

January 29, 2025

To Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 539658	To Listing Department National Stock Exchange of India Limited, Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra(E), Mumbai - 400 051 Scrip Code: TEAMLEASE
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Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Investor Presentation on Financial Results for Q3'FY25

Ref: Regulation 30 and Regulation 46 of the Securities and Exchange Board of India (SEBI Listing Obligations and Disclosure Requirements) (LODR) Regulations, 2015

In compliance with the provisions of Regulation 30 of the SEBI LODR Regulations, 2015, please find enclosed 'Investor Presentation' of the Company, towards Financial Results for Q3'FY25.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR Regulations, 2015 we shall upload the above on our Company's website <https://group.teamlease.com/investor/investor-presentation/> for information of our Shareholders/Public.

This is in furtherance of our intimation dated January 10, 2025, pertaining to Conference Call with Investors on Q3'FY25 Results.

Kindly take the above said information on record as per the requirement of SEBI LODR Regulations, 2015.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**

Alaka Chanda

Company Secretary and Compliance Officer

Encl: As above



BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, January 29, 2025



Key Performance Highlights

Q3FY25

01

At the group level, we added ~3k headcount. Revenue grew by 4% QoQ and 19% YoY.

02

General Staffing: Added net ~1300 headcount taking the total billable headcount to ~3 lakhs.

03

Degree Apprenticeship (DA): Added ~2k in Trainee for the current quarter driven by NAPS (National Apprenticeship Promotion Scheme) and WILP (Work Integrated Learning Program).

04

Specialized Staffing: Announced acquisition of 80% stake in Ikigai Enablers Pte., which can help us expand IT staffing business in Singapore and Middle East.

05

HR Services:

- Revenue grew by 66% for the quarter.
- Integration of TSR Darashaw HR Services and Crystal HR is underway.

06

- 132 new logos got added during the quarter
- Maintaining free cash balance of Rs. 310cr as of date.

Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q3FY25	Q2FY25	QoQ	Q3FY24	YoY	9MFY25	9MFY24	YoY Growth %
Total Revenue	2,699	2,589	4%	2,236	21%	7,688	6,278	22%
Operating Revenue	2,686	2,576	4%	2,222	21%	7,645	6,228	23%
EBITDA	25	22	13%	23	9%	68	62	9%
EBITDA margin	0.9%	0.9%		1.0%		0.9%	1.0%	
PBT	26	22	17%	27	-1%	75	81	-8%
PBT margin	1.0%	0.9%		1.2%		1.0%	1.3%	
Profit after Tax	26	22	18%	29	-10%	75	82	-8%
PAT margin	1.0%	0.9%		1.3%		1.0%	1.3%	
EPS (Basic and Diluted) - Rs.	16	13		17		45	49	

Consolidated Performance	Q3FY25	Q2FY25	QoQ	Q3FY24	YoY	9MFY25	9MFY24	YoY Growth %
Headcount	3,53,500	3,50,240	1%	3,09,250	14%	3,53,500	3,09,250	14%
Total Revenue	2,931	2,808	4%	2,455	19%	8,333	6,927	20%
Operating Revenue	2,921	2,797	4%	2,445	19%	8,298	6,890	20%
EBITDA	35	33	4%	36	-3%	91	94	-4%
EBITDA margin	1.2%	1.2%		1.5%		1.1%	1.4%	
PBT	29	26	10%	29	-3%	75	85	-12%
PBT margin	1.0%	0.9%		1.2%		0.9%	1.2%	
Profit after Tax	28	25	14%	31	-9%	73	85	-14%
PAT margin	1.0%	0.9%		1.3%		0.9%	1.2%	
EPS (Basic and Diluted) - Rs.	17	15		18		44	50	

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

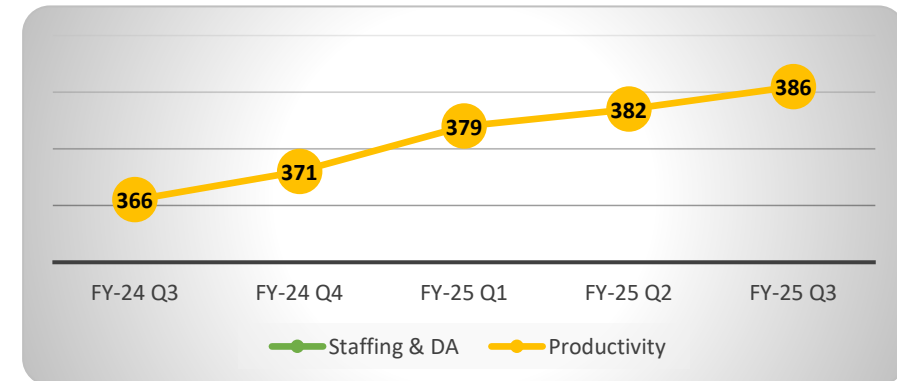
Particulars	Q3FY25	Q2FY25	QoQ	Q3FY24	YoY	9MFY25	9MFY24	YoY Growth %
Revenue:								
General Staffing and Allied Services	2,721	2,609	4%	2,255	21%	7,744	6,349	22%
Specialised Staffing Services	147	142	3%	158	-7%	434	442	-2%
Other HR Services	53	45	19%	32	66%	120	99	21%
Total Income from Operations	2,921	2,797	4%	2,445	19%	8,298	6,890	20%
EBITDA:								
General Staffing and Allied Services	29.1	27.6	5%	27.5	6%	81.9	79.2	3%
Specialised Staffing Services	11.2	11.2	0%	11.1	1%	31.7	29.9	6%
Other HR Services	0.1	0.8		3.8		(7.2)	6.7	
Total EBITDA (including unallocated)	34.9	33.5	4%	36.1	-3%	90.6	94.2	-4%
EBITDA Margin								
General Staffing and Allied Services	1.1%	1.1%		1.2%		1.1%	1.2%	
Specialised Staffing Services	7.6%	7.9%		7.0%		7.3%	6.8%	
Other HR Services	0.2%	1.8%		11.7%		-6.0%	6.8%	

Headcount & Productivity

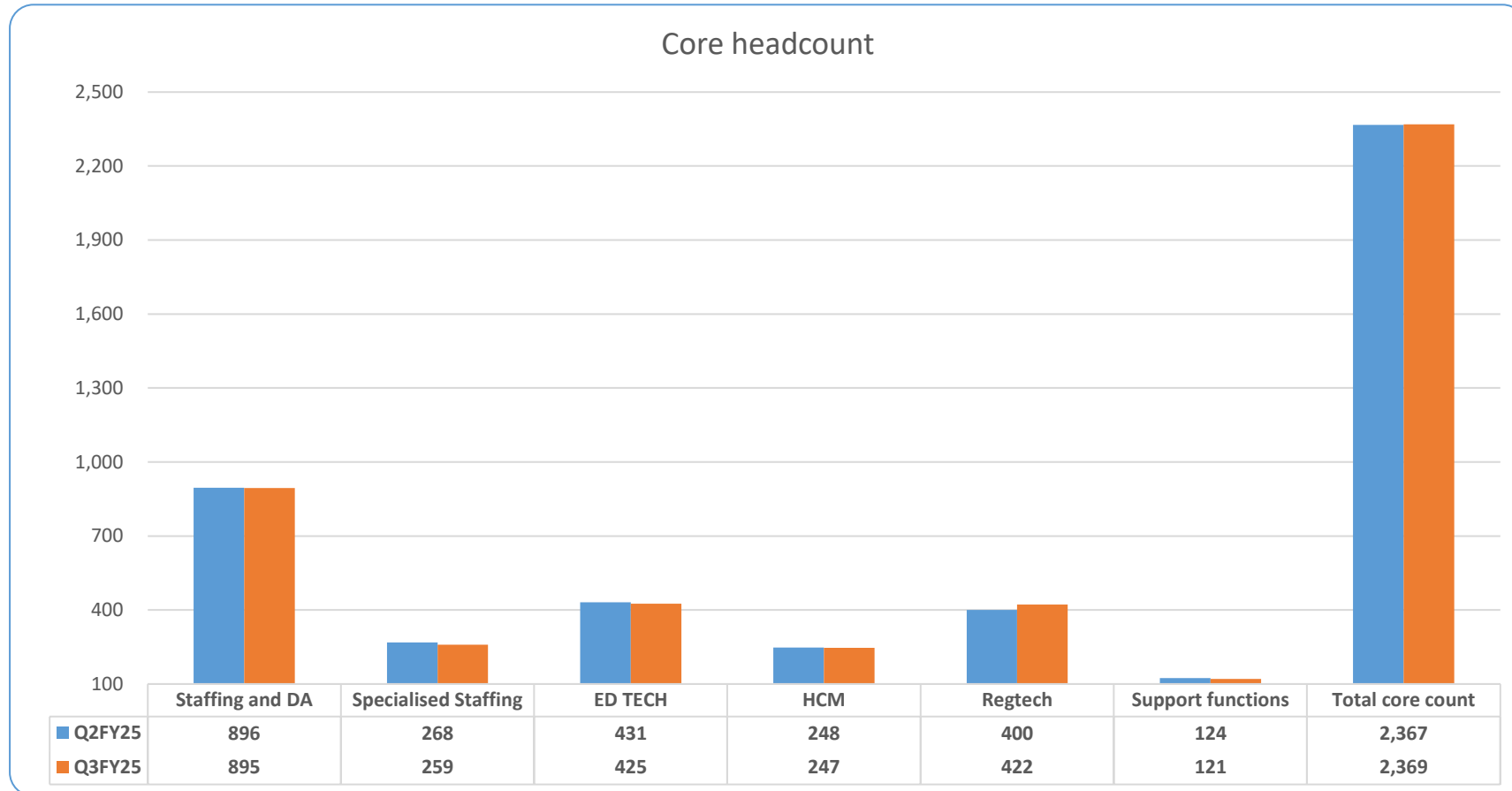
Quarter	General Staffing	DA	Specialized Staffing	Total Headcount
FY-23 Q4	2,23,500	50,350	8,600	2,82,450
FY-24 Q1	2,36,900	42,600	8,320	2,87,820
FY-24 Q2	2,51,150	42,100	8,375	3,01,625
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
FY-25 Q1	2,82,450	42,350	6,900	3,31,700
FY-25 Q2	2,98,300	45,270	6,670	3,50,240
FY-25 Q3	2,99,600	47,200	6,700	3,53,500

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-24 Q2	293250	811	361
FY-24 Q3	301650	822	366
FY-24 Q4	311800	839	371
FY-25 Q1	324800	855	379
FY-25 Q2	343400	896	382
FY-25 Q3	346776	895	386

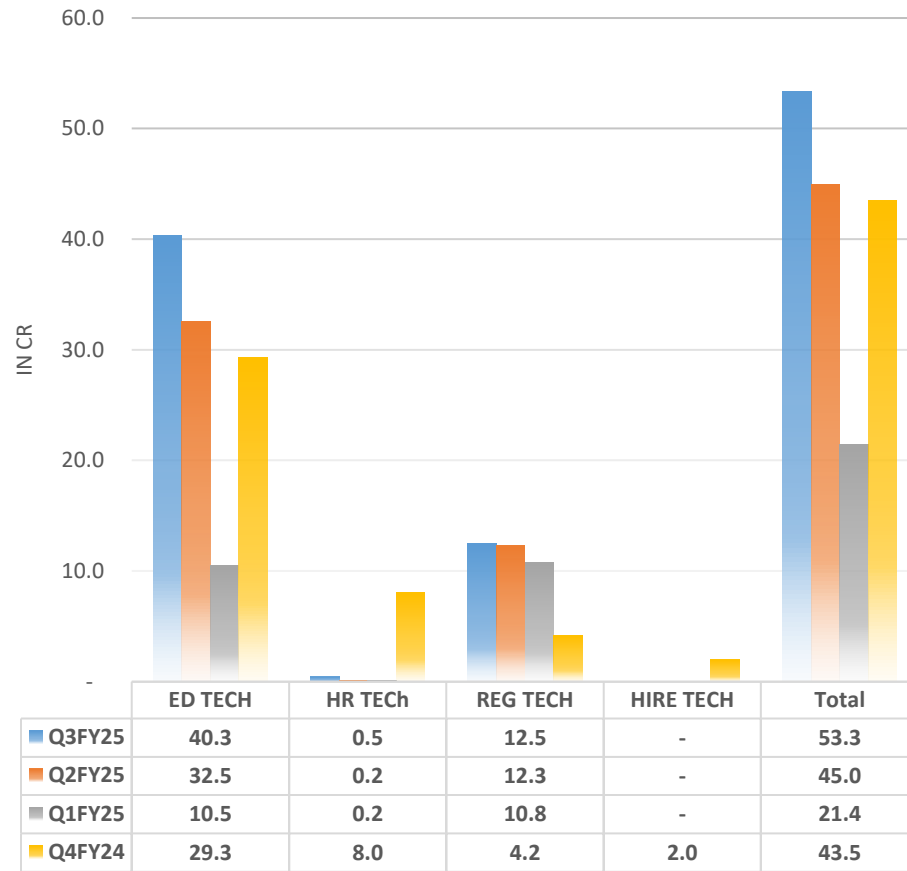


Break-up of core headcount



Other HR

OTHER HR REVENUE BREAKUP



OTHER HR EBITDA BREAKUP



Company Profile

TeamLease Services is one of India's leading people supply chain companies offering a range of solutions to 3900+ employers for their hiring, productivity, and scale challenges. Listed on the NSE & BSE, TeamLease has hired 23 lakh+ people over the last 23 years. One of India's fastest-growing employers, TeamLease also operates India's Skill University and India's fastest-growing PPP Apprenticeship Program, which offers employment-oriented multi-level programs. The Company offers solutions to large, medium, and small clients across the 3Es of Employment (around 3.5 lakh associates/trainees), Employability (over 7.5 lakh students), and E-workforce (over 1000 employers). In FY2015, TeamLease rolled out DA (Degree Apprenticeship) to provide on-the-job training to apprentices.



Our Services



General Staffing



Specialized Staffing



Degree
Apprenticeship



Hiring



Regulatory
Compliances



HRTECH Services



Learning Services



Skill
University

TeamLease Overview



India's Leading Human
Capital Management
company

3,900+

Clients across the
spectrum of business
with 1000+ digital
engagements

~3.5 Lakhs +

Associates/ trainees,
making us one of the
largest private sector
employer

7,500+

Locations
across 28 states

7.5 Lakhs+

Students across
TL Skill University &
TL EdTech

20%

Revenue growth YoY basis

23+ Lakhs

People hired till date

386

FTE productivity

23 years

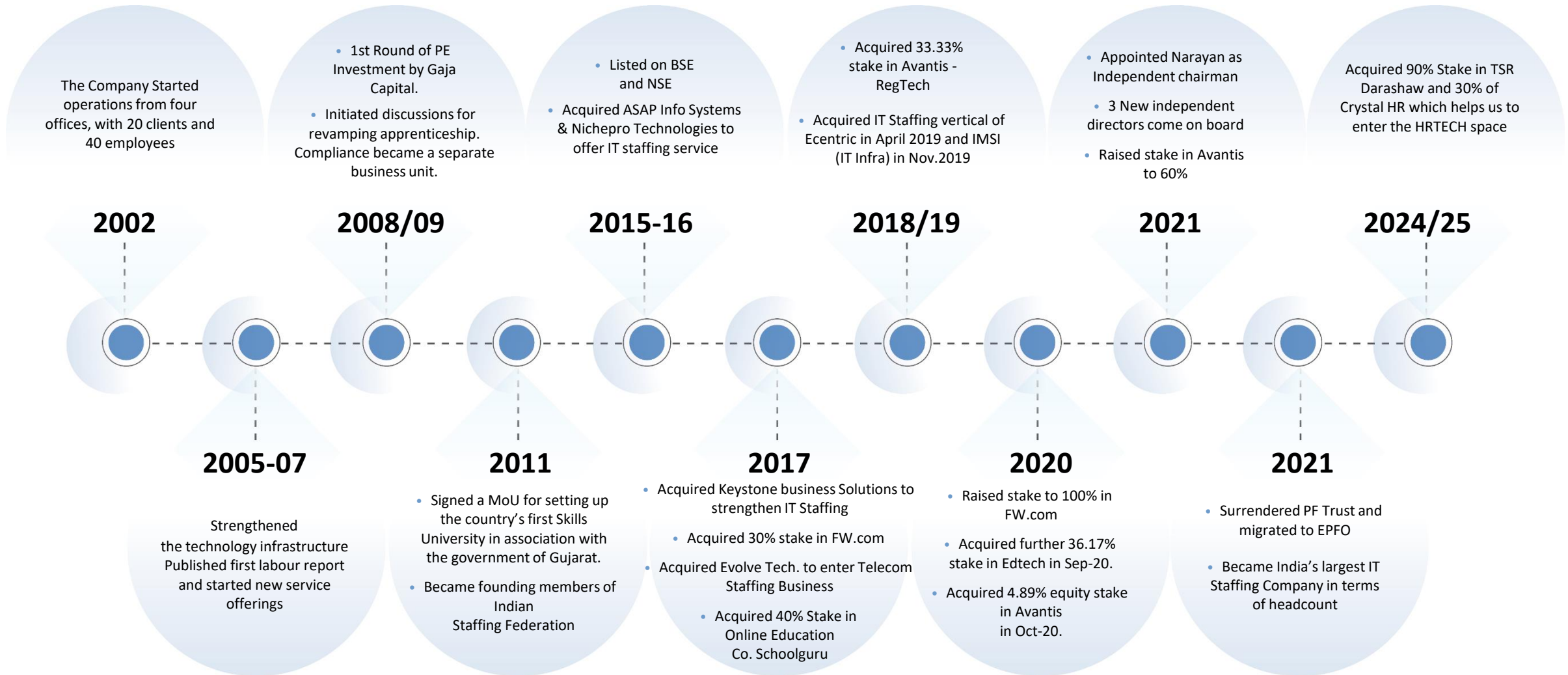
Founded 2001
IPO 2016

~3k net addition

Overall



Our Journey



Change of Names: Schoolguru » TL EdTech / Avantis » TL RegTech / E-hire » TL HrTech

Our Board of Directors



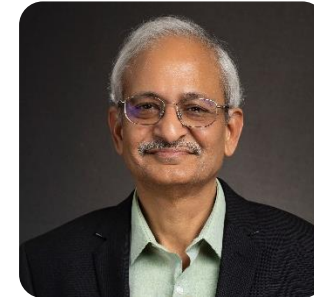
Manish Sabharwal
Executive Vice-Chairman



Ashok Reddy
Managing Director & CEO



Narayan Ramachandran
Non-Executive Chairman and
Lead Independent Director



**Subramaniam
Somasundaram**
Independent Director
& AC Chairman



V. Raghunathan
Independent Director



**Rituparna
Chakraborty**
Non-Executive
Director



Mekin Maheshwari
Independent Director



Latika Pradhan
Independent Director



Meenakshi Nevatia
Independent Director



Rajnarayan Ramakrishnan
Independent Director

Our Vision



Vision

Our Long-term philosophy and goals are best reflected by our purpose of **“Putting India to Work”**



Our contribution

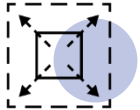
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



The Future that we see

Our goal is to become the largest Private sector employer of India, largest staffing company in the world by headcount.

Key Value Drivers



We are one of India's largest staffing companies, have a **6%** market share.

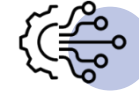


Governance

Strict adherence to labour and corporate laws, backed by strong internal compliance

Scale

Productivity



Technology

The right know-how and data insights to help enhance operational efficiencies



Presence

Pan India presence to scale our business with increasing trust and reliability

Compliance

Reach

Our Business Focus Areas

Focus Area



- General Staffing
- Specialised Staffing
- Temp Hiring



- On the job – DA
- Online – TL Edtech
- Onsite – Enterprise Learning_On
- Campus – TL Skills University



- Compliance SaaS and Services
- Payroll Outsourcing
- Digital Workforce Solutions

Our Presence



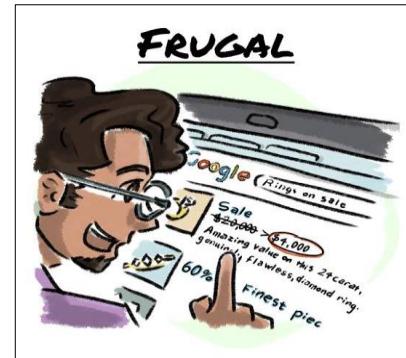
Our Strategy



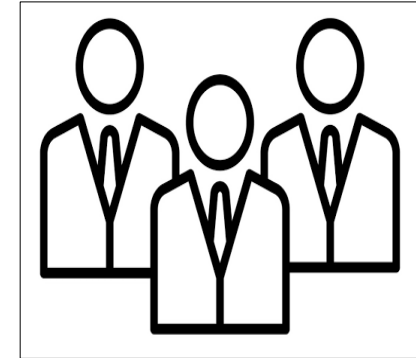
Growth



**Margin
Expansion**



**Capital
Frugality**



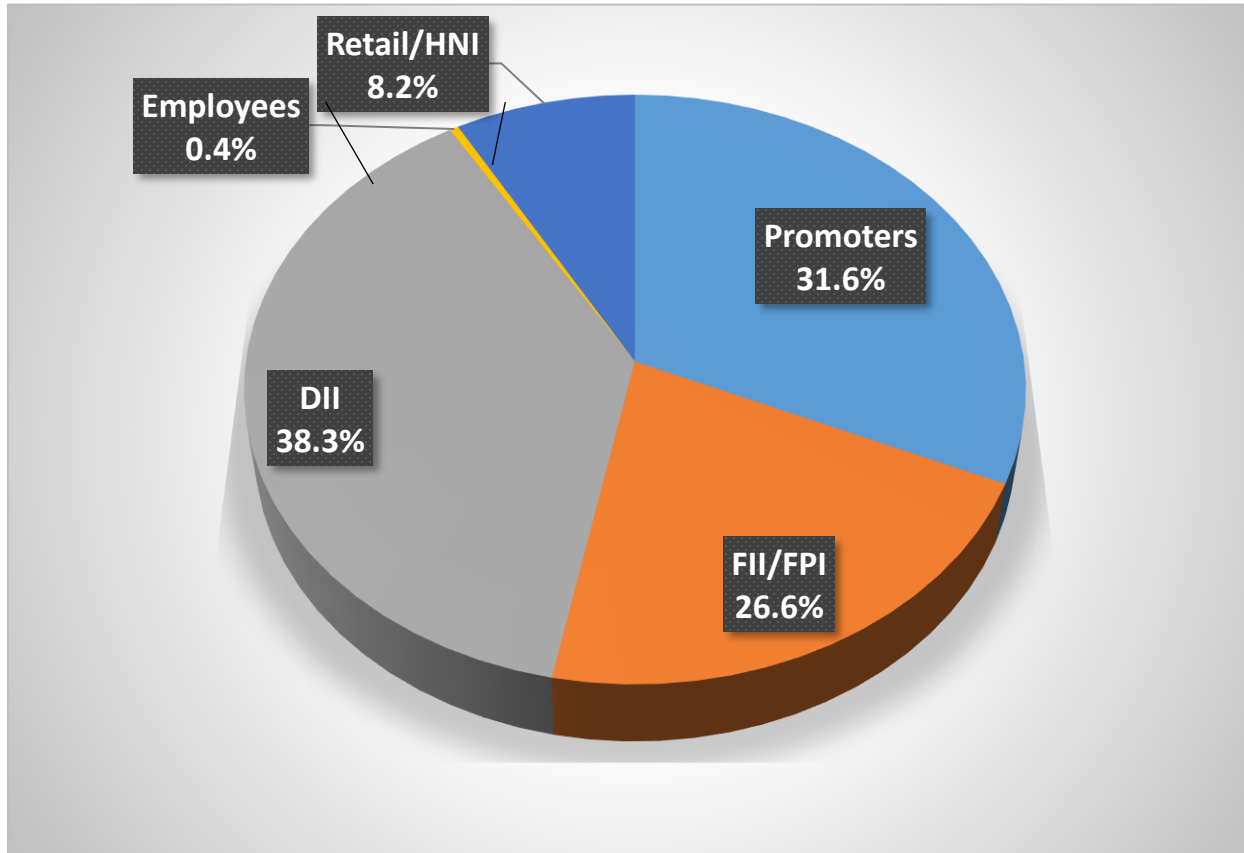
Governance



- *Effective 20th December 2024
- ** Effective 6th January 2025



Shareholding Structure



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THANK YOU

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