



Pulse

FY2024

About This Report

This comprehensive report offers valuable insights into the workforce of Quess Corp, providing a deep understanding of the individuals who contribute to our organization's success. Through a meticulous analysis of educational backgrounds, age profiles, and work tenure, we paint a vivid picture of our diverse talent pool.

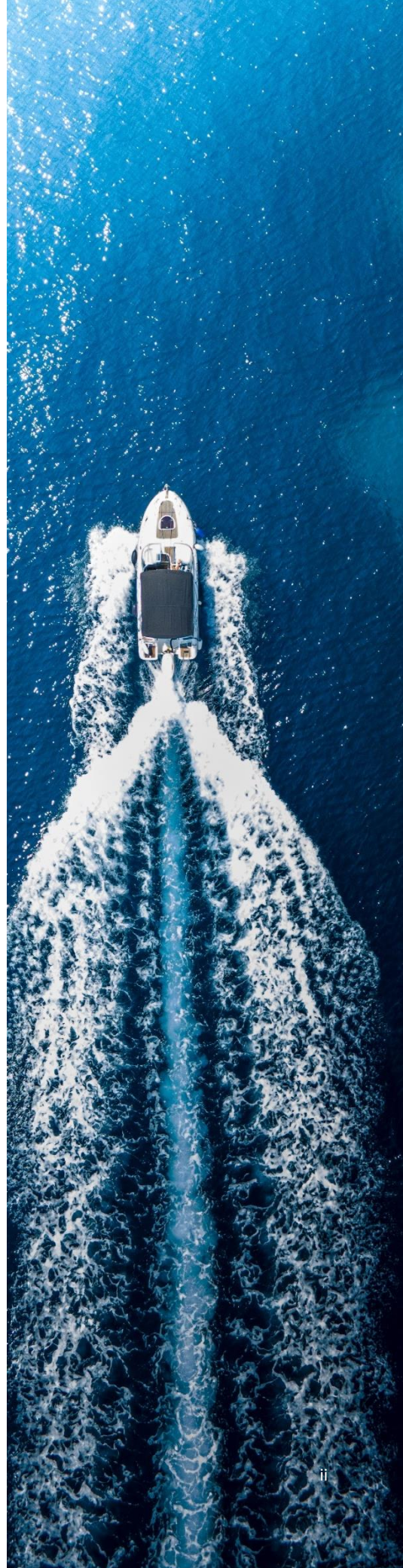
The report highlights the profound impact Quess Corp has made through our *Merit Services* by creating employment opportunities for the Indian workforce across Tier 1, Tier 2, and Tier 3 cities. We showcase our significant contributions to the Indian economy, underscoring our commitment to driving sustainable growth, fostering innovation, and fortifying India's economic fabric.

By delving into the multifaceted data from FY24, this report demonstrates how Quess Corp's operations transcend individual success to generate positive outcomes for employees, industries, society, and beyond. It encapsulates our commitment to employee empowerment, industry growth, societal upliftment, and economic prosperity.

Together, we shape the pulse of the workforce, driving a future of endless possibilities. Through this report, we invite you to gain a holistic understanding of the vibrant tapestry of individuals within Quess Corp, the industries we impact, and the meaningful contributions we make to the Indian workforce and economy.

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About Quess Corp

India's Leading Merit Services Provider

Quess Corp Limited (Quess) is India's leading business services provider, leveraging our extensive domain knowledge and future-ready digital platforms to drive client productivity through outsourced solutions.

We provide a host of technology-enabled staffing and managed outsourcing services across processes such as sales, marketing, customer care, after sales service, back office operations, manufacturing operations, facilities and security management, HR and F&A operations, IT and mobility services, etc.

A core value driving our business is constantly making the workforce more productive through our *Merit Services*. Our business strategy is aligned to this, including training and skill development for better employability, helping job seekers easily find employment opportunities, digitising workflows, and providing social security benefits to a wider employable population.



567,000+
Employees

3,000+
Clients

9
Countries

17
Years

From The Leadership Desk

This year's Pulse report dives deep into the heart of Qess Corp – our remarkable associates. FY24 has been another year of impressive growth, with over 56,000 new hires joining our vibrant and diverse workforce, now exceeding 567,000 strong. This expansion underscores our unwavering commitment to empowering individuals and fueling India's economic engine.

Beyond a number, our workforce represents a microcosm of India itself. With more than half of our new hires coming from tier 2 and 3 cities, we're actively promoting inclusivity and regional development. We invest heavily in continuous learning programs, ensuring our teams possess the skills and knowledge necessary to thrive in today's dynamic market. Our growth across sectors highlights the valuable contributions of experienced professionals, while our commitment to gender balance ensures a more diverse and inclusive workforce for all.

But our impact extends beyond individual careers. We proudly played a critical role in formally employing over 166,000 individuals for the first time, contributing significantly to social change and economic empowerment. This aligns perfectly with our core values, and we're committed to continuing this impactful work through our *Merit Services*.

For five consecutive years, Qess Corp has been a Great Place to Work, fostering a culture that has demonstrably improved employee attraction, engagement and retention. This recognition is a testament to our commitment to employee well-being, inclusivity, and leadership development. We're honored to be recognized as a "leadership factory," fostering exceptional talent and shaping the future of work in India.



Together, we're not just building a workforce, we're building a nation. Thank you to our dedicated associates, esteemed clients, and stakeholders for your unwavering support. We look forward to shaping the future of work in India, together.

Guruprasad Srinivasan

Group Chief Executive Office – Qess Corp 2

From The Leadership Desk

I am proud to share our achievements in job creation at Qess Corp over the past year. We have added over 56,000 net new jobs, contributing significantly to India's frontline employment landscape. Notably, Qess has generated 166,000 new Universal Account Numbers (UANs), marking our role as a key first-time formal job creator.

Our footprint now spans 6,300+ towns and cities, with 36% of our workforce deployed in Tier 3 and below towns, and 35% and 29% in Tier 1 and 2 cities respectively. This distribution reflects a strong trend of job growth deep into the country, driven largely by BFSI, Manufacturing, and Retail sectors.

Compared to last year's figures of 37%, 29%, and 34% in Tier 1, Tier 2, and Tier 3 towns, the shift towards increased job creation in Tier 3 and below locations underscores a significant move towards formal employment across India's regional economies.

State-wise, Maharashtra leads with the highest net increase (from 82,000 to 93,000 jobs), followed by Karnataka (62,000 to 66,000 jobs), and Tamil Nadu (42,000 to 48,000 jobs). Uttar Pradesh has risen to the fourth position, displacing Telangana, which now ranks fifth.

In terms of industry segments, BFSI continues to lead with 166,000 jobs, followed by Manufacturing and Engineering at 101,000 jobs, surpassing Retail at 100,000 professionals. This shift highlights the pivotal role of Banking, Manufacturing, and Retail in driving job creation across various sectors.

Qess is also proud to employ over 102,000 women and 5,700 differently abled professionals, reinforcing our commitment to diversity and inclusivity. We have been recognized as a Great Place to Work for the fifth consecutive year and rank 32nd among the country's largest employers.

As we navigate these growth trajectories, we remain committed to fostering inclusive economic development and contributing positively to India's formal employment landscape with *Merit Services*.



Lohit Bhatia

President – Workforce Management

Global Impact

Founded in Bengaluru, Karnataka, Qess is an Indian multinational that boasts unparalleled geographical footprint and scale. With over 64 locations spanning India, South East Asia, North America, and the Middle East, Qess has established itself as a global powerhouse.

560K+	India
1,150+	Singapore
1,800+	United Arab Emirates
1,400+	Philippines
800+	Malaysia
700+	Sri Lanka
425+	Canada
60+	Vietnam
15+	United States of America



560K+ Workforce

Empowering India with a
cohesive and agile workforce



Opportunity & Diversity

As a fair and unbiased organization, we have always given equal opportunity to all genders. Our workforce comprises **102,000+ women** professionals, which is 18% of our team. Additionally, we take pride in providing employment opportunities to **transgender** professionals.

We are committed to strengthening diversity and inclusion at the workplace through an enabling environment, supportive work-life policies for employees, and a culture that welcomes differences and creates a sense of belonging.

At Qess, we appreciate the skills and work ethic that **veterans** bring to the table, and take immense pride in having over 895+ of them as valued members of our team.

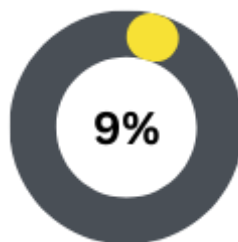
We currently employ over 5,700+ **specially-abled** individuals as well. This includes employees who suffer from speech and language disabilities, hearing or visual impairment, locomotor disability, intellectual disabilities, chronic neurological conditions, and more.

As we are at the grassroots level of actioning diversity hires, we understand that there are still many miles to cover. We are fully committed to making strides in this journey.



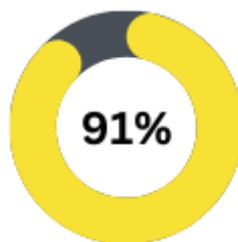


Educational Profile



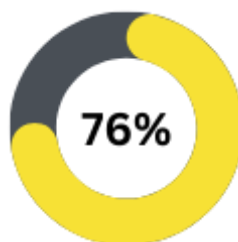
Below 10th Grade

M 76% | F 24%



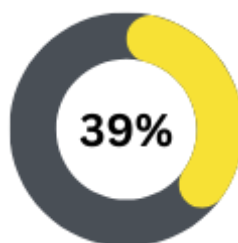
10th Grade & above

M 87% | F 13%



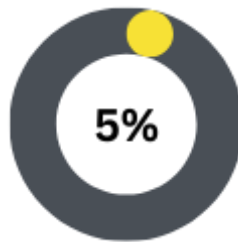
12th Grade & above

M 83% | F 17%



Graduate & above

M 82% | F 18%

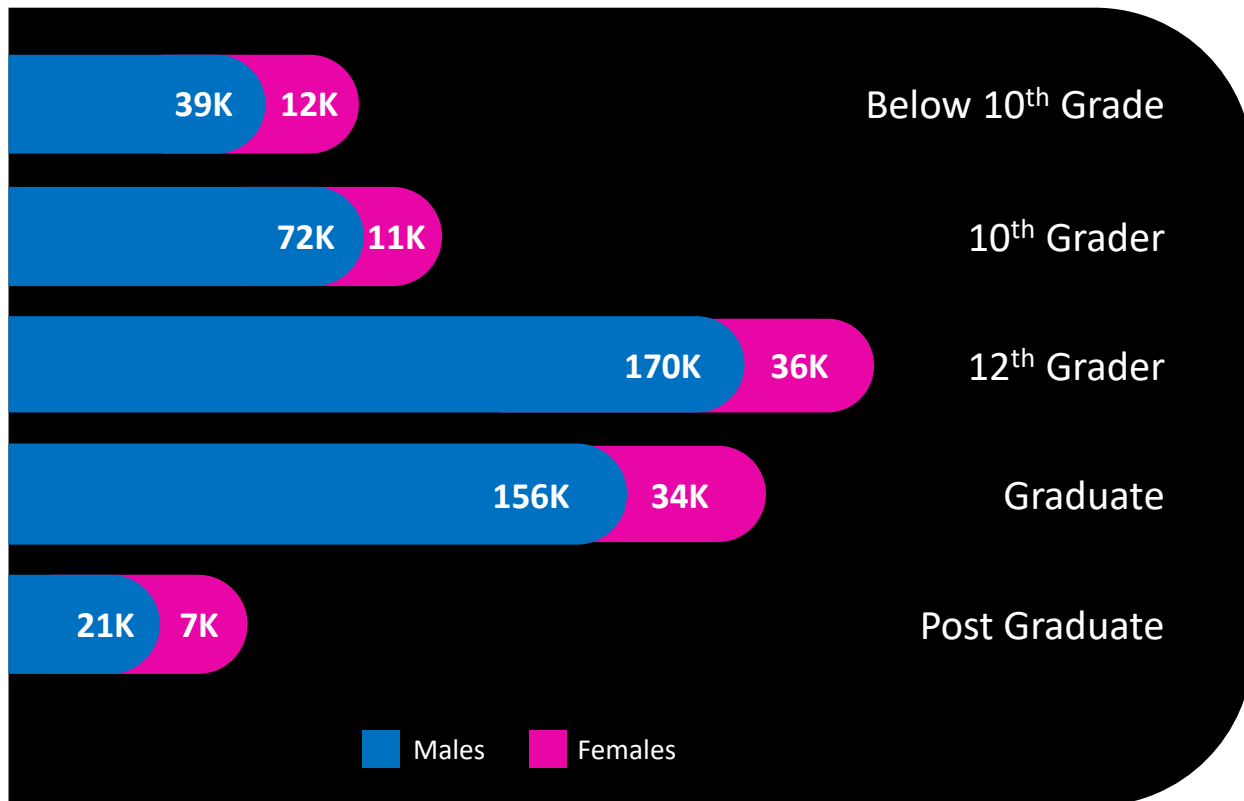


Post Graduate

M 75% | F 25%

Educational Profile

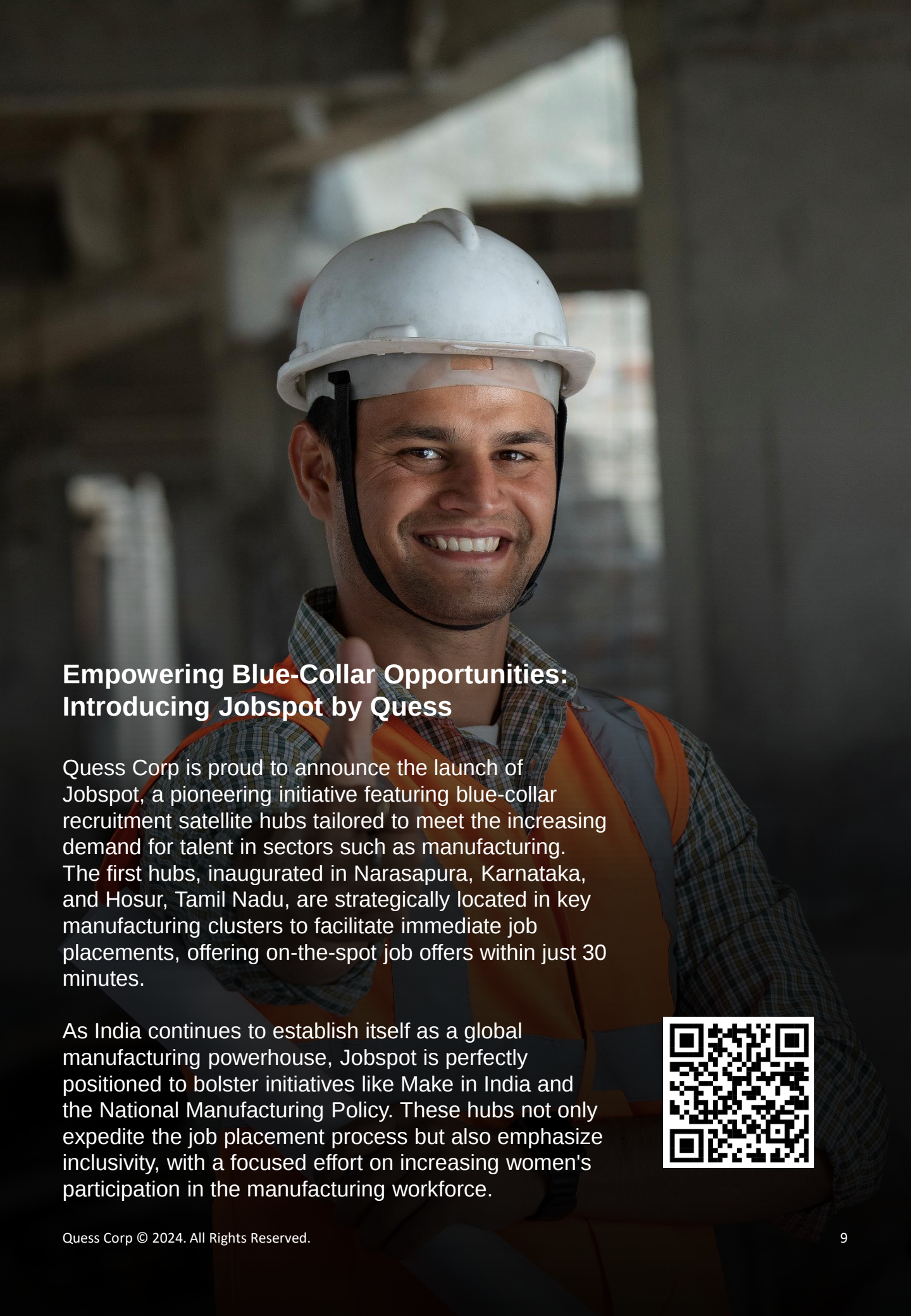
We help job seekers easily find employment opportunities through our *merit-based services*, by casting a wide net to develop and nurture a diverse talent pool. Our efforts encompass individuals who have not attained a secondary education level beyond the 10th grade, as well as those holding post-graduate qualifications.



Our inclusive hiring approach enables us to match candidates to a diverse range of positions, spanning from delivery partners and factory workers to senior technology leads and CXOs.

34%
of all women employees
are graduates





Empowering Blue-Collar Opportunities: Introducing Jobspot by Qess

Qess Corp is proud to announce the launch of Jobspot, a pioneering initiative featuring blue-collar recruitment satellite hubs tailored to meet the increasing demand for talent in sectors such as manufacturing. The first hubs, inaugurated in Narasapura, Karnataka, and Hosur, Tamil Nadu, are strategically located in key manufacturing clusters to facilitate immediate job placements, offering on-the-spot job offers within just 30 minutes.

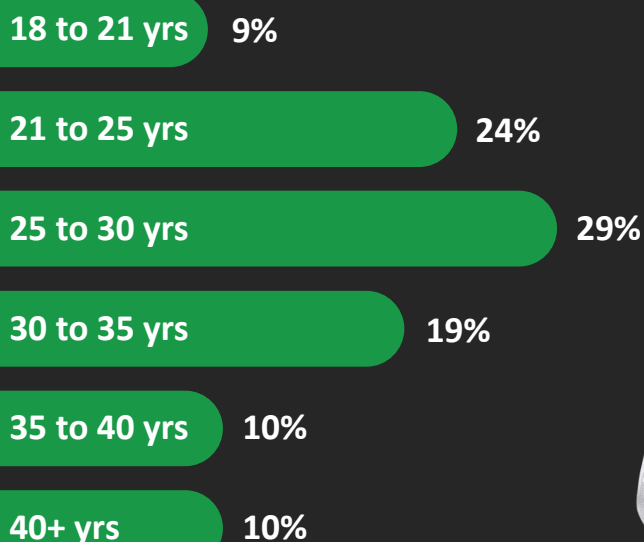
As India continues to establish itself as a global manufacturing powerhouse, Jobspot is perfectly positioned to bolster initiatives like Make in India and the National Manufacturing Policy. These hubs not only expedite the job placement process but also emphasize inclusivity, with a focused effort on increasing women's participation in the manufacturing workforce.



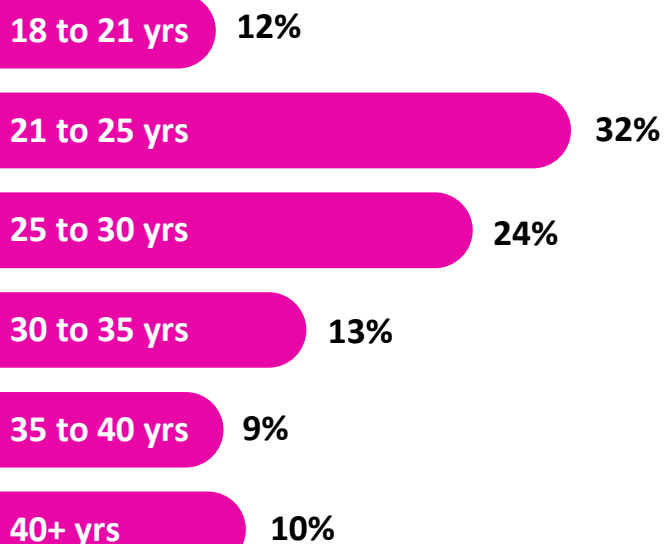
Age Profile

At Qess Corp, the youth of India comprises 62% of our workforce aged between 18 and 30 years, while 10% of our employees are aged 40 or above, bringing valuable experience and diverse perspectives. Our inclusive environment values the dynamic contributions of both groups, fostering innovation and driving our collective success.

All Employees



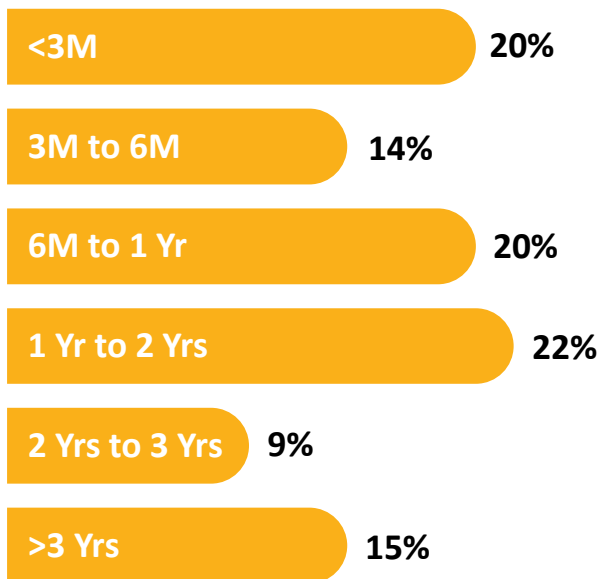
Female Employees



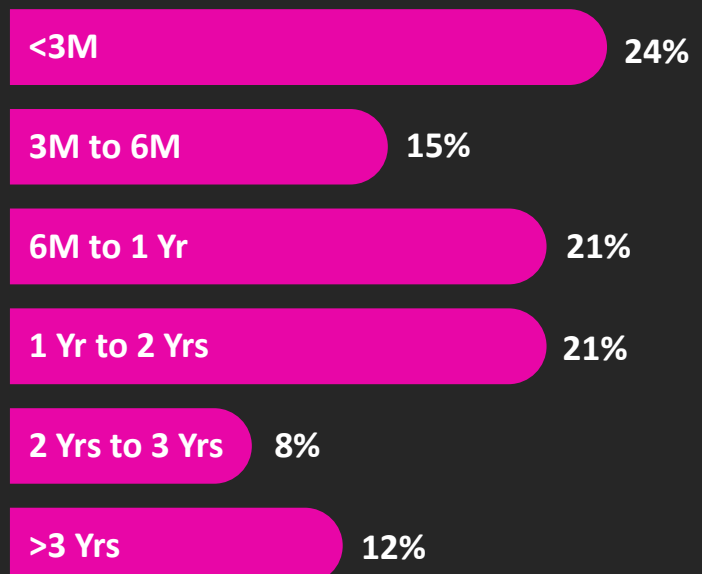
Tenure Profile

At Quess Corp, we take pride in the loyalty of our workforce. As a business focused on hiring contractors, we are pleased to report that 46% of our employees have been with Quess for over a year, while 15% have been dedicated members of our workforce for more than three years. Their long-term commitment is a testament to our nurturing and fulfilling work environment.

All Employees



Female Employees





Soaring Potential: Empowering Bahamian Talent

Bahamians are spreading their wings and reaching new heights with Quess Corp's skilling programs.

We go beyond recruitment, providing targeted technology skills training and career development opportunities. This empowers local talent, particularly in technical industries, to secure fulfilling jobs and contribute to the economic growth of The Bahamas.

Together, we're building a brighter future where Bahamian potential soars and enabling the country to become a near-shore center.





Sectoral Overview

Enabling diverse industries with our extensive network

The following data represents individuals who are engaged with clients on contract and are generating revenue for Qess. We have excluded 4,550+ employees who are in support roles for these employees from the following depictions, as these personnel are sector agnostic, and non-revenue generating for the company.

Banking, Financial Services and Insurance

166K

Professionals

Top Skills Deployed:

Loan Sales	IT Infrastructure
Customer Care	Accounting
Credit Card Sales	Java



81% 19%

101K

Professionals



86% 14%

Engineering, Manufacturing, Process and Infrastructure

Top Skills Deployed:

In-Shop Demonstration	ERP
Customer Service	IT Helpdesk
Retail Sales	IT Infrastructure

Retail Industry

100K

Professionals

Top Skills Deployed:

Electrical Engineering	CAD
Electronic Engineering	Testing
Mechanical Engineering	Java



84% 16%

52K

Professionals



90% 10%

Telecommunications Industry

Top Skills Deployed:

Field Sales	Category Management
Promoters	Data Analytics
Demo Experts	Testing

Fast Moving Consumer Goods & Durables

46K

Professionals

Top Skills Deployed:

Controlled Customer Equip.
Cell Range Expansion
Customer Relationship

NOC Engineering
Broadband Sales
Testing



82% 18%

42K

Professionals



72% 28%

Top Skills Deployed:

L1 and L2 Support
Cyber Security
ERP

Java
Data Analytics
Cloud Infrastructure

IT & ITeS Industry

Logistics & E-Commerce Industry

17K

Professionals

Top Skills Deployed:

Picking-Packing
Sorting
Loading

Scanning
Recruitment
Warehousing



67% 33%

11K

Professionals



65% 35%

Top Skills Deployed:

Field Sales
Equipment Operations
Data Entry

IT Infrastructure
Market Research
Mechanical & Repairing

Healthcare & Hospitality Industry

Agro Industry

9K

Professionals

Top Skills Deployed:

Nursing
Chefs
F&B Service

ERP
IT Infrastructure
Testing



90% 10%

4K

Professionals



83% 17%

Real Estate Industry

Top Skills Deployed:

Construction
Electrical Engineering
Mechanical Engineering

IT Administration
Accounting
Credit Card Sales

Media & Entertainment Industry

3K

Professionals

Top Skills Deployed:

Inside Sales
Video Production
Graphic Design

Data Analytics
Content Writing
Translation



76% 24%

2K

Professionals



63% 37%

Public Sector Undertaking

Top Skills Deployed:

Construction
Electrical Engineering
Mechanical Engineering

IT Administration
Accounting
Credit Card Sales

Sectoral Profile

In analyzing headcount growth across various sectors, we observe significant variances that reflect broader economic trends and industry-specific dynamics. The table below highlights the YoY percentage change in headcount across blue, grey, and white-collar roles from March 2023 to March 2024.

Sectors with the Highest YoY Headcount Growth

State	YoY Growth % (Mar '23 to Mar'24)
REAL ESTATE	176%
EMPI	34%
BFSI	27%
TELECOM	18%
RETAIL	11%
Grand Total	11%

Real Estate: This sector experienced the most substantial YoY growth, driven by a surge in demand for both housing and commercial spaces. Factors such as rapid urbanization, supportive regulatory reforms, and increased investments in infrastructure have significantly contributed to this upward trend.

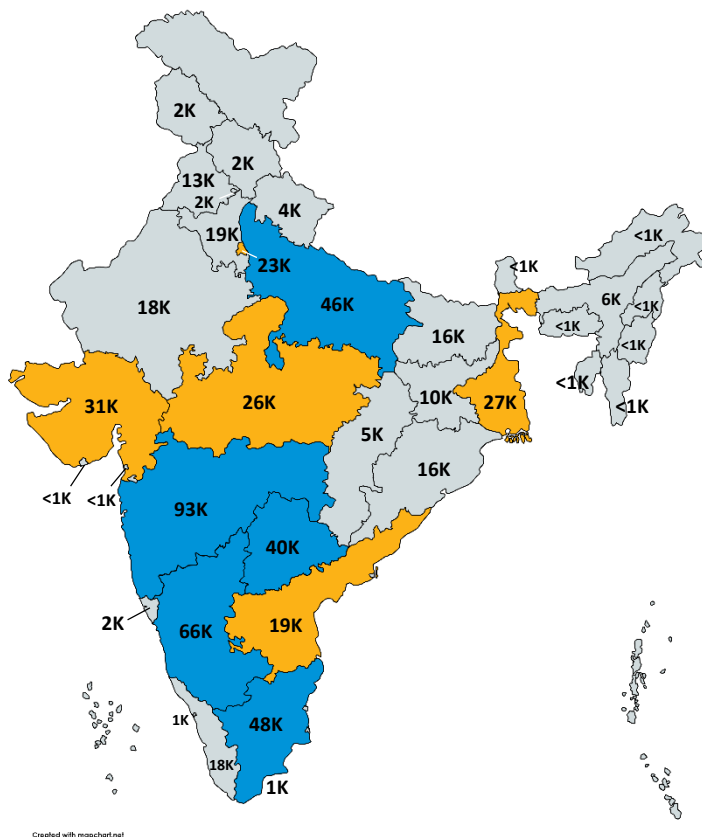
Engineering, Manufacturing, and Professional Services (EMPI): The EMPI sector also witnessed notable growth, buoyed by advancements in large-scale infrastructure projects and the adoption of industrial automation technologies. This growth has boosted employment and innovation across EMPI domains.

Banking, Financial Services, and Insurance (BFSI): Continued digital transformation efforts and robust financial inclusion initiatives have underpinned the BFSI sector's strong performance in terms of employment growth. It remains a key driver of job creation, leveraging technology to enhance customer experiences and operational efficiency.

Telecom: The telecom industry has benefited immensely from expanding digital connectivity and the ongoing rollout of 5G networks. This expansion has necessitated increased hiring to support network upgrades, customer service enhancements, and the integration of new technologies.

Retail: Retail has demonstrated robust growth, driven by a resurgence in consumer spending post-pandemic and the accelerated adoption of e-commerce platforms. This shift has not only revitalized traditional retail models but also opened new avenues for employment in digital sales, logistics, and customer service roles.

Geographical Profile



Top 5 States

- ✓ Maharashtra
- ✓ Karnataka
- ✓ Tamil Nadu
- ✓ Uttar Pradesh
- ✓ Telangana

Top 5 Challengers*

- ✓ Gujarat
- ✓ West Bengal
- ✓ Madhya Pradesh
- ✓ Delhi
- ✓ Andhra Pradesh

As one of India's largest private sector employers, Qess Corp takes pride in having touched the lives of individuals in multiple states and territories through *Merit Services*. Our employees are actively deployed in 34 of the 36 states and Union Territories. Our workforce distribution reflects a well-balanced representation, with 20% in the North, 34% in the South, 31% in the West, and 15% in the East.

Additionally, it is noteworthy that our **female employees** hold the highest representation in the states/UTs of Mizoram (50%), Sikkim (36%), Meghalaya (29%), Karnataka (28%), Tamil Nadu (28%), Pondicherry (28%) and Kerala (24%), showcasing our commitment to gender diversity and inclusivity.

**Top 5 Challengers includes the top 6-10 States / UTs*

Geographical Profile

The table below highlights the top 10 states where employees are being hired, providing a comprehensive overview of headcount growth from March 2023 to March 2024, along with Compound Annual Growth Rate (CAGR), Variance, and percentage share.

Top 10 States: Headcount & Growth

State	Mar '23*	Mar '24*	YoY Growth %	Variance*	Variance % Share
MAHARASHTRA	82	93	13%	11.0	19%
KARNATAKA	62	66	5%	3.0	6%
TAMILNADU	42	48	14%	6.0	10%
UTTAR PRADESH	38	46	21%	8.0	14%
TELANGANA	40	40	1%	0.4	1%
GUJARAT	29	34	18%	5.0	9%
WEST BENGAL	26	27	4%	1.0	2%
MADHYA PRADESH	24	26	5%	1.2	2%
DELHI	23	23	2%	0.5	1%
ANDHRA PRADESH	17	19	15%	2.6	5%
Grand Total (Pan India)	505	561	11%	56	100%

**Values shown in '000s, rounded to the nearest thousand.*

Maharashtra and Karnataka: These states are at the forefront of staffing due to their diverse economies. Mumbai and Bangalore see high demand across finance, IT, manufacturing, and services, driven by their economic strength and major industry presence.

Tamil Nadu and Uttar Pradesh: Chennai's robust manufacturing and automotive sectors, along with Noida's booming IT and services industries, create extensive job opportunities in both white-collar and blue-collar roles.

Telangana and Gujarat: Hyderabad's expanding tech scene and Gujarat's strong industrial base foster significant hiring in IT, manufacturing, logistics, and infrastructure sectors.

West Bengal and Madhya Pradesh: Kolkata and Indore are emerging as key staffing destinations due to supportive government policies and infrastructure improvements, with growth in IT, education, healthcare, and traditional industries.

Delhi and Andhra Pradesh: Delhi NCR and Visakhapatnam offer diverse job markets. Delhi benefits from opportunities in government, services, and corporate sectors, while Visakhapatnam focuses on port-led development and IT.

Geographical Profile

A core value driving our business is constantly making the workforce more productive. Our business strategy is aligned to this, including training and skill development for better employability, helping job seekers easily find employment opportunities, digitising workflows, and providing social security benefits to a wider employable population, across India and the globe.

As a leading employer, we have taken active measures to put India to work - across pin codes! We have a strong presence across Tier 1, Tier 2, and Tier 3 locations, spanning over 6,400+ cities and towns.

Note: Tier Classifications are based on the [Chief Labour Commissioner](https://clc.gov.in/clc/min-wages) listings (<https://clc.gov.in/clc/min-wages>)

	Tier 1	Tier 2	Tier 3
	197K	164K	200K
	35%	29%	36%
	Ahmedabad Bangalore Chennai Delhi Hyderabad Kolkata Mumbai Pune	Over 100+ cities *Refer Annexure for list of cities	Over 6,300+ cities & towns



Shattering Stereotypes and Transforming Lives of Mandla's Women

57 women from Mandla's tribal district have taken their first steps into formal employment, marking a historic turning point in their lives.

What sets this achievement apart is our steadfast dedication to more than just job creation; we're dedicated to nurturing lasting careers. Through collaborative efforts, we've empowered these trailblazers with essential social security benefits like PF and ESI, laying the groundwork for a future filled with stability and prosperity.

Economic Distribution

Beyond individual and community impact, Qess Corp takes pride in its substantial contributions to the Indian economy. Here, we shed light on the economic value we have generated through our operations, showcasing the scale of our endeavors and underscoring our commitment to driving sustainable growth. By fostering employment, and facilitating productivity, we play a pivotal role in fortifying India's economic fabric as one of the nation's leading *Merit Service* providers. We pride ourselves on being drivers of transformation and formalization of employment in the Indian economy.

A leap towards formalization of employment

We are proud to be a catalyst for meaningful employment, empowering over 166,000+ individuals (of which 25% are women) to enter the formal workforce through Qess Corp. This milestone signifies the issuance of Unique Account Numbers (UANs) to these aspiring professionals, marking their exciting first step into their careers. Our commitment to inclusivity ensures everyone has the opportunity to thrive.

166K New UAN
Added

Scan to know more
with our '*New Collar
Generation Report*'



Exchequer Contribution

4,790 Cr+

2,865 Cr+
GST

199 Cr+
TDS

1,490 Cr+
PF

236 Cr+
ESI

Awards and Accolades



Ranked **2**
amongst India's largest
employers by Burgundy Private
Hurun India 500, **2022**



Ranked **46**
In SIA's top 100 largest
global staffing firms in **2023**



Certified a Great Place to
Work in **2024** for the **4th**
consecutive year



Top **5** Women Employers in
India by Burgundy Private
Hurun India 500, **2021**



India's **40** Best Workplaces in
Health and Wellness **2022**



Accredited for Inclusive
Practices by Great Place
to Work India, March
2023 to March **2024**



Ranked **137** In the
Fortune India 500 list
in 2021



Among the Top **10**
HR tech firms by The
Enterprise World Magazine,
2021



Diversity Champion (Search
& Staffing) LinkedIn Talent
Awards **2021**

Sustainability



Quesse is dedicated to creating value for all stakeholders, guided by the principle "What's good for Society is good for Quesse." Our focus on enhancing client productivity through outsourced and optimized business processes aligns with our ESG priorities organized into four pillars. These pillars are seamlessly integrated into our business strategy, offering a targeted approach to fulfill our sustainability commitments and contribute to the United Nations' Sustainable Development Goals (SDGs). With defined goals and measurable metrics, we consistently track our progress in each focus area.



The People Company

- **Diverse workforce:** 100K+ Women Employees (37% Core & 18% Associates).
- **Health & Wellness:** Top 40 Best work places in Health and Wellness by GPTW
- **Nurturing work environment:** GPTW accredited for inclusive practices 2023-24



Responsible Citizen

- **Community education:** 75 Schools covered under school enhancement programs
- **Academic Support:** Provided 14k+ school bags and 8k+ notebooks
- **Community health:** 12K+ beneficiaries from the health and wellness programs



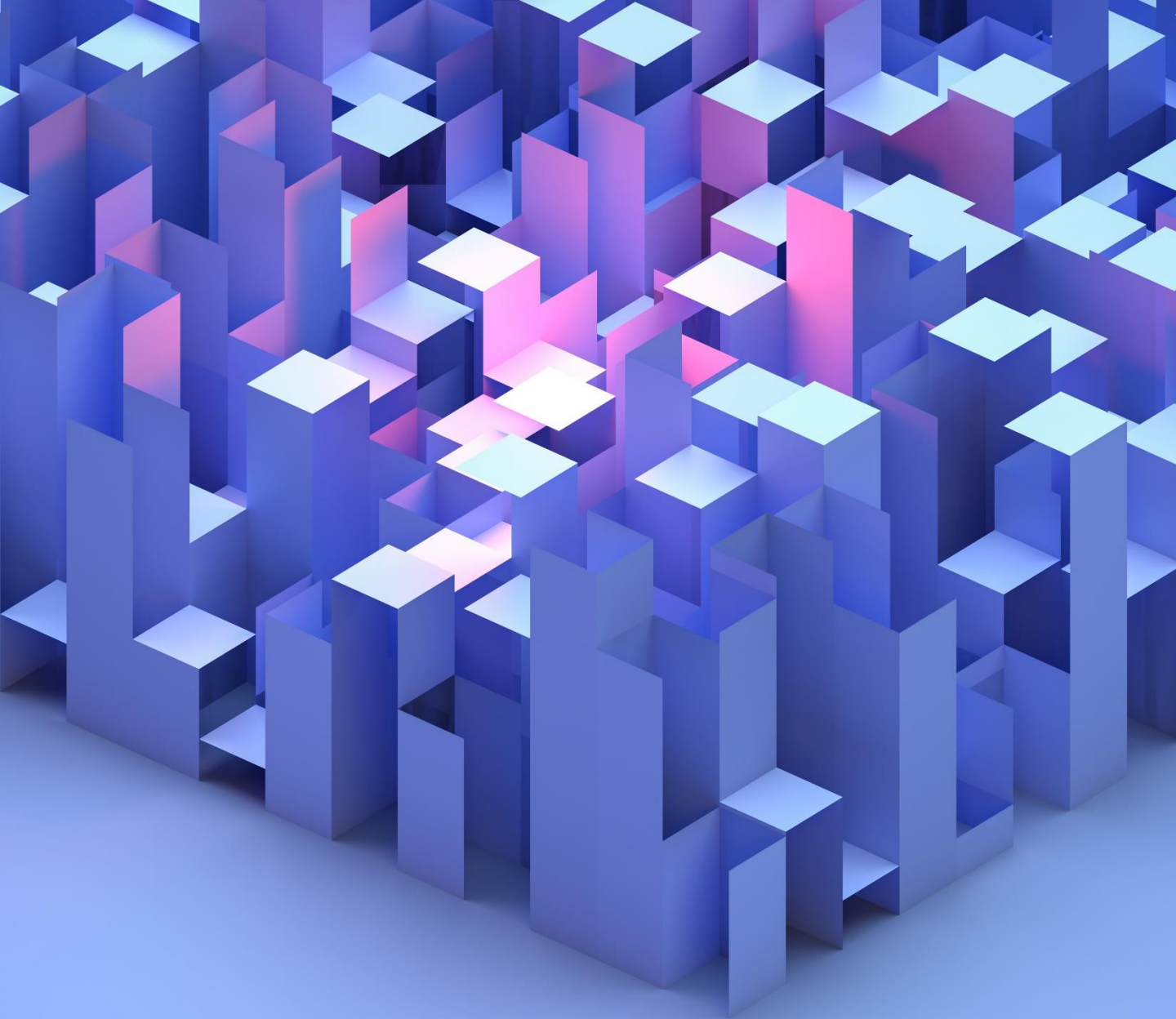
Environmentally Conscious

- **Environmentally positive:** 10 Lakh+ devices repaired /refurbished by Digicare
- **Responsible waste management:** 7.3K+ Kgs of e-waste & 7.5K+ Kgs of paper waste responsibly disposed for recycling
- **Green Spaces:** 9.9 Million+ sq.ft of green spaces maintained in FY24



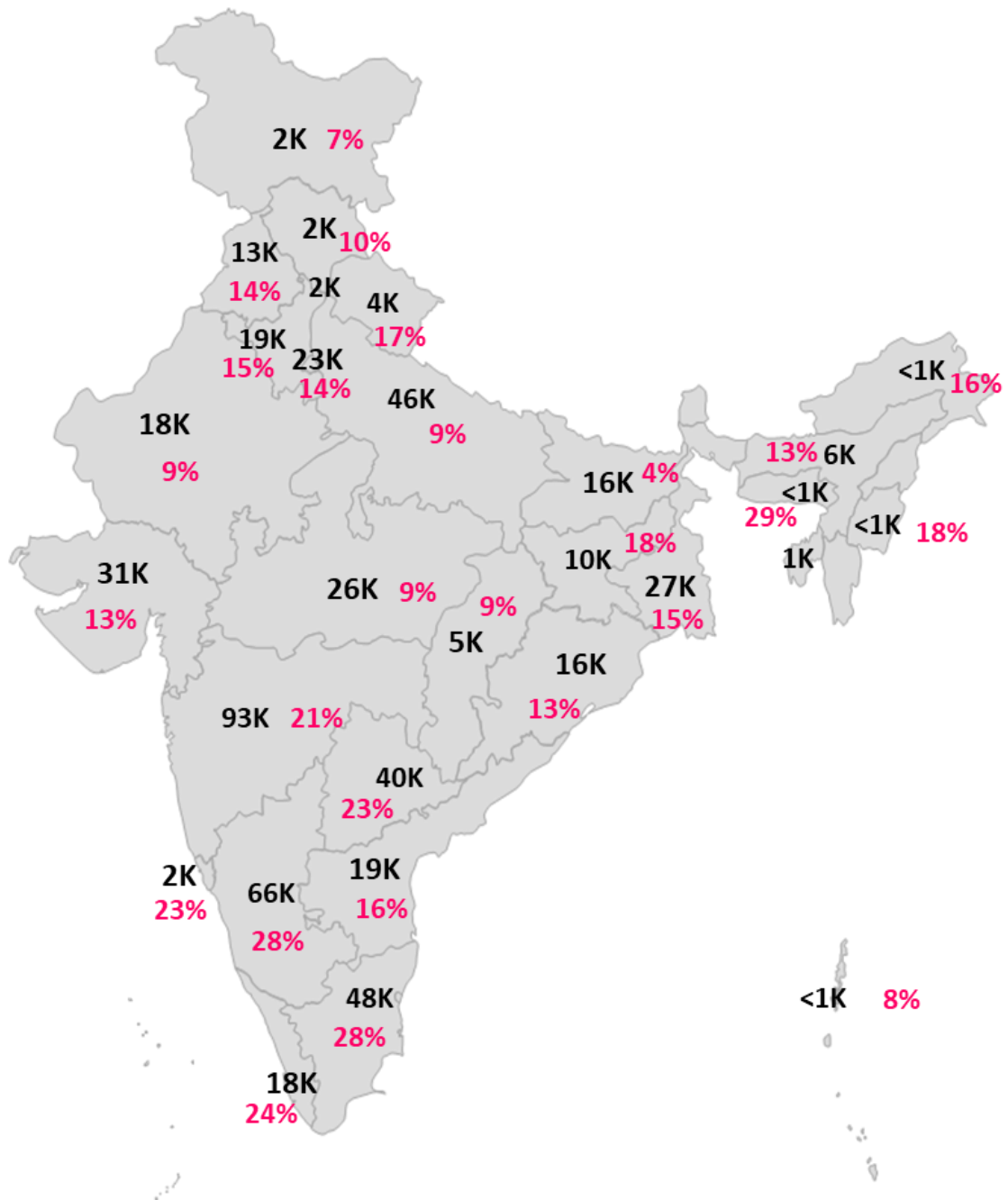
Trusted Institution

- **Safety Incident Management:** WorQ & UHD (Unified Help Desk) for associates
- **Quality and Information Security:** Quesse Corp is ISO 37001: 2016, ISO 27001: 2013 and ISO 9001: 2015 certified
- **Data Privacy and Cyber Security:** Cyber Security Council with C-suite level oversight



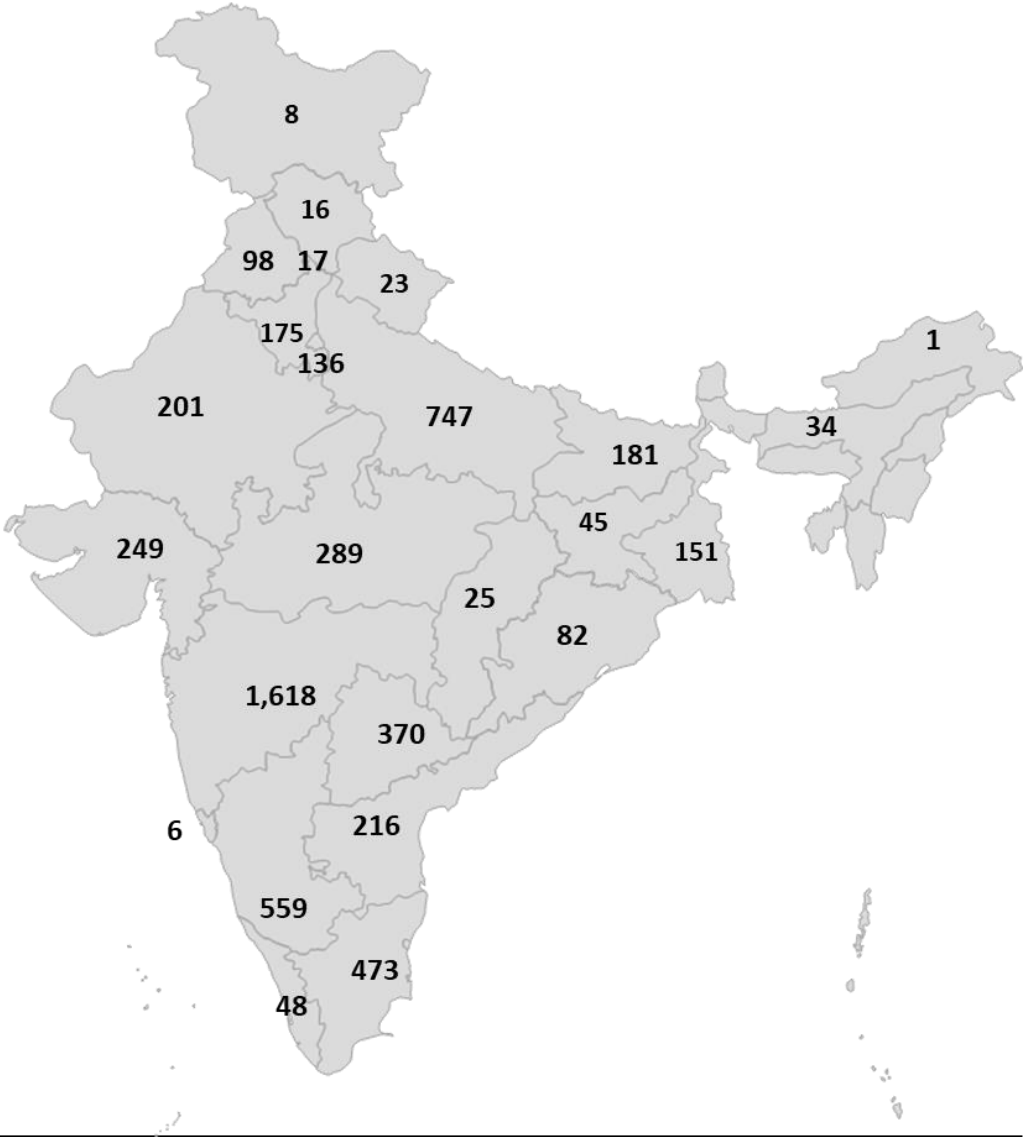
Annexure

Women at Qness



Note % denotes share from the total state HC

Specially Abled at Quess



	Female	Male	Transgender	Total
Blood Disorder	386	2,717	4	3,107
Locomotor Disability	196	1,124		1,320
Visual Impairment	88	399		487
Deaf and dumb	62	403	1	466
Multiple Disabilities	47	185	2	234
Chronic Neurological Conditions	22	145		167
Total	801	4,973	7	5,781

Age Profile | Overall

Overall Age Profile							
State	18-21	21-25	25-30	30-35	35-40	>40	Total
MAHARASHTRA	12%	27%	27%	17%	9%	8%	100%
KARNATAKA	10%	25%	25%	17%	10%	13%	100%
TAMILNADU	9%	28%	26%	17%	9%	10%	100%
UTTAR PRADESH	8%	21%	32%	20%	10%	9%	100%
TELANGANA	10%	27%	27%	17%	10%	9%	100%
GUJARAT	15%	26%	28%	15%	8%	8%	100%
WEST BENGAL	4%	19%	30%	22%	13%	13%	100%
MADHYA PRADESH	6%	22%	33%	21%	10%	8%	100%
DELHI	5%	19%	30%	22%	12%	12%	100%
ANDHRA PRADESH	10%	24%	28%	20%	10%	8%	100%
HARYANA	6%	21%	31%	22%	11%	10%	100%
RAJASTHAN	8%	24%	31%	20%	9%	8%	100%
KERALA	5%	26%	32%	17%	9%	11%	100%
ORISSA	4%	18%	28%	20%	13%	17%	100%
BIHAR	7%	23%	36%	19%	8%	6%	100%
PUNJAB	7%	23%	33%	20%	9%	8%	100%
JHARKHAND	15%	23%	25%	18%	9%	10%	100%
ASSAM	3%	21%	37%	22%	10%	7%	100%
CHHATTISGARH	5%	24%	34%	21%	9%	7%	100%
UTTARAKHAND	17%	29%	25%	15%	7%	6%	100%
CHANDIGARH	6%	21%	29%	21%	11%	12%	100%
JAMMU AND KASHMIR	5%	21%	31%	23%	12%	9%	100%
GOA	10%	22%	24%	14%	9%	20%	100%
HIMACHAL PRADESH	4%	20%	29%	24%	12%	12%	100%
PONDICHERRY	6%	24%	29%	21%	11%	10%	100%
TRIPURA	2%	19%	35%	27%	12%	6%	100%
ARUNACHAL PRADESH	4%	20%	37%	21%	10%	7%	100%
MANIPUR	3%	16%	35%	27%	10%	9%	100%
MEGHALAYA	3%	17%	41%	22%	11%	6%	100%
DADRA AND NAGAR HAVELI	2%	41%	32%	10%	4%	11%	100%
NAGALAND	3%	21%	39%	22%	11%	4%	100%
MIZORAM	2%	23%	40%	24%	8%	4%	100%
SIKKIM	2%	24%	48%	13%	8%	5%	100%
DAMAN AND DIU	20%	30%	20%	11%	9%	10%	100%
ANDAMAN AND NICOBAR	2%	27%	37%	10%	5%	19%	100%
LADAKH	0%	0%	38%	38%	23%	0%	100%
LAKSHADWEEP	0%	0%	0%	0%	100%	0%	100%
Total	9%	24%	29%	19%	10%	10%	100%

Age Profile | Women

Women Age Profile							
State	18-21	21-25	25-30	30-35	35-40	>40	Total
MAHARASHTRA	14%	36%	25%	12%	7%	6%	100%
KARNATAKA	14%	29%	21%	12%	9%	15%	100%
TAMILNADU	13%	33%	21%	13%	9%	11%	100%
TELANGANA	12%	31%	20%	14%	11%	12%	100%
GUJARAT	20%	36%	24%	11%	6%	4%	100%
UTTAR PRADESH	15%	35%	27%	12%	6%	5%	100%
KERALA	4%	22%	22%	14%	13%	26%	100%
WEST BENGAL	7%	31%	32%	16%	8%	6%	100%
DELHI	8%	29%	31%	16%	9%	7%	100%
ANDHRA PRADESH	13%	31%	24%	16%	10%	6%	100%
HARYANA	10%	27%	26%	17%	11%	8%	100%
MADHYA PRADESH	8%	37%	30%	14%	7%	5%	100%
ORISSA	5%	27%	29%	15%	11%	14%	100%
JHARKHAND	18%	28%	22%	15%	9%	7%	100%
PUNJAB	10%	32%	28%	14%	8%	7%	100%
RAJASTHAN	14%	33%	23%	12%	9%	9%	100%
ASSAM	4%	28%	38%	19%	8%	4%	100%
UTTARAKHAND	28%	36%	22%	8%	3%	4%	100%
BIHAR	13%	33%	32%	14%	5%	3%	100%
CHHATTISGARH	10%	41%	29%	15%	4%	2%	100%
CHANDIGARH	10%	31%	27%	17%	7%	7%	100%
GOA	7%	26%	21%	13%	11%	22%	100%
PONDICHERRY	8%	22%	18%	20%	15%	16%	100%
HIMACHAL PRADESH	4%	40%	27%	15%	7%	7%	100%
JAMMU AND KASHMIR	8%	30%	31%	16%	10%	5%	100%
MIZORAM	0%	27%	39%	28%	6%	2%	100%
MEGHALAYA	4%	15%	46%	24%	10%	2%	100%
SIKKIM	2%	30%	44%	13%	9%	2%	100%
MANIPUR	6%	23%	35%	25%	6%	6%	100%
NAGALAND	0%	25%	42%	20%	11%	1%	100%
ARUNACHAL PRADESH	6%	23%	45%	19%	3%	4%	100%
DADRA AND NAGAR HAVELI	4%	55%	28%	9%	3%	0%	100%
TRIPURA	2%	19%	32%	31%	14%	3%	100%
DAMAN AND DIU	68%	23%	9%	0%	0%	0%	100%
ANDAMAN AND NICOBAR	0%	20%	60%	0%	0%	20%	100%
LADAKH	0%	0%	33%	0%	67%	0%	100%
Total	12%	32%	24%	13%	9%	10%	100%

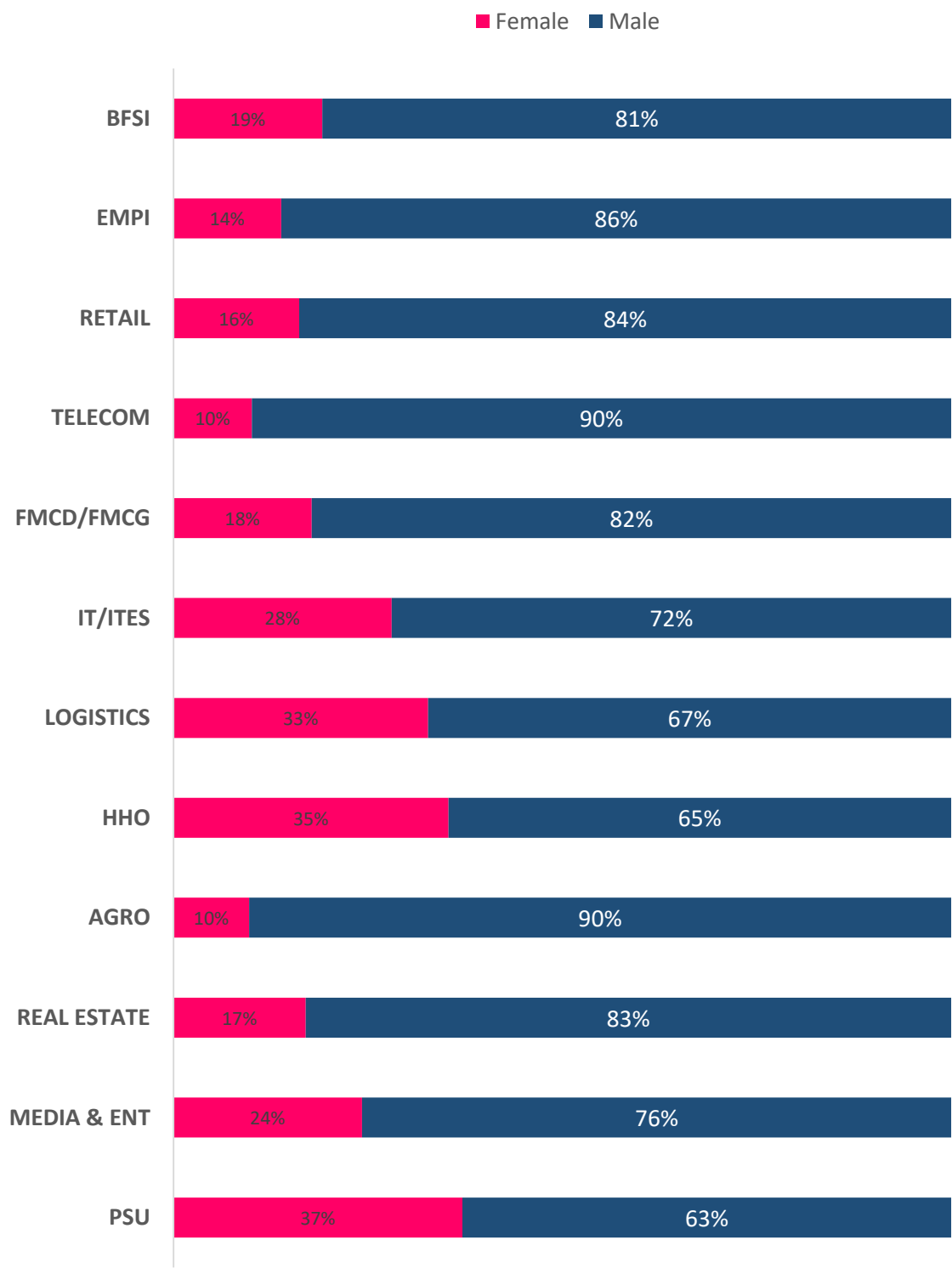
Tenure Profile | Overall

Overall Tenure Profile							
State	<3M	3M-6M	6M-1Y	1Y-2Y	2Y-3Y	>3Y	Total
MAHARASHTRA	20%	14%	21%	21%	8%	15%	100%
KARNATAKA	19%	13%	20%	19%	8%	20%	100%
TAMILNADU	23%	15%	20%	21%	7%	13%	100%
UTTAR PRADESH	21%	14%	19%	19%	14%	12%	100%
TELANGANA	22%	15%	21%	23%	8%	11%	100%
GUJARAT	24%	14%	20%	21%	8%	14%	100%
WEST BENGAL	18%	11%	18%	22%	10%	21%	100%
MADHYA PRADESH	13%	13%	22%	26%	7%	18%	100%
DELHI	18%	9%	16%	22%	12%	23%	100%
ANDHRA PRADESH	20%	18%	22%	22%	7%	11%	100%
HARYANA	19%	13%	18%	24%	10%	17%	100%
RAJASTHAN	21%	15%	21%	21%	8%	15%	100%
KERALA	21%	12%	21%	21%	8%	15%	100%
ORISSA	15%	14%	20%	28%	9%	13%	100%
BIHAR	17%	14%	22%	23%	10%	13%	100%
PUNJAB	20%	14%	20%	27%	7%	12%	100%
JHARKHAND	16%	16%	24%	18%	12%	14%	100%
ASSAM	20%	15%	18%	22%	10%	16%	100%
CHHATTISGARH	17%	14%	24%	24%	8%	14%	100%
UTTARAKHAND	22%	16%	27%	16%	5%	14%	100%
CHANDIGARH	19%	11%	17%	24%	8%	21%	100%
JAMMU AND KASHMIR	20%	13%	18%	32%	5%	12%	100%
GOA	21%	15%	19%	24%	6%	16%	100%
HIMACHAL PRADESH	16%	8%	17%	30%	16%	13%	100%
PONDICHERRY	15%	18%	16%	29%	7%	15%	100%
TRIPURA	29%	11%	17%	20%	8%	15%	100%
ARUNACHAL PRADESH	24%	36%	11%	18%	4%	8%	100%
MANIPUR	31%	5%	6%	30%	10%	18%	100%
MEGHALAYA	26%	9%	21%	21%	10%	14%	100%
DADRA AND NAGAR HAVELI	5%	5%	21%	26%	10%	33%	100%
NAGALAND	38%	7%	14%	25%	6%	10%	100%
MIZORAM	30%	6%	22%	22%	8%	12%	100%
SIKKIM	30%	9%	16%	18%	7%	20%	100%
DAMAN AND DIU	16%	10%	23%	12%	7%	31%	100%
ANDAMAN AND NICOBAR	36%	5%	15%	15%	7%	22%	100%
LADAKH	0%	23%	15%	62%	0%	0%	100%
LAKSHADWEEP	0%	0%	0%	100%	0%	0%	100%
Total	20%	14%	20%	22%	9%	15%	100%

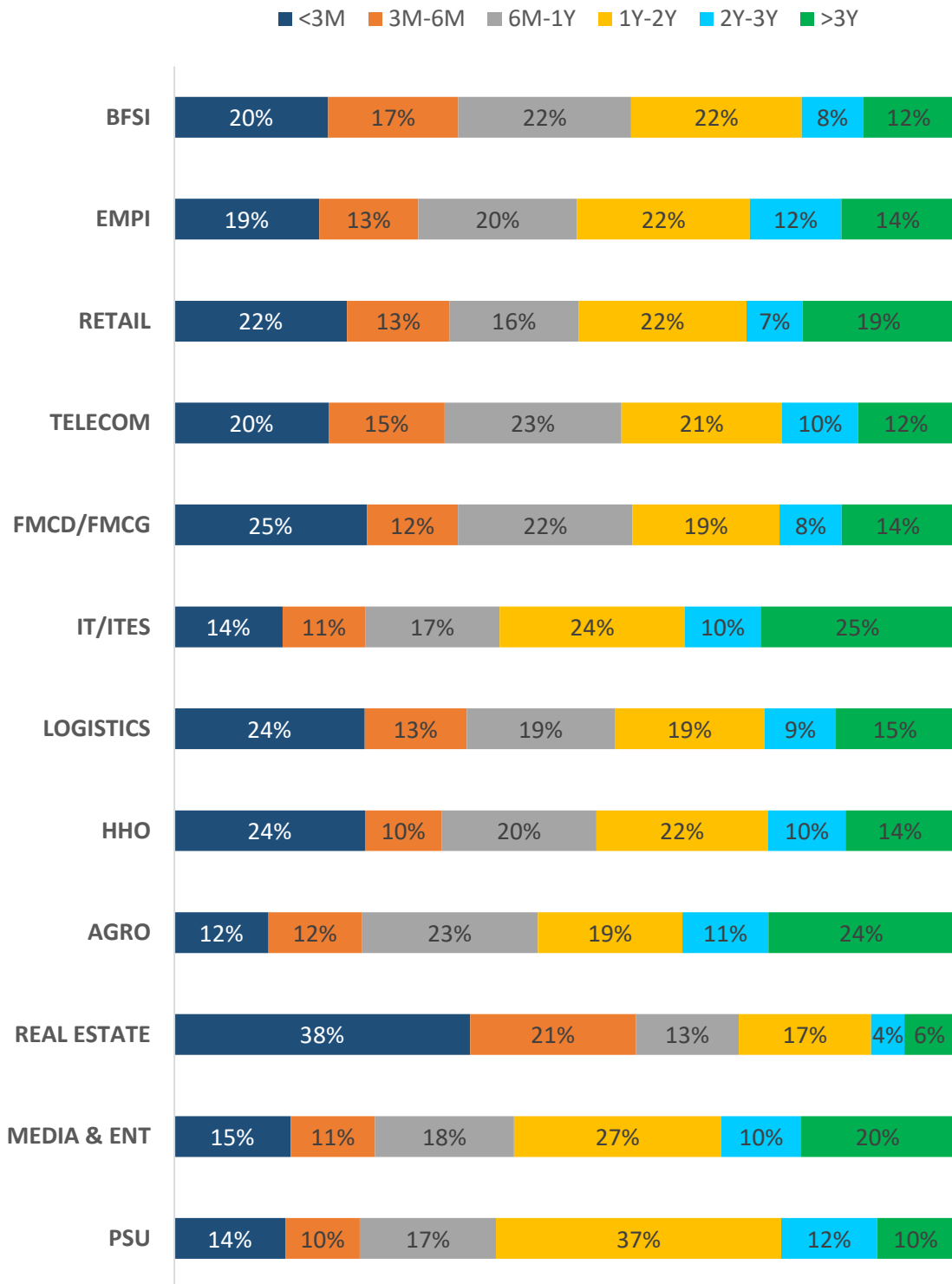
Tenure Profile | Women

Women Tenure Profile							
State	<3M	3M-6M	6M-1Y	1Y-2Y	2Y-3Y	>3Y	Total
MAHARASHTRA	22%	14%	21%	22%	8%	12%	100%
KARNATAKA	25%	15%	19%	16%	7%	17%	100%
TAMILNADU	27%	15%	23%	22%	6%	7%	100%
TELANGANA	24%	16%	20%	23%	9%	7%	100%
GUJARAT	31%	12%	21%	20%	7%	9%	100%
UTTAR PRADESH	24%	18%	22%	19%	7%	10%	100%
KERALA	23%	13%	18%	19%	10%	17%	100%
WEST BENGAL	23%	13%	19%	21%	9%	14%	100%
DELHI	21%	11%	19%	23%	13%	13%	100%
ANDHRA PRADESH	26%	17%	22%	22%	7%	5%	100%
HARYANA	22%	15%	19%	23%	10%	11%	100%
MADHYA PRADESH	18%	14%	30%	21%	5%	11%	100%
ORISSA	15%	15%	30%	29%	5%	6%	100%
JHARKHAND	20%	15%	21%	17%	14%	13%	100%
PUNJAB	22%	14%	21%	25%	6%	12%	100%
RAJASTHAN	24%	17%	21%	17%	8%	14%	100%
ASSAM	25%	17%	18%	19%	9%	12%	100%
UTTARAKHAND	34%	9%	31%	12%	4%	10%	100%
BIHAR	28%	15%	21%	22%	8%	7%	100%
CHHATTISGARH	26%	14%	22%	20%	9%	10%	100%
CHANDIGARH	26%	12%	18%	24%	6%	13%	100%
GOA	19%	18%	18%	21%	5%	19%	100%
PONDICHERRY	24%	12%	23%	34%	1%	6%	100%
HIMACHAL PRADESH	20%	12%	27%	29%	10%	2%	100%
JAMMU AND KASHMIR	21%	18%	19%	26%	3%	13%	100%
MIZORAM	32%	6%	20%	21%	5%	15%	100%
MEGHALAYA	36%	9%	21%	17%	9%	8%	100%
SIKKIM	36%	8%	14%	19%	6%	17%	100%
MANIPUR	46%	4%	4%	25%	3%	17%	100%
NAGALAND	27%	8%	11%	34%	8%	11%	100%
ARUNACHAL PRADESH	42%	9%	16%	20%	4%	9%	100%
DADRA AND NAGAR HAVELI	4%	10%	22%	33%	12%	18%	100%
TRIPURA	59%	8%	14%	12%	0%	7%	100%
DAMAN AND DIU	5%	5%	41%	32%	18%	0%	100%
ANDAMAN AND NICOBAR	20%	0%	0%	80%	0%	0%	100%
LADAKH	0%	33%	0%	67%	0%	0%	100%
Total	24%	15%	21%	21%	8%	12%	100%

Sectoral Overview | Gender

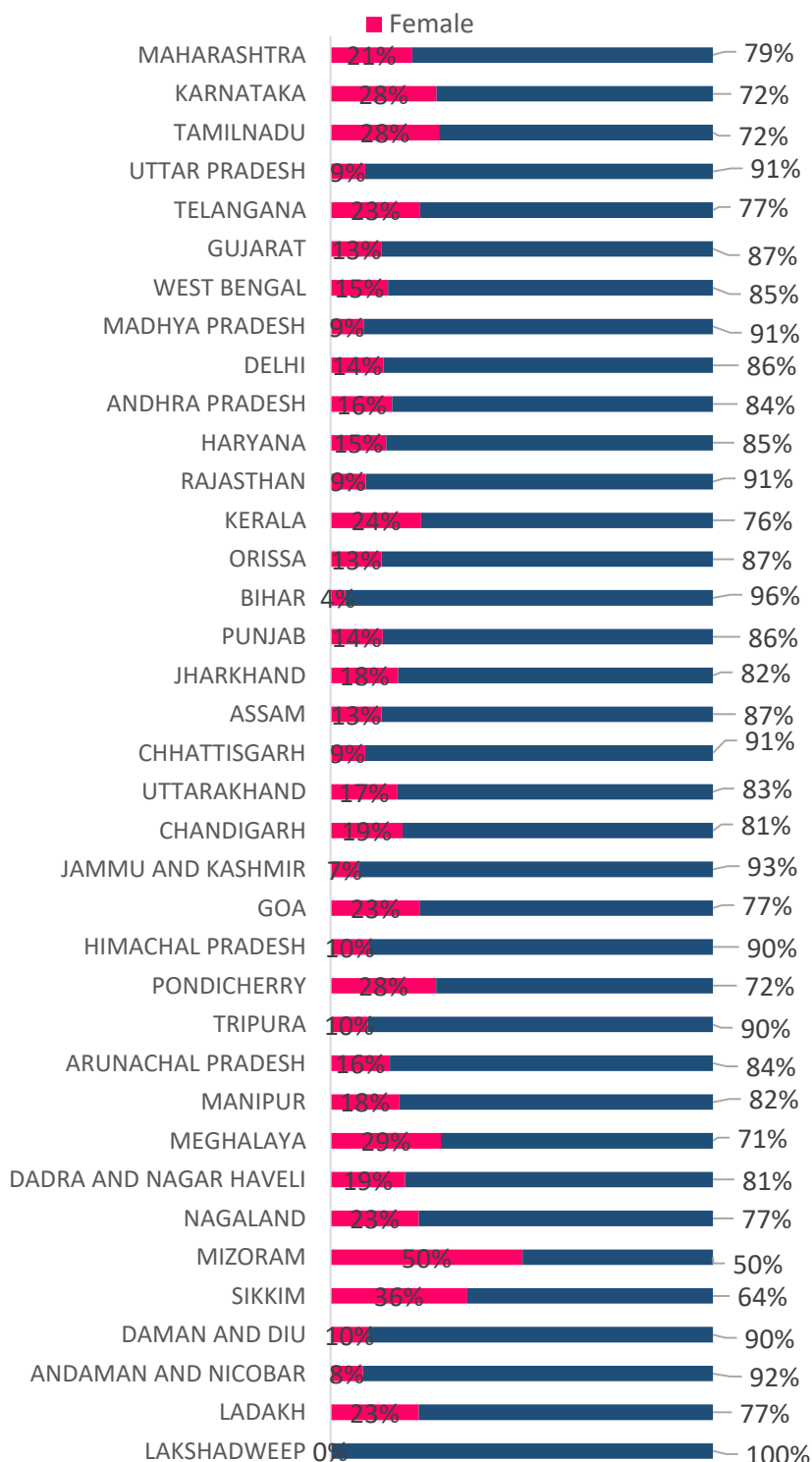


Sectoral Overview | Tenure



Geographical Profile

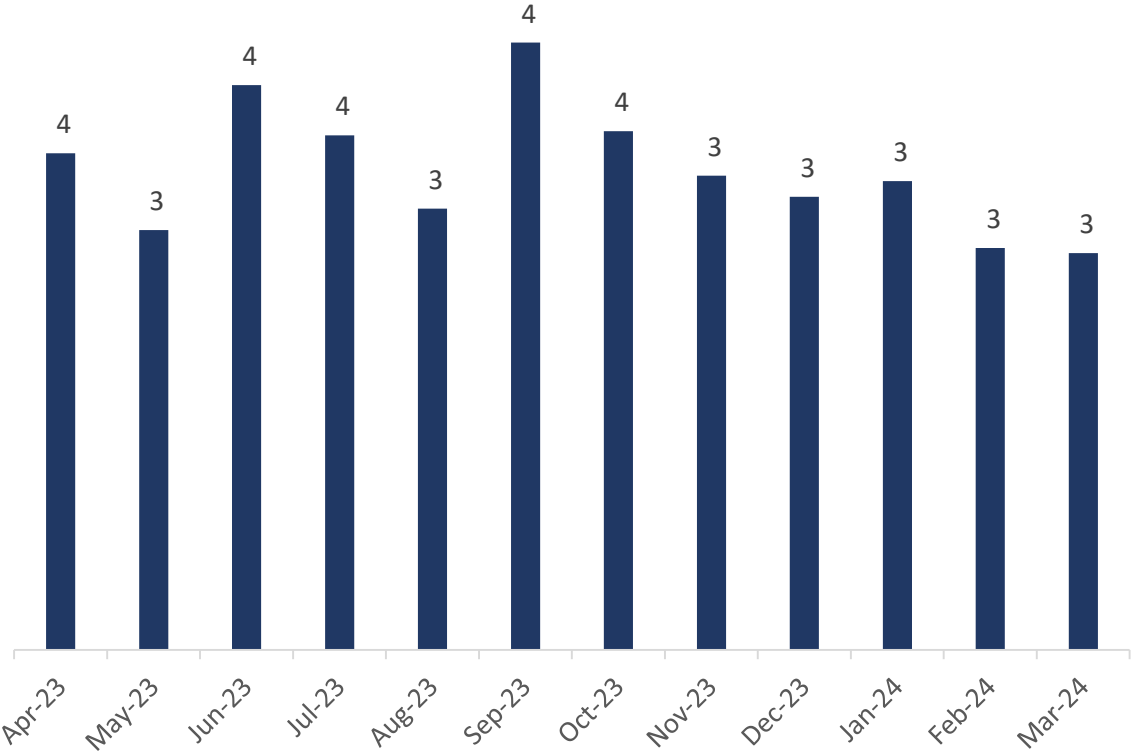
STATE	HC
MAHARASHTRA	93K
KARNATAKA	66K
TAMILNADU	48K
UTTAR PRADESH	46K
TELANGANA	40K
GUJARAT	31K
WEST BENGAL	27K
MADHYA PRADESH	26K
DELHI	23K
ANDHRA PRADESH	19K
HARYANA	19K
RAJASTHAN	18K
KERALA	18K
ORISSA	16K
BIHAR	16K
PUNJAB	13K
JHARKHAND	10K
ASSAM	6K
CHHATTISGARH	5K
UTTARAKHAND	4K
CHANDIGARH	2K
JAMMU AND KASHMIR	2K
GOA	2K
HIMACHAL PRADESH	2K
PONDICHERRY	1K
TRIPURA	1K
ARUNACHAL PRADESH	<1K
MANIPUR	<1K
MEGHALAYA	<1K
DADRA AND NAGAR HAVELI	<1K
NAGALAND	<1K
DAMAN AND DIU	<1K
ANDAMAN AND NICOBAR	<1K
LAKSHADWEEP	<1K
Grand Total	561K



UAN Generated

NEW UAN GENERATED	Apr- 23	May- 23	Jun- 23	Jul- 23	Aug- 23	Sep- 23	Oct- 23	Nov- 23	Dec- 23	Jan- 24	Feb- 24	Mar- 24	Total
FEMALE	4K	3K	4K	4K	3K	4K	4K	3K	3K	3K	3K	3K	41K
MALE	12K	10K	13K	13K	12K	15K	11K	9K	10K	7K	7K	7K	125K
Total	15K	13K	17K	17K	17K	19K	14K	13K	13K	10K	10K	10K	166K

New UAN Generated (Female) HC '000's



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Quess Corp Limited
Quess House,
3/3/2 Bellandur Gate, Sarjapur
Road, Bengaluru 560103,
Karnataka, India
<https://www.quesscorp.com/>