

Independent Auditor's Report

To the Members of Teamlease Regtech Private Limited

Report on the Audit of the Financial Statements

Opinion

1. We have audited the accompanying Financial Statements of Teamlease Regtech Private Limited ("the Company"), which comprise the Balance Sheet as at March 31, 2026, the Statement of Profit and Loss Account including the Statement on Other Comprehensive Income/(Loss), the Statement of Cash flows and the Statement of Changes in Equity for the year ended on that date and notes to the Financial Statements, including a summary of significant accounting policies and other explanatory information.
2. In our opinion and to the best of our information and according to the explanations given to us, the aforesaid Financial Statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2026, its profits including other comprehensive Income/(Loss), changes in equity and its cash flows for the year then ended.

Basis for Opinion

3. We conducted our audit in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Act. Our responsibilities under those Standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

4. The Company's Board of Directors is responsible for the other information. The other information comprises the information included in the Directors report, but does not include the financial statements and auditor's report thereon. The Director's report is expected to be made available to us after the date of this auditor's report. Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.



Other Offices at

Akola : 375, Baheti Arcade, Alsi Plot, Akola- 444001.

Mumbai : Maurya heights, Plot No. 15,16,17, Sector 18, Kharghar, Navi Mumbai- 410210.

Responsibilities of management and those charged with governance for the financial statements

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the Directors report, if we conclude that there is a material misstatement there in, we are required to communicate the matter to those charged with governance and take appropriate action as applicable under the relevant laws and regulations.

5. The Company's Board of Directors is responsible for the matters stated in Section 134(5) of the Act with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Indian Accounting Standards (Ind AS) specified under Section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.
6. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

7. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
8. As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also;
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



INDEPENDENT AUDITOR'S REPORT

To the Members of Teamlease Regtech Private Limited

Report on audit of the Financial Statements

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
9. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
10. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on other legal and regulatory requirements

11. As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of Section 143 of the Act, we give in the Annexure B a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
12. As required by Section 143(3) of the Act, we report that:
- (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
 - (b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books except for the matters stated in the paragraph g(vii) below on reporting under Rule 11(g).
 - (c) The Balance Sheet, the Statement of Profit and Loss (including Other Comprehensive Income), Statement of Changes in Equity and the Statement of Cash Flows dealt with by this Report are in agreement with the books of account.
 - (d) In our opinion, the aforesaid financial statements comply with the Indian Accounting Standards (Ind AS) specified under Section 133 of the Act read with Companies (Indian Accounting Standards) Rules, 2015, as amended



INDEPENDENT AUDITOR'S REPORT
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Report on audit of the Financial Statements

- (e) On the basis of the written representations received from the directors as on April 1, 2026 taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2026 from being appointed as a director in terms of Section 164(2) of the Act.
- (f) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company and the operating effectiveness of such controls, refer to our separate Report in "Annexure A".
- (g) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion and to the best of our information and according to the explanations given to us:
 - (i) The Company does not have any pending litigations which would impact its financial position.
 - (ii) The Company did not have any long-term contracts including derivative contracts as at March 31, 2026.
 - (iii) There were no amounts which were required to be transferred to the Investor Education and Protection Fund by the Company during the year ended March 31, 2026.
 - (iv) (a) The management has represented that, to the best of its knowledge and belief, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

(b) The management has represented that, to the best of its knowledge and belief, no funds have been received by the Company from any person(s) or entity(ies), including foreign entities ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and

(c) Based on such audit procedures that we considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (a) and (b) contain any material misstatement.
- (v) The Company has not declared or paid any dividend during the year.
- (vi) The Company has paid /provided for managerial remuneration in accordance with the requisite approvals mandated by the provisions of Section 197 read with Schedule V to the Act.



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Report on audit of the Financial Statements

(vii)Based on our examination which included test checks, the Company has used accounting software “Sage” for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has operated throughout the year for changes in database in the software except that audit trail feature is not enabled for direct changes to data using privileged/ administrative access rights and transactions during the year. Further, during the course of our audit we did not come across any instance of audit trail feature being tampered with in respect of accounting software where the audit trail has been enabled. Additionally, audit trail has been preserved by the Company for prior year as per the statutory requirements for record retention to the extent it was enabled and recorded. Further, the Company has option to disable the audit trail but has not exercised that option during the year.

For ARTH and Associates
Chartered Accountants
Firm Registration Number 100868W



Arti Telang
Partner
Membership Number: 113368
UDIN: 26113368MMBOSE6413

Date: May 20, 2026
Place: Pune

Annexure A to Independent Auditors' Report

Referred to in paragraph [12(f)] of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements for the year ended March 31, 2026.

Report on the Internal Financial Controls with reference to financial statements under Clause (i) of Sub-section 3 of Section 143 of the Act

1. We have audited the internal financial controls with reference to financial statements of Teamlease Regtech Private Limited ("the Company") as of March 31, 2026 in conjunction with our audit of the financial statements of the Company for the year ended on that date.

Management's Responsibility for Internal Financial Controls

2. The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditors' Responsibility

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing deemed to be prescribed under section 143(10) of the Act to the extent applicable to an audit of internal financial controls, both applicable to an audit of internal financial controls and both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements was established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system with reference to financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements included obtaining an understanding of internal financial controls with reference to financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system with reference to financial statements.

Meaning of Internal Financial Controls with reference to financial statements

6. A company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial controls with reference to financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and



Annexure A to Independent Auditors' Report

Referred to in paragraph [12(f)] of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements for the year ended March 31, 2026.

fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Inherent Limitations of Internal Financial Controls with reference to financial statements

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial control controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

8. In our opinion, the Company has, in all material respects, maintained adequate internal financial controls over financial reporting as of March 31, 2026, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India, the Company's internal financial controls over financial reporting were operating effectively as of March 31, 2026.

For ARTH & Associates
Chartered Accountants
Firm Registration Number 100868W



Arti Telang
Partner
Membership Number :113368
UDIN: 26113368MMBOSE6413

Date: May 20, 2026
Place: Pune

Annexure B to Independent Auditors' Report

Referred to in paragraph [11] Of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements as of and for the year ended March 31, 2026.

i.

(a) (A)The Company is maintaining proper records showing full particulars, including quantitative details and situation, of Property, Plant and Equipment.

(B)The Company is maintaining proper records showing full particulars of Intangible Assets.

(b) The Property, Plant and Equipment and right to use assets of the Company have been physically verified by the Management at the year end and no material discrepancies have been noticed on such verification. In our opinion, the frequency of verification is reasonable.

(c) According to the information and explanations given to us and the records of the Company examined by us, the Company does not own any immovable properties. (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee). Therefore, the provisions of clause 3(i)(c) of the Order are not applicable to the Company.

(d) The Company has not revalued its property, plant and equipment (including right of use assets) or intangible assets during the year ended March 31, 2026. Therefore, the provisions of clause 3(i)(d) of the Order are not applicable to the Company.

(e) Based on the information no proceedings have been initiated on or are pending against the Company for holding benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended in 2016) (formerly the Benami Transactions (Prohibition) Act, 1988 (45 of 1988)) and Rules made thereunder, Therefore, the provisions of clause 3(i)(e) of the Order are not applicable to the Company.

ii.

(a) The Company is in the business of rendering services and, consequently, does not hold any inventory. Therefore, the provisions of clause 3(ii)(a) of the Order are not applicable to the Company.

(b) During the year, the Company has not been sanctioned working capital limits in excess of Rs. 5 crores from bank on the basis of security of current assets and accordingly, the provisions of clause 3(ii)(b) of the Order is not applicable to the Company.

iii.

The Company has not granted any loans, secured or unsecured, to companies, firms, Limited Liability Partnerships or other parties covered in the register maintained under Section 189 of the Act. Therefore, the provisions of Clause 3(iii), (iii)(a), (iii)(b) and (iii)(c) of the said Order are not applicable to the Company.

iv

The Company has not granted any loans or made any investments, or provided any guarantees or security to the parties covered under Section 185 and 186. Therefore, the provisions of Clause 3(iv) of the said Order are not applicable to the Company.



Annexure B to Independent Auditors' Report

Referred to in paragraph [11] Of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements as of and for the year ended March 31, 2026.

- v. The Company has not accepted any deposits or amounts which are deemed to be deposits within the meaning of Sections 73, 74, 75 and 76 of the Act and the Rules framed there under to the extent notified. Accordingly, the requirement to report on clause 3(v) of the Order is not applicable to the Company.
- vi. The Central Government of India has not specified the maintenance of cost records under subsection (1) of Section 148 of the Act for any of the products/services of the Company. Accordingly, the requirement to report on clause 3(vi) of the Order is not applicable to the Company.
- vii.
- (a) According to the information and explanations given to us and the records of the Company examined by us, in our opinion, the Company is regular in depositing the undisputed statutory dues, including, profession tax, employees' state insurance and goods and service tax (GST) with the applicable tax authorities and slight delays are observed in depositing provident fund, LWF and income tax (TDS) and provident fund. The extent of the arrears of statutory dues outstanding as at March 31, 2026, for a period of more than six months from the date they became payable are as follows:

Name of the statute	Nature of dues	Amount (₹ Lakhs)	Period to which the amount relates	Due date	Date of Payment
Provident Fund Act, 1952	Provident Fund	0.06	February 2024	15/03/2024	Not paid

- (b) According to the information and explanations given to us and the records of the Company examined by us, there are no statutory dues referred to in sub-clause (a) which have not been deposited on account of any dispute.
- viii. According to the information and explanations given to us and the records of the Company examined by us, there are no transactions in the books of account that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961, that has not been recorded in the books of account.
- ix.
- (a) According to the records of the Company examined by us and the information and explanation given to us, the Company has not defaulted in repayment of loans or borrowings to any financial institution or bank or Government or dues to debenture holders as at the balance sheet date.
- (b) According to the information and explanations given to us and on the basis of our audit procedures, we report that the Company has not been declared Wilful Defaulter by any bank or financial institution or government or any government authority.
- (c) According to the records of the Company examined by us and information and explanations given to us, the term loans obtained during the year have been applied for the purpose for which the loans were obtained.
- (d) According to the records of the Company examined by us and information and explanations given to us, the Company has not utilised short-term funds for long-term purposes.



Annexure B to Independent Auditors' Report

Referred to in paragraph [11] Of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements as of and for the year ended March 31, 2026.

- (e) According to the information and explanations given to us and on an overall examination of the financial statements of the Company, we report that the Company has not taken any funds from any entity or person on account of or to meet the obligations of its subsidiaries, associates or joint ventures.
 - (f) According to the information and explanations given to us and procedures performed by us, we report that the Company did not have any subsidiaries, joint ventures or associate companies during the year. Accordingly, no reporting under clause ix(f) is required to be made.
- x.
- (a) The Company has not raised any money by way of initial public offer or further public offer (including debt instruments) during the year. Accordingly, the reporting under clause 3(x)(a) of the Order is not applicable to the Company.
 - (b) The Company has not made any preferential allotment or private placement of shares or fully or partially or optionally convertible debentures during the year. Accordingly, the reporting under clause 3(x)(b) of the Order is not applicable to the Company.
- xi.
- (a) During the course of our examination of the books and records of the Company, carried out in accordance with the generally accepted auditing practices in India, and according to the information and explanations given to us, we have neither come across any instance of material fraud by the Company or on the Company, noticed or reported during the year, nor have we been informed of any such case by the Management.
 - (b) During the course of our examination of the books and records of the Company, carried out in accordance with the generally accepted auditing practices in India, and according to the information and explanations given to us, a report under Section 143(12) of the Act, in Form ADT-4, as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014 was not required to be filed with the Central Government. Accordingly, the reporting under clause 3(xi)(b) of the Order is not applicable to the Company.
 - (c) During the course of our examination of the books and records of the Company carried out in accordance with the generally accepted auditing practices in India, and according to the information and explanations given to us, and as represented to us by the management, no whistle-blower complaints have been received during the year by the Company. Accordingly, the reporting under clause 3(xi)(c) of the Order is not applicable to the Company.
- xii. As the Company is not a Nidhi Company and the Nidhi Rules, 2014 are not applicable to it, the reporting under clause 3(xii) of the Order is not applicable to the Company.
- xiii. The Company has entered into transactions with related parties in compliance with the provisions of Sections 177 and 188 of the Act. The details of such related party transactions have been disclosed in the financial statements as required under Indian Accounting Standard 24 "Related Party Disclosures" specified under Section 133 of the Act.
- xiv. In our opinion and based on our examination, the Company is not required to have an internal audit system as per provisions of the Companies Act 2013. Accordingly, the reporting under clause 3(xiv) of the Order is not applicable to the Company.



Annexure B to Independent Auditors' Report

Referred to in paragraph [11] Of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements as of and for the year ended March 31, 2026.

- xv. The Company has not entered into any non-cash transactions with its directors or persons connected with him. Accordingly, the reporting on compliance with the provisions of Section 192 of the Act under clause 3(xv) of the Order is not applicable to the Company.
- xvi.
- (a) The Company is not required to be registered under Section 45-1A of the Reserve Bank of India Act, 1934. Accordingly, the reporting under clause 3(xvi)(a) of the Order is not applicable to the Company.
- (b) The Company has not conducted non-banking financial / housing finance activities during the year. Accordingly, the reporting under clause 3(xvi)(b) of the Order is not applicable to the Company.
- (c) The Company is not a Core Investment Company (CIC) as defined in the regulations made by the Reserve Bank of India. Accordingly, the reporting under clause 3(xvi)(c) of the Order is not applicable to the Company.
- (d) Based on the information and explanations provided by the Management of the Company, the Group does not have any CIC's, which are part of the group. We have not, however, separately evaluated whether the information provided by the management is accurate and complete. Accordingly, the reporting under clause (xvi)(d) of the Order is not applicable to the Company.
- xvii. The Company has not incurred cash losses in the current financial year under reporting and in the preceding previous year.
- xviii. There has been no resignation of the statutory auditors during the year and accordingly the reporting under clause (xviii) is not applicable.
- xix. According to the information and explanations given to us and on the basis of the financial ratios (Also refer Note 48 to the financial statements), ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the financial statements, our knowledge of the Board of Directors and management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date will get discharged by the Company as and when they fall due.
- xx. The provisions relating to Corporate Social Responsibility under Section 135 of the Act are not applicable to the Company. Accordingly, reporting under clause 3(xx) of the Order is not applicable to the Company.



Annexure B to Independent Auditors' Report

Referred to in paragraph [11] Of the Independent Auditors' Report of even date to the Members of Teamlease Regtech Private Limited on the financial statements as of and for the year ended March 31, 2026.

- xxi. The reporting under clause 3(xxi) of the Order is not applicable in respect of audit of Standalone Financial Statements. Accordingly, no comment in respect of the said clause has been included in this report.

For ARTH & Associates
Chartered Accountants
Firm Registration Number: 100868W



Arti Telang
Partner
Membership Number :113368
UDIN: 26113368MMBOSE6413

Date: May 20, 2026
Place: Pune

Teamlease Regtech Private Limited
Balance Sheet as at March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

	Notes	As at March 31, 2026	As at March 31, 2025
ASSETS			
Non-current assets			
Property, plant and equipment	4	39.02	67.23
Right of use assets	5	18.41	48.53
Intangible assets	6	289.68	175.53
Intangible assets under development	7	23.05	223.74
Financial assets			
Other financial assets	8	0.31	9.96
Deferred tax assets (net)	9	160.61	209.70
Income tax asset (net)	10	390.85	283.46
Total non-current assets		921.93	1,018.15
Current assets			
Financial assets			
(i) Trade receivables	11	1,231.04	982.61
(ii) Cash and cash equivalents	12	10.06	18.00
(iii) Bank balances other than cash and cash equivalents	12	21.86	21.76
(iv) Other financial assets	13	47.36	0.46
(v) Unbilled revenue	14	165.73	191.56
Other current assets	15	175.81	163.05
Total current assets		1,651.86	1,377.44
Total assets		2,573.79	2,395.59
EQUITY AND LIABILITIES			
EQUITY			
Equity share capital	16	2.07	2.08
Other equity	17	1,010.38	849.93
Total equity		1,012.45	852.01
LIABILITIES			
Non-current liabilities:			
Financial liabilities			
(i) Borrowings	18	-	-
(i) Lease Liabilities	19	-	18.64
Employee benefit obligations	20	302.15	183.94
Total non-current liabilities		302.15	202.58
Current liabilities:			
Financial liabilities			
(i) Borrowings	21	242.23	480.36
(ii) Lease Liabilities	22	18.65	27.54
(iii) Trade payables			
(a) Total outstanding dues of micro enterprises and small enterprises	23	2.58	5.93
(b) Total outstanding dues of creditors other than micro enterprises and small enterprises	23	300.33	212.57
(iv) Other financial liabilities	24	80.15	72.53
Employee defined benefit liabilities	25	67.58	67.17
Contract liabilities	26	324.68	254.18
Other current liabilities	27	222.99	220.72
Total current liabilities		1,259.19	1,341.00
Total equity and liabilities		2,573.79	2,395.59
Corporate information and summary of significant accounting policies	1-3		

The accompanying notes are an integral part of the financial statements.
As per our report of even date attached.

For ARTH & Associates

Chartered Accountants

Firm Registration Number: 100868W

Arti Telang

Partner

Membership No. 113368

Place: Pune

Date: May 20, 2026



For and on behalf of the Board of Directors

Teamlease Regtech Private Limited

SANDEEP
PRADEEP
AGRAWAL

Digitally signed by
SANDEEP PRADEEP
AGRAWAL
Date: 2026.05.20
14:08:52 +05'30'

Sandeep Agrawal

Director

DIN No : 05015428

Place: Pune

Date: May 20, 2026

Rishi

Agrawal

Digitally signed by
Rishi Agrawal
Date: 2026.05.20
14:13:40 +05'30'

Rishi Agrawal

Director

DIN No : 06614269

Place: Pune

Date: May 20, 2026



Teamlease Regtech Private Limited
Statement of Profit and Loss for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

	Notes	March 31, 2026	March 31, 2025
Income			
Revenue from operations	28	5,479.49	4,558.00
Other income	29	20.46	11.82
Total income		5,499.95	4,569.82
Expenses			
Employee benefit expenses	30	3,927.47	3,281.76
Finance Costs	31	65.17	41.40
Depreciation and amortization expenses	32	209.53	111.08
Other expenses	33	1,050.17	819.61
Total expenses		5,252.34	4,253.85
Profit before exceptional item and tax		247.61	315.97
Exceptional item	34	75.79	-
Profit before tax		171.82	315.97
Tax expense:			
- Current tax		-	-
- Deferred tax charge/ (credit)	9	34.90	92.81
- Tax adjustment for earlier years		-	-
Total tax expense		34.90	92.81
Profit for the year		136.92	223.16
Other comprehensive income (OCI)			
Items that will not be reclassified to profit or loss:			
Remeasurement gains/(losses) of defined benefits obligation		56.37	(4.91)
Income tax relating to items that will not be reclassified to profit or loss		(14.19)	1.24
Other comprehensive income for the year, net of tax		42.18	(3.67)
Total income for the year, net of tax		179.10	219.49
Profit per equity share:			
EPS - Basic (₹)	35	66.22	107.29
EPS - Diluted (₹)		65.16	107.00
Corporate information and summary of significant accounting policies	1-3		

The accompanying notes are an integral part of the financial statements.
As per our report of even date attached.

For ARTH & Associates
Chartered Accountants
Firm Registration Number: 100868W

Arti Telang
Partner
Membership No. 113368

Place: Pune
Date: May 20, 2026



For and on behalf of the Board of Directors
Teamlease Regtech Private Limited

SANDEEP PRADEEP AGRAWAL
Digitally signed by SANDEEP PRADEEP AGRAWAL
Date: 2026.05.20 14:09:29 +05'30'

Sandeep Agrawal
Director
DIN No : 05015428

Place: Pune
Date: May 20, 2026

Rishi Agrawal
Digitally signed by Rishi Agrawal
Date: 2026.05.20 14:14:03 +05'30'

Rishi Agrawal
Director
DIN No : 06614269

Place: Pune
Date: May 20, 2026



Teamlease Regtech Private Limited
Statement of Cash Flow for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

	March 31, 2026	March 31, 2025
A: Cash Flow from Operating Activities :		
Profit before taxation	171.82	315.97
Add: Adjustments to reconcile profit before tax to net cash flows:		
Depreciation of property, plant and equipment and right of use assets	76.42	40.22
Amortisation of intangible assets	133.11	70.86
Finance Costs	65.17	41.40
Employee ESOP Compensation Account	5.60	3.75
Impairment allowance for bad and doubtful debts	111.33	125.41
Bad debts written off	4.27	-
Interest on bank deposit	(2.06)	(2.88)
Interest on income tax refund	(17.21)	(6.61)
Loss on Sale of Asset	1.04	0.31
Profit on sale of fixed assets	-	(0.32)
Sundry balances written back	(0.12)	(0.81)
Interest on Deposit given towards lease rentals.	(0.93)	(0.34)
Operating cash flows before working capital changes	548.44	586.95
Working capital adjustments		
(Increase) in trade receivables	(364.03)	(910.31)
(Increase)/Decrease in current other financial assets	(45.41)	26.79
Decrease/(Increase) in non current other financial assets	9.65	(11.02)
Decrease/(Increase) in contract assets	25.83	(158.10)
(Increase) in other current assets	(37.02)	(94.77)
Increase in trade payables	84.54	120.58
Increase/(Decrease) in other financial liabilities	7.62	(64.48)
Increase in contract liabilities	70.50	98.16
Increase in other current liabilities	2.27	73.40
Increase in employee defined benefit obligations	174.98	65.45
Cash generated/(utilised)/from Operations	477.37	(267.34)
Income tax paid (including TDS) (net of refunds)	(90.19)	(135.01)
Net cash flows from/(used in) operating activities (A)	387.18	(402.35)
B: Cash Flow from Investing Activities		
Purchase of property, plant and equipment	(19.73)	(72.84)
Purchase of Intangible Assets & Cost incurred on internally generated softwares (including CWIP)	(46.58)	(195.58)
Proceeds from disposal of property, plant and equipment (scrap)	0.61	0.43
Amounts redeemed/(invested) in fixed deposits with banks (net of redemption)	(0.10)	124.27
Interest income on bank deposits	1.51	5.76
Net cash flows from/(used in) investing activities (B)	(64.29)	(137.96)
C: Cash flow from Financing Activities		
Interest paid	(53.12)	(30.59)
Guarantee commission expense	(9.00)	(9.00)
Borrowings from related party (net of repayment)	(80.00)	80.00
Advance given to ESOP trust for purchase of treasury shares from promoter of Company	-	(24.27)
Borrowings from Bank	(158.13)	400.36
Brokerage paid toward Right to use asset	-	(2.32)
Interest paid on lease obligation	(3.05)	(1.81)
Repayment of principal portion of lease liability	(27.53)	(9.85)
Net cash flows (used in)/from financing activities (C)	(330.83)	402.52
D Net Increase/(Decrease) in Cash and Cash Equivalents (A+B+C)	(7.94)	(137.80)
Cash and cash equivalents at the beginning of the year	18.00	155.80
Cash and cash equivalents at the end of the year	10.06	18.00
Corporate information and summary of significant accounting policies (Note : 1-3)		

The accompanying notes are an integral part of the financial statements.
As per our report of even date attached.

For ARTH & Associates
Chartered Accountants
Firm Registration number:100868W

Arti Telang
Partner
Membership No. 113368

Place: Pune
Date: May 20, 2026



For and on behalf of the Board of Directors
Teamlease Regtech Private Limited

SANDEEP
PRADEEP
AGRAWAL

Digitally signed by
SANDEEP PRADEEP
AGRAWAL
Date: 2026.05.20
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Rishi
Agrawal

Digitally signed by Rishi Agrawal
Date: 2026.05.20 14:14:28 +05'30'

Sandeep Agrawal
Director
DIN No : 05015428

Rishi Agrawal
Director
DIN No : 06614269

Place: Pune
Date: May 20, 2026

Place: Pune
Date: May 20, 2026



1 Corporate Information

Teamlease Regtech Private Limited (the "Company") is a Regulatory Technology Company incorporated on October 12, 2018. The Company currently provides Legal Compliance Management Product, Secretarial Compliance Module, Labour Compliance Module, Contract Management Product & Audit Management Product and allied services. The Company also provides services relating to compliance support and review services.

This note provides a list of the significant accounting policies adopted in the preparation of these Ind AS financial statements. Accounting policies have been consistently applied except where a newly issued Indian Accounting Standard is initially adopted or a revision to an existing Indian Accounting Standard requires a change in the accounting policy hitherto in use.

2 Basis of preparation

The financial statements of the Company have been prepared in accordance with Indian Accounting Standards (Ind AS) specified under section 133 of the Companies Act, 2013 (the 'Act'), read with the Companies (Indian Accounting Standards) Rules, 2015 (as amended from time to time) and presentation requirements of Division II of Schedule III to the Companies Act, 2013, (Ind AS compliant Schedule III), as applicable to the standalone financial statements. The Company has prepared the financial statements on the basis that it will continue to operate as a going concern.

The financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities (refer accounting policy regarding financial instrument) and share-based payments, which are measured at fair value. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services as at the date of respective transactions. Accounting policies are consistently applied.

The financial statements are presented in Indian Rupees and all values are rounded to nearest lakhs except when otherwise stated.

3 Summary of significant accounting policies

3.1 Current versus non-current classification

The Company presents assets and liabilities in the balance sheet based on current/ non-current classification. An asset is treated as current when it is:

- Expected to be realised or intended to sold or consumed in normal operating cycle
- Held primarily for the purpose of trading
- Expected to be realised within twelve months after the reporting period, or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non current.

A liability is current when:

- It is expected to be settled in normal operating cycle
- It is held primarily for the purpose of trading
- It is due to be settled within twelve months after the reporting period, or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Company classifies all other liabilities as non-current.

Deferred tax assets and liabilities are classified as non-current assets and liabilities.

The operating cycle is the time between the acquisition of assets for processing and their realisation in cash and cash equivalents. The Company has considered twelve months as its operating cycle.

3.2 Foreign currency translation

(i) Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the entity operates i.e. the "functional currency". The financial statements are presented in Indian rupee (₹), which is functional and presentation currency of the Company.

(ii) Transactions and balances

Foreign currency transactions are initially recorded by the company at their respective functional currency spot rate at the date the transaction first qualifies for recognition.

- 1) Monetary assets and liabilities denominated in foreign currencies and measured at historical cost are translated at the functional currency spot rates of exchange at the reporting date.
- 2) Non-monetary items, which are measured in terms of historical cost denominated in a foreign currency, are translated using the exchange rates at the date of the initial transactions. Non-monetary items, which are measured at fair value or other similar valuation denominated in a foreign currency, are translated using the exchange rate at the date when fair value was determined.
- 3) Exchange differences arising on settlement or translation of monetary items are recognised in the statement of profit and loss in the year in which they arise.



3.3 Revenue Recognition

(i) Sale of Services/Software

(i) Revenue is recognized upon completion of promised services to customers on activation of license subscription at an amount that reflects the consideration which the company expects to receive in exchange of those services. Revenue is measured based on the transaction price and excludes taxes collected from customers.

(ii) Revenue related to fixed price maintenance and licence fees under subscription model, where the Company is standing ready to provide services is recognised based on time elapsed mode and revenue is straight-lined over the period of performance.

(iii) Revenue from sale of internally generated software (Perpetual License) is recognised based on the point completion of milestones as per contract .

(iv) Revenue in case of professional fees/service fees is recognised when the service is provided at the amount agreed with the customer.

(v) Unbilled Revenue recognised when there is excess of revenue earned over billings on contracts. Unbilled Revenue are classified as unbilled receivables (only act of invoicing is pending) when there is an unconditional right to receive cash, and only passage of time is required, as per contractual terms.

(vi) Unearned and deferred revenue ("contract liability") is recognised when there are billings in excess of revenues.

(ii) Interest income

For all financial instruments measured at amortised cost, interest income is recorded using the Effective Interest Rate (EIR). The EIR is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. When calculating the effective interest rate, the Company estimates the expected cash flows by considering all the contractual terms of the financial instrument but does not consider the expected credit losses. Interest income is included in finance income in the statement of profit or loss.

3.4 Taxes

(i) Income Tax

Income tax expense comprises current tax expense and deferred tax asset or liability during the year. Current income tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted, at the reporting date in the countries where the company operates and generates taxable income. Current income tax relating to the items not routed through the statement of profit and loss is recognised in other comprehensive income. Current tax items are recognised in correlation to the underlying transaction either in other comprehensive income or directly in equity. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

(ii) Deferred tax

Deferred tax is recognised using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

Deferred tax liabilities are recognised for all taxable temporary differences, except when the deferred tax liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences;

In respect of taxable temporary differences associated with investments in subsidiaries, when the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, carry forward of unused tax credits and unused tax losses only if it is probable that future taxable profits will be available to utilise the same, except:

-When the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences;

-In respect of deductible temporary differences associated with investments in subsidiaries, associates, and interest in joint venture deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date. Deferred tax relating to items recognised outside profit or loss is recognised outside profit or loss (either in other comprehensive income or in equity)

Deferred tax assets and deferred tax liabilities are offset if a legally enforceable right exists to set off current tax assets against current tax liabilities.



3.5 Leases

The Company assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Company as a Lessee

The Company applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Company recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

i) Right of use Assets

The Company recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

The right-of-use assets are also subject to impairment. For the purpose of impairment testing, the recoverable amount (i.e. the higher of the fair value less cost to sell and the value-in-use) is determined on an individual asset basis unless the asset does not generate cash flows that are largely independent of those from other assets. In such cases, the recoverable amount is determined for the Cash Generating Unit (CGU) to which the asset belongs.

ii) Lease Liabilities

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including insubstance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

iii) Short-term leases and leases of low-value assets

The Company applies the short-term lease recognition exemption to its short-term leases of machinery and equipment/ office premises. (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment/office premises that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

iv) Lease liability and ROU asset have been separately presented in the Balance Sheet and lease payments have been classified as financing cash flows.

3.6 Property, plant & equipment

Property, Plant and equipment is stated at cost, net of accumulated depreciation and accumulated impairment losses, if any. Such cost includes purchase price, non creditable duties and other expense incurred for bringing the asset to its present location and condition. When significant parts of plant and equipment are required to be replaced at intervals, the Company depreciates them separately based on their specific useful lives. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in profit or loss as incurred.

An item of Property, Plant and Equipment and any significant part initially recognised is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the income statement when the asset is derecognised.

The residual values, useful lives and methods of depreciation of Property, Plant and Equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

Depreciation methods, estimated useful lives

Depreciation is calculated using the Straight Line Method (SLM) over their estimated useful lives of the Property, Plant & Equipment after considering residual value of 5% and as per life prescribed under Part C of Sch II of the act, except in respect of the following categories of assets, in whose case the assets are depreciated/amortized as under:

- Leasehold improvements are depreciated over the period of the lease or estimated useful life, whichever is lower.
- Furniture & fixtures are depreciated on a straight line basis over the estimated useful economic life of 5 years.
- Second hand laptop are depreciated on a straight line basis over the estimated useful economic life of 2 years.

Asset	Life in Years
Computers	3
Computers (Second hand laptops)	2
Furniture and fixtures	5
Office equipments	5



3.7 (i) Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses, if any cost includes expenditure that is directly attributable to the acquisition of the asset.

The useful lives of intangible assets are assessed as either finite or indefinite.

Intangible assets with finite lives are amortised over the useful economic life on straight line method and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the statement of profit and loss unless such expenditure forms part of carrying value of another asset.

Intangible assets acquired in a business combination viz. Goodwill do not have definite useful life and thus, are not amortised. However, these assets are tested for impairment on an annual basis. These are further tested for impairment upon any indication of impairment subsequent to annual testing.

(ii) Customer Relationships

Customer relationships acquired in business combination are recognised at fair value at the acquisition date. They have finite useful life and are subsequently carried at cost less accumulated amortisation and impairment loss.

(iii) Internally Generated Softwares

Internally generated software is recognised as an asset in the books only and only when the company develops an identifiable intangible asset and the following criteria are satisfied:

- it is technically feasible to complete the software so that it will be available for use
- management intends to complete the software and use or sell it
- there is an ability to use or sell the software
- it can be demonstrated how the software will generate probable future economic benefits
- adequate technical, financial and other resources to complete the development and to use or sell the software are available, and
- the expenditure attributable to the software during the development can be reliably measured.

Directly attributable costs that are capitalised as a part of the software include employee costs and an appropriate portion of relevant overheads.

Capitalised development costs are recorded as intangible assets and amortised from the point at which the asset is available for use.

An intangible asset is derecognised upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the statement of profit or loss when the asset is derecognised.

(iv) Goodwill

Goodwill acquired through business combinations is initially recognised at fair value.

Goodwill with indefinite life is tested for impairment each year. The value of Goodwill has been allocated to the one Cash Generating Units (CGUs), i.e Product licenses and related activities (Products) which is also one of the operating and reportable segments, for impairment testing.

(v) Amortisation of Intangibles

Amortization is calculated using the straight line method over the estimated useful lives of the

Intangibles as follows:

Asset	Life in Years	Internally generated or acquired
Software	5	Acquired/Internally Generated

Change in estimated useful life of software

During the last Quarter of March 2026, the Company has re-evaluated the useful life of software and have decided to change the useful life from 5 years to 3 years. Accordingly, there is additional impact of amortisation of INR 24.79 lakhs during the Quarter Jan 26- March 2026

3.8 Impairment of non-financial assets

The Company assesses, at each reporting date, whether there is an indication that any Property, Plant & Equipment and Intangible assets may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Company estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash-generating unit's (CGU) fair value less costs of disposal and its value in use. Recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the statement of profit and loss unless the asset is carried at a revalued amount, in which case, the reversal is treated as a revaluation increase.



3.9 Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Initial Recognition and measurement:

Financial assets and financial liabilities are recognised when the Company becomes a party to the contract embodying the related financial instruments. All financial assets, financial liabilities and financial guarantee contracts are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit and loss) are added to or deducted from the fair value measured on initial recognition of financial asset or financial liability. Transaction costs directly attributable to the acquisition of financial assets and financial liabilities at fair value through profit and loss are immediately recognised in the statement of profit and loss.

Effective interest method

The effective Interest Method is a method of calculating the amortised cost of a financial instrument and of allocating interest income or expense over the relevant period. The effective interest rate is the rate that exactly discounts future cash receipts or payments through the expected life of the financial instrument, or where appropriate, a shorter period.

Subsequent measurement

(i) Financial assets

Financial assets at amortised cost

Financial assets are subsequently measured at amortised cost if these financial assets are held within a business model whose objective is to hold these assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income

Financial assets are measured at fair value through other comprehensive income if these financial assets are held within a business whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through profit and loss

Financial assets are measured at fair value through profit or loss unless it is measured at amortised cost or at fair value through other comprehensive income on initial recognition. The transaction costs directly attributable to the acquisition of financial assets at fair value through profit or loss are immediately recognised in statement of profit and loss.

Impairment of financial assets

In accordance with Ind AS 109, the Company applies expected credit loss (ECL) model for measurement and recognition of impairment loss on financial assets. The Company follows 'simplified approach' for recognition of provision for ECL on trade receivables. The application of simplified approach does not require the Company to track changes in credit risk. Rather, it recognizes provision for ECL based on lifetime ECLs at each reporting date, right from its initial recognition. For all other financial assets, expected credit losses are measured at an amount equal to the life time expected credit losses if the credit risk on the financial asset has increased significantly since initial recognition.

Equity instruments

The company subsequently measures all equity investments at fair value. Where the Company elected to the present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are recognised in profit or loss as other income when the Company's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other gains/(losses) in the statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

Derecognition of financial assets

A financial asset is derecognised only when the Company has transferred the rights to receive cash flows from the financial asset or retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients.

Where the entity has transferred an asset, the Company evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership of the financial asset, the financial asset is derecognised if the Company has not retained control of the financial asset. Where the Company retains control of the financial asset the asset is continued to be recognised to the extent of continuing involvement in the financial asset

(ii) Financial Liabilities

Financial liabilities at amortised cost

Financial liabilities are initially measured at fair value, net of transaction costs, and are subsequently measured at amortised cost using the effective interest method. For trade and other payables maturing within one year from the balance sheet date, the carrying amounts approximate fair value due to the short term maturity of these instruments.



Financial liabilities at FVTPL

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss. Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term.

Gains or losses on liabilities held for trading are recognised in the profit and loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in Ind AS 109 are satisfied. For liabilities designated as FVTPL, fair value gains/losses attributable to changes in own credit risk are recognised in OCI. These gains/loss are not subsequently transferred to the statement of profit and loss. However, the Company may transfer the cumulative gain or loss within equity. All other change in fair value of such liability are recognised in the statement of profit or loss.

Financial liabilities at FVTPL represented by contingent consideration are measured at fair value with all changes recognised in the statement of profit and loss.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expired. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

(iii) Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the balance sheet if there is enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis to realise the assets and settle the liabilities simultaneously.

(iv) Fair value of financial instruments

In determining the fair value of its financial instruments, the Company uses following hierarchy and assumptions that are based on market conditions and risks existing at each reporting date.

Fair value hierarchy:

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- ▶ Level 1 —Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- ▶ Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- ▶ Level 3 —Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognized in the financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorization (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

3.10 Borrowing costs :

Borrowing costs consist of interest and other costs that the company incurs in connection with the borrowing of funds. Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalized as part of the cost of the respective asset. All other borrowing costs are charged to statement of profit and loss.

3.11 Treasury shares:

During the financial year 2023-24 and 2025-26, the Board of Directors of the Company had approved an Employee Stock Option Plan (ESOP) Scheme and for the purpose of administration of Employee Stock Option Plan, the Company has established an ESOP Trust on January 21, 2025 by the name Teamlease RegTech Employee Welfare Trust (ESOP Trust).

This ESOP Trust has been treated as an extension of the Company and, the Company has included the financial statements of the ESOP trust in preparation of the standalone financial statements. Consequently, the loan to the ESOP Trust in the books of the Company is eliminated against the loan from the Company as appearing in the books of the Trusts.

The opening excess of expenditure over income of the Trust has been adjusted in "ESOP Trust Adjustments" under Reserves and Surplus.

3.12 Cash and cash equivalents

Cash and cash equivalent in the balance sheet comprise cash at banks and on hand and short-term deposits with an original maturity of three months or less, which are subject to an insignificant risk of changing in value.

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, short-term deposits with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value net of bank overdrafts.



3.13 Retirement and other employee benefits

Post-employment obligations

The company operates the following post-employment schemes:

- (a) defined benefit plans - gratuity, and
- (b) defined contribution plans such as provident fund.

Defined benefit plan

Gratuity obligations

Gratuity, which is a defined benefit plan, is accrued based on an independent actuarial valuation, which is done based on project unit credit method as at the balance sheet date. The Company recognizes the net obligation of a defined benefit plan in its balance sheet as an asset or liability.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur in other comprehensive income and is transferred to retained earnings in the statement of changes in equity in the balance sheet. Such accumulated re-measurements are not reclassified to the statement of profit and loss in subsequent periods.

In addition to the above, the Company recognises its liability in respect of gratuity for associate employees and its right of reimbursement as an asset in accordance with Ind AS 19.

Past service costs are recognised in profit or loss on the earlier of :

- a) The date of the plan amendment or curtailment, and
- b) The date that the company recognises related restructuring costs.

Net interest is calculated by applying the discount rate to the net defined benefit liability or asset. The Company recognises the following changes in the net defined benefit obligation as an expense in the statement of profit and loss:

- Service costs comprising current service costs, past-service costs, gains and losses on curtailments and non-routine settlements; and
- Net interest expense or income

Defined contribution plan

Contribution to Government Provident Fund

The Company pays provident fund contributions to publicly administered provident funds as per applicable regulations. The Company has no further payment obligations once the contributions have been paid. The contributions are accounted for as defined contribution plans and the contributions are recognised as employee benefit expense when they are due.

Compensated absences

The employees of the Company are entitled to be compensated for unavailed leave as per the policy of the Company, the liability in respect of which is provided, based on an actuarial valuation (using the projected unit credit method) at the end of each year. Accumulated compensated absences, which are expected to be availed or encashed within 12 months from the end of the year end are treated as short term employee benefits and those expected to be availed or encashed beyond 12 months from the end of the year end are treated as other long term employee benefits. The company's liability is actuarially determined (using Projected Unit Credit Method) at the end of each year. Actuarial gains/ losses are recognised in the Statement of Profit and Loss in the year in which they arise.

3.14 Share-based payments

Employees of the Company receive remuneration in the form of employee option plan / stock appreciation rights plan of the Company (equity settled instruments) for rendering services over a defined vesting period. Equity instruments granted are measured by reference to the fair value of the instrument at the date of grant. The expense is recognised in the statement of profit and loss with a corresponding increase in equity over the period that the employees unconditionally becomes entitled to the award. The equity instruments generally vest in a graded manner over the vesting period i.e. the period over which all the specified vesting conditions are to be satisfied. The fair value determined at the grant date is expensed over the vesting period of the respective tranches of such grants (accelerated amortization). At the end of each period, the entity revises its estimates of the number of options that are expected to vest based on the non-market vesting and service conditions. It recognises the impact of the revision to original estimates, if any, in the statement of profit and loss, with a corresponding adjustment to equity. The stock option compensation expense/ Share based payment expense is determined based on the Company's estimate of equity instruments that will eventually vest.

3.15 Provisions and contingent liability

Provision

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Company expects some or all of provisions to be reimbursed, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to a provision is presented in the statement of profit and loss net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Contingent liability

Contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of the Company, or a present obligation that arises from past events where it is either not probable that an outflow of resources will be required to settle the obligation.

A contingent liability also arises in extremely rare cases where there is a liability that cannot be measured reliably. The Company does not recognize a contingent liability but discloses its existence in the financial statements.



3.16 Cash dividend distribution to equity holders

The Company recognizes a liability to make cash distributions to equity holders of the Company when the distribution is authorized and the distribution is no longer at the discretion of the Company. Final dividends on shares are recorded as a liability on the date of approval by the shareholders and interim dividends are recorded as a liability on the date of declaration by the Company's Board of Directors.

3.17 Earnings Per Share (EPS)

Basic EPS is calculated by dividing the profit/loss for the year attributable to equity shareholders of the company by the weighted average number of equity shares outstanding during the year. Diluted EPS is calculated by dividing the profit attributable to equity holders of the parent (after adjusting for convertible preference shares) by the weighted average number of equity shares outstanding during the year plus the weighted average number of equity shares that would be issued on conversion of all the dilutive potential equity shares into equity shares.

3.18 Significant accounting judgments, estimates and assumptions

Preparation of the Company's financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

(i) Use of Significant judgements in revenue recognition

1) The Company's contracts with customers could include promises to transfer multiple services to a customer. The company assesses the services promised in a contract and identifies distinct performance obligations involves the contract. Identification of distinct performance obligation involves judgement to determine the deliverables and the ability of the customer to benefit independently from such deliverables.

2) Judgement is also required to determine the transaction price for the contracts. The company uses judgement to allocate the transaction price to each performance obligation on the basis of the relative selling price of each distinct service promised in the contract.

3) The company exercises judgement in determining whether the performance obligation is satisfied at a point in time or over a period of time. The company considers indicators such as how customers consumes benefits as services are rendered or who controls the asset as it is being created or existence of the enforceable right to payment for performance to date and alternate use of such service, transfer of significant risks and rewards to customers etc.

4) Revenue from fixed price contract relating to implementation of services is recognised using percentage of completion method. The Company uses judgement to estimate the percentage of completion.

(ii) Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Company based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising that are beyond the control of the Company. Such changes are reflected in the assumptions when they occur.

(iii) Impairment of non-financial assets

Impairment exists when the carrying value of an asset or a cash generating unit exceeds its recoverable amount which is higher of fair value less costs of disposal and the value in use. The fair value less costs of disposal calculation is based on available data from binding sales transactions, conducted at arm's length, for similar assets or observable market prices less incremental costs for disposing of the asset. The value in use calculation is based on a Discounted Cash Flow (DCF) Model and cash flows are derived from the budget for the next five years. The recoverable amount is sensitive to the discount rate used for the Discounted Cash Flow (DCF) Model as well as the expected future cash-inflows and the growth rate used for extrapolation purposes.

(iv) Defined benefit plans (gratuity benefits)

The cost of the defined benefit gratuity plan and other post-employment benefit and the present value of the gratuity obligation are determined using actuarial valuations. An actuarial valuation involves making various assumptions that may differ from actual developments in the future. These include the determination of the discount rate, future salary increases and mortality rates. Due to complexities involved in the valuation and its long term nature, a defined benefit obligation is highly sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date.

The parameter most subject to change is the discount rate. In determining the appropriate discount rate for plans operated in India, the management considers the interest rate of government bonds in currencies consistent with the currencies of the post-employment benefit obligation. The mortality rate is based on publicly available mortality table in India. The mortality tables tend to change only at interval in response to demographic changes. Further salary increases and gratuity increases are based on expected future inflation rates. Further details about the gratuity obligations are given in Note No. 18.

(v) Useful life of assets considered for depreciation of Property, Plant and Equipment and amortisation of Intangible assets

The charge in respect of periodic depreciation/amortisation is derived after determining an estimate of an asset's expected useful life and the expected residual value at the end of its life. The useful lives and residual values of Company's assets are determined by management at the time the asset is acquired and reviewed at each financial year end. The lives are based on technical advice, prior asset usage experience and the risk of technological obsolescence.



(vi) Taxes

Deferred tax assets are recognised for unused tax losses to the extent that it is probable that taxable profit will be available against which the losses can be utilised. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing's and the level of future taxable profits together with future tax planning strategies.

(vii) Fair value measurement of financial instruments

When the fair values of financial assets and financial liabilities recorded in the balance sheet cannot be measured based on quoted prices in active markets, their fair value is measured using valuation techniques including the Discounted Cash Flow (DCF) Model. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. Judgements include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

(viii) Leases

Ind AS 116 requires lessees to determine the lease term as the non-cancellable period of a lease adjusted with any option to extend or terminate the lease, if the use of such option is reasonably certain. The Company makes an assessment on the expected lease term on a lease-by-lease basis and thereby assesses whether it is reasonably certain that any options to extend or terminate the contract will be exercised. In evaluating the lease term, the Company considers factors such as any significant leasehold improvements undertaken over the lease term, costs relating to the termination of the lease and the importance of the underlying asset to the Company's operations taking into account the location of the underlying asset and the availability of suitable alternatives. The lease term in future periods is reassessed to ensure that the lease term reflects the current economic circumstances.

(ix) Other estimates:

The preparation of financial statements involves estimates and assumptions that affect the reported amount of assets, liabilities, disclosure of contingent liabilities at the date of financial statements and the reported amount of revenues and expenses for the reporting period. Specifically, the Company estimates the probability of collection of accounts receivable by analyzing historical payment patterns, customer concentrations, customer credit-worthiness and current economic trends. If the financial condition of a customer deteriorates, additional allowances may be required.

3.19 Operating segment

The Board of Directors have been identified as the Chief Operating Decision Maker (CODM) as defined by IND-AS 108, Operating Segment. CODM evaluates the performance of the Company and allocated resources based on the analysis of various performance indicators of the Company.

Identification of segments:

The Company identifies primary format of segment reporting based on risks and rewards affected predominantly by the services rendered. Accordingly, primary format for reporting segment information is business segment with secondary segment information reported geographically.



Teamlease Regtech Private Limited
Statement of Changes in Equity for the year ended March 31, 2026
 (All amounts in ₹ In Lakhs, unless otherwise stated)

a. Equity share capital:
Issued, subscribed and fully paid share capital

	Numbers	Amount (₹ In Lakhs)
Equity shares of Rs. 1 each:		
At 1 April 2024	207,992	2.08
Additions during the year	-	-
At 31 March 2025	207,992	2.08
Additions during the year	-	-
Less: Equity shares held in trust for employees under ESOP scheme	(1,247)	(0.01)
At 31 March 2026	206,745	2.07

b. Other equity

Particulars	Share Based Payment Reserve Account	Attributable to equity holders of the Company			Total other equity
		Securities Premium	Treasury Shares	Retained earnings	Total
Balance as at March 31, 2024	1.57	1,628.40	-	(1,003.27)	626.70
Profit/(loss) for the year	-	-	-	223.16	223.16
Employee ESOP Compensation Expense	3.75	-	-	-	3.75
Other comprehensive income for the year	-	-	-	(3.67)	(3.67)
Balance as at March 31, 2025	5.32	1,628.40	-	(783.78)	849.94
Profit for the year	-	-	-	136.92	136.92
Employee ESOP Compensation Expense	5.60	-	-	-	5.60
Premium on equity shares held under trust for employees under the ESOP scheme	-	-	(24.26)	-	(24.26)
Other comprehensive income for the year	-	-	-	42.18	42.18
Balance as at March 31, 2026	10.92	1,628.40	(24.26)	(604.68)	1,010.38

The above consolidated statement of change in equity be read in conjunction with the accompanying notes.
 As per our report of even date attached.

For ARTH & Associates
 Chartered Accountants
Firm Registration Number: 100868W

Arti Telang
 Partner
Membership No. 113368

Place: Pune
Date: May 20, 2026



For and on behalf of the Board of Directors
Teamlease Regtech Private Limited

SANDEEP
 PRADEEP
 AGRAWAL
Digitally signed by SANDEEP PRADEEP AGRAWAL
 Date: 2026.05.20 14:10:24 +05'30'

Sandeep Agrawal
 Director
DIN No : 05015428

Place: Pune
Date: May 20, 2026

Rishi Agrawal
Digitally signed by Rishi Agrawal
 Date: 2026.05.20 14:15:04 +05'30'
Rishi Agrawal
 Director
DIN No : 06614269

Place: Pune
Date: May 20, 2026



Teamlease Regtech Private Limited

Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 4 : Property, plant and equipment

	Furniture & Fixtures	Computers	Office Equipments	Total
Gross block				
As at March 31, 2024	0.52	55.25	2.20	57.97
Additions	-	72.84	-	72.84
Disposals	0.52	2.25	-	2.77
As at March 31, 2025	0.00	125.84	2.20	128.04
Additions	-	19.37	0.36	19.73
Disposals	-	9.59	-	9.59
As at March 31, 2026	0.00	135.62	2.56	138.18
Accumulated depreciation				
As at March 31, 2024	0.15	32.42	2.08	34.65
Charge During the year	0.06	28.44	0.01	28.51
Disposals	0.21	2.14	-	2.35
As at March 31, 2025	0.00	58.72	2.09	60.81
Charge During the year	-	46.26	0.04	46.30
Disposals	-	7.95	-	7.95
As at March 31, 2026	0.00	97.03	2.13	99.16
Net Block				
As at March 31, 2025	-0.00	67.12	0.11	67.23
As at March 31, 2026	-0.00	38.59	0.43	39.02



Teamlease Regtech Private Limited

Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 5: Right of Use Assets

Gross block

As at March 31, 2024

Additions

Disposals

As at March 31, 2025

Additions

Disposals

As at March 31, 2026

Accumulated depreciation

As at March 31, 2024

Charge during the year

Disposals

As at March 31, 2025

Charge during the year

Disposals

As at March 31, 2026

Net Block

As at March 31, 2025

As at March 31, 2026

***Building leases represent Right-of-use assets.**

Building*
-
60.24
-
60.24
-
-
60.24
-
11.71
-
11.71
30.12
-
41.83
48.53
18.41



Teamlease Regtech Private Limited

Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 6: Intangible assets

	Internally Generated Softwares	Goodwill	Customer Relationships	Acquired Software	SAGE 300 ERP	Total
Gross block						
As at March 31, 2024	496.95	7.10	24.19	0.79	3.00	532.03
Additions	108.85	-	-	-	-	108.85
Disposals	-	-	-	-	-	-
As at March 31, 2025	605.80	7.10	24.19	0.79	3.00	640.88
Additions	247.26	-	-	-	-	247.26
Disposals	-	-	-	-	-	-
As at March 31, 2026	853.06	7.10	24.19	0.79	3.00	888.14
Accumulated depreciation						
As at March 31, 2024	368.98	-	24.19	0.74	0.59	394.50
Charge during the year#	70.23	-	-	-	0.62	70.85
Disposals	-	-	-	-	-	-
As at March 31, 2025	439.21	-	24.19	0.74	1.21	465.35
Charge during the year	132.51	-	-	-	0.60	133.11
Disposals	-	-	-	-	-	-
As at March 31, 2026	571.72	-	24.19	0.74	1.81	598.46
Net Block						
As at March 31, 2025	166.59	7.10	-	0.05	1.79	175.53
As at March 31, 2026	281.34	7.10	-	0.05	1.19	289.68

#During the last Quarter of March 2026, the Company has re-evaluated the useful life of software and have decided to change the useful life from 5 years to 3 years. Accordingly, there is additional impact of amortisation of INR 24.79 lakhs during the Quarter Jan 26- March 2026



Teamlease Regtech Private Limited

Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 7: Intangible assets under development

	Software			
Vendor Audit	NAAC	SEBI	Billing	Total
Product	Portal		Module	
Gross Carrying Amount				
As at March 31, 2024	-	101.32	-	136.99
Additions/Adjustments		122.42	-	195.58
Capitalisation/adjustments		-	-	108.83
As at March 31, 2025	-	223.74	-	223.74
Additions/Adjustments		23.53	23.05	46.58
Capitalisation		(247.27)	-	(247.27)
As at March 31, 2026	-	-	23.05	23.05

Intangible Assets under Development - Ageing

	March 31, 2026					March 31, 2025				
	Less than 1 year	1 year<2 years	2years <3 years	More than 3 years	Total	Less than 1 year	1 year<2 years	2years <3 years	More than 3 years	Total
Projects in Progress	23.05	-	-	-	23.05	122.42	101.32			223.74
Total	23.05	-	-	-	23.05	122.42	101.32	-	-	223.74



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 8 : Other financial assets**Non-current**

(Unsecured, considered good)

Security Deposits

Fixed Deposits (under lien)

March 31, 2026	March 31, 2025
0.31	9.96
-	-
0.31	9.96

Note 9: Deferred tax assets/(liabilities)

Deferred tax assets - Net

March 31, 2026	March 31, 2025
160.61	209.70
160.61	209.70

Particulars	CCPS	Provision for expected credit loss	Depreciation on property, plant and equipment	Provision for leave encashment and gratuity, incentive and share based payment	Unabsorbed business losses and depreciation	Right of Use Assets	Total
Balance as on April 1, 2024	-	6.51	(12.45)	40.43	266.78	-	301.27
Profit and loss	-	31.56	9.45	13.11	(147.52)	0.59	(92.81)
Other comprehensive income	-	-	-	1.24	-	-	1.24
Closing balance as of March 31, 2025	-	38.07	(3.00)	54.78	119.26	0.59	209.70
Profit and loss	-	26.30	(3.48)	62.19	(119.26)	(0.65)	(34.90)
Other comprehensive income	-	-	-	(14.19)	-	-	(14.19)
Closing balance as of March 31, 2026	-	64.37	(6.48)	102.78	-	(0.06)	160.61

Significant Estimates:

As at the reporting date, the management of the Company is reasonably certain that sufficient future taxable income will be available against which the deferred tax asset will be realised on the unabosorbed business losses and unabosorbed depreciation.

Note 10 : Income tax asset (net)**Non-current**

Advance Income Tax including TDS Receivables (Net of provision for Taxation)

March 31, 2026	March 31, 2025
390.85	283.46
390.85	283.46

Income tax expense/ (credit) in the statement of profit and loss consists of

Current income tax charge
Tax provision for earlier years
Deferred tax charge (net)

March 31, 2026	March 31, 2025
-	-
-	-
34.90	92.81
34.90	92.81

Income tax reported in the statement of profit or loss**Income tax recognised in other comprehensive income**

Deferred tax charge/(credit)

Income tax expense charged to OCI

March 31, 2026	Mar 31, 2025
14.19	(1.24)
14.19	(1.24)

The reconciliation between the amount computed by applying the statutory income tax rate to the (loss) before tax and tax (income) / expenses charge is summarised below:

March 31, 2026	March 31, 2025
Profit before tax	171.82
Tax using the Company's domestic tax rate @ 25.167%	43.24
Tax effect of:	
Non-deductible tax expense for tax purpose.	(0.59)
Impact of timing differences in DTA on losses.	(4.52)
Adjustment of timing differences relating to previous period	(1.71)
Others	(1.52)
Income tax expense/(income)	34.90

Note 11: Trade receivables

(Unsecured considered good unless other wise stated)

Trade receivables from related parties (Refer Note no. 43)

March 31, 2026	March 31, 2025
143.83	20.70
143.83	20.70

Trade receivables- considered good

(Unsecured, credit impaired)

Trade Receivables – others

1,087.21	961.91
255.76	151.28
1,342.97	1,113.19

Less:

Allowance for expected credit loss

(255.76)	(151.28)
1,231.04	982.61



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Outstanding for following periods from due date of payment as at March 31, 2026							
Particulars	Current Not due	< 6 months	6 months<1 year	1 year<2 years	2 years<3 years	More than 3 years	Total
Trade Receivable							
(i) Undisputed trade receivable- considered good	485.13	745.91	-	-	-	-	1,231.04
(ii) Undisputed trade receivable which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed trade receivable- credit impaired	-	-	152.32	98.58	4.86	-	255.76
(iv) Disputed trade receivable- considered good	-	-	-	-	-	-	-
(v) Disputed trade receivable which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed trade receivable- credit impaired	-	-	-	-	-	-	-
Total	485.13	745.91	152.32	98.58	4.86	-	1,486.80

Outstanding for following periods from due date of payment as at March 31, 2025							
Particulars	Current Not due	< 6 months	6 months<1 year	1 year<2 years	2 years<3 years	More than 3 years	Total
Trade Receivable							
(i) Undisputed trade receivable- considered good	386.91	595.70	-	-	-	-	982.61
(ii) Undisputed trade receivable which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed trade receivable- credit impaired	-	7.45	140.12	2.29	1.41	-	151.27
(iv) Disputed trade receivable- considered good	-	-	-	-	-	-	-
(v) Disputed trade receivable which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed trade receivable- credit impaired	-	-	-	-	-	-	-
Total	386.91	603.15	140.12	2.29	1.41	-	1,133.88

Note 12: Cash and bank balances
Cash and Cash equivalents

Balances with banks
- on current accounts

(A)

March 31, 2026	March 31, 2025
10.06	18.00
10.06	18.00

Other bank balances

Balances with banks
- on Fixed Deposits (Deposits with remaining maturity period more than 3 months and less than 12 months)
- on Fixed Deposits (under lien)

(B)

(A+B)

20.25	20.25
1.61	1.51
21.86	21.76
31.92	39.76

Note 13 : Other financial assets
Current

(Unsecured, considered good)
Security Deposits
Advance paid towards remittance on behalf of customer
Fixed asset held for disposal
Interest accrued on fixed deposits

March 31, 2026	March 31, 2025
10.94	0.06
35.24	-
0.23	-
0.95	0.40
47.36	0.46

Note 14: Unbilled Revenue

Opening Unbilled Revenue
Additions during the year
Billed in the current year

Closing Unbilled Revenue
Aging

< 6 months

March 31, 2026	March 31, 2025
191.56	33.45
165.73	191.56
191.56	33.45
165.73	191.56
165.73	191.56

Note 15: Other current assets

(Unsecured considered good unless otherwise stated)

Prepaid expenses
Balance with government authorities
Advance to supplier
Advance to employee against expenses (Net of provision for related expenses)
Advance to employee against salary
Amount paid to promoter towards purchase of treasury shares by ESOP trust (Refer note below)
Advance paid towards remittance on behalf of customer (net of receipts from customers against towards remittances)
Other assets

March 31, 2026	March 31, 2025
37.55	25.56
23.60	7.70
1.36	0.15
43.53	65.02
5.52	10.71
-	24.27
44.36	22.74
19.89	6.90
175.81	163.05

Note:

During the year, the Company created " Teamlease Regtech Employee Welfare Trust" ('the Trust') to manage ESOPs granted to employees. During the year, the Company had given loan of ₹ 24,27,049 to the Trust for purchasing 1,247 shares from one of its promoter at its fair value. The consideration towards purchase of shares was transferred by the trust to the promoter on March 28, 2025. As on March 31, 2025 the Company was in the process of completing the formalities of transferring the shares in Dmat account of the Company. Accordingly, the amount paid by ESOP trust to promoter towards purchase of treasury shares is disclosed under other current assets.



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 16: Equity Share capital

Share capital	March 31, 2026	March 31, 2025
(i) Authorised share capital		
500,000 (31 March 2025: 5,00,000) Equity Shares (Face Value of ₹1 each with voting rights)	5.00	5.00
500,000 (31 March 2025: 5,00,000) 0.1% Compulsory Convertible Cumulative Preference Shares (CCPS) (Face Value of Rs. 1 each with voting rights)	5.00	5.00
	10.00	10.00
(ii) Issued, subscribed and fully paid-up shares		
206,745 (31 March 2025: 2,07,992) Equity Shares of ₹1 each	2.07	2.08
Total issued, subscribed and fully paid-up shares	2.07	2.08

(iii) Terms/ rights attached to equity shares

The Company has one class of equity shares having a par value of ₹1 per share. Each shareholder is eligible for one vote per share held. In the event of liquidation, the equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.

(iv) Reconciliation of number of shares

Equity shares of ₹ 1 each issued, subscribed and fully paid

	Numbers	Amount (₹ In Lakhs)
Equity shares of Rs. 1 each:		
At 1 April 2024	207,992	2.08
Additions during the year	-	-
At 31 March 2025	207,992	2.08
Less: Equity Shares held under trust for employees under ESOP scheme	(1,247)	(0.01)
At 31 March 2026	206,745	2.07

(v) Details of shareholders holding more than 5% shares in the Company:

Name of the shareholders	As At March 31, 2026		As At March 31, 2025	
	Numbers	% holding in the class	Numbers	% holding in the class
a) Equity shares of ₹ 1 each fully paid				
Sandeep Agrawal	46,074	22%	46,074	22%
Rishi Agrawal	32,753	16%	34,000	16%
TeamLease Services Limited	127,914	62%	127,914	62%
	206,741	100%	207,988	100%

c) Shareholding of the Promoters

Shares held by promoters at the end of the year				
	31-Mar-26		31-Mar-25	
Promoters Name	No of Shares	% of the total shares	No of Shares	% of the total shares
Sandeep Agrawal	46,074	22%	46,074	22%
Rishi Agrawal	32,753	16%	34,000	16%
Teamlease Services Limited	127,914	62%	127,914	62%
Total	206,741		207,988	

Note 17: Other equity

Particulars	March 31, 2026	March 31, 2025
Other reserves		
Securities Premium	1,628.40	1,628.40
Share Based Payment Reserve Account	10.92	5.32
Retained earnings	(604.68)	(783.78)
(A)	1,034.64	849.93
Treasury Shares (B)	(24.26)	-
Total of Other equity (A+B)	1,010.38	849.93



Teamlease Regtech Private Limited**Teamlease Regtech Private Limited****Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

Securities Premium**Opening balance**

Add: Securities premium on allotment of shares under rights issue

Add: Securities premium on conversion of CCPS into Equity Shares

Closing balance

March 31, 2026	March 31, 2025
1,628.40	1,628.40
-	-
-	-
1,628.40	1,628.40

Securities premium reserve

Securities premium reserve is used to record the premium on issue of shares. The reserve is utilised in accordance with the provisions of the Companies Act, 2013.

-- On July 13, 2021 the company has issued 10,400 Equity Shares at a premium of ₹1922.16

-- On November 01, 2021 the company has issued 10,400 Equity Shares at a premium of ₹1922.16

-- On February 7, 2022, owing to revised investor agreement entered into on July 6, 2021, the Company converted CCPS to 56000 equity shares and the amount lying in unsecured borrowings and other equity was transferred to Equity shares and share premium account.

Share Based Payment Reserve Account**Opening balance**

Add: Share based payment charge

Closing balance

5.32	1.57
5.60	3.75
10.92	5.32

The share based payment reserve account is used to record the fair value of equity-settled, share-based payment transactions with employees (ESOPs). The amounts recorded in share options outstanding account are transferred to securities premium, upon exercise of stock options, and transferred to general reserve on account of stock options not exercised by employees

Retained earnings**Opening balance**

Net Profit for the year

Other comprehensive income recognised directly in retained earnings

(Remeasurement of post employment benefit obligation, net of tax)

Less : Appropriation during the year

Closing balance

March 31, 2026	March 31, 2025
(783.78)	(1,003.27)
136.92	223.16
42.18	(3.67)
-	-
(604.68)	(783.78)

Treasury Shares**Opening balance as on March 31, 2024**

Add: shares purchased by

Closing balance as on March 31, 2025

Add: Shares purchased by Teamlease Regtech employee welfare trust

Closing balance as on March 31, 2026

number of shares	March 31, 2026
-	-
-	-
-	-
(1,247.00)	(24.26)
(1,247.00)	(24.26)



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 18: Borrowings

Current

Unsecured borrowings

Unsecured Loan - TeamLease Services Limited (Refer Note 1 below)

March 31, 2026	March 31, 2025
-	80.00
-	80.00

Note 19: Lease Liabilities

Non-current

Lease Liabilities

March 31, 2026	March 31, 2025
-	18.64
-	18.64

Note 20: Employee defined benefit liabilities

Non-current

Employee benefits - Gratuity (Refer Note No.: 37)

Employee benefits - Compensated Absences (Refer Note No.: 37)

March 31, 2026	March 31, 2025
233.56	157.80
68.59	26.14
302.15	183.94

Note 21: Borrowings

Current

Secured borrowings

HDFC Cash Credit Account (Refer Note 2 below)

Working Capital Demand Loan (Refer Note 2 below)

March 31, 2026	March 31, 2025
242.23	400.36
-	-
242.23	400.36
242.23	480.36

Note 1 : Term Loan from Teamlease Services Limited

(a) Term loan was sanctioned to the company on June 4, 2024 (amount disbursed on July 1, 2024) by Teamlease Services Limited (TSL) (holding company) amounting to ₹ 125 Lakhs for working capital purpose. The entire loan has been repaid as on March 31, 2026.

(b) Additionally, during the FY 25-26, loan of ₹ 100 Lakhs was sanctioned on April 01, 2025 again for working capital purpose. This loan also has been repaid as on March 31, 2026.

The key terms and conditions of both the loans were as follows;

(a) Loan sanctioned is unsecured term loan which shall be repaid by March 31, 2026.

(b) Interest shall be charged by TSL and shall be payable by Company at rate specified from time to time. Interest rate charged for 24-25 was 9% and for 25-26 was 8.32%.

(c) Pre-payment of loan can be made by the Company at any time without any penalty.

Note 2: Cash Credit facility from HDFC Bank

(a) Working Capital Demand loan/ Cash credit was sanctioned to the extent of ₹ 900 Lakhs (for both facility together) by HDFC Bank for working capital purpose. Out of above, working capital demand loan was repaid in the FY 24-25.

(b) The loan was secured by corporate guarantee from Teamlease Services Limited.

(c) Interest shall be payable at monthly rests on first day of next month.

(d) Financial Covenants: Turnover to be greater than ₹ 30 mn.

(e) Other Covenants:

(i) Teamlease Services Limited to hold >51% in the company

(ii) All cash flows to be routed through the lender

(iii) Company shall be externally rated within 3 months of first disbursement

Note 22: Lease Liabilities

Current

Lease Liabilities

March 31, 2026	March 31, 2025
18.65	27.54
18.65	27.54

The following is the movement in lease liabilities

Particulars

Balances as at beginning of the year

Add: Additions during the year

Less: Deletions during the year

Add: Finance cost incurred during the year

Less: Payments (including finance cost)

Balance as at year end

March 31, 2026	March 31, 2025
46.18	-
-	56.03
-	-
3.05	1.81
30.58	11.66
18.65	46.18

The weighted average discount rate used for recognition of lease liabilities is 9% p.a. (March 31, 2025: 9%.)

Changes in liabilities arising from financing activities

Particulars

Lease payment- principal

Lease payment- interest

Total cash outflow for lease

March 31, 2026	March 31, 2025
27.53	9.85
3.05	1.81
30.58	11.66



Note 23: Trade payables

Current

Total outstanding dues of micro enterprises and small enterprises (Note No.36)	2.58	5.93
Total outstanding dues of creditors other than micro enterprises and small enterprises	300.33	212.57
	302.91	218.50

Refer note 43 for details of trade payables to related parties.

Trade Payables ageing schedule

Particulars	Not due	Outstanding for following periods from due date of payment as at March 31, 2026				Mar 31, 2026
		Less than 1 year	1 year<2 years	2 years<3 years	More than 3 years	Total
(i) MSME	0.17	2.41	-	-	-	2.58
(ii) Others	133.42	166.27	0.64	-	-	300.33
(iii) Disputed Dues - MSME	-	-	-	-	-	-
(iv) Disputed Dues - Others	-	-	-	-	-	-

Particulars	Not due	Outstanding for following periods from due date of payment as at March 31, 2025				Mar 31, 2025
		Less than 1 year	1 year<2 years	2 years<3 years	More than 3 years	Total
(i) MSME	3.82	2.11	-	-	-	5.93
(ii) Others	59.73	152.84	-	-	-	212.57
(iii) Disputed Dues - MSME	-	-	-	-	-	-
(iv) Disputed Dues - Others	-	-	-	-	-	-

Note 24: Other financial liabilities

Current

Salaries payable	2.12	45.23
Incentive and bonus payable	78.03	27.30
	80.15	72.53

Note 25: Employee defined benefit liabilities

Current

Employee benefits - Gratuity (Refer Note No.: 37)	49.25	47.90
Employee benefits - Compensated Absences (Refer Note No.: 37)	18.33	19.27
	67.58	67.17

Note 26: Contract liabilities

Opening Deferred Revenue	254.18	156.02
Additions	324.68	254.18
Deletions	254.18	156.02
Closing Deferred Revenue	324.68	254.18

Note 27: Other current liabilities

Statutory dues payable	126.09	135.43
Interest accrued on MSME	6.34	5.59
Advance received from customer towards services	19.88	0.95
Advance received from customer towards remittance from govt fees	56.30	64.37
Reimbursement towards expenses of Govt Fees (Payable to TLSL)	14.38	14.38
	222.99	220.72



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 28: Revenue from operations

(Net of taxes)

Sale of Services

	March 31, 2026	March 31, 2025
Income from Product Subscription and Annual Maintenance Services	1,772.46	1,401.32
Sale of Product Licenses	0.72	7.80
Income from Product Implementation	433.53	431.35
Income from Professional Services	121.74	222.46
Income from Professional Services - Compliance support & Review Services	3,151.04	2,495.07
Total Revenue	5,479.49	4,558.00

The disaggregation of Company's revenue from contracts with customers, which is in agreement with the amounts disclosed in the segment information and the contracted price are provided in note 41 (Segment Note)

Other disclosures

Contract balances	March 31, 2026	March 31, 2025
Contract assets - Trade receivables	1,231.04	982.61
Contract assets - Unbilled revenue	165.73	191.56
Contract liabilities - Advance from customers	19.88	0.95
Contract liabilities - Unearned revenue	324.68	254.18
	1,741.33	1,429.30

Set out below is the amount of revenue recognised from:

	March 31, 2026	March 31, 2025
Amounts included in contract liabilities at the beginning of the year	254.18	156.02
	254.18	156.02

Note 29: Other income

	March 31, 2026	March 31, 2025
Interest income on:		
Deposits with banks	2.06	2.88
Interest income on loan given to director	-	0.86
Interest on income tax refund	17.21	6.61
Profit on sale of fixed assets	-	0.32
Interest income on delayed receipt under MSME Act.	0.14	-
Interest on deposit given towards lease rentals.	0.93	0.34
Sundry Balances Write Back	0.12	0.81
Total other income	20.46	11.82

Note 30: Employee benefit expense

	March 31, 2026	March 31, 2025
Salaries, wages and bonus	3,688.28	3,187.20
Contribution to provident fund and other funds	122.18	108.31
Gratuity	91.67	66.13
Compensated Absences	35.34	65.23
Staff welfare expenses	5.75	8.24
Employee insurance	21.38	9.72
Employee ESOP Compensation Expense	5.60	3.75
Less: Capitalised	(42.73)	(166.82)
Net Total employee benefit expense	3,927.47	3,281.76

Note 31: Finance Costs

	March 31, 2026	March 31, 2025
Interest on Cash credit/Overdraft facilities from bank	43.75	23.24
Interest on Unsecured Loan from Teamlease services limited	9.37	7.35
Guarantee commission	9.00	9.00
Interest On Lease Liabilities	3.05	1.81
	65.17	41.40

Note 32: Depreciation and amortization

	March 31, 2026	March 31, 2025
Depreciation of property, plant & equipment	46.30	28.51
Depreciation on Right of Use Assets	30.12	11.71
Amortization of other intangible assets	133.11	70.85
	209.53	111.08



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 33: Other expenses

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Rent	89.80	50.75
Rates & taxes	3.92	6.89
Power and fuel	3.29	0.89
Repairs and maintenance- Others	7.32	4.50
Printing and stationery	5.36	3.72
Traveling and conveyance	309.11	227.02
Internet and communication expenses	19.27	24.87
Cloud subscription charges	160.24	151.54
Legal and professional charges	181.39	103.68
Director professional fees	18.74	-
Software and other subscription charges	57.66	41.55
Auditors' remuneration (Refer note below)	9.62	9.10
Advertisement and business promotion	37.31	46.07
Bad Debts written off	11.11	0.02
Less: Utilized from provision for bad and doubtful debts	<u>6.84</u>	<u>0.02</u>
Impairment allowance for bad and doubtful debts	111.33	125.43
Sundry balances written off	-	-
Loss on Sale/disposal of Assets	1.04	-
Interest & penalties on statutory dues	1.30	7.73
Foreign exchange gain/loss (net)	0.13	-
Loss on write off of fixed assets	-	0.31
Interest on MSME creditors	1.05	0.56
Other miscellaneous expenses	28.02	15.00
	<u>1,050.17</u>	<u>819.61</u>

Note: Payment to auditors

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
As auditor (Net of GST)		
Limited Review Fees	3.68	1.80
Statutory Audit Fees	2.40	2.40
Tax Audit Fees	1.00	1.00
Other Services	<u>2.54</u>	<u>3.90</u>
	9.62	9.10

Note 34: Exceptional item

The Government of India has consolidated multiple existing labour legislations into a unified framework comprising of four Labour codes, collectively referred to as the 'New Labour Codes' and notified with effect from 21st November 2025. Based on the analysis of the information available so far and actuarial valuation, the company has recognized an incremental financial impact of ₹59.82 Lakhs relating to gratuity expenses and ₹15.97 Lakhs relating to leave encashment expense as past service cost on post - employment defined benefit for its employees. Considering that this impact is driven by the regulatory change and is non-recurring in nature, it is classified under exceptional item in these financial statements. The Company continues to monitor the developments relating to the New Labour Codes and would review the estimates as further clarification and Rules are notified.

Note 35: Earnings per share

The following reflects the income and share data used in the basic and diluted EPS computations:

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Profit/(Loss) attributable to equity shareholders	136.92	223.16
Nominal value of each equity share	1.00	1.00
Weighted average number of equity shares outstanding during the year	206,745	207,992
EPS - basic (Rs.)	66.22	107.29
Working of diluted earnings per share		
Weighted average number of equity shares outstanding during the year (A)	207,992.00	207,992.00
Number of ESOP granted as on March 31, 2026 which are not yet vested	2,145.00	565.00
Conversion into shares based on agreed ratio of 1:1 (B)	2,145.00	565.00
Total Weighted average number of equity shares outstanding during the year (A+B)	210,137.00	208,557.00
EPS - Diluted (Rs.)	65.16	107.00

Computation of Weighted Average Number of Equity Shares

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Number of Equity Shares outstanding at beginning of the year	207,992	207,992
Add: Weighted Average number of equity shares issued during the year	-	-
Less: Equity shares held in trust for employees under ESOP schemes (2023 and 2025)	(1,247)	-
Weighted average number of equity shares outstanding at the end of the year for computing basic earnings per share	206,745	207,992



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 36: Disclosure of Micro, Small and Medium Enterprises Development Act, 2006

(a) The disclosure of total outstanding balance due to such creditors under Micro and small enterprises in Note 23 of the financial statements is considered for the transactions occurred after the date of registration of suppliers under MSMED Act, 2006 and outstanding as on March 31, 2026 Further, interest accrued/ due on late payment/amount outstanding to micro and small enterprises is also calculated on transactions after the date of registration of suppliers under MSMED Act, 2006 and are overdue upto max of 45 days from appointed date. In case of vendors where credit period is not mentioned, the due date is considered as 15 days from the date of invoice.

(b) Disclosure with regards to Micro, Small and Medium Enterprises Development Act, 2006

Particulars	March 31, 2026	March 31, 2025
The principal amount and the interest due thereon remaining unpaid to any supplier as at the end of year.		
- Principal amount due to micro and small enterprises	2.58	5.93
- Interest due on above	0.04	0.08
	2.62	6.01
The amount of interest paid by the buyer in terms of section 16 of the MSMED Act 2006 along with the amounts of the payment made to the supplier beyond the appointed day during each accounting year		
- Payments made to suppliers beyond the appointed date	25.10	28.24
- Interest paid on above	-	-
The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act 2006	1.01	0.48
The amount of interest accrued and remaining unpaid at the end of each accounting year		
Financial Year 2020-21	0.15	0.15
Financial Year 2021-22	0.46	0.46
Financial Year 2022-23	0.18	0.18
Financial Year 2023-24	4.24	4.24
Financial Year 2024-25	0.56	0.56
Financial Year 2025-26	1.05	-

The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise for the purpose of disallowance as a deductible expenditure for Income Tax purposes under section 23 of the MSMED Act 2006



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 37: Employee benefit obligations

i) Leave Obligation

The leave obligation cover the Company's liability for earned leave which are classified as current and non-current benefits. The bifurcation of the current and non-current is based on the past experience of employee's retirement, resignations or on his death on the basis of the salary he would be drawing at the time of his separation from the Company.

Particulars	March 31, 2026	March 31, 2025
Leave Obligations not expected to be settled within the next 12 months	68.59	26.14

ii) Defined Contribution plans

The Company also has certain defined contribution plans. Contributions are made to provident fund in India for employees at the rate of 12% of the salary as per the regulations. The contribution are made to registered provident fund administered by the government. The obligation of the Company is limited to the amount contributed and it has no further contractual nor any constructive obligation. The expenses recognised during the year towards defined contribution plan are debited profit and loss account.

Particulars	March 31, 2026	March 31, 2025
Provident fund - employers contribution	122.18	108.31

(iii) Gratuity

The Company has defined benefit gratuity plan for its employees. The gratuity plan is governed by the Code on Social Security, 2020. Under this code, every employee (other than fixed term employee) who has completed 4 years and 240 days of service are eligible for gratuity on departure at 15 days salary (last drawn) for each completed year of service. In case of fixed term employee, gratuity is payable if the employee completes one year of service. The level of benefits provided depends on the member's length of service and salary at retirement.

These plans typically expose the Company to actuarial risks such as: interest rate risk, longevity risk and salary risk.

Interest risk	The defined benefit obligation calculated uses a discount rate based on government bonds. If bond yields fall, the defined benefit obligation will tend to increase.
Longevity risk	The present value of the defined benefit plan liability is calculated by reference to the best estimate of the mortality of plan participants both during and after their employment. An increase in the life expectancy of the plan participants will increase the plan's liability.
Demographic Risk	This is the risk of volatility of results due to unexpected nature of decrements that include mortality attrition, disability and retirement. The effects of these decrement on the DBO depends upon the combination salary increase, discount rate, and vesting criteria and therefore not very straight forward. It is important not to overstate withdrawal rate because the cost of retirement benefit of a short caring employees will be less compared to long service employees.
Salary risk	Higher than expected increases in salary will increase the defined benefit obligation.

The following table summarises the components of net benefit expense recognised in the statement of profit and loss and the funded status and amounts recognised in the balance sheet for the gratuity plan:

Changes in present value of defined benefit obligation representing reconciliation of opening and closing balances thereof are as follows:

Particulars	March 31, 2026	March 31, 2025
Defined benefit obligation at beginning of the year	205.70	134.54
Current service cost (Refer note 1 below)	78.49	55.87
Past service cost (Refer note 1 below)	59.82	-
Transfer In/(Out) (Refer note 2 below)	-	12.59
Interest cost on defined benefit obligation	13.18	10.15
Benefits paid	(18.01)	(12.36)
Re-measurements	-	-
Actuarial (gain) / loss arising from changes in demographic assumptions	22.22	(16.44)
Actuarial (gain) / loss arising from changes in financial assumptions	(59.32)	10.77
Actuarial (gain) / loss arising from changes in experience adjustments	(19.27)	10.58
Defined benefit obligation at end of the year	282.81	205.70

Note1: The Government of India has consolidated multiple existing labour legislations into a unified framework comprising of four Labour codes, collectively referred to as the 'New Labour Codes' and notified with effect from 21st November 2025. The Company has restructured the salary components in accordance with new labour code and has considered the same for actuarial valuation. Based on the revised salary structure and actuarial valuation, the Company has recognized an incremental financial impact of Rs. 59.82 Lakhs as past service cost on post-employment defined benefit for its employees. Considering that this impact is driven by the regulatory change and is non-recurring in nature, it is classified under exceptional item in these financial results. The Company continues to monitor the developments relating to the New Labour Codes and would review the estimates as further clarification and Rules are notified.

Note 2: As informed by the company, during the financial year 2024-25, 88 employees were transferred in from TeamLease Services Limited and this liability has been provided by the company from parent company's actuarial report.

	March 31, 2026	March 31, 2025
Current	49.25	47.90
Non-current	233.56	157.80
	282.81	205.70



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Net defined benefit liability/ (assets)

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Present value of non-funded obligation	282.81	205.70
Fair value of plan assets	-	-
Net liability	282.81	205.70

Net benefit cost recognised in statement of profit and loss

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Current service cost	78.49	55.87
Past service cost	59.81	-
Interest cost on defined benefit obligation	13.18	10.15
Net benefit expense	151.48	66.02

Remeasurement loss/(gains) in other comprehensive income

Particulars	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Due to change in demographic assumptions	22.22	(16.44)
Due to change in financial assumptions	(59.32)	10.77
Due to change in experience adjustments	(19.27)	10.58
Actuarial loss/(gain) recognised in OCI	(56.37)	4.91

The principal assumptions used in determining gratuity benefit obligation are shown below:

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Discount rate	6.60%	6.70%
Salary escalation rate		
- RegTech	7.00%	21.00%
- CPO	7.00%	13.00%
Expected remaining working lives of employees (years)	3.31	8.06
Attrition rate		
- RegTech	30.00%	34.00%
- CPO	30.00%	61.00%
Retirement age	60	60
Mortality tables	Indian Assured Lives Mortality (2012-14) ultimate (IALM ult) Table	Indian Assured Lives Mortality (2012-14) ultimate (IALM ult) Table

Note:

1) The estimates of future salary increase, considered in actuarial valuation, take into account inflation, seniority, parameter and other relevant factors such as supply and demand factors in employment matter.

Sensitivity analysis

A quantitative sensitivity analysis for significant assumptions on defined benefit obligation as at March 31, 2026 given as shown below:

Discount Rate	<u>March 31, 2026</u>	<u>March 31, 2025</u>
1% increase	274.44	200.05
1% decrease	291.71	211.70
Salary Escalation Rate	<u>March 31, 2026</u>	<u>March 31, 2025</u>
1% increase	288.27	208.72
1% decrease	277.54	202.77
Attrition Rate	<u>March 31, 2026</u>	<u>March 31, 2025</u>
1% increase	282.88	204.11
1% decrease	282.73	207.40

The sensitivity analyses above have been determined based on a method that extrapolates the impact of defined benefit obligation as a result of reasonable changes in key assumptions used at the end of the reporting period.

The following payments are expected contributions to the defined benefit plan in future years

	<u>March 31, 2026</u>	<u>March 31, 2025</u>
Year 1	49.25	47.9
Year 2	48.99	35.67
Year 3	51.33	32.45
Year 4	50.61	31.15
Year 5	49.46	30.21
Next 5 years	181.29	113.95

The weighted average duration of defined benefit obligation at the end of the reporting period is 4.51 years.



Note 38: Impairment Testing on Goodwill

Impairment Testing on Goodwill

Goodwill acquired through business combinations of INR 7.10 lakhs and with indefinite life has been allocated to the following cash generating unit (CGU) below, which is also operating and reportable segments, for impairment testing:

1. Product licenses and related activities (Products)

Teamlease Regtech Private Limited performed its annual impairment test for year ended March 31, 2026 on respective balance sheet date. The recoverable amount of above CGUs exceeded their carrying amounts.

Sale of Software Products CGU

The recoverable amount of the Products CGU as at March 31, 2026 based on a value in use calculation using projections covering a five year period. The growth rate used to extrapolate the cash flows of the unit beyond the five year period is 4%. This growth rate is in line with the industry average growth rate. The pre-tax discount rate applied to the cash flow projections for impairment testing during the current year is 14.04%

Key assumptions used for value in use calculations:

The calculation of value in use for Products CGU is most sensitive to the following assumptions:

- Operating margins
- Discount rates
- Growth rates used to extrapolate cash flows beyond the forecast period.

Operating Margin

During the year, the operating margin of the company have improved due to lower cost required to sell the software and provide support services and also new business line added relating to payroll and related compliance services.

Discount rates - Discount rates represent the current market assessment of the risks specific to each CGU, taking into consideration the time value of money and individual risks of the underlying assets that have not been incorporated in the cash flows estimates. The discount rate calculation is based on the specific circumstances of the Company and its operating segments and is derived from its weighted average cost of capital (WACC). Segment - specific risk is incorporated by applying individual beta factors. The beta factors are evaluated annually based on publicly available market data. Adjustments to the discount rate are made to factor in the specific amount and timing of the future tax flows in order to reflect a pre-tax discount rate. Growth rate estimates- Rates are in line with the industry average growth rate.

Note 39: Financial Risk Management

The Company has exposure to the following risks arising from financial instruments:

- **Market risk;**
- **Credit risk; and**
- **Liquidity risk;**

Risk Management Framework

The Company's Board of Directors has overall responsibility for the establishment and oversight of the Company's risk management framework. The Company's risk management policies are established to identify and analyse the risks faced by the Company, to set appropriate risk limits and controls and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Company's activities. The Company, through its training and management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

a) Market Risk:

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises two types of risk: interest rate risk and foreign currency risk. Financial instruments affected by market risks include trade receivable and trade payable

(i) Foreign Currency Risk

Foreign currency risks is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign currency rates. The Company does not have any foreign currency exposure and hence is not exposed to any significant foreign currency risks.

(ii) Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of the Company's financial instruments will fluctuate because of changes in market interest rates. The Company does not have any debt obligation with floating interest rates, hence is not exposed to any significant interest rate risks.

b) Credit Risk:

Credit risk is the risk that counterparty will not meet its contractual obligations under a financial instrument or customer contract, leading to a financial loss. The Company is exposed to credit risk from its operating activities (primarily trade receivables).

Trade Receivable

With respect to trade receivables/unbilled revenue, the Company has framed the policies to review the receivables on periodic basis and to take necessary mitigations, wherever required. The Company follows 'simplified approach' for recognition of provision for ECL on trade receivables. All trade receivables which are outstanding for more than 6 months since their due date is 100% provided for.

Management does not expect any significant loss from non-performance by counterparties on credit granted during the financial year that has not been provided for.



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

The following table summarises the changes in the loss allowance measured using ECL:

	March 31, 2026	March 31, 2025
Opening Balance	151.28	25.87
Amount provided/(reversed) during the year (net)	104.48	125.41
Closing provision	255.76	151.28

Financial Instruments:

Credit risk from balances with the banks are managed by the Company's management team based on the Company's policy. Investment of surplus fund is made only with approved counterparties and banks.

Counterparty credit limits are reviewed by the Company periodically and the limits are set to minimise the concentration of risks and therefore mitigate financial loss through counterparty's potential failure to make payments.

c) Liquidity Risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they become due. The objective of liquidity risk management is to maintain sufficient liquidity and ensure that funds are available to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation. The Company monitors its risk of a shortage of funds on a regular basis. The Company's objective is to maintain a balance between continuity of funding and flexibility through the use of bank funds and receipt of debtors.

	Maturity Period	March 31, 2026	Maturity Period
Financial liabilities - Current			
- Borrowings	Within 1 year	242.23	Within 1 year
- Lease liabilities	Within 1 year	18.65	Within 1 year
- Trade payables	Within 1 year	302.91	Within 1 year
- Other Financial liabilities	Within 1 year	80.15	Within 1 year
- Other Current liabilities	Within 1 year	615.25	Within 1 year
		1,259.19	
Financial liabilities - Non current			
- Lease liabilities	1 - 5 years	-	1 - 5 years
- Other Financial liabilities	1 - 5 years	-	1 - 5 years
		-	

Note 40: Capital management

The key objective of the Company's capital management is to ensure that it maintains a stable capital structure with the focus on total equity to uphold investor, creditor and customer confidence and to ensure future development of its business. The Company focused on keeping strong capital base to ensure independence, to ensure sustained growth in business.

	March 31, 2026
Current borrowings	242.23
Less: Cash and cash equivalents	(10.06)
Net debt (A)	232.17
Equity share capital	2.07
Other equity	1,010.38
Equity (B)	1,012.45
Equity plus net debt (C=A+B)	1,244.62

Gearing ratio (D=A/C)**18.65%**

In order to achieve the overall objective, the Company's capital management, amongst other things, aims to ensure that it meets financial covenants attached to the interest-bearing borrowings that define capital structure requirements. Any significant breach in meeting the financial covenants would allow the bank to call borrowings. There have been no breaches in the financial covenants of above-mentioned interest-bearing borrowings.

No changes were made in the objectives, policies or processes for managing capital during the current and previous years.



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 41: Segment Reporting

Business segments are identified as a distinguishable component of an enterprise that is engaged in providing a group of related products and services and that is subject to differing risks and return about which separate financial information is available. This information is reviewed and evaluated regularly by the management in deciding how to allocate resources and in assessing the performance.

The Company is organized by business segment and geographically. For management purposes the Business segment is primary Segment. The business segment's are identified based on which the Company and its management reviews the operational information and the risks and return associated with them. The Company has identified only two business segments -

- Software products & related services
- Income from compliance support and review services

Segment Revenue and Expenses:

- Revenue for Software products is generated through licensing of software products, maintenance fees as well as by out right sale of software to the customers.
- Revenue from compliance support and review services is generated mainly through services like reviews of legal compliances and also providing labour compliance services.
- The income and expenses which are not directly attributable to a business segment are classified as unallocable incomes and expenses.

Segment Assets and Liabilities

Segment assets include all operating assets used by a segment and consist principally of trade receivables net of allowances, unbilled revenue, deposits for premises and property, plant and equipment. Segment liabilities primarily includes trade payables, deferred revenue, advance from customer, employee benefit obligations and other liabilities. Some assets and liabilities used in the Company's business are not identified to any of the reportable segments, as these are used interchangeably between segments. The Management believes that it is currently not practicable to provide segment disclosures relating to total assets and liabilities since a meaningful segregation of the available data is onerous. So information only relating to identifiable segment assets and liabilities is being made here.

Business Segments

Particulars	Software products and related services		Compliance support and review services		Un-allocated		Total	
	March 31, 2026	March 31, 2025	March 31, 2026	March 31, 2025	March 31, 2026	March 31, 2025	March 31, 2026	March 31, 2025
Revenue:								
External revenue	2,328.45	2,062.93	3,151.04	2,495.07	-	-	5,479.49	4,558.00
Total segment revenue	2,328.45	2,062.93	3,151.04	2,495.07	-	-	5,479.49	4,558.00
Segment results	53.06	94.53	239.27	251.02	-	-	292.33	345.55
Other income	-	0.81	-	-	20.46	11.02	20.46	11.82
Exceptional item	32.40	-	43.39	-	-	-	75.79	-
Finance cost	3.05	1.81	-	-	62.12	39.59	65.17	41.40
Profit before tax	17.61	93.52	195.88	251.02	-41.66	-28.57	171.82	315.97
Tax expense	-	-	-	-	34.90	92.81	34.90	92.81
Profit after tax	17.61	93.52	195.88	251.02	-76.56	-121.38	136.92	223.16
Other information	-	-	-	-	-	-	-	-
Capital expenditure	136.49	50.28	73.08	60.80	-	-	209.53	111.08
Depreciation and amortization	-	-	-	-	-	-	-	-
Non cash expenditure other than depreciation	-	-	-	-	-	-	-	-



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

	March 31, 2026		March 31, 2025	
	Assets	Liabilities	Assets	Liabilities
Technology	595.11	396.79	767.40	331.15
Services	1,285.92	114.20	952.29	160.82
Unallocated	692.76	1,050.35	675.90	1,051.62
Total	2,573.79	1,561.34	2,395.59	1,543.59

Reconciliation to amounts reflected in the financial statements

Reconciliation of Assets

Particulars	March 31, 2026	March 31, 2025
Segment Assets	1,881.03	1,719.69
Property, plant and equipment	39.02	67.23
Other financial assets	0.31	-
Deferred tax assets (net)	160.61	209.70
Income tax asset (net)	390.85	283.46
Cash and cash equivalents	10.06	38.25
Bank balances other than cash and cash equivalents	21.86	1.51
Other financial assets	47.36	0.46
Other current assets	22.69	75.29
Total Assets	2,573.79	2,395.59

Reconciliation of Liability

Particulars	March 31, 2026	March 31, 2025
Segment Liability	511.00	491.97
Employee benefit obligations	302.15	183.94
Borrowings	242.23	480.36
Total outstanding dues of micro enterprises and small enterprises	2.58	5.93
Total outstanding dues of creditors other than micro enterprises and small enterprises	300.33	154.40
Other financial liabilities	76.96	72.53
Other current liabilities	126.09	154.46
Total Liabilities	1,561.34	1,543.59

Geographical segments :

The following table shows the total revenue by geographical market:

Regions	March 31, 2026		March 31, 2025	
	Amount	%	Amount	%
India	5,474.65	100%	4,555.69	100%
Outside India	4.84	0%	2.30	0%
Total	5,479.49		4,558.00	

The following table shows non- current assets by geographical market:

Regions	March 31, 2026		March 31, 2025	
	Amount	%	Amount	%
India	921.93	100%	1,018.15	100%
Outside India	-	0.0%	-	0.0%
Total	921.93		1,018.15	



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

42. Employee stock option plan (ESOP)

The Company have two active ESOP schemes, the details of which are given below;

(i) ESOP Scheme 2023**Brief description of the ESOP Scheme 2023 and the terms and conditions**

On August 18, 2023, post approval from members of the Company in its Extra-Ordinary General Meeting, the Company has created a Employee Stock Option Plan shall be called TL RegTech Employee Stock Option Plan 2023 ("ESOP 2023" / "Plan") effective 18-08-2023. The maximum number of ESOPs that can be granted under this scheme is 1247.

The Objectives of the ESOP 2023 are to create a variable pay structure for the employees, incentivize them in line with Company's performance, and to retain and motivate senior and critical human resources and to promote loyalty to the Company

This ESOP scheme will be settled in equity.

Following are the main vesting terms and conditions as per the plan;

- i) ESOP will vest at the end of 3 years from the Grant date provided the employee is in continuous employment with the Company during this period.
 - ii) the Employee has certain performance goals to be achieved . Cumulative weighted avg rating of performance for three years will decide the number of ESOP that can be vested on the employee.
- IF any of the conditions above are not fulfilled, then no ESOP will vest on the employee.

(ii) ESOP Scheme 2025**Brief description of the ESOP Scheme 2025 and the terms and conditions**

On November 14, 2025, post approval from members of the Company in its Extra-Ordinary General Meeting, the Company has created a Employee Stock Option Plan shall be called TL RegTech Employee Stock Option Plan 2025 ("ESOP 2025" / "Plan") effective November 14, 2025. The maximum number of ESOPs that can be granted under this scheme is 7900.

The Objectives of the ESOP 2025 are to create a variable pay structure for the employees, incentivize them in line with Company's performance, and to retain and motivate senior and critical human resources and to promote loyalty to the Company

This ESOP scheme will be settled in equity.

Following are the main vesting terms and conditions as per the plan;

- i) the options granted under ESOP 2025 shall vest over a period of five (5) years from the date of grant, subject to the minimum vesting period of one (1) year as prescribed under law, and that the Company shall, in principle, grant up to 1,580 (One Thousand Five Hundred and Eighty) options in each financial year,
 - ii) Vesting of Options shall further be based upon the performance of the Employee, which will be at the discretion of the Board.
- The Options which get lapsed due to non-performance of the Employee will roll-over to the next vesting and shall be available to get vested till the last vesting year.

Weighted Avg exercise price of options in both schemes: INR 1 per ESOP.

ESOPs exercised during the year: Not applicable (none vested)

	ESOP 2025	ESOP 2023	ESOP 2025	ESOP 2023
	March 31, 2026	March 31, 2026	March 31, 2025	March 31, 2025
D) Reconciliation of ESOP				
Particulars	Nos.	Nos.	Nos.	Nos.
Opening balance	0	565	0	690
ESOP granted during the year	1580	0	0	0
ESOP exercised during the year	0	0	0	0
ESOP lapsed during the year	0	0	0	125
Closing balance	1580	565	0	565

	₹ (in lakhs)	
	March 31, 2026	March 31, 2025
E) Total expense recognised during the period	5.60	3.75
F) Liabilities relating to share based payments;		
- Total carrying amount at the end of the period	10.92	5.32
- the total intrinsic value at the end of the period of liabilities for which the counterparty's right to cash or other assets had vested by the end of the period	Nil	Nil



G) Fair value of Options granted on the Grant date:

The fair value of each equity-settled award is estimated on the date of grant using the following assumptions :

Particulars	ESOP 2025 scheme		ESOP 2023 scheme	
	As on grant date (01-12-2025)	Parameters of grant	As on grant date (18-08-2023)	Parameters of grant
Market Price (₹)	1647.3	One day prior to grant date	1923.16	As provided by the company-based on last increase in share capital before ESOP.
Expected Life (In Years)	5.5	Simplified Method	4.04	Simplified Method
Volatility (%)	35.50%	Over Expected life - Peer Company - 253 Days	41.05	Over Expected life - NSE - 253 Days
Riskfree Rate (%)	6.29	India	7.05	India
Exercise Price (₹)	1	As provided by the company	1	As provided by the company
Dividend yield (%)	0	Last declared dividend before date of grant / Market Price on date of grant	0	Last declared dividend before date of grant / Market Price on date of grant
Fair Value per vest (INR.)	1646.59		1922.41	
Vest Percent (%)	20 % each year over 5 years		100	
Options Fair Value (INR.)	1646.59		1922.41	



Note 43: Disclosure of related party transactions

(i) List of related parties and relationship:

Description of relationship	Names of the related parties
a) Key management personnel (Directors) (Whole time Directors w.e.f. 07-06-2024)	Rishi Agrawal Sandeep Agrawal
b) Director	Madhu Damodaran
c) Holding Company	Teamlease Services Limited

(ii) Other Related parties with whom transactions have been taken place during the period

Description of relationship	Names of the related parties
Fellow subsidiary	Teamlease Edtech Limited Teamlease Digital Private Limited Teamlease Foundation

(iii) Transaction with related parties:

Description		March 31, 2026	March 31, 2025
Loans given to			
Rishi Agrawal		-	20.00
Loans repaid by			
Rishi Agrawal		-	20.00
Interest income from			
Rishi Agrawal		-	0.86
Revenue from operations/other income			
Teamlease Services Limited	Income from Product Subscription and Annual Maintenance Services	2.90	79.96
	Income from Professional Services - Compliance support & Review Services	581.58	889.13
Teamlease Foundation	Income from Professional Services - Compliance support & Review Services	1.05	0.97
Towards Reimbursement			
Teamlease Services Limited	Towards Govt Fees Reimbursements	25.44	-
Expenses incurred by the Company on behalf of others - Cross charged			
Consultancy/services charges paid			
Teamlease Services Limited	Towards Business promotion (Including Prepaid)	12.88	21.31
	Towards telephone and internet	1.12	0.53
	Towards professional fees	49.47	54.75
	Towards Other Expense	0.37	3.08
	Towards Postage and Courier	0.53	0.77
	Towards Printing and Stationery	2.90	1.21
	Reimbursement for Expense- Staff Welfare	2.22	3.71
	Towards Travelling Expense	0.97	1.42
	Towards Rent (Incl laptop rent)	83.10	51.73
	Towards Govt Fees Reimbursements	39.21	14.38
	Towards Technical Fees (including prepaid)	9.90	-
	Towards Corporate Guarantee Commission	9.00	9.00
Teamlease Digital Private Limited	Towards Technical Fees & Business Promotion (including prepaid)	0.67	0.65
	Towards Rent	4.49	-



Teamlease Regtech Private Limited**Notes to the financial statements for the year ended March 31, 2026**

(All amounts in ₹ In Lakhs, unless otherwise stated)

Purchase of Fixed Assets incurred on behalf of the Company

Teamlease Services Limited	-	24.33
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Loan Received from

Teamlease Services Limited	155.00	125.00
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Loan Repaid to

Teamlease Services Limited	235.00	45.00
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Interest Expense (Loan) to

Teamlease Services Limited	9.37	7.35
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Managerial remuneration

Rishi Agrawal	98.86	100.00
Sandeep Agrawal	111.00	100.00

*Managerial Remuneration does not include cost of employee benefits such as gratuity and compensated absences since, provision for these are based on actuarial valuation carried out for the Company as a whole. Further provision for incentive is also not disclosed in above disclosure.

Director professional fees

Madhu Damodaran	18.74	-
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Director Expense Reimbursement

Rishi Agrawal	1.81	3.63
Sandeep Agrawal	4.07	4.42

(iv) Outstanding balances as at year ended**Trade receivables**

	March 31, 2026	March 31, 2025
Teamlease Services Limited	142.88	20.60
Teamlease Edtech Limited	-	-
Teamlease Foundation	0.95	0.10

Unbilled Revenue

Teamlease Services Limited	28.71	133.43
Teamlease Foundation	-	0.18

Trade Payables

Teamlease Services Limited	169.19	79.17
Teamlease Digital Private Limited	1.43	-
Rishi Agrawal	-	-
Sandeep Agrawal	-	-

Provision for Expenses

Teamlease Services Limited	22.00	48.97
Teamlease Digital Private Limited	-	-
Rishi Agrawal	0.50	-
Sandeep Agrawal	1.00	-
Madhu Damodaran	3.74	-

Term Loan

Teamlease Services Limited	-	80.00
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Other Payables

TeamLease Services Limited	Govt Fees Reimbursement	14.38	14.38
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Corporate guarantee taken from TeamLease

900.00	900.00
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Terms and Condition's:

As per Agreements, all intercompany receivables and payable balances are due within 30 days of invoice date.



Teamlease Regtech Private Limited

Notes to the financial statements for the year ended March 31, 2026

(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 44: Contingent Liabilities

1. Performance bank guarantee given to customer ₹ 1.51 lakhs (March 31, 2025 : ₹ 1.51 lakhs)

Note 45: Commitments

(a) Capital commitments

Estimated amount of contracts remaining to be executed on capital account and not provided for as at 31 March 2026 Nil (31 March 2025 : Nil)

Note 46: Transactions with Strike off Companies

There are no transactions, investment, receivables, payables outstanding from/to struck off companies during the year (March 31, 2025: Nil)

Note 47: Other Statutory Information

(i) The Company does not have any Benami property, where any proceeding has been initiated or pending against the Company for holding any Benami property.

(ii) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.

(iii) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.

(iv) The Company has not made any such transaction which is not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961).

(v) The Company has not been declared as a wilful defaulter by any bank or financial institution or any other lender.

(vi) The Company has not covered under with the relevant provisions of the Foreign Exchange Management Act, 1999 (42 of 1999) and the Companies Act for the transactions and the transactions are not violative of the prevention of Money Laundering Act 2002 (15 of 2003)

(vi)(A) The Company have not advanced or loaned or invested funds to any other person or entity, including foreign entities (Intermediaries) with the understanding that the Intermediary shall:

(a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company (Ultimate Beneficiaries) or

(b) provide any guarantee, security or the like to or on behalf of the Ultimate Beneficiaries.

(vi)(B) The Company have not received any fund from any persons or entities , including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall:

(a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party (Ultimate Beneficiaries) or

(b) provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.



Teamlease Regtech Private Limited
Notes to the financial statements for the year ended March 31, 2026
(All amounts in ₹ In Lakhs, unless otherwise stated)

Note 48: Key Ratios

Particulars	Formula	March 31, 2026	March 31, 2025	Variation	Variation%	Remarks
Current ratio	Current assets/Current liabilities	1.31	1.03	0.28	28%	The major increase is due to increase in trade receivable. Refer ratio trade receivable turnover ratio below.
Debt equity ratio	Total debt*/Shareholders' Equity *(Debt included lease liabilities)	0.26	0.62	(0.36)	-58%	during the current financial year, the Company has repaid the loan taken from holding company and also the CC balance has reduced due to better collection and income tax refund received. Thus the debt to equity ratio is quite positive.
Debt service coverage ratio	Earnings available for debt service/debt service	5.95	13.26	(7.31)	-55%	The profit for the year has decreased and the company has also repaid its loan to holding company leading to unfavourable ratio.
Return on equity ratio	(Net profit after taxes-Preference Dividend)/Average Shareholders' Equity	0.19	0.30	(0.10)	-35%	Inspite of increase in sales, the profit for the year has decreased leading to unfavourable ratio.
Inventory turnover ratio	Cost of goods sold or sale/Avg Inventory	N/A	N/A	NA	NA	No inventory maintained and hence no reporting
Trade receivable turnover ratio	Net Credit sales/Avg. Accounts receivable	4.95	7.58	(2.63)	-35%	Overall debtor holding ratio has increased mainly due to CPO business.
Trade payable turnover ratio	Net Credit purchases/Avg. Accounts payable	3.57	4.32	(0.75)	-17%	No major variation
Net capital turnover ratio	Net sales/Working capital	13.95	125.10	(111.15)	-89%	The ratio is reduced due increase in debtor balances
Net profit ratio	Net profit/Net sales	0.02	0.05	(0.02)	-49%	Inspite of increase in sales, the profit for the year has decreased leading to unfavourable ratio.
Return on capital employed	Earnings before interest and tax/Capital employed	0.23	0.41	(0.18)	-43%	Inspite of increase in sales, the profit for the year has decreased leading to unfavourable ratio.
Return on investment	Interest (finance income) + net fair value gains on current investments + net gain on sale of current investment/Investment = Non current investment + current investment + loans	N/A	N/A	NA	NA	The Company only has investment in fixed deposit, which is not considered in calculating the ROI, hence the same is not disclosed here.

Note 49: Audit Trail and back up of books of account

1.MCA has amended the Rule 3 of the Companies (Accounts) Rules, 2014 (the "Accounts Rules") vide notification dated 5 August 2022, relating to the mode of keeping books of account and other books and papers in electronic mode. Back-ups of the books of account and other books and papers of the Company maintained in electronic mode are now required to be retained on a server located in India on daily basis (instead of back-ups on a periodic basis as provided earlier) as prescribed under Rule 3(5) of the Accounts Rules. With respect to the above, the Company has complied with the requirement.

2.The Company has used accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all changes to database in the softwares, except that, audit trail feature is not enabled for direct changes to data using privileged/ administrative access rights and for transactions during the year. Further, during the course of our audit we did not come across any instance of audit trail feature being tampered with, in respect of accounting software where the audit trail has been enabled. Additionally, the audit trail of prior years has been preserved by the Company as per the statutory requirements for record retention to the extent it was enabled and recorded. Further, the Company has option to disable the audit trail but has not exercised that option during the year

Note 50: Expenditure/Earnings in foreign currency

Expenditure in foreign currency (including Foreign Currency payments made by credit card)
Earnings in foreign currency (including deferred revenue)

	31-Mar-26	31-Mar-25
	32.52	22.75
	4.84	2.30

Note 51: Previous Year Figures

The figures of the previous periods have been regrouped/reclassified, where necessary, to conform with the current year's classification.

For ARTH & Associates
Chartered Accountants
Firm Registration Number: 100868W

Arti Telang
Partner
Membership No. 113368

Place: Pune
Date: May 20, 2026



For and on behalf of the Board of Directors
Teamlease Regtech Private Limited

SANDEEP PRADEEP AGRAWAL
Digitally signed by SANDEEP PRADEEP AGRAWAL
Date: 2026.05.20 14:11:26 +05'30'

Sandeep Agrawal
Director
DIN No : 05015428

Place: Pune
Date: May 20, 2026

Rishi Agrawal

Rishi Agrawal
Director
DIN No : 06614269

Place: Pune
Date: May 20, 2026

Digitally signed by Rishi Agrawal
Date: 2026.05.20 14:16:02 +05'30'

