

**Form No. MGT-7**

Form language

 English  Hindi**Annual Return (other than OPCs and Small Companies)**

[Pursuant to sub-section (1) of section 92 of the Companies Act, 2013 and sub-rule (1) of rule 11 of the Companies (Management and Administration) Rules, 2014]

All fields marked in \* are mandatory

Refer instruction kit for filing the form

**I REGISTRATION AND OTHER DETAILS**

i \*Corporate Identity Number (CIN)

L74140KA2000PLC118395

ii (a) \*Financial year for which the annual return is being filed (From date) (DD/MM/YYYY)

01/04/2024

(b) \*Financial year for which the annual return is being filed (To date) (DD/MM/YYYY)

31/03/2025

(c) \*Type of Annual filing

 Original Revised

(d) SRN of MGT-7 filed earlier for the same financial years

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Particulars	As on filing date	As on the financial year end date
Name of the company	TEAMLEASE SERVICES LIMITED	TEAMLEASE SERVICES LIMITED
Registered office address	315 Work Avenue Campus, Ascent Bldg., Koramangala Ind. Layout, Jyoti Nivas College Road, K,oramangala,NA,Bangalore,Bangalore,Karnataka,India,560095	315 Work Avenue Campus, Ascent Bldg., Koramangala Ind. Layout, Jyoti Nivas College Road, Koramangala, Bangalore, Karnataka, India, 560095
Latitude details	12.932842	12.932842
Longitude details	77.614197	77.614197

(a) \*Photograph of the registered office of the Company showing external building and name prominently visible

Geo-tagged Office  
Photos\_compressed.pdf

(b) \*Permanent Account Number (PAN) of the company

AA\*\*\*\*\*8K

(c) \*e-mail ID of the company

\*\*\*\*\*rateaffairs@teamlease.com

(d) \*Telephone number with STD code

80\*\*\*\*\*33

(e) Website

https://group.teamlease.com

iv \*Date of Incorporation (DD/MM/YYYY)

02/02/2000

v (a) \*Class of Company (as on the financial year end date)

(Private company/Public Company/One Person Company)

Public company

(b) \*Category of the Company (as on the financial year end date)

(Company limited by shares/Company limited by guarantee/Unlimited company)

Company limited by shares

(c) \*Sub-category of the Company (as on the financial year end date)

(Indian Non-Government company/Union Government Company/State Government Company/  
Guarantee and association company/Subsidiary of Foreign Company)

Indian Non-Government company

vi \*Whether company is having share capital (as on the financial year end date)

Yes

No

vii (a) Whether shares listed on recognized Stock Exchange(s)

Yes

No

(b) Details of stock exchanges where shares are listed

S. No.	Stock Exchange Name	Code
1	National Stock Exchange (NSE)	A1024 - National Stock Exchange (NSE)
2	Bombay Stock Exchange (BSE)	A1 - Bombay Stock Exchange (BSE)

viii Number of Registrar and Transfer Agent

1

CIN of the Registrar and Transfer Agent	Name of the Registrar and Transfer Agent	Registered office address of the Registrar and Transfer Agents	SEBI registration number of Registrar and Transfer Agent
L72400MH2017PLC444072	KFIN TECHNOLOGIES LIMITED	301, The Centrium, 3rd Floor, 57,, Lal Bahadur Shastri Road, Nav Pada, Kurla (West), Mumbai, Mumbai, Maharashtra, India, 400070	INR000000221

ix \* (a) Whether Annual General Meeting (AGM) held

Yes

No

(b) If yes, date of AGM (DD/MM/YYYY)

19/09/2025

(c) Due date of AGM (DD/MM/YYYY)

30/09/2025

(d) Whether any extension for AGM granted

Yes

No

(e) If yes, provide the Service Request Number (SRN) of the GNL-1 application form filed for extension

(f) Extended due date of AGM after grant of extension (DD/MM/YYYY)

(g) Specify the reasons for not holding the same

## II PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

i \*Number of business activities

1

S. No.	Main Activity group code	Description of Main Activity group	Business Activity Code	Description of Business Activity	% of turnover of the company
1	N	Administrative and support service activities	78	Employment activities	100

## III PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

i \*No. of Companies for which information is to be given

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S. No.	CIN /FCRN	Other registration number	Name of the company	Holding/ Subsidiary/Associate/Jo int Venture	% of shares held
1	U80903KA2011NPL130127		TEAMLEASE FOUNDATION	Subsidiary	100
2	U74999MH2016PTC283227		TEAMLEASE DIGITAL PRIVATE LIMITED	Subsidiary	100
3	U72200KA2005PTC113117		TEAMLEASE HRTECH PRIVATE LIMITED	Subsidiary	100
4	U80301MH2010PLC211390		TEAMLEASE EDTECH LIMITED	Subsidiary	77.67
5	U74999PN2018PTC179553		TEAMLEASE REGTECH PRIVATE LIMITED	Subsidiary	61.5
6	U74999MH2018PTC308390		TSR DARASHAW HR SERVICES PRIVATE LIMITED	Subsidiary	90

7	U74999TN2011PTC082502		CRYSTAL HR AND SECURITY SOLUTIONS PRIVATE LIMITED	Joint Venture	30
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#### IV SHARE CAPITAL, DEBENTURES AND OTHER SECURITIES OF THE COMPANY

##### i SHARE CAPITAL

###### (a) Equity share capital

Particulars	Authorised Capital	Issued capital	Subscribed capital	Paid Up capital
Total number of equity shares	23300000.00	16768900.00	16768900.00	16768900.00
Total amount of equity shares (in rupees)	233000000.00	167689000.00	167689000.00	167689000.00

Number of classes

1

Class of shares	Authorised Capital	Issued capital	Subscribed Capital	Paid Up capital
Equity Shares of Rs. 10 each				
Number of equity shares	23300000	16768900	16768900	16768900
Nominal value per share (in rupees)	10	10	10	10
Total amount of equity shares (in rupees )	233000000.00	167689000.00	167689000	167689000

###### (b) Preference share capital

Particulars	Authorised Capital	Issued capital	Subscribed capital	Paid Up capital
Total number of preference shares	170000.00	0.00	0.00	0.00
Total amount of preference shares (in rupees)	1700000.00	0.00	0.00	0.00

Number of classes

1

Class of shares	Authorised Capital	Issued capital	Subscribed Capital	Paid Up capital
Preference Shares of Rs 100 each				
Number of preference shares	170000	0	0	0
Nominal value per share (in rupees)	100	100	100	100
Total amount of preference shares (in rupees )	17000000.00	0.00	0	0

**(c) Unclassified share capital**

Particulars	Authorised Capital
Total amount of unclassified shares	0

**(d) Break-up of paid-up share capital**

Particulars	Number of shares			Total Nominal Amount	Total Paid-up amount	Total premium
	Physical	DEMAT	Total			
<b>(i) Equity shares</b>						
<b>At the beginning of the year</b>	901	16767999	16768900.00	167689000	167689000	
<b>Increase during the year</b>	0.00	0.00	0.00	0.00	0.00	0
i Public Issues	0	0	0.00	0	0	
ii Rights issue	0	0	0.00	0	0	
iii Bonus issue	0	0	0.00	0	0	
iv Private Placement/ Preferential allotment	0	0	0.00	0	0	
v ESOPs	0	0	0.00	0	0	
vi Sweat equity shares allotted	0	0	0.00	0	0	
vii Conversion of Preference share	0	0	0.00	0	0	
viii Conversion of Debentures	0	0	0.00	0	0	
ix GDRs/ADRs	0	0	0.00	0	0	

Particulars	Number of shares			Total Nominal Amount	Total Paid-up amount	Total premium
x Others, specify <input type="text"/>						
<b>Decrease during the year</b>	0.00	0.00	0.00	0.00	0.00	0
i Buy-back of shares	0	0	0.00	0	0	
ii Shares forfeited	0	0	0.00	0	0	
iii Reduction of share capital	0	0	0.00	0	0	
iv Others, specify <input type="text"/>			0			
<b>At the end of the year</b>	901.00	16767999.00	16768900.00	167689000.00	167689000.00	
<b>(ii) Preference shares</b>						
<b>At the beginning of the year</b>	0	0	0.00	0	0	
<b>Increase during the year</b>	0.00	0.00	0.00	0.00	0.00	0
i Issues of shares	0	0	0.00	0	0	
ii Re-issue of forfeited shares	0	0	0.00	0	0	
iii Others, specify <input type="text"/>			0			
<b>Decrease during the year</b>	0.00	0.00	0.00	0.00	0.00	0
i Redemption of shares	0	0	0.00	0	0	
ii Shares forfeited	0	0	0.00	0	0	
iii Reduction of share capital	0	0	0.00	0	0	
iv Others, specify <input type="text"/>			0			
<b>At the end of the year</b>	0.00	0.00	0.00	0.00	0.00	

ISIN of the equity shares of the company

ii Details of stock split/consolidation during the year (for each class of shares)

Class of shares		<input type="text"/>
Before split / Consolidation	Number of shares	
	Face value per share	
After split / consolidation	Number of shares	
	Face value per share	

iii Details of shares/Debentures Transfers since closure date of last financial year (or in the case of the first return at any time since the incorporation of the company)

Nil

Number of transfers

**Attachments:**

1. Details of shares/Debentures Transfers

iv Debentures (Outstanding as at the end of financial year)

(a) Non-convertible debentures

\*Number of classes

Classes of non-convertible debentures	Number of units	Nominal value per unit	Total value (Outstanding at the end of the year)
<b>Total</b>			

Classes of non-convertible debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
<b>Total</b>				

**(b) Partly convertible debentures**

\*Number of classes

0

Classes of partly convertible debentures	Number of units	Nominal value per unit	Total value (Outstanding at the end of the year)
<b>Total</b>			

Classes of partly convertible debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
<b>Total</b>				

**(c) Fully convertible debentures**

\*Number of classes

0

Classes of fully convertible debentures	Number of units	Nominal value per unit	Total value (Outstanding at the end of the year)
<b>Total</b>			

Classes of fully convertible debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
<b>Total</b>				

**(d) Summary of Indebtedness**

Particulars	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
Non-convertible debentures	0.00	0.00	0.00	0.00
Partly convertible debentures	0.00	0.00	0.00	0.00
Fully convertible debentures	0.00	0.00	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

**v Securities (other than shares and debentures)**

0

Type of Securities	Number of Securities	Nominal Value of each Unit	Total Nominal Value	Paid up Value of each Unit	Total Paid up Value
<b>Total</b>					

**V Turnover and net worth of the company (as defined in the Companies Act, 2013)**

i \*Turnover

102362927813

ii \* Net worth of the Company

8603342927

**VI SHARE HOLDING PATTERN**

**A Promoters**

S. No	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage
1	Individual/Hindu Undivided Family				
	(i) Indian	0	0.00	0	0.00
	(ii) Non-resident Indian (NRI)	0	0.00	0	0.00

	(iii) Foreign national (other than NRI)	0	0.00	0	0.00
2	Government				
	(i) Central Government	0	0.00	0	0.00
	(ii) State Government	0	0.00	0	0.00
	(iii) Government companies	0	0.00	0	0.00
3	Insurance companies	0	0.00	0	0.00
4	Banks	0	0.00	0	0.00
5	Financial institutions	0	0.00	0	0.00
6	Foreign institutional investors	0	0.00	0	0.00
7	Mutual funds	0	0.00	0	0.00
8	Venture capital	0	0.00	0	0.00
9	Body corporate (not mentioned above)	5300481	31.61	0	0.00
10	Others <input type="text"/>	0	0.00	0	0.00
	<b>Total</b>	5300481.00	31.61	0.00	0

Total number of shareholders (promoters)

**B Public/Other than promoters**

S. No	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage
1	Individual/Hindu Undivided Family				
	(i) Indian	1408178	8.40	0	0.00
	(ii) Non-resident Indian (NRI)	89201	0.53	0	0.00

	(iii) Foreign national (other than NRI)	0	0.00	0	0.00
2	Government				
	(i) Central Government	0	0.00	0	0.00
	(ii) State Government	0	0.00	0	0.00
	(iii) Government companies	0	0.00	0	0.00
3	Insurance companies	165606	0.99	0	0.00
4	Banks	0	0.00	0	0.00
5	Financial institutions	0	0.00	0	0.00
6	Foreign institutional investors	1845714	11.01	0	0.00
7	Mutual funds	7620276	45.44	0	0.00
8	Venture capital	0	0.00	0	0.00
9	Body corporate (not mentioned above)	107532	0.64	0	0.00
10	Others	231912	1.38	0	0.00
	AIF,CM,Trust ,HUF				
	<b>Total</b>	11468419.00	68.39	0.00	0

Total number of shareholders (other than promoters)

24758

Total number of shareholders (Promoters + Public/Other than promoters)

24762.00

Breakup of total number of shareholders (Promoters + Other than promoters)

Sl.No	Category	
1	Individual - Female	4882
2	Individual - Male	9285
3	Individual - Transgender	0
4	Other than individuals	10595
	<b>Total</b>	24762.00

## C Details of Foreign institutional investors' (FIIs) holding shares of the company

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Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
BLACKROCK GLOBAL FUNDS - INDIA FUND	2-4 RUE EUGENE RUPPERT LUXEMBOURG	12/06/2018	Luxembourg	222671	1.33
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	100 VANGUARD BOULEVARD MALVERN PA	01/04/2017	United States	135390	0.81
VANGUARD EMERGING MARKETS STOCK INDEX FUND, A SERIES OF VANGUARD INTERNATIONAL EQUITY INDEX FUNDS	100 VANGUARD BOULEVARD MALVERN PA	06/03/2017	United States	129237	0.77
AMBIT INDIA ASCENSION FUND	HSBC SECURITIES SERVICES 11TH FLOOR, BLDG 3, NESCO - IT PARK NESCO COMPLEX, W.E. HIGHWAY GOREGAON (EAST), MUMBAI	07/01/2025	India	124964	0.75
MIRAE ASSET INDIA SMALL-MID CAP FOCUS EQUITY MASTER INVESTMENT TRUST	East Tower 26F Mirae Asset CENTER1 26 Eulji-ro 5-gil Jung-gu Seoul	25/08/2015	Korea, South	119088	0.71
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	100 VANGUARD BOULEVARD MALVERN PENNSYLVANIA	30/01/2020	United States	79312	0.47
GOVERNMENT PENSION FUND GLOBAL	Bankplassen 2 P O Box 1179 Sentrum Oslo 0107	24/05/2016	Norway	78976	0.47
MIRAE ASSET INDIA MID CAP EQUITY FUND	31 Z A Bourmicht L-8070 Bertrange Luxembourg	24/11/2017	Luxembourg	63939	0.38
ABU DHABI INVESTMENT AUTHORITY - MONSOON	211 CORNICHE STREET PO BOX 3600 ABU DHABI	14/01/2017	United Arab Emirates	55239	0.33

EMERGING MARKETS SMALL CAPITALIZATION EQUITY INDEX NON-LENDABLE FUND	400 HOWARD STREET SAN FRANCISCO CA 94105	17/07/2017	United States	42657	0.25
TATA INDIAN SHARIA EQUITY FUND	4th Floor 19 Bank Street Cybercity Ebene	17/03/2020	Mauritius	40148	0.24
ACADIAN EMERGING MARKETS MICRO- CAP EQUITY MASTER FUND	MAPLES CORPORATE SERVICES UGLAND HOUSE PO BOX 309 NA GRAND CAYMAN	02/07/2021	Cayman Islands	33983	0.2
ACADIAN EMERGING MARKETS SMALL CAP EQUITY FUND, LL C	260 FRANKLIN STREET BOSTON MASSACHUSETTS	21/08/2015	United States	31585	0.19
STATE STREET GLOBAL SMALL CAP EQUITY EX- U.S. INDEX NON- LENDING SERIES FUND	ONE LINCOLN STREET BOSTON MA	05/02/2016	United States	30895	0.18
VANGUARD FTSE ALL-WORLD EX-US SMALL-CAP INDEX FUND	100 VANGUARD BOULEVARD MALVERN PA	03/03/2017	United States	29987	0.18
THRIFT SAVINGS PLAN	JP Morgan Chase Bank N.A, India Sub Custody 3rd Flr,JP MORGAN TOWER,OFF CST ROAD KALINA, SANTACRUZ - EAST, MUMBAI	08/08/2024	India	29799	0.18
ISHARES CORE MSCI EM IMI UCITS ETF	JP MORGAN HOUSE IFSC DUBLIN 1	17/04/2015	Ireland	29187	0.17
SPDR PORTFOLIO EMERGING MARKETS ETF	STATE STREET FINANCIAL CENTER ONE LINCOLN STREET BOSTON MA	19/09/2025	United States	26487	0.16
SOCIETE GENERALE - ODI	29 BOULEVARD HAUSSMANN PARIS	27/12/2019	France	26201	0.16
EMERGING MARKETS SMALL CAPITALIZATION EQUITY INDEX FUND	400 HOWARD STREET SAN FRANCISCO CA 94105	24/07/2017	United States	23185	0.14
INQQ THE INDIA INTERNET ETF	10900 Hefner Pointe Drive Suite 400 Oklahoma City Oklahoma	24/03/2022	United States	19626	0.12

TSP CUSTOM EMERGING MARKETS SECURITIES LENDING FUN D	HSBC SECURITIES SERVICES 11TH FLOOR, BLDG 3, NESCO - IT PARK NESCO COMPLEX, W.E. HIGHWAY GOREGAON (EAST), MUMBAI	16/07/2024	India	16254	0.1
AXA IM EQUITY TRUST - AXA IM ALL COUNTRY ASIA PACI FIC EX-JAPAN SMALL CAP EQUITY QI	78 SIR JOHN ROGERSONS QUAY DUBLIN 2	28/09/2018	Ireland	10761	0.06
COLLEGE RETIREMENT EQUITIES FUND - STOCK ACCOUNT	730 THIRD AVENUE NEW YORK NEW YORK	17/03/2017	United States	10648	0.06
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOT AL INTERNATIONAL STOCK MARKET INDEX TRUST	100 VANGUARD BOULEVARD MALVERN PENNSYLVANIA	29/03/2019	United States	10511	0.06

#### VII NUMBER OF PROMOTERS, MEMBERS, DEBENTURE HOLDERS

[Details of Promoters, Members (other than promoters), Debenture holders]

Details	At the beginning of the year	At the end of the year
Promoters	4	4
Members (other than promoters)	18684	24758
Debenture holders	0	0

#### VIII DETAILS OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

##### A Composition of Board of Directors

Category	Number of directors at the beginning of the year		Number of directors at the end of the year		Percentage of shares held by directors as at the end of year	
	Executive	Non-executive	Executive	Non-executive	Executive	Non-executive
<b>A Promoter</b>	2	0	2	0	0	0

<b>B Non-Promoter</b>	0	8	0	8	0.00	0.48
i Non-Independent	0	1	0	1	0	0.42
ii Independent	0	7	0	7	0	0.06
<b>C Nominee Directors representing</b>	0	0	0	0	0.00	0.00
i. Banks and FIs	0	0	0	0	0	0
ii Investing institutions	0	0	0	0	0	0
iii Government	0	0	0	0	0	0
iv Small share holders	0	0	0	0	0	0
v Others	0	0	0	0	0	0
<b>Total</b>	2	8	2	8	0.00	0.48

\*Number of Directors and Key managerial personnel (who is not director) as on the financial year end date

12

**B (i) Details of directors and Key managerial personnel as on the closure of financial year**

Name	DIN/PAN	Designation	Number of equity shares held	Date of cessation (after closure of financial year : If any) (DD/MM/YYYY)
NARAYAN RAMACHANDRAN	01873080	Director	9835	
ASHOK KUMAR NEDURUMALLI	00151814	Managing Director	0	
MANISH SABHARWAL	00969601	Whole-time director	0	
RITUPARNA CHAKRABORTY	07332241	Director	70643	21/05/2025
LATIKA PRAKASH PRADHAN	07118801	Director	0	07/07/2025
VISWANATHAN RAGHUNATHAN	00254091	Director	0	07/07/2025
MEKIN MAHESHWARI	03621431	Director	0	
MEENAKSHI NEVATIA	08235844	Director	0	
SUBRAMANIAM SOMASUNDARAM	01494407	Director	28	
RAJNARAYAN RAMAKRISHNAN	02545177	Director	0	

RAMANI DATHI	AOFPD7161N	CFO	3725	
ALAKA CHANDA	ASDPC7965R	Company Secretary	1	

**B (ii) \*Particulars of change in director(s) and Key managerial personnel during the year**

0

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation (DD/MM/YYYY)	Nature of change (Appointment/ Change in designation/ Cessation)

**IX MEETINGS OF MEMBERS/CLASS OF MEMBERS/ BOARD/COMMITTEES OF THE BOARD OF DIRECTORS**

**A MEMBERS/CLASS /REQUISITIONED/NCLT/COURT CONVENED MEETINGS**

\*Number of meetings held

1

Type of meeting	Date of meeting (DD/MM/YYYY)	Total Number of Members entitled to attend meeting	Attendance	
			Number of members attended	% of total shareholding
Annual General Meeting	20/09/2024	20800	33	32.45

**B BOARD MEETINGS**

\*Number of meetings held

6

S.No	Date of meeting (DD/MM/YYYY)	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	22/05/2024	10	8	80
2	31/07/2024	10	9	90
3	06/11/2024	10	10	100
4	20/12/2024	10	10	100

5	29/01/2025	10	8	80
6	21/03/2025	10	10	100

### C COMMITTEE MEETINGS

Number of meetings held

15

S.No	Type of meeting	Date of meeting (DD/MM/YYYY)	Total Number of Members as on the date of meeting	Attendance	
				Number of members attended	% of attendance
1	Audit Committee	22/05/2024	7	6	85.71
2	Audit Committee	31/07/2024	7	6	85.71
3	Audit Committee	06/11/2024	7	7	100
4	Audit Committee	20/12/2024	7	7	100
5	Audit Committee	29/01/2025	7	5	71.43
6	Audit Committee	21/03/2025	7	7	100
7	Nomination & Remuneration Committee	25/04/2024	4	3	75
8	Nomination & Remuneration Committee	21/05/2024	4	3	75
9	Nomination & Remuneration Committee	31/07/2024	7	6	85.71
10	Nomination & Remuneration Committee	06/11/2024	7	7	100
11	Nomination & Remuneration Committee	29/01/2025	7	7	100
12	Stakeholder Relationship Committee	22/05/2024	3	3	100
13	Corporate Social Responsibility Committee	29/01/2025	3	3	100
14	Risk Management Committee	21/05/2024	8	6	75
15	Risk Management Committee	05/11/2024	7	7	100

### D ATTENDANCE OF DIRECTORS

S. No	Name of the Director	Board Meetings			Committee Meetings			Whether attended AGM held on  19/09/2025 (Y/N/NA)
		Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	
1	NARAYAN RAMACHANDRAN	6	6	100	12	12	100	Yes
2	ASHOK KUMAR NEDURUMALLI	6	6	100	1	1	100	Yes
3	MANISH SABHARWAL	6	6	100	1	1	100	Yes
4	RITUPARNA CHAKRABORTY	6	5	83	1	0	0	Not applicable
5	LATIKA PRAKASH PRADHAN	6	6	100	12	12	100	Not applicable
6	VISWANATHAN RAGHUNATHAN	6	6	100	12	12	100	Not applicable
7	MEKIN MAHESHWARI	6	4	66	14	10	71	No
8	MEENAKSHI NEVATIA	6	5	83	13	11	84	Yes
9	SUBRAMANIAM SOMASUNDARAM	6	6	100	11	11	100	Yes
10	RAJNARAYAN RAMAKRISHNAN	6	5	83	15	13	86	Yes

#### X REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

Nil

A \*Number of Managing Director, Whole-time Directors and/or Manager whose remuneration details to be entered

2

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	ASHOK KUMAR NEDURUMALLI	Managing Director	9459561	0	0	7225000	16684561.00
2	MANISH SABHARWAL	Whole-time director	7616379	0	0	5525000	13141379.00
	<b>Total</b>		17075940.00	0.00	0.00	12750000.00	29825940.00

B \*Number of CEO, CFO and Company secretary whose remuneration details to be entered

2

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	RAMANI DATHI	CFO	15278610	0	0	5400000	20678610.00
2	ALAKA CHANDA	Company Secretary	4199761	0	0	1606916	5806677.00
	<b>Total</b>		19478371.00	0.00	0.00	7006916.00	26485287.00

C \*Number of other directors whose remuneration details to be entered

9

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	LATIKA PRAKASH PRADHAN	Director	0	0	0	1900000	1900000.00
2	NARAYAN RAMACHANDRAN	Director	0	0	0	1980000	1980000.00
3	VISWANATHAN RAGHUNATHAN	Director	0	0	0	1900000	1900000.00
4	ZARIR BATLIWALA	Director	0	1000000	0	0	1000000.00
5	MEKIN MAHESHWARI	Director	0	0	0	1380000	1380000.00
6	SUBRAMANIAM SOMASUNDARAM	Director	0	0	0	1900000	1900000.00
7	MEENAKSHI NEVATIA	Director	0	0	0	1580000	1580000.00
8	RAJNARAYAN RAMAKRISHNAN	Director	0	0	0	1800000	1800000.00
9	RITUPARNA CHAKRABORTY	Director	0	0	0	500000	500000.00
	<b>Total</b>		0.00	1000000.00	0.00	12940000.00	13940000.00

#### XI MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

A \*Whether the company has made compliances and disclosures in respect of applicable provisions of the Companies Act, 2013 during the year

Yes

No

B If No, give reasons/observations

**XII PENALTY AND PUNISHMENT – DETAILS THEREOF**A \*DETAILS OF PENALTIES / PUNISHMENT IMPOSED ON COMPANY/  
DIRECTORS/OFFICERS Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order (DD/MM/YYYY)	Name of the Act and section under which penalised / punished	Details of penalty/ punishment	Details of appeal (if any) including present status

B \*DETAILS OF COMPOUNDING OF OFFENCES

 Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order (DD/MM/YYYY)	Name of the Act and section under which offence committed	Particulars of offence	Amount of compounding (in rupees)

**XIII Details of Shareholder / Debenture holder**

Number of shareholder/ debenture holder

24762

**XIV Attachments**

(a) List of share holders, debenture holders

Copy of Details of Shareholder or  
Debenture holder.xlsm

(b) Optional Attachment(s), if any

Foriegn Institutional  
Investors\_.pdf  
Clarification letter\_form MGT-  
7.pdf  
TLSL - MGT-8\_2025\_signed.pdf

## XV COMPLIANCE OF SUB-SECTION (2) OF SECTION 92, IN CASE OF LISTED COMPANIES

In case of a listed company or a company having paid up share capital of Ten Crore rupees or more or turnover of Fifty Crore rupees or more, details of company secretary in whole time practice certifying the annual return in Form MGT-8.

### I/We certify that:

- (a) The return states the facts, as they stood on the date of the closure of the financial year aforesaid correctly and adequately.
- (b) Unless otherwise expressly stated to the contrary elsewhere in this return, the Company has complied with applicable provisions of the Act during the financial year.
- (c) The company has not, since the date of the closure of the last financial year with reference to which the last return was submitted or in the case of a first return since the date of incorporation of the company, issued any invitation to the public to subscribe for any securities of the company.
- (d) Where the annual return discloses the fact that the number of members, (except in case of one person company), of the company exceeds two hundred, the excess consists wholly of persons who under second proviso to clause (ii) of sub-section (68) of section 2 of the Act are not to be included in reckoning the number of two hundred.

I/ We have examined the registers, records and books and papers of 

TEAMLEASE SERVICES LIMITED
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 as required to be maintained under the Companies Act, 2013 (the Act) and the rules made thereunder for the financial year ended on (DD/MM/YYYY) 

31/03/2025
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In my/ our opinion and to the best of my information and according to the examinations carried out by me/ us and explanations furnished to me/ us by the company, its officers and agents, I/ we certify that:

A The Annual Return states the facts as at the close of the aforesaid financial year correctly and adequately.

B During the aforesaid financial year the Company has complied with provisions of the Act & Rules made there under in respect of:

- 1 its status under the Act;
- 2 maintenance of registers/records & making entries therein within the time prescribed therefor;
- 3 filing of forms and returns as stated in the annual return, with the Registrar of Companies, Regional Director, Central Government, the Tribunal, Court or other authorities within/beyond the prescribed time;
- 4 calling/ convening/ holding meetings of Board of Directors or its committees, if any, and the meetings of the members of the company on due dates as stated in the annual return in respect of which meetings, proper notices were given and the proceedings including the circular resolutions and resolutions passed by postal ballot, if any, have been properly recorded in the Minute Book/registers maintained for the purpose and the same have been signed;
- 5 closure of Register of Members / Security holders, as the case may be.
- 6 advances/loans to its directors and/or persons or firms or companies referred in section 185 of the Act;
- 7 contracts/arrangements with related parties as specified in section 188 of the Act;
- 8 issue or allotment or transfer or transmission or buy back of securities/ redemption of preference shares or debentures/ alteration or reduction of share capital/ conversion of shares/ securities and issue of security certificates in all instances;
- 9 keeping in abeyance the rights to dividend, rights shares and bonus shares pending registration of transfer of shares in compliance with the provisions of the Act
- 10 declaration/ payment of dividend; transfer of unpaid/ unclaimed dividend/other amounts as applicable to the Investor Education and Protection Fund in accordance with section 125 of the Act;
- 11 signing of audited financial statement as per the provisions of section 134 of the Act and report of directors is as per sub - sections (3), (4) and (5) thereof;
- 12 constitution/ appointment/ re-appointments/ retirement/ filling up casual vacancies/ disclosures of the Directors, Key Managerial Personnel and the remuneration paid to them;
- 13 appointment/ reappointment/ filling up casual vacancies of auditors as per the provisions of section 139 of the Act;
- 14 approvals required to be taken from the Central Government, Tribunal, Regional Director, Registrar, Court or such other authorities under the various provisions of the Act;
- 15 acceptance/ renewal/ repayment of deposits;
- 16 borrowings from its directors, members, public financial institutions, banks and others and creation/ modification/ satisfaction of charges in that respect, wherever applicable;
- 17 loans and investments or guarantees given or providing of securities to other bodies corporate or persons falling under the

provisions of section 186 of the Act ;  
18 alteration of the provisions of the Memorandum and/ or Articles of Association of the Company;

To be digitally signed by

Name

Mukesh Siroya

Date (DD/MM/YYYY)

12/11/2025

Place

Mumbai

Whether associate or fellow:

Associate  Fellow

Certificate of practice number

4\*5\*

**XVI Declaration under Rule 9(4) of the Companies (Management and Administration) Rules, 2014**

\*(a) DIN/PAN/Membership number of Designated Person

10911

\*(b) Name of the Designated Person

ALAKA CHANDA

**Declaration**

I am authorised by the Board of Directors of the Company vide resolution number\*  dated\*

(DD/MM/YYYY)  to sign this form and declare that all the requirements of Companies Act, 2013

and the rules made thereunder in respect of the subject matter of this form and matters incidental thereto have been complied with. I further declare that:

- 1 Whatever is stated in this form and in the attachments thereto is true, correct and complete and no information material to the subject matter of this form has been suppressed or concealed and is as per the original records maintained by the company.
- 2 All the required attachments have been completely and legibly attached to this form.

\*To be digitally signed by

\*Designation

(Director /Liquidator/ Interim Resolution Professional (IRP)/Resolution Professional (RP))

Director

\*DIN of the Director; or PAN of the Interim Resolution Professional (IRP) or Resolution Professional (RP) or Liquidator

0\*1\*1\*1\*

**\*To be digitally signed by**

Company Secretary       Company secretary in practice

**\*Whether associate or fellow:**

Associate       Fellow

Membership number

1\*9\*1

Certificate of practice number

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**Note: Attention is drawn to provisions of Section 448 and 449 of the Companies Act, 2013 which provide for punishment for false statement / certificate and punishment for false evidence respectively.**

***For office use only:***

eForm Service request number (SRN)

AB9174537

eForm filing date (DD/MM/YYYY)

26/11/2025

**This eForm has been taken on file maintained by the Registrar of Companies through electronic mode and on the basis of statement of correctness given by the company**