November 05, 2026

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'FY27

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'FY27.

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 14, 2026, pertaining to Conference Call with Investors on Q2'FY27 Results.

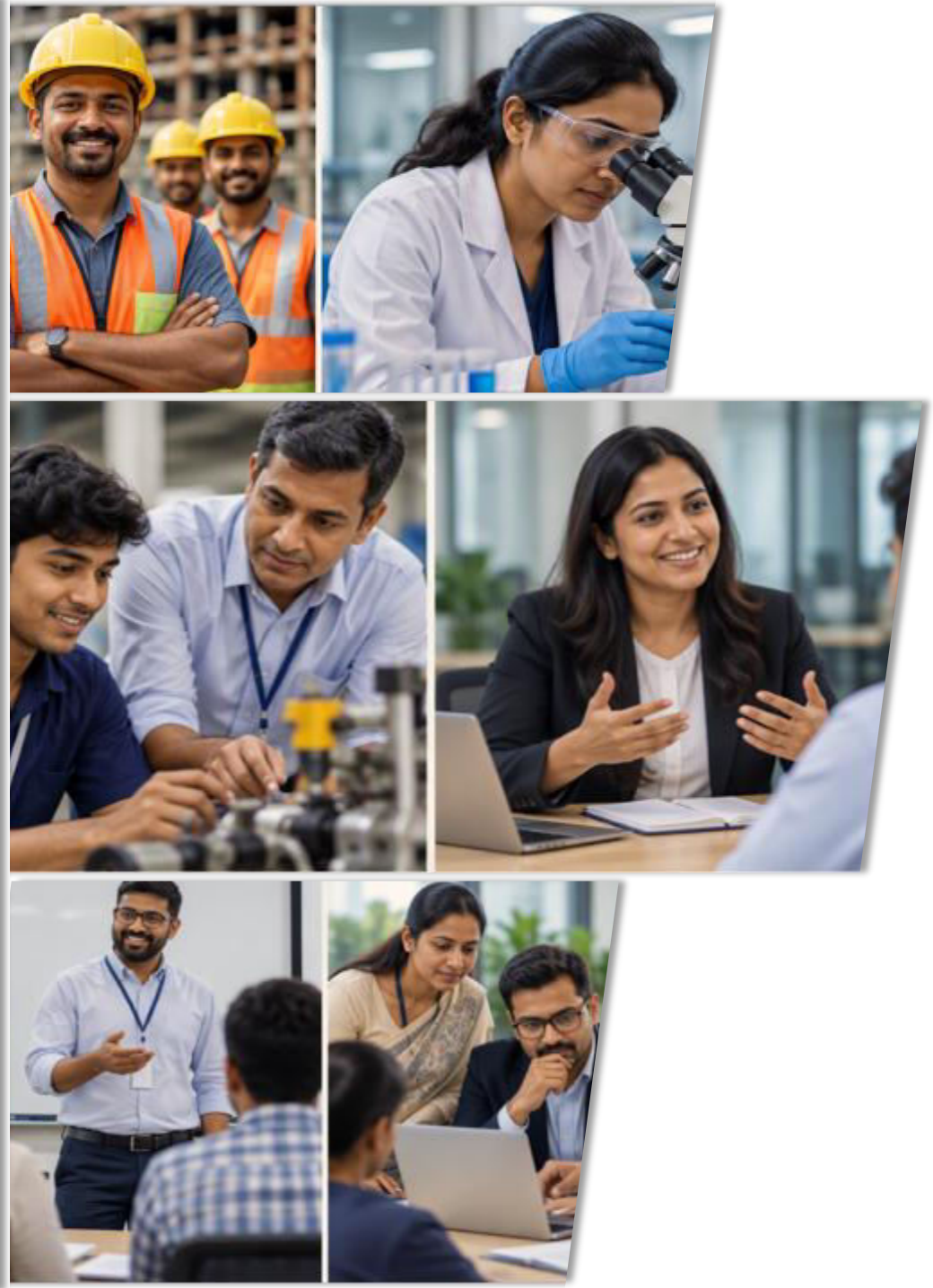
Kindly take the above said information on record as per the requirement of SEBI LODR Regulations, 2015.

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=517305e83ff4a636da89606c6671b801af456f965a8627d88bc6b76487ae98ca, pseudonym=1499656df0949ab185c966cfdde74505, 2.5.4.20=f9e92595a0f7712afe1b327ae7d3cd50c1df1df77f0ef9b2b9fb4134ca38ed1c5d, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.11.05 16:44:10 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer
Encl: As above



TeamLease Services Limited

Holistic Talent Solutions Partner

Putting India to Work

Corporate Presentation

Q2 and H1 FY27

5th November 2026

TeamLease®
Putting India to Work



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TeamLease®
Putting India to Work



Company Overview

TeamLease®
Putting India to Work

TeamLease at a Glance

A scaled talent solutions partner operating at the intersection of employment, employability and enterprise productivity



About the company

TeamLease Services Limited is one of India's leading talent solutions companies, offering staffing, apprenticeships, specialised talent solutions, HR Tech services to organisations across diverse industries and workforce categories

25+
Years
of operational experience

3,33,170+
Headcount from employment cluster
as of Q2 FY27

16.1%
Revenue CAGR (FY22-26)

37.6 %
PAT CAGR (FY22-26)

13.5%
ROE (FY26)

350 Cr
Free Cash as on 30th Sept 2026

7,500+
Pincodes across PAN India

2.6 mn+
People hired till date

2,790
Core employees: Q2 FY27

1,000+
Digital Engagements with Clients

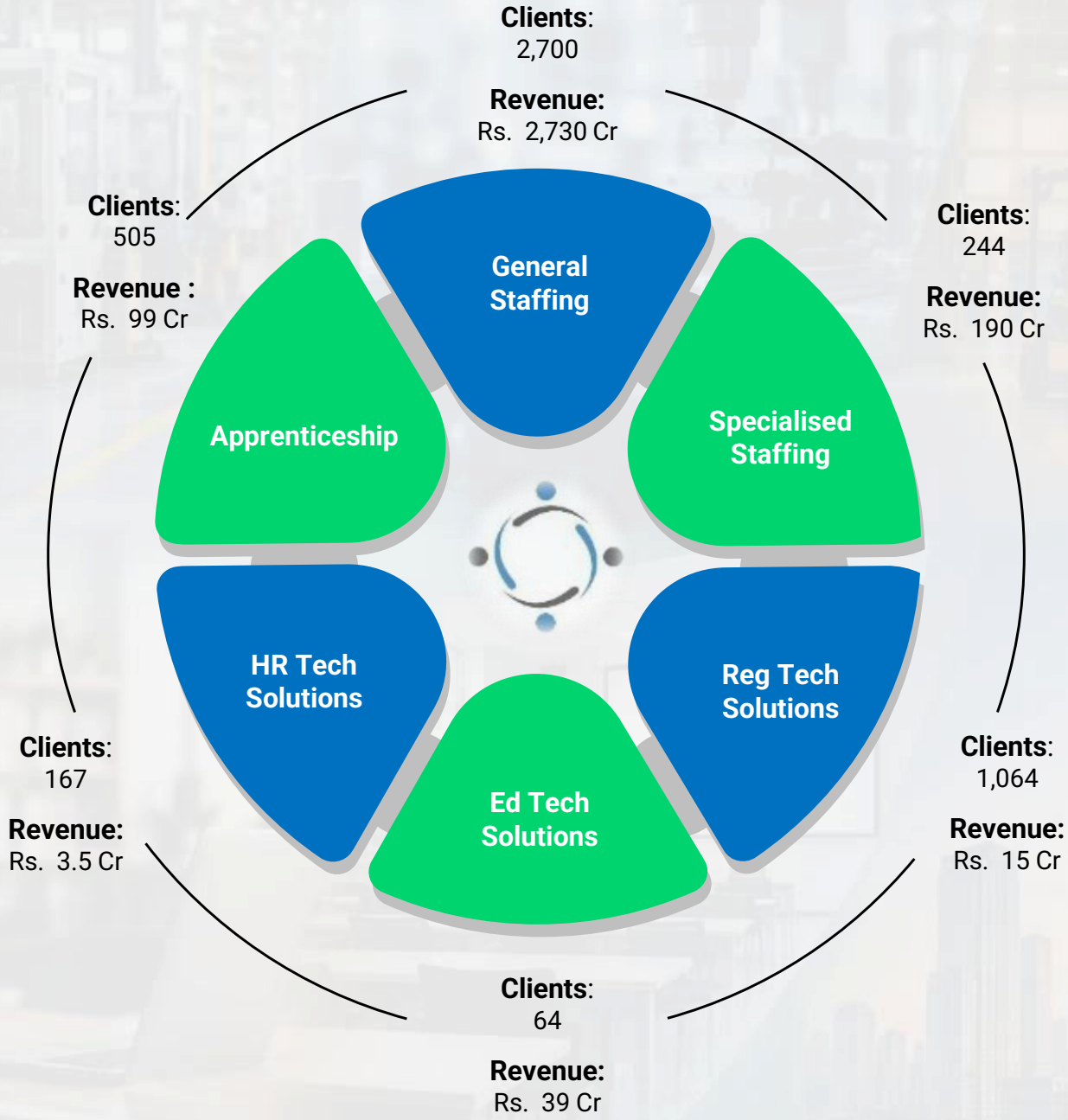
289
FTE Productivity (Q2 FY27)

2,300+
Corp IDs across the spectrum of business

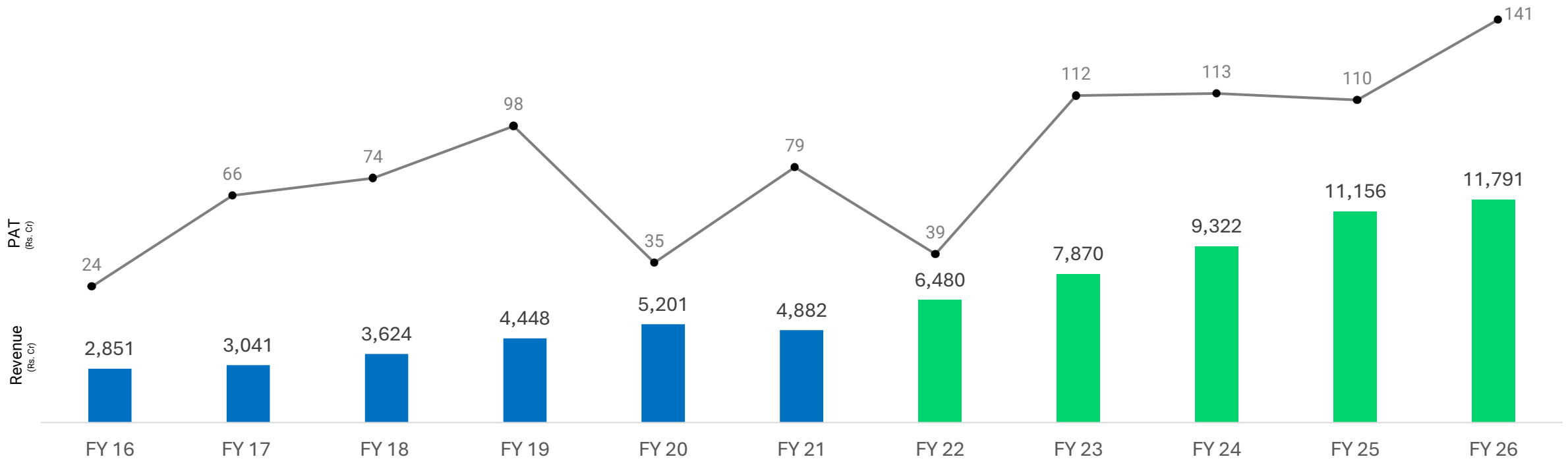


Our Offerings

Q2 FY27



Our Journey: First Staffing Company to be Listed in India



Public Listing – February 2016

Covid Hit

2017

- Expanding Capabilities
- Acquired businesses across technology, business solutions and education.
- Diversified service offerings through strategic investments.

2018-19

- Strengthening Capabilities
- Invested in Avantis RegTech.
- Expanded IT staffing through acquisitions.

2020

- Achieved full ownership of FW.com.
- Increased stakes in EdTech and Avantis.

2021

- Market Leadership
- Strengthened Board independence and corporate governance.
- Became India's largest IT staffing company by headcount and migrated its PF Trust to EPFO.

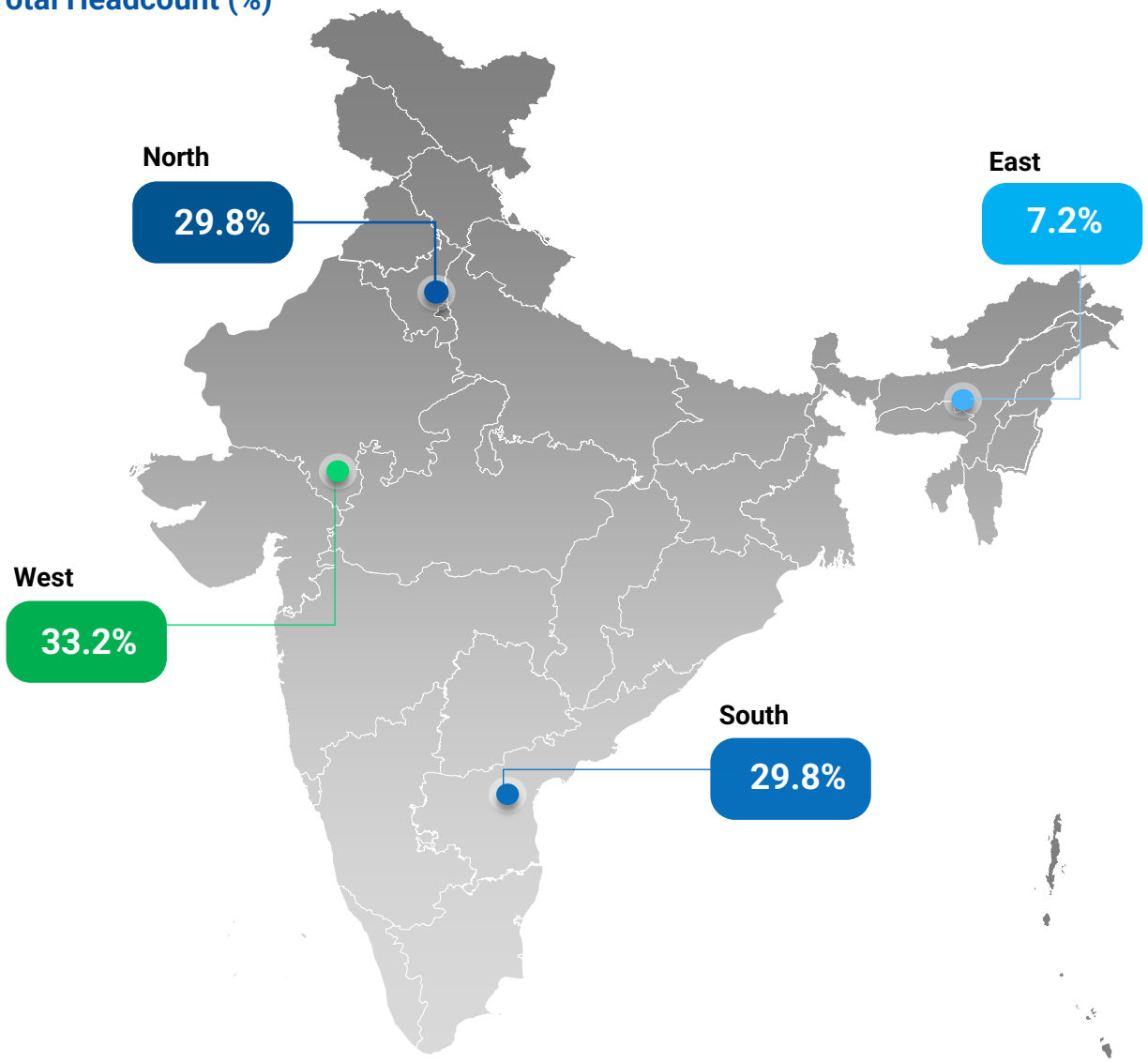
2022-26

- Shaping the Next Phase
- Expanded into Singapore and the UAE
- Acquired TSR Darashaw HR Tech Services to expand footprint into managed payroll businesses.
- Appointed new CEO
- Launched Hiretech, an AI-based search engine.

Our Footprint: Headcount

A Strong and Scalable Pan-India Presence

Region: Total Headcount (%)



DOMESTIC & INTERNATIONAL PRESENCE

DOMESTIC

Presence across all

INDIA

28 States & **8** Union Territories

INTERNATIONAL

SINGAPORE | **DUBAI** | **UNITED STATES**

Experienced Leadership and Strong Governance



Narayan Ramachandran

Chairman & Non- Executive Non-Independent Director

Mr. Narayan Ramachandran is a distinguished finance leader with nearly 4 decades of experience across global banking, financial services, and institution building.
Formerly CEO and Country Head of Morgan Stanley India and Chairman of RBL Bank, he has played a key role in building leading financial institutions and enterprises across sectors.



Suparna Mitra

MD and CEO

Ms. Suparna Mitra brings over 30 years of leadership experience across retail, consumer businesses, digital commerce, and technology-led transformation. Formerly CEO of Titan's Watches & Wearables Division, she drove strong business growth and category leadership, and currently serves on the boards of Swiggy and IIM Kozhikode.



Ashok Reddy

Co-Founder & Whole Time Director and Executive Vice Chairman

Mr. Ashok Reddy is a Co-founder and former MD & CEO, he has led TeamLease for over two decades, scaling it into a diversified HR services leader with pan-India operations, while driving expansion across staffing and various other businesses.



Manish Sabharwal

Co-Founder & Non Executive Non-Independent Director

Mr. Manish Sabharwal has played a pivotal role in building TeamLease into one of India's leading workforce solutions providers. A noted public policy thought leader, he has served on the boards of the RBI, CAG Advisory Board, and NCAER, and is widely recognized for his contributions to labour reforms, employability, and job creation in India.



Subramaniam Somasundaram

Independent Director

Mr. Subramaniam Somasundaram is the former CFO of Titan Company Limited, with over 36 years of experience across finance, strategy, fundraising, M&A, and investor relations.
He has held senior leadership roles in the telecom sector and serves on the boards of multiple companies, bringing extensive expertise in business transformation and financial stewardship.



Rajnarayan Ramakrishnan

Independent Director

Mr. Rajnarayan Ramakrishnan is an advisor to Voltas (Tata Group) and a seasoned HR leader with nearly 40 years of experience across leading multinational and Indian organizations.
Former CHRO of Titan Company Limited, he has also led global Talent Management and Leadership Development at Metro Cash & Carry, driving leadership excellence and organizational growth.



Meenakshi Nevatia

Independent Director

Ms. Meenakshi Nevatia is the Managing Director of Pfizer Limited and a seasoned business leader with over 30 years of experience across healthcare, pharmaceuticals, medical devices, and consulting.
Prior to Pfizer, she led Stryker India as Managing Director and held senior global leadership roles at Novartis, including Country President for Thailand, following an early career with McKinsey & Company.



Mekin Maheshwari

Independent Director

Mr. Mekin Maheshwari is the Founder & CEO of Udhyam Learning Foundation and Co-founder of GAME, focused on fostering entrepreneurship and entrepreneurial mindsets across India.
An early leader at Flipkart, he built and scaled its engineering and people functions, later serving as Chief People Officer, and is now an active angel investor and ecosystem builder.



Business Segments

TeamLease®
Putting India to Work

General Staffing: At a Glance

2,85,000
Associates deployed as of Q2FY27

Rs 700 PAPM
As of Q2FY27

-5,500
Headcount attrition during Q2FY27

32
New Corp IDs in Q2FY27

SERVICE PORTFOLIO

Workforce Solutions
- Temporary Staffing
- Permanent Hiring
- Direct Commission Agent (DCA) / Gig

Managed Services
- Master Vendor Agreement
- Infrastructure Leasing
- IT Asset Management

Associate Care Services
- Hygiene
- Delight

ASSOCIATE LIFECYCLE

01 Recruitment
- Open positions closed
- Delivery TAT within commitment
- Candidate quality
- Recruiter productivity
- Cost per hire

02 Onboarding
- Onboarding turnaround time
- KYC document completeness
- Background verification
- Dual-employment check
- Percentage digitally onboarded

03 Payroll Operations
- Associates paid on time
- Client & associate query TAT
- Payroll and compliance view
- Monthly inputs with no manual back-and-forth
- Digital payslips and support

04 Compliance
- PF, ESIC & GST remittances on time
- Challans shared after remittance
- CLRA & labour licences
- Legal notices and audits
- Pan-India compliance coverage

General Staffing: A Scalable Model, Built for Client Success

TeamLease enables clients to focus on their core business by managing the complete workforce lifecycle at scale

BUSINESS MODEL

You focus on your business. We take care of Talent Solutions.

Talent Acquisition
- Recruitment & sourcing
- Joining & induction

Payroll & Compliance
- Salaries & payroll
- PF, ESIC & insurance
- Labour law compliance

Employee Lifecycle Management
- Employee questions
- Exits & final settlements

CLIENT BENEFITS

SCALE
Building scalable workforce solutions through deep client relationships and a nationwide footprint.

REACH
Expanding talent access across India, including Tier 2 and Tier 3 markets.

FLEXIBILITY
Adapting workforce solutions to specific needs and requirements.

PRODUCTIVITY
Using technology, automation and data insights to improve workforce efficiency.

Apprenticeship: At a Glance

40,500
Apprentices deployed

Rs 600 PAPM
As of Q2FY27

-2,700
Headcount attrition during Q2FY27

13
New Corp IDs in Q2FY27

OUR SOLUTIONS

01

APPRENTICESHIP SOLUTIONS
Build talent. Simplify compliance.

End-to-end apprenticeship programmes that help organisations meet statutory requirements while building a sustainable pipeline

- NAPS & NATS
- Campus Apprenticeships
- Degree Apprenticeships

02

WORK-INTEGRATED LEARNING PROGRAMMES (WILP)
Learn while you work.

Formal qualifications that combine structured academic learning with practical on-the-job experience.

- 70:30 Learning Model
- Advanced Diplomas & Degrees
- Structured Programme and Learner Support

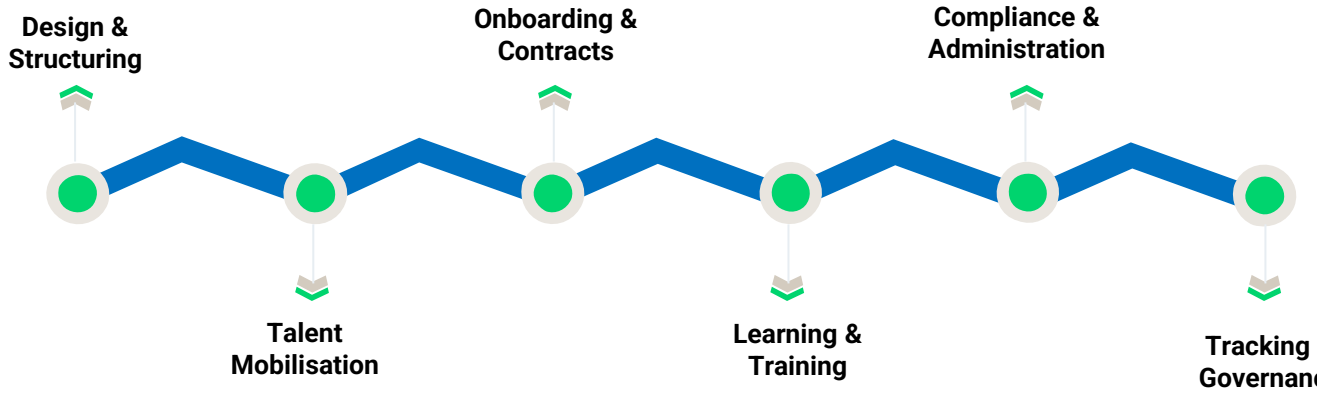
03

PRIME MINISTER INTERNSHIP SCHEME (PMIS)
Connect youth with industry.

Government-supported internships managed from candidate mobilisation through administration and reporting.

- 6/9 Months Structured Internship Programme
- Govt Supported Stipend Framework
- Employer-led Candidate Selection

END-TO-END PROGRAMME DELIVERY



BUSINESS IMPACT

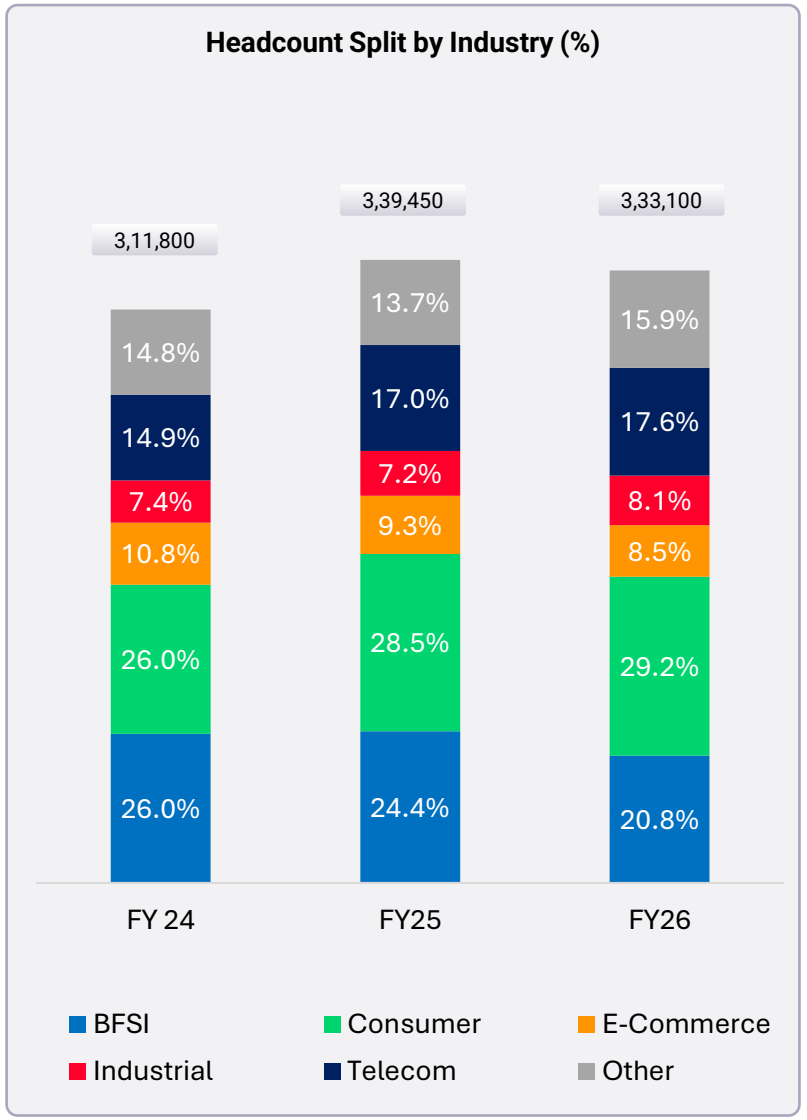
Up to 50%
reduction in hiring costs

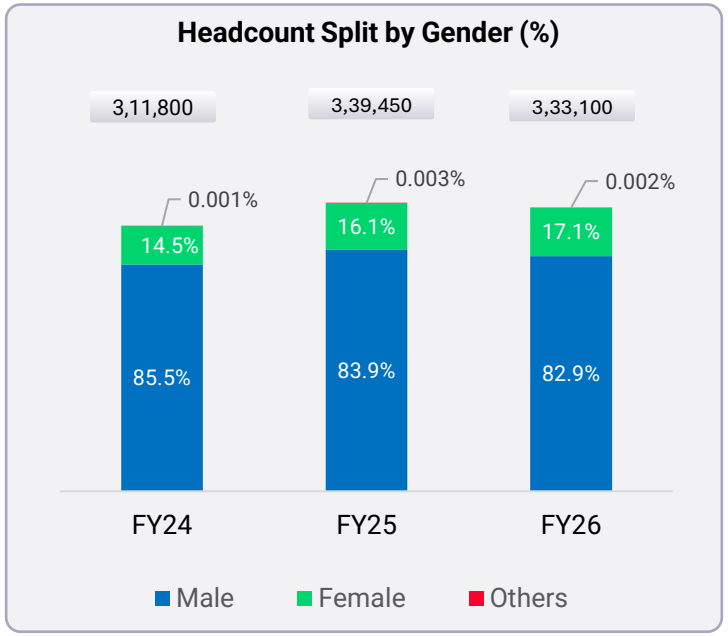
20-25%
productivity improvement

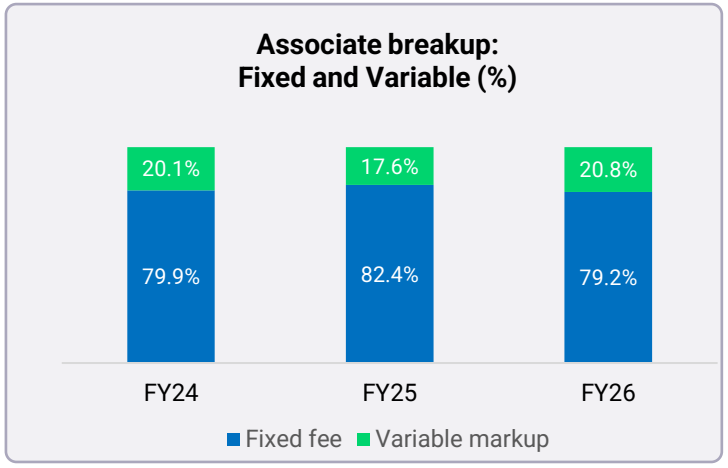
10-25%
reduction in attrition

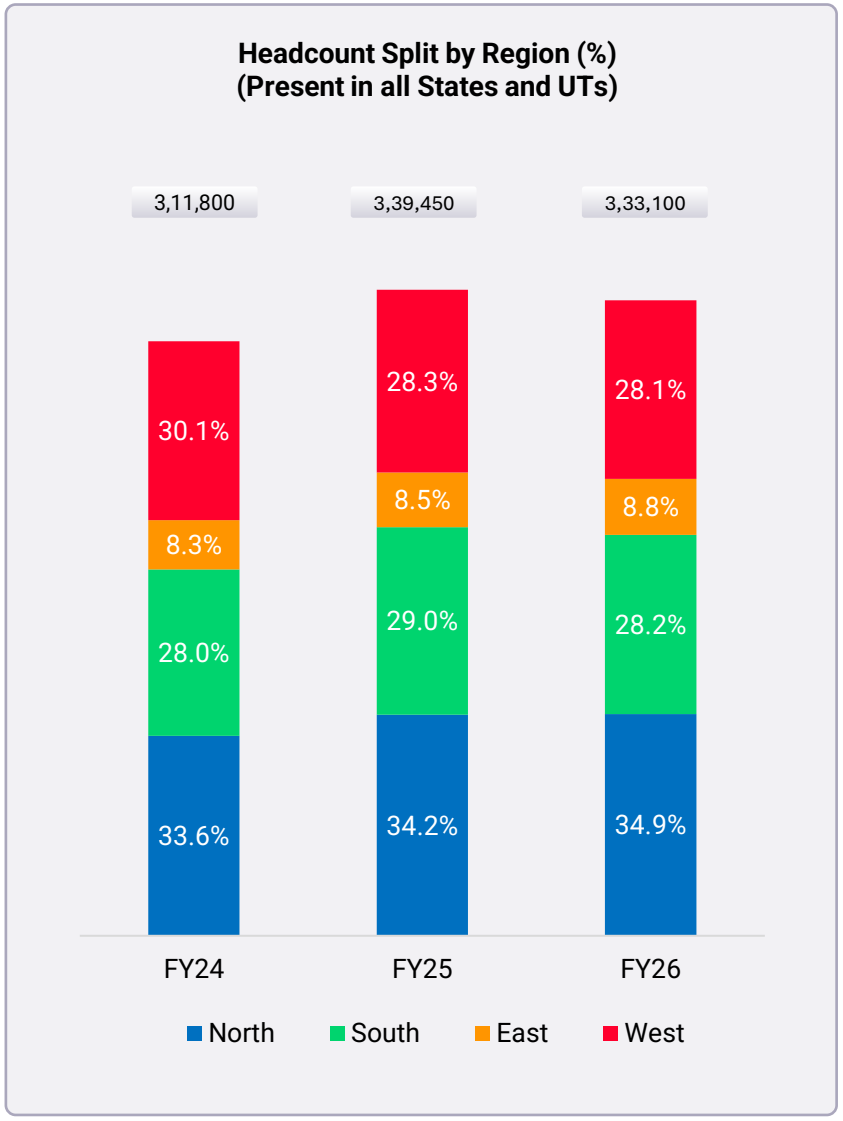
Up to 3X
return on learning investment

General Staffing and Apprenticeship: Operational Metrics



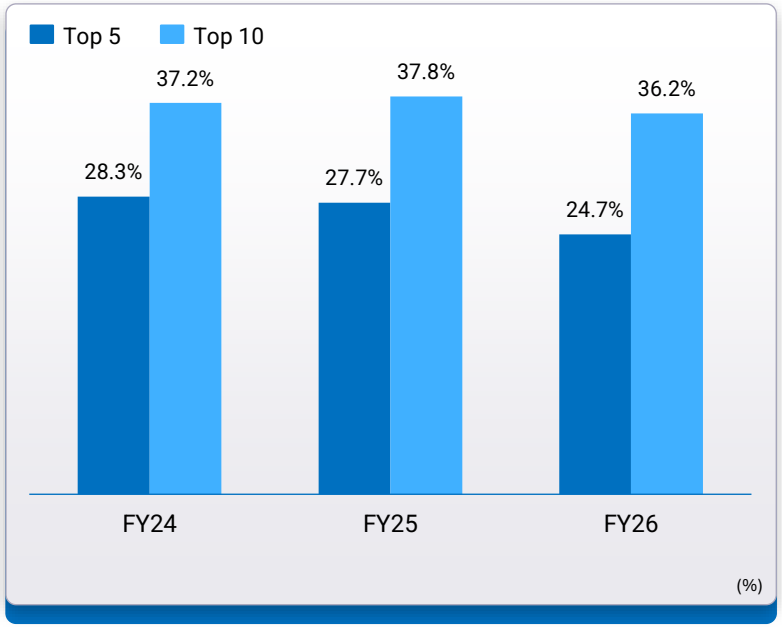






General Staffing: Customer Metrics

Top 5 & Top 10 Client Contribution to Gross Revenue



Client tenure buckets



New client additions

H1 FY27 YTD



Additional relationship indicators:

80%	**Cross-selling** Clients using 2+ services	
95%+	**Annuity Clients** % of Total Clients	
31%	**Associates on DWS Platforms** Premium Paying	

Specialised Staffing: At a Glance

Business Highlights (Q2FY27)

Rs. 190 cr
Revenue, +15% YoY, 7.1% EBITDA margin (Q2FY27)

~70%
of segment revenue from GCCs:, ~67+% of gross margin

130+
active GCC clients, 16 GCC clients added in H1

4,500+
associates on GCC accounts, of 7,650+ deployed

TEAMLEASE DIGITAL Offerings

One integrated stack that builds the enterprise

01 Capability

Contract-to-Hire
Employs candidates initially, transitioning them to the client's payroll based on performance and tenure.

Recruitment Process Outsourcing (RPO)
Manages end-to-end recruitment, with candidates directly employed by the client.

Build-Operate-Transfer (BOT)
Builds and operates dedicated teams before transferring them to the client.

Employer on Record (EOR)

02 Capacity

Managed Services with Governance
Centralises staffing and vendor management through a single point of contact.

Transaction-Based Outsourcing (TBO)
Builds and manages teams, delivering defined processes and outcomes.

03 Competence

ATLAS
AI Talent, Learning, Advisory & Services

TeamLease's CapQ
End-to-End Solutions for GCCs

Advisory and Consulting Transformation
Human Resources, Finance & Accounting

04 Continuity

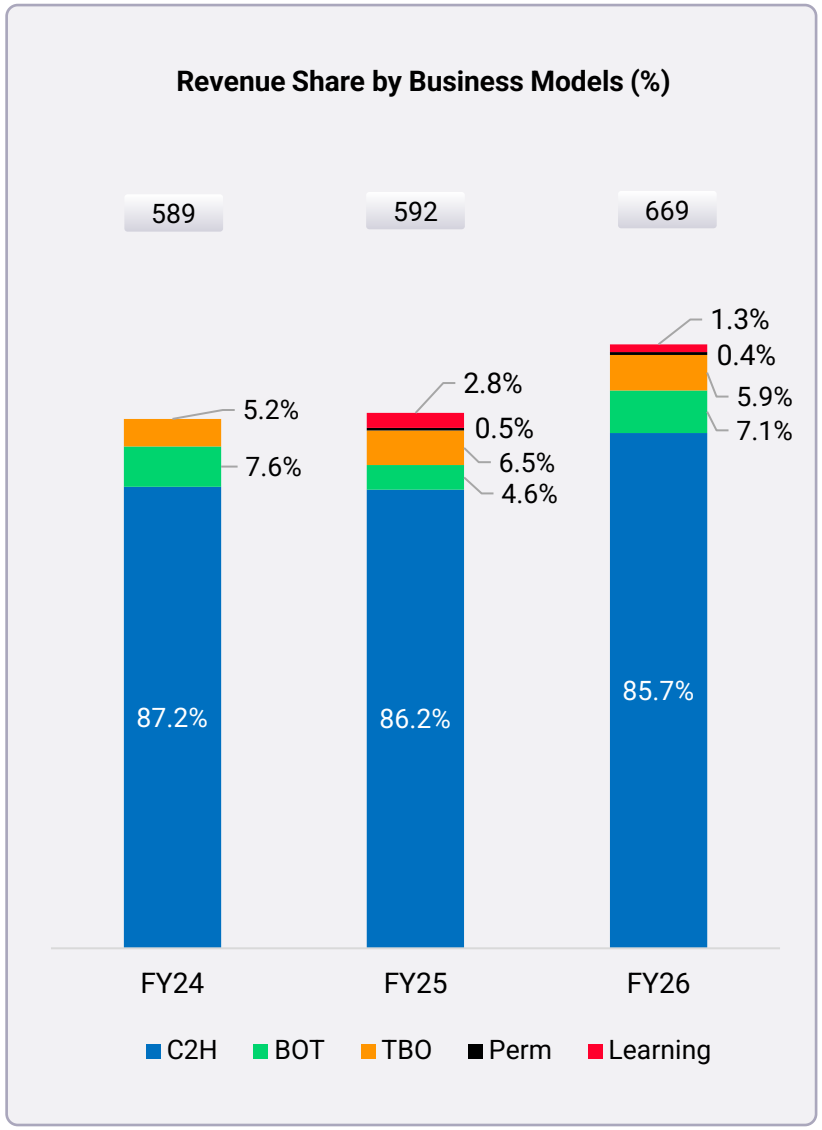
Learning & Upskilling

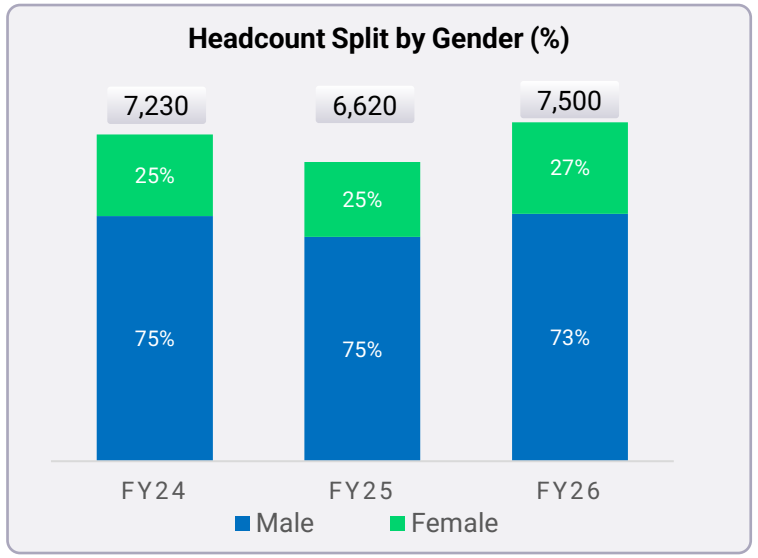
Regulatory Compliance

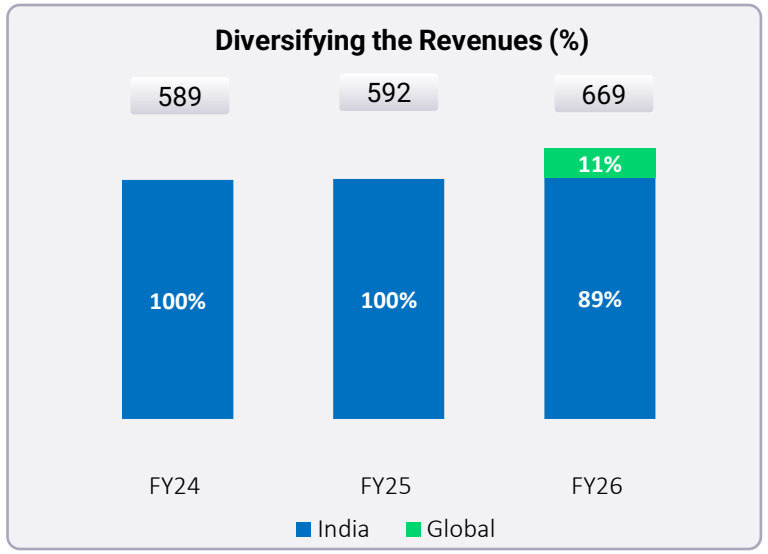
Payroll Outsourcing

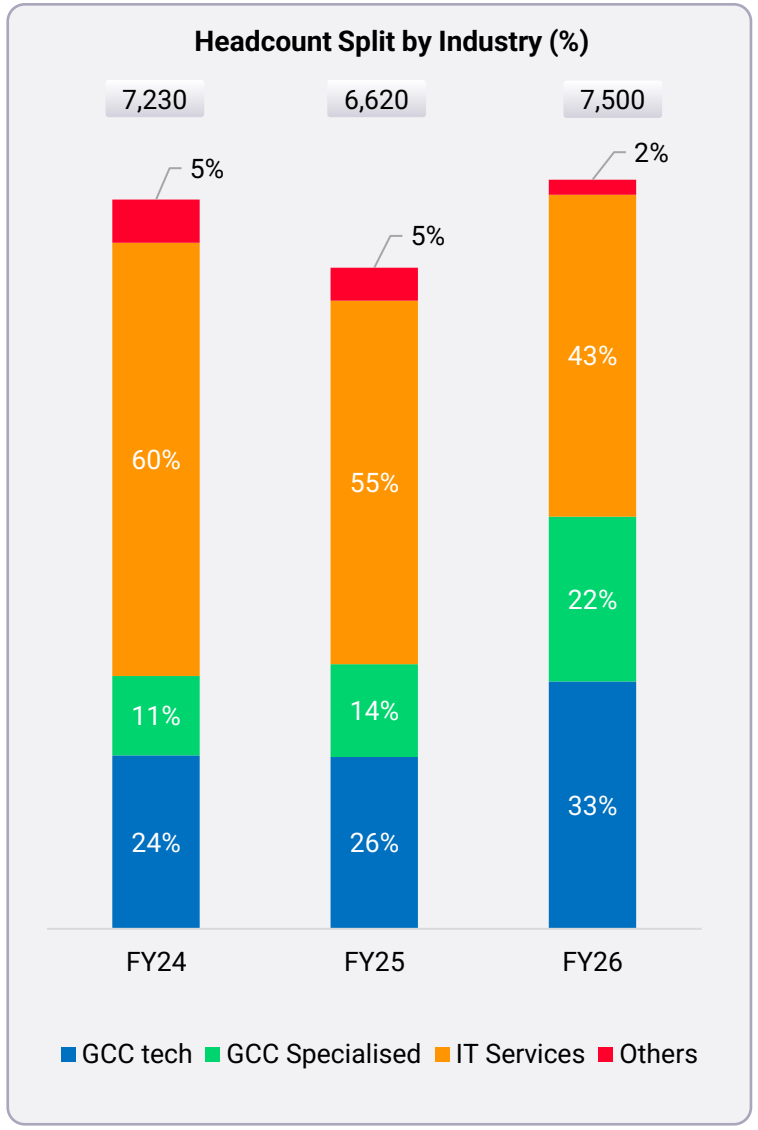
Specialised Staffing: Key Metrics

Delivering specialised talent solutions through domain expertise and scalable execution









Other HR Services: At a Glance

Compliance Solutions

RegTech

Regulatory compliance delivered as a technology-led managed service

- Covers central, state and local statutory obligations, with structured filing calendars and exception reporting
- Pre-employment verification spanning identity, PAN, provident fund, bank account and background checks
- Automation and analytics across compliance workflows, improving efficiency and reducing manual intervention
- Offered to enterprise clients independently while underpinning the compliance integrity of the deployed workforce

1060+ enterprise clients, 69,233+ Compliances and 1,536 Acts. 6,618+ filings.

HR Tech Solutions

HRTech and Payleaf

Talent acquisition and workforce administration on an integrated platform

- HR Tech operates as the primary recruitment engine, from sourcing and screening through to offer administration
- Payleaf provides payroll administration, employee records and workforce management on the same platform
- Artificial intelligence embedded across the recruitment lifecycle, from candidate matching to attrition prediction
- Structured as outcome-linked process delivery rather than headcount supply, supporting longer mandates

15 lakh+ candidate profiles
80%+ offers released within one working day
No. of processed records in a month are 2 Lakh+

EdTech

TeamLease EdTech

Work-linked degree and skilling capacity, developed with university partners

- Partners with Indian universities, operating the delivery platform rather than competing for enrolment
- End-to-end management of admissions, fee processing, content, streaming and student servicing
- Work-linked formats enable learners to pursue a degree while in employment, strengthening the talent pipeline
- Portfolio concentrated on technology and management programmes, which demonstrate stronger retention and economics

42+ university partnerships
85% retention in priority programmes.



Value Proposition

TeamLease®
Putting India to Work

Our Vision

TeamLease moves beyond a staffing identity

Staffing → Talent Excellence → Products → Solutions

Targeted Offerings by CXO Function

Service offerings aligned to the key responsibilities and strategic priorities of each CXO role

01	02	03	04	05	06
CEO	**CHRO**	**CFO**	**COO**	**CTO/ CIO**	**CCO**
Enterprise workforce strategy & cost-to-serve	'Unhassle' partner for talent & compliance	Cost, compliance & labour-code exposure	Workforce productivity & GCC delivery	Tech talent and solutions	Regulatory & contractual risk

Strengthening Capabilities

Enablers required to deliver the growth

Customer Centric Approach

Drive productivity and revenue growth through deeper account penetration, structured cross-selling and stronger sales execution

Hiring Enablement

Strengthen hiring capabilities through technology-led screening, scalable sourcing and enhanced recruiter capacity

Digital Transformation & AI

Leverage AI and digital capabilities to drive operating efficiencies, sharper decision-making and superior client outcomes.

Brand

Strengthen brand positioning to enhance pricing power, attract talent and accelerate client acquisition

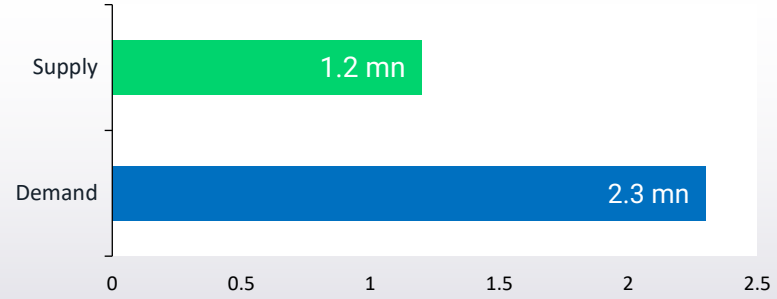
Talent Width & Depth

Strengthen leadership depth and broaden capabilities to support scalable growth

ONE TEAMLEASE – Addressing Comprehensive Talent Solutions

The AI Shift and what it does to hiring

India's AI professionals by 2027



1.1mn deficit by 2027

In GenAI engineering the market runs at roughly one qualified candidate for every ten open positions.

How the shortage shows up

90+
days to hire a niche AI role, against 45–75 days for traditional IT

30-40%
pay premium for GenAI professionals over traditional software roles

~65%
of AI hiring demand is 4–10 years of experience, not entry level

What it does to the work

Non-tech is becoming AI-enabled
Nearly 1 in 3 business operations postings and 1 in 4 finance, risk and governance postings now require digital platforms, analytics or AI tools.

New role families have appeared
AI adoption and enablement leads, AI change managers and responsible-AI advisors — titles rarely seen in 2022, and none of them engineering roles.

Routine service work is going
Customer support demand fell 28.1% in H1 FY26, the only major job family to contract while every other one expanded.

Where TeamLease stands

The shortage is already monetised inside Specialised Staffing

1400
AI professionals placed at mid and senior level in last 10 months

32% → 38%
Specialised skills as a share of Specialised Staffing headcount

+9%
White-collar hiring YoY in March 2026, led by AI and machine learning

Source: Company and Industry Reports



Q2 & H1FY27 Overview

TeamLease®
Putting India to Work

Our aim is to establish TeamLease as a holistic talent solutions partner for India Inc. with a portfolio where every business adds to the overall margin and completes the solution system to our clients' strategic people needs. While business outcomes in Q2 were below our aspirations, we have made decisive choices: completing the divestment of Crystal HR, with no loss on capital invested, and work towards building higher margin adjacencies. With ₹350 crore of net free cash after our buyback, we are well placed to invest in people, brand, technology and new M&A opportunities. On the performance front, operating EBITDA grew 11% YoY in H1. Specialised Staffing, anchored by more than 130 GCC clients, continues to deliver profitable growth, and overall, we added 114 new logos this quarter.

Suparna Mitra

MD and CEO

TeamLease Services Limited

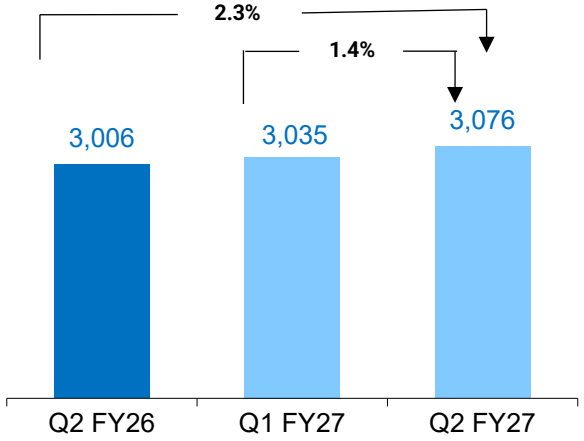


Q2 and H1FY27: Financial Performance

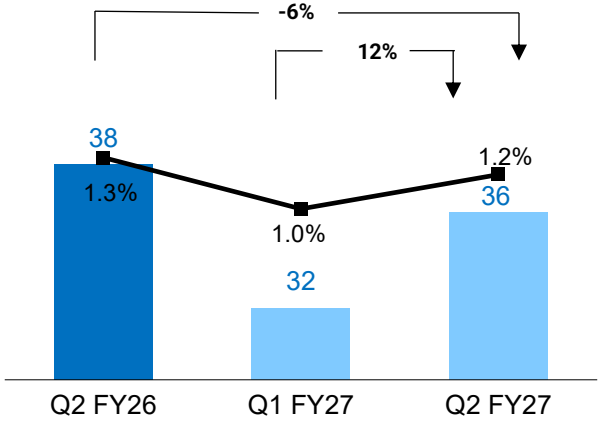
Quarterly Q2 FY27

(All figures in Rs. Cr)

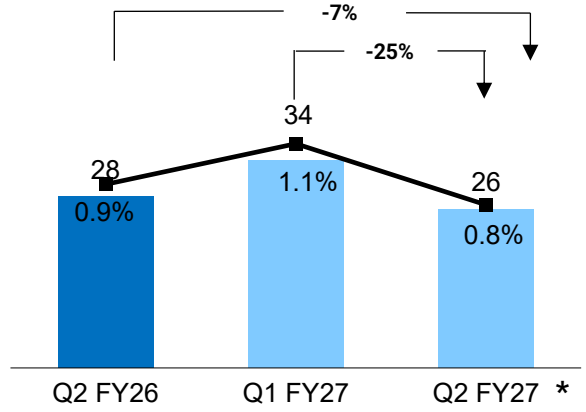
Operating Revenue



EBITDA
EBITDA Margin

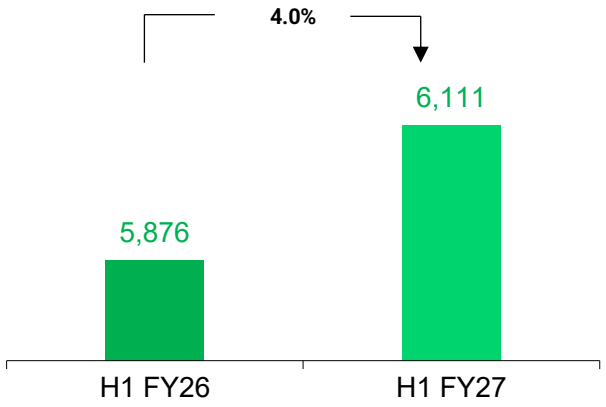


PAT
PAT Margin

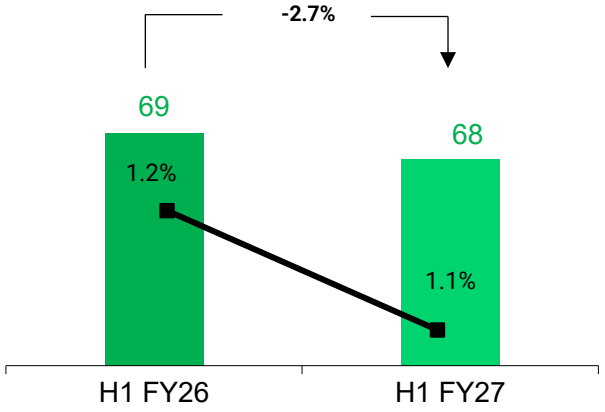


Half-Yearly H1 FY27

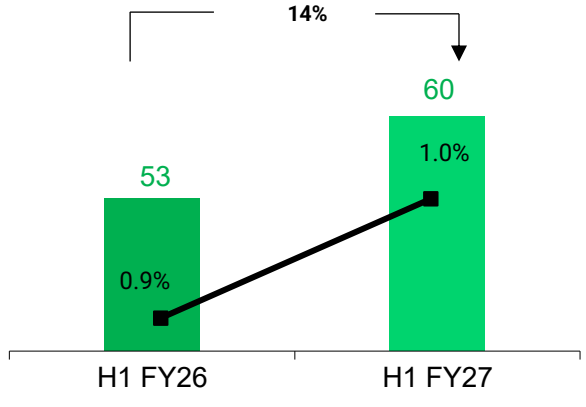
Operating Revenue



EBITDA
EBITDA Margin



PAT
PAT Margin



*before exceptional item

Q2 and H1FY27: Key Highlights

New Corp ID additions		Headcount added		Headcount (No.)		FTE Productivity (Associate productivity per employee)	
Q2 FY27	114	Q2 FY27	-8,200	GS & Apprenticeship	3,25,500	Q2 FY27	289
H1 FY27	241	H1 FY27	-7,430	Specialised Staffing	7,670	Q1 FY27	324

Q2 Recent Updates

01 Group

- New Logos Added: 114
- Completed the divestment of 30% in Crystal HR with NIL loss on capital investment.
- Free Cash: Rs. 350 Cr

02 GS and Apprenticeship

- Gross Joinees-62,500+
- Client Additions: 32
- First Time Job Seekers: 30% of Gross Associates
- Apprenticeship : 13 New Client Logos added

03 Specialised Staffing

- Cost per hire: Rs 19,500, -7% YoY
- Client Additions: 20
- Gross additions: 1,100+
- Headcount Added: 40

04 Other HR Services

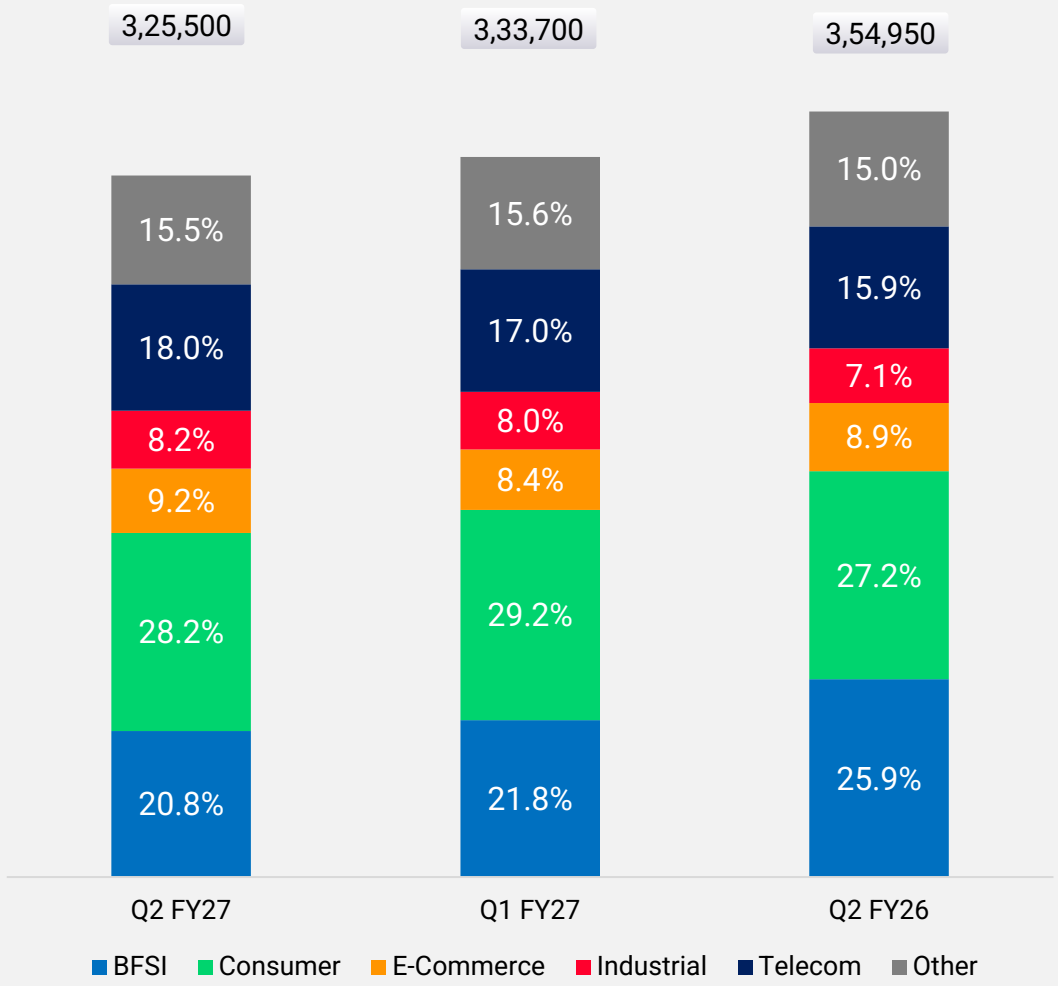
Losses in the segment narrowed YoY, supported by revenue growth and recovery of prior-period dues.

(In actual numbers)

Quarterly Operational Performance

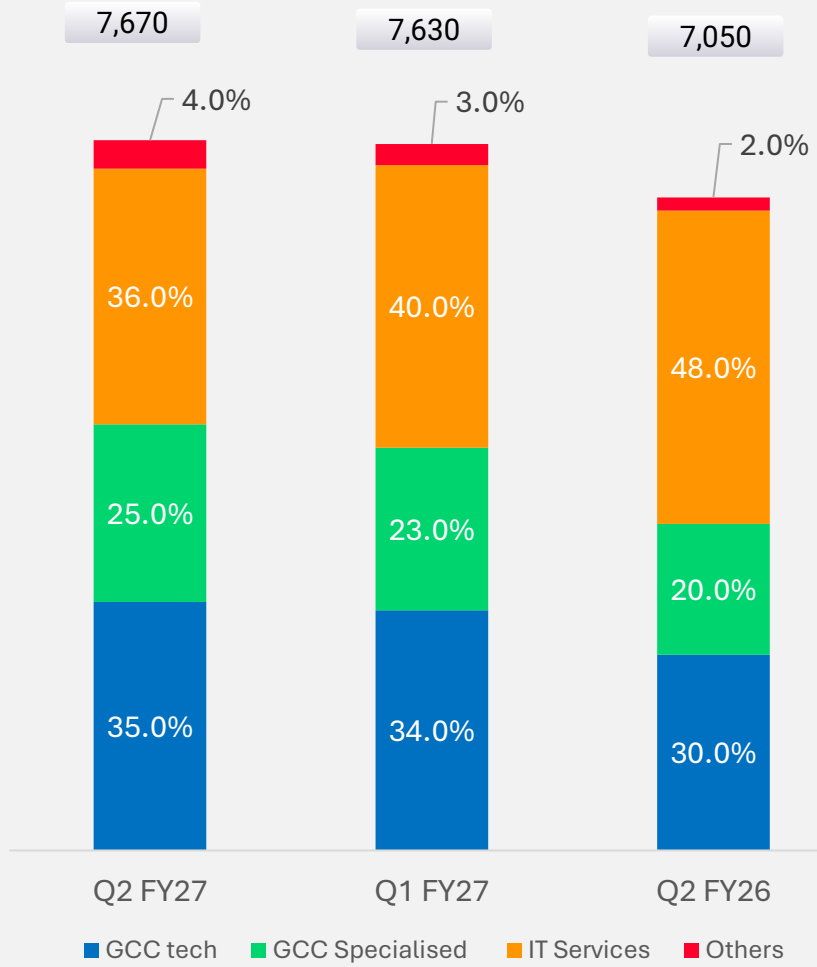
General Staffing and Apprenticeship

Industry Wise Headcount (No)



Specialised Staffing

Segment Wise Headcount (No)



Revenue Mix and Profitability Contribution

Revenue Share by Offering (%)

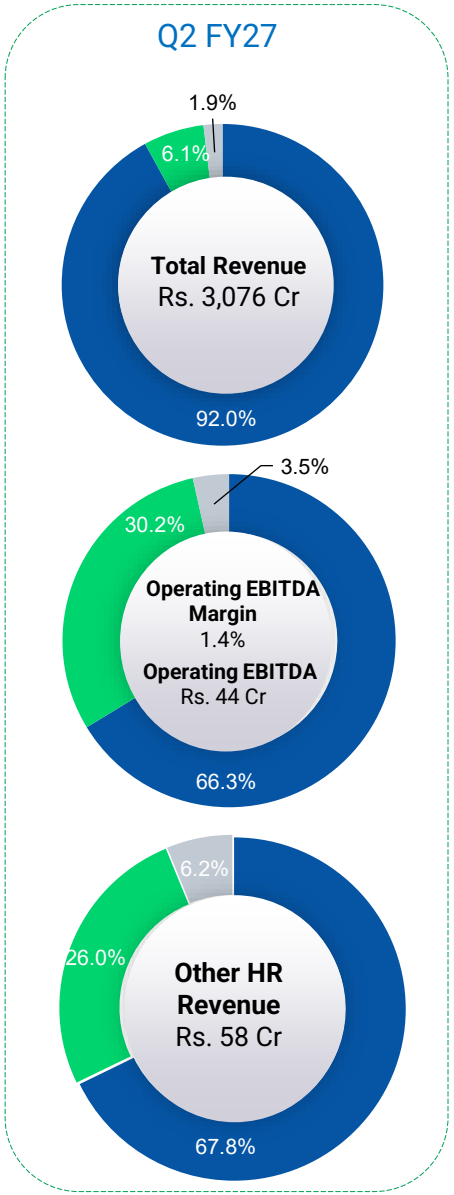
- General Staffing
- Specialised Staffing
- Other HR Services

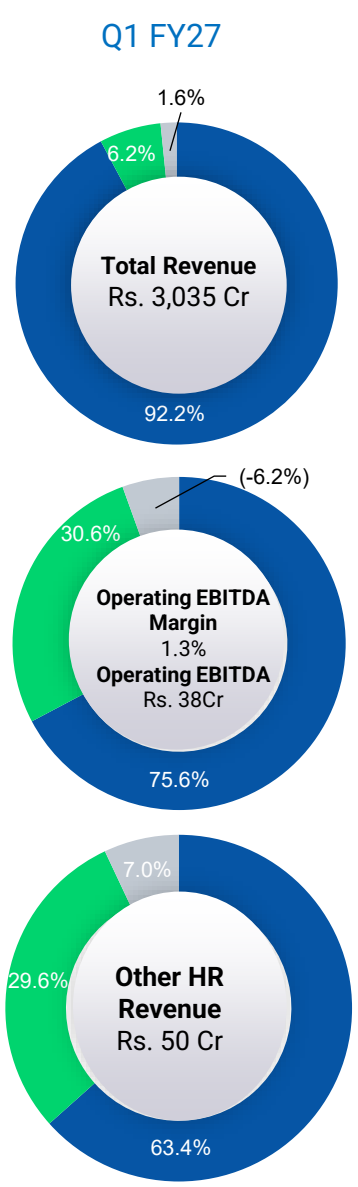
Offering contribution to EBITDA (%)

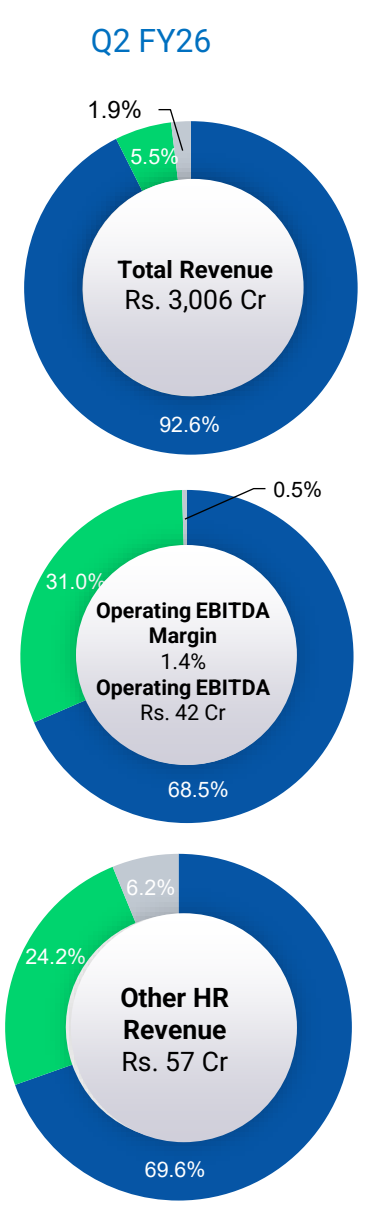
- General Staffing
- Specialised Staffing
- Other HR Services

Other HR Services Revenue Share (%)

- Ed Tech
- Compliance Solutions
- HR Tech Solutions







Specialised Staffing: Revenue Mix

Revenue Split by Industry (%)

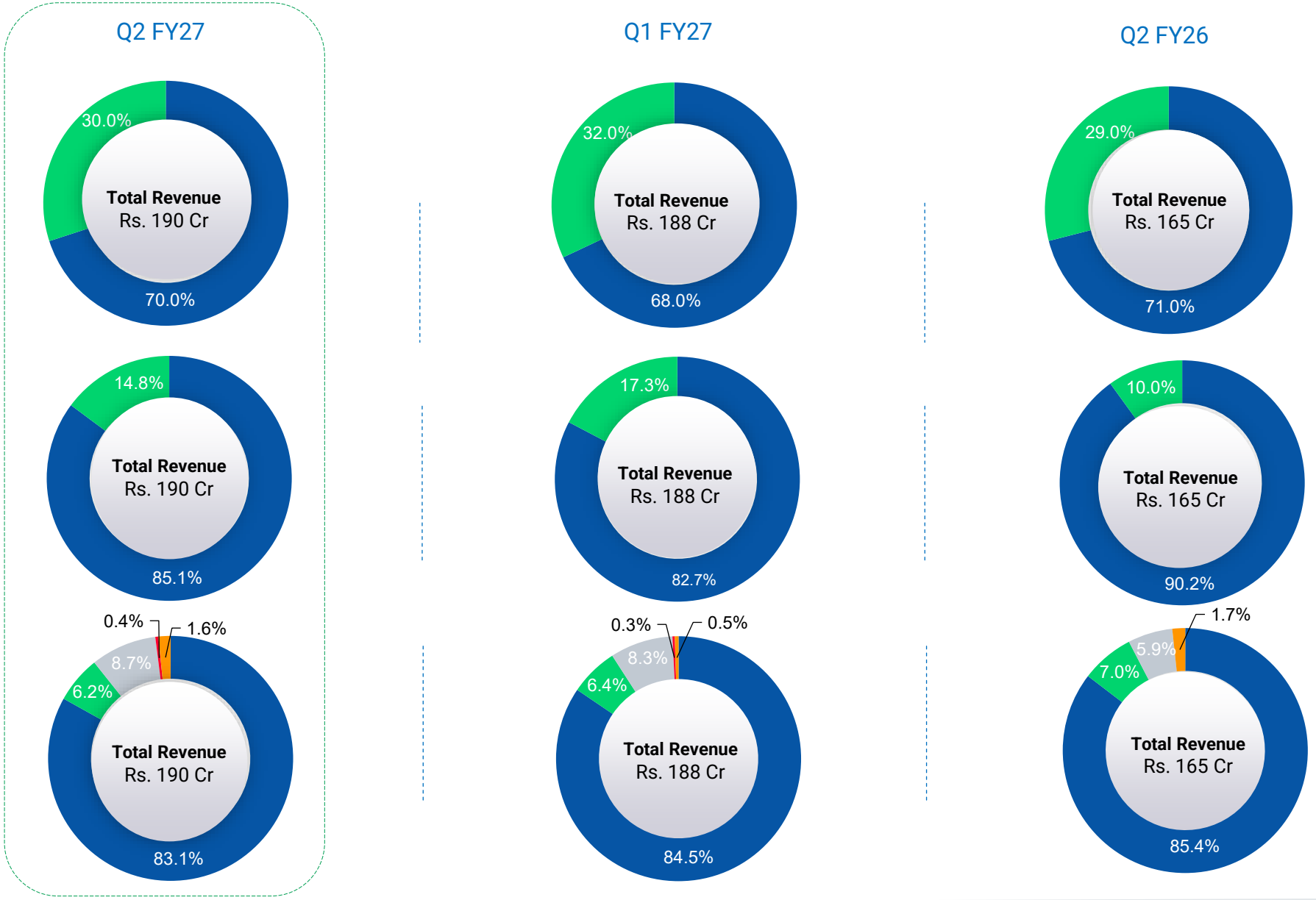
- GCC
- Non-GCC

Revenue Split by Geography (%)

- India
- Global

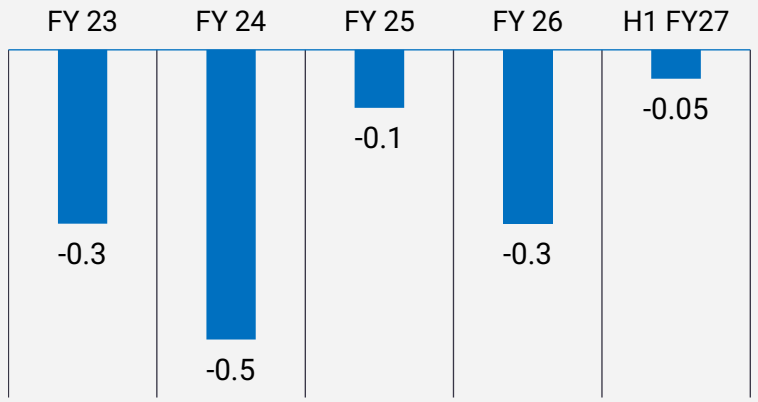
Revenue Split by Business Model (%)

- C2H
- BOT
- TBO
- Perm
- Learning

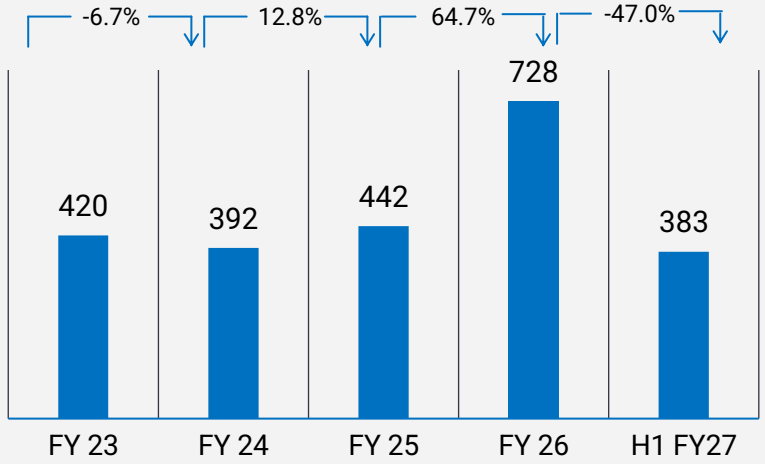


Strong Balance Sheet

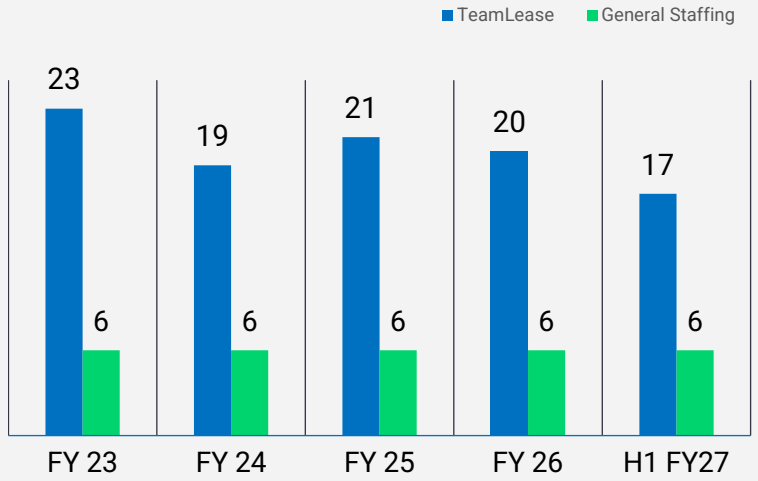
D/E Ratio
(in times)



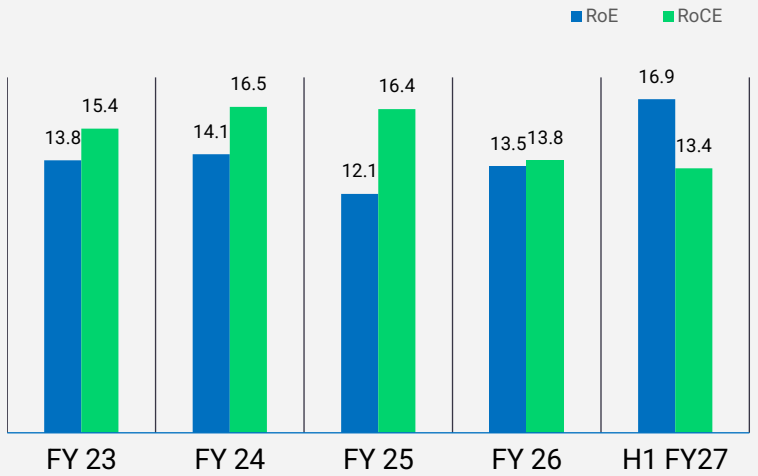
Net Cash
(Rs. Cr.)



Working Capital*
(in days)



ROE and ROCE**
(in %)



***Working Capital**= Calculated on average revenues. WC for H1 is calculated on TTM Revenues
****ROE and ROCE**= Excluding Free Cash and Income Tax. ROE and ROCE has been calculated based on TTM PAT and EBIT.

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