TeamLease®
Putting India to Work

July 29, 2026

To	To
Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001	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: 539658	Scrip Code: TEAMLEASE

Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Investor Presentation on Financial Results for Q1'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 Q1'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 July 22, 2026, pertaining to Conference Call with Investors on Q1'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=517305e83ff4a6366a89606c6671b801af456f965a8627d8bc6b76487aef98ca, pseudonym=14996fddf0494ab185c966cfd6e74505, 2.5.4.20=79e02505a07712afe1b327ae7d3cd50c1df1df7706d9b2b91a3134ca38ed1cbf, email=ALAKANDHAWAN@GMAIL.COM, cn=ALAKA CHANDA
Date: 2026.07.29 16:01:19 +05'30'

Alaka Chanda
Company Secretary and Compliance Officer
Encl: As above

TEAMLEASE SERVICES LIMITED

Investor Update Q1FY27

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

https://group.teamlease.com | Wednesday , July 29, 2026

Contents

Q1FY27: Headline Performance

Consolidated figures, ₹ Cr except margins & per-share data | Quarter ended 30 June 2026

₹3,056 Cr	**₹32Cr**	**1.05%**	**₹36Cr**	**₹34 Cr**	**₹21**
Total Revenue	EBITDA	EBITDA Margin	PBT	PAT	EPS
+6% YoY, 4% QoQ	**+3% YoY, -31% QoQ**	**-3bps YoY, -52 bps QoQ**	**+38% YoY, -30% QoQ**	**+38% YoY, -25% QoQ**	**+31% YoY, -21% QoQ**

Business call outs

- Business EBITDA grew 18% YoY, mainly backed by specialised staffing and operational efficiency
- Staffing continues to get impacted by BFSI headwinds and softer hiring trend
- Regtech business has turned positive and will start making meaningful contribution to the bottomline

Capital & Balance Sheet Position

- Completed a ₹238 Cr buyback (14.87 lakh shares at ₹1,600/share) in July 2026
- Net free cash of ₹350 Cr as of quarter-end, aided by a ₹38 Cr income-tax refund including interest of Rs.8.2cr
- TDS receivable outstanding of ~₹145 Cr; DSO in staffing at 6 days, funding exposure 16%
- Divestment of 30% stake in Crystal HR on account of portfolio rationalisation.

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Industry Context

Why the demand environment matters as much as the quarter's numbers

Regulatory Watch: The Four Labour Codes

The most consequential regulatory shift for organized staffing in a generation

21 Nov 2025	8 May 2026	State rules	Ongoing
All four Labour Codes (Wages, Industrial Relations, Social Security, OSH) notified as law, replacing 29 earlier central statutes	Ministry of Labour & Employment notifies the Central Rules under all four Codes	Vary by state , some finalized, others still in draft; labour remains a concurrent subject	Employers restructuring CTC to the new uniform wage definition; single central OSH licence for staffing firms replaces state-by-state registration

Reading it both ways

Structural positive: a single central licence, uniform wage definitions, and mandatory formal appointment letters raise the compliance bar in a way that favours large, organized players like TeamLease over unorganized contractors, the core "formalization" thesis for the sector.

Near-term cost/complexity: the 50%-of-CTC wage definition raises PF/gratuity cost per associate and requires payroll-system and contract rework across the client base; a real, if temporary, cost and change-management burden this year.

Source: Ministry of Labour & Employment notifications; DLA Piper GENIE legal alerts, May 2026.

Growth Vector: Global Capability Centres

GCCs are now the single largest driver of incremental staffing demand in India

67%

of specialised staffing revenue originated from GCCs

13%

YoY employment growth in specialised staffing, Q1FY27 outpacing general staffing

What this means for TeamLease's portfolio

- Specialised Staffing revenue grew 21% YoY in Q1FY27 with EBITDA margin held at ~6%; the segment best positioned to capture GCC and technical-role demand.
- Degree Apprenticeship: driven by increasing enterprise demand for Apprentices directly on-trend with the industry's GCC skew.
- RegTech's growing Digital and Services demand caters to the compliance requirements that come with GCC and Apprentices linked hiring.
- Watch-item: GCC linked demand is more discretionary to global technology capex cycles than blue-collar general staffing , a slowdown in global IT/tech spend is the main risk to this vector.

03

Financial Performance

P&L, margin walk, and per-share value creation

Consolidated Financial Performance

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All Numbers are in ₹ Crores except for margins

Particulars	Q1FY27	Q4FY26	QoQ	Q1FY26	YoY
Headcount	**341,330**	**340,600**	**0%**	**351,000**	**-3%**
Total Revenue	3,056	2,949	4%	2,882	6%
Operating Revenue	3,035	2,925	4%	2,869	6%
EBITDA	32	46	-31%	31	3%
EBITDA margin	**1.0%**	**1.6%**		**1.1%**	
PBT	36	52	-30%	26	38%
PBT margin	**1.2%**	**1.8%**		**0.9%**	
Profit after Tax	34	46	-25%	25	38%
PAT margin	**1.1%**	**1.6%**		**0.9%**	
EPS - Rs.	21	26		16	

Consolidated Segment Results

All]Numbers are in ₹ Crores except for margins

Particulars	Q1FY27	Q4FY26	QoQ	Q1FY26	YoY
Revenue:					
General Staffing and Allied Services	2,797	2,671	5%	2,669	5%
Specialised Staffing Services	188	177	6%	155	21%
Other HR Services	50	77	-34%	45	12%
Total Income from Operations	**3,035**	**2,925**	**4%**	**2,869**	**6%**
EBITDA:					
General Staffing and Allied Services	29	30	-5%	28	3%
Specialised Staffing Services	12	13	-10%	11	5%
Other HR Services	(2)	13		(7)	
Total operating EBITDA	**38**	**56**	**-32%**	**32**	**18%**
Unallocated	(6)	(10)		(1)	
Total group EBITDA	**32**	**46**	**-31%**	**31**	**3%**
Operating EBITDA Margin	**1.3%**	**1.9%**		**1.1%**	
General Staffing and Allied Services	1.0%	1.1%		1.0%	
Specialised Staffing Services	6.2%	7.3%		7.2%	
Other HR Services	-4.7%	16.5%		-15.3%	

Other HR

All Numbers are in ₹ Crores

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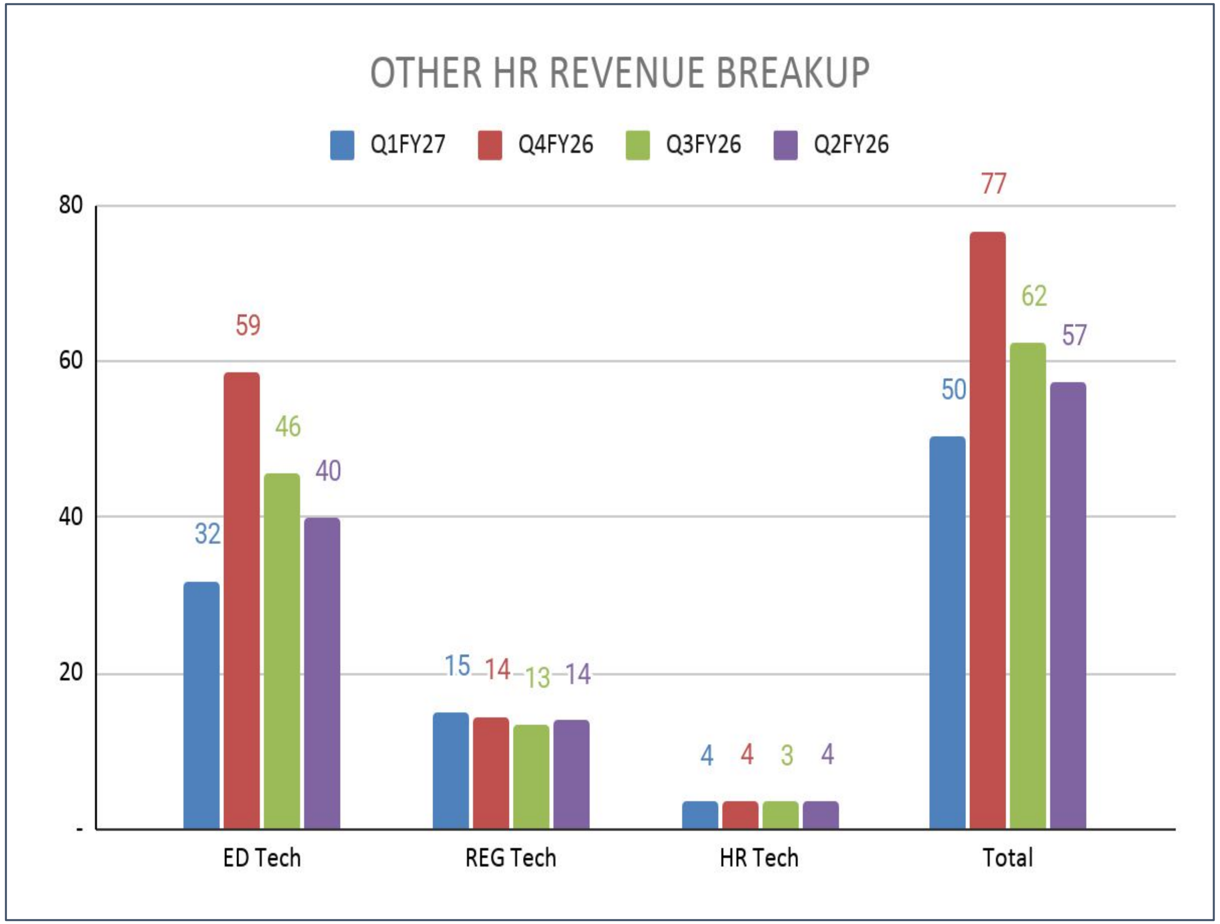
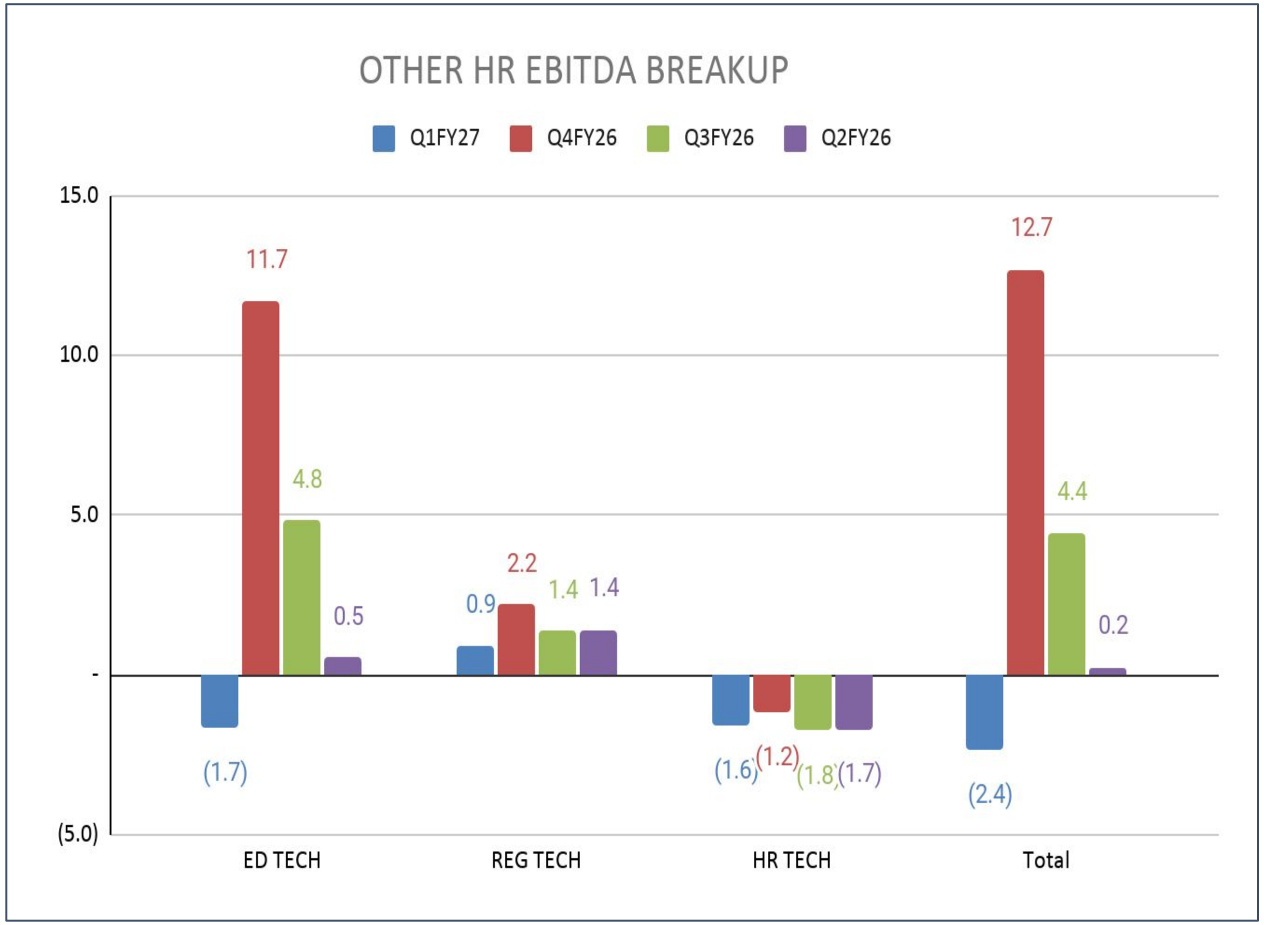




Client & Hiring Momentum

The demand-side signals behind the headline numbers

127	30%	4,000+	20k Temping PR
New logos added, Q1FY27	of gross associate hires were first-time job seekers	Employers served across the group	75k gross hiring in Q1FY27

- General Staffing added 28 new logos in the quarter, with over 65% onboarded under the variable-engagement model; a risk-sharing structure that should support margin resilience if demand softens.
- Degree Apprenticeship added 18 new client logos, with continued momentum specifically in the GCC segment.
- Specialised Staffing added 40 new client logos including 15 GCCs during the quarter.

Company Profile

TeamLease has established itself as an end-to-end people supply chain solutions provider, delivering integrated workforce solutions across the employee lifecycle. Our staffing solutions span manpower sourcing, talent acquisition, workforce digitization, productivity enhancement, and compliance management. Our ISO 27001-certified integrated IT platform supports 3.5 lakh associates and apprentices and offers unique benefits plans that help manage attrition. We help businesses build agile, compliant, and future-ready workforces through scalable, technology-driven solutions across the 3Es: Employment, Employability, and E-workforce.

25 Years
Founded 2000 | IPO 2016

4,000+
Employers served across the group

26 Lakh+
People placed to date

3.4 Lakh+
Associates & trainees

7.5 Lakh+
Students

28 States
7,500+ locations

TeamLease delivers across three pillars:

Employment
~3.4 lakh associates & trainees across General and Specialised Staffing

Employability
7.5 lakh+ students through DA and TL EdTech

E-Workforce
1,000+ employer clients engaged digitally across the platform

Our Journey

25 years from a four-office start-up to India's largest private-sector employer ambition

2000-02	Started operations from four offices, 20 clients, 40 employees
2011-16	First PE investment (Gaja Capital); acquired ASAP Info Systems & Nichepro to enter IT staffing
2016	Listed on BSE and NSE
2017-20	Built out RegTech (Avantis), EdTech (Schoolguru), I.M.S.I (IT Infra), Freshersworld (E-Hire) verticals via acquisition
2021	Became India's largest IT staffing company by headcount
2024-25	Acquired TSR Darashaw, entered HR TECH space; expanded to Singapore and UAE
2026	₹238 Cr buyback completed; new MD & CEO (Suparna Mitra) takes charge

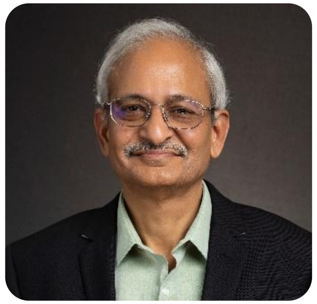
Our Board of Directors

Narayan Ramachandran
Chairman & Non-Executive Non-Independent Director

Manish Sabharwal
Non-Executive, Non-Independent Director

Ashok Reddy
Executive Vice Chairman & Whole-Time Director

Ms. Suparna Mitra
Managing Director & CEO



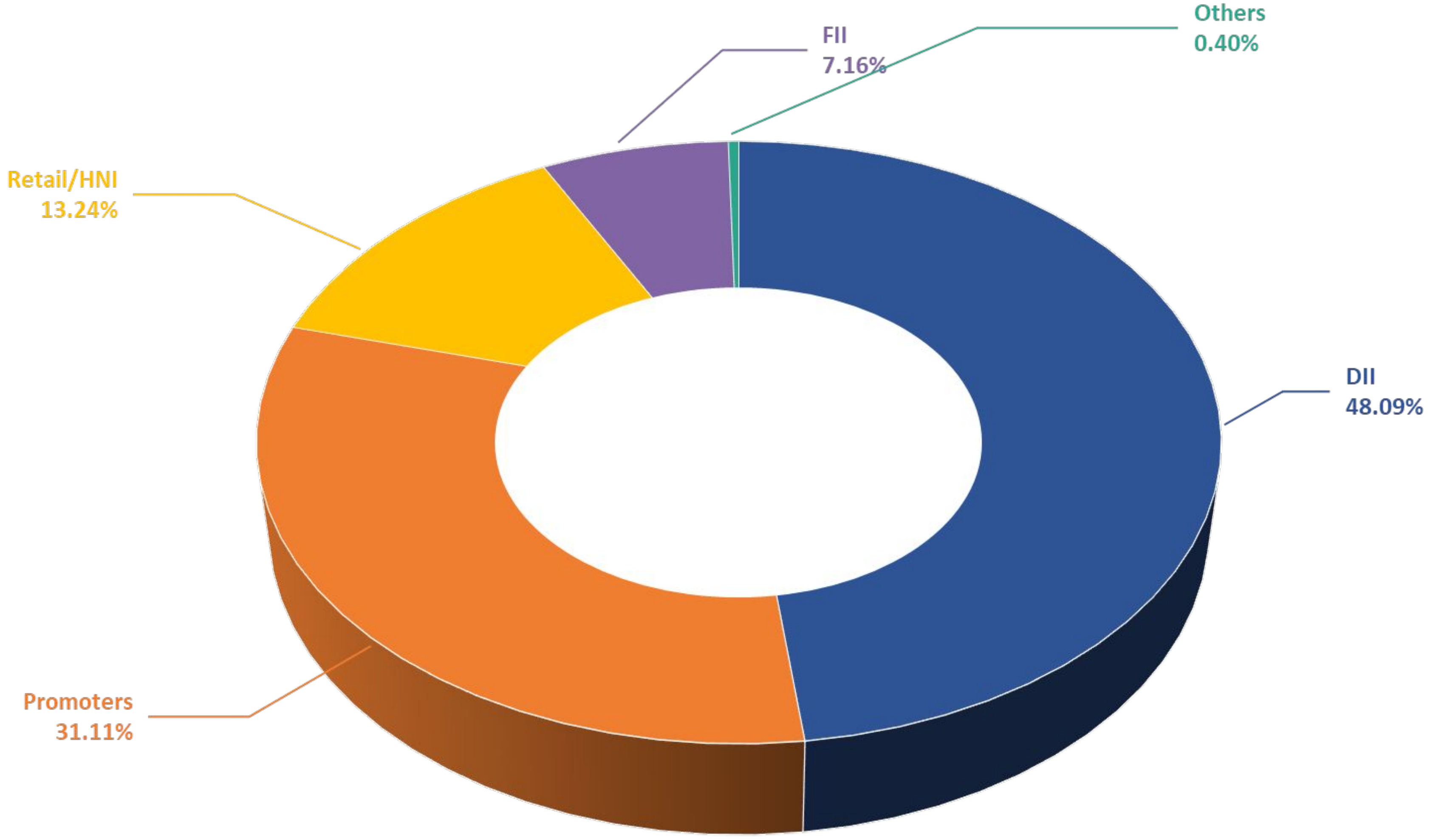
Subramaniam Somasundaram
Independent Director & AC Chairman

Mekin Maheshwari
Independent Director

Meenakshi Nevatia
Independent Director

Rajnarayan Ramakrishnan
Independent Director

Shareholding Structure



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