

ESG at Axis Bank

November 2024



In this Presentation



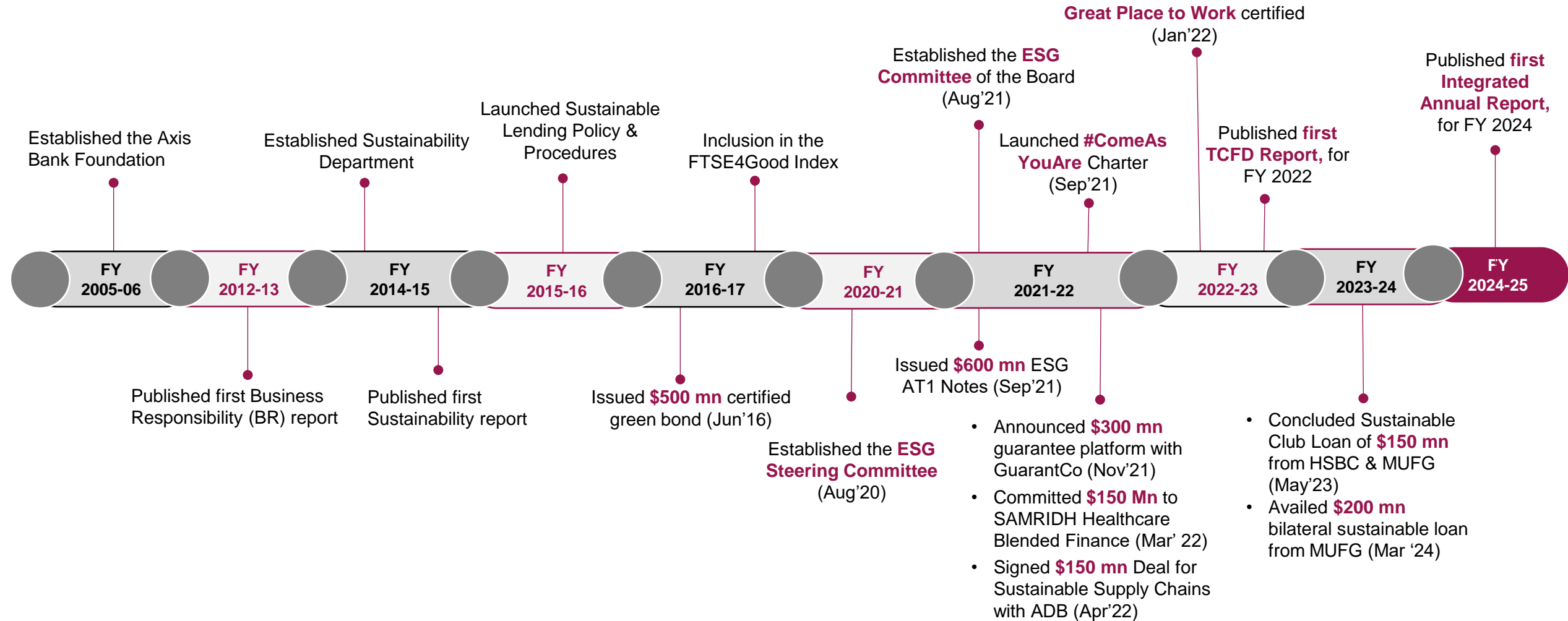


1. Building ESG Around Purpose

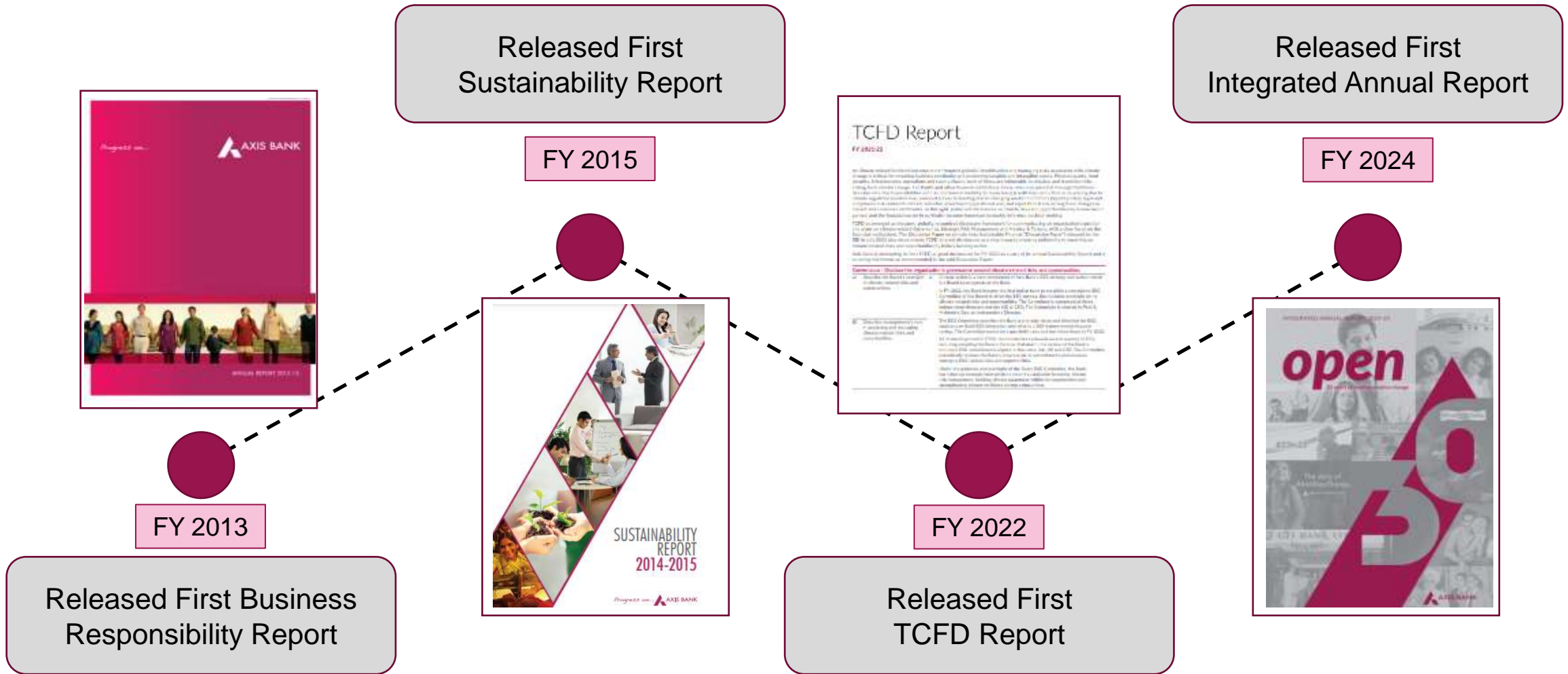
Our ESG Journey



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



Strengthening Transparency while Meeting Stakeholder Expectations



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

Our ESG Progress and Aspirations



Governance

1st

Indian Bank to constitute an ESG Committee of the Board

61%

Proportion of Independent, Non-Executive directors

15%

Proportion of women directors on the Board

96%

Designated employees certified in KYC/AML



Social

25.0%

Women representation in workforce

2.2 Mn

Women borrowers under Retail Microfinance

1.7 Mn

Households reached under sustainable livelihoods

₹13,030 Cr

Book value for ASHA Home Loans in affordable housing



Sustainable Financing

450

Proposals assessed under ESG Policy for Lending

₹52,500 Cr

Total value of proposals reviewed under ESG policy for lending

₹18,907 Cr

Green corporate lending portfolio

5.53%*

Retail Two-Wheeler EV loan portfolio in rupee terms



Green Operations

~12,860 tCO₂e

GHG emissions avoided

~3,905 MWh

Energy saved in centralized energy management

1.33 Mn

Saplings planted under target Mission 2 Million trees

2 MW

In house solar capacity

As of 31st March 2024

* EV Sales penetration for FY 2024

Our ESG performance Continues to be Recognized

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 June 2024



FTSE4Good

8th Consecutive year on FTSE4Good Index in 2024



ESG Risk Rating of **19.9 (Low Risk category)** as of July 2024



Placed **79** amongst 1125 Banking Services companies globally with Score of **78** in 2023



CDP Score at **C** in 2023



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 **2rd** in the Indian Banking Sector on climate preparedness in Climate Risk Horizons study

Driving Thought Leadership in India and Globally

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 Task Force on Climate Change & Sustainable Agriculture

Member of FICCI National Banking Committee

Member of FICCI Task Force on ESG



2. Leadership-driven ESG Governance

Leadership-driven ESG Governance

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



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 is led by the Board and Senior Management

Strong & Diverse Board *

61%

Proportion of Independent directors

15%

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

- Head – Strategic Programs & Sustainability
- Head – Digital Banking
- Chief Credit Officer
- Head – Human Resources
- Chief Risk Officer
- Head – Investor Relations

* Board composition as of 31st March 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 an Indian financial institution, we recognize that climate-related risks play out within credit, operational, market, reputational and other risks
- We recognize that the ESG- and climate-related risks to our business are material, warranting due recognition and independent assessment

Axis Bank's transition action plan addresses the following:



Scaling up our lending to positive impact sectors across Wholesale & Retail Banking



Scaling down our exposure to carbon-intensive sectors over time



Expanding Environmental & Social risk assessment of our overall portfolio



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



Reducing our operational carbon footprint and driving resource efficiency



Scaling our CSR initiatives towards supporting climate adaptation, mitigation and resilience among communities

The Bank has undertaken 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	Achievement by FY 2024	1 NO POVERTY
Incremental disbursement of Rs. 10,000 crores by FY 2024 under Asha Home Loans for affordable housing; increasing share of women borrowers from 13.9% to 16.9%	<ul style="list-style-type: none"> Incremental disbursement Share of women borrowers 	Target achieved <ul style="list-style-type: none"> ₹10,510 Cr 17.70% 	15 LIFE ON LAND
Scaling down exposure to carbon-intensive sectors, including Coal and Thermal Power	Progress on Glide Path	Exposure under the target	7 AFFORDABLE AND CLEAN ENERGY
Reaching 30% female representation in its workforce by FY 2027	Overall diversity	25.0% diversity ratio	5 GENDER EQUALITY
Planting 2 million trees by FY 2027 across India towards contributing to creating a carbon sink	Overall diversity	1.33 saplings planted	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Incremental financing of Rs. 60,000 Crores under Wholesale Banking to sectors with positive social and environmental outcomes, by FY 2030 from FY 2021 [^]	Cumulative Exposure	~₹30,409 Cr sanctioned	13 CLIMATE ACTION
Increasing share of electric vehicle revenue (INR) in Two-Wheeler loan portfolio - 6% by 2027 ^{**}	Penetration in FY	5.53% penetration* for 2-wheeler	
Increasing share of electric vehicle revenue (INR) in Four-Wheeler passenger loan portfolio - 4% by 2027 ^{**}		Progress to be disclosed from FY 25 for 4W	

Updated targets

^{**} Penetration achieved in each year, and to reach 4% and 6% for FY 2027 in 4W and 2W segments respectively

^{*} Cumulative, from 1 Oct 2021

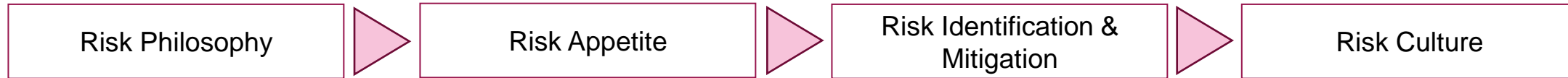
^{*} % for FY 2024 standalone is at **5.53%**

[^]With a green shoe of Rs 20k crore basis market sentiment

Our Approach to 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



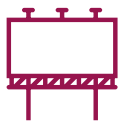
Climate Risks and Opportunities included in ICAAP

- 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.

Sparsh 2.0, our enhanced Customer Experience program, simplifies interactions, driving NPS, automation, and digitization, with a focus on customer loyalty and business growth



Sparsh embedded across all customer touchpoints, processes & metrics

Getting more customers as promoters

NPS (Net Promotor Score) movement over indexed baseline

	Baseline#	Sep '24	Movement
Retail Bank	100	145	+45

Baseline as Q1 FY23

Sparsh is committed to delivering Smart Banking: Industry-first LIVE Initiatives

Digital Enabler

Adi | Gen AI chatbot

A Generative AI conversational chatbot to assist front-line staff with query resolution

Use • Effective sales pitch

Cases • FTR processing

• Connecting to right internal stakeholders

2,63,500 +

Queries posted

28,000 +

Branch & LS users out of 61K have used Adi

30

Products enabled

Kaleidoscope | Real-time CXM tool

A single chronological view of customer footprint, across various channels to improve first-contact resolution

25+

Products

25

Channels

50+

Events

40K

Front-line users systems

42+

systems

6 Lakh+

Enquiries solved instantly over 15 months

Better informed front-line staff

Sparsh Week (5-9 Aug'24) elevated organizational spirit and reinforced promise of customer centricity with high-decibel events



Ignite: Fostering innovation

Axis Bank's ideathon to bring the culture of innovation to the centre-stage, generated 1,000+ ideas, top 15 ideas under implementation



Bringing together diverse customers

Events like 707+ Samaroh, 9+ Senior Citizen Connects at Branches, 2,600+ Let's Listen Sessions at Branches, RACs & Wholesale Banking locations in the spirit of One-Axis



Pan-Bank celebration

41 senior leaders across 25 cities and 300+ locations, including remote areas, joined Sparsh squads (80+ employees) in engaging frontline channels. This event also marked the first-ever engagement with off-role partners and Axis subsidiaries.



55k+

In-person customer meet-ups

25k+

Leads generated through Samaroh

350+

Customer engagements across CBG & Wholesale

~10K

Subsidiary & off-role employee engagement

1.8 lakh+

Employees engaged*

1,000+

Ideas through Ignite

250+

PR coverage (external media)

4,500

Sparsh stories in one week

* Engagement for 5 days



3. Committed to Operational Excellence

Striving for Operational Excellence

We are actively exploring new solutions and opportunities that reduce our operational footprint, achieve resource efficiency, and support our stakeholders become greener

2MW Solar Plant generation capacity at Solapur – **2,286 tCO₂e** avoided

~3,390 tCO₂e Avoided due to procurement of **~ 1 MW** of solar power through a PPA for our Bengaluru data centre

Centralized Energy Management System (CEMS) at 600 branches, saving **~3,905 tonnes of CO₂e** emissions annually

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

Incorporated various energy efficiency programs in a data center in Bangalore which leading to an estimated power saving of **1,401,600 units** per year.

~ 12,860 tonnes of CO₂e emissions avoided in FY 24 from diverse energy saving initiatives

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



Striving for Operational Excellence

Consciously managing environmental footprint of operations and adopting best practices

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



~**282 metric tonnes** of dry waste from select large offices collected and sent for recycling

~**29 metric tonnes** of e-waste from large offices and branches pan-India collected and disposed through Government authorized vendors

175 KL annually of rainwater harvested annually at Axis House

~**8.3 million** Sheets of paper saved in a single month due to Digital Banking initiatives at our branches

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

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

600 Total Branches where CEMs was implemented

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



~ 28 mn

Registered customers on Axis Mobile Banking

250+

DIY Services on mobile channel

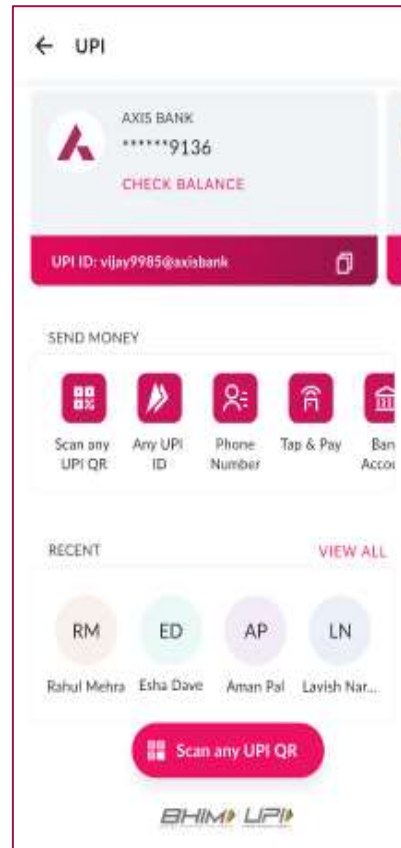
65%

of Branch request volumes covered digitally

We continue to introduce new products driven by our OPEN philosophy...

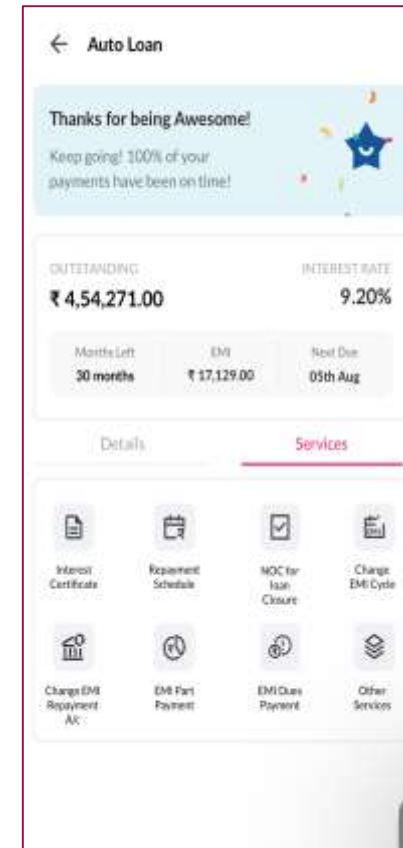
UPI

REDESIGNED



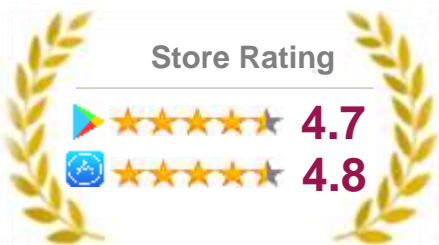
Loans servicing

NEW



Personal Finance Manager

NEW



People's Choice

Among the highest rating of 4.7 on Google Play Store with 2.9 mn+ reviews

Committed to the 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



810 / 900
Bitsight Rating¹

DSCI Excellence Award for Best Security Practices
In Organization – Banking Sector for 2023

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.

FTSE100 6255.73 ▲ 46.10 (0.74%)



London Stock Exchange welcomes

Axis Bank Green Bond



WORLD INDICES

INDEX	PRICE	CHANGE
* FTSE 100	6255.73	46.10 (0.74%)
FTSE 250	17112.30	44.39 (0.26%)
* FTSE 350	3489.33	22.87 (0.65%)
FTSE Small Cap	4583.12	6.50 (0.14%)
* FTSE All Share	3438.02	21.92 (0.64%)
FTSE AIM	743.25	0.90 (0.12%)
* FTSE MIB	17505.90	10.77 (0.06%)
Nikkei 225	16642.20	79.68 (0.48%)
AEX-25	446.57	1.26 (0.28%)
PSI-20	4775.20	0.00 (0.00%)
CAC 40	4422.36	0.58 (0.01%)
* SGX	2825.81	17.58 (0.63%)
S&P/ASX 200	3063.90	14.60 (0.48%)
S&P/TSX Comp	14226.80	89.79 (0.64%)
NASDAQ Comp	4942.52	0.00 (0.00%)
DAX	10129.70	26.41 (0.26%)
Dow Jones	17807.10	-31.50 (-0.18%)
Hang Seng	21506.10	659.79 (3.17%)
IBEX 35	8833.50	31.90 (0.36%)

4. Driving Positive Finance



08:04:33

LSE.L ▲ 2672.00

MONDAY
06 JUNE 2016

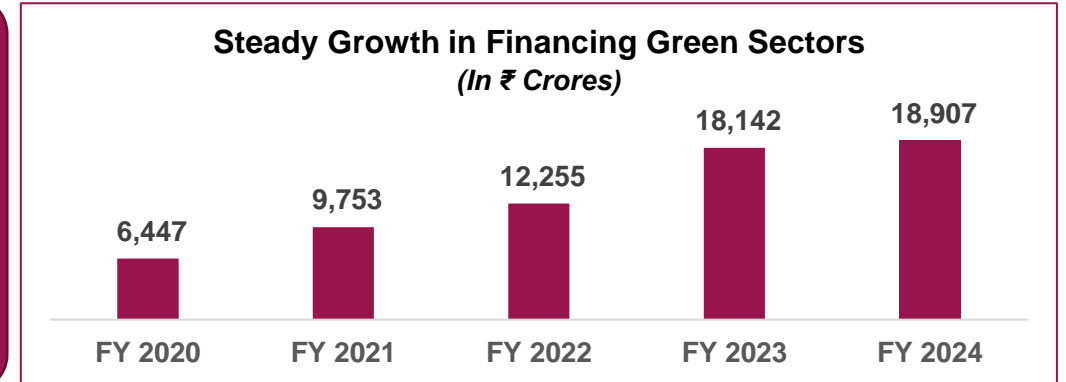
2.70 (1.51%)
180.90 ▲
OM.L

25.00 (0.47%)
5375.00 ▲
NXT.L

Driving Sustainable Banking and Finance

Committed to scaling positive finance in India

- 2016: Issued India's 1st certified, USD-denominated green bond, for \$500 mn
- 2019: Issued \$40 mn green bond in private placement
- 2021: Issued India's 1st Sustainable AT1 Notes, for \$600 mn
- 2023: Secured Sustainable Club Loan for \$150 mn
- 2023: Secured Bilateral Green Loan for \$200 mn
- 2024: Secured Climate Finance Loan for \$500 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

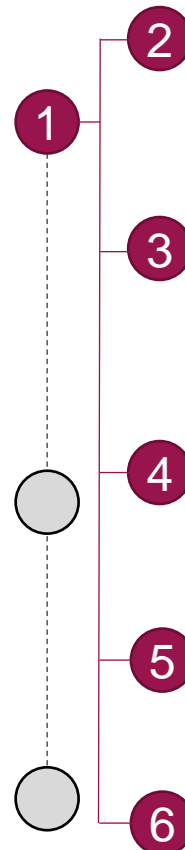
- Announced partnership and intent to execute an umbrella guarantee framework of \$200 mn with the Private Infrastructure Development Group (PIDG) guarantee arm during COP26 in Glasglow
- Program size of \$300 mn aimed towards accelerating financing to a wide range of entities in manufacturing & distribution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

Axis Bank extends INR 2.5 billion loan to Vivriti Capital

- On **12th 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 **10th 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

- **1st** Indian corporate to issue Sustainable USD AT1 Bond ([Press Release](#))
- Making India only the **2nd** jurisdiction in Asia for such issue
- **1st** 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](#))

\$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](#))

\$200 million Bilateral Loan from MUFG

- The purpose of the loan is to finance and/or refinance eligible green projects and/or eligible social projects. ([Press release](#))

\$500 million Climate Loan Partnership with IFC

- To provide a \$500 million loan to help develop a blue finance market and scale up financing of green projects in India. ([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 2,500+ branches, aided by 61,950+ 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

2500+ Bharat Bank Branches

9% YOY growth in deposits (Bharat Branches)

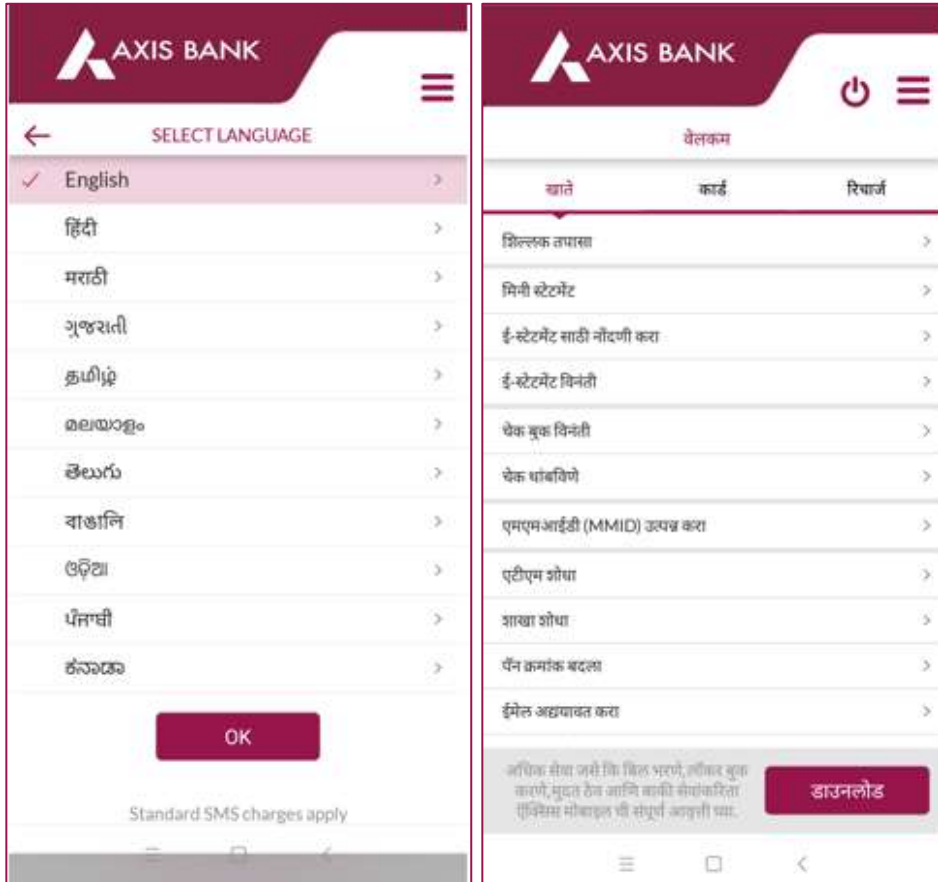


Note : The above metrics are for the period ended Mar'24 except Bharat Bank Branches data

Our Digital Banking Services are Offered in All Major Regional Languages



AXIS OK 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 Communities Across India

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.
- **1.7 Million** households reached in 220 districts across 26 states and Union Territories of the country cumulatively as on 31 March, 2024

Financial Inclusion & Financial Literacy



- Financial literacy interventions under '**Axis Sahyog**', the Bank's Retail Microfinance program
- **0.8 Million** rural women participants reached in FY24
- 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

Bank's CSR Initiatives



Axis DilSe

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

Axis Bank Partnership with Tata Memorial Center

- Axis Bank, pledged to contribute **Rs. 100 crores** towards Tata Memorial Hospital's National Cancer Grid (NCG) program
- This partnership will work towards **enhancing access to cancer care**, fund research programs, and build digital capabilities across the country.
- Key projects include funding and establishing the **National Tumor Biobank**, Cancer **Teleconsultation Network**, and Oncology-specific Electronic Medical Records (**EMRs**).
- ([Press Release](#))



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





6. The Future of Work



- the Bank has been recognized as a **Great Place to Work®** certified organization for the **third** time in a row. (FY 2024)
- 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

- In fiscal 2024, the Bank launched **Project Thrive**, aimed at cultivating career paths within the Bank, offering growth opportunities, and skill development to employees.
- **4,509 employees** internally hired under Project Thrive
- **Average 67.3 hours of training per employee** imparted in FY 24

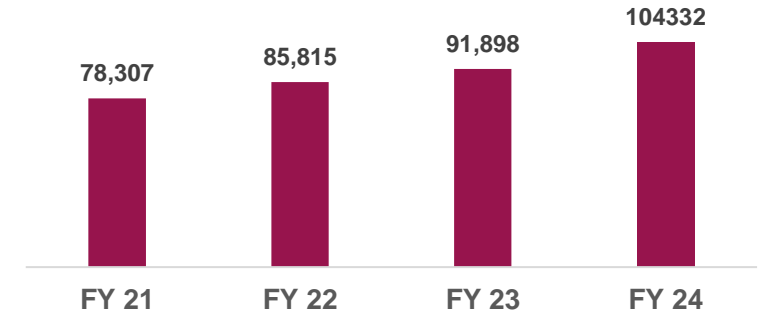
Creating a workplace geared for the future

- **ARISE program** offering equal employment opportunity irrespective of educational background
- **2,544 GIG-A employees across the bank**
 - Additional **150 freelancers** with **1:1 gender ratio**

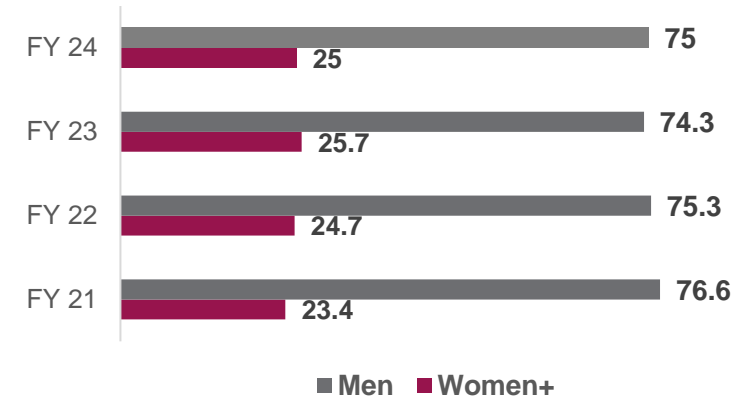
Sustaining a customer-focused culture

- **1,317 Axis Values Realizers** initiative to align each employee to the Axis Values
- **2% improvement** in Values Scorecard
- **95%** 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

1st 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 8 consecutive years as of 2024

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

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






1st 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

1st 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



Axis Bank 	3rd <i>largest Private Bank in India</i>	~ 52mn <i>Customers</i>	1,03,400+ <i>Employees</i>	5,577 <i>Branches*</i>
Market Share 	5.4% <i>Assets ¹</i>	4.9% <i>Deposits ¹</i>	5.6% <i>Advances ¹</i>	14.0% <i>Credit Cards ²</i>
Profitability 	18.08% <i>Consolidated ROE ³</i>	3.99% <i>Net Interest Margin ³</i>	2.86% <i>Operating Profit Margin ³</i>	2.52% <i>Cost to Assets ³</i>
Balance Sheet 	16.61% 14.12% <i>CAR** CET 1**</i>	₹118 Bn 1.19% <i>Cumulative provisions (standard + additional non-NPA)</i>	77% 0.34% <i>PCR Net NPA</i>	
Key Subsidiaries 	24% <i>Growth in Axis Finance PAT (H1FY25)</i>	29% <i>Growth in Axis AMC PAT (H1FY25)</i>	29% <i>Growth in Axis Capital PAT (H1FY25)</i>	139% <i>Growth in Axis Securities PAT (H1FY25)</i>

¹ Based on Sep'24 data ² Credit Cards in force as of Aug'24 ³ for Q2FY25

*domestic network including extension counters **CAR – Capital Adequacy ratio; CET 1 – Common Equity Tier 1 ratio

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

