























15th Annual General Meeting

22nd Sep, 2022

Results

		FY21	FY22	YoY Change
	Headcount	363k	437k	 20%
	Revenue	₹ 10,837 cr.	₹ 13,692 cr.	 26%
	EBITDA¹	₹ 577 cr.	₹ 668 cr.	 16%
	% EBITDA	5.3%	4.9%	 45bps
	PAT	₹ 74 cr.	₹ 251 cr.	 241%

		FY21	FY22	YoY Change
	OCF	₹ 587 cr.	₹ 427 cr.	 27%
	OCF/EBITDA	131%	79%	 5200 bps
	RoE	3.1%	10.0%	 692bps
	EPS (dil.)	₹ 3.9	₹ 16.2	 318%
	Dividend Paid / Share	₹ 7	₹ 8	 14%

On path to 20% RoE with over 20% growth and maintaining 70% OCF to EBITDA

¹ EBITDA from Operations

OCF/EBITDA mentioned above is considering operating EBITDA and operating OCF

Organizational Highlights



SIA Top 50

- Ranked 48th in the world by Staffing Industry Analysts
- **First Indian company to feature in the list!!**



Great Place to Work

- Re-affirmed as Great Place to Work in 2021, for the third consecutive year
- Canadian business among top 10 in the Country



Digital Assets Value Unlocking

- Monster raised ₹ 137.5cr at ₹ 600cr pre-money valuation against ₹ 145cr during acquisition
- Qjobs reached 5mn downloads

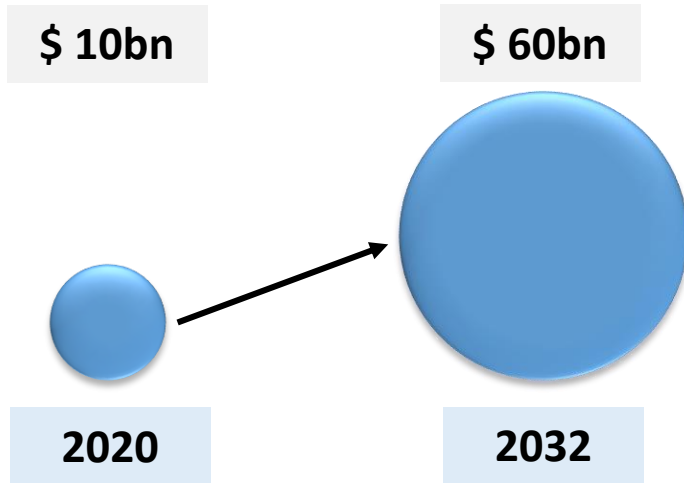


Corporate Updates

- Mr. Guruprasad Srinivasan elevated to ED and CEO
- The Board of Directors accorded their approval for the merger of Greenpiece, ConneQt and MFX Infotech into Quess

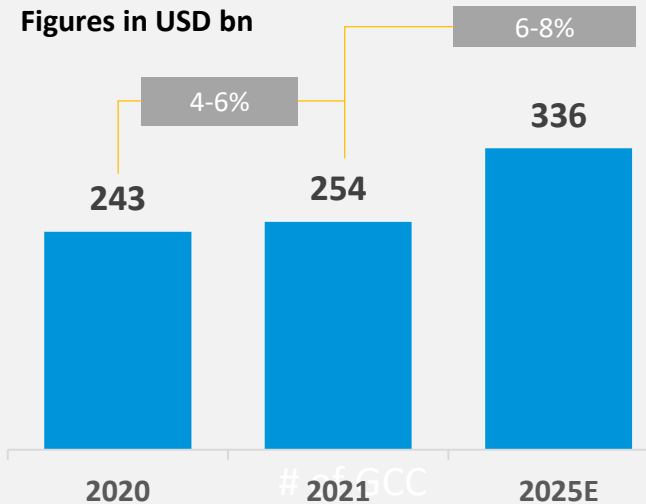
Significant Market Opportunity

Indian Staffing market is expected to grow 6x in 12 years !!



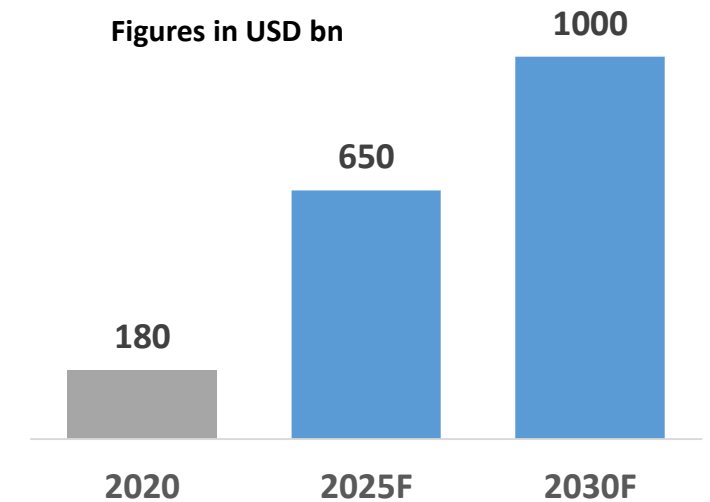
- Manufacturing and Construction poses the largest untapped opportunity for staffing
- Service sector will continue to drive demand due to increased formalization

Global BPM Market Size



- Focus on building niche skills – Data analytics, AI/ML, Cloud etc.
- New Services: Digital BPM services
 - Social ORM
 - Digital marketing
 - Digital Collection

Indian real estate market size to grow 5x by 2030



- Retail, Hospitality and Commercial key drivers
- Return to work, specialized cleaning and Integrated services to drive growth

Focus Areas for FY23

1

Growth



20%+ YoY Growth

- **WFM:** Focus on Construction, Manufacturing and Industrials
- Create capability for large deals (> INR 50 Cr.), under ConneQt
- **OAM:** Focused approach towards steep growth outside IT / ITES segment
- Further intensification of cross-sell

2

Margin Improvement

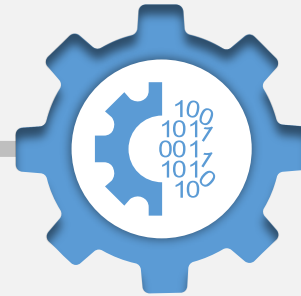


Scale and Scope

- **WFM:** Improve revenue mix of domestic business vs. international business) to 75:25
- **OAM:** Core to Associate ratio of 1: 150 by FY25 (vs.1:84 presently)
- Keep IDC under control

3

Digital Transformation



Single Operating Platform

- Improvement in recruiter productivity
- Measure digital revenues separately
- Focus on Digital IT services in GTS vertical

4

Value Creation



20% RoE

- Continue to unlock the value of Product Led Business– Qdigi, Monster and Qjobs
- Rationalization of legal entities
- Improvement of EBITDA to PAT conversion

Giving back to society...

Progress with purpose...



10,650+ Kgs of e-waste disposed and **10,297+ Kgs** of paper recycled



3% reduction in CO₂ emission intensity with target of **20% reduction**



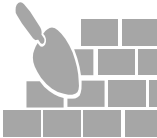
Hired 4,800+ specially abled associates



Committed to a CSR grant of INR 15cr over 4 years towards **building a 350 bed paediatric hospital** at CMC Vellore



Better Lives



75 Government Schools reaching **13,000** students



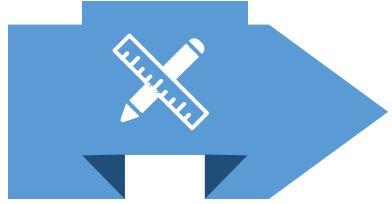
12k+ school bags and **53k+ notebooks** distributed



Built **350+** sanitation facilities benefiting **13,000** students



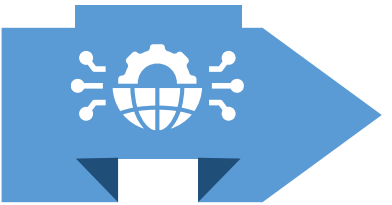
Creating Value for Shareholders



Market leading scale: Employ over **0.5 mn** associates by FY23



Long term **EBITDA margin – 6%**



Defined Capital Allocation



Becoming India's **Top 50 Great Place To Work**



Long Term Value Creation
Achieve and Sustain 20% RoE

Thank You!