

Format of Holding of Specified securities

1. Name of Listed Entity: TEAMLEASE SERVICES LIMITED
2. Scrip Code/Name of Scrip/Class of Security: 539658, TEAMLEASE, EQUITY SHARES
3. Share Holding Pattern Filed under: Reg. 31(1)(a)/Reg.31(1)(b)/Reg.31(1)(c)
 - a. if under 31(1)(b) then indicate the report for quarter ending 31/12/2025
 - b. if under 31(1)(c) then indicate date of allotment/extinguishment
4. Declaration : The Listed entity is required to submit the following declaration to the extent of submission of information:

	Particulars	YES*	NO*
a	Whether the Listed Entity has issued any partly paid up shares		NO
b	Whether the Listed Entity has issued any Convertible Securities or Warrants?		NO
c	Whether Listed Entity has granted any ESOPs, which are outstanding?		NO
d	Whether the Listed Entity has any shares against which depository receipts are issued?		NO
e	Whether the Listed Entity has any shares in locked-in?		NO
f	Whether any shares held by promoters are pledge or otherwise encumbered?	YES	
g	Whether any shares held by promoters are encumbered under "Non-Disposal Undertaking"?		NO
h	Whether any shares held by promoters are encumbered, other than by way of Pledge or NDU, if any?		NO
i	Whether company has equity shares with differential voting rights?		NO
j	Whether the listed entity has any significant beneficial owner?	YES	

*if the Listed Entity selects the option 'NO' for the questions above, the columns for the partly paid up shares, Outstanding Convertible Securities/Warrants, depository receipts, locked-in shares, No of shares pledged or otherwise encumbered by promoters, as applicable, shall not be displayed at the time of dissemination on the Stock Exchange website. Also wherever there is 'No' declared by Listed entity in above table the values will be considered as 'Zero' by default on submission of the format of holding of specified securities.

- 5 The tabular format for disclosure of holding of specified securities is as follows:



Table 1 - Summary Statement holding of specified securities

Category	Category of Shareholder	No of Shareholders	No of fully paid up equity shares held	No of Partly paid-up equity shares held	No of Shares Underlying Depository Receipts	Total No of Shares Held (VII) = (IV)+(V)+(VI)	Shareholding as a % of total no of shares (As a % of (A+B+C2))	Number of Voting Rights held in each class of securities			No of Shares Underlying Outstanding convertible securities	Total No of shares on fully diluted basis (including warrants, ESOP, Convertible Securities etc.)	Shareholding as a % assuming full conversion of convertible Securities (as a percentage of	Number of Locked in Shares		Number of Shares pledged		Non-Disposal Undertaking		Other encumbrances, if any		Total Number of Shares encumbered (XVII) = (XIV)+(XV)+(XVI)		Number of equity shares held in dematerialized form	
								No of Voting Rights						As a % of (A+B+C)	No.	As a % of total Shares held	No.	As a % of total Shares held	No.	As a % of total Shares held	No.	As a % of total Shares held			
								Class X	Class Y	Total															
																							(X)		(X)
(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	Class X	Class Y	Total	(X)	(X)	(X)	(XIV)	(XV)	(XV)	(XVI)	(XVI)	(XVI)	(XVII)	(XVIII)	(XVIII)			
(A)	Promoter & Promoter Group	4	5216636	0	0	5216636	31.11	5216636	0	5216636	31.11	0	5216636	31.11	0	0.00	84050	1.61	0	0.00	0	0.00	84050	1.61	5216636
(B)	Public	29271	11547432	0	0	11547432	68.86	11547432	0	11547432	68.86	0	11547432	68.86	0	0.00	NA	NA	NA	NA	NA	NA	NA	NA	11546531
(C)	Non Promoter-Non Public																								
(C1)	Shares underlying DRs	0	0	0	0	0	NA	0	0	0	0.00	0	0	NA	0	0.00	NA	NA	NA	NA	NA	NA	NA	0	
(C2)	Shares held by Employers Trusts	1	4832	0	0	4832	0.03	4832	0	4832	0.03	0	4832	0.03	0	0.00	NA	NA	NA	NA	NA	NA	NA	4832	
	Total:	29276	16768900	0	0	16768900	100.00	16768900	0	16768900	100.00	0	16768900	100.00	0	0.00	84050	0.50	0	0.00	0	0.00	84050	0.50	16767999

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Table II - Statement showing shareholding pattern of the Promoter and Promoter Group

Category	Category & Name of the Shareholder	Entity type Promoter or Promoter group (Promoter group would exclude promoters)	PAN	No of Shareholders	No of fully paid up equity shares held	No of Partly paid-up equity shares held	No of Shares Underlying Depository Receipts	Total No of Shares Held (IV+V+VI)	Shareholding as a % of total no of shares (calculated as per SCRR, 1957 (VIII) As a % of (A+B+C2)	Number of Voting Rights held in each class of securities			No of Shares Underlying Outstanding convertible securities (including Warrants, ESOP etc.)	Total No of shares on fully diluted basis (including warrants, ESOP, Convertible Securities etc.) (XII)=(VIII+XI)	Shareholding a	Number of Locked In Shares		Number of Shares pledged		Non-Disposal Undertaking		Other encumbrances, if any		Total Number of Shares encumbered (XVIII) = (XV+XVI+XVII)		Number of equity shares held in dematerialized form	
										Class X	Class Y	Total				Total as a % of (A+B+C)	No.	As a % of total Shares held	No.	As a % of total	No.	As a % of total	No.	As a % of total	No.		As a % of total
(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)	(X)	(XI)	(XII)	(XIII)	(XIV)	(XV)	(XVI)	(XVII)	(XVIII)	(XIX)									
(1)	Indian																										
(a)	Individuals/Hindu undivided Family			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(b)	Central Government/State Government(s)			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(c)	Financial Institutions/Banks			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(d)	Any Other			3	1225050	0	0	1225050	7.31	1225050	0	1225050	7.31	0	1225050	7.31	0	0.00	84050	6.86	0	0.00	0	0.00	84050	6.86	1225050
	HANSINI MANAGEMENT CONSULTANT PRIVATE LIMITED		AAACIT655I	1	131442	0	0	131442	0.78	131442	0	131442	0.78	0	131442	0.78	0	0.00	84050	63.94	0	0.00	0	0.00	84050	63.94	131442
	NED CONSULTANTS LLP		AALFN7491H	1	1093308	0	0	1093308	6.52	1093308	0	1093308	6.52	0	1093308	6.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1093308
	MKS MANAGEMENT CONSULTANCY SERVICES LLP		ABAFM6498D	1	300	0	0	300	0.00	300	0	300	0.00	0	300	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	300
	Sub-Total (A)(1)			3	1225050	0	0	1225050	7.31	1225050	0	1225050	7.31	0	1225050	7.31	0	0.00	84050	6.86	0	0.00	0	0.00	84050	6.86	1225050
(2)	Foreign																										
(a)	Individuals (Non-Resident Individuals/Foreign Individuals			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(b)	Government			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(c)	Institutions			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(d)	Foreign Portfolio Investor			0	0	0	0	0	0.00	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
(e)	Any Other			1	3991586	0	0	3991586	23.80	3991586	0	3991586	23.80	0	3991586	23.80	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3991586
	HR OFFSHORING VENTURES PTE LTD		AADCH6193F	1	3991586	0	0	3991586	23.80	3991586	0	3991586	23.80	0	3991586	23.80	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3991586
	Sub-Total (A)(2)			1	3991586	0	0	3991586	23.80	3991586	0	3991586	23.80	0	3991586	23.80	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3991586
	Total Shareholding of Promoter and Promoter Group (A)=(A)(1)+(A)(2)			4	5216636	0	0	5216636	31.11	5216636	0	5216636	31.11	0	5216636	31.11	0	0.00	84050	1.61	0	0.00	0	0.00	84050	1.61	5216636

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Table III - Statement showing shareholding pattern of the Public shareholder

Category	Category & Name of the Shareholder	PAN	No of Shareholders	No of fully paid up equity shares held	No of Partly paid-up equity shares held	No of Shares Underlying Depository Receipts	Total No of Shares Held (IV+V+VI)	Shareholding as a % of total no of shares (A+B+C2)	Number of Voting Rights held in each class of securities	No of Shares Underlying Outstanding convertible securities (Including Warrants, ESOP etc.)	Total No of shares on fully diluted basis (including warrants, ESOP, Convertible Securities etc.) (X)+(VII+X)	Shareholding as a % assuming full conversion of convertible Securities (as a percentage of diluted share capital)	Number of Locked in Shares	Number of Shares pledged	Non-Disposal Undertaking	Other encumbrances, if any	Total Number of Shares encumbered (XVII) = (XIV+XV+XVI)	Number of equity shares held in dematerialized form	Sub-categorization of shares	

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Table IV - Statement showing shareholding pattern of the Non Promoter - Non Public Shareholder

Category	Category & Name of the Shareholder	PAN	No of Shareholders	No of fully paid up equity shares held	No of Partly paid-up equity shares held	No of Shares Underlying Depository Receipts	Total No of Shares Held (IV+V+VI)	Shareholding as a % of total no of shares (A+B+C2)	Number of Voting Rights held in each class of securities			No of Shares Underlying Outstanding convertible securities (including Warrants, ESOP etc.)	Total No of shares on fully diluted basis (including warrants, ESOP, Convertible Securities etc.)(XI)=(VII+X)	Shareholding as a % assuming full conversion of convertible Securities (as a percentage of diluted share capital)	Number of Locked in Shares		Number of Shares pledged		Non-Disposal/Undertaking		Other encumbrances, if any		Total Number of Shares encumbered (XVII) = (XIV)+(XV)+(XVI)	Number of equity shares held in dematerialized form	
									No of Voting Rights			Total as a % of (A+B+C)			No.	As a % of total Shares held	No.	As a % of total Shares held	No.	As a % of total Shares held	No.	As a % of total Shares held	No.	As a % of total Shares held	
									Class X	Class Y	Total														
(1)	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)			(X)	(XI)	(XII)	(XIII)	(XIV)	(XV)	(XVI)	(XVII)	(XVIII)					
(1)	Custodian/DR Holder		0	0	0	0	0	0.00	0	0	0.00	0	0.00	0	0.00	NA	NA	NA	NA	NA	NA	NA	NA	0	
(2)	Employee Benefit Trust (under SEBI/Share based Employee Benefit)		1	4832	0	0	4832	0.03	4832	0	4832	0.03	0	4832	0.03	0	0.00	NA	NA	NA	NA	NA	NA	4832	
	Total Non-Promoter-Non Public Shareholding (C) = (C1)+(C2)		1	4832	0	0	4832	0.03	4832	0	4832	0.03	0	4832	0.03	0								4832	

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Details of the shareholders acting as persons in Concert including their Shareholding:			
Name of Shareholder	Name of PAC	No of shares	Holding%
Total:		0	0

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Details of Shares which remain unclaimed may be given hear along with details such as number of shareholders,	
No of Shareholders	No of shares
0	0



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Table V - Statement showing details of Significant Beneficial Owners (SBOs)									
Sno	Details of the significant beneficial owner			Details of the registered owner			Particulars of the shares in which significant beneficial interest is held by the beneficial owner		Date of creation/acquisition of significant beneficial interest
	I			II			III		IV
Sr No	Name	PAN	Nationality	Name	PAN	Nationality	Exercise of Control	Exercise of Significant Influence	
1	Manish Mahendra Sabharwal	AGVPS6333F	INDIA	HR Offshoring Ventures Pte. Ltd.	AADCH6193F	SINGAPORE	Yes	Yes	15-10-2004

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Table VI - Statement showing foreign ownership limits			
	Board approved limits (%)	Limits utilized (%)	Date
As on shareholding date	100	30.48	31-12-2025
As on the end of previous 1st quarter	100	30.73	30-09-2025
As on the end of previous 2nd quarter	100	31.73	30-06-2025
As on the end of previous 3rd quarter	100	35.03	31-03-2025
As on the end of previous 4th quarter	100	45.84	31-12-2024

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