

General information about company		
Scrip code	000000	
NSE Symbol	THEJO	
MSE1 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	Quarterly	
Date of Quarter Ending	31-12-2025	
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 31st December, 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 31st December, 2025.
Whether Annexure I (Part E) of the SEBI Circular dated December 31, 2024 related to Disclosure of Updates to	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

Ongoing Tax Litigations or Disputes is Applicable to the entity?	ended 31st December, 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.
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		49.16	1	1	0	0			
7	NA		08-03-2023	08-03-2023		33.24	2	2	6	2			
8	NA		08-03-2023	08-03-2023		33.24	3	3	5	3			
9	Yes	22-03-2025	31-03-2024	31-03-2024		21.01	1	1	2	1			

10	Yes	22-03-2025	31-03-2024	31-03-2024		21.01	4	4	9	2			
11	NA		31-03-2025	31-03-2025		9.01	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.

<b>Risk Management Committee</b>							
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		

<b>Corporate Social Responsibility Committee</b>							
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.

<b>Other Committee</b>						
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			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*
Sr. No.	Date(s) of meeting (if any) in the previous quarter	Date(s) of meeting (if any) in the current quarter						
1	12-08-2025				Yes	11	11	6
2	28-08-2025		15		Yes	11	10	6
3		10-11-2025	73		Yes	11	11	6
4		17-12-2025	36		Yes	11	10	6

## Annexure 1

### IV. Meeting of Committees

Disclosure of notes on meeting of committees explanatory							Textual Information(1)	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)
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)				
1	Risk Management Committee	18-09-2025				Yes	3	3	1	2
2	Audit Committee	12-08-2025				Yes	4	4	4	0
3	Audit Committee	09-10-2025	57			Yes	4	4	4	0
4	Audit Committee	10-11-2025	31			Yes	4	4	4	0
5	Audit Committee	24-12-2025	43			Yes	4	4	4	0
6	Stakeholders Relationship Committee	12-08-2025				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	Stakeholders Relationship Committee	10-11-2025	89			Yes	4	4	3	0

<b>Text Block</b>	
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

<b>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
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

<b>Signatory Details</b>	
Name of signatory	JAYASHREE SREERAMAN
Designation of person	Company Secretary and Compliance Officer
Place	CHENNAI
Date	19-01-2026

### **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