

**DIRECTORS' REPORT**

Dear Shareholders,

The Board of Directors takes the pleasure of presenting the 49th Annual Report along with the Audited Statement of Accounts for the Financial Year ended 31.03.2025.

GLOBAL SCENARIO

According to the World Bank's Global Economic Prospects (January 2025), the global economy is projected to grow at 2.7% in 2025 and 2026. Global growth is stabilizing as inflation is inching closer to targets and monetary easing supports activity in advanced economies and emerging markets. However, ongoing geopolitical uncertainties and adverse trade policy shifts are posing downside risks to growth.

The International Monetary Fund (IMF), in its latest World Economic Outlook (April 2025), projects global growth at 2.8% for 2025 and 3% in 2026, primarily due to escalating trade issues and heightened policy uncertainty. The IMF report reflects the adverse effects of trade policies, particularly significant tariff increase by a major economy, which has hampered global trade-flows and dampened investment confidence. Further, IMF said that the world's growth prospects would improve if trade frictions calmed and long standing complaints about tariff barriers were addressed.

The United Nations, in its World Economic Situation and Prospects 2025 report, forecasts global GDP growth of 2.8% for 2025 and 2.9% for 2026. Global growth may remain subdued amid lingering uncertainty. Lower inflation and monetary easing offer relief, but trade barriers, high debt burden of countries and geopolitical risks cloud the outlook.

INDIAN ECONOMY

The Economic Survey 2024-25 by the Ministry of Finance, projects India's GDP growth at 6.4% for F.Y. 2024-25. The survey attributes this to a strong domestic demand, a sharp rise in public and private capital expenditure, and the continued rollout of grassroot-level structural reforms. While external challenges and food price volatility remain uncertain, the survey notes that India is well-positioned to remain the fastest-growing major economy, with growth for F.Y. 2025-26 projected in the range of 6.3% to 6.8%. The survey flags key growth risks including global trade policy uncertainty, sluggish private investment, softening urban consumption, and climate-related pressures on agriculture. It also highlights the need for job creation and regulatory simplification to support MSMEs to sustain momentum.

As per the Second Advance Estimate released by the National Statistics Office, India's GDP for F.Y. 2024-25 is projected at 6.5%. Further, Reserve Bank of India in its April 2025 Monetary Policy Committee (MPC) meeting projected GDP growth at 6.5% for F.Y. 2025-26. MPC highlighted the strength in India's rural economy, recovery in the industrial sector, while flagging the challenges from global trade disruptions, which continue to pose downward risks.

The World Bank forecasts India's growth at 6.3% for F.Y. 2025-26 citing increased uncertainty in the global economy that will dim prospects for most South Asian nations. As per the report, benefits to private investment from monetary easing and regulatory streamlining are expected to be offset by global economic weakness and policy uncertainty.

Asian Development Bank (ADB), in its Asian Development Outlook, forecasts India's growth at 6.7% in 2025 and 6.8% in 2026. As per the report, growth will be supported by more favourable monetary and fiscal policies, rising rural incomes and moderating inflation that will boost consumer confidence. However, net exports will be undermined by global economic uncertainty, notwithstanding robust growth in service exports. On the supply side, the outlook for services remains robust and the manufacturing outlook will improve.

FINANCIAL PERFORMANCE

The key financial highlights of the Bank for the year ended 31st March, 2025:

PARTICULARS	Amount (₹ in Crore)	
	31.03.2025	31.03.2024
Paid up Capital	187.70	203.44
Reserves	1,541.95	1,492.63
Working Capital	13,995.82	14,242.75
Total Business	18,492.03	18,826.81
Deposits	10,995.69	11,582.45
Advances	7,496.34	7,244.36
Gross Income	1,101.84	1,069.06
Net Profit above the line	36.05	11.78
Net Profit below the line	36.05	20.64
CRAR	14.14%	13.70%

- DEPOSITS decreased by ₹ 586.76 Crore i.e. 5.07%
- ADVANCES increased by ₹ 251.98 Crore i.e. 3.48%
- NET PROFIT stood at ₹ 36.05 Crore as compared to ₹ 11.78 Crore in the previous year.
- BUSINESS PER EMPLOYEE stood at ₹ 12.86 Crore.

PROFIT

The operating profit for the F.Y. 2024-25 is ₹ 162.89 Crore. However, the Net Profit for the year is ₹ 36.05 Crore after provisioning towards Bad & Doubtful Debts Reserve, Security Receipts and other required provisions totally amounting to ₹ 106.96 and Tax amounting to ₹ 19.88 Crore.



APPROPRIATION OF PROFITS

In accordance with RBI guidelines and the provisions of section 63 of Multi-State Co-operative Societies Act 2002, the following appropriation of the Net Profit is recommended to the General Body for approval.

Reserve Fund & Other Reserves	Amount of Appropriation (₹)	Position as on 31.03.2025 after appropriation (₹)
Statutory Reserve	9,01,13,000	337,32,98,095
Building Fund		-
Dividend Equalization Fund		-
Bad and Doubtful Debts Reserve		322,80,03,323
Bad and Doubtful Debts Reserve (ARC)		1,33,85,841
Contingent provision against Standard Assets		29,75,00,000
Charity Fund		10,00,000
Special Reserve	3,60,45,200	124,09,95,200
Investment Fluctuation Reserve	-	45,51,01,059
Contribution to Education Fund of N.C.U.I.	36,04,522	36,04,522
Education Fund		10,00,000
Special Reserve for Restructured Assets		30,00,00,000
General Reserve (Deferred Tax)		9,11,30,000
Net Open Foreign Currency Position Reserve		1,00,00,000
Special Reserve u/s.36(1)(viii)		2,00,00,000
Members Welfare Fund		10,00,000
Revaluation Reserve		238,88,28,913
Bad & Doubtful Debts Reserve for Security Receipts(SRs)		392,27,31,787
General Reserve	-	20,16,58,165
Balance Carried Forward	61,20,87,685	61,20,87,685
TOTAL	74,18,50,407	1616,13,24,590

PROVISION FOR INCOME TAX

Provision for tax in the F.Y. 2024-25 is computed after considering items allowable / inadmissible as per the Income Tax Act 1961. The estimated tax outflow for the F.Y. 2024-25 is ₹ 24.91 Crore. The net provision for taxes after giving effect to the Deferred Tax Liability arising out of the timing differences and provisioning in accordance with the Accounting Standards AS-22 is ₹ 19.88 Crore as detailed hereunder :

	(₹ in Crore)
Net Tax Liability for the year	24.91
ADD : Tax paid for the earlier year	0.10
ADD : Deferred Tax Liability	(5.13)
Provision made in Profit & Loss Account	19.88

AWARDS / RECOGNITIONS

The Bank has received following awards during F.Y. 2024-25 in recognition of its initiatives.

- Best IT Risk Management Runner-up Award by Indian Banks' Association (IBA) at 20th Annual Banking Technology Conference.
- Best Risk & Cyber Security Initiative Award at 19th Annual Summit & Awards organized by ASSOCHAM.
- Best HR Management Award at the 19th All India Co-operative Banks Summit by NAFCUB and Banking Frontiers.
- Best Chairman Award at the Co-operative Banking Summit.
- Best Cyber Security Initiative Award at the Co-operative Banking Summit.
- Data Quality Award by TransUnion CIBIL.

DIVIDEND

Net Profit of the Bank during the year under report is ₹ 36.05 Crore which is subject to statutory appropriation. However, declaration/ payout of dividend for the F.Y. 2024-25 is subject to the approval of the Reserve Bank of India. The Bank has requested the Reserve Bank of India for approval to declare and pay dividend to the members.

CAPITAL TO RISK WEIGHTED ASSETS

Bank has consistently maintained a healthy Capital to Risk Weighted Assets Ratio (CRAR). The CRAR of the Bank is 14.14% as on 31.03.2025 which is well above the minimum regulatory requirement of 12% prescribed by the Reserve Bank of India for Banks with a license to transact Foreign Exchange Business.



MEMBERSHIP

The number of members of the Bank as on 31st March, 2025 is as under:

Type of Membership	As on 31.03.2024	Deletion of members during the year	Admission of new members during the year	As on 31.03.2025
Regular	1,79,750	3,976	3,152	1,78,926
Nominal	18,522	11,731	1,161	7,952

BRANCH NETWORK

The Bank continued to deliver services through a well-established network of 101 branches, 3 extension counters, 97 on-site ATMs and 2 off-site ATMs across the states of Maharashtra, Karnataka and Gujarat.

During the year the Bank maintained a stable and efficient branch network, reflecting its emphasis on operational prudence and long-term sustainability.

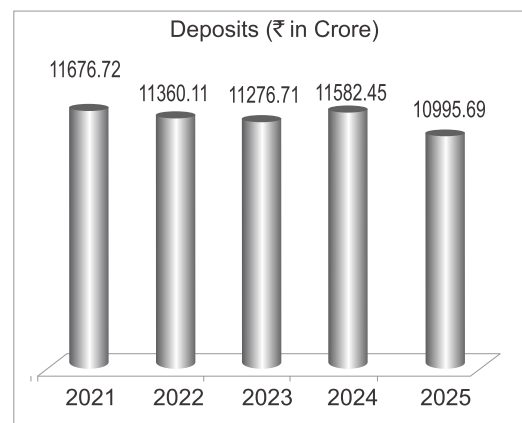
DEPOSIT INSURANCE

The deposits of customers continue to be insured up to ₹5 Lakh with the Deposit Insurance & Credit Guarantee Corporation (DICGC). The Bank is regular & prompt in paying insurance premium to DICGC.

DEPOSITS

The Deposits of the Bank were ₹ 10,995.69 Crore as on 31.03.2025 as compared to ₹ 11,582.45 Crore as on 31.03.2024. During the year the Bank continued to focus on mobilizing low-cost and retail term deposits to improve its profitability. This approach has helped the Bank to contain the cost of deposits and also widen the customer base.

However, a false and misleading article was published about the Bank in a newspaper, causing withdrawal of deposits in the last quarter of the year. Nonetheless, due to the strong support from our loyal customers, the Bank was able to maintain deposits at ₹ 10,995.69 Crore by 31.03.2025, despite these unusual withdrawals.



ADVANCES

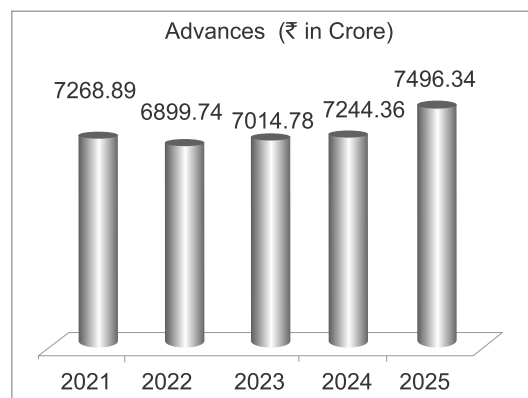
The Bank's advances portfolio stood at ₹ 7,496.34 Crore as on 31.03.2025 as compared to ₹ 7,244.36 Crore as on 31.03.2024.

The Bank's Credit Deposit (CD) ratio stood at 68.18% as on 31.03.2025 as compared to 62.55% as on 31.03.2024.

Reserve Bank of India stipulated that 40% of the aggregate Loans and Advances of Primary Urban Co-operative Banks should comprise of Small Value Loans as on 31.03.2025. The Bank's Small Value Loans stood at 42.91% as on 31.03.2025.

The Bank deployed 65.03% out of the total loans towards Priority Sector lending as against the required Priority Sector lending target for Urban Co-operative Banks at 60% of Adjusted Net Bank Credit (ANBC)/ Credit Equivalent Amount of Off-Balance Sheet Exposure (CEOE). The Advances to Micro Enterprises stood at 19.29% as against stipulated target of 7.50% and Advances to Weaker Section stood at 9.09% as against the stipulated target of 11.75%.

Further the Bank continues to make concerted efforts to maintain the quality and health of its advances portfolio with prudent lending practices.



NON PERFORMING ASSETS

Persistent recovery measures through various recovery channels including actions under SARFAESI Act, 2002, Insolvency & Bankruptcy Code-2016 (IBC), The Multi-State Co-operative Societies Act-2002 and consistent efforts towards the recovery of loan dues resulted in reduction of NPAs.

The Gross NPA of the Bank stood at ₹ 489.65 Crore forming 6.53% of total advances as on 31.03.2025. The Net NPA of the Bank was ₹ 166.85 Crore, which constitutes 2.33% of net advances.

The Bank refers disputes relating to recovery of dues in the state of Maharashtra to Justice Shri Rajan Jodharaj Kochar (Retd.), High Court of Bombay, Shri Vasant Narayan Lothey Patil, Ex-Presiding Officer (Judge), Debt Recovery Tribunal-III, Mumbai, Debt Recovery Tribunal II, Ahmedabad and Shri Kailashchandra L. Vyas, Advocate & Retd. District Judge; who were appointed as Arbitrators by the Commissioner for Co-operation and Registrar of Co-operative Societies, Maharashtra State.

Disputes relating to recovery of dues in the State of Karnataka are referred to Shri C. N. Badrinath, Additional Registrar of Co-operative Societies (Retd.) and Central Arbitrator & Ex- Member, Karnataka Appellate Tribunal, appointed as Arbitrator by the Central Registrar of Co-operative Societies.

Office of the Central Registrar of Co-operative Societies (CRCS) vide order dated 18.09.2024 has authorised the bank officials as Sales Officers u/s 97 of The Multi-State Co-operative Societies Act, 2002 for a period of one year i.e. upto 17.09.2025 to execute the Awards/Decree passed by the Hon'ble Arbitrator u/s 84 of The Multi-State Co-operative Societies Act, 2002 against the Judgement Debtors for recovery of Bank's dues in accordance to the provisions of The Multi-State Co-operative Societies Act, 2002 and rules framed thereunder.



Classification of Assets and Provisioning made against Non-Performing Assets as on 31st March, 2025
(₹ in Lakh)

Classification of Assets	No. of A/Cs	Amount Outstanding	% of Col.3 to Total Loans Outstanding	Provision required to be made		Existing provision at the beginning of the year	Provisioning made during the year under report	Total provisions as at the end of the year	Remarks
				%	Amount				
1.	2.	3.	4.	5.		6.	7.	8.	9.
Total Loans and Advances	28701	749633.94							
of which :									
A. Standard Assets	27129	700668.96	93.47	0.40 to 5	2975.00	2875.00	100.00	2975.00	
B. Non-Performing Assets						30193.43	2086.60	32280.03	
1. Sub-Standard	116	6930.99	0.92	10	693.10				
2. Doubtful									
(i) Upto 1 year									
a) Secured	96	5184.76	0.69	20	1036.95				
b) Unsecured	17	393.35	0.05	100	393.35				
(ii) Above 1 year and upto 3 years									
a) Secured	168	9031.13	1.20	30	2709.34				
b) Unsecured	87	4082.67	0.55	100	4082.67				
(iii) Above 3 years									
a) Secured	788	17385.21	2.33	100	17385.21				
b) Unsecured	180	3180.45	0.42	100	3180.45				
Total Doubtful Assets (i + ii + iii)	1336	39257.57	5.24		28787.97				
a) Secured	1052	31601.10	4.22		21131.50				
b) Unsecured	284	7656.47	1.02		7656.47				
3. Loss Assets	120	2776.42	0.37	100	2776.42				
Gross NPA's (B1+B2+B3)	1572	48964.98	6.53		32257.49	30193.43	2086.60	32280.03	

(₹ in Lakh)

Sr. No.	Particulars	31.03.2025	31.03.2024
1	Gross Advances	749633.94	724436.26
2	Gross NPAs	48964.98	56132.65
3	Gross NPAs as a percentage to Gross Advances	6.53	7.75
4	Deductions	---	---
	- Balance in interest suspense account / OIR	---	---
	- DICGC/ ECGC claims received and held pending adjustment	---	---
	- Part payment on NPA account received and kept in suspense account	---	---
5	Total NPA provisions held (BDDR, Special BDDR Balance after appropriation)	32280.03	30193.43
6	Net advances (1-4-5)	717353.91	694242.83
7	Net NPA (2-4-5)	16684.95	25939.22
8	Net NPAs as percentage of net advances	2.33	3.74

FOREIGN EXCHANGE BUSINESS

The Bank has been providing Foreign Exchange services since 2009 as AD-Category-I Bank. Over the years the Bank has evolved to be one of the leading Co-operative Bank to cater to customers' Trade Finance requirements. Foreign Exchange transaction of the customer is undertaken through Bank's 'B-Category' branches located at Goregaon (East) and Fort.

The foreign exchange business of the Bank has shown considerable growth all these years. During the year under review, the foreign exchange merchant turnover stood at ₹ 2,526.53 Crore as against ₹ 2,337.61 Crore during previous financial year showing a growth of around 8%.

To facilitate Foreign Trade and remittances the Bank is maintaining Nostro Accounts in 8 major currencies viz. USD, EURO, GBP, SGD, AED, JPY, AUD and CAD with international banks. The Bank is also maintaining correspondent relationship with reputed International Banks for smooth trade transactions.

The Bank offers wide range of forex products including issuance of Import Letter of Credit, Inward/Outward remittances, issuance of foreign bank guarantees. Bank encourages the customers to book forward contracts to help them manage their foreign exchange risks. The Bank offers Export finance in Indian Rupee and foreign currency (PCFC/PSCFC) and discounting of Export LCs. The Bank also facilitates clients to maintain Exchange Earner's Foreign Currency account (EEFC) in major currencies.

The Bank is offering deposit products such as Non-Resident External (NRE) accounts, Non-Resident Ordinary (NRO) accounts and Foreign Currency Non-Resident (FCNR) deposits at competitive interest rates to Non-Resident Indians.

TREASURY

The Bank's investment portfolio stood at ₹ 4,625.37 Crore as on 31.03.2025, of which ₹2,583.58 Crore was invested in government and other approved securities. This accounted for 22.52% of Net Demand and Time Liabilities (NDTL).

The Treasury Department managed liquidity and interest rate risk throughout the year, ensuring compliance with regulatory norms. Reserve Bank of India (RBI) in its February 2025 Monetary Policy Committee (MPC) meeting reduced the policy repo rate by 25 basis points to 6.25% from 6.50%. The stance remained neutral, with the MPC aiming to support growth amid moderating inflation and rising global uncertainties.

The yield on the 10-year benchmark government security stood at 6.58% as on 31.03.2025 as against 7.06% as on 31.03.2024. Bond yields decreased due to Monetary Policy Committee's repo rate cut, liquidity infusion through Reserve Bank of India's open market operations and expectations of further rate cuts..

BANCASSURANCE

The Bank is a Corporate Agent for Bancassurance under the License issued by IRDAI offering a bouquet of insurance products across all the branches.



The Bank is having below-mentioned tie-up arrangements with multiple insurance companies in various segments :

Segment	Name of Insurance Partners
Life Insurance	Life Insurance Corporation of India
	HDFC Life Insurance Company Limited
	Aditya Birla Sun Life Insurance Company Limited
	Shriram Life Insurance Company Limited
General Insurance	Pramerica Life Insurance Limited
	The New India Assurance Company Limited
	Bajaj Allianz General Insurance Company Limited

During the F.Y. 2024-25, the Bank has earned revenue of ₹ 3.50 Crore from sale of third party insurance products as against ₹ 2.62 Crore during F.Y. 2023-24.

AUDIT & INSPECTION

The Bank has a sound and comprehensive audit mechanism in place which plays a crucial role in maintenance, assessment and effectiveness of the Bank's internal control system and procedures. Audit activities are guided by Audit Policy of the Bank which is reviewed on yearly basis. The Bank's audits are being carried out by the external agencies as well as the In-house audit team.

RBI INSPECTION

The officials of RBI have carried out inspection of the Bank covering the period upto 31.03.2024 under Section 35 of the Banking Regulation Act, 1949 (as applicable to Co-operative Societies).

STATUTORY AUDIT

M/s. Sarda & Pareek LLP, Chartered Accountants carried out the Statutory Audit of the Bank for the F.Y. 2024-25, who is appointed by the Shareholders at the 48th Annual General Meeting held on 05.09.2024 as approved by the Reserve Bank of India.

RISK BASED INTERNAL AUDIT

From the F.Y. 2022-23 onwards the Internal Audit function of the Bank is conducted by the Internal Audit Department of the Bank in adherence to the RBI Circular bearing Ref. No. DoS.CO.PPG./sec.05/11.01.005/2020-21 dated 03.02.2021.

CONCURRENT AUDIT

Branches of the Bank have been categorized as High, Medium and Low Risk based on the risk perception and volume of business. Out of 101 branches & 3 extension counters of the Bank, 44 Branches are under the purview of Concurrent Audit. Various Chartered Accountant firms have been assigned the work of Concurrent audits of these branches and also certain activities at Central Office.

INFORMATION SYSTEM AUDIT & ASSESSMENTS

To ensure security of the Information Systems and Applications, the Bank regularly conducts various assessments such as Information System Audit, Cyber Security Audit, Process & System Audit, Application Security & Source Code Audit of critical applications, vulnerable assessment of servers & network devices, Third Party Risk Assessment (TPRA) of critical vendors, Red Teaming exercises and breach attack simulations.

IT INFRASTRUCTURE & APPLICATION SOFTWARE ENHANCEMENTS

Upgradation of IT infrastructure is an ongoing process and the Bank makes all efforts to ensure that its critical IT infrastructure runs on the latest hardware and software versions. We've built in backup systems at every level of our IT infrastructure to prevent unexpected outages (shutdowns). Multiple link and power redundancies have been deployed to ensure optimum connectivity and power availability. The Bank has recently upgraded its Core Banking Software (CBS) to higher version to meet security and regulatory requirements.

The Bank is upgrading its Disaster Recovery site to ensure availability of critical banking services to its customers during emergencies / exigencies.

ENHANCING DIGITALIZATION

In response to the ever-evolving digital landscape, the Bank is investing in and adopting the latest technologies to enhance customer experience. This includes improving digital services such as UPI, IMPS, Mobile Banking, Internet Banking and Card based transactions.

INFORMATION SECURITY

To safeguard Bank's infrastructure and customer information, the Bank has adopted the Zero Trust Environment (ZTE) and has implemented various security layers such as Next Generation Firewalls, Network Access Control Systems, Data Loss Prevention (DLP), Mobile Device Management, Micro-segmentation, Endpoint Detection & Response (EDR), Identity & Access Management solution, SIEM solution monitored by 24x7 Security Operations Centre (SOC), Email & Web Security etc. The Bank regularly conducts security awareness trainings for its employees and the management to improve Cyber Awareness and overall cyber security posture.

The Bank has received multiple awards at different platforms for driving various security initiatives during the F.Y. 2024-25 and will continue to work uncompromisingly towards protecting sensitive data by focussing on enhancements and security.

COMPLIANCE FUNCTION

The Bank has set up an independent compliance function, headed by a Chief Compliance Officer (CCO) to ensure a focused approach towards regulatory compliance. The compliance function remains a cornerstone to the Bank's governance framework, in adherence to all applicable Banking laws, regulations and internal policies.

**RISK MANAGEMENT**

Effective risk management is integral to the functioning of the Bank ensuring its sustainability and resilience in a dynamic financial environment. The Bank adopts a comprehensive approach towards identifying, assessing, mitigating and monitoring risks across all its operations. The Bank has a risk management policy to oversee different types of risks viz, Credit Risk, Operational Risk, Market Risk, Liquidity Risk, Technology Risk, Reputation Risk etc.

The Bank's risk appetite framework establishes specific thresholds to define the tolerable level of risk across various categories of risks. These thresholds serve as critical benchmarks to ensure that the Bank operates within the defined risk tolerance while pursuing its strategic objectives.

The Board of Directors periodically reviews the risk management framework and policies to ensure alignment with evolving regulatory guidelines and industry best practices, in order to safeguard various stakeholders' interests.

HUMAN RESOURCE MANAGEMENT

The total employee strength of the Bank stood at 1438 as on 31.03.2025. The Bank is focused on creating an enabling work environment where employees are dedicated towards fulfilling the expectations of the stakeholders.

The Bank strives to attract, develop, and retain a skilled and diverse workforce. We achieve this by fostering a collaborative work culture and prioritizing employee well-being.

The Bank has won the "Best HR Management Award" at All India Co-operative Banks' Summit 2024 for the third consecutive year reaffirming its efforts in human resource management.

LEARNING & DEVELOPMENT

The Bank is constantly working towards developing a dynamic & agile workforce by training & upskilling its employees, through in-house training as well as external training programmes. The Bank has well- equipped Learning Centres at Goregaon (Mumbai) & Suratkal (Karnataka) to impart training on varied topics for the employees.

During the year, the Bank has conducted several in-house training programs for employees on various topics like ethics in banking, cash management, personal effectiveness, marketing, loans & advances, customer service, digital products & services, new products and such other important subjects. The Bank utilizes a hybrid model of training delivered through a blend of online and classroom training programmes to sync with the Bank's business initiatives and goals. The Bank also uses Learning Management System (LMS) for online training programmes, general banking information tests & quizzes to all employees of the Bank.

The Bank also had deputed employees for various external training programs conducted by the institutions viz. Reserve Bank of India – College of Agricultural Banking, National Institute of Bank Management, Indian Institute of Banking and Finance, Foreign Exchange Dealers Association of India (FEDAI), Institute for Development and Research in Banking Technology, Reserve Bank of India - College of Supervisors, Indian Banks' Association etc. for a variety of topics, some of which are :-

- Cyber Security for All Employees
- Credit Management
- Various Recovery Strategies
- Anti Money Laundering and KYC
- Treasury and Foreign Exchange Market
- Vendor Risk Management
- Asset Liability Management
- Risk Based Internal Audit
- Effective Branch Management

The Bank also had deputed Board members for various training programmes.

EMPLOYEE ENGAGEMENT

The Bank is dedicated to fostering a work environment that promotes collaboration, well-being, growth, inclusivity, and a strong sense of belonging.

Our Staff Welfare Club plays a crucial role in this by leading numerous employee engagement initiatives designed to enhance cohesiveness, overall well-being, work quality, and job satisfaction. This year, for example, the Club proudly launched the “Bharat Ke Abhiman” program, recognizing and appreciating employees with over 25 years of dedicated service.

Beyond fostering a positive culture, we also prioritize employee health and well-being. The Staff Welfare Club has introduced various health initiatives, supplementing our annual health check-up camps for employees and their families.

EMPLOYEE RELATIONS

The Board of Directors appreciates the sincere and dedicated services rendered by the employees of the Bank. The Board endeavours to build and maintain cordial and fulfilling relations with the employees, recognized Bharat Bank Officers Association and Bharat Bank Employees Union and works to propagate employee centric initiatives to motivate employees and promote a cordial relationship.

The Bank has zero tolerance towards sexual harassment at workplaces and has put in place appropriate mechanism to ensure that employees work with dignity.

AMENDMENTS TO BYE-LAWS

The Board of Directors proposed amendment to the bye-law Nos. 2.d), 2.aa), 2.bb), 2.cc), 2.dd), 2.ee), 2.ff), 2.gg), 5.i), 5.iii), 8.d), 10.iii), 11.c), 12.f), 15., 19.iii), 24., 31.(ii), 31.(iii), 32.v), 34.ii), 34.v), 36.1.a), 36.1.h), 36.1.o), 37., 38., 39., 43., 44.j), 48.ii), 48.iv), 55., 61., 64.vi), 70.i), 70.ii) and 70.iii) of the Bank, which was unanimously approved at the Annual General Meeting held on Thursday, 05.09.2024.



The Office of Central Registrar of Co-operative Societies, New Delhi vide certificate of registration of amendment dated 26.12.2024 has informed the Bank about the registration of the amendment to Bye-law Nos. 11.c), 12.f), 19.iii), 24., 31.(ii), 31.(iii), 32.v), 34.ii), 34.v), 36.1.a), 36.1.h), 36.1.o), 37., 38., 39., 43., 44.j), 48.ii), 48.iv), 55, 2.d), 61 (i), (ii), (iii), (v), (vi), (vii); 2.aa), 2.bb), 64.vi), (newly inserted); 70.i), 70.ii) and 70.iii), 2.cc), 2.dd), 2.ee), 2.ff), 5.i), 5.iii), 8.d), 10.iii) of the Bank under Section 11 of the Multi-State Co-operative Societies Act, 2002 (39 of 2002).

Central Registrar of Co-operative Societies, New Delhi vide letter dated 26.12.2024, has stated that the proposed Bye Law nos. 15, 61.iv) and 2.gg) were not considered for the reasons mentioned therein.

The Board of Directors of the Bank proposes to amend bye-law No. 36.1. (e) of the Bank viz. Disqualifications for being a member of Board as reproduced on page 73 for deliberations and members approval.

CO-OPTION OF DIRECTORS

In terms of section 41(3) of the Multi-State Co-operative Societies Act, 2002 and Bye-law No.31 (ii) of the Bank, the Board of Directors co-opted 2 eminent persons Shri Gouresh R. Kotian and Smt. Jayshree M. Hejmadi as Directors of the Bank and the tenure of the said Directors will be co-terminus with the tenure of the existing Board.

BOARD OF MANAGEMENT

In accordance with the circular bearing ref. no. RBI/2019-20/128 DoR (PCB).BPD.Cir.No.8/12.05.002/2019-20 dated 31.12.2019 received from Reserve Bank of India with regard to constitution of Board of Management (BoM) in Primary (Urban) Co-operative Banks (UCBs) and as per the bye-law Nos. 65 (i), 66 (I to V), 67 (a to j), 68 and 69 of the Bank, the Board of Directors at the meeting held on 18.10. 2023, has constituted the Board of Management (BoM) consisting of members with experience in the field of law, finance, banking and co-operation. The Board of Management (BoM) consists of the following members:

Shri Prajwal J. Poojari

Shri Somnath B. Amin

Smt Jayalaxmi P. Salian

Shri Ashok K. Kotian

Shri Nityanand D. Kotian

Shri Vidyanand S. Karkera, Managing Director & CEO

The Board of Management met on 33 occasions during the year under report.

CORPORATE GOVERNANCE

In consonance with the provisions of Section 53 of the Multi-State Co-operative Societies Act-2002, the Committees of the Board were constituted on 18.10.2023 and reconstituted during the F. Y. 2023-24 & F. Y. 2024-25.

DIRECTORS' REPORT

Various Committees of the Board are as under :

EXECUTIVE COMMITTEE OF THE BOARD	
Shri Suryakant J. Suvarna	Chairman
Shri Somnath B. Amin	Member
Shri Bhaskar M. Salian	Member
Shri Gangadhar J. Poojary	Member
Shri Mohandas G. Poojary	Member
Shri Ashok M. Kotian	Member
Shri Ganesh D. Poojary	Member
Smt Jayalaxmi P. Salian	Member
Shri Vidyanand S. Karkera	MD & CEO

AUDIT AND ETHICS COMMITTEE OF THE BOARD	
Shri Bhaskar M. Salian	Chairman
Shri Suryakant J. Suvarna	Member
Shri Chandrashekar S. Poojary	Member
Shri Niranjana L. Poojary	Member
Shri Santosh K. Poojary	Member
Smt Asha R. Bangera	Member
Smt Jayashree M. Hejmadi	Member
Shri Vidyanand S. Karkera	MD & CEO

LOAN COMMITTEE OF THE BOARD	
Shri Somnath B. Amin	Chairman
Shri Gangadhar J. Poojary	Member
Shri Suresh B. Suvarna	Member
Smt Asha R. Bangera	Member
Smt Jayalaxmi P. Salian	Member
Shri Vidyanand S. Karkera	MD & CEO

SPECIAL COMMITTEE OF THE BOARD FOR MONITORING AND FOLLOW UP OF CASES OF FRAUD (SCBMF)	
Shri Suryakant J. Suvarna	Chairman
Shri Somnath B. Amin	Member
Shri Bhaskar M. Salian	Member
Smt Asha R. Bangera	Member
Shri Vidyanand S. Karkera	MD & CEO

IT STRATEGY, STEERING & SECURITY COMMITTEE OF THE BOARD	
Smt Jayalaxmi P. Salian	Chairperson
Shri Suryakant J. Suvarna	Member
Shri Gouresh R. Kotian	Member
Shri Vidyanand S. Karkera	MD & CEO

RECOVERY COMMITTEE OF THE BOARD	
Shri Suryakant J. Suvarna	Chairman
Shri Bhaskar M. Salian	Member
Shri Gangadhar J. Poojary	Member
Shri Naresh K. Poojary	Member
Shri Dayanand R. Poojary	Member
Shri Narayan L. Suvarna	Member
Shri Anbalagan C. Harijan	Member
Shri Gouresh R. Kotian	Member
Smt Jayashree M. Hejmadi	Member
Shri Vidyanand S. Karkera	MD & CEO

RISK MANAGEMENT COMMITTEE OF THE BOARD	
Shri Suryakant J. Suvarna	Chairman
Shri Chandrashekar S. Poojary	Member
Shri Harish V. Poojary	Member
Smt Asha R. Bangera	Member
Shri Gouresh R. Kotian	Member
Shri Vidyanand S. Karkera	MD & CEO



All the above Committees of the Board met from time to time to carry out the responsibilities entrusted to them for the qualitative growth of the business of the Bank.

The Bank is committed to achieving excellence in corporate governance. We balance the interests of our shareholders and customers while ensuring compliance with statutory and legal requirements. This commitment is underpinned by transparent operations and adherence to prudent banking systems and procedures.

Bank ensures highest level of ethical standards, professional integrity & corporate governance. The Bank practices the cardinal principles of business ethics, accountability, responsibility, transparency and effective supervision, which serve as the basic approach to corporate governance.

Meetings of the Board and its various Committees held during the year are as under:

Meeting	No. of meetings held
Board	26
Executive & IT Strategy, Steering & Security Committee of the Board	11
Executive Committee of the Board	1
Loan Committee of the Board	33
Audit and Recovery Committee of the Board	16
Audit & Ethics Committee of the Board	1
Recovery Committee of the Board	1
Special Committee of the Board for monitoring Frauds & Risk Management Committee of the Board	4

STAFF EXECUTIVE COMMITTEES

The Committees comprising of Senior Executives of the Bank are:

- Asset Liability Management Committee
- Investment Committee
- Executives' Loan Committee
- Staff Accountability Committee

RE-APPOINTMENT OF MANAGING DIRECTOR & CEO

The present MD & CEO, Shri Vidyanand S. Karkera will be attaining superannuation on 31.08.2025. The Board of Directors on the recommendation of NRC Committee has considered the re-appointment of Shri Vidyanand S. Karkera as MD & CEO and recommended to Reserve Bank of India for approval. The Reserve Bank of India has since accorded its approval for the same.

OBITUARY

The Board of Directors regrets to state with a deep sense of sorrow about the sad demise of Shri C. T. Salián on 05.08.2024, Ex-Director of the Bank. Shri C. T. Salián was associated with the Bank for the period from 2013 to 2018 as a Director.

The Board of Directors places on record the sincere appreciation of the selfless and dedicated services rendered by Late Shri C. T. Salián during his tenure as Director in the Bank's growth.

ACKNOWLEDGEMENT

The Board of Directors expresses gratitude to The Billawar Association, Mumbai, and its members for extending their support from time to time. The Board of Directors thanks all the members, customers, employees, service providers, well-wishers and institutions for extending their whole-hearted support and co-operation in the growth and development of the Bank. The Board of Directors also wishes to place on record the assistance, guidance and co-operation extended by the following institutions, Banks and other authorities:

1. Reserve Bank of India.
2. Central Registrar of Co-operative Societies, Government of India, New Delhi.
3. Commissioner for Co-operation and Registrar for Co-operative Societies, Maharashtra State.
4. Registrar of Co-operative Societies, Karnataka State.
5. Registrar of Co-operative Societies, Gujarat State.
6. Officials of Revenue Department at all levels in Maharashtra, Karnataka and Gujarat States.
7. Statutory Auditors, Concurrent Auditors, Information Systems Auditors, Tax Auditors and all other Auditors, Legal Advisors, Valuers & Company-Secretaries.
8. National Federation of Urban Co-operative Banks and Credit Societies Ltd., New Delhi.
9. Maharashtra Urban Co-operative Banks Federation Ltd.
10. Brihanmumbai Nagari Sahakari Banks Association Ltd., Mumbai.
11. The Maharashtra State Co-operative Banks' Association Ltd., Mumbai.
12. Indian Banks' Association.
13. Foreign Exchange Dealers Association of India (FEDAI).
14. Insurance Regulatory and Development Authority of India (IRDAI).
15. Print & Electronic Media.

For and on behalf of the Board of Directors

Place : Mumbai

Dated : 14th May, 2025

SURYAKANT J. SUVARNA
CHAIRMAN