TeamLease®
Putting India to Work

November 05, 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

Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Investor Presentation on Financial Results for Q2'FY26

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 Q2'FY26.

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 October 16, 2025, pertaining to Conference Call with Investors on Q2'FY26 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

Digitally signed by ALAKA CHANDA
DN: c=IN, postalCode=560100, st=KARNATAKA, street=A2 606, GENESIS ECOSPHERE ,NEELADRI ROAD, ELECTRONIC CITY PHASE 1, ,BENGALURU,BANGALORE ,560100, l=BENGALURU, o=Personal, serialNumber=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2025.11.05 16:24:34 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer
Encl: As above

TeamLease Services Limited, CIN: L74140KA2000PLC118395
Registered Office: 315 Work Avenue Campus, Ascent Bldg., Koramangala Ind. Layout,
Jyoti Nivas College Road, Koramangala, Bangalore-560095
Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001
Email ID: corporateaffairs@teamlease.com
Website: https://group.teamlease.com
Business Portal: https://www.teamlease.com

TeamLease®

Putting India to Work

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

https://group.teamlease.com | Wednesday, November 05, 2025

Investor Update
Q2 2025-26

Key Performance Highlights

Q2FY26

01

At the group level, we have added ~11k headcount including 320 net adds in specialized staffing business.

02

General Staffing: Added net ~8k headcount taking the total billable headcount to ~3 lakhs+.

03

Degree Apprenticeship (DA):Added ~3k in Trainee for the current quarter driven by NAPS (National Apprenticeship Promotion Scheme) and WILP (Work Integrated Learning Program).

04

Specialized Staffing: Net add stood at 320 mostly contributed by GCCs. We partner with 90+ GCC clients as of date.

05

HR Services:

- Breakeven EBITDA for the quarter on account of EdTech billing pickup.
- Managing over 3.5 lakhs monthly records in our HCM business

06

- 140 new logos were added during the quarter.
- Maintaining free cash balance of Rs. 320cr as of date.

Financial Performance

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

Consolidated Performance	Q2FY26	Q1FY26	QoQ	Q2FY25	YoY	H1FY26	H1FY25	YoY
Headcount	362,000	351,000	3%	350,240	3%	362,000	350,240	3%
Total Revenue	3,041	2,904	5%	2,808	8%	5,945	5,401	10%
Operating Revenue	3,032	2,891	5%	2,797	8%	5,923	5,377	10%
EBITDA	38	31	24%	33	15%	69	56	25%
EBITDA margin	**1.3%**	**1.1%**		**1.2%**		**1.2%**	**1.0%**	
PBT	29	26	10%	26	12%	55	46	20%
PBT margin	**1.0%**	**0.9%**		**0.9%**		**0.9%**	**0.9%**	
Profit after Tax	28	25	11%	25	12%	53	44	19%
PAT margin	**0.9%**	**0.9%**		**0.9%**		**0.9%**	**0.8%**	
EPS (Basic and Diluted) - Rs.	16	16		15		32	27	

Standalone Performance	Q2FY26	Q1FY26	QoQ	Q2FY25	YoY	H1FY26	H1FY25	YoY
Total Revenue	2,762	2,653	4%	2,589	7%	5,415	4,989	9%
Operating Revenue	2,750	2,640	4%	2,576	7%	5,391	4,959	9%
EBITDA	22	24	-8%	22	-1%	46	43	7%
EBITDA margin	**0.8%**	**0.9%**		**0.9%**		**0.8%**	**0.9%**	
PBT	21	25	-14%	22	-6%	46	49	-7%
PBT margin	**0.8%**	**0.9%**		**0.9%**		**0.8%**	**1.0%**	
Profit after Tax	21	25	-15%	22	-5%	46	49	-6%
PAT margin	**0.8%**	**0.9%**		**0.9%**		**0.8%**	**1.0%**	
EPS (Basic and Diluted) - Rs.	13	15		13		27	29	-6%

Consolidated Segment Results

Particulars	Q2FY26	Q1FY26	QoQ	Q2FY25	YoY	H1FY26	H1FY25	YoY
Revenue:								
General Staffing and Allied Services	2,783	2,669	4%	2,609	7%	5,453	5,023	9%
Specialised Staffing Services	191	177	8%	142	34%	368	287	28%
Other HR Services	57	45	27%	45	28%	102	66	54%
Total Income from Operations	**3,032**	**2,891**	**5%**	**2,797**	**8%**	**5,923**	**5,377**	10%
EBITDA:								
General Staffing and Allied Services	29.0	28.0	3%	27.6	5%	57.0	52.9	8%
Specialised Staffing Services	13.1	11.1	18%	11.2	17%	24.2	20.5	18%
Other HR Services	0.2	(6.9)		0.8		(6.7)	(7.3)	-9%
Total EBITDA (including unallocated)	(3.9)	(1.3)		(6.2)		(5.2)	(10.3)	-50%
EBITDA Margin	**38.4**	**30.9**	**24%**	**33.5**	**15%**	**69.4**	**55.7**	25%
General Staffing and Allied Services	1.0%	1.0%		1.1%		1.0%	1.1%	
Specialised Staffing Services	6.8%	6.3%		7.9%		6.6%	7.2%	
Other HR Services	0.4%	-15.3%		1.8%		-6.5%	-11.1%	

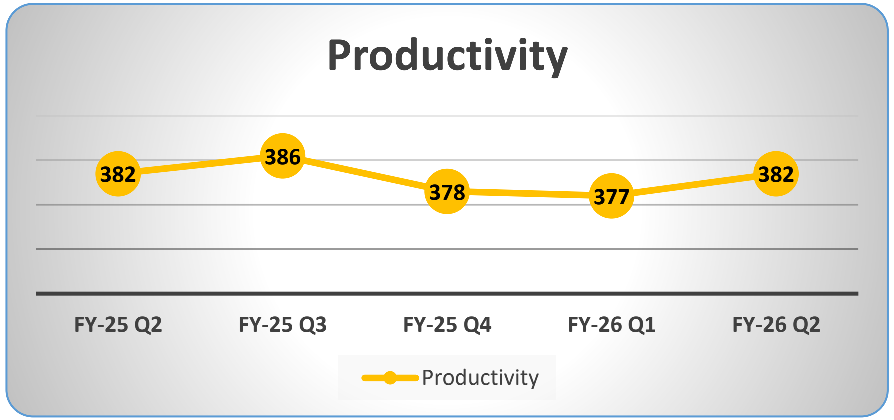
**All Numbers are in ₹ Crores except for margins*

Headcount & Productivity

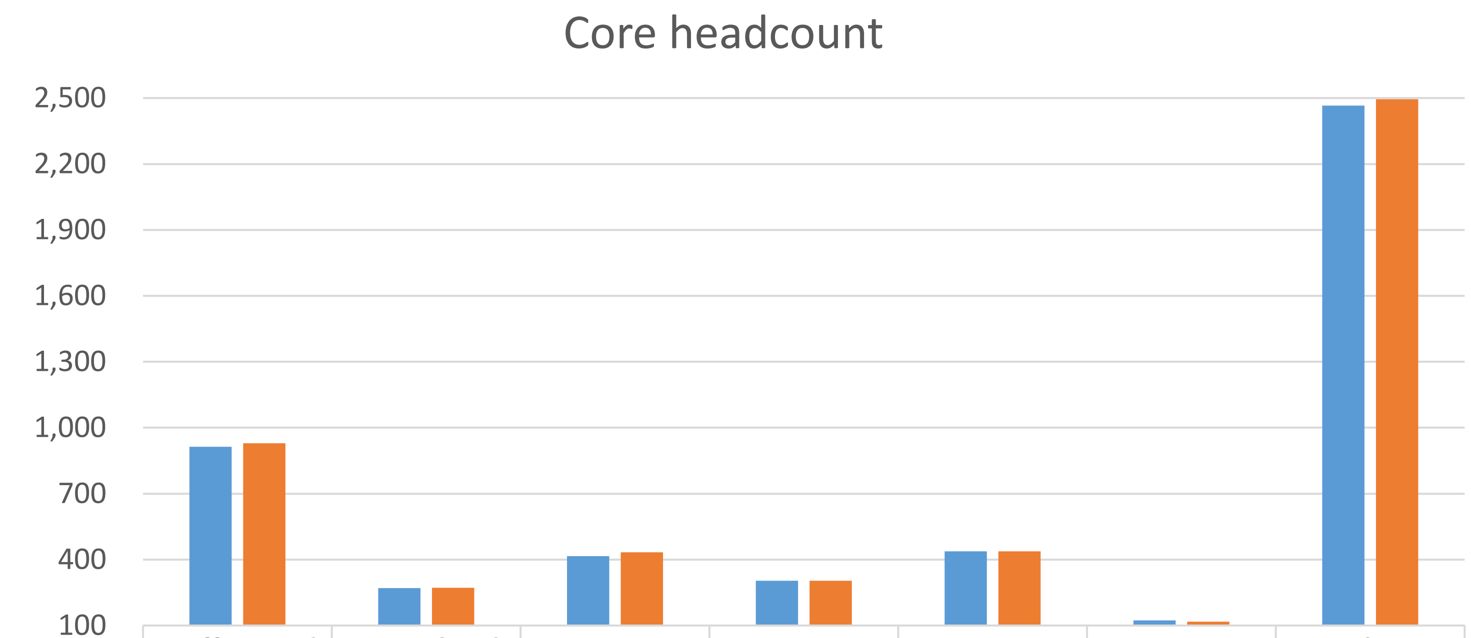
Quarter	General Staffing	DA	Specialized Staffing	Total Headcount
FY-24 Q3	2,58,500	43,150	7,600	3,09,250
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
FY-25 Q1	2,82,450	42,350	6,900	3,31,700
FY-25 Q2	2,98,300	45,270	6,670	3,50,240
FY-25 Q3	2,99,600	47,200	6,700	3,53,500
FY-25 Q4	2,92,150	47,300	6,620	3,46,070
FY-26 Q1	2,95,270	49,000	6,730	3,51,000
FY-26 Q2	3,03,350	51,600	7,050	3,62,000

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-25 Q1	324800	855	379
FY-25 Q2	343400	896	382
FY-25 Q3	346776	895	386
FY-25 Q4	339450	898	378
FY-26 Q1	344260	913	377
FY-26 Q2	354950	929	382



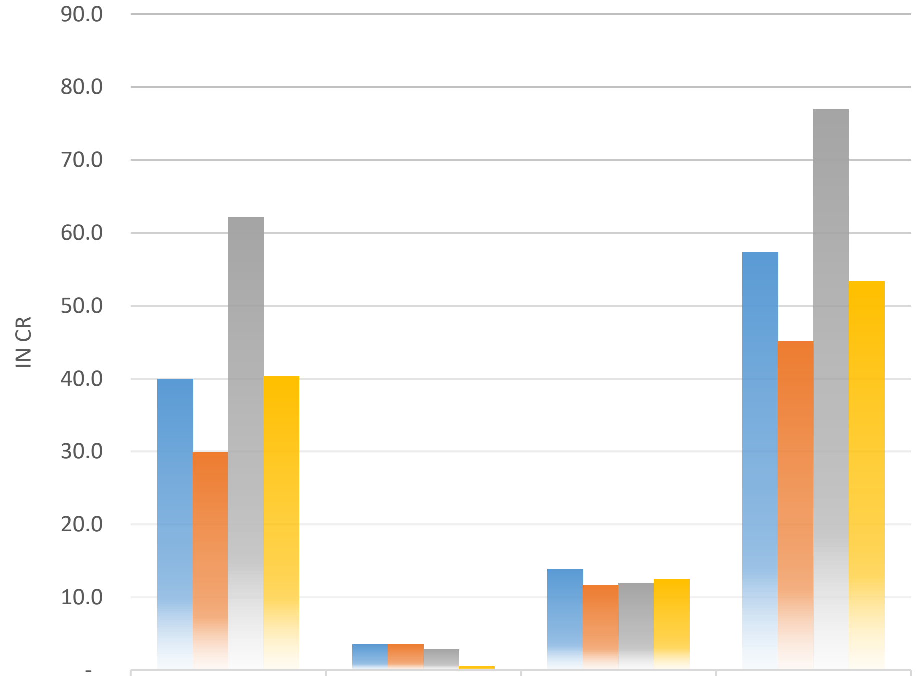
Break-up of core headcount



	Staffing and DA	Specialised Staffing	ED TECH	HCM	Regtech	Support functions	Total core count
Q1FY26	913	271	416	304	437	124	2,465
Q2FY26	929	272	433	304	438	118	2,494

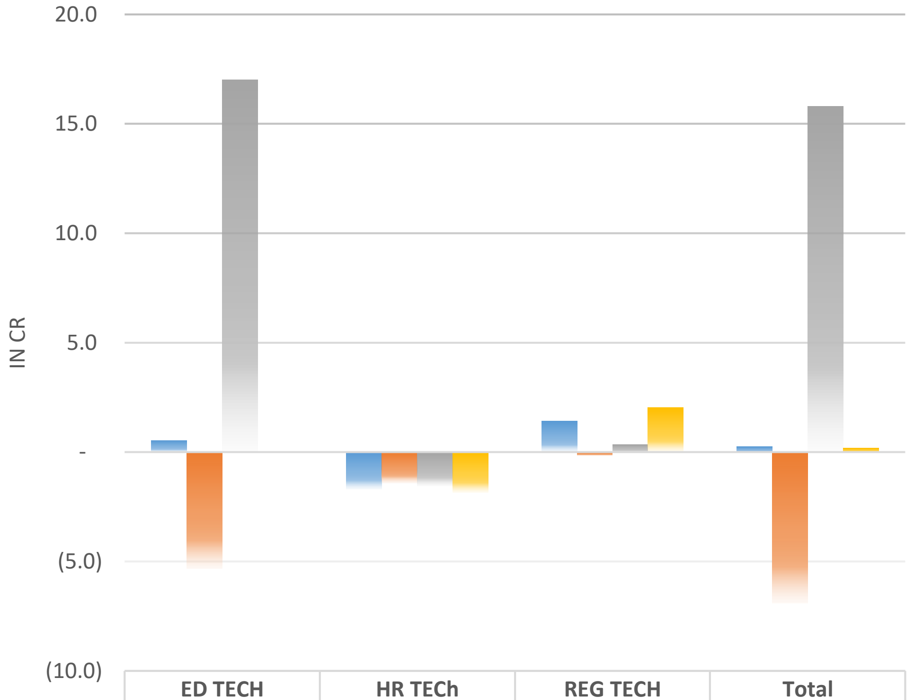
Other HR

OTHER HR REVENUE BREAKUP



	ED TECH	HR TECh	REG TECH	Total
Q2FY26	39.9	3.5	13.9	57.4
Q1FY26	29.8	3.6	11.7	45.1
Q4FY25	62.2	2.9	11.9	77.0
Q3FY25	40.3	0.5	12.5	53.3

OTHER HR EBITDA BREAKUP



	ED TECH	HR TECh	REG TECH	Total
Q2FY26	0.5	(1.7)	1.4	0.2
Q1FY26	(5.3)	(1.4)	(0.2)	(6.9)
Q4FY25	17.0	(1.6)	0.3	15.8
Q3FY25	0.0	(1.8)	2.0	0.2

Company Profile

- TeamLease Services is one of India’s leading people supply chain companies offering a range of solutions to 4000+ employers for their hiring, productivity, and scale challenges. Listed on the NSE & BSE, TeamLease has hired 24 lakh+ people over the last 25 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

TeamLease — India's Leading Human Capital Management company	**4,000+** 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	**7.5 Lakhs+** Students across TL Skill University & TL EdTech
25% EBITDA growth YoY basis	**24 Lakhs +** People hired till date	**382** FTE productivity	**25 years** Founded in 2000 IPO 2016	**~11k net addition**

Our Journey

TeamLease®
Putting India to Work

2002

The Company Started operations from four offices, with 20 clients and 40 employees

2005-07

Strengthened the technology infrastructure Published first labour report and started new service offerings

2008/09

- 1st Round of PE Investment by Gaja Capital.
- Initiated discussions for revamping apprenticeship. Compliance became a separate business unit.

2011

- 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

2015-16

- Listed on BSE and NSE
- Acquired ASAP Info Systems & Nichepro Technologies to offer IT staffing service

2017

- 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

2018/19

- Acquired 33.33% stake in Avantis - RegTech
- Acquired IT Staffing vertical of Ecentric in April 2019 and IMSI (IT Infra) in Nov.2019

2020

- 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.

2021

- Appointed Narayan as Independent chairman
- 3 New independent directors come on board
- Raised stake in Avantis to 60%

2021

- Surrendered PF Trust and migrated to EPFO
- Became India's largest IT Staffing Company in terms of headcount

2024/25

- Acquired 90% Stake in TSR Darashaw and 30% of Crystal HR which helps us to enter the HRTECH space.
- Entry into the Singapore and UAE markets in 2025

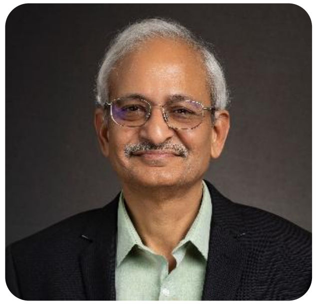
Change of Names: Schoolguru » TL EdTech / Avantis » TL RegTech / E-hire » TL HrTech

Our Board of Directors

Narayan Ramachandran
Chairman & Non-Executive Non-Independent Director

Manish Sabharwal
Executive Vice-Chairman

Ashok Reddy
Managing Director & CEO



Subramaniam Somasundaram
Independent Director & AC Chairman

Mekin Maheshwari
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.

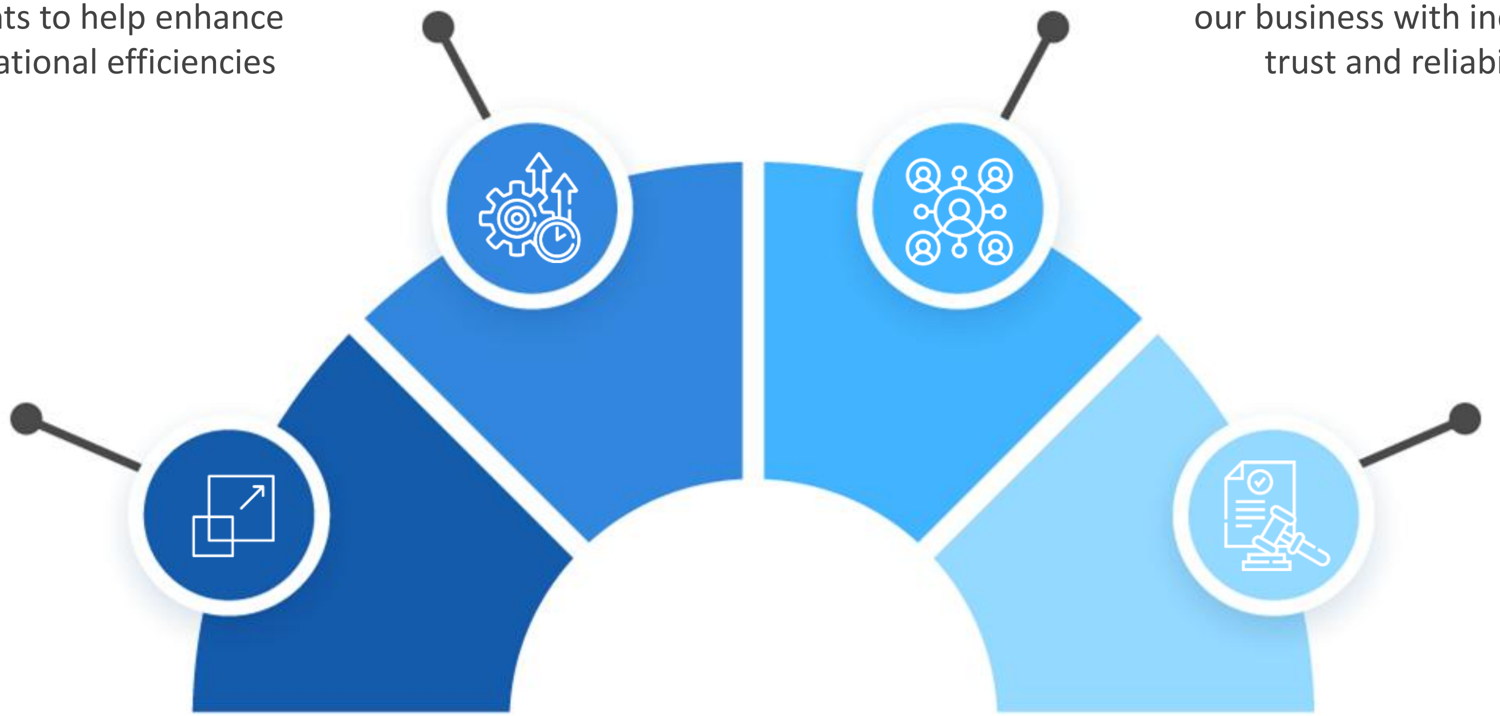
Key Value Drivers

Productivity

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

Reach

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



Scale

We are one of India's largest staffing companies, with a 6% market share.

Compliance

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

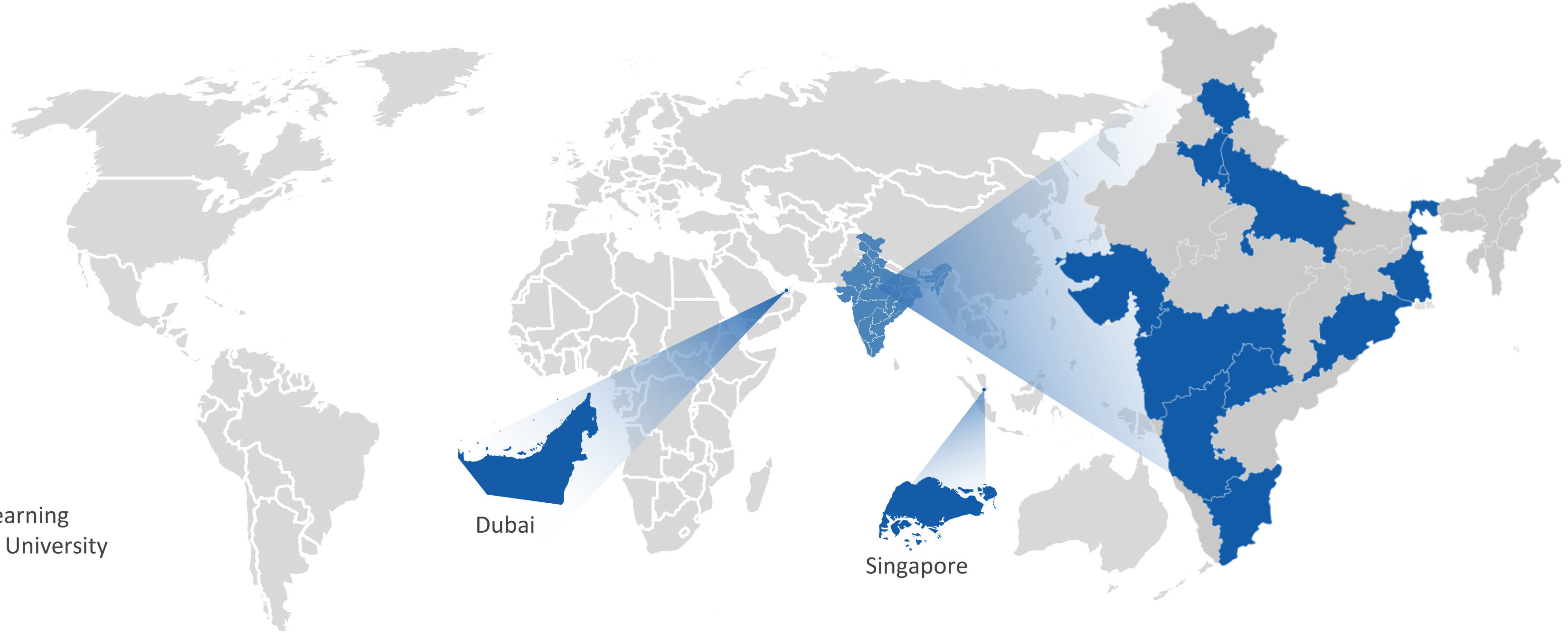
Our Business Focus Areas

Focus Areas

1
- General Staffing
- Specialised Staffing
- Temp Hiring

2
- On the job – DA
- Online – TL Edtech
- Onsite – Enterprise Learning
- On Campus – TL Skills University

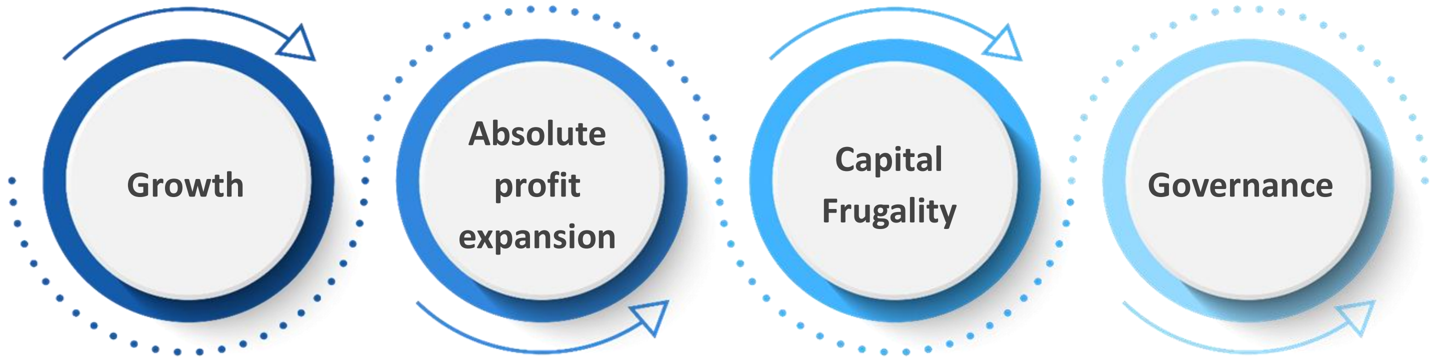
3
- Compliance
- SaaS and Services
- Payroll Outsourcing
- Digital Workforce Solutions



Our Offices

Ahmedabad	Chennai	Gurugram	Lucknow	Dubai
Bangalore	Dehradun	Hyderabad	Mumbai	Singapore
Bhubaneswar	Delhi	Kolkata	Pune	
			Noida	

Our Strategy



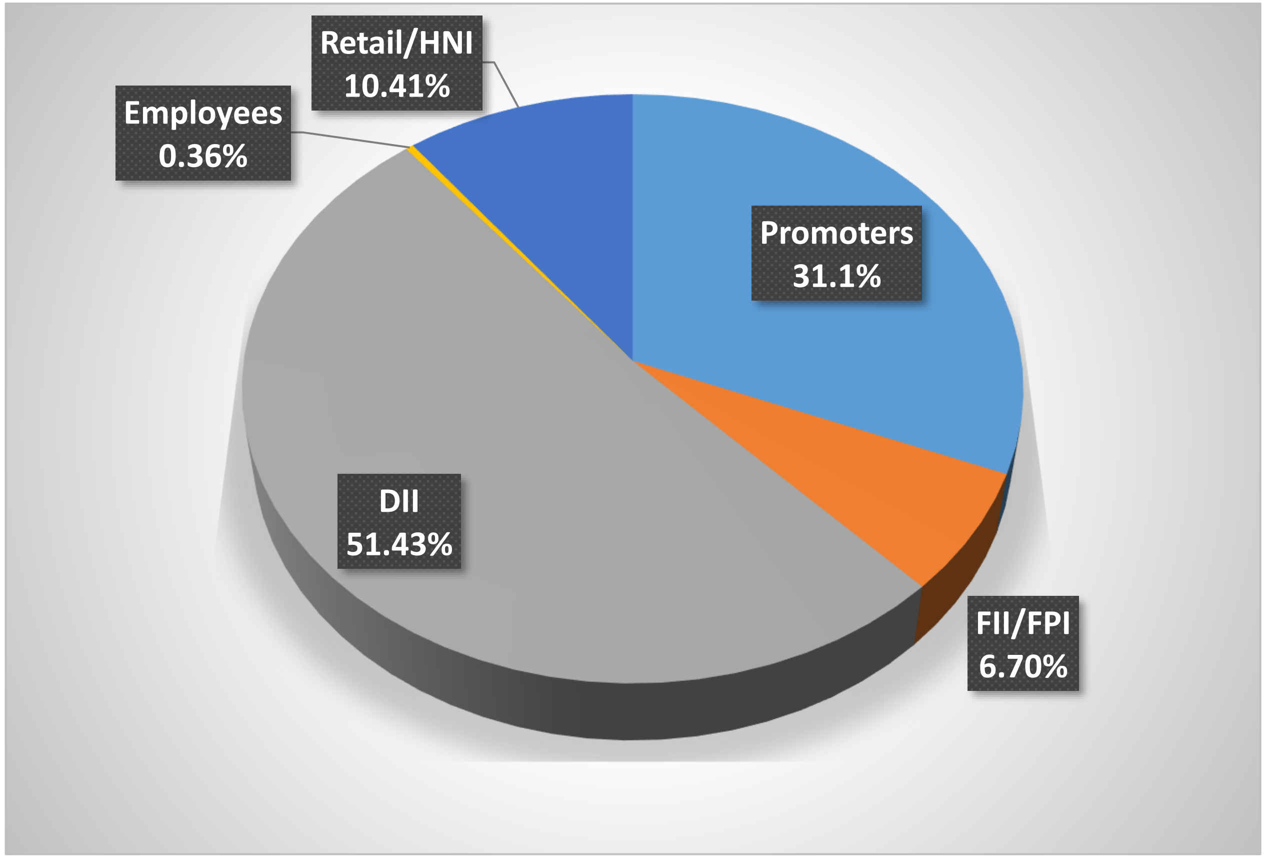
TeamLease® Putting India to Work

TeamLease Services Limited

- **Subsidiary Companies**
  - TeamLease Digital Private Limited **(Consolidated) 100%**
    - TeamLease Digital Singapore Pte. Ltd.*** (Formerly known as Ikigai Enablers Pte. Ltd.) **(Consolidated) 80%**
      - Teamlease Consulting FZCO (Consolidated) 80%
      - TeamLease Digital Consulting Pte Ltd (Consolidated) 80%
      - TeamLease Digital Solutions Pte Ltd (Consolidated) 80%
  - TeamLease Foundation (Formerly known as TeamLease Education Foundation) **(Consolidated) 100%**
    - TeamLease Skills University **(Not Consolidated)**
  - TeamLease HRTech Private Limited (Formerly known as TeamLease E-Hire Private Limited) **(Consolidated) 100%**
  - TSR Darashaw HR Services Private Limited* **(Consolidated) 90%**
  - TeamLease EdTech Limited (Formerly known as School Guru Eduserve Private Limited) **(Consolidated) 77.67%**
    - TeamLease Edtech Foundation **(Consolidated) 77.67% w.e.f 06th Feb'25**
  - TeamLease Regtech Private Limited (Formerly known as Avantis Regtech Private Limited) **(Consolidated) 61.50%**
- Crystal HR and Security Solutions Private Limited** **(Joint venture) 30%**

- *Effective 20th December 2024
- ** Effective 6th January 2025
- *** Effective 5th February 2025

Shareholding Structure



Disclaimer

This presentation has been prepared by TeamLease Services Limited (“Company") solely for information purposes without any regard to any specific objectives, financial situations or informational needs of any particular person. This presentation may not be copied, distributed or disseminated, directly or indirectly, in any manner. Failure to comply with this directive may result in a violation of the applicable law in certain jurisdictions. By reviewing this presentation, you agree to be bound by the restrictions contained herein, and to maintain absolute confidentiality, regarding the information disclosed in these materials.

This presentation does not constitute or form part of and should not be construed as, directly or indirectly, any offer or invitation or inducement to sell or issue, or any solicitation of any offer to purchase or subscribe for, any securities of the Company by any person in any jurisdiction, including in India, nor shall it or any part of it or the fact of its distribution form the basis of, or be relied on in connection with, any investment decision or any contract or commitment therefor.

This presentation 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 not limited to, risks and uncertainties, regarding fluctuations in earnings, our ability to manage growth, competition,, 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. Given these risks, uncertainties and other factors, viewers of this presentation are cautioned not to place undue reliance on these forward-looking statements

This presentation is not a complete description of the Company and may not be all inclusive and may not contain all of the information that you may consider material. The information contained in this presentation has not been independently verified. No representation, warranty, guarantee or undertaking, express or implied, is or will be made as to, and no reliance should be placed on, the accuracy, completeness, correctness or fairness of the information, estimates, projections and opinions contained in this presentation. Viewers of this presentation must make their own assessment of the relevance, accuracy and adequacy of the information contained in this presentation and must make such independent investigation as they may consider necessary or appropriate for such purpose. Such information and opinions are in all events not current after the date of this presentation. Further, past performance is not necessarily indicative of future results. Any opinions expressed in this presentation, or the contents of this presentation are subject to change without notice. This presentation should not be construed as legal, tax, accounting, investment or other advice.

Any person placing reliance on the information contained in this presentation or any other communication by the Company does so at his or her own risk and none of the Company nor any of its affiliates, advisers or representatives, any placement agent, promoters or any other persons that may participate in any offering of any securities of the Company shall have any responsibility or liability whatsoever, whether arising in tort, contract or otherwise, for any errors, omissions, insufficiencies or inaccuracies in such information or opinions or for any loss, cost or damage suffered or incurred howsoever arising, directly or indirectly, from any use of this presentation or its contents or otherwise in connection with this presentation.

This presentation has not been and will not be registered as a prospectus with any Registrar of Companies in India. This presentation is not a prospectus, a statement in lieu of a prospectus, an offering circular, an advertisement, a private placement offer letter or an offer document under the Companies Act, 2013 and the rules made thereunder, the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2009, as amended, or any other applicable law.

THANK YOU