| General information about company | | |
|---|---|---|
| Scrip code | 539658 | |
| NSE Symbol | TEAMLEASE | |
| MSEI Symbol | NOTLISTED | |
| ISIN | INE985S01024 | |
| Name of the entity | TEAMLEASE SERVICES LIMITED | |
| Date of start of financial year | 01-04-2025 | |
| Date of end of financial year | 31-03-2026 | |
| Reporting Quarter Type | Half Yearly | |
| Date of Quarter Ending | 30-09-2025 | |
| Type of company | Equity | |
| Whether Annexure I (Part A) of the SEBI Circular dated December 31, 2024 related to Compliance Report on Corporate Governance is applicable to the entity? | Yes | |
| Whether Annexure I (Part B) of the SEBI Circular dated December 31, 2024 related to Investor Grievance Redressal Report is Applicable to the entity? | Yes | |
| Whether Annexure I (Part C) of the SEBI Circular dated December 31, 2024 related to Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies is Applicable to the entity? | No | There is no Acquisition of shares or voting rights in Unlisted company. |
| Whether Annexure I (Part D) of the SEBI Circular dated December 31, 2024 related to Disclosure of Imposition of Fine or Penalty is Applicable to the entity? | Yes | |
| Whether Annexure I (Part E) of the SEBI Circular dated December 31, 2024 related to Disclosure of Updates to Ongoing Tax Litigations or Disputes is Applicable to the entity? | No | Not Applicable to the company |
| Whether Annexure I (Part F) of the SEBI Circular dated December 31, 2024 related to Disclosure Of Loans / Guarantees / Comfort Letters / Securities Etc. is Applicable to the entity? | No | Since, all the Loans/Guarantees/Comfort Letters/Securities etc. were extended for and on behalf of the Subsidiaries and/or Joint Ventures of the Company, the same are exempted to be reported pursuant to note 1(b) of Annexure I (part F) of the SEBI Circular dated December 31, 2024. |
| Risk management committee | Applicable | |
| Market Capitalisation as per immediate previous Financial Year | Top 1000 listed entities | |
| Is SCORE ID Available ? | Yes | |
| SCORE Registration ID | t00547 | |
| Reason For No SCORE ID | | |
| Type of Submission | Original | |
| Remarks (website dissemination) | | |
| Remarks for Exchange (not for Website Dissemination) | | |

## Annexure I

### Annexure I to be submitted by listed entity on quarterly basis

**I. Composition of Board of Directors**

| | |
|---|---|
| Disclosure of notes on composition of board of directors explanatory | Textual Information(1) |
| Whether the listed entity has a Regular Chairperson | Yes |
| Whether Chairperson is related to MD or CEO | No |

| Sr | Title (Mr / Ms) | Name of the Director | PAN | DIN | Category 1 of directors | Category 2 of directors | Category 3 of directors | Date of Birth |
|---|---|---|---|---|---|---|---|---|
| 1 | Mr | Manish Sabharwal | AGVPS6333F | 00969601 | Executive Director | Not Applicable | | 29-12-1969 |
| 2 | Mr | Ashok Kumar Nedurumalli | AABPN5151G | 00151814 | Executive Director | Not Applicable | CEO-MD | 19-02-1970 |
| 3 | Mr | Narayan Ramachandran | AJWPR4625B | 01873080 | Non-Executive - Non Independent Director | Chairperson | | 14-07-1962 |
| 4 | Mr | Mekin Maheshwari | AFYPM3367F | 03621431 | Non-Executive - Independent Director | Not Applicable | | 21-08-1980 |
| 5 | Mrs | Meenakshi Nevatia | ABSPN7808E | 08235844 | Non-Executive - Independent Director | Not Applicable | | 23-02-1971 |
| 6 | Mr | Subramaniam Somasundaram | APIPS2818H | 01494407 | Non-Executive - Independent Director | Not Applicable | | 28-11-1960 |
| 7 | Mr | Rajnarayan Ramakrishnan | AEIPR2335D | 02545177 | Non-Executive - Independent Director | Not Applicable | | 03-11-1960 |
| 8 | Mrs | Latika Prakash Pradhan | AGAPP0900C | 07118801 | Non-Executive - Independent Director | Not Applicable | | 16-09-1954 |
| 9 | Mr | VRaghunathan | ABXPV6075E | 00254091 | Non-Executive - Independent Director | Not Applicable | | 19-09-1954 |

| I. Composition of Board of Directors | | | | | |
|---|---|---|---|---|---|
| Disqualification of Directors under section 164 of the Companies Act, 2013 | | | | | |
| Sr | Whether the director is disqualified? | Start Date of disqualification | End Date of disqualification | Details of disqualification | Current status |
| 1 | No | | | | Active |
| 2 | No | | | | Active |
| 3 | No | | | | Active |
| 4 | No | | | | Active |
| 5 | No | | | | Active |
| 6 | No | | | | Active |
| 7 | No | | | | Active |
| 8 | No | | | | Inactive |
| 9 | No | | | | Inactive |

| I. Composition of Board of Directors | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sr | Whether special resolution passed? [Refer Reg. 17(1A) of Listing Regulations] | Date of passing special resolution | Initial Date of appointment | Date of Re-appointment | Date of cessation | Tenure of director (in months) | No of Directorship in listed entities including this listed entity (Refer Regulation 17A of Listing Regulations) | No of Independent Directorship in listed entities including this listed entity [with reference to proviso to regulation 17A(1) & reg. 17A(2)] | Number of memberships in Audit/ Stakeholder Committee(s) including this listed entity (Refer Regulation 26(1) of Listing Regulations) | No of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity (Refer Regulation 26(1) of Listing Regulations) | Reason for Cessation | Notes for not providing PAN | Notes for not providing DIN |
| 1 | NA | | 02-02-2000 | 01-04-2022 | | 307.27 | 1 | 0 | 2 | 2 | | | |
| 2 | NA | | 03-09-2015 | 01-09-2025 | | 120.27 | 1 | 0 | 0 | 0 | | | |
| 3 | NA | | 09-07-2015 | 08-07-2025 | | 122.22 | 1 | 0 | 2 | 0 | | | |
| 4 | NA | | 09-06-2021 | 09-06-2021 | | 51.21 | 1 | 1 | 1 | 0 | | | |
| 5 | NA | | 28-07-2021 | 28-07-2021 | | 50.03 | 2 | 1 | 2 | 0 | | | |
| 6 | NA | | 28-07-2021 | 28-07-2021 | | 50.03 | 3 | 3 | 7 | 5 | | | |
| 7 | NA | | 08-11-2023 | 08-11-2023 | | 22.22 | 1 | 1 | 2 | 1 | | | |
| 8 | NA | | 09-07-2015 | 08-07-2020 | 07-07-2025 | 119.29 | 1 | 1 | 1 | 0 | Tenure Completion | | |
| 9 | NA | | 09-07-2015 | 08-07-2020 | 07-07-2025 | 119.29 | 1 | 1 | 0 | 0 | Tenure Completion | | |

| Text Block | |
|---|---|
| Textual Information(1) | Mr. Narayan Ramachandran is discontinuing as an Independent Director of the Company w.e.f. end of business hours on July 07, 2025. However, he has been re-designated as Non- Executive, Non-Independent Director with effect from July 08, 2025, liable to retire by rotation. He is continuing as Non-Executive Chairman of the Company. Mr. Narayan Ramachandran has also ceased to be the Lead Independent Director, which is consequent to the completion of his term as an Independent Director. |

| **Audit Committee Details** | | | | | | | |
|---|---|---|---|---|---|---|---|
| Whether the Audit Committee has a Regular Chairperson | | | | | Yes | | |
| Sr | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Chairperson | 29-07-2021 | | |
| 2 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 22-05-2024 | | |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 22-05-2024 | | |
| 4 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 22-05-2024 | | |
| 5 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Member | 22-05-2024 | | |

| Nomination and remuneration committee | | | | | | | |
|---|---|---|---|---|---|---|---|
| Whether the Nomination and remuneration committee has a Regular Chairperson | | | | | Yes | | |
| Sr | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Chairperson | 30-01-2024 | | |
| 2 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 09-07-2015 | | |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 29-07-2021 | | |
| 4 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 29-07-2021 | | |
| 5 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 22-05-2024 | | |

| Stakeholders Relationship Committee | | | | | | | |
|---|---|---|---|---|---|---|---|
| Whether the Stakeholders Relationship Committee has a Regular Chairperson | | | | | Yes | | |
| Sr | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Chairperson | 21-05-2025 | | |
| 2 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 22-05-2024 | | |
| 3 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Member | 22-05-2024 | | |

| Risk Management Committee | | | | | | | |
|---|---|---|---|---|---|---|---|
| Whether the Risk Management Committee has a Regular Chairperson | | | | | Yes | | |
| Sr | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1 | 01873080 | Narayan Ramachandran | Non-Executive - Non Independent Director | Chairperson | 22-05-2024 | | |
| 2 | 03621431 | Mekin Maheshwari | Non-Executive - Independent Director | Member | 29-07-2021 | | |
| 3 | 08235844 | Meenakshi Nevatia | Non-Executive - Independent Director | Member | 29-07-2021 | | |
| 4 | 01494407 | Subramaniam Somasundaram | Non-Executive - Independent Director | Member | 29-07-2021 | | |
| 5 | 02545177 | Rajnarayan Ramakrishnan | Non-Executive - Independent Director | Member | 30-01-2024 | | |

| Corporate Social Responsibility Committee | | | | | | | |
|---|---|---|---|---|---|---|---|
| Whether the Corporate Social Responsibility Committee has a Regular Chairperson | | | | | | | |
| Sr | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |

| **Other Committee** | | | | | | |
|---|---|---|---|---|---|---|
| Sr | DIN Number | Name of Committee members | Name of other committee | Category 1 of directors | Category 2 of directors | Remarks |

# Annexure 1

**Annexure 1**

**III. Meeting of Board of Directors**

| Disclosure of notes on meeting of board of directors explanatory | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Sr. No. | Date(s) of meeting (if any) in the previous quarter | Date(s) of meeting (if any) in the current quarter | Maximum gap between any two consecutive (in number of days) | Notes for not providing Date | Whether requirement of Quorum met (Yes/No) | Total Number of Directors as on date of the meeting | Number of Directors present* (All directors including Independent Director) | No. of Independent Directors attending the meeting* |
| 1 | 21-05-2025 | | | | Yes | 10 | 10 | 7 |
| 2 | | 31-07-2025 | 70 | | Yes | 7 | 7 | 4 |

## Annexure 1

**IV. Meeting of Committees**

| Disclosure of notes on meeting of committees explanatory | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Sr | Name of Committee | Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order) | Maximum gap between any two consecutive (in number of days) | Name of other committee | Reason for not providing date | Whether requirement of Quorum met (Yes/No) | Total Number of Directors in the Committee as on date of the meeting | Number of Directors Present (All Directors including Independent Director) | No. of Independent Directors attending the meeting* | No. of members attending the meeting (other than Board of Directors) |
| 1 | Nomination and remuneration committee | 20-05-2025 | | | | Yes | 7 | 7 | 7 | 0 |
| 2 | Nomination and remuneration committee | 31-07-2025 | 71 | | | Yes | 5 | 5 | 4 | 0 |
| 3 | Audit Committee | 21-05-2025 | | | | Yes | 7 | 7 | 7 | 0 |
| 4 | Audit Committee | 31-07-2025 | 70 | | | Yes | 5 | 5 | 4 | 0 |

## Annexure 1

**V. Affirmations**

| Sr | Subject | Compliance status (Yes/No) |
|---|---|---|
| 1 | The composition of Board of Directors is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015 | Yes |
| 2 | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015 a. Audit Committee | Yes |
| 3 | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. b. Nomination & remuneration committee | Yes |
| 4 | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. c. Stakeholders relationship committee | Yes |
| 5 | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. d. Risk management committee (applicable to the top 1000 listed entities) | Yes |
| 6 | The committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015. | Yes |
| 7 | The meetings of the board of directors and the above committees have been conducted in the manner as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015. | Yes |
| 8 | This report and/or the report submitted in the previous quarter has been placed before Board of Directors. | Yes |

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

| Affirmations on Compliance Requirements for AGM (applicable only for the first half-year filing i.e., 2nd quarter) | | | | |
|---|---|---|---|---|
| **I. Affirmations** | | | | |
| Sr | Particulars | Regulation Number | Compliance status (Yes/No/NA) | If status is "No" details of non-compliance may be given here. |
| 1 | Copy of the annual report including balance sheet, profit and loss account, directors report, corporate governance report, BRSR & BRSR core, if applicable, displayed on website | 46(2) | Yes | |
| 2 | Presence of Chairperson of Audit Committee at the Annual General Meeting | 18(1)(d) | Yes | |
| 3 | Presence of Chairperson of the nomination and remuneration committee at the annual general meeting | 19(3) | Yes | |
| 4 | Presence of Chairperson of the Stakeholder Relationship committee at the annual general meeting | 20(3) | Yes | |
| 5 | Disclosure of the Secretarial Audit Report of the listed entity and the material subsidiaries in the Annual Report | 24A(1) | Yes | |
| 6 | Compliance with the conditions laid down for Secretarial Auditor or the person signing the Secretarial Compliance Report | 24A(1A), 24A(1B), 24A(1C) | Yes | |
| 7 | Submission of Annual Secretarial Compliance Report | 24A(2) | Yes | |
| 8 | Whether "Corporate Governance Report" disclosed in Annual Report | 34(3) read with para C of Schedule V | Yes | |
| Any other information to be provided | | | | |

| Annexure III | | |
|---|---|---|
| 1 | Name of signatory | Alaka Chanda |
| 2 | Designation | Company Secretary and Compliance Officer |

| Details of Cyber security incidence | | |
|---|---|---|
| Whether as per Regulation 27(2)(ba) of SEBI (LODR) Regulations, 2015 there has been cyber security incidents or breaches or loss of data or documents during the quarter | | No |
| Number of cyber security incidence or breaches or loss of data event occurred during the quarter | | |
| Sr. | Date of the event | Brief details of the event |

| Signatory Details | |
|---|---|
| Name of signatory | Alaka Chanda |
| Designation of person | Company Secretary and Compliance Officer |
| Place | Bangalore |
| Date | 29-10-2025 |

| Investor Grievance Details | |
|---|---|
| No. of investor complaints pending at the beginning of Quarter | 0 |
| No. of investor complaints received during the Quarter | 0 |
| No. of investor complaints disposed off during the Quarter | 0 |
| No. of investor complaints those remaining unresolved at the end of the Quarter | 0 |

| Disclosure of Imposition of Fine or Penalty The details of imposition of fine or penalty during the quarter in terms of sub-para 20 of para A of Part A of Schedule III are given below: | | | | | |
|---|---|---|---|---|---|
| Any Other Information for Disclosure of Imposition of Fine or Penalty | | | | | |
| Sr. No. | Name of the authority | Nature and details of the action(s) taken or order(s) passed | Date of receipt of direction or order, including any ad interim or interim orders, or any other communication from the authority | Details of the violation(s)/ contravention(s) committed or alleged to be committed | Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible |
| 1 | ESIC SRO | C-18 actual notice from ESIC SRO for Rs. 2,17,61,362/-. C-18 interest of Rs. 1196 and D 18 damages of Rs. 588 has been imposed. TC-18 (Actuals) notice has been dropped, as the contributions for the period mentioned were already paid under Main Code: 50000189580001099, and duly verified against the records. Further, the interest and damages raised under the respective notices (C-18 Interest and D-18) have also been remitted and verified as paid through the respective challans. Therefore, all proceedings related to the above notices now stand closed. | 04-07-2025 | Under Section 40, read with Section 39 of the Employees' State Insurance Act, 1948, the Principal Employer of the factory/establishment covered under the Act, is required to pay, in respect of every employee, both the employer's contribution and the employee's contribution at the rates specified in Rule 51 of the E.S.I (Central) Rules, 1950 (as amenced). The contributions are required to be paid in terms of Regulation 29,31 and 33 of the ESI (General) Regulations 1950 into a bank duly authorized by the Corporation, except where otherwise provided, and within the periods laid down for the purpose. It was intimated that the Contribution was not paid by the Companyas per provisions of Law for the period from April -11 to March -25 . Accordingly, the Company has paid Rs. 32 towards actuals, Rs. 1196 towards interest and Rs. 588 towards damages totalling to Rs. 1816. | 1816 |