

General information about company	
Scrip code	533121
NSE Symbol	EXPLEOSOL
MSEI Symbol	
ISIN	INE201K01015
Name of the entity	EXPLEO SOLUTIONS LIMITED
Date of start of financial year	01-04-2023
Date of end of financial year	31-03-2024
Reporting Quarter	Yearly
Date of Report	31-03-2024
Risk management committee	Applicable
Market Capitalisation as per immediate previous Financial Year	Top 1000 listed entities

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			Yes																							
Whether the listed entity has a Regular Chairperson			No																							
Whether Chairperson is related to MD or CEO																										
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	Whether the director is disqualified?	Start Date of disqualification	End Date of disqualification	Details of disqualification	Current status	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 Directorships in listed entities including this listed entity (Refer Regulation 17A(1) of Listing Regulations)	No of memberships in Audit/ Stakeholder Committee(s) held in listed entities including this listed entity (Refer Regulation 26(1) of Listing Regulations)	No of post of Chairperson in Audit/ Stakeholder Committee(s) 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	Mr	Ralph Gillessen	*****	05184138	Non-Executive - Non Independent Director	Chairperson related to Promoter		27-06-1969	No				Active	NA	09-08-2018				1	0	0	0				
2	Mr	K Kumar	*****	02343860	Non-Executive - Independent Director	Not Applicable		22-05-1957	No				Active	NA	17-09-2008	01-04-2019	31-03-2024	60.00	1	1	2	1	Tenure Completion			
3	Mr	Balaji Viswanathan	*****	06771242	Executive Director	Not Applicable	CEO-MD	12-08-1971	No				Active	NA	01-09-2018				1	0	0	0				
4	Mr	Rajesh Krishnamurthy	*****	08288884	Non-Executive - Non Independent Director	Not Applicable		07-07-1970	No				Active	NA	01-09-2020				1	0	0	0				
5	Ms	Lilian Jessie Paul	*****	0286450	Non-Executive - Independent Director	Not Applicable		02-05-1970	No				Active	NA	30-10-2014	30-10-2019		60.00	4	4	4	1				
6	Mr	S Rajagopalan	*****	01584674	Non-Executive - Independent Director	Not Applicable		30-06-1955	No				Active	NA	17-09-2008	01-04-2019	31-03-2024	60.00	1	1	2	1	Tenure Completion			
7	Mr	Rajiv Kuchhal	*****	02257381	Non-Executive - Independent Director	Not Applicable		08-07-1965	No				Active	NA	21-09-2011	01-04-2019	31-03-2024	60.00	1	1	1	0	Tenure Completion			
8	Mr	Ulrich Baumer	*****	06763821	Non-Executive - Independent Director	Not Applicable		31-05-1970	No				Active	NA	27-12-2013	01-04-2019	31-03-2024	60.00	1	1	0	0	Tenure Completion			

Annexure 1 II. Composition of Committees	
Disclosure of notes on composition of committees explanatory	For this quarter kindly note the following points: 1. Date of Appointment and Date of Cessation (if applicable) must be mandatorily filled for every Committee. 2. Date of Appointment can be any day upto September 30, 2022. 3. Date of Cessation must be for the current quarter only, i.e. July 1,2022 to September 30,2022
Is there any change in information of committees compare to previous quarter	

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

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	02343860	K. Kumar	Non-Executive - Independent Director	Chairperson	01-04-2019	31-03-2024	
2	01584674	S. Rajagopalan	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	
3	02257381	Rajiv Kuchhal	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

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	02343860	K. Kumar	Non-Executive - Independent Director	Chairperson	01-04-2019	31-03-2024	
2	01584674	S. Rajagopalan	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	
3	02257381	Rajiv Kuchhal	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	
4	02864506	Lilian Jessie Paul	Non-Executive - Independent Director	Member	18-05-2022		
5	05184138	Ralph Gillessen	Non-Executive -Non Independent Director	Member	10-08-2023		

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

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	01584674	S. Rajagopalan	Non-Executive - Independent Director	Chairperson	01-04-2019	31-03-2024	
2	02343860	K. Kumar	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	
3	02864506	Lilian Jessie Paul	Non-Executive - Independent Director	Member	30-10-2019		

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	02257381	Rajiv Kuchhal	Non-Executive - Independent Director	Chairperson	20-05-2021	31-03-2024	
2	02864506	Lilian Jessie Paul	Non-Executive - Independent Director	Member	20-05-2021		
3	06771242	Balaji Viswanathan	Executive Director	Member	20-05-2021		

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

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	01584674	S. Rajagopalan	Non-Executive - Independent Director	Chairperson	01-04-2019	31-03-2024	
2	02343860	K. Kumar	Non-Executive - Independent Director	Member	01-04-2019	31-03-2024	
3	02864506	Lilian Jessie Paul	Non-Executive - Independent Director	Member	30-10-2019		

Other Committee						
Sr	DIN Number	Name of Committee members	Name of other committee	Category 1 of directors	Category 2 of directors	Remarks
1						
2						
3						

Annexure 1

III. Meeting of Board of Directors

Disclosure of notes on meeting of board of							
Sr	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)	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	09-11-2023			Yes	8	7	5
2	07-02-2024	89		Yes	8	7	5
3	22-03-2024	43		Yes	8	7	4
4	30-03-2024	7		Yes	8	5	3

Annexure 1

IV. Meeting of Committees

Disclosure of notes on meeting of committees explanatory											
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	Reson 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	Audit Committee	09-11-2023				Yes	3	3	3	0	
2	Audit Committee	07-02-2024	89			Yes	3	3	3	0	
3	Audit Committee	22-03-2024	43				3	3	3		
4	Nomination and remuneration committee	08-11-2023				Yes	5	5	4	0	
5	Nomination and remuneration committee	06-02-2024	89			Yes	5	5	4	0	
6	Nomination and remuneration committee	22-03-2024	44			Yes	5	5	4		
7	Stakeholders Relationship Committee	08-11-2023				Yes	3	3	3	0	
8	Stakeholders Relationship Committee	06-02-2024	89			Yes	3	3	3	0	
9	Risk Management Committee	30-10-2023				Yes	3	3	2	0	
10	Risk Management Committee	22-03-2024	143			Yes	3	3	2		
11	Corporate Social Responsibility Committee	20-10-2023				Yes	3	2	2	0	
12	Corporate Social Responsibility Committee	25-01-2024	96			Yes	3	2	3	0	

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
Other details of cyber security incidence or breaches or loss of data event		
Number of cyber security incidence or breaches or loss of data event occurred during the quarter		
Sr	Date of event	Breif details of the event

Annexure 1

V. Related Party Transactions			
Sr	Subject	Compliance status (Yes/No/NA)	If status is "No" details of non-compliance may be given here.
1	Whether prior approval of audit committee obtained	Yes	
2	Whether shareholder approval obtained for material RPT	Yes	
3	Whether details of RPT entered into pursuant to omnibus approval have been reviewed by Audit Committee	Yes	
Disclosure of notes on related party transactions			
Disclosure of notes of material transaction with related party			

Annexure 1

VI. 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
9	Any comments/observations/advice of Board of Directors may be mentioned here:	

Annexure 1

Sr	Subject	Compliance status
1	Name of signatory	Balaji Viswanathan
2	Designation	Managing Director

Annexure II

Annexure II to be submitted by listed entity at the end of the financial year (for the whole of financial year)

I. Disclosure on website in terms of Listing Regulations

Sr	Item	Compliance status (Yes/No/NA)	If status is "No" details of non-compliance may be given here.	Web address
1	Details of business	Yes		https://investors.expleo.com/about-us/
2	Terms and conditions of appointment of independent directors	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Terms-of-Appointment-of-Independent-Directors.pdf
3	Composition of various committees of board of directors	Yes		https://investors.expleo.com/corporate-governance/
4	Code of conduct of board of directors and senior management personnel	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Code-of-Conduct-for-Board-of-Directors-and-SMPs.pdf
5	Details of establishment of vigil mechanism/ Whistle Blower policy	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Whistle-Blower-Policy.pdf
6	Criteria of making payments to non-executive directors	Yes		https://investors.expleo.com/financial/
7	Policy on dealing with related party transactions	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Policy-on-Materiality-of-Related-Party-Transactions-1.pdf
8	Policy for determining 'material' subsidiaries	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Policy-for-Determining-Material-Subsidiaries.pdf
9	Details of familiarization programmes imparted to independent directors	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Details-of-Familiarisation-Programme-for-Independent-Directors.pdf

10	Email address for grievance redressal and other relevant details	Yes		https://investors.expleo.com/media-center/
11	Contact information of the designated officials of the listed entity who are responsible for assisting and handling investor grievances	Yes		https://investors.expleo.com/media-center/
12	Financial results	Yes		https://investors.expleo.com/financial/
13	Shareholding pattern	Yes		https://investors.expleo.com/corporate-governance/
14	Details of agreements entered into with the media companies and/or their associates	Yes		https://investors.expleo.com/media-center/
15.1	Schedule of analyst or institutional investor meet and presentations made by the listed entity to analysts or institutional investors simultaneously with submission to stock exchange	Yes		https://investors.expleo.com/media-center/
15.2	Audio or video recordings and transcripts of post earnings/quarterly calls	Yes		https://investors.expleo.com/media-center/
16	New name and the old name of the listed entity	NA		
17	Advertisements as per regulation 47 (1)	Yes		https://investors.expleo.com/corporate-governance/
18	Credit rating or revision in credit rating obtained	NA		
19	Separate audited financial statements of each subsidiary of the listed entity in respect of a relevant financial year	Yes		https://investors.expleo.com/financial/
20	Secretarial Compliance Report	Yes		https://investors.expleo.com/corporate-governance/
21	Materiality Policy as per Regulation 30	Yes		https://investors.expleo.com/wp-content/documents/Policy%20on%20determination%20of%20materiality%20of%20events%20and%20information.pdf
22	Disclosure of contact details of KMP who are authorised for the purpose of determining materiality as required under regulation 30(5)	Yes		https://investors.expleo.com/wp-content/documents/Policy%20on%20determination%20of%20materiality%20of%20events%20and%20information.pdf
23	Disclosures under regulation 30(8)	Yes		https://investors.expleo.com/corporate-governance/
24	Statement of deviation(s) or variation(s) as specified in regulation 32	NA		
25	Dividend Distribution policy as per Regulation 43A (as applicable)	Yes		https://investors.expleo.com/wp-content/documents/corporate-governance/corporate-governance-policies/Dividend-Distribution-Policy.pdf
26	Annual return as provided under section 92 of the Companies Act, 2013	Yes		https://investors.expleo.com/financial/

27	Confirmation that the above disclosures are in separate section as specified in regulation 46(2)	Yes		https://investors.expleo.com/disclosures-under-regulation-46-of-the-lodr/
28	Compliance with regulation 46(3) with respect to accuracy of disclosures on the website and timely updating	Yes		https://investors.expleo.com/corporate-governance/
29	Disclosure of notes on website in terms of Listing Regulations explanatory [Text Block]			

Annexure II

II. Annual Affirmations

Sr	Particulars	Regulation Number	Compliance status (Yes/No/NA)	If status is "No" details of non-compliance may be given here.
1	Independent director(s) have been appointed in terms of specified criteria of 'independence' and/or 'eligibility'	16(1)(b) & 25(6)	Yes	
2	Board composition	17(1), 17(1A) & 17(1B)	Yes	
3	Meeting of Board of directors	17(2)	Yes	
4	Quorum of Board meeting	17(2A)	Yes	
5	Review of Compliance Reports	17(3)	Yes	
6	Plans for orderly succession for appointments	17(4)	Yes	
7	Code of Conduct	17(5)	Yes	
8	Fees/compensation	17(6)	Yes	
9	Minimum Information	17(7)	Yes	
10	Compliance Certificate	17(8)	Yes	
11	Risk Assessment & Management	17(9)	Yes	
12	Performance Evaluation of Independent Directors	17(10)	Yes	
13	Recommendation of Board	17(11)	Yes	
14	Maximum number of Directorships	17A	Yes	
15	Composition of Audit Committee	18(1)	Yes	
16	Meeting of Audit Committee	18(2)	Yes	
17	Role of Audit Committee and information to be reviewed by the audit committee	18(3)	Yes	
18	Composition of nomination & remuneration committee	19(1) & (2)	Yes	
19	Quorum of Nomination and Remuneration Committee meeting	19(2A)	Yes	
20	Meeting of Nomination and Remuneration Committee	19(3A)	Yes	
21	Role of Nomination and Remuneration Committee	19(4)	Yes	
22	Composition of Stakeholder Relationship Committee	20(1), 20(2) & 20(2A)	Yes	
23	Meeting of Stakeholders Relationship Committee	20(3A)	Yes	
24	Role of Stakeholders Relationship Committee	20(4)	Yes	
25	Composition and role of risk management committee	21(1),(2),(3),(4)	Yes	
26	Meeting of Risk Management Committee	21(3A)	Yes	
27	Quorum of Risk Management Committee meeting	21(3B)	Yes	
28	Gap between the meeting of Risk Management Committee	21(3C)	Yes	
29	Vigil Mechanism	22	Yes	
30	Policy for related party Transaction	23(1),(1A),(5),(6),(7) & (8)	Yes	
31	Prior or Omnibus approval of Audit Committee for all related party transactions	23(2), (3)	Yes	
32	Approval for material related party transactions	23(4)	Yes	
33	Disclosure of related party transactions on consolidated basis	23(9)	Yes	
34	Composition of Board of Directors of unlisted material Subsidiary	24(1)	NA	
35	Other Corporate Governance requirements with respect to subsidiary of listed entity	24(2),(3),(4),(5) & (6)	Yes	
36	Alternate Director to Independent Director	25(1)	NA	
37	Maximum Tenure	25(2)	Yes	
38	Appointment, Re-appointment or removal of an Independent Director through special resolution or the alternate mechanism	25(2A)	Yes	
39	Meeting of independent directors	25(3) & (4)	Yes	
40	Familiarization of independent directors	25(7)	Yes	
41	Declaration from Independent Director	25(8) & (9)	Yes	
42	Directors & Officers Insurance	25(10)	Yes	
43	Confirmation with respect to appointment of Independent directors who resigned from listed entity	25(11)	NA	
44	Memberships in Committees	26(1)	Yes	
45	Affirmation with compliance to code of conduct from members of Board of Directors and Senior management personnel	26(3)	Yes	
46	Disclosure of Shareholding by Non-Executive Directors	26(4)	Yes	
47	Policy with respect to Obligations of directors and senior management	26(2) & 26(5)	Yes	
48	Approval of the Board and Shareholders for compensation or profit sharing in connection with dealing in the securities of the listed entity	26(6)	Yes	
49	Vacancies in respect Key Managerial Personnel	26A(1) & 26A(2)	NA	
Any other information to be provided				

Annexure II

1	Name of signatory	Balaji Viswanathan
2	Designation	Managing Director

Annexure II		
III. Affirmations		
Sr	Particulars	Compliance status (Yes/No/NA)
1	The Listed Entity has approved Material Subsidiary Policy and the Corporate Governance requirements with respect to subsidiary of Listed Entity have been complied	Yes
Any other information to be provided		

Annexure II		
1	Name of signatory	Balaji Viswanathan
2	Designation	Managing Director

Additional Half yearly Disclosure					
Applicability of disclosure	Not Applicable				
Reason for Non Applicability					
I. Disclosure of Loans/ guarantees/comfort letters /securities etc.refer note below			The Figure should be mentioned in Actual INR only		
(A)Any loan or any other form of debt advanced by the listed entity directly or indirectly to					
Entity	Aggregate amount advanced during six months	Balance outstanding at the end of six months			
Promoter or any other entity controlled by them					
Promoter Group or any other entity controlled by them					
Directors (including relatives) or any other entity controlled by them					
KMPs or any other entity controlled by them					
(B) Any guarantee / comfort letter (by whatever name called) provided by the listed entity directly or indirectly, in connection with any loan(s) or any other form of					
Entity	Type (guarantee, comfort letter etc.)	Aggregate amount of issuance during six months	Balance outstanding at the end of six months(taking into account any invocation)		
Promoter or any other entity controlled by them					
Promoter Group or any other entity controlled by them					
Directors (including relatives) or any other entity controlled by them					
KMPs or any other entity controlled by them					
(C) Any security provided by the listed entity directly or indirectly, in connection with any loan(s) or any other form of debt availed by					
Entity	Type of security (cash, shares etc.)	Aggregate value of security provided during six months	Balance outstanding at the end of six months		
Promoter or any other entity controlled by them					
Promoter Group or any other entity controlled by them					
Directors (including relatives) or any other entity controlled by them					
KMPs or any other entity controlled by them					
(D) Additional Information					
II. Affirmations					
Affirmations		Compliance Status	Company Remarks		
All loans (or other form of debt), guarantees, comfort letters (by whatever name called) or securities in					
Name					
Designation					
Place					
Date					

Signatory Details	
Name of signatory	Balaji Viswanathan
Designation of person	Managing Director
Place	Chennai
Date	18-04-2024