QUESS
WINNING TOGETHER

Built for Your Business.
Powered by People.

India | APAC | Middle East



QUESS
WINNING TOGETHER

In a world that moves fast, we move first

We power that momentum across people, platforms, and possibilities.



Our Vision

Building World's No. 1 Workforce Management Company

To create a tech-driven workforce ecosystem that empowers businesses and talent to thrive.

Empower Talent

Foster a growth-driven, inclusive workplace.

Drive Sustainable Growth

Optimize efficiency and deliver long term value for our stakeholders

Enable Client Success

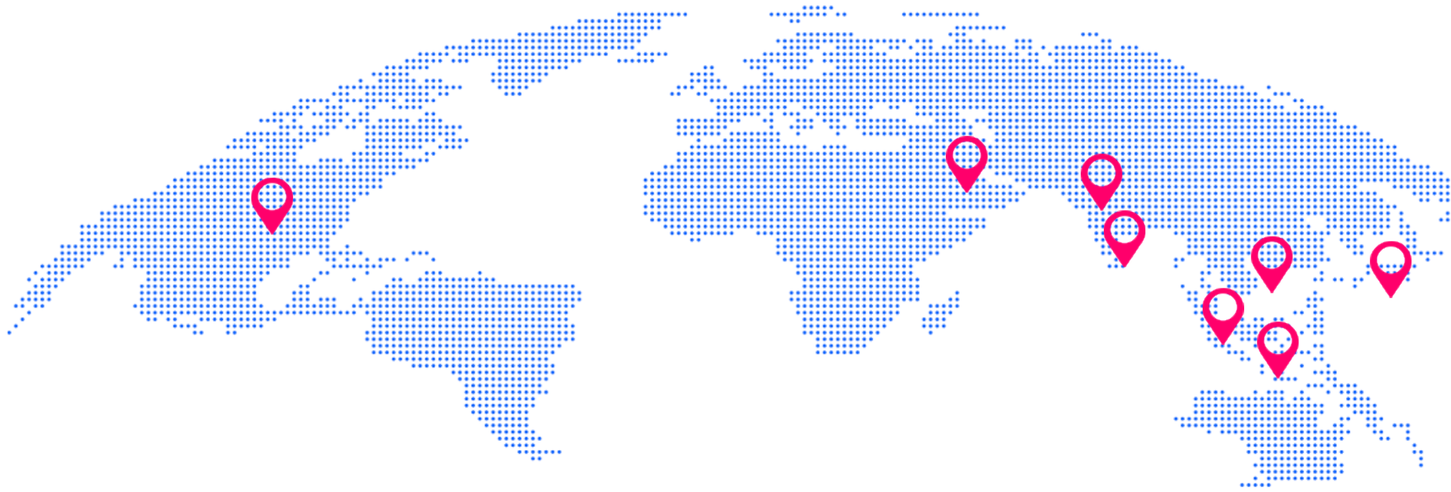
Deliver agile and scalable workforce solutions.

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We're Not a Service Provider.
We're a Workforce Velocity Engine.

Quess is one of the largest private-sector employers and a focused, tech-powered talent infrastructure company helping enterprises hire, manage, and scale workforces across functions and industries.



8	5.04L+	2,300+	40K+	1400+
Countries	Employees & Associates	Clients	Gross Monthly On-Boarding	Recruiters

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One Ecosystem. Infinite Workforce Motion.

Each vertical a growth flywheel. Together, a transformation engine.

Quess Staffing Solutions

General Staffing Solutions across

- Staffing Solution
- Apprenticeships
- Value Added Services



Professional Staffing

- IT Staffing & Solutions
- Recruitment Services
- Origint (End-to-End GCC Service)
- International Mobility Services



Digital Platforms

- Hamara HR
- Hamara Jobs
- Hamara Academy
- Hamara Benefits
- TaskMo – Gig platform



Overseas Business

General & Professional Staffing Services across

- UAE
- Singapore
- Malaysia
- Philippines
- Sri Lanka
- Vietnam
- USA



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India’s Largest Staffing & Workforce Solutions provider

490K+
associates deployed

55K+
apprentices

70+
sourcing hubs for onboarding including a centralised Center of Experience in Jaipur

30+
offices and extensive Tier 2 & 3 reach for faster onboarding

30%+
new entrants to the formal workforce

166K+
first-time workers formalized

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Staffing Solutions

Staffing Solutions | **Apprenticeship** | VAS



Apprenticeships Built for Industry Needs

NAPS

We support apprenticeships, augmenting the Apprentices Act and the National Apprenticeship Promotion Scheme (NAPS) to bridge talent gaps and build a skilled workforce.

NATS

Quess, as the National Apprenticeship Training Scheme (NATS) Aggregator for the Ministry of Education, transforms apprenticeships — building a skilled, inclusive youth workforce for a stronger economy and effective governance.

Quess L.E.A.P.

Through India's B-VOC program, we empower individuals with on-the-job learning, building versatile skills for industry and creating valuable talent at every stage.

Sector Expertise Across

BFSI | Retail | Telecom | Logistics | eCommerce | Consumer Goods | Manufacturing | Defence

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Value Added Services

People solution for fast moving markets, brand activation, events, and high stakes

Managed Services
- Merchandising
- Advocacy
- Sales



Tactical & BTL Activation
- Brand
- Consumer
- Community
- Trade



Audits & Survey
- Consumer
- Trade
- Competition



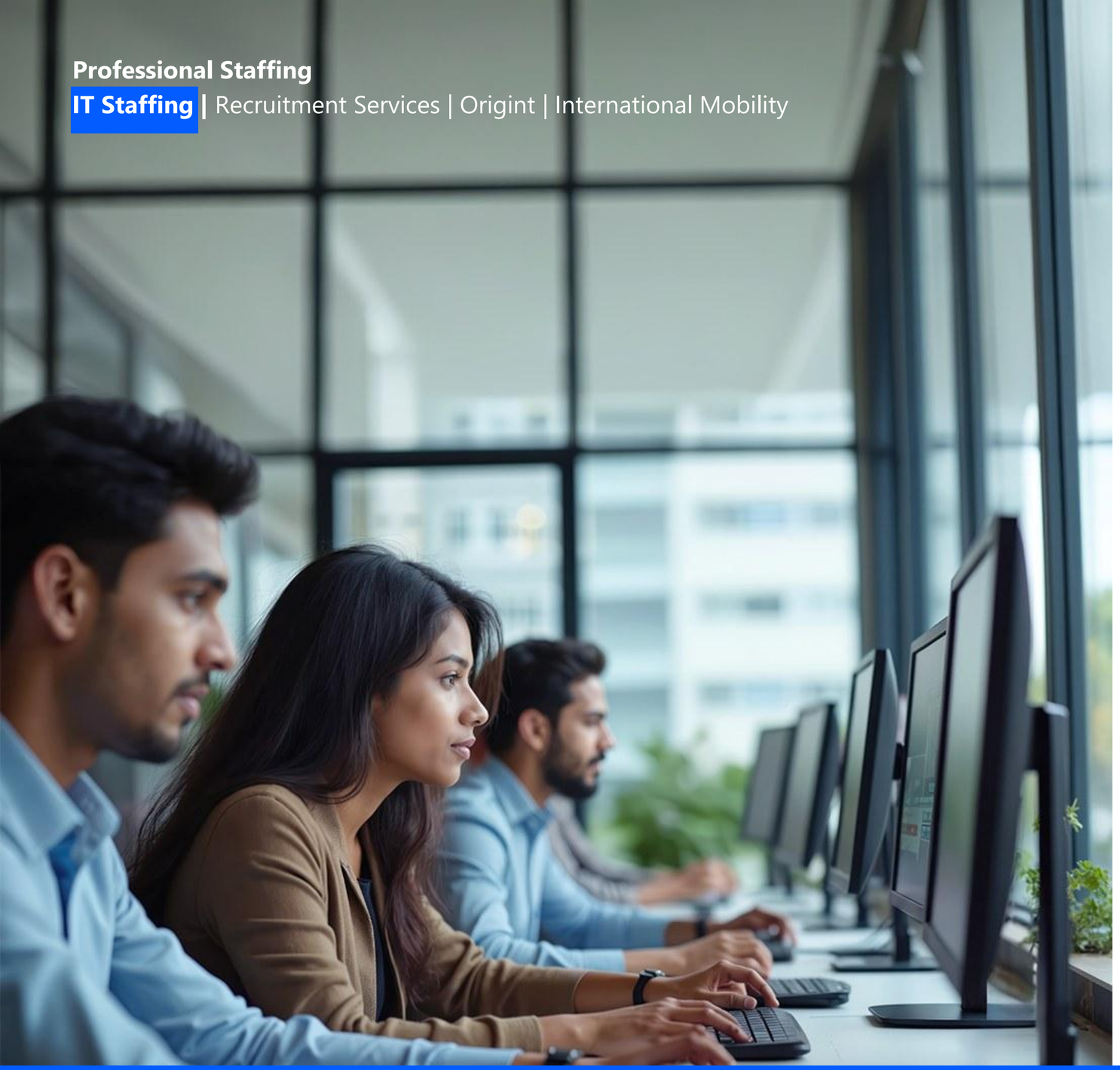
Events & Experience
- Awards
- Trade Shows
- New Launches



Branding & Deployment
- Production
- Logistics
- Deployment



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Professional Staffing

IT Staffing | Recruitment Services | Origint | International Mobility

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Quess IT Staffing & Solutions

India's leading technology workforce partner, delivering skilled IT talent and managed technology solutions to 300+ enterprises across 80+ cities.

~8,000
Associates deployed

800+
Technology skill domains

350+
Specialist IT recruiters

30K+
Monthly talent outreach

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Professional Staffing

IT Staffing | Recruitment Services | Origint

International Mobility



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Our Services: Built to Deliver. Designed to Scale.

Digital Engineering and R&D

Engineering capabilities to design, build, and scale next-generation products

Managed Services

Outcome-driven technology delivery through flexible engagement models

Managed Capacity

Delivery-ready technology teams structured for predictability and continuity

Managed Solutions Provider

Centralised governance of suppliers, workforce, and technology under a single framework

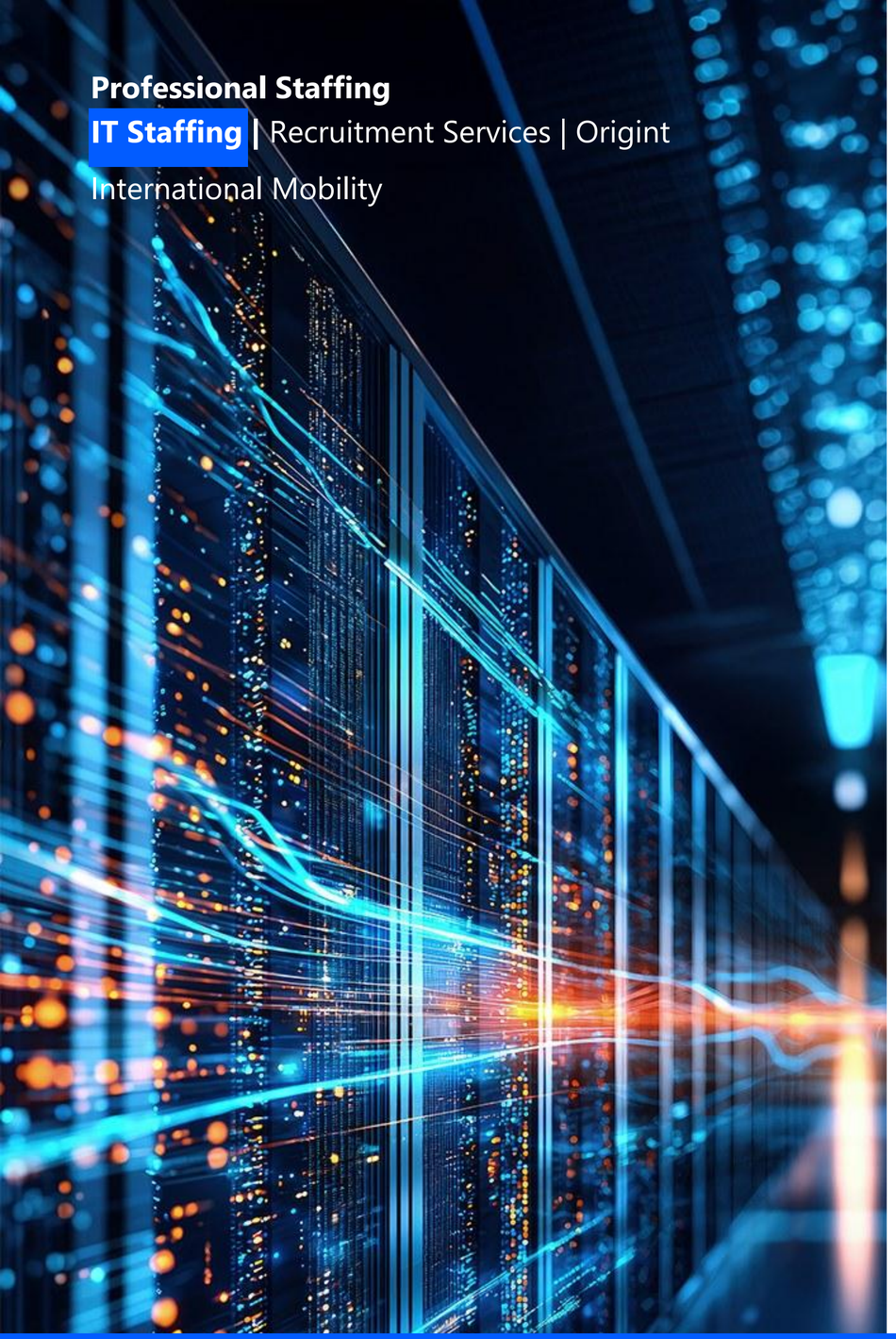
Staff Augmentation

On-demand access to skilled IT professionals through a governed, compliant workforce model

Hire-Train-Deploy

Deployment-ready technology talent through integrated recruitment and skilling

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Professional Staffing

IT Staffing | Recruitment Services | Origint

International Mobility

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Our Technology Suites: Powering the Digital Enterprise

Applications and Data

Modern application platforms and governed data foundations

Cloud and Data Centre

Cloud and hybrid infrastructure for critical workloads

Cybersecurity

Security embedded as an enterprise operating capability

Network and Security

High-performance connectivity for distributed enterprise operations

Digital Workplace

Unified productivity environments for hybrid work

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Professional Staffing

IT Staffing | **Recruitment Services** | Origint | International Mobility

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Quess Recruitment Services

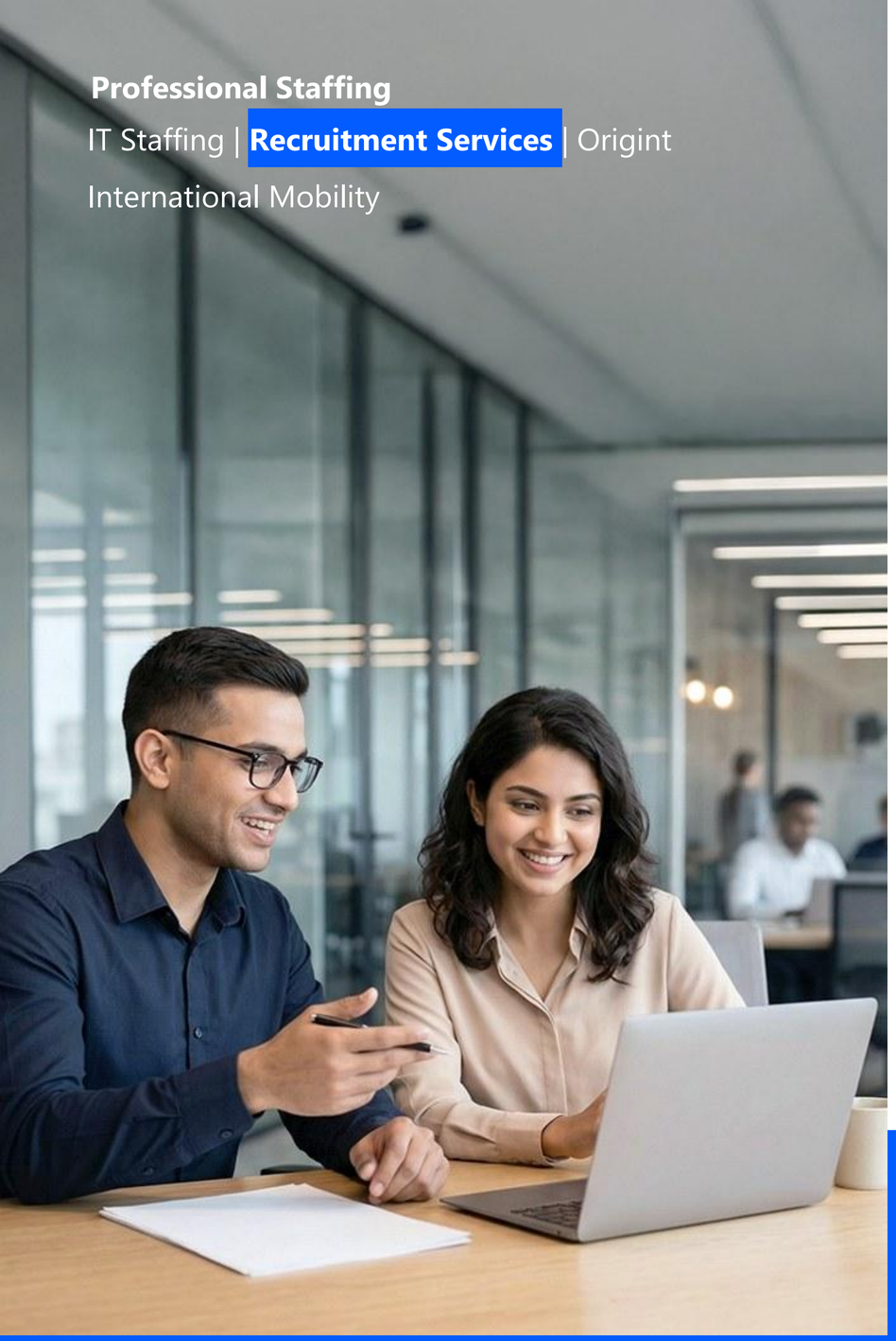
India’s leading recruitment company with **15+ years** of experience staffing executive professionals across levels and skillsets.

8,000+
Annual hires

75+
Recruiters

800+
Tech skills

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Professional Staffing

IT Staffing | **Recruitment Services** | Origint

International Mobility

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Recruitment Process Outsourcing

Outsource your entire recruitment process to our experts and access flexible, scalable hiring solutions for diverse talent needs.

Executive Search

With our expertise and knowledge across sectors, we can help you find C-Suite level executives at the right time

Permanent Recruitment

Powered by industry expertise, we bring you the right people, right on time

Other Offerings

Interview as a Service (IaaS), Centers of Excellence (CoE), and Remote Development Centers (RDC)—designed to scale hiring, enhance capabilities, and enable seamless global delivery.

Sectors

Digital | Telecom | Products | BFSI | Auto & Engineering | Healthcare | Retail | Manufacturing

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Professional Staffing

IT Staffing | Recruitment Services | **Origint** | International Mobility

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ORIGINT
POWERED BY QUESS

Origint is your end-to-end GCC-as-a-Service partner, delivering full-stack in-house capability across talent, infrastructure, technology, and operations to help global enterprises set up, scale, and operate high-performing Global Capability Centers in India.

350+
Enterprises supported in building and scaling GCC teams in India

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Professional Staffing

IT Staffing | **Recruitment Services** | **Origint** | International Mobility

Origint -One Partner. All-in execution.

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What we deliver

- **40–50%** faster setup, scalable delivery model with embedded agility
- Transparent pricing: No markup-on-markup, Full-stack accountability from day one

Workforce

- Talent acquisition
- Talent nurture
- Talent retention
- Labor compliance
- Employer branding

Workplace

- Location strategy, design and build out
- IT Infra
- Facility management

Workload

- Innovation
- Implementation
- Advisory

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Professional Staffing

IT Staffing | Recruitment Services | Origint | **International Mobility**

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Quess International Mobility Services

QIMS, a specialized vertical of Quess Corp, enables efficient, ethical, and compliant global workforce mobility. We connect skilled Indian talent with international opportunities through seamless, end-to-end deployment.

85.2M
Global talent shortage

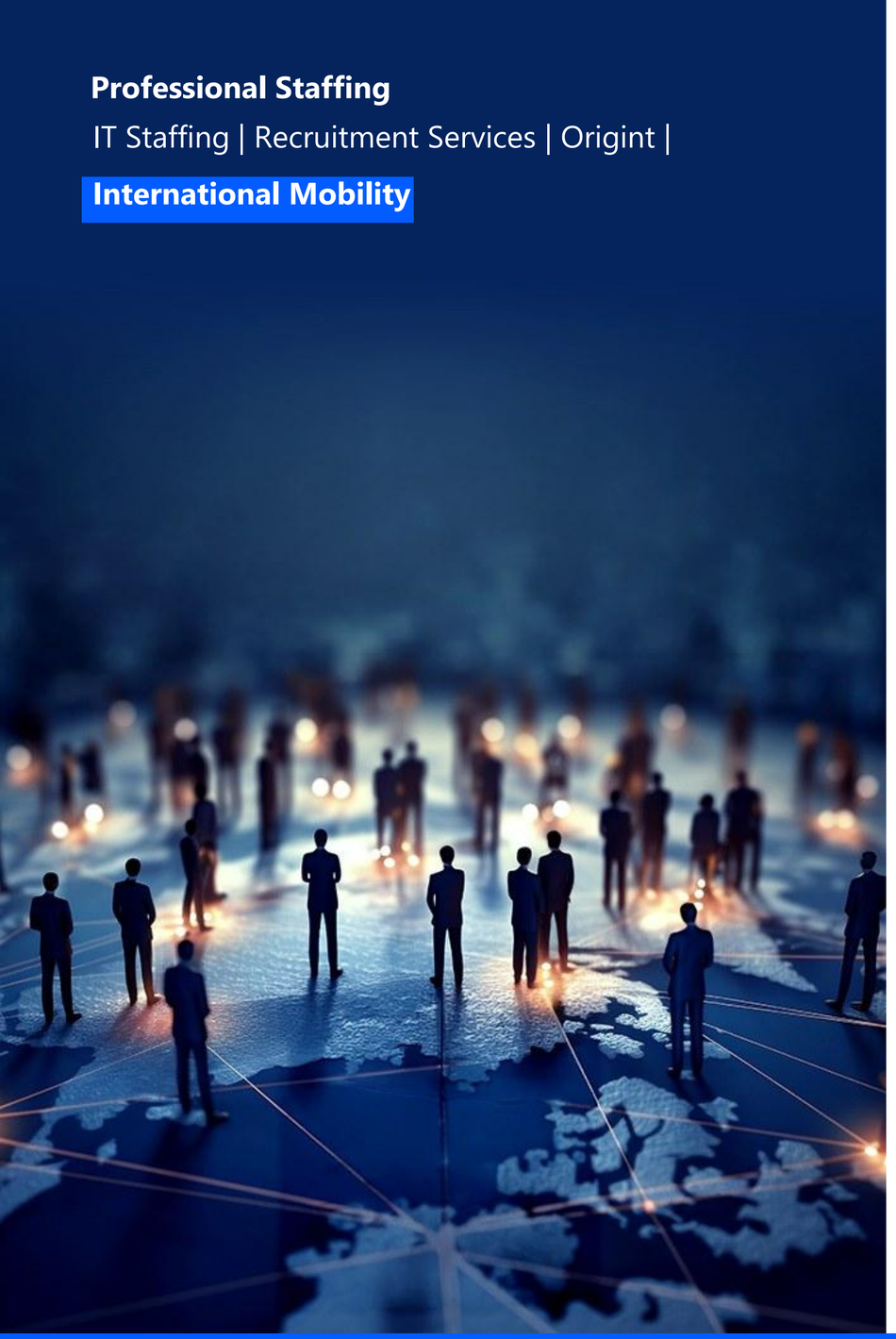
$8.5T
In unrealized economic opportunity

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Professional Staffing

IT Staffing | Recruitment Services | Origint |

International Mobility



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About Quess International Mobility Services

Our Services

Mass Hiring | Skill & Pre-Departure Training | Culture Immersion | Streamlined Sourcing | Offline Interview Setup | Workforce Mobilization | Project Support Services

Industries we serve

Healthcare | IT and Telecom | Construction and MEP | Oil and Gas | Hospitality | Manufacturing | Facilities and Asset Management | Retail | Automotive

Why QIMS?

- Licensed for international recruitment from India
- Virtual and in-person interview formats
- Ethical, compliant deployment across 8 countries

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Overseas Business

Global Expansion Engine

6,000+ Associates

7+ Countries

APAC

- Singapore & Malaysia (Professional & General Staffing)
- Philippines (Professional Staffing)
- Sri Lanka (Professional & General Staffing)

Middle East

- Dubai and Abu-Dhabi (Professional + General Staffing)

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Digital Platforms

Hamara Jobs

Job Platform for Blue & Grey Collar Workforce

Hamara HR

Mobile-first HRMS Platform

Hamara Benefits

One of the largest employee benefits platforms

Hamara Academy

Transforming employee learning

Hamara Recruit

Mandate to Payroll and E-KYC. Recruiter Performance and closure rate tracking

taskmo

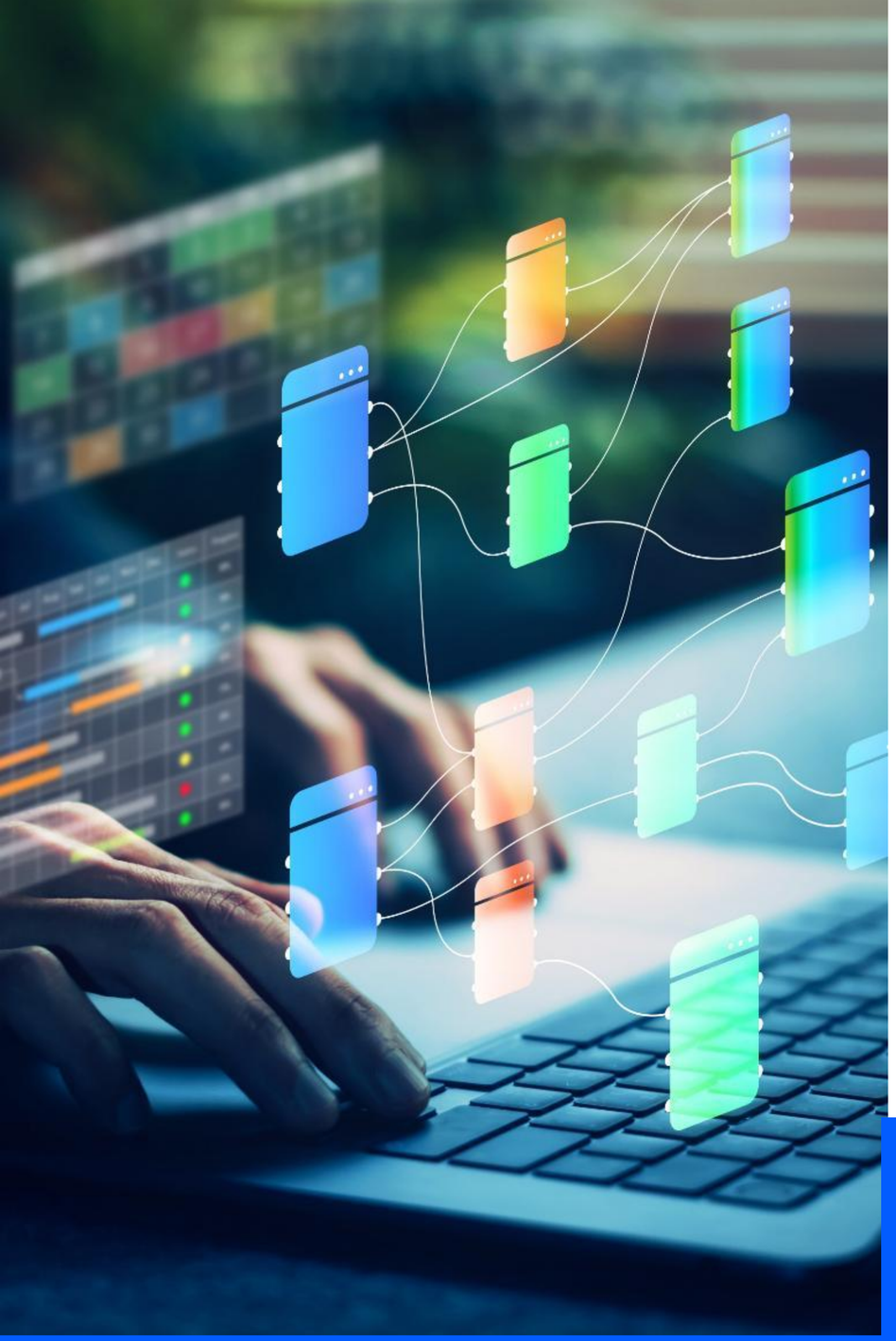
One of the largest tech-driven gig discovery platforms in India

12.6Mn+ Job Seekers On Hamara Jobs

150K+ Daily Active Users on Hamara HR

75K+ Gig Worker Community

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DPDPA Compliance

Secure, Consent-Based Data Management

Lawful Purpose & Consent

- Explicit consent at onboarding
- Clear Notices & Purpose
- Purpose-limited Workflows
- Digital audit logs

Data Minimization

- Collect essential KYC only
- Masking & encryption across platforms
- Secure APIs & role-based access
- Privacy by design & default

Employee Rights

- Transparent privacy notices
- Access, correction & grievance channels
- DSR handling (Access/Erase/Port)
- Timely response & resolutely

Storage, Retention & Deletion

- Defined Data Classification
- Structured retention periods
- Auto-deletion post-retention
- Secure archival for legal needs
- Backup & Disaster recovery controls

End-to-End System Controls

- Qpay: encrypted financial data
- TaskMo: identity Verification
- Central logging & breach SOPs
- Vulnerability & Regular Patching
- Monitoring & Incident Response

Governance & Accountability

- DPDPA aligned policies & procedures
- Data Protection Officer
- Periodic Training & Awareness
- Vendor due diligence & DPAs
- Regular Audits & Assessments

Built on a strong foundation

India-First Compliance | Privacy by Design & Default | Secure Infrastructure | People * Process * Technology | Audit Ready by Design

All Quess platforms architected for data minimization · Lawful processing · Retention control · Audit-ready governance

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Data Protection & Privacy

A Governance-Driven Compliance Program

Quess operates a structured, living Data Protection & privacy compliance program anchored in India's Digital Personal Data Protection Act (DPDPA) and aligned to global Data privacy principles. Data Protection compliance is not a one-time project. It is embedded into our governance, operations, and technology as a continuous commitment to clients, employees, and regulators.

Trust Commitment

Privacy is a business imperative, not just a compliance checkbox

DPDPA Readiness

Proactive alignment to India's Digital Personal Data Protection Act

Embedded Operations

Privacy controls built into how Quess operates every day

Accountable Governance

DPO · Policies · Board Oversight

Consent & Lawful Basis

Notice · Purpose · Rights

Secure Data Lifecycle

Minimize · Protect · Delete

Continuous Monitoring

Audits · Incidents · Improvement

Secure Storage & Transfer

Encryption at rest & in transit

Role-Based Access

Least-privilege controls

Retention & Deletion

Defined schedules enforced

Data Minimization

Collect only what's needed

Monitoring & Incident Management

Continuous oversight & response

Quess operates a living Data Protection compliance model - protecting personal data, supporting client trust, adapting to evolving technology and regulation

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How Data Privacy is Operationalized Across Quess

Process



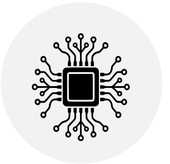
- Data lifecycle controls & mapping
- Data Privacy Impact Assessments Consent management workflows
- Data Subject Rights handling

People



- Mandatory Data Protection & Privacy training for staff
- Role-based awareness programs
- Confidentiality & NDA obligations
- Data Privacy champions in business units

Technology



- Access controls & audit trails
- Encryption at rest & in transit
- Continuous monitoring & alerting
- Privacy by design in all platforms

Global Alignment & Future Readiness

Privacy in Practice

Operationalization & Future Readiness

Cross Border & Vendor Governance

DPAs, data transfer safeguards, third-party accountability

AI & Emerging Technology Review

Data Privacy risk review for AI, automated decisions & new tools

Dynamic Compliance Monitoring

Regulatory watch, program refresh & gap remediation.

Privacy by Design in Transformation

Privacy embedded at design stage across all digital initiatives

Our Operating Models

- Quess primarily operates as a staffing & workforce deployment partner
- In most cases, client data remains within client-controlled systems
- Where personal data enters Quess systems, full privacy controls apply

CLIENT DATA MANAGEMENT: Privacy Controls Apply Wherever Client-Related Personal Data Is Processed

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We Don’t Fill Positions.

We Accelerate Potential Through Digital Tech

Digital Hire-to-Retire

SOURCING

- 10Mn+ candidate database
- AI-Powered ATS Matching Engine
- AI Agent Voice Calling
- Robust referral channels



ONBOARDING

- AI-Powered paperless onboarding platform
- Seamless Aadhar Based Authentications (eKYC)



PAYROLLING & COMPLIANCE

- Proprietary cloud-based Payrolling
- Self-service tools for payslips and HR Ops
- Among the largest contributor to EPFO and ESI in India



LIFECYCLE MANAGEMENT

- State of Art Centre of Experience in Jaipur for superior associate experience
- Best in class associate benefits through Hamara HR



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Hiring at the Speed of AI

Our AI sourcing engine, finds, engages and matches candidates in real time, so your roles fill faster.

10Mn+ candidate profiles in our database

1 Lakh+ hot candidate leads a month, generated by AI

+91 89898 98955
Our always-on WhatsApp hiring bot

01
ATTRACT
Digital campaigns, job portals, referrals and partner networks bring in a steady flow of interested candidates.

02
ENGAGE
Our AI recruiter bot chats with candidates on WhatsApp, and AI voice agents call them, the moment they show interest, 24x7.

03
MATCH ON THE FLY
While the conversation is on, AI checks skills, location and eligibility, and matches each candidate to the right open role.

04
CONVERT
Shortlisted candidates are booked for interviews and nudged to joining, with our recruiters closing every hire.

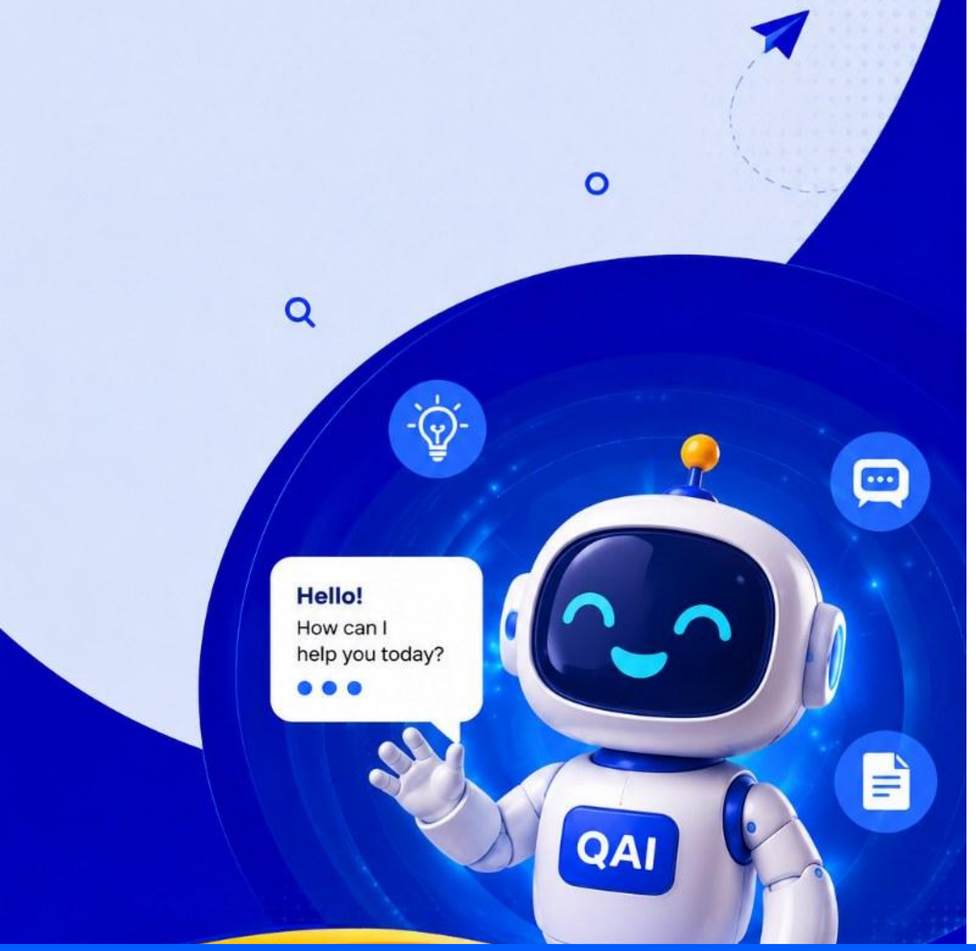
What it means for you

- **Faster shortlists**
- **Wider reach, including Tier 2 and 3 cities**
- **Always-on candidate engagement**
- **Consistent, data-backed screening**

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QAI

Our AI Powered Assistant



QUESS
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A smarter way to get answers.

QAI (Quess AI) is our new AI-powered assistant, built to help 4.8lac+ Quess associates get quick answers to everyday HR queries - anytime, anywhere.

Why you'll love QAI

No waiting

Get instant answers without delays.

Just instant support, right at your fingertips

Quick, accurate responses whenever you need them.

No hassle

Simple, seamless and easy to use.

QAI is already making an impact!

AI responded		Resolved by AI	
	72.7% Nearly 3 in 4 conversations		**29.5%** Autonomous employee outcomes

Where you can find QAI

Email

Hamara HR app

WhatsApp

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Because at Quess,

talent is already in motion!

Hiring Infrastructure

Dedicated onboarding hub in Jaipur COE

1,400+ recruiters across

70+ locations scout for candidates across India.

AI Powered platforms that mobilize and managetalent on a **24/7** basis

JobSpots in Manufacturing clusters

Our Workforce

Total headcount **~504,000**



70% of our people are employed in Tier 2 & Tier 3 cities

18% Women associates

Spread across **8** countries

Talent in motion

40-50K Gross Jobs Added per Month

Formalising India's workforce: **166,000** first-time employees added

30% of our joinees are new entrants to the formal workforce

60% of Quess workforce is **<30** years of age

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True momentum includes

every voice, skill, and story

80,000+
women employed

ESG-anchored
hiring for impact-driven growth

200K+
underserved rural youths trained

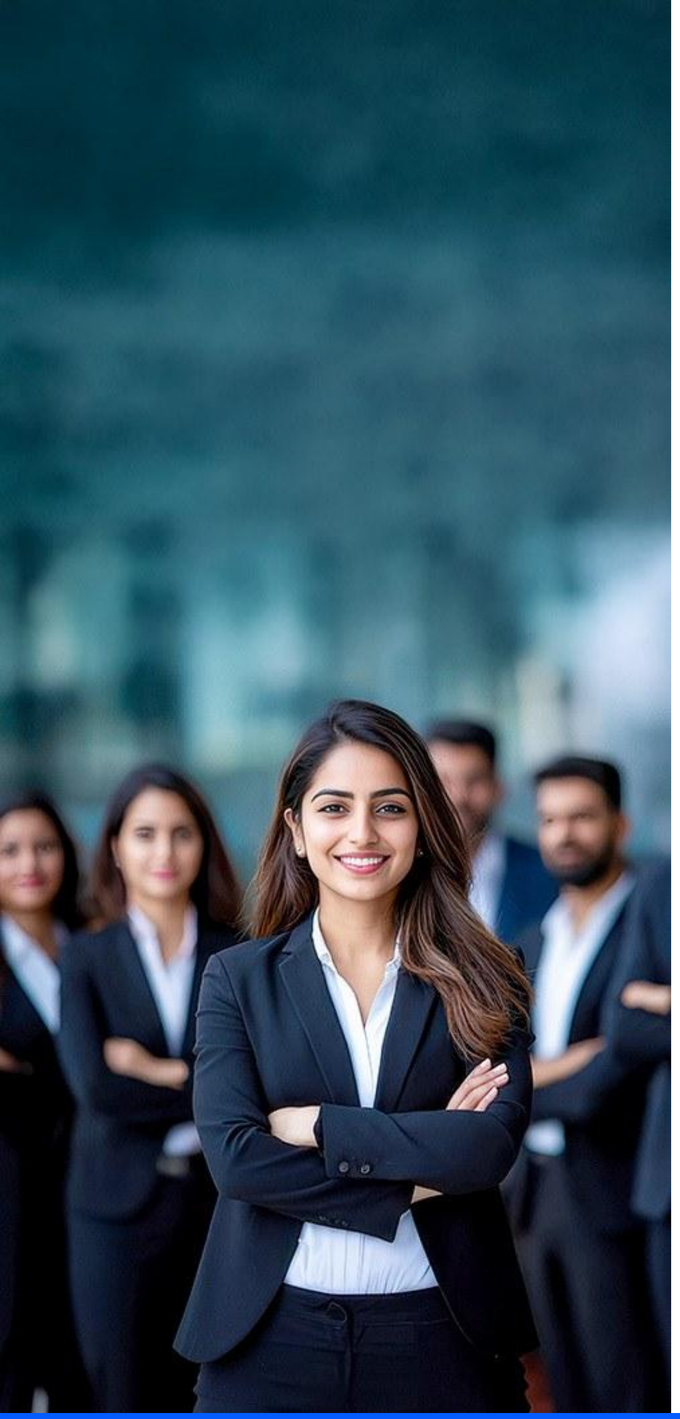
300+
NGO sourcing partners

70%
of hires from Tier 2/3 cities

PwD talent
channels supported by funded social orgs

Inclusive practices
accredited by GPTW

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When You Need 30,000 Hires in a Month, You Call Us

80%
faster hiring via AI-led screening

10,000+
Just-in-time gig deployment across locations

25%+
productivity improvement through digital tools

100%
compliance scorecards across key verticals

Digital onboarding
via POP – completed in 4 minutes

400K+
Payroll via QPay – processed monthly

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Why Partner With Us?

Your Trusted Partner for Scalable, Compliant & Future-Ready Staffing Solutions

Market Credibility & Transparency

Publicly listed organisation ensuring full regulatory compliance, transparency, and confidence.

Robust Governance Structure

Governance driven by a Board of **8 Directors**, including **4 Independent Directors** for unbiased oversight.

Best-in-Class Audit & Controls

Statutory auditors: **Deloitte Haskins & Sells LLP** and Internal auditors: **Grant Thornton Bharat LLP**, supported by strong internal audit controls.

Reliable, Efficient & Compliant Operations

Established governance framework ensures reliable, efficient, and compliant operations with low risk.

Enterprise Risk Management for Continuity

Robust **Enterprise Risk Management (ERM)** ensures continuity and stable outcomes in dynamic environments.

High Standards of Reporting & Communication

Timely quarterly results, annual reports, and statutory disclosures ensure clear communication.

Responsible & Ethical Business Practices

Ethical business practices supported by publicly disclosed policies and governance frameworks.

ESG Strength That Enhance Customer Value Chains

Strong ESG performance with ratings: **CFC Finlease – 7.4 (Very Good)** and **SES ESG – 63.3**, enhancing client value chains.

Strong Social Impact Through CSR

CSR initiatives **improving 75 schools, 28 anganwadis**, and benefiting **17,000+ children**, supporting meaningful social impact.

Large, Diverse & Inclusive Workforce

With **80,000+ women**, Quess builds inclusive, high-performing teams customers value.

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The Quess Advantage



Transparent, compliant & scalable solutions

High **service reliability** across industries

Mature risk and **control frameworks**

Strong financial, governance & audit backbone

Trusted by **leading global** and Indian enterprises

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From Transformation to Tangible Results

What You Get with Quess Isn’t a Resume. It’s a Result.



Retail major

Ramped **5X** frontline ops during peak sale with zero attrition



Banking client

Scaled **100K** staff with zero compliance deviation



Logistics brand

35% cost reduction via gig model



Hospital chain

Reduced downtime **40%** with digital workforce productivity tools

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It’s Not Just What We Do.

It’s How We Move.

Strategic Partnership

Comprehensive Services:

Single-source for staffing, managed outsourcing, and business services.

Scalable & Flexible:

Rapidly adapt to evolving needs.

ESG Focus:

Strong commitment to sustainability, employee well-being, and governance.

Operational Agility

Unmatched Reach:

Operations across 70+ locations globally.

Domain Expertise:

Workforce intelligence with reports that empower and enhance workforce capabilities

Digital-First Approach:

Tech-driven platforms for enhanced efficiency.

Best-in-Class Governance

Compliance Leadership:

Stringent governance, ethical practices, and transparency.

Listed Entity:

Regulatory compliance with comprehensive disclosures.

Data Security:

Robust cybersecurity and global data protection standards.

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ESG Progress

The People Company

Diverse workforce:

80K+ women employees (50.4% of Core & 17% of Associates) as on Mar'2026

Nurturing work environment:

Awarded Great Place to Work® certifications across India (7th time), UAE (1st time), and Singapore (3rd time)

Health and wellness:

Top 10 Best work places in Health and Wellness by GPTW

Responsible Citizen

School Upgradation:

75 schools covered & impacted 16k+ students providing basic facilities.

Community health:

7k+ beneficiaries from the health and wellness programs with over 6.5k+ problems treated

Academic Support:

Provided 14k+ school bags and 76k+ notebooks. 106 scholarships given and 7k+ students trained under computer skills, 14K+ undergone Life Skill Education

Environmentally Conscious

Environmental Management:

Quess is certified ISO14001

Responsible waste management:

3.5k+ Kgs of e-waste responsibly disposed

Biodiversity:

Cumulative 500 trees planted

Trusted Institution

Quality and Information security:

Quess Corp is ISO 37001: 2016, ISO 27001: 2013, and ISO 9001: 2015 certified

Data Privacy and Cyber Security:

Continuous strengthening of cyber security and compliance processes council with strong board oversight and governance framework

Safety Incident Management:

Through HamaraHR (earlier WorQ) & UHD (Unified Help Desk) for associates

Robust Code of Conduct:

Data Privacy/ Cyber-security/ Antibribery /Conflicts of Interest –
NIL complaints filed in FY26



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Who Trusts Us?

Everyone Who Moves Fast.

BFSI

AXIS BANK
BAJAJ FINANCE
SBI card
POONAWALLA FINCORP
ANZ
Mahindra FINANCE
HeroFinCorp.

Manufacturing

UltraTech CEMENT The Engineer's Choice
Honeywell
CATERPILLAR
Schneider Electric
adani

IT Services

Infosys
HCLTech
Sapient
unisys
kyndryl
accenture
hp
cognizant

Automotive

TATA MOTORS
RENAULT
BAJAJ
BOSCH
DAIMLER TRUCK
Innovation Center India

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Who Trusts Us?

Everyone Who Moves Fast.

Telecom

Jio
indus TOWERS
FOXCONN
vodafone
airtel

FMCG

pepsico
unicharm
HONASA
Henkel

BPO/ITes

genpact
accenture

Retail

Reliance RETAIL
D'Mart
ADITYA BIRLA FASHION & RETAIL

FMCD

SAMSUNG
LG Electronics
xiaomi

Lifesciences & Pharma

BHARAT BIOTECH
LUPIN
Biological E. Limited
Celebrating Life Every Day
ALKEM

E-Commerce & Logistics

amazon
ekart LOGISTICS
ecom express

Consulting

KPMG
Deloitte.
EY

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Our GCC Clients

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BFSI

Goldman Sachs · JPMorganChase · citi · Deutsche Bank · BNP PARIBAS · ANZ · standard chartered

Manufacturing/ Automotive

Honeywell · SIEMENS · Schneider Electric · BOSCH · CATERPILLAR · HITACHI · DAIMLER TRUCK Innovation Center India · Shell · OTIS

IT Services & Consulting

accenture · Deloitte. · EY Building a better working world · Capgemini · pwc · KPMG

Retail & Ecommerce

Walmart · TARGET · TESCO · Unilever · ABInBev · L'ORÉAL · Henkel · amazon

Lifesciences & Pharma

CardinalHealth · PHILIPS · UnitedHealth Group · Elanco

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Awards Earned by Transforming What Matters

Ranked **#1** In SIA's top 100 largest staffing firms in India, **2025,** Ranked **#37** top 100 largest global staffing firms in **2024**

#19 Best Place to Work in India, **2025 |** Great Place to Work certified for seventh consecutive year, **2026**

India's Top **10** Best workplace in Health and wellness **2026**

Ranked **#2** among India's largest employers and **#3** among women employers, **2024**

Certified Great Place to Work in **2026 – Singapore** (third consecutive year) and **UAE** (first time)

Ranked 40th among the Best workplace in the middle east **2026.**
Ranked 32nd among the Best workplace for women in the middle east **2026.**

Trailblazer 2026 Award Winner & **Quality Standards** Badge Recipient for 2026/2027

Ranked **#188** In the Fortune India 500 list in **2025**

Ranked **#175** in ET500 list in **2025**

Excellence in DEI Commitment (PANIndia Category) at the CIIEFI National Conference on Industrial Relations **2025**

Certified Leadership Factory of India in **2026-2028**

AI Pioneer – Best Talent Acquisition Team **2025**

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