
**IDBI BANK ESG
DATABOOK
FY 2023-24**

This Databook has been prepared to disclose some of the information related to the Bank's Environment, Social and Governance related practices, initiatives and performance, which could not be highlighted in its Annual Report of FY 23-24. The Bank's disclosures follows the sequence of Environment (E), Social (S) and Governance (G) related data/information.

1 ENVIRONMENT

ENERGY CONSUMPTION

Total Energy Consumption	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Non-Renewable Energy Consumption	MWh	4,489.14	4,946.40	4,901.83	20,394.77
Total Renewable Energy Consumption	MWh	-	-	-	-
Total Energy Consumption	MWh	4,489.14	4,946.40	4,901.83	20,394.77

WATER CONSUMPTION

Parameter	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
A. Total Water Withdrawal (Third Party Water)	Million cubic meters	0.025	0.027	0.034	0.108
B. Total Water Discharge	Million cubic meters	-	-	-	-
Total Water Consumption (A-B)	Million cubic meters	0.025	0.027	0.034	0.108

WASTE MANAGEMENT

Waste Parameters	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Plastic Waste (A)	Metric Tonnes	-	-	-	4.99
E-Waste (B)	Metric Tonnes	-	2.30	2.87	21.88
Bio-medical Waste (C)	Metric Tonnes	-	-	-	-
Construction and Demolition Waste (C&D) (D)	Metric Tonnes	-	-	-	2.61
Battery Waste (E)	Metric Tonnes	-	-	-	-
Radioactive Waste (F)	Metric Tonnes	-	-	-	-
Other Hazardous Waste generated (G) (Please specify, if any)	Metric Tonnes	-	-	-	-
Other Non-Hazardous Waste generated (H) (Please specify, if any)	Metric Tonnes	-	-	408	125.37
Total Waste Generated (A+B+C+D+E+F+G+H)	Metric Tonnes	-	2.3	410.87	154.85
Total Waste Recovered (Recycled)*	Metric Tonnes	-	-	170.87	25.57
Total Waste Disposed (Landfilling)**	Metric Tonnes	-	-	240	129.28
Note:					
* - Total Waste Recovered refers to all recycled waste, including food waste converted into compost within the complex and E-waste, which is handed over to a registered recycler.					
** Total Waste Disposed refers to all waste directed to landfill. The waste categories considered here include plastic waste, construction and demolition waste, and other non-hazardous waste.					

GHG EMISSION

GHG Emissions (Scope 1 and Scope 2)	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Direct GHG Emissions (Scope 1)	Metric Tonnes of CO2 Equivalents	1.74	0.59	0.58	285.97
Indirect GHG Emissions (Scope 2) (Location-based)	Metric Tonnes of CO2 Equivalents	3,546.42	3,908.72	3,508.13	13,832.24
Total GHG Emissions (Scope 1 and Scope 2)	Metric Tonnes of CO2 Equivalents	3,548.16	3,909.31	3,508.71	14,118.21

SCOPE 3 FINANCED ABSOLUTE EMISSIONS

The Bank has started measuring its Scope 3 financed emissions. Fund based gross credit exposures as per Disclosure Format-3d of Pillar III disclosures as on March 2024 has been considered for calculating financed emission. The methodology for calculation of financed emission is aligned with PCAF methodology (Partnership for Carbon accounting) where, in absence of availability specific client emission data, sectoral emissions have been considered as per RBI categories. Since PCAF has not prescribed any method for calculation of emission arising out of NFB and sovereign exposures yet, they have not been made a part of financed emission calculation.

CLIMATE RISK CONSIDERATIONS

The Bank's Credit Policy stipulates restrictions on environmentally detrimental industries such as those producing/ consuming ozone depleting substances while encouraging sustainable financing. The Bank also encourages financing to Renewable Energy through its lending to various segments like Solar Energy/ Solar Panel for Residence, Compressed Bio Gas, Commercial/ Passenger Electric Vehicles, etc.

The Bank also recognizes the importance and significance of setting a Net-Zero target or an internally finalized target for the financed emissions. However, the Bank is yet to undertake this pathway.

The Bank is yet to incorporate management of climate change issues and related Key Performance Indicator (KPI) targets as a parameter for incentive calculation of Management level employees.

2 SOCIAL

WORKFORCE BREAKDOWN

Workforce in FY 2023-24						
Employee Category	< 30 years	30-50 years	>50 years	MALE	FEMALE	Total
Top Management	-	8	55	58	5	63
Middle Management	-	717	352	924	145	1,069
Junior Management	2,415	12,282	497	9,938	5,256	15,194
Non-Management	15	197	509	553	168	721
Contractual	1,818	139	9	1,088	878	1,966
Total	4,248	13,343	1,422	12,561	6,452	19,013

WORKFORCE DIVERSITY

Diversity Indicator	Percentage (0 - 100 %)
Share of women in total workforce (as % of total workforce)	33.93%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	33.11%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	34.59%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	1.59%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	34.65%
Share of women in STEM-related positions (as % of total STEM positions)	15.76%

WORKFORCE ETHNICITY DIVERSITY

The Bank does not have any presence in the USA. Its' presence in only restricted to India, along with the Bank's International Financial Services Centre (IFSC) Banking Unit (IBU) located at Gujarat International Finance Tec – City (GIFT), Gandhinagar, Gujarat.

As per the law of land, the Bank does not have any segregation based on race or ethnicity but maintains information related to certain Reservation Categories, the breakdown of which is as follows:

Class-wise breakdown of workforce in FY 2023-24(%)						
Class	EWS	General	OBC	SC	ST	TOTAL
Top Management	-	46	8	8	1	63
Middle Management	-	782	116	126	45	1,069
Junior Management	255	7,566	4,144	2,282	947	15,194
Non-Management	-	412	121	138	50	721
Contractual	234	626	677	305	124	1,966
Share in the total workforce	2.57%	49.61%	26.64%	15.04%	6.14%	100.00%

GENDER PAY INDICATOR

Employee Cadre	Average Salary of Women (A)	Average Salary of Men (B)	Ratio of A/B
Management Level	Rs. 0.18 crore	Rs. 0.20 crore	0.89
- Senior Management	Rs. 0.32 crore	Rs. 0.43 crore	0.74
- Middle Management	Rs. 0.31 crore	Rs. 0.32 crore	0.97
- Junior Management	Rs. 0.17 crore	Rs. 0.18 crore	0.93
Non-Management	Rs. 0.04 crore	Rs. 0.05 crore	0.87
Note:			
- <i>The total remuneration drawn by an employee of the Bank depends on the grade, area of posting, eligible perquisites, years of experience etc. Hence, it may be said that the Bank offers equal pay for equal work, irrespective of gender.</i>			

TRAINING HOURS & COST

Average training hours of employees and workers in FY 2023-24						
Employee Category	< 30 years	30 to 50 years	>50 years	FEMALE	MALE	Total
Top Management	-	27.4	24.3	20.0	24.9	24.5
Middle Management	-	21.1	19.2	20.4	20.4	20.4
Junior Management	39.9	35.3	29.3	34.8	36.2	35.7
Non-Management	12.5	12.6	12.5	12.5	12.6	12.6
Contractual	19.9	27.0	39.0	20.5	20.7	20.6
Total	30.9	34.3	21.3	32.2	32.8	32.6

Average amount spent on per FTE of employee is INR 0.11 lakh approx.

HUMAN CAPITAL RETURN ON INVESTMENT (IN Rs. '000)

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Revenue	Rs.2,44,96,80, 52,331.55	Rs.2,29,81,80, 25,955.98	Rs.2,49,41,76, 76,097.00	Rs.3,00,37,04, 10,215.00
Operating Expenses	Rs.60,47,50,1 6,348.04	Rs.63,57,23,4 3,903.08	Rs.70,66,70,0 1,164.00	Rs.82,05,29,6 1,875.00
Employee Costs	Rs.30,90,25,3 4,294.99	Rs.31,04,45,1 6,665.51	Rs.35,32,73,9 8,621.00	Rs.42,54,44,4 8,439.00
Other Operating Expenses	Rs.29,57,24,8 2,053.05	Rs.32,52,78,2 7,238.06	Rs.35,33,96,0 2,544.00	Rs.39,50,85,1 3,436.00
Interest on Deposits	Rs.92,55,23,2 2,033.89	Rs.77,58,47,5 8,239.98	Rs.78,28,19,0 8,080.00	Rs.1,06,01,31, 68,823.00
HROI	Rs.6.97	Rs.6.36	Rs.6.06	Rs.6.13

HIRING

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
New Hires	551	1,412	1,924	2,809
Open positions filled by internal candidates	100.00	97.04	48.89	47.79
Average hiring cost/ FTE	Rs. 1076.92	Rs. 432.70	Rs. 2850.62	Rs. 1516.16

New Hires in FY 2023-24						
Employee Category	<30 years	30-50 years	>50 years	MALE	FEMALE	Total
Top Management	-	-	-	-	-	-
Middle Management	-	5	-	5	-	5
Junior Management	1,190	456	-	1,120	526	1,646
Non-Management	-	3	-	-	3	3
Contractual	1,116	38	1	691	464	1,155
Total	2,306	502	1	1,816	993	2,809

EMPLOYEE TURNOVER

Employee turnover rate in FY 2023-24					
Employee Category	< 30 years	30-50 years	>50 years	MALE	FEMALE
Top Management	-	-	-	-	-
Middle Management	-	0.07%	0.03%	0.09%	0.01%
Junior Management	0.67%	2.41%	0.10%	2.08%	1.10%
Non-Management	0.01%	0.00%	0.04%	0.03%	0.02%
Contractual	2.86%	0.14%	0.01%	1.94%	1.08%
Total	3.55%	2.62%	0.18%	4.14%	2.21%

ABSENTEE RATE

Financial Year	Absentee Rate
FY 2020-21	3.20%
FY 2021-22	3.85%
FY 2022-23	3.83%
FY 2023-24	3.08%

FINANCIAL INCLUSION

No. of Beneficiaries (In Lakh) from Government Schemes for Financial Inclusion						
Financial product type	No. of transactions annually	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Pradhanmantri Jan Dhan Yojana (PMJDY) (Savings Account)	Very high number of small value transactions annually	0.09	0.03	0.05	0.22	0.45
Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) (Insurance)	1	0.24	0.33	0.27	0.50	0.82
Pradhan Mantri Suraksha Bima Yojana (PMSBY) (Insurance)	1	0.76	0.60	0.44	1.10	2.76
Atal Pension Yojana (APY) (Pension Account)	12	0.61	0.61	0.77	1.03	1.22

No. of Microloan Customers*		
	FY 2022-23	FY 2023-24
Metro	3,875	5,267
Urban	1,06,536	95,839
Semi Urban	40,513	42,210
Rural	9,091	12,600
Rural (Financial Inclusion)	4,573	5,988
Grand Total	1,64,588	1,61,904

As per the Master Directions issued by the RBI on Regulatory Framework for Microfinance Loans on March 14, 2022, a microfinance loan is defined as a collateral-free loan given to a household having annual household income upto Rs.3,00,000/-. The household means an individual family unit i.e., husband, wife and their unmarried children. All collateral-free loans, irrespective of end use and mode of application/ processing/ disbursals, provided to low-income households i.e., households having annual income up to Rs.3,00,000/- are considered as microfinance loans. The Bank extends microfinance loans to low-income borrowers through Corporate Business Correspondent arrangement.

CUSTOMER SATISFACTION

IDBI Bank conducts annual Customer Satisfaction (CSAT) Surveys to ascertain the service levels and bring about an improvement therein. The objectives of the survey are to gain insights into customer experience across select touch points of the Bank, to identify gaps and critical issues perceived by the customers while availing the services of the Bank and to create a baseline for satisfaction measures for comparison in the future.

NPS Methodology is used in the CSAT survey since 2022-23, where Net Promoter Score (NPS) measures the loyalty of a company's customer base with a score from -100 to +100, which comes from customers answering the question like "How likely are you to recommend this company to a friend or colleague?". The methodology helps the business to gauge customer satisfaction and loyalty and accordingly come-up with areas of improvement for acquisition of new customers and helps in building valuable relationship with the customer base.

NPS is calculated by subtracting the percentage of customers who answer the NPS question with a 6 or lower (known as 'detractors') from the percentage of customers who answer with a 9 or 10 (known as 'promoters').

$$\text{NPS} = \%(\text{PROMOTERS}) - \%(\text{DETRACTORS})$$

NPS may range from -100 to +100. The higher the number the stronger is the relationship. NPS is calculated by deducting the proportion of detractors (rated 0-6) from the proportion of promoters (rated 9/10).

In FY 2023-24 the NPS was conducted by an independent third-party agency, P Value Analytics. The result of the study is as follows:

<i>Types of customers</i>	<i>No. of IDBI Surveyed customers</i>	<i>NPS (in %)</i>
Promoter	1,136	53
Passive	599	28
Detractors	399	19
<i>BASE =2134</i>		<i>34</i>

For FY 2022-23, the study was conducted by RSB Insights & Analytics; the result was as follows:

<i>Types of customers</i>	<i>No. of IDBI Surveyed customers</i>	<i>NPS (in %)</i>
Promoters	2,202	67
Passives	665	20
Detractors	435	13
<i>BASE = 3302</i>		<i>54</i>

3 GOVERNANCE

ABOUT IDBI BANK

IDBI Bank Ltd. is as a full service universal bank that serves the customers from all segments. The Bank provides the entire gamut of financial solutions to a wide range of customers, spanning Retail, Agriculture, MSMEs and Corporates. More details about the Bank may be viewed on its website (<https://www.idbibank.in/idbi-bank-about-us.aspx>)

APPLICABILITY OF SEBI (LODR) REGULATIONS

IDBI Bank Limited, being a listed entity, is required to comply with the provisions of SEBI (LODR) Regulations, 2015 [LODR]. In this respect, the Bank is required to disclose the compliance of Corporate Governance requirements in its Annual Report. In addition to the mandatory compliances, the Bank is also required to disclose the extent to which the discretionary requirements as specified in Part E of Schedule II of LODR have been adopted by the Bank. One of the discretionary requirements is separate post of the Chairman and MD & CEO and the Bank is in compliance of this requirement. Further, as per the norms, the Bank is required to have at least one-third of the board of directors as independent directors since the chairperson of the board of directors is a non-executive director.

DETAILS OF BOARD & BOARD COMMITTEE MEETINGS

Board/ Board Committee	No. of Meetings held in FY 2023-24
Board of Directors	13 meetings (including 1 strategy meeting)
Audit Committee of the Board (ACB)	14 meetings
Executive Committee (EC)	25 meetings
Stakeholders' Relationship Committee (SRC)	4 meetings
Frauds Monitoring Committee (FMC)	12 meetings
Risk Management Committee (RMC)	5 meetings
CSR & ESG Committee	3 meetings
Customer Service Committee (CSC)	4 meetings
Information Technology Strategy Committee (ITSC)	4 meetings
Nomination & Remuneration Committee (NRC)	6 meetings
HR Steering Committee (HRSC)	5 meetings
Recovery Review Committee (RRC)	4 meetings
Non-Cooperative Borrowers' Review Committee (NCBRC)	2 meetings
Wilful Defaulters Review Committee (WDRC)	5 meetings
Independent Directors' Meeting (IDM)	4 meetings

TENURE OF BOARD OF DIRECTORS

Name of Director	Date of Appointment	Reporting Year	Executive/ Non-Executive	Independent /Non-Independent	No. of Years	Average Tenure
Shri T. N. Manoharan	24-02-2022	31-03-2024	Non-Executive	Independent	2	3
Shri Rakesh Sharma	10-10-2018	31-03-2024	Executive	Non-Independent	5	
Shri Jayakumar S. Pillai	12-06-2023	31-03-2024	Executive	Non-Independent	1	
Shri Mukesh Kumar Gupta (LIC)	10-02-2022	31-03-2024	Non-Executive	Non-Independent	2	
Shri Raj Kumar (LIC)	19-05-2022	31-03-2024	Non-Executive	Non-Independent	2	
Shri Manoj Sahay (GoI)	28-04-2022	31-03-2024	Non-Executive	Non-Independent	2	
Shri Sushil Kumar Singh (GoI)	28-04-2022	31-03-2024	Non-Executive	Non-Independent	2	
Shri Bhuwanandra B. Joshi	09-10-2017	31-03-2024	Non-Executive	Independent	6	
Shri Samaresh Parida	19-05-2018	31-03-2024	Non-Executive	Independent	6	
Shri N. Jambunathan	19-05-2018	31-03-2024	Non-Executive	Independent	6	
Shri Deepak Singha	28-02-2019	31-03-2024	Non-Executive	Independent	5	
Shri Sanjay G. Kallapur	05-03-2019	31-03-2024	Non-Executive	Independent	5	
Smt. P. V. Bharathi	14-01-2021	31-03-2024	Non-Executive	Independent	3	
Shri Ajay Prakash Sawhney	28-08-2023	31-03-2024	Non-Executive	Independent	1	

COMPENSATION POLICY

The Bank has formulated its Compensation Policy based on the Reserve Bank of India guidelines. The Compensation Policy is applicable to employees appointed at Bank's domestic branches/offices and also to the employees posted at its foreign branches (for the purpose of variable pay). It is not applicable to employees of subsidiaries of the Bank. In order to align remuneration with the risk and the time horizons over which they could emerge, a substantial portion of the senior management remuneration including that of MD & CEO and Deputy Managing Directors is under variable pay arrangement. The

variable compensation is payable in the form of cash and non-cash components and is deferred over a period of three years or more. The impact of remuneration adjustments is linked to actions taken by employees and/or business units, and their impact on the level of risk taken on by the Bank. At higher level of responsibility, the proportion of variable pay is higher. The amount of variable pay can even be reduced to zero depending on the financial performance of the Bank. In addition, variable pay is subject to the malus and clawback provisions of the Compensation Policy of the Bank.

Further, the Bank has predefined performance indicators relevant for the Chief Executive Officer’s variable compensation. However, the same is not available in public reporting /website.

EMPLOYEE COMPENSATION

The Mean Employee compensation (excluding CEO) for FY 2023-24 is Rs. 16,55,859.

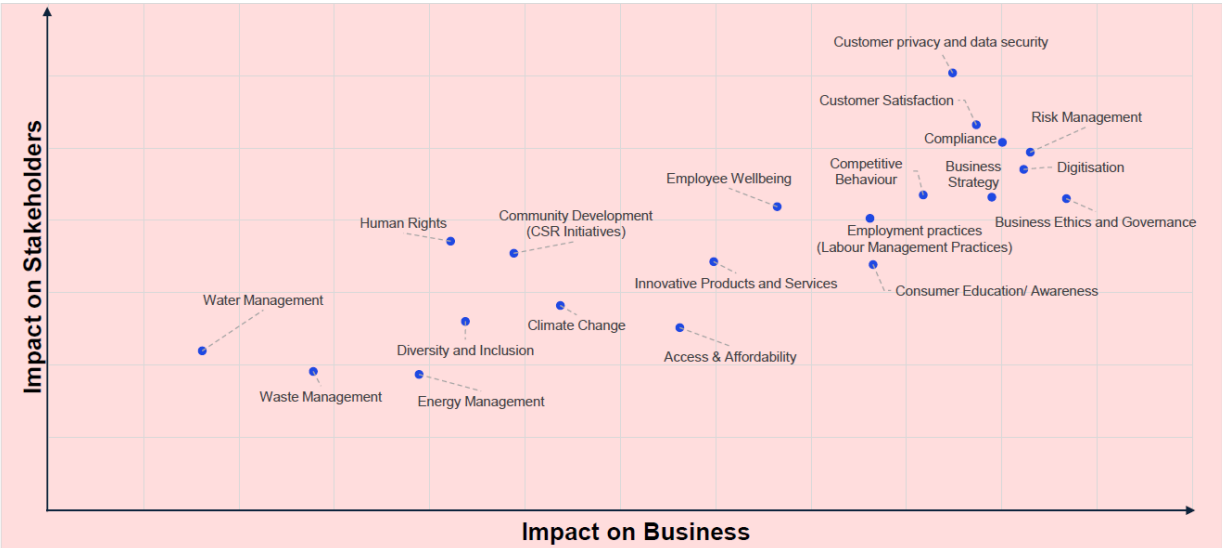
The Median Employee compensation (excluding CEO) for FY 2023-24 is Rs. 17,33,389.

The ratio of CEO remuneration to mean employee pay for FY 2023-24 is 12.70.

The ratio of CEO remuneration to median employee pay for FY 2023-24 is 12.13.

MATERIALITY MATRIX

The Bank’s Materiality Matrix is as follows. This Materiality Assessment was conducted in FY 2022-23, wherein five Stakeholder groups- investors, employees, customers, community and suppliers/ vendors, had been involved in conducting the exercise. Specific weightages were assigned to each of these groups’ responses, which led to determining Material Topics for the Bank.



RISK APPETITE

The Bank has a Risk Appetite Framework (RAF) in place. The RAF of the Bank outlines the major objectives of the Bank in the medium to long-term based on the vision of the Bank and its management, latest business environment, performance of the Bank and its peers in the banking industry, regulatory requirements etc.

It combines quantitative measures, such as impact of risks on earnings, portfolio composition, asset quality, capital, exposure and liquidity as well as qualitative measures such as Bank's compliance and operational environment. Various parameters within each category stated before are included and risk limits are defined including the target and tolerance limits. The risk limits approved for these parameters are based upon the regulatory framework, business strategy and plan approved by the Board for future year(s), and test results of various stress test scenarios with regulatory or internally proposed shocks.

Risk appetite framework also defines the monitoring and reporting requirements in the event of breaches in the risk limits.

The Bank, in compliance with the RBI guidelines, has incorporated deferral of Variable Pay for its middle management in its Compensation Policy, which acts as a disincentive for excessive risk taking.

KYC POLICY

IDBI Bank has a detailed Know Your Customer (KYC) Policy ensuring a robust mechanism opposing money laundering and terrorism financing. The Bank's systems, procedures, and practices ensure effective implementation of the said policy across the organization, without exceptions. The Policy is reviewed annually. In the absence any specific direction from the RBI, this policy is not made available in the public domain. However, the policy is hosted on Bank's Intranet which is accessible for all the staff of the Bank.

The Policy includes all mandatory and necessary provisions such as:

- Customer Due Diligence (CDD): The KYC Policy mandates procedures to include customer verification based on reliable, independent source documents, data and/or information, identification of the beneficial owner, or conducting ongoing due diligence on business relationships.
- Non-Face-to-Face CDD: The KYC Policy ensures that procedures are in place for non-face-to-face customers including, amongst other measures, certification of documents presented and independent contact with the customer by the Bank.
- Terrorism Financing: The above CDD procedures also include formal searches against lists of known or suspected terrorists issued by competent authorities having jurisdiction over the relevant financial institution.
- Politically Exposed Persons (PEPs): The policy ensures procedures are in place covering the identification, periodical review and monitoring of PEPs.

The Policy requires senior management to sign off PEP customers or other customers from countries, businesses, and products with the greatest risk of money-laundering /terrorism financing.

It also mandates record keeping for all anti-money-laundering and terrorism financing-related documents for five years from the date of transaction.

The policy also mandates annual independent assessment of monitoring procedures.

As part of the regulatory and statutory compliance, the Bank has put in place the processes and procedures of due-diligence and reporting obligations in respect of Prevention of Money Laundering Act (PMLA), Foreign Account Tax Compliance Act (FATCA), Common Reporting Standards (CRS), Central KYC Records Registry (CKYCR), United Nations Security Council Resolution (UNSCR), Financial Action Task Force (FATF), etc. The Bank ensures compliance to these guidelines. These processes, procedures and implementation status are subjected to various internal, external and regulatory audits at regular intervals.

POLICY INFLUENCE

During FY 2023-24, the Bank did not make any contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups, except for contributions towards membership fees.

Further, the Bank also does not publicly report on its climate alignment program.