

June 09, 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 Q4FY21 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 Q4FY21' towards financial results update for Q4FY21 of TeamLease Services Limited.

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 www.teamleasegroup.com for information of our shareholders/public.

This is in furtherance of our intimation dated May 25, 2021, pertaining to Conference Call with Investors on Q4FY21.

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, BMT 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 | Wednesday, June 09, 2021



Key Performance Highlights

March 31, 2021

01

Billable headcount has gone up by 8% QoQ and 4% YoY. General Staffing is back to pre-Covid levels of headcount and has surpassed pre-Covid revenue run rate.

02

Q4FY21 revenue has grown 5% sequentially QoQ and remained flat compared to Q4FY20.

03

Q4FY21 PBT has grown 3% sequentially QoQ and has grown 13% compared to Q4FY20.

04

Staffing FTE productivity has improved to 352 as of March 31, 2021, from 334 in Q3FY21 and 264 in Q4FY20.

05

Our cash conversion ratio to PBT has further improved significantly to over 300% out of which 156% is contributed by tax refunds and balance 187% contributed by efficient working capital management. Free cash available with the Company stood at Rs.250 cr as of March 31, 2021.

06

Specialized staffing continues to improve on profitability driven by cost optimization and product mix. HR services has grown 33% in revenues QoQ

Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q4FY21	Q4FY20	YoY Growth %	Q3FY21	QoQ Growth %	FY21	FY20	YoY Growth %
Total Revenue	1,249.2	1,239.1	1%	1,180.8	6%	4,514.1	4,827.0	-6%
Operating Revenue	1,235.6	1,221.9	1%	1,167.4	6%	4,465.9	4,783.4	-7%
EBITDA*	16.4	15.6	5%	15.4	7%	64.0	74.8	-14%
EBITDA margin (%)	1.3%	1.3%		1.3%		1.4%	1.6%	
PBT	25.6	26.0	-1%	24.1	6%	91.3	95.0	-4%
PBT margin (%)	2.1%	2.1%		2.1%		2.0%	2.0%	
Net Profit (PAT)	23.7	(28.7)	182%	21.9	8%	84.1	41.6	102%
PAT margin (%)	1.9%	-2.3%		1.9%		1.9%	0.9%	
EPS (Basic and Diluted) - Rs.	13.8	-16.8	182%	12.8	8%	49.2	24.3	102%

Consolidated Performance	Q4FY21	Q4FY20	YoY Growth %	Q3FY21	QoQ Growth %	FY21	FY20	YoY Growth %
Total Revenue	1,349.8	1,345.0	0%	1,285.3	5%	4,916.2	5,231.6	-6%
Operating Revenue	1,340.5	1,330.3	1%	1,275.4	5%	4,881.5	5,200.7	-6%
EBITDA*	26.0	19.6	32%	24.4	6%	97.4	93.0	5%
EBITDA margin (%)	1.9%	1.5%		1.9%		2.0%	1.8%	
PBT	25.4	22.4	13%	24.6	3%	88.5	83.0	7%
PBT margin (%)	1.9%	1.7%		1.9%		1.8%	1.6%	
Net Profit (PAT)**	19.6	(29.4)	167%	23.1	-15%	78.5	35.0	124%
PAT margin (%)	1.5%	-2.2%		1.8%		1.6%	0.7%	
EPS (Basic and Diluted) - Rs.	11.5	-17.2	167%	13.5	-15%	45.9	20.5	124%
Normalised PAT**	26.8	20.2	33%	23.1	16%	85.6	84.6	1%
Normalised PAT %	2.0%	1.5%		1.8%		1.8%	1.6%	

* EBITDA represents Operating profit and excludes exceptional/non-business expenses

** Normalised PAT excludes DTL creation on goodwill of Rs. 7 cr on account of change in tax law in FY 21 and FY 20 excludes MAT write off Rs. 49.6 cr.

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

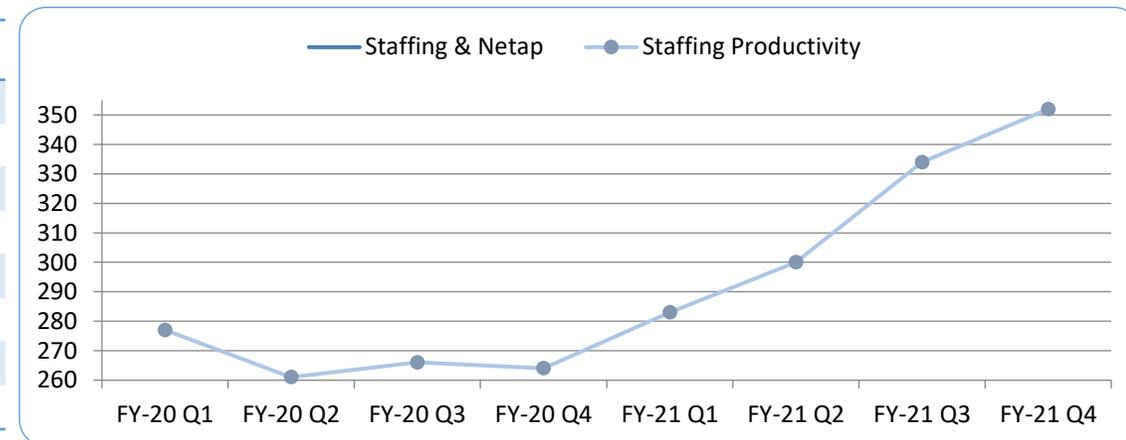
Particulars	Q4FY21	Q4FY20	YoY Growth %	Q3FY21	QoQ Growth %	FY21	FY20	YoY Growth %
Revenue:								
General Staffing & Allied Services	1,224.2	1,195.4	2%	1,160.3	6%	4,427.6	4,681.3	-5%
Specialised Staffing Services	97.7	106.5	-8%	101.2	-3%	398.3	409.8	-3%
Other HR Services	18.6	28.4	-34%	14.0	33%	55.6	109.7	-49%
Revenue from Operations	1,340.5	1,330.3	1%	1,275.4	5%	4,881.5	5,200.7	-6%
EBITDA:								
General Staffing & Allied Services	22.4	26.5	-16%	22.6	-1%	87.2	90.4	-4%
Specialised Staffing Services	10.7	6.5	64%	10.7	0%	39.1	26.7	46%
Other HR Services	(1.1)	(3.0)	-64%	(2.0)	45%	(11.7)	(8.7)	-34%
EBITDA Margin:								
General Staffing & Allied Services	1.8%	2.2%		2.0%		2.0%	1.9%	
Specialised Staffing Services	10.9%	6.1%		10.6%		9.8%	6.5%	
Other HR Services	-5.8%	-10.5%		-13.9%		-21.0%	-8.0%	
Consolidated EBITDA Margin	1.9%	1.5%		1.9%		2.0%	1.8%	

Headcount & Productivity

Quarter	General Staffing Associates	NETAP Trainees	IT Staffing	Telecom Staffing	IT Infra	Total Headcount
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
FY-21 Q4	1,59,955	61,086	2,405	2,844	1,860	2,28,150

FTE Productivity – Staffing and NETAP

Quarter	Headcount	Core Employees	Productivity
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
FY-21 Q4	221041	628	352



Company Profile

TeamLease Services is one of India's leading human resource company 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 -2021 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 2.28 Lakhs
 associates/ trainees, making us
 one of the largest private sector
 employer



Presence

Delivering in over **7500+**
 locations across all 28
 states

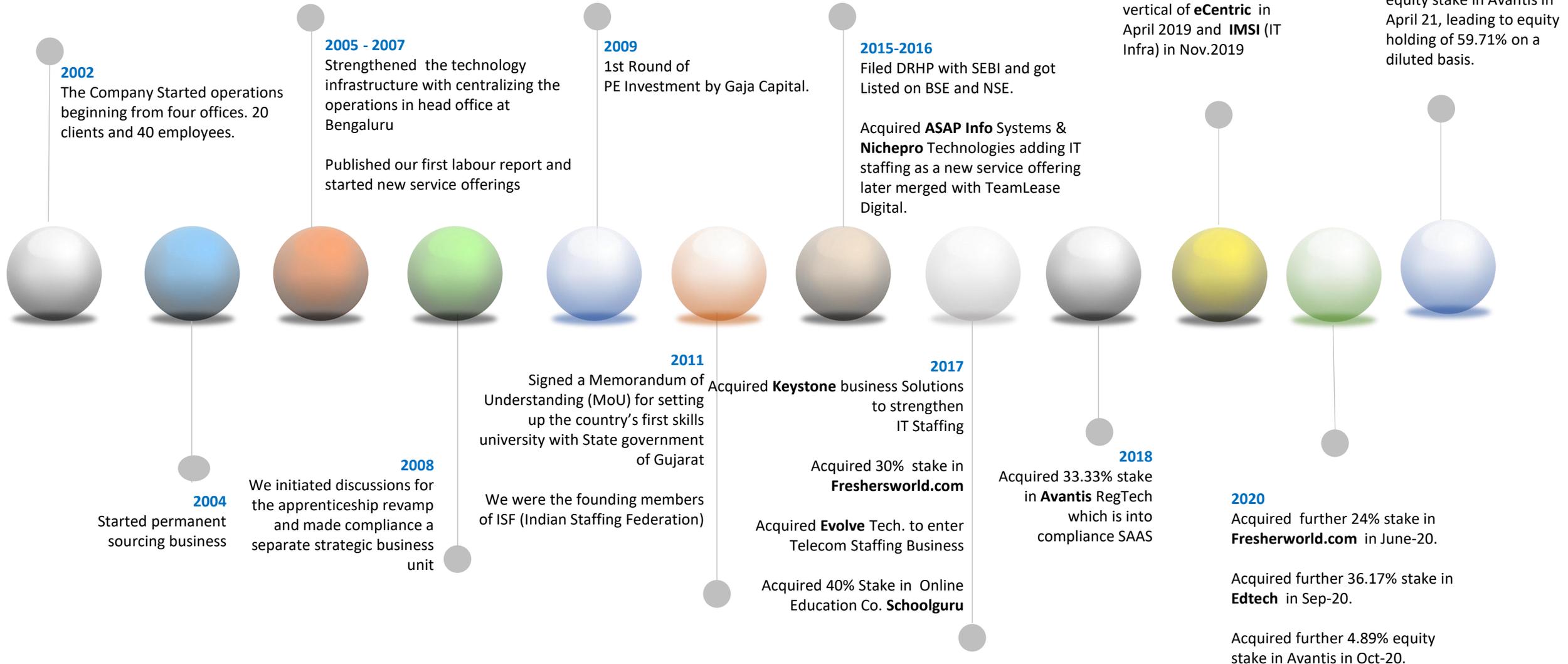


Revenue

Revenue grew by **5% 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
Lead Independent Director



Mekin Maheshwari*
Independent Director
(additional)

**Mekin is appointed as Independent Director (additional), effective June 09, 2021*

Our Vision



Vision

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



Our contribution

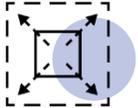
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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.

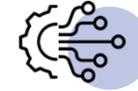
Key Value Drivers



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



Employment

General Staffing
 Specialized Staffing
 Temp Hiring



Employability

On-the-Job – NETAP
 Online – TL Edtech
 Onsite – Enterprise Learning
 On Campus – TL Skills University



Ease of doing business

Compliance Services
 Payroll Outsourcing
 Digital Workforce Solutions

Our Presence



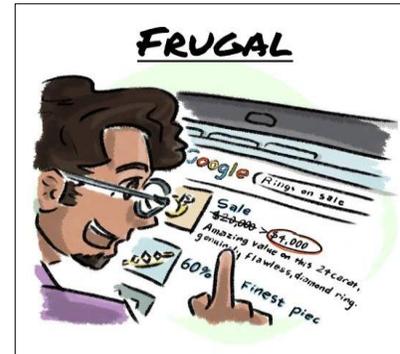
Our Strategy



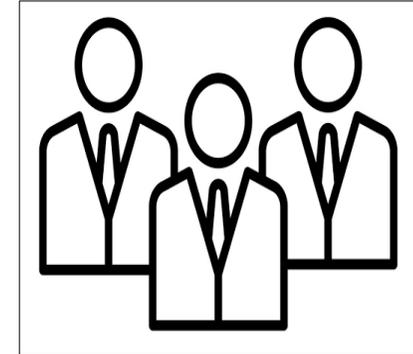
Growth



**Margin
Expansion**



**Capital
Frugality**

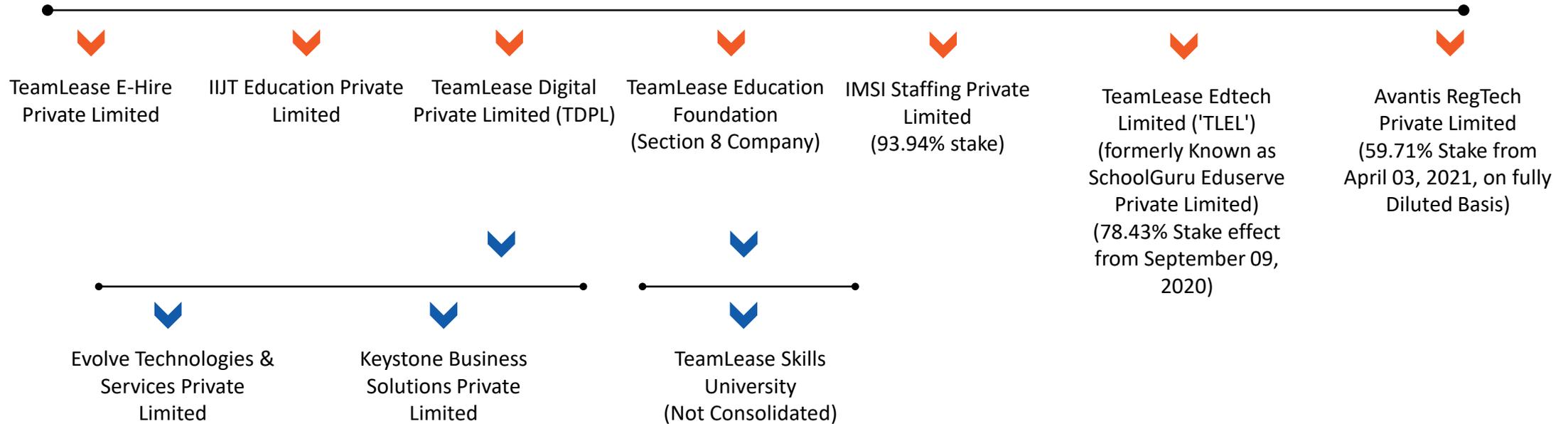


Governance

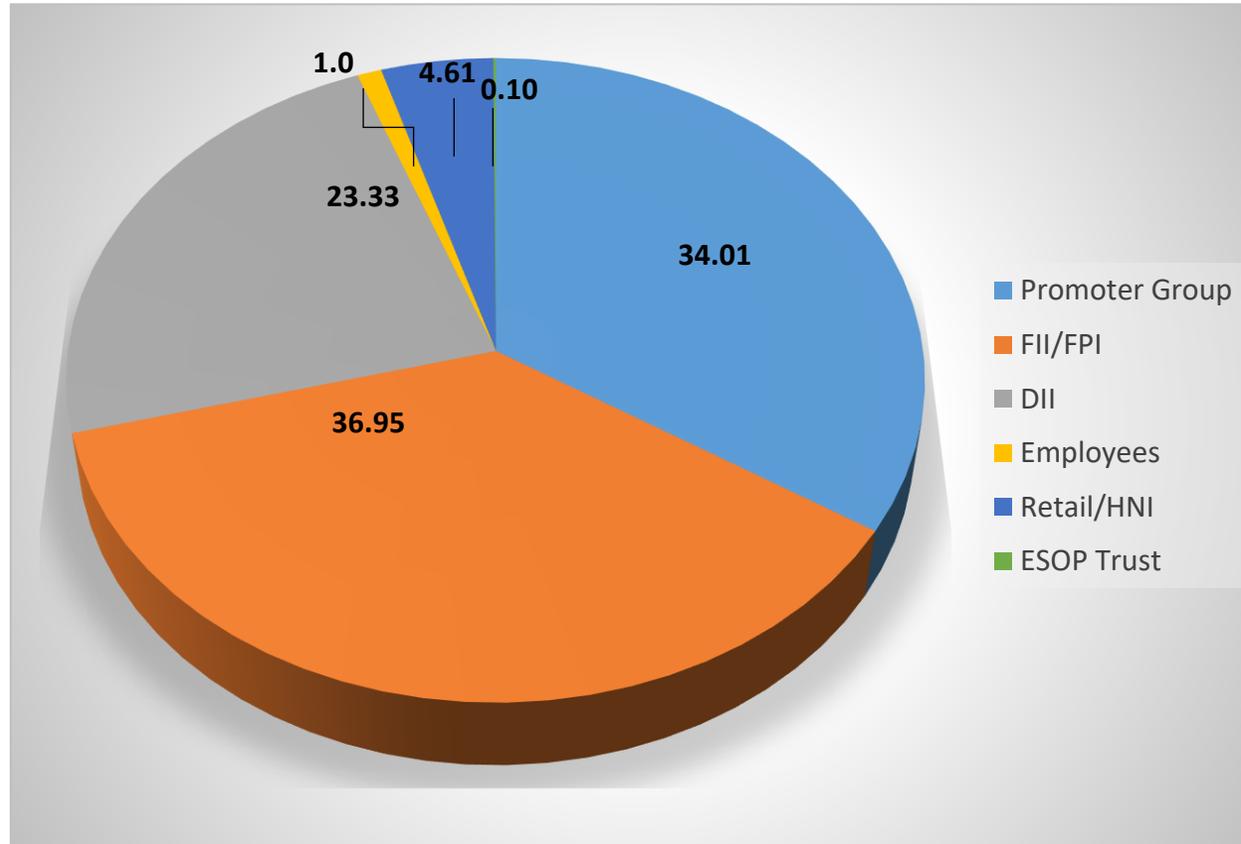
TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies



Shareholding Structure



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THANK YOU

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