

January 25, 2023

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 Q3'FY23 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 Q3'FY23' towards Financial Results update for Q3'FY23 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 <https://group.teamlease.com/> for information of our Shareholders/Public.

This is in furtherance of our intimation dated January 05, 2023 pertaining to Conference Call with Investors on Q3'FY23 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



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BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, January 25, 2023



# Key Performance Highlights

December 31, 2022

01

At the group level, revenue grew over 26% on a YoY basis & 3% QoQ. We have noticed weaker festive demand in Q3FY23 compared to Q2FY22 and prior periods.

02

**General Staffing:** We have added net ~3k headcount in Q3FY23 with growth of 1% on QoQ basis and 13% on YoY basis. Revenue up 3% QoQ and 27% on YoY basis.

03

**IT Staffing:** headcount up by 2% on QoQ basis. Revenue is flat as compared on QoQ basis and up 4% YoY.

04

**Degree Apprenticeship (NETAP):** NEEM program has been discontinued effective December 23, 2022, wherein we had to release 19k trainees who were under the short-term training program. We have exposure of another 26k trainees under NEEM program who shall be migrated in dialogue with the customers.

05

Core employee headcount has been reduced by 9% on account of digitization and tighter cost control.

06

PAPM has mostly remained flat and FTE productivity excluding NEEM impact has improved to 365 as of Q3FY23.

# Financial Performance

\*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q3FY23	Q2FY23	QoQ Growth %	Q3FY22	YoY Growth %	9MFY23	9MFY22	YoY Growth %
Total Revenue	1,773	1,721	3%	1,532	16%	5,125	4,123.1	24%
Operating Revenue	1,761	1,708	3%	1,525	16%	5,086	4,098.7	24%
EBITDA (before exceptional)	22	20	7%	23	-7%	56	64.2	-13%
<b>EBITDA margin</b>	<b>1.2%</b>	<b>1.2%</b>		<b>1.5%</b>		<b>1.1%</b>	<b>1.6%</b>	
PBT (before exceptional)	26	27	-5%	25	3%	76	72.3	5%
<b>PBT margin</b>	<b>1.5%</b>	<b>1.6%</b>		<b>1.6%</b>		<b>1.5%</b>	<b>1.8%</b>	
PBT /(Loss) (after exceptional)	26	27	-5%	25		76	(4.5)	
Profit after Tax / (Loss)	26	26	0%	25		75	(6.0)	
<b>PAT margin</b>	<b>1.5%</b>	<b>1.5%</b>		<b>1.6%</b>		<b>1.5%</b>	<b>-0.1%</b>	
EPS (Basic and Diluted) - Rs.	15	15		15		44	-3.5	

Consolidated Performance	Q3FY23	Q2FY23	QoQ Growth %	Q3FY22	YoY Growth %	9MFY23	9MFY22	YoY Growth %
<b>Headcount</b>	2,83,100	3,01,445	-6%	2,73,500	4%	2,83,100	2,73,500	4%
Total Revenue	2,018	1,967	3%	1,767	14%	5,877	4,677	26%
Operating Revenue	2,008	1,955	3%	1,762	14%	5,843	4,662	25%
EBITDA (before exceptional)	32	32	0%	38	-16%	89	101	-13%
<b>EBITDA margin</b>	<b>1.6%</b>	<b>1.6%</b>		<b>2.1%</b>		<b>1.5%</b>	<b>2.2%</b>	
PBT (before exceptional)	29	32	-11%	32	-10%	89	83.0	7%
<b>PBT margin</b>	<b>1.4%</b>	<b>1.6%</b>		<b>1.8%</b>		<b>1.5%</b>	<b>1.8%</b>	
PBT /(Loss) (after exceptional)	29	32	-11%	32	-10%	89	10.6	
Profit after Tax / (Loss)	29	32	-9%	30	-5%	87	7.8	
<b>PAT margin</b>	<b>1.4%</b>	<b>1.6%</b>		<b>1.7%</b>		<b>1.5%</b>	<b>0.2%</b>	
EPS (Basic and Diluted) - Rs.	17	19		18		51	4.4	

# Consolidated Segment Results

\*All Numbers are in ₹ Crores except for margins

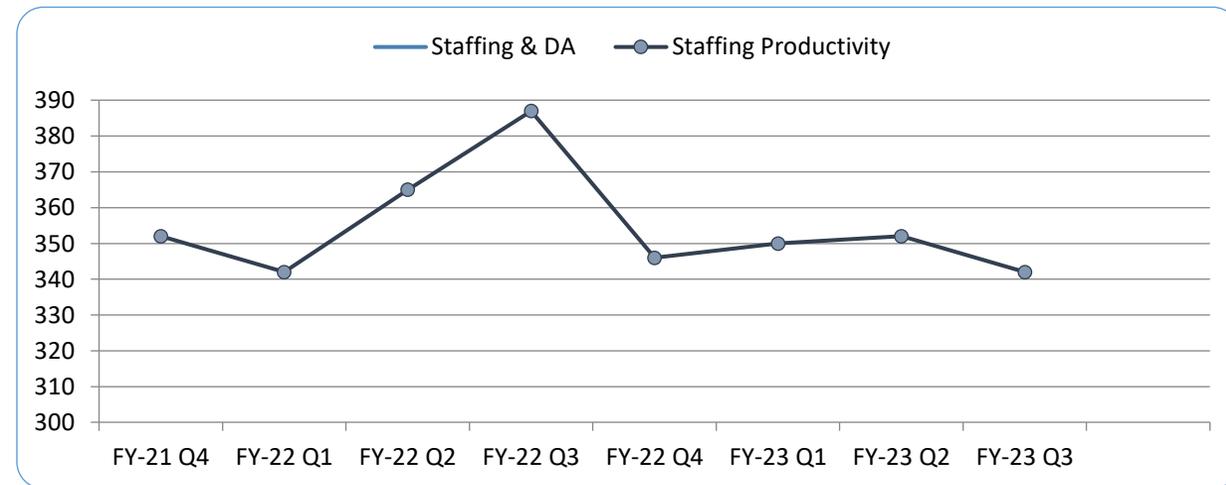
Particulars	Q3FY23	Q2FY23	QoQ Growth %	Q3FY22	YoY Growth %	9MFY23	9MFY22	YoY Growth %
<b>Revenue:</b>								
General Staffing and Allied Services	1,838	1,783	3%	1,596	15%	5,326	4,199	27%
Specialised Staffing Services	141	141	0%	136	4%	426	384	11%
Other HR Services	29	31	-6%	30	-4%	91	79	16%
<b>Total Income from Operations</b>	<b>2,008</b>	<b>1,955</b>	<b>3%</b>	<b>1,762</b>	<b>14%</b>	<b>5,843</b>	<b>4,662</b>	<b>25%</b>
<b>EBITDA:</b>								
General Staffing and Allied Services	32	31	3%	28	15%	89	75	19%
Specialised Staffing Services	9	13	-27%	11	-18%	35	34	2%
Other HR Services	1	1	-50%	2	69%	2	3	-14%
<b>Total EBITDA</b>	<b>32</b>	<b>32</b>	<b>0%</b>	<b>38</b>	<b>-16%</b>	<b>89</b>	<b>101</b>	<b>-13%</b>
<b>EBITDA Margin</b>								
General Staffing and Allied Services	1.73%	1.74%		1.74%		1.68%	1.79%	
Specialised Staffing Services	6.62%	9.01%		8.41%		8.14%	8.84%	
Other HR Services	2.38%	4.49%		7.46%		2.52%	3.39%	

## Headcount & Productivity

Quarter	General Staffing Associates	DA	Specialized Staffing	Total Headcount
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
FY-22 Q4	1,94,650	81,110	9,470	2,85,230
FY-23 Q1	2,08,260	76,847	9,800	2,94,907
FY-23 Q2	2,12,969	79,592	8,883	3,01,444
FY-23 Q3	2,15,000	59,000	9,100	2,83,100

### FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-21 Q4	221041	628	352
FY-22 Q1	218156	633	342
FY-22 Q2	242523	662	365
FY-22 Q3	264360	682	387
FY-22 Q4	275760	794	346
FY-23 Q1	285107	813	350
FY-23 Q2	292561	828	352
FY-23 Q3	274000	800	342



## 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 19 lakhs+ people over the last 22 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 2.2 lakhs employees), employability (over 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**

**3,600+**  
**Clients** across the spectrum of business with 1000+ digital engagements

**2.8 Lakhs +**  
**Associates/ trainees,** making us one of the largest private sector employer

**7,500+**  
**Locations** across 28 states

**5 Lakhs+**  
**Students across** TL Skill University & TL EdTech

**26%**  
**Revenue** growth YoY basis

**19 Lakhs**  
**People hired** till date

**129 new clients**  
**New Logos inQ3**

**22 years**  
**Founded 2001**  
IPO 2016

**10k net addition**  
**YoY comparison**



# 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



**Latika Pradhan**  
Independent Director  
& AC Chairperson



**V. Raghunathan**  
Independent Director



**Zarir Batliwala**  
Independent Director



**Rituparna Chakraborty**  
Executive 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

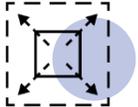
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



### 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**

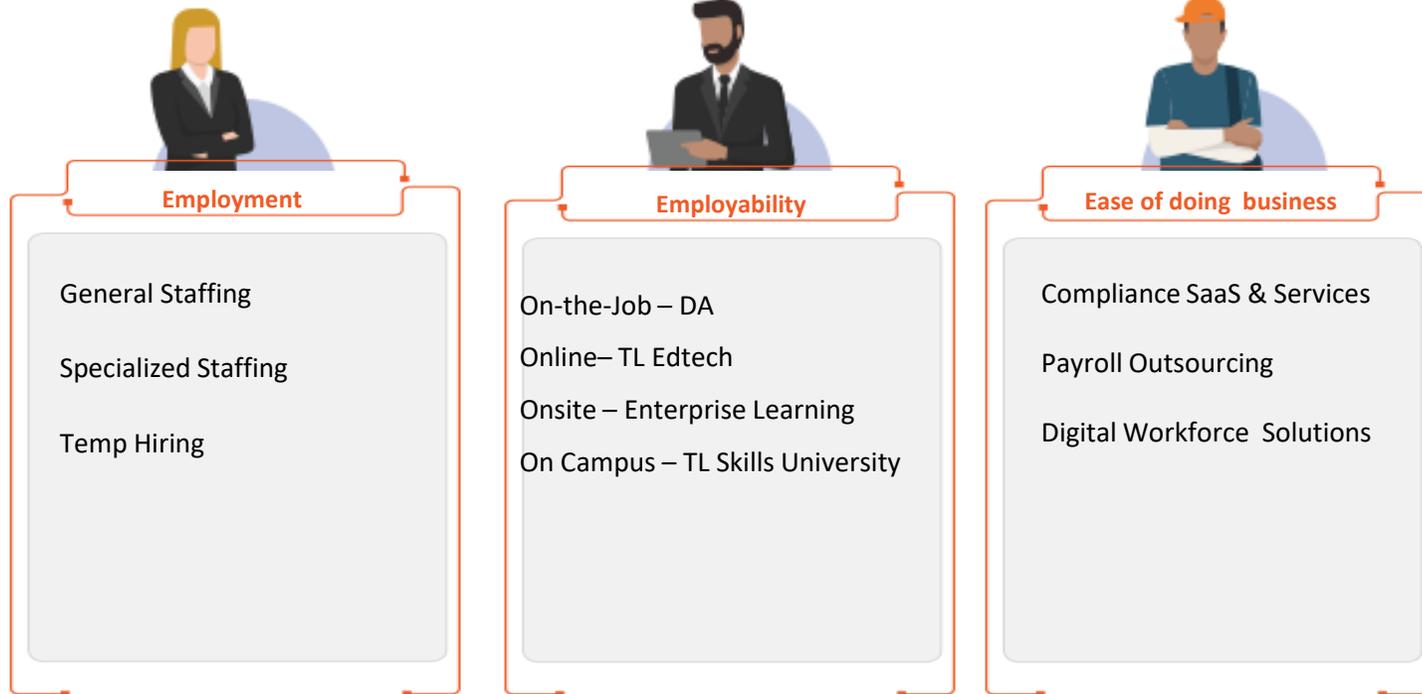
**Reach**



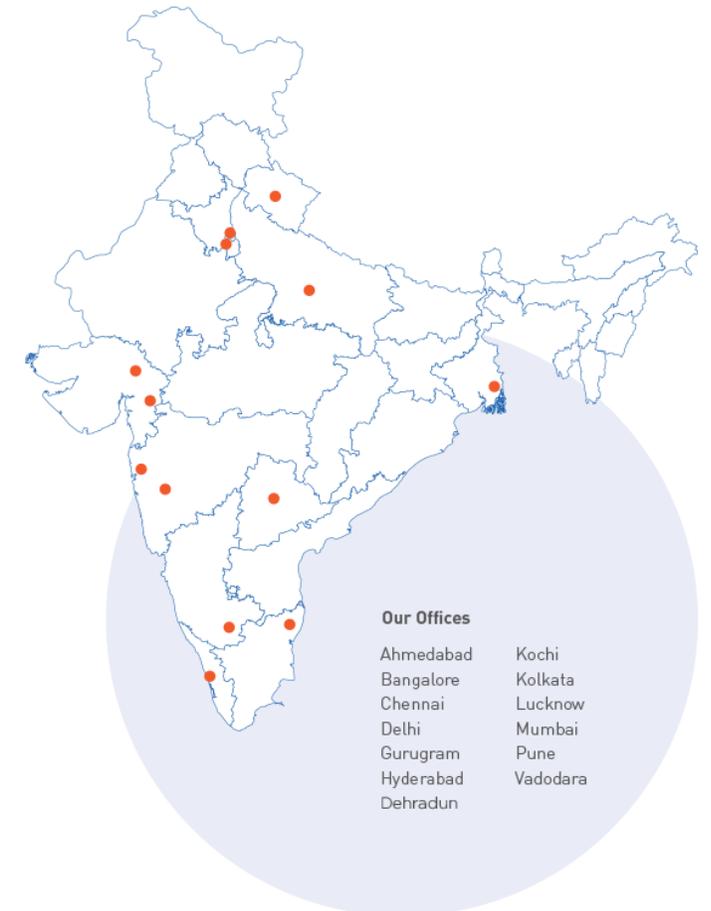
**Presence**

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

# Our Business Focus Areas



## Our Presence



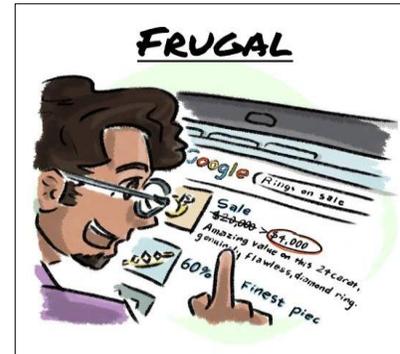
## Our Strategy



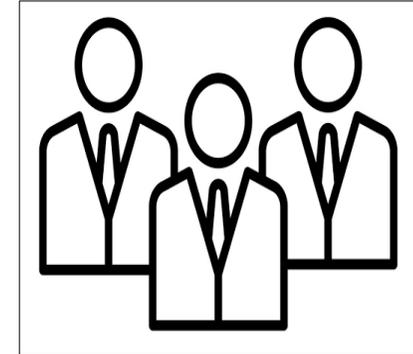
**Growth**



**Margin  
Expansion**

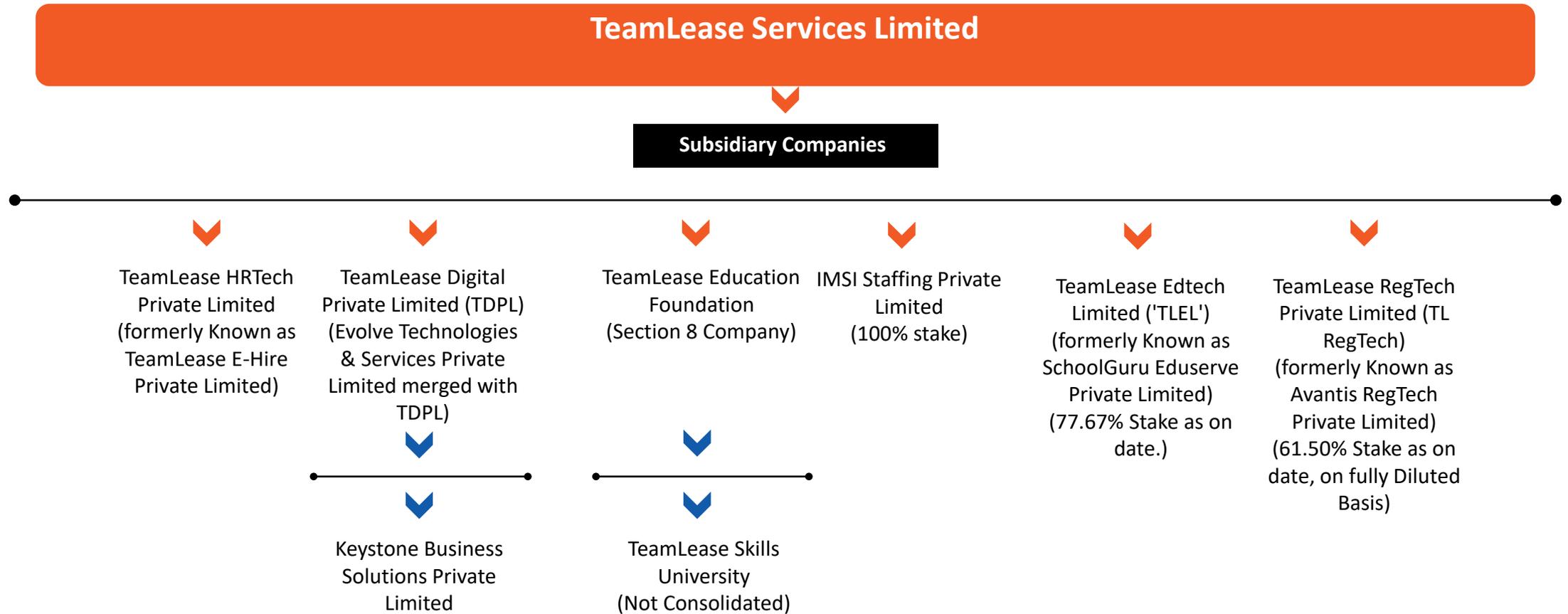


**Capital  
Frugality**

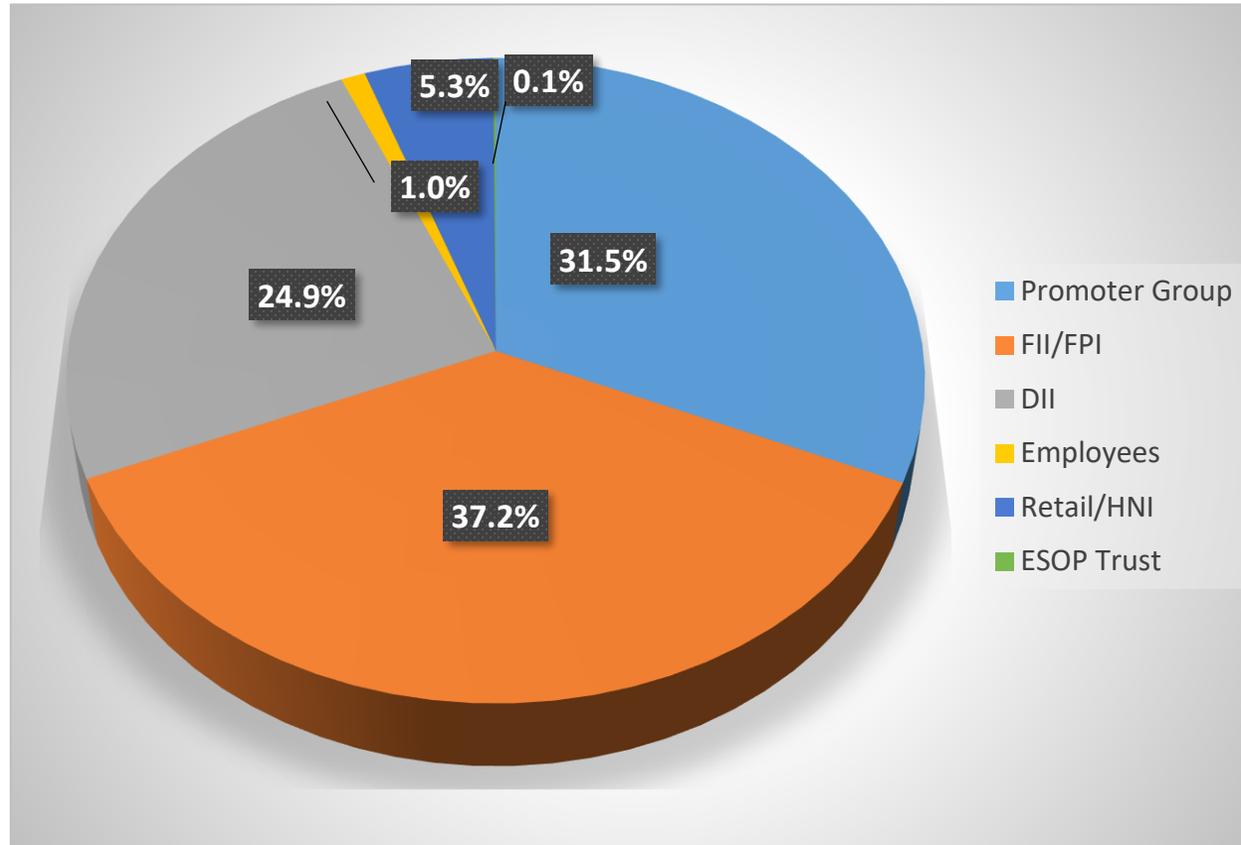


**Governance**

# TeamLease Group Structure



## Shareholding Structure



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**THANK YOU**

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