INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF TeamLease HRTech Private Limited (formerly TeamLease E-hire Technologies Private Limited) ("the Company"),

Report on the Standalone Financial Statements

Opinion

We have audited the accompanying standalone Financial Statements of **TeamLease HRTech Private Limited** ("the Company"), which comprise the Standalone Balance sheet as at March 31, 2022, the Standalone statement of Profit and Loss (including Other Comprehensive Income), Standalone Statement of Changes in Equity and Standalone Statement of Cash Flows for the year then ended, and notes to the standalone Financial Statements, including a summary of significant accounting policies and other explanatory information (hereinafter referred to as "the standalone Financial Statements").

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone Financial Statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with Indian Accounting Standards as prescribed under section 133 of the Act, read with Companies (Indian Accounting Standards) rules, 2015 as amended ("Ind AS") and other accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2022 and its loss, other comprehensive income, changes in equity and its cash flows for the year ended on that date.

Basis of our Opinion

We have conducted our audit of the standalone Financial Statements in accordance with the Standards on Auditing ("SAs") specified under section 143(10) of the Act. Our responsibilities under those SAs are further described in the *Auditor's Responsibilities for the Audit of the Standalone Financial Statements* section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the independence requirements that are relevant to our audit of the standalone Financial Statements under the provisions of the Act and the Rules made thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ICAI's Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the standalone Financial Statements.

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Information other than Standalone Financial Statements and Auditor’s Report Thereon

The Company’s Board of Directors is responsible for the preparation of other information. The other information comprises the information included in Board’s Report including Annexure to Board’s Report, but does not include the standalone Financial Statements and our auditor’s report thereon. These Other reports are expected to be made available to us after the date of this auditor’s report.

Our opinion on the standalone Financial Statements does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our audit of the standalone Financial Statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the standalone Financial Statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the other reports containing other information, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and take appropriate actions, if required.

Management’s and Board of Directors Responsibilities for the Standalone Financial Statements

The Company’s Board of Directors is responsible for the matters stated in section 134(5) of the Companies Act, 2013 (“the Act”) with respect to the preparation of these Financial Statements that give a true and fair view of the financial position, financial performance, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statement that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the standalone Financial Statements, management is responsible for assessing the Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

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Those Board of Directors is also responsible for overseeing the company's financial reporting process.

Auditor's Responsibility for Audit of Standalone Financial Statements

Our objectives are to obtain reasonable assurance about whether the standalone Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls system in place and the operating effectiveness of such controls

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

1. As required by Section 143 (3) of the Act, based on our audit, we report, to the extent applicable that:

   a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.

   b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books.

   c) The Balance Sheet, the Statement of Profit and Loss including other comprehensive income, the Statement of Cash Flows and the Statement of changes in equity dealt with by this Report are in agreement with the books of account.

   d) In our opinion, the aforesaid standalone Financial Statements comply with the Ind AS specified under section 133 of the Act read with Rule 7 of the Companies (Accounts) Rules, 2014.

   e) On the basis of the written representations received from the directors as on 31st March, 2022 and taken on record by the Board of Directors, none of the directors is disqualified as on 31st March, 2022 from being appointed as a director in terms of Section 164 (2) of the Act.

   f) With respect to the adequacy of the internal financial controls over financial reporting of the Company, and the operating effectiveness of such controls, refer to our separate Report in “Annexure A”. Our report expresses an unmodified opinion on the adequacy and operating effectiveness of the Company’s internal financial controls over financial reporting.

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g) With respect to the other matters to be included in the Auditor's Report in accordance with the requirements of Section 197 (16) of the Act, as amended:
To the best of our information and according to explanations given to us, the Company has not paid any remuneration to its directors during the year.

h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, as amended, in our opinion and to the best of our information and according to the explanations given to us:

i) The Company does not have any pending litigations which would impact its financial position.

ii) The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses.

iii) There were no amounts which were required to be transferred to the Investor Education and Protection Fund by the Company.

iv) a) The Management has represented that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person or entity, including foreign entity ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

b) The Management has represented, that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company from any person or entity, including foreign entity ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

c) Based on the audit procedures that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under (a) and (b) above, contain any material misstatement.

v) As per the information and explanation provided by the Company, the Company has not declared or paid any dividend during the year.

2. As required by the Companies (Auditor's Report) Order, 2020 ("the Order") issued by the Central Government in terms of Section 143(11) of the Act, we give in "Annexure B" a statement on the matters specified in paragraphs 3 and 4 of the Order.

For Manian & Rao,
Chartered Accountants
Firm Registration No. 009183S

Paresh Daga

Digitally signed by Paresh Daga
Date: 2022.05.11 15:08:34 +05'30'

Paresh Daga
Partner
MembershipNo.211468

Place: Bangalore
Date: May 11, 2022
UDIN:22211468AIUBZG5246

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ANNEXURE "A" TO THE INDEPENDENT AUDITOR'S REPORT

(Referred to in paragraph 1 (f) under 'Report on Other Legal and Regulatory Requirements' section of our report of even date)

Report on the Internal Financial Controls Over Financial Reporting under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

We have audited the internal financial controls over financial reporting of **TeamLease HRTech Private Limited** ("the Company") as of March 31, 2022 in conjunction with our audit of the standalone Financial Statements of the Company for the year ended on that date.

Management's Responsibility for Internal Financial Controls

The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India. These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

Auditor's Responsibility

Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") issued by the Institute of Chartered Accountants of India and the Standards on Auditing prescribed under Section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's

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judgement, including the assessment of the risks of material misstatement of the Financial Statements, whether due to fraud or error.
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

Meaning of Internal Financial Controls over Financial Reporting

A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of Financial Statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that,

1. Pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company;

2. Provide reasonable assurance that transactions are recorded as necessary to permit preparation of Financial Statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorisations of management and directors of the Company; and

3. Provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the Company's assets that could have a material effect on the Financial Statements.

Inherent Limitations of Internal Financial Controls Over Financial Reporting

Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

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Opinion

In our opinion, to the best of our information and according to the explanations given to us, the Company has, in all material respects, an adequate internal financial controls system over financial reporting and such internal financial controls over financial reporting were operating effectively as at March 31, 2022, based on the criteria for internal financial control over financial reporting established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the ICAI.

For Manian & Rao,
Chartered Accountants
Firm Registration No. 009183S

Paresh Daga
Digitally signed by Paresh Daga
Date: 2022.05.11 15:09:05 +05'30'

Paresh Daga
Partner
MembershipNo.211468

Place: Bangalore
Date: May 11, 2022
UDIN:22211468AIUBZG5246

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ANNEXURE B TO THE INDEPENDENT AUDITOR'S REPORT
(Referred to in paragraph 2 under 'Report on Other Legal and Regulatory Requirements' section of our report of even date)

(i) In respect of Company's Property, Plant and Equipment and Intangible Assets:

(a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment and relevant details of right-of-use assets.

(B) The company is maintaining proper records showing full particulars of intangible assets.

(b) According to the information and explanation given to us, the Property, Plant and Equipment were physically verified during the year by the Management in accordance with a regular programme of verification, which in our opinion, is reasonable having regard to the size of the company and the nature of its assets. Discrepancies were noticed on such verification which have been properly delt with in the books of accounts. (Refer Note -4 in Financial Statements)

(c) According to the information and explanation given to us, the Company does not have any immovable properties of freehold or leasehold land and building and hence reporting under paragraph 3(i)(c) of the Order is not applicable.

(d) The Company has not revalued its Property, Plant and Equipment, Intangible Assets and Right of use assets during the year.

(e) According to the information and explanation given to us, there are no proceedings have been initiated or are pending against the company for holding any benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and rules made thereunder.

(ii) In respect of inventories

a) The Company is a Service Company, primarily rendering Online Advertisements, Candidate Services and Recruitment Services. Accordingly, it does not hold any physical inventories. Thus paragraph 3(ii)(a) of the Order is not applicable.

b) The Company has not availed any working capital facilities from banks or financial institutions. Thus paragraph 3(ii)(b) of the order is not applicable.

(iii) According to the information and explanation given to us, the Company has not made investments in, provided any guarantee or security or granted any Loans or advances in the nature of loans, secured or unsecured to companies, firms, limited liability partnerships or other parties during the year. Accordingly, provisions of clause 3(iii), (a), (b), (c), (d), (e) and (f) of the said Order is not applicable.

(iv) According to information and explanations given to us, the Company has not granted any loans or made any investments, or provided any guarantees or security to the parties covered under Sec.185 and 186 of the Companies Act, 2013. Accordingly, the provisions of Clause 3(iv) of the said Order are not applicable to the Company.

(v) According to the information and explanations given to us, the Company has not accepted any deposit or amounts which are deemed to be deposits the public within the meaning of the directives issued by the Reserve Bank of India, provisions of Sections 73 to 76 of the Act, any other relevant provisions of the Companies Act and the relevant rules framed there under. Accordingly, paragraph 3(v) of the order is not applicable.

(vi) The Central Government of India has not prescribed the maintenance of cost records under sub section (1) of section 148 of the Act for any of the Services rendered by the Company and therefore provision of section 3(vi) of the order is not applicable to the company.

(vii) According to the information and explanations given to us, in respect of statutory dues:

(a) The Company has generally been regular in depositing undisputed statutory dues, including Provident Fund, Income-tax, Labour Welfare Fund, Professional Tax, Goods and Services Tax and other material statutory dues applicable to it with the appropriate authorities. As on March 31, 2022 the Company has undisputed statutory dues outstanding for a period of more than six months from the date, they became payable. Details of the same is as under

Statute	**Nature of Dues**	**Amount Involved (INR in lakhs)**
The Income Tax Act, 1961	Tax Deduction at source	1.28
Professions, Trades, Callings and Employments Act, 1976	Professional Tax	0.48

(b) According to the information and explanations given to us there are no dues of duty of customs, sales tax, duty of excise, service tax, Goods and Services tax and value added tax which have not been deposited with the appropriate authorities on account of any dispute.

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(viii) According to the information and explanations given by the management, and based on the procedures carried out during the course of our audit, we have not come across any transactions not recorded in the books of account which have been surrendered or disclosed as income during the year in the tax assessments under the Income-tax Act, 1961.

(ix) According to the information and explanations given to us, in respect of loans and borrowings:

(a) The Company has borrowed unsecured working capital demand loan from the parent company (TeamLease Services Ltd). There are no fixed repayment terms agreed between the parties. The company is regular in payment of interest as per the agreed terms. The company has not defaulted in the repayment of loans or other borrowings or in the payment of interest thereon to any lenders.

(b) According to the information and explanations given to us and on the basis of our audit procedures, we report that the company has not been declared wilful defaulter by any bank or financial institution or government or any government authority.

(c) The Company has not availed any term loan facility during the year ended March 31,2022. Thus paragraph 3(ix)(c) of the order is not applicable.

(d) According to the information and explanations given to us, the Company has utilised funds raised on short term basis for short term purposes only.

(e) The Company has not taken any funds from any entity or person on account of or to meet the obligations of its subsidiaries, associates or joint ventures during the year ended March 31, 2022.Thus paragraph 3(ix)(e) of the order is not applicable.

(f) The Company has not raised any loans on the pledge of securities held in its subsidiaries, joint ventures or associate companies during the year ended March 31, 2022.Thus paragraph 3(ix)(f) of the order is not applicable.

(x) According to the information and explanations given to us, in respect of capital raising:

a) The Company has not raised moneys/funds by way of initial public offer or further public offer (including debt instruments). Accordingly, the provisions of Clause 3(x)(a) of the Order are not applicable to the Company.

b) The Company has not made any preferential allotment or private placement of shares or convertible debentures (fully, partially or optionally convertible) during the year, hence reporting under paragraph 3(x)(b) of the Order is not applicable.

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(xi) To the best of our knowledge and according to the information and explanations given to us:

(a) During the course of our examination of the books and records of the Company, carried out in accordance with the generally accepted auditing practices in India, and according to the information and explanations given to us, we have neither come across any instance of material fraud by the Company or on the Company by its officers or employees, noticed or reported during the year, nor we have been informed of any such case by the Management.

(b) No report under sub-section 12 of Section 143 of the Companies Act has been filed by the Auditors in Form ADT-4 as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government, during the year and up to the date of this report.

(c) Whistle blower mechanism is not applicable to the company, since it is not a listed company. and hence reporting under paragraph 3(xi)(c) of the Order is not applicable.

(xii) The Company is not a Nidhi Company and hence reporting under paragraph 3 (xii) of the Order is not applicable.

(xiii) According to the information and explanations given to us, all transactions with the related parties are in compliance with sections 177 and 188 of Companies Act, 2013 where applicable and the details have been disclosed in the Financial Statements as required by the applicable accounting standards.

(xiv) The company is not required to have an internal audit system under section 138 of the Companies Act and hence reporting under paragraph 3(xiv)(a), 3(xiv)(b) of the Order is not applicable.

(xv) In our opinion and according to the information and explanations given to us, during the year the Company has not entered into any non-cash transactions with its directors or persons connected with its directors and hence provisions of section 192 of the Companies Act are not applicable to the Company.

(xvi) In our opinion: -

a) The Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Hence, reporting under clause 3(xvi)(a), (b) and (c) of the Order is not applicable.

b) There is no core investment company within the Group (as defined in the Core Investment Companies (Reserve Bank) Directions, 2016) and accordingly reporting under clause 3(xvi)(d) of the Order is not applicable.

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(xvii) As per the records of the company examined by us, the Company has not incurred cash losses as per the Financial Statements in the current financial year. However, the company had incurred cash losses of Rs. 327.42 lacs in the immediately preceding financial year.

(xviii) There has been no resignation of the statutory auditors of the Company during the year, hence reporting under paragraph 3(xviii) of the Order is not applicable.

(xix) As per the information and explanations given to us and the records of the company examined by us, on the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the Financial Statements, our knowledge of the Board of Directors and management plans and based on our examination of the evidence supporting the assumptions nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We however, state that this is not an assurance as to the future viability of the company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the company as and when they fall due.

(xx) Section 135 of the Companies Act is not applicable to the Company, hence reporting under paragraph 3(xx) of the Order is not applicable.

(xxi) According to the information and explanations given to us during the course of the audit, the company is not required to prepare consolidated financial statement, hence reporting under paragraph 3(xxi) of the Order is not applicable.

For Manian & Rao,
Chartered Accountants
Firm Registration No. 009183S

Paresh Daga

Digitally signed by Paresh Daga
Date: 2022.05.11 15:09:30 +05'30'

Paresh Daga
Partner
MembershipNo.211468

Place: Bangalore
Date: May 11, 2022
UDIN:22211468AIUBZG5246

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TeamLease HRTech Private Limited
(Formerly TeamLease E Hire Private Limited)
8th Floor, BMTC Commercial Complex, 80ft Road, Koramangala, Bangalore - 560095
CIN: U72200KA2005PTC113117
Standalone Balance Sheet as at 31 March 2022

(All amounts in Rs. In Lakhs, unless otherwise stated)

	Notes	As at 31 March 2022	As at 31 March 2021
Non-current assets			
Property, plant and equipment	4	0.56	10.18
Right-of-Use Assets	5	29.94	80.99
Intangible assets	6	54.01	224.13
Deferred tax assets (net)	7	-	41.92
Income tax assets (net)	8	89.70	69.59
Total non-current assets		**174.21**	**426.81**
Current assets			
Financial assets			
(i) Trade receivables	9		
a) Billed		133.26	153.40
b) Unbilled		15.65	3.11
(ii) Cash and cash equivalents	10	30.14	24.13
Current tax asset (net)	8	31.52	-
Other current assets	11	13.29	7.42
Total current assets		**223.86**	**188.06**
Total assets		**398.06**	**614.87**
EQUITY AND LIABILITIES			
EQUITY			
Equity share capital	12	1.11	1.11
Other equity	13	(1,051.46)	(778.36)
Total equity		**(1,050.35)**	**(777.25)**
LIABILITIES			
Non-current liabilities:			
Financial liabilities			
(ii) Lease liabilities	16	-	34.86
Provisions	14	43.84	57.17
Total non-current liabilities		**43.84**	**92.03**
Current liabilities:			
Financial liabilities			
(i) Borrowings	15	1,193.00	985.50
(iii) Lease Liabilities	16	34.86	54.01
(iii) Trade payables			
a. total outstanding dues of micro and small enterprises	17	2.03	0.02
b. total outstanding dues other than (ii) (a) above	17	77.34	108.58
(iv) Other financial liabilities	18	30.96	45.46
Contract liabilities	19	18.40	65.71
Provisions	14	12.20	10.71
Other current liabilities	20	35.78	30.10
Total current liabilities		**1,404.58**	**1,300.09**
Total equity and liabilities		**398.06**	**614.87**
Summary of significant accounting policies	1-3		

The accompanying notes are an integral part of the standalone financial statements.

This is the balance sheet referred to in our Audit report.

For Manian & Rao
ICAI Firm Registration Number: 001983S
Chartered Accountants

Paresh Daga
Digitally signed by Paresh Daga
Date: 2022.05.11 14:55:51 +05'30'

Paresh Daga
Partner
Membership Number: 211468

Place: Bangalore
Date: May 11, 2022

For and on behalf of the Board of Directors

RAMANI DATHI
Digitally signed by RAMANI DATHI
Date: 2022.05.11 11:35:03 +05'30'

ALAKA CHANDA
Digitally signed by ALAKA CHANDA
Date: 2022.05.11 12:02:35 +05'30'

Ramani Dathi
Director
DIN:08296675

Alaka Chanda
Director
DIN:8856604

Place: Bangalore
Date: May 11, 2022

TeamLease HRTech Private Limited
(Formerly TeamLease E Hire Private Limited)
8th Floor, BMTC Commercial Complex, 80ft Road, Koramangala, Bangalore - 560095
CIN: U72200KA2005PTC113117
Standalone Statement of Profit and Loss for the year ended 31 March 2022

(Rs. In Lakhs, unless otherwise stated)

	Notes	For the year ended March 2022	For the year ended March 2021
Income			
Revenue from operations	21	1013.73	760.13
Other income	22	57.20	24.07
Total income		**1,070.93**	**784.20**
Expenses			
Employee benefits expense	23	659.49	727.52
Finance Costs	24	84.45	66.11
Depreciation and amortization expense	25	125.39	138.12
Other expenses	26	332.96	385.31
Total expenses		**1,202.29**	**1,317.06**
(Loss) before exceptional item and tax		**(131.36)**	**(532.86)**
Exceptional Item	27	(105.88)	-
Profit before tax		**(237.25)**	**(532.86)**
Tax expense:			
- Current tax		-	-
- Tax adjustment for earlier years		-	-
- Deferred tax	7	-	-
Deferred tax charge/ (credit)		41.92	(15.74)
Total tax expense		**41.92**	**(15.74)**
(Loss) for the year		**(279.17)**	**(517.12)**
Other comprehensive income/(loss) (OCI)			
Items that will not be reclassified to profit or loss:	29		
Remeasurement gains/(losses) of defined benefits obligation		6.06	5.78
Income tax relating to items that will not be reclassified to profit or loss		-	(1.45)
Other comprehensive income/(loss) for the year, net of tax		**6.06**	**4.32**
Total comprehensive income/(loss) for the year, net of tax		**(273.11)**	**(512.80)**
Earnings per equity share (face value Rs 10/- each fully paid)	28		
(a) Basic EPS (Rs.)		(2,512.53)	(4,654.13)
(b) Diluted EPS (Rs.)		(2,512.53)	(4,654.13)
Summary of significant accounting policies	1-3		

The accompanying notes are an integral part of the standalone financial statements.

This is the statement of profit and loss referred to in our audit report

For Manian & Rao
ICAI Firm Registration Number: 001983S
Chartered Accountants

Paresh Daga
Digitally signed by Paresh Daga
Date: 2022.05.11 14:58:43 +05'30'

Paresh Daga
Partner
Membership Number: 211468

Place: Bangalore
Date: May 11, 2022

For and on behalf of the Board of Directors

RAMANI DATHI
Digitally signed by RAMANI DATHI
Date: 2022.05.11 11:35:41 +05'30'

ALAKA CHANDA
Digitally signed by ALAKA CHANDA
Date: 2022.05.11 12:01:16 +05'30'

Ramani Dathi
Director
DIN:08296675

Alaka Chanda
Director
DIN:8856604

Place: Bangalore
Date: May 11, 2022

TeamLease HRTech Private Limited
(Formerly TeamLease E Hire Private Limited)
8th Floor, BMTC Commercial Complex, 80ft Road, Koramangala, Bangalore - 560095
CIN: U72200KA2005PTC113117
Standalone Statement of Cash Flows for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

	As at 31 March 2022	As at 31 March 2021
Operating activities		
(Loss) before tax	(237.25)	(532.86)
Adjustments to reconcile profit before tax to net cash flows:		
Depreciation of property, plant and equipment	10.11	7.29
Depreciation of Right of Use	51.05	51.04
Amortisation of intangible assets	64.23	79.79
Liabilities no longer required written back	(10.88)	(2.07)
(Gain)/loss on disposal of property, plant and equipment	-	0.51
Interest on Loan	79.03	56.16
Interest on Finance Lease Obligation	5.42	9.95
Provision for Bad and Doubtful Debt	38.43	-
Bad debts / advances written off and provided for	6.48	58.87
Sundry Balance Written off	1.57	-
Impairment loss on intangible assets	105.88	-
Working capital adjustments		
(Increase)/ Decrease in trade receivables- Billed	(24.77)	(65.86)
(Increase)/ Decrease in trade receivables- Unbilled	(12.54)	4.45
(Increase)/Decrease in other financial assets	-	5.00
(Increase)/Decrease in other current assets	(5.86)	0.43
(Decrease) /Increase in Trade Payable	(21.64)	31.73
(Decrease) /Increase in other financial liabilities	(14.50)	11.73
(Decrease)/Increase in Contract Liabilities	(47.31)	(42.34)
(Decrease) in other current liabilities	7.39	8.92
Increase/(Decrease) in provisions	(5.78)	13.69
	(10.93)	**(303.57)**
Income tax paid (including TDS) (net)	(51.63)	(27.62)
Net cash flows from operating activities	**(62.56)**	**(331.19)**
Investing activities		
Purchase of property, plant and equipment	(0.52)	(0.59)
Proceeds from sale of property, plant and equipment	-	0.21
Proceeds from sale of property, plant and equipment	0.04	-
Net cash flows from / (used in) investing activities	**(0.48)**	**(0.38)**
Financing activities		
Repayment of Lease Liabilities	(59.42)	(56.60)
Loan received from Related Parties	347.50	505.50
Loan repaid to Related Parties	(140.00)	(55.00)
Finance cost	(79.03)	(56.16)
Net cash flows from / (used in) financing activities	**69.04**	**337.76**
Net increase in cash and cash equivalents	**6.00**	**6.19**
Cash and cash equivalents at the beginning of the Period	24.13	17.94
Cash and cash equivalents at the end of the Period	**30.14**	**24.13**

Summary of significant accounting policies 1-3

The accompanying notes are an integral part of the standalone financial statements.

This is the cash flow statement referred to in our Audit report.

For Manian & Rao
ICAI Firm Registration Number: 001983S
Chartered Accountants

Paresh Daga Digitally signed by Paresh Daga Date: 2022.05.11 14:59:20 +05'30'

Paresh Daga
Partner
Membership Number: 211468

Place: Bangalore
Date: May 11, 2022

For and on behalf of the Board of Directors

RAMANI DATHI Digitally signed by RAMANI DATHI Date: 2022.05.11 11:36:02 +05'30'

ALAKA CHANDA Digitally signed by ALAKA CHANDA Date: 2022.05.11 12:01:37 +05'30'

Ramani Dathi
Director
DIN:08296675

Alaka Chanda
Director
DIN:8856604

Place: Bangalore
Date: May 11, 2022

TeamLease HRTech Private Limited
(Formerly TeamLease E Hire Private Limited)
8th Floor, BMTC Commercial Complex, 80ft Road, Koramangala, Bangalore - 560095
CIN: U72200KA2005PTC113117
Standalone Statement of Changes in Equity for the year ended 31 March 2022

(Rs. In Lakhs, unless otherwise stated)

A. Equity share capital:

Balance as at April 1, 2021	Changes in equity share capital due to prior period errors	Restated balance as at April 1, 2021	Changes in equity share capital during the year*	Balance as at March 31, 2022
1.11	-	**1.11**	-	**1.11**

Balance as at April 1, 2020	Changes in equity share capital due to prior period errors	Restated balance as at April 1, 2020	Changes in equity share capital during the year*	Balance as at March 31, 2021
1.11	-	**1.11**	-	**1.11**

B.Other Equity:

Particulars	Attributable to equity holders of the Company Reserves and surplus		Total other equity
	Securities premium	Retained earnings	Total
For the year ended 31 March 2022			
Balance as at 1 April 2021	**199.89**	**(978.25)**	**(778.36)**
Profit/(loss) for the year	-	(279.17)	(279.17)
Other comprehensive income/(loss) for the year	-	6.06	6.06
Total comprehensive income for the year	**199.89**	**(1,251.35)**	**(1,051.46)**
Balance as at 31 March 2022	**199.89**	**(1,251.35)**	**(1,051.46)**
For the year ended 31 March 2021			
Restated balance as at 1 April 2020	**199.89**	**(465.45)**	**(265.56)**
Amount received on issue of shares	-	-	-
Profit/(loss) for the year		(517.12)	**(517.12)**
Other comprehensive income for the year	-	4.32	**4.32**
Total comprehensive income for the year	**199.89**	**(978.25)**	**(778.36)**
Balance as at 31 March 2021	**199.89**	**(978.25)**	**(778.36)**

Summary of significant accounting policies 1-3

The accompanying notes are an integral part of the standalone financial statements.

This is the statement of changes in equity referred to in our report of even date.

For Manian & Rao
ICAI Firm Registration Number: 001983S
Chartered Accountants

Paresh Daga Digitally signed by Paresh Daga Date: 2022.05.11 15:00:07 +05'30'

Paresh Daga
Partner
Membership Number: 211468

Place: Bangalore
Date: May 11, 2022

For and on behalf of the Board of Directors

RAMANI DATHI Digitally signed by RAMANI DATHI Date: 2022.05.11 11:36:29 +05'30'

ALAKA CHANDA Digitally signed by ALAKA CHANDA Date: 2022.05.11 12:01:57 +05'30'

Ramani Dathi
Director
DIN:08296675

Alaka Chanda
Director
DIN:8856604

Place: Bangalore
Date: May 11, 2022

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the quarter ended 31 March 2022

1 Corporate information

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited) (the "Company") is an Online Career Development Company incorporated on December 21, 2005. The Company currently provides Software Development, web technologies & other online career related services.

The standalone financial statements are approved by the board of directors and authorized for issue in accordance with a resolution of the directors on May 11, 2022.

This note provides a list of the significant accounting policies adopted in the preparation of these standalone Ind AS financial statements. Accounting policies have been consistently applied except where a newly issued Indian Accounting Standard is initially adopted or a revision to an existing Indian Accounting Standard requires a change in the accounting policy hitherto in use.

2 Basis of preparation

(i) Compliance with Ind AS

These financial statements are prepared in accordance with Indian Accounting Standards (Ind AS) and the provisions of the Companies Act, 2013 ('the Act') (to the extent notified). read with the Companies (Indian Accounting Standards) Rules, 2015 (as amended from time to time) and presentation requirements of Division II of Schedule III to the Companies Act, 2013, (Ind AS compliant Schedule III), as applicable to the standalone financial statements.The standalone Ind AS financial statements are presented in Indian Rupees which is also the Company's functional currency and all amounts have been rounded off to the nearest lakhs, unless otherwise stated.

(ii) Historical cost convention

The financial statements have been prepared on a historical cost basis and on accrual basis, except for the following:
a) Certain financial assets and liabilities measured at fair value as explained in the accounting policies below ; and
b) Defined benefit plans plan assets measured at fair value;
Historical cost is generally based on the fair value of the consideration given in exchange for goods and services as at the date of respective transactions.

3 Summary of significant accounting policies

3.1 Current versus non-current classification

The Company presents assets and liabilities in the balance sheet based on current/ non-current classification. An asset is treated as current when it is:

- Expected to be realised or intended to sold or consumed in normal operating cycle
- Held primarily for the purpose of trading
- Expected to be realised within twelve months after the reporting period, or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non current.

A liability is current when:

- It is expected to be settled in normal operating cycle
- It is held primarily for the purpose of trading
- It is due to be settled within twelve months after the reporting period, or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The Company classifies all other liabilities as non-current.
Deferred tax assets and liabilities are classified as non-current assets and liabilities.
Advance tax paid is classified as non-current assets.

The operating cycle is the time between the acquisition of assets for processing and their realisation in cash and cash equivalents. The Company has considered twelve months as its operating cycle.

3.2 Foreign currency translation

(i) Functional and presentation currency

Items included in the standalone financial statements of the company are measured using the currency of the primary economic environment in which the entity operates, ie,the "functional currency". The standalone financial statements are presented in Indian rupee (INR), which is functional and presentation currency of the Company.

ii) Transactions and balances

Foreign currency transactions are initially recorded by the company at their respective functional currency spot rate at the date the transaction first qualifies for recognition.

1) Monetary assets and liabilities denominated in foreign currencies and measured at historical cost are translated at the functional currency spot rates of exchange at the reporting date.

2) Non-monetary items, which are measured in terms of historical cost denominated in a foreign currency, are translated using the exchange rates at the date of the initial transactions. Non-monetary items, which are measured at fair value or other similar valuation denominated in a foreign currency, are translated using the exchange rate at the date when fair value was determined.

3) Exchange differences arising on settlement or translation of monetary items are recognised in the statement of profit and loss in the period in which they arise.

3.3 Revenue Recognition

The Company earns its revenues primarily from Online Advertisement Services, Recruitment Services and Candidate Services.

Revenue is recognized upon transfer of control of promised services to customers in an amount that reflects the consideration which the company expects to receive in exchange of those services.

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured, regardless of when the payment is being made. Revenue is measured at the fair value of the consideration received or receivable, taking into account contractually defined terms of payment and excluding taxes or duties collected on behalf of the government. The Company has concluded that it is the principal in all of its revenue arrangements since it is the primary obligor in all the revenue arrangements as it has pricing latitude and is also exposed to credit risks.

Contract Assets are recognised when there is an excess of revenue earned over billing on contracts and Unearned/ deferred revenues (contract liabilities) is recognised when there billing is excess of revenues.Billing in excess of costs and earnings are classified as deferred revenue and grouped under other current liabilities. Deferred revenue are amortized over the terms of the contract.

Use of Significant judgements in revenue recognition:

1) The company's contracts with customers could include promises to transfer multiple services to a customer. The company assesses the services promised in a contract and identifies distinct performance obligations in the contract. Identification of distinct performance obligation invloves judgement to determine the deliverables and the ability of the customer to benefit independently from such deliverables.

2) Judgement is also required to determine the transaction price for the contracts. The company uses judgement to allocate the transaction price to each performance obligation on the basis of the relative standalone selling price of each distinct service promised in the contract.

3) The company exercises judgement in determining whether the performance obligation is satisfied at a point in time or over a period of time. The company considers indicators such as how customers consumes benefits as services are rendered or who controls the asset as it is being created or existence of the enforceable right to payment for performance to date and alternate use of such service, transfer of significant risks and rewards to the customers etc.

Revenue from group companies are recognised based on transacton price which is at arm's length

The company disagrregates revenues from contracts with customers by nature of services.

Interest income

For all financial instruments measured at amortised cost, interest income is recorded using the effective interest rate (EIR). The EIR is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. When calculating the effective interest rate, the Company estimates the expected cash flows by considering all the contractual terms of the financial instrument but does not consider the expected credit losses. Interest income is included in finance income in the statement of profit or loss.

3.4 Taxes

Income Tax

Income tax expense comprises current tax expense and deferred tax asset or liability during the year. Current income tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted, at the reporting date in the countries where the company operates and generates taxable income.
Current income tax relating to items not routed through the statement of profit and loss is recognised in other comprehensive income. Current tax items are recognised in correlation to the underlying transaction either in other comprehensive income or directly in equity. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

Deferred tax

Deferred income tax assets and liabilities are recognised for all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements except for the cases mentioned below:

► When the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss

► In respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint ventures, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date.
Deferred tax relating to items recognised outside profit or loss is recognised outside profit or loss (either in other comprehensive income or in equity). Deferred tax items are recognised in correlation to the underlying transaction either in other comprehensive Income or directly in equity.
Deferred tax assets and deferred tax liabilities are offset if a legally enforceable right exists to set off current tax assets against current tax liabilities.

3.5 Leases

The Company as a Lessee

The Company applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Company recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

i) Right of use Assets

The Company recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.
If ownership of the leased asset transfers to the Company at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment.For the purpose of impairment testing, the recoverable amount (i.e. the higher of the fair value less cost to sell and the value-in-use) is determined on an individual asset basis unless the asset does not generate cash flows that are largely independent of those from other assets. In such cases, the recoverable amount is determined for the Cash Generating Unit (CGU) to which the asset belongs.

ii) Lease Liabilities

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising the option to terminate.
Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.
In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

iii) Short-term leases and leases of low-value assets

The Company applies the short-term lease recognition exemption to its short-term leases of assets (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of assets that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

Lease liability and ROU asset have been separately presented in the Balance Sheet and lease payments have been classified as financing cash flows.

3.6 Property, plant and equipment

Propety, Plant and Equipement and Capital work in progress are stated at cost, net of accumulated depreciation and accumulated impairment losses, if any. Such cost includes the cost of replacing part of the plant and equipment and borrowing costs for long-term construction projects if the recognition criteria are met. When significant parts of plant and equipment are required to be replaced at intervals, the Company depreciates them separately based on their specific useful lives. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in profit or loss as incurred.

An item of property, plant and equipment and any significant part initially recognised is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the income statement when the asset is derecognised.
The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

Depreciation methods, estimated useful lives

Depreciation is calculated using the written down value method over their estimated useful lives of the property, plant & equipment as prescribed under Part C of Sch II of the act as follows;

Asset	Life in Years
Computers	3
Furniture and fixtures	10
Office equipments	5
Vehicles - Cars	8
Vehicles - Motor Bikes	10

3.7 Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost.Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses, if any.

The useful lives of intangible assets are assessed as either finite or indefinite.

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the statement of profit and loss unless such expenditure forms part of carrying value of another asset.

Internally generated intangibles and the related expenditure is reflected in profit or loss in the period in which the expenditure is incurred except for software development cost eligible for capitalisation. The expenditure incurred on software eligible to be capitalized includes cost of employee benefits, hosting charges and other cost directly incurred or attributable towards such software.

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the statement of profit or loss when the asset is derecognised.

A summary of the policies applied to the Company's intangible assets is, as follows:

Asset	**Life in Years**
Computer software	3 years
Software - Internally generated	
FWP	3 years
TL.Com (*)	5 years
ATS (*)	5 years

The management of the Company is of the view that the Internally generated softwares will be used systematically over its useful life, hence the management has adopted straight line method of amortization for Internally Generated Softwares and written down value method of amortization for other intangible assets.
(*) Based on the expected economic benefits, the management believes that the useful lives given above best represents the period over which the management expects to use the assets.Hence, the useful lives for these assets is different from the useful lives as prescribed under Part C of Schedule II of the Companies Act 2013.

3.8 Impairment of non-financial assets

The Company assesses, at each reporting date, whether there is an indication that any property, plant & equipment and intangible assets may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Company estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash-generating unit's (CGU) fair value less costs of disposal and its value in use. Recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.
In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.
Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

3.9 Allowance for credit losses on receivables and unbilled revenue

The company determines the allowance for credit losses based on historical loss experience adjusted to reflect current and estimated future economic conditions. The company considered current and anticipated future economic conditions relating to industries the company deals with and the countries where it operates. In calculating expected credit loss, the company has also considered credit reports and other related credit information for its customers to estimate the probability of default in future and has taken into account estimates of possible effect from the pandemic relating to COVID -19.

3.10 Financial instruments

A financial instrument is any contract that gives arise to a financial asset of one entity and a financial liability or equity instrument of another entity.
Financial assets and financial liabilities are recognised when the Company becomes a party to the contract embodying the related financial instruments. All financial assets, financial liabilities and financial guarantee contracts are initially measured at transaction cost and where such values are different from the fair value, at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit and loss) are added to or deducted from the fair value measured on initial recognition of financial asset or financial liability. Transaction costs directly attributable to the acquisition of financial assets and financial liabilities at fair value through profit and loss are immediately recognised in the consolidated statement of profit and loss. In case of interest free or concession loans / debentures / preference shares given to subsidiaries and associates, the excess of the actual amount of the loan over initial measure at fair value is accounted as an equity investment.
Investment in equity instruments issued by subsidiaries and associates are measured at cost less impairment. Investment in preference shares/ debentures of the subsidiaries are treated as equity instruments if the same are convertible into equity shares or are redeemable out of the proceeds of equity instruments issued for the purpose of redemption of such investments. Investment in preference shares/ debentures not meeting the aforesaid conditions are classified as debt instruments at amortised cost.

Effective interest method
The effective interest method is a method of calculating the amortised cost of a financial instrument and of allocating interest income or expense over the relevant period. The effective interest rate is the rate that exactly discounts future cash receipts or payments through the expected life of the financial instrument, or where appropriate, a shorter period.

(i) Financial assets
Financial assets at amortised cost
Financial assets are subsequently measured at amortised cost if these financial assets are held within a business model whose objective is to hold these assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income
Financial assets are measured at fair value through other comprehensive income if these financial assets are held within a business whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through profit and loss
Financial assets are measured at fair value through profit or loss unless it is measured at amortised cost or at fair value through other comprehensive income on initial recognition. The transaction costs directly attributable to the acquisition of financial assets at fair value through profit or loss are immediately recognised in statement of profit and loss.

Impairment of financial assets
The company applies Expected Credit Loss (ECL) model for measurement and recognition of impairment loss on the financial assets mentioned below:
• Financial assets that are debt instrument and are measured at amortised cost
• Financial assets that are debt instruments and are measured as at FVOCI
• Trade receivables under Ind AS 18

The impairment methodology applied depends on whether there has been a significant increase in credit risk. Details how the company determines whether there has been a significant increase in credit risk is explained in the respective notes.

For the Impairment of trade receivables, the Company choose to apply practical expedient of providing expected credit loss based on provision matrix and does not require the company to track changes in credit risk. Percentage of ECL under provision matrix is determined based on historical data as well as futuristic information.

<u>Equity instruments</u>
The company subsequently measures all equity investments at fair value. Where the Company elected to present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are recognised in profit or loss as other income when the Company's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other gain/(losses) in the statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

Derecognition of financial assets
A financial asset is derecognised only when the Company has transferred the rights to receive cash flows from the financial asset or retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients.
Where the entity has transferred an asset, the Company evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership of the financial asset, the financial asset is derecognised if the Company has not retained control of the financial asset. Where the Company retains control of the financial asset, the asset is continued to be recognised to the extent of continuing involvement in the financial asset.

(ii) Financial Liabilities
Financial liabilities at amortised cost
Financial liabilities are initially measured at fair value, net of transaction costs, and are subsequently measured at amortised cost using the effective interest method. For trade and other payables maturing within one year from the balance sheet date, the carrying amounts approximate fair value due to the short term maturity of these instruments.

Financial liabilities at FVTPL

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss. Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term.

Gains or losses on liabilities held for trading are recognised in the profit and loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in Ind AS 109 are satisfied. For liabilities designated as FVTPL, fair value gains/losses attributable to changes in own credit risk are recognised in OCI. These gains/loss are not subsequently transferred to the statement of profit and loss. However, the Company may transfer the cumulative gain or loss within equity. All other charge in fair value of such liability are recognised in the statement of profit or loss. The Company has not designated any financial liability as at fair value through profit or loss.

Financial liabilities at FVTPL represented by contingent consideration are measured at fair value with all changes recognised in the statement of profit and loss.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

(iii) Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the balance sheet if there is enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis to realise the assets and settle the liabilities simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy of the Company or the counterparty.

(iv) Fair value of financial instruments

In determining the fair value of its financial instruments, the Company uses following hierarchy and assumptions that are based on market conditions and risks existing at each reporting date.

Fair value hierarchy:

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

► Level 1 —Quoted (unadjusted) market prices in active markets for identical assets or liabilities
► Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
► Level 3 —Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognized in the financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorization (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

3.11 Cash and cash equivalents

Cash and cash equivalent comprise cash at banks and on hand and short-term deposits with an original maturity of three months or less, which are subject to an insignificant risk of changes in value.

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, short-term deposits with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Bank overdrafts are shown within borrowings in current liabilities in the balance sheet.

3.12 Employee benefits

Post-employment obligations

The company operates the following post-employment schemes:
(a) defined benefit plans - gratuity, and
(b) defined contribution plans such as provident fund.

Defined benefit plan

Gratuity obligations

Gratuity, which is a defined benefit plan, is accrued based on an independent actuarial valuation, which is done based on project unit credit method as at the balance sheet date. The Company recognizes the net obligation of a defined benefit plan in its balance sheet as an asset or liability.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur in other comprehensive income and is transferred to retained earnings in the statement of changes in equity in the balance sheet. Such accumulated re-measurements are not reclassified to the statement of profit and loss in subsequent periods.

In addition to the above, the Company recognises its liability in respect of gratuity for associate employees and its right of reimbursement as an asset in accordance with Ind AS 19.

Past service costs are recognised in profit or loss on the earlier of :
a) The date of the plan amendment or curtailment, and
b) The date that the company recognises related restructuring costs.

Net interest is calculated by applying the discount rate to the net defined benefit liability or asset. The Group recognises the following changes in the net defined benefit obligation as an expense in the standalone statement of profit and loss:

► Service costs comprising current service costs, past-service costs, gains and losses on curtailments and non-routine settlements; and
► Net interest expense or income

Defined contribution plan

Contribution to Government Provident Fund

The Company pays provident fund contributions to publicly administered provident funds as per applicable regulations. The Company has no further payment obligations once the contributions have been paid. The contributions are accounted for as defined contribution plans and the contributions are recognised as employee benefit expense when they are due.

Compensated absences

The employees of the Company are entitled to be compensated for unavailed leave as per the policy of the Company, the liability in respect of which is provided, based on an actuarial valuation (using the projected unit credit method) at the end of each year. Accumulated compensated absences, which are expected to be availed or encashed within 12 months from the end of the year end are treated as short term employee benefits and those expected to be availed or encased beyond 12 months from the end of the year end are treated as other long term employee benefits. The company's liability is actuarially determined (using Projected Unit Credit Method) at the end of each year. Actuarial gains/ losses are recognised in the Statement of Profit and Loss in the year in which they arise.

3.13 Provisions and contingent liability

Provision

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Company expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to a provision is presented in the statement of profit and loss net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Contingent liability

Contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of the Company, or a present obligation that arises from past events where it is either not probable that an outflow of resources will be required to settle the obligation.
A contingent liability also arises in extremely rare cases where there is a liability that cannot be measured reliably. The Company does not recognize a contingent liability but discloses its existence in the standalone financial statements.

3.14 Earnings Per Share (EPS)

Basic EPS is calculated by dividing the profit/loss for the year attributable to equity shareholders of the company by the weighted average number of equity shares outstanding during the year. Diluted EPS is calculated by dividing the profit attributable to equity holders of the parent (after adjusting for convertible preference shares) by the weighted average number of equity shares outstanding during the year plus the weighted average number of equity shares that would be issued on conversion of all the dilutive potential equity shares into equity shares.

3.15 Significant accounting judgments, estimates and assumptions

The preparation of the Company's standalone financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Company based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising that are beyond the control of the Company. Such changes are reflected in the assumptions when they occur.

Impairment of non-financial assets

Impairment exists when the carrying value of an asset or cash generating unit exceeds its recoverable amount which is higher of fair value less costs of disposal and the value in use. The fair value less costs of disposal calculation is based on available data from binding sales transactions, conducted at arm's length, for similar assets or observable market prices less incremental costs for disposing of the asset. The value in use calculation is based on a DCF model and the cash flows are derived from the budget for the next five years. The recoverable amount is sensitive to the discount rate used for the DCF model as well as the expected future cash-inflows and the growth rate used for extrapolation purposes.

Defined benefit plans (gratuity benefits)

The cost of the defined benefit gratuity plan and other post-employment benefit and the present value of the gratuity obligation are determined using actuarial valuations. An actuarial valuation involves making various assumptions that may differ from actual developments in the future. these include the determination of the discount rate, future salary increases and mortality rates. Due to complexities involved in the valuation and its long term nature, a defined benefit obligation is highly sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date.
The parameter most subject to change is the discount rate. In determining the appropriate discount rate for plans operated in India, the management considers the interest rate of government bonds in currencies consistent with the currencies of the post-employment benefit obligation. The mortality rate is based on publicly available mortality table in India. The mortality tables tend to change only at interval in response to demographic changes. Further salary increases and gratuity increases are based on expected future inflation rates. Further details about the gratuity obligations are given in Note No. 29.

Useful life of assets considered for depreciation of Property, Plant and Equipment and amortisation of Intangible assets

The charge in respect of periodic depreciation/amortisation is derived after determining an estimate of an asset's expected useful life and the expected residual value at the end of its life. The useful lives and residual values of Company's assets are determined by management at the time the asset is acquired and reviewed at each financial year end. The lives are based on technical advice, prior asset usage experience and the risk of technological obsolescence.

Taxes

Deferred tax assets are recognised for unused tax losses to the extent that it is probable that taxable profit will be available against which the losses can be utilised. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of future taxable profits together with future tax planning strategies.

Fair value measurement of financial instruments

When the fair values of financial assets and financial liabilities recorded in the balance sheet cannot be measured based on quoted prices in active markets, their fair value is measured using valuation techniques including the DCF model. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. Judgements include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments. Refer note no. 30 for further disclosures.

Other estimates:

The preparation of financial statements involves estimates and assumptions that affect the reported amount of assets, liabilities, disclosure of contingent liabilities at the date of financial statements and the reported amount of revenues and expenses for the reporting period. Specifically, the Company estimates the probability of collection of accounts receivable by analyzing historical payment patterns, customer concentrations, customer credit-worthiness and current economic trends. If the financial condition of a customer deteriorates, additional allowances may be required.

Estimation uncertainty relating to the global health pandemic on COVID-19

The company has considered the possible effects that may result from the pandemic relating to COVID-19 in preparation of theses financial statements including but not limited to liquidity and going concern, carrying amounts of receivables, revenue recognition, and Impairment of assets. In developing the assumptions relating to the possible future uncertainties in the global economic conditions because of this pandemic, the company, as at the date of approval of these financial statements has used internal sources of information including economic forecasts etc.. The Company has considered such impact to the extent known and available currently and believes that the impact of COVID-19 is not material. However the Impact assessment on COVID-19 is a continuing process given the uncertainties associated with its nature and duration. The impact of COVID-19 on the Company's financial statements may differ from that estimated as at the date of approval of these financial statements.

Leases

Ind AS 116 requires lessees to determine the lease term as the non-cancellable period of a lease adjusted with any option to extend or terminate the lease, if the use of such option is reasonably certain. The Company makes an assessment on the expected lease term on a lease-by-lease basis and thereby assesses whether it is reasonably certain that any options to extend or terminate the contract will be exercised. In evaluating the lease term, the Company considers factors such as any significant leasehold improvements undertaken over the lease term, costs relating to the termination of the lease and the importance of the underlying asset to the Company's operations taking into account the location of the underlying asset and the availability of suitable alternatives. The lease term in future periods is reassessed to ensure that the lease term reflects the current economic circumstances.

3.16 Operating segment

The Board of Directors have been identified as the Chief Operating Decision Maker (CODM) as defined by IND-AS 108, Operating Segment. CODM evaluates the performance of Company and allocated resources based on the analysis of various performance indicators of the Company.

3.17 Recent accounting Pronouncements

Changes in accounting policies and disclosures

Ministry of Corporate Affairs (“MCA”) notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. On March 23, 2022, MCA amended the Companies (Indian Accounting Standards) Amendment Rules, 2022, as below

Ind AS 103 – Reference to Conceptual Framework

The amendments specifiy that to qualify for recognition as part of applying the acquisition method, the identifiable assets acquired and liabilities assumed must meet the definitions of assets and liabilities in the Conceptual Framework for Financial Reporting under Indian Accounting Standards (Conceptual Framework) issued by the Institute of Chartered Accountants of India at the acquisition date. These changes do not significantly change the requirements of Ind AS 103. The Company does not expect the amendment to have any significant impact in its financial statements.

Ind AS 106 – Annual Improvements to Ind AS (2021)

The amendments remove the illustration of the reimbursement of leasehold improvements by the lessor in order to resolve any potential confusion regarding the treatment of lease incentives that might arise because of how lease incentives were described in that illustration. The Company does not expect the amendment to have any significant impact in its financial statements.

Ind AS 109 – Annual Improvements to Ind AS (2021)

The amendment clarifies which fees an entity includes when it applies the ‘10 percent’ test of Ind AS 109 in assessing whether to derecognise a financial liability. The Company does not expect the amendment to have any significant impact in its financial statements.

Ind AS 16– Property Plant and equipment

The amendments mainly prohibit an entity from deducting from the cost of property, plant and equipment amounts received from selling items produced while the company is preparing the asset for its intended use. Instead, an entity will recognise such sales proceeds and related cost in profit or loss. The Company does not expect the amendments to have any impact in its recognition of its property, plant and equipment in its financial statements

Ind AS 37– Provisions, Contingent Liabilities and Contingent Assets

The amendments specify that that the ‘cost of fulfilling’ a contract comprises the ‘costs that relate directly to the contract’. Costs that relate directly to a contract can either be incremental costs of fulfilling that contract (examples would be direct labour, materials) or an allocation of other costs that relate directly to fulfilling contracts. The amendment is essentially a clarification and the Company does not expect the amendment to have any significant impact in its financial statements.

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 4: Property, plant and equipment

	Office equipment	Computers	Furniture & fixtures	Vehicles	Total
Gross carrying cost as at 01 April 2020	12.71	57.02	12.11	-	81.84
Additions	0.59	-	-	-	0.59
Disposals	0.42	4.92	1.14	-	6.48
As at 31 March 2021	**12.87**	**52.10**	**10.98**	**-**	**75.95**
Additions	0.52	-	-	-	0.52
Disposals/impaired during the period	12.87	51.45	10.78	-	75.10
As at 31 March 2022	**0.52**	**0.65**	**0.20**	**-**	**1.38**
Accumulated depreciation					
As at 01 April 2020	8.81	47.19	8.25	-	64.26
Charge during the period	2.38	4.10	0.81	-	**7.29**
Disposals	0.31	4.68	0.78	-	5.77
As at 31 March 2021	**10.88**	**46.61**	**8.28**	**-**	**65.78**
Charge/impaired during the period	2.08	5.43	2.59	-	10.10
Disposals/impaired during the period	12.87	51.42	10.77	-	75.06
As at 31 March 2022	**0.10**	**0.62**	**0.10**	**-**	**0.83**
Net Block					
As at 31 March 2021	2.00	5.49	2.69	-	10.18
As at 31 March 2022	0.43	0.04	0.10	-	0.56

Note:
1. During the year, the company has written off some of its assets, those are not physical available to the extent of Rs.8.44 lacs (previous year.:Nil)

Note 5: Right of Use Assets

Gross block	**Building***
As on 1-4-2020	153.27
Additions	-
Disposals	-
As at 31 March 2021	**153.27**
Additions	-
Disposals	-
As at 31 March 2022	**153.27**
Accumulated depreciation	
As at 1 April 2020	21.24
Charge during the year	**51.04**
Disposals	-
As at 31 March 2021	**72.28**
Charge during the year	51.05
Disposals	-
As at 31 March 2022	**123.33**
Net block	
As at 31 March 2021	**80.99**
As at 31 March 2022	**29.94**

***Building leases represent Right-of-use assets.**

Note 6: Intangible assets

	Computer - Software	Internally Generated Software	Total
Gross carrying cost as at 01 April 2020	2.11	386.74	388.85
Additions during the year	-	-	-
Disposals / Capitalised during the year	-	-	-
As at 31 March 2021	**2.11**	**386.74**	**388.85**
Additions during the year	-	-	-
Disposals / Impaired during the year	-	217.31	217.31
As at 31 March 2022	**2.11**	**169.44**	**171.54**
As at 01 April 2020	1.69	83.23	84.93
Charge during the year	0.02	79.79	79.79
Disposals during the year	-	-	-
As at 31 March 2021	**1.71**	**163.02**	**164.72**
Charged/Impaired during the year	0.40	63.83	64.23
Disposals / Impaired during the year	-	111.42	111.42
As at 31 March 2022	**2.11**	**115.43**	**117.53**
Net Block			
As at 31 March 2021	0.40	223.72	224.12
As at 31 March 2022	(0.00)	54.00	54.01

Note:
1.During the Financial year 2021-22, the company has impared one of its internally generated asset (software) to the extent of Rs. 105.88 lakh .(previous year: Nil) (Refer Note no.27)

Note 7: Deferred tax assets (net)

	31 March 2022	31 March 2021
Deferred tax assets/(liabilities)	-	41.92
	-	**41.92**

As at	Provision for bad and doubtful debts	Provision on advance to employees	Depreciation on Property,Plant and equipemnts	Provision for leave encashment and gratuity	Right to Use	Total
1 April 2020	7.65	-	4.02	15.09	0.88	**27.64**
Charge/(Credit):						
Ind AS 116 Adjustment	-	-	-	-	-	-
Profit and loss	9.73	-	1.45	3.45	1.11	15.74
Other comprehensive income	-	-	-	(1.45)	-	(1.45)
31 March 2021	**17.38**	**-**	**5.47**	**17.09**	**1.98**	**41.92**
Charge/(Credit):						
Profit and loss for the Year	(17.38)	-	(5.47)	(17.09)	(1.98)	(41.92)
Other comprehensive income	-	-	-	-	-	-
31 March 2022	**-**	**-**	**-**	**-**	**-**	**0.00**

Reconciliation of deferred tax (net)	31 March 2022	31 March 2021
Opening balance	**41.92**	**27.64**
Tax credit/ (expense) during the year recognized in statement of profit and loss	(41.92)	15.74
Tax credit/ (expense) during the year recognised in OCI	-	(1.45)
Closing balance	**0.00**	**41.92**

The company has not recognised net Deferred tax asset on timing difference and carry forward tax losses as at the reporting date, in absence of reasonable certainity that sufficient future taxable income will be available..Hence the Company has impaired the Deferred Tax asset to the extent of INR 41.92 Lacs during the FY.

Note 8: Income tax assets (net)

	31 March 2022	31 March 2021
Advance Income Tax (net of provision for taxation)-Non Current	89.70	69.59
Advance Income Tax (net of provision for taxation)-Current	31.52	-
	121.22	**69.59**

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Income tax expense in the statement of profit and loss consists of:

	31 March 2022	31 March 2021
Current income tax charge	-	-
Tax credit for earlier years	-	-
Mat Credit Entitlement	-	-
Deferred tax credit(net)	41.92	(15.74)
Income tax reported in the statement of profit or loss	**41.92**	**(15.74)**

Income tax recognised in other comprehensive income

	31 March 2022	31 March 2021
Deferred tax arising on expense/(income) recognised in other comprehensive income		
Net loss/(gain) on remeasurements of defined benefit plans	-	(1.45)
Income tax expense charged to OCI	**-**	**(1.45)**

(Rs. In Lakhs, unless otherwise stated)

The reconciliation between the amount computed by applying the statutory income tax rate to the (loss) before tax and tax (income) / expenses charge is summarised below:

	31 March 2022	31 March 2021
(Loss)before tax	(237.25)	(532.86)
Tax using the Company's domestic tax rate for FY 2021-22 (25.167% for FY 2020-21 and 26.167%)	(59.71)	(134.11)
Tax effect of:		
		-
On Disallowance under Income Tax and rate changes	79.37	2.43
On Carry forward of Losses for the year	22.26	115.94
Income tax expense/(income)	**41.92**	**(15.74)**

Note 9: Trade receivables

(Unsecured considered good unless other wise stated)	31 March 2022	31 March 2021
Trade receivables	183.20	193.34
Receivables from related parties (refer note 33)	2.16	29.11
Less: provision for expected credit loss	(52.10)	(69.05)
	133.26	**153.40**

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Ageing for trade receivables - billed – non-current outstanding as at March 31, 2022 is as follows:

a) Trade Receivable- Billed	**Outstanding for following periods from due date of payment**					
	Less than 6months	**6 months to 1 year**	**1 year to 2 years**	**2 years to 3 years**	**More than 3 years**	**Total**
(i) Undisputed trade receivable- considered good	133.26	-	-	-	-	**133.26**
(ii) Undisputed trade receivable which have significant increase in credit risk	0.19	16.51	23.72	11.68	-	**52.10**
(iii) Undisputed trade receivable- credit impaired	-	-	-	-	-	-
(iv)Disputed trade receivable- considered good	-	-	-	-	-	-
(v) Disputed trade receivable which have significant increase in credit risk	-	-	-	-	-	-
(vi) Disputed trade receivable- credit impaired		-	-	-	-	-
Total	**133.46**	**16.51**	**23.72**	**11.68**	**-**	**185.37**
Less: Allowance for doubtful trade receivables - Billed						**(52.10)**
						133.26
b) Trade receivables - Unbilled						**15.65**
						148.91

As at 31 March 2021

a) Trade Receivable- Billed	**Outstanding for following periods from due date of payment**					
	Less than 6months	**6 months to 1 year**	**1 year to 2 years**	**2 years to 3 years**	**More than 3 years**	**Total**
(i) Undisputed trade receivable- considered good	151.52	1.88	-	-		**153.40**
(ii) Undisputed trade receivable which have significant increase in credit risk	-	18.84	39.90	10.31		**69.05**
(iii) Undisputed trade receivable- credit impaired	-	-	-	-		-
(iv)Disputed trade receivable- considered good	-	-	-	-		-
(v) Disputed trade receivable which have significant increase in credit risk	-	-		-		-
(vi) Disputed trade receivable- credit impaired			-		-	-
Total	**151.52**	**20.72**	**39.90**	**10.31**	**-**	**222.45**
Less: Allowance for doubtful trade receivables - Billed						**(69.05)**
						153.40
b) Trade receivables - Unbilled						**3.11**
						156.51

Note 10: Cash and cash equivalents and bank balances

	31 March 2022	31 March 2021
Cash on hand	-	-
Balances with banks		
- On current accounts	30.14	24.13
- Deposits with original maturity of less than 3 months	-	-
	30.14	**24.13**

Note 11: Other current assets

(Unsecured considered good unless other wise stated)	31 March 2022	31 March 2021
Prepaid expenses	6.31	6.01
Advances to suppliers	5.58	0.83
Advances to employees	1.40	-
Advances recoverable in cash or in kind	-	0.58
	13.29	**7.42**

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 12: Equity share capital

Equity share capital	31 March 2022	31 March 2021
(i) Authorised equity share capital		
200,000 (31 March 2021: 200,000) equity shares of Rs. 10 each.	20.00	20.00
(ii) Issued, subscribed and fully paid-up shares		
11,111 (31 March 2021: 11,111) equity Shares of Rs. 10 each	1.11	1.11
Total issued, subscribed and fully paid-up shares	**1.11**	**1.11**

(iii) Terms/ rights attached to equity shares
The company has one class of equity shares having a par value of Rs.10 per share. Each shareholder is eligible for one vote per share held. In the event of liquidation, the equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.

(iv) Details of shareholders holding more than 5% shares in the Company:

Name of the shareholders	31 March 2022		31 March 2021	
	Numbers	% holding in the class	Numbers	% holding in the class
Equity shares of Rs.10 each fully paid				
TeamLease Services Limited (including its nominee), Holding Company	11,111	100%	11,111	100%

(v) Disclosure of Shareholding of Promoters:

Disclosure of shareholding of promoters as at March 31, 2022 is as follows:

Promoter name	Shares held by Promoters				% Change during the year
	As at March 31, 2022		As at March 31, 2021		
	No. of shares	% of total shares	No. of shares	% of total shares	
TeamLease Services Limited (including its nominee), Holding Company	11,111	100%	11,111	100%	-
Total	11,111	100%	11,111	100%	-

Disclosure of shareholding of promoters as at March 31, 2021 is as follows:

Promoter name	Shares held by Promoters				% Change during the year
	As at March 31, 2021		As at March 31, 2020		
	No. of shares	% of total shares	No. of shares	% of total shares	
TeamLease Services Limited	11,111	100%	8,444	76%	24%
Joby Joseph	-	-	2,077	19%	-19%
Jaisy Augustine	-	-	590	5%	-5%
Total	11,111	100%	11,111	100%	-

Note 13: Other equity

Particulars	31 March 2022	31 March 2021
Securities premium account	199.89	199.89
Retained earnings	(1,251.35)	(978.25)
	(1,051.46)	**(778.36)**
Securities premium		
Opening balance	199.89	199.89
Increase during the year	-	-
Closing balance	**199.89**	**199.89**
Surplus in the statement of profit and loss		
Opening balance	(978.25)	(465.45)
Net Profit/(Loss) for the year	(279.17)	(517.12)
Other comprehensive income recognised directly in retained earnings (Remeasurment of post employment benefit obligation, net of tax)	6.06	4.32
Less : Appropriation during the year	-	-
Closing balance	**(1,251.35)**	**(978.25)**

* For the movement of other equity, also refer Statement of Changes in Equity

Nature and purpose of other reserves
(i) Securities premium reserve
Securities premium reserve is used to record the premium on issue of shares. The reserve is utilised in accordance with the provisions of the Companies Act, 2013.

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 14: Provisions

	31 March 2022	31 March 2021
Non-current		
Employee benefits - Gratuity (Refer note 29)	26.67	35.51
Employee benefits - Leave Encashment	17.17	21.67
	43.84	**57.17**

Current	31 March 2022	31 March 2021
Employee benefits - Gratuity (Refer note 29)	6.94	5.86
Employee benefits - Leave Encashment	5.26	4.85
	12.20	**10.71**

Note 15: Borrowings

	Effective interest rate	31 March 2022	31 March 2021
Current Borrowings			
Unsecured			
Loan from related party - TSL (*)	7.30%-8.50%	1,193.00	985.50
(*) The Loan is repayable on Demand.		1,193.00	985.50

Note 16: Lease Liabilities

Current	31 March 2022	31 March 2021
Lease Obligation	34.86	54.01
Non-Current		
Lease Obligation	-	34.86
	34.86	**88.87**

The following is the movement in lease liabilities

Particulars	31 March 2022	31 March 2021
Balances as at beginning of the year	88.87	135.51
Additons on account of adoption of Ind AS 116	-	-
Add:Additions during the year	-	-
Less: Deletions during the year	-	-
Add: Finance cost accrued during the year	5.42	9.95
Less:Repayments of lease liabilities (including interest)	(59.42)	(56.60)
Balance as at year ended	**34.86**	**88.87**

The lease liabilities were discounted using the incremental borrowing rate of the company as at 1 April 2019. The weighted average discount rate used for recognition of lease liabilities was 9%.

Note 17: Trade payables

Current	31 March 2022	31 March 2021
Trade payables: micro and small enterprises (Refer Note:33)	2.03	0.02
Trade payables: others	26.48	37.88
Trade payables to related parties (Refer Note:33)	50.87	70.71
	79.37	**108.61**

Ageing for trade payables outstanding as at March 31, 2022 is as follows

Particulars	Not due	No specified due date of payment	Outstanding for following periods from due date of payment				Total
		Less than 1 year	Less than 1 year	1-2 years	2-3 years	More than 3 years	
(i) MSME *	-	-	-	-	-	-	-
(ii) Others	-	50.87	6.33	-	-	-	**57.20**
(iii) Disputed Dues - MSME *	-	-	-	-	-	-	-
(iv) Disputed Dues - Others	-	-	-	-	-	-	-
	-	**50.87**	**6.33**	**-**	**-**	**-**	**57.20**
Add: Accrued expenses							**22.17**
							79.37

Ageing for trade payables outstanding as at March 31, 2021 is as follows

Particulars	Not due	No specified due date of payment	Outstanding for following periods from due date of payment				Total
		Less than 1 year	Less than 1 year	1-2 years	2-3 years	More than 3 years	
(i) MSME *	-	-	-	-	-	-	-
(ii) Others	-	69.55	6.50	-	-	-	**76.05**
(iii) Disputed Dues - MSME *	-	-	-	-	-	-	-
(iv) Disputed Dues - Others	-	-	-	-	-	-	-
	-	**69.55**	**6.50**	**-**	**-**	**-**	**76.04**
Add: Accrued expenses							**32.56**
							108.61

*MSME as per the Micro, Small and Medium Enterprises Development Act, 2006.

Note 18: Other financial liabilities

Current	31 March 2022	31 March 2021
Provision for Employees Benefits	30.96	45.46
Other Financial Liabilities	-	-
	30.96	**45.46**

Note 19: Contract liabilities

Current	31 March 2022		31 March 2021	
	Current	Non Current	Current	Non Current
Contract Liabilities - Recruitment Services, Candidate Services, Branding and Partnership, Online Assessments and Online Ads	18.40	-	65.71	-
	18.40	**-**	**65.71**	**-**

(i) Revenue recognised in relation to contract liabilities

Note 20: Other current liabilities

	31 March 2022	31 March 2021
Statutory dues payable	20.79	22.24
Advance From Customers	14.99	7.86
	35.78	**30.10**

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 21: Revenue from operations

(Net of taxes)	**31 March 2022**	**31 March 2021**
Sale of Services		
Recruitment Services	702.95	444.54
Branding Partnership	78.73	52.06
Online Advertisement Services	136.32	85.53
Candidate Services	50.01	74.64
Online Assesments	21.62	41.36
Web Site Development and Maintenance	24.10	62.00
Total revenue	**1,013.73**	**760.13**

Reconciliation of revenue recognised with contract price

	31 March 2022	**31 March 2021**
Contract price	1,013.73	760.13
-Adjustments	-	-
	1,013.73	**760.13**

All performance obligations are part of contracts that have an original expected duration of one year or less. All consideration from contract with customers is included in the transaction price.

Note 22: Other income

	31 March 2022	**31 March 2021**
Liabilities no longer required written back	10.88	2.07
Miscellaneous income	46.32	22.00
Total other income	**57.20**	**24.07**

Note 23: Employee benefits expense

	31 March 2022	**31 March 2021**
Salaries, wages and bonus	609.09	665.12
Gratuity expense	8.86	13.22
Leave Encashment	18.01	18.00
Contribution to provident fund and other funds	22.10	27.72
Staff welfare expenses	1.43	3.46
Total employee benefit expense	**659.49**	**727.52**

Note 24: Finance costs	**31 March 2022**	**31 March 2021**
Interest on loans		
Interest amortisation on rent	5.42	9.95
TeamLease Services Limited, Holding Company	79.03	56.16
	84.45	**66.11**

Note 25: Depreciation and amortisation

	31 March 2022	**31 March 2021**
Depreciation of property, plant & equipment (Refer Note No.4)	10.11	7.29
Depreciation of Right of Use Assets(Refer Note No.5)	51.05	51.04
Amortization of other intangible assets (Refer Note No.6)	64.23	79.79
	125.39	**138.12**

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 26: Other expenses

		31 March 2022		31 March 2021
Rent		3.48		9.55
Rates & taxes		1.77		3.60
Electricity		2.36		2.39
Traveling and conveyance		3.45		2.59
Repairs and maintenance				
-Others		29.38		27.94
-Building		0.50		2.02
Printing and stationery		0.05		0.09
Communication costs		3.67		9.13
Legal and Professional Charges		10.20		57.27
Auditors' remuneration (Refer note below)		3.30		2.70
Advertisement and business promotion		35.19		34.44
Bad Debts written off	61.86		20.23	
Less: Provison made earliers year ulilised	(55.38)	6.48	-	20.23
Provision for bad and doubtful debts		38.43		38.64
Profit/Loss on Sale of Assets		-		0.51
Provision for Doubtful Advance		-		-
Office expenses		12.01		12.55
Foreign exchange loss		0.52		0.58
Misc Expense		4.82		8.92
Software Expenses		1.29		3.50
Hosting Charges		123.53		109.96
SMS Charges		50.95		38.72
Sundry Balances written off		1.57		-
		332.96		**385.31**

Note: Payment to auditors	**31 March 2022**	**31 March 2021**
As auditor (Net of GST)		
Statutory audit fee	1.35	1.10
Tax audit fee	0.50	0.32
Limited reviews fee	1.05	0.95
Other Fees	0.40	0.34
	3.30	**2.70**

Note 27: Exceptional Item	**31 March 2022**	**31 March 2021**
Impairment on Intangible Assets*	105.88	-
	105.88	**-**

* The company has conducted imparment testing for one of its intangible asset (software TL.com) and due to the change in business scenario the recoverable amount is less than the carring value of the asset as on 31st March 2022.Hence the company has impaired the Intangible asset and recognised the impairment loss of Rs 105.88 lacs.

Note 28: Earnings per share
The following reflects the income and share data used in the basic

	31 March 2022	31 March 2021
Profit/(Loss) attributable to equity shareholders (Rs.)	(279.17)	(517.12)
Nominal value of each equity share	10.00	10.00
Weighted average number of equity shares outstanding during the	**11,111**	**11,111**
EPS - basic and diluted (Rs.)	(2,512.53)	(4,654.13)

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 29: Employee benefit obligation

(i) Gratuity

The Company has defined benefit gratuity plan for its employees.The gratuity plan is governed by the Payment of Gratuity Act, 1972. Under the act, every employee who has completed 4 years and 240 days of service are eligible for gratuity on departure at 15 days salary (last drawn) for each completed year of service. The level of benefits provided depends on the member's length of service and salary at retirement.

These plans typically expose the Company to actuarial risks such as: interest rate risk, longevity risk and salary risk.

Interest risk	The defined benefit obligation calculated uses a discount rate based on government bonds. If bond yields fall, the defined benefit obligation will tend to increase.
Longevity risk	The present value of the defined benefit plan liability is calculated by reference to the best estimate of the mortality of plan participants both during and after their employment. An increase in the life expectancy of the plan participants will increase the plan's liability.
Demographic Risk	This is the risk of volatility of results due to unexpected nature of decrements that include mortality attrition, disability and retirement. The effects of these decrement on the DBO depends upon the combination salary increase, discount rate, and vesting criteria and therefore not very straight forward. It is important not to overstate withdrawal rate because the cost of retirement benefit of a short caring employees will be less compared to long service employees.
Salary risk	Higher than expected increases in salary will increase the defined benefit obligation.

The following table summarise the components of net benefit expense recognised in the statement of profit and loss and the funded status and amounts recognised in the balance sheet for the gratuity plan:

Changes in present value of defined benefit obligation representing reconciliation of opening and closing balances thereof are as follows:

Particulars	**31 March 2022**	**31 March 2021**
Defined benefit obligation at beginning of the year	41.37	40.66
Current service cost	6.85	10.89
Past service cost	-	-
Interest cost on defined benefit obligation	2.01	2.33
Benefits paid	(10.56)	(6.73)
Re-measurements		
Actuarial (gain) / loss arising from changes in demographic assumptions	(0.57)	-
Actuarial (gain) / loss arising from changes in financial assumptions	0.55	0.98
Actuarial (gain) / loss arising from changes in experience adjustments	(6.04)	(6.75)
Defined benefit obligation at end of the year	**33.61**	**41.37**

	31 March 2022	**31 March 2021**
Current	6.94	5.86
Non-current	26.67	35.51

Net defined benefit liability/ (assets)

	31 March 2022	**31 March 2021**
Present value of non-funded obligation	33.61	41.37
Fair value of plan assets	-	-
Net liability	**33.61**	**41.37**

Net benefit cost recognised in statement of profit and loss

	31 March 2022	**31 March 2021**
Current service cost	6.85	10.89
Past service cost	-	-
Interest cost on defined benefit obligation	2.01	2.33
Net benefit expense	**8.86**	**13.22**

Remeasurement loss/(gains) in other comprehensive income	**31 March 2022**	**31 March 2021**
Particulars		
Due to change in demographic assumptions	(0.57)	-
Due to change in financial assumptions	0.55	0.98
Due to change in experience adjustments	(6.04)	(6.75)
Acturial loss/(gain) recognised in OCI	**(6.06)**	**(5.78)**

The principal assumptions used in determining gratuity benefit obligation are shown below:

	31 March 2022	**31 March 2021**
Discount rate	5.66%	5.58%
Salary esclation rate	8%	8%
Attrition rate	25%	20%
Retirement age	60	60
Mortality tables	Indian Assured Lives Mortality (2012-14) Ult Table	Indian Assured Lives Mortality (2012-14) Ult Table

Note:

1) The estimates of future salary increase, considered in acturial valuation, takes into account inflation, seniority, parameter and other relevant factors such as supply and demand factors in employment matter.

Sensitivity analysis

A quantitative sensitivity analysis for significant assumptions on defined benefit obligation as at 31 March 2022 and 31 March 2021 are as shown below:

	Discount rate		Salary esclation rate	
	31 March 2022	31 March 2021	31 March 2022	31 March 2021
1% increase	32.42	39.43	34.51	43.01
1% decrease	34.89	43.52	32.73	39.80

	Attrition rate	
	31 March 2022	31 March 2021
1% increase	33.43	40.97
1% decrease	33.79	41.79

The sensitivity analyses above have been determined based on a method that extrapolates the impact of defined benefit obligation as a result of reasonable changes in key assumptions used at the end of the reporting period.

The following payments are expected contributions to the defined benefit plan in future years

	31 March 2022	31 March 2021
Year 1	5.97	5.79
Year 2	5.19	5.37
Year 3	4.63	5.27
Year 4	3.83	4.91
Year 5	3.10	4.24
Next 5 years	8.15	13.75

The weighted average duration of defined benefit obligation at the end of the reporting period is 3 years (31 March 2021: 4 years)

(ii) Leave Obligation

The leave obligations cover the company's liability for earned leave which are classified as other current and non-current provision for employee benefits. The bifurcation of the current and non-current is based on the past experience of employee's retirement, resignations or on his death on the basis of the salary he would be drawing at the time of his separation from the company

	31 March 2022	31 March 2021
Leave Obligations not expected to be settled within the next 12 months	17.17	21.67
	17.17	**21.67**

(iii) Defined Contribution Plans

The company also has certain defined contribution plans. Contributions are made to provident fund in India for employees at the rate of 12% of basic salary as per regulations. The contributions are made to registered provident fund administered by the government. The obligation of the company is limited to the amount contributed and it has no further contractual nor any constructive obligation. The expense recognised during the preiod towards defined contribution plan is Rs. 20.06 Lakhs.

	31 March 2022	31 March 2021
Total contribution	20.06	26.60
-less amount capitalised	-	-
Amount debited to P&L	**20.06**	**26.60**

(Rs. In Lakhs, unless otherwise stated)

Note 30: Fair value measurements

Financial instruments by category and hierarchy

Particulars	31 March 2022		
	Amortised cost	**FVOCI**	**FVTPL**
Financial Assets			
Trade receivables	148.91	-	-
Cash and cash equivalents	30.14	-	-
Total financial assets	**179.05**	**-**	**-**
Financial liabilities			
Trade payables	79.37	-	-
Borrowings	1,193.00	-	-
Lease Liabilities	34.86		
Other financial liabilities	30.96	-	-
Total financial liabilities	**1,338.19**	**-**	**-**

Particulars	31 March 2021		
	Amortised cost	**FVOCI**	**FVTPL**
Financial Assets			
Trade receivables	156.51	-	-
Cash and cash equivalents	24.13	-	-
Total financial assets	**180.64**	**-**	**-**
Financial liabilities			
Trade payables	108.60	-	-
Borrowings	985.50		
Lease Liabilities	88.87		
Other financial liabilities	45.46	-	-
Total financial liabilities	**1,228.43**	**-**	**-**

Management has assessed that the fair value of cash and cash equivalents, loans receivable, trade receivables, trade payables, other financial assets and liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments.

The fair value of the financial assets and liabilities is included in the amount at which the instruments could be exchanged in a current transaction between fulfilling parties, other than in a forced or liquidation sale.

Fair value hierarchy

Financial assets and financial liabilities measured at fair value in the statement of financial position are grouped into three Levels of a fair value hierarchy. The three Levels are defined based on the observability of significant inputs to the measurement, as follows:

Level 1: This level of hierarchy includes financial assets and liabilities, measured using quoted prices (unadjusted) in active markets. This category consists of investment in mutual funds.

Level 2: The fair value of financial instruments that are not traded in an active market is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity specific estimates.

Level 3: If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

Note 31: Financial risk management objectives and policies

i) The Company's board of directors have the overall responsibility of the establishment and oversight of its risks management framework.
ii) The Company’s principal financial liabilities comprise trade and other payables. The Company’s principal financial assets include loans, trade and other receivables, cash and cash equivalents and other bank balances that derive directly from its operations.
iii) The Company's activities exposes it to market risk, liquidity risk and credit risk.
iv) These risks are identified on a continuous basis and assessed for the impact on the financial performance. The Board of Directors reviews and agrees policies for managing each of these risks, which are summarised below.

(a) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises two types of risk: interest rate risk and foreign currency risk.
Financial instruments affected by market risks include trade receivable and trade payable.

(Rs. In Lakhs, unless otherwise stated)

(i) Foreign Currency Risk

Foreign currency risks is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign currency rates. The Company does not have significant foreign currency exposure and hence is not exposed to any significant foreign currency risks.

(ii) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Company's financial instruments will fluctuate because of changes in market interest rates. The Company does not have significant debt obligation with floating interest rates, hence is not exposed to any significant interest rate risks.

(b) Credit risk

Credit risk is the risk that counterparty will not meet its contractual obligations under a financial instrument or customer contract, leading to a financial loss. The Company is exposed to credit risk from its operating activities (primarily trade receivables) and from its financing activities with banks and financial institutions, loans receivables and other financial instruments.

Trade receivables

With respect to trade receivables/unbilled revenue, the Company has constituted the terms to review the receivables on periodic basis and to take necessary mitigations, wherever required. The Company creates allowance for all unsecured receivables based on lifetime expected credit loss based on a provision matrix. The provision matrix takes into account historical credit loss experience and is adjusted for forward looking information. The expected credit loss allowance is based on the ageing of the receivables that are due and rates used in the provision matrix.

Management does not expect any significant loss from non-performance by counterparties on credit granted during the financial year that has not been provided for.

Assets under credit risk	**31-Mar-22**	**31-Mar-21**
Trade receivable	148.91	156.51
Total	**148.91**	**156.51**

The following table summarises the changes in the loss allowance measured using ECL:

Particulars	**31-Mar-22**	**31-Mar-21**
Opening balance	69.06	30.41
Amount (utilised)/provided during the year	(16.95)	38.64
Closing provision	**52.11**	**69.06**

Financial instrument and cash deposit

Credit risk from balances with the banks and financial institutions and current investment are managed by the Company's treasury team based on the Company's policy. Investment of surplus fund is made only with approved counterparties.

Counterparty credit limits are reviewed by the company periodically and the limits are set to minimise the concentration of risks and therefore mitigate financial loss through counterparty's potential failure to make payments.

(c) Liquidity risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they become due. The objective of liquidity risk management is to maintain sufficient liquidity and ensure that funds are available to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation. The Company monitors its risk of a shortage of funds on a regular basis. The Company’s objective is to maintain a balance between continuity of funding and flexibility through the use of bank overdrafts.

The table below summarises the maturity profile of the Company's financial liabilities based on contractual undiscounted payments.

	0-1 year	**1-2 years**	**2 years and above**	**Total**
As at 31 March 2022				
Loan from related party - Holding company	1,193.00	-	-	1,193.00
Trade payables	79.37	-	-	79.37
Lease Liabilities	34.86	-	-	34.86
Other financial liabilities	30.96	-	-	30.96
	1,338.19	**-**	**-**	**1,338.19**
As at 31 March 2021				
Loan from related party - Holding company	985.50	-	-	985.50
Lease Liabilities	54.01	34.86		88.87
Trade payables	108.60	-	-	108.60
Other financial liabilities	45.46	-	-	45.46
	1,193.57	**34.86**	**-**	**1,228.43**

Note 32: Capital management

The key objective of the Company’s capital management is to ensure that it maintains a stable capital structure with the focus on total equity to uphold investor, creditor and customer confidence and to ensure future development of its business. The Company focused on keeping strong capital base to ensure independence, to ensure sustained growth in business.

The Company has during the year borrowed in the form of Loan, repayable on demand from its Holding company. Holding company will continue to provide the working capital support in case of shortfall.

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(Rs. In Lakhs, unless otherwise stated)

Note 33: Related party disclosures

(i) List of related parties and relationship:

Description of relationship	Names of the related parties
a) Holding Company	Teamlease Services Limited
b) Fellow Subsidiary	IIJT Education Private Limited ('IIJT')(till 2 December 2021) TeamLease Education Foundation ('TLEF') TeamLease Digital Private Limited ('TDPL') Keystone Business Solutions Private Limited ('KBSPL') I.M.S.I Staffing Private Limited (IMSI) TeamLease Edtech Limited(TLEL)(Formely known as School Guru Eduserve Private Limited)(w.e.f. 9 September 2020)
c) Companies where Holding company has significent influence	TeamLease Edtech Limited(TLEL)(Formely known as School Guru Eduserve Private Limited)(associate till 8 September 2020) TeamLease Regtech Private Limited ('TRPL')
d)Enterprises where key Managerial Personnel or their relatives exercise significant influence (where transactions have taken place)	Teamlease Skill University (TLSU)
d) Key management personnel and their relatives	Mrs.Ramani Dathi - Director appointed w.e.f. 21 January 2019) Mrs. Rituparna Chakraborty -Director (appointed w.e.f. 23 March 2021) Mrs. Alaka Chanda -Director (appointed w.e.f. 23 March 2021) Mr. Ravi Vishwanath - Director (resigned w.e.f. 23 March 2021) Joby Joseph- Director (resigned w.e.f. 09 June 2020)

(ii) Transactions with related parties	**31 March 2022**	**31 March 2021**
Loan and advances received		
TeamLease Services Limited	347.50	505.50
Advance against sale of service		
TeamLease Services Limited	-	77.76
TeamLease Digital Pvt Ltd	-	-
Interest paid on loan		
TeamLease Services Limited	79.03	56.16
Loan and advances repaid		
TeamLease Services Limited	140.00	55.00
Advances repaid		
TeamLease Digital Pvt Ltd	-	14.16
TeamLease Services Limited	-	15.68
Advance adjusted aganist sale of service		
TeamLease Services Limited	-	76.41
TeamLease Digital Pvt Ltd	-	1.59
Consultancy/services charges paid		
TeamLease Services Limited		
- Professional Charges	5.60	49.06
- Professional charges reversed from provision created in the previous year	-	(17.00)
- Repair and Maintenance	28.97	35.33
- Power & Water Charges	2.36	2.15
- Others	-	1.72
TeamLease Digital Pvt Ltd		
- Cross charges	-	-
Kaushik Banerjee		
- Professional Charges	-	18.90

Rent/Seating Cost		
TeamLease Services Limited - Billed	55.44	56.60
TeamLease Services Limited - Unbilled (Not due)	3.98	
TeamLease Digital Pvt Ltd	-	1.34
Rent/Seating Income		
TeamLease Services Limited	37.91	13.05
TeamLease Digital Pvt Ltd	6.60	6.60
Other Income		
TeamLease Digital Pvt Ltd	0.24	0.24
Operating Income		
TeamLease Services Limited - Billed	44.80	93.33
TeamLease Services Limited - unbilled	0.35	-
TeamLease Edtech Limited	5.05	19.81
TeamLease Digital Pvt Ltd - Billed	233.46	45.66
TeamLease Digital Pvt Ltd - Unbilled	14.58	-
TeamLease Skills university	52.48	20.59
I.M.S.I Staffing Private Limited	10.68	-
Other Cross Charges		
TeamLease Digital Pvt Ltd	3.13	4.85
TeamLease Services Limited	-	1.00

(iii) Outstanding balances as at year ended

The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:

	31 March 2022	31 March 2021
Loan and advances payable		
TeamLease Services Limited	1,193.00	985.50
Trade/other Receivables		
TeamLease Services Limited - Billed	-	4.65
TeamLease Services Limited - Unbilled	0.35	-
TeamLease Skills University	1.28	-
TeamLease Digital Pvt Ltd - Billed	0.40	22.20
TeamLease Digital Pvt Ltd - Unbilled	14.58	-
TeamLease Edtech Limited	0.49	2.25
Sundry Creditors		
TeamLease Services Limited - Billed	50.87	70.71
TeamLease Services Limited - Unbilled (Not due)	5.14	1.16
Kaushik Banerjee	-	18.90

Note 34: Contingent liabilities

There are no reportable contingent liability.

Note 35: Commitments

(a) Capital commitments

Estimated amount of contracts remaining to be executed on capital account and not provided for as at:

	31 March 2022	31 March 2021
Property, plant and equipment	-	-

Note 36: Cancellable and non-cancellable operating leases

The Company has entered into various cancellable and non-cancellable operating lease agreements for office premises at various locations.The lease rental charged during the year and obligation on the long term non-cancellable operating lease as per the lease agreement are as follows :

	31 March 2022	31 March 2021
Lease rentals under cancellable and non-cancellable leases	3.48	9.55
Commitments for minimum lease payments in relation to non-cancellable operating leases are as follows:	**31 March 2022**	**31 March 2021**
Within one year	-	-
Later than one year but not later than five years	-	-
Later than five years	-	-

Note 37: Details of dues to micro enterprises and small enterprises as defined under the Micro, Small and Medium Enterprises Development ('MSMED') Act, 2006

Based on the information available with the Company, there are one supplier who are registered as micro or medium enterprises under The Micro, Small and Medium Enterprises Development Act, 2006 as at March 31, 2022 (Previous Year: One supplier)

	31 March 2022	31 March 2021
The principal amount and the interest due thereon remaining unpaid to any supplier as at the end of each accounting year:		
-Principal amount due to micro and small enterprises	-	-
-Interest due on above	-	-
	-	-
The amount of interest paid by the buyer in terms of section 16 of the MSMED Act 2006 along with the amounts of the payment made to the supplier beyond the appointed day during the accounting year	-	-
The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act 2006.	-	-
The amount of interest accrued and remaining unpaid at the end of the accounting year	-	-
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise for the purpose of disallowance as a deductible expenditure under section 23 of the MSMED Act 2006	-	-

TeamLease HRTech Private Limited (Formerly TeamLease E Hire Private Limited)
Notes to the standalone financial statements for the year ended 31 March 2022
(All amounts in Rs. lakhs, unless otherwise stated)

Note 38: Ratio Analysis and its elements

Ratio	Numerator	Denominator	31-Mar-22	31-Mar-21	Reason for variance
Current ratio (in times)	Total Current Assets	Total Current Liabilities	0.16	0.14	
Debt- Equity Ratio (in times)	Total Debt which consists of borrowings and lease liabilities.	Total equity	(1.17)	(1.38)	
Debt Service Coverage ratio (in times)	Earnings for debt service = Net profit after taxes + Non cash operating expenses+ Interest + Other non-cash adjustments	Debt service = Interest & Lease Payments + Principal Repayments	0.41	(1.62)	The percentage change in the ratio is manily due to:- 1.The increase in revenue (approx 36%) as compared to previous year. 2.Decline in Employee benefit Cost (approx 10%) as compared to previous year.
Return on Equity ratio (in %)	Net Profits after taxes – Preference Dividend	Average Total Equity	NA	NA	1.The company has not reported the ratio, as the company has negative networth as on 31/03/2022 and as on 31/03/2021. 2.As on 31/03/2022 Net worth of the company has improved compared to previous year due to increase in reveune and decline in operational costs.
Trade Receivable Turnover Ratio (in times)	Revenue from operations	Average Trade Receivable	6.37	4.50	Trade receivable turnover ratio is increased due to improvement in realisation of debtors.
Trade Payable Turnover Ratio (in times)	Cost of software licences + Other expenses	Average Trade Payables	49.07	41.11	
Net Capital Turnover Ratio (in times)	Revenue from operations	Average working capital (i.e. Total current assets less Total current liabilities)	(0.88)	(0.86)	
Net Profit ratio (in %)	Net Profit after taxes	Revenue from operations	-28%	-68%	The percentage change in the ratio is manily due to:- 1.The increase in revenue (approx 36%) as compared to previous year. 2.Decline in Employee benefit Cost (approx 10%) as compared to previous year.
Return on Capital Employed (in %)	Profit before tax and finance costs	Capital Employed = Tangible Net Worth + Total Debt + Deferred Tax Liability	-53%	NA	During the previous year the capital employed is negative.Hence ratio is not reported and during the year capital employed is increased on account of Borrowings.

Note 39: Previous year
The figures of the previous periods have been regrouped/reclassified, where necessary, to conform with the current year's classification.

For Manian & Rao
ICAI Firm Registration Number: 001983S
Chartered Accountants

Paresh Daga Digitally signed by Paresh Daga Date: 2022.05.11 15:01:14 +05'30'

Paresh Daga
Partner
Membership Number: 211468

Place: Bangalore
Date: May 11, 2022

For and on behalf of the board of directors

RAMANI DATHI Digitally signed by RAMANI DATHI Date: 2022.05.11 11:36:58 +05'30'

Ramani Dathi
Director
DIN:08296675

ALAKA CHANDA Digitally signed by ALAKA CHANDA Date: 2022.05.11 12:03:41 +05'30'

Alaka Chanda
Director
DIN:8856604

Place: Bangalore
Date: May 11, 2022