

ANNEXURE V

Annual Report on Corporate Social Responsibility (CSR) Activities

[Pursuant to Section 135 of the Companies Act, 2013 and as per Rule 8 (1) of Companies [Corporate Social Responsibility Policy] Rules, 2014]

1. A brief outline of the Company's CSR Policy
- Consequent to the implementation of the Companies Act, 2013, the Company has adopted the CSR Policy through CSR Committee. The CSR Committee, with the approval of the Board, has adopted the CSR Policy as required under Section 135 of the Companies Act, 2013. The Company through its CSR Policy aims to bring improvements in the lives of the communities in and around our operations with an objective to energize and enable them to realize their potential. The guiding principle of TeamLease's CSR programs is "Impact through Empowerment".
- Empowerment results in enabling people to lead a better life. The Company's focus areas are Education and Skill Development.
- This CSR Policy is formulated to meet the CSR objectives set out by the Company as well as the applicable statutory requirements notified by the Ministry of Corporate Affairs through the Act. This CSR Policy shall apply to all CSR activities / projects / programs undertaken by the Company. The CSR activities of the Company shall continuously evolve for a long- term sustainability of business, society and environment at large. CSR shall further align and integrate social wellbeing, economic growth and environmental sustainability with the Company's core values, operations and growth.
- The scope of the CSR activities of the Company will cover the following areas but not limited to the same and may extend to other specific projects/ programs as permitted under the law from time to time:

2. The Composition of the CSR Committee

The CSR committee of the Board is responsible for overseeing the execution of the Company's CSR Policy.

Sl. No	Name of Director Designation	Nature of Directorship	Number of Meetings of CSR Committee held during the year	Number of Meetings of CSR Committee attended during the year
1	Dr. V. Raghunathan	Chairman-Independent Director	1	1
2	Mr. Manish Mahendra Sabharwal	Member-Executive Director	1	1
3	Mr. Ashok Reddy	Member- Executive Director	1	1

3. Web-link where Composition of CSR committee, CSR Policy and CSR projects approved by the board are disclosed on the website of the company <https://www.teamleasegroup.com/policy-documents>
4. Average net profit of the Company for last three Financial Years 8,765.86 Lakhs
5. Prescribed CSR Expenditure (two per cent of the amount as in item 3 above) 175.32 Lakhs
6. Details of CSR Financial Year spent during the Financial Year

- a. Total amount spent for the Financial Year 253.86 Lakhs
- b. Amount unspent, if any NIL
- c. Manner in which the amount spent during the Financial Year is detailed below Annexed in Note 1 of this Annual Report on Corporate Social Responsibility (CSR) Activities.
7. The reasons and details for not spending the entire prescribed CSR amount during the preceding three Financial Year under review Your Company had proposed to spend the entire prescribed amount of ₹ 144.61 Lakhs during the Financial Year 19-20, however in light of the unforeseen event of Covid 19 outbreak and circumstances beyond the control of the Company, an amount of ₹ 78.54 Lakhs remained unspent during the Financial Year under review.
- As the company had already identified the projects before the COVID-19 outbreak, in which the unspent funds were proposed to be utilized and the Company is holding the unspent amount for identified projects, your Company had as on March 31, 2020 decided to transfer the same in a designated escrow account of unspent Corporate Social Responsibility Amount(s) of the Company within a period of thirty days from the end of the Financial Year and the same shall be utilized as determined by the CSR Policy of the Company immediately on the ground situation being back to normal, but before the expiry of 3 years from the date of transfer.
- Annexed in Note 2 of this Annual Report on Corporate Social Responsibility (CSR) Activities.
8. A responsibility statement of the CSR Committee that the implementation and monitoring of CSR policy is in compliance with CSR objectives and Policy of the Company Pursuant to the Companies (Corporate Social Responsibility Policy) Rules, 2014 as amended from time to time, it is confirmed that the CSR Policy has implemented and monitored the CSR initiatives of the Company in line with the CSR objectives and CSR Policy of the Company.

Note 1

Sl. No	Name of the Project	Item from the list of activities in schedule VII to the Act.	Local area (Yes/No).	Location of the project	Amount spent for the project (₹ In Lakhs).	Mode of implementation - Direct (Yes/No).
01	Transforming CBSE's board exams towards competency-based assessment systems	ii	No	Pan-India	Current Year: 175.32 Previous Year's (Unspent): 49.74*	Yes
02	Lenovo V530-Desktop System for Students	ii	No	1. Local Area: Vadodara Urban & Rural 2. Distt: Vadodara, Narmada, Ratlam State: Gujarat, Madhya Pradesh	6.95*	Yes
03	Industrial FDM 3D Printer to Educational Facilities	ii	No	1. Local Area: Vadodara Urban & Rural 2. Distt: Vadodara, Narmada, Ratlam State: Gujarat, Madhya Pradesh	12.35*	Yes
04	Research and Education	ii	No		9.50*	Yes
TOTAL					253.86	

*The amount spent pertains to the Financial Year 19-20 that was transferred by the Company on April 29, 2020 in a designated escrow account maintained with Ratnakar Bank Limited, Residency Road, Bangalore Branch. This unspent amount of FY 19-20 was utilized during the FY 20-21.

Note 2

Details of Unspent CSR amount for the preceding three financial years:

Sl. No	Preceding Financial Year	Amount transferred to Unspent CSR Account under section 135 (6) (₹ in Lakhs)	Amount spent in the reporting Financial Year (₹ in Lakhs)	Amount transferred to any fund specified under Schedule VII as per section 135(6), if any.			Amount remaining to be spent in succeeding financial years (₹ in Lakhs)
				Name of the Fund	Amount (in ₹)	Date of transfer	
1	FY 19-20	78.54	78.54		N.A.		NIL**

**Please refer to Note 1 above, the entire unspent amount pertaining to the Financial Year 19-20 that was transferred by the Company on April 29, 2020 in a designated escrow account maintained with Ratnakar Bank Limited, Residency Road, Bangalore Branch is utilized during the FY 20-21.

For and on behalf of the Board of Directors

Date: June 09, 2021
Place: Bangalore

Dr. V. Raghunathan
Chairman – CSR Committee
DIN: 00254091

Ramani Dathi
Deputy Chief Financial Officer