

January 28, 2021

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/Madam,

Sub: Investor Presentation on Financial Results for Q3FY21 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 Q3FY21' towards financial results update for Q3FY21 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 January 20, 2021 pertaining to Conference Call with Investors on Q3FY21 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

TeamLease Services Limited, CIN No: L74140KA2000PLC118395

Registered Office : 6th Floor, BMTc Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095.

Ph : (91-80) 6824 3000 Fax: (91-80) 6824 3001 corporateaffairs@teamlease.com / www.teamlease.com



PUTTING INDIA BACK TO WORK

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

www.teamleasegroup.com | Thursday, January 28, 2021



Investor Update

Q3 2020-21

Key Performance Highlights

December 31, 2020

01

Billable headcount has gone up by 8% QoQ with Staffing and NETAP contributing to 16k addition in Q3FY21.

02

Though average realization per associate in general staffing has remained flat, FTE productivity has improved to 334 in Q3FY21.

03

Total revenue has grown by 13% QoQ and declined 5% YoY largely driven by revenue of general staffing business. PBT has grown higher than revenue in line with our margin expansion strategy.

04

Specialized staffing continues to improve on profitability, driven by business mix and cost optimization. HR services has grown 38% in revenues QoQ and 50% in PBT QoQ .

05

Our cash conversion ratio to PBT has further improved significantly to 356% out of which 205% is contributed by tax refunds and balance 151% contributed by on account of efficient working capital management and tax refunds.

06

Free cash available with the Company stood at Rs.140 cr as of Dec 31, 2020.

Financial Performance

Consolidated Performance

*All Numbers are in ₹ Crores except for margins

Particulars	Q3FY21	Q3FY20	YoY Growth %	Q2FY21	QoQ Growth %	9MFY21	9MFY20	YoY Growth %
Total Revenue	1,180.8	1,255.4	-6%	1,042.0	13%	3,264.9	3,587.9	-9%
Operating Revenue	1,167.4	1,244.8	-6%	1,028.6	13%	3,230.3	3,561.5	-9%
EBITDA*	15.4	21.6	-29%	15.5	-1%	47.6	59.2	-20%
EBITDA margin (%)	1.3%	1.7%		1.5%		1.5%	1.7%	
PBT	24.1	26.1	-7%	23.2	4%	65.7	69.0	-5%
PBT margin (%)	2.1%	2.1%		2.3%		2.0%	1.9%	
Net Profit (PAT)	21.9	27.1	-19%	20.8	6%	60.4	70.3	-14%
PAT margin (%)	1.9%	2.2%		2.0%		1.9%	2.0%	
EPS (Basic and Diluted) - Rs.	12.8	15.9	-19%	12.1	6%	35.3	41.1	-14%

Standalone Performance

Particulars	Q3FY21	Q3FY20	YoY Growth %	Q2FY21	QoQ Growth %	9MFY21	9MFY20	YoY Growth %
Total Revenue	1,285.3	1,358.7	-5%	1,140.6	13%	3,566.4	3,886.6	-8%
Operating Revenue	1,275.4	1,351.4	-6%	1,129.1	13%	3,540.9	3,870.4	-9%
EBITDA	24.4	27.1	-10%	22.7	8%	71.4	73.4	-3%
EBITDA margin (%)	1.9%	2.0%		2.0%		2.0%	1.9%	
PBT	24.6	23.9	3%	21.0	17%	63.2	60.6	4%
PBT margin (%)	1.9%	1.8%		1.9%		1.8%	1.6%	
Net Profit (PAT)	23.1	25.5	-9%	18.6	24%	58.8	64.4	-9%
PAT margin (%)	1.8%	1.9%		1.6%		1.7%	1.7%	
EPS (Basic and Diluted) - Rs.	13.5	14.9	-9%	10.9	24%	34.4	37.7	-9%

* Excludes expenses towards exceptional in nature.

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

Particulars	Q3FY21	Q3FY20	YoY Growth %	Q2FY21	QoQ Growth %	9MFY21	9MFY20	YoY Growth %
Revenue:								
General Staffing & Allied Services	1,160.3	1,216.1	-5%	1,019.7	14%	3,203.4	3,485.9	-8%
Specialised Staffing Services	101.2	104.6	-3%	98.6	3%	300.6	303.3	-1%
Other HR Services	14.0	30.6	-54%	10.8	30%	37.0	81.3	-55%
Revenue from Operations	1,275.4	1,351.4	-6%	1,129.1	13%	3,540.9	3,870.4	-9%
EBITDA:								
General Staffing & Allied Services	22.6	19.7	15%	21.6	5%	64.7	63.8	1%
Specialised Staffing Services	10.7	7.6	40%	9.0	20%	28.4	20.2	40%
Other HR Services	(2.0)	0.6	-427%	(4.6)	58%	(10.6)	(5.7)	-84%
EBITDA Margin:								
General Staffing & Allied Services	2.0%	1.6%		2.1%		2.0%	1.8%	2.0%
Specialised Staffing Services	10.6%	7.3%		9.1%		9.4%	6.7%	10.6%
Other HR Services	-13.9%	2.0%		-43.2%		-28.6%	-7.1%	-13.9%
Consolidated EBITDA Margin	1.9%	2.0%		1.7%		2.0%	1.9%	1.9%

Specialised Staffing - breakup

*All Numbers are in ₹ Crores except for margins

Particulars	Q3FY21	Q3FY20	YoY Growth %	Q2FY21	QoQ Growth %	9MFY21	9MFY20	YoY Growth %
Segmental Breakup:								
IT Staffing Revenue	50.5	54.1	-7%	47.2	7%	146.8	165.2	-11%
IT Staffing EBITDA	7.1	5.5	27%	6.1	15%	19.2	15.5	24%
EBITDA Margin	14.0%	10.2%		13.0%		13.1%	9.4%	
Telecom Staffing Revenue	36.0	43.3	-17%	37.4	-4%	111.8	130.8	-15%
Telecom Staffing EBITDA	1.4	1.0	38%	1.1	31%	3.3	3.7	-10%
EBITDA Margin	3.9%	2.3%		2.8%		3.0%	2.8%	
IT Staffing Infra Revenue	14.6	7.3	NC	14.0	5%	42.0	7.3	NC
IT Staffing Infra EBITDA	2.3	1.1	NC	1.8	27%	5.9	1.1	NC
EBITDA Margin	15.4%	-		12.7%	22%	14.1%	15.0%	

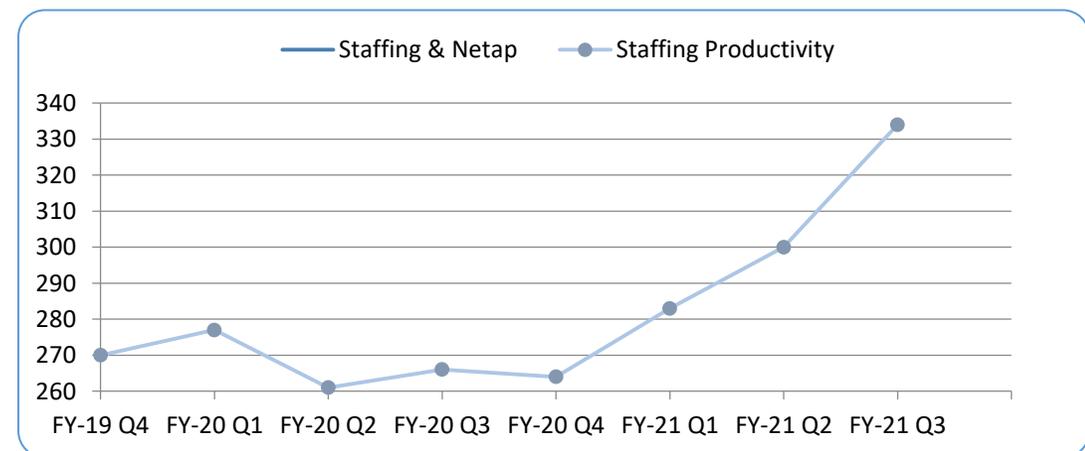
NC: Not comparable as IMSI was acquired effective November 12, 2019.

Headcount & Productivity

Quarter	General Staffing Associates	NETAP Trainees	IT Staffing	Telecom Staffing	IT Infra	Total Headcount
FY-19 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
FY-21 Q3	1,52,773	52,000	2,099	3,235	1,832	2,11,939

FTE Productivity – Staffing and NETAP

Quarter	Headcount	Core Employees	Productivity
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
FY-21 Q3	204773	612	334



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)



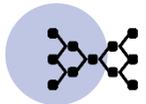
Learning Services



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



Presence

Delivering in over
7500+ locations
 across all 28 states

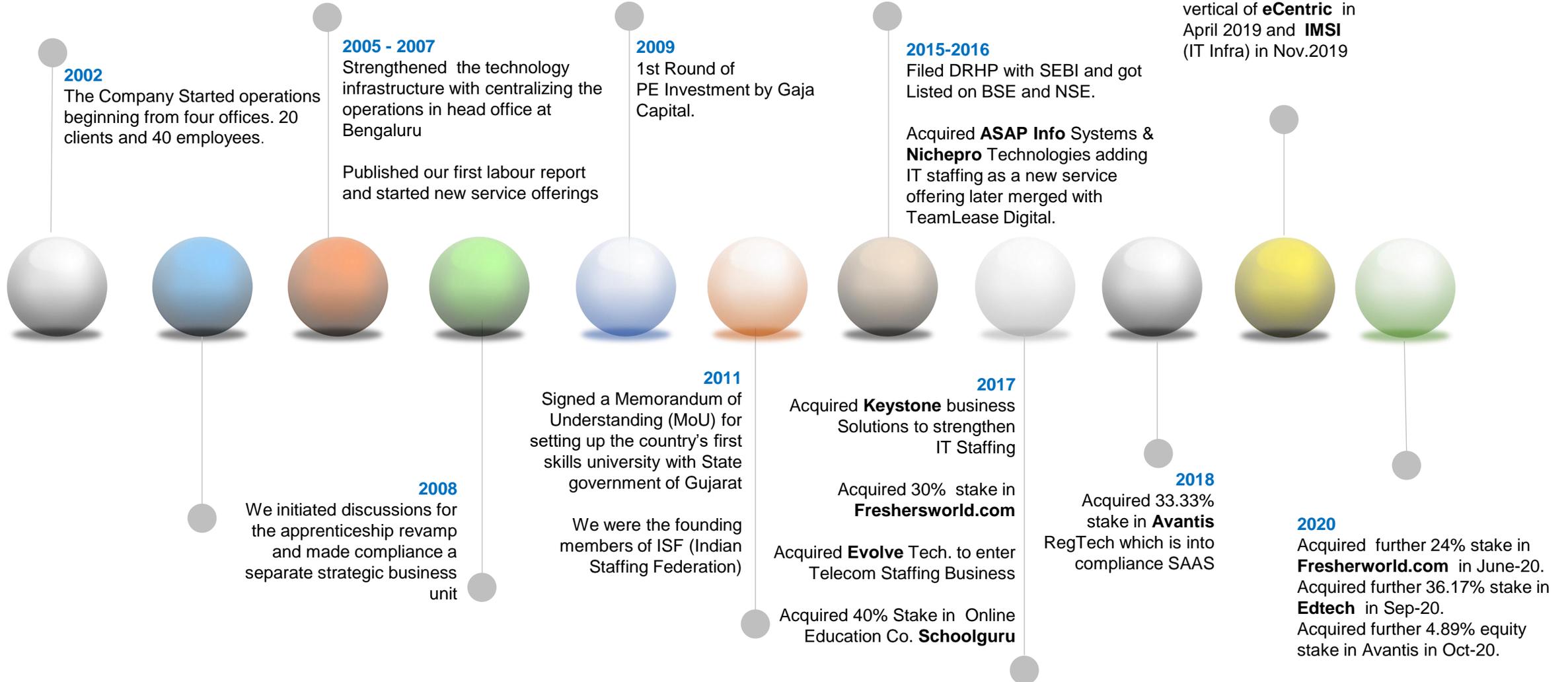


Revenue

Revenue grew by **13%**
 QoQ



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

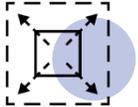
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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

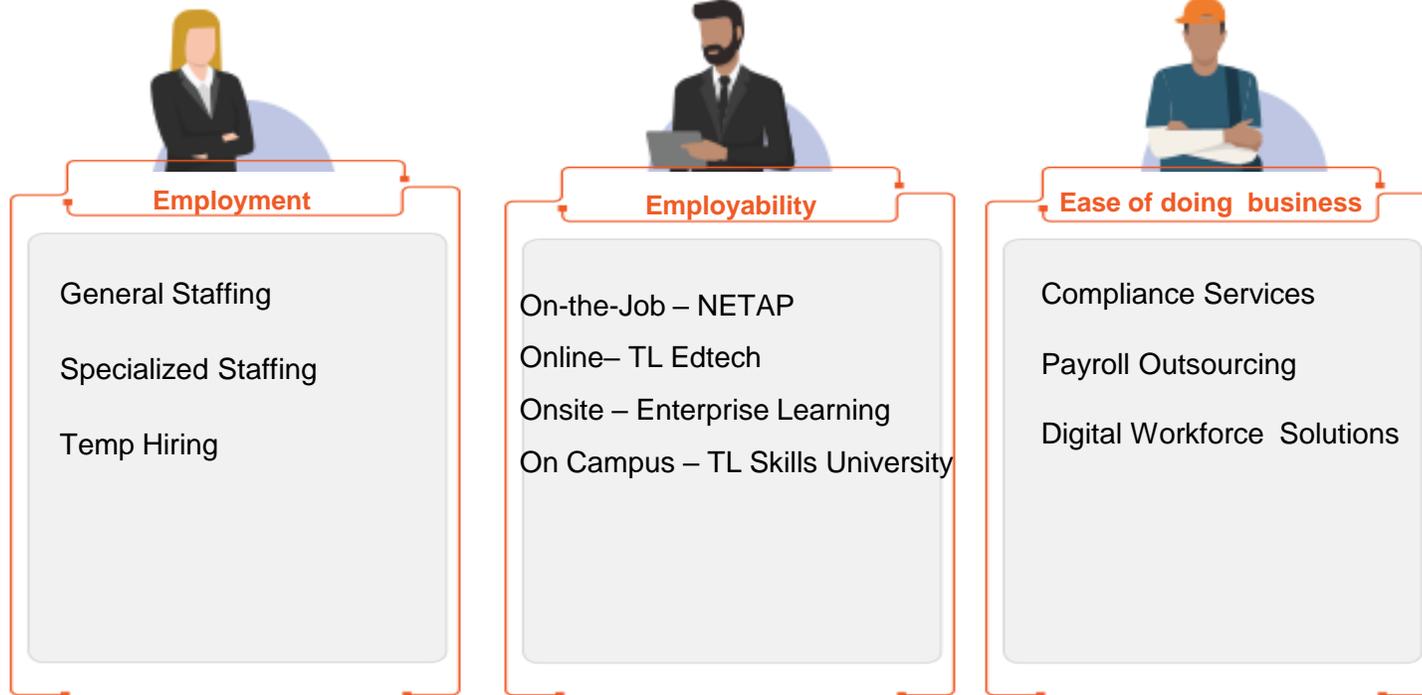
Reach



Presence

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

Our Business Focus Areas



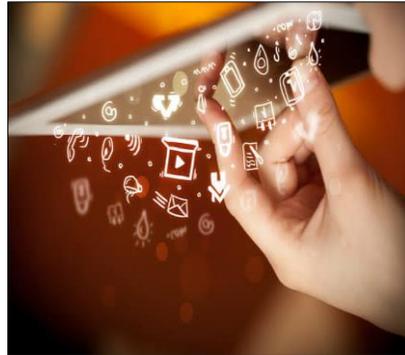
Our Presence



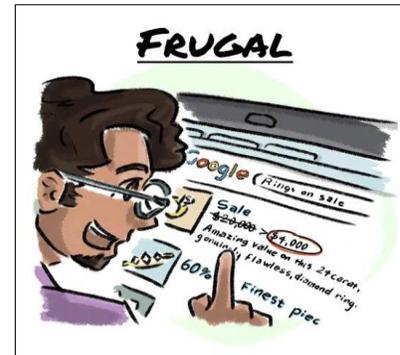
Our Strategy



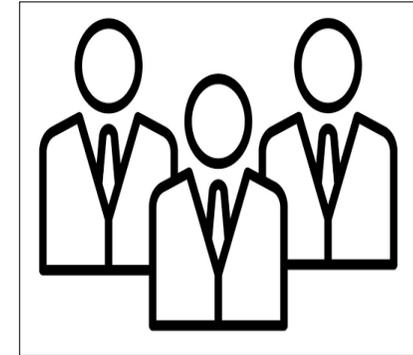
Growth



**Margin
Expansion**



**Capital
Frugality**



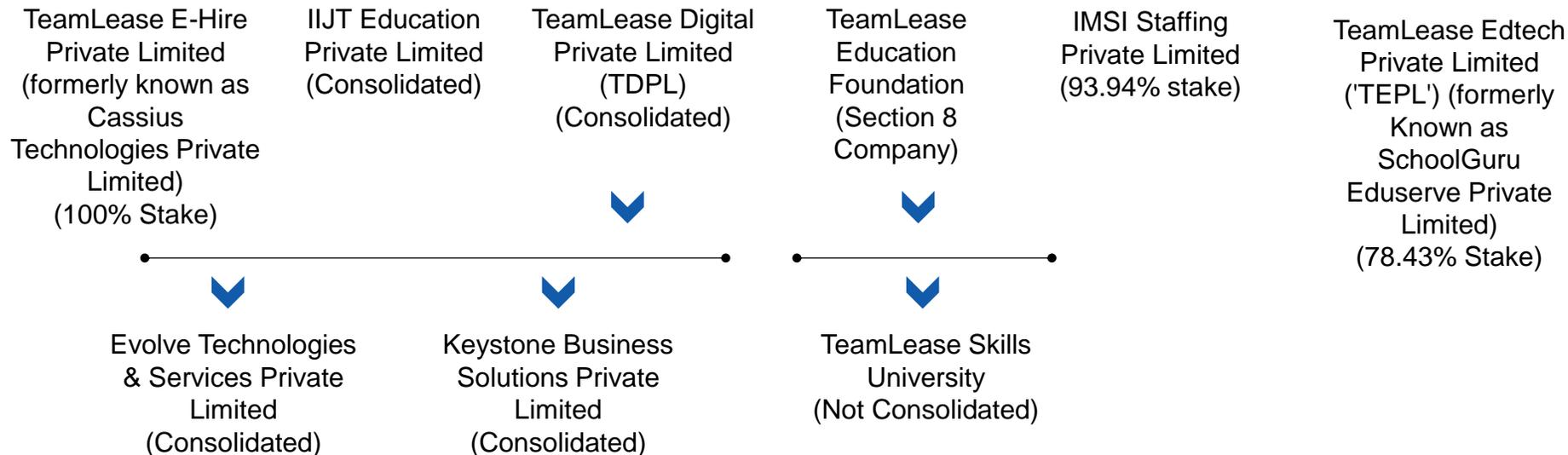
Governance

TeamLease Group Structure

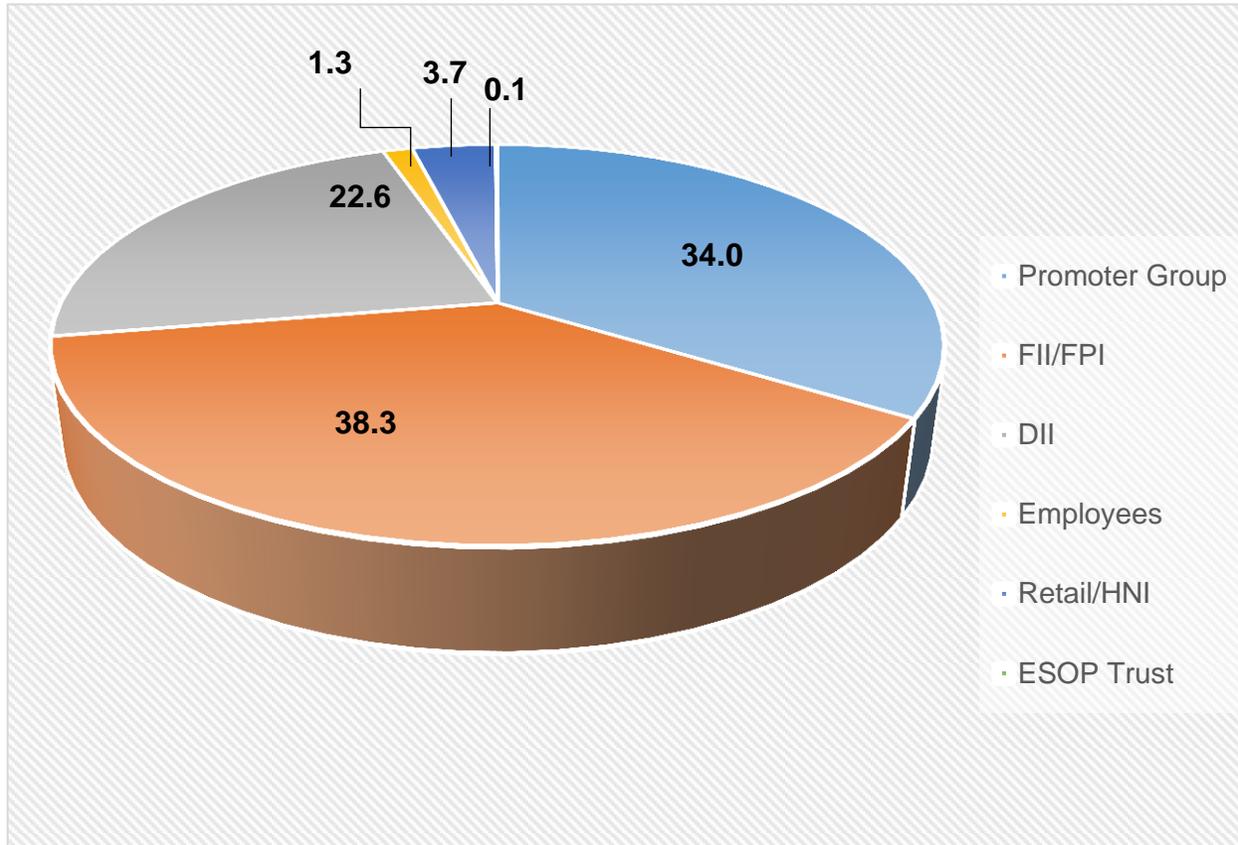
TeamLease Services Limited

Subsidiary Companies

Joint Venture



Shareholding Structure



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THANK YOU

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