

# 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

The CSR initiatives undertaken by your Company upholds the principles of a responsible corporate citizen and aims to distribute the economic benefits derived by it through active collaboration with credible institutions by contributing to the social and economic development of the communities in which it operates.

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.

1. 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.

- a. Brief outline on CSR Policy of the Company:

- To lay down guidelines to make CSR a key business process for sustainable development of the society.
- To directly/indirectly undertake projects & programs, which will enhance the quality of life and economic well-being of the communities in and around our plant and society at large.
- To generate goodwill and recognition among all stake holders of the company.

- b. The scope of the CSR activities of the company will cover all the areas as specified under Schedule VII of the Companies Act, 2013 (as amended from time to time) read with Section 135, 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

Sl. No.	Name of Director	Designation/Nature of Membership	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	Mrs. Latika Pradhan	Member (Independent Director)	1	1
3	Mr. Mekin Maheshwari	Member (Independent 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://group.teamlease.com/investors/>

4. Provide the details of Impact assessment of CSR projects carried out in pursuance of sub-rule (3) of Rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014, if applicable (attach the report).	Rule 8 (3) of the Companies (Corporate Social Responsibility Policy) Rules, 2014, is not applicable to the Company.
5. Details of the amount available for set-off in pursuance of sub-rule (3) of Rule 7 of the Companies (Corporate Social Responsibility Policy) Rules, 2014 and amount required for set off for the financial year, if any.	Rule 8 (3) of the Companies (Corporate Social Responsibility Policy) Rules, 2014, is not applicable to the Company.
6. Average net profit of the Company for last three Financial Years	9,396.95 Lakhs
7. a. Prescribed CSR Expenditure (two per cent of average net profit of the Company as per Section 135(5))	187.94 Lakhs
b. Surplus arising out of the CSR projects or programmes or activities of the previous financial years:	NIL
c. Amount required to be set off for the financial year, if any:	NIL
d. Total CSR obligation for the financial year (7a+7b+7c)	187.94 Lakhs
8. Details of CSR Financial Year spent during the Financial Year	
a. Total amount spent for the Financial Year	187.94 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 and spent the entire prescribed amount of 187.94 Lakhs during the Financial Year 21-22.  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.
9. (a) Amount spent in Administrative Overheads	NIL
(b) Amount spent on Impact Assessment, if applicable	NA
(c) Total amount spent for the Financial Year	187.94
(d) Excess amount for set off, if any:	NIL

10. In case of creation or acquisition of capital asset, furnish the details relating to the asset so created or acquired through CSR spent in the financial year – (asset-wise details)	NA
Date of creation or acquisition of the capital asset(s):	NA
Amount of CSR spent for creation or acquisition of capital asset:	NA
Details of the entity or public authority or beneficiary under whose name such capital asset is registered, their address etc.:	NA
Provide details of the capital asset(s) created or acquired (including complete address and location of the capital asset):	NA
11. Specify the reason(s), if the Company has failed to spend two per cent of the average net profit as per Section 135(5):	NIL

#### 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	NCAER  National Council of Applied Economic Research is India's oldest and largest independent, non-profit, economic policy research think tank. Established in New Delhi in 1956, it acquired considerable national and international standing within only a few decades of its founding.	ii	No	Pan-India	187.94	Yes
<b>TOTAL</b>					<b>187.94</b>	

#### 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	
NA							

For and on behalf of the Board of Directors

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

**Ramani Dathi**  
Chief Financial Officer

Place: Bangalore  
Date: May 18, 2022