

November 06, 2024

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 Q2'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 Q2'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 October 09, 2024, pertaining to Conference Call with Investors on Q2'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, November 06, 2024



Key Performance Highlights

Q2 FY'25

01

At the group level, we added ~18,500 headcount during the quarter. Revenue grew by 8% QoQ and EBITDA improved by 50%.

02

General Staffing: Added net ~16k headcount taking the total billable headcount to ~2.98 lakhs.

03

Degree Apprenticeship (DA): Added ~3k in Trainee for the current quarter driven by NAPS (National Apprenticeship Promotion Scheme) and WILP (Work Integrated Learning Program).

04

Specialized Staffing: Headwinds in the IT industry continue to impact the growth and profitability. However, margins improved on account of cost optimization and higher number of associate absorptions.

05

HR Services:

- Revenue grew by 110% for the quarter.
- We have active M&A discussions in pipeline to enhance our HRTech portfolio.

06

- 178 new logos got added during the quarter
- Maintaining free cash balance of Rs. 340cr as of date.

Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q2FY25	Q1FY25	QoQ	Q2FY24	YoY	H1FY25	H1FY24	YoY Growth %
Total Revenue	2,589	2,400	8%	2,069	25%	4,989	4,041	23%
Operating Revenue	2,576	2,383	8%	2,052	26%	4,959	4,007	24%
EBITDA	22	21	7%	20	13%	43	39	10%
EBITDA margin	0.9%	0.9%		1.0%		0.9%	1.0%	
PBT	22	27	-15%	27	-16%	49	55	-11%
PBT margin	0.9%	1.1%		1.3%		1.0%	1.4%	
Profit after Tax	22	27	-17%	25	-12%	49	53	-7%
PAT margin	0.9%	1.1%		1.2%		1.0%	1.3%	
EPS (Basic and Diluted) - Rs.	13	16		15		29	31	

Consolidated Performance	Q2FY25	Q1FY25	QoQ	Q2FY24	YoY	H1FY25	H1FY24	YoY Growth %
Headcount	3,50,240	3,31,700	6%	3,01,625	16%	3,50,240	3,01,625	16%
Total Revenue	2,808	2,594	8%	2,286	23%	5,401	4,471	21%
Operating Revenue	2,797	2,580	8%	2,273	23%	5,377	4,444	21%
EBITDA	33	22	50%	32	5%	56	58	-4%
EBITDA margin	1.2%	0.9%		1.4%		1.0%	1.3%	
PBT	26	20	28%	29	-12%	46	55	-17%
PBT margin	0.9%	0.8%		1.3%		0.9%	1.2%	
Profit after Tax	25	19	28%	28	-10%	44	53	-17%
PAT margin	0.9%	0.7%		1.2%		0.8%	1.2%	
EPS (Basic and Diluted) - Rs.	15	12		16		27	32	

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

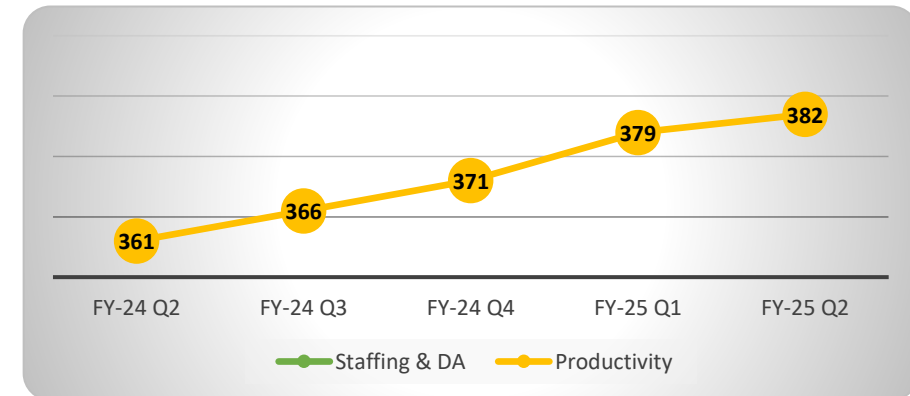
Particulars	Q2FY25	Q1FY25	QoQ	Q2FY24	YoY	H1FY25	H1FY24	YoY Growth %
Revenue:								
General Staffing and Allied Services	2,609	2,414	8%	2,091	25%	5,023	4,093	23%
Specialised Staffing Services	142	145	-1%	144	-1%	287	284	1%
Other HR Services	45	21	110%	37	21%	66	67	-1%
Total Income from Operations	2,796	2,580	8%	2,272	23%	5,376	4,444	21%
EBITDA:								
General Staffing and Allied Services	27.6	25.2	10%	26.5	4%	52.9	51.7	2%
Specialised Staffing Services	11.2	9.3	21%	9.5	18%	20.5	18.9	9%
Other HR Services	0.8	(8.1)		3.7		(7.3)	2.9	
Total EBITDA (including unallocated)	33.5	22.2	50%	31.7	5%	55.7	58.1	-4%
EBITDA Margin								
General Staffing and Allied Services	1.1%	1.0%		1.3%		1.1%	1.3%	
Specialised Staffing Services	7.9%	6.4%		6.6%		7.2%	6.6%	
Other HR Services	1.8%	-38.0%		9.9%		-11.1%	4.4%	

Headcount & Productivity

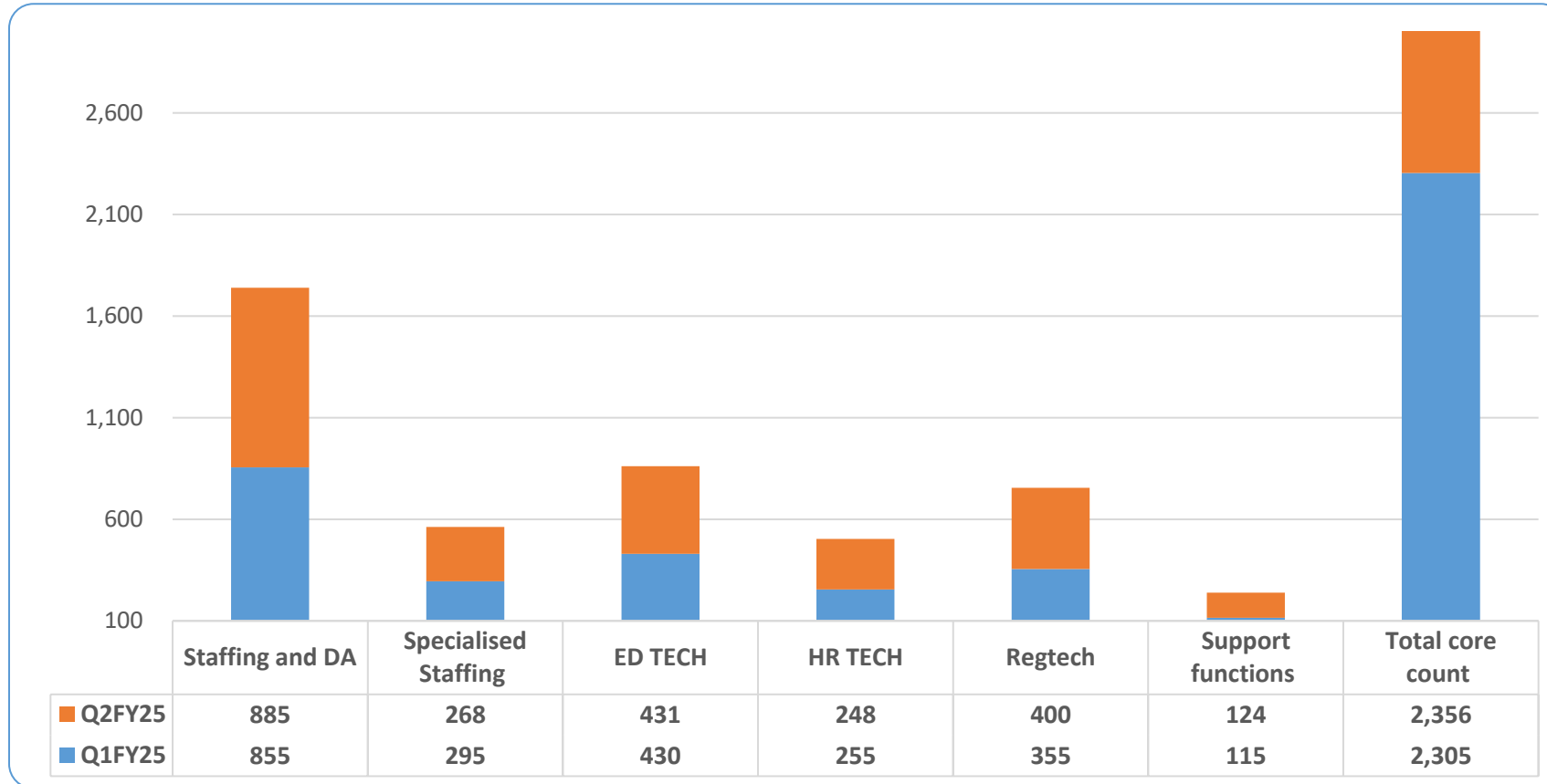
Quarter	General Staffing	DA	Specialized Staffing	Total Headcount
FY-23 Q3	2,15,000	59,000	9,100	2,83,100
FY-23 Q4	2,23,500	50,350	8,600	2,82,450
FY-24 Q1	2,36,900	42,600	8,320	2,87,820
FY-24 Q2	2,51,150	42,100	8,375	3,01,625
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
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

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-24 Q1	279500	786	355
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

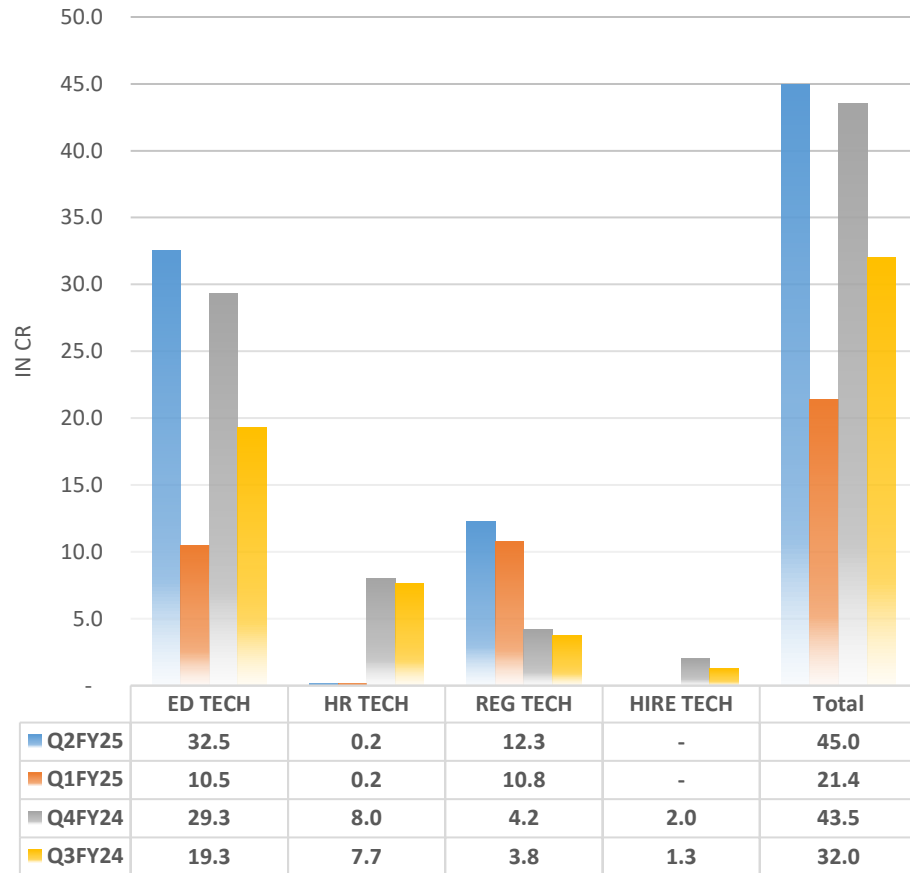


Break-up of core headcount

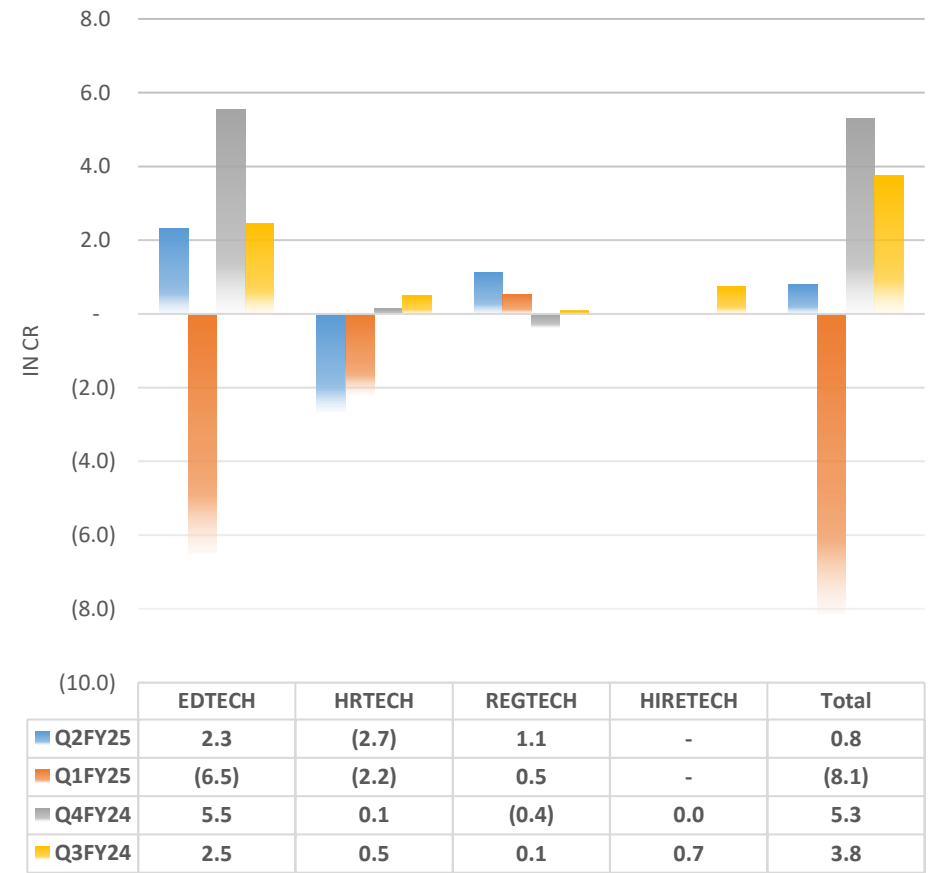


Other-HR break-up

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



IT Staffing



Telecom Staffing



Hiring



Compliance and
Payroll Services



Degree
Apprenticeship
(DA)



Learning Services



Skill
University

9 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

23%

Revenue growth YoY basis

23+ Lakhs

People hired till date

382

FTE productivity

23 years

Founded 2001
IPO 2016

19k net addition

Overall



Our Journey

- Listed on BSE and NSE.
- Acquired ASAP Info Systems & Nichepro Technologies to offer IT staffing service

- Signed a MoU for setting up the country's first Skills University in association with the government of Gujarat.
- Became founding members of Indian Staffing Federation

Strengthened the technology infrastructure Published first labour report and started new service offerings

2015-16

2011

2008/09

2005-07

2002

- 1st Round of PE Investment by Gaja Capital.
- Initiated discussions for revamping apprenticeship. Compliance became a separate business unit.

The Company Started operations from four offices, with 20 clients and 40 employees

Acquired 33.33% stake in Avantis - RegTech

2017

2018

2019

2020

2021

2022

- Acquired Keystone business Solutions to strengthen IT Staffing
- Acquired 30% stake in FW.com
- Acquired Evolve Tech. to enter Telecom Staffing Business
- Acquired 40% Stake in Online Education Co. Schoolguru

Acquired IT Staffing vertical of Ecentric in April 2019 and IMSI (IT Infra) in Nov.2019

- Raised stake to 100% in FW.com
- Acquired further 36.17% stake in Edtech in Sep-20.
- Acquired 4.89% equity stake in Avantis in Oct-20.

- Appointed Narayan as Independent chairman
- 3 New independent directors come on board
- Raised stake in Avantis to 60%

- Surrendered PF Trust and migrated to EPFO
- Became India's largest IT Staffing Company in terms of headcount

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

Our Board of Directors



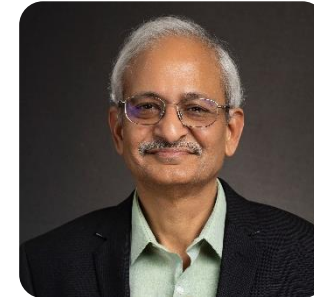
Manish Sabharwal
Executive Vice-Chairman



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

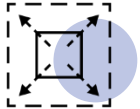
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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 & 3500+ employers.

Scale

Productivity



Technology

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



Governance

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

Compliance

Reach



Presence

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

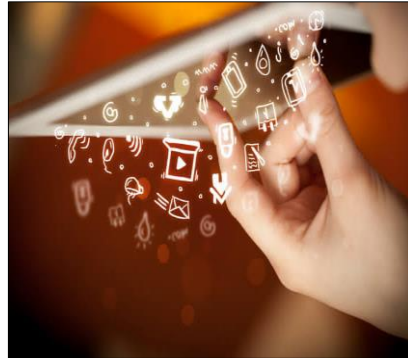
Our Business Focus Areas



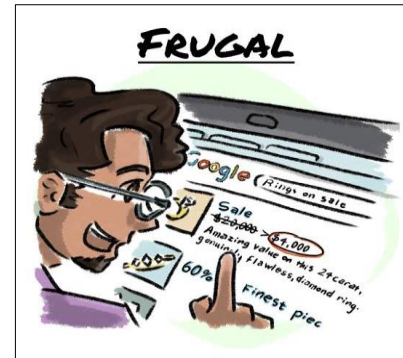
Our Strategy



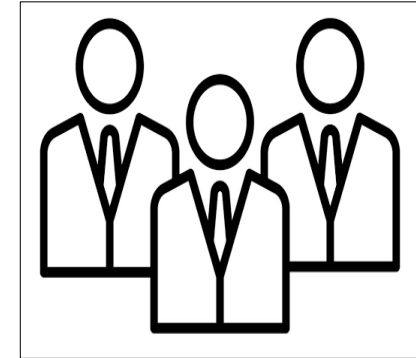
Growth



**Margin
Expansion**

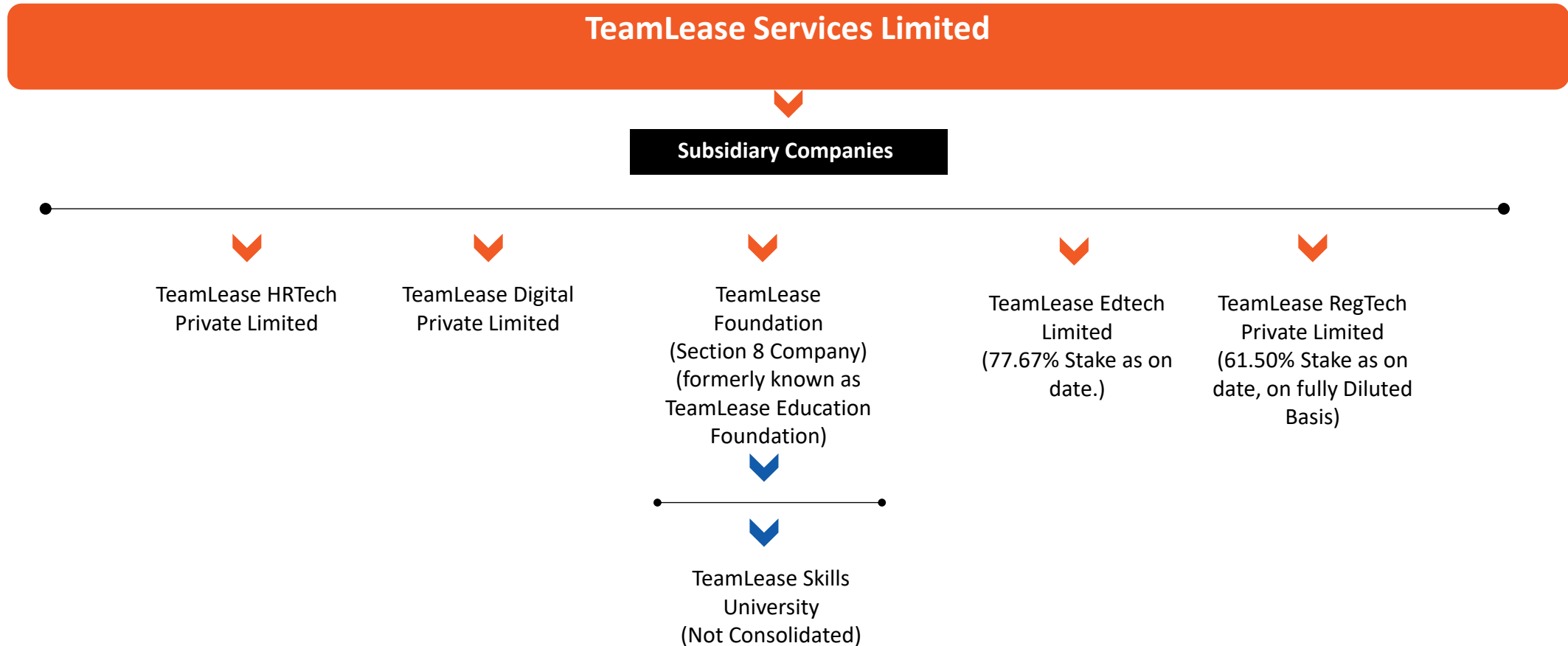


**Capital
Frugality**

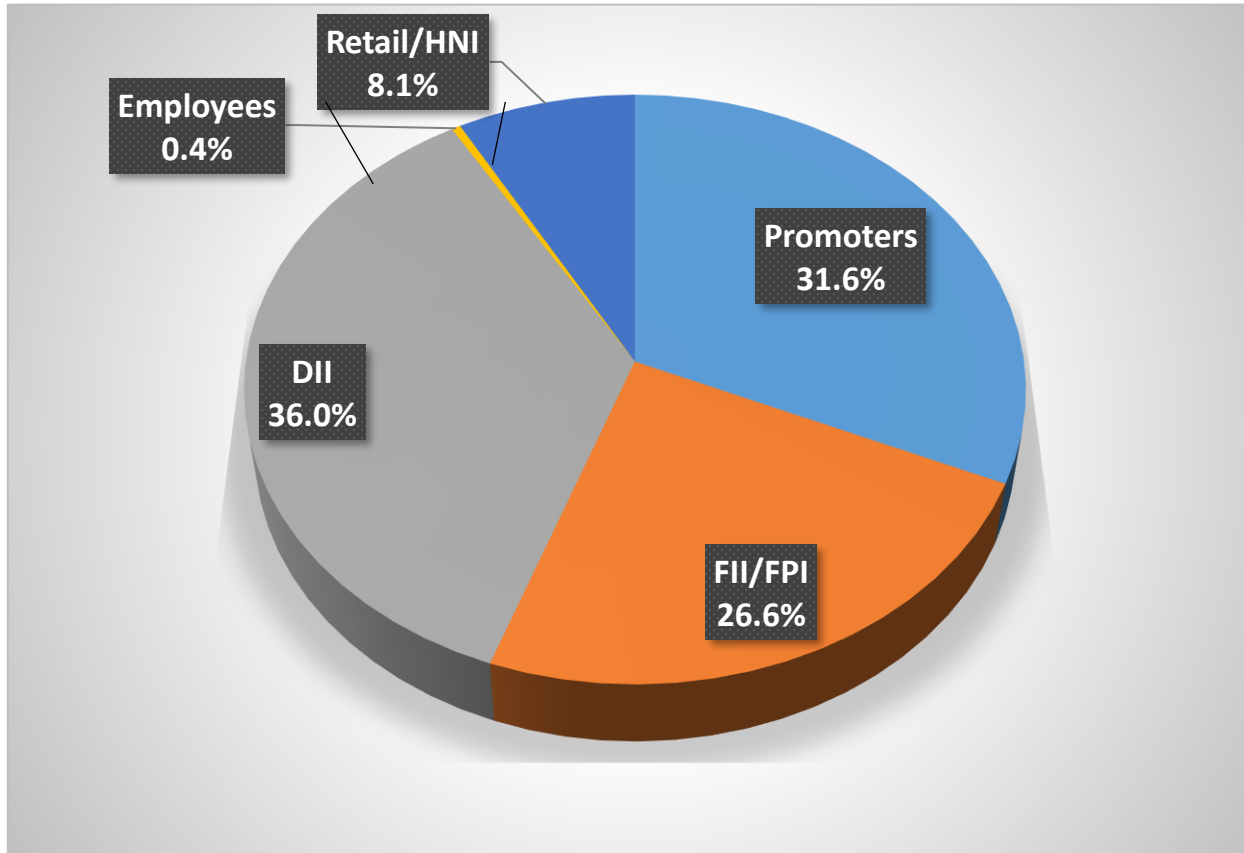


Governance

TeamLease Group Structure



Shareholding Structure



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THANK YOU

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