

March 24, 2023

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: Updates

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform that Mr. Rittick Roy Burman (DIN: 08537366), Whole-time Director (“Key Managerial Personnel”) [Re-appointed vide the Special Resolution passed by the Members at the 41st AGM dated September 23, 2022] has been entrusted with the additional responsibilities effective March 24, 2023, consequent to the resignation submitted by Ms. Namrata Ashok Chotrani from the position of Chief Executive Officer (CEO) of the Company effective March 23, 2023 (COB).

Further, the Board of Directors at its meeting held today i.e., March 24, 2023 has approved the revised remuneration package of Mr. Rittick Roy Burman with effect from April 01, 2023 for the remaining period of his tenure ending November 07, 2025 subject to the necessary approval of the Members of the Company at the upcoming Annual General Meeting.

A brief profile of Mr. Rittick Roy Burman along with the revised remuneration package are enclosed herewith as “**Annexure – A**”.

This is for your information and record.

Thanking You,

Yours faithfully,

For **Khadim India Limited**

Company Secretary & Head - Legal
ICSI Membership No. - A21358



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www.khadims.com

KHADIM INDIA LIMITED

CIN : L19129WB1981PLC034337

REGISTERED OFFICE : 7TH FLOOR, TOWER C, DLF IT PARK, 08 MAJOR ARTERIAL ROAD, BLOCK AF, NEW TOWN (RAJARHAT), KOLKATA - 700 156
CITY OFFICE : 7A, LINDSAY STREET, KOLKATA - 700 087

Brief Profile of Mr. Rittick Roy Burman

Name	Mr. Rittick Roy Burman
DIN	08537366
Brief profile	<p>Young and dynamic with a high level of energy, Mr. Rittick Roy Burman has joined the family business at an early age. Rittick is a member of the Promoter Group and Key Managerial Personnel of the Company. His interest to join the business and to further develop his business acumen was nurtured by his father Mr. Siddhartha Roy Burman, Chairman & Managing Director of the Company.</p> <p>During his initial days at the organization, he worked as a management trainee in the internal audit department right after completing his graduation in Commerce from Calcutta University. Gradually he acquired a deep understanding of the system and processes of the Company. Within a short span of a year, he was entrusted with a challenging task of overseeing the operations of the newly set up manufacturing unit at Panpur, West Bengal. With this assignment, Rittick learned and understood the process and intricacy involved in designing a footwear, choice of the right quality of material for its production and correct pricing of the product.</p> <p>After few years of working in the family business with his father Mr. Siddhartha Roy Burman and grandfather and founder of the Company Late Satya Prasad Roy Burman, Rittick decided to pursue higher studies in USA in 2016 from University of California, Berkeley.</p> <p>Given his keen interest towards the footwear business, he made a conscious decision to join back the family business after returning to India. He rejoined the Company as a Whole-time Director in 2019 overseeing the manufacturing, processes, retail and merchandising, product development along with participating in the long-term strategy and decision making process of the Company.</p>
Relationship with other Directors of the Company	Son of Mr. Siddhartha Roy Burman, Chairman & Managing Director and brother of Mr. Ritoban Roy Burman, Non - Executive, Non Independent Director.

Revised remuneration package of Mr. Rittick Roy Burman

Particulars	Present	Revised*
Basic Salary	Not exceeding ₹ 26,91,444/- (Rupees Twenty Six Lakh Ninety One Thousand Four Hundred and Forty Four Only) per annum.	Not exceeding ₹ 53,16,960/- (Rupees Fifty Three Lakh Sixteen Thousand Nine Hundred and Sixty Only) per annum.
Performance Linked Incentive	Variable pay not exceeding ₹ 2,94,800/- (Rupees Two Lakh Ninety Four Thousand and Eight Hundred Only) per annum based on his performance as per the Company Rules.	Mr. Rittick Roy Burman shall be entitled to variable pay of not exceeding ₹ 9,00,000/- (Rupees Nine Lakh Only) per annum based on his performance as per the Company Rules.

* Save and except aforesaid changes, the other terms and conditions of the re-appointment of Mr. Rittick Roy Burman as approved by the Members vide the 41st Annual General Meeting, shall continue to remain in full force and effect.



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