

March 25, 2025

The Manager
The Department of Corporate Services
BSE Limited
P. J. Towers,
Dalal Street, Mumbai - 400 001
Scrip Code - 540775

The Manager
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051
Symbol – KHADIM

Dear Sir / Madam,

Sub: Outcome of the Board Meeting pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended ("Listing Regulations")

With reference to the captioned subject, please be informed that the Board of Directors at its meeting held today i.e., March 25, 2025, had, inter alia, considered and approved the following business:

1. Re-designation of Mrs. Upama Mukherjee (DIN: 10585455) from "Non-Executive Non-Independent Director" to "Independent Director" of the Company effective April 01, 2025. Disclosure under Regulation 30 of the Listing Regulations read with Section V-A of the SEBI Mater Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (hereinafter referred to as "Disclosure") in this regard is enclosed herewith and marked as "**Annexure - A**".
2. Accepting resignation of Prof. (Dr.) Surabhi Banerjee (DIN: 10585455) from the position of "Chairperson" of the Company effective March 31, 2025 (COB) due to personal reasons. However, she will continue to act as an "Independent Director" of the Company for the remaining period of her tenure. Disclosure in this regard is enclosed herewith and marked as "**Annexure - B**".
3. Mr. Siddhartha Roy Burman (DIN:00043715), who is presently acting as the "Managing Director" of the Company, has been re-designated and appointed as "Executive Chairman" (also a "Whole-time Key Managerial Personnel") in the category of "Whole-time Director" and also to be functioned as 'Chairman' for a fresh term of 3 (Three) consecutive years effective April 01, 2025. Disclosure in this regard is enclosed herewith and marked as "**Annexure - C**".
4. Mr. Rittick Roy Burman (DIN: 08537366), who is presently acting as the "Whole-time Director" of the Company, has been re-designated and appointed as "Managing Director" (also a "Whole-time Key Managerial Personnel") of the Company for a fresh term of 3 (Three) consecutive years effective April 01, 2025. Disclosure in this regard is enclosed herewith and marked as "**Annexure - D**".

The business related to aforesaid re-designation / appointment are subject to approvals of the Members of the Company.

Further, in compliance with Regulation 30(5) of the Listing Regulations, please find below the revised list of the Key Managerial Personnel (KMP) of the Company who are have been jointly and / or severally authorized for the purpose of determining materiality of an event or information and in respect of making the necessary disclosures to the Stock Exchange(s):

Sl. No.	Name and Designation of the KMP	Contact Details
1.	Mr. Siddhartha Roy Burman Executive Chairman	Email Id: siddhartha.royburman@khadims.com Tel No. + 91 33 4009 0501 Fax Nos. + 91 33 4009 0500
2.	Mr. Rittick Roy Burman Managing Director	Email Id: rittick.royburman@khadims.com Tel No. + 91 33 4009 0501 Fax Nos. + 91 33 4009 0500
3.	Mr. Indrajit Chaudhuri Group Chief Financial Officer (CFO)	Email Id: indrajit.chowdhury@khadims.com Tel No. + 91 33 4009 0501 Fax Nos. + 91 33 4009 0500
4.	Mr. Abhijit Dan Group Company Secretary and Compliance Officer	Email Id: abhijit.dan@khadims.com Tel No. + 91 33 4009 0501 Fax Nos. + 91 33 4009 0500

The Board Meeting commenced at 2:00 p.m. and concluded at 2.23 p.m.

Please take the same on record.

Thanking You,

Yours faithfully,

For **Khadim India Limited**

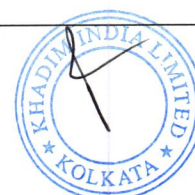


Abhijit Dan
Group Company Secretary & Head - Legal
ICSI Membership No. A21358

Encl: As above

Brief Profile and other details of Mrs. Upama Mukherjee

Sl. No.	Particulars	Description
1.	Name	Mrs. Upama Mukherjee (DIN: 10585455)
2.	Reason for change viz. appointment	Re-designation of Mrs. Upama Mukherjee from “Non-Executive Non-Independent Director” to “Independent Director” of the Company (not liable to retire by rotation) for a period of 5 (Five) consecutive years commencing from April 01, 2025.
3.	Date of appointment & term of appointment	Mrs. Upama Mukherjee being an experienced professional, her re-designation as Independent Director will be in the interest of the Company.
4.	Brief profile	<p>Mrs. Upama Mukherjee is a practicing Chartered Accountant. Before stepping into independent practice, in her illustrious career of over 36 years in audit and other allied functions, she was associated with Deloitte Haskins & Sells, Chartered Accountants, for last 19 years and retired as Director in April 2024. Prior to that, she was associated with Lovelock & Lewes (a network firm of PwC), Chartered Accountants, for 15 years.</p> <p>She has a wide range of expertise and understanding in financial audit and assurance services of diverse industrial sectors spanning consumer, manufacturing, plantation, media and construction businesses which includes various listed, unlisted as well as multinational entities. In a varied and distinguished career, she specializes in statutory audit, internal control evaluation and various other audits & financial assurance matters.</p> <p>She is a Fellow Member of the Institute of Chartered Accountants of India and also holds a Bachelor’s degree in Commerce from the University of Calcutta.</p>
5.	Disclosure of relationships between directors	Mrs. Mukherjee is not related to any Director of the Company.
6.	Information as required under BSE Circular No. LIST/COMP/14/2018-19 and NSE circular No. NSE/CML/2018/24 both dated June 20, 2018	Mrs. Mukherjee is not debarred from holding the office of Director by virtue of any order of SEBI or any other authority.



Details of Prof. (Dr.) Surabhi Banerjee

Sl. No	Particulars	Description
1.	Name	Prof. (Dr.) Surabhi Banerjee (DIN: 10585455)
2.	Reason for change viz. resignation	Resignation from the position of “Chairperson” of the Company due to personal reasons. However, she will continue to act as an “Independent Director” of the Company for the remaining period of her tenure.
3.	Date of cessation	March 31, 2025 (COB)
4.	Brief profile	Not Applicable
5.	Disclosure of relationships between directors	
6.	Information as required under BSE circular No. LIST/COMP/14/2018-19 and NSE circular No. NSE/CML/2018/24 dated June 20, 2018	



Brief Profile and other details of Mr. Siddhartha Roy Burman

Sl. No.	Disclosure Requirement	Details
1.	Name	Mr. Siddhartha Roy Burman (DIN: 00043715)
2.	Reason for change	Mr. Siddhartha Roy Burman, who is presently acting as the “Managing Director” of the Company, has been re-designated and appointed as an “Executive Chairman” (also a “Whole-time Key Managerial Personnel”) in the category of “Whole-time Director” and also to be functioned as ‘Chairman’ for a fresh term of 3 (Three) consecutive years with effect from April 01, 2025 till March 31, 2028(both days inclusive).
3.	Date and term of appointment	<p>The said change in designation of Mr. Siddhartha Roy Burman would also be in alignment with the long-term strategy and succession planning of the Company.</p> <p>The office of Mr. Siddhartha Roy Burman as “Executive Chairman” shall be liable to retire by rotation.</p>
4.	Brief profile	<p>Mr. Siddhartha Roy Burman is one of the Promoter of the Company.</p> <p>Mr. Siddhartha Roy Burman has been associated with the Company since its incorporation and has over 41 years of experience in the footwear Industry. He is at the helm of overall strategic decision - making of the Company and provides leadership to all operations.</p> <p>He holds bachelor’s degree in Commerce from the University of Calcutta.</p>
5.	Relationship with other Directors of the Company	Father of Mr. Ritoban Roy Burman and Mr. Rittick Roy Burman.
6.	Information as required under BSE Circular No. LIST/COMP/14/2018-19 and NSE circular No. NSE/CML/2018/24 both dated June 20, 2018	Mr. Siddhartha Roy Burman is not debarred from holding the office of Director by virtue of any order of SEBI or any other authority.



Brief Profile and other details of Mr. Rittick Roy Burman

Sl. No.	Disclosure Requirement	Details
1.	Name	Mr. Rittick Roy Burman (DIN: 08537366)
2.	Reason for change	<p>As a part of long-term strategy from time to time including succession planning, Mr. Rittick Roy Burman is being re-designated and appointed as “Managing Director” (also a “Whole-time Key Managerial Personnel”) of the Company for a fresh term of 3 (Three) years with effect from April 01, 2025 till March 31, 2028 (both days inclusive) from his earlier designation / appointment as a Whole-time Director of the Company.</p> <p>The office of Mr. Rittick Roy Burman as “Managing Director” shall be liable to retire by rotation.</p>
3.	Date and term of appointment	
4.	Brief profile	<p>Mr. Rittick Roy Burman is a member of Promoter Group of the Company.</p> <p>Mr. Rittick Roy Burman is presently serving as a “Whole-time Director” of the Company since November 2019. Prior to his appointment as a Whole-time Director, he held various roles within the organisation for a tenure of three years. Notably, he served as the Head –Merchandising & New Initiatives, overseeing the long-term strategy of the organisation and driving new ventures and initiatives. His diverse experience across different departments has provided him with a comprehensive understanding of the business.</p> <p>He holds a Bachelor’s Degree in Commerce from the University of Calcutta. He is also a Management Graduate from University of California, Berkeley.</p>
5.	Relationship with other Directors of the Company	Son of Mr. Siddhartha Roy Burman and brother of Mr. Ritoban Roy Burman.
6.	Information as required under BSE Circular No. LIST/COMP/14/2018-19 and NSE circular No. NSE/CML/2018/24 both dated June 20, 2018	Mr. Rittick Roy Burman is not debarred from holding the office of Director by virtue of any order of SEBI or any other authority.

