

# ESG at Axis Bank

March 2024



# In this Presentation





## 1. Building ESG Around Purpose

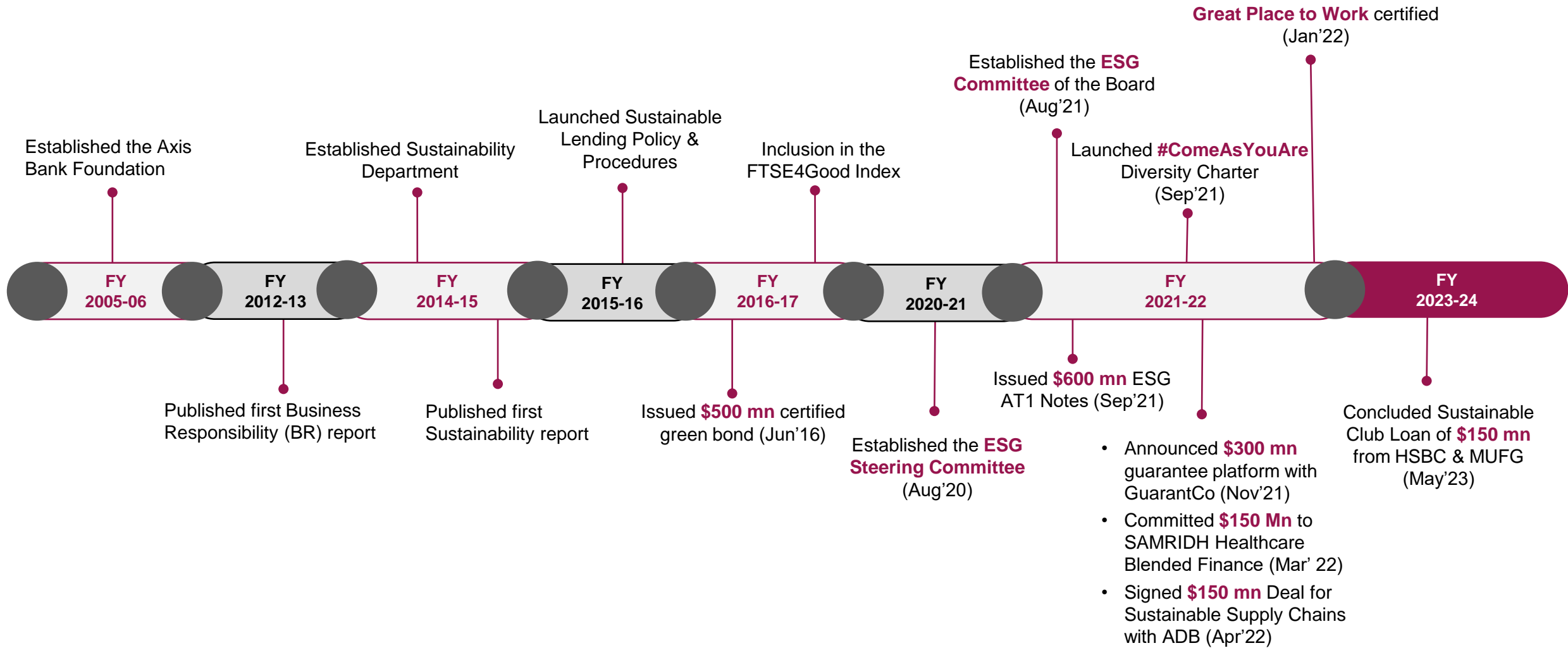




# Our ESG Journey



We have made steady progress in establishing an ESG culture at the Bank



# Building ESG Around Purpose...

**‘Banking that leads to a more inclusive and equitable economy, thriving community and a healthier planet’**

Inclusive and Equitable Economy	Thriving Community	Healthier Planet
<p>We are committed to providing opportunities that help the most economically disadvantaged achieve prosperity</p>	<p>We are committed to working with communities across the country to help them thrive on a sustainable basis.</p>	<p>We are committed to consciously nurture the planet we live in and make it a better place for future generations.</p>
		

Our ESG strategy & actions are aligned and contribute to pertinent Sustainable Development Goals (SDGs)

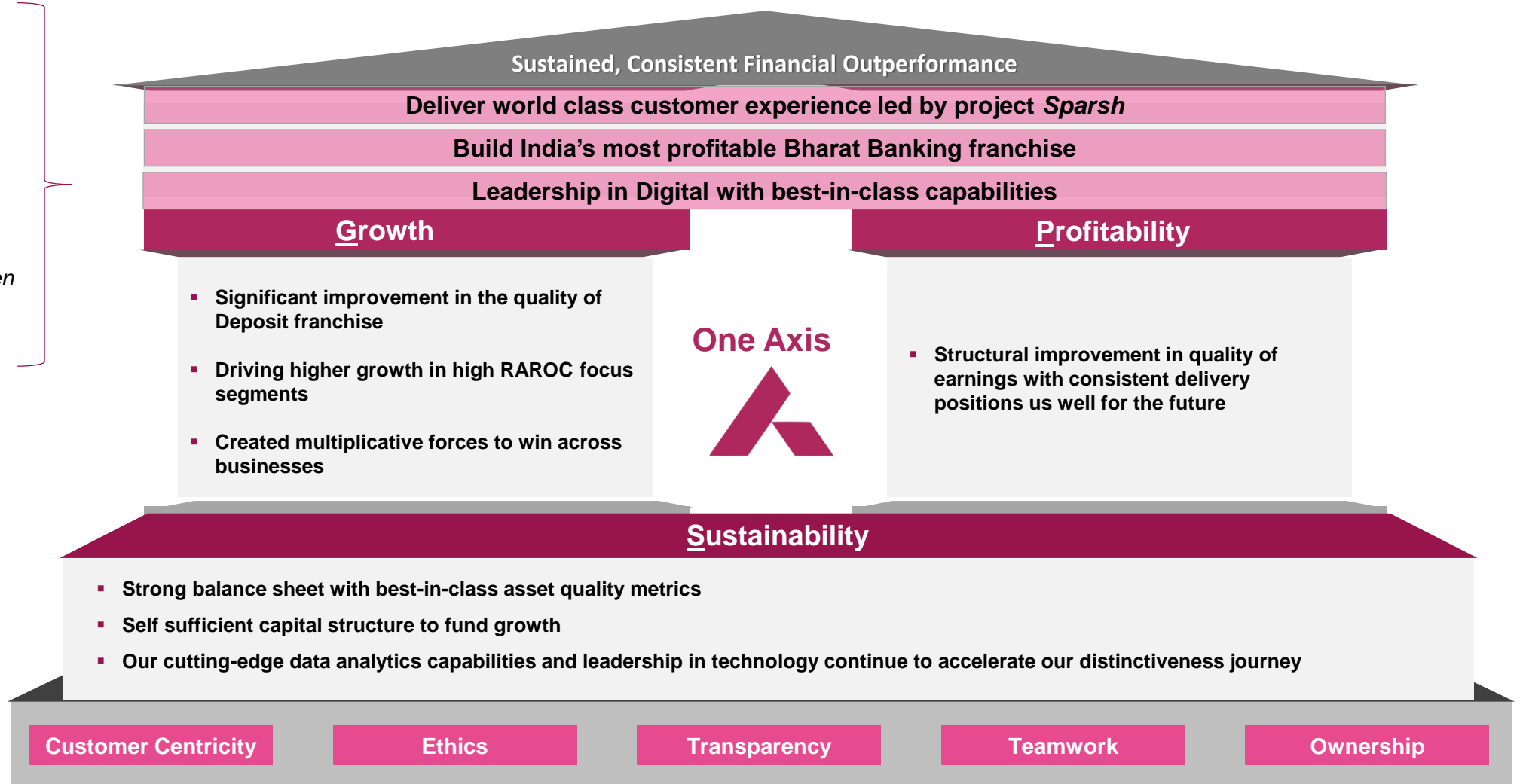


Please access our [Sustainability Reports](#) for further details

# ... towards strengthening our GPS journey

Identified areas of distinctiveness with focus on **Customer Obsession 'Sparsh'** and serving the large under banked RUSU population as part of **Bharat Banking**

**Leadership in Digital and Technology** to simplify customer journeys, strengthen data security and aid environmental sustainability



# Our ESG Progress and Aspirations



## Governance

**1<sup>st</sup>**

Indian Bank to constitute an ESG Committee of the Board

**67%**

Independent Directors on the Board (as of Feb'24)

**17%**

Women Directors on the Board (as of Feb'24)

**96%**

Designated employees certified in KYC/AML



## Social

**25.7%**

Women representation in workforce

**2.2 Mn**

Women borrowers under Retail Microfinance

**1.3 Mn**

Households reached under sustainable livelihoods

**₹13,428 Cr**

Book value for ASHA Home Loans in affordable housing



## Sustainable Financing

**383**

Proposals assessed under ESG Policy for Lending

**₹18,140 Cr**

Green corporate lending portfolio

**₹48,477 Cr**

Total value of proposals reviewed under ESG policy for lending

**2.1%\***

Retail Two-Wheeler EV loan portfolio in rupee terms



## Green Operations

**~12,125 tCO<sub>2</sub>e**

GHG emissions avoided

**600**

Branches under centralized energy management

**0.83 Mn**

saplings planted under target Mission 2 Million trees

**2 MW**

In house solar capacity

# Our ESG performance continues to get recognition

We aspire to be an ESG leader in India and globally

## Steady Performance on Global ESG Benchmarks



Above **80th** percentile among global banks on DJSI as of Dec 2023



MSCI ESG Ratings at **A**, as of May 2023



**7<sup>th</sup>** Consecutive year on FTSE4Good Index in 2023



Placed **5<sup>th</sup> amongst 601 companies** on the CRISIL ESG Ratings 2022 with score of 71



Placed **77 amongst 1100** Banking Services companies globally with Score of 78 in 2022



CDP Score at **C** in 2022



Among **Top 10** constituents of Nifty100 ESG Sector Leaders Index



Among **Top 10** constituents of S&P BSE 100 ESG Index



Among **Top 10** constituents of MSCI India ESG Leaders Index



Among **Top 10** constituents of S&P BSE CARBONEX Index



Ranked **2<sup>rd</sup>** in the Indian Banking Sector on climate preparedness in Climate Risk Horizons study




# Driving Thought Leadership

As members of leading industry groups and associations, we drive dialogue and policy action on key sustainability focus areas including climate action




Member of the World Economic Forum's Alliance of CEO Climate Leaders



Member of IBA Standing Committee on ESG

### Active Participation During India's G20 Presidency



Axis Bank represented bank's views as part of **B20 India ESG in Business Action Council**  
The council looked at ways to encourage transparent, consistent, and measurable reporting ESG processes and prioritise immediate actions on pressing ESG-related societal issues and business resilience.

The Bank's senior women leadership participated in a number of national level events in G20 Alliance for the Empowerment and Progression of Women's Economic Representation (**EMPOWER**)



Member of CII Climate Change Council 2023-24

Member of CII Net Zero Council 2023-24

Member of CII National Committee on Financial Inclusion and Fintech

Member of CII National Committee on Financial Regulatory Compliance



Member of SEBI Advisory Committee on ESG Matters



Member of FICCI National Banking Committee

Member of FICCI Task Force on ESG 2022-23



## **2. Leadership-driven ESG Governance**



# Leadership-driven ESG Governance

The foundational plank that both drives and supports ESG-aligned action



**ESG, a Board-level agenda**

**ESG oversight at Leadership level**

**Building ownership at Business Level**

**Axis Bank is the first Indian Bank to constitute an ESG Committee of the Board**

- ESG Steering Committee at the Management level to champion ESG across Bank
- DEI Council providing oversight on Diversity, Equity and Inclusion
- ESG Working Group aligning ESG to lending and financing activities

- ESG Commitments announced for Retail and Corporate businesses ([link](#))
- Sustainable Financing Framework in place to guide future ESG-aligned issuances and lending activities

# ESG Led by the Board and Senior Management

## Strong & Diverse Board \*

**67%**

Proportion of Independent directors

**17%**

Proportion of women directors on the Board

## ESG Committee of the Board



**Prof. S. Mahendra Dev**  
Independent, Non-Executive Director  
(Chairman)



**Amitabh Chaudhry**  
Managing Director &  
CEO



**Gopalaraman Padmanabhan**  
Independent, Non-Executive Director

## ESG Steering Committee

- **Advisor – Transition & Sustainability**
- **Head - Digital Banking**
- **Chief Credit Officer**
- **Head – Human Resources**
- **Chief Risk Officer**
- **Head - Investor Relations**

\* Board composition as of Feb 2024



# Guided by Strong Policies

Demonstrating clarity and transparency through pertinent Policies and Processes



# Remuneration Policy aligned with regulatory guidelines



- Bank's remuneration policy is reviewed periodically by the Nomination and Remuneration Committee of the Bank
- The policy is aligned with RBI guidelines on Compensation of Whole Time Directors/ Chief Executive Officers/ Material Risk Takers and Control Function staff.

Key highlights of the policy are mentioned below:

- **At least 50% of total compensation** i.e. Fixed Pay plus Total Variable Pay **shall be variable**.
- Value of stock options will be included in definition of 'Total Variable Pay'
- **Total Variable Pay for the MD & CEO/ Whole-time Directors/ Material Risk Takers of the Bank would be capped at 300% of Fixed Pay.**
- If the Total 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 shall be paid via employee stock options.**
- **Minimum 60% of the Total Variable Pay shall be deferred over 3 years.** If cash component is part of Total Variable Pay, at least 50% of the cash component of variable pay should also be deferred over 3 years.
- In cases where the cash component of Total variable pay is under Rs. 25 lakh, variable pay shall not be deferred
- All the fixed items of compensation, including retiral benefits and perquisites, will be treated as part of Fixed Pay.
- Qualitative and quantitative criteria defined for identification of Material Risk Takers (MRTs).
- Specific guidelines on application of malus and clawback clauses.

- The Bank's remuneration practices are **underpinned by principles of meritocracy and fairness**. The remuneration system strives to maintain the ability to attract, retain, reward and motivate the talent in order to enable the Bank to attain its strategic objectives within the increasingly competitive context in which it operates.
- The **Bank's pay for- performance approach strives to ensure both internal and external equity in line with emerging market trends**. However, the business model and affordability form the overarching boundary conditions.
- The Bank follows a **Balanced Scorecard approach** for measuring performance for the Bank, top business lines and senior management individuals.
- The **approach broadly comprises financial, customer, internal processes, compliance, and people perspectives** and includes parameters on revenue and profitability, business growth, customer initiatives, operational efficiencies, regulatory compliance, risk management and people management.
- The Balanced scorecard parameters for individuals are cascaded from the Bank's Balanced Scorecard. **The Management Committee or the Nomination and Remuneration Committee reviews the achievements against the set of parameters which determines the performance of the individuals.**

# Committed to Driving India's Low Carbon Transition

## Climate Transition Action Plan & Strategy

- As a financial institution in India, we recognize that climate-related risks play out within credit, operational, market and reputational risks, among others.
- We are also cognizant of the fact that environmental and social risks to our business operations, are material and warrant due recognition and independent assessment.

The Bank's transition action plan addresses the following:



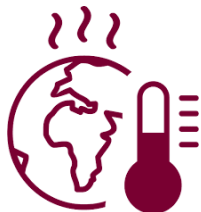
Scaling up our lending to positive impact sectors (wholesale & retail)



Scaling down our exposure to carbon intensive sectors



Expanding our Environmental & Social risk assessment of our overall portfolio



Scaling up our climate risk assessment at the enterprise level through climate stress testing & scenario analysis



Reducing our operational carbon footprint



Scaling up our Environmental initiatives under CSR (Supporting climate adaptation, mitigation and resilience)

The Bank has undertaken ESG aligned commitments that support its transition plan

# Committed to Positive Climate Action and Achieving the SDGs



In September 2021, the Bank announced commitments aimed at supporting India's low-carbon and equitable economic transition towards achieving the SDGs and India's commitments under the Paris Agreement

Our Commitment	Unit	Progress As of March 2022	Progress as of March 2023
Incremental financing of <b>Rs. 30,000 Crores under Wholesale Banking</b> to sectors with positive social and environmental outcomes, <b>by FY 2026</b>	Cumulative Exposure	<b>₹10,414 Cr</b> (from Aug 2021)	<b>~₹20,400 Cr</b>
Making <b>5% of its retail Two-Wheeler loan</b> portfolio as electric by <b>FY 2024</b>	EV % as share of TW loan portfolio	<b>0.82%</b>	<b>2.1% *</b>
Incremental disbursement of <b>Rs. 10,000 crores by FY 2024 under Asha Home Loans</b> for affordable housing; increasing share of women borrowers from <b>13.9% to 16.9%</b>	<ul style="list-style-type: none"> <li>Incremental disbursement</li> <li>Share of women borrowers</li> </ul>	<b>₹3,359 Cr</b> <b>5.86%</b>	<b>₹6,602 Cr</b> <b>15.69%</b>
<b>Scaling down exposure to carbon-intensive sectors, including Coal and Thermal Power</b>	Progress on Glide Path	Glide path till 2030 created	Exposure below FY 2023 Target
Reaching <b>30% female representation</b> in its workforce by <b>FY 2027</b>	Overall diversity	<b>24.6%</b>	<b>25.7%</b>
<b>Planting 2 million trees by FY 2027</b> across India towards contributing to creating a carbon sink	Saplings planted	Site preparation completed at 5 locations	<b>~0.83 million saplings planted</b>



\* Cumulatively from October 2021 up to March 2023; EV penetration for the month of March 2023 was over 6%

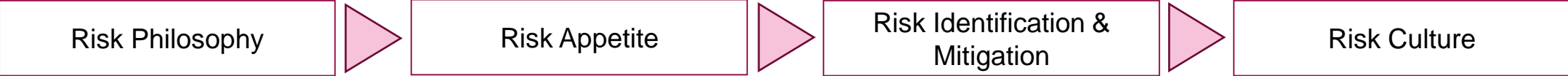


# Climate related Risks & Opportunities



The bank is strengthening climate-related Risk management and realizing opportunities.

Axis Bank’s robust **Risk Management Framework** is overseen by its Board and guided by well-defined policies and supported by an independent Risk function. Bank’s Risk management approach is underpinned by **four pillars**:



## Policies, Control & Risk Toolkit



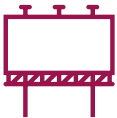
Climate Risks and Opportunities included in ICAAP

- Since FY 2021-22, Bank’s **ICAAP** includes **ESG related risks** and opportunities including climate-related physical and transition risks
- The bank has analyzed the impact of multiple **physical risk factors** including extreme weather events and natural disasters



ESG Rating Pilot Model

- Bank has completed a pilot **ESG Rating Model** based on the top **150** clients in the Wholesale Banking business vertical and working towards launching it for key sectors
- The model has been developed completely **in-house** and includes more than **60 parameters** across the three pillars of ESG.
- The model is strongly aligned to the **IFC** Performance Standards.



Scenario Analysis and Stress Testing

- Aligned to TCFD recommendations, the bank is undertaking climate-related scenario analysis to further strengthen longer-term strategy.
- The bank began the process of integrating pertinent climate-related levers into quarterly stress testing exercise as a pilot.

# Embedding customer obsession through *Sparsh* and empowering our employees led by *Siddhi*



*Sparsh* – our Customer Obsession Program has aided improvement in our NPS ranking...

25% ↑

YOY Improvement in External NPS score for 2022

3<sup>rd</sup> ↑

NPS Rank as per Kantar Survey for the year 2022

Significantly closing the gap with top 2 peers

Getting us more customers as promoters

Internal NPS movement (over indexed baseline<sup>1</sup>)

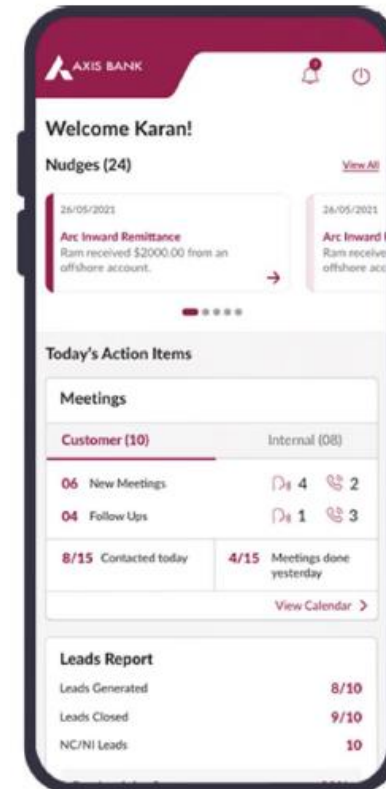
41% ↑

Retail Bank NPS

33% ↑

Wholesale Bank NPS\*

*Siddhi* - the Super App that empowers Axis colleagues to engage seamlessly with customers



~60K active users

80%+ retail business covered (by volumes)

22 product journeys

1. Baseline as Q1 of FY 23

\*Wholesale FY23 exit numbers, as NPS assessment done annually





### **3. Committed to Operational Excellence**





# Striving for Operational Excellence

Consciously managing environmental footprint of operations and adopting best practices

**1<sup>st</sup> and only Indian Bank to achieve the IGBC Green Existing Building O&M Platinum Certification (Axis House, Mumbai)**



The Bank's 3 largest offices, in Mumbai and Bangalore are running on **100%** renewable energy

Solar energy project implemented at Solapur, aggregating **~2 MW**, which helped save **~2,584.90 tCO<sub>2</sub>e** of carbon emissions during FY23.

Centralized Energy Management System (CEMS) at 600 branches, saving **~3,242 tonnes of CO<sub>2</sub>e** emissions annually

On-grid inverter solutions implemented at rural branches to move away from DG sets

Providing **EV Charging** infrastructure at Head offices in Mumbai and at Noida

**~ 12,152 tonnes of CO<sub>2</sub>e** emissions avoided in FY 23 from diverse energy saving initiatives

'Branch of the Future' initiative by Digital Banking helping each branch save estimated **~ 2 million** sheets of paper annually



# Investing in Digital Solutions to further our commitment to Sustainability in Our Operations



~ 27 mn

Registered customers on Axis Mobile Banking

250+

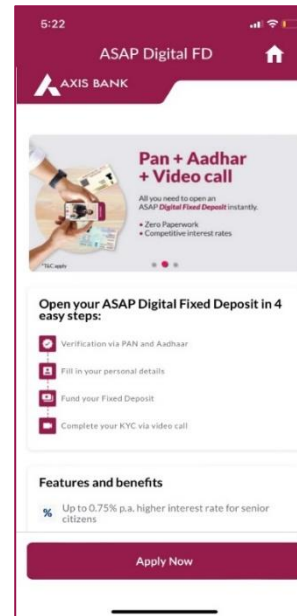
DIY Services on mobile channel

67%

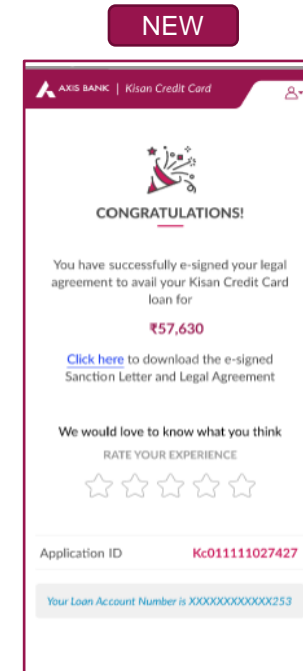
of Branch service request volumes covered digitally

## Some of our recent product offerings

### Digital FD



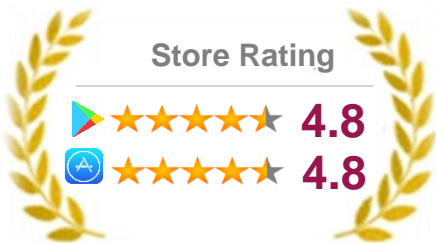
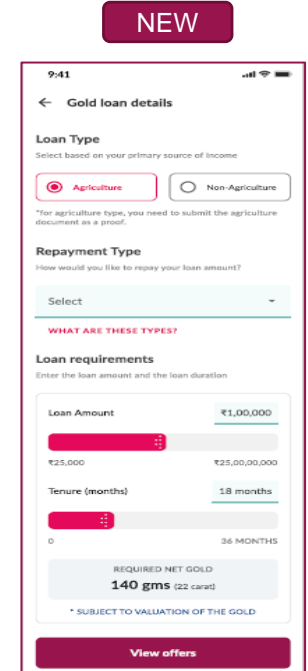
### Digital KCC



### Central Bank Digital Currency



### Digital Gold loans



People's Choice

Highest rating of 4.8 on Google Play Store with 2.4 mn+ reviews across 64 global banks, 82 fintechs and 9 neo banks

# Committed to Highest Standards of Data Security and Customer Privacy



In-Depth Defense through best-in-class security technology and process controls



Certified **ISO 27001:2013** for Information Security Systems and **PCI DSS** compliant



**24 x 7** events monitoring by SOC\* through Next Gen SIEM^, threat intelligence tools



Continuous Red Team Exercises for timely vulnerability identification



Strengthening Cyber resilience program with focus on detect & respond/recover activities



Security Analytics for enhanced security threat visibility



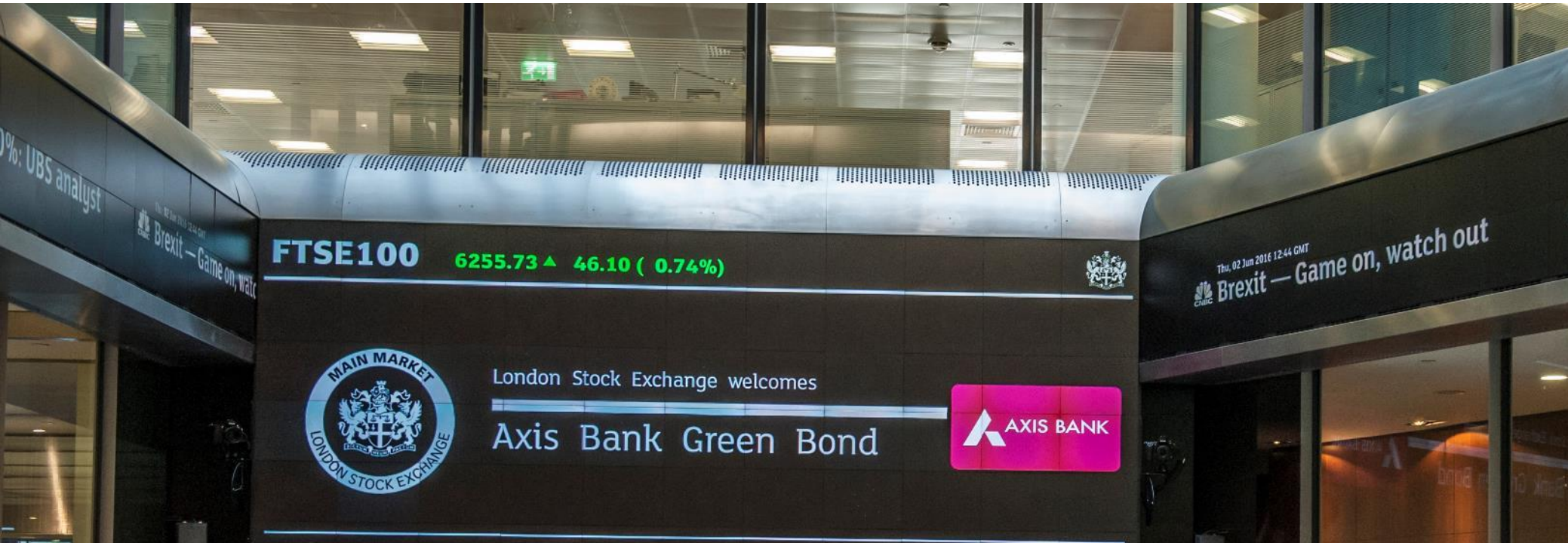
**800 / 900**  
Bitsight Rating<sup>1</sup>

Axis Bank wins  
**NASSCOM-DSCI Annual Excellence Awards 2023**  
for  
Best Security Practices in Banking Sector

1. \* Security Operations Centre      ^ Security Information and Event management

1. Bitsight Rating = Key Risk Indicator of Over all Cyber Security. Cybersecurity ratings company based in Boston, US (2011). Approach similar to credit ratings for financial risk. Bitsight Security Ratings are calculated on a scale of 250-900 with a higher rating indicating better security performance.





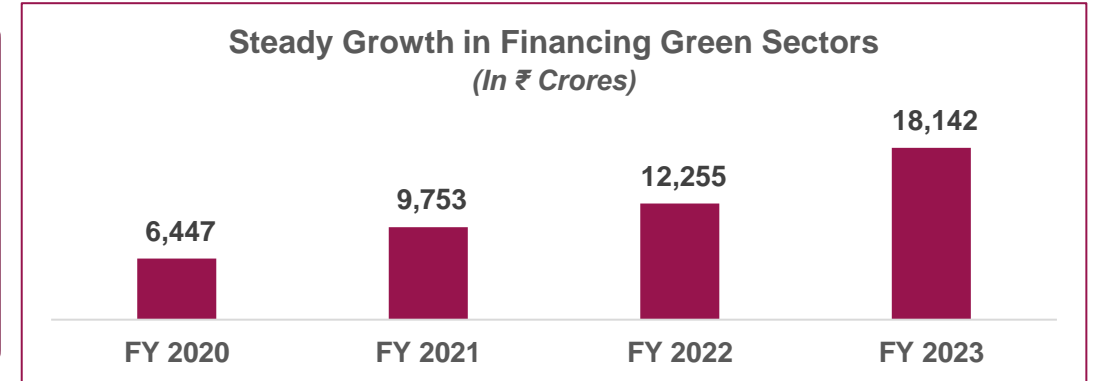
## 4. Driving Positive Finance



# Driving Sustainable Banking and Finance

## Committed to scaling positive finance in India

- **2016:** Issued India's 1<sup>st</sup> certified, dollar denominated green bond, for \$500 mn
- **2019:** Issued \$40 mn green bond in private placement
- **2021:** Issued India's 1<sup>st</sup> Sustainable AT1 Notes, for \$600 mn
- **2023:** Secured Sustainable Club Loan for \$150 mn



- **Sustainable Financing Framework** released in August 2021 to guide future ESG issuances and align business portfolio
- Aligned to UN SDGs towards delivering positive social and environmental impact
- First such Framework to receive a Second Party Opinion in India
- ESG Working Group set up to oversee the Framework

Access the [Framework](#) here



## Integrating ESG Risk in Corporate Credit Appraisal

- Board-approved ESG Policy for Lending integrates environmental & social risk considerations into corporate credit appraisal mechanism
- The Policy, first framed in 2016, is suitably aligned to global standards and guidelines including the IFC Performance Standards
- Policy implemented by environmental and social risk experts housed in Credit Underwriting
- The Policy includes an exclusion list of sectors and projects that the Bank shall refrain from financing

Access the [Policy](#) here



# Marquee Sustainable Finance Milestones



Leading the way in positive impact financing in India

## Announced \$ 300 mn E-Mobility loan guarantee program with GuarantCo in Nov '2021

- Announced partnership and intent to execute an umbrella guarantee framework of \$200 mn with the Private Infrastructure Development Group (PIDG) guarantee arm during COP26 in Glasgow
- Program size of \$300 mn aimed towards accelerating financing to a wide range of entities in manufacturing & distribution of EV's, batteries, components and charging infrastructure ([Press Release](#))

## Axis Bank extends INR 2.5 billion loan to Vivriti Capital

- On **12<sup>th</sup> December 2023**, Axis Bank with GuarantCo, extended **INR 2.5 billion 3-year** loan to Vivriti Capital
- **Vivriti Capital** is Impact focused Indian NBFC & the loan will help support the company's strategy of lending to companies operating in the e-mobility ecosystem in India

## Axis Bank extends INR 1 billion loan to Everest Fleet

- On **10<sup>th</sup> January 2024**, Axis Bank with GuarantCo, extended **INR 1 billion 4-year** loan to Everest Fleet
- **Everest Fleet** is India's largest independent fleet management provider, and the deal will help empower them to purchase electric vehicles to be deployed as green taxis in India

## \$600 mn Sustainable AT1 Notes issued in Sept '21

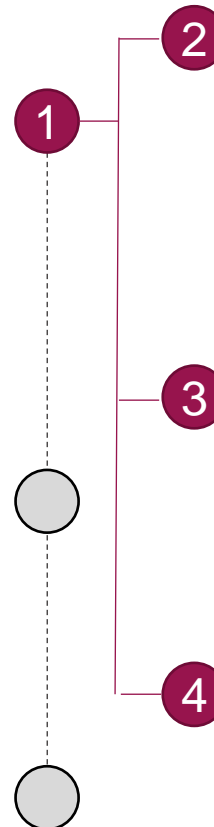
- **1<sup>st</sup>** Indian corporate to issue Sustainable USD AT1 Bond ([Press Release](#))
- Making India only the **2<sup>nd</sup>** jurisdiction in Asia for such issue
- **1<sup>st</sup>** such bond to be listed on India INX & NSE IFSC exchanges in GIFT City

## \$150 mn partial guarantee pact with ADB to support supply chain finance in April '22

- Focused on ESG & Impact (Priority) Sectors
- Perpetual & Scalable ([Press release](#))

## Axis Bank Commits \$150 mn to SAMRIDH Healthcare Blended Finance in April '22

- Health solutions to address COVID-19 along with other health emergencies, especially across the vulnerable communities of India from Tier 2 and 3 cities ([press release](#))



# Bharat Banking strategy to reach Rural & Semi-urban India



Combining physical reach with technological capabilities to serve the unbanked and the under-banked

Axis Bank is focused on providing a comprehensive bouquet of **'Bharat centric'** products and services to customers in Rural and Semi-urban (RUSU) regions, leveraging on its **wide distribution reach** and its **strong technology capabilities**.

The bank continues to invest in building a deep organic distribution in RuSu markets and the distribution is further complemented by the BCBO and PMJDY outlets and the partnerships network.

Bharat Banking covers **2,420+** branches, aided by **63,500+** CSC Village Level Entrepreneurs\* to actively support India's RUSU economy.

Redesigning **end to end digital customer journeys** to improve customer experience, better data farming for underwriting opportunities.

22

Lakh women customers under the 'Axis Sahyog' Microfinance program

400

Business Correspondents deployed under PM Jan Dhan Yojna and other government mandates

13

Lakh+ borrowers under the PM MUDRA Yojana for micro-entrepreneurs

2420

Bharat Bank Branches (as of Dec'23)

15%

YOY growth in deposits (Bharat Branches)



Note : The above metrics are for the period ended Mar'23 except Bharat Bank Branches data

# Our Digital Banking Services are Offered in All Major Regional Languages



offers services in 10 regional languages



**Internet Banking** – Product information and support pages in 9 regional languages

## A Bank that speaks your language

AXIS Bank Support Website is now available in 9 regional languages

Scan the QR code for an enhanced customer support experience.

An initiative by RBO - Digital Servicing and Communication.

<https://www.axisbank.com/hindi>





## 5. Serving the Community





# Serving the Community

Scaling positive impact across communities across the country

## Sustainable Livelihoods



- Our flagship program aimed at making rural communities self-reliant and resilient, driven by the Axis Bank Foundation
- Committed to reaching **2 million** households by 2027.
- **1.3 Million** households reached in 205 districts across 26 states and Union Territories of the country cumulatively as on 31 March, 2023

## Financial Inclusion & Financial Literacy



- Financial literacy interventions under '**Axis Sahyog**', the Bank's Retail Microfinance program
- **1.1 Million** rural women participants reached in FY23
- Pan-India interventions in partnership with CSC Academy, NISM and other partners

## Education



- **Axis DiSe**, our flagship program supports education-led development in Assam, Manipur, Nagaland, Sikkim, Odisha, and Arunachal Pradesh.
- **Axis Bank Centre for Mathematics and Computing**, set up at Indian Institute of Science, Bangalore
- **Axis Bank Scholarship Program** underway at Ashoka University and Plaksha University

## Environmental Sustainability



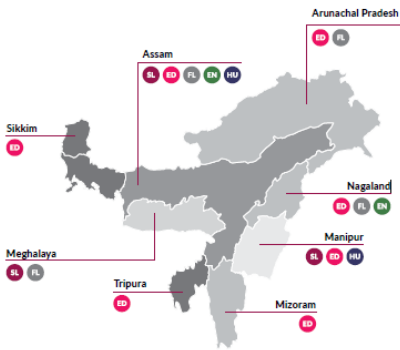
- Committed to plant **2 million** saplings by 2024 (fully growing trees by 2027) across India
- Supporting **biodiversity conservation** and habitat restoration at national parks and wildlife sanctuaries
- Miyawaki plantations on reclaimed urban sites

## Driving Change in Remotest of the regions



### Our focus on North Eastern India

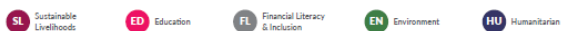
- Due to its isolated location and challenging terrain, the **Northeastern region** has **lacked** holistic development and governance. Moreover, the region also receives **minimal support** from organizations.
- To address these challenges, the Indian Government has **prioritized** improving physical infrastructure, connectivity, healthcare, education, and sustainable tourism and agriculture as key aspects of its **Act East policy**, aiming to boost development in the region.
- As one of the largest banks, we already have a significant presence in these states and are well placed to also augment the efforts of the government and expand our presence in each state of the Northeast.



### Axis DiISe

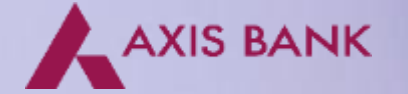
- Axis DiISe is a philosophy which marries the Bank's **DiISe Open** strategy to the social responsibility of reaching the remotest regions of the country
- We launched the **first programme** under Axis DiISe umbrella in **2017** where the Bank supported over 100 government primary schools in Ladakh.
- Looking at the **DiISe impact**, we significantly scaled up the programmes covering North East and particularly the conflict-hit states near country's borders.

#### Focus Areas





# Axis Bank Foundation



Registered as a charitable trust in 2006, Axis Bank Foundation (ABF) works towards making rural communities self-reliant through its **Sustainable Livelihoods Programme**.

- Axis is committed to **Mission 2 Million** to help 2 million households achieve credible paths to sustainable livelihoods by 2027.
- The CSR contribution from Axis Bank & Subsidiaries is utilized towards supporting economically excluded rural communities.

## Focus Areas



**Increasing Agricultural Productivity**



**Watershed Management**



**Promoting Micro Enterprises**



**Providing Market Linkages**



**Access to Finance**



**Skill Development for Youth and PwDs**

Read more about the Foundation on its website [www.axisbankfoundation.org](http://www.axisbankfoundation.org)





## 6. The Future of Work







- The Bank is now a **Great Place to Work® certified organization**. This is a result of several strategic transformations such as improved learning journeys, creation of a modern workplace with GIG-A opportunities and development of young leaders through Astros and Ahead
- It demonstrates that the Bank offers its people, opportunities and facilities that are at par with the best and most importantly that employees have the belief and confidence to share this with pride.

# The Future of Work

Committed to building a fair, diverse and performance-driven culture driven by the Axis Values

## Nurturing career experiences that matter to our people

Bank is focused on enhancing key capabilities and embedding a performance centric culture to deliver the Bank's strategic objectives

- **30.2% Internal Mobility** at the end of FY 23
- **331 Mentoring hours** completed by the management committee
- **7.7 Million learning hours** imparted in FY 23

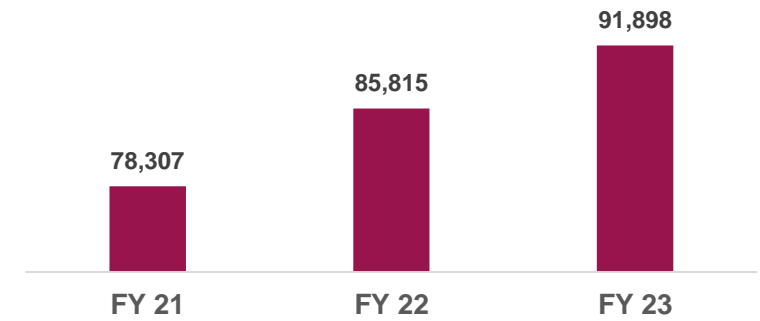
## Creating a workplace geared for the future

- **ARISE program** offering equal employment opportunity irrespective of educational background
- **3,500 GIG-A employees across the bank**
  - Additional **101 freelancers** with **1:1 gender ratio** and **59% from non metros**

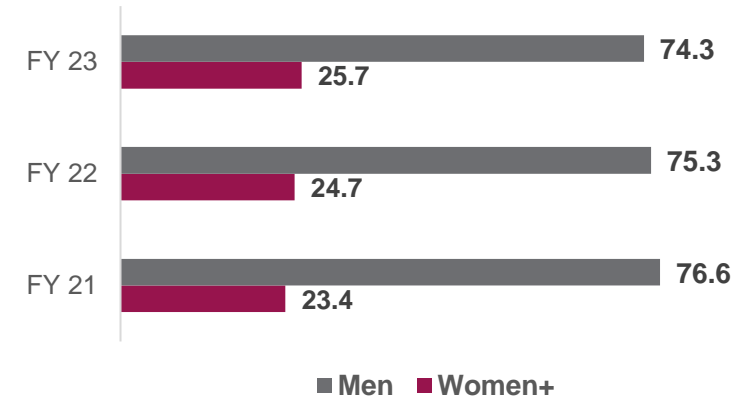
## Sustaining a customer-focused culture

- **1,349 Axis Values Realizers** initiative to align each employee to the Axis Values
- **4.4% improvement** in Values Scorecard
- **94%** Pride and Advocacy Scores

## Employee Strength



## Gender Diversity

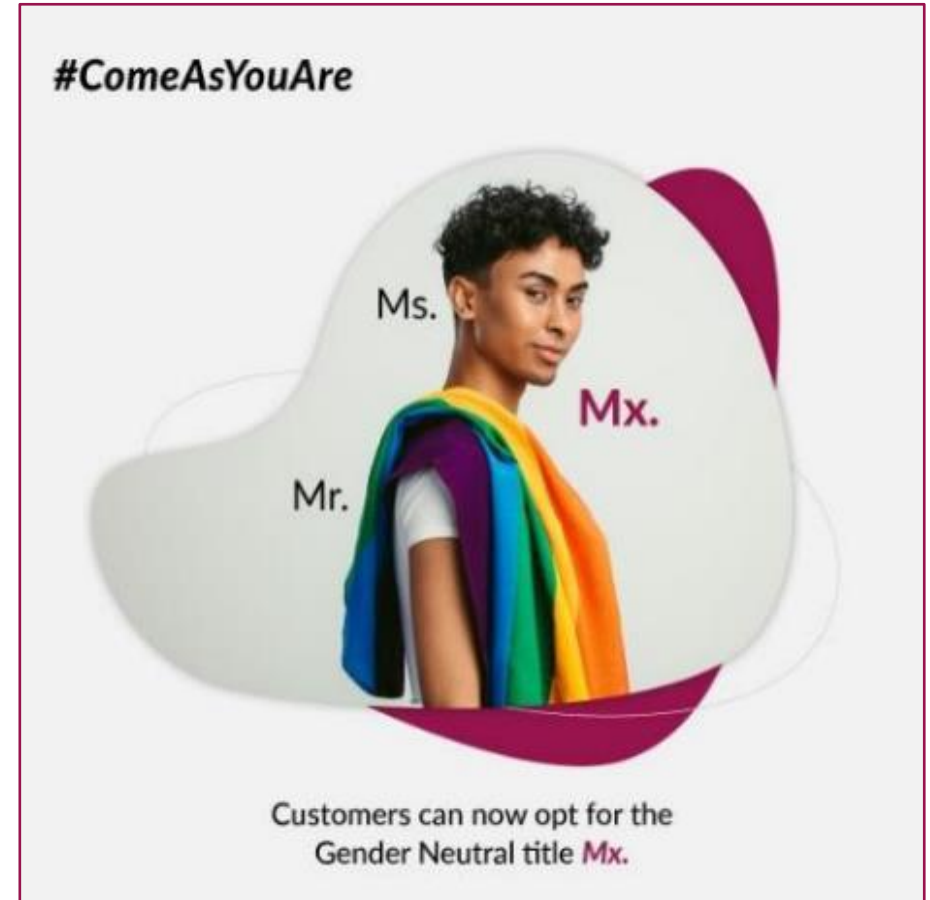


# #ComeAsYouAre – Diversity, Equity and Inclusion

Axis Bank's commitment to Diversity, Equity and Inclusion (DEI) focuses on building an organizational culture that goes – Beyond the Binary, Beyond Biases, Beyond Abilities and Beyond Stereotypes

- The Bank's [Diversity, Equity and Inclusion Policy](#) was launched in 2021 towards building an inclusive workplace
- **30% female** representation committed by the bank in the workforce by 2027
- **Axis Women in Motion (WiM)** campaign launched across college campuses to directly engage and inspire women students
- **#HouseworkisWork** hiring program for women amidst a break in their careers. 3000 applications were received
- **Pink Catalyst** – Internal hiring program exclusively for women
- **We Lead** leadership hiring program for women from India's top business schools

- In Sept '21, the Bank launched ['ComeAsYouAre'](#); a Charter of policies and practices for employees and customers from the LGBTQIA+ community
- The charter of policies and practices is a first in the Indian Banking sector





# Axis Bank's Distinctiveness in ESG



Working on two focused distinctiveness areas - **Bharat Banking** and **Customer Obsession** to aid the Bank's GPS journey

**1<sup>st</sup>** bank in India to have a standalone, Board level ESG Committee which shall drive the ESG strategy and agenda for the Bank

**Only** Indian Bank in the FTSE4Good Emerging Index for 7 consecutive years as of 3<sup>rd</sup> August 2022

**1<sup>st</sup>** Indian Bank to issue an ESG AT1 Bond; this demonstrates continued commitment by embedding ESG into its capital structure

Put up the **1<sup>st</sup>** Sustainable Financing Framework of its kind among Indian Banks, first to receive a Second Party Opinion






**1<sup>st</sup>** in the sector to roll out the #ComeAsYouAre charter of policies and practices for their employees and customers from the LGBTQIA+ community

The Bank's ESG commitments are aligned to the Sustainable Development Goals and the Paris Agreement

**1<sup>st</sup>** Indian Bank to issue a certified USD denominated Green Bond, way back in 2016, which was, further, rated GB-1, the highest available rating.

# Axis Bank at a glance



<b>Axis Bank</b> 	<b>3<sup>rd</sup></b> <i>largest Private Bank in India</i>	<b>~ 48 mn</b> <i>Customers</i>	<b>99,600+</b> <i>Employees</i>	<b>5,252</b> <i>Branches*</i>
<b>Market Share</b> 	<b>5.4%</b> <i>Assets <sup>1</sup></i>	<b>5.0%</b> <i>Deposits <sup>1</sup></i>	<b>5.9%</b> <i>Advances <sup>1</sup></i>	<b>14.0%</b> <i>Credit Cards <sup>2</sup></i>
<b>Profitability</b> 	<b>18.86%</b> <i>Consolidated ROE (9MFY24)</i>	<b>4.01%</b> <i>Net Interest Margin <sup>3</sup></i>	<b>2.64%</b> <i>Operating Profit Margin <sup>3</sup></i>	<b>2.49%</b> <i>Cost to Assets <sup>3</sup></i>
<b>Balance Sheet</b> 	<b>16.63%   13.71%</b> <i>*** CAR      CET 1 ***</i>	<b>₹120 Bn   1.29%</b> <i>Cumulative provisions (standard + additional non-NPA)</i>	<b>78%   0.36%</b> <i>PCR      Net NPA</i>	
<b>Key Subsidiaries</b> 	<b>25%</b> <i>Growth in Axis Finance PAT (9MFY24)</i>	<b>9%</b> <i>Growth in Axis AMC Revenue (9MFY24)</i>	<b>3<sup>rd</sup></b> <i>Axis Capital's position in ECM <sup>4</sup></i>	<b>31%</b> <i>Growth in Axis Securities PAT (9MFY24)</i>

<sup>1</sup> Based on Dec'23 data <sup>2</sup> Credit Cards in force as of Nov'23 <sup>3</sup> for Q3FY24 <sup>4</sup> As per Prime Database rankings for Equity Capital Markets for 9MFY24

\*domestic network including extension counters

\*\*\*CAR – Capital Adequacy ratio; CET 1 – Common Equity Tier 1 ratio; including profits for 9MFY24

# Thank You

**BW BUSINESSWORLD**

**INDIA'S MOST  
SUSTAINABLE  
COMPANIES**

Axis Bank Amongst **Top 3 Most Sustainable Companies** in Banking and NBFC category in BW India's Most Sustainable Companies 2023

