

Disclosures under TeamLease ESOP Plan 2015 (ESOP Plans) in terms of Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 (SEBI ESOP Regulations), for financial year ended March 31, 2021				
Sr. No.	Particulars	Disclosures		
A	Disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time to	Please refer "Note 35: Share based payments" to the standalone audited financial statements of the Company for the financial year ended March 31, 2021.		
B	Diluted EPS on issue of shares pursuant to all the ESOP Plans covered under the SEBI ESOP Regulations in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by ICAI or any	Please refer "Note 35: Share based payments" to the standalone audited financial statements of the Company for the financial year ended March 31, 2021.		
C	Details related to ESOP Plans	TeamLease Employee Stock Option Plan - 2015		
i	Description of ESOP Plans	Tranche - I	Tranche - II*	
	(a) Date of Shareholder's approval	10-Jul-15		
	(b) Total number of options approved under ESOP Plan	97,170 (post issue of bonus shares)	29,470	
	(c) Vesting Requirements	25% on expiry of 12 months from grant date	44% on expiry of 12 months from grant date	34% on expiry of 12 months from grant date
		25% on expiry of 24 months from grant date	48% on expiry of 24 months from grant date	33% on expiry of 21 months from grant date
		25% on expiry of 36 months from grant date	5% on expiry of 36 months from grant date	33% on expiry of 33 months from grant date
		25% on expiry of 48 months from grant date	3% on expiry of 48 months from grant date	
	* During the financial year ended 31 March 2017, Tranche II scheme was approved by Board of Directors and Nomination and Remuneration Committee and approved by the shareholders in the Annual General Meeting held on 7 July 2017. ** During the financial year ended 31 March 2020, Tranche III scheme was approved by Board of Directors and Nomination and Remuneration Committee.			
	(d) Exercise price or pricing formula	Rs. 10		
	(e) Maximum term of options granted	4 years		
(f) Source of shares (primary, secondary or combination)	Primary			
(g) Variation in terms of options	NA			
ii	Method used to account for ESOP	The Black-Scholes valuation model has been used for computing the weighted average fair value		
iii	Where the Company opts for expensing of options using the intrinsic value of options, the difference, between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and	Not Applicable		
iv	Option movement during the financial year ended March 31, 2021:			
	Number of Options outstanding at the beginning of the year	18,155		
	Number of Options granted during the year	3,634		
	Number of Options forfeited/ lapsed during the year	4,832		
	Number of Options vested during the year	-		
	Number of Options exercised during the year	6,055		
	Number of Shares arising as a result of exercise of Options	-		
	Money realised by exercise of options (INR), if scheme is implemented directly by the Company	-		
	Loan repaid by the trust during the year from exercise price received	-		
	Number of options outstanding at the end of the year	3,634		
Number of options exercisable at the end of the year	3,634			
v	Weighted average exercise prices and the weighted average fair values of options shall be disclosed for options whose exercise price either equals or exceeds or is less than the market price of the stock	10.00		
vi	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –			
	(a) Senior Managerial Personnel during the financial year ended March 31, 2021	<u>Please refer Note No. 1</u>		
	(b) Any other employee who receives a grant in the financial year ended March 31, 2021 of Option amounting to 5% or more of options granted during that year.	<u>Please refer Note No. 2</u>		
	(c) Identified employees who were granted options, during the year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant;	<u>Please refer Note No. 3</u>		
vii	A description of the method and significant assumptions used during the year to estimate the fair values of options, including following information:			
	(a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs	Please refer "Note 35: Employee stock options plans" to the standalone audited financial statements of the Company for the financial year ended March 31, 2021.		
	(b) the method used and the assumptions made to incorporate the effects of expected early exercise	NA		
	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	NA		
	(d) whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition	NA		
Disclosures in respect of grants made in three years prior to IPO under each ESOP Plans:				
i	Until all options granted in the three years prior to the IPO have been exercised or have lapsed, disclosures of the information specified above in respect of such options shall also be made.	All options granted in the three years prior to the IPO have been exercised		

Note 1				
Options granted to Senior Management Personnel during the year ended March 31, 2021				
Sr. No.	Name	Designation	ESOP Plan	Options granted during the year ended March 31, 2021
1	Ramani Dathi	CFO	2015	1,218
2	Rituparna Chakranorty	Senior VP Staffing	2015	2,416

Note 2				
Employees who have received a grant in financial year ended March 31, 2021 of Options amounting to 5% or more of options granted during the year				
Sr.No.	Name of the employee	Designation	ESOP Plan	Options granted during financial year ended March 31, 2021
NIL				

Note 3

Employees who were granted options, during the financial year ended March 31, 2021, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant

Sr.No.	Name of the employee	Designation	ESOP Plan	Options granted during financial year ended March 31, 2021
Nil				