

February 04, 2026

<p>To Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001</p> <p>Scrip Code: 539658</p>	<p>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</p> <p>Scrip Code: TEAMLEASE</p>
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Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Press Release pertaining to the Unaudited Financial Results (Standalone and Consolidated) for Q3'FY26

With reference to the captioned subject, please find enclosed Press Release of TeamLease Services Limited pertaining to the Unaudited Financial Results (Standalone and Consolidated) for Q3'FY26.

Kindly take the above said information on record as per the requirement of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**

Alaka Chanda

Company Secretary and Compliance Officer

Encl: As above

TeamLease Services Limited, CIN: L74140KA2000PLC118395

Registered Office: Infinix Square, B-4, B-5, B-6, HAL Industrial Estate, HAL GB Quarters, Vibhutipura, Bengaluru, Karnataka – 560037

Ph: (91-80) 6824 3333 Fax: (91-80) 6824 3001

Email ID: corporateaffairs@teamlease.com

Website: <https://group.teamlease.com>

Business Portal: <https://www.teamlease.com>

Press Release- Q3FY26

Bengaluru, India, February 04, 2026- TeamLease Services Limited (**NSE: TEAMLEASE, BSE: 539658**), one of India's largest staffing companies, today announced its results for the third quarter (**Q3FY26**) and nine months (**9MFY26**) of the financial year ending March 31, 2026.

Summary of Consolidated Financial Results

(all numbers in Rupees' Crores except headcount & margins)

Particulars	Q3FY26	Q2FY26	QoQ	Q3FY25	YoY	9MFY26	9MFY25	YoY
Headcount	335,165	362,000	-7%	353,500	-5%	335,165	353,500	-5%
General Staffing	282,000	303,350	-7%	299,600	-6%	282,000	299,600	-6%
Degree Apprenticeship	46,000	51,600	-11%	47,200	-3%	46,000	47,200	-3%
Specialized Staffing	7,165	7,050	2%	6,700	7%	7,165	6,700	7%
Total Revenue	3,036.7	3,040.8	0%	2,931.5	4%	8,981.5	8,332.9	8%
Operating Revenue	3,013.0	3,032.1	-1%	2,921.3	3%	8,936.4	8,298.0	8%
EBITDA	42.5	38.4	11%	34.9	22%	111.9	90.6	24%
EBITDA margin	1.41%	1.27%		1.2%		1.3%	1.1%	
PBT*	49.1	29.0	69%	28.6	72%	104.3	74.7	40%
PBT margin	1.6%	1.0%		1.0%		1.2%	0.9%	
Profit after Tax	42.5	27.8	53%	28.4	50%	95.3	72.6	31%
PAT margin	1.4%	0.9%		1.0%		1.1%	0.9%	
EPS - Rs.	25.3	16.0		17.0		56.9	44.0	

**Excluding one-time exceptional item related to labour code impact of Rs.5.68cr*

Highlights of Q3FY26:

- EBITDA grew by 11% on a sequential basis and 22% on YoY.
- PBT grew by 69% on a sequential basis, primarily driven by interest credit on tax refunds.
- Lost ~27k headcount during the quarter, largely impacting the BFSI segment across General Staffing and Degree Apprenticeship business.
- 107 new logos were added during the quarter.
- The company received an Income Tax refund for AY 2024-25 amounting to Rs.106.1 crore, which includes interest of Rs.10.1 crore. Consequently, net free cash now stands at Rs.430 crore, while outstanding TDS receivable remains at approximately Rs.246 crore.

General Staffing

- 22 new logos added with more than 55% under the variable model.
- 20% of the gross associates hired are first-time job seekers.
- Headcount growth was impacted by insourcing by a BFSI client, resulting in a 7% decline on a QoQ basis.

Press Release- Q3FY26

- DSO of 7 days and funding exposure of 14% stayed consistent with prior year.

Degree Apprenticeship (DA)

- Headcount got impacted because of insourcing in the BFSI segment.
- 17 new logos were added during the quarter and 30% of the total associates base have fully adopted learning solutions.

Specialized Staffing

- Gross revenue grew by 2% on QoQ and 30% on a YoY basis.
- 115 net additions during the quarter including 22 from TLD Global.
- GCC segment remains a cornerstone for our growth, both in terms of volume and stability, contributing to over 65% of revenue.
- Specialized Staffing now serves 100+ GCC clients with high activity Life Sciences, Telecom, Consulting, Engineering, BFSI, Consumer and IT.
- There is marginal dip in the sequential EBITDA on account of lower billable days in Q3FY26 compared to Q2FY26.

HR Services

- EBITDA % improved to 7% for the quarter because of EdTech seasonality billing.
- Managing over 3.5 lakhs monthly records in our HCM business.

Management Comment

Mr. Ashok Reddy, Executive Vice Chairman & Whole-Time Director, TeamLease Services Limited commenting on the quarterly results said, *“Our initiatives on digitization and cost optimization have been consistently contributing to operating leverage. Despite general slowness in the economy, our new logo acquisition is stable, including the GCC wins. Our YTD EBITDA grew 24% YoY setting a strong base for the future. Full impact of BFSI headcount loss will be absorbed by Q1FY27.”*

About TeamLease Services Limited

TeamLease Services is one of India's leading people supply chain companies offering a range of solutions to 4000+ employers for their hiring, productivity, and scale challenges. Listed on the NSE & BSE, TeamLease has hired 24 lakh+ people over the last 25 years. As one of India's fastest-growing employers, TeamLease offers solutions to large, medium, and small clients across the 3Es of Employment (around 3.4 lakh associates/trainees), Employability (over 7 lakh students), and E-workforce (over 1000 employers). In FY2015, TeamLease rolled out DA (Degree Apprenticeship) to provide on-the-job training to apprentices.

Press Release- Q3FY26

Investor contact

<p>Ramani Dathi Chief Financial Officer</p> <p>Tel: +91 80 6824 3333 Fax: +91 80 6824 3001 E-mail: ramani.dathi@teamlease.com</p>	<p>Isha Kumar Account Director - Value 360</p> <p>Phone: +91 98737 10203 E-mail: isha.kumar@value360india.com</p>
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Disclaimer: This document contains statements that constitute forward-looking statements. These statements include descriptions regarding the intent, belief or current expectations of the Company or its directors and officers with respect to the results of operations and financial condition of the Company. These statements can be recognized by the use of words such as "expects", "plans", "will", "estimates", "projects", or other words of similar meaning. Such forward-looking statements are not guarantees of future performance and involve risks and uncertainties and actual results may differ materially from those in such forward-looking statements as a result of various factors and assumptions, which the Company believes to be reasonable in light of its operating experience in recent years. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties, regarding fluctuations in earnings, our ability to manage growth, competition, our ability to manage our international operations, government policies, regulations, etc. The Company does not undertake any obligation to revise or update any forward-looking statement that may be made from time to time by or on behalf of the Company including to reflect actual results, changes in assumptions or changes in factors affecting these statements.