Dear Sir/Madam,

Sub: Investor Presentation on Q2FY20 Financial Results of TeamLease Services Limited (Company)

Ref: Regulation 30 and Regulation 46 of the 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 on Q2FY20 financial results’ of the Company.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR we shall upload the above on our Company’s website www.teamleasegroup.com for information of our shareholders/public.

This is in furtherance of our intimation dated October 24, 2019 pertaining to Conference Call with Investors on Q2FY20.

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
Investor Update
Q2 2019-20
Key Performance Highlights

September 30, 2019

01. Staffing revenue grew by **20%** YoY backed by **14%** growth in associate headcount.

02. Our total employee/trainee headcount is **~225,000** as of Sept 30, 2019 with General Staffing contributing to **~165,000** and others contributing to **~60,000**.

03. HR services have improved their profitability and the collection cycle of outstanding receivables.

04. Staffing EBITDA margin improved to 1.9% in H1FY20 compared to 1.8% in H1FY19.

05. We have maintained our funding exposure at 14% in general staffing business over the last one year.

06. Average realization per associate in general staffing has improved to **739** in Q2FY20 from **730** in Q1FY20.
# Financial Performance

## Consolidated Performance

*All Numbers are in ₹ Crores except for margins

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q2FY20</th>
<th>Q2FY19</th>
<th>YoY Growth %</th>
<th>Q1FY20</th>
<th>QoQ Growth %</th>
<th>H1FY20</th>
<th>H1FY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>1,273.2</td>
<td>1,094.7</td>
<td>16%</td>
<td>1,254.7</td>
<td>1%</td>
<td>2,527.9</td>
<td>2,121.2</td>
<td>19.2%</td>
</tr>
<tr>
<td>Operating Revenue</td>
<td>1,267.8</td>
<td>1,090.7</td>
<td>16%</td>
<td>1,251.2</td>
<td>1%</td>
<td>2,519.0</td>
<td>2,112.0</td>
<td>19.3%</td>
</tr>
<tr>
<td>EBITDA</td>
<td>23.6</td>
<td>24.0</td>
<td>-1%</td>
<td>22.7</td>
<td>4%</td>
<td>46.3</td>
<td>44.0</td>
<td>5.2%</td>
</tr>
<tr>
<td>EBITDA margin (%)</td>
<td>1.9%</td>
<td>2.2%</td>
<td>-1%</td>
<td>1.8%</td>
<td>4%</td>
<td>1.8%</td>
<td>2.1%</td>
<td>-18.9%</td>
</tr>
<tr>
<td>PBT</td>
<td>19.4</td>
<td>23.7</td>
<td>-18%</td>
<td>17.3</td>
<td>12%</td>
<td>36.7</td>
<td>45.2</td>
<td>1.5%</td>
</tr>
<tr>
<td>PBT margin (%)</td>
<td>1.5%</td>
<td>2.2%</td>
<td>-18%</td>
<td>1.4%</td>
<td>12%</td>
<td>1.5%</td>
<td>2.1%</td>
<td>-16.7%</td>
</tr>
<tr>
<td>Net Profit (PAT)</td>
<td>20.2</td>
<td>24.9</td>
<td>-19%</td>
<td>18.8</td>
<td>7%</td>
<td>38.9</td>
<td>46.7</td>
<td>-16.7%</td>
</tr>
<tr>
<td>PAT margin (%)</td>
<td>1.5%</td>
<td>2.3%</td>
<td>-18%</td>
<td>1.5%</td>
<td>7%</td>
<td>1.5%</td>
<td>2.2%</td>
<td>-16.7%</td>
</tr>
<tr>
<td>EPS (Basic and Diluted)</td>
<td>11.8</td>
<td>14.6</td>
<td>-19%</td>
<td>11.0</td>
<td>7%</td>
<td>22.8</td>
<td>27.3</td>
<td>-16.7%</td>
</tr>
</tbody>
</table>

## Standalone Performance

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q2FY20</th>
<th>Q2FY19</th>
<th>YoY Growth %</th>
<th>Q1FY20</th>
<th>QoQ Growth %</th>
<th>H1FY20</th>
<th>H1FY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>1,174.6</td>
<td>1,021.2</td>
<td>15%</td>
<td>1,158.0</td>
<td>1%</td>
<td>2,332.5</td>
<td>1,975.4</td>
<td>18.1%</td>
</tr>
<tr>
<td>Operating Revenue</td>
<td>1,165.4</td>
<td>1,014.5</td>
<td>15%</td>
<td>1,151.4</td>
<td>1%</td>
<td>2,316.7</td>
<td>1,960.5</td>
<td>18.2%</td>
</tr>
<tr>
<td>EBITDA</td>
<td>19.4</td>
<td>18.1</td>
<td>7%</td>
<td>18.2</td>
<td>7%</td>
<td>37.6</td>
<td>33.1</td>
<td>13.6%</td>
</tr>
<tr>
<td>EBITDA margin (%)</td>
<td>1.7%</td>
<td>1.8%</td>
<td>7%</td>
<td>1.6%</td>
<td>7%</td>
<td>1.6%</td>
<td>1.7%</td>
<td>-4.4%</td>
</tr>
<tr>
<td>PBT</td>
<td>23.0</td>
<td>23.2</td>
<td>-1%</td>
<td>19.9</td>
<td>15%</td>
<td>42.9</td>
<td>44.9</td>
<td>-2.3%</td>
</tr>
<tr>
<td>PBT margin (%)</td>
<td>2.0%</td>
<td>2.3%</td>
<td>-1%</td>
<td>1.7%</td>
<td>11%</td>
<td>43.2</td>
<td>44.5</td>
<td>-3.1%</td>
</tr>
<tr>
<td>Net Profit (PAT)</td>
<td>22.7</td>
<td>23.5</td>
<td>-4%</td>
<td>20.5</td>
<td>11%</td>
<td>42.2</td>
<td>44.5</td>
<td>-3.1%</td>
</tr>
<tr>
<td>PAT margin (%)</td>
<td>1.9%</td>
<td>2.3%</td>
<td>-4%</td>
<td>1.8%</td>
<td>11%</td>
<td>1.9%</td>
<td>2.3%</td>
<td>-3.1%</td>
</tr>
<tr>
<td>EPS (Basic and Diluted)</td>
<td>13.3</td>
<td>13.8</td>
<td>-4%</td>
<td>12.0</td>
<td>11%</td>
<td>25.2</td>
<td>26.0</td>
<td>-3.1%</td>
</tr>
</tbody>
</table>
# Consolidated Segment Results

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q2FY20</th>
<th>Q2FY19</th>
<th>YoY Growth %</th>
<th>Q1FY20</th>
<th>QoQ Growth %</th>
<th>H1FY20</th>
<th>H1FY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>1,139.2</td>
<td>977.3</td>
<td>17%</td>
<td>1,130.6</td>
<td>1%</td>
<td>2,269.8</td>
<td>1,893.4</td>
<td>20%</td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>100.5</td>
<td>75.6</td>
<td>33%</td>
<td>98.2</td>
<td>2%</td>
<td>198.7</td>
<td>150.6</td>
<td>NC</td>
</tr>
<tr>
<td>Other HR Services</td>
<td>28.2</td>
<td>37.7</td>
<td>-25%</td>
<td>22.4</td>
<td>25%</td>
<td>50.6</td>
<td>68.0</td>
<td>-26%</td>
</tr>
<tr>
<td>Total Income from Operations</td>
<td>1,267.8</td>
<td>1,090.7</td>
<td>16%</td>
<td>1,251.2</td>
<td>1%</td>
<td>2,519.1</td>
<td>2,112.0</td>
<td>19%</td>
</tr>
<tr>
<td><strong>EBITDA:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>20.8</td>
<td>18.4</td>
<td>13%</td>
<td>23.3</td>
<td>-11%</td>
<td>44.1</td>
<td>34.0</td>
<td>30%</td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>6.3</td>
<td>5.5</td>
<td>14%</td>
<td>6.3</td>
<td>1%</td>
<td>12.6</td>
<td>10.8</td>
<td>16%</td>
</tr>
<tr>
<td>Other HR Services</td>
<td>(0.2)</td>
<td>4.0</td>
<td>-105%</td>
<td>(6.2)</td>
<td>97%</td>
<td>(6.3)</td>
<td>6.4</td>
<td>-200%</td>
</tr>
<tr>
<td>Unallocated</td>
<td>(3.3)</td>
<td>(3.9)</td>
<td>-17%</td>
<td>(0.8)</td>
<td>304%</td>
<td>(4.1)</td>
<td>(7.2)</td>
<td>-43%</td>
</tr>
<tr>
<td>Total EBITDA</td>
<td>23.6</td>
<td>24.0</td>
<td>-1%</td>
<td>22.6</td>
<td>4%</td>
<td>46.3</td>
<td>44.0</td>
<td>5%</td>
</tr>
<tr>
<td><strong>EBITDA Margin</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>1.8%</td>
<td>1.9%</td>
<td>2.1%</td>
<td>1.9%</td>
<td>1.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>6.3%</td>
<td>7.3%</td>
<td>6.4%</td>
<td>6.3%</td>
<td>7.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other HR Services</td>
<td>-0.6%</td>
<td>10.6%</td>
<td>-27.4%</td>
<td>-12.5%</td>
<td>9.4%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Headcount & Productivity

<table>
<thead>
<tr>
<th>Quarter</th>
<th>General Staffing Associates</th>
<th>NETAP Trainees</th>
<th>Specialised Staffing</th>
<th>Total Outsourced</th>
<th>Core Employees</th>
<th>Total Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY-18 Q2</td>
<td>1,27,844</td>
<td>32,615</td>
<td>1,631</td>
<td>1,62,090</td>
<td>1,466</td>
<td>1,63,556</td>
</tr>
<tr>
<td>FY-18 Q3</td>
<td>1,30,950</td>
<td>40,423</td>
<td>5,910</td>
<td>1,77,283</td>
<td>1,632</td>
<td>1,78,915</td>
</tr>
<tr>
<td>FY-18 Q4</td>
<td>1,32,323</td>
<td>43,052</td>
<td>5,948</td>
<td>1,81,323</td>
<td>1,704</td>
<td>1,83,027</td>
</tr>
<tr>
<td>FY-19 Q1</td>
<td>1,37,735</td>
<td>47,493</td>
<td>6,407</td>
<td>1,91,635</td>
<td>1,726</td>
<td>1,93,361</td>
</tr>
<tr>
<td>FY-19 Q2</td>
<td>1,45,145</td>
<td>48,725</td>
<td>6,065</td>
<td>1,99,935</td>
<td>1,704</td>
<td>2,01,639</td>
</tr>
<tr>
<td>FY-19 Q3</td>
<td>1,52,693</td>
<td>52,525</td>
<td>6,117</td>
<td>2,11,335</td>
<td>1,708</td>
<td>2,13,043</td>
</tr>
<tr>
<td>FY-19 Q4</td>
<td>1,54,095</td>
<td>56,169</td>
<td>5,947</td>
<td>2,16,211</td>
<td>1,687</td>
<td>2,17,898</td>
</tr>
<tr>
<td>FY-20 Q1</td>
<td>1,60,614</td>
<td>57,292</td>
<td>6,858</td>
<td>2,24,764</td>
<td>1,818</td>
<td>2,26,582</td>
</tr>
<tr>
<td>FY-20 Q2</td>
<td>1,65,029</td>
<td>51,341</td>
<td>6,549</td>
<td>2,22,919</td>
<td>2,005</td>
<td>2,24,924</td>
</tr>
</tbody>
</table>

## Consolidated Performance

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Staffing+Netap</th>
<th>Staffing Core Employees</th>
<th>Staffing Productivity</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY-18 Q2</td>
<td>1,60,459</td>
<td>764</td>
<td>210</td>
</tr>
<tr>
<td>FY-18 Q3</td>
<td>1,71,373</td>
<td>781</td>
<td>219</td>
</tr>
<tr>
<td>FY-18 Q4</td>
<td>1,75,375</td>
<td>798</td>
<td>220</td>
</tr>
<tr>
<td>FY-19 Q1</td>
<td>1,85,228</td>
<td>800</td>
<td>232</td>
</tr>
<tr>
<td>FY-19 Q2</td>
<td>1,93,870</td>
<td>806</td>
<td>241</td>
</tr>
<tr>
<td>FY-19 Q3</td>
<td>2,05,218</td>
<td>788</td>
<td>260</td>
</tr>
<tr>
<td>FY-19 Q4</td>
<td>2,10,264</td>
<td>780</td>
<td>270</td>
</tr>
<tr>
<td>FY-20 Q1</td>
<td>2,17,906</td>
<td>788</td>
<td>277</td>
</tr>
<tr>
<td>FY-20 Q2</td>
<td>2,24,924</td>
<td>829</td>
<td>261</td>
</tr>
</tbody>
</table>

![Graph showing staffing and staffing productivity]
Shareholding Structure

- Promoter Group: 35.0%
- Exited promoter: 11.2%
- FII/FPI: 5.3%
- DII: 2.3%
- Employees: 1.7%
- Retail/HNI: 0.2%
- ESOP Trust: 44.2%
Company Profile

TeamLease Services established in 2002, is one of India’s leading human resource service companies in the organized segment. A Fortune India 500 company listed on both NSE & BSE markets, TeamLease has hired 17 lakh people over the last 17 years and has 2 lakh+ open jobs every day across the country in 6,600+ locations. A one-stop provider of human resources services to various industries and diverse functional roles, offering staffing, payroll processing, recruitment, compliance and training services. TeamLease set in motion the larger company mission of ‘Putting India to Work’ by focusing on its vision of 3 E’s – Employment (1.5 lakh+ associates), Employability (2 lakh+ students/trainees) and Ease-of-doing Business (55,000+ compliances).

The Company in partnership with the Government of Gujarat, set up TeamLease Skills University (TLSU), India’s first vocational university, at Vadodara. In FY2015, TeamLease rolled out NETAP (National Employability through Apprenticeship Program) to provide on-the-job training to apprentices. The company has till date given employment to over 1.7+ million people with an aim to hire millions more.
Our Services

3E Grouping

- General Staffing
- IT Staffing
- Telecom Staffing
- Hiring
- Compliance and Payroll Services
- Apprenticeship Program (NETAP)
- Learning Services
- Skill University
Overview

PUTTING INDIA TO WORK

Supply Chain

India’s Leading
People Supply chain
company in the organized
Sector

Clients

3500+ Clients across
the spectrum of business

Associates

Over 2.25 Lakhs
associates/trainees, making
us one of the largest private
sector employer

Presence

Delivering in over
7000+ locations
across all 29 states

Revenue

H1FY20 Revenue
grew by 19% YoY

www.teamleasegroup.com
The Journey Thus

2002
The Company Started operations beginning from four offices. 20 clients and 40 employees.

2005
Strengthened the technology infrastructure with centralizing the operations in head office at Bengaluru
Published our first labour report

2007
Started New Service Offerings

2008
We initiated discussions for the apprenticeship revamp and made compliance a separate strategic business unit

2009
1st Round of PE Investment by Gaja Capital
Made our first inorganic acquisition of IJIT Education Private Limited which is into retail and institutional training

2007
Started New Service Offerings

2011
Signed a Memorandum of Understanding (MoU) for setting up the country’s first skills university with State government of Gujarat
We were the founding members of ISF (Indian Staffing Federation)

2015
Filed DRHP with SEBI

2016
Listed on BSE and NSE, with the IPO oversubscribed 67 times
Acquired ASAP Info Systems & Nichepro Technologies adding IT staffing as a new service offering

2017
Acquired Keystone business Solutions to strengthen IT Staffing
Acquired 30% stake in Freshersworld.com
Acquired Evolve Technologies to enter Telecom Staffing Business
Acquired 40% Stake in Online Education Company Schoolguru

2018
Acquired further 21% stake in Freshersworld.com.
Acquired 33.33% stake in Avantis RegTech

2019
Acquired IT Staffing vertical of eCentric and 25% additional stake in Cassius
Our Team

Board Of Directors

Manish Sabharwal  
Executive Chairman

Ashok Reddy  
Managing Director & CEO

V Raghunathan  
Independent Director

Zarir Batliwala  
Independent Director

Latika Pradhan  
Independent Director

Narayan Ramachandran  
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 5 years.

The Future that we see
Our goal is to become the largest Private sector employer of India, largest employee of the world by headcount.
Key Value Drivers

**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

**Compliance**

**Reach**

**Presence**
Pan India presence to scale our business with increasing trust and reliability
Cross Sector Services

- FMCG
- Logistics
- Infrastructure
- Telecom
- Retail
- eCommerce
- Banking & Finance

- Agriculture
- Insurance
- Engineering
- Information Technology
- Electrical & Electronics
- Agro Chemicals
- Manufacturing
Our Strategy

TeamLease Disruptive Business Focus Areas

**Employment**
- **General Staffing**
  - TeamLease Services Limited
  - Specialised Staffing
    - TeamLease Digital Private Limited
    - Evolve Technologies and Services Private Limited

**Employability**
- On-the-Job – NETAP
- Online – Schoolguru
- Onsite – Enterprise Learning
- On Campus - TLSU

**Ease of doing business**
- Compliance Services
- Payroll Outsourcing
- Digital Workforce Solutions

---

Our Presence

- Ahmedabad
- Bangalore
- Chennai
- Delhi
- Gurugram
- Hyderabad
- Kolkata
- Lucknow
- Mumbai
- Pune
- Vadodara
Our Strategy

**Match**
Staffing | Recruitment

**Repair**
Learning Solutions

**Prepare**
NETAP | Skills University

**HR Services**
Payroll Outsourcing | Regulatory Consulting

**Employability**
Building careers and bridging the skill gap through training that matches corporate skill sets

**Education**
TeamLease Skills University - India’s first vocational skills university prepares people to enter the workforce by equipping them with vocational skills

**Ease of Doing Business**
Consulting services for staffing, labor compliance, corporate & legal compliance issues Strong integrated IT platform for payroll outsourcing, ISO 27001 Certified
TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies

- TeamLease E-Hire Private Limited
  (formerly known as Cassius Technologies Private Limited)
  (76% Stake)*
- IJIT Education Private Limited (Consolidated)
- TeamLease Digital Private Limited (TDPL) (Consolidated)
- TeamLease Education Foundation (Section 8 Company)
- Evolve Technologies & Services Private Limited (Consolidated)
- Keystone Business Solutions Private Limited (Consolidated)
- TeamLease Skills University (Not Consolidated)

Joint venture

- Avantis RegTech Private Limited (33.33% Stake)

Associate Company

- School Guru Eduserve Private Limited (40.2% Stake)
Disclaimer

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