

January 28, 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:** Outcome of Board meeting of TeamLease Services Limited (TeamLease/the Company) held on January 28, 2021

**Ref:** Regulation 30 of the SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015

With reference to the captioned subject and pursuant to Regulation 30 of the SEBI LODR Regulations, 2015, we wish to inform you, the meeting of Board of Directors of the Company, commenced at 12.30 PM IST and concluded at 01.45 PM IST. The "Outcome of the Board Meeting" is as detailed below:

- a. The Un-Audited Financial Results (Standalone and Consolidated) for the quarter ended December 31, 2020 as reviewed and recommended by Audit Committee and approved by the Board of Directors is enclosed herewith. The Limited Review Report (Standalone and Consolidated) adopted by the Board of Directors also forms part of the same.
- b. A copy of Press Release issued in respect of aforesaid financial results is also enclosed herewith.

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

**Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Standalone Ind AS Financial Results of the Company Pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended****Review Report to  
The Board of Directors  
TeamLease Services Limited**

1. We have reviewed the accompanying Statement of unaudited Standalone Ind AS Financial Results of TeamLease Services Limited (the "Company") for the quarter ended December 31, 2020 and year to date from April 1, 2020 to December 31, 2020 (the "Statement") attached herewith, being submitted by the Company pursuant to the requirements of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "Listing Regulations").
2. This Statement, which is the responsibility of the Company's Management and approved by the Company's Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) "Interim Financial Reporting" prescribed under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.
4. Attention is invited to Note 3 in the accompanying unaudited standalone Ind AS financial results, more fully explaining management's position in relation to non-provision for possible shortfall in the value of the assets of the Provident Fund Trust managing the Company's defined benefit plan ("Team Lease Employees Provident Fund Trust" or "PF Trust"). The PF Trust has made unsecured investments of Rs. 17,373.78 lakhs in bonds of certain non-banking financial companies ("NBFC Companies"), which are under severe liquidity stress. These bonds fall due for repayment between FY 2020-21 to FY 2026-27. In the absence of sufficient evidence regarding eventual repayment of the bonds (including interest arrears) by the NBFC Companies, we are unable to comment on the appropriateness or otherwise of management's position regarding non-provisioning for the possible shortfall in the value of the assets of the PF Trust and the consequential impact on the unaudited standalone Ind AS financial results and financial position of the Company as at and for the quarter ended December 31, 2020. Our audit report for the year ended March 31, 2020 and review reports for the quarter ended September 30, 2020 and December 31, 2019 were also qualified in respect of this matter.



# S.R. BATLIBOI & ASSOCIATES LLP


Chartered Accountants

5. Based on our review conducted as above, except for the possible effects of our observation in paragraph 4, nothing has come to our attention that causes us to believe that the accompanying Statement prepared in accordance with the recognition and measurement principles laid down in the aforesaid Indian Accounting Standards ('Ind AS') specified under Section 133 of the Companies Act, 2013, as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.
6. We draw attention to Note 7 in the accompanying unaudited standalone Ind AS financial results, as regards the management's evaluation of uncertainties related to COVID-19 and its consequential effects on the carrying value of its assets as at December 31, 2020 and the operations of the Company. Our conclusion on the Statement is not modified in respect of this matter.

For S.R. BATLIBOI & ASSOCIATES LLP

Chartered Accountants

ICAI Firm registration number: 101049W/E300004



per Navin Agrawal

Partner

Membership No.: 056102

UDIN: 21056102AAAAAE5072

Place: Bengaluru

Date: January 28, 2021



**TEAMLEASE SERVICES LIMITED**  
 Regd. Off: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
 CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
 Statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2020

Particulars	(Rs. In Lakhs except per share data)					
	3-Months Ended 31/12/2020	Preceding 3-Months Ended 30/09/2020	Corresponding 3-Months Ended 31/12/2019	9-Months Ended 31/12/2020	9-Months Ended 31/12/2019	Year Ended 31/03/2020
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
<b>Revenues</b>						
Revenue from operations (net of taxes)	116,740.17	102,859.01	124,481.82	323,030.97	356,152.50	478,337.68
Other income	1,343.07	1,340.61	1,058.24	3,457.68	2,639.69	4,365.17
<b>Total income</b>	<b>118,083.24</b>	<b>104,199.62</b>	<b>125,540.06</b>	<b>326,488.65</b>	<b>358,792.19</b>	<b>482,702.85</b>
<b>Expenses</b>						
Employee benefits expense	113,418.14	99,565.15	119,096.47	313,151.13	341,277.76	458,018.89
Finance costs	104.93	159.26	210.31	468.93	585.82	868.79
Depreciation and amortisation expense	359.74	411.49	396.80	1,179.15	1,069.94	1,473.16
Other expenses	1,785.80	1,747.84	3,228.14	5,119.12	8,959.23	12,840.35
<b>Total expenses</b>	<b>115,668.61</b>	<b>101,883.74</b>	<b>122,931.72</b>	<b>319,918.33</b>	<b>351,892.75</b>	<b>473,201.19</b>
<b>Profit before tax</b>	<b>2,414.63</b>	<b>2,315.88</b>	<b>2,608.34</b>	<b>6,570.32</b>	<b>6,899.44</b>	<b>9,501.66</b>
Current tax (including MAT write offs)	91.81	-	-	91.81	-	5,022.36
Deferred tax charge/ (credit)	129.44	238.08	(104.57)	438.19	(129.64)	321.10
<b>Income tax expense/ (credit)</b>	<b>221.25</b>	<b>238.08</b>	<b>(104.57)</b>	<b>530.00</b>	<b>(129.64)</b>	<b>5,343.46</b>
<b>Net Profit for the period/year</b>	<b>2,193.38</b>	<b>2,077.80</b>	<b>2,712.91</b>	<b>6,040.32</b>	<b>7,029.08</b>	<b>4,158.20</b>
<b>Other comprehensive income</b>						
Items that will not be reclassified to profit or loss						
Re-measurement (losses)/gains on defined benefit plans	(0.72)	15.89	14.61	38.71	30.60	38.04
Income tax effect	0.18	(3.99)	(5.10)	(9.74)	(10.69)	(9.57)
<b>Other comprehensive income, net of tax</b>	<b>(0.54)</b>	<b>11.90</b>	<b>9.51</b>	<b>28.97</b>	<b>19.91</b>	<b>28.47</b>
<b>Total comprehensive income</b>	<b>2,192.84</b>	<b>2,089.70</b>	<b>2,722.42</b>	<b>6,069.29</b>	<b>7,048.99</b>	<b>4,186.67</b>
<b>Paid-up equity share capital (face value Rs 10/- each fully paid)</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>
<b>Other Equity</b>						<b>55,169.95</b>
<b>Earnings per equity share (face value Rs 10/- each fully paid)</b>						
Basic EPS (Rs)	12.83	12.15	15.87	35.33	41.11	24.32
Diluted EPS (Rs)	12.83	12.15	15.87	35.33	41.11	24.32

**Notes**

- In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, as amended, the aforesaid statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2020, of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on January 28, 2021. The aforesaid results for the quarter and nine months ended December 31, 2020 have been subjected to limited review by the statutory auditors of the Company.
- The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND-AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.
- The Company has its own Provident Fund Trust i.e. "TeamLease Services Ltd. Employees Provident Fund Trust" ("PF Trust") through which it manages provident fund liability for its employees. Accordingly, the PF Trust is considered as a defined benefit plan. The PF Trust has made investments of Rs. 173.74 crore in two non-banking financial companies ('NBFCs') which have maturities between FY 2020-21 to FY 2026-27, which are currently undergoing financial stress / bankruptcy proceedings.  
  
The total assets under the PF Trust as at December 31, 2020, amounts to Rs. 1,416.05 crores, and there is an unrealised MTM gain of Rs. 117 crores on account of certain other investments. There is a net surplus of Rs. 28.18 crores as at December 31, 2020 without considering the impact of any MTM gains/losses on the investment portfolio of the Trust.  
  
The management, in consultation with its PF Trust's investment advisor, is of the view that the current reserves of the Trust and unrealised MTM gains will be sufficient to absorb any potential shortfall in Trust accounts. Pending clarity on the actual quantum of shortfall, no provision has been made in the accompanying financial results, towards any future potential obligation that may arise on the Company.  
  
This matter will be monitored closely and any incremental shortfall identified will be provided, as and when determined by the PF Trust.
- During the quarter ended September 30, 2020, the Company entered into a definitive agreement and acquired additional equity stake of 37.14% in TeamLease Edtech Private Limited ('TEPL') (formerly Known as SchoolGuru Eduserve Private Limited) at an agreed consideration of Rs 434.04 lakhs, thereby increasing the total stake to 78.43% in TEPL on fully diluted basis. Accordingly, TEPL has been accounted as a subsidiary with effect from September 09, 2020.
- During the quarter ended September 30, 2020, the Company participated in the rights issue and invested in 7,937 equity shares of Re. 1 each at a premium of Rs. 1,602 per share aggregating to Rs. 127.23 lakhs, thereby acquiring additional equity stake of 16.28% in Avantis Regtech Private Limited ("ARPL"), a joint venture. ARPL is engaged in rendering Software as a Service ("SAAS") based governance, risk and compliance automation. The shares have been allotted on October 01, 2020.



**TEAMLEASE SERVICES LIMITED**  
Regd. Off: 6th Floor, BMTc Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
Statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2020

- 6 During the quarter ended December 31, 2020, no options have been granted or forfeited under the scheme TeamLease Employees Stock Option Plan 2015. Further, 6,055 options got exercised in the current quarter.
- 7 The Company has considered the possible effects that may result from the pandemic relating to COVID-19 on the carrying amounts of receivables, unbilled revenues and investments. In developing the assumptions relating to the possible future uncertainties in the global economic conditions because of this pandemic, the Company, as at the date of approval of these financial results has used internal and external sources of information including credit reports and related information and economic forecasts. Basis such evaluation, the management does not expect any adverse impact on its future cash flows and shall be able to continue as a going concern and meet its obligations as and when they fall due. The impact of COVID-19 on the Company's financial results may differ from that estimated as at the date of approval of these financial results. The Company will continue to monitor future economic conditions for any significant change.
- 8 The figures of the previous periods have been regrouped/ reclassified, wherever necessary.
- 9 The above unaudited standalone financial results of the Company are available on the Company's website ([www.teamleasegroup.com](http://www.teamleasegroup.com)) and also on the website of BSE ([www.bseindia.com](http://www.bseindia.com)) and NSE ([www.nseindia.com](http://www.nseindia.com)), where the shares of the Company are listed.

Date: January 28, 2021  
Place: Bengaluru



For and on behalf of the Board of  
TeamLease Services Limited

Ashok Kumar Nedurumalli  
Managing Director  
DIN : 00151814

**TEAMLEASE SERVICES LIMITED**  
 Regd. Off: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
 CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
 Standalone Segment-wise revenue, results, assets and liabilities for the quarter and nine months ended December 31, 2020

The Company is primarily engaged in the business of providing manpower services. The Company has identified following reportable segments in context of IND AS 108 Operating Segments:

**General Staffing and Allied Services** - Comprises of Staffing Operations, Temporary Recruitment and Payroll & NETAP.

**Other HR Services** - Comprises of Permanent Recruitment, Regulatory Compliance and Training Operations.

(Rs. In lakhs)

Sr. No.	Particulars	3-Months Ended	Preceding	Corresponding	9-Months Ended	9-Months Ended	Year Ended
		31/12/2020	3-Months Ended	3-Months Ended	31/12/2020	31/12/2019	31/03/2020
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	<b>Segment revenue</b>						
	General Staffing and Allied Services	116,027.96	101,973.24	121,610.91	320,341.28	348,587.90	468,128.71
	Other HR Services	712.21	885.77	2,870.91	2,689.69	7,564.60	10,208.97
	<b>Total Income from operations</b>	<b>116,740.17</b>	<b>102,859.01</b>	<b>124,481.82</b>	<b>323,030.97</b>	<b>356,152.50</b>	<b>478,337.68</b>
2	<b>Segment results</b>						
	General Staffing and Allied Services	2,161.53	2,080.02	1,959.57	6,224.15	6,260.04	8,779.03
	Other HR Services	(258.06)	(364.96)	241.21	(949.75)	(157.52)	(350.17)
	<b>Total</b>	<b>1,903.47</b>	<b>1,715.06</b>	<b>2,200.78</b>	<b>5,274.40</b>	<b>6,102.52</b>	<b>8,428.86</b>
	<b>Add/Less: Unallocable items</b>						
	Add: Unallocated income net off unallocated expenditure	616.09	760.08	617.87	1,764.85	1,382.74	1,941.59
	Less: Finance costs	(104.93)	(159.26)	(210.31)	(468.93)	(585.82)	(868.79)
	<b>Profit before tax</b>	<b>2,414.63</b>	<b>2,315.88</b>	<b>2,608.34</b>	<b>6,570.32</b>	<b>6,899.44</b>	<b>9,501.66</b>
3	<b>Segment assets:</b>						
	General Staffing and Allied Services	47,503.23	51,659.19	48,639.40	47,503.23	48,639.40	45,858.72
	Other HR Services	6,304.38	7,417.50	8,560.17	6,304.38	8,560.17	8,055.06
	Unallocated	64,156.26	63,232.54	66,977.45	64,156.26	66,977.45	64,146.45
	<b>Total</b>	<b>117,963.87</b>	<b>122,309.23</b>	<b>124,177.02</b>	<b>117,963.87</b>	<b>124,177.02</b>	<b>118,060.23</b>
4	<b>Segment liabilities:</b>						
	General Staffing and Allied Services	42,564.10	44,721.88	44,689.92	42,564.10	44,689.92	41,851.67
	Other HR Services	4,213.53	4,535.77	3,687.63	4,213.53	3,687.63	3,796.99
	Unallocated	8,064.18	12,164.93	16,115.23	8,064.18	16,115.23	15,531.94
	<b>Total</b>	<b>54,841.81</b>	<b>61,422.58</b>	<b>64,492.78</b>	<b>54,841.81</b>	<b>64,492.78</b>	<b>61,180.60</b>

Date: January 28, 2021  
Place: Bengaluru



For and on behalf of the Board of  
TeamLease Services Limited

*Ashok Kumar Nedurumalli*

Ashok Kumar Nedurumalli  
Managing Director  
DIN : 00151814



**Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Consolidated Ind AS Financial Results of the Company Pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended****Review Report to  
The Board of Directors  
TeamLease Services Limited**

1. We have reviewed the accompanying Statement of unaudited Consolidated Ind AS Financial Results of TeamLease Services Limited (the "Holding Company") and its subsidiaries (the Holding Company and its subsidiaries together referred to as "the Group"), its associate and joint venture for the quarter ended December 31, 2020 and year to date from April 1, 2020 to December 31, 2020 (the "Statement") attached herewith, being submitted by the Holding Company pursuant to the requirements of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended (the "Listing Regulations").
2. This Statement, which is the responsibility of the Holding Company's Management and approved by the Holding Company's Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) "Interim Financial Reporting" prescribed under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

We also performed procedures in accordance with the Circular No. CIR/CFD/CMD1/44/2019 dated March 29, 2019 (the "Circular") issued by the Securities and Exchange Board of India under Regulation 33(8) of the Listing Regulations, to the extent applicable.

4. The Statement includes the results of the following entities:
  - Subsidiaries
    - 1) TeamLease Digital Private Limited
    - 2) IIJT Education Private Limited
    - 3) Keystone Business Solutions Private Limited
    - 4) Evolve Technologies and Services Private Limited
    - 5) TeamLease Education Foundation
    - 6) TeamLease e-Hire Private Limited
    - 7) I.M.S.I Staffing Private Limited
    - 8) TeamLease Edtech Private Limited (formerly known as SchoolGuru Eduserve Private Limited) (associate till September 8, 2020)



- Joint Venture
    - 1) Avantis Regtech Private Limited
5. Attention is invited to Note 3 in the accompanying unaudited consolidated Ind AS financial results, more fully explaining management's position in relation to non-provision for possible shortfall in the value of the assets of the Provident Fund Trust managing the Holding Company's defined benefit plan ("Team Lease Employees Provident Fund Trust" or "PF Trust"). The PF Trust has made unsecured investments of Rs. 17,373.78 lakhs in bonds of certain non-banking financial companies ("NBFC Companies"), which are under severe liquidity stress. These bonds fall due for repayment between FY 2020-21 to FY 2026-27. In the absence of sufficient evidence regarding eventual repayment of the bonds (including interest arrears) by the NBFC Companies, we are unable to comment on the appropriateness or otherwise of management's position regarding non-provisioning for the possible shortfall in the value of the assets of the PF Trust and the consequential impact on the unaudited consolidated Ind AS financial results and financial position of the Group as at and for the quarter ended December 31, 2020. Our audit report for the year ended March 31, 2020 and review reports for the quarter ended September 30, 2020 and December 31, 2019 were also qualified in respect of this matter.
6. Based on our review conducted and procedures performed as stated in paragraph 3 above and based on the consideration of the review reports of other auditors referred to in paragraph 8 below, except for the possible effect of our observation in paragraph 5 above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with recognition and measurement principles laid down in the aforesaid Indian Accounting Standard specified under Section 133 of the Companies Act, 2013, as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.
7. We draw attention to Note 10 in the accompanying unaudited consolidated Ind AS financial results, as regards the management's evaluation of uncertainties related to COVID-19 and its consequential effects on the carrying value of its assets as at December 31, 2020 and the operations of the Group. Our conclusion on the Statement is not modified in respect of this matter.
8. The accompanying Statement includes the unaudited interim Ind AS financial results and other financial information, in respect of:
- Eight subsidiaries, whose unaudited interim Ind AS financial results include total revenues of Rs. 10,902.62 Lakhs and Rs. 31,369.12 Lakhs, total net profit after tax of Rs. 132.08 Lakhs and total net loss after tax of Rs. 404.26 Lakhs, and total comprehensive income of Rs. 141.90 Lakhs and total comprehensive loss of Rs. 379.49 Lakhs, for the quarter ended December 31, 2020 and the period ended on that date respectively, as considered in the Statement which have been reviewed by their respective independent auditors.
  - One associate (till September 8, 2020) and one joint venture, whose unaudited interim Ind AS financial results include Group's share of net loss of Rs. 39.23 Lakhs and Rs. 100.23 Lakhs and Group's share of total comprehensive loss of Rs. 38.32 Lakhs and Rs. 95.72 Lakhs for the quarter ended December 31, 2020 and the period ended on that date respectively, as considered in the Statement whose interim Ind AS financial results and other financial information have been reviewed by their respective independent auditors.





# **S.R. BATLIBOI & ASSOCIATES LLP**

Chartered Accountants

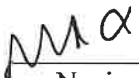
The independent auditor's reports on interim Ind AS financial results of these entities have been furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures in respect of these subsidiaries, joint venture and associate is based solely on the reports of such auditors and procedures performed by us as stated in paragraph 3 above.

Our conclusion on the Statement in respect of the above matter is not modified with respect to our reliance on the work done and the reports of the other auditors.

For S.R. BATLIBOI & ASSOCIATES LLP

Chartered Accountants

ICAI Firm registration number: 101049W/E300004

  
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per Navin Agrawal

Partner

Membership No.: 056102

UDIN: 21056102AAAAAF5573

Place: Bengaluru

Date: January 28, 2021



TEAMLEASE SERVICES LIMITED

Regd. Off: 6th Floor, BMT Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
 CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
 Statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2020

Particulars	(Rs. in Lakhs except per share data)					
	3-Months Ended 31/12/2020	Preceding 3-Months Ended 30/09/2020	Corresponding 3-Months Ended 31/12/2019	9-Months Ended 31/12/2020	9-Months Ended 31/12/2019	Year Ended 31/03/2020
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
<b>Revenues</b>						
Revenue from operations (net of taxes)	127,542.33	112,906.36	135,139.59	354,093.38	387,042.38	520,072.26
Other income	984.92	1,149.59	727.89	2,544.59	1,613.95	3,084.28
<b>Total income</b>	<b>128,527.25</b>	<b>114,055.95</b>	<b>135,867.48</b>	<b>356,637.97</b>	<b>388,656.33</b>	<b>523,156.54</b>
<b>Expenses</b>						
Employee benefits expense	122,373.85	108,425.93	128,179.70	339,867.52	367,496.33	493,647.74
Finance costs	124.94	188.22	288.22	569.68	861.24	1,228.89
Depreciation and amortisation expense	843.37	834.97	762.60	2,502.06	2,028.26	2,858.92
Other expenses	2,687.61	2,180.50	4,210.98	6,986.27	12,030.94	16,915.03
<b>Total expenses</b>	<b>126,029.77</b>	<b>111,629.62</b>	<b>133,441.50</b>	<b>349,925.53</b>	<b>382,416.77</b>	<b>514,650.58</b>
<b>Profit before share of profit/ (loss) from associate/ joint venture, exceptional item and tax</b>	<b>2,497.48</b>	<b>2,426.33</b>	<b>2,425.98</b>	<b>6,712.44</b>	<b>6,239.56</b>	<b>8,505.96</b>
Share of loss from associate and joint venture	(38.32)	(29.51)	(42.34)	(95.72)	(178.61)	(208.56)
<b>Profit before exceptional item and tax</b>	<b>2,459.16</b>	<b>2,396.82</b>	<b>2,383.64</b>	<b>6,616.72</b>	<b>6,060.95</b>	<b>8,297.40</b>
Exceptional item (Refer note 7)	-	(300.00)	-	(300.00)	-	-
<b>Profit before tax</b>	<b>2,459.16</b>	<b>2,096.82</b>	<b>2,383.64</b>	<b>6,316.72</b>	<b>6,060.95</b>	<b>8,297.40</b>
Current tax (including MAT write offs)	168.66	86.07	34.10	329.15	105.08	5,227.99
Deferred tax charge/ (credit)	(21.54)	149.37	(196.85)	104.11	(484.72)	(428.12)
Income tax expense/ (credit)	147.12	235.44	(162.75)	433.26	(379.64)	4,799.87
<b>Net Profit for the period/year</b>	<b>2,312.04</b>	<b>1,861.38</b>	<b>2,546.39</b>	<b>5,883.46</b>	<b>6,440.59</b>	<b>3,497.53</b>
Attributable to:						
(i) Owners of the parent company	2,287.27	1,861.51	2,546.39	5,858.82	6,440.59	3,497.53
(ii) Non-controlling interests	24.77	(0.13)	-	24.64	-	-
<b>Other comprehensive income</b>						
Items that will not be reclassified to profit or loss						
Re-measurement gains/ (losses) on defined benefit plans	10.77	37.26	11.79	70.24	(27.71)	38.51
Income tax effect	(1.48)	(9.47)	(3.65)	(16.50)	5.81	(9.55)
<b>Other comprehensive income, net of tax</b>	<b>9.29</b>	<b>27.79</b>	<b>8.14</b>	<b>53.74</b>	<b>(21.90)</b>	<b>28.96</b>
Attributable to:						
(i) Owners of the parent company	8.22	27.79	8.14	52.67	(21.90)	28.96
(ii) Non-controlling interests	1.07	-	-	1.07	-	-
<b>Total comprehensive income</b>	<b>2,321.33</b>	<b>1,889.17</b>	<b>2,554.53</b>	<b>5,937.20</b>	<b>6,418.69</b>	<b>3,526.49</b>
Attributable to:						
(i) Owners of the parent company	2,295.49	1,889.30	2,554.53	5,911.49	6,418.69	3,526.49
(ii) Non-controlling interests	25.84	(0.13)	-	25.71	-	-
<b>Paid-up equity share capital (face value Rs 10/- each fully paid)</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>	<b>1,709.68</b>
<b>Other Equity</b>						<b>55,499.15</b>
<b>Earnings per equity share (face value Rs 10/- each fully paid)</b>						
Basic EPS (Rs)	13.38	10.89	14.89	34.27	37.67	20.46
Diluted EPS (Rs)	13.38	10.89	14.89	34.27	37.67	20.46

Notes

- In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended, the aforesaid statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2020, of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on January 28, 2021. The aforesaid results for the quarter and nine months ended December 31, 2020 have been subjected to limited review by the statutory auditors of the Company.
- The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND-AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.



**TEAMLEASE SERVICES LIMITED**  
Regd. Off: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
Statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2020

3 The Company has its own Provident Fund Trust i.e. "TeamLease Services Ltd. Employees Provident Fund Trust" ("PF Trust") through which it manages provident fund liability for its employees. Accordingly, the PF Trust is considered as a defined benefit plan. The PF Trust has made investments of Rs. 173.74 crore in two non-banking financial companies ('NBFCs') which have maturities between FY 2020-21 to FY 2026-27, which are currently undergoing financial stress / bankruptcy proceedings.

The total assets under the PF Trust as at December 31, 2020, amounts to Rs. 1,416.05 crores, and there is an unrealised MTM gain of Rs. 117 crores on account of certain other investments. There is a net surplus of Rs. 28.18 crores as at December 31, 2020 without considering the impact of any MTM gains/losses on the investment portfolio of the Trust.

The management, in consultation with its PF Trust's investment advisor, is of the view that the current reserves of the Trust and unrealised MTM gains will be sufficient to absorb any potential shortfall in Trust accounts. Pending clarity on the actual quantum of shortfall, no provision has been made in the accompanying financial results, towards any future potential obligation that may arise on the Company.

This matter will be monitored closely and any incremental shortfall identified will be provided, as and when determined by the PF Trust.

4 During the quarter ended September 30, 2020, the Company entered into a definitive agreement and acquired additional equity stake of 37.14% in TeamLease Edtech Private Limited ('TEPL') (formerly Known as SchoolGuru Eduserve Private Limited) at an agreed consideration of Rs 434.04 lakhs, thereby increasing the total stake to 78.43% in TEPL on fully diluted basis. Accordingly, TEPL has been accounted as a subsidiary with effect from September 09, 2020.

5 During the quarter ended September 30, 2020, the Company participated in the rights issue and invested in 7,937 equity shares of Re. 1 each at a premium of Rs. 1,602 per share aggregating to Rs. 127.23 lakhs, thereby acquiring additional equity stake of 16.28% in Avantis Regtech Private Limited ("ARPL"), a joint venture. ARPL is engaged in rendering Software as a Service ("SAAS") based governance, risk and compliance automation. The shares have been allotted on October 01, 2020.

6 The Board of directors of TeamLease Digital Private Limited (TDPL) and Evolve Technologies and Services Private Limited (ETSPL), in their respective meetings held on November 16, 2020 approved the Scheme of Amalgamation of Evolve with TDPL ("Scheme") pursuant to Sections 230 to 232 of the Companies Act, 2013 ("the Act") and other relevant provisions the Act, to the extent applicable, with appointed date as April 01, 2020. The Scheme is duly filed with the relevant jurisdictional office of National Company Law Tribunal on December 12, 2020.

7 On October 25, 2019, the Arbitration Tribunal had passed an Order in the matter relating to contingent consideration payable towards acquisition of M/s. ASAP Info Systems Private Limited ('ASAP'). On December 16, 2019, the Arbitration Tribunal passed a revised order basis which, TDPL a subsidiary of the Company, was required to pay Rs. 595.56 lakhs to the erstwhile promoters of ASAP along with interest and legal costs.

On October 6, 2020, TDPL and erstwhile promoters of ASAP entered into a Compromise Memo, whereby they have filed an application with the Arbitration Tribunal to set aside the abovementioned Order and TDPL has paid Rs. 300 lakhs as full and final settlement towards the claim, which has been accounted as an exceptional item in the unaudited consolidated financial results during the quarter ended September 30, 2020.

8 The unaudited consolidated financial results for the quarter and nine month ended December 31, 2020 include the financial results of wholly owned acquired subsidiary I.M.S.I Staffing Private Limited (I.M.S.I) which was acquired in November 2019. Further, TEPL has been accounted as 78.43% subsidiary effective from September 09, 2020. Accordingly, the unaudited consolidated financial results for the quarter and nine months period ended December 31, 2020 may not be comparable with the results for the quarter and nine months period ended December 31, 2019.

Further, it includes the unaudited financial results of subsidiaries TeamLease e-Hire Private Limited, IJT Education Private Limited, TDPL, Keystone Business Solutions Private Limited, ETSPL, TeamLease Education Foundation and joint venture Avantis Regtech Private Limited.

9 During the quarter ended December 31, 2020, no options have been granted or forfeited under the scheme TeamLease Employees Stock Option Plan 2015. Further, 6,055 options got exercised in the current quarter.

10 The group has considered the possible effects that may result from the pandemic relating to COVID-19 on the carrying amounts of receivables, unbilled revenues and investments. In developing the assumptions relating to the possible future uncertainties in the global economic conditions because of this pandemic, the group, as at the date of approval of these financial results has used internal and external sources of information including credit reports and related information and economic forecasts. Basis such evaluation, the management does not expect any adverse impact on its future cash flows and shall be able to continue as a going concern and meet its obligations as and when they fall due. The impact of COVID-19 on the group's financial results may differ from that estimated as at the date of approval of these financial results. The group will continue to monitor future economic conditions for any significant change.

11 The figures of the previous periods have been regrouped/ reclassified, wherever necessary.

12 The above unaudited consolidated financial results of the Company are available on the Company's website (www.teamleasegroup.com) and also on the website of BSE (www.bseindia.com) and NSE (www.nseindia.com), where the shares of the Company are listed.

Date: January 28, 2021  
Place: Bengaluru



For and on behalf of the Board of  
TeamLease Services Limited

*Ashok Kumar Nedurumalli*

Ashok Kumar Nedurumalli  
Managing Director  
DIN : 00151814



**TEAMLEASE SERVICES LIMITED**  
 Regd. Off: 6th Floor, BMT Commercial Complex, 80 Feet Road, Koramangala, Bengaluru - 560095  
 CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com  
 Consolidated Segment-wise revenue, results, assets and liabilities for the quarter and nine months ended December 31, 2020

The Company is primarily engaged in the business of providing manpower services. The Company has identified following reportable segments in context of IND AS 108 Operating Segments:

**General Staffing and Allied Services** - Comprises of Staffing Operations, Temporary Recruitment and Payroll & NETAP.

**Specialised Staffing Services** - Comprises of IT Staffing Operations and Telecom Staffing Operations.

**Other HR Services** - Comprises of Permanent Recruitment, Regulatory Compliance, Training Operations, Job Portal and Education Technology.

Sr. No.	Particulars	(Rs. In lakhs)					
		3-Months Ended 31/12/2020	Preceding 3-Months Ended 30/09/2020	Corresponding 3-Months Ended 31/12/2019	9-Months Ended 31/12/2020	9-Months Ended 31/12/2019	Year Ended 31/03/2020
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	<b>Segment Revenue</b>						
	General Staffing and Allied Services	116,024.48	101,973.24	121,610.91	320,337.80	348,587.90	468,128.71
	Specialised Staffing Services	10,115.98	9,857.04	10,464.15	30,060.74	30,328.78	40,977.89
	Other HR Services	1,401.87	1,076.08	3,064.53	3,694.84	8,125.70	10,965.66
	<b>Total Income from operations</b>	<b>127,542.33</b>	<b>112,906.36</b>	<b>135,139.59</b>	<b>354,093.38</b>	<b>387,042.38</b>	<b>520,072.26</b>
2	<b>Segment results</b>						
	General Staffing and Allied Services	2,161.53	2,080.02	1,959.57	6,224.15	6,260.04	8,779.03
	Specialised Staffing Services	915.40	883.28	771.15	2,681.33	2,014.19	2,725.21
	Other HR Services	(248.31)	(518.57)	58.23	(1,213.71)	(613.20)	(1,004.70)
	<b>Total</b>	<b>2,828.62</b>	<b>2,444.73</b>	<b>2,788.95</b>	<b>7,691.77</b>	<b>7,661.03</b>	<b>10,499.54</b>
	<b>Less: Unallocable items</b>						
	Unallocated income net off						
	unallocated expenditure	(244.52)	140.31	(117.09)	(505.37)	(738.84)	(973.25)
	Exceptional item	-	(300.00)	-	(300.00)	-	-
	Finance costs	(124.94)	(188.22)	(288.22)	(569.68)	(861.24)	(1,228.89)
	<b>Profit before tax</b>	<b>2,459.16</b>	<b>2,096.82</b>	<b>2,383.64</b>	<b>6,316.72</b>	<b>6,060.95</b>	<b>8,297.40</b>
3	<b>Segment Assets:</b>						
	General Staffing and Allied Services	47,503.23	51,659.19	48,639.40	47,503.23	48,639.40	45,858.72
	Specialised Staffing Services	31,218.90	31,930.22	33,839.39	31,218.90	33,839.39	33,491.92
	Other HR Services	10,886.93	11,714.75	11,054.38	10,886.93	11,054.38	10,602.69
	Unallocated	33,322.52	33,642.74	38,836.10	33,322.52	38,836.10	35,572.18
	<b>Total</b>	<b>122,931.58</b>	<b>128,946.90</b>	<b>132,369.27</b>	<b>122,931.58</b>	<b>132,369.27</b>	<b>125,525.51</b>
4	<b>Segment Liabilities:</b>						
	General Staffing and Allied Services	42,564.10	44,721.88	44,689.92	42,564.10	44,689.92	41,851.67
	Specialised Staffing Services	4,082.28	5,899.49	7,633.68	4,082.28	7,633.68	6,999.40
	Other HR Services	3,413.36	5,021.44	4,123.97	3,413.36	4,123.97	4,184.82
	Unallocated	9,250.59	12,046.63	15,960.69	9,250.59	15,960.69	15,280.79
	<b>Total</b>	<b>59,310.33</b>	<b>67,689.44</b>	<b>72,408.26</b>	<b>59,310.33</b>	<b>72,408.26</b>	<b>68,316.68</b>

Date: January 28, 2021  
Place: Bengaluru



For and on behalf of the Board of  
TeamLease Services Limited

*Ashok N*  
Ashok Kumar Nedurumalli  
Managing Director  
DIN : 00151814

**CEO and CFO Certificate**

**Under Regulation 33(2) (a) of SEBI Listing Obligations and Disclosure Requirements (LODR) Regulation, 2015**

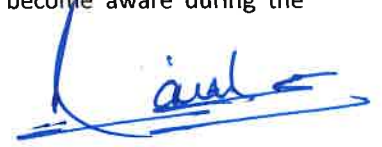
To,  
The Board of Directors,  
TeamLease Services Limited  
6<sup>th</sup> Floor, BMTC Commercial Complex  
80 Ft Road, Kormangala Bangalore  
Karnataka - 560095

In compliance with Regulation 33 (2) (a) read with Schedule II Part B of the SEBI Listing Obligations and Disclosure Requirement (LODR) Regulations 2015 read with the Listing Agreement with the Stock Exchange (s), we, the undersigned hereby certify the following:

- A. We have reviewed the unaudited Quarterly Financial Results of TeamLease Services Limited for the quarter ended December 31, 2020 and to the best of our knowledge and belief:
- (1) these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading.
  - (2) these statements together present a true and fair view of the listed entity's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- B. There are, to the best of our knowledge and belief, no transaction entered into by the listed entity during the quarter ended December 31, 2020 are fraudulent, illegal or violative of the listed entity's code of conduct.
- C. We accept responsibility for establishing and maintaining internal controls for financial reporting and we have evaluated the effectiveness of Company's internal control systems pertaining to financial reporting and have disclosed to the auditors and the audit committee, deficiencies in the design or operation of such internal controls, if any, of which they are aware and the steps they have taken or propose to take to rectify these deficiencies.
- D. We have indicated to the Auditors and the Audit Committee that:
- (i) there are no significant change in internal control over financial reporting during the quarter ended December 31, 2020;
  - (ii) there are no significant changes in accounting policies during the quarter ended December 31, 2020; and that the same have been disclosed in the notes to the financial results; and
  - (iii) there are no instances of significant fraud of which we have become aware during the quarter ended December 31, 2020.



Ashok Kumar Nedurumalli  
Managing Director  
DIN: 00151814



Ravi Vishwanath  
Chief Financial Officer

**Place: Bangalore**  
**Date: January 28, 2021**

## Press Release- Q3FY21

**Bengaluru, India, January 28, 2021-** TeamLease Services Limited (**NSE: TEAMLEASE, BSE: 539658**), one of India's largest staffing companies, today announced its results for the third quarter (**Q3FY21**) of the financial year ending March 31, 2021.

### Summary of Consolidated financial results:

*(all numbers in Rupees' Crores except Margins)*

Particulars	Q3 FY21	Q3 FY20	YoY Growth %	Q2 FY21	QoQ Growth %	9M FY21	9M FY20	YoY Growth %
Total Revenue	1,285.3	1,358.7	-5%	1,140.6	13%	3,566.4	3,886.6	-8%
Operating Revenue	1,275.4	1,351.4	-6%	1,129.1	13%	3,540.9	3,870.4	-9%
EBITDA	24.4	27.1	-10%	22.7	8%	71.4	73.4	-3%
<b>EBITDA margin</b>	<b>1.9%</b>	<b>2.0%</b>		<b>2.0%</b>		<b>2.0%</b>	<b>1.9%</b>	
PBT	24.6	23.9	3%	21.0	17%	63.2	60.6	4%
<b>PBT margin</b>	<b>1.9%</b>	<b>1.8%</b>		<b>1.9%</b>		<b>1.8%</b>	<b>1.6%</b>	
Net Profit (PAT)	23.1	25.5	-9%	18.6	24%	58.8	64.4	-9%
<b>PAT margin</b>	<b>1.8%</b>	<b>1.9%</b>		<b>1.6%</b>		<b>1.7%</b>	<b>1.7%</b>	
<b>EPS (Rs)</b>	<b>13.5</b>	<b>14.9</b>	<b>-9%</b>	<b>10.9</b>	<b>24%</b>	<b>34.4</b>	<b>37.7</b>	<b>-9%</b>

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

### Highlights of Q3FY21/9MFY21 performance:

1. Billable headcount has gone up by 8% QoQ with Staffing and NETAP contributing to 16k addition in Q3FY21.
2. Total revenue has grown by 13% QoQ and declined 5% YoY largely driven by revenue of general staffing business. PBT has grown higher than revenue in line with our margin expansion strategy.
3. Though average realization per associate in general staffing has remained flat, FTE productivity has improved to 334 in Q3FY21.
4. Specialized staffing continues to improve on profitability, driven by business mix and cost optimization. HR services has grown 38% in revenues QoQ and 50% in PBT QoQ .
5. Our cash conversion ratio to PBT has further improved significantly to 356% out of which 205% is contributed by tax refunds and balance 151% contributed by on account of efficient working capital management and tax refunds. Free cash available with the Company stood at Rs. 140 cr as of Dec 31, 2020.



## Press Release- Q3FY21

### Management Comment

**Mr. Ashok Reddy, Managing Director, TeamLease Services Limited** commenting on the quarterly results said, *“Headcount and revenue growth are getting aligned to pre-COVID levels across all businesses. Free cash reserves have improved substantially on account of operating cash flows and tax refunds. We continue to drive margin expansion through operating leverage and turnaround in HR services.”*

### About TeamLease Services Limited

TeamLease Services is one of India’s leading human resource companies 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).

### Investor contact

Ravi Vishwanath Chief Financial Officer  Tel: +91 80 6824 3330 Fax: +91 80 6824 3001 E-mail: <a href="mailto:ravi.vishwanath@teamlease.com">ravi.vishwanath@teamlease.com</a>	Renu Praveen Adfactors  Tel: +91 9742279654 Fax: +91 80 6824 3001 E-mail: <a href="mailto:renu.praveen@adfactorspr.com">renu.praveen@adfactorspr.com</a>
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