

May 22, 2024

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/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Investor Presentation on Financial Results for Q4'FY24

Ref: Regulation 30 and Regulation 46 of the Securities and Exchange Board of India (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 Q4'FY24' of the Company, towards Financial Results update for Q4'FY24.

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 <https://group.teamlease.com/> for information of our Shareholders/Public.

This is in furtherance of our intimation dated May 08, 2024, pertaining to Conference Call with Investors on Q4'FY24 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



BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, May 22, 2024



Key Performance Highlights

Q4FY24

01

At the group level, we added ~10,000 headcount during the quarter. Revenue declined by 1% QoQ and EBITDA grew by 2%.

02

General Staffing: Added net ~44k headcount in FY24 taking the total billable headcount to ~2.67 lakhs. Staffing revenue is flat on QoQ largely because of festive billings in Q3FY24

03

Degree Apprenticeship (DA): Trainee headcount growth is positive, net of NEEM loss, for the current quarter driven by NAPS (National Apprenticeship Promotion Scheme) and WILP (Work Integrated Learning Program).

04

Specialized Staffing: Headwinds in the IT industry continue to impact the growth and profitability.

05

HR Services: Revenue for the quarter grew by 36% and EBITDA by 41% owing to seasonality in the Edtech business.

06

110 new logos got added during the quarter and free cash of Rs. 265cr

Financial Performance

*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q4FY24	Q3FY24	QoQ %	Q4FY23	YoY %	FY24	FY23	YoY Growth %
Total Revenue	2,224	2,236	-1%	1,804	23%	8,501	6,929	23%
Operating Revenue	2,212	2,222	0%	1,791	24%	8,441	6,876	23%
EBITDA (before exceptional)	23	23	0%	21	10%	85	77	11%
EBITDA margin	1.0%	1.0%		1.2%		1.0%	1.1%	
PBT (before exceptional)	24	27	-10%	26	-7%	105	102	4%
PBT margin	1.1%	1.2%		1.4%		1.2%	1.5%	
Profit after Tax	24	29	-18%	22	8%	106	97	9%
PAT margin	1.1%	1.3%		1.2%		1.2%	1.4%	
EPS (Basic and Diluted) - Rs.	14	17		13		62	57	

Consolidated Performance	Q4FY24	Q3FY24	QoQ %	Q4FY23	YoY %	FY24	FY23	YoY Growth %
Headcount	3,19,030	3,09,250	3%	2,82,450	13%	3,19,030	2,82,450	13%
Total Revenue	2,441	2,455	-1%	2,037	20%	9,368	7,914	18%
Operating Revenue	2,432	2,445	-1%	2,027	20%	9,322	7,870	18%
EBITDA (before exceptional)	37	36	2%	34	9%	131	122	7%
EBITDA margin	1.5%	1.5%		1.7%		1.4%	1.6%	
PBT (before exceptional)	30	29	0%	29	3%	114	117	-3%
PBT margin	1.2%	1.2%		1.4%		1.2%	1.5%	
Profit after Tax	28	31	-10%	24	15%	113	112	1%
PAT margin	1.2%	1.3%		1.2%		1.2%	1.4%	
EPS (Basic and Diluted) - Rs.	17	18		14		66	65	

Consolidated Segment Results

*All Numbers are in ₹ Crores except for margins

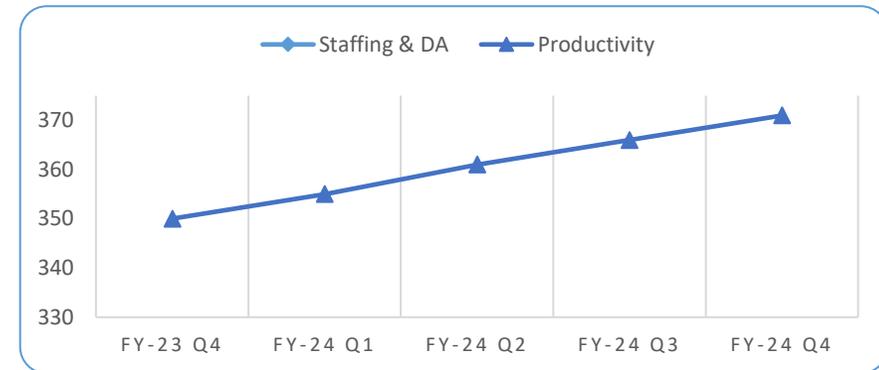
Particulars	Q4FY24	Q3FY24	QoQ %	Q4FY23	YoY %	FY24	FY23	YoY Growth %
Revenue:								
General Staffing and Allied Services	2,242	2,255	-1%	1,854	21%	8,591	7,179	20%
Specialised Staffing Services	147	158	-7%	140	5%	589	566	4%
Other HR Services	43	32	36%	34	29%	142	125	14%
Total Income from Operations	2,432	2,445	-1%	2,027	20%	9,322	7,870	18%
EBITDA:								
General Staffing and Allied Services	27.6	27.5	0%	28.7	-4%	106.8	118.1	-10%
Specialised Staffing Services	10.3	11.1	-7%	9.2	13%	40.2	43.8	-8%
Other HR Services	5.3	3.8	41%	4.0	34%	12.0	6.3	92%
Total EBITDA (excluding unallocated)	36.8	36.0	2%	33.7	9%	130.8	122.3	7%
EBITDA Margin								
General Staffing and Allied Services	1.2%	1.2%		1.5%		1.2%	1.6%	
Specialised Staffing Services	7.0%	7.0%		6.5%		6.8%	7.7%	
Other HR Services	12.2%	11.7%		11.8%		8.4%	5.0%	

Headcount & Productivity

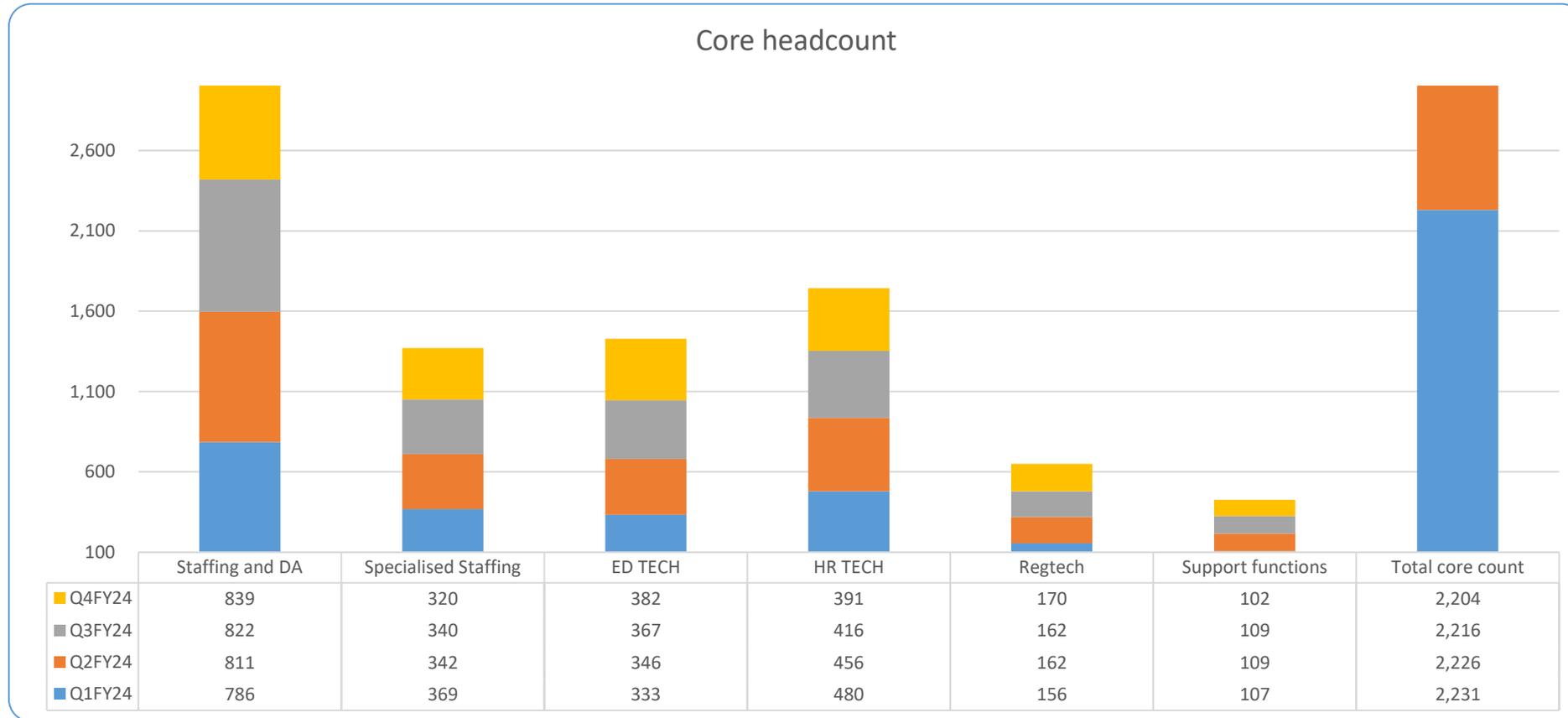
Quarter	General Staffing Associates	DA	Specialized Staffing	Total Headcount
FY-23 Q1	2,08,260	76,847	9,800	2,94,907
FY-23 Q2	2,12,969	79,592	8,883	3,01,444
FY-23 Q3	2,15,000	59,000	9,100	2,83,100
FY-23 Q4	2,23,500	50,350	8,600	2,82,450
FY-24 Q1	2,36,900	42,600	8,320	2,87,820
FY-24 Q2	2,51,150	42,100	8,375	3,01,625
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-23 Q3	274000	800	342
FY-23 Q4	273850	780	350
FY-24 Q1	279500	786	355
FY-24 Q2	293250	811	361
FY-24 Q3	301650	822	366
FY-24 Q4	311800	829	371

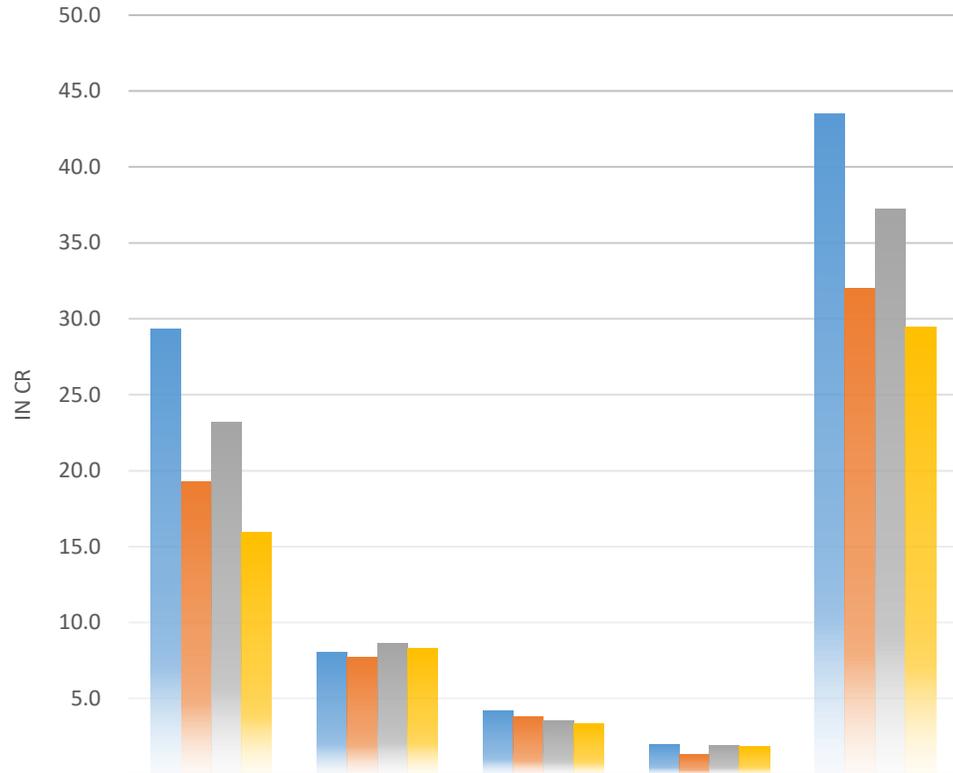


Break-up of core headcount



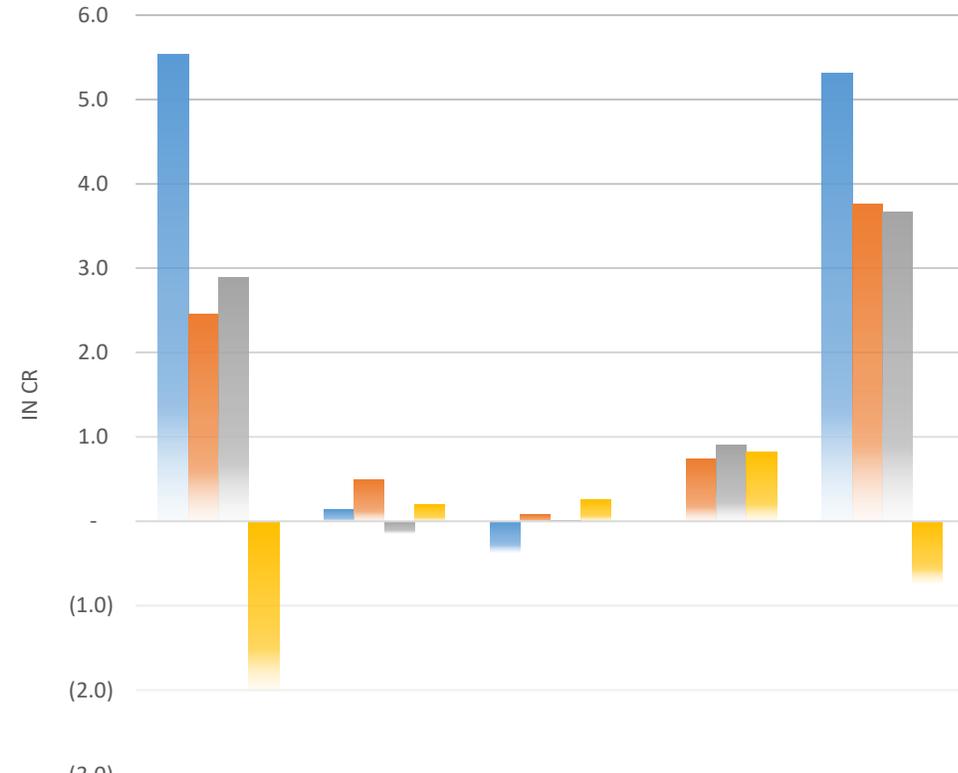
Other-HR break-up

OTHER HR REVENUE BREAKUP



	ED TECH	HR TECH	REG TECH	HIRE TECH	Total
Q4FY24	29.3	8.0	4.2	2.0	43.5
Q3FY24	19.3	7.7	3.8	1.3	32.0
Q2FY24	23.2	8.6	3.5	1.9	37.3
Q1FY24	15.9	8.3	3.3	1.8	29.4

OTHER HR EBITDA BREAKUP



	EDTECH	HRTECH	REGTECH	HIRETECH	Total
Q4FY24	5.5	0.1	(0.4)	0.0	5.3
Q3FY24	2.5	0.5	0.1	0.7	3.8
Q2FY24	2.9	(0.1)	0.0	0.9	3.7
Q1FY24	(2.0)	0.2	0.3	0.8	(0.7)

Company Profile

TeamLease Services is one of India's leading human resource company offering a range of solutions to 3800+ employers for their hiring, productivity and scale challenges. Listed on the NSE & BSE, TeamLease has hired 22 lakhs+ people over the last 23 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 2.74 lakhs employees), employability (over 5.6 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

3,800+

Clients across the spectrum of business with 1000+ digital engagements

~3.2 Lakhs +

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

7,500+

Locations across 28 states

5.6 Lakhs+

Students across TL Skill University & TL EdTech

18%

Revenue growth YoY basis

22+ Lakhs

People hired till date

371

FTE productivity

23 years

Founded 2001
IPO 2016

43k net addition

Staffing on full year basis



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



**Subramaniam
Somasundaram**
Independent Director
& AC Chairman



V. Raghunathan
Independent Director



**Rituparna
Chakraborty**
Non-Executive
Director



Mekin Maheshwari
Independent Director



Latika Pradhan
Independent Director



Meenakshi Nevatia
Independent Director



Rajnarayan Ramakrishnan
Independent Director

Our Vision



Vision

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



Our contribution

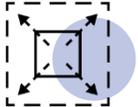
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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

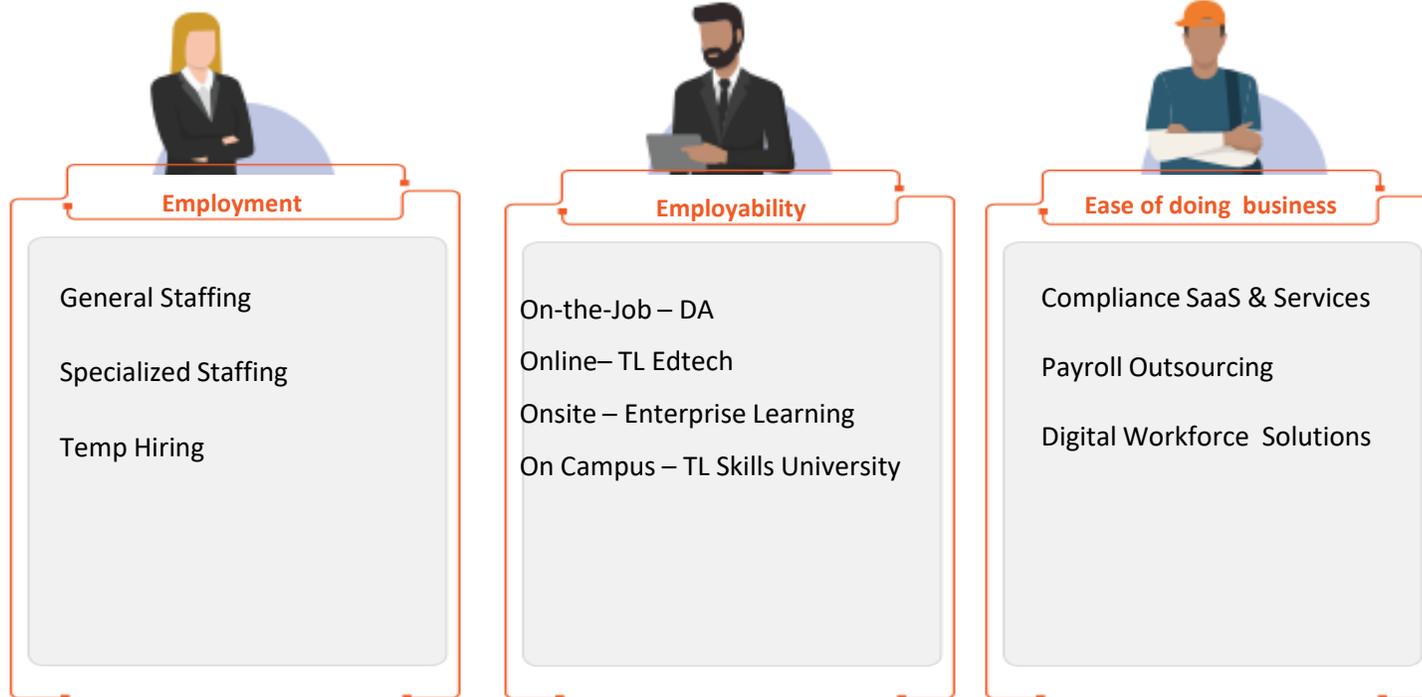
Reach



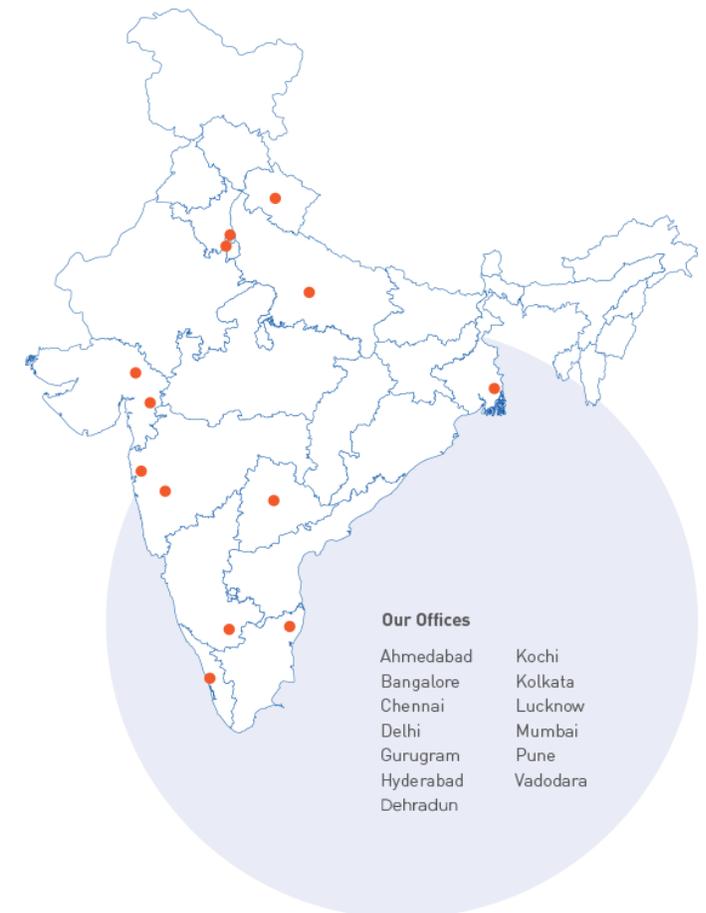
Presence

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

Our Business Focus Areas



Our Presence



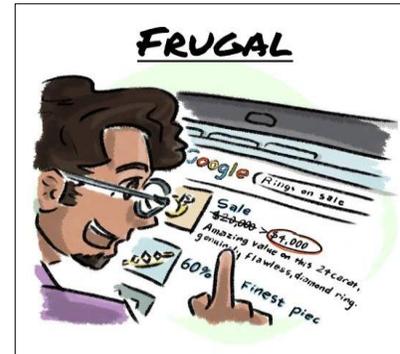
Our Strategy



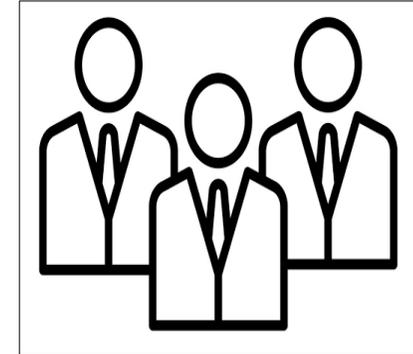
Growth



**Margin
Expansion**

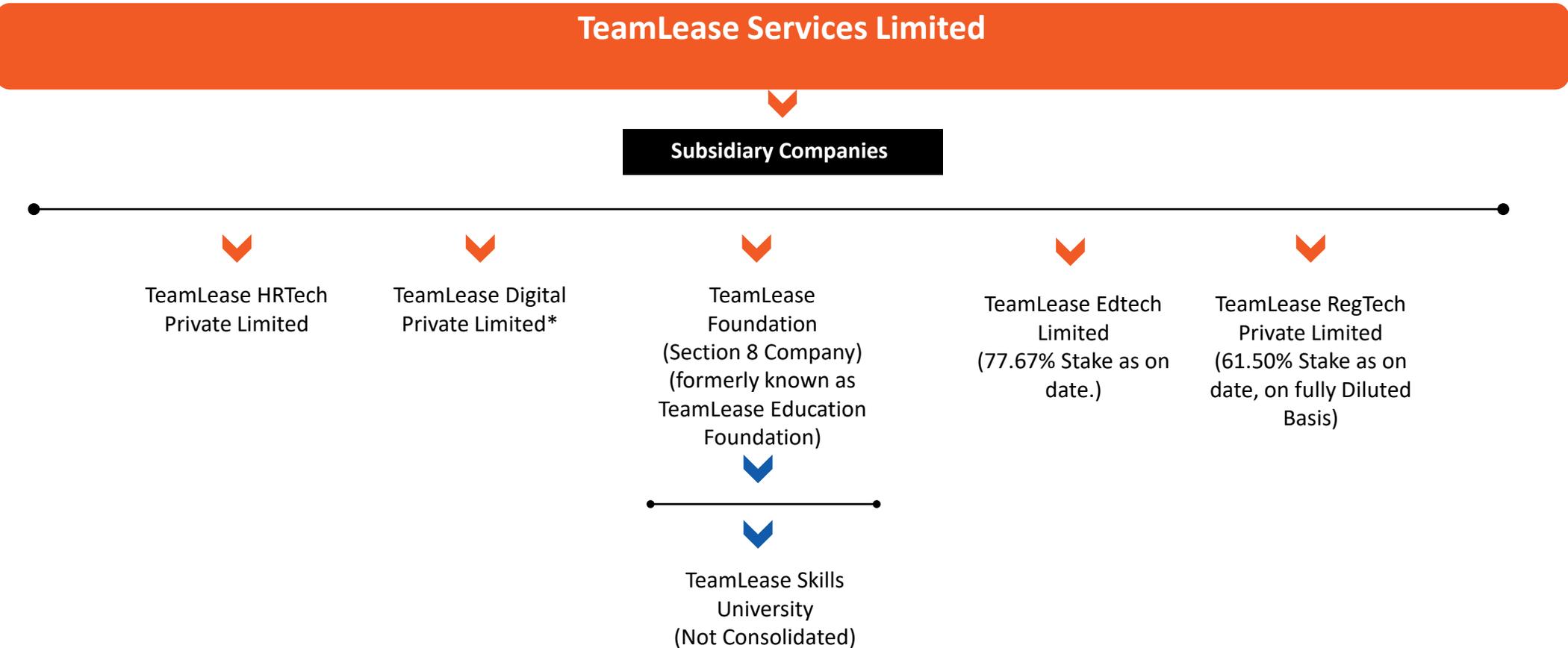


**Capital
Frugality**



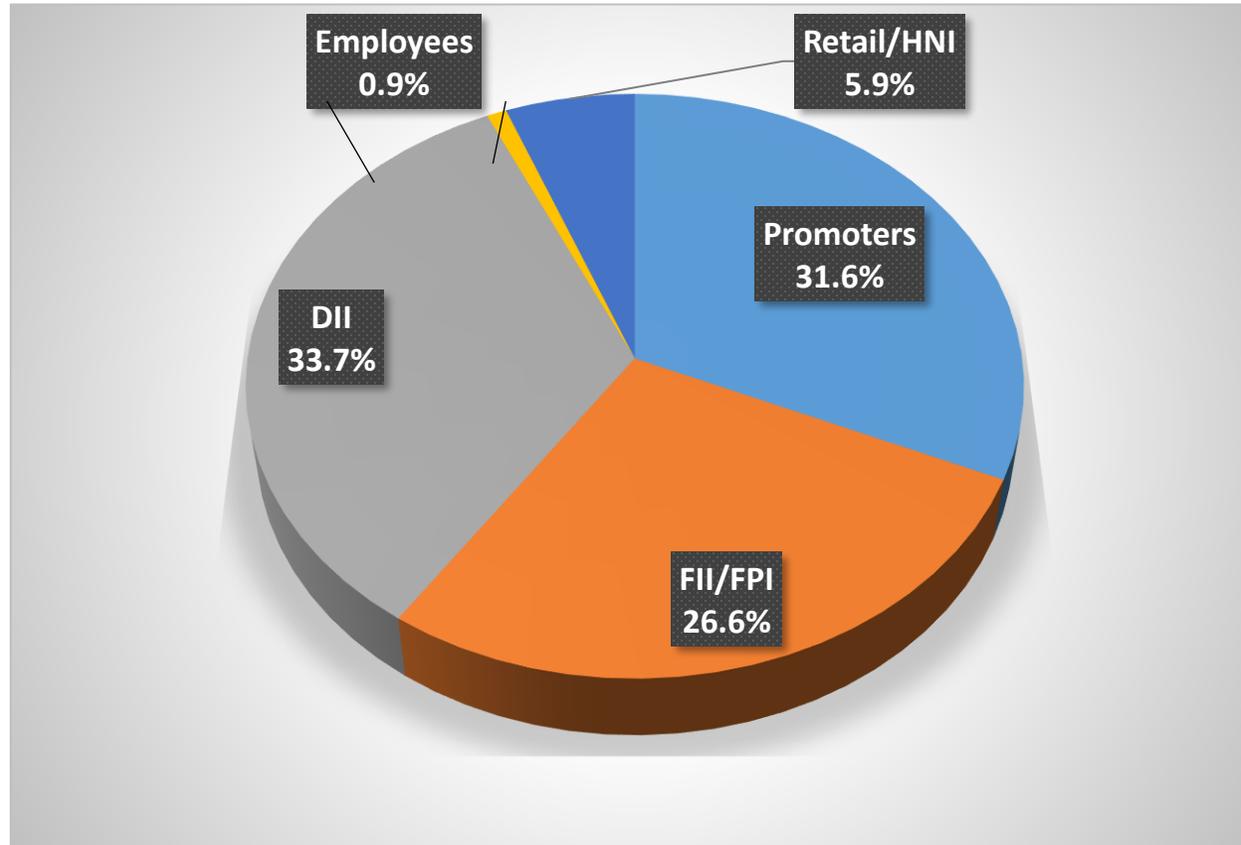
Governance

TeamLease Group Structure



**Keystone Business Solutions Private Limited and I.M.S.I Staffing Private Limited got merged into with TeamLease Digital Private Limited with effect from January 04, 2024*

Shareholding Structure



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THANK YOU

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