TeamLease®
Putting India to Work

August 26, 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) – Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26

Ref: Regulation 34 of Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015 read with its Amendments

Pursuant to Regulation 34(2)(f) of SEBI LODR Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report forming part of our Integrated Annual Report for Financial Year 2025-26.

The Integrated Annual Report for the Financial Year 2025-26 is uploaded on the website of the Stock Exchanges viz. National Stock Exchange of India Limited and BSE Limited. The same is also hosted on the website of the Company at https://group.teamlease.com/investor/teamlease-annual-report/.

Request you to kindly take the above intimation on record 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=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.08.26 18:14:51 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer
Encl: As above

Business Responsibility and Sustainability Report

[As per Regulation 34(2)(f) of the SEBI Listing Obligations and Disclosure Requirements Regulations, 2015 read with Amendments]

Due credit must be given to the Indian capital markets regulator, The Securities & Exchange Board of India (SEBI) for taking the lead in putting together the Business Responsibility & Sustainability Reporting (BRSR) framework. In response to the worldwide trends, SEBI has adopted new sustainability reporting criteria as part of its ongoing efforts to improve ESG disclosures. This new, Business Responsibility and Sustainability Report (BRSR), reporting format intends to establish ties between a Company's financial outcomes and its ESG performance. This can help regulators, investors, and other stakeholders get a more accurate picture of a Company's overall stability, growth, sustainability and transparency. It is a comprehensive framework, which calls for more measurable, quantitative metrics to facilitate better benchmarking.

With effect from the Financial Year 2022-2023, as per guidelines provided by SEBI, India, Business Responsibility and Sustainability Reporting (BRSR) is mandated for the top 1000 listed companies (by market capitalization). At TeamLease, it was a collective decision to adopt the BRSR ahead of schedule from FY'22 onwards.

TeamLease continues to communicate the Company's obligations and performance to all its stakeholders through its BRSR. As a responsible corporate citizen, TeamLease continues to actively engage with all its stakeholders to drive their growth for all. The Company believes in accelerating India's transition to a knowledge economy and continues its efforts to create value for India by elevating the quality of life across the entire socio-economic spectrum.

CONTENTS:

Our BRSR includes our response to questions on our practices and performance on key principles defined by Regulation 34 (2) (f) of the SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015 covering topics across Environment, Governance and Social themes.

This BRSR illustrates TeamLease's efforts towards creating enduring value for all its stakeholders in a responsible manner.

Section A	General Disclosures	
Section B	Management and Process Disclosures	
Section C	**Principle 1**	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
	Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
	Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
	Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
	Principle 5	Businesses should respect and promote human rights
	Principle 6	Businesses should respect and make efforts to protect and restore the environment
	Principle 7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
	Principle 8	Businesses should promote inclusive growth and equitable development
	Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

Section A

General Disclosures

I. Details of the listed entity:

1	NSE Symbol	TEAMLEASE	
2	BSE Scrip Code	539658	
3	MSEI Symbol	NOTLISTED	
4	ISIN	INE985S01024	
5	Corporate Identification Number (CIN) of the Listed Entity	L74140KA2000PLC118395	
6	Name of the Listed Entity	TeamLease Services Limited	
7	Date of Incorporation	February 02, 2000	
8	Registered office address	Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bangalore - 560037, Karnataka, India	
9	Corporate address	Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bangalore - 560037, Karnataka, India	
10	E-mail	corporateaffairs@teamlease.com	
11	Telephone	+ 91 80 6824 3333	
12	Website	https://group.teamlease.com/	
13	**Financial year for which reporting is being done**	**Start Date**	**End Date**
	Current Financial Year (FY)	April 01, 2025	March 31, 2026
	Previous Financial Year (PY)	April 01, 2024	March 31, 2025
	Prior to Previous Financial Year (PPY)	April 01, 2023	March 31, 2024
14	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited	
15	Paid up capital (in ₹)	16,76,89,000/-	
16	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	**Ms. Alaka Chanda** Company Secretary and Compliance Officer **Ph:** +91 80 6824 3336/ **Fax:** +91 80 6824 3001 **Email ID:** alaka.dhawan@teamlease.com	
17	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a consolidated basis, unless otherwise specified (excluding joint ventures and foreign step down subsidiaries)	
18	Whether the company has undertaken reasonable assurance of the BRSR Core	Not Applicable	
19	Name of assurance provider	Not Applicable	
20	Type of assurance obtained	Not Applicable	

II. Products/Services

21. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
a.	Temporary Staffing	Activities of employment placement agencies	97.38
b.	Other HR	Temporary employment agency activities	2.04
c.	Other Income	Human Resources provision and management of human resource	0.58

22. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Product/Service	NIC Code of the Product/Service	% of total Turnover contributed
Temporary Staffing	78100	97.38
Other HR	78200	2.04
Other Income	78300	0.58

III. Operations

23. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of Offices	Total
International	0	2	2
National	0	15	15

24. Markets served by the Company:

a. Number of locations:

Locations	Number
National (No. of states)	15
International (No. of countries)	2

b. The contribution of exports as a percentage of the total turnover of the entity

Less than 1%.

c. A brief on types of customers

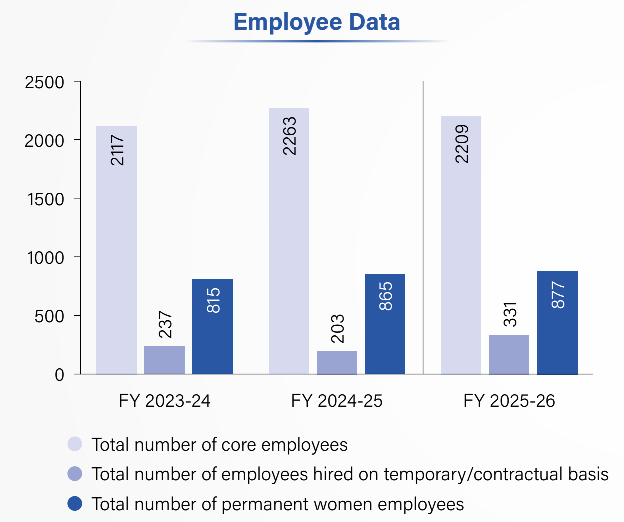
TeamLease Services Limited is India's leading provider of people supply chain solutions. In our journey towards 'Putting India to Work,' we are committed to providing end-to-end comprehensive solutions that help clients optimize work and productivity. Our products and services comprise a bouquet of services that span the employment ecosystem to support the 3Es of Employment, Employability, and E-Workforce. We are adept in strategic sourcing, matching, hiring, and training, along with capability and compliance management solutions. Over the course of the past two decades, we have delivered a diverse range of solutions to more than 3,500 employers representing various sectors, such as Automobile, Retail, E-Commerce, Electronic Systems, FMCG, IT, GCCs, Telecom, Textile, etc.

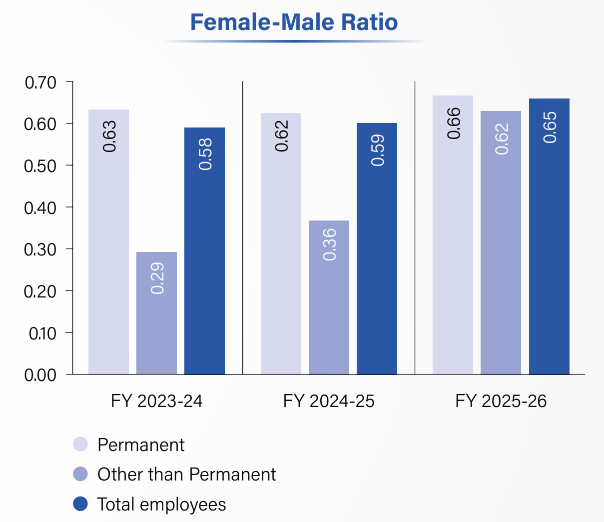
IV. Employees:

25. A. Details as on March 31, 2026

Particulars	FY (2025-26)					PY (2024-25)					PPY (2023-24)				
	Total Employees	Male		Female		Total Employees	Male		Female		Total Employees	Male		Female	
		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%
Permanent	2,209	1,332	60.30	877	39.70	2,263	1,398	61.78	865	38.22	2,117	1,302	61.50	815	38.50
Other than permanent	331	204	61.63	127	38.37	203	149	73.40	54	26.60	237	184	77.64	53	22.36
Total	**2,540**	**1,536**	**60.47**	**1,004**	**39.53**	**2,466**	**1,547**	**62.73**	**919**	**37.27**	**2,354**	**1,486**	**63.13**	**868**	**36.87**

All of 'TeamLease' workforce is categorized as 'Employees' and none as 'Workers'





B. Differently abled Employees

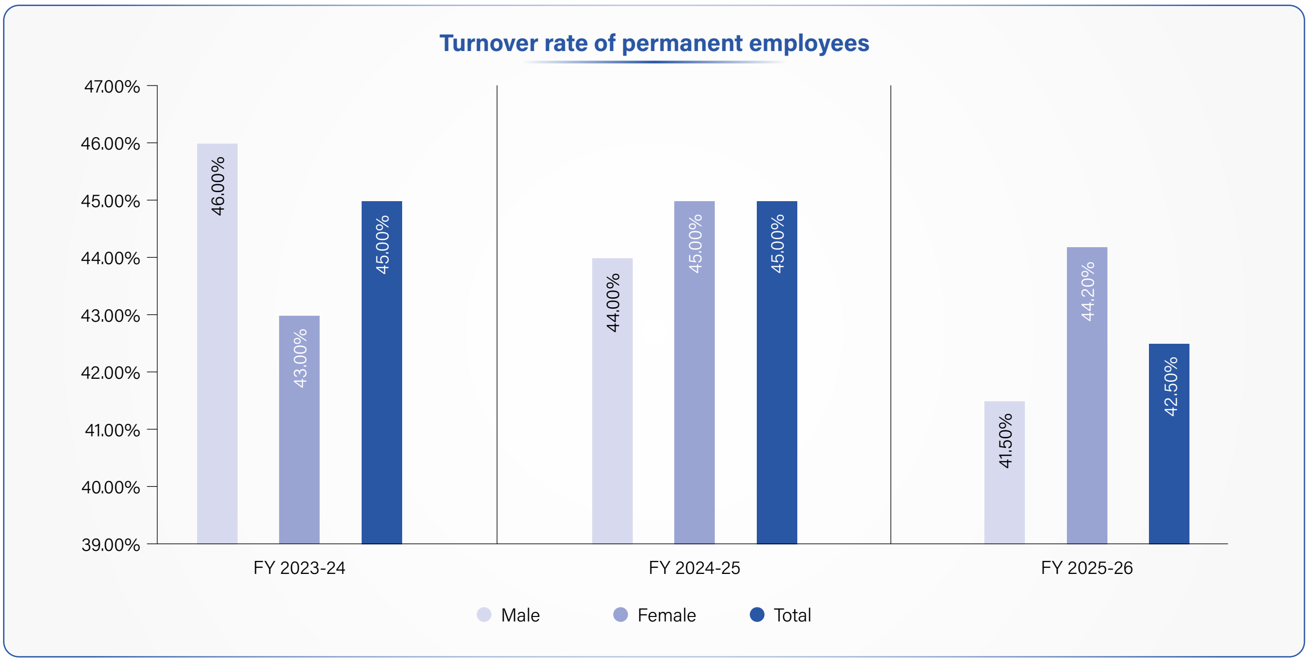
Particulars	FY (2025-26)					PY (2024-25)					PPY (2023-24)				
	Total Employees	Male		Female		Total Employees	Male		Female		Total Employees	Male		Female	
		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%
Permanent	9	6	66.67	3	33.33	4	2	50	2	50	4	3	75	1	25
Other than permanent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**9**	**6**	**66.67**	**3**	**33.33**	**4**	**2**	**50**	**2**	**50**	**4**	**3**	**75**	**1**	**25**

26. Participation/inclusion/representation of women

Product/Service	Total	No. and percentage of Females	
		No	%
Board of Directors (TeamLease & Subsidiaries)	**15**	**5**	**33.33**
TeamLease Services Limited	8	2	25.00
Subsidiaries	7	3	42.86
Key Management Personnel (CS and CFO) (TeamLease & Subsidiaries)	**2**	**2**	**100.00**
TeamLease Services Limited	2	2	100.00
Subsidiaries	-	-	-

27. Turnover rate for permanent employees and workers (Disclosed trends for the past 3 years)

Permanent Employees	2025-26			2024-25			2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	41.50%	44.20%	42.50%	44.00%	45.00%	45.00%	46.00%	43.00%	45.00%



V. Holding, Subsidiary and Associate Companies (including joint ventures)

28. (a) Names of holding / subsidiary / associate companies / joint ventures

As on March 31, 2026 the Company has 6 direct Subsidiaries and 1 Joint Venture.

Particulars of the Subsidiary companies are detailed in **Annexure II** of Board's Report - AOC-1.

Confirmation on Subsidiary Company/Companies participating in the Business Responsibility initiatives of the listed entity

Certain business responsibility initiatives in the area of ethics, transparency and accountability, sustainable use of resources and well-being of employees are being implemented in all the Subsidiary companies and Joint Venture. The Subsidiaries and Joint Venture of the Company are separate legal entities and follow BRSR initiatives as per rules and regulations as may be applicable to them.

(b) Confirmation on participation in the BRSR initiatives of the Company by the Company/Companies (e.g. suppliers, distributors etc.) with whom the Company does business

The Company does not mandate its suppliers/distributors to participate in the Company's BRSR initiatives. However, they are encouraged to adopt such practices and to follow the concept of being a responsible business.

(c) BRSR Information

1. Details of Director/Directors responsible for BRSR

a. Details of the Director/Director(s) responsible for implementation of the BRSR Policy/Policies:

The Corporate Social Responsibility (CSR) Committee of the Board of Directors is responsible for implementation of BRSR policies. The members of the CSR Committee are as follows:

Sl. No.	Name	DIN	Designation
1	Mr. Mekin Maheshwari, Chairman	03621431	Independent Director
2	Mr. Narayan Ramachandran, Member	01873080	Non-Executive & Non-Independent Director
3	Mr. Manish Sabharwal, Member	00969601	Non-Executive & Non-Independent Director

b Details of the BRSR head:

Sl. No.	Particulars	Details
1	DIN	03621431
2	Name	Mr. Mekin Maheshwari, Chairman of CSR Committee
3	Designation	Independent Director
4	Telephone number	+91 80 6824 3333
5	Email ID	corporateaffairs@teamlease.com

VI. 29. (i). Confirmation on CSR applicability as per section 135 of Companies Act, 2013 : Yes

(₹ in Crores)

Particulars	TeamLease Services Limited	TeamLease Digital Private Limited (Wholly Owned Subsidiary)	TeamLease EdTech Limited (Subsidiary)
Turnover	10,736.25	584.76	119.58
Net worth	953.77	42.56	29.13
Two percent of average net profit of the Company as per sub-section (5) of section 135	2.11	0.29	0.11
Total amount spent for the Financial Year	2.11	0.29	0.11
Details of Beneficiaries	• Apprenticeship Skilling Programmes • National Council of Applied Economic Research (NCAER)	• National Council of Applied Economic Research (NCAER)	• Career Awareness Campaign for High School Students

VII. Transparency and Disclosures Compliances

30. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC) in the Financial Year are tabled below:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities and NGOs	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities and NGOs	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners / Suppliers	Yes	-	-	-	-	-	-
Others	Yes	-	-	-	-	-	-

Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The hyperlink is: https://group.teamlease.com/investor/policies-and-guidelines/.

In addition, there are internal policies placed on the intranet of the Company.

31. Overview of the entity's material responsible business conduct issues

Material Topics identified	Category	Indicate whether risk/ opportunity R/O	The rationale for identifying risk/ opportunity	In case of risk, the approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Sustainable & Responsible Financing	Environmental	O	Helps mitigate ESG risks, access new capital, cater to and tap emerging market trends, build reputation, and attract new clients.	N.A.	Positive
Climate Change Risks	Environmental	R	Physical risks and transition risks, including policy changes, technological advancements, and market shifts, can impact the value of assets and investments leading to potential financial losses.	Focus on sustainable finance well-diversified exposure.	Negative

Material Topics identified	Category	Indicate whether risk/ opportunity R/O	The rationale for identifying risk/ opportunity	In case of risk, the approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Strong Economic Performance	Societal	O	Provides a basis for maintaining stability and generating positive momentum and long-term value for our stakeholders thus consolidating our leadership position.	N.A.	Positive
High Customer Satisfaction	Societal	O	Expands client base, increases client loyalty.	N.A.	Positive
Establishing Digital Leadership	Societal	O	Optimises internal workflows, improves efficiency, enables agility and adaptability to dynamic markets, provides enhanced customer experience, enables new offerings, and provides a competitive edge.	N.A.	Positive
Community-wellbeing	Societal	O	Builds positive brand perception, creates a more sustainable and inclusive society, and establishes strategic connections.	N.A.	Positive
Systematic Risk Management	Governance	O	Enhances vulnerability to economic downturns or market crashes, may lead to increased regulatory scrutiny, reputational damage, and a loss of investor confidence.	Multi-layered risk management strategy. Independent risk management function.	Positive
Ensuring Compliance	Governance	O	Helps identify and address potential risks, avoid penalties, legal issues, and reputational damage; generating trust amongst stakeholders and thereby, contributing to overall stability.	N.A.	Positive
Customer privacy and data security	Governance	R	Breach of customer privacy and data security systems could lead to a loss of reputation, a decline in customer confidence; and imposition of Legal and Regulatory fines.	Cyber security framework and information security program, strong governance around information security and data privacy.	Negative
Enhanced Transparency and disclosures	Governance	O	Builds investor confidence, ensures compliance with regulatory obligations, and strengthens market positioning and relationships with stakeholders.	N.A.	Positive
Robust Corporate Governance and Ethics	Governance	O	Essential in accomplishing the Company's goals, mitigating risks, building stakeholder trust, and maintaining business continuity.	N.A.	Positive
Positive Employee Practices	Diversity & Inclusion	O	Boosts efficiency, reduces employee attrition, increases capabilities and creativity within the Company, promotes diversity and enhances customer experience.	N.A.	Positive

Section B

Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Principle-wise (as per NVGs) BRSR Policy/Policies

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

NGRBC Principles

1. **Ethics, Transparency and Accountability -**

   Conduct and govern with integrity, and in a manner that is ethical, transparent and accountable

   - 100% of our employees received periodic training, viz., on business, business conduct and ethics, compliance regulations, and ESG parameter
   - No disciplinary action against Directors/KMPs/Employees/Workers by any law enforcement agencies for charges of bribery/corruption

2. **Products Lifecycle Sustainability -**

   Provide goods and services in a manner that is sustainable and safe

   - Given the nature of the business, there has been no adverse impact to the environment.

3. **Employees' Well-being -**

   Respect and promote the well-being of all employees, including those in value chains

   - 100% of our permanent employees are covered under health and accident insurance, and maternity and paternity benefits
   - 100% return to work rate and 85% retention rate for our permanent employees post parental leave.
   - 68.49% of employees were provided skill upgradation training

4. **Stakeholder Engagement -**

   Respect the interests of and be responsive to all its stakeholders, specially those who are disadvantaged, vulnerable and marginalized

   - Comprehensive stakeholder engagement to understand their expectations, inform our strategy and communicate our progress.

5. **Promoting Human Rights -**

   Respect and promote human rights

   - 100% of our permanent employees are paid more than the minimum wage
   - Median remuneration of employees and workers is more than ₹ 0.05 Crores per annum
   - 100% of plant or offices were assessed for human rights issues

6. Protection of Environment -

Respect and make efforts to protect and restore the environment

- Given the nature of the business, there has been no adverse impact to the environment.

7. Responsible Policy Advocacy -

Influencing public and regulatory policy, in a responsible and transparent manner

- Associated with Staffing Federation of India to foster dialogue on industry growth drivers, innovation and shaping public policy
- Public Policy Advocacy on important issues such as regulatory changes, R&D and intellectual property protection, access and affordability, and marketing practices.

8. Support Inclusive Growth -

Promote inclusive growth and equitable development

- Equal opportunities for engagement with all potential suppliers.
- ₹ 2.51 Crores spent in FY 2025-26 towards Corporate Social Responsibility of TeamLease Group, morefully described in Business Responsibility and Sustainability Report Section A General Disclosure point VI (29).

9. Providing Customer Value -

Engage with and provide value to the consumers in a responsible manner

- No data breaches found during the reporting period
- No major critical service disruptions

Disclosure Questions

I. Policy and Management Processes

Sl. No.	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1a	Confirmation on entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes								
1b	Confirmation on the policy approved by the Board. (Yes/No/NA)	Yes								
1c	Web Link of the Policies, if available.	https://group.teamlease.com/investor/policies-and-guidelines/								
2	Confirmation by the entity has translated the policy into procedures. (Yes/No/NA)	Yes								
3	Confirmation on the enlisted policies extend to your value chain partners. (Yes/No/NA)	No								
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies conform to the principles laid down in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business and National Guidelines on responsible business conduct notified by the Ministry of Corporate Affairs, Government of India.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Not Applicable								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

Notes:

Note	Principle No.	Principle Description	Policy	Website Link
1	P1 Ethics, Transparency and Accountability	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	TeamLease Code of Conduct and Business Ethics	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf
			TeamLease Prevention of Sexual Harassment Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Prevention-of-Sexual-Harassment-Policy-Core-Employees-Version-3.4-8th-Feb-2021.pdf
			TeamLease Code of Conduct for Prohibition of Insider Trading	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2025/01/TeamLease-Code-of-Conduct-for-Prohibition-of-Insider-Trading-2.pdf
			TeamLease Anti- Bribery and Corruption Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2020/11/TeamLease_Anti_Bribery_and_Corruption_Policy.pdf
			TeamLease Policy on Prohibition of Fraudulent and Unfair Trade Practices relating to Securities Market	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Policy-on-Prohibition-of-Fraudulent-and-Unfair-Trade-Practices-relating-to-Securities-Market.pdf.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf
2	P2 Products Lifecycle Sustainability	Businesses should provide goods and services in a manner that is sustainable and safe	TeamLease Code of Conduct and Business Ethics	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf
3	P3 Employees' well-being	Businesses should respect and promote the well-being of all employees, including those in their value chains	TeamLease Prevention of Sexual Harassment Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Prevention-of-Sexual-Harassment-Policy-Core-Employees-Version-3.4-8th-Feb-2021.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf
4	P4 Stakeholder Engagement	Businesses should respect the interests of and be responsive to all its stakeholders	TeamLease Corporate Social Responsibility Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Corporate-Social-Responsibility-Policy.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf
5	P5 Promoting Human Rights	Businesses should respect and promote human rights	TeamLease Code of Conduct and Business Ethics	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf
6	P6 Protection of Environment	Businesses should respect and make efforts to protect and restore the	TeamLease Code of Conduct and Business Ethics	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf

Note	Principle No.	Principle Description	Policy	Website Link
7	P7 Responsible Policy Advocacy	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Public Policy Advocacy	The Company plays a strong role in public policy advocacy through regular engagement with external stakeholders including industry associates, government bodies and regulatory departments. Morefully described in Principle 7, Leadership Factors
8	P8 Support Inclusive Growth	Businesses should promote inclusive growth and equitable development	TeamLease Corporate Social Responsibility Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Corporate-Social-Responsibility-Policy.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf
9	P9 Providing Customer Value	Businesses should engage with and provide value to their consumers in a responsible manner	TeamLease Code of Conduct and Business Ethics	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf
			TeamLease Whistle Blower and Vigil Mechanism Policy	https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf

It has been the Company's practice to upload all policies on the intranet site for information and implementation by the internal stakeholders. However, Code of Conduct and Code of Conduct for Prohibition of Insider Trading being applicable to both internal and external stakeholders are available on the Company's website at https://group.teamlease.com/investor/policies-and-guidelines/.

II. GOVERNANCE, LEADERSHIP AND OVERSIGHT

Corporate Governance is an ethically driven business process that is committed to values, aimed at enhancing an organization's wealth generating capacity. This is ensured by taking ethical business decisions and conducting business with a firm commitment to values, while meeting Stakeholders' expectations.

A. Governance:

Corporate Governance of TeamLease is guided by:

- Accountability
- Transparency
- Fairness
- Competent Leadership and Management
- Empowerment

We have a transparent corporate structure, with:

- Approval rights of our general meeting of shareholders for any significant change in the identity or nature of our Company or business
- Each share of our common stock confers the right to cast one vote at the Annual General Meeting of shareholders
- Our directors are appointed for five-year terms and are elected or re-elected by the shareholders at the Annual General Meeting of shareholders
- We only have outstanding common stock. No priority, preference, or other shares with special voting rights are issued, and cannot be issued without majority shareholder approval.
- Any issuance of common or preference shares, for any reason, is subject to the approval of the Annual General Meeting of shareholders
- We allow special meetings of our shareholders to be called when requested, using the written request of shareholders holding at least 10% of our outstanding voting stock

B. Leadership:

Board of Directors

TeamLease Group is committed to effective corporate governance that strengthens the accountability of the Board of Directors (Board) and Management. The Board is collectively responsible for the management, general, and financial affairs of TeamLease, as well as our policy and strategy. Ms. Suparna Mitra, the Executive Director of the Board, who is also our Managing Director and Chief Executive Officer, is responsible for day–to–day management and operations of the Company.

Board Composition

The number of Executive and Non–Executive directors is determined by the Board based on the recommendation of Nomination and Remuneration Committee. Our directors have a wide variety of relevant skills, professional experience, and backgrounds. Their diverse viewpoints and varying perspectives help us represent the interests of all stakeholders.

Expertise

The Board, with the support of the Nomination and Remuneration Committee, maintains an appropriate balance with respect to the expertise, experience, and diversity on the Board. Evaluations of Board Composition consider a number of matters, including director independence, skill set, experience, expertise, and diversity, to ensure the Board remains effective and well–qualified.

Diversity

The Board is committed to supporting, valuing, and leveraging diversity in its composition. This includes gender and ethnic/cultural diversity, to ensure a balance in representation.

Independence of the Board

As on March 31, 2026, TeamLease has two Executive Directors, four Independent Directors and two Non-Executive Non-Independent Directors. The six Non–Executive Directors (75%), including the Chairman, are a combination of Independent and Non-Independent Directors under the applicable SEBI (LODR) Regulations, 2015. Our Board has an average tenure of approximately 5 years. However, there is no specific tenure for Non-Executive and Non-Independent Directors.

Mr. Narayan Ramachandran is also a Non-Executive & Non-Independent Director in TeamLease Digital Private Limited, Wholly-Owned Subsidiary of TeamLease.

Board Directorships and Board Memberships

Pursuant to Clause 17A of SEBI LODR Regulations, 2015, the directors of listed entities shall comply with the following conditions with respect to the maximum number of directorships, including any alternate directorships that can be held by them at any point of time

(1) A person shall not be an Independent Director in more than seven listed companies.

(2) Notwithstanding the above, any person who is serving as a Whole Time Director / Managing Director in any listed Company shall serve as an Independent Director in not more than three listed Company.

Pursuant to Clause 26 of SEBI LODR Regulations, 2015, a director shall not be a member in more than ten Committees or act as chairperson of more than five Committees across all listed Company in which he/she is a director which shall be determined as follows:

a. the limit of the Committees on which a director may serve in all public limited companies, whether listed or not, shall be included and all other companies including private limited companies, foreign companies, high value debt listed entities, and companies under Section 8 of the Companies Act, 2013 shall be excluded.

b. for the purpose of determination of limit, chairpersonship and membership of the Audit Committee and the Stakeholders' Relationship Committee alone shall be considered

Table on Board Directorships and Board Memberships of TeamLease Services Limited, taking into consideration Clause 17A and Clause 26 of SEBI LODR Regulations, 2015 as aforementioned:

Sl. No.	Name of the Directors	Designation	No & Names of other Directorship(s) (in Listed Entities excluding TeamLease)	No & Names of Committee Membership excluding TeamLease	No & Names of Committee Chairmanship excluding TeamLease	Clause 17A compl-iance	Clause 26 compl-iance
1.	Mr. Narayan Ramachandran[5]	Chairman & Non-Executive, Non-Independent Director	-	1. Committee Membership - • Hari and Company Investments Madras Limited - Audit Committee	1. Committee Chairmanship - • Vivriti Next Limited - Audit Committee	Y	Y
2.	Ms. Suparna Mitra[6]	Managing Director & Chief Executive Officer	1. Swiggy Limited	1. Committee Membership - • Swiggy Limited - Audit Committee	1. Committee Chairmanship - • Swiggy Limited - Stakeholder Relationship Committee		
3.	Mr. Manish Sabharwal[7]	Non-Executive & Non-Independent Director	-	-	2. Committee Chairmanships - • Phonepe Limited - Audit Committee • Gaja Alternative Asset Management Limited - Stakeholder Relationship Committee	Y	Y
4.	Mr. Ashok Reddy[8]	Whole Time Director & Executive Vice Chairman	-	-	-	Y	Y
5.	Mr. Mekin Maheshwari	Independent Director	-	-	-	Y	Y
6.	Mrs. Meenakshi Nevatia	Independent Director	1. Pfizer Limited	1. Committee Membership - • Pfizer Limited - Stakeholders' Relationship Committee	-	Y	Y
7.	Mr. Subramaniam Somasundaram	Independent Director	1. United Breweries Limited 2. Honasa Consumer Limited	2. Committee Memberships - • Honasa Consumer Limited - Stakeholder Relationship Committee • Manipal Health Enterprises Limited - Audit Committee	4. Committee Chairmanships • API Holding Limited - Audit Committee • United Breweries Limited - Audit Committee • Honasa Consumer Limited - Audit Committee • Razorpay Software Limited - Audit Committee	Y	Y
8.	Mr. Rajnarayan Ramakrishnan	Independent Director	-	-	-	Y	Y

Notes:

1. *None of the Directors hold Directorships in more than 20 companies including 10 public limited companies and private companies which are either Subsidiary or Holding Company of a public Company pursuant to Section 165 of the Companies Act, 2013.*
2. *None of the Directors serve as Director or as an Independent Director ("ID") in more than 7 listed companies and none of the Executive Directors serve as IDs in more than 3 listed companies.*
3. *None of the Directors hold membership in more than 10 Committees or Chairpersonship of more than 5 Committees as required under Regulation 26 of the SEBI LODR Regulations, 2015.*
4. *The Directorship/Committee membership is based on the disclosures received from the Directors as on March 31, 2026. However, we have also incorporated the changes as on date of the signing after the closure of the Financial Year end. The date of signing is May 20, 2026.*
5. *Mr. Narayan Ramachandran ceased to be an Independent Director of the Company pursuant to completion of his second term on July 07, 2025 (End of business hours). However, he has been re-designated as Non-Executive Non-Independent Director with effect from July 08, 2025, liable to retire by rotation. He is continuing as Non-Executive Chairperson of the Company.*
6. *Ms. Suparna Mitra has been appointed as the Managing Director & CEO of the Company with effect from February 02, 2026.*
7. *Designation of Mr. Manish Sabharwal has been changed from Executive Vice Chairman to Non-Executive Non-Independent Director of the Company with effect from February 02, 2026.*
8. *Designation of Mr. Ashok Reddy has been changed from Managing Director & CEO to Whole Time Director & Executive Vice Chairman of the Company with effect from February 02, 2026.*
9. *No Director has any inter-se relationship with other Directors.*

Core skills/expertise/competencies of the Board of Directors

Subject for Review	Review of Principles Undertaken by and Frequency
Diversity	Representation of gender, ethnic, geographic, cultural, or other perspectives that expand the Board's understanding of the needs and viewpoints of our customers, partners, employees, governments, and other stakeholders worldwide.
International	Exposure and working in various regions, in the US, Europe and/or Asia, and/or experience with businesses with substantial international operations.
Executive Leadership	Extended leadership experience for a significant enterprise, resulting in a practical understanding of organizations, processes, strategic planning, and risk management. Demonstrated strengths in developing talent, planning succession, and driving change and long-term growth.
Industry & Technology	Understanding of the relevant industry.
Strategic Planning and Growth	Planning knowledge of corporate strategy and strategic planning and other strategic transactions.
Board Service and Corporate Governance	Service on a public Company Board to develop insights about maintaining Board and management accountability, protecting shareholder interests, and observing appropriate governance practices.
Financial Expertise, Audit & Accounting	Leadership of a financial firm or management of the finance function of an enterprise, resulting in proficiency in complex financial management, capital allocation, and financial reporting processes, or experience in actively supervising a Principal Financial Officer, Principal Accounting Officer, Controller, Public Accountant, Auditor or person performing similar functions. Audit & Accounting with Corporate Finance, including Financial Experts as named in the Company filings.
Operations	Sophisticated, large–scale operations.
Risk Management	Assessing and managing enterprise risks.
Human Capital/ Talent Development	Human resources management and culture development in large international organizations, overseeing succession planning, talent development, and executive compensation programs.
IT and Cybersecurity	Managing information technology and cyber security threats.
Environment, Social and Governance (ESG)	Understanding and addressing strategic environmental, social and governance issues.
Mergers and Acquisitions	Ability to assess 'build or buy' decisions, analyse the fit of a target with the Company's strategy and culture, accurately value transactions, and evaluate operational integration plans.
Sales and Marketing	Experience in developing strategies to grow sales and market share, build brand awareness and equity, and enhance enterprise reputation.
Global Business	Experience in driving business success in markets around the world, with an understanding of diverse business environments, economic conditions, cultures, and regulatory frameworks, and a broad perspective on global market opportunities.

C. Oversight

The frequency with which the Board of Directors, Committee of the Board or CEO assess the BRSR performance of the Company

The BRSR performance of the Company is annually assessed. The Directors and Senior Management of the Company monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis. The Company's business responsibility performance is reviewed by the Board of Directors on an annual basis. An Independent Director is in charge of overall BRSR of the Company supported by the Management of the Company and its Executive Directors. The BRSR performance of the Company is assessed by the following Committees of the Board:

(i) the Audit Committee;

(ii) the Corporate Social Responsibility Committee; and

(iii) the Stakeholders Relationship Committee.

In addition, the Risk Management Committee also assesses risks pertaining to certain principles of BRSR as identified by the Internal Auditors of the Company.

Status of publishing BRSR by the Company, Hyperlink for viewing this report and Frequency of publishing BRSR Report

Pursuant to Regulation 34 of SEBI LODR Regulations, 2015 (as amended from time to time), the Company publishes a BRSR as an Annexure to the Annual Report on an annual basis.

BRSR of the Company is available at the website of the Company at https://group.teamlease.com/investor/teamlease-annual-report/.

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

TeamLease's key objective is to generate Employment, Employability and E-workforce in the country. The Company's focus on ESG parameters is best reflected through core values that are imbibed in all spheres of activity of the Company. The Company believes in meeting a critical social objective with an endeavour to provide job solutions across all income categories. Given the acute shortage of jobs in India the demand for formalisation of the job market in India is immense. The Company has been built on the founding principles of kindness, fairness, effectiveness and efficiency. The Company believes that sound principles of governance are a necessary tool for creating long-term value for all its stakeholders and to promote sustainability. TeamLease regards respect for human rights as one of its fundamental and core values. TeamLease undertakes its developmental and welfare activities directly. The Company recognises that climate change is not just an environmental issue but also a business risk. The Company is increasing its due diligence on ESG risks in its policies. Employee sensitisation on ESG risks is crucial. The Company discourages wasteful usage of natural resources.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Mr. Mekin Maheshwari, Chairman of CSR Committee, Ph: +91 80 6824 3333 / Fax: +91 80 6824 3001

Email ID: corporateaffairs@teamlease.com

9. Details of the Director/Director(s) responsible for implementation of the BRSR Policy/Policies

The Corporate Social Responsibility (CSR) Committee of the Board of Directors is responsible for implementation of BRSR policies. The members of the CSR Committee are as follows:

Sl. No.	Name	DIN	Designation
1	Mr. Mekin Maheshwari, Chairman	03621431	Independent Director
2	Mr. Narayan Ramachandran, Member	01873080	Non-Executive & Non-Independent Director
3	Mr. Manish Sabharwal, Member	00969601	Non-Executive & Non-Independent Director

10. Details of review of NGRBCs by the Company:

Subject for Review	The review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – specified below)								
	P 1	P 2	P3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As a practice, BRSR policies of the Company are reviewed periodically or on a need basis by board level, committees, leadership teams, business head and departmental head. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable.									Quarterly								

11. Details of independent assessment/evaluation of the working of its policies by an external agency.

The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various department heads, business heads and approved by the management or Board. An internal assessment of the workings of the BRSR policies has been done and in due course, the Company shall have an external assurance on the same.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

<table>
<tr><th>Questions</th><th>P 1</th><th>P 2</th><th>P3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th></tr>
<tr><td>The entity does not consider the Principles material to its business (Yes/No)</td><td colspan="9">No</td></tr>
<tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td><td colspan="9">No</td></tr>
<tr><td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td><td colspan="9">No</td></tr>
<tr><td>It is planned to be done in the next financial year (Yes/No)</td><td colspan="9">No</td></tr>
<tr><td>Any other reason (please specify)</td><td colspan="9">Not Applicable</td></tr>
</table>

Section C

Principle-Wise Performance Disclosures

01

Principle:

Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

TeamLease is committed to achieving the highest principles of integrity and ethics. Our Code of Conduct (COC / Code) outlines the Company's expected standards of ethical conduct and behavior. Our core values represent mutual respect, trust and personal growth for all. The Code of Conduct extends to employees at all levels and other individuals working with the Company, its Subsidiaries, associates, suppliers, service providers, channel partners and explicitly prohibits bribes, kickbacks, improper payments and direct them to ensure ethical business conduct.

The three pillars supporting the governance structure of the Company are as under:

a. **Ethics:** In consonance with the Regulation 17 of SEBI LODR Regulations, 2015 (as amended from time-to-time), the Company has adopted a "TeamLease Code of Conduct and Business Ethics" which mandates the Directors, Senior Management and Employees of the Company to act honestly, fairly, ethically and with integrity, conduct themselves in professional, courteous and respectful manner.

b. **Transparency:** The Governance structure of the Company is further supported by a Whistle Blower and Vigil Mechanism Policy which serves as a tool for its directors and employees to report any genuine concerns about unethical behaviour, actual or suspected without fear of reprisal. The mechanism provides an avenue to stakeholders to raise concerns or violations pertaining to activities of the Company.

c. **Accountability:** In order to instill accountability amongst the employees of the Company and its Group Companies, TeamLease has in place an Internal Code of Conduct for Regulating, Monitoring and Reporting of Trades by Designated Persons. The Code serves a threefold objective of:

- monitoring the trades of designated employees of the Company;
- obligating the employees to handle price sensitive information of the Company on a need-to-know basis thereby avoiding leakage of information;
- mandating the employees to restrict unauthorized access to any individual other than the intended recipient of the information.

A. Essential Indicators pertaining to Principle 1

1. Percentage coverage by training and awareness programmes on any of the principles during the Financial Year

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes	Mode
Board of Directors of TeamLease Services Limited	During the year, the Board of Directors of the Company spent approximately 15 hours on total 5 sessions on matters relating to an array of issues. In addition, a monthly chronicle is shared with all the Board Members apprising them on developments in the Company.	• Induction Programme for new Directors • Familiarisation Programme for Independent Directors consisting of Business/Functions updates, Regulatory Laws, Economy and Environmental, Social and Governance Parameters, Strategy, Risks, etc.	100% Board of Directors	Virtual as well as in -person
Key Managerial Personnel (KMPs) of TeamLease Services Limited	During the year, the KMPs of the Company spent approximately 15 hours on total 5 sessions on matters relating to an array of issues. In addition, KMPs being the employees also undergo structured training programmes throughout the year	• Business/Functions updates, Regulatory Laws, Economy and environmental, social and governance parameters, Strategy, Risks, etc. • Mandatory trainings on Principle 1,3,4,5,8,9	100% KMPs	Virtual as well as in -person
Employees other than Board of Directors or KMP(s)	During the year, total 242 Training sessions were held (this excludes Mandatory Induction trainings in LMS)	• All employees including juniors, mid level & seniors continued to undergo structured training programmes throughout the year. The focus for FY 26 financial year was on strengthening managerial capabilities and driving on-site efficiencies through in-person sessions. Capability building has been further enhanced through the Recruiter Certification Program (RICH) and by creating Learning Journeys on LMS, which includes structured learning pathways for new joiners in key roles across Sales, Account Management, and Recruitment within the Employment cluster. In addition, targeted interventions have been rolled out to strengthen system and tool knowledge across platforms such as ALCS NG, HireTech, and HCM, complemented by refresher sessions on products and services across all business units. Regular assessments were rolled out post the trainings to capture the knowledge gain in these sessions. Compliance audit training was conducted to support year-end closure requirements in the compliance vertical. Other need based trainings like Share of Wallet Expansion, TeamLease Principles were also conducted. To address evolving business needs, foundational programs on prompt engineering and AI upskilling have also been introduced. These initiatives are aimed at improving on-ground performance, enhancing productivity, and building future-ready capabilities across the organization. • Mandatory trainings on Principle 1,3,4,5,8,9	100% employees covered under mandatory trainings on LMS on POSH, Code of Conduct, Information Security, Insider Trading and Business Continuity	Virtual as well as in -person

2. **Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

			Monetary				
Penalty/ Punishment/Fine	NGRBC Principle	Adjudicating Authority	Case Name	CNR No.	Brief of the Judgement/Award	An appeal has been preferred	Amount
Penalty	-	-	-	-	-	-	-
Award	-	-	-	-	-	-	-
Settlement	-	-	-	-	-	-	-
Compounding fee	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-

		Non-Monetary			
Imprisonment/ Punishment	NGRBC Principle	Adjudicating Authority Supreme Court & Case Type, Case Number & Year; High Court & Bench; District Court & State, District & Court Complex.	CNR No.	Brief of the Judgement/ Award	An appeal has been preferred
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-
Total	-	-	-	-	-

3. **Of the instances disclosed in Question II above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed:** NIL

4. **The Company has policy relating to ethics, anti-bribery and anti-corruption, details below:**

   The Company has an anti-bribery and anti-corruption policy covering the entire TeamLease Group. The policy has been developed in alignment with TeamLease's Code of Conduct, various existing policies (including Whistle Blower and Vigil Mechanism Policy, policy on management of conflicts of interest, amongst others) and rules and regulations on anti-bribery and anti-corruption in India.

   The policy reiterates TeamLease's stance of zero tolerance towards bribery and corrupt practices. The policy facilitates ethical decision making and reinforces TeamLease's culture of transparency in all its dealings.

   This policy applies to all stakeholders or persons associated with TeamLease and who may be acting on behalf of TeamLease and sets out conduct that must be adhered to at all times.

   The policy is placed on the Company's website. The hyperlink is https://group.teamlease.com/investor/policies-and-guidelines/.

5. **Number of Directors/KMPs/employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

Number of complaints/cases of bribery, corruption registered with law enforcement agencies against the Company or lodged with the Company internally	FY (2025-26)	PY (2024-25)
Directors	-	-
KMP(s)	-	-
Employees (Other than Directors & KMP)	-	-

6. **Details of complaints with regard to conflicts of interest:**

Number of complaints with regard to conflicts of interest of Directors/KMPs/Employees	FY (2025-26)	PY (2024-25)
Directors	-	-
KMP(s)	-	-
Employees (Other than Directors and KMPs)	-	-

7. **The details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.**

The Company ensures that it discusses various issues with its regulators where there could be lapses in compliance and ensures that necessary policies, processes, systems and monitoring mechanism are put in place.

8. **Number of days of accounts payables:**

(₹ in Crore)

	FY (2025-26)	PY (2024-25)	PPY (2023-24)
i) Accounts payable x 365 days	28,743.164	25,388.50	22,509.55
ii) Cost of goods/services procured	403.45	382.53	200.23
iii) Number of days of accounts payables	71	66	112

9. **Open-ness of business - Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format**

(₹ in Crore)

Parameter	Metrics	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	0.00	0.00	0.00
	ii) Total purchases	0.00	0.00	0.00
	iii) Purchases from trading houses as % of total purchases	0.00%	0.00%	0.00%
	b. Number of trading houses where purchases are made	0.00	0.00	0.00
	c. i) Purchases from top 10 trading houses	0.00	0.00	0.00
	ii) Total purchases from trading houses	0.00	0.00	0.00
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%	0.00%

Note: As part of our procurement process, we do not tag suppliers as trading houses as such a classification is not directly relevant to our business model and accordingly the reporting is not applicable to us.

(₹ in Crore)

Parameter	Metrics	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Concentration of Sales	a. i) Sales to dealer / distributors	0.00	0.00	0.00
	ii) Total Sales	0.00	0.00	0.00
	iii) Sales to dealer / distributors as % of total sales	0.00%	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0.00	0.00	0.00
	c. i) Sales to top 10 dealers / distributors	0.00	0.00	0.00
	ii) Total Sales to dealer / distributors	0.00	0.00	0.00
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0.00%	0.00%	0.00%

Note: This reporting is not applicable to us.

(₹ in Crore)

Parameter	Metrics	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Share of RPTs in:	a. i) Purchases (Purchases with related parties)	0.94	3.32	1.80
	ii) Total Purchases	11,704.38	11,086.26	9,253.49
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.01%	0.03%	0.02%
	b. i) Sales (Sales to related parties)	16.98	15.12	28.94
	ii) Total Sales	11,790.67	11,155.87	9,321.53
	iii) Sales (Sales to related parties as % of Total Sales)	0.14%	0.14%	0.31%
	c. i) Loans & advances given to related parties	0	0	0.00
	ii) Total loans & advances	0	0	0.00
	iii) Loans & advances given to related parties as % of Total loans & advances	0%	0%	0.00%
	d. i) Investments in related parties	14.24	13.29	3.00
	ii) Total Investments made	14.24	13.29	3.00
	iii) Investments in related parties as % of Total Investments made	100.00%	100.00%	100.00%

B. Leadership Indicators pertaining to Principle 1

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year –

Not Applicable

2. The Company has processes in place to avoid/manage conflicts of interests involving members of the Board, details below:

The Company has implemented organisational and administrative processes to mitigate and prevent conflicts of interest that may arise. There are appropriate safeguards and systems to prevent or manage conflicts along with escalation mechanisms. The Company has a guidance mechanism in place for directors/senior management to address potential conflicts of interests that may arise in recommending/approving proposals for investments/granting loans.

The Board has formulated and adopted the Code of Conduct and Conflicts of Interest norms for the Board of Directors, and the Code of Conduct and Ethics of the Company for the employees (The Code of Ethics), in terms of Regulation 17(5) of the SEBI LODR Regulations, 2015 relating to Corporate Governance.

The Code of Conduct and Conflicts of Interest norms for the Board of Directors provides for do's and don'ts to be followed by the directors of the Company and also contains norms with respect to conflicts of interest, skill development, health, confidentiality, insider trading and sexual harassment etc.

The Code of Ethics is a statement of the Company's commitment to integrity and the highest standards of ethical practices. It defines the standards of conduct that is expected of all employees in order that the right decisions are taken in performing their roles and responsibilities across various functions in the Company.

The Code of Ethics is intended to be the charter for day-to-day work, to enable employees to make the right decisions and, therefore, serves to (1) underline the fundamental commitment to compliance with regulatory guidelines and laws of the land, (2) set forth basic parameters of ethical and acceptable social behaviour, and (3) establish a system for detection and reporting of known or suspected ethical or violations of regulations.

During the Financial Year 2025-26, the Company has not entered into any materially significant transactions with its directors or relatives of the directors, which could lead to potential conflicts of interest between the Company and these parties, other than transactions entered into in the ordinary course of its business.

All the members of the Board of Directors of the Company have affirmed compliance with the said codes as applicable to them for Financial Year 2025-26.

The policy/policies are placed on the Company's website. The hyperlink is https://group.teamlease.com/investor/policies-and-guidelines/.

Confirmation on the applicability of aforesaid policy to the entire Group/Joint Ventures/Suppliers/Contractors/NGOs/Others

The policy relating to ethics, transparency and accountability covers the Company and its Group Companies. The Suppliers/ Contractors / NGOs dealing with the Company are also encouraged to maintain ethical standards in all their practices. The Company believes in promoting growth without compromising on the ethical values of the organisation. This belief of the Company is echoed in the Policy on Ethics, Transparency and Accountability by avoiding any acts and practices that are abusive, corrupt, or anti-competitive.

The details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. - Not Applicable

The Company ensures that it discusses various issues with its regulators where there could be lapses in compliance and ensures that necessary policies, processes, systems and monitoring mechanism are put in place.

02 Principle:

Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

While evaluating the impact of business operations, TeamLease aims to reduce any fallouts during the lifecycle of its services across the value chain.

A. Essential Indicators pertaining to Principle 2

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the Company, respectively.

Given the nature of business of the Company, the relevance of the above is largely restricted to information technology (IT) capex. In FY26, capex incurred towards IT hardware and software (including capital work in progress), which facilitated the enhanced digital initiatives of the Company was 0.12% of total revenue. Greater adoption of digital platforms not only brings in increased efficiencies of operations but also ensures substantially reduced consumption of paper.

	FY (2025-26)	PY (2024-25)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Not Applicable
Capex	0.12%	0.30%	Not Applicable

2. Confirmation on procedures in place for sustainable sourcing by the Company

Given the nature of the business of the Company, at a corporate level, consumption of resources is limited to running the operations. The Company, however, remains cognisant of reducing its resource consumption through ensuring better energy efficiency standards whilst procuring electronic equipment, lighting devices, computers, HVACs, sensors, amongst others. This initiative will bring in energy savings over the medium to long-term. At most of the Company's offices, there are LED light fittings to conserve energy and conscious endeavours have been made to replace electronic equipment with high energy star ratings. Sensors are installed to economise power and water consumption only when these facilities are being used. The major suppliers of hardware are green standard compliant.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for plastics (including packaging), e-waste, hazardous waste and other waste:

Not Applicable, as the Company does not have physical products as a part of its offerings.

4. Details on Extended Producer Responsibility (EPR) applicable to the entity's activities. Details on the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Not Applicable, as the Company does not have physical products as a part of its offerings.

B. Leadership Indicators pertaining to Principle 2

1. Status of conducting Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)

This is not applicable to the Company. The Company does not have any physical products as a part of its offerings to customers. It is a service based Company. Hence the applicability of the life-cycle approach to the Company's core operations is rather limited. Application of a life cycle approach is hence restricted to the services and products procured by the Company for its own operations. Most of the product categories procured are off-the-shelf items. Hence, the life cycle philosophy as extended to these include green procurement considerations as a part of the technical specifications for purchase and end-of-life management to maximize recycling.

2. Significant social or environmental concerns and/or risks arising from production or disposal of the products/ services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means

It's a service based Company providing various kinds of services across the country. Therefore, no social or environmental concerns are associated with the use of its offerings.

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

   Not Applicable, as the Company does not have physical products as a part of its offerings.

4. **The products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed**

   Not Applicable, as the Company does not have physical products as a part of its offerings

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

   Not Applicable, as the Company does not have physical products as a part of its offerings.

Principle: 03

Businesses should promote the well-being of all employees

TeamLease believes that its success depends on its ability to develop knowledge, skills and expertise of its employees. This belief translates in ensuring that every business vertical is equipped with right talent, which is both competent and engaged. The Company achieved this objective by undertaking various initiatives for talent development, employee engagement and communication. We have always been committed to inclusive and merit based policies. We are proud of the fact that the representation of women leaders in our senior team is at 26%. Our policies are for the benefit of all employees. In today's world, the need for flexibility in terms of workplace (Work from home / work from office) is the most commonly mentioned and highly valued benefit and we are trying to create as much flexibility as possible without compromising on cohesion and team work. We have always had a transparent, merit-based and open culture.

All our policies are geared towards equal opportunity. We pride ourselves on our compliance and ethical standards. All of these, put together create a work environment where everyone has a voice, has opportunities to grow and learn and take on higher responsibilities. Examples for this include our outcome-based performance management system, a promotion policy aligned with performance and learning opportunities for all our people.

We have monthly connect sessions with Department and Business Heads. People are encouraged to speak up and voice their thoughts, recommendations and suggestions. HR teams have regular connects with people to ensure that we are able to strengthen good practices and act proactively where gaps need to be addressed. There are CEO connect sessions for new joiners and senior leaders to ensure that transitions are smooth and there is a common language and culture of outcome based performance. We also have a cadence on Monthly, Quarterly and Annual Awards to recognize strong performance and adherence to our Principles. We have several recognition and connect activities to ensure that people have the resources and information they need to succeed and successes are recognized and rewarded.

RETURNING TO OFFICE

At the start of the pandemic, many team members transitioned to working from home, allowing us to better protect both our team members who were required to come to our offices for essential operations as well as our team members who could perform their job duties remotely. As conditions improved in our communities around the country, we began enacting plans to return all team members to our TeamLease offices. We continue to adjust those plans, along with our Health & Safety protocols, to account for developments such as the emergence of variants. Recognizing that the needs of our team members have shifted over the course of the last two years, we remain committed to flexible work arrangements, and will continue to offer the option to work a combination of at office and remotely if the job allows. Hybrid working models give employees the benefit of in–person interactions with their colleagues while also enjoying the conveniences of working remotely.

Total number of Core employees - 2,209

Total number of employees hired on temporary/contractual and casual basis - 331

Number of permanent women employees - 877

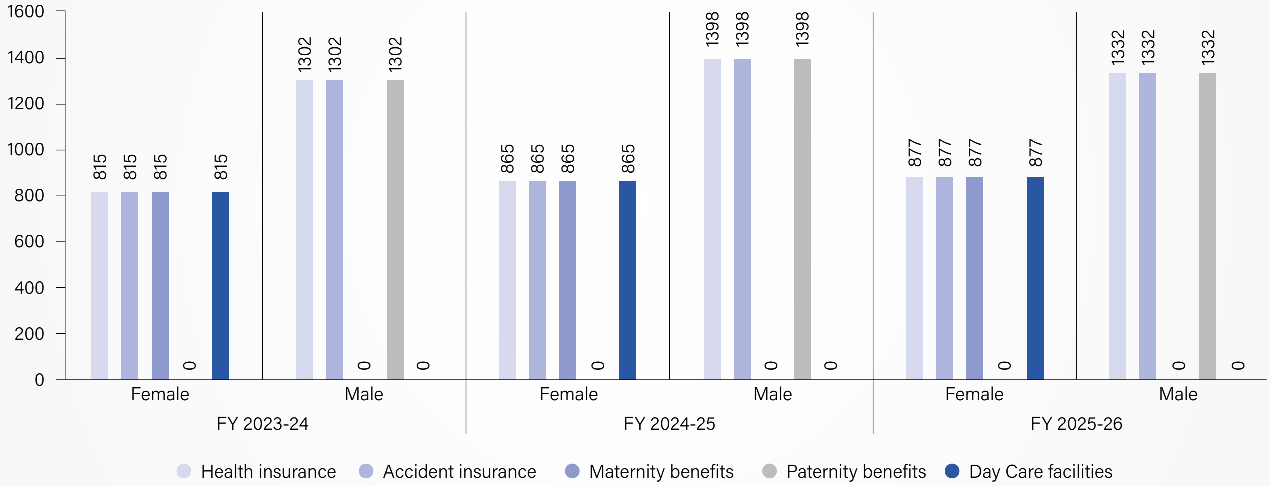
Number of permanent employees with disability - 9

A. Essential Indicators pertaining to Principle 3

1. a. Details of measures for the well-being of employees:

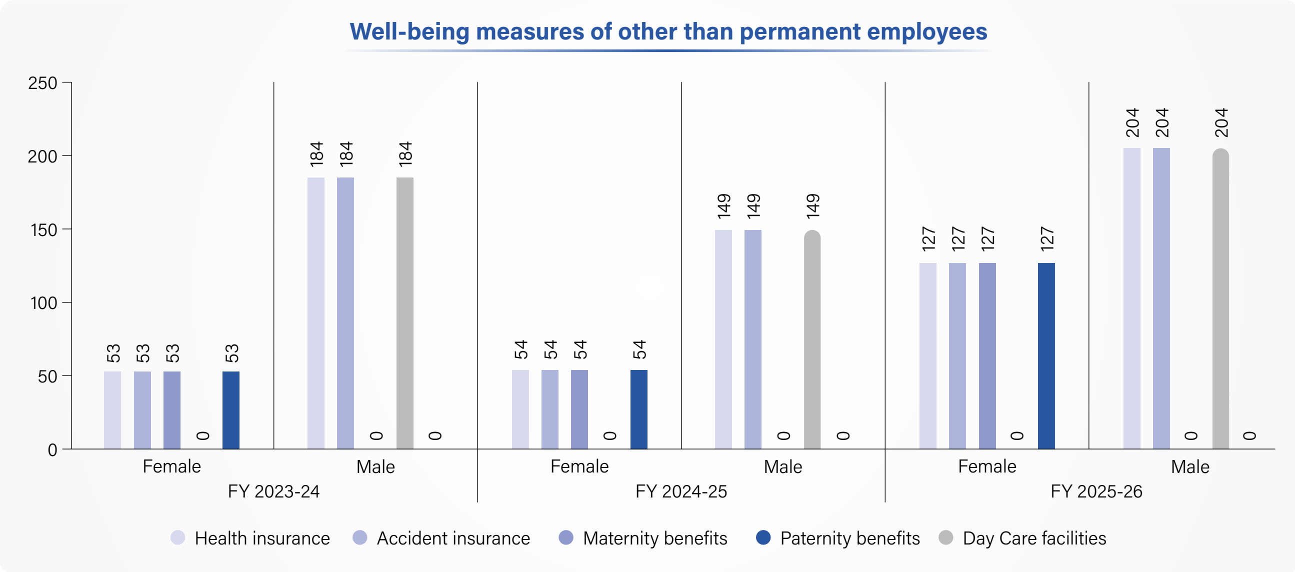
Financial Year	Category	Total	Health		Accident		Maternity		Paternity		Day Care Facilities	
			Permanent employees									
			No.	%	No.	%	No.	%	No.	%	No.	%
FY (2025-26)	Male	1,332	1,332	100.00	1,332	100.00	-	-	1,332	100.00	-	-
	Female	877	877	100.00	877	100.00	877	100.00	-	-	877	100.00
	Total	**2,209**	**2,209**	**100.00**	**2,209**	**100.00**	**877**	**39.70**	**1,332**	**60.30**	**877**	**39.70**
PY (2024-25)	Male	1,398	1,398	100.00	1,398	100.00	-	-	1,398	100.00	-	-
	Female	865	865	100.00	865	100.00	865	100.00	-	-	865	100.00
	Total	**2,263**	**2,263**	**100.00**	**2,263**	**100.00**	**865**	**38.22**	**1,398**	**61.78**	**865**	**38.22**
PPY (2023-24)	Male	1,302	1,302	100.00	1,302	100.00	-	-	1,302	100.00	-	-
	Female	815	815	100.00	815	100.00	815	100.00	0	-	815	100.00
	Total	**2,117**	**2,117**	**100.00**	**2,117**	**100.00**	**815**	**38.50**	**1,302**	**61.50**	**815**	**38.50**

Well-being measures of permanent employees



100% of our permanent employees are covered under health and accident insurance, and maternity and paternity benefits as applicable, throughout the past three financial years.

Financial Year	Category	Total	Health		Accident		Maternity		Paternity		Day Care Facilities	
			Other Than Permanent Employees									
			No.	%	No.	%	No.	%	No.	%	No.	%
FY (2025-26)	Male	204	204	100.00	204	100.00	-	-	204	100.00	-	-
	Female	127	127	100.00	127	100.00	127	100.00	-	-	127	100.00
	Total	**331**	**331**	**100.00**	**331**	**100.00**	**127**	**38.37**	**204**	**61.63**	**127**	**38.37**
PY (2024-25)	Male	149	149	100.00	149	100.00	-	-	149	100.00	-	-
	Female	54	54	100.00	54	100.00	54	100.00	-	-	54	100.00
	Total	**203**	**203**	**100.00**	**203**	**100.00**	**54**	**26.60**	**149**	**73.40**	**54**	**26.60**
PPY (2023-24)	Male	184	184	100.00	184	100.00	-	-	184	100.00	-	-
	Female	53	53	100.00	53	100.00	53	100.00	-	-	53	100.00
	Total	**237**	**237**	**100.00**	**237**	**100.00**	**53**	**22.36**	**184**	**77.64**	**53**	**22.36**

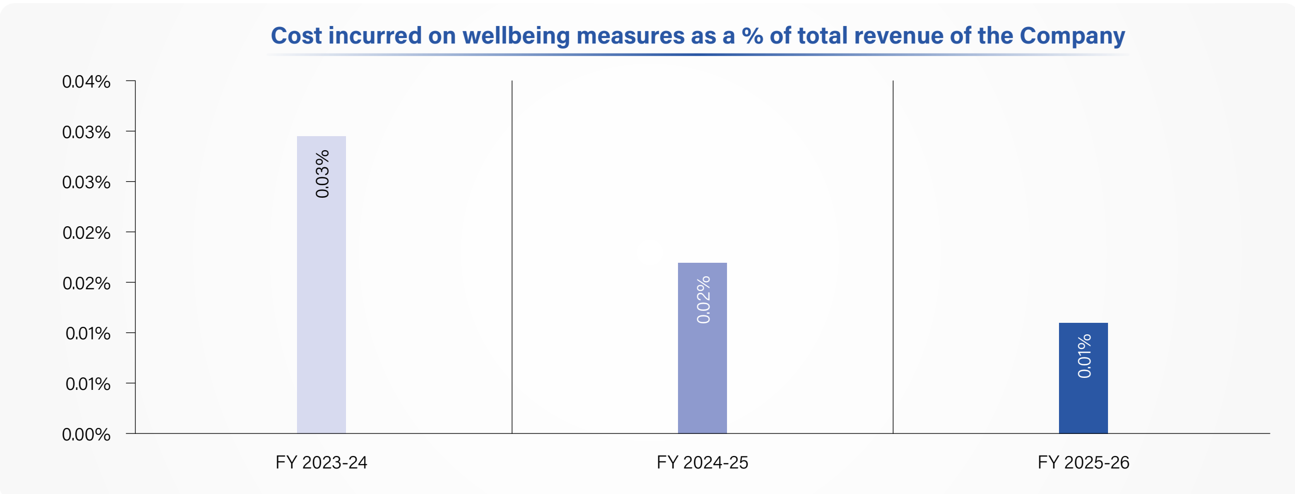


1. b. **Details of measures for the well-being of workers:** Not Applicable

1. c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

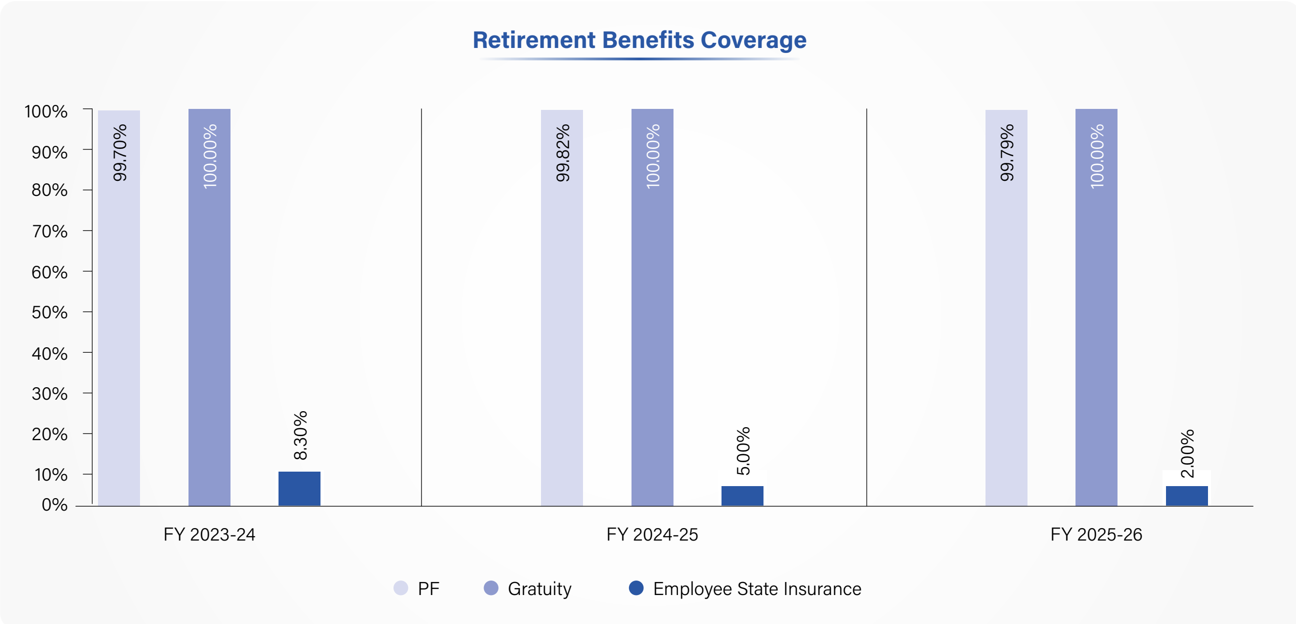
(₹ in Crore)

Metrics	FY (2025-26)	PY (2024-25)	PPY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers including male, female, permanent and other than permanent employees and workers)	1.3	1.9	2.75
ii) Total revenue of the Company	11,790.67	11,155.87	9,321.53
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.01%	0.02%	0.03%



2. **Details of retirement benefits for the current and previous Financial Years:**

Benefits	FY (2025-26)		PY (2024-25)		PPY (2023-24)	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.79	Y	99.82	Y	99.70	Y
Gratuity	100.00	N.A.	100.00	N.A.	100.00	N.A.
Employee State Insurance (ESI)	2.00	Y	5.00	Y	8.30	Y



Note: For PF, Gratuity & ESI, all eligible permanent employees are covered in respective categories.

3. **Accessibility of workplaces: Confirmation on the premises / offices of the entity accessible to differently abled employees workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016**

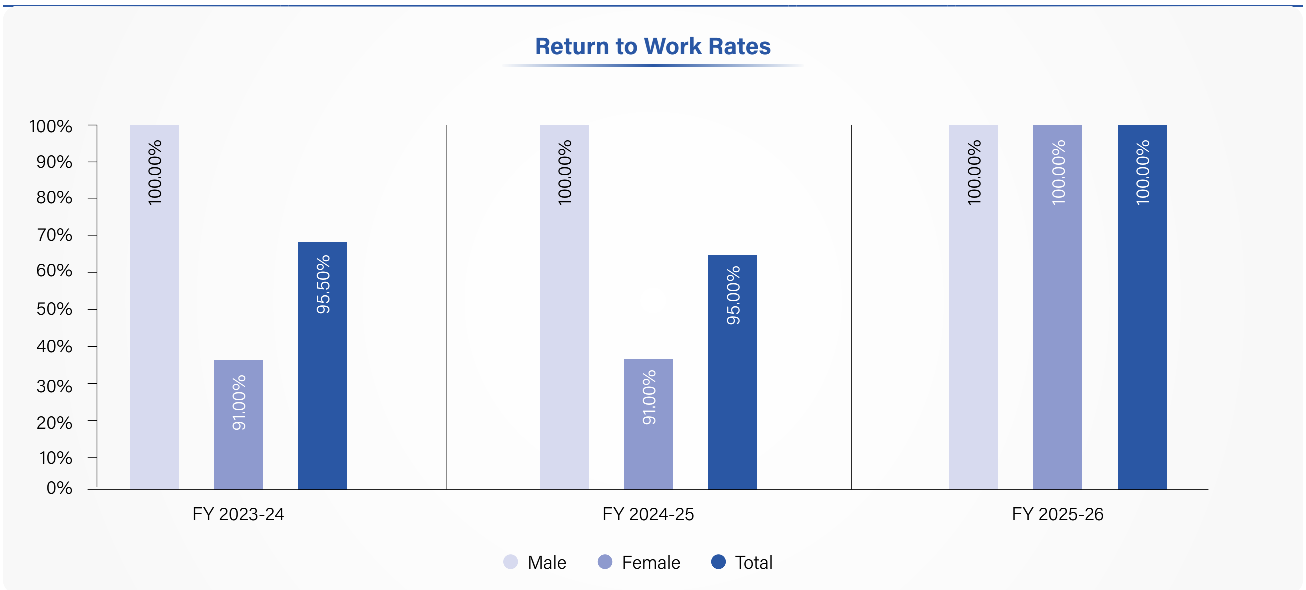
   Various offices of the Company, including the registered and corporate offices have ramps for easy movement of differently abled people. Most offices are located in commercial premises which are either on the ground floor or have elevators and infrastructure for differently abled individuals. Wheelchair accessible restrooms are available in certain premises of the Company.

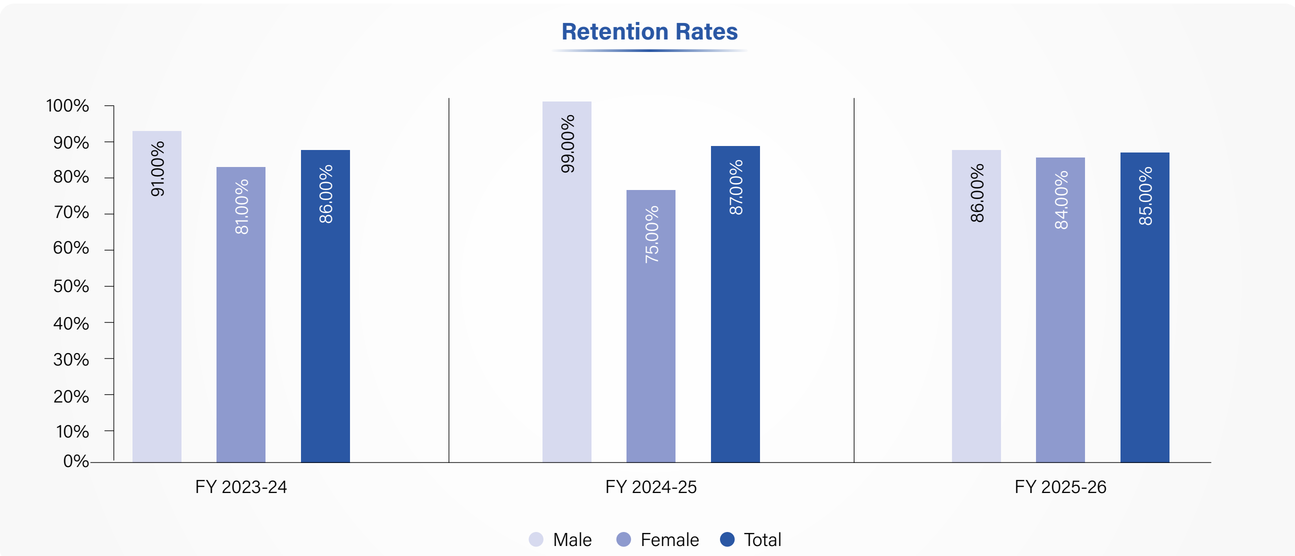
4. **Confirmation on having an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. Weblink to the policy is mentioned below.**

   The Company has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder and provides a framework which is committed towards the empowerment of persons with disabilities. This policy aims to provide practical guidance on the management of disability issues in the workplace in accordance with the provisions of the act and its rules. The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. TeamLease values and welcomes diversity and does not treat anybody differently based on their race, sex, religion/beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other class of person protected by laws in the country. At TeamLease, the vision is to be "Disability Confident". TeamLease, as an inclusive employer actively encourages the recruitment, development and retention of people with disability and ensures they have equal opportunities at workplace and strives to provide a safe, accessible and healthy work environment. The Policy is on the Company's intranet and is available to internal stakeholders. The Policy can be accessed at https://c97165e6.delivery.rocketcdn.me/wp-content/uploads/2021/04/TeamLease-Code-of-Conduct-and-Business-Ethics-1.pdf

5. Return to work and retention rates of permanent employees that took parental leave.

Gender	FY (2025-26)		PY (2024-25)		PPY (2023-24)	
	Return to work rate	Retention rate	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	86%	100%	99%	100%	91%
Female	100%	84%	91%	75%	91%	81%
Total	**100.00%**	**85.00%**	**95.00%**	**87.00%**	**95.50%**	**86.00%**





6. Details on Mechanism available to receive and redress grievances for the following categories of employees

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes
Other than Permanent Employees	

The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. The Company has always followed an open door policy, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Whistle blower and Vigil Mechanism Policy provides a formal platform to share grievances on various matters. The details of the grievance mechanism are shared with employees through a specific module. New recruits are also sensitised on the said mechanism and forms part of the employee induction programme. The Company has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company's policy on the same is placed on the Company's website. The ICC comprises of a majority of women members. Members of the Company's ICC are responsible for conducting inquiries pertaining to such complaints. The Company on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programmes which are held on a regular basis.

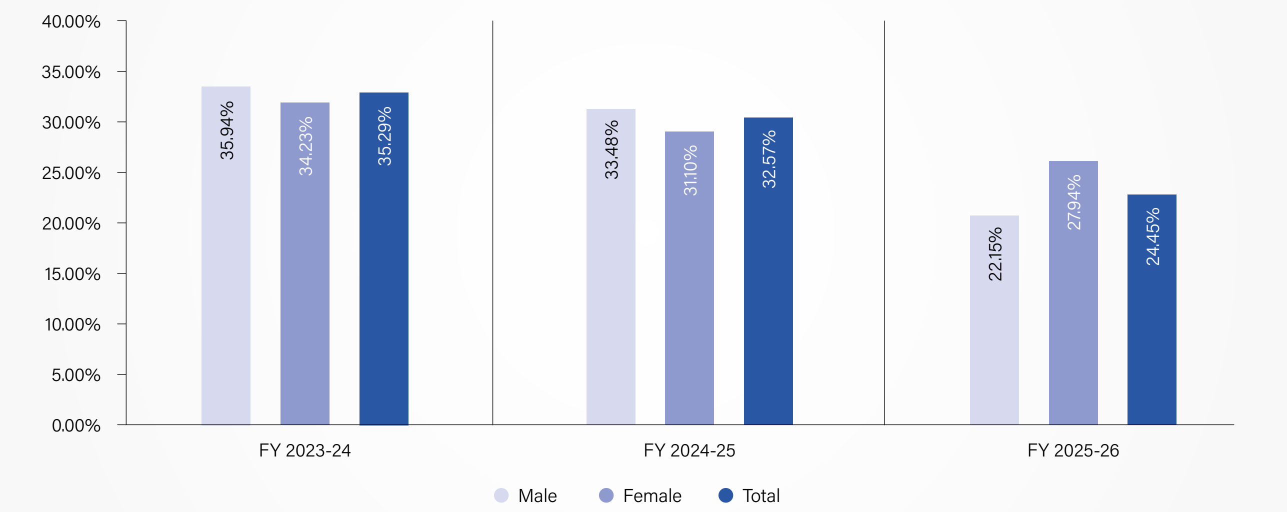
7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

The Company does not have any employee associations. The Company, however, recognises the right to freedom of association and does not discourage collective bargaining.

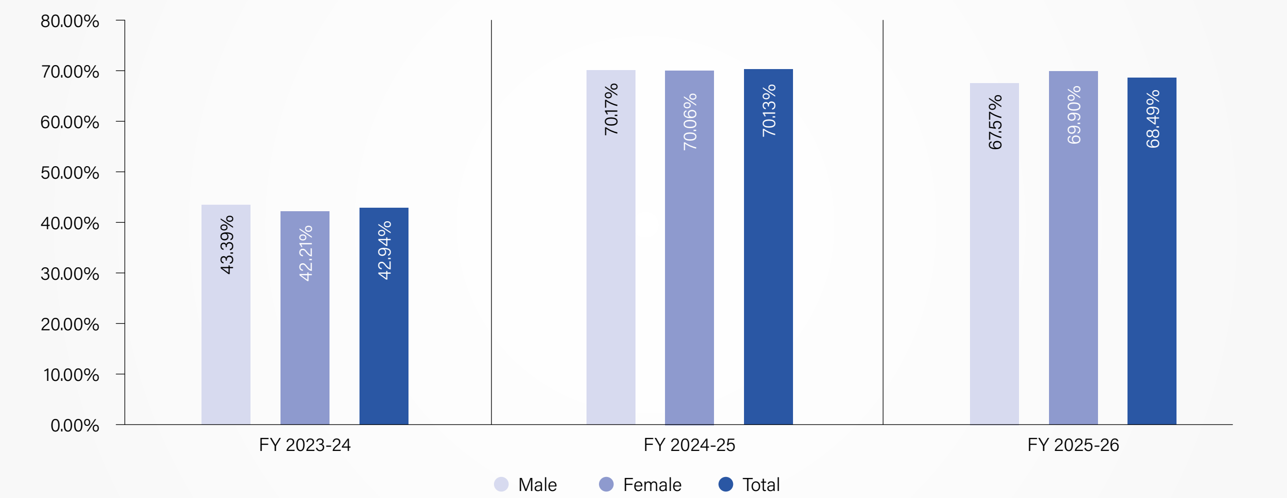
8. Details of training given to employees and workers:

Particulars	FY (2025-26)					PY (2024-25)					PPY (2023-24)				
	Total	On health and safety/ wellness measures		On skill upgradation		Total	On health and safety/wellness measures		On skill upgradation		Total	On health and safety/wellness measures		On skill upgradation	
		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%
Male	1,332	295	22.15	900	67.57	1,398	468	33.48	981	70.17	1,302	468	35.94	565	43.39
Female	877	245	27.94	613	69.90	865	269	31.10	606	70.06	815	279	34.23	344	42.21
Total	**2,209**	**540**	**24.45**	**1,513**	**68.49**	**2,263**	**737**	**32.57**	**1,587**	**70.13**	**2,117**	**747**	**35.29**	**909**	**42.94**

Trend on Training on Health and Safety/Wellness Measures



Trend on Training on Skill Upgradation

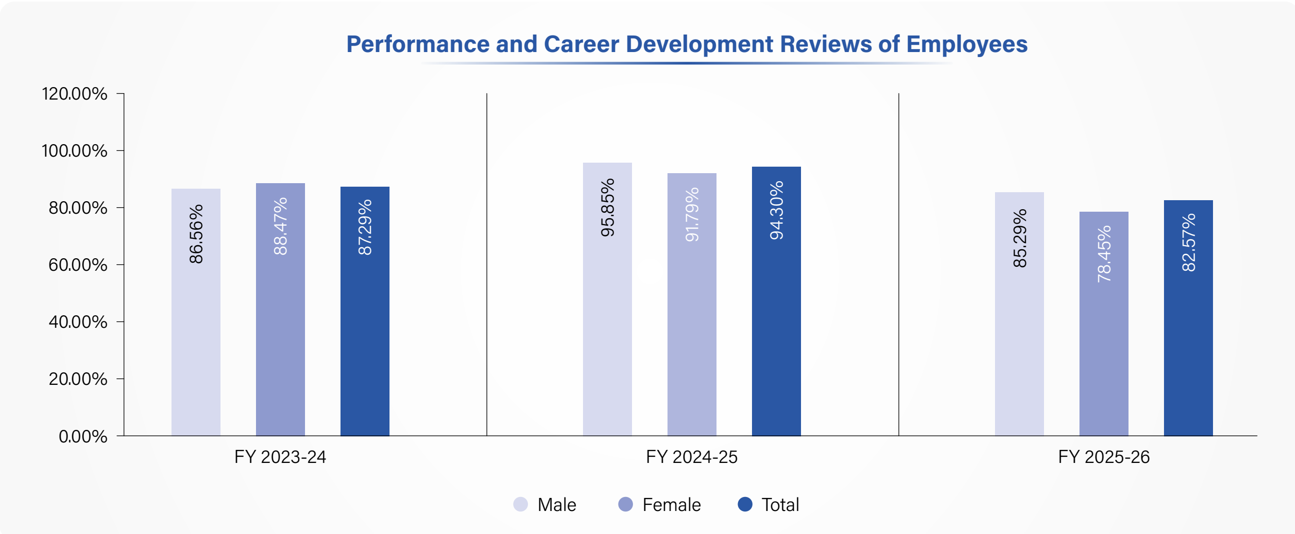


9. Details of performance and career development reviews of employees and workers:

Employees									
	FY (2025-26)			PY (2024-25)			PPY (2023-24)		
	Total	No.	%	Total	No.	%	Total	No.	%
Male	1,332	1,136	85.29	1,398	1,340	95.85	1,302	1,127	86.56
Female	877	688	78.45	865	794	91.79	815	721	88.47
Total	**2,209**	**1,824**	**82.57**	**2,263**	**2,134**	**94.30**	**2,117**	**1,848**	**87.29**

All employees of the Company undergo an annual performance appraisal process as determined by the Company. Further, the Nomination and Remuneration Committee and the Board evaluates the performance of the Executive Directors, members of Executive Management (one level below the Board), Senior Management Personnel and the Company Secretary on an annual basis. The underlying philosophy of the performance management system is to have a fair and transparent system of appraisal, which ensures an objective mechanism to measure each employee's performance and potential and implement a reward system which recognises merit. The performance appraisal system has been designed to achieve the following objectives:

- Review the previous year's performance with specific reference to achievement of targets and give constructive feedback on performance.
- Provide an opportunity for communication and interaction between the appraiser and appraisee regarding the previous year's performance and setting of performance targets for the next appraisal period.
- Reward employees who have performed well during the appraisal period and those who demonstrate the ability to handle higher responsibilities with promotions/increased job responsibilities.



There has been a *dip in the number of employees covered in performance and career development reviews of employees. FY 2025-26 shows 82.57% coverage in comparison to 94.30% in the previous year.

**The decline in Performance and Career Development Reviews in FY 2025-26 can be attributed to higher-than-usual employee turnover during the final quarter. This resulted in a significant intake of new employees during the period, the majority of whom were not eligible to participate in the performance appraisal cycle due to the applicable tenure requirements.*

10. Health and safety management system:

a. Confirmation on implementation of occupational health and safety management system by the Company.

Owing to the nature of the business, per se there are no occupational health and safety risks due to the nature of the work. The Company has a policy on health and safety for its employees. Periodic internal communication and alerts are sent out to employees and awareness sessions are conducted on safety related aspects. Employees on a pan-India basis are given periodic training on basic and advanced fire safety, including evacuation drills. TeamLease has tie-ups with vendors to educate and demonstrate the use of fire-fighting equipment. The Company is focused on both, the physical and mental well-being of its employees and has organised various workshops and discussions with well-being experts and medical practitioners. The Company is in the process of putting in place a plan to have designated first-aid marshals at offices, with minimum basic training so as to be aware of procedures to be followed in case of medical emergencies. During the year, there were no accidents of any employee of the Company whilst on duty.

b. **Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Company**

Given the nature of business, this is not directly applicable.

c. **Processes for workers to report the work related hazards and to remove themselves from such risks.**

Given the nature of business, this is not directly applicable.

d. **Access to non-occupational medical and healthcare services by the employees**

Yes. All employees of the Company are covered under the Company's health insurance and personal accident policy.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY (2025-26)	PY (2024-25)
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Permanent Employees	-	-
Total recordable work-related injuries		-	-
No. of fatalities (safety incident)		-	-
High consequence work-related injury or ill-health (excluding fatalities)		-	-

12. Description of the measures taken by the entity to ensure a safe and healthy work place.

The Company emphasises on the importance of maintaining a safe and healthy workplace for all employees and third-party employees who work on its premises. The Company assesses the health, safety and environmental performance across all its offices. Certain employees are given training on fire safety and evacuation drills. Fire drills and audits are conducted in the office premises to ensure maintenance of safety standards. During the year, there were no accidents of any employee of the Company whilst on duty. The Company is in the process of putting in place a plan to have designated first-aid marshals in offices, with minimum basic training so as to be aware of procedures to be followed in case of medical emergencies.

TeamLease prioritises health and safety through their Emergency Response Teams (ERT) program.

Some of the mitigation measures taken by the Company to prevent or mitigate significant occupational Health & Safety impacts include,

- Fire evacuation drills are conducted quarterly, and security policies are in place to drive uniform security systems and processes across all the Company businesses and to protect Company assets.
- Regular site review, inspections and audits to assess safety preparedness.
- Regular mock drills for fire, earthquake, bomb threat as well as medical emergencies.
- Digital monitoring of indoor air quality and periodic cleaning of the HVAC ducts to avoid sick building syndrome.
- Regular training on occupational Health & Safety to sensitize employees on OHS aspects to inculcate a culture of safety.
- Employee engagement campaigns on Health & Safety topics such as fire safety, road safety, emergency evacuation, and ergonomics, among others and regular induction and refresher training are provided to all employees.
- Several other measures to promote employee health and well-being, such as: frequent sessions with specialists/doctors; free diagnostics; gym facilities and road safety awareness has been organised.
- Regular risk assessments to identify any work-related hazards are undertaken followed by implementation of any corrective actions.

13. Number of Complaints on the following made by employees and workers:

Benefits	FY (2025-26)			PY (2024-25)		
	Filed during the year	Deducted and deposited with the authority (Y/N/N.A.)	Remarks	Filed during the year	Deducted and deposited with the authority (Y/N/N.A.)	Remarks
Working Conditions	NIL					
Health & Safety	NIL					

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Health & Safety	We have not received any notice from Statutory Authorities
Working Conditions	We have not received any notice from Statutory Authorities

15. Details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Against the backdrop of the pandemic, the Company has been following standard operating procedures so as to comply with state/local level extant regulations and ensure safety and hygiene protocols and necessary social distancing is being followed by employees, customers and other visitors on any of the premises of the Company. However, no corrective action plan has been necessitated on the above mentioned parameters.

B. Leadership Indicators pertaining to Principle 3

1. Extension of life insurance and compensatory package in the event of death of employees.

The Company covers the employee's demise under Group Term Life Insurance (GTL). The coverage is dependent on the Grade of the employee. The Full and Final settlement along with the payable dues and accrued/encashable Privilege leaves will be settled. In addition, benefits like Provident Fund, Gratuity, Pension (if applicable), and Employees' Deposit Linked Insurance (EDLI) are settled on priority basis and in line with the applicable Turn-around-time.

2. Measures undertaken by the Company to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

3. Number of employees having suffered high consequence work-related injury / ill-health / fatalities (as reported in Question II of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Not applicable. There were no work-related injuries.

4. Extension of transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

Upskilling our employees is a part of the ongoing Learning and Development plan. While there is nothing specific that caters to transition assistance in case of retrenchment, efforts are put in to absorb any redundant employee internally in any suitable profile/open position. It should also be noted that the number of employees who have been/are due for retirement while being employed with us is a maximum of 1 per year. Since it is an informed transition, the process is initiated 6 months in advance for both parties involved (Employee and the Company).

5. Details on assessment of value chain partners

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Working Conditions	The Company expects all its value chain partners to follow extant regulations, including health and safety practices and working conditions. These parameters are not explicitly captured or measured other than certain cases where there is enhanced environment and social (E&S) due diligence being monitored and health and safety and working conditions form an integral component of these monitorable.

6. Details of corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective action plan has been necessitated on the above-mentioned parameters.

04

Principle:

Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised

The key stakeholders identified include: Customers, Employees, Business Partners (Suppliers and Vendors), Community, Investors, Government Bodies, Industry Associations, Non-governmental Organizations (NGOs) and Academic Institutions. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients.

STAKEHOLDER ENGAGEMENT

Stakeholder feedback is an important part of our ESG strategy, helping us evolve our processes and culture, and while guiding services offered.

INTERNAL STAKEHOLDER ENGAGEMENT

We communicate with our team members through numerous platforms and channels, including town halls, meetings, the internet, internal messages, social media, blog posts, and newsletters that report on TeamLease's sustainability efforts and other key business activities. We conduct confidential team member pulse surveys to gauge our team members' views of the Company's vision and strategy, the work environment, work relationships, and job satisfaction.

EXTERNAL STAKEHOLDER ENGAGEMENT

Throughout the year, we engage formally and informally with our stakeholders to explore ESG focus areas, along with trends and developments relevant to our industry. We endeavour to consider the views of our stakeholders when we make business decisions by acknowledging their viewpoints and demonstrating respect for our shared priorities. We believe this approach reflects our commitment to transparency and accountability, and ultimately contributes to long-term value.

Means of communication with stakeholders ▪ Quarterly Results ▪ News Releases and Presentations ▪ Presentations to Institutional Investors/ Analysts ▪ Website ▪ NSE Electronic Application Processing System (NEAPS) ▪ BSE Corporate Compliance & Listing Centre ('Listing Centre') ▪ SEBI Complaints Redress System (SCORES) ▪ Annual Report.

A. Essential Indicators pertaining to Principle 4

1. Describe the processes for identifying key stakeholder groups of the Company.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organisations, suppliers amongst others.

At TeamLease, we have a systematic process for identifying key stakeholder groups. Here is an overview of its process:

Stakeholder Mapping: The Company conducts a comprehensive stakeholder mapping exercise to identify and categorise the key stakeholder groups relevant to our business. This process involves analysing the impact and influence of various individuals, organisations, and communities on our operations and vice versa.

Internal Consultation: The Company engages with its internal teams, departments, and leadership to gather insights and perspectives on stakeholders. This includes conducting workshops, meetings, and consultations to identify stakeholders who have a direct or indirect impact on its businesses.

External Engagement: The Company actively engages with external stakeholders through various channels, including surveys, interviews, focus groups, and public consultations. This enables TeamLease to understand its stakeholders' expectations, concerns, and interests related to its operations and sustainability practices.

Stakeholder Mapping Matrix: Based on the information gathered from internal and external consultations, the Company developed a stakeholder mapping matrix. This matrix helps the Company to prioritise and categorise stakeholders based on their level of influence, impact, and relevance to its business.

Continuous Monitoring and Feedback: TeamLease believes in maintaining an ongoing dialogue with its stakeholders to keep track of their evolving needs and expectations. The Company regularly seeks feedback through surveys, feedback forms, meetings, and other channels to ensure that its engagement remains effective and meaningful.

Stakeholder Engagement Plans: Once the key stakeholders are identified, the Company develops tailored engagement plans for each group. These plans outline the objectives, strategies, and activities for engaging with stakeholders, considering their specific interests and concerns.

By systematically identifying and engaging with its key stakeholders, TeamLease aims to build strong relationships, foster trust, and align its business practices with their expectations. This approach enables the Company to address its concerns, collaborate on shared goals, and create long-term value for all stakeholders involved.

2. List of stakeholder groups identified as key for your Company and the frequency of engagement with each stakeholder group.

Sr. No.	Stakeholder Group	Definitions	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	We offer all our Employees a defined talent value proposition to challenge, enrich and fulfil their aspirations, so that they can maximise their true potential to make a difference. The cultures of diversity, equality and inclusion are the forerunning guiding principles for any initiative that we take for our Employees	No	Direct & other communication mechanisms, Personal development programme • Learning and development • Engagement survey • Organisation communication • Digital interactions • Health and wellness drives Social inclusion based townhalls on themes including diversity, inclusion, human rights, sustainability, CSR	Continuous and need based	**Company follows an open door policy** • Communicating organisational vision, purpose, ethos, and integrity • Technical, functional, and need-based training and development • Support career growth plan • Workplace needs and expectations • Diversity, inclusion and equity across the organization and leadership • One-to-one consultations and counselling on health, wellness, and other daily challenges
2	Shareholders	Consistent shareholder value creation remains our topmost priority. This is achieved by strengthening our core segments and achieving growth in emerging segments	No	Email, SMS, newspaper advertisement, notice Board, website, Annual General Meetings, intimation to stock exchanges, annual/ quarterly financials and investor meetings/ conferences, press release, published results	Continuous and need based, Quarterly, Half-yearly, Annually (Note: Financial Calendar)	**To stay abreast of developments in the Company and its Subsidiary companies** • Become a better investee Company • Create high shareholder value • Communicate performance and future growth plans • Understand concerns and expectations

Sr. No.	Stakeholder Group	Definitions	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	Investors (Other than Shareholders-Retail)	Consistent shareholder value creation remains our topmost priority. This is achieved by strengthening our core segments and achieving growth in emerging segments	No	Email, SMS, newspaper advertisement, notice Board, website, Annual General Meetings, intimation to stock exchanges, annual/ quarterly financials and investor meetings/ conferences, press release, published results	Continuous and need based, Quarterly, Half-yearly, Annually (Note: Financial Calendar)	**To stay abreast of developments in the Company and its Subsidiary companies** • Become a better investee Company • Create high shareholder value • Communicate performance and future growth plans • Understand concerns and expectations
4	Customers	With our uncompromising quality and commitment towards our services, and product innovations, we endeavour to provide a unique value proposition to our consumers.	No, unless if they qualify based on specified criteria such as income, gender etc	Multiple channels – physical and digital • One-on-one interaction • Consumer satisfaction survey • Call centre/Consumer Cell to track insights and feedback Digital platforms, social media handles	Continuous and need based	**Stay in touch with the customer throughout the life cycle of the service and address any issues that the customer may have** • Develop relationships based on trust, loyalty and social commitments • Understand the shift in preferences to catalyse product innovation • Create shared vision on environmental and social commitments, transition to eco-conscious life-styles and carve out a sustainable future for all
5	Value Chain Partners	We believe that mutual and inclusive growth of our value-chain partners is critical to the overall purpose of creating shared value. We strive to maintain the right balance by meeting the needs of our partners through continuous capacity enhancement drives, proactive engagement, and timely response strategies. As part of our mission to drive inclusive growth across our stakeholder ecosystem, we strive to play a significant role in the growth stories of our value-chain partners.	No	Multiple channels – physical and digital • Periodic interactions (physical, telephone, mailer) • Meets/events	Continuous and need based	**Sharing of mutual expectations and needs, especially about quality, cost, and timely delivery** • Capability building and growth plans • Sharing of best practices • Responsible Sourcing framework for integrating sustainability within our value chain in a phased manner

Sr. No.	Stakeholder Group	Definitions	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
6	Regulatory Bodies	TeamLease is committed to be a leading Staffing Company that meets and exceeds compliance and regulatory mandates towards its products, services and processes	No	Email, one-on-one meetings, con-calls, video-conference Engagement through various industry forums, associations, interest groups, sectoral associations, and scientific/ R&D based thought leadership initiatives Stakeholder consultations	Need based	**Discussions with regard to various regulations and amendments, inspections, approvals** • Understand Compliance and applicable regulations • Collaborations on national agendas
7	Research Analysts	-	No	Email, one-on-one meetings, con- calls, video-conference	Continuous and need based	**Keep abreast of developments of the Company and its Group Companies**
8	Communities	Communities influence and inspire our existence and hence we aim to partner with our communities to address the socio-economic and environmental concerns. We try to maximise our efforts in helping our communities sustain and thrive in these changing times.	No	Multiple channels – physical and digital • One-on-one interactions • Field visits and trainings • Digital platforms	Continuous and need based	**Support socially high impact projects** • Maintain cordial relationship • Improve livelihood and create positive impact • Shared eco-system

B. Leadership Indicators pertaining to Principle 4

1. Processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast on various developments and feedback on the same is sought from the directors.

2. Confirmation on stakeholder consultation is used to support the identification and management of environmental, and social topics. Details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company believes that job opportunities per se fulfil a critical social objective. The Company engages with various stakeholders in helping to expand the job market and enable more Indians to become job owners. In addition, the Company has been engaging with a number of ESG teams of investors/shareholders and consultants and experts in this field, which helps to better understand expectations of stakeholders and benchmark against best practices. The Company recognises that it is still in a 'learning phase' on various evolving aspects of ESG and hence stakeholder interactions are important.

3. Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Company is an equal opportunity employer. It has policies instituted to prevent sexual harassment, aid safety of employees, obtain the voice of employees' opinions and grievances through employee touch base, periodic employee satisfaction surveys and Code of Conduct. The Company engages with each of its stakeholders through multiple channels and includes engagement initiatives, feedback process, Code of Conduct briefings and investor meetings.

05

Principle:

Businesses should respect and promote human rights

Our TeamLease Code of Conduct and Business Ethics and various HR Polices demonstrate our commitment towards protection of Human Rights across the value chain and upholding the highest level of ethical business practices. We made significant progress on strengthening our culture of diversity and inclusion at TeamLease. That commitment continues to drive our ability to:

- Identify and develop the best talent
- Create an inclusive culture where our workforce can thrive
- Advocate inclusive behaviours
- Integrate diversity and inclusion in our policies and practices

HUMAN RIGHTS POLICY AT TEAMLEASE IS FOLLOWED THROUGH:

NO FEES

- Clear policy prohibits charging fees to employees and ensures compliance ▪ If employees are found to have paid fees to gain employment, reimbursement to employees must be completed within 30 days of discovery ▪ Grievance mechanism in place to confidentially report policy violations.

FAIR TREATMENT

- Employees are ensured of their well-being and health and safety. Employees are not discriminated against, regardless of pandemic circumstances ▪ Employees are given adequate protection from exposure to hazards, including the pandemic illness ▪ Grievance mechanism in place to confidentially report unfair treatment of workers.

WORKING HOURS AND REST DAYS

- We follow a five day week and the regular work day is 9 hours [inclusive of two 15-minute breaks for tea / coffee and one 30-minute break for lunch]. The weekly-off days would be Saturday and Sunday ▪ However, the weekly-off days and shift timings may vary in accordance with the operational requirements ▪The General Shift timings are 9.00 am to 6.00 pm▪ However, the concerned manager can decide appropriate shift timings basis business requirements ▪ The maximum working hours applicable per week are 48 hours ▪ Employees are expected to complete their assigned work within the working hour window and there is no allowance applicable for working overtime ▪ Employees are provided with legally mandated holidays and vacation days.

YOUNG WORKERS

- The term "child" refers to any person under the age of 15 or under the minimum age for employment in the country, whichever is greater ▪ Comprehensive policy for child labor that clearly states the minimum age for workers ▪ Comprehensive policy to prohibit young workers under the age of 18 from performing work that may jeopardize their health or safety, including night-shift and overtime work ▪ Age-verification process with inspection of validity of at least two identity documents, to be returned to worker ▪ Personal-record systems in place as a means of identification and verification ▪ If workers are discovered to be below the legal age limit, workers will be protected and provided the opportunity for completion of education ▪ Grievance mechanism in place to confidentially report policy violations.

ACCURATE CONTRACTS

- Contract may not violate relevant laws or place employees at risk ▪ Prior to departure or hiring, employees are provided with an accurate written employment contract with details of working conditions including nature of work, wages, benefits, and duration of contract ▪ Contract written in a language that worker understands prior to employment. If amendments are made prior to employment, contract must provide equal or better terms of employment ▪ Contracts ensure workers are free to leave their employment, upon giving reasonable notice, without penalty per applicable law and regulations ▪ Grievance mechanism in place to confidentially report contract related information.

FAIR WAGES

- Employees cannot receive less than the legal minimum wage for all regular hours worked. If legally minimum wage is not set, then industry prevailing wage will be the standard ▪ Employees have salary slips in a language they understand, ▪ Salaries are paid monthly ▪ Deductions as a disciplinary measure are prohibited.

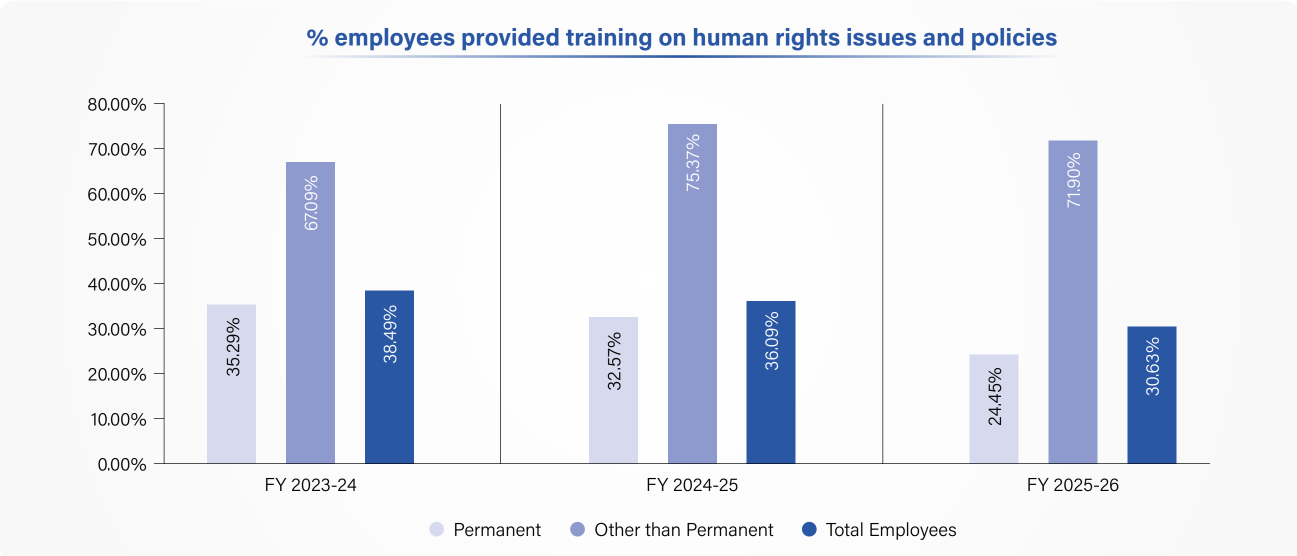
  We minimize human–rights risks by making continuous improvements to our policies, strategies, collaborative capacity building, self–assessments, and audits within TeamLease and our supply chain in response to our own experiences, shared industry best practices, and emerging issues, trends, and developments.

  The Company supports and respects the protection of internationally proclaimed human rights, labour standards and environmental protection measures. The Company does not hire child labour, forced labour or involuntary labour and the practice extends to the entire TeamLease Group. The Suppliers / Contractors / NGOs dealing with the Company are always encouraged to maintain ethical standards in all their practices.

A. Essential Indicators pertaining to Principle 5

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

	FY (2025-26)			PY (2024-25)			PPY (2023-24)		
	Total (A)	No. of Employees/ Workers Covered (B)	%(B/A)	Total (C)	No. of Employees/ Workers Covered (D)	%(D/C)	Total (E)	No. of Employees/ Workers Covered (F)	%(F/E)
Employees									
Permanent	2,209	540	24.45	2,263	737	32.57	2,117	747	35.29
Other than permanent	331	238	71.90	203	153	75.37	237	159	67.09
Total Employees	**2,540**	**778**	**30.63**	**2,466**	**890**	**36.09**	**2,354**	**906**	**38.49**

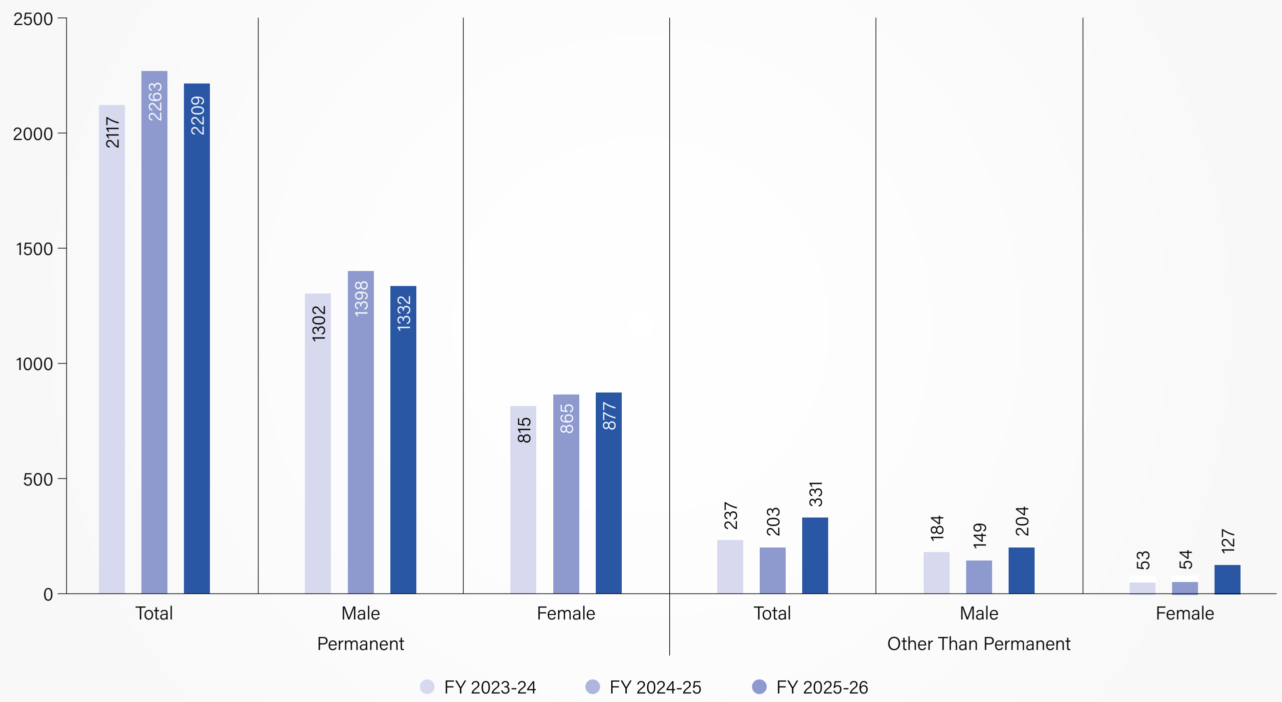


Majority of our employees are provided with human rights training. There is a policy on Human Rights of the Company available on intranet and website of the Company. For all new employees who are onboarded, Human Rights awareness is part of the induction session. For worker category, face to face/classroom session on the Code of Conduct is done which includes aspects of Human Rights. In FY23 we have completed HRDD for one of our major operations.

2. Details of minimum wages paid to employees, in the following format:

Category	FY (2025-26)					PY (2024-25)					PPY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage		Total (G)	On health and safety/wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (c)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		No. (H)	% (H/G)	No. (I)	% (I/G)
Permanent	2,209	0	0.00	2,209	100.00	2,263	0	0.00	2,263	100.00	2,117	0	0.00	2,117	100.00
Male	1,332	0	0.00	1,332	100.00	1,398	0	0.00	1,398	100.00	1,302	0	0.00	1,302	100.00
Female	877	0	0.00	877	100.00	865	0	0.00	865	100.00	815	0	0.00	815	100.00
Other than Permanent	331	0	0.00	331	100.00	203	0	0.00	203	100.00	237	0	0.00	237	100.00
Male	204	0	0.00	204	100.00	149	0	0.00	149	100.00	184	0	0.00	184	100.00
Female	127	0	0.00	127	100.00	54	0	0.00	54	100.00	53	0	0.00	53	100.00

Details of Employees Paid More Than Minimum Wages



All TeamLease employees have been paid more than minimum wage throughout the current and preceding financial years.

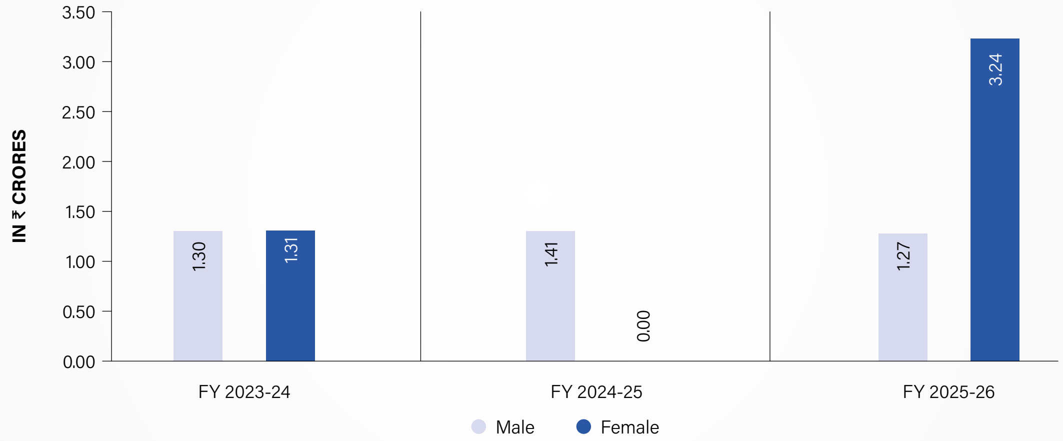
3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

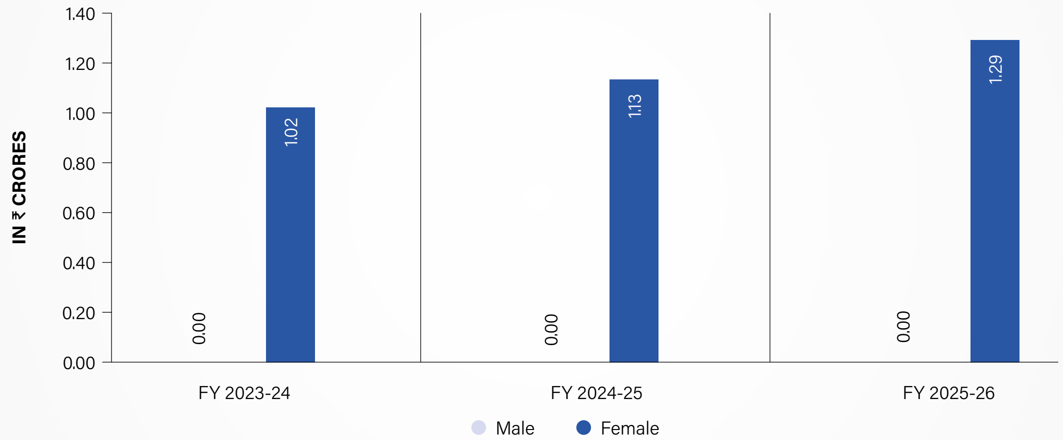
(₹ in Crore)

Category	Male						Female					
	Number			Median remuneration/ salary/wages of respective category			Number			Median remuneration/ salary/wages of respective category		
	FY (2025-26)	PY (2024-25)	PPY (2023-24)	FY (2025-26)	PY (2024-25)	PPY (2023-24)	FY (2025-26)	PY (2024-25)	PPY (2023-24)	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Board of Directors (BoD)	5	5	5	1.27	1.41	1.30	2	-	1	3.24	-	1.31
Key Managerial Personnel	-	-	-	-	-	-	2	2	2	1.29	1.13	1.02
Employees other than BoD and KMP	1,531	1,542	1,302	0.05	0.05	0.05	1,000	917	815	0.05	0.04	0.04

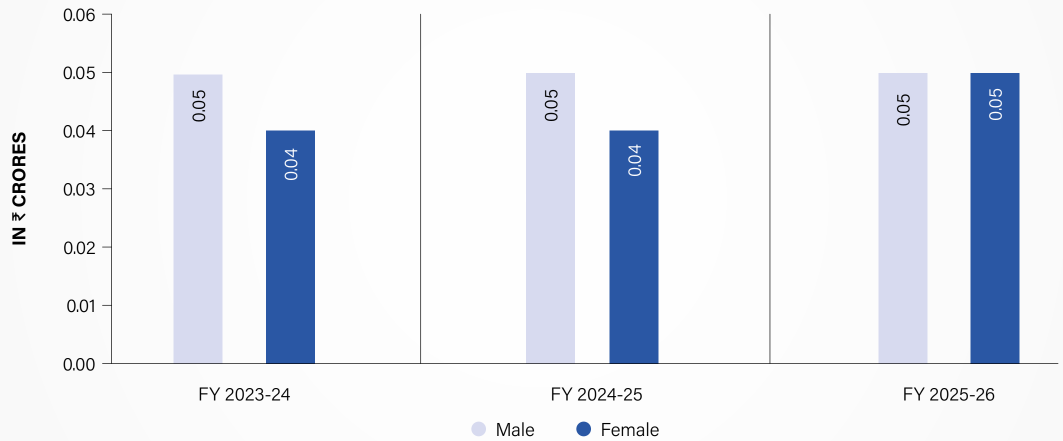
Median Remuneration of the Board (Executive)



Median Remuneration of Key Managerial Personnel



Median Remuneration of Employees other than the Board/KMP



b. Gross wages paid to females:

(₹ In Crores)

	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Gross wages paid to females	71	45.49	32.36
Total wages	198	156.39	109.46
Gross wages paid to females (Gross wages paid to females as % of total wages)	**35.86%**	**29.09%**	**29.56%**

**Includes only employees who have worked for the entire 12-month period.*

Note: *Expenses towards gratuity and leave encashment provisions are determined actuarially on an overall basis at the end of each year and accordingly, have not been considered in the above information. Perquisite value of stock options is excluded.*

4. **Details on having a Focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business.**

   The HR Head of the Company oversees the human resources function in the Company. In addition, the director in charge of business responsibility along with the executive directors are responsible for addressing any human rights issues caused or contributed by the business.

5. **Details on internal mechanisms in place to redress grievances related to human rights issues.**

   The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. Company also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, Company does not hire any employee or engage with any agent or vendor against their free will.

6. Number of complaints on the following made by employees:

Category	FY (2025-26)			PY (2024-25)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	33**	7*	Nil	37**	6*	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	0	0	-
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

Notes:

**The number of cases pending as on March 31, 2026 was attended and resolved within the specified time period provided in Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.*

***The total number of female employees during FY 25-26 was 1,004 as compared to the total number of female employees for FY 24-25 which stood at 919. The POSH Cases as a percentage of total number of female employees for the current year was 3.29% as against the percentage of previous year which stood at 4.03%.*

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Metrics	FY (2025-26)	PY (2024-25)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	33	37
ii) Female employees / workers	1,004	919
iii) Complaints on POSH as a % of female employees / workers	3.29%	4.03%
iv) Complaints on POSH upheld	7	6

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

The Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and / or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression (including transgender identity), political opinion, medical condition, language as protected by applicable laws. The Diversity & Inclusion Policy and the objective of the policy is to ensure that the Company continues to be an employer for all diversity groups - gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation and expression, medical condition, language and any other aspects as applicable, to create and foster an open culture of inclusion for all its stakeholders; and to create an environment which has zero tolerance for discrimination. Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Company's ICC are responsible for conducting inquiries pertaining to such complaints. The Company on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programme which are held on a regular basis.

9. Human rights requirements form part of your business agreements and contracts.

In certain business agreements and contracts where relevant.

10. Assessments for the year

Category	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Child Labour	TeamLease internally monitors compliance with all relevant laws and policies pertaining to these issues at 100% of its offices. There has been no observation by local authority for entity's premises and offices.
Forced/involuntary labour	
Sexual harassment*	
Discrimination at workplace	
Wages	
Others – please specify	

** Plants and Offices were not assessed for the Sexual Harassment cases by Company or statutory authorities or third parties. However, details of Sexual Harassment cases is tabled in Principle 5, Q.No.6.*

11. **Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

    No corrective actions pertaining to Question 10 was necessitated by the Company during the year under review.

B. Leadership Indicators pertaining to Principle 5

1. **Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.**

    The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. This is in alignment with its Human Rights Statement. The Company regularly sensitises its employees on the Code of Conduct through various training programmes as well.

2. **Details of the scope and coverage of any human rights due-diligence conducted**

    Same as above.

3. **Confirmation on the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.**

    The registered and corporate office of the Company have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors. Wheelchair accessible restrooms are available in certain offices of the Company.

4. **Details on assessment of value chain partners**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely in certain lending arrangements.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. **Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

    No corrective actions pertaining to Question 4 was necessitated by the Company during the year under review.

06 Principle:

Businesses should respect, protect, and make efforts to restore the environment

Along its journey towards path of sustainability, the Company explored and implemented several green solutions. It is also continuously in search of more energy efficient technologies and innovative solutions for a greener future.

We are committed to playing our part in safeguarding the planet for future generations. We understand environmental stewardship to be an integral part of our purpose as an organisation. We dedicate our commitment in the following ways: ▪ Seek to avoid and minimize the adverse impacts of our operations on the environment while promoting opportunities to conserve and enhance resources in the areas of our operations. ▪ Stewardship initiatives aim to produce benefits for the environment and people, build trust, and support our social license to operate. ▪ Environmental focus areas include climate, water, biodiversity, reclamation and waste management.

In our efforts, we continue to focus on areas where we see the biggest reduction potential, based on our industry and footprint.

▪ Providing sustainable offices and taking a responsible approach to business travel. ▪ Reduced water and paper usage in office workspace. ▪ Our ability to impact electricity procurement is limited, especially for branches where we do not rent the entire building, but share it with other tenants. ▪ To limit the use of fossil fuels, we constantly seek to increase the use of alternative, efficient, and natural energy resources (e.g., by replacing traditional lighting with LED lighting in our buildings).

A. Essential Indicators pertaining to Principle 6

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Whether total energy consumption and energy intensity is applicable to the Company:

Yes

(₹ In Crores)

	FY (2025-26)	PY (2024-25)	PPY (2023-24)
Revenue from operations	11,790.67	11,155.87	9,321.53

Parameter	Units	FY (2025-26)	PY (2024-25)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	-	-
Total fuel consumption (B)	Gigajoule (GJ)	-	-
Energy consumption through other sources (C)	Gigajoule (GJ)	-	-
Total energy consumption (A+B+C)	**Gigajoule (GJ)**	**-**	**-**
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	4,464.980	4,463.863
Total fuel consumption (E)	Gigajoule (GJ)	35.760	144.563
Energy consumption through other sources (F)	Gigajoule (GJ)	-	-
Total energy consumption (D+E+F)	**Gigajoule (GJ)**	**4,500.740**	**4,608.426**
Total energy consumption (A+B+C+D+E+F)	**Gigajoule (GJ)**	**4,500.740**	**4,608.426**
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations)	Gigajoule (GJ)/ ₹ crore	0.382	0.413
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	Gigajoule (GJ) /million US$	0.777	0.840
Energy intensity in terms of physical output		-	-
Energy intensity (optional) - the relevant metric may be selected by the entity		-	-

Notes:

** The revenue from operations adjusted for PPP is calculated using the latest implied PPP conversion rate published in April, 2026 by the International Monetary Fund, which is 20.34 INR/international $*

Note: Independent assessment/evaluation/assurance has been carried out by an external agency: Not Applicable

2. Details of the Company have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

Not Applicable.

3. Details of the following disclosures related to water, in the following format:

Parameter	FY (2025-26)#	PY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	63046.840	6,086.840
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**63046.840**	**6,086.840**
Total volume of water consumption (in kilolitres)	63046.840	6,086.840
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	5.347 kL/crore Rs	0.546 KL/ ₹ crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	10.876 kL/million $	1.111 kL/million $
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

** The revenue from operations adjusted for PPP is calculated using the latest implied PPP conversion rate published in April, 2026 by the International Monetary Fund, which is 20.34 INR/international $*

 # Water data has been extrapolated to all locations where actual data was unavailable.

Note: Independent assessment/evaluation/assurance has been carried out by an external agency: Not Applicable

4. **Details related to water discharged**

a. Provide the following details related to water discharged, in the following format:

Parameter	FY (2025-26)*	PY (2024-25)*
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

** No water discharge data is available. Water treated via STPs in office locations are reused for utilities like gardening and flushing.*

Note: Details about any independent assessment/evaluation/assurance by an external agency: Not Applicable

5. **Details of the mechanism for Zero Liquid Discharge implemented by the Company:**

No

6. **Details of air emissions (other than GHG emissions) by the Company:**

Not Applicable.

7. **Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Units	FY (2025-26)	PY (2024-25)
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	2.658	10.747
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	883.807	901.452
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	**tCO2e/ ₹ crore**	**0.075**	**0.082**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	**tCO2e/million US$**	0.153	0.167

Parameter	Units	FY (2025-26)	PY (2024-25)
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Notes:

**The revenue from operations adjusted for PPP is calculated using the latest implied PPP conversion rate published in April, 2026 by the International Monetary Fund, which is 20.34 INR/international $*

The decline in Scope 1 emissions in current FY is due to reclassification of emissions from DG sets in some locations from Scope 1 to Scope 2 due to the limited level of operational control.

Note: Independent assessment/ evaluation/assurance has been carried out by an external agency: Not Applicable

8. Details on the Company having any project relating to reducing Green House Gas emission.

Not Applicable.

9. Details related to waste management by the Company

Parameter	FY (2025-26)	PY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	0.391
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	-	-
Other Non-hazardous waste generated (H) – Paper waste, Dry waste, Wet waste	95.170	55.418
Total (A+B+C+D+E+F+G+H)	**95.170**	**55.809**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.008 MT/ ₹ crore	0.005 MT/ ₹ crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.016 MT/million $	0.010 MT/million $
(Total waste generated / Revenue from operations adjusted for PPP)*	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	0.391
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**0.391**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	95.170	55.418
(iii) Other disposal operations	-	-
Total	**95.170**	**55.418**

Notes:

**The revenue from operations adjusted for PPP is calculated using the latest implied PPP conversion rate published in April, 2026 by the International Monetary Fund, which is 20.34 INR/international $*

Given the nature of the business, the Company has limited scope to use recycled material as processed inputs.

However, the Company has systems in place at an all-India level to manage and dispose dry/wet waste efficiently.

Waste data has been extrapolated to all locations, and STP sludge has been included in the FY 2025-26 data. All waste was assumed to be landfilled since actual treatment methods were not available.

Note: Independent assessment/evaluation/assurance has been carried out by an external agency: Not Applicable

10. Description on the waste management practices adopted in our establishments including the strategy adopted by our Company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes.

Given the nature of the business, there is no usage of hazardous and toxic chemicals by the Company. The Company has various systems in place at an all-India level to manage e-waste. The Company uses local vendors for disposal of paper for recycling.

11. Details on the Company having operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required.

TeamLease offices are not located within ecologically sensitive areas. All the Company's offices are located in premises which have the requisite building permits, including environmental approvals.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Environmental Impact Assessment (EIA) is not applicable for the Company for the current Financial Year as per applicability defined in EIA Notification, 2020.

13. Confirmation on the Company being compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder

Based on the nature of business, the Company is compliant with applicable environmental norms.

B. Leadership Indicators pertaining to Principle 6

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not Applicable

2. **Details of total Scope 3 emissions & its intensity, in the following format:**
Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

Parameter	Units	FY (2025-26)	PY (2024-25)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	514.068	580.768
Total Scope 3 emissions per rupee of turnover	tCO2e/₹ crore	0.044	0.052
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e	-	-

Note: Independent assessment/evaluation/assurance has been carried out by an external agency: Not Applicable

The current Scope 3 inventory includes emissions from business travel, waste generated in operations, and other upstream activities. Emissions from additional Scope 3 categories will be incorporated in future reporting periods as actual activity data becomes available.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

4. **Entity has undertaken any specific initiatives or used technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated. Details of the same as well as outcome of such initiatives as given.**

Not Applicable

5. **Confirmation on the Company having a Disaster Management Plan**

The Company has a Board approved Business Continuity Plan (BCP). This BCP identifies core business functions and critical business sites that are covered under the resiliency programme. Most of the business functions are supported through automation with the help of technology. Hence, IT resiliency forms a critical component of BCP. Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO) are defined for all critical business processes. The IT Disaster Recovery Plan ensures that the defined RTO and RPO are met. The BCP defines the overall governance and monitoring of the business continuity function, including setting up of Emergency Response Teams (ERT) and Function Recovery Teams (FRT). Business continuity spans people, processes and technology. Requisite training programmes have been conducted for the teams to be prepared to respond in a crisis. Disaster drills and table top exercises are conducted at regular intervals to test whether the set procedures are working as defined within the pre-defined RTO and RPO and people understand and follow it appropriately.

6. **Details on Significant adverse impact to the environment, arising from the value chain of the entity. Mitigation or adaptation measures have been taken by the entity in this regard.**

   Given the nature of the business, there has been no adverse impact to the environment.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:** Not Applicable

8. **Green Credits have been generated or procured:**

   a. **By the listed entity:** NA

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** NA

07 Principle:

Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible and transparent manner

The Company works closely with all industry associations and trade chambers to ensure its public policy positions complement and advance its sustainability and citizenship objective.

A. Essential Indicators pertaining to Principle 7

1. a. **Number of affiliations with trade and industry chambers/associations: 1**

   b. **Top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1.	Indian Staffing Federation	National

2. **Details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities:** Not Applicable

B. Leadership Indicators pertaining to Principle 7

1. **Details of public policy positions advocated by the entity:**

   As a pioneering Staffing Company, TeamLease Services Limited engages with various Stakeholders including various government departments to facilitate progressive and pragmatic policies that can address the daunting challenges of the country.

   TeamLease Active Advocacy ▪ Actively involved and engaged with Ministry of Labour and Employment (MOLE) for last 8 years to implement 4 labour codes. All the codes are passed by both the Houses of Parliament. ▪ National licensing for contract labour in line with ILO 181 convention designed for private employment. ▪ Active advocacy with MOLE and the Government paved the way for radical amendment and modification on Apprenticeship Act. This has led to employability and in turn employment generation. ▪ Advised MOLE to link stipend pay-out with minimum wages as against H 1024 in the initial Apprenticeship Act. ▪ We came out with seminal study capturing complexity of compliances. In one of the speeches by PM, he has announced reduction of 15,000 compliances based on our study and advocacy. ▪ Voiced salary restructuring leading more in-hand salary – in turn contributing to formal employment generation.

08 Principle:

Businesses should support inclusive growth and equitable development

As India's leading staffing Company service provider, the Company has been taking sustained efforts to ensure value creation and sustainable growth of community. Its sustainability framework is structured to create a positive impact on its customers, partners, communities and society, helping them grow together and inclusively.

Community Engagement - Impact through Empowerment: We invest in sustainable activities based on community programmes. We undertake projects that are sustainable and can make an impact in the lives of people for a better tomorrow.

- Deliberating contribution to economic research in India.

The Company focuses on responsible business practices with community centric interventions. The thrust areas are sustainable livelihood – especially skill development and employability training and education, all of which constitute the Human Development Index – a quality of life indicator.

A. Essential Indicators pertaining to Principle 8

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current Financial Year:**

   During the Financial Year, the Company has not acquired any land that would require SIA as per Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013

2. **Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by our entity, in the following format:**

   Not Applicable.

3. **Mechanisms to receive and redress grievances of the community:**

   The Company has various mechanisms to receive and redress grievances of various stakeholders.

   Website correspondence - Individuals can report problems by visiting our Investors tab or by sending an email at corporateaffairs@teamlease.com.

   Grievance Redressal over call - TeamLease offers assistance through numbers + 91 80 6824 3336 and + 91 80 6824 3001 available on our website. Our in-house contact centre tracks grievances and feedback through a ticket system and assigns them to the respective executive for closure.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

   The Company endeavours to engage with suppliers who integrate environmental and social considerations into their products and services. At an all-India level, preference is always given to sourcing from local suppliers.

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

(₹ In Crores)

	FY (2025-26)	PY (2024-25)	PPY (2023-24)
1. Rural			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00	0.00
ii) Total Wage Cost	198	156.40	109.46
iii) % of Job creation in Rural areas	0.00%	0.00%	0.00%

(₹ In Crores)

	FY (2025-26)	PY (2024-25)	PPY (2023-24)
2. Semi-urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00	0.00
ii) Total Wage Cost	198	156.40	109.46
iii) % of Job creation in Semi-Urban areas	0.00%	0.00%	0.00%
3. Urban			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	144.4	117.27	83.43
ii) Total Wage Cost	198	156.40	109.46
iii) % of Job creation in Urban areas	72.93%	74.98%	76.22%
4. Metropolitan			
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	53.6	39.13	26.02
ii) Total Wage Cost	198	156.40	109.46
iii) % of Job creation in Metropolitan area	27.07%	25.02%	23.77%

A. Leadership Indicators pertaining to Principle 8

1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:

Not Applicable.

2. Details of the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

(₹ in Crores)

Sr. No.	State	Aspirational District	Amount spent
1.	PAN India	PAN India	2.51

Kindly refer to Business Responsibility and Sustainability Report Section A General Disclosure point VI(29).

3. a. Confirmation on the Company having a preferential procurement policy where we give preference to purchase from suppliers comprising marginalised/vulnerable groups.

Currently, TeamLease has no such policy.

b. Marginalized/vulnerable groups from which the Company procures

Not Applicable

c. Percentage of total procurement (by value) it constitutes

Whilst the Company has always endeavoured to provide job solutions for all income groups including the economically weaker sections and low income groups, given the nature of the business, purchases from suppliers under the above- mentioned groups are limited. The Company's core objective is to provide Employment Employability and E-workforce through skill development and training which is mainstream to eradicate poverty, promotion of education, employment enhancing vocational skills.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by our entity (in the current financial year), based on traditional knowledge:

Not Applicable.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable.

6. Details of beneficiaries of CSR Projects:

Kindly refer to Business Responsibility and Sustainability Report Section A General Disclosure point VI (29).

09 Principle:

Businesses should engage with and provide value to their customers and consumers in a responsible manner

The long-term strategic goal of the Company is to innovate and deliver a wide range of cost effective, secured, timely, and customized services with the best technology. The Company actively seeks customer feedback, acts on it, and improves its customer service and in the process improve its products, services, and processes.

A. Essential Indicators pertaining to Principle 9

1. Mechanisms in place to receive and respond to consumer complaints and feedback:

A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc. All complaints are appropriately addressed and all efforts are taken to resolve the same.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Category	FY (2025-26)			PY (2024-25)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Data Privacy	NIL	NA	-	NIL	NA	-
Advertising	NIL	NA	-	NIL	NA	-
Cyber Security	NIL	NA	-	NIL	NA	-
Restrictive Trade Practices	NIL	NA	-	NIL	NA	-
Unfair Trade Practices	NIL	NA	-	NIL	NA	-
Others	NIL	NA	-	NIL	NA	-

Note: No complaint was received under The Competition Act, 2002.

4. Details of instances of product recalls on account of safety issues:

Not Applicable

5. Details of the framework/ policy on cyber security and risks related to data privacy

TeamLease strictly practices the principles of 'Security by Design' and 'Privacy by Design' and has a well-defined information security and data privacy framework. A comprehensive ISMS (Information Security Management System) has been designed as per ISO27001:2013 and National Institute of Standards and Technology (NIST) Risk Management Framework and the privacy controls have been designed as per GAPP (Generally Accepted Privacy Principles). This policy is hosted on the intranet of the Company.

6. **Details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. **Details of the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact:** Nil

   b. **Percentage of data breaches involving personally identifiable information of customers:** 0%

      The Company did not witness any instances of data breaches during the year. Internal Auditors have assessed and confirmed that requisite security level checks put in place by the Company are appropriate.

   c. **Impact, if any, of the data breaches:** NA

B. Leadership Indicators pertaining to Principle 9

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

   Information relating to all the products and services offered by the Company are available on the Company's website, https://group.teamlease.com/. In addition, the Company actively uses various social media and digital platforms to disseminate information.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services**

   Given the nature of business, the same is not applicable to the Company.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   Kindly refer to details on Business Continuity and Disaster Management which has been elucidated under Principle 6. During the year, there were no major disruptions of critical services of the Company.

4. **Details on the Company displaying product information on the product over and above what is mandated as per local laws. (Details on the Company carrying out any survey with regard to consumer satisfaction relating to the major products / services of the Company, significant locations of operation of the Company or the Company as a whole**

   TeamLease has always believed in being transparent with its customers by providing all the relevant details. The Company strives to ensure customer data privacy and security through robust information security systems. The Company continuously conducts customer satisfaction surveys to seek feedback from its clients at various stages. This feedback is used to improve systems, processes and enable better focus on training and development of staff.