



BSE: 539658 | NSE: TEAMLEASE | ISIN:
INE985S01024

<https://group.teamlease.com> | Wednesday, July 31, 2024



Investor Update

Q1 2024-25

Key Performance Highlights

Q1FY25

01

At the group level, we added ~10,700 headcount during the quarter. Revenue grew by 6% QoQ and EBITDA decline by (40%).

02

General Staffing: Added net ~15k headcount taking the total billable headcount to ~2.82 lakhs.

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 declined by 51% because of the seasonality and student admission cycle in the Edtech business. As per the guidelines issued by UGC, all Universities must align their frameworks to the New Education Policy which led to a delay in the admission cycle for a few months.

06

- 187 new logos got added during the quarter
- Received interest refund of Rs. 115cr including Interest of Rs. 6.5cr which takes free cash to Rs. 320cr

Financial Performance

*All Numbers are in ₹ Crores except for margins

Consolidated Performance	Q1FY25	Q4FY24	QoQ	Q1FY24	YoY
Headcount	3,31,700	3,19,030	3%	2,87,820	15%
Total Revenue	2,594	2,441	6%	2,186	19%
Operating Revenue	2,580	2,432	6%	2,172	19%
EBITDA (before exceptional)	22	37	-40%	26	-16%
EBITDA margin	0.9%	1.5%		1.2%	
PBT (before exceptional)	20	30	-32%	26	-22%
PBT margin	0.8%	1.2%		1.2%	
Profit after Tax	19	28	-31%	26	-25%
PAT margin	0.7%	1.2%		1.2%	
EPS (Basic and Diluted) - Rs.	12	16		16	

Standalone Performance	Q1FY25	Q4FY24	QoQ	Q1FY24	YoY
Total Revenue	2,400	2,224	8%	1,972	22%
Operating Revenue	2,383	2,212	8%	1,954	22%
EBITDA (before exceptional)	21	23	-11%	19	6%
EBITDA margin	0.9%	1.0%		1.0%	
PBT (before exceptional)	27	24	12%	28	-5%
PBT margin	1.1%	1.1%		1.4%	
Profit after Tax	27	24	12%	27	-3%
PAT margin	1.1%	1.1%		1.4%	
EPS (Basic and Diluted) - Rs.	16	14		16	

Consolidated Segment Results

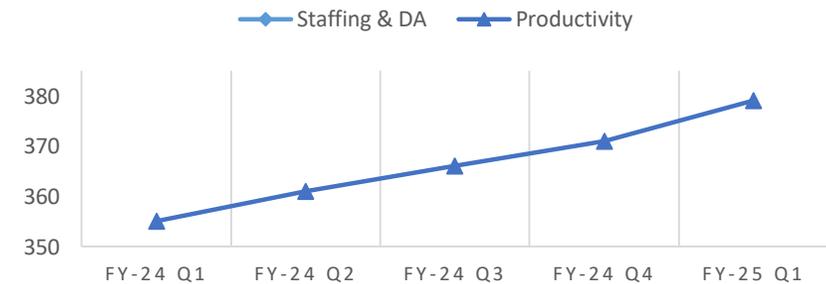
Particulars	Q1FY25	Q4FY24	QoQ	*All Numbers are in ₹ Crores except for margins	
				Q1FY24	YoY
Revenue:					
General Staffing and Allied Services	2,414	2,242	8%	2,002	21%
Specialised Staffing Services	145	147	-1%	140	3%
Other HR Services	21	44	-51%	29	-27%
Total Income from Operations	2,580	2,432	6%	2,172	19%
EBITDA:					
General Staffing and Allied Services	25.2	27.6	-9%	25.2	0%
Specialised Staffing Services	9.3	10.3	-10%	9.3	0%
Other HR Services	(8.1)	5.3	-36%	(0.7)	-44%
Total EBITDA	22.2	36.8	-40%	26.3	-16%
EBITDA Margin					
General Staffing and Allied Services	1.0%	1.2%		1.3%	
Specialised Staffing Services	6.4%	7.0%		6.7%	
Other HR Services	-38.0%	12.2%		-2.5%	
Consolidated EBITDA Margin	0.9%	1.5%		1.2%	

Headcount & Productivity

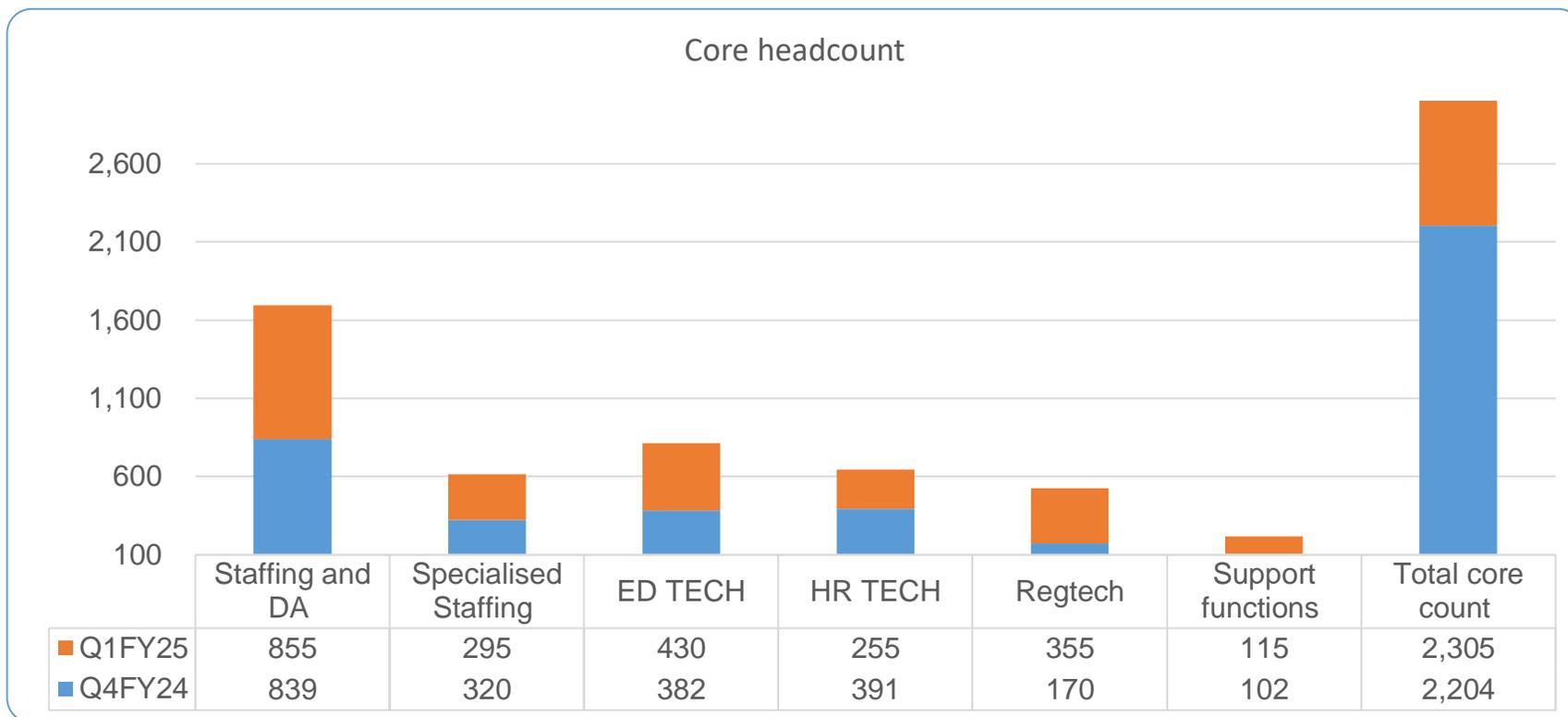
Quarter	General Staffing Associates	DA	Specialized Staffing	Total Headcount
FY-23 Q2	2,12,969	79,592	8,883	3,01,444
FY-23 Q3	2,15,000	59,000	9,100	2,83,100
FY-23 Q4	2,23,500	50,350	8,600	2,82,450
FY-24 Q1	2,36,900	42,600	8,320	2,87,820
FY-24 Q2	2,51,150	42,100	8,375	3,01,625
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
FY-25 Q1	2,82,450	42,350	6,900	3,31,700

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
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	839	371
FY-25 Q1	324800	855	379

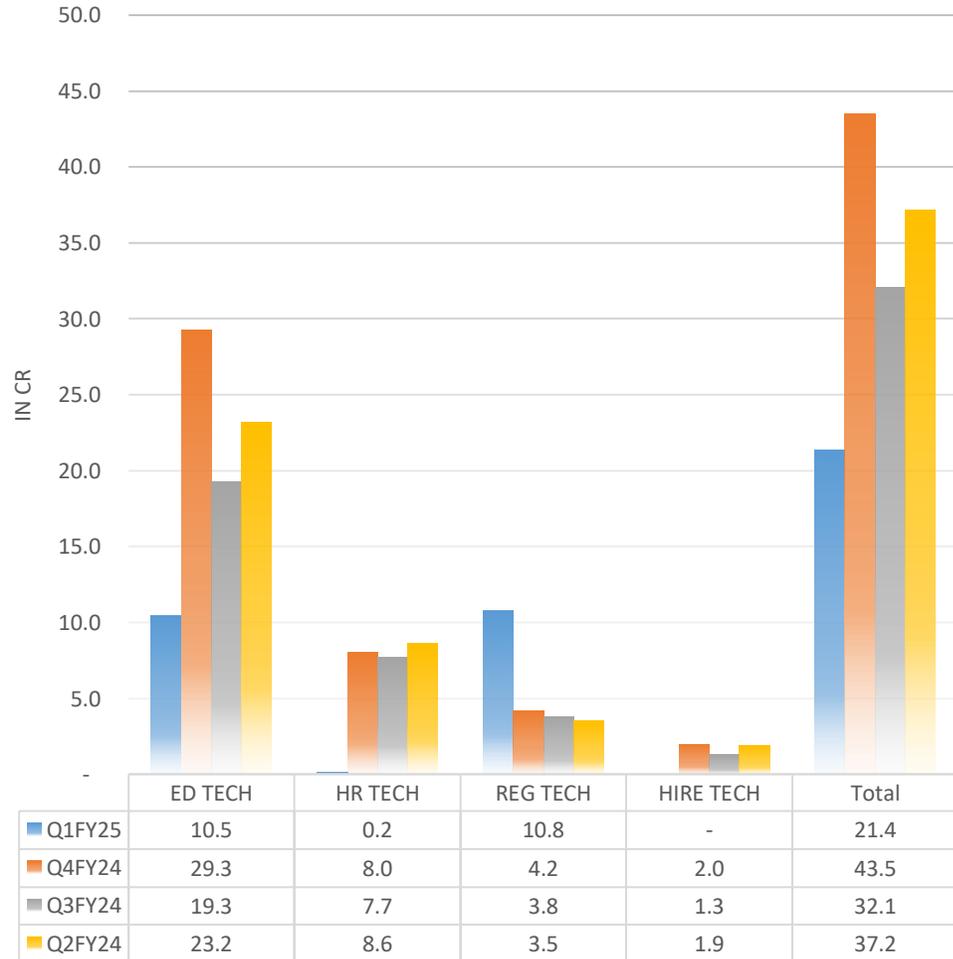


Break-up of core headcount



Other-HR break-up

OTHER HR REVENUE BREAKUP



OTHER HR EBITDA BREAKUP



Company Profile

TeamLease Services is one of India's leading human resource company offering a range of solutions to 3900+ employers for their hiring, productivity and scale challenges. Listed on the NSE & BSE, TeamLease has hired 23 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 2.9 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

3,900+

Clients across the spectrum of business with 1000+ digital engagements

~3.3 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

19%

Revenue growth YoY basis

23+ Lakhs

People hired till date

379

FTE productivity

23 years

Founded 2001

IPO 2016

15k net

addition Staffing



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



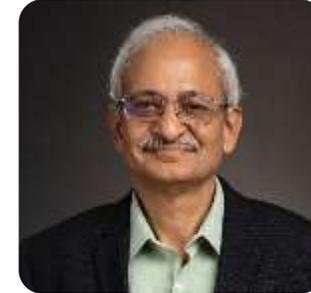
Manish Sabharwal
Executive Vice-Chairman



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

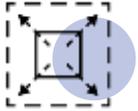
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



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

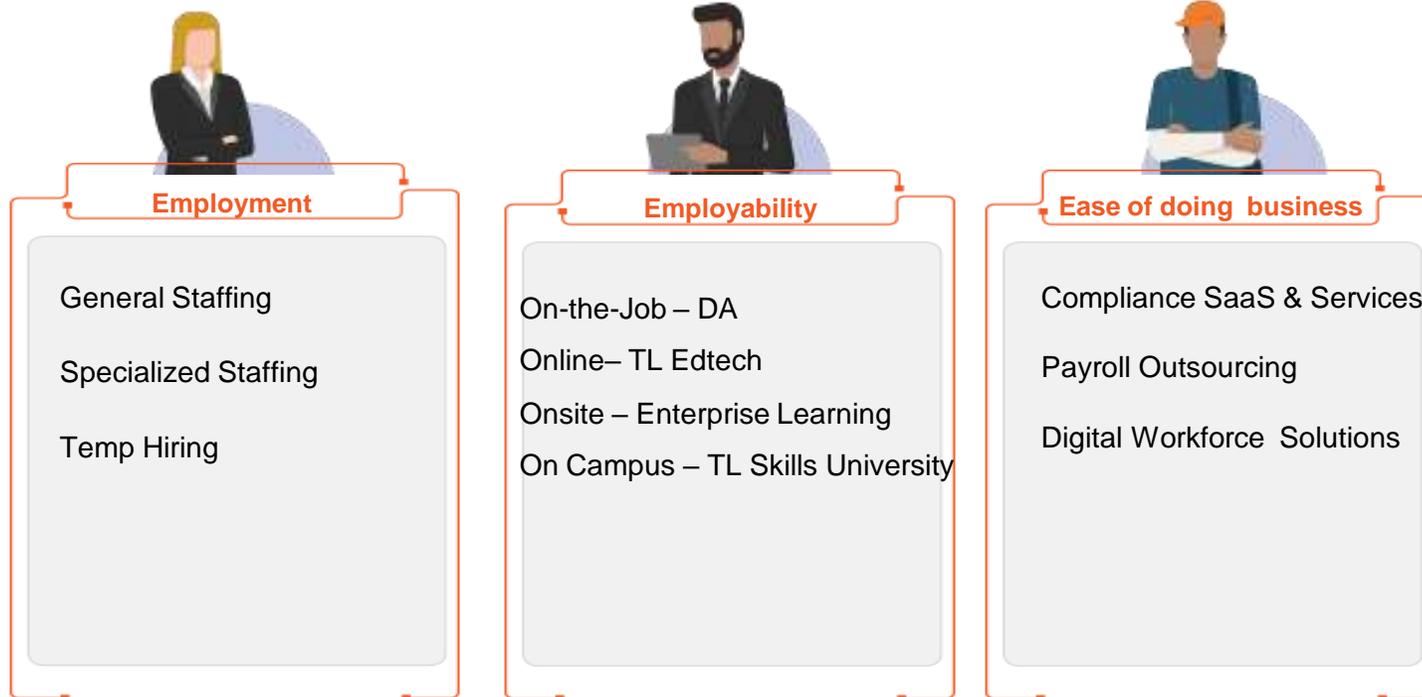
Reach



Presence

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

Our Business Focus Areas



Our Presence



Our Strategy



Growth



**Margin
Expansion**

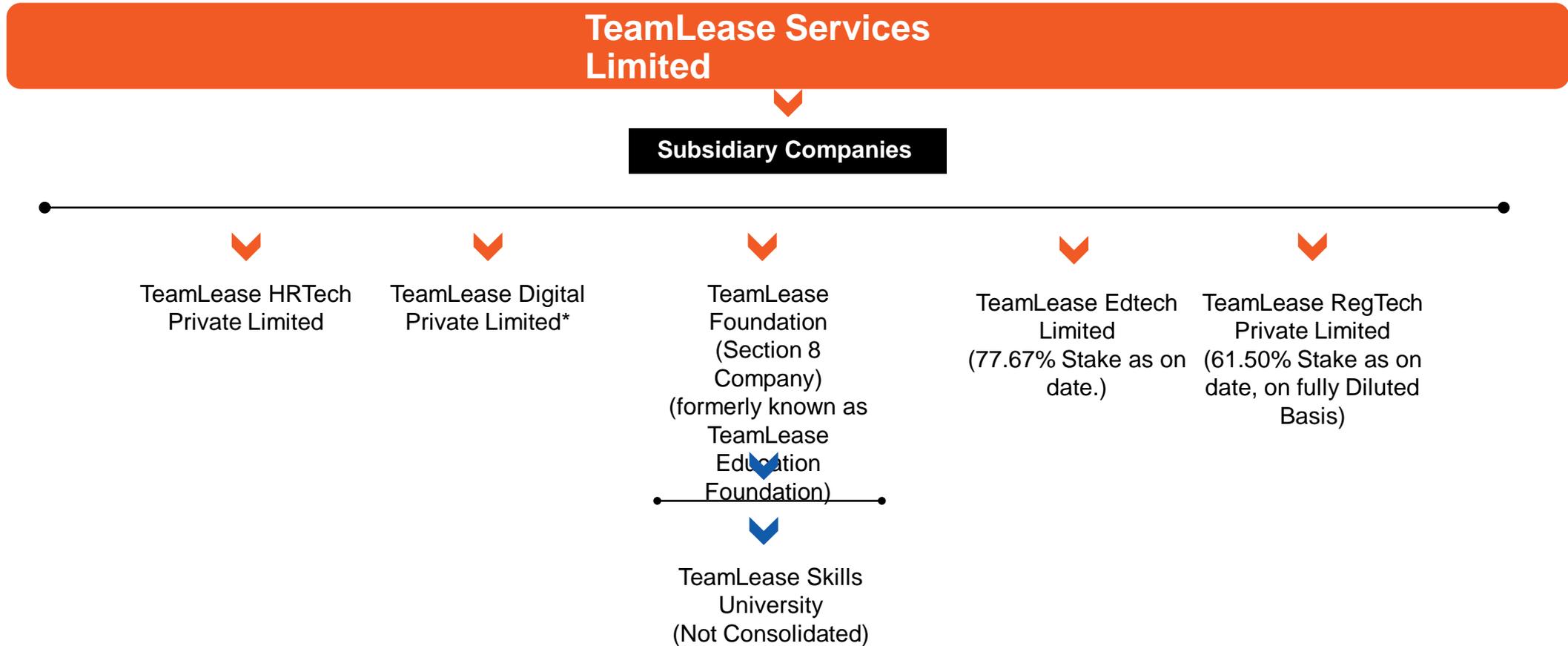


**Capital
Frugality**



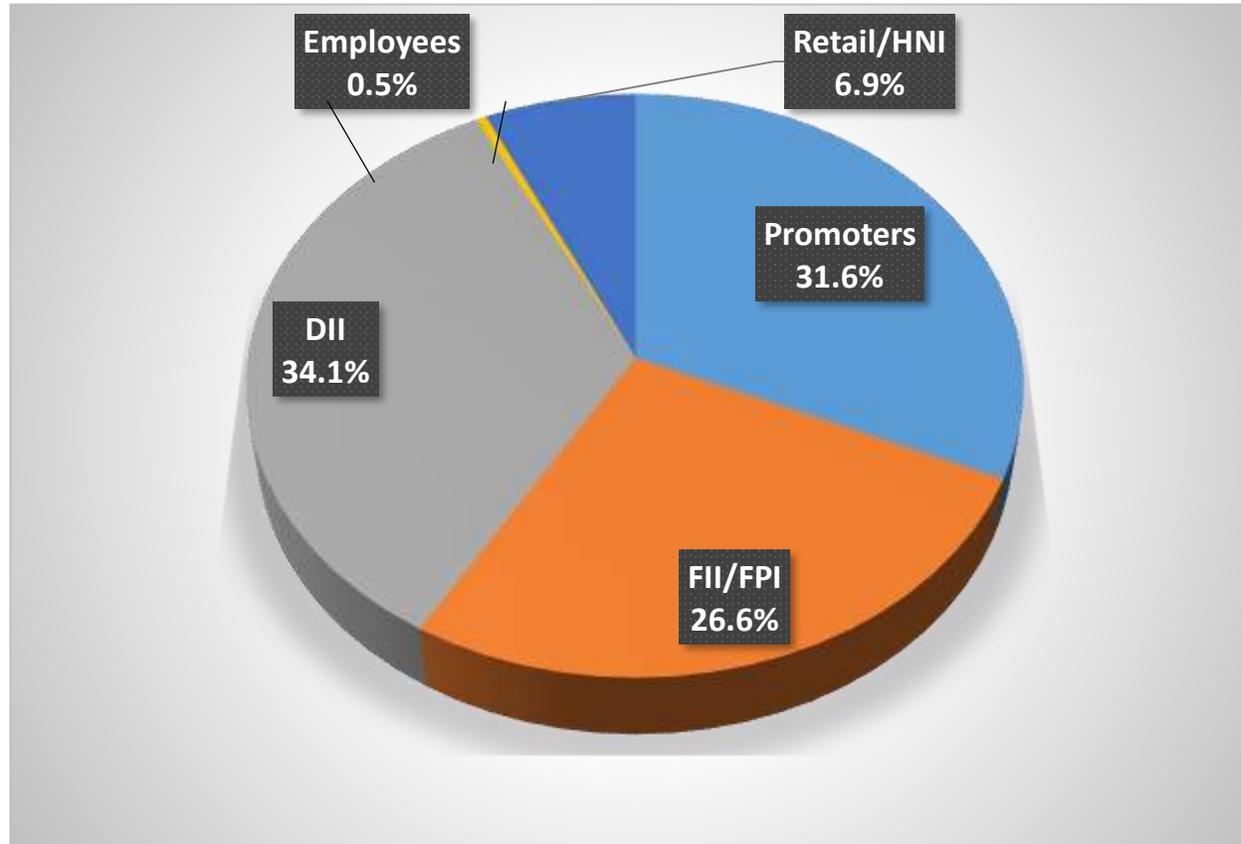
Governance

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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