

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) - Press Release pertaining to the Audited Financial Results (Standalone and Consolidated) for the quarter and Financial Year ended March 31, 2025

With reference to the captioned subject, please find enclosed Press Release of TeamLease Services Limited pertaining to the Audited Financial Results (Standalone and Consolidated) for the quarter and Financial Year ended March 31, 2025.

Kindly take the above said information on record as per the requirement of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**

**Alaka Chanda**

**Company Secretary and Compliance Officer**

Encl: As above

## Press Release- Q4FY25

**Bengaluru, India, May 21, 2025-** TeamLease Services Limited (**NSE: TEAMLEASE, BSE: 539658**), one of India's largest staffing companies, today announced its results for the fourth quarter (**Q4FY25**) and for the financial year ending March 31, 2025.

### Summary of Consolidated Financial Results

*(all numbers in Rupees' Crores except headcount & margins)*

Particulars	Q4FY25	Q3FY25	QoQ %	Q4FY24	YoY %	FY25	FY24	YoY %
<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>
-General Staffing	292,150	299,600	-2%	267,000	9%	292,150	267,000	9%
-Degree Apprenticeship	47,300	47,200	0%	44,800	6%	47,300	44,800	6%
-Specialized Staffing	6,620	6,700	-1%	7,230	-8%	6,620	7,230	-8%
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	
<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 - Rs.	21	17		16		65	67	

### Highlights of Q4FY25:

- At the group level, net impact of ~7k headcount on account of scheduled BFSI headcount attrition. As a result, revenue declined by 2% QoQ but overall maintained 20% topline growth for the year.
- EBITDA grew by 37% QoQ, backed by catch up billing in Edtech and inorganic contribution.
- Net cash stands at Rs.472cr, including free cash of Rs.310cr.
- **General Staffing:**
  - ~25,000 associates got added in general staffing during the year largely led by Consumer and Telecom.
  - EBITDA in Staffing & Allied services was flat on account of DA NEEM headcount attrition impact in H1 and in H2 on account of flat headcount addition.
- **Degree Apprenticeship (DA):**
  - DA saw a marginal headcount addition for the quarter.
  - 34% of the total trainee base is covered under the learning program.

## Press Release- Q4FY25

- **Specialized Staffing:**
  - Completed the 80% acquisition in Ikigai Enablers Pte. Renamed the Company to TeamLease Digital Singapore Pte Ltd.
  - GCC now accounts for 60% of the total specialized Staffing revenue and 40% in terms of the headcount.
- **HR Services:**
  - The catch-up billing for Edtech was completed in Q4FY25, which led to a sharp recovery in the profits.
  - The integration of TSR Darashaw HR Services and Crystal HR is completed and contributed ~Rs.1cr in EBITDA for Q4FY25.

### Management Comment

**Mr. Ashok Reddy, Managing Director, TeamLease Services Limited** commenting on the quarterly results said, *We closed FY25 with a mixed performance across our business segments. In Staffing, we added approximately 25,000 associates inspite of the headwinds in H2 of FY25 from certain sectors. In IT Services, we made notable gains in operating efficiency and improved our Global Capability Center (GCC) mix. Strategically, we made significant strides to strengthen our service offerings and geographic reach. The acquisition of Ikigai Enablers will bolster our IT staffing footprint in Singapore and the Middle East. Additionally, the integration of TSR Darashaw and Crystal HR positions us to scale our HRTech capabilities more effectively.*

### About TeamLease Services Limited

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.

### Investor contact

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## Press Release- Q4FY25

*Disclaimer: This document contains statements that constitute forward-looking statements. These statements include descriptions regarding the intent, belief or current expectations of the Company or its directors and officers with respect to the results of operations and financial condition of the Company. These statements can be recognized by the use of words such as "expects", "plans", "will", "estimates", "projects", or other words of similar meaning. Such forward-looking statements are not guarantees of future performance and involve risks and uncertainties and actual results may differ materially from those in such forward-looking statements as a result of various factors and assumptions, which the Company believes to be reasonable in light of its operating experience in recent years. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties, regarding fluctuations in earnings, our ability to manage growth, competition, our ability to manage our international operations, government policies, regulations, etc. The Company does not undertake any obligation to revise or update any forward-looking statement that may be made from time to time by or on behalf of the Company including to reflect actual results, changes in assumptions or changes in factors affecting these statements.*