

February 04, 2026

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

Dear Sir/Ma'am,

Sub: TeamLease Services Limited (TeamLease/the Company) - Investor Presentation on Financial Results for Q3'FY26

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 Q3'FY26.

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 January 22, 2026, pertaining to Conference Call with Investors on Q3'FY26 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

Company Secretary and Compliance Officer

Encl: As above

TeamLease Services Limited, CIN: L74140KA2000PLC118395

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Email ID: corporateaffairs@teamlease.com

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

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



BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

<https://group.teamlease.com> | Wednesday, February 04, 2026

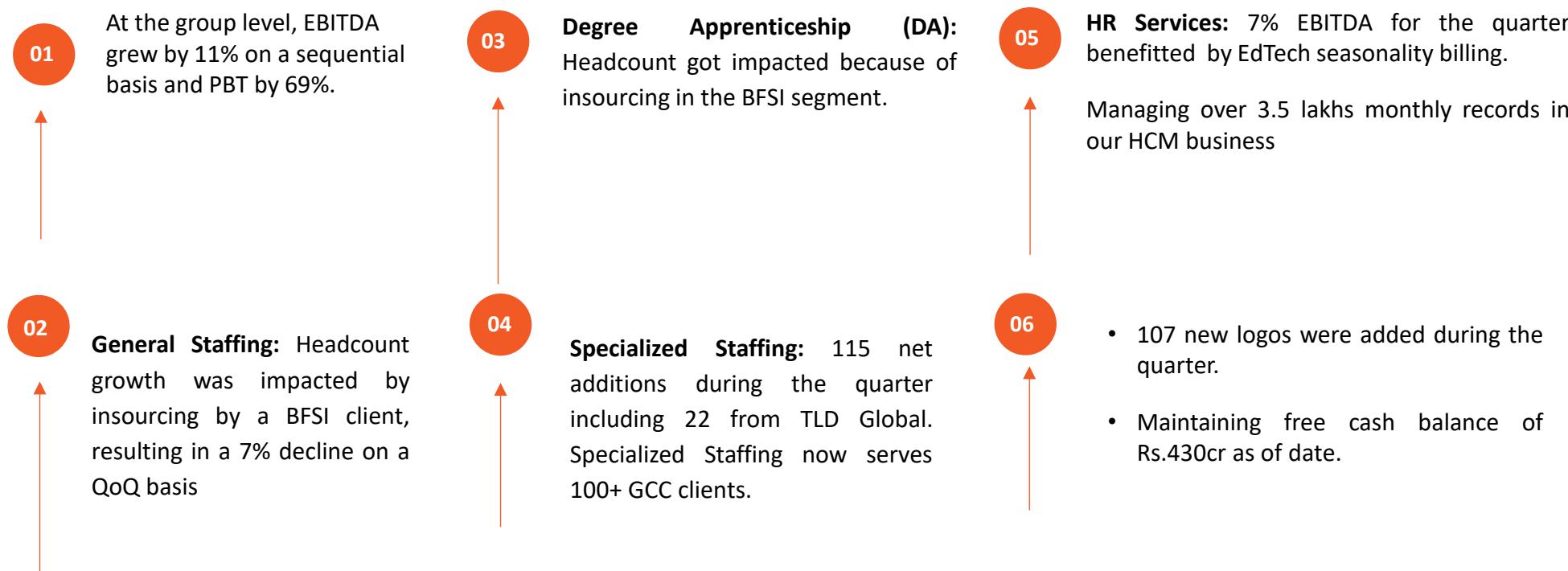


Investor Update

Q3 2025-26

Key Performance Highlights

Q3FY26



- 01 At the group level, EBITDA grew by 11% on a sequential basis and PBT by 69%.
- 02 **General Staffing:** Headcount growth was impacted by insourcing by a BFSI client, resulting in a 7% decline on a QoQ basis
- 03 **Degree Apprenticeship (DA):** Headcount got impacted because of insourcing in the BFSI segment.
- 04 **Specialized Staffing:** 115 net additions during the quarter including 22 from TLD Global. Specialized Staffing now serves 100+ GCC clients.
- 05 **HR Services:** 7% EBITDA for the quarter benefitted by EdTech seasonality billing. Managing over 3.5 lakhs monthly records in our HCM business
- 06
 - 107 new logos were added during the quarter.
 - Maintaining free cash balance of Rs.430cr as of date.

Financial Performance

*All Numbers are in ₹ Crores except for margins

Consolidated Performance	Q3FY26	Q2FY26	QoQ	Q3FY25	YoY	9MFY26	9MFY25	YoY
Headcount	335,165	362,000	-7%	353,500	-5%	335,165	353,500	-5%
Total Revenue	3,037	3,041	0%	2,931	4%	8,981	8,333	8%
Operating Revenue	3,013	3,032	-1%	2,921	3%	8,936	8,298	8%
EBITDA	43	38	11%	35	22%	112	91	24%
EBITDA margin	1.41%	1.27%		1.2%		1.3%	1.1%	
PBT (before exceptional)	49	29	69%	29	72%	104	75	40%
PBT margin	1.6%	1.0%		1.0%		1.2%	0.9%	
Profit after Tax	42	28	53%	28	50%	95	73	31%
PAT margin	1.4%	0.9%		1.0%		1.1%	0.9%	
EPS (Basic and Diluted) - Rs.	25	16		17		57	44	

Standalone Performance	Q3FY26	Q2FY26	QoQ	Q3FY25	YoY	9MFY26	9MFY25	YoY
Total Revenue	2,744	2,762	-1%	2,699	2%	8,159	7,688	6%
Operating Revenue	2,720	2,750	-1%	2,686	1%	8,111	7,645	6%
EBITDA	20	22	-7%	25	-18%	66	68	-2%
EBITDA margin	0.8%	0.8%		0.9%		0.8%	0.9%	
PBT (before exceptional)	32	21	53%	26	23%	78	75	3%
PBT margin	1.2%	0.8%		1.0%		1.0%	1.0%	
Profit after Tax	30	21	41%	26	14%	76	75	1%
PAT margin	1.1%	0.8%		1.0%		0.9%	1.0%	
EPS (Basic and Diluted) - Rs.	18	13		16		45	45	1%

Consolidated Segment Results

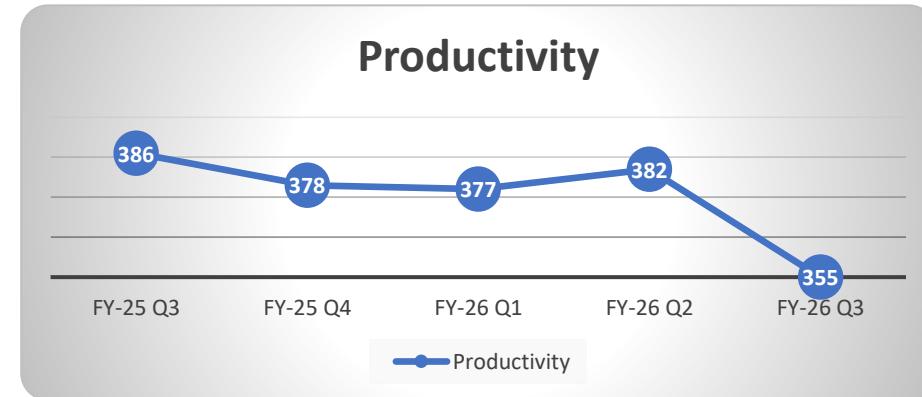
Particulars	Q3FY26	Q2FY26	QoQ	Q3FY25	YoY	9MFY26	9MFY25	YoY
Revenue:								
General Staffing and Allied Services	2,755	2,783	-1%	2,721	1%	8,208	7,744	6%
Specialised Staffing Services	195	191	2%	147	33%	563	434	30%
Other HR Services	62	57	9%	53	17%	165	120	38%
Total Income from Operations	3,013	3,032	-1%	2,921	3%	8,936	8,298	8%
EBITDA:								
General Staffing and Allied Services	30.2	29.0	4%	29.1	4%	87.2	81.9	6%
Specialised Staffing Services	12.6	13.1	-4%	11.2	12%	36.8	31.7	16%
Other HR Services	4.4	0.2		0.1		(2.2)	(7.2)	-69%
Total Operating EBITDA	47.2	42.3	12%	40.4	17%	121.8	106.5	14%
EBITDA Margin	1.6%	1.4%		1.4%		1.4%	1.3%	
General Staffing and Allied Services	1.1%	1.0%		1.1%		1.1%	1.1%	
Specialised Staffing Services	6.5%	6.8%		7.6%		6.5%	7.3%	
Other HR Services	7.1%	0.4%		0.2%		-1.4%	-6.0%	

Headcount & Productivity

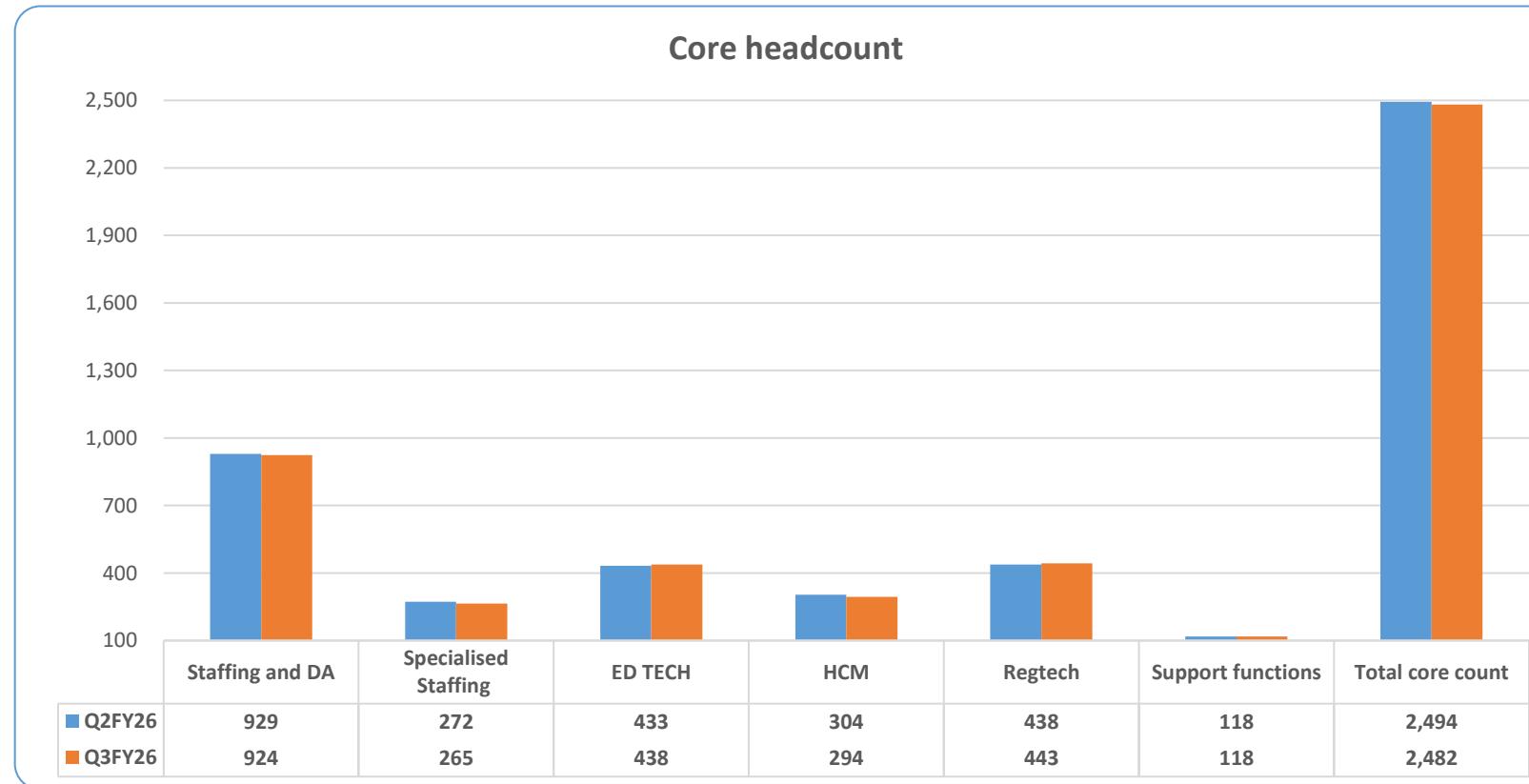
Quarter	General Staffing	DA	Specialized Staffing	Total Headcount
FY-24 Q4	2,67,000	44,800	7,230	3,19,030
FY-25 Q1	2,82,450	42,350	6,900	3,31,700
FY-25 Q2	2,98,300	45,270	6,670	3,50,240
FY-25 Q3	2,99,600	47,200	6,700	3,53,500
FY-25 Q4	2,92,150	47,300	6,620	3,46,070
FY-26 Q1	2,95,270	49,000	6,730	3,51,000
FY-26 Q2	3,03,350	51,600	7,050	3,62,000
FY-26 Q3	2,82,000	46,000	7,165	335,165

FTE Productivity – Staffing and DA

Quarter	Headcount	Core Employees	Productivity
FY-25 Q2	343400	896	382
FY-25 Q3	346776	895	386
FY-25 Q4	339450	898	378
FY-26 Q1	344260	913	377
FY-26 Q2	354950	929	382
FY-26 Q3	328000	923	355

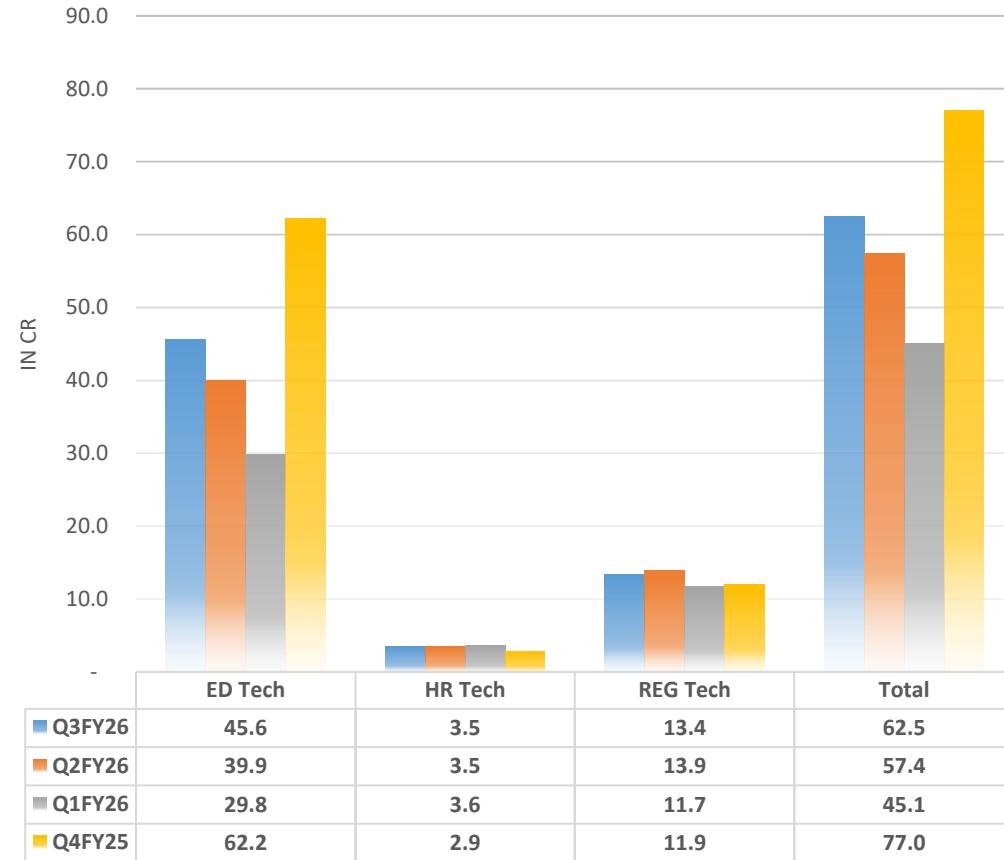


Break-up of core headcount



Other HR

OTHER HR REVENUE BREAKUP



OTHER HR EBITDA BREAKUP



Company Profile

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. One of India's fastest-growing employers, TeamLease also operates India's Skill University and India's fastest-growing PPP Apprenticeship Program, which offers employment-oriented multi-level programs. The Company 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.



Our Services



General Staffing



Specialized Staffing



Degree
Apprenticeship



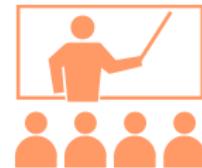
Hiring



Regulatory
Compliances



HRTECH Services



Learning Services



Skill
University

TeamLease Overview



One of India's Leading
Human Capital
Management company

4,000+

Clients across the
spectrum of business
with 1000+ digital
engagements

~3.4 Lakhs +

Associates/ trainees,
making us one of the
largest private sector
employer

7,500+

Locations
across 28 states

7.5 Lakhs+

Students across
TL Skill University &
TL EdTech

24%

EBITDA growth YoY basis

25 Lakhs +

People hired till date

355

FTE productivity

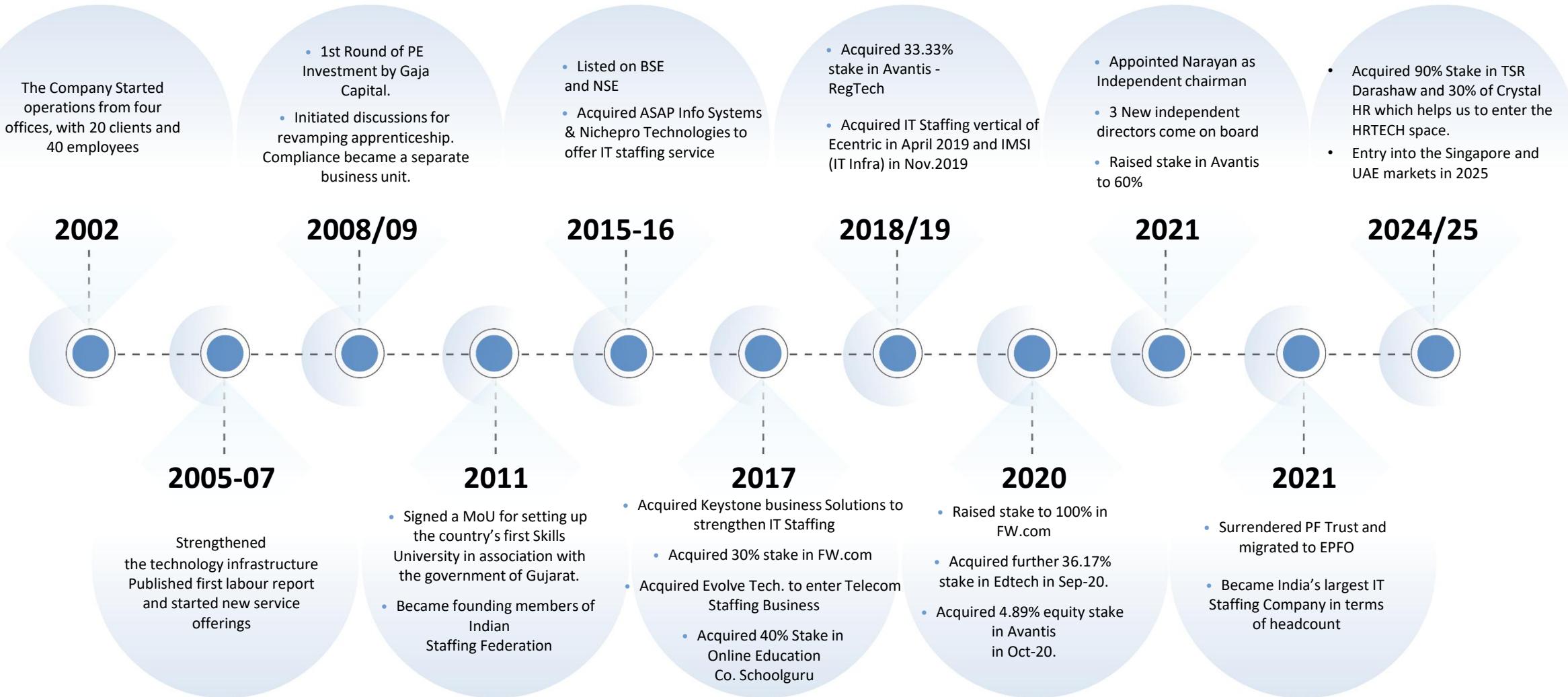
25 years

Founded in 2000
IPO 2016

~27k net loss



Our Journey



Change of Names: Schoolguru » TL EdTech / Avantis » TL RegTech / E-hire » TL HrTech

Our Board of Directors



Narayan Ramachandran
Chairman & Non-Executive
Non-Independent Director



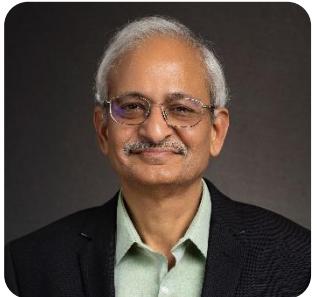
Manish Sabharwal
Non-Executive,
Non-Independent Director



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

Our Vision



Vision

Our Long-term philosophy and goals are best reflected by our purpose of **“Putting India to Work”**



Our contribution

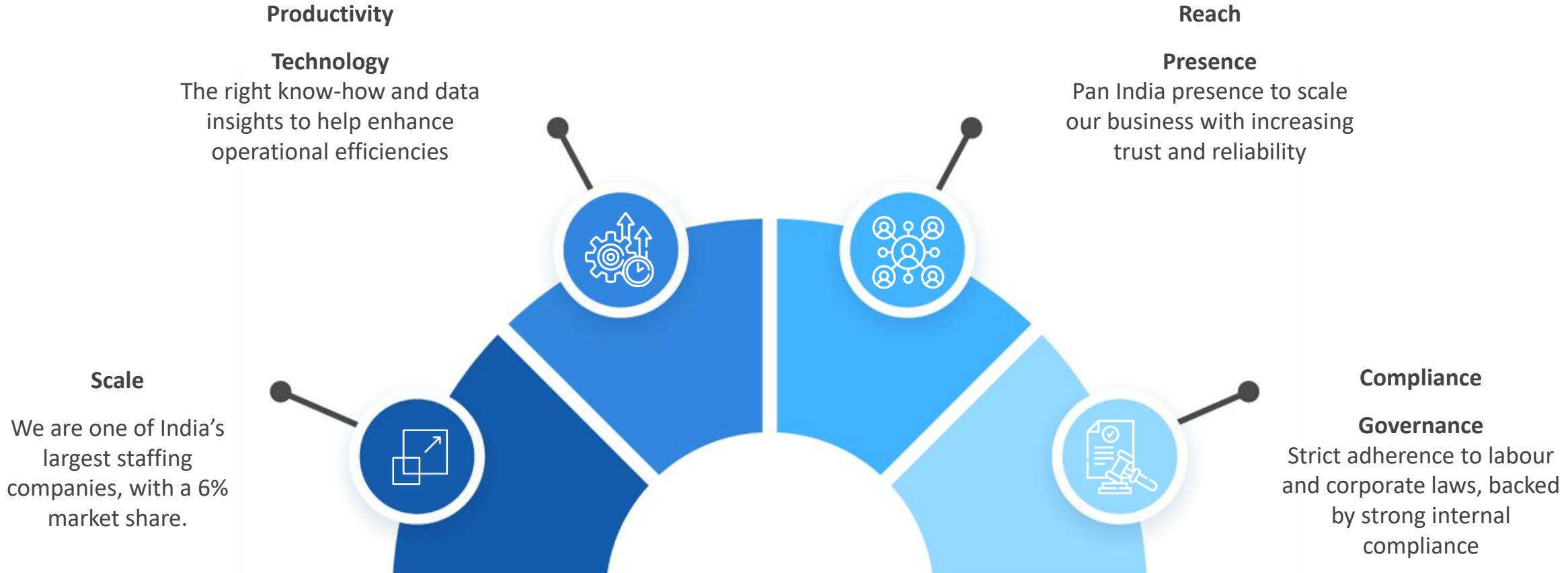
Our vision has been at the forefront of our existence, helping us employ, **“One Indian”** every 5 minutes over the past many years.



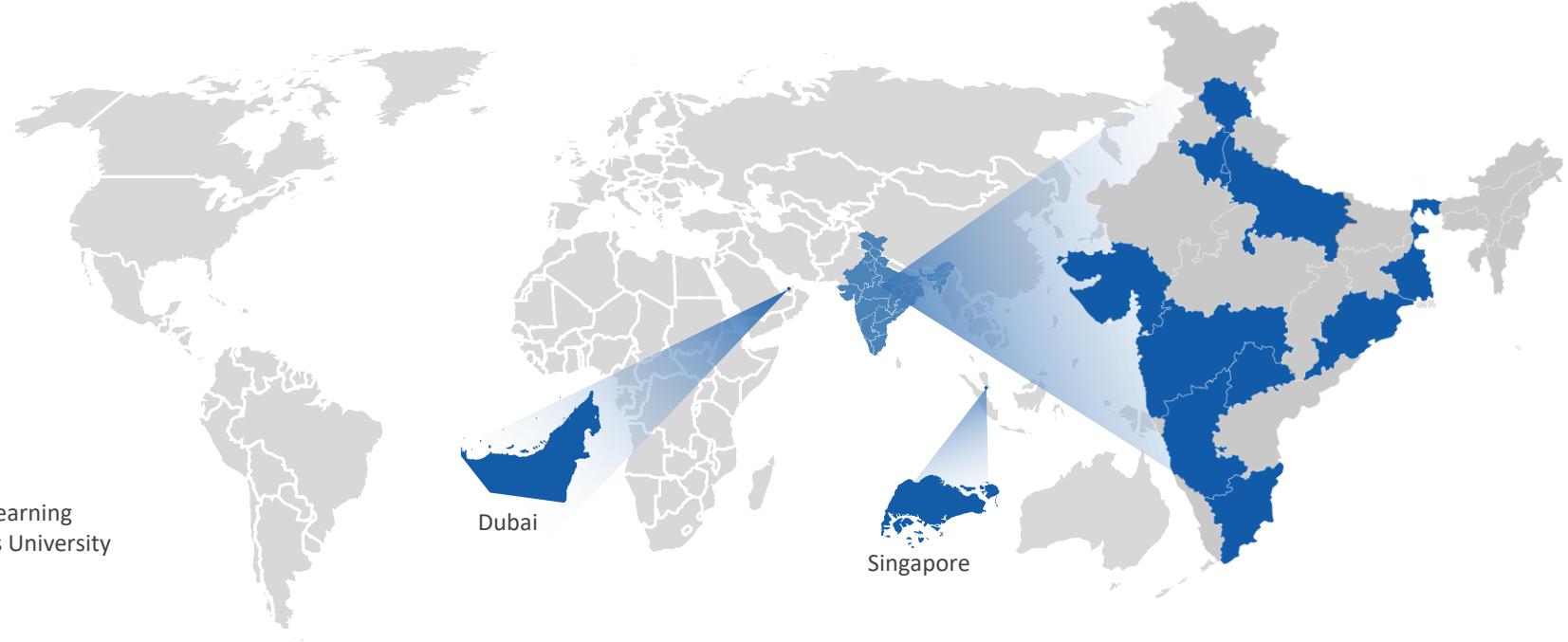
The Future that we see

Our goal is to become the largest Private sector employer of India, largest staffing company in the world by headcount.

Key Value Drivers



Our Business Focus Areas



Our Offices

Ahmedabad
Bangalore
Bhubaneswar

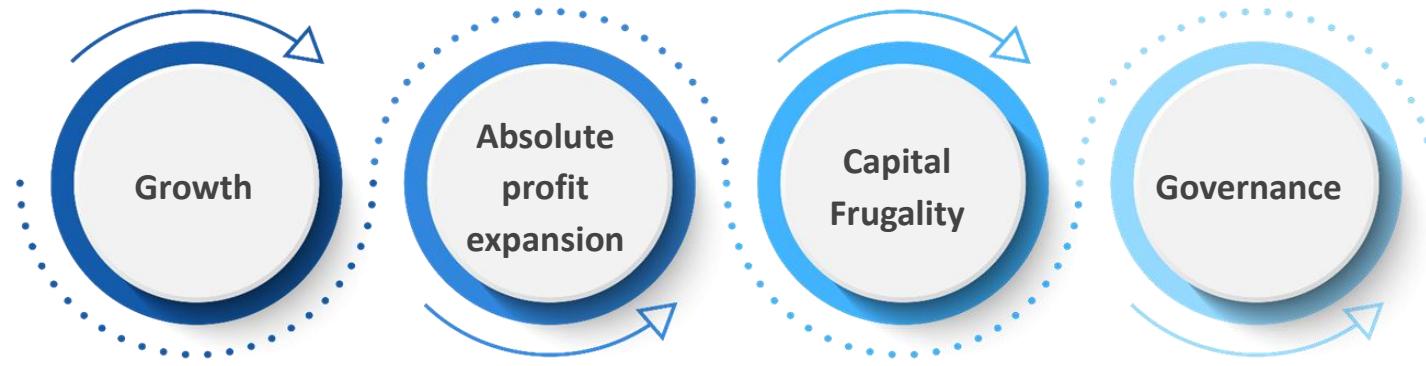
Chennai
Dehradun
Delhi

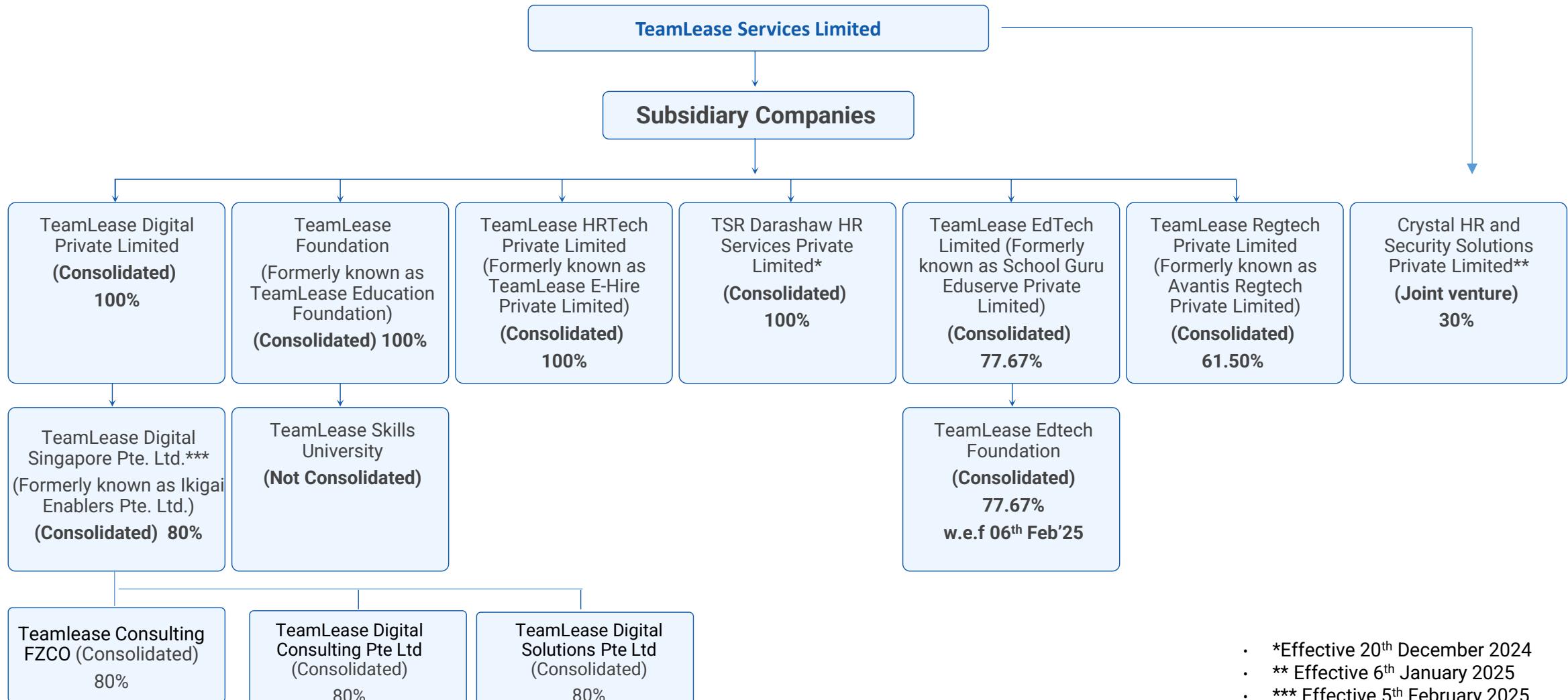
Gurugram
Hyderabad
Kolkata

Lucknow
Mumbai
Pune
Noida

Dubai
Singapore

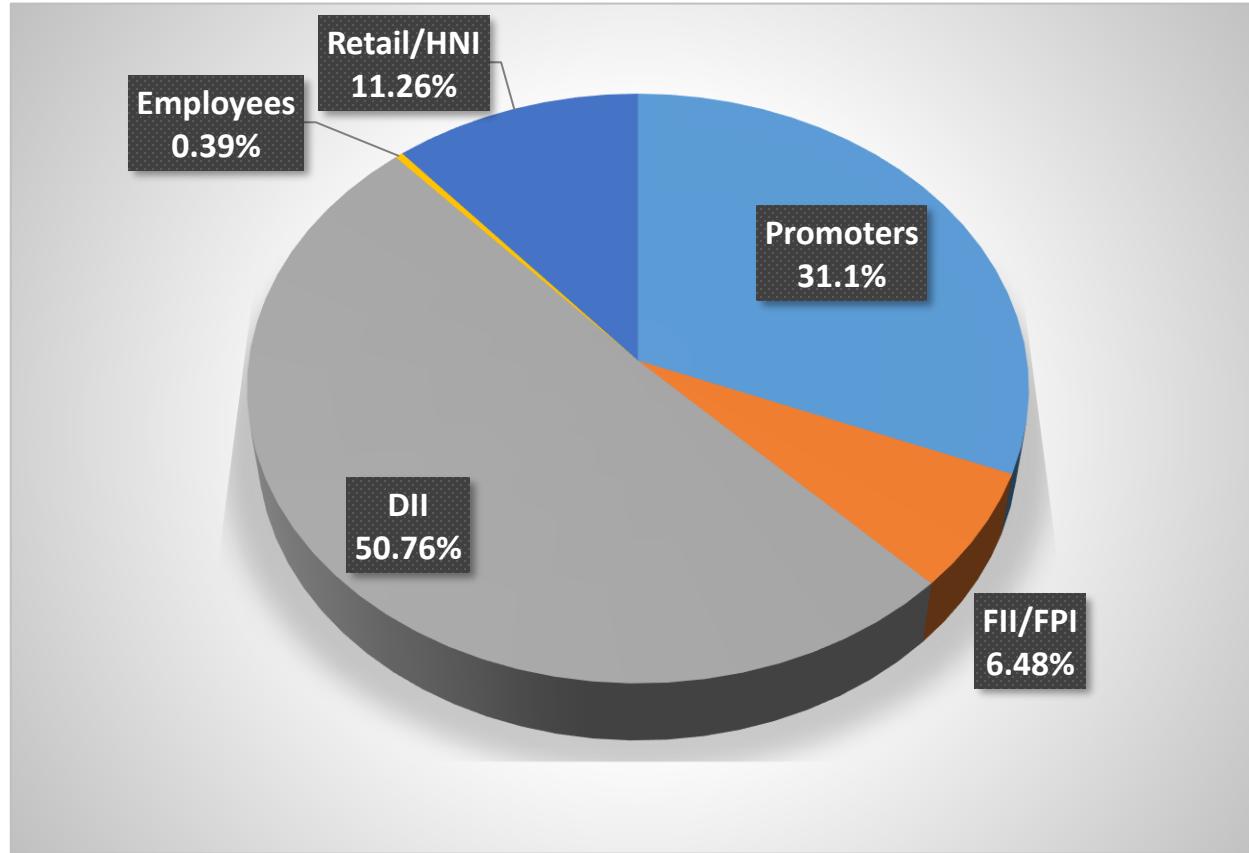
Our Strategy





- *Effective 20th December 2024
- ** Effective 6th January 2025
- *** Effective 5th February 2025

Shareholding Structure



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THANK YOU

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