

Appendix 1

Details of Remuneration/Compensation of the Whole Time Director/ Chief Executive Officer

Particulars	Existing (Rs.)	Proposed (Rs.)	Reasons for change
(1)	(2)	(3)	(4)
PART-A:			
Fixed Pay (including perquisites):			
w.e.f.....up to			
1. Salary 2. Dearness allowance 3. Retiral/Superannuation benefits: (a) Provident Fund (b) Gratuity (c) Pension (d) 4. Leave Fare Concession/ Allowance 5. Other fixed allowances, if any (please specify)* <small>*Consolidated allowance, if any, to be given with details of heads it subsumes.</small>			
6. Perquisites: (i) Free Furnished House and its maintenance/House Rent Allowance (ii) Conveyance Allowance/Free use of bank's car for a) Official purposes b) Private purposes (iii) Driver(s)' salary (iv) Club Membership(s) (v) Reimbursement of medical expenses (vi) Any other perquisites (please specify)			
Total Fixed pay (including perquisites)			
Note:			
(a) If any of the benefits is of a non-monetary nature, e.g. free furnished house, its monetary equivalent as best as it is possible to determine, should invariably be given. In case the person to be appointed is already associated with the applicant bank, particulars of his existing compensation, etc. should be furnished. (b) The reasons for any proposed changes in the remuneration should be suitably indicated under column (4). (c) In case the bank proposes to give any sign-on/joining bonus (limited to the first year), which should be in the form of share-linked instruments, its details (such as number of shares, grant date and price, monetary value, vesting schedule) should be furnished separately. (d) Banks should exclude only such perquisites from fixed pay, which are reimbursables without any monetary ceilings, e.g. hospitalization expenses, etc. Details of such perquisites should be annexed separately and need not be added while computing total fixed pay. Such exclusions are provided solely for such benefits/perquisites which are not quantifiable in advance. These exclusions would be subject to supervisory review.			

Particulars	Existing (Rs.)	Proposed (Rs.)	Reasons for change
(1)	(2)	(3)	(4)
PART-B:			
Variable Pay:			
For FY/Performance Period			
1. Cash component			
• Upfront payment (with %)			
• Deferred payment (with %)			
Total cash component			
Vesting period (in years)			
Deferral arrangement			
(i) First Year			
(ii) Second Year			
(iii) Third Year			
(iv)			
2. Non-cash Components (Share-linked instruments):			
(i) ESOP/ESOS			
(a) Number of share/ share-linked instruments			
(b) Monetary value			
(c) Deferral (with %)			
(d) Vesting schedule details			
(ii)(Any other share-linked instruments)			
(a) Number of share/ share-linked instruments			
(b) Monetary value			
(c) Deferral (with %)			
(d) Vesting schedule details			
(iii) Any other non-cash component (please specify) and mention its monetary value, deferral, vesting schedule, etc.			
Total monetary value of non-cash component(s)			
Total monetary value of Variable Pay (Cash and non-cash components)			
% of Cash Component in Total Variable Pay			
% of Non-cash component in Total Variable Pay			
% of Variable Pay to Fixed Pay and % of Variable Pay in Total Compensation (for the same FY/Performance Period)			
Total Compensation (Fixed Pay + Variable Pay)			
Note: (a) Both parts- A and B have to be filled and submitted at the time of appointment/re-appointment or seeking approval for the remuneration/revision of remuneration. The target variable pay, along with various sub-components, deferral and vesting period, etc., should be submitted in PART-B. (b) Whenever the bank approaches RBI for approval of variable pay for a particular performance measurement period, after the end of the period, only part-B has to be suitably filled and submitted.			