

General information about company

| | |
|---|----------------------------|
| Scrip code | 539658 |
| NSE Symbol | TEAMLEASE |
| MSEI Symbol | NOTLISTED |
| ISIN | INE985S01024 |
| Name of the entity | TEAMLEASE SERVICES 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? | Yes |
| 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? | Yes |
| 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 |
| Risk management committee | Applicable |
| Market Capitalisation as per immediate previous Financial Year | Top 1000 listed entities |
| Is SCORE ID Available ? | Yes |
| SCORE Registration ID | t00547 |
| Reason For No SCORE ID | |
| Type of Submission | Original |

Annexure I

Annexure I to be submitted by listed entity on quarterly basis

I. Composition of Board of Directors

| Whether the listed entity has a Regular Chairperson | | Whether Chairperson is related to CEO or CFO | | Disqualification of Director under Section 169 of the Companies Act, 2013 | | | | | | | | | | | | | | |
|---|-----------------|--|-----------|---|-------------------------|---------------------------------|-------------------------|---------------|--------------------------------------|----------------|--|-----------------------------|------------------------|--------------------------------|---|---|--|--|
| Yes | | No | | | | | | | | | | | | | | | | |
| Sr | Title (Mr / Ms) | Name of the Director | PAN | DN | Category 1 of directors | Category 2 of directors | Category 3 of directors | Date of Birth | Whether the director is disqualified | Current status | Whether special resolution passed [Refer Reg. 17(3A) of Listing Regulations] | Initial Date of appointment | Date of Re-appointment | Tenure of director (in months) | No of Directorships 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) & Reg. 17A(2)) | Number of memberships in Audit Committee/Committee(s) including this listed entity (Refer Regulation 20(1) of Listing Regulations) | No of post of Chairperson in Audit Committee |
| 1 | Mr | Manish Sahasrwal | ADUP3133F | 07060001 | Executive Director | Not Applicable | | 29-12-1969 | No | Active | Yes | 07-03-2020 | 01-04-2023 | 33.77 | 1 | 0 | 2 | 2 |
| 2 | Mr | Ashok Kumar Neduravalli | AAMF3641G | 00151414 | Executive Director | Not Applicable | CEO-MD | 10-02-1970 | No | Active | Yes | 03-09-2015 | 03-09-2025 | 123.27 | 1 | 0 | 0 | 0 |
| 3 | Mr | Narayan Ramachandran | AJMF3862J | 01872080 | Director | Non-Executive - Key Independent | Chairperson | 14-02-1962 | No | Active | Yes | 06-07-2015 | 06-07-2025 | 125.22 | 1 | 0 | 2 | 0 |
| 4 | Mr | Mukun Maheshwari | AFMF3031F | 03021431 | Director | Non-Executive - Independent | Not Applicable | 21-08-1980 | No | Active | Yes | 09-06-2021 | 09-06-2021 | 54.21 | 1 | 0 | 1 | 0 |
| 5 | Mrs | Manojkshi Nayak | ABPT3030E | 08236488 | Director | Not Applicable | | 13-02-1973 | No | Active | Yes | 26-07-2021 | 26-07-2021 | 53.01 | 2 | 0 | 2 | 0 |
| 6 | Mr | Sudhakaradas Srinivasandaram | AFPT3438H | 01695407 | Director | Non-Executive - Independent | Not Applicable | 28-11-1960 | No | Active | Yes | 26-07-2021 | 26-07-2021 | 53.01 | 2 | 0 | 7 | 5 |
| 7 | Mr | Rajurajyan Ramakrishnan | AEFP3235D | 02545177 | Director | Not Applicable | | 03-11-1960 | No | Active | Yes | 08-11-2023 | 08-11-2023 | 25.22 | 1 | 0 | 2 | 1 |

Annexure 1

II. Composition of Committees

Disclosure of notes on composition of committees explanatory

Add Notes

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 |
| 1 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Chairperson | 29-07-2021 |
| 2 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 22-05-2024 |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 22-05-2024 |
| 4 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 22-05-2024 |
| 5 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Member | 22-05-2024 |
| 6 | | | | | |
| 7 | | | | | |
| 8 | | | | | |
| 9 | | | | | |
| 10 | | | | | |

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 |
| 1 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Chairperson | 30-01-2024 |
| 2 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 09-07-2015 |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 29-07-2021 |
| 4 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 29-07-2021 |
| 5 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 22-05-2024 |
| 6 | | | | | |
| 7 | | | | | |
| 8 | | | | | |
| 9 | | | | | |
| 10 | | | | | |

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 |
| 1 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Chairperson | 21-05-2025 |
| 2 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 22-05-2024 |
| 3 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 22-05-2024 |
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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 |
| 1 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Chairperson | 22-05-2024 |
| 2 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 29-07-2021 |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 29-07-2021 |
| 4 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 29-07-2021 |
| 5 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Member | 30-01-2024 |
| 6 | | | | | |
| 7 | | | | | |
| 8 | | | | | |
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Annexure 1

III. Meeting of Board of Directors

Disclosure of notes on meeting of board of directors explanatory

Add Notes

| Sr. No. | 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* |
|-----------------------------------|---|---|------------------------------|--|---|---|---|
| <p>Add Delete</p> | | | | | | | |
| 1 | 31-07-2025 | | | Yes | 7 | 7 | 4 |
| 2 | 05-11-2025 | 96 | | Yes | 7 | 6 | 4 |
| 3 | 04-12-2025 | 28 | | Yes | 7 | 6 | 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 | Reason for not providing date | Whether requirement of Quorum met (Yes/No) | Add Notes | | | |
| | | | | | | | 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) |
| Add | | Delete | | | | | | | | |
| 1 | Audit Committee | 31-07-2025 | | | | Yes | 5 | 5 | 4 | 0 |
| 2 | Audit Committee | 05-11-2025 | 96 | | | Yes | 5 | 5 | 4 | 0 |
| 3 | Nomination and remuneration committee | 31-07-2025 | | | | Yes | 5 | 5 | 4 | 0 |
| 4 | Nomination and remuneration committee | 05-11-2025 | 96 | | | Yes | 5 | 5 | 4 | 0 |
| 5 | Nomination and remuneration committee | 04-12-2025 | 28 | | | Yes | 5 | 4 | 3 | 0 |
| 6 | Risk Management Committee | 05-11-2025 | | | | Yes | 5 | 5 | 4 | 0 |

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 |
| 9 | Any comments/observations/advice of Board of Directors may be mentioned here: | Add Notes |

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Annexure 1

| Sr | Subject | Compliance status |
|----|-------------------|-----------------------|
| 1 | Name of signatory | Alaka Chanda |
| 2 | Designation | Company Secretary and |

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 | Add Notes | |
| 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 | Alaka Chanda |
| Designation of person | Company Secretary and Compliance Officer |
| Place | Bangalore |
| Date | 27-01-2026 |

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 |

| Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies- | | | | | |
|--|--|------------------------|---|---|--|
| The details of acquisition of shares or voting rights in unlisted companies during the quarter in terms of sub-para 1 of para A of Part A of Schedule III are given below: | | | | | |
| Any Other Information for Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies | | | | | Add Notes |
| Sr. No. | Name of the unlisted company in which shares or voting rights have been acquired | Date of acquisition | Aggregate holding (% shares or voting rights) as at the end of the previous quarter | % shares or voting rights acquired during the quarter | Aggregate holding (% shares or voting rights) as at the end of the quarter |
| | Add | Delete | | | |
| 1 | TSR Darashaw HR Services Private Limited | 07-11-2025 | 90.00% | 10.00% | 100.00% |

| Disclosure of Imposition of Fine or Penalty | | | | | |
|--|--|---|--|---|--|
| The details of imposition of fine or penalty during the quarter in terms of sub-para 20 of para A of Part A of Schedule III are given below: | | | | | |
| Any Other Information for Disclosure of Imposition of Fine or Penalty | | | | | Add Notes |
| Sr. No. | Name of the authority | Nature and details of the action(s) taken or order(s) passed | Date of receipt of direction or order, including any ad interim or interim orders, or any other communication from the authority | Details of the violation(s)/ contravention(s) committed or alleged to be committed | Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible |
| Add | | Delete | | | |
| 1 | The Authority under the Minimum Wages Act, 1948 and Regional Labour Commissioner (Central), Dhanbad. | Vide Order dated 17 October 2025, the Authority under the Payment of Minimum Wages Act, 1948 has directed the Company to pay an aggregate amount of ₹7,00,462 towards differential minimum wages and compensation within the stipulated timeline. | 17-10-2025 | An Order dated 17 October 2025 has been passed holding that the Company had underpaid minimum wages to 14 workers on account of their classification as semi-skilled instead of skilled. The Authority has directed the Company to pay differential wages of ₹3,50,231 along with compensation equal to the said amount, aggregating to ₹7,00,462, within the stipulated timeline. The Order further provides that, in the event of default by the Company, the principal employer shall ensure payment and recover the same from the Company. The Company has filed the appeal against this order before Ranchi High Court and the matter is not listed yet. | Rs. 3,50,231*(One time of more of Rs. 3,50,231) i.e. Rs. 7,00,462 |