

January 25, 2022

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 Q3FY22 of TeamLease Services Limited (TeamLease/the Company)

Ref: Regulation 30 and Regulation 46 of the 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 Q3FY22' towards Financial Results update for Q3FY22 for 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 10, 2022 pertaining to Conference Call with Investors on Q3FY22 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



Alaka Chanda

Company Secretary and Compliance Officer

Encl: As above



BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Tuesday, January 25, 2022



Key Performance Highlights

December 31, 2021

01

General Staffing: headcount up by 24% on YoY basis and 9% on QoQ basis with highest ever quarterly net addition of 15K+ associates. Revenue up 38% YoY and 17% on QoQ basis

02

PAPM has gone up from Rs. 712 in Q2FY22 to Rs. 726 in Q3FY22. Core to Associate ratio improved to 387.

03

IT Staffing: headcount up by 28% on YoY basis and 5% on QoQ basis. Revenue up 34% YoY with a net addition of 400 associates in Q3FY22. Seasonal impact in Q3FY22 on account of mandatory furlough.

04

Degree Apprenticeship (NETAP): headcount up by 44% on YoY basis and 9% on QoQ basis.

05

QoQ PBT has improved both in terms of absolute value and margin

06

Operating cash flow conversion to EBITDA is 85% for 9MFY22. We continue to remain debt free with staffing funding exposure at 14%.

Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q3FY22	Q2FY22	QoQ Growth %	Q3FY21	YoY Growth %	9MFY22	9MFY21	YoY Growth %
Total Revenue	1,532.2	1,341.5	14%	1,180.8	30%	4,123.1	3,264.9	26%
Operating Revenue	1,524.8	1,333.2	14%	1,167.4	31%	4,098.7	3,230.3	27%
EBITDA (before exceptional)	23.1	21.3	9%	15.4	50%	64.2	47.6	35%
EBITDA margin	1.5%	1.6%		1.3%		1.6%	1.5%	
PBT (before exceptional)	25.0	22.9	9%	24.1	3%	72.3	65.7	10%
PBT margin	1.6%	1.7%		2.1%		1.8%	2.0%	
PBT /(Loss) (after exceptional)*	25.0	(52.1)		24.1		(4.5)	65.7	
Profit after Tax / (Loss)	24.9	(52.9)		21.9		(6.0)	60.4	
PAT margin	1.6%	-4.0%		1.9%		-0.1%	1.9%	
EPS (Basic and Diluted) - Rs.	14.6	-30.9		12.8		-3.5	35.3	

Consolidated Performance	Q3FY22	Q2FY22	QoQ Growth %	Q3FY21	YoY Growth %	9MFY22	9MFY21	YoY Growth %
Headcount	2,73,500	2,51,200	9%	2,11,940	29%	2,73,500	2,11,940	29%
Total Revenue	1,767.2	1,529.0	16%	1,285.3	37%	4,677.5	3,566.4	31%
Operating Revenue	1,762.1	1,523.6	16%	1,275.4	38%	4,662.4	3,540.9	32%
EBITDA (before exceptional)	37.7	34.2	10%	24.4	54%	101.3	71.4	42%
EBITDA margin	2.1%	2.2%		1.9%		2.2%	2.0%	
PBT (before exceptional)	31.9	27.0	18%	24.6	30%	83.0	63.2	31%
PBT margin	1.8%	1.8%		1.9%		1.8%	1.8%	
PBT /(Loss) (after exceptional)*	31.9	(48.0)		24.6		10.6	63.2	
Profit after Tax / (Loss)	30.2	(49.3)		23.1		7.8	58.8	
PAT margin	1.7%	-3.2%		1.8%		0.2%	1.7%	
EPS (Basic and Diluted) - Rs.	17.7	-28.9		13.5		4.6	34.4	

* Exceptional includes provision of Rs. 75 crore towards PF trust in Q2'FY22.

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

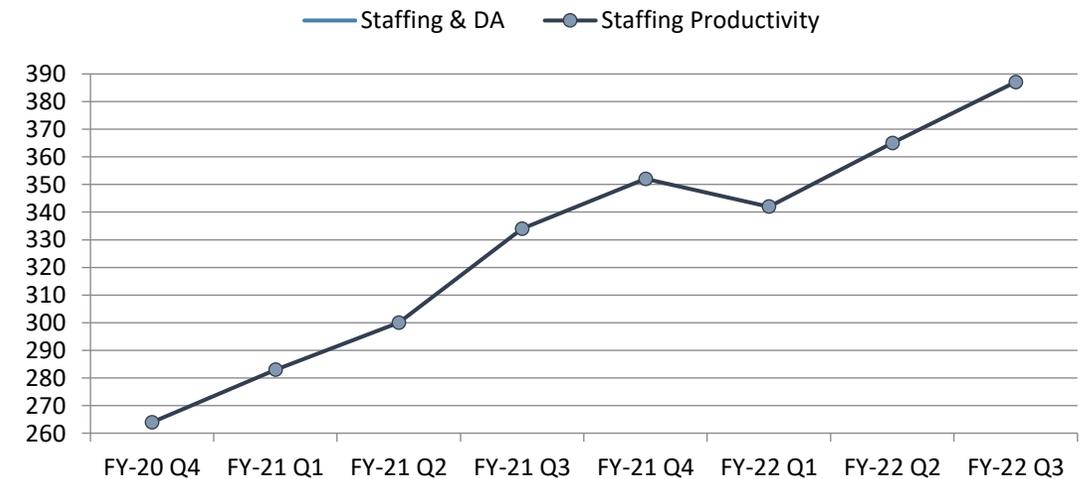
Particulars	Q3FY22	Q2FY22	QoQ Growth %	Q3FY21	YoY Growth %	9MFY22	9MFY21	YoY Growth %
Revenue:								
General Staffing & Allied Services	1,596.0	1,363.7	17%	1,160.3	38%	4,199.4	3,203.4	31%
Specialised Staffing Services	135.9	134.2	1%	101.2	34%	384.4	300.6	28%
Other HR Services	30.2	25.7	18%	14.0	115%	78.6	37.0	113%
Revenue from Operations	1,762.1	1,523.6	16%	1,275.4	38%	4,662.4	3,540.9	32%
EBITDA:								
General Staffing & Allied Services	27.8	23.8	17%	22.6	23%	75.3	64.8	16%
Specialised Staffing Services	11.4	12.2	-6%	10.7	7%	34.0	28.4	20%
Other HR Services	2.3	1.1	98%	(2.0)		2.7	(10.6)	
EBITDA Margin:								
General Staffing & Allied Services	1.7%	1.7%		2.0%		1.8%	2.0%	
Specialised Staffing Services	8.4%	9.1%		10.6%		8.8%	9.4%	
Other HR Services	7.5%	4.4%		-13.9%		3.4%	-28.6%	
Consolidated EBITDA Margin	2.1%	2.2%		1.9%		2.2%	2.0%	

Headcount & Productivity

Quarter	General Staffing Associates	DA	Specialized Staffing	Total Headcount
FY-20 Q4	1,61,365	50,620	8,225	220,210
FY-21 Q1	1,45,259	35,888	7,461	1,88,608
FY-21 Q2	1,45,778	42,927	7,228	1,95,933
FY-21 Q3	1,52,773	52,000	7,166	2,11,939
FY-21 Q4	1,59,955	61,086	7,109	2,28,150
FY-22 Q1	1,60,014	58,142	7,817	2,25,973
FY-22 Q2	1,74,075	68,448	8,713	2,51,236
FY-22 Q3	1,89,560	74,800	9,140	2,73,500

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
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
FY-22 Q1	218156	633	342
FY-22 Q2	242523	662	365
FY-22 Q3	264360	682	387



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 20 years. One of India's fastest growing employers, TeamLease also operates India's first Vocational University and India's fastest growing PPP Degree Apprenticeship Program. The Company offers solutions to large, medium and small clients across the 3Es of employment (over 2.0 lakhs employees), employability (over 2.5 lakhs students) and Ease-of-doing Business (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

3,500+

Clients across the spectrum of business with 1000+ digital engagements

2.7 Lakhs +

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

7,500+

Locations across all 28 states

2.5 Lakhs+

Students across TL Skill University & TL EdTech

4,900 Cr+

Revenue in FY21

19 Lakhs

People hired till date

2 Lakhs

Open Jobs everyday

20 years

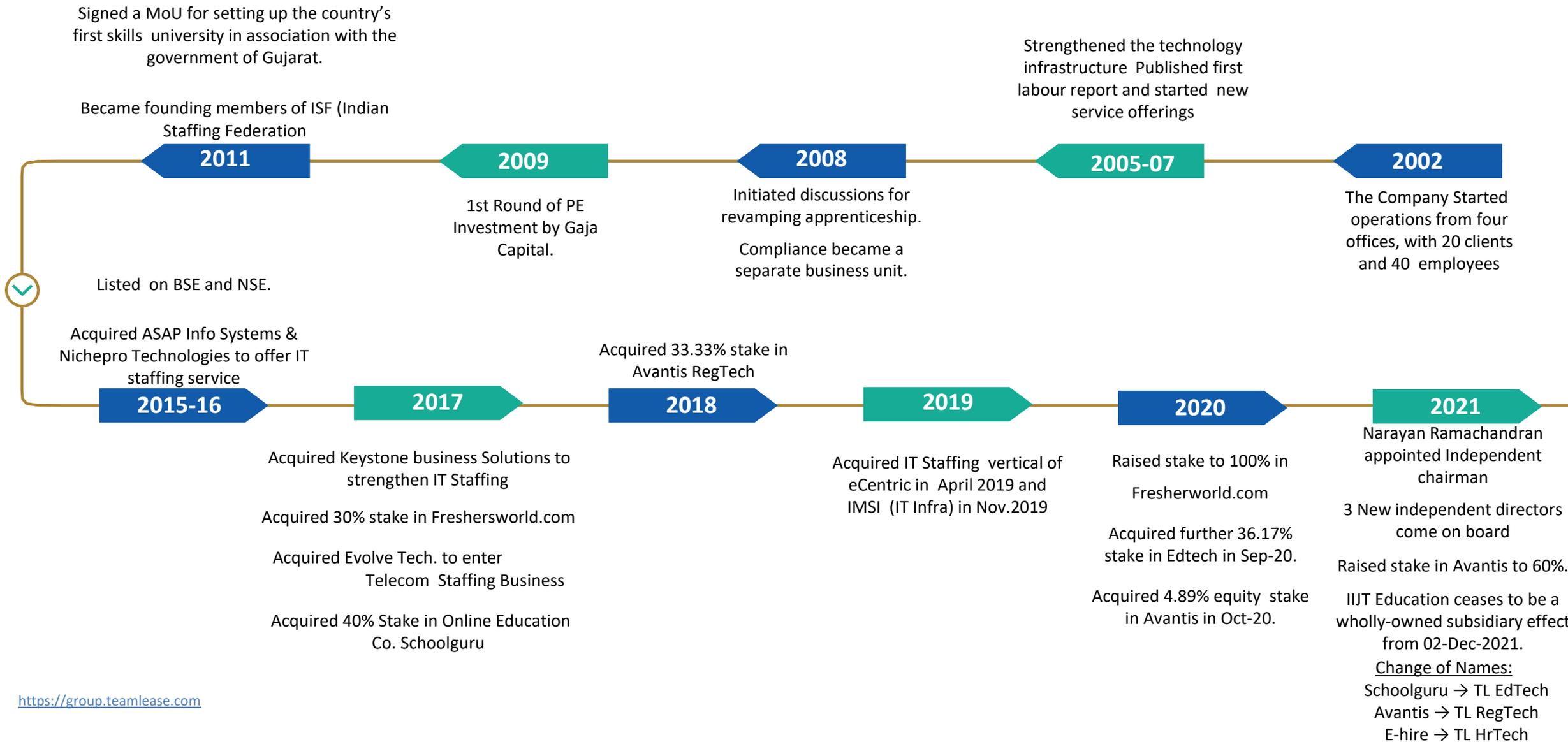
Founded 2001
IPO 2016

1.2 Crore

Database size
(IT and Non-IT)



10 Our Journey



Our Board of Directors



Manish Sabharwal
Executive Vice-Chairman



Ashok Reddy
Managing Director & CEO



Narayan Ramachandran
Non-Executive Chairman and
Lead Independent Director



V Raghunathan
Independent Director



Zarir Batliwala
Independent Director



Latika Pradhan
Independent Director



Mekin Maheshwari
Independent Director



**Subramaniam
Somasundaram**
Independent Director



Meenakshi Nevatia
Independent Director

Our Vision



Vision

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



Our contribution

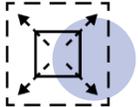
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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

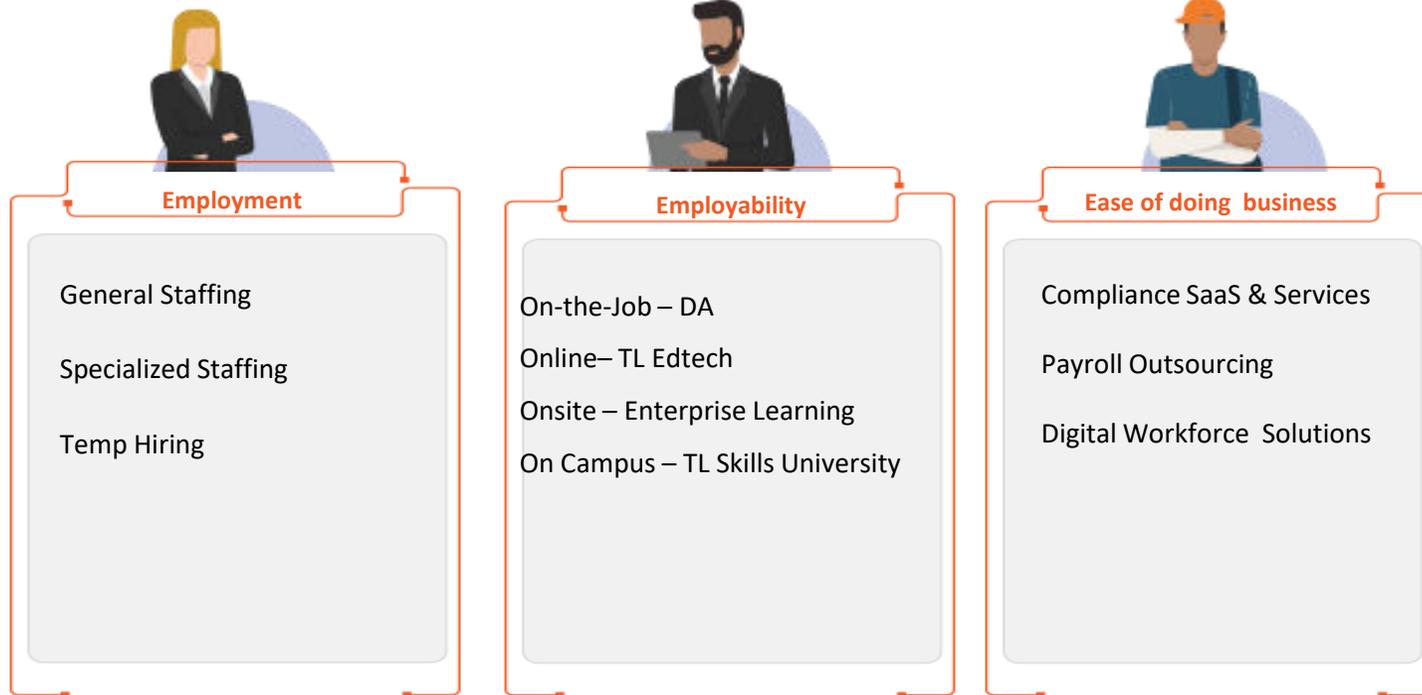
Reach



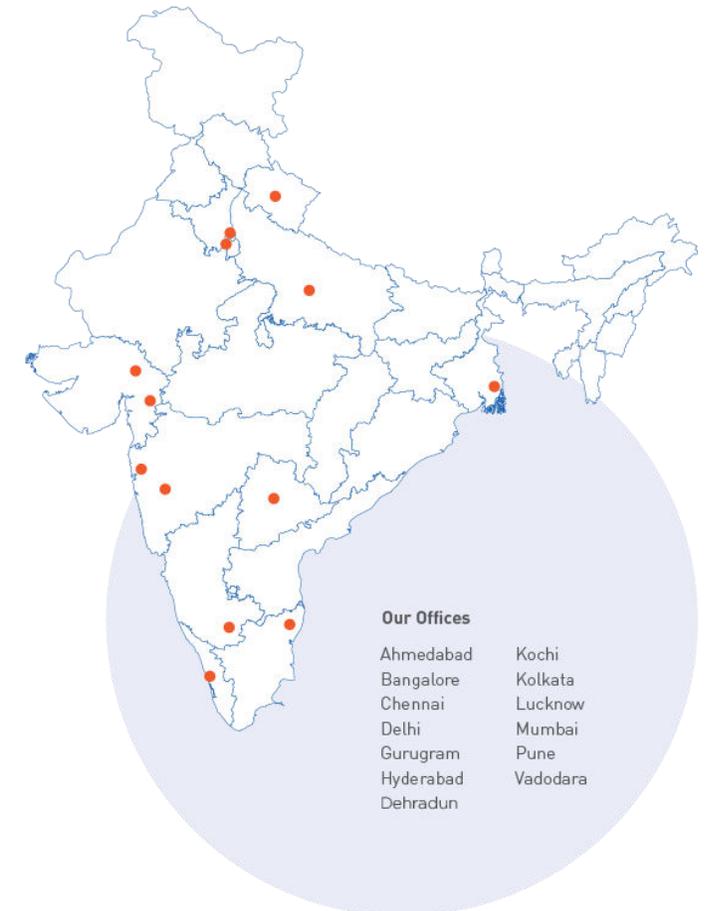
Presence

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

Our Business Focus Areas



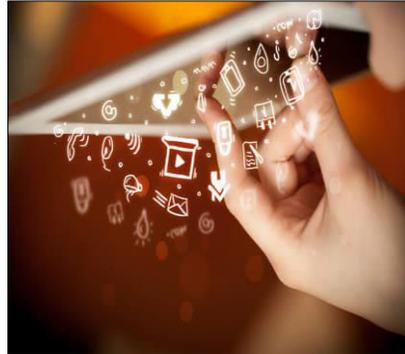
Our Presence



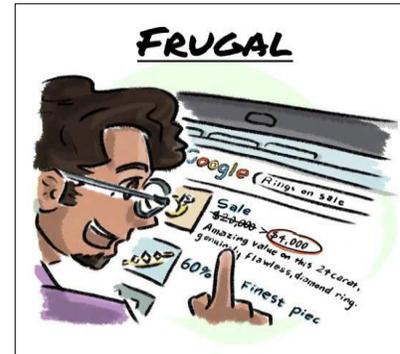
Our Strategy



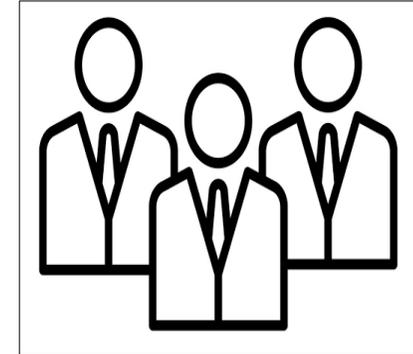
Growth



**Margin
Expansion**



**Capital
Frugality**



Governance

TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies

TeamLease HRTech Private Limited (formerly Known as TeamLease E-Hire Private Limited)

TeamLease Digital Private Limited (TDPL) (Evolve Technologies & Services Private Limited merged with TDPL)

Keystone Business Solutions Private Limited

TeamLease Education Foundation (Section 8 Company)

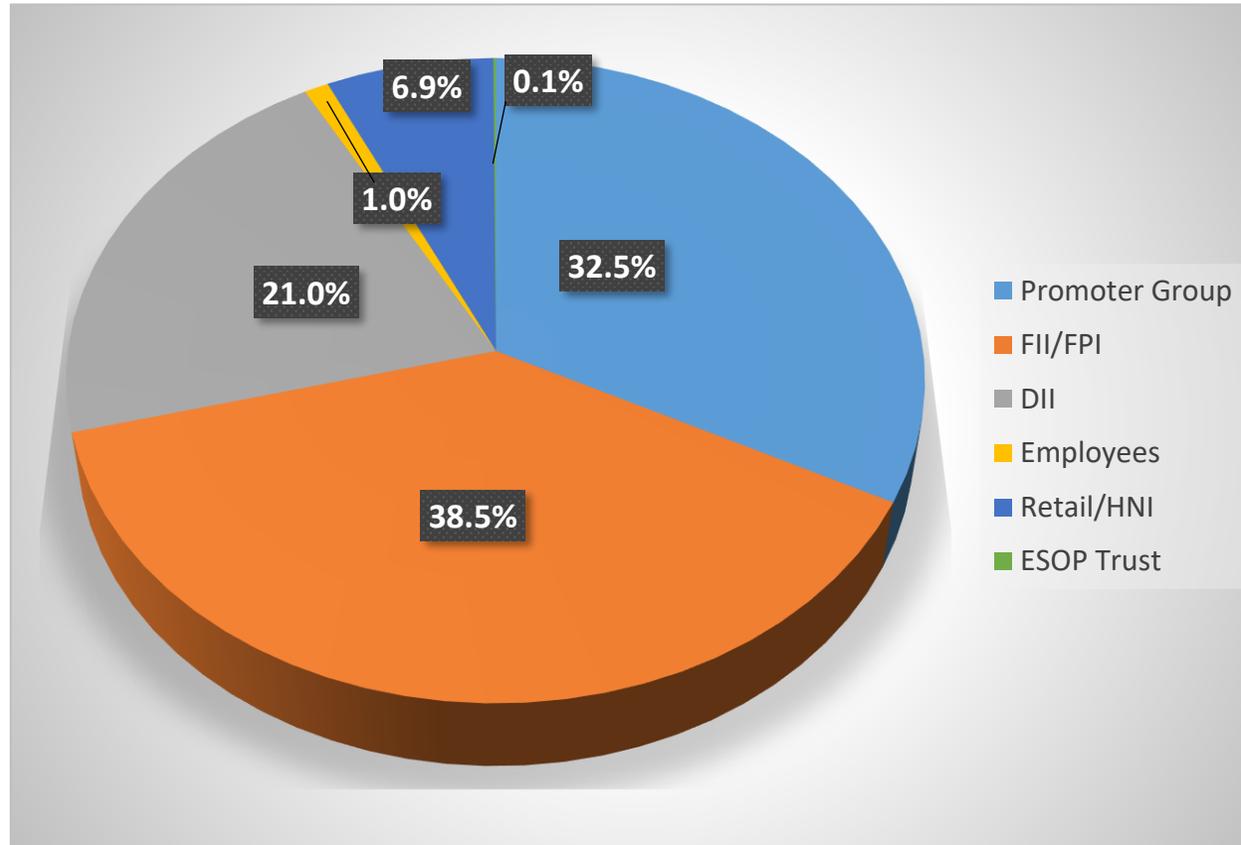
TeamLease Skills University (Not Consolidated)

IMSI Staffing Private Limited (100% stake)

TeamLease Edtech Limited ('TLEL') (formerly Known as SchoolGuru Eduserve Private Limited) (77.92% Stake as on date.)

TeamLease RegTech Private Limited (TL RegTech) (formerly Known as Avantis RegTech Private Limited) (61.50% Stake as on date, on fully Diluted Basis)

Shareholding Structure



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THANK YOU

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