

QCL/SEC/2026-27/15

May 04, 2026

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
Security Code – 539978

National Stock Exchange of India Limited
Exchange Plaza,
Bandra- Kurla Complex,
Bandra (East), Mumbai – 400 051
NSE Symbol – QUESS

Dear Sir/ Madam,

Sub: Investors Presentation – Q4 FY26

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Investors Presentation for the quarter and financial year ended March 31, 2026.

The above information will also be available on the website of the Company at www.quesscorp.com.

Kindly take the above information on record and oblige.

Yours sincerely,

For Quess Corp Limited

Kundan K Lal
Company Secretary & Compliance Officer
Membership No.: F8393

Encl: as above

Quess Corp Limited

Quess Tower, Sky Walk Avenue, 32/4, Hosur Road, Roopena Agrahara, Bommanahalli, Bengaluru– 560068, Karnataka, India
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Quess Corp Ltd Investor Presentation Q4 FY26 and FY26

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Q4 FY26 and FY26 Highlights

Headcount of **4,78,594** - India's **largest domestic staffing player** – recognized as **Great Place to Work (GPTW)** for the 7th consecutive year

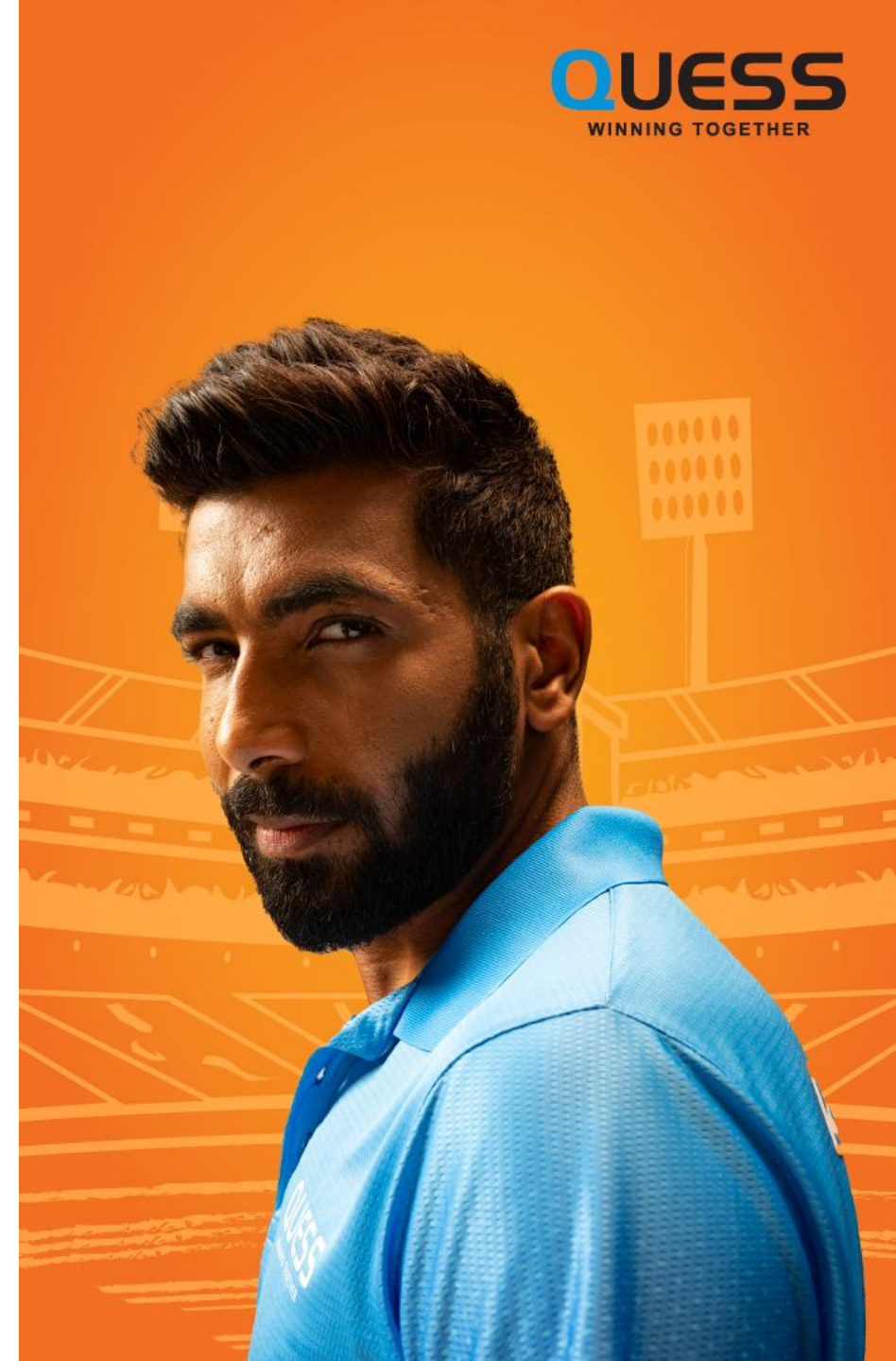
Q4 FY26 Revenue at **₹3,892 Cr (6% YoY)** and EBITDA at **₹86 Cr (28% YoY)** with highest EBITDA margin of **2.2%**

FY26 Revenue at **₹15,305 Cr (2% YoY)** and EBITDA at **₹312 Cr (19% YoY)** and EBITDA to OCF conversion of **80%**

FY26 **PAT*** at **₹ 230 Cr** and **EPS*** at **₹ 15.4/share** with growth of **10% YoY** and **ROE at 20%** with net cash of **₹ 271 crores**

Board has approved a final dividend of ₹ 3/share subject to shareholders approval and a special interim dividend of ₹ 3/share

**PAT and EPS have been adjusted to exclude one-time exceptional costs due to labor code impact and demerger*



Building a future-ready workforce ecosystem



General Staffing

- Consumer, Retail & Telecom (CRT)
- Manufacturing
- Banking and Financial Services & Insurance (BFSI)
- Construction

4,65,576 (97.3%)

₹ 13,176 Cr (86%)

₹ 189 Cr (50%)



Professional Staffing

- Digital & Technology Skills
- Global Capability Centre (GCC) Services
- Recruitment Services
- International Mobility

7,066 (1.5%)

₹ 930 Cr (6%)

₹ 111 Cr (30%)



Overseas Business

- APAC (Singapore, Malaysia, Philippines, Vietnam, Sri Lanka)
- Middle East

5,777 (1.2%)

₹ 1,197 Cr (8%)

₹ 77 Cr (20%)



Investments - Digital Platforms

- Blue-Collar Job & HRMS Platform
- On-demand Gig Platform

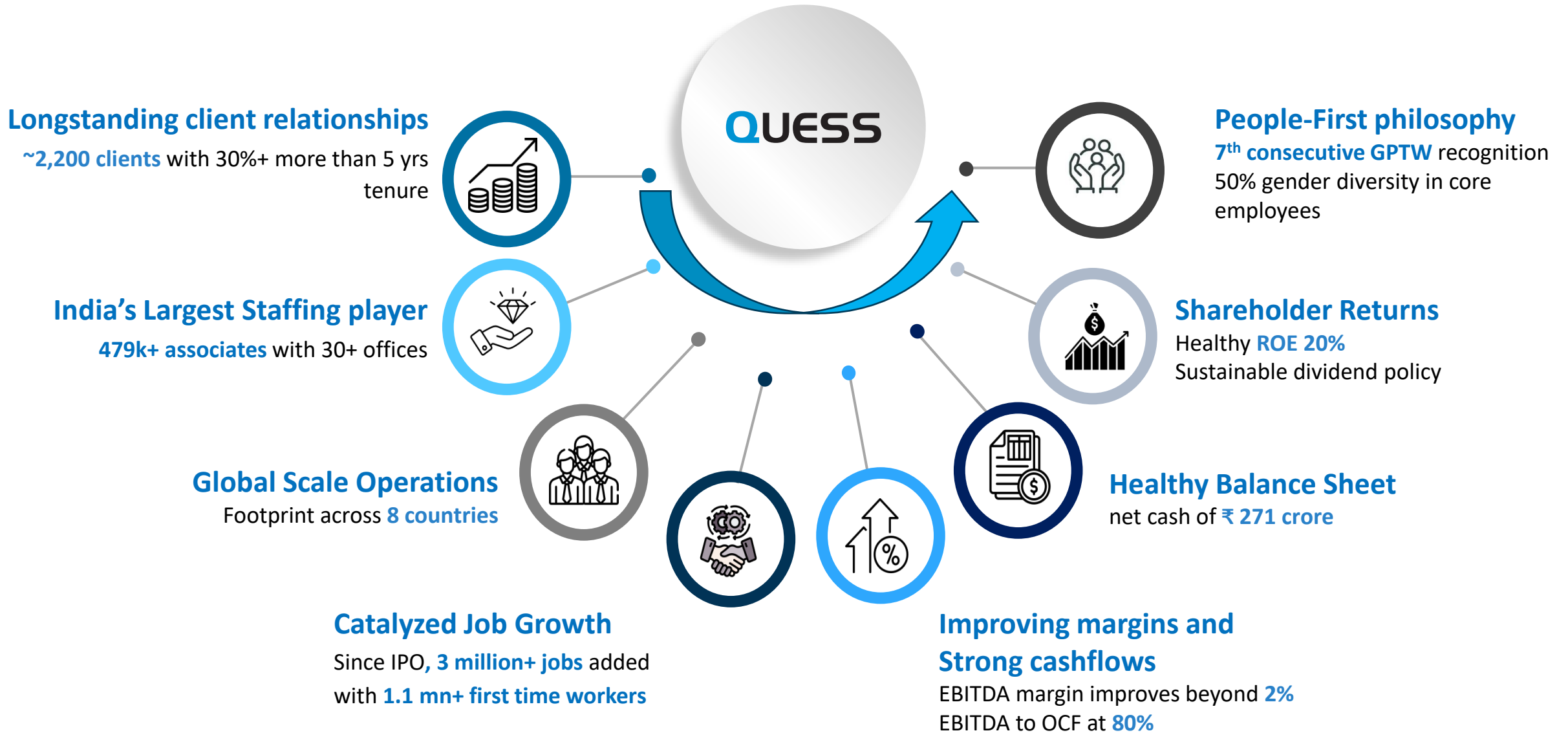
High-margin portfolio contributes to 50% of total profitability

Head count
(% Contribution)

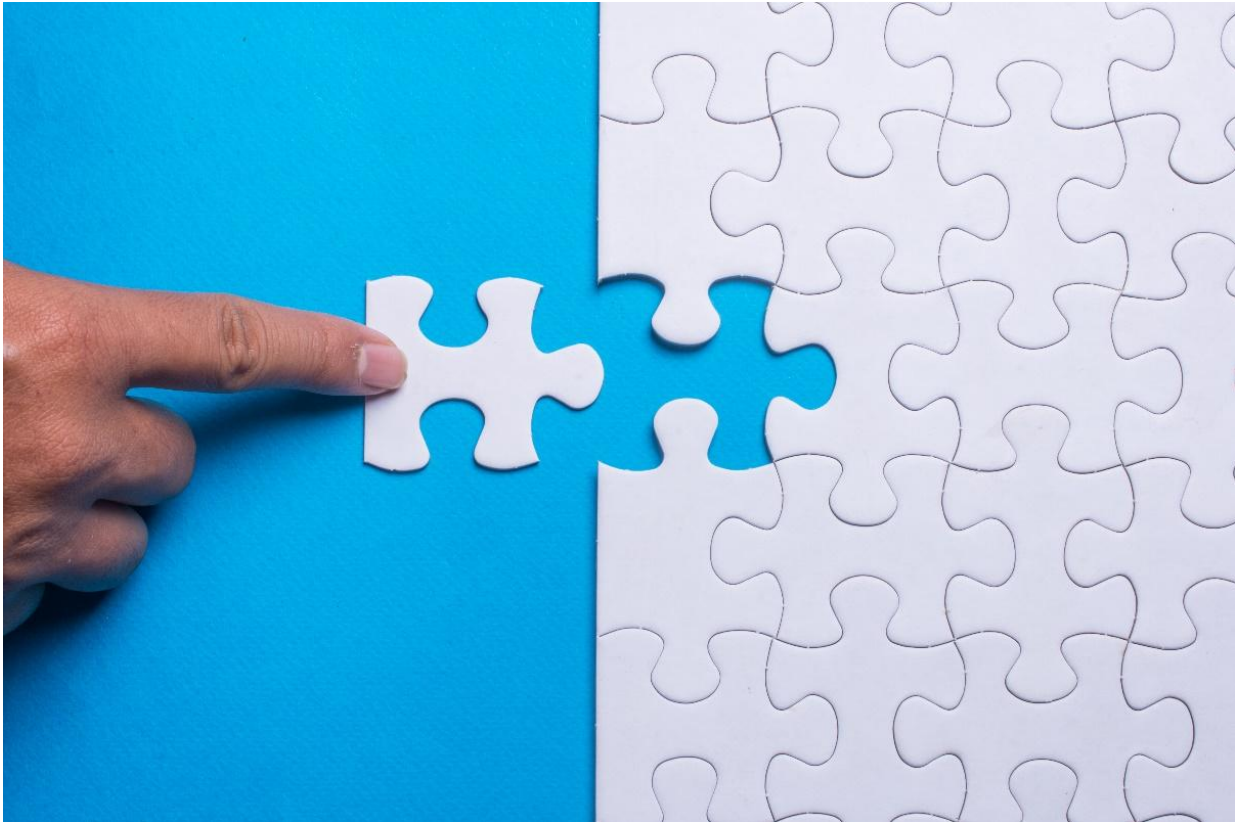
Revenue
(% Contribution)

Ops. EBITDA
(% margin)

Value Creation



Contents



- 1 **Key Business Highlights**
- 2 **Financial Updates**
- 3 **Segment wise Updates**
- 4 **Company Overview**

01

Key Business Highlights

Q4 FY26 Financial Highlights

(Figures in ₹ cr.)

Revenue	Q4 FY26	YoY	QoQ
General Staffing	3,328	▲ 6%	▼ 2%
Professional Staffing	232	▲ 6%	▲ 1%
Overseas Business	332	▲ 16%	▲ 14%
Total	3,892	▲ 6%	▼ 1%

Op. Margin	Q4 FY26	YoY	QoQ
General Staffing	52	▲ 21%	▲ 16%
Professional Staffing	30	▲ 47%	▲ 3%
Overseas Business	21	▲ 18%	▲ 2%
Total	102	▲ 27%	▲ 9%

Consolidated

EBITDA	86	▲ 28%	▲ 8%
EBITDA Margin %	2.2%	▲ 37bps	▲ 19bps
PAT	64	▲ 167%	▲ 17%
EPS	₹ 4.3	▲ 167%	▲ 17%

Adjusted PAT*	64	▲ 2%	▲ 3%
Adjusted PAT Margin %	1.6%	▲ 6bps	▼ 7bps
Adjusted EPS*	₹ 4.3	▲ 2%	▲ 3%
Headcount	4,78,594	▲ 4%	▼ (1%)

*Adjusted PAT and Adj. EPS exclude one time exceptional costs

FY26 Financial Highlights

(Figures in ₹ cr.)

Revenue	FY26	FY25	YoY
General Staffing	13,176	12,995	▲ 1%
Professional Staffing	930	825	▲ 13%
Overseas Business	1,197	1,142	▲ 5%
Total	15,305	14,967	▲ 2%

Op. Margin	FY26	FY25	YoY
General Staffing	189	194	▼ (3)%
Professional Staffing	111	77	▲ 43%
Overseas Business	77	63	▲ 21%
Total	376	334	▲ 12%

Consolidated

EBITDA	312	262	▲ 19%
EBITDA Margin %	2.0%	1.8%	▲ 29bps
PAT	222	46	▲ 384%
EPS	₹ 14.8	₹ 3.1	▲ 384%

Adjusted PAT*	230	210	▲ 10%
Adjusted PAT Margin %	1.5%	1.4%	▲ 10bps
Adjusted EPS*	₹ 15.4	₹ 14.1	▲ 9%
Headcount	4,78,594	4,59,357	▲ 4%

*Adjusted PAT and Adj. EPS exclude one time exceptional costs

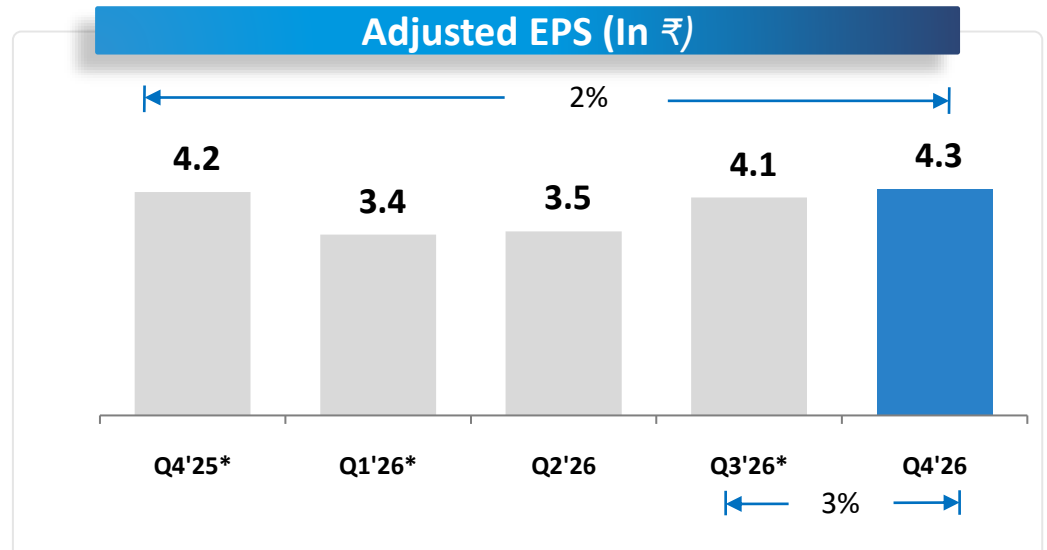
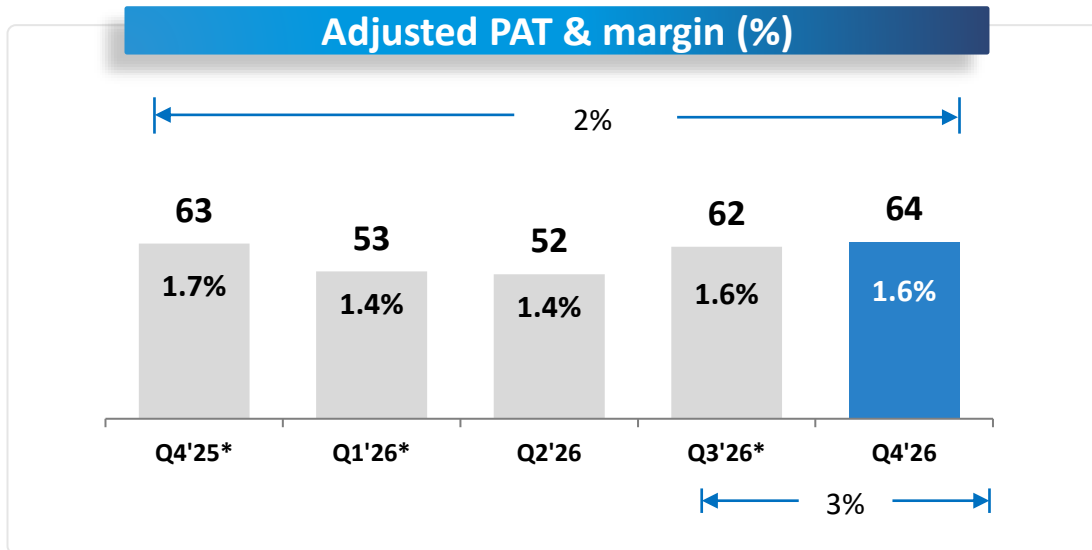
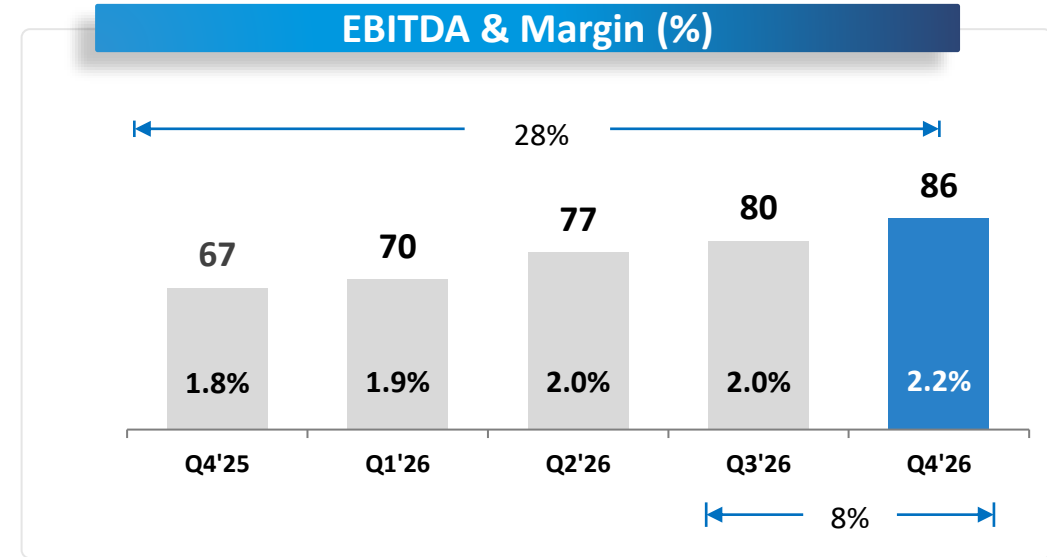
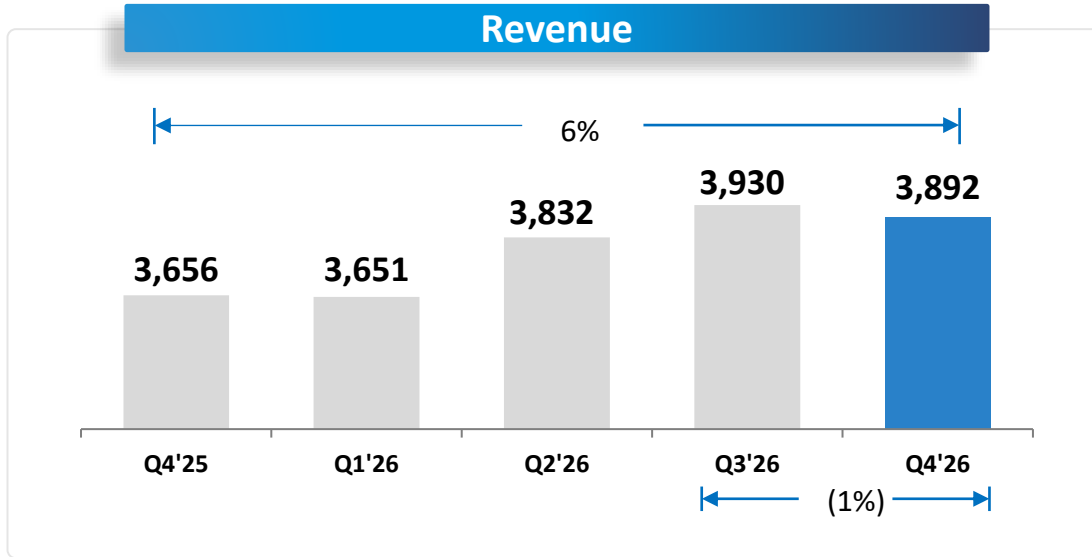
*Discontinued project resulted in loss of 7000 HC during the year

02

Financial Highlights

Q4 FY26 Financial Updates

(Figures in ₹ cr.)



*Adjusted PAT and adjusted EPS exclude one time exceptional items

Income Statement

(Figures in ₹ cr.)

Particulars	Q4 FY2026	Q3 FY2026	QoQ	Q4 FY2025	YoY	FY2026	FY2025	YoY
Revenue	3,892	3,930	▼ (1%)	3,656	▲ 6%	15,305	14,967	▲ 2%
EBITDA	86	80	▲ 8%	67	▲ 28%	312	262	▲ 19%
EBITDA Margin %	2.2%	2.0%	19bps	1.8%	37bps	2.0%	1.8%	29bps
Depreciation	11	11	-	10	-	42	41	-
Interest	14	13	-	9	-	49	39	-
Other Income	6	2	-	11	-	16	24	-
Exceptional Items	1	(7)	-	(158)	-	(8)	(164)	-
PBT	69	51	▲ 35%	(99)	▲ 170%	230	42	▲ 450%
Tax	5	(4)	-	(3)	-	8	(4)	-
PAT	64	55	▲ 17%	(95)	▲ 167%	222	46	▲ 384%
PAT Margin %	1.6%	1.4%	25bps	(2.6%)		1.5%	0.3%	114bps
Adjusted PAT	64	62	▲ 3%	63	▲ 2%	230	210	▲ 10%
Adjusted Diluted EPS (in ₹)	₹ 4.3	₹ 4.1	▲ 3%	₹ 4.2	▲ 2%	₹ 15.4	₹ 14.1	▲ 9%

*Adjusted PAT and adjusted EPS exclude one time exceptional items

Balance Sheet

(Figures in ₹ cr.)

Particulars (in ₹ Cr)	FY2026	FY2025	FY 2024
Assets			
Fixed Assets & Intangibles	388	341	361
Other Non-Current Assets	638	575	678
Trade Receivables & Unbilled Revenue	1,582	1,529	1,611
Cash and Cash Equivalent	271	267	174
Loan and other current Assets	160	100	87
Total Assets	3,039	2,812	2,911
Liabilities			
Equity & Other Equity	1,168	1,086	1,171
Debt	-	12	135
Other Liabilities	1,871	1,714	1,605
Total Liabilities	3,039	2,812	2,911
Net Cash	271	255	39

Cashflow Statement

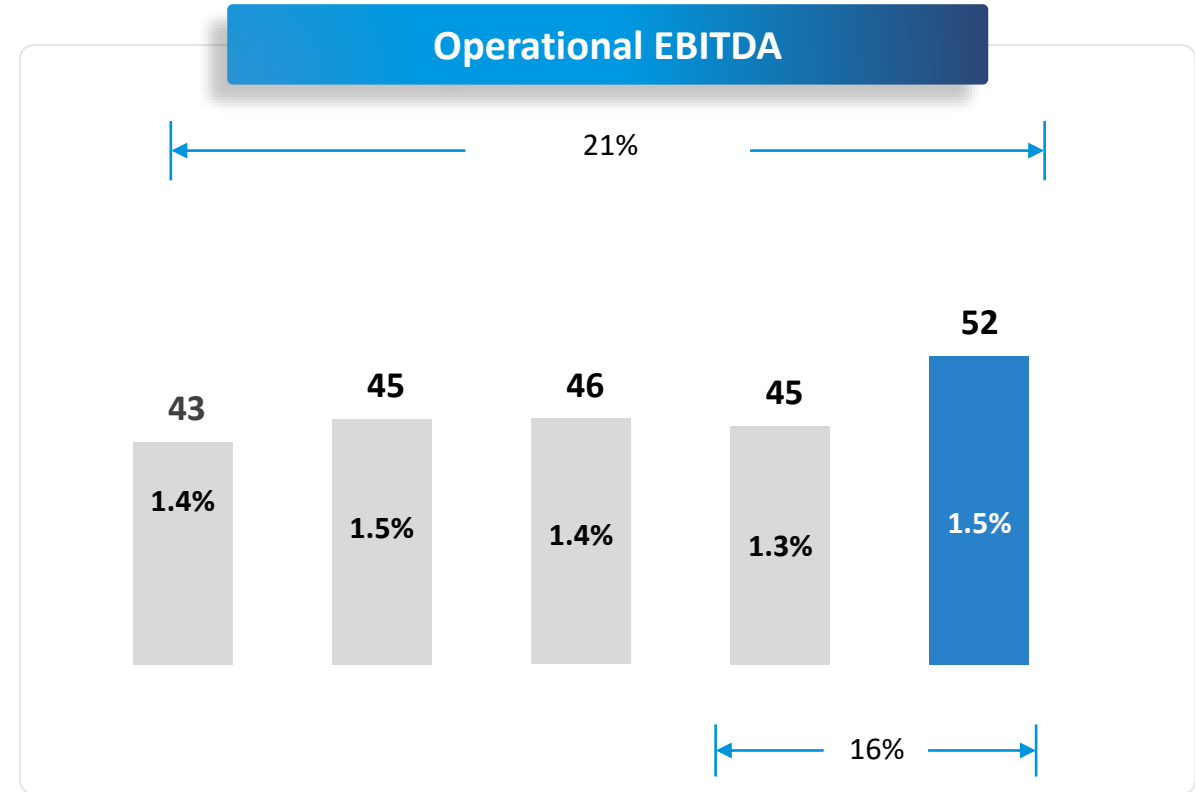
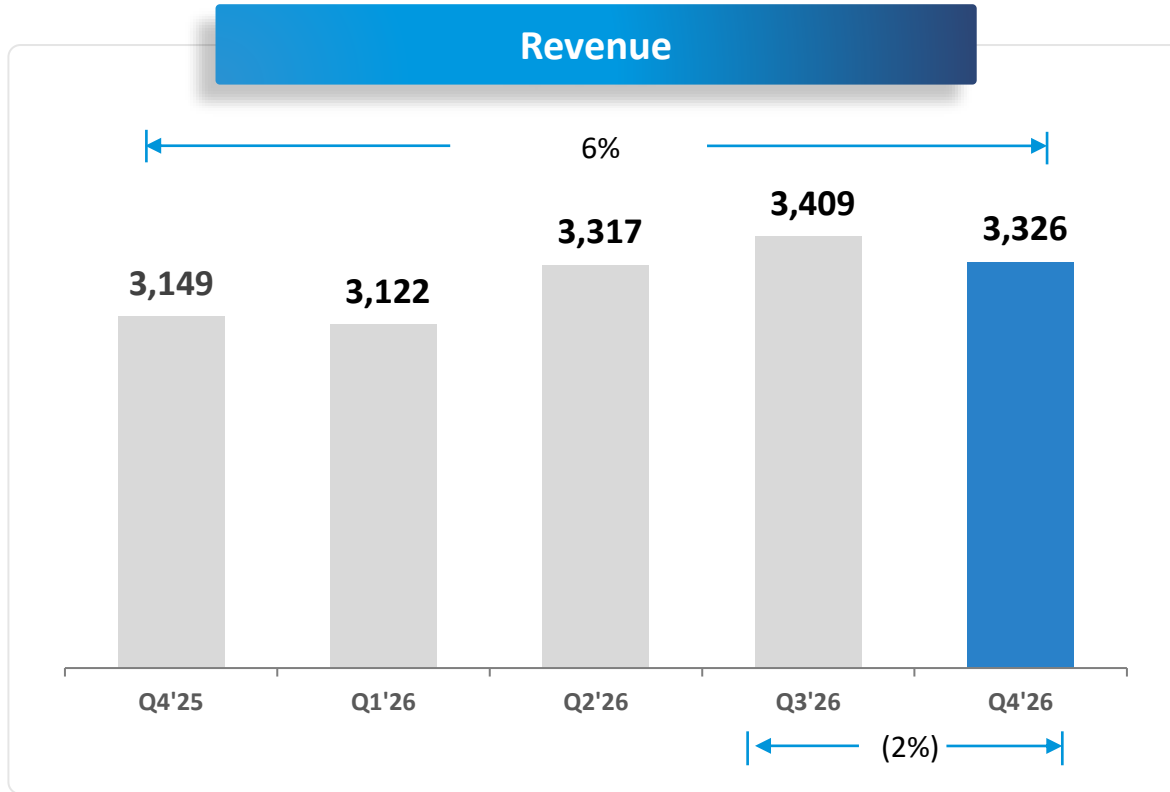
Particulars (in ₹ Cr)	FY2026	FY2025
PBT	222	46
Cash generated from operations	298	251
Income taxes (paid)/refund received	(68)	129
Net Operating cashflows	229	380
Expenditure on PPE	(9)	-1
Other Investing Activities	(63)	4
Net Investing cashflows	(72)	2
Borrowing (net of Repayment)	(12)	-124
Lease Liability Repayment	(37)	-33
Dividend & Interest payment	(189)	-162
Other Financing activities	0	0
Net Financing cashflows	(238)	-318
Net change in cash flows	(80)	64

03

Segment-wise Updates

General Staffing – Financial Performance

(Figures in ₹ cr.)



Key developments

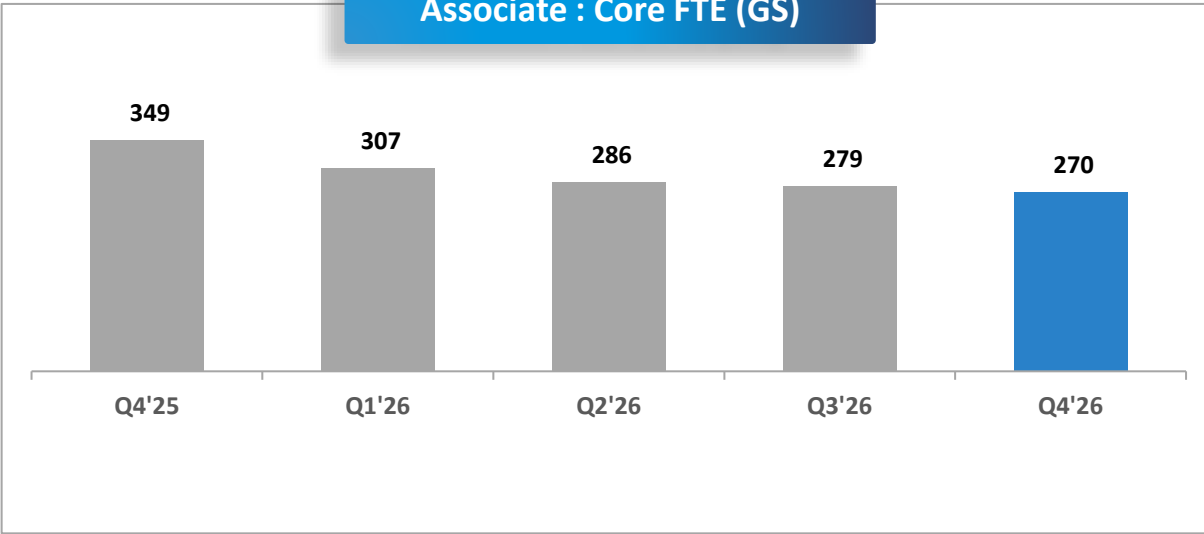
- Headcount remains steady at **466k**
- Retail, BFSI, M&A, FMCD have grown during the FY with telecom sector witnessing decline

- **59 new contracts** added in the quarter and 281 new contracts for FY26
- Open mandates at quarter exit stood at 35,000+

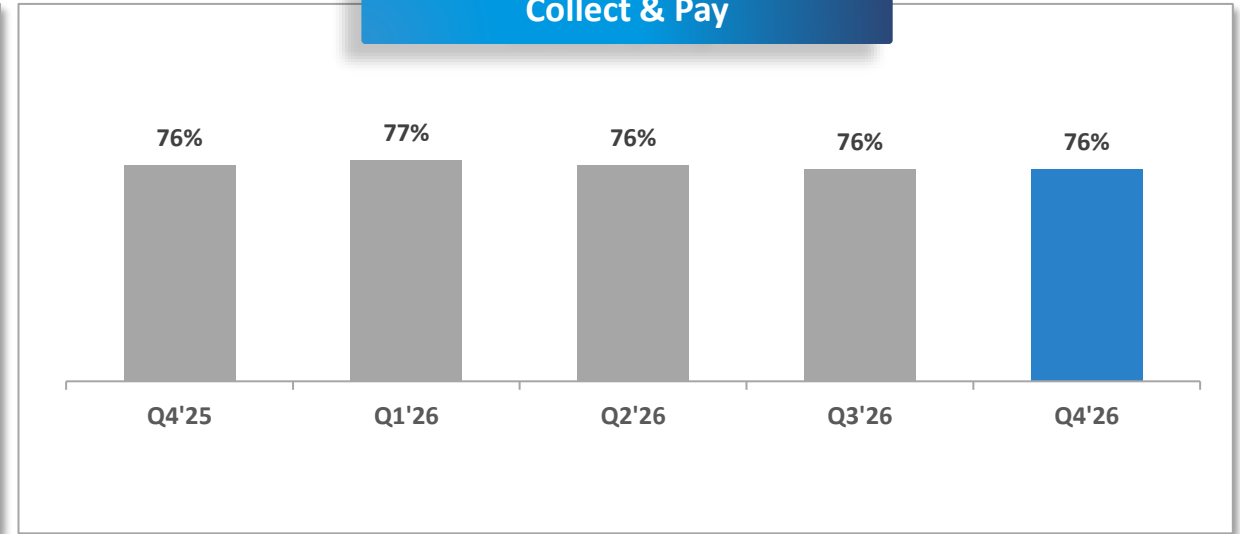
- Collect & Pay at **76%**,
- Average AR DSO at **15 days**

General Staffing – Operational Performance

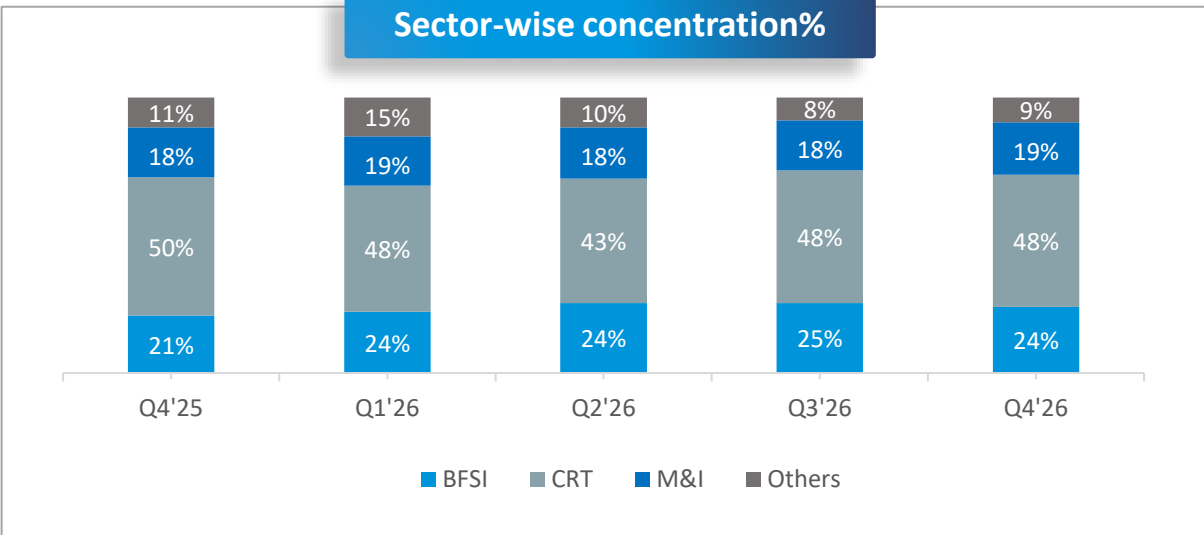
Associate : Core FTE (GS)



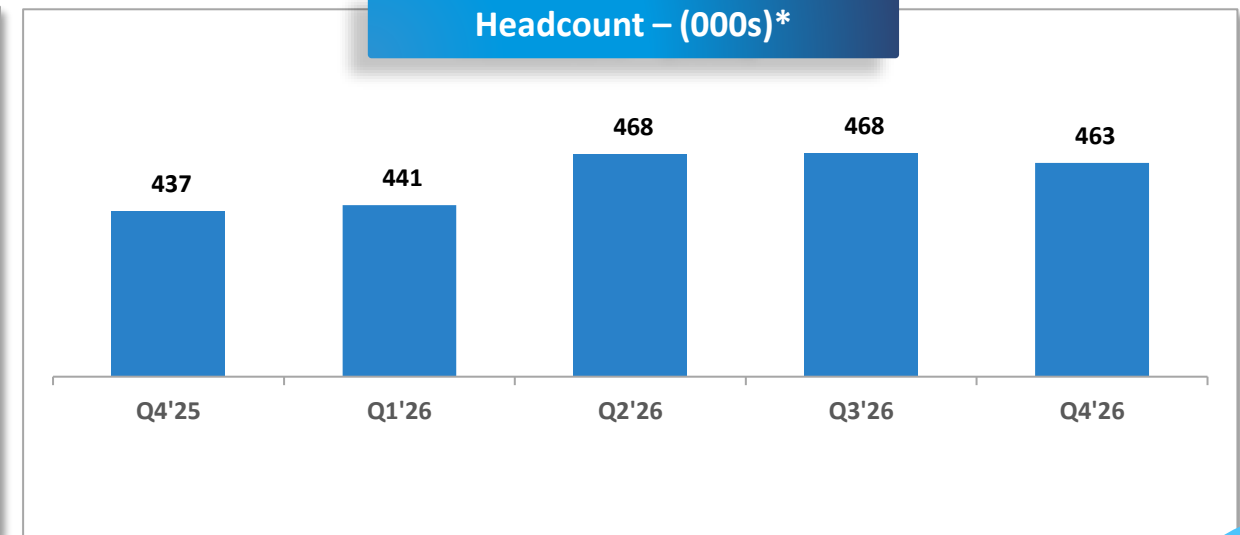
Collect & Pay



Sector-wise concentration%



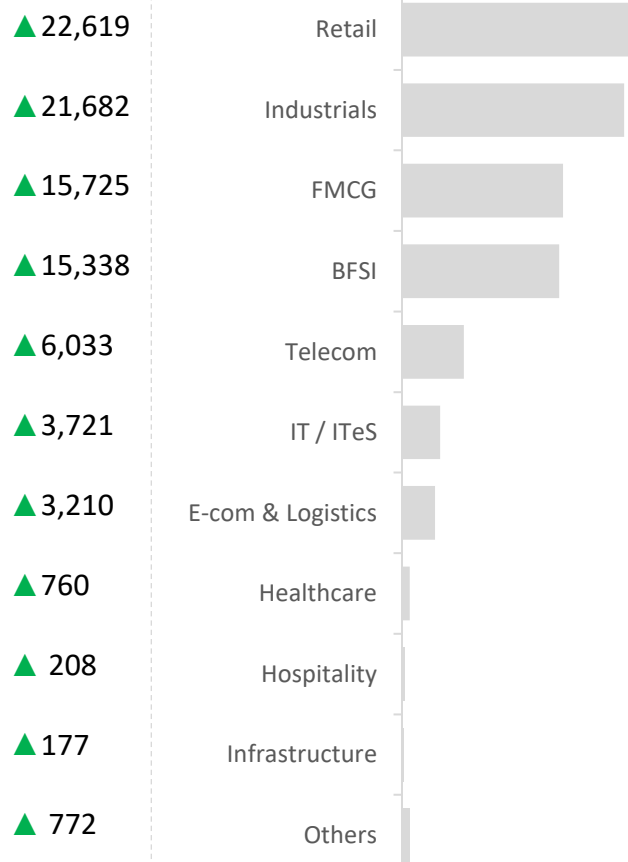
Headcount – (000s)*



Q4 FY26 Hiring snapshot (General Staffing)

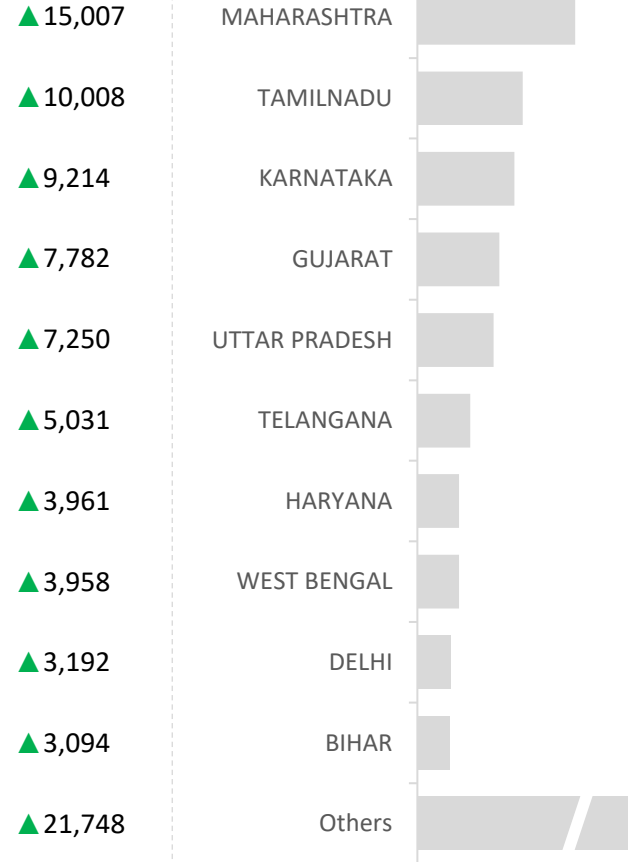
Sector-wise

Gross addition : ~ (90k vs 89K)

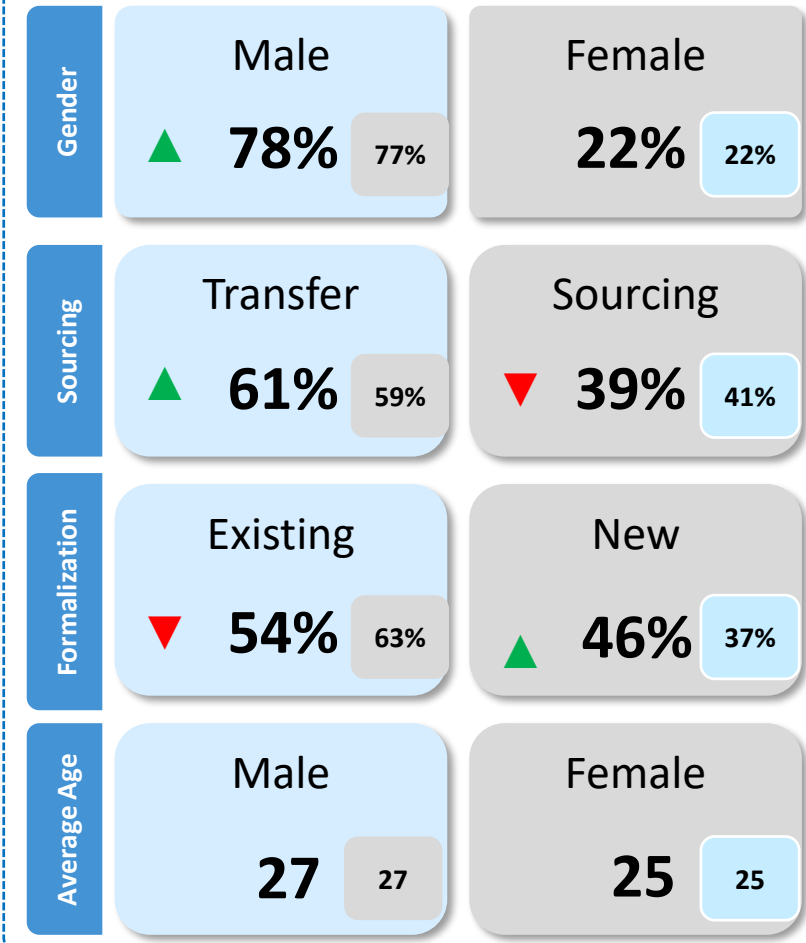


State-wise

Gross addition : ~ (90k vs 89k)

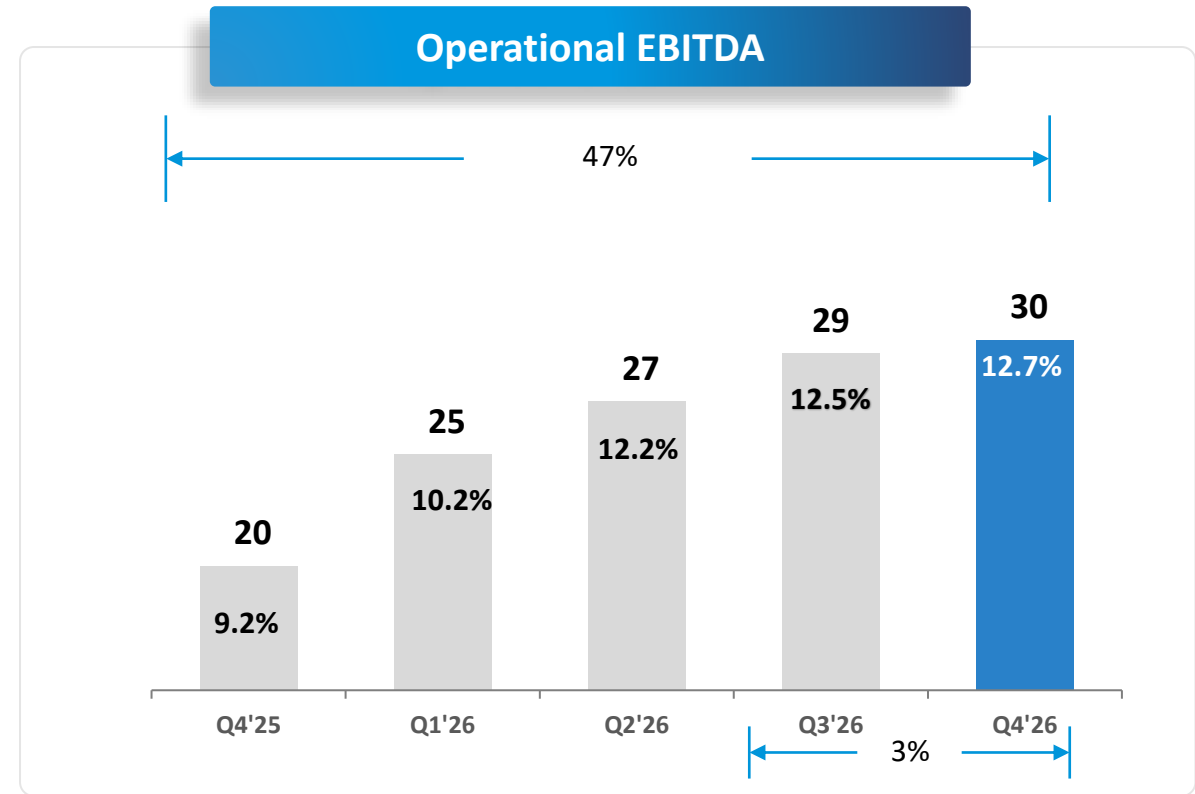
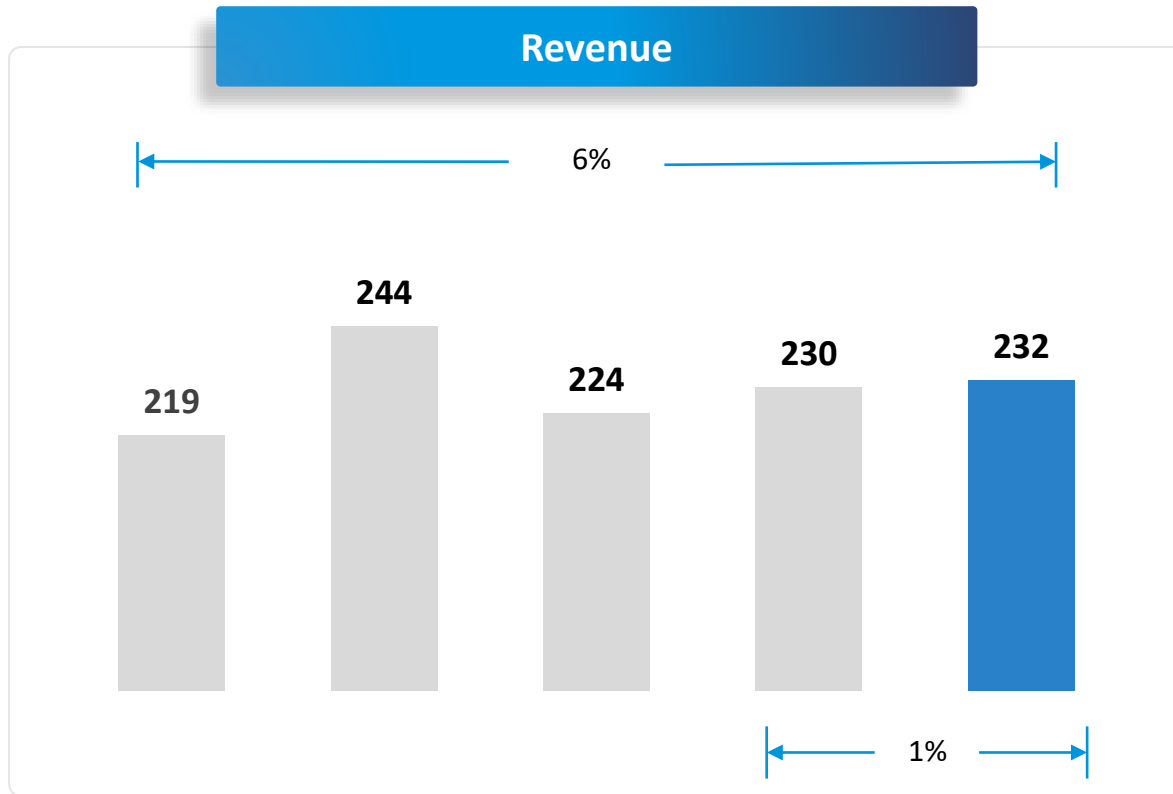


Operational Metrics (Q4 vs Q3)



Professional Staffing – Financial Performance

(Figures in ₹ cr.)



Key developments

- **EBITDA up by 47% YoY** along with double digit margins of 12.7%
- **Headcount** crosses **7k+**

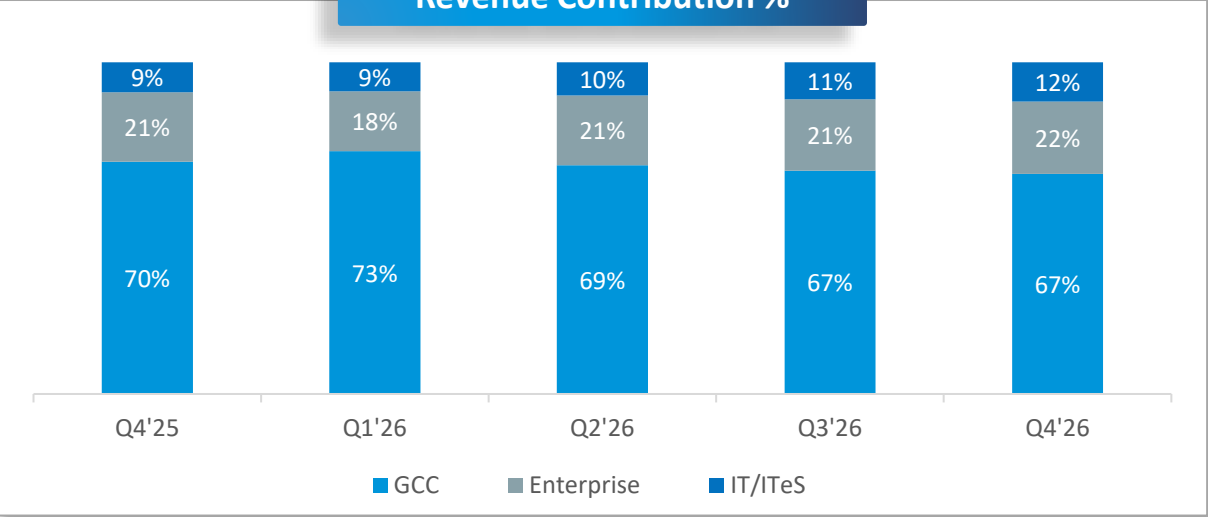
- **61** New sales logos added in FY26
- Consulting, TMT, Hi-Tech, and BFSI are key contributors to revenue and margins

- **GCC** contributed to **71%** of total **headcount**, **67%** of Revenue

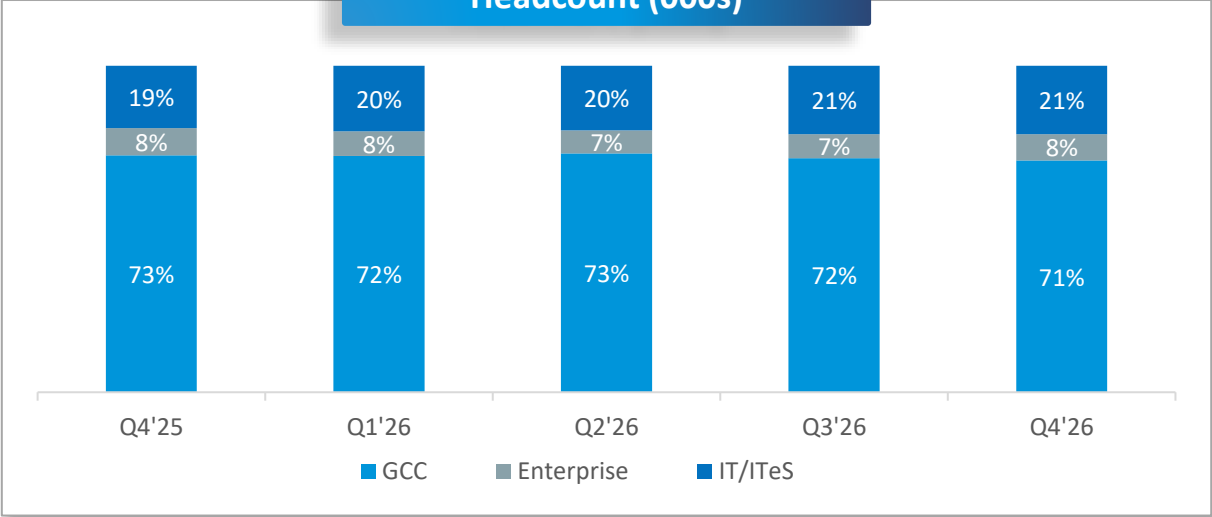
Professional Staffing – Operational Performance



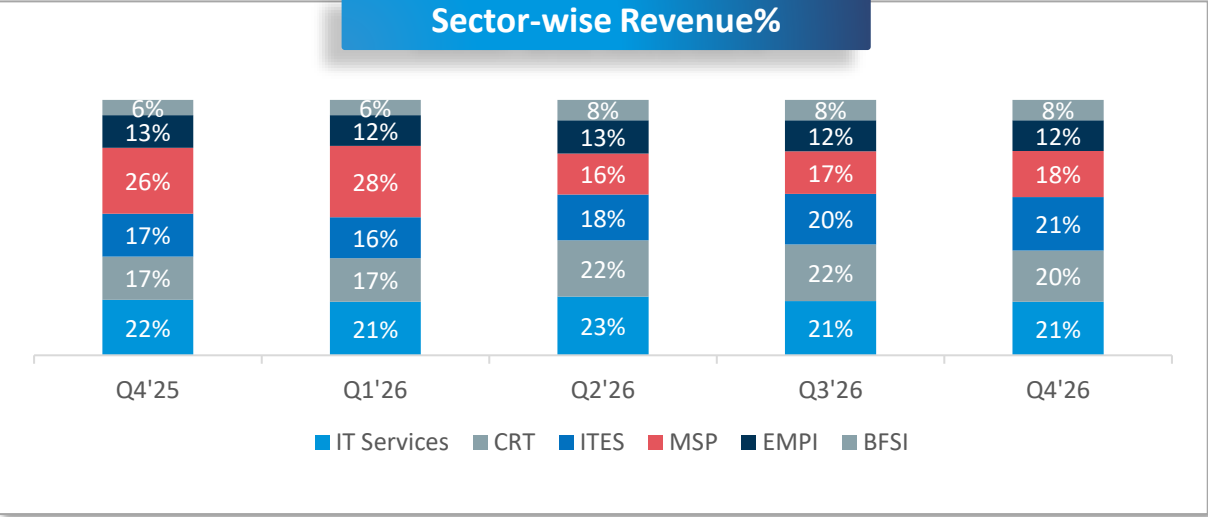
Revenue Contribution %



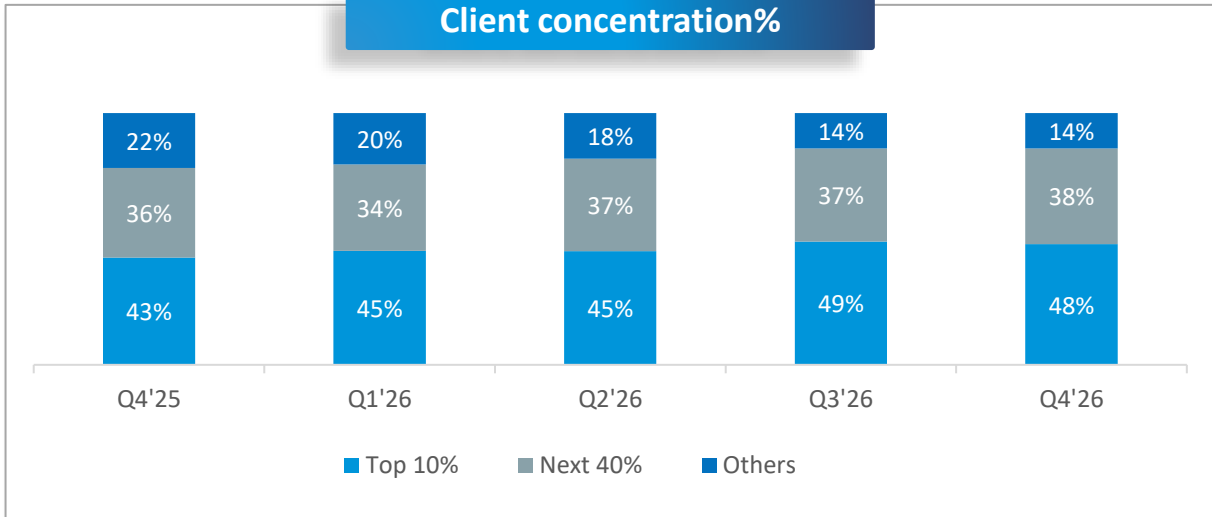
Headcount (000s)



Sector-wise Revenue%



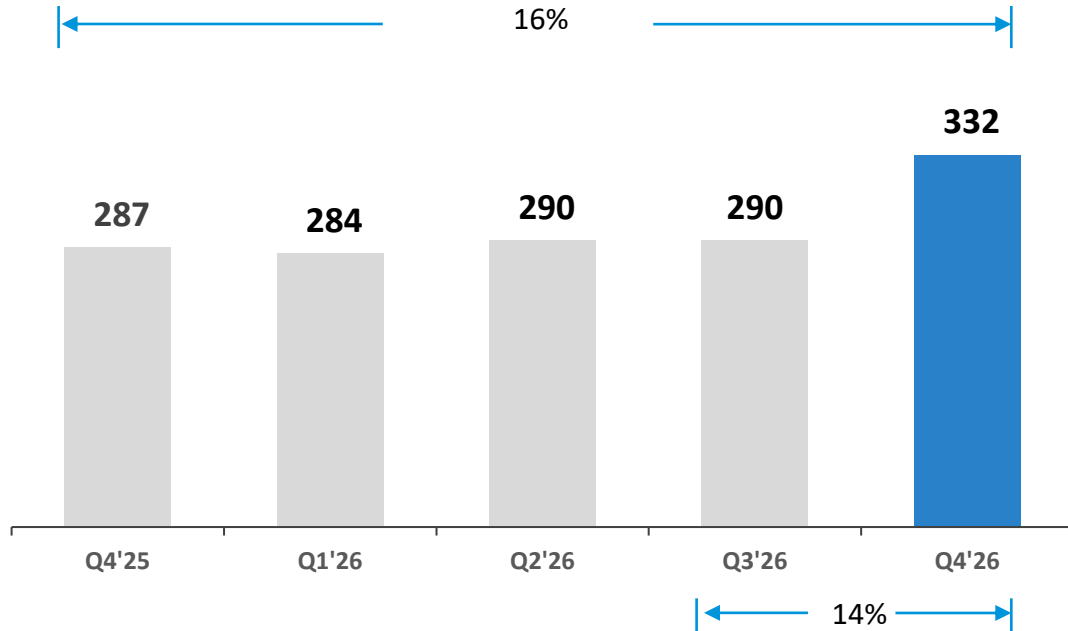
Client concentration%



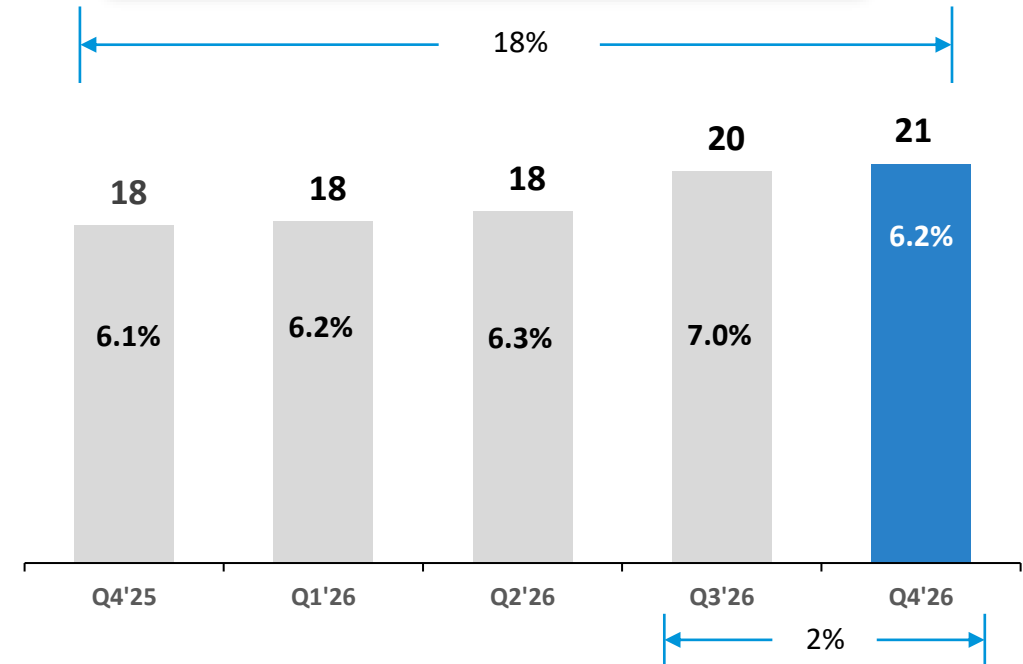
Overseas Business – Financial Performance

(Figures in ₹ cr.)

Revenue



Operational EBITDA



Key developments

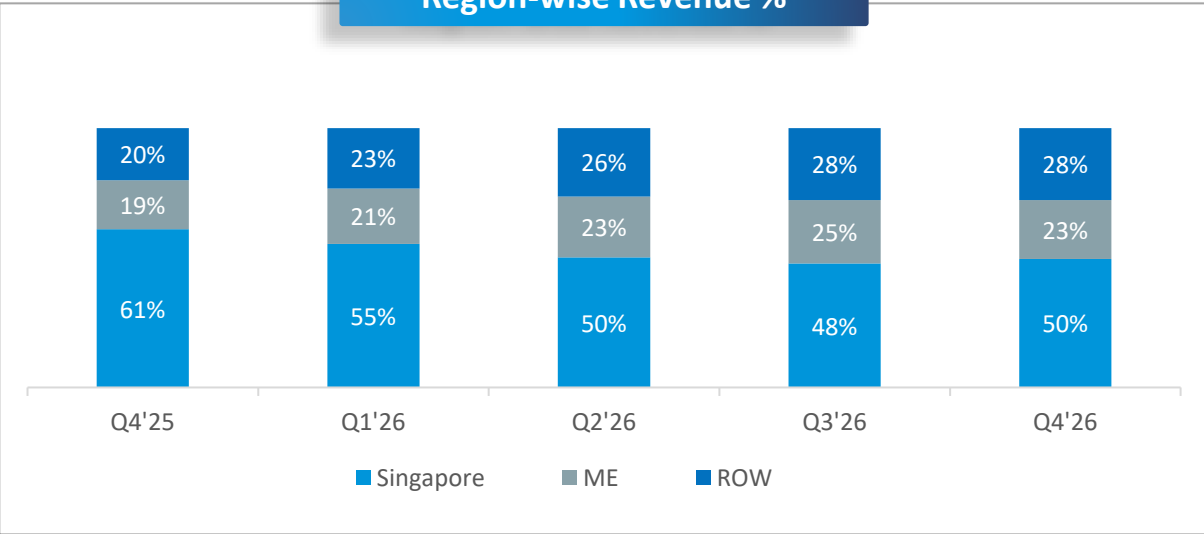
- **125 new contracts** added in the year
- Overall AR days at 40 and UBR at 25 days
- Overseas **Revenue** growth at **16%** and **EBITDA** at **18%**

- **Malaysia** delivered 83% growth crossing 900 HC with improving margins to 4.3%
- **Middle East** delivers margins of 11% during FY with YoY growth of Revenue and Ebitda at **27%** and **40%** respectively

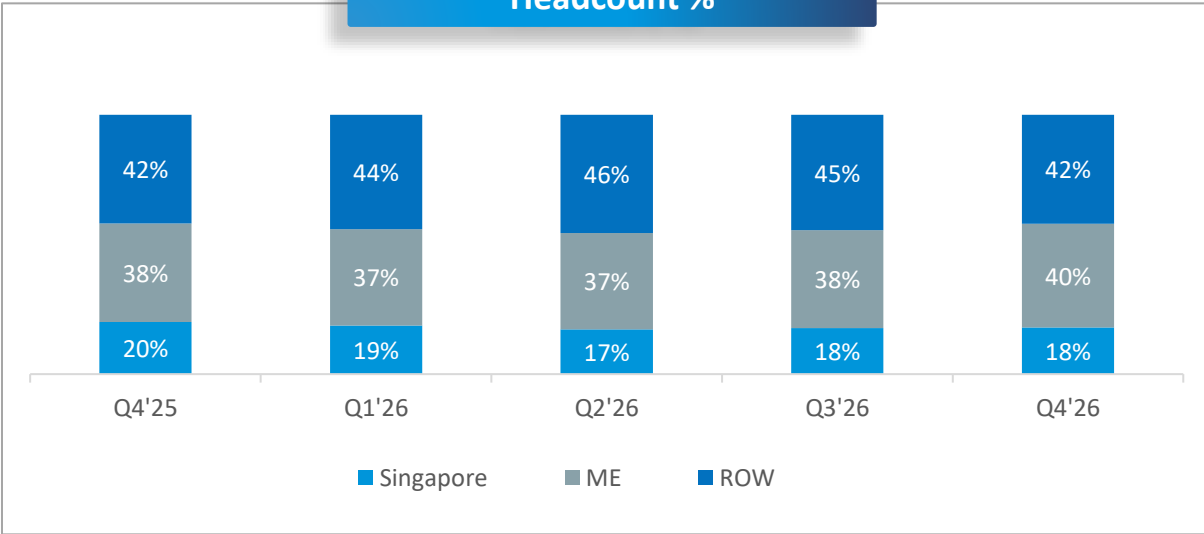
- **Phillipines** delivered 49% growth with ~10% margins with 700+ HC
- **Singapore** scales GS business with 68 new contracts and adding 491 HC during FY with overall HC at **1026** at exit

Overseas Business – Operational Performance

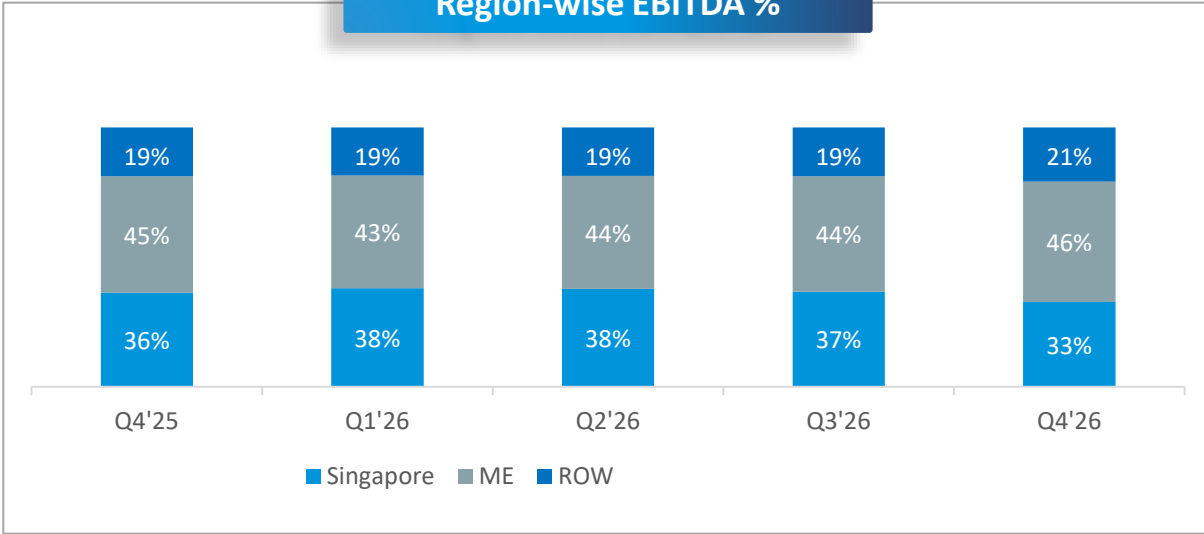
Region-wise Revenue %



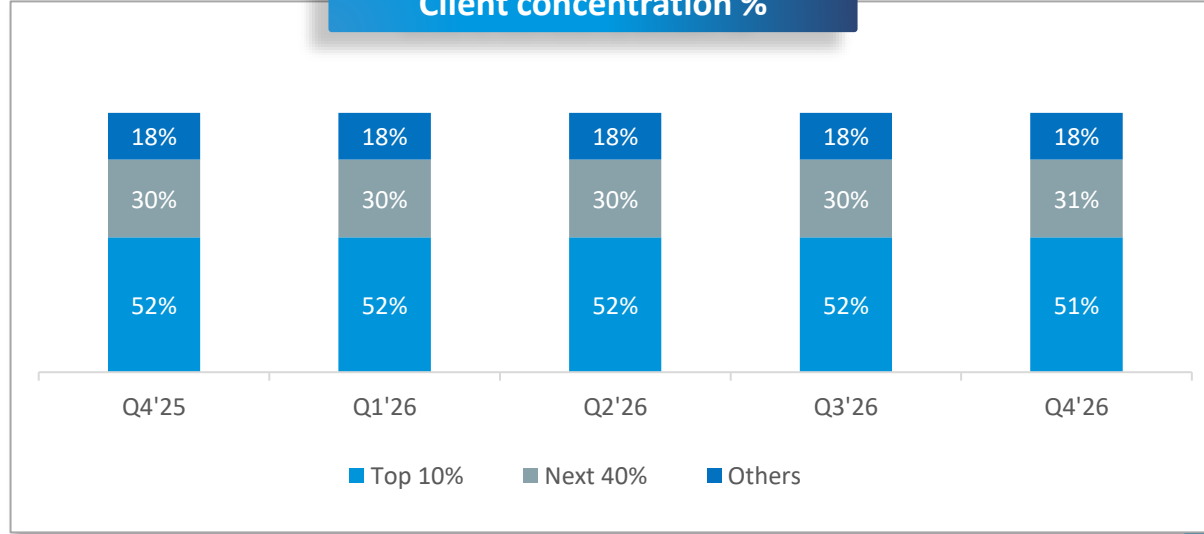
Headcount %



Region-wise EBITDA %



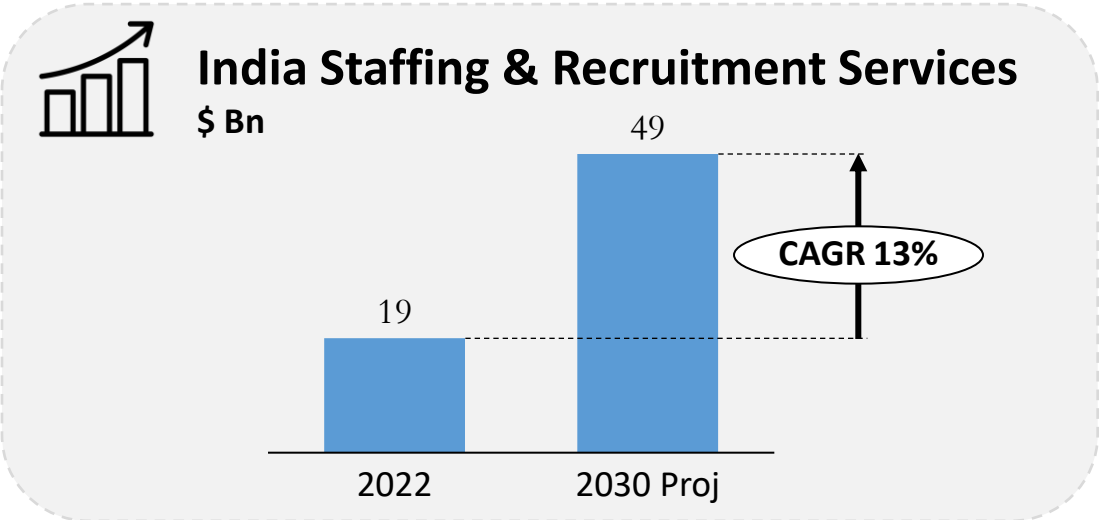
Client concentration %



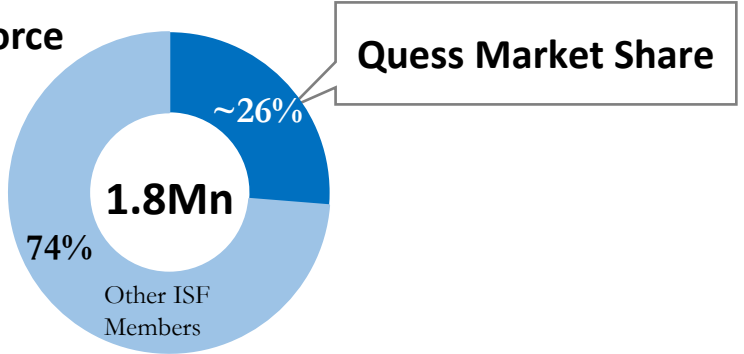
04

Company Overview

Market Opportunity for Quess



Flexi Workforce Headcount
(ISF, 2025)



Growth Drivers

Farm to non-Farm

India expected to add 7.85 Mn non-farm jobs annually through 2030

Unorganized to Organized

GST collection up from \$103Bn in FY18 to \$257Bn in FY25 (~2.7X)

Formalization of workforce

15+ Mn net adds to EPFO in FY25, highest since formal job tracking began

Shift towards flexi staffing

Flexi workforce growing at 12.6% CAGR; projected to reach 9.16 Mn by FY27

Industry growing at 4.4% (Reported FY26 as per ISF Q3 results)

India today is the most exciting staffing market globally

Source: Insight Partners; Business Market Insights; Economic Survey 2025, PIB, Note: Staffing and Recruitment services include general and professional staffing market, ISF Annual Report

Large scale Operations at Quess

Active Associates:
~479,000

General Staffing: ~466,000
Professional Staffing: ~7,000
Overseas Businesses: ~6,000

Recruiters:
1200+

Monthly Onboarding:
~30,000+ Gross Adds

Active Clients:
~2,200

With ~30% clients with
5+ yr tenure



Board of Directors



Ajit Isaac
Non-Executive
Chairman



Guruprasad Srinivasan
Executive Director



Chandran Ratnaswami
Non-Executive
Director



Gopalakrishnan Soundarajan
Non-Executive
Director



Kalpathi Ratna Girish
Non-Executive,
Independent Director



Sudha Suresh
Non-Executive,
Independent
Director



S Devarajan
Non-Executive,
Independent
Director



Vivek Mansingh
Non-Executive,
Independent
Director

Management Team



Lohit Bhatia
Chief Executive
Officer



Neeraj Jain
Chief Financial
Officer



Tej Hans Raj
Chief Operating
Officer



Sunitha Karthikeyan
Senior Vice President
and
Head of HR



Nitin Dave
Chief Executive
Officer
Staffing Solutions



Kapil Joshi
Chief Executive
Officer
IT Staffing



Sanjay Shetty
Chief Business Officer
Recruitment, GCC and
International Services

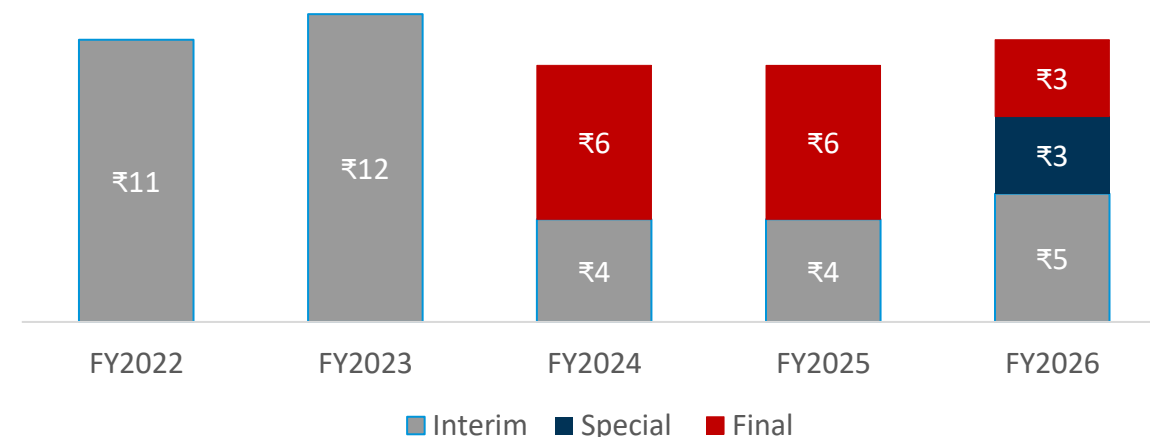
Quess Dividend History

Sl. No.	Financial Year	Type of Dividend	Total Dividend For the Financial Year
1	2020-21	Interim Dividend	7
2	2021-22	Interim Dividend	4
3	2022-23	Interim Dividend	12
		Interim Dividend	
4	2023-24	Interim Dividend	10
		Final Dividend	
5	2024-25	Interim Dividend	10
		Final Dividend	
6	2025-26	Interim Dividend	5
		Special Dividend	3
		Final Dividend*	3
		Total	54

*subject to shareholder approval

**https://www.quescorp.com/investor/dist/images/pdf/Policies/Dividend_Distribution_Policy.pdf

Dividend payout



Quess Dividend Policy** post demerger -

*Effective from Financial Year 2026, the company expects to return approximately **75%** of free cash flow to shareholders in the form of interim and /or final dividend and/or share buy back over a block of three years cumulatively.*



Quess Corp Ltd., Quess Tower, Sky Walk Avenue,
32/4,
Hosur Road, Roopena Agrahara, Bommanahalli,
Bangalore South, Karnataka, India, 560068

About Quess Corp

Established in Bengaluru in 2007, Quess Corp Limited (BSE: 539978, NSE: QUESS) is India's largest and a global leader in staffing and workforce solutions. Quess leverages deep domain expertise and AI-driven digital platforms to help businesses enhance productivity and build a future-ready workforce.

Its comprehensive suite of technology-enabled staffing and managed outsourcing services spans key sectors including BFSI, Retail, Telecom, Manufacturing, IT, and GCCs. Today, Quess has a workforce of approximately ~4,78,524 employees across 8 countries and serving over 2,200 clients.

Quess Corp ranked #19 among India's Best Workplaces in 2025 & has been certified a Great Place to Work for the seventh consecutive year in 2026 for India. Additionally, we have been recognised as Great Place to Work for UAE, Middle-East, and Singapore in 2026. Staffing Industry Analysts (SIA) has recognised Quess Corp as India's No.1 staffing company in 2025 & 37th globally in 2024. Quess also became the first Indian firm to join the World Employment Confederation in 2025. In just 18 years, Quess has grown from a start-up to a trusted global workforce leader.

Learn more about us at
www.quescorp.com



Disclaimer

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