



SPECTRUM TALENT MANAGEMENT LTD.

(Formerly known as Spectrum Talent Management Private Limited)

SYMBOL: SPECTSTM
ISIN: INE0OL001018

Dated: 18.11.2024

To,
The Manager-Listing Department,
The National Stock Exchange of India Limited,
Exchange Plaza, NSE Building,
Bandra Kurla Complex, Bandra East,
Mumbai-400051

Dear Sir(s)/ Madam,

Sub:- Investor Presentation on Financial Results for H1 & FY25.

In compliance with the provisions of Regulation 30 of the SEBI (LODR) Regulations, 2015 please find enclosed 'Investor Presentation H1 & FY25' of the Company.

Further, in compliance with the provisions of Regulation 46 of the SEBI (LODR) Regulations, 2015, we have upload the above on our Company's website <https://www.stmpl.co.in> for information of our Shareholders/Public.

This is for your information and records.

Thanking you,

Yours faithfully

For Spectrum Talent Management Limited

(Nitesh Anand)
Company Secretary
Membership No.
A28698

Encl. As above.

PAN NO - AARCS4776M, CIN NO - L51100DL2012PLC235573

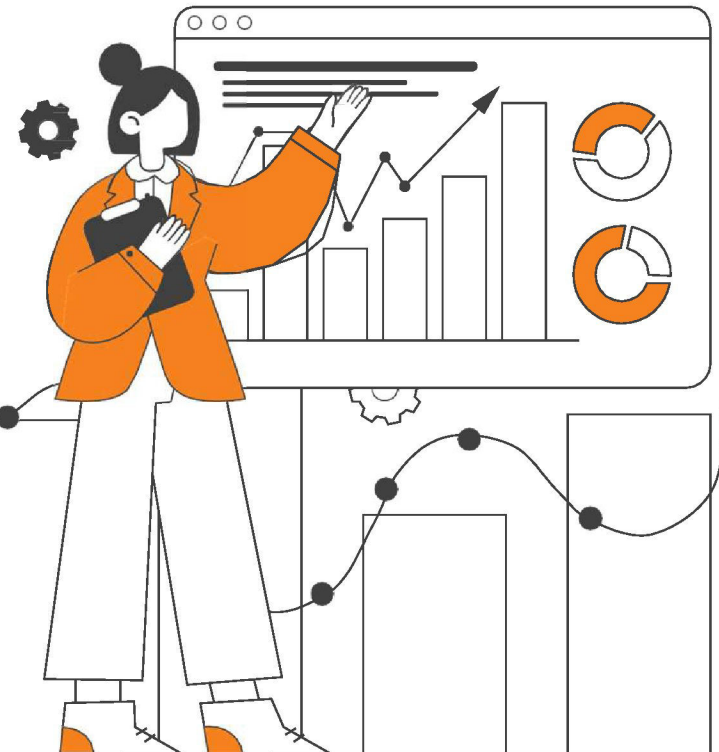
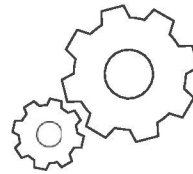
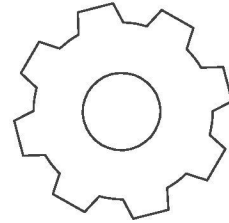
Registered Office B - 46, RETREAT APARTMENTS, 20. I.P. EXTENSION, DELHI - 110092	Corporate Office C - 142, SECTOR 63, NOIDA - 201301 HELPDESK - 7065060428
--	---

RPO | Executive Search | Flexi-Staffing | IT-Staffing

VISIT US : WWW.STMPL.CO.IN, WWW.CONSULTSTM.COM



Spectrum Talent Management Limited
Managing Talent Locally, Globally



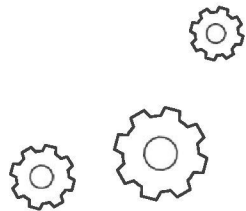
Investor Presentation

September - 2024

Safe Harbor

This document is prepared only for information purpose and do not solicit/recommend/guide for any Investment/Buy-Sell in any financial instrument of **Spectrum Talent Management Limited (“STML”)** and/or any of its subsidiary company or associate company. Neither **STML** nor any of its group company/subsidiary Company/ associate company , directors, or employees related person are responsible for any gains/loss arising to any person/body corporate due to any such transaction as stated above.

This document may contain certain forward-looking statements. These forward-looking statements can generally be identified by words or phrases such as “aim”, “anticipate”, “believe”, “expect”, “estimate”, “intend”, “objective”, “plan”, “project”, “shall”, “will”, “will continue”, “will pursue” or other words or phrases of similar meaning. Similarly, statements that describe strategies, objectives, plans or goals are also forward-looking statements. **STML** cannot assure investors that the expectation reflected in these forward-looking statements will prove to be correct. Given these uncertainties, investors are cautioned not to place undue reliance on such forward-looking statements and not to regard such statements as a guarantee of future performance.



Inside this Presentation

05-14

Performance
Overview

15-18

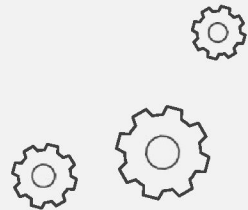
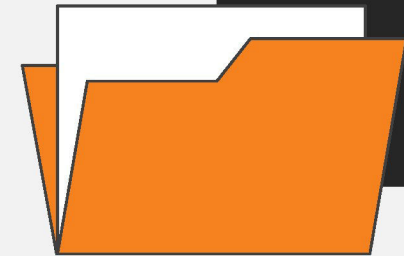
Way
Forward

19-22

Team
Spectrum

23-28

Company
Profile



Spectrum: Executive Summary



4 KEY VERTICALS



- Staffing (GS + IS)
- Apprenticeship (NAPS/NATS)
- Recruitment Process Outsourcing (RPO)
- Global HR Services
- Retaspect (New Vertical)

EXPANDING GLOBAL PRESENCE



- Expanding global presence
- Have closed positions in over 30 countries
- Supported by offices in key locations in India

YOUNG TEAM



- Average management age 40 years
- Aggressive approach

FAST GROWING PLAYER



Fast-growing player with total 33461+ headcount deployed in H1 FY24 compared to 23,447+ as on H1 FY24 (including NAPS & NATS)

LEVERAGING TECHNOLOGY

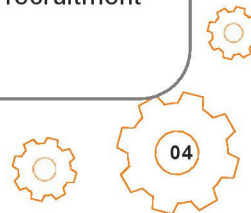


Leveraging technology with indigenous in-house developed technology tools across different functions of the organization

SUBSTANTIAL OPPORTUNITIES

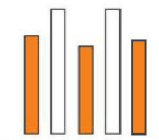
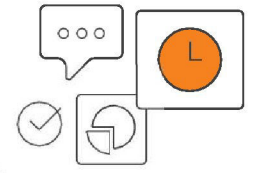


- Growing labour market
- Increasing formalization of the economy
- Under-penetrated & fragmented recruitment outsourcing in India





Performance Overview



Company at a Glance	06
Key Milestones	07
Financials Performance	09
Operating Metrics: Volume Driven Growth	13
Headcount & Productivity	14

Company at a Glance



Spectrum Talent Management Limited (Spectrum) is a fast-growing talent management, deployment and HR services company, involved in the entire talent recruitment and deployment life cycle.



Offers complete range of services for talent management, including general staffing, IT staff augmentation, RPO, apprenticeship solutions, among others.



Spectrum was founded in 2008 by first-generation dynamic promoter duo, Vidur Gupta and Sidharth Agarwal, ably supported by a professional second-level management team.



As a bootstrapped founder-driven company, in last 15 years, Spectrum has grown into a global talent management company with workforce of 19,838+ people and 13,623+ people in Apprenticeship.

KEY FACTS

33,461

TOTAL WORKFORCE DEPLOYED

13,623

APPRENTICE DEPLOYED FOR NAPS & NATS

500+

CORE TEAM

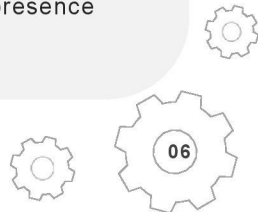
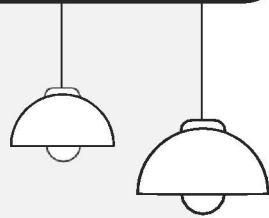
322+

VENDOR NETWORK

Global Presence

PAN India Presence with International presence in USA

As of September 2024



Key Milestones



Headcount Growth

At the company level added 6428 Headcount in H1 FY'25 wherein the H2 FY'24 showed a promising contribution of 15.81% adding 3707 Headcount

Revenue Growth

At company Level Revenue grew by 25.7% H1 FY'25 vs H1 FY'24
Manpower Supply & Recruitment Services grew by 18.7% H1 FY'25 vs H1 FY'24

Milestone

Increased the Headcount in 2 years from 18,264 in H1 FY'23 to 33,461 Headcount in H1 FY 25 recording 83.2% growth

Key Sectors

Key sectors contributing to revenue growth – IT/ITES, Pharma, Manufacturing And Retail

Speraspect

Launched Speraspect, a separate division for comprehensive information technology(IT) needs in October 2024

Apprentice Vertical

Added Trainees headcount by 5307 in H1 FY25 wherein the H2 FY24 showed a promising contribution of 14.5% adding 1051 Headcount

Retaspect: Retail Vertical

Mr. Naman Nangiana joined as Head for the Retaspect. Having an overall experience of 15 Years in executing GTM strategies for various consumer durable brands in India.

H1 FY'25 - Snapshot



532 Cr.
H1FY25

33,461+
WFM

500+
Internal Team
Size

99
New Logos
Added in
H1 FY'25

Overall Revenue grew by 25.7% H1 FY'25 vs H1 FY'24

Overall EBITDA grew by 10.1% H1 FY'25 vs H1 FY'24

Overall Headcount grew by 42.7% H1 FY'25 vs H1 FY'24

Successful launch of Retaspect for Retail Industry

Trainees headcount grew by 22.3% H1 FY'25 vs H1 FY'24



Financial Performance - Standalone



(All numbers are in Millions except for Margin & EPS)

Standalone Performance	H1 FY'25	H1 FY'24	%	H1 FY'25	H2 FY'24	%
Total Revenue	5,224.89	4,231.18	23.5%	5,224.89	5,784.62	-9.7%
Operating Revenue	5,212.21	4,218.56	23.6%	5,212.21	5,771.31	-9.7%
EBIDTA	53.77	51.24	4.94%	53.77	59.77	-10.0%
EBIDTA Margin	1.03%	1.21%	-18bps	1.03%	1.04%	1bps
PBT	42.05	35.69	17.8%	42.05	57.31	-26.6%
PBT Margin	0.80%	0.80%	0bps	0.80%	1.0%	-20bps
Profit After Tax	43.29	37.5	15.4%	43.29	72.57	-40.4%
PAT Margin	0.83%	0.90%	-7bps	0.83%	1.3%	-47bps
EPS (Basic & Diluted)-Rs	1.87	1.81	3.31%	1.87	3.31	-43.5%

Financial Performance - Consolidated



(All numbers are in Millions except for Margin & EPS)

Consolidated Performance	H1 FY'25	H1 FY'24	%	H1 FY'25	H2 FY'24	%
Total Revenue	5,318.35	4,312.4	23.3%	5,318.35	5,874.2	-9.5%
Operating Revenue	5,306.08	4,300.3	23.4%	5,306.08	5,861.8	-9.5%
EBIDTA	57.11	54.10	5.5%	57.11	64.3	-11.2%
EBIDTA Margin	1.07%	1.26%	-19bps	1.07%	1.10%	-3bps
PBT	45.41	38.6	17.6%	45.41	61.8	-26.5%
PBT Margin	0.85%	0.9%	-5bps	0.85%	1.1%	-25bps
Profit After Tax	46.63	40.4	15.4%	46.63	75.7	-38.4%
PAT Margin	0.88%	0.9%	-2bps	0.88%	1.3%	-42bps
EPS (Basic & Diluted) - Rs	2.02	1.84	9.8%	2.02	3.18	-36.5%

Standalone Segment



(All numbers are in Millions except for Margin & EPS)

	H1 FY'25	H1 FY'24	%	H1 FY'25	H2 FY'24	%
Revenue:						
Manpower Supply & Recruitment Services	3,291.84	2,769.65	18.9%	3,291.84	3,102.74	6.1%
Exports of Electronics Goods	1,920.37	1,448.91	32.5%	1,920.37	2,668.57	-28.0%
Total Income From Operations	5,212.1	4,218.56	23.6%	5,212.1	5,771.31	-9.7%
EBIDTA:						
Manpower Supply & Recruitment Services	45.69	38.20	19.6%	45.69	43.58	4.8%
Exports of Electronics Goods	8.07	13.04	-38.1%	8.07	16.19	-50.2%
Total EBIDTA	53.76	51.24	4.9%	53.76	59.77	-10.1%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	1.39%	1.38%	1bps	1.39%	1.40%	-1bps
Exports of Electronics Goods	0.42%	0.9%	-48bps	0.42%	0.61%	-28bps

Consolidated Segment



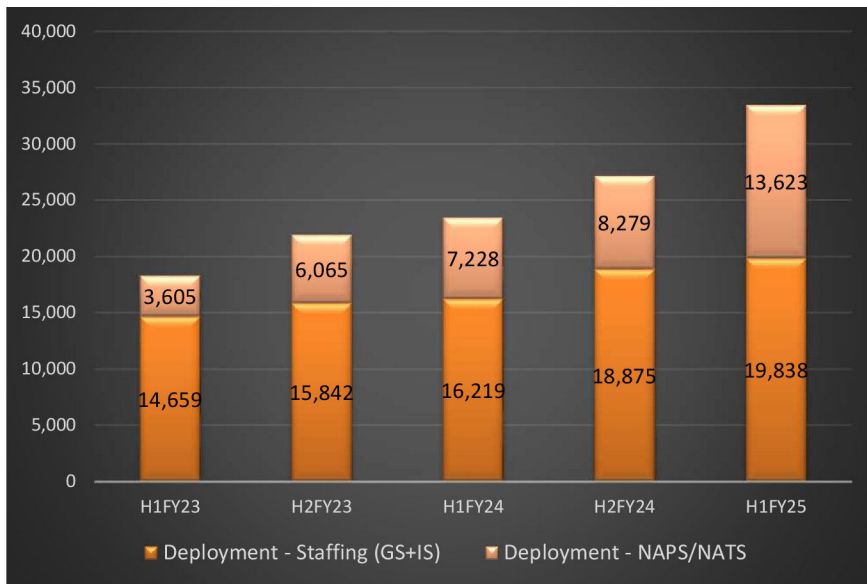
(All numbers are in Millions except for Margin & EPS)

	H1 FY'25	H1 FY'24	%	H1 FY'25	H2 FY'24	%
Revenue:						
Manpower Supply & Recruitment Services	3,385.71	2,851.35	18.7%	3,385.71	3,193.18	6.0%
Exports of Electronics Goods	1,920.71	1,448.91	32.5%	1,920.71	2,668.57	-28.0%
Total Income From Operations	5,306.08	4,300.26	23.4%	5,306.08	5,861.75	-9.5%
EBIDTA:						
Manpower Supply & Recruitment Services	49.07	41.06	19.5%	49.07	48.11	2.0%
Exports of Electronics Goods	8.07	13.04	-38.1%	8.07	16.19	-50.2%
Total EBIDTA	57.12	54.10	5.6%	57.12	64.3	-11.2%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	1.45%	1.07%	38bps	1.45%	1.51%	-6bps
Exports of Electronics Goods	0.42%	0.9%	-48bps	0.42%	0.61%	-19bps

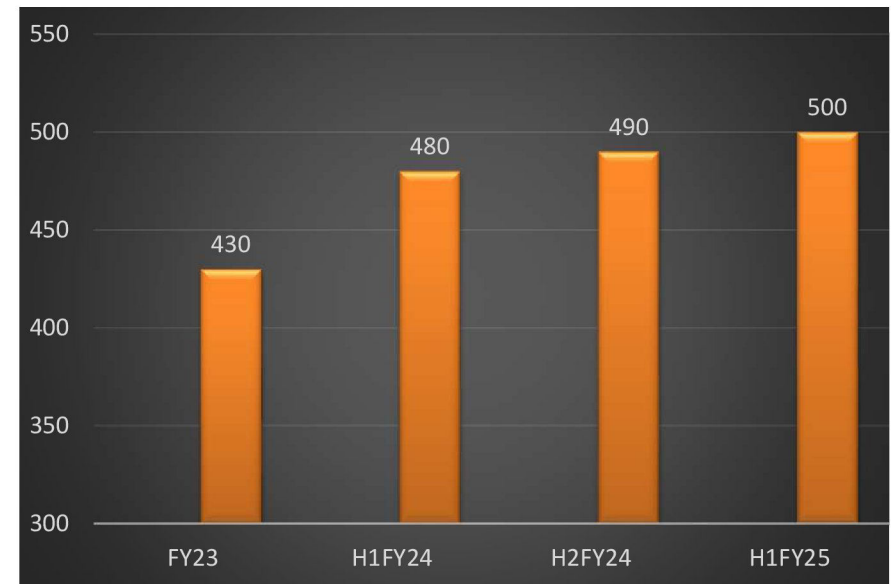
Operating Matrix – Volume Driven Growth



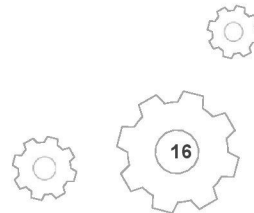
Total Headcount (Nos.)



Total Core Headcount (Nos.)



Consistent growth in total headcount over the years
H1 FY'25 vs. H2 FY'24 witnessed a growth of 23.8%
H1 FY25 vs H1 FY'24 witnessed a YoY growth of 42.7%

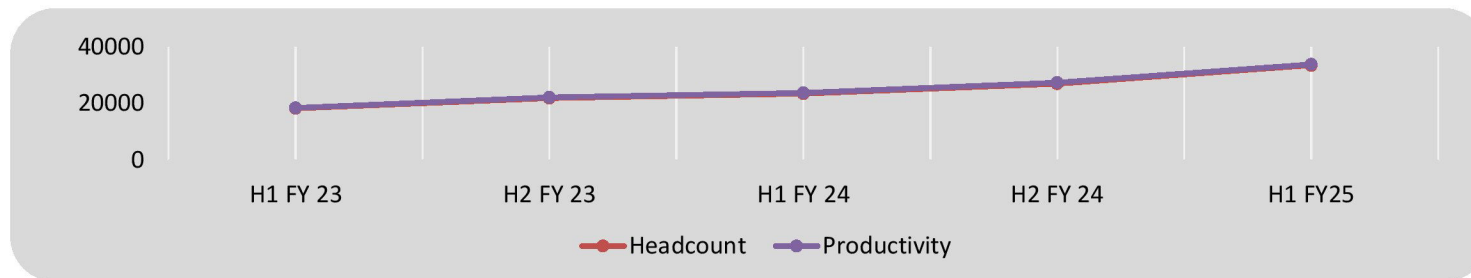


Headcount & FTE Productivity



Half Yearly	Staffing (GS + IS)	Apprentice	Total
H1 FY'23	14,659	3,605	18,264
H2 FY'23	15,842	6,065	21,907
H1 FY'24	16,219	7,228	23,447
H2 FY'24	18,875	8,279	27,154
H1 FY'25	19,838	13,623	33,461

FY	Total	Core Employees*	Productivity
H1 FY'23	18,264	66	277
H2 FY'23	21,907	78	280
H1 FY'24	23,447	72	326
H2 FY'24	27,154	78	348
H1 FY'25	33,461	95	352



**Core Employees includes the Operations Team*

Way Forward





Naman Nangiana has joined us in July 2024 to spearhead the Retaspect business division focused on the Retail sector. He brings around 17 years of experience in developing and executing successful go-to-market strategies for large consumer durable brands in India.



SPERAPECT - Comprehensive IT solutions provider



Rebranded the existing IT staffing business to Sperapect bolster our service offerings in the IT space and take up responsibility of delivery for various offerings



PROFESSIONAL
STAFFING

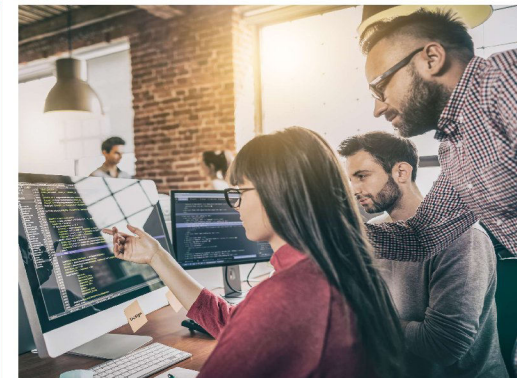


MANAGED IT
SERVICES

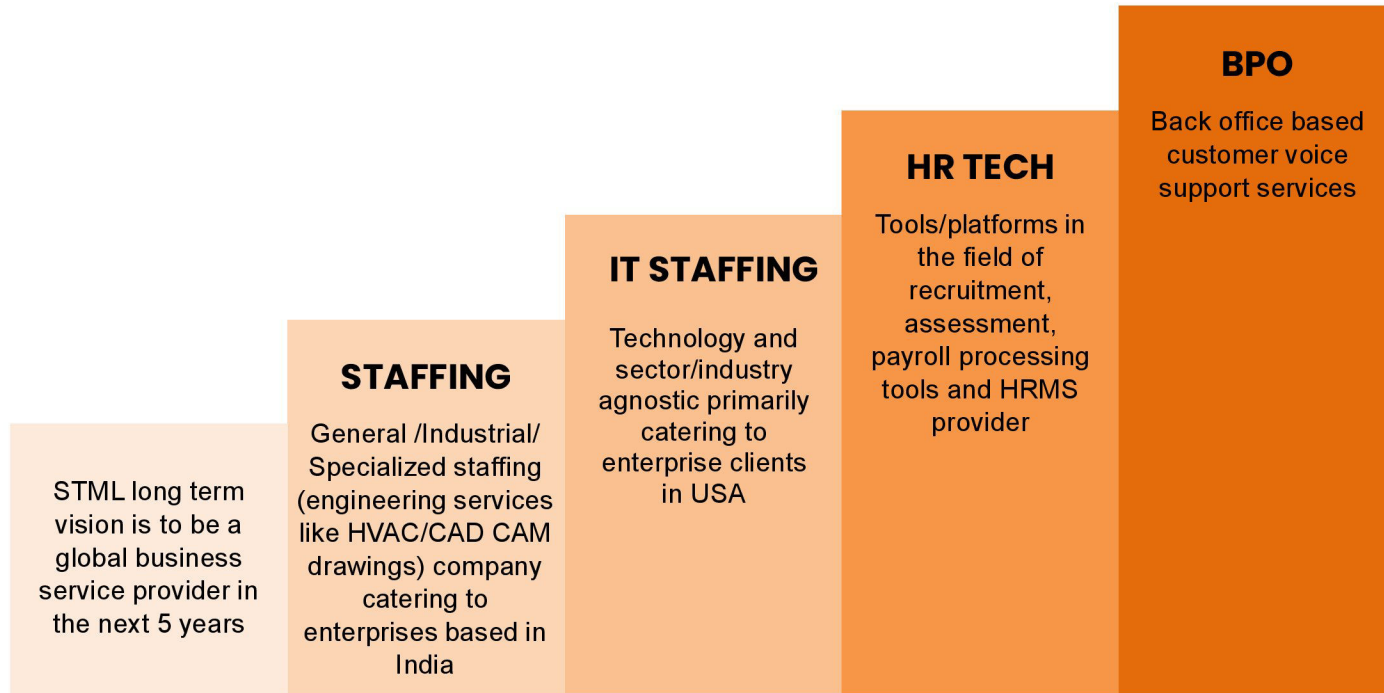
CLOUD
SOLUTIONS



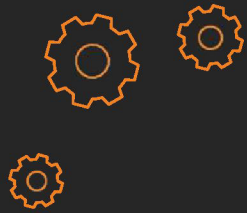
SOFTWARE
DEVELOPMENT



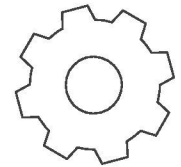
M&A Focus Areas



Our M&A/inorganic strategy focuses on new geography led expansion, new services, and consolidation opportunities within existing services. We aim to align our acquisition strategy with the evolving market landscape, investor expectations, and the broader growth agenda as the M&A pipeline gets built and evaluated



Team Spectrum

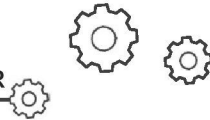


Our Founders	20
Board of Directors	21
Senior Management Personnel	22

Our Founders



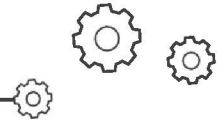
Mr. Vidur Gupta
MANAGING DIRECTOR



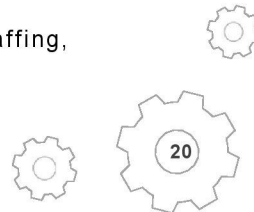
Mr. Vidur Gupta, is the Co- founder, Promoter and Managing Director of the Company. He holds a bachelor' s degree in Hospitality, after which he studied Entrepreneurship from the Amity University. He has completed his MBA in Entrepreneurship and is a specialist in Strategy & Business Development. He possesses extensive experience in management at all levels in India and abroad, and has expertise in talent management in the US, APAC and MEA. He handles Permanent Recruitment, Sales and Marketing and International Business for the company



Mr. Sidharth Agarwal
WHOLE-TIME DIRECTOR



Mr. Sidharth Agarwal, is the Co- founder, Promoter, Whole-Time Director and CFO of the Company. He holds a bachelor' s degree in Business and an MBA from Amity Business School. During his past stints, he worked with Reliance Capital for a year, where he gained tremendous exposure in finance and strategy. His expertise in finance, forecasting skills, optimising and judiciously deploying resources are of great value to the Company. He has been instrumental in ramping up staffing operations of the company. He is responsible for handling contract staffing, finance, and overall operations for Spectrum.



Board of Directors



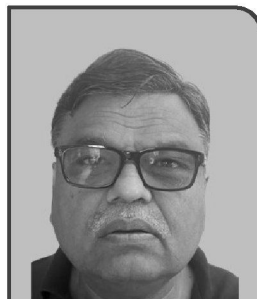
Mr. Rajesh Gupta
NON- EXECUTIVE DIRECTOR

Mr. Rajesh Gupta, is a Non-Executive Director of the Company. He is an Engineer with a degree from SVR College of Engineering, Surat. After passing out from college in 1981, Mr. Gupta went on to establish multiple ventures that involved producing raw materials related to the textile industry. He brings over 40 years of work experience with different industries.



Mr. Rajeev Agarwal
NON- EXECUTIVE DIRECTOR

Mr. Rajeev Agarwal, is a Non-Executive Director of the Company. He completed bachelor's of Commerce (Honors) from Delhi University (DU), after which he established multiple automobile dealerships for cars and two wheelers in last 35 years. Mr. Agarwal brings a strong association with several retail businesses to the board.



Mr. Anup Kumar Jaiswal
INDEPENDENT DIRECTOR

Mr. Anup Kumar Jaiswal, is an Independent Director of the Company. He completed his MA from the University of Delhi in 1982, and also holds an LLB Degree from Garhwal University. He has held various positions as a Government authority; he was the Chairman of the Income Tax Settlement Commission, Principal Chief Commissioner of Income Tax – Gujarat, Principal Chief Commissioner of Income Tax - MP and Chhattisgarh, DDG Narcotic Control Bureau.



Ms. Anubha Agarwal
INDEPENDENT DIRECTOR

Ms. Anubha Agarwal, is an Independent Director of the Company. She is a fellow Company Secretary and a lawyer serving in the legal profession for more than 17 years. She has advised various multinational companies on corporate, commercial and policy issues and holds a gold medal in commerce. She has to her credit various legal articles on diverse topics. In her current role, she works as the Legal Counsel in India for United Airlines.



Mr. Suresh Kumar Mehra
INDEPENDENT DIRECTOR

Mr. Suresh Kumar Mehra, is an Independent Director of the Company. He has completed his post-graduation and is a diligent insurance professional with more than 36 years of work experience managing operations in The Oriental Insurance Company Limited and Health Insurance TPA of India. He has overseen departments such as budget, and human resource development.

Senior Management Personnel



Mr. Atanu Banerjee
CEO
STAFFING DIVISION

Mr. Banerjee, is the CEO, Staffing division, of the company. He holds a Master's in Biotech and is a management graduate from the Amity University. He has more than 17 years of work experience in the Biotech, online Media, Specialty Chemicals industries & Advertising space and has spent over 9 years in HR and allied businesses.

Mr. Sumit Sarabhai
CBO
STAFFING DIVISION

Mr. Sarabhai, is the CBO – Staffing Division. A management professional with more than 24 years of corporate experience across Retail, Security and Staffing industries. A Certified Life Coach, a Certified NLP (Neuro-Linguistic Programming) practitioner, a Certified POSH Trainer, Ho'oponopono & EFT Tapping Practitioner and a Certified Spiritual Life Coach .

Mr. Ramgopal Nanda
VP - IT STAFFING,
RPO & RECRUITMENT

Mr. Nanda, is the VP for IT Staffing, RPO and Recruitment for the company. He has completed his Masters in Business Administration and has over 14 years of work experience in the recruitment & staffing industry. Prior to joining the company, he has worked with **Qness Corp** for 12 years.

Mr. Nikhil Kumar
AVP
APPRENTICE DIVISION

Mr. Kumar, is an AVP for Apprenticeship Vertical, of the company. He is an Engineering graduate and has a Masters in Business Administration. He has a proven track record of building multifunctional high-performing teams. Prior to joining the company, he has worked with Team Lease for 5 years

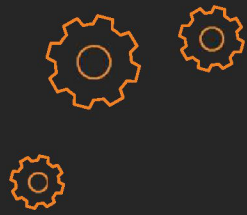
Mr. Madhu Kadavath Sukumari
AVP
US STAFFING

Mr. Sukumari, is the Associate Vice President – US Staffing Business. He possesses a **rich experience of 24 years** and has expertise in New Business development, Client Management, Relationship building and Channel partner management.

Mr. Peush Saproo
VP – Business
Development

Mr. Peush, is the Vice President for Business Development & Sales for the company. He has 22+ years of experience in HRO , Recruitment, RPO ,IT staffing & BPO services. He has also worked in Africa continent managing 06 countries for selling BPO & HRO services. On education front he has done BE & MBA. Prior to joining the company , he has worked with ManpowerGroup as India Sales Head for 4 years.





Company Profile



Company Profile	24
Our Services	25
Our Journey	26
Contact Us	27

Company Profile



Spectrum Talent Management is a global leader in manpower solutions, offering a range of services including Recruitment Process Outsourcing, Global Search and Selection, Permanent Recruitment, Contract Staffing, IT Staffing, Apprentice Program, and Managed Services.

Founded in 2008, we have 14 offices worldwide, including locations in India, the United States

We are proud to serve clients in over 30 countries, and have a proprietary database of more than 800,000 global candidates. With a team of over 500+ full-time resources and a client base of over 400+ companies with more than 33,461+ Associate Workforce, we have a deep understanding of the hiring industry and a proven track record of success. Our structured processes, professionalism, and strong work ethics make us a trusted choice for organizations seeking top talent.



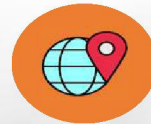
33,461+
Associate Workforce



14 Offices World-wide



Expertise in 13 + Sectors



Presence in 2 Countries globally

Our Services



**Global Search
And Selection**



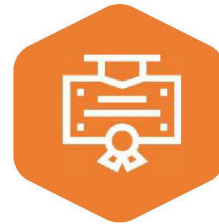
**Recruitment
And RPO**



**General
Staffing**



**Technology
Staff
Augmentation**



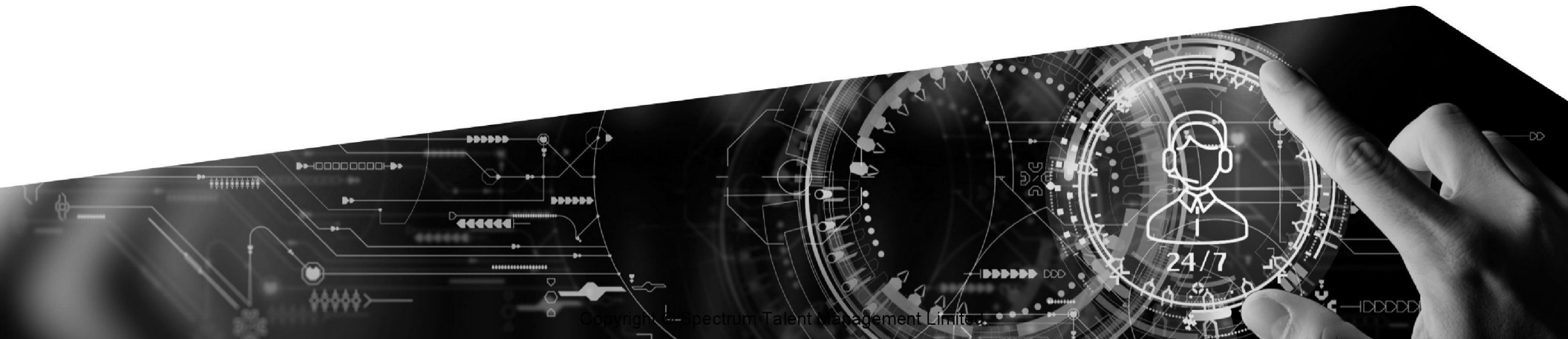
**Apprentice
Solution**



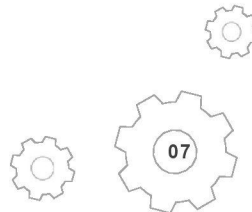
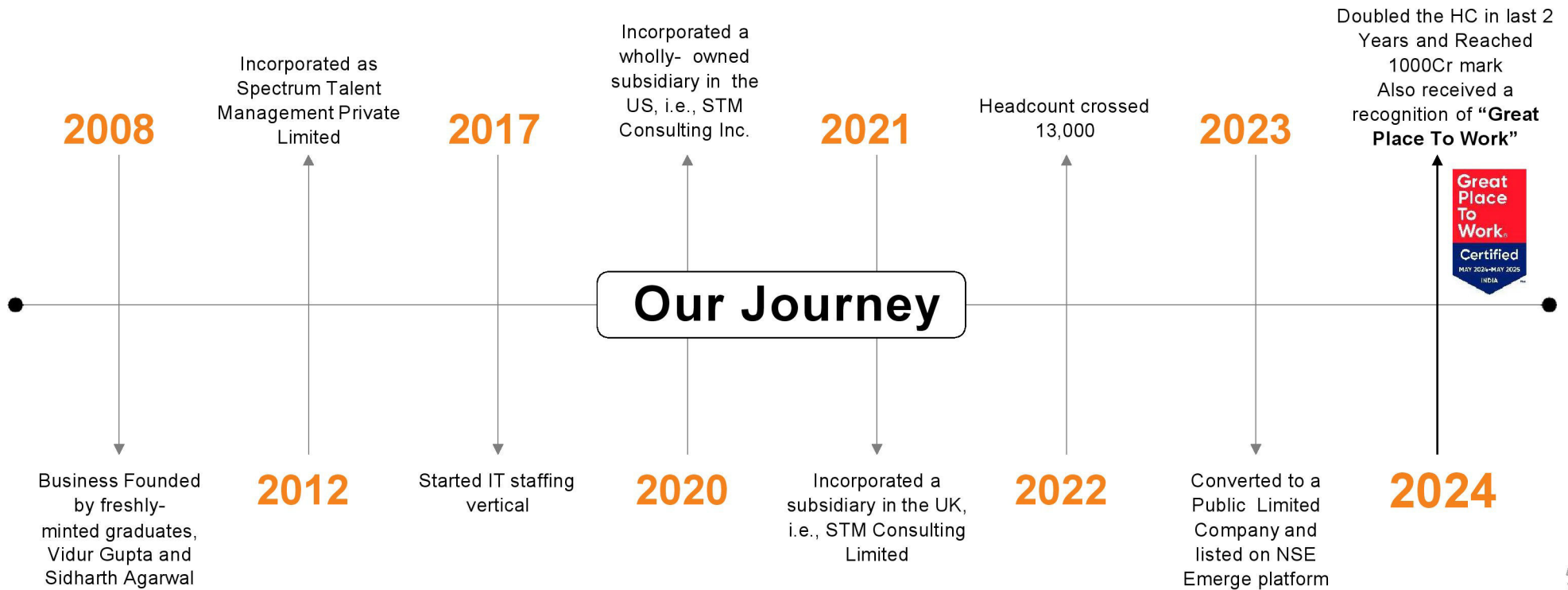
**Training &
Development**



MSP



Our Journey



Our Global Presence



INDIA

Headquarter: Noida

C-142 Sector 63 Noida, Uttar Pradesh – 201301, **Email:** info@stmpl.co.in



STM India | STM Consulting Ltd. UK | STM Consulting Inc. USA



info@stmpl.co.in



Landline: +91 120 4258857 (Only for Delhi/NCR) | **Associate Helpline:** +91-7065060428



www.stmpl.co.in | www.consultstm.com



ISO Certifications: ISO 27001:2013, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018



Member of Indian Staffing Federation: 

Copyright © Spectrum Talent Management Limited



Contact Us



Spectrum Talent Management Limited

C-142 Sector 63 Noida, Uttar Pradesh – 201301,

Email: info@stmpl.co.in

www.stmpl.co.in | www.consultstm.com

Investor Relations Contact

Adarsh Reddy Mallidi

Vice President- M&A/Strategy & Investors Relations |

Tel: +91-9059321109 | Email: Adarsh.reddy@stmpl.co.in