

## Integrated Governance

### IRIS Business Services Limited

#### General information about company

Scrip code	540735	
NSE Symbol	IRIS	
MSEI Symbol	NOLISTED	
ISIN	INE864K01010	
Date of start of financial year	01-04-2024	
Date of end of financial year	31-03-2025	
Reporting Quarter Type	Yearly	
Date of Quarter Ending	31-03-2025	
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?	true	
Whether Annexure I (Part B) of the SEBI Circular dated December 31, 2024 related to Investor Grievance Redressal Report is Applicable to the entity?	true	
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?	false	Nothing to report
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?	false	Nothing to report
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?	false	Nothing to report
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?	false	Nothing to report
Risk management committee	false	
Market Capitalisation as per immediate previous Financial Year	Top 2000 listed entities	
Is SCORE ID Available ?	true	
SCORE Registration ID	comz00125	
Reason For No SCORE ID		
Type of Submission	Original	
Remarks (website dissemination)	Mr. Subramaniam Swaminathan ceased to be a Promoter and Director of the Company due to his sad demise on March 26, 2025.	

## 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						true															
Whether the listed entity has a Regular Chairperson						true															
Whether Chairperson is related to MD or CEO						false	Disqualification of Directors under section 164 of the Companies Act, 2013														
Sr no.	Title(Mr/Ms)	Name of the Director	DIN	Category 1 of directors	Category 2 of directors	Category 3 of directors	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 Directorship in listed entities including this listed entity(Refer Regulation 17A(1) of Listing Regulations)	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)
1	Mr	Swaminathan Subramaniam	01185930	Executive Director	Not Applicable	CEO	false					NA		03-10-2000	01-05-2024	26-03-2025		1	0	0	0
2	Mr	Balachandran Krishnan	00080055	Executive Director	Not Applicable		false					NA		03-10-2000	01-05-2024			1	0	3	0
3	Ms	Deepta Rangarajan	00404072	Executive Director	Not Applicable		false					NA		03-10-2000	01-05-2024			1	0	1	0
4	Mr	Bhaswar Mukherjee	01654539	Non-Executive - Independent Director	Not Applicable		false					NA		09-10-2017	09-10-2022		89.22	1	1	2	2
5	Mr	Vinod Balmukand Agarwala	01725158	Non-Executive - Independent Director	Chairperson		false					Yes	25-08-2022	27-11-2017	27-11-2022		88.04	2	2	1	0
6	Mr	Ashok Venkatramani	02839145	Non-Executive - Independent Director	Not Applicable		false					NA		09-10-2017	09-10-2022		89.22	1	1	1	0
7	Mr	Haseeb Ahmad Drabu	00489888	Non-Executive - Independent Director	Not Applicable		false					NA		13-11-2020	13-11-2020		52.18	2	2	1	0
8	Mr	Puthenpurackal Kuncheria Xavier Thomas	09760233	Executive Director	Not Applicable		false					NA		11-11-2022	11-11-2022			1	0	0	0

Annexure I

II. Composition of Committees

Disclosure of notes on composition of committees explanatory

Audit Committee Details

Whether the Audit Committee has a Regular Chairperson						true	
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	01654539	Bhaswar Mukherjee	Non-Executive - Independent Director	Chairperson	27-11-2017		
2	01725158	Vinod Balmukand Agarwala	Non-Executive - Independent Director	Member	27-11-2017		
3	02839145	Ashok Venkatramani	Non-Executive - Independent Director	Member	27-11-2017		
4	00080055	Balachandran Krishnan	Executive Director	Member	13-09-2017		
5	00489888	Haseeb Ahmad Drabu	Non-Executive - Independent Director	Member	14-02-2022		

### Nomination and remuneration committee

Whether the Nomination and remuneration committee has a Regular Chairperson						true	
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	02839145	Ashok Venkatramani	Non-Executive - Independent Director	Chairperson	27-11-2017		
2	01725158	Vinod Balmukand Agarwala	Non-Executive - Independent Director	Member	27-11-2017		
3	01654539	Bhaswar Mukherjee	Non-Executive - Independent Director	Member	19-03-2019		

### Stakeholders Relationship Committee

Whether the Stakeholders Relationship Committee has a Regular Chairperson						true	
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	01654539	Bhaswar Mukherjee	Non-Executive - Independent Director	Chairperson	27-11-2017		
2	00404072	Deeptha Rangarajan	Executive Director	Member	08-03-2013		
3	00080055	Balachandran Krishnan	Executive Director	Member	08-03-2013		

### Risk Management Committee

Whether the Risk Management Committee has a Regular Chairperson						true	
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00489888	Haseeb Ahmad Drabu	Non-Executive - Independent Director	Chairperson	22-05-2021		
2	00404072	Deepta Rangarajan	Executive Director	Member	22-05-2021		
3	01654539	Bhaswar Mukherjee	Non-Executive - Independent Director	Member	22-05-2021		
4	09760233	Puthenpurackal Kuncheria Xavier Thomas	Executive Director	Member	13-02-2023		

### Corporate Social Responsibility Committee

Whether the Corporate Social Responsibility Committee has a Regular Chairperson						true	
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	02839145	Ashok Venkatramani	Non-Executive - Independent Director	Chairperson	27-11-2017		
2	00404072	Deeptha Rangarajan	Executive Director	Member	26-06-2014		
3	01185930	Swaminathan Subramaniam	Executive Director	Member	10-09-2017	26-03-2025	



Other Committee

Whether the Corporate Social Responsibility Committee has a Regular Chairperson					true	
Sr	DIN Number	Name of Committee members	Name of other committee	Category 1 of directors	Category 2 of directors	Remarks
1	00080055	Balachandran Krishnan	Rights Issue	Executive Director	Chairperson	
2	01185930	Swaminathan Subramaniam	Rights Issue	Executive Director	Member	
3	01654539	Bhaswar Mukherjee	Rights Issue	Non-Executive - Independent Director	Member	

## Annexure I

III. Meeting of Board of Directors							
Disclosure of notes on meeting of board of directors explanatory							
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	28-10-2024			true	8	8	4
2	31-01-2025	94		true	8	8	4
3	26-03-2025	53		true	7	6	4
4	29-03-2025	2		true	7	6	4

## Annexure I

### 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	28-10-2024				true	5	5	5	0
2	Audit Committee	31-01-2025	94			true	5	5	5	0
3	Audit Committee	29-03-2025	56			true	5	5	5	0
4	Nomination and remuneration committee	28-10-2024				true	3	3	3	0
5	Nomination and remuneration committee	31-01-2025	94			true	3	3	3	0
6	Risk Management Committee	31-01-2025				true	4	4	4	0
7	Risk Management Committee	29-03-2025	56			true	4	3	3	0

## Annexure I

### 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	true
2	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015 a. Audit Committee	true
3	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. b. Nomination & remuneration committee	true
4	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. c.Stakeholders relationship committee	true
5	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. d. Risk management committee (applicable the top 1000 listed entities)	NA
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.	true
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.	true
8	This report and/or the report submitted in the previous quarter has been placed before Board of Directors.	true
9	Any comments/observations/advice of Board of Directors may be mentioned here:	

### Annexure I

Sr	Subject	Compliance status
1	Name of signatory	Santoshkumar Sharma
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	false
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	

## 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 LODR Regulation				
Sr	Item	Compliance status (Yes/No/NA)	If status is 'No' details of non-compliance may be given here.	Web address
1.1	Details of business	Yes		<a href="https://www.irisbusiness.com/about-us/">https://www.irisbusiness.com/about-us/</a>
1.2	Memorandum of Association and Articles of Association	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2025/02/NEW_IRIS-Business-MOA_AOA_2024_1.pdf">https://www.irisbusiness.com/wp-content/uploads/2025/02/NEW_IRIS-Business-MOA_AOA_2024_1.pdf</a>
1.3	Brief profile of board of directors including directorship and full-time positions in body corporates	Yes		<a href="https://www.irisbusiness.com/investors/board-of-directors/">https://www.irisbusiness.com/investors/board-of-directors/</a>
2	Terms and conditions of appointment of independent directors	Yes		<a href="https://www.irisbusiness.com/investors/independent-directors/">https://www.irisbusiness.com/investors/independent-directors/</a>
3	Composition of various committees of board of directors	Yes		<a href="https://www.irisbusiness.com/investors/board-committees/">https://www.irisbusiness.com/investors/board-committees/</a>
4	Code of conduct of board of directors and senior management personnel	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2023/02/Code-of-conduct-for-Directors-Senior-Management-Personnel.pdf">https://www.irisbusiness.com/wp-content/uploads/2023/02/Code-of-conduct-for-Directors-Senior-Management-Personnel.pdf</a>
5	Details of establishment of vigil mechanism/ Whistle Blower policy	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2023/02/Vigil-Mechanism-Policy.pdf">https://www.irisbusiness.com/wp-content/uploads/2023/02/Vigil-Mechanism-Policy.pdf</a>
6	Criteria of making payments to non-executive directors	NA		
7	Policy on dealing with related party transactions	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2024/05/Policy-on-Related-Party-Transactions.pdf">https://www.irisbusiness.com/wp-content/uploads/2024/05/Policy-on-Related-Party-Transactions.pdf</a>
8	Policy for determining 'material' subsidiaries	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2023/02/Material-Subsidiary-Policy.pdf">https://www.irisbusiness.com/wp-content/uploads/2023/02/Material-Subsidiary-Policy.pdf</a>
9	Details of familiarization programmes imparted to independent directors	Yes		<a href="https://www.irisbusiness.com/investors/independent-directors/directors-familiarization-programs/">https://www.irisbusiness.com/investors/independent-directors/directors-familiarization-programs/</a>
10	Email address for grievance redressal and other relevant details	Yes		<a href="https://www.irisbusiness.com/investors/investor-contact/">https://www.irisbusiness.com/investors/investor-contact/</a>
11	Contact information of the designated officials of the listed entity who are responsible for assisting and handling investor grievances	Yes		<a href="https://www.irisbusiness.com/investors/investor-contact/">https://www.irisbusiness.com/investors/investor-contact/</a>
12	Financial results	Yes		<a href="https://www.irisbusiness.com/investors/quarterly-results/">https://www.irisbusiness.com/investors/quarterly-results/</a>
13	Shareholding pattern	Yes		<a href="https://www.irisbusiness.com/investors/shareholding-pattern/">https://www.irisbusiness.com/investors/shareholding-pattern/</a>
14	Details of agreements entered into with the media companies and/or their associates	NA		
15.1	(I) Schedule of analyst or institutional investor meet (II) Presentations prepared by the listed entity for analysts or institutional investors meet, post earnings or quarterly calls prior to beginning of such events.	Yes		<a href="https://www.irisbusiness.com/investors/earnings-call/">https://www.irisbusiness.com/investors/earnings-call/</a>
15.2	Audio recordings, video recordings, if any, and transcripts of post earnings or quarterly calls, by whatever name called, conducted physically or through digital means	Yes		<a href="https://www.irisbusiness.com/investors/earnings-call/">https://www.irisbusiness.com/investors/earnings-call/</a>
16	New name and the old name of the listed entity	NA		
17	Advertisements as per regulation 47 (1)	Yes		<a href="https://www.irisbusiness.com/investors/newspaper-financials-results/">https://www.irisbusiness.com/investors/newspaper-financials-results/</a>
18	Credit rating or revision in credit rating obtained	Yes		<a href="https://www.irisbusiness.com/investors/credit-ratings/">https://www.irisbusiness.com/investors/credit-ratings/</a>
19	Separate audited financial statements of each subsidiary of the listed entity in respect of a relevant financial year	Yes		<a href="https://www.irisbusiness.com/investors/subsidiary-financials/">https://www.irisbusiness.com/investors/subsidiary-financials/</a>
20	Secretarial Compliance Report	Yes		<a href="https://www.irisbusiness.com/investors/secretarial-compliance-report/">https://www.irisbusiness.com/investors/secretarial-compliance-report/</a>
21	Materiality Policy as per Regulation 30 (4)	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2023/02/Policy-for-Determination-of-Materiality-of-Events.pdf">https://www.irisbusiness.com/wp-content/uploads/2023/02/Policy-for-Determination-of-Materiality-of-Events.pdf</a>
22	Disclosure of contact details of KMP who are authorized for the purpose of determining materiality as required under regulation 30(5)	Yes		<a href="https://www.irisbusiness.com/wp-content/uploads/2023/02/Policy-for-Determination-of-Materiality-of-Events.pdf">https://www.irisbusiness.com/wp-content/uploads/2023/02/Policy-for-Determination-of-Materiality-of-Events.pdf</a>
23	Disclosures under regulation 30(8)	Yes		<a href="https://www.irisbusiness.com/investors/disclosures-announcements/">https://www.irisbusiness.com/investors/disclosures-announcements/</a>
24	Statements of deviation(s) or variations(s) as specified in regulation 32	Yes		<a href="https://www.irisbusiness.com/investors/corporate-governance/statement-of-deviation-variations/">https://www.irisbusiness.com/investors/corporate-governance/statement-of-deviation-variations/</a>
25	Dividend Distribution policy as per Regulation 43A(1)	NA		
26.1	Annual return as provided under section 92 of the Companies Act, 2013	Yes		<a href="https://www.irisbusiness.com/investors/annual-reports/">https://www.irisbusiness.com/investors/annual-reports/</a>
26.2	Employee Benefit scheme documents framed in terms of SEBI (SBEB) Regulations, 2021	Yes		<a href="https://www.irisbusiness.com/investors/policies/">https://www.irisbusiness.com/investors/policies/</a>
27	Confirmation that the above disclosures are in a separate section as specified in regulation 46(2)	Yes		<a href="https://www.irisbusiness.com/investors/disclosures-under-regulation-46/">https://www.irisbusiness.com/investors/disclosures-under-regulation-46/</a>

28	Compliance with regulation 46(3) with respect to accuracy of disclosures on the website and timely updating	Yes		<a href="https://www.irisbusiness.com/investors/disclosures-under-regulation-46/">https://www.irisbusiness.com/investors/disclosures-under-regulation-46/</a>
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)	Yes	
2	Board composition	17(1), 17(1A) & 17(1C), 17(1D) & 17(1E)	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)	NA	
26	Meeting of Risk Management Committee	21(3A)	NA	
27	Quorum of Risk Management Committee meeting	21(3B)	NA	
28	Gap between the meetings of the Risk Management Committee	21(3C)	NA	
29	Vigil Mechanism	22	Yes	
30	Policy for related party Transaction	23(1), (1A), (5), (6), & (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)	NA	
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)	Yes	
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 and Officers insurance	25(10)	NA	
43	Confirmation with respect to appointment of Independent Directors who resigned from the listed entity	25(11)	Yes	
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	Policy with respect to Obligations of directors and senior management	26(2) & 26(5)	Yes	
47	Approval of the Board and shareholders for compensation or profit sharing in connection with dealings in the securities of the listed entity	26(6)	NA	
48	Vacancies in respect Key Managerial Personnel	26A(1) & 26A(2), 26A(3)	Yes	
Any other information to be provided				

**Annexure II**

1	Name of signatory	Santosh Sharma
2	Designation	Company Secretary and Compliance Officer

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	Santosh Sharma
2	Designation	Company Secretary and Compliance Officer

**Signatory Details**

Name of signatory	Santoshkumar Sharma
Designation of person	Company Secretary and Compliance Officer
Place	Navi Mumbai
Date	17-04-2025

**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