Form No. MGT-7

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

*All fields marked in * are mandatory*

Refer instruction kit for filing the form

Form language

(•) English ( ) Hindi

I REGISTRATION AND OTHER DETAILS

i *Corporate Identity Number (CIN): L74140KA2000PLC118395

ii (a) *Financial year for which the annual return is being filed (From date) (DD/MM/YYYY): 01/04/2025

(b) *Financial year for which the annual return is being filed (To date) (DD/MM/YYYY): 31/03/2026

(c) *Type of Annual filing: (•) Original ( ) Revised

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

iii

Particulars	As on filing date	As on the financial year end date
Name of the company	TEAMLEASE SERVICES LIMITED	TEAMLEASE SERVICES LIMITED
Registered office address	INFINIX SQUARE, B-4, B-5 & B-6,HAL Industrial Estate, HAL GB Quarters Vibhutipura,Rameshnagar,Bangalore North,Bangalore,Karnataka,India,560037	INFINIX SQUARE, B-4, B-5 & B-6,HAL Industrial Estate, HAL GB Quarters Vibhutipura,Rameshnagar,Bangalore North,Bangalore,Karnataka,India,560037
Latitude details	12.95	12.95
Longitude details	77.68	77.68

(a) *Photograph of the registered office of the Company showing external building and name prominently visible: GeoTagged Office Photos TLSL.pdf

(b) *Permanent Account Number (PAN) of the company: AA******8K

(c) *e-mail ID of the company: *****rateaffairs@teamlease.com

(d) *Telephone number with STD code: 12****78

(e) Website | https://group.teamlease.com

iv *Date of Incorporation (DD/MM/YYYY) | 02/02/2000

v (a) *Class of Company (as on the financial year end date) | Public company
(Private company/Public Company/One Person Company)

(b) *Category of the Company (as on the financial year end date) | Company limited by shares
(Company limited by shares/Company limited by guarantee/Unlimited company)

(c) *Sub-category of the Company (as on the financial year end date) | Indian Non-Government company
(Indian Non-Government company/Union Government Company/State Government Company/ Guarantee and association company/Subsidiary of Foreign Company)

vi *Whether company is having share capital (as on the financial year end date) ◉ Yes ◯ No

vii (a) Whether shares listed on recognized Stock Exchange(s) ◉ Yes ◯ No

(b) Details of stock exchanges where shares are listed

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

viii Number of Registrar and Transfer Agent | 1

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

ix * (a) Whether Annual General Meeting (AGM) held ◯ Yes ◉ No

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

(c) Due date of AGM (DD/MM/YYYY) | 30/09/2026

(d) Whether any extension for AGM granted ◯ Yes ◉ No

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

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

(g) Specify the reasons for not holding the same

AGM is not held till date

II PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

i *Number of business activities: 1

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

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

i *No. of Companies for which information is to be given: 7

S. No.	CIN /FCRN	Other registration number	Name of the company	Holding/ Subsidiary/Associate/Joint Venture	% of shares held
1	U80903KA2011NPL130127		TEAMLEASE FOUNDATION	Subsidiary	100.00
2	U74999MH2016PTC283227		TEAMLEASE DIGITAL PRIVATE LIMITED	Subsidiary	100.00
3	U72200KA2005PTC113117		TEAMLEASE HRTECH PRIVATE LIMITED	Subsidiary	100.00
4	U80301MH2010PLC211390		TEAMLEASE EDTECH LIMITED	Subsidiary	77.67
5	U74999PN2018PTC179553		TEAMLEASE REGTECH PRIVATE LIMITED	Subsidiary	61.50
6	U74999MH2018PTC308390		TSR DARASHAW HR SERVICES PRIVATE LIMITED	Subsidiary	100.00

7	U74999TN2011PTC082502		CRYSTAL HR AND SECURITY SOLUTIONS PRIVATE LIMITED	Joint Venture	30.00

IV SHARE CAPITAL, DEBENTURES AND OTHER SECURITIES OF THE COMPANY

i SHARE CAPITAL

(a) Equity share capital

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

Number of classes: 1

Class of shares: Equity Shares of Rs. 10 each	Authorised Capital	Issued capital	Subscribed Capital	Paid Up capital
Number of equity shares	23300000	16768900	16768900	16768900
Nominal value per share (in rupees)	10	10	10	10
Total amount of equity shares (in rupees)	233000000	167689000	167689000	167689000

(b) Preference share capital

Particulars	Authorised Capital	Issued capital	Subscribed capital	Paid Up capital
Total number of preference shares	170000.00	0.00	0.00	0.00
Total amount of preference shares (in rupees)	17000000.00	0.00	0.00	0.00

Number of classes: 1

Class of shares Preference Shares of Rs 100 each	Authorised Capital	Issued capital	Subscribed Capital	Paid Up capital
Number of preference shares	170000	0	0	0
Nominal value per share (in rupees)	100	100	100	100
Total amount of preference shares (in rupees)	17000000	0	0	0

(c) Unclassified share capital

Particulars	Authorised Capital
Total amount of unclassified shares	0

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

Particulars	Number of shares			Total Nominal Amount	Total Paid-up amount	Total premium
	Physical	DEMAT	Total			
(i) Equity shares						
At the beginning of the year	901	16767999	16768900.00	167689000	167689000	
Increase during the year	0.00	1.00	1.00	10.00	10.00	0
i Public Issues	0	0	0.00	0	0	
ii Rights issue	0	0	0.00	0	0	
iii Bonus issue	0	0	0.00	0	0	
iv Private Placement/ Preferential allotment	0	0	0.00	0	0	
v ESOPs	0	0	0.00	0	0	
vi Sweat equity shares allotted	0	0	0.00	0	0	
vii Conversion of Preference share	0	0	0.00	0	0	
viii Conversion of Debentures	0	0	0.00	0	0	
ix GDRs/ADRs	0	0	0.00	0	0	

Particulars	Number of shares			Total Nominal Amount	Total Paid-up amount	Total premium
x Others, specify Due to dematerialisation of shares	0	1	1.00	10	10	
Decrease during the year	1.00	0.00	1.00	10.00	10.00	0
i Buy-back of shares	0	0	0.00	0	0	
ii Shares forfeited	0	0	0.00	0	0	
iii Reduction of share capital	0	0	0.00	0	0	
iv Others, specify Due to dematerialisation of shares	1	0	1.00	10	10	
At the end of the year	900.00	16768000.00	16768900.00	167689000.00	167689000.00	
(ii) Preference shares						
At the beginning of the year	0	0	0.00	0	0	
Increase during the year	0.00	0.00	0.00	0.00	0.00	0
i Issues of shares	0	0	0.00	0	0	
ii Re-issue of forfeited shares	0	0	0.00	0	0	
iii Others, specify			0			
Decrease during the year	0.00	0.00	0.00	0.00	0.00	0
i Redemption of shares	0	0	0.00	0	0	
ii Shares forfeited	0	0	0.00	0	0	
iii Reduction of share capital	0	0	0.00	0	0	
iv Others, specify			0			
At the end of the year	0.00	0.00	0.00	0.00	0.00	

ISIN of the equity shares of the company | INE985S01024

ii Details of stock split/consolidation during the year (for each class of shares) | 0

Class of shares		
Before split / Consolidation	Number of shares	
	Face value per share	
After split / consolidation	Number of shares	
	Face value per share	

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

☑ Nil

Number of transfers

Attachments:

1. Details of shares/Debentures Transfers

iv Debentures (Outstanding as at the end of financial year)
(a) Non-convertible debentures

*Number of classes | 0

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

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

(b) Partly convertible debentures

*Number of classes | 0

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

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

(c) Fully convertible debentures

*Number of classes | 0

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

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

(d) Summary of Indebtedness

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

v Securities (other than shares and debentures) 0

Type of Securities	Number of Securities	Nominal Value of each Unit	Total Nominal Value	Paid up Value of each Unit	Total Paid up Value
Total					

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

i *Turnover 107362500000

ii * Net worth of the Company 9537740165

VI SHARE HOLDING PATTERN

A Promoters

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

	(iii) Foreign national (other than NRI)	0	0.00	0	0.00
2	Government				
	(i) Central Government	0	0.00	0	0.00
	(ii) State Government	0	0.00	0	0.00
	(iii) Government companies	0	0.00	0	0.00
3	Insurance companies	0	0.00	0	0.00
4	Banks	0	0.00	0	0.00
5	Financial institutions	0	0.00	0	0.00
6	Foreign institutional investors	0	0.00	0	0.00
7	Mutual funds	0	0.00	0	0.00
8	Venture capital	0	0.00	0	0.00
9	Body corporate (not mentioned above)	5216636	31.11	0	0.00
10	Others			0	0.00
	Total	5216636.00	31.11	0.00	0

Total number of shareholders (promoters) 4

B Public/Other than promoters

S. No	**Category**	**Equity**		**Preference**	
		Number of shares	**Percentage**	**Number of shares**	**Percentage**
1	Individual/Hindu Undivided Family				
	(i) Indian	1766536	10.53	0	0.00
	(ii) Non-resident Indian (NRI)	112583	0.67	0	0.00

	(iii) Foreign national (other than NRI)	0	0.00	0	0.00
2	Government				
	(i) Central Government	0	0.00	0	0.00
	(ii) State Government	0	0.00	0	0.00
	(iii) Government companies	0	0.00	0	0.00
3	Insurance companies	710941	4.24	0	0.00
4	Banks	0	0.00	0	0.00
5	Financial institutions	0	0.00	0	0.00
6	Foreign institutional investors	1133871	6.76	0	0.00
7	Mutual funds	7023645	41.88	0	0.00
8	Venture capital	0	0.00	0	0.00
9	Body corporate (not mentioned above)	177711	1.06	0	0.00
10	Others AIF,CM,Trust ,HUF	626977	3.74	0	0.00
	Total	11552264.00	68.88	0.00	0

Total number of shareholders (other than promoters) 27145

Total number of shareholders (Promoters + Public/Other than promoters) 27149.00

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

Sl.No	**Category**	
1	Individual - Female	6532
2	Individual - Male	12100
3	Individual - Transgender	0
4	Other than individuals	8517
	Total	27149.00

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

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Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
UNITED NATIONS FOR AND ON BEHALF OF THE UNITED NAT IONS JOINT STAFF PENSION FUND	885 Second Avenue 30th Floor New York NY	05/08/2026	United States	6737	0.04
COMMONWEALT H OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYE ES RETIREMENT SYSTEM/GE328-ACADIAN ASSETMANAGEM ENT INC.	5 NORTH FIFTH STREET HARRISBURG PA	05/08/2026	United States	8312	0.05
THE STATE TEACHERS RETIREMENT SYSTEM OF OHIO	275 East Broad Street Columbus Ohio	05/08/2026	United States	4878	0.03
WISDOMTREE INDIA EARNINGS FUND	3RD FLOOR 250 WEST 34TH STREET NEW YORK NEW YORK	05/08/2026	United States	37346	0.22
VANGUARD EMERGING MARKETS STOCK INDEX FUND, A SERI ES OF VANGUARD INTERNATIONAL EQUITY INDEX FUNDS	100 VANGUARD BOULEVARD MALVERN PA	05/08/2026	United States	160670	0.96
EMERGING MARKETS SOCIAL CORE EQUITY PORTFOLIO OF D FA INVESTMENT DIMENSIONS GROUP INC.	6300 Bee Cave Road Building One Austin Texas 78746 USA	05/08/2026	United States	2660	0.02
EMERGING MARKETS TARGETED VALUE FUND OF THE DIMENS IONAL FUNDS II PUBLIC LIMITED COMPANY	3 Dublin Landings North Wall Quay Dublin 1	05/08/2026	Ireland	4344	0.03

QUADRATURE TRADING VCC - SUB-FUND NO. 1	JPMorgan Chase Bank, N.A. India Sub Custody 3rd Flr,JP Morgan Tower,Off CST Road Kalina, Santacruz East, Mumbai	05/08/2026	India	2258	0.01
SOCIETE GENERALE - ODI	29 BOULEVARD HAUSSMANN PARIS	05/08/2026	France	57795	0.34
UNIVERSITY OF NOTRE DAME DU LAC	1251 N EDDY STREET SUITE 400 SOUTH BEND INDIANA	05/08/2026	United States	40680	0.24
WORLD EX U.S. CORE EQUITY PORTFOLIO OF DFA INVESTM ENT DIMENSIONS GROUP INC.	6300 Bee Cave Road Building One Austin Texas 78746 USA	05/08/2026	United States	973	0.01
BUMA-UNIVERSAL-FONDS I	THEODOR-HEUSS-ALLEE 70 FRANKFURT AM MAIN HESSEN	05/08/2026	Germany	2718	0.02
MISSOURI EDUCATION PENSION TRUST MANAGED BY ACADIA N ASSET MANAGEMENT LLC	3210 WEST TRUMAN BOULEVARD JEFFERSON CITY MISSOURI	05/08/2026	United States	3138	0.02
IOOF INVESTMENT SERVICES LIMITED AS RESPONSIBLE EN TITY FOR MULTIMIX WHOLESALE INTERNATIONAL SHARES T RUST	Level 1 800 Bourke Street Docklands MELBOURNE VICTORIA	05/08/2026	Australia	3089	0.02
VANGUARD TOTAL WORLD STOCK INDEX FUND	100 VANGUARD BOULEVARD MALVERN PA	05/08/2026	United States	6983	0.04
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	100 VANGUARD BOULEVARD MALVERN PA	05/08/2026	United States	166729	0.99
VANGUARD FTSE ALL-WORLD EX-US SMALL-CAP INDEX FUND	100 VANGUARD BOULEVARD MALVERN PA	05/08/2026	United States	44968	0.27
GP EMERGING MARKETS STRATEGIES, LP	333 W WACKER - SUITE 700 CHICAGO IL	05/08/2026	United States	28336	0.17

EMERGING MARKETS CORE EQUITY FUND OF DIMENSIONAL F UNDS ICVC	20 Triton Street Regents Place London NW1 3BF U K	05/08/2026	United Kingdom	2689	0.02
EMERGING MARKETS CORE EQUITY 2 PORTFOLIO OF DFA IN VESTMENT DIMENSIONS GROUP INC.	6300 Bee Cave Road Building One Austin Texas 78746 USA	05/08/2026	Mauritius	1734	0.01
GOLDMAN SACHS INVESTMENTS (MAURITIUS) I LTD	LEVEL 3 ALEXANDER HOUSE 35 CYBERCITY EBENE	05/08/2026	United States	4711	0.03
VANGUARD ESG INTERNATIONAL STOCK ETF	100 VANGUARD BOULEVARD MALVERN PENNSYLVANIA	05/08/2026	United States	4720	0.03
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOT AL INTERNATIONAL STOCK MARKET INDEX TRUST	100 VANGUARD BOULEVARD MALVERN PENNSYLVANIA	05/08/2026	United States	10511	0.06
TATA INDIAN SHARIA EQUITY FUND	4th Floor 19 Bank Street Cybercity Ebene	05/08/2026	Mauritius	40148	0.24
DFA AUSTRALIA LIMITED AS RESPONSIBLE ENTITY FOR DI MENSIONAL EMERGING MARKETS SUSTAINABILITY TRUST	Level 43 1 Macquarie Place Sydney New South Wales	05/08/2026	Australia	1423	0.01

VII NUMBER OF PROMOTERS, MEMBERS, DEBENTURE HOLDERS
[Details of Promoters, Members (other than promoters), Debenture holders]

Details	At the beginning of the year	At the end of the year
Promoters	4	4
Members (other than promoters)	24758	27145
Debenture holders	0	0

VIII DETAILS OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A Composition of Board of Directors

Category	Number of directors at the beginning of the year		Number of directors at the end of the year		Percentage of shares held by directors as at the end of year	
	Executive	Non-executive	Executive	Non-executive	Executive	Non-executive
A Promoter	2	0	1	1	0	0
B Non-Promoter	0	8	1	5	0.00	0.06
i Non-Independent	0	1	1	1	0	0.06
ii Independent	0	7	0	4	0	0
C Nominee Directors representing	0	0	0	0	0.00	0.00
i. Banks and FIs	0	0	0	0	0	0
ii Investing institutions	0	0	0	0	0	0
iii Government	0	0	0	0	0	0
iv Small share holders	0	0	0	0	0	0
v Others	0	0	0	0	0	0
Total	2	8	2	6	0.00	0.06

*Number of Directors and Key managerial personnel (who is not director) as on the financial year end date: 11

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

Name	DIN/PAN	Designation	Number of equity shares held	Date of cessation (after closure of financial year : If any) (DD/MM/YYYY)
MANISH SABHARWAL	00969601	Director	0	
MEKIN MAHESHWARI	03621431	Director	0	
MEENAKSHI NEVATIA	08235844	Director	0	
SUBRAMANIAM SOMASUNDARAM	01494407	Director	0	
RAMANI DATHI	AOFPD7161N	CFO	4943	

ASHOK KUMAR NEDURUMALLI	00151814	Whole-time director	0	
NARAYAN RAMACHANDRAN	01873080	Director	9835	
ALAKA CHANDA	ASDPC7965R	Company Secretary	1	
SUPARNA MITRA	07135817	Managing Director	0	
SUPARNA MITRA	07135817	CEO	0	
RAJNARAYAN RAMAKRISHNAN	02545177	Director	0	

B (ii) *Particulars of change in director(s) and Key managerial personnel during the year 9

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation (DD/MM/YYYY)	Nature of change (Appointment/ Change in designation/ Cessation)
VISWANATHAN RAGHUNATHAN	00254091	Director	07/07/2025	Cessation
MANISH SABHARWAL	00969601	Director	02/02/2026	Change in designation
ASHOK KUMAR NEDURUMALLI	00151814	Managing Director	01/09/2025	Change in designation
RITUPARNA CHAKRABORTY	07332241	Director	21/05/2025	Cessation
ASHOK KUMAR NEDURUMALLI	00151814	Whole-time director	02/02/2026	Change in designation
SUPARNA MITRA	07135817	CEO	02/02/2026	Appointment
NARAYAN RAMACHANDRAN	01873080	Director	08/08/2025	Change in designation
LATIKA PRAKASH PRADHAN	07118801	Director	07/07/2025	Cessation
SUPARNA MITRA	07135817	Managing Director	02/02/2026	Appointment

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

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

*Number of meetings held 1

Type of meeting	Date of meeting (DD/MM/YYYY)	Total Number of Members entitled to attend meeting	Attendance

			Number of members attended	% of total shareholding
Annual General Meeting	19/09/2025	28396	48	31.52

B BOARD MEETINGS

*Number of meetings held | 6

S.No	Date of meeting (DD/MM/YYYY)	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	21/05/2025	10	10	100
2	31/07/2025	7	7	100
3	05/11/2025	7	6	85.71
4	04/12/2025	7	6	85.71
5	04/02/2026	8	8	100
6	20/03/2026	8	8	100

C COMMITTEE MEETINGS

Number of meetings held | 14

S.No	Type of meeting	Date of meeting (DD/MM/YYYY)	Total Number of Members as on the date of meeting	Attendance	
				Number of members attended	% of attendance
1	Audit Committee	21/05/2025	7	7	100
2	Audit Committee	31/07/2025	5	5	100
3	Audit Committee	05/11/2025	5	5	100
4	Audit Committee	04/02/2026	5	5	100
5	Audit Committee	20/03/2026	5	5	100
6	Nomination & Remuneration Committee	20/05/2025	7	7	100

7	Nomination & Remuneration Committee	31/07/2025	5	5	100
8	Nomination & Remuneration Committee	05/11/2025	5	5	100
9	Nomination & Remuneration Committee	04/12/2025	5	4	80
10	Nomination & Remuneration Committee	04/02/2026	5	5	100
11	Stakeholder Relationship Committee	21/05/2025	3	3	100
12	Corporate Social Responsibilty Committee	04/02/2026	3	3	100
13	Risk Management Committee	20/05/2025	7	7	100
14	Risk Management Committee	05/11/2025	5	5	100

D ATTENDANCE OF DIRECTORS

S. No	**Name of the Director**	**Board Meetings**			**Committee Meetings**			**Whether attended AGM held on**
		Number of Meetings which director was entitled to attend	**Number of Meetings attended**	**% of attendance**	**Number of Meetings which director was entitled to attend**	**Number of Meetings attended**	**% of attendance**	(Y/N/NA)
1	MEENAKSHI NEVATIA	6	6	100	12	12	100	
2	MANISH SABHARWAL	6	5	83	1	1	100	
3	MEKIN MAHESHWARI	6	6	100	13	13	100	
4	SUBRAMANIAM SOMASUNDARAM	6	6	100	13	13	100	
5	SUPARNA MITRA	2	2	100	0	0	0	
6	RAJNARAYAN RAMAKRISHNAN	6	5	83	12	11	91	
7	ASHOK KUMAR NEDURUMALLI	6	6	100	1	1	100	
8	NARAYAN RAMACHANDRAN	6	6	100	14	14	100	

X REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

☐ Nil

A *Number of Managing Director, Whole-time Directors and/or Manager whose remuneration details to be entered: 4

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	Mr. Ashok Reddy	Managing Director	7350230	0	0	0	7350230.00
2	Mr. Ashok Reddy	Whole-time director	1116414	0	0	0	1116414.00
3	Mr. Manish Mahendra Sabharwal	Whole-time director	5904170	0	0	0	5904170.00
4	Ms. Suparna Mitra	Managing Director	4441250	0	0	0	4441250.00
	Total		18812064.00	0.00	0.00	0.00	18812064.00

B *Number of CEO, CFO and Company secretary whose remuneration details to be entered: 2

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	Ms. Ramani Dathi	CEO	10693740			5630530	16324270.00
2	Ms. Alaka Chanda	Company Secretary	3717704			705621	4423325.00
	Total		14411444.00	0.00	0.00	6336151.00	20747595.00

C *Number of other directors whose remuneration details to be entered: 9

S. No.	Name	Designation	Gross salary	Commission	Stock Option/ Sweat equity	Others	Total amount
1	Mrs. Latika Pradhan	Director	0	1000000	0	400000	1400000.00
2	Mr. Narayan Ramachandran	Director	0	1000000	0	2000000	3000000.00
3	Dr. V. Raghunathan	Director	0	1000000	0	400000	1400000.00
4	Mr. Mekin Maheshwari	Director	0	0	0	1900000	1900000.00
5	Mr. S. Subramaniam	Director	0	0	0	1900000	1900000.00

6	Mrs. Meenakshi Nevatia	Director	0	0	0	1800000	1800000.00
7	Mr. Rajnarayan Ramakrishnan	Director	0	0	0	1600000	1600000.00
8	Ms. Rituparna Chakraborty	Director	0	0	0	100000	100000.00
9	Mr. Manish Mahendra Sabharwal	Director	0	0	0	2488313	2488313.00
	Total		0.00	3000000.00	0.00	12588313.00	15588313.00

XI MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

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

(●) Yes ( ) No

B If No, give reasons/observations

XII PENALTY AND PUNISHMENT – DETAILS THEREOF

A *DETAILS OF PENALTIES / PUNISHMENT IMPOSED ON COMPANY/ DIRECTORS/OFFICERS

☑ Nil

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

B *DETAILS OF COMPOUNDING OF OFFENCES

☑ Nil

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

XIII Details of Shareholder / Debenture holder

Number of shareholder/ debenture holder: 27149

XIV Attachments

(a) List of share holders, debenture holders: Details of Shareholder or Debenture holder-1.xlsm

(b) Optional Attachment(s), if any:

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

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

I/We certify that:

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

I/ We have examined the registers, records and books and papers of Teamlease Service Limited as required to be maintained under the Companies Act, 2013 (the Act) and the rules made thereunder for the financial year ended on (DD/MM/YYYY) 31/03/2026

In my/ our opinion and to the best of my information and according to the examinations carried out by me/ us and explanations furnished to me/ us by the company, its officers and agents, I/ we certify that:
A The Annual Return states the facts as at the close of the aforesaid financial year correctly and adequately.
B During the aforesaid financial year the Company has complied with provisions of the Act & Rules made there under in respect of:
1 its status under the Act;
2 maintenance of registers/records & making entries therein within the time prescribed therefor;
3 filing of forms and returns as stated in the annual return, with the Registrar of Companies, Regional Director, Central Government, the Tribunal , Court or other authorities within/beyond the prescribed time;
4 calling/ convening/ holding meetings of Board of Directors or its committees, if any, and the meetings of the members of the company on due dates as stated in the annual return in respect of which meetings, proper notices were given and the proceedings including the circular resolutions and resolutions passed by postal ballot, if any, have been properly recorded in the Minute Book/registers maintained for the purpose and the same have been signed;
5 closure of Register of Members / Security holders, as the case may be.
6 advances/loans to its directors and/or persons or firms or companies referred in section 185 of the Act;
7 contracts/arrangements with related parties as specified in section 188 of the Act;
8 issue or allotment or transfer or transmission or buy back of securities/ redemption of preference shares or debentures/ alteration or reduction of share capital/ conversion of shares/ securities and issue of security certificates in all instances;
9 keeping in abeyance the rights to dividend, rights shares and bonus shares pending registration of transfer of shares in compliance with the provisions of the Act

10 declaration/ payment of dividend; transfer of unpaid/ unclaimed dividend/other amounts as applicable to the Investor Education and Protection Fund in accordance with section 125 of the Act;
11 signing of audited financial statement as per the provisions of section 134 of the Act and report of directors is as per sub - sections (3), (4) and (5) thereof;
12 constitution/ appointment/ re-appointments/ retirement/ filling up casual vacancies/ disclosures of the Directors, Key Managerial Personnel and the remuneration paid to them;
13 appointment/ reappointment/ filling up casual vacancies of auditors as per the provisions of section 139 of the Act;
14 approvals required to be taken from the Central Government, Tribunal, Regional Director, Registrar, Court or such other authorities under the various provisions of the Act;
15 acceptance/ renewal/ repayment of deposits;
16 borrowings from its directors, members, public financial institutions, banks and others and creation/ modification/ satisfaction of charges in that respect, wherever applicable;
17 loans and investments or guarantees given or providing of securities to other bodies corporate or persons falling under the provisions of section 186 of the Act ;
18 alteration of the provisions of the Memorandum and/ or Articles of Association of the Company;

To be digitally signed by

Name: Mukesh Siroya

Date (DD/MM/YYYY): 29/07/2026

Place: Mumbai

Whether associate or fellow:

○ Associate ● Fellow

Certificate of practice number: 4*5*

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

*(a) DIN/PAN/Membership number of Designated Person: 10911

*(b) Name of the Designated Person: ALAKA CHANDA

Declaration

I am authorised by the Board of Directors of the Company vide resolution number* 12 dated* (DD/MM/YYYY) 30/10/2018 to sign this form and declare that all the requirements of Companies Act, 2013

and the rules made thereunder in respect of the subject matter of this form and matters incidental thereto have been complied with. I further declare that:
1 Whatever is stated in this form and in the attachments thereto is true, correct and complete and no information material to the subject matter of this form has been suppressed or concealed and is as per the original records maintained by the company.
2 All the required attachments have been completely and legibly attached to this form.

***To be digitally signed by**

*Designation

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

Director

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

0*1*1*1*

***To be digitally signed by**

(●) Company Secretary ( ) Company secretary in practice

*Whether associate or fellow:

( ) Associate (●) Fellow

Membership number

1*9*1

Certificate of practice number

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

For office use only:

eForm Service request number (SRN)

AC4931895

eForm filing date (DD/MM/YYYY)

10/08/2026

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