

March 26, 2021

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: Disclosure pursuant to Regulation 30 of Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulation, 2015 ("Listing Regulations")**

Pursuant to Regulation 30 of the Listing Regulations, it is hereby informed that the Board of Directors of the Company at its Meeting held yesterday i.e., March 25, 2021 had, inter alia, considered and approved the following business on due recommendation of Nomination and Remuneration Committee:

1. "Khadim Employee Stock Option Plan 2021" ("ESOP 2021"/ "Plan") providing for grant of not exceeding 9,45,769 employee stock options to the eligible employees, convertible into equal number of equity shares of face value ₹ 10/- each.
2. Grant of options equal to or exceeding 1% of the issued capital to identified employee under ESOP 2021.

The Postal Ballot Notice and other relevant information in this regard will be submitted in due course.

We request you to take the same on record.

Thanking you,

Yours faithfully,

For **Khadim India Limited**



**Abhijit Dan**  
**Company Secretary & Head - Legal**  
Membership No.: A21358

**KHADIM INDIA LIMITED**

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