

General information about company		
Scrip code	000000	
NSE Symbol	THEJO	
MSEI Symbol	NOTLISTED	
ISIN	INE121N01019	
Name of the entity	THEJO ENGINEERING LIMITED	
Date of start of financial year	01-04-2025	
Date of end of financial year	31-03-2026	
Reporting Quarter Type	Half Yearly	
Date of Quarter Ending	30-09-2025	
Type of company	Equity	
Whether Annexure I (Part A) of the SEBI Circular dated December 31, 2024 related to Compliance Report on Corporate Governance is applicable to the entity?	Yes	
Whether Annexure I (Part B) of the SEBI Circular dated December 31, 2024 related to Investor Grievance Redressal Report is Applicable to the entity?	Yes	
Whether Annexure I (Part C) of the SEBI Circular dated December 31, 2024 related to Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies is Applicable to the entity?	No	The Company has not acquired any shares or voting rights in unlisted companies during the quarter ended 30th September, 2025, in terms of sub-para 1 of para A of Part A of Schedule III of the SEBI (LODR) Regulations, 2015.
Whether Annexure I (Part D) of the SEBI Circular dated December 31, 2024 related to Disclosure of Imposition of Fine or Penalty is Applicable to the entity?	No	No fine or penalty in terms of sub-para 20 of para A of Part A of Schedule III of SEBI (LODR) Regulations, 2015, was imposed on the Company during the quarter ended 30th September,2025.
Whether Annexure I (Part E) of the SEBI Circular dated December 31, 2024 related to Disclosure of Updates to Ongoing Tax Litigations or Disputes is Applicable to the entity?	No	No material ongoing tax litigation or disputes as referred in Para B(8) of Part A of Schedule III of SEBI (LODR) Regulations, 2015 were disclosed by the Company. Accordingly,there are no updates on ongoing tax litigation or disputes during the quarter ended 30th September, 2025, in terms of the provisions of Para B(8) of Part A of Schedule III of SEBI (LODR) Regulations, 2015 read with the corresponding provisions of Annexure 18 of the Master Circular dated November 11, 2024, as amended.
Whether Annexure I (Part F) of the SEBI Circular dated December 31, 2024 related to Disclosure Of Loans / Guarantees / Comfort Letters / Securities Etc. is Applicable to the entity?	No	The Company has not given/provided any Loans/ guarantees/ comfort letters/ securities to its Promoters, Promoter group, Directors (including relatives), KMP's or any other entity controlled by them for the half year ended 30th September, 2025.
Risk management committee	Applicable	
Market Capitalisation as per immediate previous Financial Year	Top 1000 listed entities	
Is SCORE ID Available ?	Yes	
SCORE Registration ID	t00518	
Reason For No SCORE ID		
Type of Submission	Original	
Remarks (website dissemination)		
Remarks for Exchange (not for Website Dissemination)		

Annexure I								
Annexure I to be submitted by listed entity on quarterly basis								
I. Composition of Board of Directors								
Disclosure of notes on composition of board of directors explanatory							Textual Information(1)	
Whether the listed entity has a Regular Chairperson							Yes	
Whether Chairperson is related to MD or CEO							No	
Sr	Title (Mr / Ms)	Name of the Director	PAN	DIN	Category 1 of directors	Category 2 of directors	Category 3 of directors	Date of Birth
1	Mr	VADAKKAKARA ANTONY GEORGE		01493737	Executive Director	Chairperson		15-09-1949
2	Mr	THOMAS JOHN		00435035	Non-Executive - Non Independent Director	Not Applicable		23-09-1944
3	Mr	MANOJ JOSEPH		00434579	Executive Director	Not Applicable	MD	21-03-1970
4	Mr	RAJESH JOHN		05161087	Executive Director	Not Applicable		01-11-1975
5	Mr	MANESH JOSEPH		07599476	Non-Executive - Non Independent Director	Not Applicable		19-07-1974
6	Mr	SRIDHAR GANESH		01681018	Non-Executive - Independent Director	Not Applicable		31-12-1950
7	Mr	NILESH SHIVJI VIKAMSEY		00031213	Non-Executive - Independent Director	Not Applicable		16-08-1964
8	Mr	SRINIVAS ACHARYA		00017412	Non-Executive - Independent Director	Not Applicable		08-02-1954
9	Mr	NARAYANAIYER VENKITESWARAN		00056000	Non-Executive - Independent Director	Not Applicable		23-04-1950
10	Mr	KALAIKURUCHI JAIRAJ		01875126	Non-Executive - Independent Director	Not Applicable		25-05-1952
11	Mrs	SUBHATHRA SRINIVASARAGHAVAN		10905747	Non-Executive - Independent Director	Not Applicable		02-05-1978

I. Composition of Board of Directors					
Disqualification of Directors under section 164 of the Companies Act, 2013					
Sr	Whether the director is disqualified?	Start Date of disqualification	End Date of disqualification	Details of disqualification	Current status
1	No				Active
2	No				Active
3	No				Active
4	No				Active
5	No				Active
6	No				Active
7	No				Active
8	No				Active
9	No				Active
10	No				Active
11	No				Active

I. Composition of Board of Directors													
Sr	Whether special resolution passed? [Refer Reg. 17(1A) of Listing Regulations]	Date of passing special resolution	Initial Date of appointment	Date of Re-appointment	Date of cessation	Tenure of director (in months)	No of Directorship in listed entities including this listed entity (Refer Regulation 17A of Listing Regulations)	No of Independent Directorship in listed entities including this listed entity [with reference to proviso to regulation 17A(1) & reg. 17A(2)]	Number of memberships in Audit/ Stakeholder Committee(s) including this listed entity (Refer Regulation 26(1) of Listing Regulations)	No of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity (Refer Regulation 26(1) of Listing Regulations)	Reason for Cessation	Notes for not providing PAN	Notes for not providing DIN
1	NA		15-07-2013				2	1	2	0			
2	Yes	01-07-2023	26-03-1986				1	0	1	0			
3	NA		04-10-2001				1	0	0	0			
4	NA		16-01-2012				1	0	0	0			
5	NA		23-06-2021				1	0	0	0			
6	Yes	22-03-2025	15-11-2021	15-11-2021		46.16	1	1	0	0			
7	NA		08-03-2023	08-03-2023		30.24	4	4	9	4			
8	NA		08-03-2023	08-03-2023		30.24	3	3	5	3			
9	Yes	22-03-2025	31-03-2024	31-03-2024		18.01	1	1	2	1			
10	Yes	22-03-2025	31-03-2024	31-03-2024		18.01	3	3	8	2			
11	NA		31-03-2025	31-03-2025		6.01	1	1	1	0			

Text Block	
Textual Information(1)	1) If a Director is a Chairperson in a specified committee, it is counted under both Membership and Chairpersonship. 2) Membership/Chairpersonship in specified committees of private limited companies which are subsidiaries of public limited company are also taken into account.

Annexure 1	
II. Composition of Committees	
Disclosure of notes on composition of committees explanatory	Textual Information(1)

Annexure 1 Text Block	
Textual Information(1)	1) Mr. M D Ravikanth, Chief Financial Officer and Mr. Thomas K Abraham, Sr VP HR and Admin are non-Director Members in Risk Management Committee. 2) Non-mandatory Committees like Allotment Committee, Strategy Committee, etc have been excluded.

Audit Committee Details							
Whether the Audit Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00056000	NARAYANAIYER VENKITESWARAN	Non-Executive - Independent Director	Chairperson	31-03-2024		Textual Information(1)
2	00031213	NILESH SHIVJI VIKAMSEY	Non-Executive - Independent Director	Member	08-03-2023		
3	01875126	KALAIKURUCHI JAIRAJ	Non-Executive - Independent Director	Member	31-03-2024		
4	00017412	SRINIVAS ACHARYA	Non-Executive - Independent Director	Member	01-04-2025		

Sr Text Block	
Textual Information(1)	Prof. Narayanaiyer Venkiteswaran was elected as the Chairperson of the Audit Committee w.e.f. 27th May, 2024.

Nomination and remuneration committee							
Whether the Nomination and remuneration committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	01681018	SRIDHAR GANESH	Non-Executive - Independent Director	Chairperson	15-11-2021		Textual Information(1)
2	00031213	NILESH SHIVJI VIKAMSEY	Non-Executive - Independent Director	Member	08-03-2023		
3	01875126	KALAIKURUCHI JAIRAJ	Non-Executive - Independent Director	Member	31-03-2024		
4	10905747	SUBHATHRA SRINIVASARAGHAVAN	Non-Executive - Independent Director	Member	01-04-2025		

Sr Text Block	
Textual Information(1)	Mr. Sridhar Ganesh was elected as the Chairperson of the Compensation/Nomination Remuneration Committee w.e.f. 28th May, 2025.

Stakeholders Relationship Committee							
Whether the Stakeholders Relationship Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00017412	SRINIVAS ACHARYA	Non-Executive - Independent Director	Chairperson	08-03-2023		Textual Information(1)
2	00435035	THOMAS JOHN	Non-Executive - Non Independent Director	Member	16-01-2012		
3	00056000	NARAYANAIYER VENKITESWARAN	Non-Executive - Independent Director	Member	31-03-2024		
4	10905747	SUBHATHRA SRINIVASARAGHAVAN	Non-Executive - Independent Director	Member	01-04-2025		

Sr Text Block	
Textual Information(1)	Mr. Srinivas Acharya was elected as the Chairperson of the Stakeholders' Relationship Committee w.e.f 25th May 2023.

Risk Management Committee							
Whether the Risk Management Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00017412	SRINIVAS ACHARYA	Non-Executive - Independent Director	Chairperson	25-05-2023		
2	00434579	MANOJ JOSEPH	Executive Director	Member	25-05-2023		
3	05161087	RAJESH JOHN	Executive Director	Member	25-05-2023		

Corporate Social Responsibility Committee							
Whether the Corporate Social Responsibility Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	01681018	SRIDHAR GANESH	Non-Executive - Independent Director	Chairperson	08-03-2023		Textual Information(1)
2	00435035	THOMAS JOHN	Non-Executive - Non Independent Director	Member	20-05-2014		
3	01493737	VADAKKAKARA ANTONY GEORGE	Executive Director	Member	20-05-2014		
4	00017412	SRINIVAS ACHARYA	Non-Executive - Independent Director	Member	08-03-2023		

Sr Text Block	
Textual Information(1)	Mr. Sridhar Ganesh was elected as the Chairperson of the Corporate Social Responsibility Committee w.e.f. 27th May, 2024.

Other Committee						
Sr	DIN Number	Name of Committee members	Name of other committee	Category 1 of directors	Category 2 of directors	Remarks

Annexure 1								
Annexure 1								
III. Meeting of Board of Directors								
Disclosure of notes on meeting of board of directors explanatory								
Sr. No.	Date(s) of meeting (if any) in the previous quarter	Date(s) of meeting (if any) in the current quarter	Maximum gap between any two consecutive (in number of days)	Notes for not providing Date	Whether requirement of Quorum met (Yes/No)	Total Number of Directors as on date of the meeting	Number of Directors present* (All directors including Independent Director)	No. of Independent Directors attending the meeting*
1	28-05-2025				Yes	11	10	5
2		12-08-2025	75		Yes	11	11	6
3		28-08-2025	15		Yes	11	10	6

Annexure 1

IV. Meeting of Committees

Disclosure of notes on meeting of committees explanatory							Textual Information(1)			
Sr	Name of Committee	Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order)	Maximum gap between any two consecutive (in number of days)	Name of other committee	Reason for not providing date	Whether requirement of Quorum met (Yes/No)	Total Number of Directors in the Committee as on date of the meeting	Number of Directors Present (All Directors including Independent Director)	No. of Independent Directors attending the meeting*	No. of members attending the meeting (other than Board of Directors)
1	Risk Management Committee	18-09-2025				Yes	3	3	1	2
2	Audit Committee	27-05-2025				Yes	4	3	3	0
3	Audit Committee	12-08-2025	76			Yes	4	4	4	0
4	Nomination and remuneration committee	28-05-2025				Yes	4	3	3	0
5	Stakeholders Relationship Committee	28-05-2025				Yes	4	4	3	0
6	Stakeholders Relationship Committee	12-08-2025	75			Yes	4	4	3	0

Annexure 1**IV. Meeting of Committees**

Sr	Name of Committee	Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order)	Maximum gap between any two consecutive (in number of days)	Name of other committee	Reason for not providing date	Whether requirement of Quorum met (Yes/No)	Total Number of Directors in the Committee as on date of the meeting	Number of Directors Present (All Directors including Independent Director)	No. of Independent Directors attending the meeting*	No. of members attending the meeting (other than Board of Directors)
7	Corporate Social Responsibility Committee	28-05-2025				Yes	4	4	2	0

Text Block	
Textual Information(1)	1) Invitees to the Meeting like auditors for the Audit Committee Meeting, etc are not included for the purpose of Number of Members attending the Meeting (Other than Board of Directors). 2) Mr. M D Ravikanth, Chief Financial Officer and Mr. Thomas K Abraham, Sr VP HR and Admin are non-Director Members in Risk Management Committee. 3) Non-mandatory Committees like Allotment Committee, Strategy Committee, etc have been excluded.

Annexure 1**V. Affirmations**

Sr	Subject	Compliance status (Yes/No)
1	The composition of Board of Directors is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015	Yes
2	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015 a. Audit Committee	Yes
3	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. b. Nomination & remuneration committee	Yes
4	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. c. Stakeholders relationship committee	Yes
5	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. d. Risk management committee (applicable to the top 1000 listed entities)	Yes
6	The committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.	Yes
7	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.	Yes
8	This report and/or the report submitted in the previous quarter has been placed before Board of Directors.	Yes

Annexure 1		
Sr	Subject	Compliance status
1	Name of signatory	JAYASHREE SREERAMAN
2	Designation	Company Secretary and Compliance Officer

Affirmations on Compliance Requirements for AGM (applicable only for the first half-year filing i.e., 2nd quarter)				
I. Affirmations				
Sr	Particulars	Regulation Number	Compliance status (Yes/No/NA)	If status is “No” details of non-compliance may be given here.
1	Copy of the annual report including balance sheet, profit and loss account, directors report, corporate governance report, BRSR & BRSR core, if applicable, displayed on website	46(2)	Yes	
2	Presence of Chairperson of Audit Committee at the Annual General Meeting	18(1)(d)	Yes	
3	Presence of Chairperson of the nomination and remuneration committee at the annual general meeting	19(3)	No	The Chairperson of the Nomination and Remuneration Committee, Mr. Sridhar Ganesh could not attend the Annual General Meeting due to unavoidable circumstances
4	Presence of Chairperson of the Stakeholder Relationship committee at the annual general meeting	20(3)	Yes	
5	Disclosure of the Secretarial Audit Report of the listed entity and the material subsidiaries in the Annual Report	24A(1)	Yes	
6	Compliance with the conditions laid down for Secretarial Auditor or the person signing the Secretarial Compliance Report	24A(1A), 24A(1B), 24A(1C)	Yes	
7	Submission of Annual Secretarial Compliance Report	24A(2)	Yes	
8	Whether “Corporate Governance Report” disclosed in Annual Report	34(3) read with para C of Schedule V	Yes	
Any other information to be provided				

Annexure III		
1	Name of signatory	Jayashree Sreeraman
2	Designation	Company Secretary and Compliance Officer

Details of Cyber security incidence		
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
Number of cyber security incidence or breaches or loss of data event occurred during the quarter		
Sr.	Date of the event	Brief details of the event

Signatory Details	
Name of signatory	JAYASHREE SREERAMAN
Designation of person	Company Secretary and Compliance Officer
Place	CHENNAI
Date	21-10-2025

Investor Grievance Details	
No. of investor complaints pending at the beginning of Quarter	0
No. of investor complaints received during the Quarter	0
No. of investor complaints disposed off during the Quarter	0
No. of investor complaints those remaining unresolved at the end of the Quarter	0