

May 21, 2025

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'FY25

**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' of the Company, towards Financial Results for Q4'FY25.

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/investor/investor-presentation/> for information of our Shareholders/Public.

This is in furtherance of our intimation dated April 25, 2025, pertaining to Conference Call with Investors on Q4'FY25 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, May 21, 2025

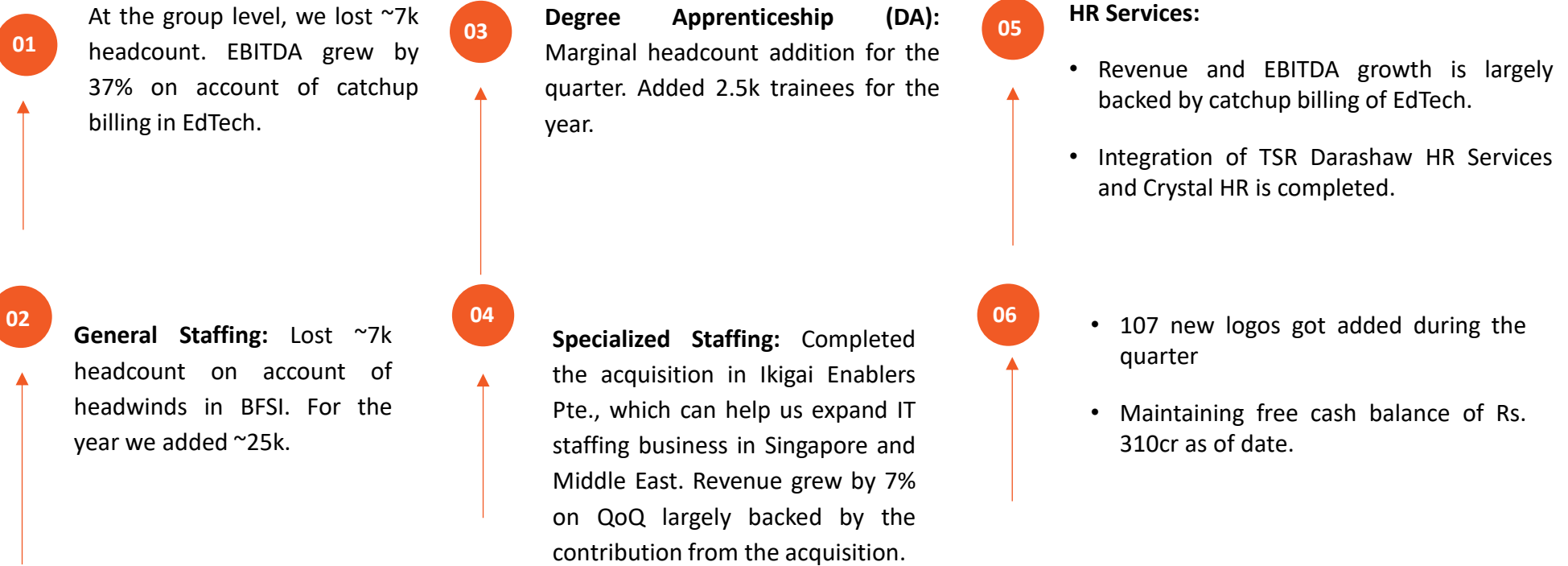


# Investor Update

## Q4 2024-25

# Key Performance Highlights

## Q4FY25



# Financial Performance

\*All Numbers are in ₹ Crores except for margins

Standalone Performance	Q4FY25	Q3FY25	QoQ	Q4FY24	YoY	FY25	FY24	YoY Growth %
Total Revenue	2,605	2,699	-3%	2,224	17%	10,293	8,501	21%
Operating Revenue	2,592	2,686	-4%	2,212	17%	10,236	8,441	21%
EBITDA	21	25	-14%	23	-7%	89	85	5%
<b>EBITDA margin</b>	<b>0.8%</b>	<b>0.9%</b>		<b>1.0%</b>		<b>0.9%</b>	<b>1.0%</b>	
PBT	22	26	-16%	24	-8%	97	105	-8%
<b>PBT margin</b>	<b>0.8%</b>	<b>1.0%</b>		<b>1.1%</b>		<b>0.9%</b>	<b>1.2%</b>	
Profit after Tax	21	26	-20%	24	-12%	96	106	-9%
<b>PAT margin</b>	<b>0.8%</b>	<b>1.0%</b>		<b>1.1%</b>		<b>0.9%</b>	<b>1.2%</b>	
EPS (Basic and Diluted) - Rs.	12	16		14		57	63	

Consolidated Performance	Q4FY25	Q3FY25	QoQ	Q4FY24	YoY	FY25	FY24	YoY Growth %
<b>Headcount</b>	<b>346,070</b>	<b>353,500</b>	<b>-2%</b>	<b>319,030</b>	<b>8%</b>	<b>346,070</b>	<b>319,030</b>	<b>8%</b>
Total Revenue	2,868	2,931	-2%	2,441	17%	11,201	9,368	20%
Operating Revenue	2,858	2,921	-2%	2,432	18%	11,156	9,322	20%
EBITDA	48	35	37%	37	30%	138	131	6%
<b>EBITDA margin</b>	<b>1.7%</b>	<b>1.2%</b>		<b>1.5%</b>		<b>1.2%</b>	<b>1.4%</b>	
PBT	40	29	40%	30	35%	115	114	0%
<b>PBT margin</b>	<b>1.4%</b>	<b>1.0%</b>		<b>1.2%</b>		<b>1.0%</b>	<b>1.2%</b>	
Profit after Tax	38	28	34%	28	35%	110	113	-2%
<b>PAT margin</b>	<b>1.3%</b>	<b>1.0%</b>		<b>1.2%</b>		<b>1.0%</b>	<b>1.2%</b>	
EPS (Basic and Diluted) - Rs.	21	17		16		65	67	

# Consolidated Segment Results

*\*All Numbers are in ₹ Crores except for margins*

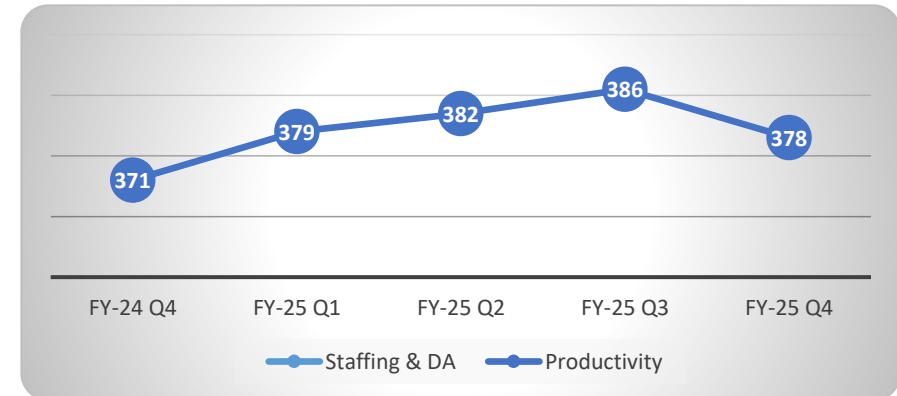
Particulars	Q4FY25	Q3FY25	QoQ	Q4FY24	YoY	FY25	FY24	YoY Growth %
<b>Revenue:</b>								
General Staffing and Allied Services	2,623	2,721	-4%	2,242	17%	10,367	8,591	21%
Specialised Staffing Services	158	147	7%	147	8%	592	589	1%
Other HR Services	77	53	44%	43	77%	197	142	38%
<b>Total Income from Operations</b>	<b>2,858</b>	<b>2,921</b>	<b>-2%</b>	<b>2,432</b>	<b>18%</b>	<b>11,156</b>	<b>9,322</b>	<b>20%</b>
<b>EBITDA:</b>								
General Staffing and Allied Services	28.8	29.1	-1%	27.6	4%	110.7	106.8	4%
Specialised Staffing Services	11.6	11.2	4%	10.3	13%	43.3	40.2	8%
Other HR Services	15.8	0.1		5.3		8.6	12.0	
<b>Total EBITDA (including unallocated)</b>	<b>47.7</b>	<b>34.9</b>	<b>37%</b>	<b>36.8</b>	<b>30%</b>	<b>138.3</b>	<b>130.8</b>	<b>6%</b>
<b>EBITDA Margin</b>								
General Staffing and Allied Services	1.1%	1.1%		1.2%		1.1%	1.2%	
Specialised Staffing Services	7.3%	7.6%		7.0%		7.3%	6.8%	
Other HR Services	20.5%	0.2%		12.2%		4.4%	8.4%	

## Headcount & Productivity

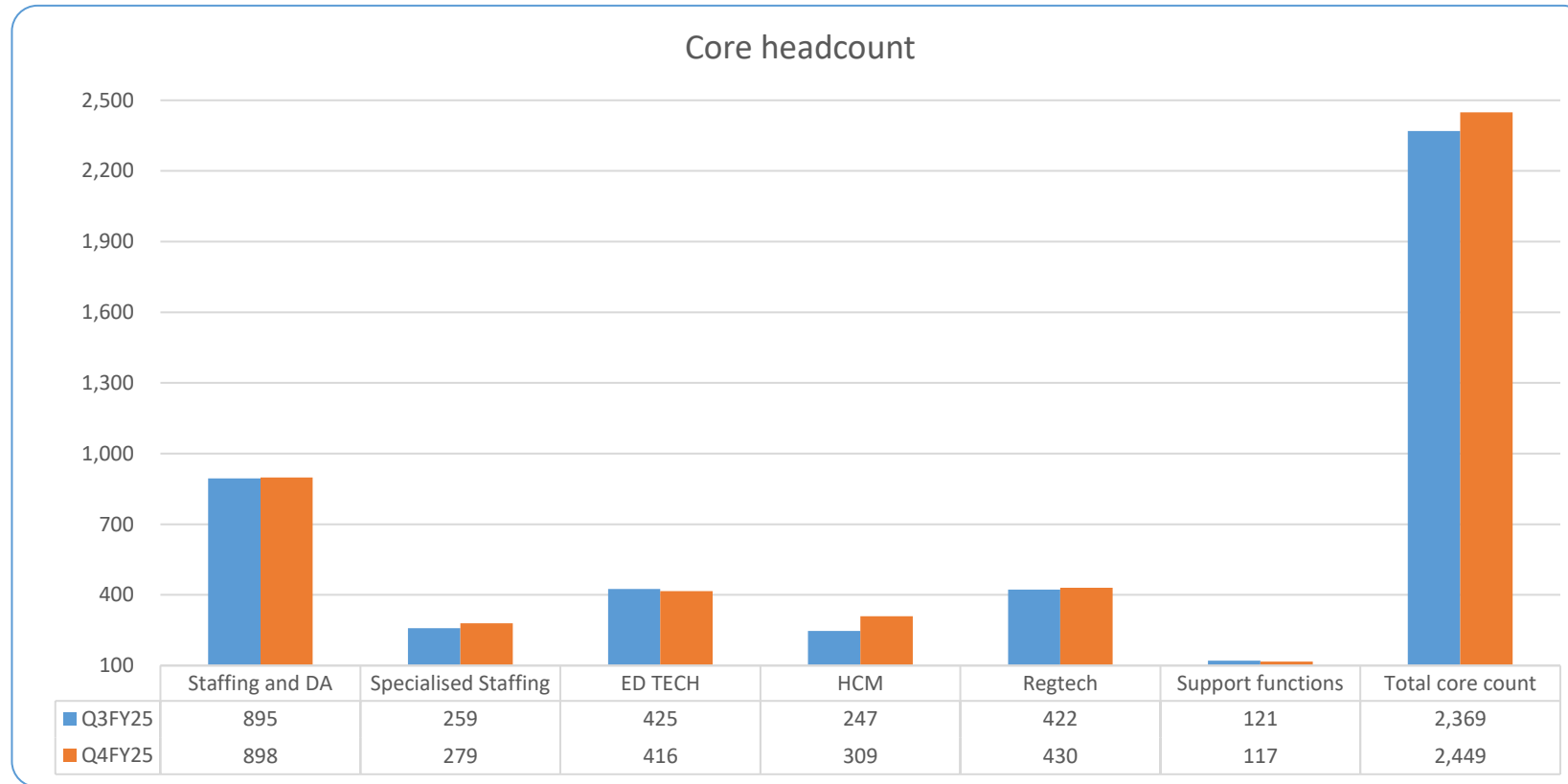
Quarter	General Staffing	DA	Specialized Staffing	Total Headcount
FY-24 Q1	2,36,900	42,600	8,320	2,87,820
FY-24 Q2	2,51,150	42,100	8,375	3,01,625
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
FY-25 Q1	2,82,450	42,350	6,900	3,31,700
FY-25 Q2	2,98,300	45,270	6,670	3,50,240
FY-25 Q3	2,99,600	47,200	6,700	3,53,500
FY-25 Q4	2,92,150	47,300	6,620	3,46,070

## FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-24 Q3	301650	822	366
FY-24 Q4	311800	839	371
FY-25 Q1	324800	855	379
FY-25 Q2	343400	896	382
FY-25 Q3	346776	895	386
FY-25 Q4	339,450	898	378



## Break-up of core headcount

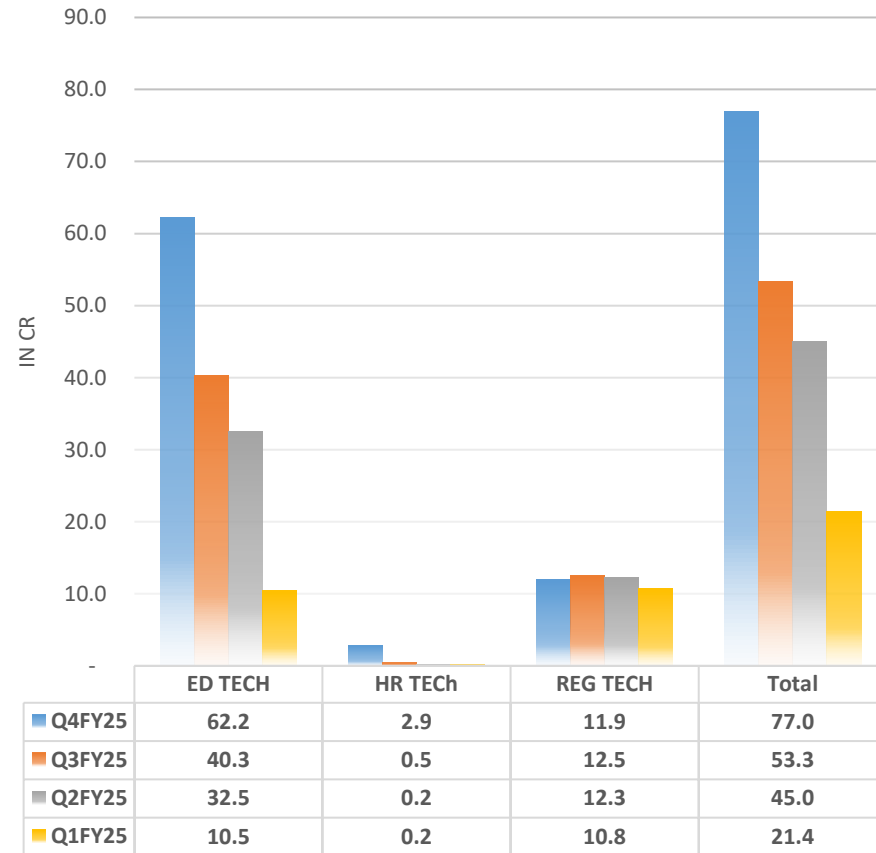


*Increase in headcount is account of inorganic addition*



## Other HR

### OTHER HR REVENUE BREAKUP



### OTHER HR EBITDA BREAKUP



## Company Profile

TeamLease Services is one of India's leading people supply chain companies offering a range of solutions to 3900+ employers for their hiring, productivity, and scale challenges. Listed on the NSE & BSE, TeamLease has hired 23 lakh+ people over the last 24 years. One of India's fastest-growing employers, TeamLease also operates India's Skill University and India's fastest-growing PPP Apprenticeship Program, which offers employment-oriented multi-level programs. The Company offers solutions to large, medium, and small clients across the 3Es of Employment (around 3.5 lakh associates/trainees), Employability (over 7 lakh students), and E-workforce (over 1000 employers). In FY2015, TeamLease rolled out DA (Degree Apprenticeship) to provide on-the-job training to apprentices.



## Our Services



General Staffing



Specialized Staffing



Degree  
Apprenticeship



Hiring



Regulatory  
Compliances



HRTECH Services



Learning Services



Skill  
University

# TeamLease Overview



India's Leading Human  
Capital Management  
company

**3,900+**

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

**~3.5 Lakhs +**

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

**7,500+**

**Locations**  
across 28 states

**7 Lakhs+**

**Students across**  
TL Skill University &  
TL EdTech

**20%**

**Revenue** growth YoY basis

**23+ Lakhs**

**People hired** till date

**378**

**FTE productivity**

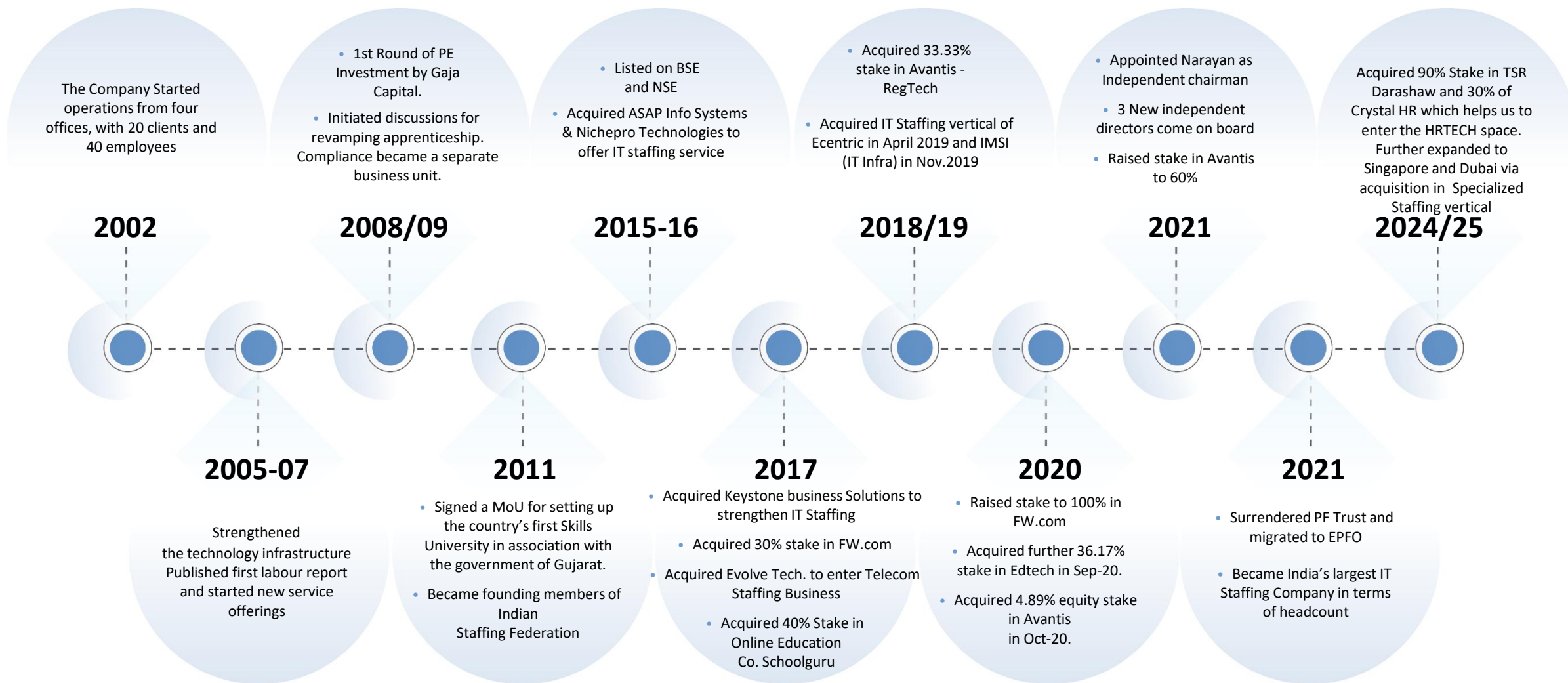
**24 years**

**Founded 2001**  
IPO 2016

**~27k net add**



# Our Journey



**Change of Names:** Schoolguru » TL EdTech / Avantis » TL RegTech / E-hire » TL HrTech

## Our Board of Directors



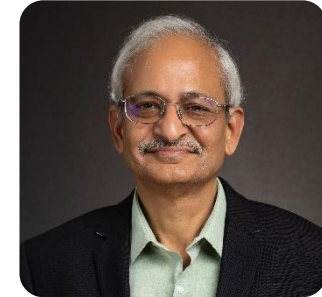
**Manish Sabharwal**  
Executive Vice-Chairman



**Ashok Reddy**  
Managing Director & CEO



**Narayan Ramachandran**  
Non-Executive Chairman and  
Lead Independent Director



**Subramaniam  
Somasundaram**  
Independent Director  
& AC Chairman



**V. Raghunathan**  
Independent Director



**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

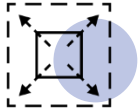
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



### 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.



### Governance

Strict adherence to labour and corporate laws, backed by strong internal compliance

### Scale

### Productivity



### Technology

The right know-how and data insights to help enhance operational efficiencies



### Presence

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

### Compliance

### Reach



# Our Business Focus Areas

## Focus Area



- General Staffing
- Specialised Staffing
- Temp Hiring

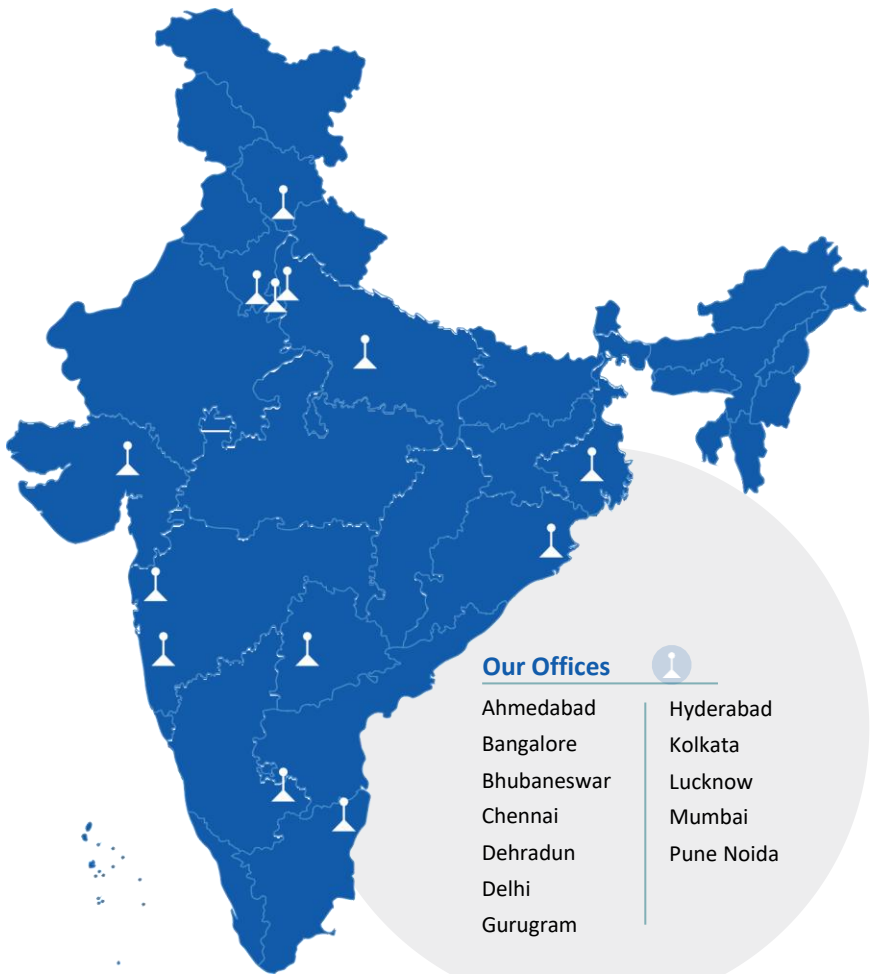


- On the job – DA
- Online – TL Edtech
- Onsite – Enterprise Learning On
- Campus – TL Skills University



- Compliance SaaS and Services
- Payroll Outsourcing
- Digital Workforce Solutions

## Our Presence in India



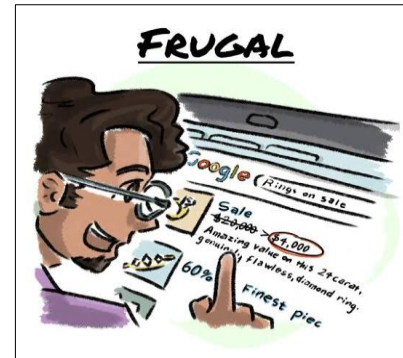
## Our Strategy



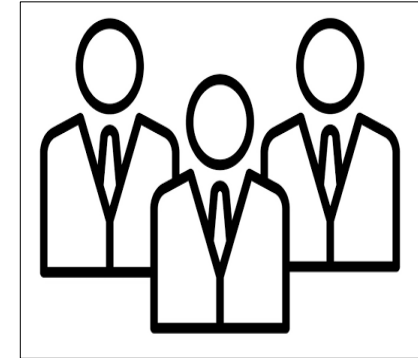
**Growth**



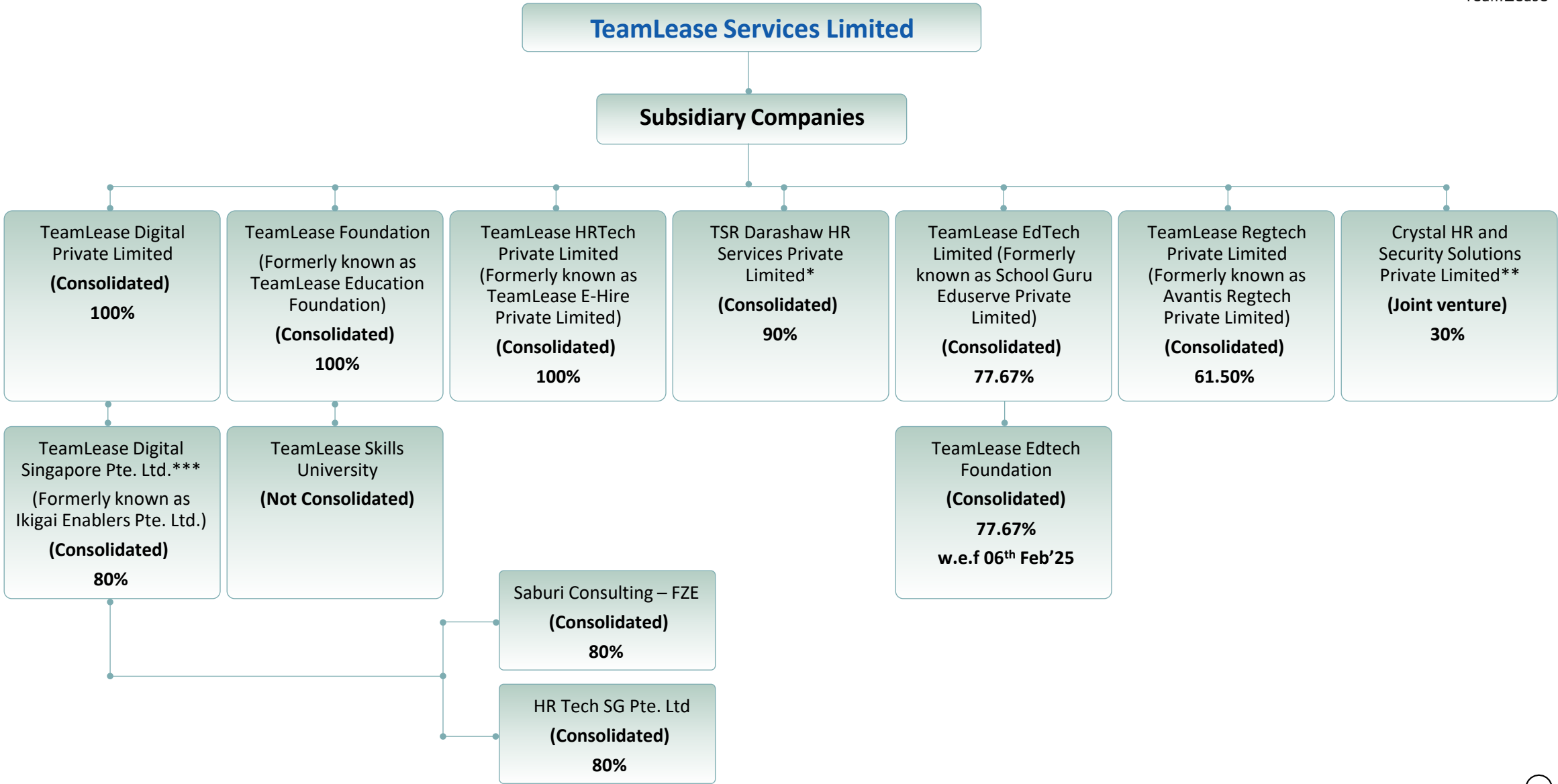
**Margin  
Expansion**



**Capital  
Frugality**

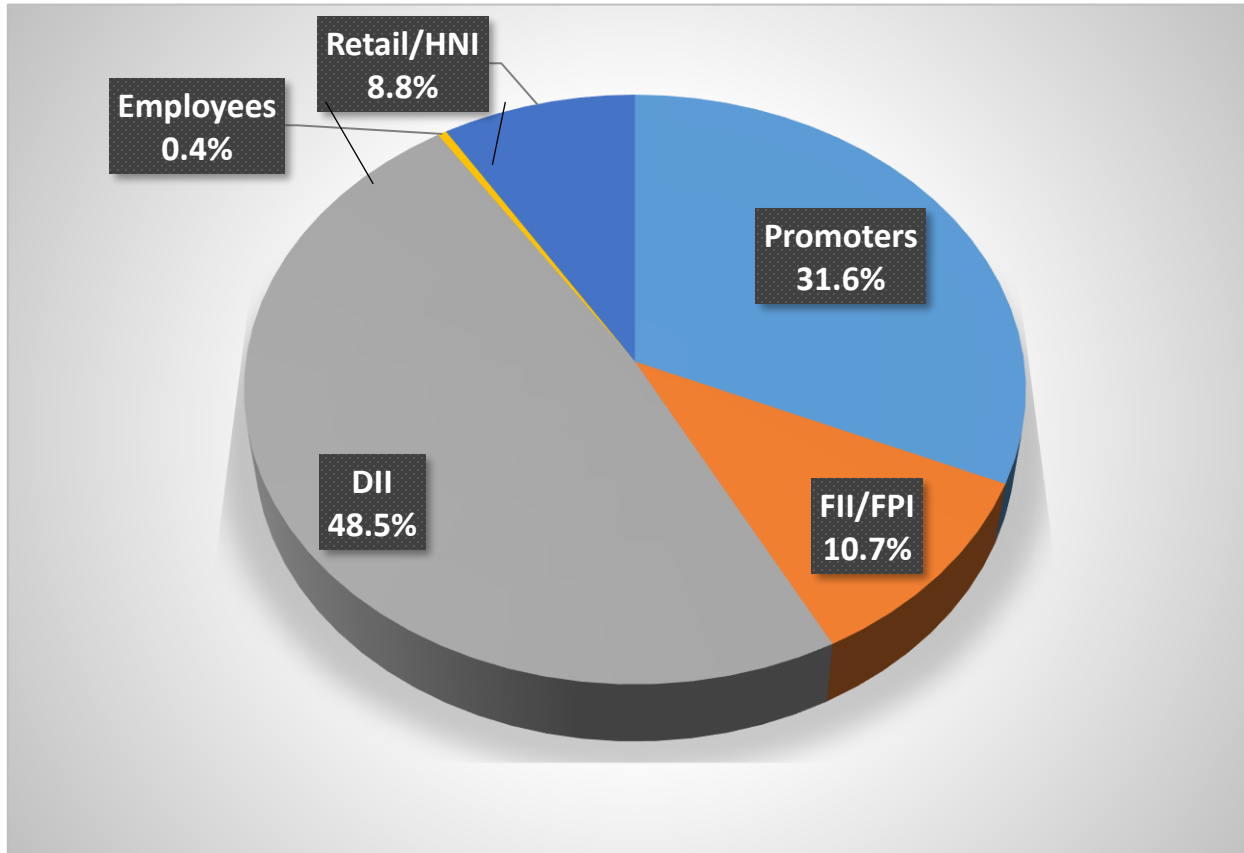


**Governance**



- \*Effective 20<sup>th</sup> December 2024
- \*\* Effective 6<sup>th</sup> January 2025
- \*\*\* Effective 5<sup>th</sup> February 2025

## Shareholding Structure



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# THANK YOU

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<https://group.teamlease.com> | Wednesday 21<sup>st</sup> May 2025