

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. Brief outline on CSR Policy of the Company	<p>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.</p> <p>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 guiding principle of TeamLease's CSR programs is "Impact through Empowerment".</p> <p>Empowerment results in enabling people to lead a better life. The Company's focus areas are Education and Skill Development.</p> <p>Brief outline on CSR Policy of the Company:</p> <ol style="list-style-type: none"> 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 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.
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2A. Composition of CSR Committee as on March 31, 2025:

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	Mr. Mekin Maheshwari	Chairman (Independent Director)	1	1
2	Mr. Rajnarayan Ramakrishnan	Member (Independent Director)	1	1
3	Mr. Manish Sabharwal	Member (Whole Time Director & Executive Vice Chairman)	1	1

2B. Composition of CSR Committee as on date of signing the CSR Annual Report:

Sl. No.	Name of Director	Designation/Nature of Membership
1	Mr. Mekin Maheshwari	Chairman (Independent Director)
2	Mr. Narayan Ramachandran	Member (Lead Independent Director and Non-Executive Chairman)
3	Mr. Manish Sabharwal	Member (Whole Time Director & Executive Vice Chairman)

- Web-link(s) 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/teamlease-corporate-social-responsibility-policy/>
- Executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable. - Rule 8 (3) of the Companies (Corporate Social Responsibility Policy) Rules, 2014, is not applicable to the Company.
- Average net profit of the Company as per sub-section (5) of section 135. - ₹ 85.01 Crores
 - Two percent of average net profit of the Company as per sub-section (5) of section 135. - ₹ 1.70 Crores
 - Surplus arising out of the CSR Projects or programmes or activities of the previous Financial Years. - NIL
 - Amount required to be set-off for the Financial Year, if any. - NIL
 - Total CSR obligation for the Financial Year [(b)+(c)-(d)]. - ₹ 1.70 Crores

6. (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project). - ₹ 1.70 Crores
- (b) Amount spent in Administrative Overheads. - NIL
- (c) Amount spent on Impact Assessment, if applicable. - NA
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]. - ₹ 1.70 Crores
- (e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year (in ₹)	Amount Unspent (in ₹)				
	Total Amount transferred to Unspent CSR Account as per sub-section (6) of section 135		Amount transferred to any fund specified under Schedule VII as per second proviso to sub section (5) of section 135		
	Amount	Date of transfer	Name of the Fund	Amount	Date of transfer
1.70 Crores*	NA	NA	NA	NA	NA

1. National Council of Applied Economic Research (NCAER): **₹ 0.85 Crores**. Established in 1956, NCAER is India's oldest and largest independent, non-profit, economic policy research institute.
2. Done via NAPs quota/ Internal deployment of Trainees pursuant to MCA circular dated 24.05.2022 on CSR fund for Apprenticeship Training which include expenditure on Basic Training and stipend payable to apprentices, under The Apprentices Act, 1961: **₹ 0.28 Crores**.
3. Purchase of Assets from TeamLease Skills University (TLSU) like the mechatronics lab equipment, the school equipment, lab equipment, furniture, the classroom benches etc. considered to be donated as a part of CSR program of TeamLease to ITI campus, and/or nearby schools in Baroda. The same qualifies under "Promoting Education" category of Schedule VII of Companies Act 2013 read with its amendments.: **₹ 0.57 Crores**.

Total Amount Spent - ₹ 1.70 Crores.

- (f) Excess amount for set-off, if any:

Sl. No.	Particulars	Amount (in ₹)
1	2	3
(i)	Two percent of average net profit of the Company as per sub-section (5) of section 135	1.70 Crores
(ii)	Total amount spent for the Financial Year	1.70 Crores
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	NIL
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	NIL
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	NIL

7. Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years:

Note 2

Details of Unspent CSR amount for the preceding three Financial Years:

1	2	3	4	5	6	7	8
Sl. No.	Preceding Financial Year(s)	Amount transferred to Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Balance Amount in Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Amount Spent in the Financial Year (in ₹)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to sub-section (5) of section 135, if any	Amount remaining to be spent in succeeding Financial Years (in ₹)	Deficiency, if any
					Amount (in ₹)	Date of Transfer	
1	2023-24	NA	NA	1.57 Crores	NA	NA	NA
2	2022-23	NA	NA	1.47 Crores	NA	NA	NA
3	2021-22	NA	NA	1.88 Crores	NA	NA	NA

8. Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year: - Not Applicable

Yes ☐ No ☐

If Yes, enter the number of Capital assets created/ acquired

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year:

1	2	3	4	5	6		
Sl. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pincode of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/ Authority/ beneficiary of the registered owner		
					CSR	Name	Registered address
					Registration Number, if applicable		

(All the fields should be captured as appearing in the revenue record, flat no, house no, Municipal Office/Municipal Corporation/ Gram panchayat are to be specified and also the area of the immovable property as well as boundaries)

9. Specify the reason(s), if the Company has failed to spend two per cent of the average net profit as per subsection (5) of section 135. - Not Applicable

For and on behalf of the Board of Directors

Place: Bangalore
Date: May 21, 2025

Mr. Mekin Maheshwari
Chairman – CSR Committee
DIN: 03621431

Ashok Reddy
Managing Director & CEO
DIN: 00151814

Ramani Dathi
Chief Financial Officer