	Fixed Asset	Other Assets
Next Day	7,115.17	1,542.79	22,372.68	4,358.55	-	102.87
2 - 7 Days	790.00	56,618.53	3,416.19	11,910.31	-	857.02
8 - 14 Days	1,461.09	4,273.75	5,753.93	11,302.77	-	572.54
15 - 30 Days	1,854.31	7,508.28	10,260.21	40,826.76	-	617.21
31 days- 2 Months	3,691.48	680.10	19,949.26	64,319.70	-	891.40
2 - 3 Months	2,571.09	248.00	12,364.43	60,760.36	-	1,028.10
3 - 6 Months	7,569.13	750.00	30,065.00	113,926.82	-	1,852.66
6 - 12 Months	18,489.70	2.50	75,476.30	77,487.62	-	3,210.04
1 - 3 Years	6,588.68	-	26,904.07	82,446.63	-	9,716.57
3 - 5 Years	528.47	-	4,846.27	41,695.23	-	5,735.37
Over 5 Years	317.92	-	6,363.47	338,752.13	10,182.94	14,591.07
Total	50,977.04	71,623.95	217,771.81	847,786.88	10,182.94	39,174.85

f) The composition of Gross NPAs and NPIs, Net NPAs, NPA ratios and provision for GNPA and GNPIs as on 31st March 2025 and movement of gross NPAs and provisions during the quarter ended 31st March 2025 are given in following table.

(₹ in Million)

1	Amount of Gross NPAs	27,998.32
	• Substandard	7,099.96
	• Doubtful-1	5,730.49
	• Doubtful-2	7,865.63
	• Doubtful-3	5,767.96
	• Loss	1,534.28
2	Net NPA	7,905.17
3	NPA Ratios	
	• Gross NPA to Gross Advance (%)	3.20
	• Net NPA to Net Advance (%)	0.92
	Movement of NPA (Gross)	
	• Opening Gross NPA (balance as on 01.04.2024)	36,203.37
	• Additions to Gross NPA	11,764.48
	Reductions to Gross NPA	
	• Up gradations	2,119.91
	• Recoveries (excluding recoveries made from upgraded accounts)	7,422.41
	• Technical/prudential write offs	10,427.21
	• Reduction by sale of assets to ARCs	0.00
	• Closing Balance of Gross NPA	27,998.32



Movement of Specific & General Provision – Position as on 31st March 2025

(₹ in Million)

Movement of Provision	Specific Provision	General Provision
• Opening Balance as on 01.04.2024	23,639.17	0.00
• Provision made in 2024-25	10,497.82	0.00
• Write off/ Write back of excess provision	15,175.33	0.00
• Closing Balance as on 31.03.2025	18,961.66	0.00

NPIs and Movement of Provision for Depreciation on Investments – Position as on 31st March 2025

(₹ in Million)

1	Amount of Non Performing Investments (Gross)	407.61
2	Amount of Provisions held Non Performing Investments	407.61
3	Movement of Provisions for Depreciation on Investments	
	• Opening Balance (as on 01.04.2024)	12,590.41
	• Provision made in 2024-25	0.00
	• Write-offs / Write-back of excess provisions during the period	12,590.41
	• Closing Balance (as on 31.03.2025)	0.00

MTM loss in FVTPL ₹ (732.90) Million

MTM gain Transferred to AFS Reserves ₹ 347.26 Million

#Opening balance of Provisions for depreciation were transferred to General reserve in accordance with the RBI direction.

Geographical Distribution of NPA and Provision Position as on 31st March 2025

(₹ in Million)

Geography	Gross NPA	Specific Provision	General Provision
Domestic	27,998.32	18,961.66	0.00
Overseas	0.00	0.00	0.00
Total	27,998.32	18,961.66	0.00

Details of write-offs and recoveries that have been booked directly to the income statement- for the quarter ending 31st March 2025

(₹ in Million)

Write-offs that have been booked directly to the income statement	-361.74
Recoveries that have been booked directly to the income statement	3,274.68

4: Credit Risk: Disclosure for Portfolios under Standardized Approach

I. Qualitative Disclosure

a. Names of credit rating agencies used

Bank has approved all the seven External Credit Rating Agencies accredited by RBI for the purpose of credit risk rating of domestic borrowal accounts that forms the basis for determining risk weights under Standardized Approach. External Credit Rating Agencies approved are:

1. Credit Rating Information Services of India Limited (CRISIL)
2. Credit Analysis and Research Limited (CARE)
3. India Ratings and Research Private Limited
4. ICRA Limited (ICRA)
5. Acuite Ratings and Research Ltd
6. Infomerics Valuation and Rating Pvt Limited
7. Brickwork Ratings India Private Limited

The Bank computes risk weight on the basis of external rating assigned, both Long Term and Short Term, for the facilities availed by the borrower. The external ratings assigned are generally facility specific. The Bank follows below mentioned procedures as laid down in the Basel III guidelines for use of external ratings:

- The external rating assigned by an agency is considered if it fully takes into account the credit exposure of the bank.
- If an issuer has a long- term exposure with an external long term rating that warrants a risk weight of 150 percent, all unrated claims on the same counter-party, whether short term or long-term, should also receive a 150 percent risk weight, unless the bank uses recognized credit risk mitigation techniques for such claims.
- If an issuer has a short-term exposure with an external short term rating that warrants a risk weight of 150 per cent, all unrated claims on the same counter-party, whether long-term or short-term, should also receive a 150 per cent risk weight, unless the bank uses recognized credit risk mitigation techniques for such claims.
- The unrated short term claim of counterparty will attract a risk weight of at least one level

higher than the risk weight applicable to the rated short term claim on that counter-party. If a short-term rated facility to counterparty attracts a 20 per cent or a 50 per cent risk weight, unrated short-term claims to the same counter-party cannot attract a risk weight lower than 30 per cent or 100 per cent respectively.

b. Process used to transfer public issue ratings onto comparable assets in the banking book

- (i) In circumstances where the borrower has a specific assessment for an issued debt - but the bank's claim is not an investment in this particular debt - the rating applicable to the specific debt (where the rating maps into a risk weight lower than that which applies to an unrated claim) may be applied to the bank's un-assessed claim only if this claim ranks *pari passu* or senior to the specific rated debt in all respects and the maturity of the un-assessed claim is not later than the maturity of the rated claim, except where the rated claim is a short term obligation. If not, the rating applicable to the specific debt cannot be used and the un-assessed claim will receive the risk weight for unrated claims.
- (ii) If either the issuer or single issue has been assigned a rating which maps into a risk weight equal to or higher than that which applies to unrated claims, a claim on the same counterparty, which is unrated by any chosen credit rating agency, will be assigned the same risk weight as is applicable to the rated exposure, if this claim ranks *pari-passu* or junior to the rated exposure in all respects.

II. Quantitative Disclosures

Amount of exposure (after risk mitigation) outstanding as on 31st March 2025 under major three risk buckets

(₹ in Million)

Description of risk bucket	
Below 100% Risk Weight	866,551.77
Risk Weight at 100%	108,393.60
More than 100% Risk Weight	77,739.93
Deducted if any	0.00

(Amount of exposures includes cash in hand,



balance with RBI, investments, loans and advances, Fixed and other assets, off balance sheet items and forward contracts)

5: Credit Risk Mitigation: Disclosures for Standardised Approaches

I. Qualitative Disclosure

Policies and processes for collateral valuation and management

Bank has put in place a comprehensive policy on Credit Risk Mitigants and Collaterals for recognizing the eligible collaterals and guarantors for netting the exposures and reducing the credit risk of obligors. Basic procedures and descriptions of controls as well as types of standard/acceptable collaterals, guarantees necessary in granting credit, evaluation methods for different types of credit and collateral, applicable “haircuts” to collateral, frequency of revaluation and release of collateral are stipulated in the bank’s credit policy, policy on collateral management and credit risk mitigant policy. The bank uses net exposure for capital calculations after taking cognizance of eligible financial collaterals. All collaterals and guarantees are recorded and the details are linked to individual accounts.

Collateral valuation

As stipulated by the RBI guidelines, the Bank uses the comprehensive approach for collateral valuation. Under this approach, the Bank reduces its credit exposure to counterparty when calculating its capital requirements to the extent of risk mitigation provided by the eligible collateral as specified in the Basel III guidelines.

The Bank adjusts the value of any collateral received to adjust for possible future fluctuations in the value of the collateral in line with the requirements specified by RBI guidelines. These adjustments also referred to as ‘haircuts’, to produce volatility-adjusted amounts for collateral, are reduced from the exposure to compute the capital charge based on the applicable risk weights.

Types of collateral taken by the Bank

The Bank determines the appropriate collateral for each facility based on the type of product and risk profile of the counterparty. In case of corporate and small and medium enterprises financing, fixed assets are generally taken as security for long tenor loans and current assets

for working capital finance. For project finance, security of the assets of the borrower and assignment of the underlying project contracts is generally taken. In addition, in some cases, additional security such as pledge of shares, cash collateral, charge on receivables with an escrow arrangement and guarantees is also taken.

For retail products, the security to be taken is defined in the product policy for the respective products. Housing loans and automobile loans are secured by the security of the property/ automobile being financed. The valuation of the properties is carried out by an empanelled valuer at the time of sanctioning the loan.

The Bank also offers products which are primarily based on collateral such as shares, specified securities, warehoused commodities and gold jewellery. These products are offered in line with the approved product policies, which include types of collateral, valuation and margining.

The Bank extends unsecured facilities to clients for certain products such as derivatives, credit cards and personal loans. The decision on the type and quantum of collateral for each transaction is taken by the credit approving committees as per the credit approval authorisation approved by the Board of Directors. For facilities provided as per approved product policies, collateral is taken in line with the policy.

Credit Risk Mitigation techniques

The RBI guidelines on Basel III allow the following credit risk mitigants to be recognised for regulatory capital purposes:

A. Eligible Financial Collaterals

- Cash and fixed deposit receipts, issued by our bank.
- Gold: Gold would include both bullion and jewellery. However, the value of the collateralized jewellery should be arrived at after notionally converting these to 99.99% purity.
- Kisan Vikas Patra and National Savings Certificates provided no lock-in period is operational and if they can be encashed within the holding period.
- Life Insurance policies with a declared surrender value of an insurance company which is regulated by an insurance sector regulator.

- Securities issued by Central and State Governments.
 - Debt securities rated by a chosen Credit Rating Agency in respect of which banks should be sufficiently confident about the market liquidity where these are either:
 - a. Attracting 100 per cent 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 per cent or lesser risk weight i.e., rated at least CARE A3 / CRISIL A3 / India Ratings and Research Private Limited (India Ratings) A3 / ICRA A3/ Acuite A3 for short-term debt instruments.
 - Debt Securities not rated by a chosen Credit Rating Agency in respect of which banks should be sufficiently confident about the market liquidity where these are:
 - a. issued by a bank; and
 - b. listed on a recognised exchange; and
 - c. classified as senior debt; and
 - d. All rated issues of the same seniority by the issuing Bank are rated atleast BBB (-) or A3 by a chosen Credit Rating Agency
 - e. The bank holding the securities as collateral has no information to suggest that the issue justifies a rating below BBB(-) or or A3 by a chosen Credit Rating Agency
 - f. Banks should be sufficiently confident about the market liquidity of the security.
 - Units of Mutual Funds regulated by the securities regulator of the jurisdiction of the banks operation mutual funds where:
 - a. 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 the instruments listed in this paragraph.
- B. On-balance sheet netting**, which is confined to loans/advances and deposits, where banks have legally enforceable netting arrangements, involving specific lien with proof of documentation.
- C. Guarantees**, where these are direct, explicit, irrevocable and unconditional. Further, the eligible guarantors would comprise:
- a. Sovereigns, sovereign entities (including Bank for International Settlements, the International Monetary Fund, European Central Bank and European Community as well as those Multilateral Development Banks, Export Credit Guarantee Corporation of India and Credit Guarantee Fund Trust for Small Industries, Credit Risk Guarantee Fund Trust for Low Income Housing), banks and primary dealers with a lower risk weight than the counterparty;
 - b. Other entities that are externally rated except when credit protection is provided to a securitisation exposure. This would include credit protection provided by parent, subsidiary and affiliate companies when they have a lower risk weight than the obligor.

II. Quantitative Disclosure

- a. Details of exposure covered by eligible financial collateral and information about (credit or market) concentration within the mitigation taken as on 31st March 2025 is given in table below**

(₹ in Million)

S No	Nature of Exposure	Exposure	Amount of Risk Mitigants	Risk Weighted Assets
1	Exposure covered by Gold	169,701.62	214,194.13	2.41
2	Exposure covered by deposits	20,835.71	22,471.20	0.00
3	Loan against KVP /NSC/ LIC	76.56	102.08	0.00



6: Securitisation Exposures: Disclosure for Standardised Approach

1. Qualitative disclosures

- (a) General disclosures on securitization exposures of the Bank

The Bank has invested in Pass Through Certificates which are secured by loans originated by third party entities, with the aim of yield optimization.

The main risks related to securitization include Credit risk (arising from defaults by underlying borrowers), market risk, liquidity risk, operational risk including comingling risk, regulatory risk etc which are being monitored by the Bank.

- (b) Accounting: Income recognition is subject to prudential norms stipulated by RBI in this regard.

- (c) Bank has relied on credit ratings assigned by eligible rating agencies for computing capital requirements on the securitization portfolio.

2 Quantitative disclosures (₹ in million)

Aggregate amount of on-balance sheet securitization exposures retained or purchased by the Bank (exposure type wise breakup)

Investment in Pass Through Certificate: 179.34

Risk Weight Bands	Exposure Type	Exposure	Capital Charge
<100%	Pass Through Certificate	179.34	3.35

7: Market Risk in Trading Book

I. Qualitative disclosures

Market Risk Management Policy

Market risk is the possibility of loss arising from changes in the value of a financial instrument as a result of changes in market variables such as interest rates, exchange rates, credit spreads and other asset prices. The market risk for the Bank is managed in accordance with the Market Risk Management policy, Investment Policy and ALM Policy which are approved by the Board. The policies ensure that operations in securities, foreign exchange etc 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. The policies contain the limit structure that governs transactions in financial instruments. The policies are reviewed periodically to incorporate changed business requirements, economic environment and changes in regulations.

Structure and organisation of the market risk management function

The Market Risk Management Committee (MRMC), which is an independent function, reports to the Risk Management Committee. MRMC exercises independent control over the process of market risk management and recommends changes in risk policies, controls, processes and methodologies for quantifying and assessing market risk. There is clear functional separation of:

- Trading i.e. front office; and
- Monitoring, control, settlements and accounting i.e. Treasury back office.

Strategies and processes

- The Bank has put in place a comprehensive Market risk management Framework to address the Market risks (bank wide) including that of the Trading Book.
- Within the above Framework, various policies of the Bank prescribes Limits like Value at Risk (VaR) for Central Government securities & Currencies, maximum holding period, duration, minimum holding level for liquid assets, defeasance period, exposure limits, Forex open position limits (day light/overnight), stop-loss limits etc .
- Risk profiles are analyzed and the effectiveness of risk mitigants is regularly monitored.
- The Bank's Board/ Market Risk Management Committee (MRMC)/ Investment Management Committee (IMC) approves the volume composition holding/ defeasance period etc. of the trading book.

The scope and nature of risk reporting and /or measurement system risk reporting

Adherence to limits are being monitored by dedicated mid office, reporting exceptions to Chief Risk Officer (CRO), independent of Treasury operational units.

Risk Measurement

- Values at Risk (VaR) numbers are arrived for Trading book Central Government securities, T Bills and Currencies.
- The positions are marked to market at stipulated intervals. The Duration/Modified Duration is computed and its adherence to the prescribed duration limits is ensured.
- The bank is computing capital charge on "Held for Trading" and "Available for Sale" categories using Standardized Duration Approach as required under RBI guidelines for Basel III.
- Stress testing analyses are done by applying rate shocks for parallel shift in the yield curve under current economic and political scenario.

II. Quantitative disclosures

Capital requirements for different categories of Market Risks

(₹ in million)

S No	Particulars	Capital Requirement
1	Interest rate risk	322.34
2	Foreign Exchange Risk	106.73
3	Equity Position Risk	294.48

8. Operational Risk

Operational risk management framework

Operational risk is the risk of loss resulting from inadequate or failed internal processes, people or systems, or from external events. Operational risk includes legal risk but excludes strategic and reputation risk. Operational risk is inherent in the Bank's business activities in both domestic as well as overseas operations and covers a wide spectrum of issues.

Objectives

The objective of the Bank's operational risk management is to manage and control operational risks in a cost effective manner within targeted levels of operational risk consistent with the Bank's risk appetite as specified in the Operational Risk Management Policy (the Policy) approved by the Board of Directors. The Policy aims to:

- Define Bank level operational risk appetite;

- Establish clear ownership and accountability for management and mitigation of operational risk;
- Help business and operations to improve internal controls, reduce likelihood of occurrence of operational risk incidents and minimise potential impact of losses;
- Minimise losses and customer dissatisfaction due to failure in processes;
- Develop comprehensive operational risk loss database for effective mitigation;
- Meet regulatory requirements as set out in the guidance note on management of operational risk issued by the RBI; and
- Compute capital charge for operational risk as per the guidelines issued by the RBI.

9: Interest Rate Risk in the Banking Book (IRRBB)

I. Qualitative disclosures

IRRBB refers to the risk arising on account of adverse interest rate fluctuations on interest rate sensitive assets and interest rate sensitive liabilities, which are held in banking book. In short term perspective -Traditional Gap Analysis (TGA) approach- it is the risk of an adverse impact on net interest income arising from timing differences in re-pricing of various items of assets liabilities. In long term perspective -Duration Gap Analysis (DGA) approach - it is the risk arising from adverse impact on the Bank's economic value of equity, due to duration gap between assets and liabilities.

Interest rate risk on banking book assumes the form of basis risk, yield curve risk, re-pricing risk or embedded options risk. For purposes of measuring the impact of these risks on net interest income under TGA approaches, the risk position is identified as the gap between rate sensitive assets and liabilities in different maturity buckets. For purposes of measuring the impact of these risks on economic value of net worth under DGA approach, the risk position is defined as the modified duration of equity which is derived from the modified duration gap, which in turn requires computation of the weighted average modified duration of assets and weighted average modified duration of liabilities.

The bank calculates the impact on the earnings by gap analysis with the assumed change in yield over one year. Bank has put in place prudential limits for probable reduction in Net Interest Income (NII) for buckets below one year due to



adverse change in interest rates. Earnings at Risk (EaR) are being calculated using Traditional Gap Analysis as per ALM guidelines of RBI.

The bank calculates the impact on the Market value of equity by Duration Gap Analysis and the impact is calculated by applying a notional interest rate shock of 200 basis points as per ALM guidelines of RBI.

Risk evaluation and adherence to risk limits are reported to Market Risk Management Committee/ALCO through Chief Risk Officer.

II. Quantitative Disclosures

(₹ in Million)

Particulars	As on 31 st March 2025
Change in NII	
Probable impact on Net Interest income for 100 Bps downward movement in interest rate	2,484.79
Change in MVE	
Probable impact on Market Value of equity (MVE) for a 200 Bps movement in interest rates.	3,049.86

10: General Disclosure for Exposures Related to Counterparty Credit Risk

I. Qualitative disclosures

Bank has put in place Counterparty Credit Risk limits for banks as counterparty, based on internal rating considering a number of financial parameters like net worth, capital adequacy ratio, rating etc of the counterparty bank and with the approval of the Board. Counterparty exposures for other entities are subject to comprehensive exposure ceilings fixed by the Board. Capital for Counterparty Credit Risk is assessed based on the Standardized Approach.

II. Quantitative Disclosures

The credit equivalent amounts of derivatives that are subjected to risk weighting are calculated as per the Current Exposure Method (CEM). The balance outstanding and the current exposure thereof are as follows:

(₹ in Million)

Particulars	Notional value	Current exposure
Foreign exchange contracts	121,119.02	932.43
Interest rate derivative contracts	0.00	0.00
Total	121,119.02	932.43

Table DF 11. Composition of capital as on 31st March 2025

(₹ in Million)

Basel III common disclosure template	Ref No
Common Equity Tier 1 capital: instruments and reserves	
1 Directly issued qualifying common share capital plus related stock surplus (share premium)	31,184.84
2 Retained earnings	59,884.12
3 Accumulated other comprehensive income (and other reserves)	6192.73

Basel III common disclosure template		Ref No
4	Directly issued capital subject to phase out from CET1 (only applicable to non-joint stock companies)	0.00
5	Common share capital issued by subsidiaries and held by third parties (amount allowed in group CET1)	0.00
6	Common Equity Tier 1 capital before regulatory adjustments	97,261.69
Common Equity Tier 1 capital: regulatory adjustments		
7	Prudential valuation adjustments	0.00
8	Goodwill (net of related tax liability)	0.00
9	Intangibles other than mortgage-servicing rights (net of related tax liability)	853.24
10	Deferred tax assets	0.00
11	Cash-flow hedge reserve	0.00
12	Shortfall of provisions to expected losses	0.00
13	Securitization gain on sale	1,192.73
14	Gains and losses due to changes in own credit risk on fair valued liabilities	0.00
15	Defined-benefit pension fund net assets	0.00
16	Investments in own shares (if not already netted off paid-in capital on reported balance sheet)	0.00
17	Reciprocal cross-holdings in common equity	5.00
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)	0.00
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)	0.00
20	Mortgage servicing rights (amount above 10% threshold)	0.00
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability)	0.00
22	Amount exceeding the 15% threshold	0.00
23	<i>of which: significant investments in the common stock of financial entities</i>	0.00
24	<i>of which: mortgage servicing rights</i>	0.00
25	<i>of which: deferred tax assets arising from temporary differences</i>	0.00
26	National specific regulatory adjustments (26a+26b+26c+26d)	5.00
26a	<i>of which: Investments in the equity capital of the unconsolidated insurance subsidiaries</i>	0.00
26b	<i>of which: Investments in the equity capital of unconsolidated non-financial subsidiaries</i>	5.00
26c	<i>of which: Shortfall in the equity capital of majority owned financial entities which have not been consolidated with the bank</i>	0.00



Basel III common disclosure template		Ref No
26d	<i>of which:</i> Unamortized pension funds expenditures	0.00
27	Regulatory adjustments applied to Common Equity Tier 1 due to insufficient Additional Tier 1 and Tier 2 to cover deductions	0.00
28	Total regulatory adjustments to Common equity Tier 1	2050.97
29	Common Equity Tier 1 capital (CET1)	95,210.72
Additional Tier 1 capital: instruments		
30	Directly issued qualifying Additional Tier 1 instruments plus related stock surplus (share premium) (31+32)	0.00
31	<i>of which:</i> classified as equity under applicable accounting standards (Perpetual Non-Cumulative Preference Shares)	0.00
32	<i>of which:</i> classified as liabilities under applicable accounting standards (Perpetual debt Instruments)	0.00
33	<i>Directly issued capital instruments subject to phase out from Additional Tier 1</i>	0.00
34	Additional Tier 1 instruments (and CET1 instruments not included in row 5) issued by subsidiaries and held by third parties (amount allowed in group AT1)	0.00
35	<i>of which: instruments issued by subsidiaries subject to phase out</i>	0.00
36	Additional Tier 1 capital before regulatory adjustments	0.00
Additional Tier 1 capital: regulatory adjustments		
37	Investments in own Additional Tier 1 instruments	0.00
38	Reciprocal cross-holdings in Additional Tier 1 instruments	0.00
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)	0.00
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)	0.00
41	National specific regulatory adjustments (41a+41b)	0.00
41a	<i>of which: Investments in the Additional Tier 1 capital of unconsolidated insurance subsidiaries</i>	0.00
41b	<i>of which: Shortfall in the Additional Tier 1 capital of majority owned financial entities which have not been consolidated with the bank</i>	0.00
42	Regulatory adjustments applied to Additional Tier 1 due to insufficient Tier 2 to cover deductions	0.00
43	Total regulatory adjustments to Additional Tier 1 capital	0.00
44	Additional Tier 1 capital (AT 1)	0.00
45	Tier 1 capital (T1 = CET1 + AT1) (29 + 44)	95,210.72
Tier 2 capital: instruments and provisions		
46	Directly issued qualifying Tier 2 instruments plus related stock surplus	2,940.00

Basel III common disclosure template		Ref No
47	Directly issued capital instruments subject to phase out from Tier 2	0.00
48	Tier 2 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 Tier 2)	0.00
49	<i>of which: instruments issued by subsidiaries subject to phase out</i>	0.00
50	Provisions and investment fluctuation reserve	4,120.58
51	Tier 2 capital before regulatory adjustments	7,060.58
Tier 2 capital: regulatory adjustments		
52	Investments in own Tier 2 instruments	
53	Reciprocal cross-holdings in Tier 2 instruments	0.00
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)	0.00
55	Significant investments in the capital banking, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)	0.00
56	National specific regulatory adjustments (56a+56b)	0.00
56a	<i>of which: Investments in the Tier 2 capital of unconsolidated subsidiaries</i>	0.00
56b	<i>of which: Shortfall in the Tier 2 capital of majority owned financial entities which have not been consolidated with the bank</i>	0.00
57	Total regulatory adjustments to Tier 2 capital	0.00
58	Tier 2 capital (T2)	7,060.58
59	Total capital (TC = T1 + T2) (45 + 58)	102,271.31
60	Total risk weighted assets (60a + 60b + 60c)	529,534.52
60a	<i>of which: total credit risk weighted assets</i>	448,640.80
60b	<i>of which: total market risk weighted assets</i>	6,291.76
60c	<i>of which: total operational risk weighted assets</i>	74,601.96
Capital ratios and buffers		
61	Common Equity Tier 1 (as a percentage of risk weighted assets)	17.98%
62	Tier 1 (as a percentage of risk weighted assets)	17.98%
63	Total capital (as a percentage of risk weighted assets)	19.31%
64	Institution specific buffer requirement (minimum CET1 requirement plus capital conservation and countercyclical buffer requirement plus G-SIB buffer requirement , expressed as a percentage of risk weighted assets)	0.00
65	<i>of which: capital conservation buffer requirement</i>	2.50%
66	<i>of which: bank specific countercyclical buffer requirement</i>	0.00
67	<i>of which: G-SIB buffer requirement</i>	0.00



Basel III common disclosure template		Ref No
68	Common Equity Tier 1 available to meet buffers (as a percentage of risk weighted assets)	10.31%
National minima (if different from Basel III)		
69	National Common Equity Tier 1 minimum ratio (if different from Basel III minimum)	5.50%
70	National Tier 1 minimum ratio (if different from Basel III minimum)	7.00%
71	National total capital minimum ratio (if different from Basel III minimum)	9.00%
Amounts below the thresholds for deduction (before risk weighting)		
72	Non-significant investments in the capital of other financial entities	0.00
73	Significant investments in the common stock of financial entities	0.00
74	Mortgage servicing rights (net of related tax liability)	0.00
75	Deferred tax assets arising from temporary differences (net of related tax liability)	0.00
Applicable caps on the inclusion of provisions in Tier 2		
76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardized approach (prior to application of cap)	3,313.16
77	Cap on inclusion of provisions in Tier 2 under standardized approach	5,608.01
78	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to internal ratings-based approach (prior to application of cap)	0.00
79	Cap for inclusion of provisions in Tier 2 under internal ratings-based approach	0.00
Capital instruments subject to phase-out arrangements (only applicable between March 31, 2017 and March 31, 2022)		
80	<i>Current cap on CET1 instruments subject to phase out arrangements</i>	0.00
81	<i>Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)</i>	0.00
82	<i>Current cap on AT1 instruments subject to phase out arrangements</i>	0.00
83	<i>Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)</i>	0.00
84	<i>Current cap on T2 instruments subject to phase out arrangements</i>	0.00
85	<i>Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)</i>	0.00

Notes to the Template

(₹ in Million)

Row No of the Template	Particular	
10	Deferred tax assets associated with accumulated losses	0.00
	Deferred tax assets (excluding those associated with accumulated losses) net off deferred tax liability	0.00
	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	0.00
	of which: Increase in Common Equity Tier 1 capital	0.00
	of which: Increase in Additional Tier 1 capital	0.00
	of which: Increase in Tier 2 capital	0.00
26b	If investments in the equity capital of unconsolidated non-financial subsidiaries are not deducted and hence, risk weighted then:	0.00
	(i) Increase in Common Equity Tier 1 capital	0.00
	(ii) Increase in risk weighted assets	0.00
50	Eligible Provisions included in Tier 2 capital	3,313.16
	Eligible Investment Fluctuation Reserve included in Tier 2 capital	807.42
	Total of row 50	4,120.58



Table DF-12 Composition of Capital- Reconciliation Requirements

Step I

As on the reporting date there is consolidation and hence the bank is not required to disclose the reported balance sheet under the regulatory scope of consolidation.

Step II

(₹ in Million)

		Balance sheet as in financial statements	Balance sheet under regulatory scope of consolidation	Ref No.
		As on reporting date	As on reporting date	
A	Capital & Liabilities			
i.	Paid-up Capital	2,616.30		(a)
	<i>of which</i> : Amount eligible for CET1			(a) (i)
	<i>of which</i> : Amount eligible for AT1			
	Reserves & Surplus	98,382.86		(b)
	<i>of which</i> : Amount eligible for CET1			
	Statutory Reserve	19,550.84		(b)(i)
	Share Premium	28,568.54		(b)(ii)
	General Reserve	23,593.59		(b) (iii)
	Capital Reserve	6,932.67		(b)(iv)
	Special reserve under Section 36(i) (viii) of Income Tax Act	5,827.75		(b)(v)
	Balance in P/L a/c. at the end of the previous financial year	5,980.83		(b)(vi)
	Current Financial Year carry forward Profit	3,178.90		(b)(vii)
	Investment Fluctuation Reserve Account (part of Tier 2 Capital)	1,065.29		(b)(viii)
	AFS Reserve	259.86		
	Revaluation Reserve (part of Tier I Capital, at a discount of 55 per cent is ₹ 1444.92.)	3,424.58		(b)(ix)
	Minority Interest	100,999.16		(a) + (b)
	Total Capital			
ii	Deposits	1,075,256.01		(c)
	<i>of which</i> : Deposits from banks	3,295.22		(c)(i)
	<i>of which</i> : Customer deposits	1,071,960.79		(c)(ii)

		Balance sheet as in financial statements	Balance sheet under regulatory scope of consolidation	Ref No.
		As on reporting date	As on reporting date	
iii	<i>of which: Other deposits (pl. specify) CD</i>			
	Borrowings	43,004.76		(d)
	<i>of which: From RBI</i>	17,000.00		(d)(i)
	<i>of which: From banks</i>	55.00		(d)(ii)
	<i>of which: From other institutions & agencies</i>	24,313.71		(d)(iii)
	<i>of which: Others (pl. specify) Borrowings from outside India</i>	1,636.05		(d)(iv)
iv.	<i>of which: Capital instruments</i>	-		(d)(v)
	<i>Other liabilities & provisions & ESOP</i>	27,291.30		(e)
	<i>of which: Standard Asset provision included under Tier 2 Capital</i>	3,650.92		(e)(i)
	<i>of which : DTLs related to goodwill</i>	-		(e)(ii)
	<i>DTL</i>	557.84		
B	<i>of which : Details related to intangible assets</i>	-		
i		-		
	<i>Total</i>	1,246,551.22		(a)+(b)+ (c)+(d)+ (e)
ii	<i>Assets</i>			
	<i>Cash and balances with Reserve Bank of India</i>	50,977.03		(f)
	<i>Balance with banks and money at call and short notice</i>	71,623.94		(g)
	<i>Investments:</i>	217,771.81		(h)
	<i>of which: Government securities</i>	201,272.33		(h)(i)
	<i>of which: Other approved securities</i>	-		(h)(ii)
	<i>of which: Shares</i>	1,090.64		(h)(iii)
iii	<i>of which: Debentures & Bonds</i>	7,481.87		(h)(iv)
	<i>of which: Subsidiaries / Joint Ventures /Associates</i>	5.00		
	<i>of which: Others (Commercial Papers, Mutual Funds etc.)</i>	7,921.97		(h)(v)
iv	<i>Loans and advances</i>	856,820.66		(i)
v	<i>of which: Loans and advances to banks</i>	5,248.73		
	<i>of which: Loans and advances to customers</i>	851,571.93		(i)(i)
	<i>Fixed assets</i>	10,182.94		(j)



	Balance sheet as in financial statements	Balance sheet under regulatory scope of consolidation	Ref No.
	As on reporting date	As on reporting date	
Other assets	39,174.84		(k)
of which: Goodwill and intangible assets	-		
Out of which :	-		
vi Goodwill	-		(k)(i)
vii Other Intangibles (excluding MSRs)	-		(k)(ii)
Deferred tax assets	-		(k)(iii)

Table DF 13: Main Features of Regulatory Capital Instruments

Series II

1	Issuer	The South Indian Bank Ltd.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	INE683A08028
3	Governing law(s) of the instrument	Indian Law
	<i>Regulatory treatment</i>	
4	Transitional Basel III rules	Sub-ordinated Tier 2 Bonds
5	Post-transitional Basel III rules	Eligible
6	Eligible at solo/group/ group & solo	Solo
7	Instrument type	Unsecured Redeemable Non-Convertible Subordinated Tier II Lower Bonds
8	Amount recognised in regulatory capital (₹ in million, as of most recent reporting date)	Rs. 0.00 Million
9	Par value of instrument	Rs. 10,00,000
10	Accounting classification	Liability
11	Original date of issuance	30-09-2015
12	Perpetual or dated	Dated
13	Original maturity date	31-10-2025
14	Issuer call subject to prior supervisory approval	No
15	Optional call date, contingent call dates and redemption amount	NA
16	Subsequent call dates, if applicable	NA
	<i>Coupons / dividends</i>	
17	Fixed or floating dividend/coupon	Fixed

18	Coupon rate and any related index	10.25%
19	Existence of a dividend stopper	No
20	Fully discretionary, partially discretionary or mandatory	NA
21	Existence of step up or other incentive to redeem	NA
22	Noncumulative or cumulative	Non-Cumulative
23	Convertible or non-convertible	Non-Convertible
24	If convertible, conversion trigger(s)	NA
25	If convertible, fully or partially	NA
26	If convertible, conversion rate	NA
27	If convertible, mandatory or optional conversion	NA
28	If convertible, specify instrument type convertible into	NA
29	If convertible, specify issuer of instrument it converts into	NA
30	Write-down feature	Yes
31	If write-down, write-down trigger(s)	PONV
32	If write-down, full or partial	Full
33	If write-down, permanent or temporary	Permanent
34	If temporary write-down, description of write-up mechanism	NA
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	All depositors and other creditors
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	NA

Series III

1	Issuer	The South Indian Bank Ltd.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	INE683A08036
3	Governing law(s) of the instrument	Indian Law
<i>Regulatory treatment</i>		
4	Transitional Basel III rules	Sub-ordinated Tier 2 Bonds
5	Post-transitional Basel III rules	Eligible
6	Eligible at solo/group/ group & solo	Solo
7	Instrument type	Non-convertible, Redeemable, Fully Paid-Up, Unsecured, Basel III compliant Tier 2 Bonds in the nature of debentures for augmenting Tier 2 capital of the Issuer with face value of ₹ 1,00,000 each .
8	Amount recognised in regulatory capital (₹ in million, as of most recent reporting date)	Rs.2940 Million



9	Par value of instrument	Rs.1,00,000
10	Accounting classification	Liability
11	Original date of issuance	28-11-2017
12	Perpetual or dated	Dated
13	Original maturity date	28-05-2028
14	Issuer call subject to prior supervisory approval	YES
15	Optional call date, contingent call dates and redemption amount	On the fifth anniversary from the Date of Allotment i.e. November 28, 2022
16	Subsequent call dates, if applicable	On every anniversary of coupon payment date after first call option due date
<i>Coupons / dividends</i>		
17	Fixed or floating dividend/coupon	Fixed
18	Coupon rate and any related index	9.50 % p.a
19	Existence of a dividend stopper	NA
20	Fully discretionary, partially discretionary or mandatory	NA
21	Existence of step up or other incentive to redeem	NA
22	Non-cumulative or cumulative	Non-cumulative
23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	NA
25	If convertible, fully or partially	NA
26	If convertible, conversion rate	NA
27	If convertible, mandatory or optional conversion	NA
28	If convertible, specify instrument type convertible into	NA
29	If convertible, specify issuer of instrument it converts into	NA
30	Write-down feature	Yes
31	If write-down, write-down trigger(s)	PONV
32	If write-down, full or partial	Full
33	If write-down, permanent or temporary	Permanent
34	If temporary write-down, description of write-up mechanism	NA
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	All depositors and other creditors
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	NA

Table DF- 14: Full Terms and Conditions of Regulatory Capital Instruments
Series II

Nature Of Instrument	10.25% Unsecured Redeemable Non-Convertible Basel III Compliant Tier 2 Bonds in the nature of Debentures
Amount Subscribed	Rs.3,000 Million
Face Value	Rs.10,00,000/-
Date of allotment	30-09-2015
Date of Redemption	31-10-2025
Coupon Rate	10.25% p.a
Put and call option	Nil
Issuance, Trading & Listing	Listed in BSE

Series III

Nature Of Instrument	Non-convertible, Redeemable, Fully Paid-Up, Unsecured, Basel III compliant Tier 2 Bonds in the nature of debentures for augmenting Tier 2 capital of the Issuer with face value of ₹ 1,00,000 each .
Amount Subscribed	Rs.4,900 Million
Face Value	Rs.1,00,000
Date of allotment	28-11-2017
Date of Redemption	28-05-2028
Coupon Rate	9.50% p.a
Put and call option	Put option: NA Call option: Applicable
Issuance, Trading & Listing	Listed in BSE

Table DF 15: Disclosures on Remuneration

Remuneration	
Qualitative disclosures	(a) Information relating to the composition and mandate of the Nomination and Remuneration Committee. Composition: The Nomination & Remuneration committee of the Board consists of four members of which one member from Risk Management committee of the Board facilitate effective governance of compensation. The roles and responsibilities of the Nomination & Remuneration Committee inter-alia includes the following Scrutinizing the declarations received from persons to be appointed as Directors as well as from the existing Directors seeking re-appointment and to decide whether to extend or continue the term of appointment of the Independent Director, on the basis of the report of performance evaluation of Independent Directors and make references to the appropriate authority/persons to ensure compliance with the requirements indicated by Reserve Bank of India vide their directive dated May 23, 2011 on Fit & Proper Criteria of the Banks.



Remuneration

- Recommend to the Board for its consideration and approval on the size and composition of the Board taking into account the available and needed diversity and balance in terms of experience, knowledge, skills, and judgment of the Directors.
- To devise a Succession Planning Policy for the Board and Senior Management.
- To formulate a Nomination policy of the Board to guide the Board in relation to appointment/reappointment/ removal of Directors.
- To identify persons who are qualified to become Directors, KMPs and who may be appointed in senior management as defined in the Succession Policy in accordance with the criteria laid down and to recommend to the Board their appointment and/ or removal.
- To formulate the criteria for evaluation of Independent Directors and the Board/ Committees.
- To devise a policy on Board diversity.
- To oversee the framing, review and implementation of Bank's overall compensation structure and related policies on remuneration packages payable to the WTDs/MD & CEO and other staff including performance linked incentives, perquisites, Stock option scheme etc. with a view to attracting, motivating and retaining employees and review compensation levels vis-a-vis other Banks and the industry in general.
- The Committee shall work in close coordination with the Risk Management Committee of the Bank, in order to achieve effective alignment between remuneration and risks. The Committee will also ensure that the cost/income ratio of the Bank supports the remuneration package consistent with maintenance of sound capital adequacy ratio.
- With respect to the variable pay, both cash and noncash Performance Linked Incentive Schemes, the Committee is empowered to:
 - i. Draw up terms and conditions and approve the changes, if any, to the Performance Linked Incentive schemes;
 - ii. Moderate the scheme on an ongoing basis depending upon the circumstances and link the same with the recommendations of Audit Committee;
 - iii. Coordinate the progress of growth of business vis -a- vis the business parameters laid down by the Board and Audit Committee and effect such improvements in the scheme as are considered necessary;
 - iv. On completion of the year, finalize the criteria of allotment of marks to ensure objectivity/equity.
 - v. To identify Material Risk Takers (MRTs) as per the recommendations made by MD & CEO and to fix variable pay and other terms of payment including component (Cash and non-cash), deferment and divergence clause in line with compensation policy and other RBI guidelines and other policies and guidelines of the Bank.
- The Committee shall also function as the Compensation Committee as prescribed under the SEBI (Share Based Employee Benefits) Regulations, 2014 and is empowered to formulate detailed terms and conditions of the Scheme, administer, supervise the same and to allot shares in compliance with the guidelines and other applicable laws.
- To obtain necessary clearances and approvals from regulatory authorities, appoint Merchant Bankers and do such other things as may be necessary in respect of the Employees Stock Option Scheme.

Remuneration

- To oversee the administration of Employee benefits, such as Provident Fund, Pension Fund, Gratuity, Compensation for absence on Privilege/Sick/Casual Leave etc., which are recognized in accordance with Accounting Standard-15 (revised) specified in the Companies (Accounting Standards) Rules, 2006.
- The Committee may suggest amendments to any stock option plans or incentive plans, provided that all amendments to such plans shall be subject to consideration and approval of the Board.
- Any other matters regarding remuneration to WTDs/ MD & CEO and other staffs of the Bank as and when permitted by the Board.
- To conduct the annual review of the Compensation Policy and all other policies related to the functioning of HR department and to submit recommendations to Board.
- To fulfil such other powers and duties as may be delegated to it by the Board.
- To review HR Strategy aligning with business strategy of the Bank.
- To review the skill gaps and talent pool creation.
- To do any other matters regarding remuneration to whole-time directors/ non-executive directors /part-time chairman, Chief Executive Officers / Material Risk Takers (MRTs) and employees (risk control and compliance staff and all other categories of staff) of the Bank including signing/ joining bonus occurring in the context of hiring new staff and be limited to first year, in the form of share-linked instruments only, as and when permitted by the Board. Such bonus will neither be considered part of fixed pay nor part of variable pay.
- To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification, as may be applicable.

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

- The Bank has formed the compensation policy based on the Reserve Bank of India guidelines vide its Circular No. DBOD.No.BC.72/29.67.001/2011-12 dated January 13, 2012.
- The fixed remuneration and other allowances including retirement benefits of all subordinate, clerical and officers up to the rank of General Manager (Scale VII) is governed by the industry level wage settlement under Indian Banks Association (IBA) pattern. In respect of officers above the cadre of General Manager, the remuneration is fixed by Board / Committee.
- Further, the compensation structure for the Whole Time Directors (WTDs) / Managing Director & Chief Executive Officer (MD & CEO) of the bank are subject to approval of Reserve Bank of India in terms of Section 35 B of the Banking Regulation Act, 1949. The payment of compensation also requires approval of the shareholders of the Bank in the General Meeting pursuant to clause 95 of Articles of Association of the Bank read with Section 197 of the Companies Act, 2013 and Section 35B (1) of Banking Regulation Act 1949.
- The Reserve Bank of India vide circular DOR.Appt.BC.No.23/29.67.001/2019-20 dtd 04.11.2019 issued a detailed revised Guidelines on Compensation of Whole Time Directors/ Chief Executive Officers/ Material Risk Takers and Control Function staff. Accordingly, the Compensation Policy has been modified by incorporating the revised provisions of the RBI circular.



Remuneration

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

The Board of Directors through the NRC shall exercise oversight and effective governance over the framing and implementation of the Compensation Policy. Human Resource Management under the guidance of MD & CEO shall administer the compensation and Benefit structure in line with the best suited practices and statutory requirements as applicable.

For Material Risk Takers:

The Bank will refer to the Basel Committee on Banking Supervision (BCBS) report entitled Range of Methodologies for Risk and Performance Alignment of Remuneration published in May 2011 for guidance wherever required. It intends to enhance the banks' and supervisors' understanding of risk-adjusted remuneration. This report, by providing some clarification on design of risk-adjusted remuneration schemes, will support and facilitate the greater adoption of sound practices in the banking sector. Some of the key stipulations of the report are as under:

1. In order for incentive-based remuneration to work, the variable part of remuneration will be truly and effectively variable and can even be reduced to zero in line with the symmetry principle defined by the FSB. A key element that supervisors expect is the ability for banks to demonstrate that the methodologies they developed to adjust variable remuneration to risk and performance are appropriate to their specific circumstances.
2. The methodologies for adjusting remuneration to risk and performance should also be consistent with the general risk management and corporate governance framework.
3. The methodologies for adjusting remuneration to risk and performance will also be consistent with the general risk management and corporate governance framework.
4. Performance measures and their relation to remuneration packages will be clearly defined at the beginning of the performance measurement period to ensure that the employees perceive the incentives mechanism. The usual annual determination of bonuses will be based on rules, processes and objectives known in advance, recognizing that some discretion will always be needed.
5. Bank will use a combination of financial and non-financial measures to assess employee performance and adapt the measurement to each employee's specific situation. Qualitative factors (like knowledge, skills or abilities), might play an important role when it comes to judging and rewarding some activities- particularly when these serve to reinforce the bank's risk management goals.
6. The nature and extent to which risk adjustments are needed depends first on the extent to which performance measures capture risks, but in all cases, some form of risk adjustment is needed as remuneration is often awarded before the final outcome of an activity is known. Risks taken need to be estimated (ex ante), risk outcomes observed (ex post) and both ex ante estimates and ex post outcomes will affect payoffs.
7. Risk adjustments need to take into account the nature of the risks involved and the time horizons over which they could emerge. The impact of remuneration adjustments will be linked to actions taken by employees and/or business units, and their impact on the level of risk taken on by the bank.

Remuneration

8. The nature of the award process, which links the variable remuneration of each individual employee with bonus pools and the total amount of variable remuneration at a bank's level, is also an area that will be carefully considered by banks and supervisors, as it directly influences how and when performance and risk adjustment are or can be used.
9. Considering the above parameters, the Board may approve suitable methodologies for fixing of risk adjusted remuneration, as appropriate, based on the recommendations of Risk Management committee and review/approval of the Nomination and Remuneration Committee on the same.

The compensation structure for the whole-time directors/ Chief Executive Officers / Material Risk Takers (MRTs) of the bank shall be as under:

Fixed Pay and Perquisites

Based on the recommendations of the Nomination and Remuneration Committee, and subject to the approval of Reserve Bank of India (for MD & CEO and Executive Directors), Board shall fix the fixed portion of compensation payable which is reasonable, taking into account all relevant factors including adherence to statutory requirements and industry practice.

Variable Pay

In order to have a proper balance between the cash and share-linked components in the variable pay, the variable pay are to be structured in the form of share-linked instrument (including Cash-linked Stock Appreciation Rights (CSARs)), or a mix of cash and share-linked instruments. Only 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 to be exercised.

The assessment of the variable pay will be based on 'Key Performance Indicators' (KPI) achievement of respective whole-time directors/ Chief Executive Officers / Material Risk Takers (MRTs).

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

- a) The factors taken in to account for the annual review and revision in the variable pay and performance bonus are:
 - The performance of the Bank
 - The performance of the business unit
 - Individual performance of the employee
 - Other risk perceptions and economic considerations.

The criteria for identification of MRTs are subject to the following:

The persons who satisfy the qualitative criteria and any one of the quantitative criteria as detailed below:

- (i) Standard Qualitative criteria
 - Relate to the role and decision-making power of staff members (e.g., General manager, member of management body) having jointly or individually, the authority to commit significantly to risk exposures, etc.

AND



Remuneration

(II) Standard Quantitative Criteria:

- Their total remuneration exceeds a certain threshold (to be recommended by MD & CEO to NRC for approval); the determination of which may be done prudently by the bank,
or
- They are included among the 0.3% of staff with the highest remuneration in the bank,
or
- Their remuneration is equal to or greater than the lowest total remuneration of senior management and other risk-takers.

MD & CEO is considered as Material Risk Taker, whose compensation will be guided by the provisions applicable to WTD/CEO as per the policy. However, the Board, on recommendation of NRC, will specify additional Material Risk Takers (MRTs) whose actions have a material impact on the risk exposure of the bank from time to time. In this regard the Board has also identified Executive Director, GM & Head Treasury and Executive Vice President till the retirement of the then EVP on 31.05.2024 also as Material Risk Takers of the Bank.

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

• Variable Pay

In order to have a proper balance between the cash and share-linked components in the variable pay, the variable pay are to be structured in the form of share-linked instrument (including Cash-linked Stock Appreciation Rights (CSARs)), or a mix of cash and share-linked instruments. Only 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 to be exercised.

The assessment of the variable pay will be based on 'Key Performance Indicators' (KPI) achievement of respective whole-time directors/ Chief Executive Officers / Material Risk Takers (MRTs).

a. Limit on Variable Pay:

A. For Whole-Time Directors and Chief Executive Officers

- i. In compliance to the RBI Guidelines and other applicable rules and regulations at least 50%, should be variable and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance. The total variable pay shall be limited to a maximum of 300% of the fixed pay (for the relative performance measurement period).
- ii. In case variable pay is up to 200% of the fixed pay, a minimum of 50% of the variable pay; and in case variable pay is above 200%, a minimum of 67% of the variable pay should be via non-cash instruments.
- iii. In the event that an executive is barred by statute or regulation from grant of share-linked instruments, his/her variable pay will be capped at 150% of the fixed pay, but shall not be less than 50% of the fixed pay.
- iv. The deterioration in the financial performance of the bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

Remuneration

B. For Material Risk Takers (MRTs)

- i. In compliance to the RBI Guidelines and other applicable rules & regulations 50% of total pay for all MRTs should be variable pay and paid on the basis of individual, business-unit and firm-wide measures that adequately measure performance.
- ii. 50% of the variable pay should be via non-cash instruments.
- iii. The deterioration in the financial performance of the bank should generally lead to a contraction in the total amount of variable compensation, which can even be reduced to zero.

The Board will from time to time specify the Material Risk Takers (MRTs).

b. Deferral of Variable Pay

- (i) For senior executives, including WTDs, and other employees who are MRTs, a minimum of 60% of the total variable pay must invariably be under deferral arrangements. Further, if cash component is part of variable pay, at least 50% of the cash bonus should also be deferred.
- (ii) However, in cases where the cash component of variable pay is under ₹ 25 lakh, deferral requirements are not applicable.

c. Period of Deferral Arrangement

The deferral period should be for a period of three years. This would be applicable to both the cash and non-cash components of the variable pay arrangements.

d. Vesting:

Deferred remuneration should be spread out over the course of the deferral period on a pro rata basis as follows:

- not more than 33.33 % of the total deferred variable pay should vest at the end of first year.
- Further, not more than 33.33 % of total deferred variable pay should vest at the end of second year.

Additionally, vesting should not take place more frequently than on a yearly basis to ensure a proper assessment of risks before the application of ex post adjustments.

In case of employee's death or permanent disability, whole of the deferred variable pay (Cash component) shall immediately vest in the employee's legal heirs, or the employee, as the case may be.

Share-linked Instruments

Such instruments shall be included as a component of variable pay. Norms for grant of share-linked instruments should be framed by banks in conformity with relevant statutory provisions and should form part of the bank's compensation policy. The details of share-linked instruments granted should also be disclosed in terms of the disclosure requirements stipulated in these Guidelines. Share-linked instruments should be fair valued on the date of grant by the bank using Black-Scholes model.

The Variable pay assessment should be considering the following parameters

- The HR Dept in consultation with CFM Dept. has to recommend that amount of Variable pool of the bank each year to the Nomination and Remuneration Committee.



Remuneration

- While recommending the variable Pool HR Dept should establish the Linkage between the variable pool at the bank level and the performance of the bank vis-à-vis its financials and risk assumed.
- Further HR Dept. should also detail the linkage between performance of various units/ functions/ divisions to performance of variable pool.
- There should be a prudent basis for distribution of the overall variable pool between various units/ functions /divisions including various control and assurance functions
- performance thresholds as defined and assessed by HR Dept. to be attained for being eligible for variable compensation.

The same to be included and form part of Performance Linked Incentive scheme.

Malus / Clawback

- (a) The deferred compensation should be subject to malus/clawback arrangements in the event of subdued or negative financial performance of the bank and/or the relevant line of business in any year.
- (b) A set of situations as detailed below are hereby identified, which require the invocation of the malus and clawback clauses that may be applicable as detailed below:
 - i) Applying of Malus / Clawback arrangement on entire variable pay on occurrence of the following Situations:
 - identified fraud / misconduct by the executive (whole-time directors, Chief Executive Officers / Material Risk Takers (MRTs)) pertaining to the corresponding period for which the clause to be applied.
 - ii) Applying of Malus / Clawback arrangement on unvested portion of deferred variable pay on occurrence of the following situation:
 - Reporting of operating loss or more than 50% fall in operating profit in any year
 - iii) Applying of Malus clause on unvested portion of deferred variable pay on occurrence of the following situation:
 - Wherever the assessed divergence in bank's provisioning for Non-Performing Assets (NPAs) or asset classification exceeds the prescribed threshold for public disclosure as detailed below: (As referred in RBI circular No. DBR.BP.BC. No.32/21.04.018/2018-19 dated April 1, 2019, as amended from time to time),
 - a. the additional provisioning for NPAs assessed by RBI exceeds 10 per cent of the reported profit before provisions and contingencies for the reference period, and
 - b. the additional Gross NPAs identified by RBI exceed 15 per cent of the published incremental Gross NPAs for the reference period

Further, in such situations, no proposal for increase in variable pay (for the assessment year) shall be entertained. In case the bank's post assessment Gross NPAs are less than 2.0%, these restrictions will apply only if criteria for public disclosure are triggered either on account of divergence in provisioning (clause (a)) or both provisioning (clause (a) and asset classification (Clause (b))).

Remuneration

Any other act detrimental to the interest of the Bank including and not restricted to violation of Code of Conduct, violation of Framework for dealing with Conflict of Interest, violation of rules and regulations of the Bank, failure to discharge fiduciary and regulatory duties – and in respect of which the Bank would reserve the right to institute appropriate civil, criminal or other proceedings at the risks, costs and consequences of such individual's.

As part of the criteria for the application of malus and clawback, the following period during which malus and/or clawback can be applied will be 36 months from application of the clause. covering at least deferral and retention periods (a period of time after the vesting of instruments which have been awarded as variable pay during which they cannot be sold or accessed)

In case, the MRT(s) resigned, retired or taken early retirement or been terminated, the above provisions of clawback shall apply subject to the through due process for recovery of amounts adjudged.

Members of staff engaged in financial and risk control, including internal audit, should be compensated in a manner that is independent of the business areas they oversee and commensurate with their key role in the bank. Effective independence and appropriate authority of such staff are necessary to preserve the integrity of financial and risk management's influence on incentive compensation. Back office and risk control employees play a key role in ensuring the integrity of risk measures. If their own compensation is significantly affected by short-term measures, their independence may be compromised. If their compensation is too low, the quality of such employees may be insufficient for their tasks and their authority may be undermined. The mix of fixed and variable compensation for control function personnel should be weighted in favour of fixed compensation. Therefore, the requirement of minimum 50% of total compensation to be paid in the form of variable pay will not be applicable for this category of staff. However, a reasonable proportion of compensation has to be in the form of variable pay, so that exercising the options of malus and/or clawback, when warranted, is not rendered infructuous.

For calculating the Variable Pay of Risk Control and Compliance Staff the 'Key Performance Indicators' (KPI) will be totally different and the modalities of the same will be recommended by the Nomination and Remuneration Committee to the Board for approval.

(f) Description of the different forms of variable remuneration (i.e. cash and types of share linked instruments) that the bank utilizes and the rationale for using these different forms.

For Material Risk Takers

- a) **both cash and non-cash** Performance Linked Incentive Schemes to those employees who are eligible for incentives.,

in this regard the Committee is empowered to:

- i) Draw up terms and conditions and approve the changes, if any, to the Performance Linked Incentive schemes;
- ii) Moderate the scheme on an ongoing basis depending upon the circumstances and link the same with the recommendations of Audit Committee;
- iii) Coordinate the progress of growth of business vis -a- vis the business parameters laid down by the Board and Audit Committee and effect such improvements in the scheme as are considered necessary;
- iv) On completion of the year, finalize the criteria of allotment of marks to ensure objectivity/equity.



Remuneration

- v) To identify Material Risk Takers (MRTs) as per the recommendations made by MD & CEO and to fix variable pay and other terms of payment including component (Cash and non-cash), deferment and divergence clause in line with compensation policy and other RBI guidelines and other policies and guidelines of the bank.

For Others

The Board will from time to time specify the Risk Control and Compliance Staff.

- a) Based on the recommendations of the Committee, Board may fix the variable pay not exceeding 50% of the fixed pay in a year. Within this ceiling, at higher levels of responsibility, the proportion of variable pay will be higher. The variable pay may be in cash, or stock linked instruments or a mix of both.
- b) 'Variable pay' means the compensation as fixed by the Board on recommendation of the Committee, which is based on the performance appraisal of an employee in that role, that is, how well they accomplish their goals. It may be paid as:
 - i. Performance Linked Incentives' to those employees who are eligible for incentives.
 - ii. Ex-gratia for other employees who are not eligible for Performance linked Incentives.
 - iii. Bonus for those staff members who are eligible for bonus under the Payment of Bonus Act, 1965
 - iv. Any other incentives, by whatever name called having the features similar to the above.
- c) The Board may adopt principles similar to that enunciated for WTDs/CEOs, as appropriate, for variable pay-timing, Malus/Clawback, guaranteed bonus and hedging.
- d) Employee Stock Option Scheme/Employee Stock Option Plan as may be framed by the Board from time to time in conformity with relevant statutory provisions and SEBI guidelines as applicable.

			2024-25	2023-24	
Quantitative disclosures	(a)	• Number of meetings held by the Remuneration Committee during the period.	8	11	
		• Remuneration paid to its members (₹ in Lakhs)	0.19	0.23	
	(h)	• Number of employees having received a variable remuneration award during the financial year.	3@	1	
		• Number and total amount of sign-on awards made during the period.	Nil	Nil	
		o Number			
		o Total amount			
		• Details of guaranteed bonus if any	Nil	Nil	
		• Details of severance pay, in addition to accrued benefits, if any.	Nil	Nil	
	(i)	(i) Total amount of outstanding deferred remuneration, split into cash, shares and share-linked instruments and other forms.	ESOS:1.60 Cash:1.97	ESOS:0.88 Cash:1.38	
		(ii) Total amount of deferred remuneration paid out during the period. ^{\$}	1.48	1.23	
	^{\$} Refers to Variable pay paid out during FY 2024-25(Including deferred and Non-deferred)				
	(j)	Breakdown of amount of remuneration awards for the period to show fixed and variable, deferred and non-deferred. (in Lakhs)			
		• Fixed ^{\$\$}	3.18	2.47	
		• Variable			
		1. Deferred			
(a) Outstanding for the FY end		1.97	1.38		
(b) Paid during the FY		0.45	0.11		
2. Non Deferred paid during the FY		1.04	1.12		
^{\$\$} Excluding PF and Gratuity					
(k)	(i) Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and / or implicit adjustments	ESOS:1.60 Cash: 1.97	ESOS:0.88 Cash:1.38		
	(ii) Total amount of reductions during the financial year due to ex- post explicit adjustments.	Nil	Nil		
	(iii) Total amount of reductions during the financial year due to ex- post implicit adjustments.	Nil	Nil		
(l)	Number of MRTs identified.	3#	2*		
(m)	• Number of cases where malus has been exercised.	NIL	NIL		
	• Number of cases where clawback has been exercised.				
	• Number of cases where both malus and clawback have been exercised.	NIL NIL	NIL NIL		



			2024-25	2023-24
General Quantitative Disclosure	(n)	The mean pay for the bank as a whole (excluding sub-staff) and	0.16	0.12
		The deviation of the pay of each of its WTDs\$ from the mean pay.	3.02	2.34
		\$Gross remuneration paid to MD & CEO, Executive Director and Executive Vice President are considered for this purpose, which excludes the provisions made for gratuity and leave benefits as they are determined on an actuarial basis for the Bank as a whole		

* W.r.t FY 2023-24: MD & CEO and Executive Vice President were the Material Risk Takers of the Bank, as identified by the Board of Directors.

1. Mr. Murali Ramakrishnan, Managing Director & Chief Executive Officer is identified as MRT till 30-09-2023.
2. Mr. P R Seshadri, Managing Director & Chief Executive Officer is identified as MRT w.e.f. 01-10-2023.
3. Mr. Thomas Joseph K, Executive Vice President was identified as MRT

#, \$\$

1. Mr. P R Seshadri, Managing Director & Chief Executive Officer is identified as MRT w.e.f. 01-10-2023.
2. Mr. Dolphy Jose, Executive Director is identified as MRT w.e.f. 15.07.2024.
3. Further, Board has identified Mr. Vinod A N, GM & Head Treasury, as MRT w.e.f. November 01, 2024.
4. Mr. Thomas Joseph K, Executive Vice President was MRT till his retirement on 31.05.2024

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1. Mr. P R Seshadri, Present Managing Director & Chief Executive Officer of the Bank
2. Mr. Murali Ramakrishnan, Previous Managing Director & Chief Executive Officer of the Bank
3. Mr. Thomas Joseph K, Executive Vice President who has retired from the service of the Bank on 31.05.2024

Table DF-16 – Equities – Disclosure for Banking book positions

In accordance with RBI circular on Classification, Valuation and Operation of Investment Portfolio of Commercial Banks, Banks shall classify their entire investment portfolio (except investments in their own subsidiaries, joint ventures and associates) under three categories, viz., Held to Maturity (HTM), Available for Sale (AFS) and Fair Value through Profit and Loss (FVTPL). Held for Trading (HFT) shall be a separate investment sub-category within FVTPL. Securities that do not qualify for inclusion in HTM or AFS shall be classified under FVTPL.

All investments in subsidiaries, associates and joint ventures shall be held in a distinct category for such investments separate from the other investment categories.

As per RBI guidelines, investments classified under HTM category are to be carried at their acquisition cost and not marked to market. Any diminution (other than temporary) in the value of the investments, shall be recognised and provided individually for each investment. Profit on sale of investments in this category shall be first taken to the Profit & Loss Account, and thereafter shall be appropriated to the 'Capital Reserve Account'. The amount so appropriated shall be net of taxes and the amount required to be transferred to Statutory Reserves. Loss on sale shall be recognized in the Profit & Loss Account.

Any gain or loss on sale of equity instruments designated under AFS at the time of initial recognition shall be transferred from AFS-Reserve to the Capital Reserve and in case of equity investments classified under FVTPL, gain or loss on sale shall be recognised in profit and loss account. Valuation gains or losses arising from investment under AFS is recognised in AFS reserve and FVTPL is recognised in profit and loss account.

Book value of equity investments in Banking Book as on 31.03.2025 is 550.88 million

Market value of equity investments in Banking Book	534.83
The cumulative realized gains (losses) arising from sales and liquidations in the reporting period.	(360.66)
Total unrealised gains (losses)	(16.05)

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

Leverage Ratio:

Leverage ratio is a non-risk based measure of exposure over capital. The leverage ratio is calibrated to act as a credible supplementary measure to the risk based capital requirements.

The Basel III leverage ratio is defined as the capital measure (the numerator) divided by the exposure measure (the denominator), with this ratio expressed as a percentage.

$$\text{Leverage Ratio} = \frac{\text{Capital Measure (Tier I Capital)}}{\text{Exposure Measure}}$$

Item	(₹ in Million)
1 Total consolidated assets as per published financial statements	1,246,550.65
2 Adjustment for investments in banking, financial, insurance or commercial entities that are consolidated for accounting purposes but outside the scope of regulatory consolidation	0.00
3 Adjustment for fiduciary assets recognised on the balance sheet pursuant to the operative accounting framework but excluded from the leverage ratio exposure measure	(2050.97)
4 Adjustments for derivative financial instruments	3538.7
5 Adjustment for securities financing transactions (i.e. repos and similar secured lending)	0.00
6 Adjustment for off-balance sheet items (i.e. conversion to credit equivalent amounts of off- balance sheet exposures)	51,580.82
7 Other adjustments	0.00
8 Leverage ratio exposure	1,299,619.24

Table DF-18 Leverage ratio common disclosure template

Item	Leverage ratio framework (₹ in million)
On-balance sheet exposures	
1 On-balance sheet items (excluding derivatives and SFTs, but including collateral)	1,246,550.65
2 (Asset amounts deducted in determining Basel III Tier 1 capital)	(2050.97)
3 Total on-balance sheet exposures (excluding derivatives and SFTs) (sum of lines 1 and 2)	1,244,499.68
Derivative exposures	
4 Replacement cost associated with all derivatives transactions (i.e. net of eligible cash variation margin)	932.43
5 Add-on amounts for PFE associated with all derivatives transactions	2,606.30



Item		Leverage ratio framework (₹ in million)
6	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the operative accounting framework	0.00
7	(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	0.00
8	(Exempted CCP leg of client-cleared trade exposures)	0.00
9	Adjusted effective notional amount of written credit derivatives	0.00
10	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	0.00
11	Total derivative exposures (sum of lines 4 to 10)	3,538.73
Securities financing transaction exposures		
12	Gross SFT assets (with no recognition of netting), after adjusting for sale accounting transactions	0.00
13	(Netted amounts of cash payables and cash receivables of gross SFT assets)	0.00
14	CCR exposure for SFT assets	0.00
15	Agent transaction exposures	0.00
16	Total securities financing transaction exposures (sum of lines 12 to 15)	0.00
Other off-balance sheet exposures		
17	Off-balance sheet exposure at gross notional amount	334,976.21
18	(Adjustments for conversion to credit equivalent amounts)	(283,395.39)
19	Off-balance sheet items (sum of lines 17 and 18)	51,580.82
Capital and total exposures		
20	Tier 1 capital	95,210.72
21	Total exposures (sum of lines 3, 11, 16 and 19)	1,299,619.24
Leverage ratio		
22	Basel III leverage ratio	7.33%

Leverage Ratio	March 2025	December 2024	September 2024	June 2024
	7.33%	7.05%	7.07%	7.20%

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FORM NO. SH-13 NOMINATION FORM

**[Pursuant to section 72 of the Companies Act, 2013 and rule 19(1) of the Companies
(Share Capital and Debentures) Rules 2014]**

To _____ Date:___ /___ /_____

Name of the company :

Address of the company :

I/We, the holder(s) of the securities particulars of which are given hereunder wish to make nomination and do hereby nominate the following persons in whom shall vest, all the rights in respect of such securities in the event of my/our death.

(1) PARTICULARS OF THE SECURITIES (in respect of which nomination is being made)

Nature of securities (Tick ✓ as relevant)	Folio No.	No. of securities*	Certificate No.	Distinctive No(s) (From -To)
Equity / Debs / Bonds				

(2) PARTICULARS OF NOMINEE/S — [Use photocopies of this blank nomination form in case of additional Multiple Nominations in the same folio]

Name of Nominee			
Address of Nominee		Date of Birth	
Father's/Mother's/ Spouse's name		Occupation	
Relationship with the security holder		Nationality	
E-mail_id		Mobile No	

(3) IN CASE NOMINEE IS A MINOR —

Name of Guardian		Date of Birth	
Address of Guardian		Date of attaining majority	

Signature(s) as per Specimen recorded with the Company.

First Holder	Joint Holder -1	Joint Holder -2	Joint Holder -3
Signature			
Name			

Witness Details:

Name of Witness		Signature	
Address of Witness	_____	Date	
	_____ Pin _____		

* Nomination will be registered for entire holding in the folio. In case of more than one nominee, the ratio should be furnished & separate form to be filled for each nominee.

Form SH-13 - INSTRUCTIONS

[Please follow the instructions given below very carefully while filling in your Nomination request.]

- 1. Nomination can be made only by individuals** applying/holding securities on their own behalf, singly or jointly. Non-individuals including Society, Trust, Body Corporate, Partnership Firm, Karta of Hindu Undivided Family, holder of Power of Attorney cannot nominate. The nomination will be registered only when it is complete in all respects including the signature of (a) all registered holder(s) (as per specimen lodged with the Company) /RTA and (b) the complete details of the nominee and witness being furnished.
- 2.** A minor can be nominated by a holder(s) of securities and in that event the name and address of the Guardian shall be furnished by the holder(s).
- 3.** The nominee shall not be a trust, society, body corporate, partnership firm, Karta of Hindu Undivided Family, or a power of attorney holder. A Non-Resident Indian can be a nominee on re-patriable basis provided RBI approval granted to the nominee is registered with the Company / RTA.
- 4.** In case you have multiple folios, then you may take a photocopy of this Form.
- 5.** Nomination request would be considered for securities held in physical form only.
- 6.** The nomination will be valid, if the registration of Nomination is done before the demise of the holder.
- 7.** The nomination stands rescinded whenever the securities in the given folio are transposed /transmitted/ amalgamated, in such a scenario a new Nomination Form will have to be filled by the security holder(s).
- 8.** The Holder(s) can override (delete or change) an earlier nomination by executing a fresh Nomination Form SH-14 for which a fresh registration number will be allotted. The earlier nomination will automatically stand cancelled.
- 9.** In case the holder(s) desires to nominate more than one person as nominee, the ratio shall be mentioned and separate form to be filled for each nominee.
- 10.** Nomination registration number will be allotted upon successful registration.
- 11.** The Company / RTA will entertain claims of registered nominees only.
- 12.** The Nominee will be entitled to all the rights in the securities upon demise of all holders in the folio.
- 13.** Kindly note that the nomination being a legal document the same should be dated by the security holder. Furthermore, the date of execution on the Nomination Form should match with the date of witness, witnessing the document.

■ **For Office Use Only**

■ Nomination Registration Number :

■ Date of Registration :

■ Checked and Signature of Employee :



FORM NO. SH-14

CANCELLATION OR VARIATION OF NOMINATION

[Pursuant to sub-section (3) of section 72 of the Companies Act, 2013 and rule 19(9) of the Companies (Share Capital and Debentures) Rules 2014]

To

Date:___ / ___ / ____

Name of the company :

Address of the company :

I/We, hereby cancel the nomination(s) made by me/us in favour of.....
(name and address of the nominee) in respect of the below mentioned securities.

or

I/We hereby nominate the following person in place of as nominee
in respect of the below mentioned securities in whom shall vest all rights in respect of such securities in the event of
my/our death.

(1) PARTICULARS OF THE SECURITIES (in respect of which nomination is being cancelled / varied):

Nature of securities (Tick ✓ as relevant)	Folio No.	No. of securities*	Certificate No.	Distinctive No(s) (From -To)
Equity / Debs / Bonds				

(2) PARTICULARS OF THE NEW NOMINEE/S — [Use photocopies of this Form-SH-14 in case of additional Multiple New Nominations in the same folio]

Name of Nominee			
Address of Nominee		Date of Birth	
Father's/Mother's/ Spouse's name		Occupation	
Relationship with the security holder		Nationality	
E-mail_id		Mobile No	

(3) IN CASE NEW NOMINEE IS A MINOR —

Name of Guardian		Date of Birth	
Address of Guardian		Date of attaining majority	

Signature(s) as per Specimen recorded with the Company.

First Holder	Joint Holder -1	Joint Holder -2	Joint Holder -3
Signature			
Name			

Witness Details:

Name of Witness		Signature	
Address of Witness		Date	
	Pin		

* New Nomination will be registered for entire holding in the folio. In case of more than one new-nominee, the ratio should be furnished & separate form to be filled for each of the new-nominee.

Form SH-14 - INSTRUCTIONS

[Please follow the instructions given below very carefully while filling in your request for Cancellation/Variation in Nomination registered.]

Upon successful execution of SH-14, the earlier Nomination shall stand cancelled.

- 1. The New-Nomination can be made only by individuals** applying/holding securities on their own behalf singly or jointly. Non-individuals including Society, Trust, Body Corporate, Partnership Firm, Karta of Hindu Undivided Family, holder of Power of Attorney cannot nominate. The new nomination will be registered only when it is complete in all respects including the signature of (a) all registered holders (as per specimen lodged with the Company / RTA) and (b) the complete details of the new nominee and witness being furnished.
- 2.** A minor can be nominated as a new nominee by holder(s) of securities and in that event the name and address of the Guardian shall be furnished by the holder(s).
- 3.** The new nominee shall not be a trust, society, body corporate, partnership firm, Karta of Hindu Undivided Family, or a power of attorney holder. A Non-Resident Indian can be a new nominee on re-patriable basis provided RBI approval granted to the new nominee is registered with the Company.
- 4.** In case you have many folios, then you may take a photocopy of this form.
- 5.** Request for Change/Cancellation in Nomination in Form SH-14 will be considered for securities held in physical form only.
- 6.** The new nomination will be valid, if the registration of Nomination is done before the demise of all the holders in the folio.
- 7.** The nomination stands rescinded whenever the securities in the given folio are transposed /transmitted/ amalgamated, in such a scenario a new Nomination Form will have to be filled by the security holder(s).
- 8.** In case the holder(s) desires to nominate more than one person as nominee, the ratio shall be mentioned and separate form to be filled for each nominee.
- 9.** Fresh Nomination registration number will be allotted upon successful registration.
- 10.** The Company / RTA will entertain claims of registered nominees only.
- 11.** The new nominee will be entitled to all the rights in the securities upon demise of all holders in the folio.
- 12.** In case the nomination already registered is being cancelled by submission of SH-14 and a fresh nomination is not being registered, the security holder(s) is/are mandatorily required to submit Form ISR-3 to 'Opt Out' of Nomination.
- 13.** Kindly note that the nomination being a legal document the same should be dated by the security holder. Furthermore, the date of execution on the Nomination Form should match with the date of witness, witnessing the document.

■ For Office Use Only

■ Nomination Registration Number :

■ Date of Registration :

■ Checked and Signature of Employee :



Form ISR – 1

(SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 07, 2024)

REQUEST FOR REGISTERING PAN, KYC DETAILS OR CHANGES / UPDATION THEREOF

[For Securities (Shares / Debentures / Bonds, etc.) of listed companies held in physical form]

A. I / We, request you to Register / Change / Update the following (Tick ✓relevant box) Date:___ /___ /___

☐ PAN	☐ Signature	☐ Mobile Number
☐ Bank details	☐ Registered Address	☐ E-mail address

B. Security and KYC Details [to be filled in by the First Holder]:

Name of the Issuer Company	Folio No.		
Face value of Securities		Number of Securities	
Distinctive number of Securities (Optional)	From	To	
E-mail Address			
Mobile Number			

C. I/We are submitting documents as per Table below (tick ✓as relevant, refer to the instructions):

Name(s) of the Security holder(s) in Capital as per PAN Copies of PAN Cards of all the Holder(s) duly self-attested with date to be enclosed with this Form.	PAN	PAN Linked to Aadhaar -Y/N Tick any one [✓] *
1.		Yes / No
2.		Yes / No
3.		Yes / No
4.		Yes / No

Note: * Mandatory linking of PAN with Aadhaar effective July 1, 2023).

Check Status of PAN linked with Aadhaar at <https://www.incometax.gov.in/iec/foportal> For Exemptions/Clarifications on PAN refer Instruction.

Bank Account Details of First Holder		
Name of the Bank & Branch		IFSC
Bank A/c No.		Tick any one [✓] Acct type ☐ Savings ☐ Current NRO ☐ NRE ☐ Any other []

Note: Original cancelled cheque leaf bearing the name of the first holder is mandatory, failing which first security holder shall submit copy of bank passbook / statement attested by the Bank for registering the Bank Account details.

Demat Account Number	16 digit DPId /Client id []

Also provide Client Master List (CML) of your Demat Account, duly signed by the Depository Participant with stamp.

Authorization: I / We authorise you (RTA) to update the above PAN and KYC details in my / our above Folio No, provided by me/us.

Declaration: All the above facts and documents enclosed are true and correct.

	First Named Holder	Joint Holder - 1	Joint Holder - 2	Joint Holder - 3
Signature				
Name				
Address				
PIN				

Note: If the address mentioned above differs from the address registered with the Company, you are requested to record the new address by submitting the documents as specified in point (3) overleaf. (Use separate Annexure to Form ISR-1 to update the above PAN and other KYC details as provided in this form with the additional Folio(s) where you are the First Named holder of securities, in such issuer companies.)

I/We are submitting documents as per Table below (tick üas relevant, refer to the instructions):

No.	✓	Document/ Information /Details	Instruction/Remark
1	☐	PAN of (all) the (joint) holder(s)	PAN Card copies of all the holders duly self-attested with date to be enclosed. PAN shall be valid only if it is linked to Aadhaar effective July 01, 2023. For Exemptions / Clarifications on PAN, please refer to Objection Memo as specified in SEBI circular.
2	☐	Demat Account Number	Provide Client Master List (CML) of your Demat Account,duly signed by the Depository Participant with stamp.



No.	✓	Document/ Information /Details	Instruction/Remark
3		Proof of Address of the first Holder	Provide self attested copy with date stamp of any ONE of the documents, issued by a Govt. Authority, only if there is change in the address; ☐ Client Master List (CML) of the Demat Account of the holder/claimant, duly signed by the Depository Participant with stamp. ☐ Unique Identification Number (UID) (Aadhaar) ☐ Valid Passport/ Registered Lease or Sale Agreement of Residence/Driving License/Flat Maintenance Bill* ☐ Utility bills like Telephone Bill (only land line), Electricity bill or Gas bill – Not more than 3 months old. ☐ Identity card (with Photo) / document with address, issued by Central/ State Government and its Departments, Statutory / Regulatory Authorities, Public Sector Undertakings, Scheduled Commercial Banks, Public Financial Institutions duly attested by the employer with date and organization stamp. ☐ For FII / sub account, Power of Attorney given by FII / sub- account to the Custodians (which are duly notarized and / or apostilled or consularised) that gives the registered address should be taken. ☐ The proof of address in the name of the spouse* *Kindly provide additional self-attested copy of Identity Proof of the holder/ claimant/ spouse.
4	☐	Bank details	Original cancelled cheque leaf bearing the name of first holder OR latest copy of the bank passbook/statement with details of bank name, branch, account number and IFSC duly attested by the bank. Alternatively, Bank details as per CML enclosed will be updated in the folio.
5	☐	E-mail address (Optional)	As mentioned on Form ISR-1, alternatively the E-mail address available in the CML as enclosed will be updated in the folio.
6	☐	Mobile	As mentioned on Form ISR-1, alternatively the mobile number available in the CML as enclosed will be updated in the folio.
7	☐	Specimen Signature	Provide banker's attestation of the signature of the holder(s) as per Form ISR – 2 and Original cancelled cheque leaf bearing the name of the first holder.
8		Nomination	Submit these Form(s) separately for each listed company. (Use any ONE of the following options.) ☐ SH-13 For First Time Nomination ☐ SH-14 For Cancellation or Variation in Nomination ☐ SH-14 and ISR-3 For Cancellation of Nomination and to “Opt-Out” ☐ ISR-3 To “OPT-Out” of Nomination or if No Nomination is required

Note:

- 1) In case of additional folios for securities held under the same First Named holder for Companies managed by the same RTA, details of such folios to be completed in Annexure to Form ISR-1 along with the required declaration and authorisation.
- 2) All the above blank forms along with the mode of submission are available on our website

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Annexure to Form ISR – 1

(SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 07, 2024)

REQUEST FOR REGISTERING PAN, KYC DETAILS OR CHANGES / UPDATION THEREOF, IN THE UNDERSTATED COMPANIES

[For Securities (Shares / Debentures / Bonds, etc.) of listed companies held in physical form]

Dear Sir/Madam,

I/We request you (RTA), to register / update the details of PAN and KYC details in the following additional Companies where the securities are held in my/our name(s) and the first named holder is in the same order as that which is mentioned in Form ISR-1.

PI note: Use of this Annexure without Form ISR-1, will be rejected.

Date:___ /___ /___

Sr. No	Name of the Issuer Company	Folio No.	Quantity of Securities	Face Value of Securities	Start-Distinctive (Optional)	End-Distinctive (Optional)

(Use a copy of this sheet, if extra space is required)

Authorization: I/We authorise you (RTA) to update the PAN and KYC details as provided by me/us as per Form ISR-1, in my / our above Folio No(s), held in my / our name(s) in which I/we are the holder(s) of securities where first holder remains unchanged. The original Form ISR-1, duly filled in by me/us is attached with Annexure to Form ISR-1.

Declaration: All the above facts and documents enclosed are true and correct.

	First Named Holder	Joint Holder - 1	Joint Holder - 2	Joint Holder - 3
Signature				
Name				

Note: If the address mentioned above differs from the address registered with the Company, you are requested to record the new address by submitting the documents as per the instructions stated in point (3) of Form ISR-1.

(Use separate Annexure to Form ISR-1 to update PAN and other KYC details as provided in Form ISR-1 where you are the First Named security holder in such issuer companies. serviced by us.)

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Form ISR – 2

(SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 07, 2024)

Confirmation of Signature of securities holder by the Banker

1. Bank Name and Branch	
2. Bank contact details Postal Address Phone number E-mail address	
3. Bank Account number	
4. Account opening date	
5. Account Holder's PAN	Account Holder's Name
1)	1)
2)	2)
3)	3)
6. Latest photograph of the account holder(s)	
1st Holder 2nd Holder 3rd Holder 4th Holder	
7. Account holder(s) details as per Bank Records	
a) Address	
b) Mobile/Tel number	
c) Email address	
d) Signature(s) of the holders	
1 2 3 4	
(To be Mandatorily Filled by the Bank Official)	Bank Manager Signature and Bank Seal
Place:	Name of the Bank Manager:
Date:	Employee Code:
Mobile / Tel No:	E-mail address:

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FORM ISR - 3

Declaration Form for Opting-out of Nomination by Holders of Physical Securities in Listed Companies

(SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 07, 2024)

Date:___ /___ /___

To

Name of the company :

Address of the company :

.....

PARTICULARS OF THE SECURITIES (in respect of which nomination is being opted out)

Nature of securities (Tick ✓ as relevant)	Folio No.	No. of securities*	Certificate No.	Distinctive No(s) (From -To)
Equity / Debs / Bonds				

I / We the holder(s) of the securities particulars of which are given hereinabove, do not wish to nominate any person(s) in whom shall vest, all the rights in respect of such securities in the event of my /our death.

I/ We understand the issues involved in non-appointment of nominee(s) and further are aware that in case of my / our death, my / our legal heir(s) / representative(s) are required to furnish the requisite documents / details, including, Will or documents issued by the Court like Decree or Succession Certificate or Letter of Administration / Probate of Will or any other document as may be prescribed by the competent authority, for claiming my / our aforesaid securities.

Signature(s) as per Specimen recorded with the Company.

First Holder	Joint Holder -1	Joint Holder -2	Joint Holder -3
Signature			
Name			

Witness Details:

Name of Witness		Signature	
Address of Witness	_____	Date	
	_____ Pin _____		

* Use of ISR-3 (i.e. to Opt-Out of Nomination OR if "No_Nomination" is required by the investor) will be applied for the entire securities against the said Folio.

** Signature of the witness, along with name and address is required, if the account holder affixes a thumb impression, instead of the signature.

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Form ISR-4

(see circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/8 dated January 25, 2022 on Issuance of Securities in dematerialized form in case of Investor Service Requests)

Request for issue of Duplicate Certificate and other Service Requests

(for Securities - Shares / Debentures / Bonds, etc., held in physical form)

Date: __ / __ / __

A. Mandatory Documents / details required for processing all service request:

I / We are submitting the following documents / details and undertake to request the Depository Participant to dematerialize my / our securities within 120 days from the date of issuance of Letter of Confirmation, received from the RTA/Issuer Company (tick ✓ as relevant, refer to the instructions):

- Demat Account No. (If available):
Provide Client Master List (**CML**) of your Demat Account from the Depository Participant*
- Provide the following details, if they are not already available with the RTA (see SEBI circular dated November 03, 2021 in this regard)

PAN	Specimen Signature
Nomination / Declaration to Opt-out	

* (Your address, e-mail address, mobile number and bank details shall be updated in your folio from the information available in your **CML**). You can authorize the RTA to update the above details for all your folios. In this regard, please refer to and use Form ISR-1 in SEBI circular dated November 03, 2021.

B. I / We request you for the following (tick ✓ relevant box)

Issue of Duplicate certificate	Claim from Unclaimed Suspense Account
Replacement/ Renewal / Exchange of securities certificate	Endorsement
Sub-division / Splitting of securities certificate	Consolidation of Folios
Consolidation of Securities certificate	Transmission
Transposition(<i>Mention the new order of holders here</i>)	
Claim from Suspense Escrow Demat Account	

C. I / We are enclosing certificate(s) as detailed below**:

Name of the Issuer Company	
Folio Number	
Name(s) of the security holder(s) as per the certificate(s)	1. 2. 3.
Certificate numbers	
Distinctive numbers	
Number & Face value of securities	

**Wherever applicable / whichever details are available

D. Document / details required for specific service request:

- I. Duplicate securities certificate
- II. Claim from Unclaimed Suspense Account

Securities claimed	(in numbers) :
	(in words) :

- III. Replacement / Renewal / Exchange of securities certificate
(that is defaced, mutilated, torn, decrepit, worn out or where the page on the reverse is fully utilized)
- IV. Endorsement
- V. Sub-division / Splitting of securities certificate
- VI. Consolidation of securities certificate/Folios
- VII. Transmission
- VIII. Transposition
- IX. Claim from Suspense Escrow Demat Account

Securities claimed	(in numbers) :
	(in words) :

Provide / attach original securities certificate(s) for request for item numbers III to VIII above.

Declaration: All the above facts stated are true and correct to best of my / our knowledge and belief.

	Security Holder 1 / Claimant	Security Holder 2	Security Holder 3
Signature	✓	✓	✓
Name	✓	✓	✓
Full address	✓		
PIN	✓		

After processing the service request, the RTA shall issue a 'Letter of Confirmation' to the securities holder/claimant, which is valid only for 120 days. Using this 'Letter of Confirmation', the securities holder/claimant shall request the DP to dematerialize the securities, failing which the securities shall be credited to the Suspense Escrow Demat Account of the Company.

Contact details of the Claimant (s) [Provision for multiple entries may be made]

Mobile No. +91	Tel. No. STD -
Email Address	

Address (Please note that address will be updated as per address on KYC form / KYC Registration Agency records)

Address Line 1		
Address Line 2		
City:	State	PIN

Bank Account Details of the Claimant

Bank Name	
Account No.	11-digit IFSC
A/c. Type (✓) ☐ SB ☐ oCurrent ☐ NRO ☐ NRE ☐ oFCNR	9-digit MICR No.
Name of bank branch	
City	PIN

Please attach & tick ✓ ☐ Cancelled cheque with claimant's name printed **OR** ☐ Claimant's Bank Statement/ Passbook (duly attested by the Bank Manager)

I also request you to pay the UNCLAIMED amounts, if any, in respect of the deceased securities holder(s) by direct credit to the bank account mentioned above.

Additional KYC information (Please tick ✓ whichever is applicable)

Occupation ☐ Private Sector Service ☐ Public Sector Service ☐ Government Service ☐ Business ☐ Professional ☐ Agriculturist ☐ Retired ☐ Home Maker ☐ Student ☐ Forex Dealer ☐ Others _____ (Please specify)	
The Claimant is ☐ a Politically Exposed Person ☐ Related to a Politically Exposed Person ☐ Neither (Not applicable)	
Gross Annual Income (₹) ☐ Below 1 Lac ☐ 1-5 Lacs ☐ 5-10 Lacs ☐ 10-25 Lacs ☐ 25 Lacs-1crore ☐ >1 crore	

FATCA and CRS information

Country of Birth _____		Place of Birth _____
Nationality _____		
Are you a tax resident of any country other than India? ☐ Yes ☐ No		
If Yes, please mention all the countries in which you are resident for tax purposes and the associated Taxpayer Identification Number and its identification type in the column below		
Country	Tax-Payer Identification Number	Identification Type

**Nomination®** (Please ✓ one of the options below)

- | |
|--|
| ☐ I/We DO NOT wish to make a nomination. (Please tick ✓ if you do not wish to nominate anyone) |
| ☐ I/We wish to make a nomination and hereby nominate the person/s more particularly described in the attached Nomination Form to receive the securities held in my/our folio in the event of my / our death. |

@ Guardian of a minor is not allowed to make a nomination on behalf of the minor

Declaration and Signature of the Claimant(s)

I/We have attached herewith all the relevant / required documents as indicated in the attached *Ready Reckoner as per Annexure A*.

I/We confirm that the information provided above is true and correct to the best of my knowledge and belief.

I/We undertake to keep _____ (Name of the Company) / its RTA informed about any changes/modification to the above information in future and also undertake to provide any other additional information as may be required by the RTAs.

I/We hereby authorize _____ (Name of the Company) and its RTA to provide/ share any of the information provided by me/us including my holdings in the (Name of the Company) to any governmental or statutory or judicial authorities/agencies as required by law without any obligation of informing me/us of the same.

Place:	Signature of Claimant(S)
Date:	

Documents Attached

☐ Copy of Death Certificate of the deceased holder	
☐ Copy of Birth Certificate (in case the Claimant is a minor)	
☐ Copy of PAN Card of Claimant / Guardian	
☐ KYC Acknowledgment OR	
☐ KYC form of Claimant	
☐ Cancelled cheque with claimant's name printed OR	☐ Claimant's Bank Statement/Passbook
☐ Nomination Form duly completed	
☐ Annexure D - Individual Affidavits given EACH Legal Heir	
☐ Original security certificate(s)	
☐ Annexure E - Bond of Indemnity furnished by Legal Heirs	
☐ Annexure F - NOC from other Legal Heirs	

***Note:** For transmission service requests, Form ISR-4 as per SEBI circular SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/8 dated January 25, 2022 will not be required.



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