



**“Spectrum Talent Management Limited 14<sup>th</sup> Annual General Meeting”**

**September 17, 2026 at 11:15 A.M.**

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| <b>Management:</b>                            | 1. Mr. Vidur Gupta, Managing Director<br>2. Mr. Sidharth Agarwal, Whole-Time Director and Chief Financial Officer<br>3. Mr. Rajeev Agarwal, Non-Executive Director<br>4. Mr. Anup Kumar Jaiswal, Independent Director<br>5. Ms. Anubha Agarwal, Independent Director<br>6. Mr. Suresh Kumar Mehra, Independent Director<br>7. Mr. Alok Pandey, Company Secretary and Compliance Officer |
| <b>Internal Auditor</b>                       | 8. Mr. Saurav Saxena                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Statutory Auditors</b>                     | 9. CA Abhishek Gupta, Partner M/s B. Chhawchharia & Co.                                                                                                                                                                                                                                                                                                                                 |
| <b>Secretarial Auditors &amp; Scrutinizer</b> | 10. CS Vijay K. Singhal, Proprietor M/s Vijay K. Singhal & Associates                                                                                                                                                                                                                                                                                                                   |

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| <b>Mr. Alok Pandey</b> | <p>Due to some technical error our Independent Director Mr. Suresh Kumar Mehra is facing difficulty in joining the meeting, therefore, we are postponing the start of the meeting by 15 minutes to start at 11:15 a.m.</p> <p>Good morning shareholders, I Alok Pandey, Company Secretary and Compliance Officer of Spectrum Talent Management Ltd. hereby welcome you all to 14<sup>th</sup> Annual General Meeting of your Company. In view of the relaxations granted by Ministry of Corporate Affairs and SEBI, this Annual General Meeting is being conducted through the video conferencing facility provided by National Security Depository Ltd. without the physical presence of members at a common venue.</p> <p>The company is providing the facility to vote at the AGM for the shareholder participating in this AGM if they have not already casted their vote through remote e-voting. Notice of 14<sup>th</sup> AGM and the Annual Report for the Financial Year-Ended March 31, 2026, have been sent electronically to the members whose email address are registered with the company or with the depositories.</p> <p>In addition, physical copies of the Annual Report have been sent to the members who have requested for the same. Further, the company has also sent a letter to the shareholder whose email address are not registered with the company or with the depositories providing web links from where the Annual Report can be accessed from the company's website.</p> <p>Before commencing the official proceedings, I would like to inform all the attendees that –</p> <ol style="list-style-type: none"> <li>1. Mr. Vidur Gupta, Managing Director of the Company shall preside over the meeting.</li> <li>2. All members who have joined this meeting are by default placed on mute mode to avoid any disturbance from background to ensure smooth conduct of the meeting.</li> <li>3. Only such Shareholder who has sent his or her queries in advance or has registered for speaking at the meeting shall be eligible to raise his/her query and speak at the meeting. The queries sent in advance would be either answered at the meeting or would be replied through email to the concerned shareholder.</li> <li>5. Upon commencement of the question hour, the Chairman will announce one by one the name of the Shareholders who have registered to speak at the meeting. The speaker shareholder, if present, will thereafter be unmuted by the host. If such Shareholder is not able to join through Video Conferencing for any reason, then that member can join through the audio mode. The Shareholders are advised to use headphones for Clear Audio and switch off other background applications, if any, are running.</li> </ol> <p>I would now hand over the proceeding to Mr. Vidur Gupta, Managing Director of your Company who is attending the meeting from Noida. Over to you, Sir.</p> |
| <b>Mr. Vidur Gupta</b> | <p>Good morning, shareholders. I am Vidur Gupta, Managing Director of your Company. I sit on the Corporate Social Responsibility Committee and Stakeholders Relationship Committee of the Board.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|                               | <p>On behalf of myself and my colleagues on the Board, I would like to extend a warm welcome to you at the 14<sup>th</sup> Annual General Meeting of your company. I hope all of you and your family members are safe and in good health.</p> <p>Thank you for taking the time to join us today. The company has made all efforts to enable the members to participate at the meeting through the video conferencing facility and vote electronically. During the AGM, if any shareholder faces any technical issues, they should contact the helpline number mentioned in the notice of the AGM.</p> <p>I would further like to state that in case of technical difficulty or breakdown, if I get disconnected from this meeting, Mr. Sidharth Agarwal would be the standing chairperson and will continue the proceedings of the meeting in the interim till I join back.</p> |
| <b>Mr. Alok Pandey</b>        | Sir, the requisite quorum is present. We can proceed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Mr. Vidur Gupta</b>        | Thank you, Alok. The necessary quorum being present, I call this meeting to order. Before we start the main proceedings of the meeting, I would like to invite my fellow colleagues and the key managerial personnel to introduce themselves for identification purposes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Mr. Alok Pandey</b>        | Mr. Sidharth Agarwal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Mr. Sidharth Agarwal</b>   | Good morning, members. I am Sidharth Agarwal, Whole-Time Director and Chief Financial Officer of your Company. I am the Chairperson of the Corporate Social Responsibility Committee. Additionally, I have a seat on the Audit Committee of the Board. I am attending this meeting from Noida. Thank you.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Mr. Alok Pandey</b>        | Thank you, Sir. Mr. Suresh Kumar Mehra                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Mr. Suresh Kumar Mehra</b> | <p>Good morning, members. I am Suresh Kumar Mehra, Independent Director of your company. I chair the Nomination and Remuneration Committee and Audit Committee of the Board. Additionally, I have a seat on the Stakeholders Relationship Committee. I am attending this meeting from Delhi.</p> <p>Thank you.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Mr. Alok Pandey</b>        | Thank you, Sir. Mr. Rajeev Agarwal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Mr. Rajeev Agarwal</b>     | <p>Good morning, members. I am Rajeev Agarwal, Non-Executive Director of your Company. I chair the Stakeholders Relationship Committee and also sit on the Nomination and Remuneration Committee of the Board. I am attending this meeting from Delhi.</p> <p>Thank you.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Mr. Alok Pandey</b>        | Over to you Vidur Sir                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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| <b>Mr. Vidur Gupta</b> | <p>Thank you all. Moving on with the formal proceedings, we also have with us our statutory auditor, internal auditor and the secretarial auditor of the company. Members are informed that statutory registers and other required documents are available for inspection electronically by the members.</p> <p>The members may please note that the auditor's report on the financial statements of the company and the secretarial audit report for the financial year 2025-26 are forming part of the annual report. There were no qualifications, observations or adverse comments on the financial statements and secretarial audit report. With the permission of the members present, I take the Notice of the 14<sup>th</sup> AGM ("Notice"), along with the Annual Report and Annual Accounts containing the Audited Standalone &amp; Consolidated Financial Statements and the Directors' and Auditors' Reports for the year ended March 31, 2026, as sent to the Members through electronic mode, as read.</p>                                                                                                                                                                                              |
| <b>Mr. Alok Pandey</b> | <p>Thank You, Sir.</p> <p>We have requested the shareholders to either register themselves as speaker shareholders to ask questions at the AGM or to send their queries in advance by writing to the Company Secretary.</p> <p>However, we have not received any request from any Shareholder to register themselves as Speaker Shareholder, nor received any queries from them.</p> <p>I would now request the Chairperson, to brief the Members on the financial performance of the Company and highlight the key financial developments during the year.</p> <p>Over to you Sir.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Mr. Vidur Gupta</b> | <p>Thank you Alok.</p> <p>For the fiscal year 2026, we delivered robust financial growth, with total revenue rising by 14.67% year-on-year to Rs 14,409.55 million. This impressive growth was driven by strong performance across our core business verticals — manpower supply, recruitment services, and electronic goods exports— reflecting our operational agility and the continued trust of our clients.</p> <p>Our Earnings Before Interest, Tax, Depreciation, and Amortization (EBITDA) stood at Rs. 178.18 million, representing an EBITDA margin of 1.24%. Despite prevailing margin pressures across the industry, we maintained operational efficiency through strategic cost control, process automation, and continued diversification of revenue streams.</p> <p>Profit After Tax (PAT) for the year was Rs. 121.90 million, with a PAT margin of 0.85%. While profitability was moderate, it reflects the impact of purposeful strategic investments made to position the business for long-term growth. Key areas of investment included the development of new verticals—Retaspect and Speraspect—as well as our international expansion initiatives and digital infrastructure enhancements.</p> |

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|                        | <p>Our net worth increased to Rs 169.71 million, up from Rs. 157.41 million in the previous fiscal year, underscoring our prudent capital management and strengthening financial position.</p> <p>In conclusion, FY26 was a year of sustained revenue growth, disciplined financial management, and forward-looking investments. Although profitability was temporarily impacted by strategic spending, these actions align with our long-term objective of building a resilient, scalable, and future-ready enterprise. Our performance reflects sound leadership, operational strength, and an unwavering commitment to creating enduring stakeholder value.</p> <p>Thank You.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Mr. Alok Pandey</b> | <p>Dear Shareholders, the company has provided remote e-voting facility from NSDL to the members to vote. E-voting facility was opened from Monday, September 14, 2026 from 9 a.m. IST till Wednesday, September 16, 2026 up to 5 p.m. IST.</p> <p>The following matters have been set out in the AGM for the members' approval.</p> <p>One adoption of audited standalone &amp; consolidated financial statements and related reports for the year ended March 31, 2026. Second, reappointment of Mr. Rajeev Agarwal as Director of the company liable to retire by rotation. Third, alteration in the articles of association of the Company. Fourth, variation in terms of appointment of Mr. Vidur Gupta, Managing Director of the Company and fifth, variation in terms of appointment of Mr. Sidharth Agarwal, Whole-Time Director of the Company.</p> <p>The detailed text of the resolutions are provided in the notice circulated to the shareholders. Shareholders who have not cast their vote electronically and are present in the meeting may cast their vote on e-voting platform of NSDL through which they are joining this meeting. Members can click on the vote tab on the video conference screen to make use of this facility.</p> <p>The e-voting platform is open now for voting and will close after 30 minutes from the time of closure of this meeting. Members may please note that there will be no voting by show of hands. Mr. Vijay K. Singhal, proprietor of M/s. Vijay K. Singhal and Associates, Company Secretaries is the scrutinizer to conduct the e-voting process.</p> <p>I would now request the Chairperson of this meeting to take it forward.</p> |
| <b>Mr. Vidur Gupta</b> | <p>The result of voting on each resolution shall be determined by adding the votes received through venue voting at the AGM and votes cast through remote e-voting in favor or against the resolution. Further, I hereby authorize the Company Secretary to declare the results of the voting.</p> <p>On receipt of the scrutinizer's report, the results of the voting shall be declared within prescribed timelines and would be sent to the stock exchange and</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|                        | placed at the website of the company and NSDL. I now request Mr. Alok Pandey, the Company Secretary to take forward the proceedings of the meeting.                                                                                                                                                                                                                                                                                                                      |
| <b>Mr. Alok Pandey</b> | <p>Thank You Sir.</p> <p>Moving on, the resolutions as set forth in the notice shall be deemed to be passed today, subject to the receipt of the requisite number of votes. I hereby declare the proceedings of the 14<sup>th</sup> AGM closed. I heartily thank all the members for their continuous support and association with the company.</p> <p>We look forward to seeing you again next year. Stay safe and take good care of your health.</p> <p>Thank You.</p> |