

**Report on Corporate Governance for the quarter ended September 30, 2023**

- 1) Name of the Entity: **Khadim India Limited**  
 2) Quarter Ending: **September 30, 2023**

**I. Composition of Board of Directors**

| <b>Title (Mr. / Mrs.)</b> | <b>Name of the Director</b> | <b>PAN &amp; DIN</b>   | <b>Category (Chairperson / Executive / Non - Executive / Independent / Nominee)</b> | <b>Initial Date of Appointment</b> | <b>Date of Re-appointment</b> | <b>Date of Cessation</b> | <b>Tenure</b> | <b>Date of Birth</b> | <b>No. of Directorship in listed entities including Khadim India Limited [in reference to Regulation 17A(1) of Listing Regulations]</b> | <b>No. of Independent Directorship in listed entities including Khadim India Limited [in reference to proviso to regulation 17A(1) of Listing Regulations]</b> | <b>No. of memberships in Audit / Stakeholder Committee(s) including Khadim India Limited (Refer Regulation 26(1) of Listing Regulations)</b> | <b>No. of post of Chairperson in Audit / Stakeholder Committee held in listed entities including Khadim India Limited (Refer Regulation 26(1) of Listing Regulations)</b> |
|---------------------------|-----------------------------|------------------------|---|------------------------------------|-------------------------------|--------------------------|---------------|----------------------|---|--|--|---|
| Mr.                       | Siddhartha Roy Burman*      | ACWPR9614D<br>00043715 | Executive – Chairman & Managing Director, Promoter                                  | April 01, 2005                     | April 1, 2019                 | N.A.                     | N.A.          | November 19, 1961    | 1   | -  | 1  | -   |
| Mr.                       | Rittick Roy Burman          | AYEPB3055A<br>08537366 | Executive-Whole-time Director, Member of Promoter Group                             | November 08, 2019                  | November 08, 2022             | N.A.                     | N.A.          | June 04, 1992        | 1   | -  | -  | -   |



|  |                          |                        |                                 |                    |                    |      |            |                  |   |   |   |   |
|--|--------------------------|------------------------|---------------------------------|--------------------|--------------------|------|------------|------------------|---|---|---|---|
| Mr.  | Ritoban Roy Burman       | AYEPB3056D<br>08020765 | Non Executive – Non Independent | December 14, 2017  | N.A.               | N.A. | N.A.       | June 04, 1992    | 1 | - | 1 | - |
| Dr.  | Indra Nath Chatterjee**  | ABWPC5159K<br>00122677 | Non Executive - Independent     | September 29, 2014 | September 29, 2019 | N.A. | 108 Months | June 16, 1944    | 1 | 1 | 1 | 1 |
| Prof. (Dr.)  | Surabhi Banerjee         | ADZPB9380Q<br>07829304 | Non Executive - Independent     | May 25, 2017       | May 25, 2022       | N.A. | 77 Months  | October 29, 1951 | 1 | 1 | 2 | 1 |
| Mr.  | Alok Chauthmal Churiwala | AAAPC7107J<br>02043221 | Non Executive - Independent     | May 11, 2018       | May 11, 2023       | N.A. | 65 Months  | July 18, 1969    | 1 | 1 | 1 | - |
| Whether regular Chairperson appointed - Yes                      |                          |                        |                                 |                    |                    |      |            |                  |   |   |   |   |
| Whether Chairperson is related to Managing Director or CEO - Yes |                          |                        |                                 |                    |                    |      |            |                  |   |   |   |   |

\* Mr. Siddhartha Roy Burman has been re-appointed via AGM dated 21.09.2023 for a further period of 3 consecutive years commencing from 01.04.2024

\*\* Approval for continuation of office of Dr. Indra Nath Chatterjee as an Independent Director of the Company post attainment of 75 years of age on 15.06.2019 and re-appointment had been obtained via Postal Ballot on 03.06.2019.



| <b>II. Composition of Committees</b>   |  |   |   |   |                          |
|--|--|---|---|---|--------------------------|
| <b>Name of Committee</b>   | <b>Whether Regular chairperson appointed</b> | <b>Name of Committee Members</b>          | <b>Category</b> (Chairperson / Executive / Non-Executive / Independent / Nominee) | <b>Date of Appointment as member of the Committee</b> | <b>Date of Cessation</b> |
| <b>Audit Committee</b>   | Yes  | Dr. Indra Nath Chatterjee <sup>^</sup>    | Non Executive - Independent – Chairman  | September 29, 2014                                    | N.A.                     |
|  |  | Prof. (Dr.) Surabhi Banerjee              | Non Executive - Independent   | May 25, 2017  | N.A.                     |
|  |  | Mr. Alok Chauthmal Churiwala              | Non Executive - Independent   | August 14, 2018                                       | N.A.                     |
| <sup>^</sup> Dr. Indra Nath Chatterjee was appointed as the Chairman of the Audit Committee effective March 06, 2017.                            |  |   |   |   |                          |
| <b>Name of Committee</b>   | <b>Whether Regular chairperson appointed</b> | <b>Name of Committee Members</b>          | <b>Category</b> (Chairperson / Executive / Non-Executive / Independent / Nominee) | <b>Date of Appointment as member of the Committee</b> | <b>Date of Cessation</b> |
| <b>Nomination &amp; Remuneration Committee</b>   | Yes  | Dr. Indra Nath Chatterjee <sup>@</sup>    | Non Executive - Independent - Chairman  | September 29, 2014                                    | N.A.                     |
|  |  | Prof. (Dr.) Surabhi Banerjee              | Non Executive - Independent   | November 21, 2017                                     | N.A.                     |
|  |  | Mr. Alok Chauthmal Churiwala              | Non Executive - Independent   | September 11, 2019                                    | N.A.                     |
| <sup>@</sup> Dr. Indra Nath Chatterjee was appointed as the Chairman of the Nomination and Remuneration Committee effective April 24, 2018.      |  |   |   |   |                          |
| <b>Name of Committee</b>   | <b>Whether Regular chairperson appointed</b> | <b>Name of Committee Members</b>          | <b>Category</b> (Chairperson / Executive / Non-Executive / Independent / Nominee) | <b>Date of Appointment as member of the Committee</b> | <b>Date of Cessation</b> |
| <b>Stakeholders' Relationship Committee</b>  | Yes  | Prof. (Dr.) Surabhi Banerjee <sup>#</sup> | Non Executive - Independent - Chairperson   | June 01, 2017   | N.A.                     |
|  |  | Mr. Siddhartha Roy Burman                 | Executive   | June 01, 2017   | N.A.                     |
|  |  | Mr. Ritoban Roy Burman                    | Non Executive - Non Independent   | December 14, 2017                                     | N.A.                     |
| <sup>#</sup> Prof. (Dr.) Surabhi Banerjee was appointed as the Chairperson of the Stakeholders' Relationship Committee effective April 24, 2018. |  |   |   |   |                          |



**III. Meetings of Board of Directors**

| Date(s) of Meeting (if any) in the previous quarter | Date(s) of Meeting (if any) in the relevant quarter | Whether requirement of Quorum met (details) | Number of Directors present (All Directors including Independent Director) | Number of Independent Directors present | Maximum gap between any two consecutive meetings (in number of days) |
|---|---|---|--|---|--|
| 23.05.2023  | -   | -   | -  | -                                       | -  |
| -   | 10.08.2023  | Yes   | 6  | 3                                       | 78 (23.05.2023 to 10.08.2023)  |
| -   | 29.09.2023  | Yes   | 6  | 3                                       | 49 (10.08.2023 to 29.09.2023)  |

**IV. Meetings of Committees****Audit Committee**

| Date(s) of meeting of the committee in the relevant quarter | Date(s) of meeting of the committee in the previous quarter | Whether requirement of Quorum met (details) | Number of Directors present (All Directors including Independent Director) | Number of Independent Directors present | Maximum gap between any two consecutive meetings (in number of days) |
|---|---|---|--|---|--|
| -   | 23.05.2023  | -   | -  | -                                       | -  |
| 10.08.2023  | -   | Yes   | 3  | 3                                       | 78 (23.05.2023 to 10.08.2023)  |
| 29.09.2023  | -   | Yes   | 3  | 3                                       | 49 (10.08.2023 to 29.09.2023)  |

**Nomination and Remuneration Committee**

| Date(s) of meeting of the committee in the relevant quarter | Date(s) of meeting of the committee in the previous quarter | Whether requirement of Quorum met (details) | Number of Directors present (All Directors including Independent Director) | Number of Independent Directors present | Maximum gap between any two consecutive meetings (in number of days) |
|---|---|---|--|---|--|
| -   | 23.05.2023  | Yes   | 3  | 3                                       | N.A.   |

**Stakeholder's Relationship Committee**

| Date(s) of meeting of the committee in the relevant quarter | Date(s) of meeting of the committee in the previous quarter | Whether requirement of Quorum met (details) | Number of Directors present (All Directors including Independent Director) | Number of Independent Directors present | Maximum gap between any two consecutive meetings (in number of days) |
|---|---|---|--|---|--|
| No meeting was held in the previous and relevant quarters   |   |   |  |   |  |

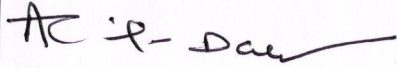


| <b>V. Related Party Transactions</b>  |                                     |
|---|-------------------------------------|
| <b>Subject</b>  | <b>Compliance Status(Yes/No/NA)</b> |
| Whether prior approval of Audit Committee obtained  | Yes                                 |
| Whether shareholder approval obtained for material RPT  | N.A.                                |
| Whether details of RPT entered into pursuant to omnibus approval have been reviewed by Audit Committee  | N.A.                                |
| <b>VI. Details of Cyber security incidence</b>  |                                     |
| Whether as per Regulation 27(2)(ba) of SEBI (LODR) Regulations, 2015 there has been cyber security incidents or breaches or loss of data or documents during the quarter  | No                                  |
| Date of the event   | N.A.                                |
| Brief details of the event  | N.A.                                |
| <b>VII. Affirmations</b>  |                                     |
| <ol style="list-style-type: none"> <li>1. The composition of Board of Directors is in terms of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015</li> <li>2. The composition of the following Committees is in terms of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 <ol style="list-style-type: none"> <li>a. Audit Committee</li> <li>b. Nomination and Remuneration Committee</li> <li>c. Stakeholders' Relationship Committee</li> <li>d. Risk Management Committee (applicable to the top 1000 listed entities) – Not applicable</li> </ol> </li> <li>3. The Committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.</li> </ol> |                                     |



4. The meetings of the Board of Directors and the above committees have been conducted in the manner as specified in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
5. This report and / or the report submitted in the previous quarter has been placed before Board of Directors.

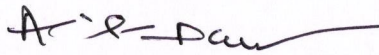

For **Khadim India Limited**



**Abhijit Dan**  
**Company Secretary and Compliance Officer**  
ICSI Membership No. A21358



Compliance Report on Corporate Governance  
(Relating to the half year ended September 30, 2023)  
[As per Annexure III to SEBI Circular No. **SEBI/HO/CFD/CMD-2/P/CIR/2021/567** dated May 31, 2021]

| <b>I. Affirmations</b>  |                                      |  |
|---|--------------------------------------|--|
| <b>Broad Heading</b>  | <b>Regulation Number</b>             | <b>Compliance Status (Yes / No / NA)</b> |
| Copy of the Annual Report including balance sheet, profit and loss account, directors report, corporate governance report, business responsibility report displayed on website            | 46(2)                                | Yes                                      |
| Presence of Chairperson of Audit Committee at the Annual General Meeting  | 18(1)(d)                             | Yes                                      |
| Presence of Chairperson of the Nomination and Remuneration Committee at the Annual General Meeting  | 19(3)                                | Yes                                      |
| Presence of Chairperson of the Stakeholders Relationship Committee at the Annual General Meeting  | 20(3)                                | Yes                                      |
| Disclosure of the Secretarial Audit Report of the listed entity and the material subsidiaries in the Annual Report  | 24A(1)                               | Yes                                      |
| Submission of Annual Secretarial Compliance Report  | 24A(2)                               | Yes                                      |
| Whether "Corporate Governance Report" disclosed in Annual Report  | 34(3) read with para C of Schedule V | Yes                                      |
| For <b>Khadim India Limited</b>   |                                      |  |
| <br><b>Abhijit Dan</b><br><b>Company Secretary and Compliance Officer</b><br>ICSI Membership No. A21358 |                                      |  |
|   |                                      |  |