November 24, 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/The Company) – Update on ongoing contest with the Employees' Provident Fund Organisation (EPFO)

Ref:
1. Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
2. SEBI intimation filed on April 28, 2026, pursuant to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO) (Enclosed)
3. SEBI intimation filed on May 13, 2026, pertaining to Writ Petition filed on May 12, 2026, with Hon'ble High Court of Karnataka (Enclosed)
4. SEBI intimation filed on May 21, 2026, pertaining to Stay Order received from the Hon'ble High Court of Karnataka in respect of Show Cause Notice received from Employees' Provident Fund Organisation (EPFO) (Enclosed)
5. SEBI intimation filed on July 03, 2026, pursuant to Disposal/Quash of Show Cause Notice issued by Employees' Provident Fund Organisation (EPFO) by the Hon'ble High Court of Karnataka (Enclosed)

With reference to the above-mentioned subject and in continuation of the SEBI Intimations filed dated April 28, 2026, May 13, 2026, May 21, 2026, and July 03, 2026, pertaining to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO), filing of Writ Petition by the Company, receipt of Stay Order on May 20, 2026, and disposal/quash of Show Cause Notice by the Hon'ble High Court of Karnataka on July 03, 2026, this is to inform you that the Company has received on November 20, 2026, a Letter dated November 10, 2026, from the Regional PF Commissioner-II, Regional Office, Koramangala, Bengaluru, with respect to the surrender of the Provident Fund exemption earlier granted to the Company.

The Company held an exemption under Section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 from July 01, 2006. It surrendered the exemption, and the entire accumulations of the TeamLease Services Limited EPF Trust were transferred to EPFO as on March 31, 2022. At the time of surrender, the Company funded the shortfall in the Trust's assets compared with its liabilities after securing required legal opinions and confirmation of the PF authorities.

The Hon'ble High Court of Karnataka, by its order dated June 24, 2026, set aside EPFO's earlier show cause notice and directed EPFO to reconsider the Company's reply. EPFO has issued the present letter seeking a demand of ₹180.65 Crores, in respect of:

(i) investment losses on IL&FS and DHFL securities held by the erstwhile PF Trust, along with the related interest;

(ii) loss on the sale of bonds;

(iii) the use of the Trust's Reserves & Surplus during FY 2018-19 to FY 2021-22; and

(iv) amounts receivable from employees.

The Company believes it has already funded the shortfall at the time of surrender; this was done after taking a confirmation from the EPFO authorities. Hence, it is inferred that the demand is not tenable on facts or in law. It is evaluating the legal remedies available to it, including filing of a writ petition.

In this regard, please find the details as required under SEBI Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, attached herewith as **Annexure – A**.

Kindly take the above information on record as per SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and oblige.

There has been a delay of 1 day in submission of this intimation due to unavoidable administrative exigencies.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**

ALAKA CHANDA

Alaka Chanda
Company Secretary and Compliance Officer

Enclosed: As stated above

Annexure A

Details under Regulation 30 of the SEBI LODR Regulations, 2015 read along SEBI Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

SL. NO.	PARTICULARS	DETAILS
1	Details of any change in the status and/or any development in relation to such proceedings	EPFO alleges non-compliance with Conditions 5, 6, 7, 16, 19, 22, 23 and 28 of Appendix A to Paragraph 27AA of the EPF Scheme, 1952, read with Section 17 of the EPF & MP Act, 1952 and has directed the Company to pay these amounts, or submit proof of payment already made, within 7 days of receiving the letter. The Company believes it has already funded the shortfall at the time of surrender; this was done after taking a confirmation from the EPFO authorities. Hence, it is inferred that the demand is not tenable on facts or in law. It is evaluating the legal remedies available to it, including filing of a writ petition. The financial impact, if any, will be determined on the outcome of those proceedings.
2	In the case of litigation against key management personnel or its promoter or ultimate person in control, regularly provide details of any change in the status and / or any development in relation to such proceedings	Not Applicable
3	In the event of settlement of the proceedings, details of such settlement including - terms of the settlement, compensation/ penalty paid (if any) and impact of	Not Applicable

	such settlement on the financial position of the listed entity	

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July 03, 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/The Company) – Disposal/Quash of Show Cause Notice issued by Employees' Provident Fund Organisation (EPFO) by the Hon'ble High Court of Karnataka

Ref:
1. Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
2. SEBI intimation filed on April 28, 2026, pursuant to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO) (Enclosed)
3. SEBI intimation filed on May 13, 2026, pertaining to Writ Petition filed on May 12, 2026, with Hon'ble High Court of Karnataka (Enclosed)
4. SEBI intimation filed on May 21, 2026, pertaining to Stay Order received from the Hon'ble High Court of Karnataka in respect of Show Cause Notice received from Employees' Provident Fund Organisation (EPFO) (Enclosed)

With reference to the above-mentioned subject and in continuation of the SEBI Intimations filed dated April 28, 2026, May 13, 2026, and May 21, 2026, pertaining to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO), filing of Writ Petition by the Company and the receipt of Stay Order on May 20, 2026, this is to inform you that the Company has received on July 02, 2026, an Order dated June 24, 2026, for disposal/quash of Show Cause Notice issued by Employees' Provident Fund Organisation (EPFO) by the Hon'ble High Court of Karnataka. Further, the EPFO has been directed by the Hon'ble High Court to consider the reply submitted by the Company dated March 31, 2026, and to conduct an enquiry in accordance with the law.

In this regard, please find the details as required under the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, attached herewith as **Annexure – A**.

Kindly take the above information on record as per SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 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=1499bfdd8049ab185c966c5d6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.07.03 14:47:25 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer

Enclosed: As stated above

TeamLease®
Putting India to Work

Annexure A

Details under Regulation 30 of the SEBI LODR Regulations, 2015 read along with SEBI Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

SL. NO.	PARTICULARS	DETAILS
1	Details of any change in the status and/or any development in relation to such proceedings	The Company has received on July 02, 2026, an Order dated June 24, 2026, for disposal/quash of Show Cause Notice issued by Employees' Provident Fund Organisation (EPFO) by the Hon'ble High Court of Karnataka. Further, the EPFO has been directed by the Hon'ble High Court to consider the reply submitted by the Company dated March 31, 2026, and to conduct an enquiry in accordance with the law.
2	In the case of litigation against key management personnel or its promoter or ultimate person in control, regularly provide details of any change in the status and / or any development in relation to such proceedings	Not Applicable
3	In the event of settlement of the proceedings, details of such settlement including - terms of the settlement, compensation/ penalty paid (if any) and impact of such settlement on the financial position of the listed entity	Not Applicable

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TeamLease Services Limited, CIN: L74140KA2000PLC118395
Registered Office: Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bengaluru, Karnataka – 560037
Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
Email ID: corporateaffairs@teamlease.com
Website: https://group.teamlease.com
Business Portal: https://www.teamlease.com

May 21, 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) – Stay Order received from the Hon'ble High Court of Karnataka in respect of Show Cause Notice received from Employees' Provident Fund Organisation (EPFO)

Ref: 1. Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

2. SEBI intimation filed on April 28, 2026, pursuant to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO) (Enclosed)

3. SEBI intimation filed on May 13, 2026, pertaining to Writ Petition filed on May 12, 2026, with Hon'ble High Court of Karnataka

With reference to the above-mentioned subject and in continuation of the SEBI Intimations filed dated April 28, 2026, and May 13, 2026, pertaining to receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO) and filing of Writ Petition by the Company, this is to inform you that the Company has received a Stay Order on May 20, 2026, from the Hon'ble High Court of Karnataka. Further, material developments, if any, will be intimated to the Stock Exchange(s) in due course.

In this regard, please find the details as required under the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, attached herewith as **Annexure – A**.

Kindly take the above information on record as per SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and oblige.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**



Alaka Chanda
Company Secretary and Compliance Officer
Encl: As stated above

TeamLease Services Limited, CIN: L74140KA2000PLC118395
Registered Office: Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bengaluru, Karnataka – 560037
Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
Email ID: corporateaffairs@teamlease.com
Website: https://group.teamlease.com
Business Portal: https://www.teamlease.com

Annexure -A

Details under Regulation 30 of the SEBI LODR Regulations, 2015 read along with SEBI Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

Sl. No.	Particulars	Update/Status
a.	The details of any change in the status and/or any development in relation to such proceedings	The Company has received a Stay Order on May 20, 2026, in response to the Writ Petition filed on May 12, 2026, with Hon'ble High Court of Karnataka.
b.	In the case of litigation against key management personnel or its promoter or ultimate person in control, regularly provide details of any change in the status and / or any development in relation to such proceedings	Not Applicable
c.	In the event of settlement of the proceedings, details of such settlement including - terms of the settlement, compensation/ penalty paid (if any) and impact of such settlement on the financial position of the listed entity:	Not Applicable

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May 13, 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) – Writ Petition filed on May 12, 2026, with Hon'ble High Court of Karnataka in response to receipt of Show Cause Notice dated April 13, 2026, from Employees' Provident Fund Organisation (EPFO)

Ref:
1. Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
2. SEBI intimation filed dated April 28, 2026, pursuant to receipt of Show Cause Notice dated April 13, 2026, from Employees' Provident Fund Organisation (EPFO) (enclosed)

With reference to the above-mentioned subject and in continuation of the SEBI intimation filed dated April 28, 2026 in response to receipt of Show Cause Notice dated April 13, 2026 from Employees' Provident Fund Organisation (EPFO), this is to inform you that the Company has filed a writ petition on May 12, 2026 before the Hon'ble High Court of Karnataka, challenging the aforesaid Show Cause Notice and the details of the development on the said petition of the Company under the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, is attached herewith as **Annexure – A.**

The Company shall continue to take appropriate legal recourse in the matter and shall remain committed to ensure compliance with applicable laws and regulations. Further material developments, if any, will be intimated to the Stock Exchange(s) in due course.

Kindly take the above information on record as per SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 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=317305e8f84a6366a8960b6e5718d01af4566f965a8b27d8bc6b76487aef98ce, pseudonym=1496fdd0494a2185c9b65cb0e745c5, 2.5.4.20=79d9265a0712afe1b327ee7d1e85fc1dff1df7706d9b2b91a3134ea38ed3c1d, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.05.13 17:33:37 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer

Enclosed: As above

Annexure -A

Details under Regulation 30 of the SEBI LODR Regulations, 2015 read along with SEBI Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

Sl. No.	Particulars	Update/Status
a.	The details of any change in the status and/or any development in relation to such proceedings	The Company has filed a Writ Petition on May 12, 2026, with Hon'ble High Court of Karnataka in response to receipt of Show Cause Notice dated April 13, 2026, from Employees' Provident Fund Organisation (EPFO).
b.	In the case of litigation against key management personnel or its promoter or ultimate person in control, regularly provide details of any change in the status and / or any development in relation to such proceedings	Not Applicable
c.	In the event of settlement of the proceedings, details of such settlement including - terms of the settlement, compensation/ penalty paid (if any) and impact of such settlement on the financial position of the listed entity:	Not Applicable

****

TeamLease®
Putting India to Work

April 28, 2026

To	To
Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 539658	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) - Receipt of Show Cause Notice from Employees' Provident Fund Organisation (EPFO)

Ref: Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

With reference to the above-mentioned subject and pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Clause 8 of Para B of Part A of Schedule III, we wish to inform you that the Company has received a Show Cause Notice ("SCN") from the Employees' Provident Fund Organisation, Ministry of Labour and Employment, Government of India.

In this regard, please find the details as required under the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, attached herewith as ***Annexure – A***.

Kindly take the above information on record as per SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and oblige.

There has been a delay of 5 days in submission of this intimation due to unavoidable administrative exigencies and the time taken to ascertain materiality threshold of the show cause notice.

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: 2026.04.28 10:54:31 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer

TeamLease Services Limited, CIN: L74140KA2000PLC118395
Registered Office: Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bengaluru, Karnataka – 560037
Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
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Website: https://group.teamlease.com
Business Portal: https://www.teamlease.com

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Annexure A

Details under Regulation 30 of the SEBI LODR Regulations, 2015 read along with SEBI Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

SL. NO.	PARTICULARS	DETAILS
1	Type of communication received	Show Cause Notice dated April 13, 2026
2	Date of receipt of communication	April 23, 2026
3	Name of the authority	Employees' Provident Fund Organisation
4	Brief details of dispute	The Show Cause Notice ("SCN") issued by the Employees' Provident Fund Organisation alleges certain contraventions in relation to the administration and management of funds by the Employees' Provident Fund Trust. The key observations include: (i) Investment Losses ; (ii) Losses on sale of Bonds and Debentures ; (iii) Misappropriation of Reserves ; and (iv) Certain employee-related amounts reflected as recoverable, for which supporting documentation has been sought.
5	Expected financial implications, if any, due to compensation, penalty, etc.	The quantum of implication as per the notice is Rs. 1,84,58,42,073/- (Rupees One Hundred Eighty-Four Crore Fifty-Eight Lakhs Forty-Two Thousand Seventy-Three Only) including interest, which the Company disputes. Before surrender we have taken clarification from Regional Provident Fund Organisation, Bengaluru (Central) wherein employer is allowed to fund only to the extent of the shortfall arrived as per the Balance Sheet and the same has been funded on March 30, 2022. We are working closely with the department to resolve the demand.
6	Quantum of Claims, if any.	Rs. 1,84,58,42,073/-

The Company is currently evaluating the notice and will take appropriate legal action. We remain committed to ensuring full compliance with applicable laws and regulatory requirements and will keep the stock exchanges duly informed of any material developments in this matter.

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