

September 19, 2025

To Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 539658	To Listing Department National Stock Exchange of India Limited, Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Scrip Code: TEAMLEASE
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Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/Company) - Intimation of the proceedings of Twenty Fifth (25th) Annual General Meeting (AGM) and Disclosure of Voting Results

Ref: Disclosure under Regulation 30 & 44 of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015

We wish to inform you that the Twenty Fifth (25th) Annual General Meeting (AGM) of the Company was held on September 19, 2025, at 03:00 P.M. IST, through Video Conferencing ("VC")/ Other Audio Visual Means ("OAVM") facility and the following businesses mentioned in the Notice dated July 31, 2025 were transacted:

SL. NO.(S)	PARTICULAR(S)	RESULT
A. ORDINARY BUSINESS(ES):		
Item No. 1	To receive, consider and adopt Audited Standalone Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025	Passed with requisite majority
Item No. 2	To receive, consider and adopt Audited Consolidated Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025	Passed with requisite majority
Item No. 3	To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2025	Passed with requisite majority
Item No. 4	To appoint a Director in place of Ms. Ashok Reddy (DIN: 00151814) who retires by rotation and being eligible, offers himself for re-appointment	Passed with requisite majority

B. SPECIAL BUSINESS(ES):		
Item No. 5	To appoint M/s. Siroya and BA Associates, Company Secretaries, as Secretarial Auditors of the Company	Passed with requisite majority
Item No. 6	To re-appoint Mr. Ashok Reddy (DIN: 00151814) as Managing Director of the Company	Passed with requisite majority
Item No. 7	To approve remuneration of Mr. Manish Sabharwal (DIN: 00969601), Whole Time Director and Vice Chairman of the Company	Passed with requisite majority
Item No. 8	To alter the Articles of Association (AOA) of the Company	Passed with requisite majority
Item No. 9	To approve change in designation of Mr. Narayan Ramachandran (DIN: 01873080) to Non-Executive and Non-Independent Director of the Company	Passed with requisite majority

The proceedings of the Annual General Meeting ("AGM") were deemed to be conducted at the Registered Office of the Company at TeamLease Services Limited, 315 Work Avenue Campus, Ascent Bldg., Koramangala Ind. Layout, Jyoti Nivas College Road, Koramangala, Bangalore-560095 and considered the deemed venue of the AGM.

In this regard, please find enclosed the following:

SL. NO.	PARTICULARS	ENCLOSURES
1	Proceedings/Transcript of AGM in compliance with the provisions of Regulation 30 of SEBI LODR Regulations, 2015	Annexure – I
2	Submission of Voting Results in compliance with the provisions of Regulation 44 of SEBI LODR Regulations, 2015	Annexure – II
3	Report of Scrutinizer dated September 19, 2025, in compliance with the provisions of Section 108 of the Companies Act, 2013 and Rule 20 (4) (xii) of the Companies (Management and Administration) Rules, 2014	Annexure– III

Kindly take the above said information on records and oblige.

Thanking You

Yours Faithfully

For TeamLease Services Limited

Alaka Chanda

Company Secretary and Compliance Officer

Encl: As above

TeamLease Services Limited, CIN: L74140KA2000PLC118395
Registered Office: 315 Work Avenue Campus, Ascent Bldg., Koramangala Ind. Layout,
 Jyoti Nivas College Road, Koramangala, Bangalore-560095
 Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
 Email ID: corporateaffairs@teamlease.com
 Website: <https://group.teamlease.com>
 Business Portal: <https://www.teamlease.com>

ANNEXURE I

PROCEEDINGS/TRANSCRIPT OF THE TWENTY FIFTH (25TH) ANNUAL GENERAL MEETING (AGM) OF TEAMLEASE SERVICES LIMITED HELD ON FRIDAY, SEPTEMBER 19, 2025, AT 03:00 PM IST, THROUGH VIDEO CONFERENCING (“VC”)/ OTHER AUDIO VISUAL MEANS (“OAVM”) FACILITY

SHAREHOLDERS PRESENT:

48 Shareholders holding 52,86,327 Shares were present at the AGM, including and 5 Authorized Representatives.

DIRECTORS PRESENT:

DIRECTOR(S)	DESIGNATION	
Mr. Narayan Ramachandran	Non - Independent Director	Non-Executive Chairman and Risk Management Committee (RMC) – Chairman
Mr. Manish Sabharwal	Executive Director	Vice Chairman
Mr. Ashok Reddy	Executive Director	Managing Director & CEO
Mr. S. Subramaniam	Independent Director	Audit Committee (AC)– Chairman
Mr. Rajnarayan Ramakrishnan	Independent Director	Nomination and Remuneration Committee (NRC) and Stakeholders’ Relationship Committee (SRC) – Chairman
Mrs. Meenakshi Nevatia	Independent Director	Audit Committee (AC), Nomination and Remuneration Committee (NRC) and Risk Management Committee (RMC) - Member

KEY MANAGERIAL PERSONNEL(S) (KMPS) PRESENT:

KMP(S)	DESIGNATION
Ms. Ramani Dathi	Chief Financial Officer and Chief Operating Officer
Ms. Alaka Chanda	Company Secretary and Compliance Officer

AUDITORS PRESENT:

AUDITORS	DESIGNATION
Mr. Sandeep Karnani & Team	Partner, M/s. S.R. Batliboi & Associates LLP, Statutory Auditors

Mr. Mukesh Siroya & Team	Proprietor, M/s. M. Siroya and Company, Practicing Company Secretary Scrutinizer for E-voting and Secretarial Auditor
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Other Key Executives and Senior Management of the Company had also attended the AGM.

The AGM commenced at 03:00 P.M. (IST) and concluded at 04:10 P.M. (IST).

<p>Welcome Address – Ms. Alaka Chanda – Company Secretary and Compliance Officer</p>	<p>Good Afternoon everyone, welcome you all to the 25th Annual General Meeting of TeamLease Services Limited, being conducted today, Friday, September 19, 2025 at 03:00 P.M. IST through Video Conferencing mode, in accordance with the circulars issued by the Ministry of Corporate Affairs and SEBI.</p> <p>I am Alaka Chanda, Company Secretary and Compliance Officer of your Company. Before I hand over the proceedings to the Chairman to declare the meeting open, I would like to highlight certain points here.</p> <p>Would like to let you know that the proceedings of this meeting are being recorded. During the meeting, the participants would be on mute.</p> <p>The Company has taken all feasible efforts under the current circumstances to enable members to participate through video conference and to vote at the AGM. This facility is extended by KFin Technologies Limited, Registrars and Transfer Agent of the Company.</p> <p>Facility for joining this meeting through video conference is made available for the Members on a first-come-first-served basis, except for Large Shareholders, Promoters, Institutional Investors, Directors, Key Managerial Personnel(s), the Chairperson of the respective committees as well as the Auditors who are allowed to attend the AGM without any restrictions on account of first come first serve basis.</p> <p>As the AGM is being held through video conference, the facility for appointment of proxies by the Members was not applicable and hence the proxy register for inspection is not available. However, the body corporate is entitled to appoint authorized representatives to attend the AGM through VC, and participate and cast their votes through e-voting. The Registered Office of the company situated at Bangalore shall be deemed as the venue for this AGM and proceedings of the AGM shall be deemed to be conducted here.</p> <p>Before we initiate the AGM proceedings, let me introduce the Board Members of the Company.</p> <p>TeamLease has seven Board members, four Independent Directors, two Executive Directors and one Non-Executive and Non-Independent Director:</p> <table border="1" data-bbox="529 1550 1396 1948"> <tr> <td>Mr. Narayan Ramachandran</td><td>Non - Executive Non - Independent Chairman of the Company</td></tr> <tr> <td>Mr. Manish Mahendra Sabharwal</td><td>Executive Vice Chairman and Whole Time Director</td></tr> <tr> <td>Mr. Ashok Reddy</td><td>MD and CEO of the Company</td></tr> <tr> <td>Mr. Mekin Maheshwari</td><td>Independent Director</td></tr> <tr> <td>Mrs. Meenakshi Nevatia</td><td>Independent Director</td></tr> </table>	Mr. Narayan Ramachandran	Non - Executive Non - Independent Chairman of the Company	Mr. Manish Mahendra Sabharwal	Executive Vice Chairman and Whole Time Director	Mr. Ashok Reddy	MD and CEO of the Company	Mr. Mekin Maheshwari	Independent Director	Mrs. Meenakshi Nevatia	Independent Director
Mr. Narayan Ramachandran	Non - Executive Non - Independent Chairman of the Company										
Mr. Manish Mahendra Sabharwal	Executive Vice Chairman and Whole Time Director										
Mr. Ashok Reddy	MD and CEO of the Company										
Mr. Mekin Maheshwari	Independent Director										
Mrs. Meenakshi Nevatia	Independent Director										

TeamLease Services Limited, CIN: L74140KA2000PLC118395

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Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
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Business Portal: <https://www.teamlease.com>

	Mr. S. Subramaniam	Independent Director
	Mr. Rajnarayan Ramakrishnan	Independent Director
	<p>Ms. Ramani Dathi is the Chief Financial Officer of the Company.</p> <p>Now, we request Mr. Narayan Ramachandran to address the Shareholders as Chairman of the Company.</p>	
Mr. Narayan Ramachandran – Non Executive Non Independent Chairman	<p>Thank you, Alaka.</p> <p>Dear Shareholders,</p> <p>As we are each aware, the world has changed dramatically over the last few years. First came an unprecedented pandemic with a large global footprint. International supply, demand, people movement and logistics were significantly impacted. Then came the response through monetary and fiscal policy actions. Developed economies pump-primed their economies to such a great extent that years later we are still dealing with the economic and political fallout of those actions. More recently there is conflict and warfare in every continent and an on-going global trade war initiated from American shores. Geopolitics is impacting trade flows, growth and inflation which in turn is having a material impact on the economic trajectory of individual countries. This year, global growth is expected to be a little under 3%. A number less than 3% is considered sluggish growth, bordering on global recession. China's anaemic growth and its excess capacity for manufactured goods are especially worrying in this regard.</p> <p>In the context of an uncertain world, India remains an oasis of growth. Over the last year and this one, India's growth is expected to average nearly 7%. This will make India the fastest growing large economy in the world. The Indian economy has been significantly supported by consumption and moderately by public and private capital expenditure. Interest rate cuts made by the RBI in 2025, will likely provide further fillip to both these pillars of growth. Consumption growth increases demand for service workers particularly in the packaging and delivery chain. In FY 2024-25 a series of regulatory actions impacted demand for contract workers in the financial services sectors. Those actions appear to be behind us now.</p> <p>Our general staffing business, the backbone of our operations, delivered a commendable net headcount addition of 25,000, reflecting an approximate 9% growth over the previous year. Notably, 37% of these additions stemmed from new client acquisitions, indicating the trust that our new partners have placed in our expertise and delivery capability.</p> <p>Top-line momentum remained strong, with revenue growing 21% year-on-year, underpinned by disciplined execution and operational excellence. While urban demand lagged and sectoral challenges persisted, the final quarter of FY 2024-</p>	

	<p>25 demonstrated signs of recovery, particularly within consumer businesses. E-commerce, especially quick commerce, and the telecom sector recorded strong growth, especially in Tier 2 and Tier 3 cities. This growth can be attributed to network expansion and the rise of dark stores, helping in offering seamless shopping experiences and rapid delivery.</p> <p>On the other hand, the banking and financial services sector presented a mixed picture, with hiring gains early in the year dampened by regulatory actions, particularly from the Reserve Bank of India around KYC norms and NBFC fintech lending. The restoration of lower risk weights on bank loans to NBFCs in February 2025, coupled with income tax relief effective April 2025, offers a glimmer of hope. We approach these developments with cautious optimism and are prepared to capitalise on emerging opportunities.</p> <p>Last, but certainly not least, we maintain a healthy free cash balance of over Rs. 300 Crores. We used a modest amount of cash in FY 2024-25 to strengthen our global footprint, and we stand ready to deploy our free cash in any idea that will enhance our service offering and your business returns. During the year, we made two strategic acquisitions in HR tech space- Wallet HR and TSR Darashaw. Wallet gives us access to the complete HCM suite and TSRD provides an opening balance of large BFSI clients on a managed payroll model. These two acquisitions bring in a client base of 500+ customers serving 4.5 lakh records.</p> <p>Our unwavering commitment to specialised skills hiring and innovative delivery models promises a positive path ahead amidst testing times.</p> <p>As we look ahead, we aspire to carry forward the learnings from the past to continue to pave the path for profitable, capital-efficient growth. Investments in our technology backbone over the last few years and a continuing focus on operational excellence create the opportunity for steady growth in free cash flow.</p> <p>Our success is a reflection of your continued trust, and the hard work and dedication of our people. I would, therefore, like to thank our teams and the management for their passion and commitment. To our investors and shareholders, we thank you for your belief in us.</p> <p>At TeamLease we believe in what Rabindranath Tagore said, “You cannot cross the sea merely by standing and staring at the water”. Our actions are oriented towards creating an organization that is resilient to uncertainties and yet can seize opportunities as they arise. Each year, we rededicate ourselves to ethical practice, steady growth and prudent use of capital. The rest, as they say, is merely compounding!</p> <p>Thank you.</p>
Ms. Alaka Chanda - Company Secretary and	Thank you, Mr. Ramachandran, over to the Board Members attending the AGM today through video conferencing mode.

Compliance Officer	
Mr. Manish Sabharwal – Executive Director	<i>“Good Afternoon Everyone, I am Manish Sabharwal, Executive Vice Chairman, TeamLease Services. I am joining the TeamLease AGM today, September 19, 2025 through VC from my residence in Bangalore. Thank you!”</i>
Mr. S. Subramaniam – Independent Director	<i>“Good Afternoon Everyone, I am Subramaniam Somasundaram, Independent Director, TeamLease Services Limited. I am joining TeamLease AGM today September 19, 2025 through video conference from my residence in Bangalore, and I am Chairman of the Audit Committee of the Board. Thank you!”</i>
Mr. Rajnarayan Ramakrishnan – Independent Director	<i>“Good Afternoon Everyone, I am Rajnarayan Ramakrishnan, Independent Director, TeamLease Services Limited. I am joining the AGM today September 19, 2025 from my residence in Bangalore. I am the Chairman of the Nomination and Remuneration Committee and the Stakeholders Relationship Committee. Thank you!”</i>
Mrs. Meenakshi Nevatia – Independent Director	<i>“Good Afternoon Everyone, This is Meenakshi Nevatia, Independent Director on the Board of TeamLease Services Limited. I am joining the AGM today virtually on video conference from my residence here in Gurgaon, on September 19th. I am a Member of the Nomination and Remuneration Committee, the Audit Committee and the Risk Management Committee on the Board.”</i>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	<p>Thank you, Board members.</p> <p>We have Key Executives and Senior Management as well joining from their respective locations.</p> <p>Pursuant to the applicable sections of Companies Act and SEBI Listing Obligations and Disclosure Requirements Regulations, 2015 read with amendments, allow me to confirm that Chairman of Audit Committee, Mr. Subramaniam Somasundaram, and Chairman of Nomination and Remuneration Committee and Stakeholders’ Relationship Committee, Mr. Rajnarayan Ramakrishnan are present at the AGM.</p> <p>Pursuant to the provisions of Sec 146 of the Companies Act 2013, the Statutory Auditors of the Company M/s. S.R. Batliboi & Associates LLP have joined this meeting. The Secretarial Auditor Mr. Mukesh Siroya is also present at the meeting today. Mr. Mukesh Siroya, Practicing Company Secretary is also the Scrutinizer to conduct the poll process in a fair and transparent manner. Mr. Siroya shall submit his consolidated report to the Chairman of the AGM after conclusion of the poll.</p> <p>Secretarial Auditor report is enclosed as Annexure III to the Board’s report. We take the same as read.</p> <p>Statutory Auditor and Secretarial Auditor have given unqualified opinion on their reports for the FY 2024-25. We shall now take the Auditors Report as</p>

	<p>read. Thank you.</p> <p>We have the requisite quorum present through video conferencing to conduct the proceedings of this meeting. Participation of members through video conferencing is being reckoned for the purpose of quorum as per the circulars issued by MCA and Section 103 of the Companies Act, 2013.</p> <p>With the permission of the Board of Directors present here read with Articles of Association of the Company, Mr. Ashok Reddy is elected as the Chairman of the AGM and he shall preside over the AGM today.</p> <p>The quorum being present, I request the Chairman of AGM to call this meeting to order and to address the Shareholders.</p>
<p>Mr. Ashok Reddy - Managing Director & CEO</p>	<p>Thank you, Alaka,</p> <p>Good Afternoon Shareholders.</p> <p>On behalf of the TeamLease Board of Directors, I extend you a very warm welcome to our 25th Annual General Meeting. Thank you for your continued support and faith in us over all these many years.</p> <p>As the requisite quorum is present today, I, Ashok Reddy, as the Chairman for today's meeting, call the 25th AGM of TeamLease Services Limited, to order.</p> <p>I further assure you that all the efforts feasible under the circumstances have been made by the Company to enable Members to participate and to vote on the items being considered at this general meeting. Before we take up the items as per the Notice, let me present a few highlights of our performance from financial year.</p> <p>It is my privilege to present the Integrated Annual Report for FY 2024-25, a year that was important for consistent growth, resilience, and efficiency of our business model.</p> <p>Today, India has emerged as a veritable powerhouse, prepared to harness its immense demographic dividend to drive both transformation and economic growth on the back of domestic driven consumption. With the Indian government enabling skilling and employment opportunities nationwide, we at TeamLease remain committed to our mission of 'putting India to work' and contribute to its growth story.</p> <p>The year under review presented a mix of opportunities and obstacles, simultaneously encouraging us to adapt, innovate and emerge stronger. Before I delve into our achievements, segment-wise results, key acquisitions and our future plans, I would like to take this moment to acknowledge the profound trust that our shareholders have placed in us; it is their support that encourages us at TeamLease to deliver long-term value.</p>

	<p>We achieved a revenue growth of 20% compared to FY '24, reflecting our ability to navigate headwinds and sustain our positive momentum. While challenges in the banking and financial services sector did temper our progress, especially in the second half of the year, we successfully added a net total of 27,650 billable associates across the group.</p> <p>Over 232,000 new associates joined us during the year, with 32% being first-time entrants to formal employment. These numbers are a result of our efforts to foster formal employment across the country.</p> <p>While EBITDA increased by 6%, profit before tax recorded moderation on a year-on-year basis. As of March 31, 2025, our free cash balance stands at INR 310 crores, providing a solid foundation for future endeavours.</p> <p>Our general staffing business has demonstrated strong performance, recording a net addition of 25,000 associates, which marks a 9% increase over the previous year. The agile execution to deliver to client open positions drove the revenue up by 21% on a diversified client base.</p> <p>The consumer sector, encompassing durables, goods and retail, recorded a strong growth, propelled by robust demand in e-commerce and quick commerce, particularly in Tier 2 and Tier 3 cities. Further, telecom contributed to volume growth, owing to consolidation and rapid network expansion initiatives by service providers. However, the BFSI vertical faced challenges, facing a decline of 7,500 associates in the final quarter due to regulatory shifts. We remain optimistic for a strong recovery in BFSI sector starting of the festive season in 2025.</p> <p>In our Degree Apprenticeship (DA) business, we added 2,500 associates, successfully navigating to the phase-out of the NEEM programme. We are shifting our focus to work-integrated learning programs along with schemes like NAPS and NATS. Initial hiccups in government direct benefit transfers led to slower hiring, but a resolution in February 2025 revived demand. This segment remains vital to our mission of building skills, education and supporting employability, strategically aligning with national objectives.</p> <p>Our specialised staffing segment faced a cautious IT services market this year, leading to a slight headcount reduction due to global headwinds and uncertainty in discretionary IT capex. Nevertheless, we achieved a 16% increase in per-associate-per-month (PAPM) realisation, and our recruitment productivity increased by 11%, supported by ongoing investments in training and cutting-edge technology. Our partnerships with over 75 Global Capability Centres (GCCs) contributed a robust 40% of headcount and 60% of revenue.</p> <p>Our EdTech business grew 66% over last year in revenue but collection delays impacted our margins. Looking ahead, we believe we can sustain healthy growth and drive for a stable EBITDA margin in this vertical for FY '26, building</p>
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	<p>on continuous process improvements and operating leverage.</p> <p>On the other hand, our HR tech business recorded a negative EBITDA in FY 2024-25, a deliberate outcome of substantial investments in both sales expansion and innovative product development. However, we believe this lays a robust groundwork for future gains in this market / product space.</p> <p>The Regtech digital business grew 33% and overall was EBITDA positive at 8%. The combination of a technology solution coupled with services is a potent combination for the market and we believe we are positioned to take advantage of that.</p> <p>We derive strength from complementary adjacencies and synergies, forging a path that enables us to meet our long term objectives. This year, we invested close to INR 36 crores, inclusive of working capital requirements, to acquire a 90% stake in TSR Darashaw HR, an 80% stake in Ikigai (now renamed TeamLease Digital Singapore PTE) and a 30% stake in Crystal HR.</p> <p>The integration of Ikigai enhances our ability to serve clients in new geographies by expertly leveraging an expansive delivery network, while strategic investments in TSRD and Wallet help in diversifying our portfolio and strengthening our service offerings in HR solutions.</p> <p>Our blueprint for building a future-ready organisation hinges strongly on the core values of TeamLease. Currently, we have large number of open positions, and we aim to build on this demand, particularly by fostering significant growth in consumer, retail, quick commerce, GCCs and among non-tech firms that are increasingly adopting digital solutions. Further, we strive to leverage the transformative power of technology, investing in AI-powered candidate matching and automation to improve the speed and quality of our delivery and operations.</p> <p>We are strategically planning to deepen client relationships, expanding our variable markup contracts, which notably reached 71% of new client sign-ups this year. Our emphasis on productivity, evident in an FTE ratio to associates of 378 and a 11% improvement in recruiter efficiency, will continue to optimise cost management and empower us to provide better client services.</p> <p>Moving forward, we aim to leverage our acquisitions to improve revenue growth and bolster margins, especially in the HRTech space. We believe that supportive policies from the government for job creation, formalisation, Ease of Doing Business and employability initiatives, will further help us in the employment cluster businesses.</p> <p>FY 25 has been a pivotal year for the organisation as it compelled us to play to our inherent strengths, fine-tune our strategies and stride ahead given the macro-economic and global situations. As we prepare for the upcoming year ahead, we are extremely grateful for the invaluable lessons learnt along the</p>
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	<p>way.</p> <p>I want to extend my deepest gratitude to every single member of TeamLease, clients and the investor community who was part of this journey. We eagerly look forward to continuing our work together, delivering value to our clients, employees, shareholders and society.</p> <p>I look forward to a year of progress and success with our esteemed shareholders by our side.</p> <p>I now request Alaka, Company Secretary, to conduct the proceedings of the meeting.</p>
<p>Ms. Alaka Chanda - Company Secretary and Compliance Officer</p>	<p>Thank you, Ashok.</p> <p>Members, please note that the Register of Directors and Key Managerial Personnel, the Register of Contracts or Arrangements, the Certificate from the Secretarial Auditor on ESOP Scheme of the company, pursuant to SEBI SBEB Regulations 2014, had been made available electronically for inspection by the members. Members seeking to inspect such documents were requested vide the AGM Notice dated July 31, 2025 to mail their requests to corporateaffairs@teamlease.com.</p> <p>The Company has received requests from various members to register them as speakers at the meeting. Accordingly, the floor will be open for these members to ask questions or express their views. We shall facilitate this session once the Chairman opens the floor for questions and answers. It may be noted that the Company reserves the right to limit the number of members asking questions depending on the availability of time at the AGM.</p> <p>As the Notice is already circulated to all the members, I take the Notice convening the meeting as read.</p> <p>Before we proceed, I am pleased to bring to your notice that, as required under the Companies Act, 2013, the Company had provided you all the facility to cast your vote electronically, on all resolutions set forth in the Notice. Members who have not cast their vote electronically and who are participating in this meeting will have an opportunity to cast their votes through the e-voting system provided by KFin Technologies Limited. Members may please note that there will be no voting by show of hands.</p> <p>Today, there are 9 resolutions proposed to be passed, as set out in the Notice (4 Ordinary Business and 5 Special Business).</p> <p>Pursuant to the MCA Circular on General Meetings, the Board of Directors have considered and decided to include the 5 Special Businesses, as the same is unavoidable in nature. Allow me to read out the Agenda item(s) for today.</p>

	<p>A. ORDINARY BUSINESS(ES):</p> <p>Item No. 1: To receive, consider and adopt Audited Standalone Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025.</p> <p>Item No. 2: To receive, consider and adopt Audited Consolidated Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025.</p> <p>Item No. 3: To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2025.</p> <p>Item No. 4: To appoint a Director in place of Mr. Ashok Reddy (DIN: 00151814) who retires by rotation and being eligible, offers himself for re-appointment.</p> <p>B. SPECIAL BUSINESS(ES):</p> <p>Item No. 5: To appoint M/s. Siroya and BA Associates, Company Secretaries, as Secretarial Auditors of the Company</p> <p>Item No. 6: To re-appoint Mr. Ashok Reddy (DIN: 00151814) as Managing Director and CEO of the Company</p> <p>Item No. 7: To approve remuneration of Mr. Manish Sabharwal (DIN: 00969601), Whole Time Director and Vice Chairman of the Company</p> <p>Item No. 8: To alter the Articles of Association (AOA) of the Company</p> <p>Item No. 9: To approve change in designation of Mr. Narayan Ramachandran (DIN: 01873080) to Non-Executive and Non-Independent Director of the Company</p> <p>Ms. Reddy is interested in the Ordinary Business and Special Business set out at Item Nos. 4 & 6 of the Notice with regard to his re- appointment. For these two agenda items, Mr. Narayan Ramachandran presided over the meeting.</p> <p>Mr. Manish Sabharwal is interested in the Special Business set out at Item No. 7 of the Notice with regard to his remuneration.</p> <p>Mr. Narayan Ramachandran is interested in the Special Business set out at Item No. 9 of the Notice with regard to his change in designation as Non- Executive Non-Independent Director. In line with the provisions of Companies Act 2013, your Company has facilitated two modes of voting:</p> <p>The first one being Remote e-voting method, wherein the shareholders were extended an opportunity to cast their votes online, the window for the remote e-voting was open from Tuesday, September 16, 2025 at 09:00 A.M. IST and concluded yesterday, on September 18, 2025 at 05:00 P.M. IST. Remote e-voting facility was made available to all Members holding shares as on the cut-</p>
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	<p>off date September 12, 2025.</p> <p>The second one is direct voting today post the AGM by the shareholders who have not yet exercised their right to vote during the remote e-voting period facilitated by the Company. For this option, Shareholders may please note the voting shall be in electronic form. Members can click on “Vote” tab on the video conference screen to avail this feature at the end of the meeting.</p> <p>The consolidated results of the closed remote e-voting and today's voting shall be made public and intimated to the Stock Exchange within 48 hours of conclusion of the AGM and the same shall be hosted on the company's website and the website of KFin Technologies Limited, the RTA of the Company.</p> <p>We thank you for joining our 25th AGM today and for taking time to participate in today's AGM.</p> <p>We shall now open the floor for the Q&A session and take the questions from speakers who have registered to ask questions in advance.</p> <p>To avoid repetition, the Managing Director, Mr. Ashok Reddy, Chairman for today's Annual General Meeting and Ms. Ramani Dathi, CFO shall respond to all the questions at the end.</p> <p>Thank you.</p> <p>Over to registered speakers.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The first speaker is Mr. B R Ajith
Mr. B R Ajith	<p>Good evening, I am Ajith. Thanks for the opportunity.</p> <p>My question at today's AGM is on the foot map for the next 2-3 years and on how much employment did we provide in the current year and the plan for coming years.</p> <p>My second question is on the margin expansion strategy of the Company.</p> <p>Thank You.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The second registered speaker is Ms. Mausam Jaiswal
Ms. Mausam	<p>Hello everyone, I am Mausam. Hope I am audible. My DP ID is IN300214 and my Client ID is 26500877.</p> <p>My question is, can you help me with the reason for exit of Ms. Rituparna Chakraborty, Mrs Latika Pradhan, Mr. Raghunathan and Mr. Narayan</p>

	<p>Ramachandran, all in the same year as Directors of the Company.</p> <p>Thank You.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The third question today is from Mr. Siddhesh Nitin Bhandare
Mr. Siddhesh	<p>Good evening, this is Siddhesh from Bangalore.</p> <p>I have two questions today.</p> <p>First is, in terms of, can you brief me on certain acquisitions done by TeamLease or its Subsidiaries, and how is it impacting our Company?</p> <p>And second is, in comparison to the male-female ratio, currently we have only one, you know, women Board director, are we planning to induct more women Board Members?</p> <p>Thank you so much.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The fourth registered speaker is Mr. Thomas John
Mr. Thomas John	<p>Hello, I am Thomas. My questions for today are:</p> <p>What are the plans for using data from across all operations and demographics in future to tap new markets and better operation efficiency?, and how many new clients we have added in this Financial Year?</p> <p>Secondly, what was the company's plan for the future with respect to artificial intelligence and what are the new technologies introduced by the company to add new clients to our company's growth?</p> <p>Also, would request the Company to hold the AGM after market hours and comment on publishing of price sensitive information.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The fifth registered speaker is Mr. Rajesh CC
Mr. Rajesh CC	<p>Hi, I am Rajesh CC from Bangalore.</p> <p>My question today is, what prompted the separation of roles of Chairman and Executive Director voluntarily by TeamLease, since it is not a mandatory requirement anymore by SEBI and why was it proposed to continue with Narayan Ramachandran as NED after his completion of term as ID without waiting for any cooling period?</p>

	<p>I have another question to ask.</p> <p>Looking at the world economy, inflation, and the threat of recession looming over the US economy, how are we going to manage the uncertainties?</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The sixth registered speaker is Ms. Shikha
Ms. Shikha	<p>Good evening, myself Shikha from Hyderabad. My DP ID and Client ID is IN300239 15512742.</p> <p>My question today is - how the Board has minimized, limited or managed possible Price or Volume fluctuations of the Company's Scrip?</p> <p>Also, I would like to know more on the BRSR report of the Company, last year it was mandatory, but the shareholders of the company have been receiving this report for years now.</p> <p>Thank You.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The seventh registered speaker is Mr. Sudeep Kumar Sen
Mr. Sudeep	<p>A very Good Evening to the Board members. My name is Sudeep Kumar Sen, I am a shareholder of TeamLease Services Limited.</p> <p>My question precisely is to the Vice Chairman and Managing Director of TeamLease Services Limited. I understand that they did forego their salary hikes, and I would like to know the reason, and if it is same across the entire work force.</p> <p>Furthermore, I would like to know their thoughts on India. India is a huge country, and the advantage that they have is in terms of talent base. Knowing that, would like to understand TeamLease's strategy going forward in terms of reskilling, skilling and upskilling, and how would they like to be relevant as we move forward in this entire journey.</p> <p>Thank You.</p>
Ms. Alaka Chanda - Company Secretary and Compliance Officer	<p>May I now request Chairman of the AGM and CFO to respond to the queries accordingly.</p> <p>Thank you.</p>
Mr. Ashok Reddy - Managing Director	<p>Thank you, Alaka,</p> <p>Good Afternoon again,</p>

	<p>As part of AGM Notice, the Shareholders were requested to send their queries on the business, proposals in the AGM Notice and other matters in the Annual Report, via e-mail to the Company and/or through the online platform of KFinTech, on or before 03:00 P.M. on Wednesday, September 17, 2025. Today, we will be able to answer only those queries at the meeting which are received in advance as per the mentioned process.</p> <p>We have received many suggestions, inputs and comments. We have duly noted all the suggestions and inputs and taken the same into record. We had also received few speaker registrations, however, no subsequent queries were received from them in the designated portal in the form of an audio or video recording, also on approaching them today for audio video check, no connection was established with them, we shall keep trying till the end of the AGM. We have also received questions from speakers who have registered themselves to speak today. We have just heard all the questions raised by the registered speakers.</p> <p>Will respond now one by one, to all the questions raised by the registered speakers.</p> <p>Members may feel free to write to us for further queries, if any.</p> <p>Q1. The first question was on our foot map for the next 2-3 years and on how much employment did we provide in the current year and the plan for coming years.</p> <p>We are growing historically at 20% YoY on revenue, and we aspire to maintain the momentum for the foreseeable future. Over the years, we have provided employment opportunities to more than 2million jobseekers. In FY2025, we have made gross addition of ~250k associates/trainees with a net annual growth of 27k associates/trainees. We create the connect for job seekers to formal employment and are a stepping stone to careers. Our vision is to put India to work and become the largest private sector employer of the country.</p> <p>Q2. The next question was on the margin expansion strategy of the Company.</p> <p>Our margin expansion strategy is three-fold: One, derive economies of scale in general staffing business by focusing on associate growth, hiring and productivity. Two, expand average realization through value-added services to clients and associates. Three, increase contribution from higher margin businesses like specialized staffing and HR services by expanding the portfolio.</p> <p>Q3. The next question was on the reason for exit of Ms. Rituparna Chakraborty, Mrs Latika Pradhan and Mr. Raghunathan and Mr. Narayan Ramachandran, all in the same year as Directors of the Company.</p>
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	<p>Mr. Ramachandran, Mrs. Pradhan and Dr. V. Raghunathan were appointed to the TeamLease Board as Independent Directors in 2015. Mrs. Pradhan has also served as a Chairperson of the Audit Committee and Stakeholders' Relationship Committee, and as a member of the Risk Management Committee of the Board. Dr. V Raghunathan has also served as a Chairman of Corporate Social Responsibility, and as a member of the Audit and Risk Management Committees of the Board. Mr. Ramachandran has also served as a Lead Independent Director of the Company since 2020.</p> <p>Mr. Narayan Ramachandran, Dr. V. Raghunathan and Mrs. Latika Pradhan ceased to be Independent Directors of the Company upon completion of their second term of 5 (Five) consecutive years from the end of business hours on July 07, 2025. Mr. Narayan Ramachandran also ceased to be the Lead Independent Director, which was consequent to the completion of his term as an Independent Director.</p> <p>Mr. Narayan Ramachandran has discontinued as an Independent Director of the Company, however he was re-designated as Non- Executive- Non-Independent Director with effect from start of business hours of July 08, 2025, liable to retire by rotation. He shall continue as Non-Executive Chairman of the Company.</p> <p>Ms. Rituparna Chakraborty had tendered her resignation as Non-Executive and Non-Independent Director of the Company with effect from May 21, 2025 for her personal commitments and to pursue opportunities outside of TeamLease.</p> <p>The Board of Directors and Management of the Company places on record its deep appreciation for the invaluable contributions, guidance and services rendered by Dr. Raghunathan, Mrs. Pradhan and Ms. Chakraborty during their association with the Company.</p> <p>Q4. The next question we had was on the female to male workforce ratio in the company and on our Board since now there is only one women director in Board, is there a plan to induct more women Board Members.</p> <p>As already stated in our BRSR report, we would like to answer that our Board has currently one woman representative, our KMPs have 100% women participation, and workforce has 37.27% women participation. We have always had women participation on the Board since the IPO, not only from a compliance perspective but also from good governance perspective. In future too, we shall definitely explore the possibility of inducting more women members on the Board.</p> <p>The Nominations and Remuneration Committee headed by Mr. Rajnarayan Ramakrishnan focuses on having diversity of the board through gender, skill sets, industry background etc.</p>
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Q5. The fifth question was on latest acquisitions made by TeamLease and subsidiaries and how is it impacting the Company.

At any given point of time since IPO, we have a healthy pipeline of active M&A discussions on the table. However, over the last 3-4 years, we could not close any M&A because of various reasons like strategic fit, valuation, covid, headwinds in specialized staffing etc. We continued to look for inorganic investment opportunities which could help us build or accelerate our capabilities around scale, product offerings, technology and productivity.

Our approach continued to be that we make acquisitions when they make sense from a strategic standpoint to actually help us accelerate or enlarge and enrich our capabilities in one of our key areas from a market or industry standpoint or technological standpoint.

This year TeamLease has made an acquisition of 90% stake in TSR Darashaw HR Services Private Limited and 30% stake in Crystal HR and Security Solutions Private Limited.

TSR Darashaw is in the business of providing HR services, including but not limited to, payroll processing, reimbursement processing, full & final settlements, taxation and investment proof checking, MIS reports, email helpdesk and web-based employee services. This acquisition helps strengthen our market position in the Managed Payroll services space in India by giving us access to an existing client base of 70 enterprises with over 1.65 lakh records.

Crystal HR is into HR Tech business providing digital workforce solutions to manage employees' payroll, attendance, productivity, attrition, claims, onboarding, training etc.

Acquisition of Crystal HR helps strengthen our market position in the Human Capital Management (HCM) space in India by giving us access to a full spectrum HR SaaS platform with an existing client base of 400+ corporates and over 3 lakh records processed per month.

TeamLease has also made an acquisition via its wholly owned subsidiary TeamLease Digital Private Limited. TeamLease Digital has acquired 80% stake in Ikigai Enablers Pte. Ltd., a Company incorporated in the Republic of Singapore. Founded in 2017, Ikigai Enablers Pte. Ltd., is a Singapore-based boutique consulting firm specializing in HR and HR Technology services. This acquisition is a significant step forward that enhances our footprint globally and aligns with our vision to deliver value to clients in new geographies. This strategic partnership not only broadens our reach but also strengthens our ability to offer diverse talent solutions across geographies, industries and technologies.

Q6. The next question was on plans for using data from across all operations and demographics in the future to tap new markets and better operational efficiency.

Given the demographic dividend of India and the opportunity for organized flexi staffing in the country, we continue to focus on the Indian market and the 3Es: Employment, Employability, E-workforce. Since our operations and service delivery are centralized, we use single source of consolidated data and homegrown end-to-end ERP for all of our staffing businesses. We continue to strive for operational efficiency and higher employee productivity through scale and building digital capabilities/tools. Our core employee productivity, which used to be at 160 at the time of IPO and currently at 376, can be taken to higher levels in next 3 years enabling margin expansion in the Staffing business.

Q7. The next question was about how many new clients we have added in this Financial Year. Secondly what was the company's plan for the future with respect to artificial intelligence and what are the new technologies introduced by the company to add new clients to our company's growth? Also, there was a request to hold AGM after share market hours and a comment on publishing of price sensitive information.

Your comment on AGM timing is noted, we will take that into consideration as we move forward.

- Pertaining to your comment on publishing of price sensitive information, we maintain the highest standards of governance and any piece of information which is market sensitive is intimated to regulatory bodies promptly and in line with the required guidelines of the same.
- With respect to new client acquisition, we have added ~600 new logos during FY25 across the group.
- Pertaining to AI, technology is in constant evolution and innovation. Most of the businesses around the world, across industries, are tech-run directly or indirectly, and are undergoing rapid changes with the intervention of artificial intelligence and machine learning. We have developed and working on developing AI-enabled HR solutions in the areas of hiring, payroll, talent management, compliances, learning, productivity and many more. These solutions are not only integral to our core business but also create a stream of revenues under our HR services. It is an exciting journey and we look forward to see how it converts to our advantage.

Q. 8. The next question was on what prompted the separation of roles of Chairman and Executive Director voluntarily by TeamLease, since it is not a mandatory requirement anymore by SEBI and why was it proposed to

	<p>continue with Narayan Ramachandran as NED after his completion of term as ID without waiting for any cooling period.</p> <p>On the recommendation of the Nomination and Remuneration Committee and in alignment with the Company's utmost respect for good corporate governance, TeamLease has voluntarily chosen to comply with the recommendations of SEBI LODR 2015 Regulation 17 (1B) and transitioned the role of Mr. Ramachandran's role to Non-Executive Chairman of TeamLease and Mr. Sabharwal's role to Executive Vice Chairman of TeamLease July 2021 onwards</p> <p>Mr. Ramachandran has been on the Board of the Company since 2015 as Independent Director. Mr. Narayan Ramachandran ceased to be Independent Director of the Company upon completion of his second term of 5 (Five) consecutive years from the end of business hours on July 07, 2025. Mr. Narayan Ramachandran also ceased to be the Lead Independent Director, which was consequent to the completion of his term as an Independent Director. However, he was re-designated as Non- Executive- Non-Independent Director with effect from start of business hours of July 08, 2025, liable to retire by rotation. He shall continue as Non-Executive Chairman of the Company. There is no cooling period mandated by Companies Act or SEBI LODR Regulations for re-appointment of Independent Director as a Non-Executive Director on completion of this term as Independent Director.</p> <p>Narayan brings with him a powerful combination of strategic skills, long term vision, board guidance and leadership capabilities. The TeamLease Board is delighted to have him continue to lead the team and look forward to the next phase of growth under his leadership.</p> <p>Q. 9. The ninth question was on looking at the world economy, inflation, and the threat of recession looming over the US economy, how are we going to manage the uncertainties.</p> <p>Today, what we see is that our pipeline of work is very strong. We continue to see good traction with our clients. We are well-positioned for growth. We also have a very good portfolio in automation, and efficiency and cost-related areas. We are well-poised to work with clients as they look for different things over time. At this stage, we see really strong pipeline and growth. We stay nimble and alert to renew to market as things payout.</p> <p>I now request Ramani, our CFO, to take up rest of questions.</p>
Ms. Ramani Dathi - CFO	<p>Thank you, Ashok,</p> <p>Q10. The next question was on how the Board has minimized, limited or managed possible Price or Volume fluctuation of the Company's Scrip.</p>

	<p>In this regard we would like to state that the Company has been regularly disseminating Unpublished Price Sensitive Information from time to time in terms of Regulation 30 of LODR Regulations, 2015, pertaining to all the events, information etc. that have a bearing on the operations and performance of the company. This includes all price sensitive information, and that there are no information and/or announcements including impending announcement, awaiting from our end to be disseminated. Further please note that the company's management is in no way connected with any increase in Price or Volume of the Company's Scrip. Whatever, the increase in Price or Volume of the Company's Scrip is purely due to market conditions and absolutely market driven.</p> <p>Q11. The eleventh question was on BRSR report of our Company, last year onwards it was mandatory, but shareholders have been receiving this report for few years now.</p> <p>Business Responsibility and Sustainability Reporting, also known as BRSR is a reporting framework under which the top 1000 listed companies by market capitalization are mandated to disclose their ESG performance in a quantitative and standardized format from FY 2022–23 onwards. However, we had voluntarily reported the framework for FY 21-22 onwards. The Securities and Exchange Board in India developed the Business Responsibility and Sustainability Reporting to mandate Indian companies to provide quantifiable metrics on sustainability-related factors, such as respect for human rights or environmental protection. The BRSR report is published as an integral part of a company's annual report, allowing for transparent disclosure of non-financial performance alongside the financial parameter.</p> <p>Q12. The last question was on Vice Chairman and Managing Director foregoing their salary hikes, reason behind that and if that has been the trend for entire work force, also our thoughts were sought on India being a country that has a huge advantage as a talent base and TeamLease's responsibility to continue to invest, reskill and upskill talent to be relevant to new technologies as we move forward.</p> <p>Management and KMP compensation decisions are sought out by our Nomination and Remuneration committee basis various factors like individual performance, company performance, external market environment etc. The MD and Vice-Chairman have voluntarily waived off their variable pay and salary hikes with the due consideration and approval of NRC. However, the remaining entire work force has had the due appraisals and is already effective from April 01, 2025.</p> <p>On the second part, we agree to your observation that talent base will only increase for India and formalization of jobs will only be a wind on our back. We have been investing in building stronger capabilities around hiring and</p>
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	<p>mobilisation of candidates, upskill/ re-skill them using our employability offerings like on-the-job trainings/ apprenticeships, on-line and on-site learning solutions. As of March 2025, we have 47k apprentices working for 280+ corporates and 7 lac students undergoing online education with 50 universities in the country. There are no further questions for today, Thank you!</p> <p>Members may feel free to write to us for further queries if any.</p> <p>Over to you Ashok.</p>
Mr. Ashok Reddy - Managing Director	<p>Thank you Ramani,</p> <p>With this, we conclude the Q&A session.</p> <p>On behalf of TeamLease, I want to thank all of you, to join the 25th AGM today, through video conference mode.</p> <p>Members may note that the voting on the KFinTech platform will continue to be available for the next 15 minutes. Therefore, members who have not cast their vote yet are requested to do so.</p> <p>Further, I hereby authorize Alaka, our Company Secretary, to declare the result of the voting and place the results on the website of the Company at the earliest. The resolutions, as set forth in the Notice, shall be deemed to be passed today subject to receipt of requisite number of votes.</p> <p>Thank you all for attending the meeting. There being no other business, I hereby declare the proceedings as closed. The Directors, KMPs and Senior Executives of TeamLease Services Limited are requested to log off now. The voting process shall now begin and thank you very much.</p>

ANNEXURE II

	TEAMLEASE SERVICES LIMITED
Date of the AGM/EGM	19-09-2025
Total number of shareholders on record date	28396
No. of shareholders present in the meeting either in person or through proxy:	
Promoters and Promoter Group:	Not Applicable
Public:	Not Applicable
No. of Shareholders attended the meeting through Video Conferencing	
Promoters and Promoter Group:	4
Public:	44

Resolution No.	1									
Resolution required: (Ordinary/ Special)	ORDINARY - To receive, consider and adopt Audited Standalone Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
	Total	1,67,68,900	1,44,35,269	86.0836	1,44,35,260	9	99.9999	0.0001	0	10

Resolution No.	2									
Resolution required: (Ordinary/ Special)	ORDINARY - To receive, consider and adopt Audited Consolidated Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
	Total	1,67,68,900	1,44,35,269	86.0836	1,44,35,260	9	99.9999	0.0001	0	10

Resolution No.	3									
Resolution required: (Ordinary/ Special)	ORDINARY - To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2025									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
	Total	1,67,68,900	1,44,35,269	86.0836	1,44,35,260	9	99.9999	0.0001	0	10

Resolution No.	4									
Resolution required: (Ordinary/ Special)	ORDINARY - To appoint a Director in place of Mr. Ashok Reddy (DIN: 00151814) who retires by rotation and being eligible, offers himself for re-appointment									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
Total	Total	1,67,68,900	1,44,35,269	86.0836	1,44,35,260	9	99.9999	0.0001	0	10

Resolution No.	5									
Resolution required: (Ordinary/ Special)	ORDINARY - To appoint M/s. Siroya and BA Associates, as Secretarial Auditors of the Company									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	88,87,624	2,62,746	97.1285	2.8714	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	88,87,624	2,62,746	97.1286	2.8714	0	0
Public- Non Institutions	E-Voting	19,34,926	1,931	0.0998	1,920	11	99.4303	0.5696	0	0
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,273	3.5285	68,262	11	99.9839	0.0161	0	0
	Total	1,67,68,900	1,44,35,279	86.0836	1,41,72,522	2,62,757	98.1798	1.8202	0	0

Resolution No.	6									
Resolution required: (Ordinary/ Special)	SPECIAL - To re-appoint Mr. Ashok Reddy (DIN: 00151814) as Managing Director and CEO of the Company									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,071	299	99.9967	0.0032	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,071	299	99.9967	0.0033	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
Total	Total	1,67,68,900	1,44,35,269	86.0836	1,44,34,961	308	99.9979	0.0021	0	10

Resolution No.	7									
Resolution required: (Ordinary/ Special)	SPECIAL - To approve remuneration of Mr. Manish Sabharwal (DIN: 00969601), Whole Time Director and Vice Chairman of the Company									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,071	299	99.9967	0.0032	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,071	299	99.9967	0.0033	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,910	11	99.4273	0.5726	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,252	11	99.9839	0.0161	0	10
	Total	1,67,68,900	1,44,35,269	86.0836	1,44,34,959	310	99.9979	0.0021	0	10

Resolution No.	8									
Resolution required: (Ordinary/ Special)	SPECIAL - To alter the Articles of Association (AOA) of the Company									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	91,50,370	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
Total	Total	1,67,68,900	1,44,35,269	86.0836	1,44,35,260	9	99.9999	0.0001	0	10

Resolution No.	9									
Resolution required: (Ordinary/ Special)	SPECIAL - To approve change in designation of Mr. Narayan Ramachandran (DIN: 01873080) to Non-Executive and Non-Independent Director of the Company									
Whether promoter/ promoter group are interested in the agenda/resolution?	No									
Category	Mode of Voting	No. of shares held (1)	No. of votes polled (2)	% of Votes Polled on outstanding shares (3)=[(2)/(1)]* 100	No. of Votes – in favour (4)	No. of Votes – against (5)	% of Votes in favour on votes polled (6)=[(4)/(2)]*100	% of Votes against on votes polled (7)=[(5)/(2)]*100	Votes Invalid	Votes Abstained
Promoter and Promoter Group	E-Voting	52,16,636	52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		52,16,636	100.0000	52,16,636	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	96,17,338	91,50,370	95.1445	88,86,479	2,63,891	97.1160	2.8839	0	0
	Poll		0	0.0000	0	0	0.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		91,50,370	95.1445	88,86,479	2,63,891	97.1161	2.8839	0	0
Public- Non Institutions	E-Voting	19,34,926	1,921	0.0993	1,912	9	99.5314	0.4685	0	10
	Poll		66,342	3.4287	66,342	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		68,263	3.528	68,254	9	99.9868	0.0132	0	10
	Total	1,67,68,900	1,44,35,269	86.0836	1,41,71,369	2,63,900	98.1718	1.8282	0	10

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
Tel.: +91 22 28706523/24; 28546523(D); Cel: +91 9324310151; E-mail: siroyam@gmail.com; www.msiroya.com

CONSOLIDATED SCRUTINIZER'S REPORT

[Pursuant to Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 and Regulation 44 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

To,

**The Chairperson of 25th Annual General Meeting ("AGM") of the Equity Shareholders
TeamLease Services Limited,
315 Work Avenue Campus, Ascent Bldg,
Koramangala Ind. Layout,
Jyoti Nivas College Road, Koramangala,
Bangalore - 560095**

Sub: Consolidated Scrutinizer's report on remote e-voting conducted pursuant to provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 and e-voting conducted at the 25th Annual General Meeting of TeamLease Services Limited ("AGM") held on Friday, September 19, 2025, at 03:00 p.m. IST through Video Conferencing ("VC") / Other Audio-Visual Means ("OAVM").

Dear Sir,

1. I, Mukesh Siroya, Proprietor, M Siroya and Company, Practicing Company Secretaries, have been appointed as a Scrutinizer by the Board of Directors of **TeamLease Services Limited** (the "Company") for the purpose of:
 - a. Scrutinizing the remote e-voting process under the provisions of Section 108 of The Companies Act, 2013 ("the Act") read with Rule 20 of the Companies (Management and Administration) Rules, 2014 as amended ("Rules") and the provisions of Regulation 44 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015 ("Listing Regulations") on the resolutions contained in the notice dated July 31, 2025 convening the AGM ("AGM Notice"); and
 - b. Scrutinizing the e-voting facility provided to the shareholders during the AGM through VC/OAVM and who had not cast their vote earlier.
2. The management of the Company is responsible to ensure the compliance with the requirement of the 2013 Act and Rules relating to remote e-voting before and during the AGM. My responsibility as a Scrutinizer is to restricted to scrutinize remote e-voting conducted before and during the AGM in a fair and transparent manner and to ascertain requisite majority and is restricted to making a Consolidated Scrutinizer's Report of the votes cast "in favour" and/or "against" the resolutions stated in the Notice of the AGM based on the report generated from the e-voting system provided by KFin Technologies Limited ("KFintech") [(Formerly known as KFin Technologies Private Limited)], appointed by the Company to provide remote e-voting conducted before and during the AGM.
3. I submit herewith a Consolidated report on the results of remote e-voting conducted before and during the AGM as under:

M Siroya and Company
Company Secretaries

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- (i). The remote e-voting period remained open from 09:00 a.m. IST Tuesday, September 16, 2025 to 05:00 p.m. IST Thursday, September 18, 2025.
- (ii). The Annual Report and the AGM Notice inter-alia indicating the process and manner of e-voting was sent by electronic mode to those Members whose e-mail addresses were registered with the Company or Depositories Participants or Registrar and Transfer Agent - KFintech pursuant to the circulars issued by the Ministry of Corporate Affairs ("MCA") and the Securities and Exchange Board of India ("SEBI").
- (iii). The voting rights were reckoned as on Friday, September 12, 2025, being the cut-off date for the purpose of deciding the entitlements of members at the remote e-voting and e-voting during the AGM.
- (iv). The Company had also provided e-voting facility to the members present at the AGM through VC/OAVM and who had not cast their e-votes earlier through the remote e-voting.
- (v). After the conclusion of the AGM, the votes cast through remote e-voting conducted before and during the AGM were unblocked on Friday September 19, 2025 at 4.10 P.M in the presence of two witnesses, namely Ms. Esha Ghate and Ms. Ruksar Pathan, who were not in employment of the Company.
- (vi). Thereafter, we have scrutinized the votes cast through remote e-voting conducted before and during the AGM and reconciled the same with the records maintained by the Company/ NSDL/CDSL/ Registrar and Transfer Agents of the Company.
- (vii). The consolidated result of remote e-voting before and during the AGM is enclosed as an Annexure to this Report.

Yours faithfully,

For M Siroya and Company
Company Secretaries

Mukesh Kumar Siroya
Digitally signed by Mukesh Kumar Siroya
Date: 2025.09.19 21:08:58 +05'30'

Mukesh Siroya
Company Secretary
Membership No. FCS 5682;
CP No. 4157
Firm Registration No.: S2003MH061300
PR No: 1075/2021
UDIN: F005682G001290548

Place: Mumbai
Date: September 19, 2025

Enclosed: Annexure

Countersigned
For TeamLease Services Limited

ALAKA CHANDA
Digitally signed by ALAKA CHANDA
DN: cn=ALAKA CHANDA, o=TEAMLEASE SERVICES LIMITED, ou=TEAMLEASE SERVICES LIMITED, email=ALAKA.CHANDA@TEAMLEASE.COM, c=IN

Alaka Chanda
Company Secretary & Compliance Officer
Membership No.: F10911

Place: Bangalore
Date: September 19, 2025

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Annexure to the Report

Results of Remote E-Voting and E-Voting during the AGM of TeamLease Services Limited

Ordinary Business:

Item No.: 1: Ordinary Resolution

To receive, consider and adopt Audited Standalone Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	139	14368918	22	66342	161	14435260	100
Votes against the resolution	2	9	-	-	2	9	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Ordinary Resolution as set out in Item No. 1 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

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Item No.: 2: Ordinary Resolution

To receive, consider and adopt Audited Consolidated Financial Statements along with the Auditor's Report of the Company for the Financial Year ended March 31, 2025.

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percent-age (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	139	14368918	22	66342	161	14435260	100
Votes against the resolution	2	9	-	-	2	9	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Ordinary Resolution as set out in Item No. 2 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Item No.: 3: Ordinary Resolution

To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2025.

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	139	14368918	22	66342	161	14435260	100
Votes against the resolution	2	9	-	-	2	9	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Ordinary Resolution as set out in Item No. 3 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Item No.: 4 Ordinary Resolution:

To appoint a Director in place of Mr. Ashok Reddy (DIN: 00151814), who retires by rotation and, being eligible, offers himself for re-appointment..

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percent-age (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	139	14368918	22	66342	161	14435260	100
Votes against the resolution	2	9	-	-	2	9	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Ordinary Resolution as set out in Item No. 4 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Special Business:

Item No.: 5 Ordinary Resolution:

To appoint M/s. Siroya and BA Associates, as Secretarial Auditors of the Company

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	134	14106180	22	66342	156	14172522	98.18
Votes against the resolution	8	262757	-	-	8	262757	1.82
Total	142	14368937	22	66342	164	14435279	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	-	-
E-voting at the AGM	-	-	-	-
Total	-	-	-	-

Based on the above result, I report that the Ordinary Resolution as set out in Item No. 5 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Item No.: 6 Special Resolution:

To re-appoint Mr. Ashok Reddy (DIN: 00151814) as Managing Director of the Company

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	138	14368619	22	66342	160	14434961	100
Votes against the resolution	3	308	-	-	3	308	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Special Resolution as set out in Item No. 6 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
Tel.: +91 22 28706523/24; 28546523(D); Cel: +91 9324310151; E-mail: siroyam@gmail.com; www.msiroya.com

Item No.: 7 Special Resolution:

To approve remuneration of Mr. Manish Sabharwal (DIN: 00969601), Whole Time Director and Executive Vice Chairman of the Company

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	137	14368617	22	66342	159	14434959	100
Votes against the resolution	4	310	-	-	4	310	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Special Resolution as set out in Item No. 7 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
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Item No.: 8 Special Resolution:

To alter the Articles of Association (AOA) of the Company

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	139	14368918	22	66342	161	14435260	100
Votes against the resolution	2	9	-	-	2	9	0
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Special Resolution as set out in Item No. 8 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
Tel.: +91 22 28706523/24; 28546523(D); Cel: +91 9324310151; E-mail: siroyam@gmail.com; www.msiroya.com

Item No.: 9 Special Resolution:

To approve change in designation of Mr. Narayan Ramachandran (DIN: 01873080) to Non-Executive and Non-Independent Director of the Company

i) Details of Votes in favour and against the resolution:

	Remote e-voting Before the AGM		E-voting at the AGM		Total		Percentage (%)
	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	No. of members voted	No. of shares for which votes cast	
Votes in favour of the resolution	133	14105027	22	66342	155	14171369	98.17
Votes against the resolution	8	263900	-	-	8	263900	1.83
Total	141	14368927	22	66342	163	14435269	100

ii) Details of Invalid and Abstained Votes:

Method of Voting	Invalid Votes		Abstained from Voting	
	No. of members	No. of shares for which votes cast	No. of members	No. of votes
Remote e-voting Before the AGM	-	-	1	10
E-voting at the AGM	-	-	-	-
Total	-	-	1	10

Based on the above result, I report that the Special Resolution as set out in Item No. 9 of the AGM Notice has been passed with requisite majority.

M Siroya and Company
Company Secretaries

A-103, Samved Building (Madhukunj), Near Ekta Bhoomi Gardens, Rajendra Nagar, Borivali (E), Mumbai - 400 066
Tel.: +91 22 28706523/24; 28546523(D); Cel: +91 9324310151; E-mail: siroyam@gmail.com; www.msiroya.com

The electronic data and all other relevant records relating to remote e-voting and e-voting during the AGM are under my safe custody and will be handed over to the Company Secretary for preserving safely after the Chairman considers, approves and signs the Minutes of the AGM.

Thanking you,

Yours faithfully,

For M Siroya and Company
Company Secretaries

Mukesh Digitally signed
by Mukesh
Kumar Kumar Siroya
Siroya Date: 2025.09.19
21:09:29 +05'30'

Mukesh Siroya
Company Secretary
Membership No. FCS 5682;
CP No.: 4157
Firm Registration No.: S2003MH061300
PR No.: 1075/2021
UDIN: F005682G001290548

Place: Mumbai
Date: September 19, 2025

Countersigned
For TeamLease Services Limited

ALAKA
CHANDA

Alaka Chanda
Company Secretary & Compliance Officer
Membership No.: F10911

Place: Bangalore
Date: September 19, 2025