

November 10, 2020

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|---|---|
| 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 |
|---|---|

Dear Sir/Madam,

Sub: Investor Presentation on Financial Results for Q2FY21 of TeamLease Services Limited (TeamLease/the Company)

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

Dear Sir/Madam,

In compliance with the provisions of Regulation 30 of the SEBI LODR Regulations, 2015 please find enclosed 'Investor Presentation Q2FY21' towards Financial Results update for Q2FY21 of TeamLease Services Limited.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR we shall upload the above on our Company's website www.teamleasegroup.com for information of our shareholders/public.

This is in furtherance of our intimation dated November 02, 2020 pertaining to Conference Call with Investors on Q2FY21 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



PUTTING INDIA **BACK TO WORK**

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

www.teamleasegroup.com | Tuesday, November 10, 2020



Investor Update

Q2 2020-21

Key Performance Highlights

September 30, 2020

01

Billable headcount has gone up by 4% with NETAP adding 7k trainees in Q2FY21. Total revenue has remained flat on QoQ basis in line with Staffing associate headcount movement.

03

Though average realization per associate in general staffing has remained flat, FTE productivity has improved to 300 in Q2FY21. This has contributed to margin expansion in general staffing from 1.8% PBT in H1FY20 to 1.9% PBT in H1FY21.

05

Our cash conversion ratio has improved significantly on account of efficient working capital management and tax refunds.

02

EBITDA margin and PBT margin of H1FY21 have improved by 31 bps and 24 bps respectively on YoY basis.

04

Specialized staffing continues to improve on profitability, driven by business performance and cost optimization.

06

NETAP headcount increased by 20% on QoQ basis and overall headcount showed marginal improvement by 5% as compared to previous quarter.

Financial Performance

Consolidated Performance

*All Numbers are in ₹ Crores except for margins

| Particulars | Q2FY21 | Q2FY20 | YoY Growth % | Q1FY21 | QoQ Growth % | H1FY21 | H1FY20 | YoY Growth % |
|-------------------------------|-------------|-------------|--------------|-------------|--------------|-------------|-------------|--------------|
| Total Revenue | 1,140.6 | 1,273.2 | -10% | 1,140.5 | 0% | 2,281.1 | 2,527.9 | -10% |
| Operating Revenue | 1,129.1 | 1,267.8 | -11% | 1,136.4 | -1% | 2,265.5 | 2,519.0 | -10% |
| EBITDA* | 22.7 | 23.6 | -4% | 24.3 | -7% | 47.0 | 46.3 | 2% |
| EBITDA margin (%) | 2.0% | 1.9% | | 2.1% | | 2.1% | 1.8% | |
| PBT | 21.0 | 19.4 | 8% | 17.6 | 19% | 38.6 | 36.7 | 5% |
| PBT margin (%) | 1.9% | 1.5% | | 1.5% | | 1.7% | 1.5% | |
| Net Profit (PAT) | 18.6 | 20.2 | -8% | 17.1 | 9% | 35.7 | 38.9 | -8% |
| PAT margin (%) | 1.6% | 1.6% | | 1.5% | | 1.6% | 1.5% | |
| EPS (Basic and Diluted) - Rs. | 10.9 | 11.8 | -8% | 10.0 | 9% | 20.9 | 22.8 | -8% |

Standalone Performance

| Particulars | Q2FY21 | Q2FY20 | YoY Growth % | Q1FY21 | QoQ Growth % | H1FY21 | H1FY20 | YoY Growth % |
|-------------------------------|-------------|-------------|--------------|-------------|--------------|-------------|-------------|--------------|
| Total Revenue | 1,042.0 | 1,174.6 | -11% | 1,042.1 | 0% | 2,084.1 | 2,332.5 | -11% |
| Operating Revenue | 1,028.6 | 1,165.4 | -12% | 1,034.3 | -1% | 2,062.9 | 2,316.7 | -11% |
| EBITDA | 15.5 | 19.4 | -20% | 16.8 | -8% | 32.2 | 37.6 | -14% |
| EBITDA margin (%) | 1.5% | 1.7% | | 1.6% | | 1.6% | 1.6% | |
| PBT | 23.2 | 23.0 | 1% | 18.4 | 26% | 41.6 | 42.9 | -3% |
| PBT margin (%) | 2.3% | 2.0% | | 1.8% | | 2.0% | 1.9% | |
| Net Profit (PAT) | 20.8 | 22.7 | -8% | 17.7 | 17% | 38.5 | 43.2 | -11% |
| PAT margin (%) | 2.0% | 1.9% | | 1.7% | | 1.9% | 1.9% | |
| EPS (Basic and Diluted) - Rs. | 12.1 | 13.3 | -8% | 10.4 | 17% | 22.5 | 25.2 | -11% |

* Excludes expenses towards exceptional in nature.

Consolidated Segment Results

**All Numbers are in ₹ Crores except for margins*

| Particulars | Q2FY21 | Q2FY20 | YoY Growth % | Q1FY21 | QoQ Growth % | H1FY21 | H1FY20 | YoY Growth % |
|------------------------------------|----------------|----------------|--------------|----------------|--------------|----------------|----------------|--------------|
| Revenue: | | | | | | | | |
| General Staffing & Allied Services | 1,019.7 | 1,139.2 | -10% | 1,023.4 | 0% | 2,043.1 | 2,269.8 | -10% |
| Specialised Staffing Services | 98.6 | 100.5 | -2% | 100.9 | -2% | 199.4 | 198.7 | 0% |
| Other HR Services | 10.8 | 28.2 | -62% | 12.2 | -12% | 22.9 | 50.6 | -55% |
| EBITDA: | 1,129.1 | 1,267.8 | -11% | 1,136.4 | -1% | 2,265.5 | 2,519.1 | -10% |
| General Staffing & Allied Services | 21.6 | 20.8 | 4% | 20.6 | 5% | 42.1 | 44.1 | -5% |
| Specialised Staffing Services | 9.0 | 6.3 | 42% | 8.7 | 3% | 17.7 | 12.6 | 40% |
| Other HR Services | (4.6) | (0.2) | -2445% | (4.0) | -17% | (8.6) | (6.3) | -36% |
| EBITDA Margin | | | | | | | | |
| General Staffing & Allied Services | 2.1% | 1.8% | | 2.0% | | 2.1% | 1.9% | 2.1% |
| Specialised Staffing Services | 9.1% | 6.3% | | 8.6% | | 8.9% | 6.3% | 9.1% |
| Other HR Services | -43.2% | -0.6% | | -32.7% | | -37.6% | -12.5% | -43.2% |
| Consolidated EBITDA Margin | 1.7% | 1.9% | | 2.1% | | 1.9% | 1.8% | 1.7% |

Specialised Staffing - breakup

*All Numbers are in ₹ Crores except for margins

| Particulars | Q2FY21 | Q2FY20 | YoY Growth % | Q1FY21 | QoQ Growth % | H1FY21 | H1FY20 | YoY Growth % |
|---------------------------|--------------|-------------|--------------|--------------|--------------|--------------|-------------|--------------|
| Segmental Breakup: | | | | | | | | |
| IT Staffing Revenue | 47.2 | 55.8 | -15% | 49.1 | -4% | 96.3 | 111.1 | -13% |
| IT Staffing EBITDA | 6.1 | 5.0 | 22% | 6.0 | 2% | 12.1 | 9.9 | 22% |
| EBITDA Margin | 13.0% | 9.0% | | 12.2% | | 12.6% | 8.9% | |
| Telecom Staffing Revenue | 37.4 | 44.7 | -16% | 38.4 | -3% | 75.8 | 87.6 | -13% |
| Telecom Staffing EBITDA | 1.1 | 1.3 | -18% | 0.8 | 27% | 1.9 | 2.7 | -29% |
| EBITDA Margin | 2.8% | 2.9% | | 2.2% | | 2.5% | 3.0% | |
| IT Staffing Infra Revenue | 14.0 | - | NC | 13.4 | NC | 27.4 | - | NC |
| IT Staffing Infra EBITDA | 1.8 | - | NC | 1.9 | NC | 3.6 | - | NC |
| EBITDA Margin | 12.7% | - | | 14.0% | | 13.3% | - | |

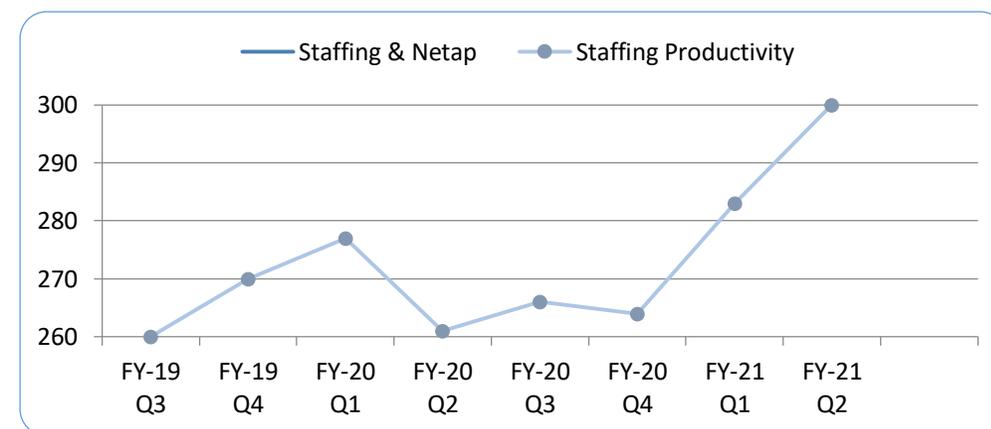
NC: Not comparable as IMSI was acquired effective November 12, 2019.

Headcount & Productivity

| Quarter | General Staffing Associates | NETAP Trainees | IT Staffing | Telecom Staffing | IT Infra | Total Headcount |
|----------|-----------------------------|----------------|-------------|------------------|----------|-----------------|
| FY-19 Q3 | 1,52,693 | 52,525 | 2,097 | 4,020 | - | 211,335 |
| FY-19 Q4 | 1,54,095 | 56,169 | 2,115 | 3,832 | - | 216,211 |
| FY-20 Q1 | 1,60,614 | 57,292 | 3,109 | 3,749 | - | 224,764 |
| FY-20 Q2 | 1,65,029 | 51,341 | 3,055 | 3,494 | - | 222,919 |
| FY-20 Q3 | 1,67,216 | 52,388 | 2,750 | 3,734 | 1,760 | 227,848 |
| FY-20 Q4 | 1,61,365 | 50,620 | 2,680 | 3,707 | 1,838 | 220,210 |
| FY-21 Q1 | 1,45,259 | 35,888 | 2,284 | 3,412 | 1,765 | 1,88,608 |
| FY-21 Q2 | 1,45,778 | 42,927 | 2,018 | 3,367 | 1,843 | 1,95,933 |

FTE Productivity

| Quarter | Staffing & Netap | Staffing Core Employees | Staffing Productivity |
|----------|------------------|-------------------------|-----------------------|
| FY-19 Q3 | 205218 | 788 | 260 |
| FY-19 Q4 | 210264 | 780 | 270 |
| FY-20 Q1 | 217906 | 787 | 277 |
| FY-20 Q2 | 216370 | 829 | 261 |
| FY-20 Q3 | 219604 | 826 | 266 |
| FY-20 Q4 | 211985 | 804 | 264 |
| FY-21 Q1 | 181147 | 639 | 283 |
| FY-21 Q2 | 188705 | 628 | 300 |



Company Profile

TeamLease Services is one of India's leading human resource companies offering a range of solutions to 3500+ employers for their hiring, productivity and scale challenges. A Fortune India 500 company listed on the NSE & BSE, TeamLease has hired 18 lakhs people over the last 18 years. One of India's fastest growing employers, TeamLease also operates India's first Vocational University and India's fastest growing PPP National Employability through Apprenticeship Program. The Company offers solutions to large, medium and small clients across the 3Es of employment (over 1.5 lakhs employees), employability (over 2 lakhs students) and Ease-of-doing Business (over 1000 employers). In FY2015, TeamLease rolled out NETAP (National Employability through Apprenticeship Program) to provide on-the-job training to apprentices.



Our Services



General Staffing



IT Staffing



Telecom Staffing



Hiring



Compliance and
Payroll Services



Apprenticeship
Program
(NETAP)



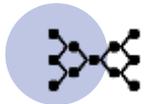
Learning Services



Skill
University

PUTTING INDIA BACK TO WORK

The current Covid-19 pandemic is changing the world of work. Employers are being reminded of the need to be more flexible, agile, and fluid. Most importantly, the planet undergoing a mandatory crash course in digital literacy will bring forward massive productivity gains. Within a month, 2020 has become 2030 in terms of digital learning, compliance, payments and e-commerce. In light of these massive changes, TeamLease has put together this webpage with guidance, POVs, value propositions and our capabilities that can help you in Putting India Back to Work. Visit URL <https://corporate.teamleasegroup.com/putting-india-back-to-work/> for more insight.



Supply Chain

India's Leading
 People Supply chain
 company in the organized
 Sector



Clients

3500+ Clients across
 the spectrum of business



Associates

Over 1.95 Lakhs
 associates/ trainees, making
 us one of the largest private
 sector employer



Presence

Delivering in over
7500+ locations
 across all 28 states

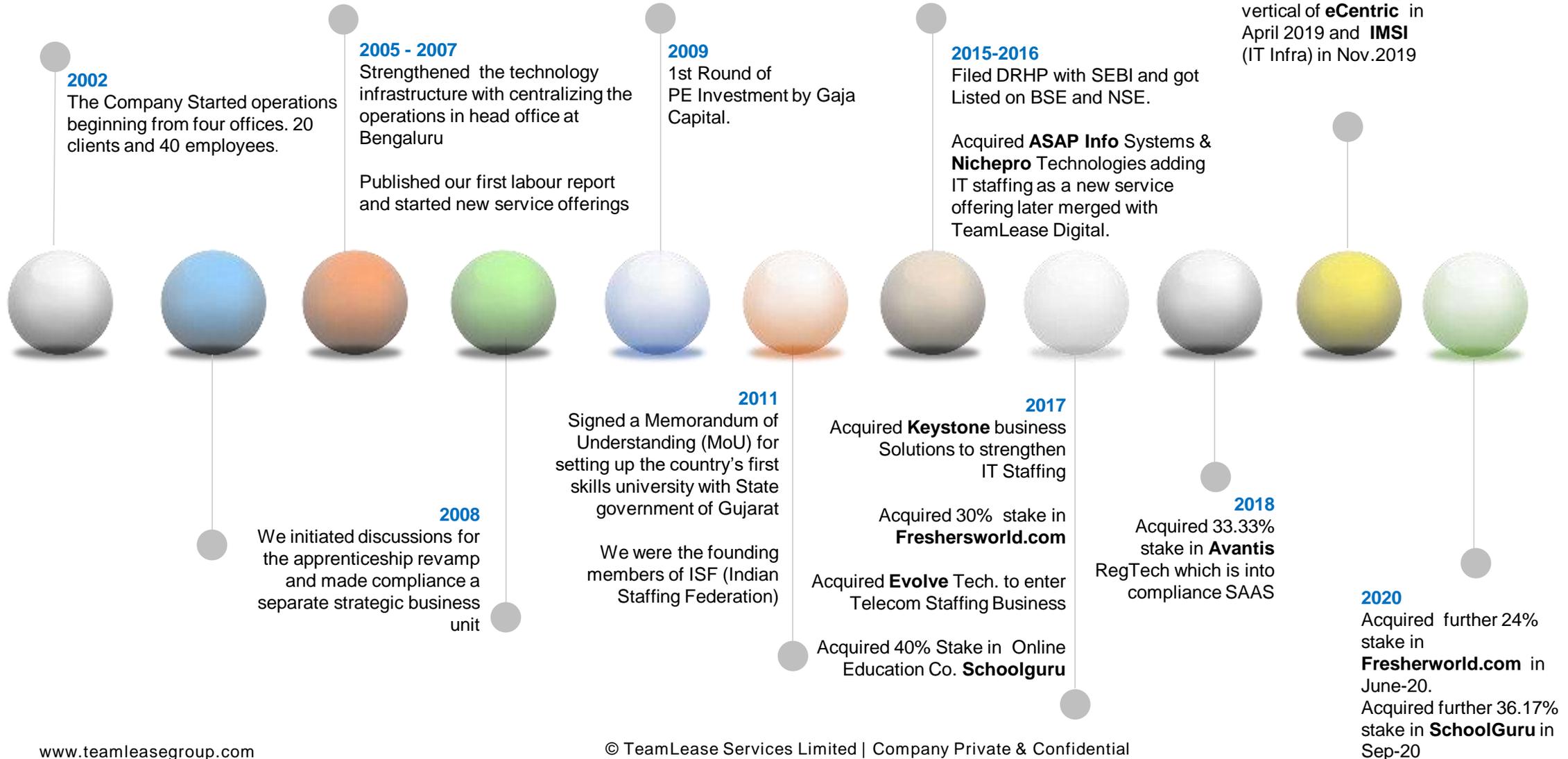


Revenue

H1FY21 PBT
 grew by 5% YoY



The Journey Thus Far



Our Board of Directors



Manish Sabharwal
Executive Chairman



Ashok Reddy
Managing Director & CEO



V Raghunathan
Independent Director



Zarir Batliwala
Independent Director



Latika Pradhan
Independent Director



Narayan Ramachandran
Independent Director

Our Vision



Vision

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



Our contribution

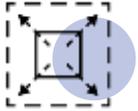
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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.

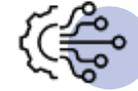
Key Value Drivers



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

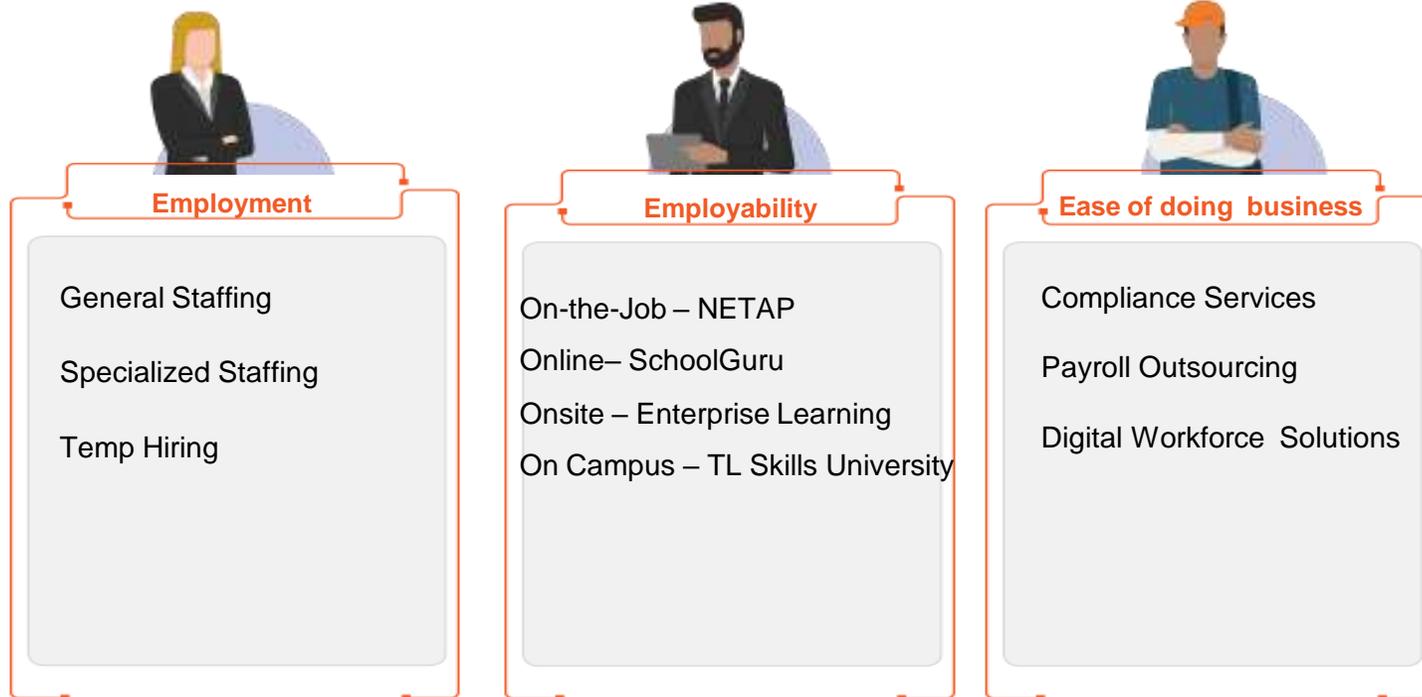
Reach



Presence

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

Our Business Focus Areas



Our Presence



Our Strategy



Growth



**Margin
Expansion**



**Capital
Frugality**



Governance

TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies

Joint Venture

TeamLease E-Hire Private Limited (formerly known as Cassius Technologies Private Limited) (100% Stake)

IJIT Education Private Limited (Consolidated)

TeamLease Digital Private Limited (TDPL) (Consolidated)

TeamLease Education Foundation (Section 8 Company)

IMSI Staffing Private Limited (93.94% stake)

School Guru Eduserve Private Limited (76.37% Stake)

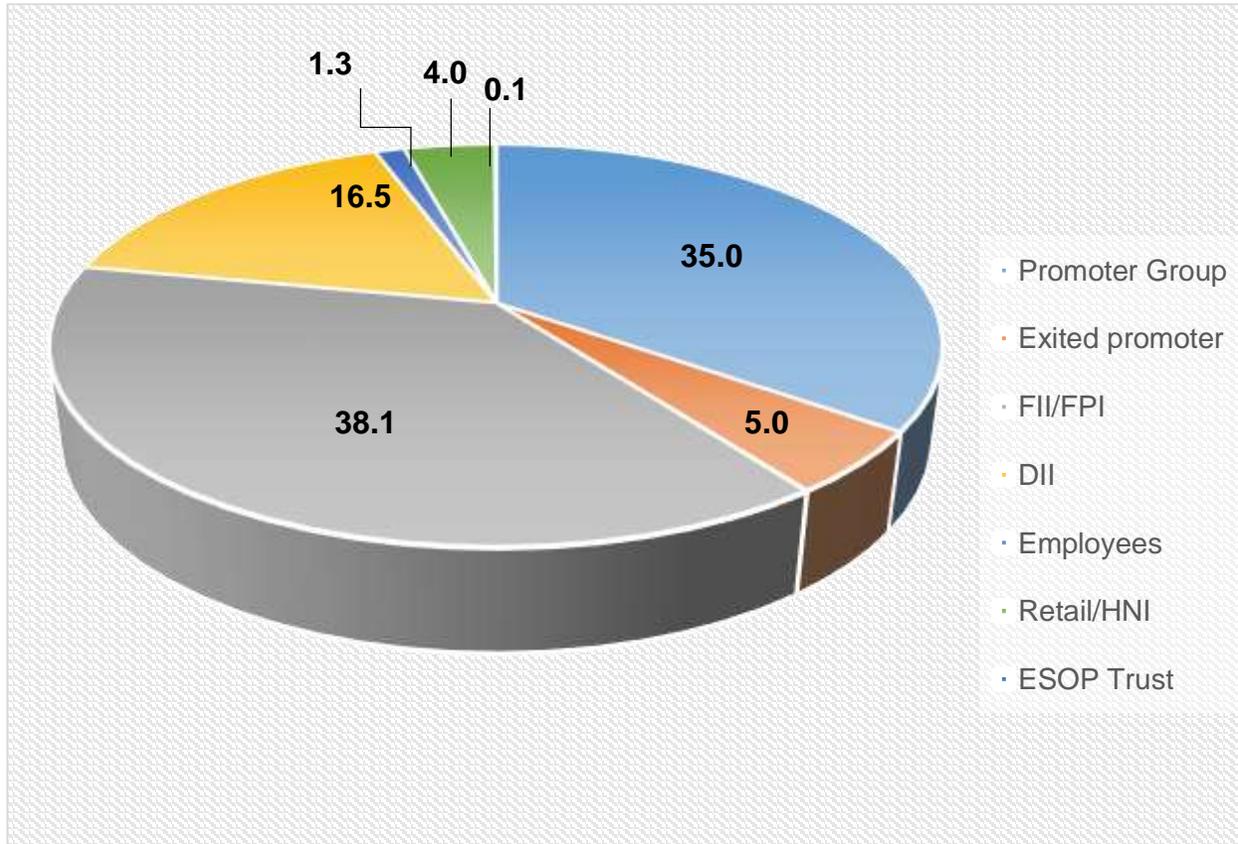
Avantis RegTech Private Limited (33.33% Stake)

Evolve Technologies & Services Private Limited (Consolidated)

Keystone Business Solutions Private Limited (Consolidated)

TeamLease Skills University (Not Consolidated)

Shareholding Structure



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THANK YOU

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