TeamLease®
Putting India to Work

September 18, 2026

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

Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/Company) - Intimation of the proceedings of Twenty Sixth (26^{th}) 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 Sixth (26^{th}) Annual General Meeting (AGM) of the Company was held on September 18, 2026, 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 May 20, 2026 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, 2026	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, 2026	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, 2026	Passed with requisite majority
Item No. 4	To appoint a Director in place of Mr. Manish Sabharwal (DIN: 00969601) who retires by rotation and being eligible, offers himself for re-appointment	Passed with requisite majority

TeamLease®
Putting India to Work

The proceedings of the Annual General Meeting ("AGM") were deemed to be conducted at the Registered Office of the Company at TeamLease Services Limited, Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bengaluru - 560037, Karnataka, India 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 18, 2026, 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

Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.09.18 18:49:50 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer
Encl: As above

TeamLease®
Putting India to Work

ANNEXURE I

PROCEEDINGS/TRANSCRIPT OF THE TWENTY SIXTH (26TH) ANNUAL GENERAL MEETING (AGM) OF TEAMLEASE SERVICES LIMITED HELD ON FRIDAY, SEPTEMBER 18, 2026, AT 03:00 PM IST, THROUGH VIDEO CONFERENCING (“VC”)/ OTHER AUDIO VISUAL MEANS (“OAVM”) FACILITY

SHAREHOLDERS PRESENT:
40 Shareholders holding 51,99,211 Shares were present at the AGM, including 5 Authorized Representatives.

DIRECTORS PRESENT:

DIRECTOR(S)	DESIGNATION	
Mr. Narayan Ramachandran	Chairman & Non-Executive, Non-Independent Director	• Risk Management Committee (RMC) – Chairman • Audit Committee (AC) - Member • Nomination and Remuneration Committee (NRC) - Member • Stakeholders’ Relationship Committee (SRC) - Member • Corporate Social Responsibility Committee (CSR) - Member
Ms. Suparna Mitra	Managing Director & CEO	• Risk Management Committee (RMC) - Member
Mr. Ashok Reddy	Whole Time Director & Executive Vice Chairman	
Mr. Manish Sabharwal	Non - Executive Director, Non - Independent Director	• Corporate Social Responsibility Committee (CSR) - Member
Mr. S. Subramaniam	Independent Director	• Audit Committee (AC) – Chairman • Nomination and Remuneration Committee (NRC) - Member • Stakeholders’ Relationship Committee (SRC) - Member • Risk Management Committee (RMC) - Member
Mr. Rajnarayan Ramakrishnan	Independent Director	• Nomination and Remuneration Committee (NRC) – Chairman • Stakeholders’ Relationship Committee (SRC) – Chairman • Audit Committee (AC)- Member • Risk Management Committee (RMC) - Member
Mr. Mekin Maheshwari	Independent Director	• Corporate Social Responsibility Committee (CSR) – Chairman • Audit Committee (AC) - Member

TeamLease
Putting India to Work

		• Nomination and Remuneration Committee (NRC) - Member • Risk Management Committee (RMC) - Member
Mrs. Meenakshi Nevatia	Independent Director	• Audit Committee (AC) - Member • Nomination and Remuneration Committee (NRC) - Member • 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 M/s. Siroya and BA Associates, Secretarial Auditor

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 04:07 P.M. (IST).

TeamLease®
Putting India to Work

<table>
<tr><td>Welcome Address – Ms. Alaka Chanda - Company Secretary and Compliance Officer</td><td>
Good Afternoon everyone, welcome you all to the 26th Annual General Meeting of TeamLease Services Limited, being conducted today, Friday, September 18, 2026, at 3:00 PM IST through Video Conferencing mode, in accordance with the circulars issued by the Ministry of Corporate Affairs and SEBI.
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.
Would like to let you know that the proceedings of this meeting are being recorded. During the meeting, the participants would be on mute.
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.
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.
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.
Before we initiate the AGM proceedings, let me introduce the Board Members of the Company.
TeamLease has eight Board Members, four Independent Directors, two Executive Directors and two Non-Executive and Non-Independent Directors:
<table>
<tr><td>Mr. Narayan Ramachandran</td><td>Chairman and Non - Executive, Non - Independent Director</td></tr>
<tr><td>Ms. Suparna Mitra</td><td>Managing Director & CEO</td></tr>
<tr><td>Mr. Ashok Reddy</td><td>Whole-Time Director & Executive Vice Chairman</td></tr>
<tr><td>Mr. Manish Sabharwal</td><td>Non-Executive, Non - Independent Director</td></tr>
</table>
</td></tr>
</table>

<table>
<tr>
<td></td>
<td>
<table>
<tr><td>Mr. Mekin Maheshwari</td><td>Independent Director</td></tr>
<tr><td>Mrs. Meenakshi Nevatia</td><td>Independent Director</td></tr>
<tr><td>Mr. S. Subramaniam</td><td>Independent Director</td></tr>
<tr><td>Mr. Rajnarayan Ramakrishnan</td><td>Independent Director</td></tr>
</table>
Ms. Ramani Dathi is the Chief Financial Officer and Chief Operating Officer of the Company.
Now, we request Mr. Narayan Ramachandran to address the Shareholders as Chairman of the Company.
</td>
</tr>
<tr>
<td>Mr. Narayan Ramachandran – Chairman & Non-Executive, Non-Independent Director</td>
<td>
Thank you, Alaka.
Dear Shareholders,
At TeamLease, the business transformation that we have been focusing on for the last three years has begun to show results. During the fiscal year 2025-26, total revenue has risen nearly 6% to Rs. 11,859 Crores, Profit Before Tax (PBT) by 36%, and Profit After Tax (PAT) before exceptional items is up nearly 33% to Rs. 147.1 Crores. This is the consequence of building a better business mix, practicing disciplined cost management and using the power of process and technology to create operating leverage.
Even as we focus on continually improving operating results, we remain steadfast in our commitment to the prudent use of capital. During the year, the Board approved a buyback of up to 25% of free reserves, funded from existing free-cash balances and representing 8.87% of equity share capital — a direct return of capital and a signal of the Board's confidence in the intrinsic value of the company. Even after the buyback, our free cash preserves the optionality to keep investing in growth while rewarding shareholders. The test for every rupee remains the most durable per-share value over time.
In terms of our businesses, we remain focused on steadily improving size and profitability of General Staffing & Degree Apprenticeships. In Specialized Staffing, Global Capability Centres (GCCs) now contribute over 2/3rd of revenue. Our HR services businesses continue to remain in investment phase with strong growth and good margin and profit potential.
This year we turned out attention to implementing a management shift from a “founder led company” to a “Board Managed Company” with a professional Chief Executive Officer (CEO). Over the last two years, we have been preparing for a transition where the founders would relinquish their daily management duties and focus instead on governance in the context a carefully structured Board. We were delighted to be able to accomplish this task during the year.
We were very pleased to be able to attract an outstanding business leader who
</td>
</tr>
</table>

	has demonstrated leadership and results in her career at the highly reputed Titan Company. Suparna Mitra, who is the former CEO of the Watches & Wearables division at Titan, joined us as Managing Director and Chief Executive Officer (MD & CEO) in early February. Recognized repeatedly among India's Most Powerful Women in Business, Suparna also serves as an independent Board member of Swiggy and Member of Board of Governors of IIM Kozhikode. During the transition, our co-founder Ashok Reddy said "this is the logical next step for Manish and me. Our executive roles were always different from our board member and shareholders roles which will continue. The next orbit of TeamLease - higher margins, faster growth and institutionalisation - will benefit from leadership instincts that are fresh and different from ours. Suparna brings a powerful combination of strategic thinking, consumer insight, and technology orientation that accelerate TeamLease's mission of putting India to work." This synthesizes both the raison d'être for the change as well as the path forward for the Company. At TeamLease we believe in what Mahatma Gandhi said on the topic of transformation "You must be the change you wish to see in the world." Each year, we rededicate ourselves to ethical practice, steady growth and prudent use of capital. This year we have added a strong corporate leader to carry that beacon of light forward. Thank you.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	Thank you, Mr. Ramachandran, over to the Board Members attending the AGM today through video conferencing mode.
Mr. Ashok Reddy - Whole-Time Director & Executive Vice Chairman	*"Good Afternoon Everyone, I am Ashok Reddy, Whole-Time Director & Executive Vice Chairman, TeamLease Services Limited. I am joining the TeamLease AGM today, September 18, 2026, through VC from my residence in Bangalore. Thank you!"*
Mr. Manish Sabharwal - Non-Executive, Non - Independent Director	*"Good Afternoon Everyone, I am Manish Sabharwal, Non-Executive, Non - Independent Director, TeamLease Services Limited. I am joining the TeamLease AGM today, September 18, 2026, through VC from my residence in Bangalore. Thank you!"*
Mr. Mekin Maheshwari - Independent Director	*"Good Afternoon Everyone, my name is Mekin Maheshwari, I am an Independent Director of TeamLease Services Limited. I am joining the TeamLease AGM today, September 18, 2026, through from my residence in Bangalore. I am the Chairman of the Corporate Social Responsibility Committee of the Board. Thank you!"*
Mrs. Meenakshi Nevatia – Independent Director	*"Good Afternoon Everyone, This is Meenakshi Nevatia, Independent Director at TeamLease Services Limited. I am joining the Annual General Meeting on September 18th, 2026, from my residence here in Gurgaon."*

Mr. S. Subramaniam - Independent Director	*"Good Afternoon Everyone, I am Subramaniam Somasundaram, Independent Director, TeamLease Services Limited. I am joining TeamLease AGM today September 18, 2026, through VC from the United States, and I am the Chairman of the Audit Committee of the Board. Thank you!"*
Mr. Rajnarayan Ramakrishnan – Independent Director	*"Good Afternoon Everyone, I am Rajnarayan Ramakrishnan, Independent Director, TeamLease Services Limited. I am also the Chairman of the Nomination and Remuneration Committee and the Stakeholders Relationship Committee of the Board. I am attending this AGM of TeamLease Services Limited on September 18, 2026, from my residence at Bangalore. Thank you!"*
Ms. Alaka Chanda - Company Secretary and Compliance Officer	Thank you, Board members. We have Key Executives and Senior Management as well joining from their respective locations. 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. Pursuant to the provisions of Section 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 M/s. Siroya and BA Associates are also present at the meeting today. Mr. Mukesh Siroya, Practicing Company Secretary is the Scrutinizer to conduct the poll process in a fair and transparent manner. Mr. Siroya shall submit his consolidated report to the Chairperson of the AGM after conclusion of the poll. Secretarial Auditor report is enclosed as Annexure III to the Board's report. We take the same as read. Statutory Auditor and Secretarial Auditor have given unqualified opinion on their reports for the FY 2025-26. We shall take now take the Auditors Report as read. Thank you. 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. With the permission of the Board of Directors present here read with Articles of Association of the Company, Ms. Suparna Mitra is elected as the Chairperson of the AGM and she shall preside over the AGM today. The quorum being present, I request the Chairperson of AGM to call this

	meeting to order and to address the Shareholders.
Ms. Suparna Mitra - Managing Director & CEO	Thank you, Alaka, Dear Shareholders, It is my privilege to present TeamLease Services Limited's Integrated Annual Report for FY 2025-26. Leading this unique values-based company is a privilege for me and I do so with deep respect for the strong institution that has been built over the past twenty-five years. Guided by a clear purpose of Putting India to Work, TeamLease has evolved into one of India's leading workforce solutions companies, creating meaningful employment opportunities while enabling enterprises to build productive, compliant and future-ready workforces. The world of work is undergoing a period of rapid transformation. Companies are navigating an increasingly dynamic environment that demands greater workforce agility, specialised capabilities and technology-enabled solutions for them to deliver the desired business results. Employees are learning to adapt to new technology, artificial intelligence and automation by being agile and upskilling themselves. New models of engagement are now being required by both organizations and employees. These structural shifts reinforce the relevance of our purpose and present significant opportunities for TeamLease to deepen its contribution to India's evolving employment ecosystem. FY 2025-26 was also the year of significant reform on labour laws that will pave the way for a more organized and transparent employment landscape. FY 2025-26 was a year marked by disciplined execution and leadership transition. We remained focused on strengthening profitability, improving operating leverage and investing in the capabilities that will support long-term growth. Throughout the year, we maintained our emphasis on deepening client relationships, expanding higher-value businesses, strengthening our technology platforms and allocating capital with discipline. **Delivering Disciplined Performance** Our financial performance reflected the resilience of our business model and the commitment of our teams. Consolidated operating revenue grew by 6% to ₹11,791 crore, EBITDA increased by 14% and profit before tax grew by 36%, supported by improving operating leverage disciplined cost management and improved business mix. Earnings per share increased by 28% to ₹83, while our healthy cash position of approximately ₹600 crore provides the financial strength and flexibility to invest in future growth opportunities while maintaining a prudent approach to capital allocation. **Segment-wise Performance** Our General Staffing business demonstrated resilience despite the transition of a significant NBFC client. Excluding this one-off event, the underlying business continued to add associates while expanding client relationships across sectors.

	During FY2025-26, we added approximately 120 new client logos across sectors like Retail, Decentralized Finance, Manufacturing, Ecommerce and Quick Commerce, Smart metering etc. About 25% of gross associates joined last year were first jobbers, further validating our mission statement. **Degree Apprenticeship** continued to benefit from increasing industry adoption and stronger policy support for work-integrated learning. The apprentice route is a win-win for companies and job-seekers, while ensuring their further education. **Specialised Staffing** business capitalised on robust demand for digital and emerging technology skills, particularly from Global Capability Centres. In FY 2025-26, 65% of the segment revenues came from GCCs. While IT entry level job demand was muted, AI and other tech capabilities like infra were in very high demand. **HR Services** portfolio further strengthened its position through technology-enabled solutions by adding new clients. HCM business now manages 3.5 lakh+ monthly employee records. TeamLease Regtech converts India's rising compliance burden into a recurring, high-margin revenue stream, automating statutory, payroll and labour-law compliance. Our Edtech business is now also working with Premier institutes like IIMs, IIITs and NITs with specialized offerings other than the regular universities. Technology remains central to our long-term strategy. During the year, we strengthened our digital capabilities through greater automation, platform modernisation and the application of AI across selected business processes. Hiring capabilities in the employment cluster have been strengthened through process improvements and technology usage including AI. **People and Client Relationships** Our people remain the foundation of our organisation. We are committed to building an organisation that attracts, develops and empowers talent, as well as fosters a culture of performance and purpose. Equally important are our enduring client relationships that are the cornerstone of our business. My interactions with customers during the year reaffirmed the growing importance of trusted workforce solution partners capable of combining deep domain expertise with technology and execution excellence. **Looking Ahead** Looking ahead, India's employment scenario presents many opportunities. Continued formalisation of the economy, expanding requirement for workforce in sunrise sectors including GCCs, rapid digital adoption and growing demand for specialised skills like AI related competencies are reshaping the employment landscape. We believe TeamLease is well positioned to participate in these structural opportunities through its diversified business portfolio, nationwide

	presence, technology-enabled platform and experienced leadership team. As we move forward, our priorities remain clear: delivering profitable and sustainable growth, improving operating leverage, strengthening higher-value businesses, investing in technology and talent, as well as deepening client relationships. Supported by a strong balance sheet and a diversified workforce solutions platform, we will continue to strengthen our position as one of India's leading workforce solutions partners. On behalf of the Board, I extend my sincere gratitude to our employees, associates, clients, investors and business partners for their continued trust and support. Your confidence inspires us as we advance our purpose of Putting India to Work while contributing to India's economic progress and creating sustainable long-term value for all our stakeholders. I now request Alaka, Company Secretary, to conduct the proceedings of the meeting.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	Thank you, Suparna. 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 May 20, 2026, to mail their requests to corporateaffairs@teamlease.com. 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 Chairperson 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. As the Notice is already circulated to all the members, I take the Notice convening the meeting as read. 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. Today, there are 4 resolutions proposed to be passed, as set out in the Notice

(Ordinary Business).

Allow me to read out the Agenda item(s) for today.

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, 2026.

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, 2026.

Item No. 3: To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2026.

Item No. 4: To appoint a Director in place of Mr. Manish Sabharwal bearing DIN: 00969601 who retires by rotation and being eligible, offers himself for re-appointment.

Mr. Sabharwal is interested in the Ordinary Business set out at Item No. 4 of the Notice with regard to his re- appointment.

In line with the provisions of Companies Act 2013, your Company has facilitated two modes of voting:

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 15, 2026, at 9:00 A.M. IST and concluded yesterday, on September 17, 2026, at 5:00 P.M. IST. Remote e-voting facility was made available to all Members holding shares as on the cut-off date September 11, 2026.

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.

The consolidated results of the closed remote e-voting and today's voting shall be made public and intimated to the Stock Exchange within two working days from the 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.

We thank you for joining our 26th AGM today and for taking time to participate in today's AGM.

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. To avoid repetition, the Managing Director & CEO, Ms. Suparna Mitra, Chairperson for today's Annual General Meeting and Ms. Ramani Dathi, CFO & COO shall respond to all the questions at the end. Thank you. Over to registered speakers.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The first speaker is Mr. B R Ajith
Mr. B R Ajith	Hi, Myself Ajith. 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 upcoming years. Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The second registered speaker is Ms. Mausam Jaiswal
Ms. Mausam	Hi, I am Mausam Jaiswal from Bangalore. My question is on the margin expansion strategy of the Company. Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The third question today is from Mr. Siddhesh Nitin Bhandare
Mr. Siddhesh	Hi, My name is Siddhesh Nitin Bhandare, I am from Bangalore. My question today is pertaining to male-female ratio in our organisation and also on our Board. Currently, we have only one women director on the Board. My question is: Are we planning to induct any more women directors on the Board? Thank you so much.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The fourth registered speaker is Mr. Thomas John
Mr. Thomas John	Hello, I am Thomas John from Bangalore

	I wanted to ask about the latest acquisitions made by TeamLease and subsidiaries and how is it impacting the Company?
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The fifth registered speaker is Mr. Rajesh CC
Mr. Rajesh CC	Hi, I am Rajesh CC from Bangalore. My question is, What are the plans for using data from across all operations and demographics in future to tap new markets and better operation efficiency?
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The sixth registered speaker is Ms. Shikha
Ms. Shikha	My question today is - how many new clients we have added in this Financial Year? And secondly, what are the company's plans 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, I would like to request to hold AGM after share market hours and a comment on publishing of price sensitive information. Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The seventh registered speaker is Mr. Sudeep Kumar Sen
Mr. Sudeep	Hi, my name is Sudeep Kumar Sen. I am an ex-employee of TeamLease and also a shareholder of TeamLease. My questions are twofold today. First, what prompted TeamLease to voluntarily separate the roles of Chairman and Executive Director, even though it is not mandated by SEBI. Secondly, What was the rationale behind the decision to continue with Narayan Ramachandran as NED after his completion of term as ID without waiting for any cooling period? Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The eight registered speaker is Mr. Darren Fernandes

Mr. Darren	Hi, good afternoon. My name is Darren Fernandes and I am from Bangalore My first question is - looking at the current scenario and world economy, inflation, rising chances of recession, depreciation of rupee, how are we going to manage the threat of recession looming over the US economy? And my next question is - on specific reasons for promoter participation in Buyback. Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The ninth registered speaker is Ms. Astha Jain
Ms. Astha	Hi, my name is Astha Jain and I am speaking from Bangalore My first question is - We have a comment on the successful Buyback and that the shareholders are happy that buyback is done and not dividend; and some amount of wealth creation to shareholders and investors happened, since dividend of nominal percentage is of no value. My question is whether there is going to be a bonus issue soon since shareholders feel it is the right time for company to declare bonus share. And my next question is – how does the Board has minimized, limited or managed possible Price or Volume fluctuation of the Company's Scrip? Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The Tenth registered speaker is Mr. Rishi Tibrewal
Mr. Rishi	Hi, I am Rishi Tibrewal from Bangalore I wanted to ask about BRSR Assurance. How is the Company planning to move forward with it? Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	The Eleventh registered speaker is Mr. Dhyanu Tiwari
Mr. Dhyanu	Hi, I am Dhyanu Tiwari from Bangalore I wanted to know more about the appointment of Ms. Suparna Mitra as new Managing Director and change in designation of Mr. Ashok Reddy and Mr. Manish Sabharwal.

	Thank You.
Ms. Alaka Chanda - Company Secretary and Compliance Officer	May I now request Chairperson of the AGM and CFO to respond to the queries accordingly? Thank you.
Mr. Suparna Mitra - Managing Director & CEO	Thank you, Alaka, Good Afternoon again, 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 3.00 pm on Wednesday, 16th September 2026. Today, we will be able to answer only those queries at the meeting which are received in advance as per the mentioned process. We have received many suggestions, inputs and comments. We have duly noted 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. Will respond now one by one, to all the questions raised by the registered speakers. Members may feel free to write to us for further queries if any. **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.** We are growing historically at ~14%-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 FY2026, we have made gross addition of ~300k associates/trainees with a net loss of 6k associates/trainees. Our vision is to put India to work and become the holistic talent solutions company. **Q2. The next question was on the margin expansion strategy of the Company?** Our margin expansion strategy is three-fold: One, derive economies of scale 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. **Q3. 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?** As already stated in our BRSR report, we would like to answer that our Board has currently two women representatives – me as Managing Director and Meenakshi Nevatia as Independent Director. Our KMPs have 75% women participation, and workforce has 39% women participation. We have always had women participation in Board since the IPO, not only from a compliance perspective but also from good governance perspective. In future we shall definitely explore the possibility of inducting more women members in Board and leadership roles. The Nominations and Remuneration Committee focuses on having diversity of the board, gender, skill sets, industry background etc. **Q4. The fourth question was on the 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. We continue to look for inorganic investment opportunities which could help us build or accelerate our capabilities around scale, product offerings, technology and productivity. During FY2025-26, TeamLease acquired 100% stake in TSR Darashaw HR Services Private Limited and 30% stake in Crystal HR and Security Solutions Private Limited, under the HRTech business unit. 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. This acquisition is a significant step forward that enhances our footprint globally. The acquisition of TSR Darashaw 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. However, because of portfolio rationalization and other capital allocation priorities, we have decided to exit Crystal. **Q5. The next question was on plans for using data from across all operations and demographics in the future to tap new markets and better operation efficiency.** Given the demographic dividend of India and the opportunity for organized flexi staffing in the country, we continue to focus on 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 are pursuing investments in data lake, AI-driven hiring models, predictable analytics to derive operational efficiency and higher employee productivity through scale and building digital capabilities. Our core employee productivity, which used to be at 160 at the time of IPO and currently at 351, can be taken to higher levels in next 3 years enabling margin expansion in Staffing vertical. **Q6. 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.** • With respect to new client acquisition, we have added ~500 gross logos during FY26 across the group. • Pertaining to AI and technology, 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. It is an exciting journey and we look forward to see how it converts to our advantage. • 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. **Q. 7. 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 continue with Narayan Ramachandran as NED after his completion of term as ID without waiting for any cooling period?** 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. He has been on the Board of the Company since 2015 as Independent Director. He 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 an Executive Director or Non-Executive Director on completion of this term as Independent Director. The cooling period of three months is applicable for appointment as Independent Director immediately on completion of the second term. 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. **Q. 8. The next question was on looking at the current scenario and world economy, inflation, rising chances of recession, depreciation of rupee, how are we going to manage the threat of recession looming over the US economy?** So today, what we see is that our pipeline of opportunities is strong. We continue to see good traction with our clients and are well-poised to work with clients as they look for comprehensive talent solutions. Having said that, we keep a close eye on evolving market trends and stay agile and focused on our growth opportunities. I now request Ramani, our CFO to take up the rest of the questions.
Ms. Ramani Dathi – CFO & COO	Thank you, Suparna, **Q. 09 The next question was on specific reasons for promoter participation in Buyback.** The said tender for shares by promoters has been in accordance with Buyback compliance guidelines as prescribed by SEBI. Only one promoter, HR Offshoring, has tendered shares in Buyback to manage their personal financial commitments. **Q. 10 Next we had a comment on the successful Buyback and that the shareholders were happy that buyback was done and not dividend; and some amount of wealth creation to shareholders and investors happened, since dividend of nominal percentage is of no value. Question asked was if there was going to be a bonus issue soon since shareholders feel it is the right time for company to declare bonus share.** I would like to say, your comment on the buyback is appreciated. Your

	comment on the dividend vs buyback in terms of value for investors is noted. About your query on bonus, as we have just completed a successful buy back of Rs.238 Cr, our Board will take a holistic approach on capital allocation and profit distribution to shareholders as we move forward. **Q. 11. The next question was on how the Board has minimized, limited or managed possible Price or Volume fluctuation of the Company's Scrip?** In this regard, we wish to confirm that the Company has been disseminating all Unpublished Price Sensitive Information on a timely basis, in accordance with Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. This covers all events, operations, and developments that have a bearing on the Company's performance, including any price-sensitive information. We confirm that there is no information or announcement, including any impending announcement that remains undisclosed on our part. We further clarify that the Company's management has no connection whatsoever with the recent movement in the price or volume of the Company's scrip. Any such movement is purely a function of prevailing market conditions and is entirely market-driven. **Q. 12 The twelfth question was on BRSR Assurance and how is the Company planning to take it forward.** BRSR Assurance refers to the independent verification of sustainability and ESG (Environmental, Social, and Governance) information disclosed under the Business Responsibility and Sustainability Report (BRSR) framework prescribed by SEBI for listed companies in India. The objective is to ensure that the reported ESG data is accurate, reliable, and credible, similar to how financial statements are audited. SEBI introduced BRSR Core, which is a focused set of key ESG metrics and disclosures that require third-party assurance. An independent assurance provider reviews the company's processes, data sources, controls, and disclosures and issues an assurance report. It is applicable to TeamLease from FY 26-27 onwards, TeamLease being in top 1000 listed entities by market capitalization. We view BRSR Assurance as a strategic enabler of transparent and credible sustainability reporting. Going forward, the objective is to institutionalize assurance-ready ESG processes, strengthen data governance, leverage digital tools for real-time monitoring, and progressively enhance the coverage and quality of assured disclosures. This will help the Company meet evolving regulatory requirements while advancing its broader sustainability and stakeholder value creation agenda.

	Q. 13 The last question was on appointment of Ms. Suparna Mitra as new Managing Director and change in designation of Ashok Reddy and Manish Sabharwal. The appointment of Ms. Suparna Mitra as Managing Director & CEO of TeamLease Services and the role changes for founders Ashok Reddy and Manish Sabharwal are primarily part of the company's long-term succession planning and governance strategy. • Suparna Mitra has been appointed as MD & CEO, effective February 02, 2026; • Ashok Reddy, Co-founder has transitioned to Executive Vice Chairman from his position as MD & CEO effective February 02, 2026; • Manish Sabharwal, Co-founder has transitioned to Non-Executive Non independent Director's role from his position Executive Vice Chairman effective February 02, 2026. There are no further questions for today, Thank you! Members may feel free to write to us for further queries if any. Over to you Suparna
Mr. Suparna Mitra - Managing Director & CEO	Thank you Ramani, With this, we conclude the Q&A session. On behalf of TeamLease, I want to thank all of you, to join the 26th AGM today, through video conference mode. 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. 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. 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.

ANNEXURE - II

	TEAMLEASE SERVICES LIMITED
Date of the AGM/EGM	18-09-2026
Total number of shareholders on record date	29312
No. of shareholders present in the meeting either in person or through proxy:	
Promoters and Promoter Group:	0
Public:	0
No. of Shareholders attended the meeting through Video Conferencing	
Promoters and Promoter Group:	4
Public:	36

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, 2026									
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	5,087,402	5,087,402	100.0000	5,087,402	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		5,087,402	100.0000	5,087,402	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	7,920,776	6,952,404	87.7743	6,952,404	0	100.0000	0.0000	0	0
	Poll		42,259	0.5335	42,259	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		6,994,663	88.3078	6,994,663	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	2,273,222	317	0.0139	304	13	95.8990	4.1009	0	0
	Poll		69,537	3.0590	69,537	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		69,854	3.0729	69,841	13	99.9814	0.0186	0	0
	Total	15,281,400	12,151,919	79.5210	12,151,906	13	99.9999	0.0001	0	0

ALAKA CHANDA

Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.09.18 18:50:29 +05'30'

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, 2026									
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	5,087,402	5,087,402	100.0000	5,087,402	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		5,087,402	100.0000	5,087,402	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	7,920,776	6,952,404	87.7743	6,952,404	0	100.0000	0.0000	0	0
	Poll		42,259	0.5335	42,259	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		6,994,663	88.3078	6,994,663	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	2,273,222	317	0.0139	304	13	95.8990	4.1009	0	0
	Poll		69,537	3.0590	69,537	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		69,854	3.0729	69,841	13	99.9814	0.0186	0	0
	Total	15,281,400	12,151,919	79.5210	12,151,906	13	99.9999	0.0001	0	0

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, 2026									
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	5,087,402	5,087,402	100.0000	5,087,402	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		5,087,402	100.0000	5,087,402	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	7,920,776	6,952,404	87.7743	6,952,404	0	100.0000	0.0000	0	0
	Poll		42,259	0.5335	42,259	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		6,994,663	88.3078	6,994,663	0	100.0000	0.0000	0	0
Public- Non Institutions	E-Voting	2,273,222	317	0.0139	304	13	95.8990	4.1009	0	0
	Poll		69,537	3.0590	69,537	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		69,854	3.0729	69,841	13	99.9814	0.0186	0	0
	Total	15,281,400	12,151,919	79.5210	12,151,906	13	99.9999	0.0001	0	0

Resolution No.	4									
Resolution required: (Ordinary/ Special)	ORDINARY - To appoint a Director in place of Mr. Manish Sabharwal (DIN: 00969601) 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	5,087,402	5,087,402	100.0000	5,087,402	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		5,087,402	100.0000	5,087,402	0	100.0000	0.0000	0	0
Public- Institutions	E-Voting	7,920,776	6,952,404	87.7743	6,948,809	3,595	99.9482	0.0517	0	0
	Poll		42,259	0.5335	42,259	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		6,994,663	88.3078	6,991,068	3,595	99.9486	0.0514	0	0
Public- Non Institutions	E-Voting	2,273,222	317	0.0139	304	13	95.8990	4.1009	0	0
	Poll		69,537	3.0590	69,537	0	100.0000	0.0000	0	0
	Postal Ballot (if applicable)		0	0.0000	0	0	0.0000	0.0000	0	0
	Total		69,854	3.0729	69,841	13	99.9814	0.0186	0	0
	Total	15,281,400	12,151,919	79.5210	12,148,311	3,608	99.9703	0.0297	0	0

ALAKA CHANDA

Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.09.18 18:50:43 +05'30'

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 26th Annual General Meeting ("AGM") of the Equity Shareholders
TeamLease Services Limited,
Infinix Square, B-4, B-5, B-6,
HAL Industrial Estate,
HAL GB Quarters, Vibhutipura,
Bengaluru, Karnataka – 560037.

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 26th Annual General Meeting of TeamLease Services Limited ("AGM") held on Friday, September 18, 2026, at 03:00 p.m. IST through Video Conferencing ("VC") / Other Audio-Visual Means ("OAVM").**

Dear Ma'am,

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 May 20, 2026 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:

(i). The remote e-voting period remained open from 09:00 a.m. IST Tuesday, September 15, 2026 to 05:00 p.m. IST Thursday, September 17, 2026.

(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 11, 2026, 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 18, 2026 at 4.07 p.m. in the presence of two witnesses, namely Ms. Komal Baldania and Ms. Mitali Darji, 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: 2026.09.18 18:26:00 +05'30'

Mukesh Siroya
Company Secretary
M. No. FCS 5682; CP No. 4157
Firm Registration No.: S2003MH061300
PR No: 7657/2026
UDIN: F005682H001534770

Place: Mumbai
Date: September 18, 2026

Countersigned
For TeamLease Services Limited

ALAKA CHANDA
Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.09.18 18:51:03 +05'30'

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

Place: Bangalore
Date: September 18, 2026

Enclosed: Annexure

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

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, 2026.

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	108	12040110	31	111796	139	12151906	100
Votes against the resolution	2	13	-	-	2	13	0.00
Total	**110**	**12040123**	**31**	**111796**	**141**	**12151919**	**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. 1 of the AGM Notice has been passed with requisite majority.

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, 2026.

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	108	12040110	31	111796	139	12151906	100
Votes against the resolution	2	13	-	-	2	13	0.00
Total	**110**	**12040123**	**31**	**111796**	**141**	**12151919**	**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. 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
Tel.:+91 22 28706523/24; 28546523(D); Cel: +91 9324310151; **E-mail:** siroyam@gmail.com; www.msiroya.com

Item No.: 3: Ordinary Resolution

To receive, consider and adopt the Report of the Board of Directors for the Financial Year ended March 31, 2026.

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	108	12040110	31	111796	139	12151906	100
Votes against the resolution	2	13	-	-	2	13	0.00
Total	**110**	**12040123**	**31**	**111796**	**141**	**12151919**	**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. 3 of the AGM Notice has been passed with requisite majority.

Item No.: 4: Ordinary Resolution:

To appoint a Director in place of Mr. Manish Sabharwal (DIN: 00969601), 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	106	12036515	31	111796	137	12148311	99.97
Votes against the resolution	4	3608	-	-	4	3608	0.03
Total	**110**	**12040123**	**31**	**111796**	**141**	**12151919**	**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. 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
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 Kumar Siroya
Digitally signed by Mukesh Kumar Siroya
Date: 2026.09.18 18:26:41 +05'30'

Mukesh Siroya
Company Secretary
M. No. FCS 5682; CP No.: 4157
Firm Registration No.: S2003MH061300
PR No.: 7657/2026
UDIN: F005682H001534770

Place: Mumbai
Date: September 18, 2026

Countersigned
For TeamLease Services Limited

ALAKA CHANDA
Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.09.18 18:51:22 +05'30'

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

Place: Bangalore
Date: September 18, 2026