SYMBOL: SPECTSTM **Dated: 04.06.2025**
ISIN: INE0OL001018

To,
The Manager-Listing Department,
The National Stock Exchange of India Limited,
Exchange Plaza, NSE Building,
Bandra Kurla Complex, Bandra East,
Mumbai-400051

Dear Sir(s)/ Madam,

Sub:- Investor Presentation on Financial Results for H2 & FY25.

In compliance with the provisions of Regulation 30 of the SEBI (LODR) Regulations, 2015 please find enclosed 'Investor Presentation H2 & FY25 of the Company.

Further, in compliance with the provisions of Regulation 46 of the SEBI (LODR) Regulations, 2015, we have uploaded the above on our Company's website https://www.stmpl.co.in for information of our Shareholders/Public.

Thanking you,

Yours faithfully

For Spectrum Talent Management Limited

NITESH ANAND
Digitally signed by NITESH ANAND
Date: 2025.06.04 18:07:12 +05'30'

(Nitesh Anand)
Company Secretary
Membership No.
A28698

Encl. As above.

Great Place To Work. Certified MAY 2024-MAY 2025 INDIA

Spectrum Talent Management Limited

Managing Talent Locally, Globally



Investor Presentation

March- 2025

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Safe Harbor

This document is prepared only for information purpose and do not solicit/recommend/guide for any Investment/Buy-Sell in any financial instrument of **Spectrum Talent Management Limited ("STML")** and/or any of its subsidiary company or associate company. Neither **STML** nor any of its group company/subsidiary Company/ associate company , directors, or employees related person are responsible for any gains/loss arising to any person/body corporate due to any such transaction as stated above**.**

This document may contains certain forward-looking statements. These forward-looking statements can generally be identified by words or phrases such as "aim", "anticipate", "believe", "expect", "estimate", "intend", "objective", "plan", "project", "shall", "will", "will continue", "will pursue" or other words or phrases of similar meaning. Similarly, statements that describe strategies, objectives, plans or goals are also forward-looking statements. **STML** cannot assure investors that the expectation reflected in these forward-looking statements will prove to be correct. Given these uncertainties, investors are cautioned not to place undue reliance on such forward-looking statements and not to regard such statements as a guarantee of future performance.

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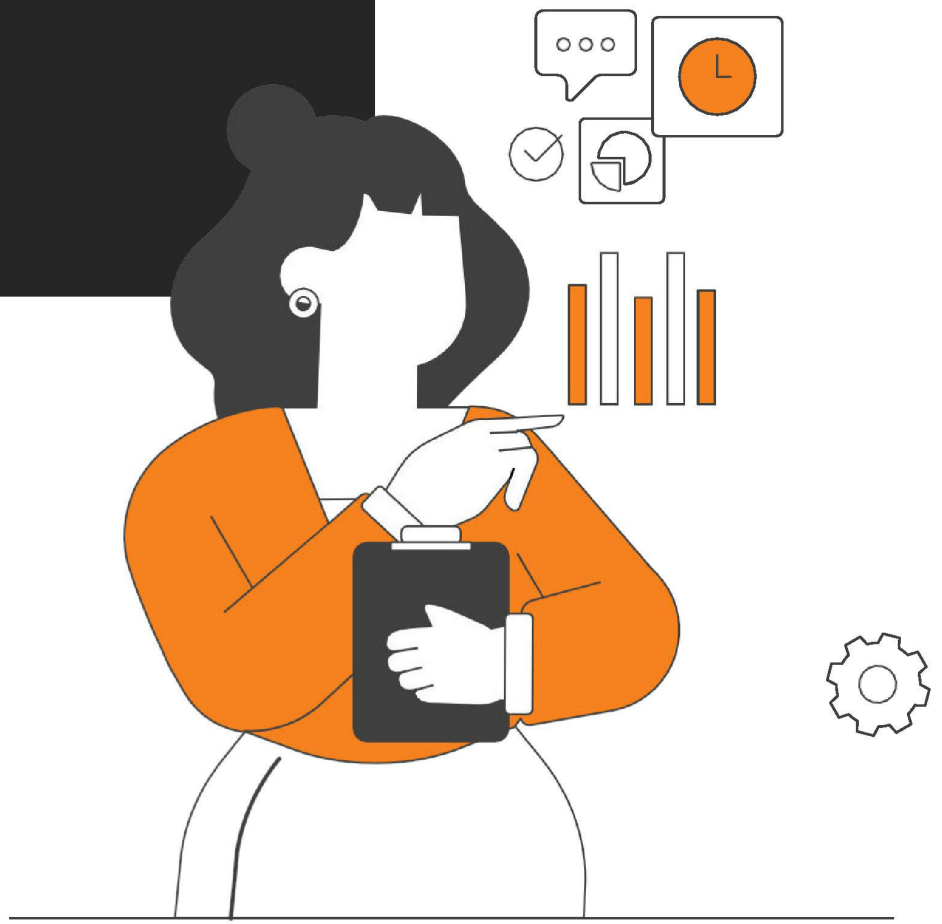
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Company Profile



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Performance Overview

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Company at a Glance



Spectrum Talent Management Limited (Spectrum) is a fast-growing talent management, deployment and HR services company, involved in the entire talent recruitment and deployment life cycle.

Offers complete range of services for talent management, including general staffing, IT staff augmentation, RPO, apprenticeship solutions, among others.

Spectrum was founded in 2008 by first-generation dynamic promoter duo, Vidur Gupta and Sidharth Agarwal, ably supported by a professional second- level management team.

As a bootstrapped founder-driven company, in last 17 years, Spectrum has grown into a global talent management company with workforce of 19,042+ people and 16,186+ people in Apprenticeship.

KEY FACTS

35,228
TOTAL WORKFORCE DEPLOYED

16,186
APPRENTICE DEPLOYED FOR NAPS & NATS

562+
CORE TEAM

490+
VENDOR NETWORK

Global Presence

PAN India Presence with International presence in USA

As of March 2025

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Key Milestones

Headcount Growth

At the company level added 8,074 Headcount in FY25.

This is a YoY growth of 29.7%.

Revenue Growth

At company Level Revenue grew by 25% YoY

Manpower Supply & Recruitment Services grew by 18.7% YoY

Milestone

Increased the Headcount in 2 years from 21,907 in FY23 to 35,228 Headcount in FY25 recording 60.8% growth

Key Sectors

Key sectors contributing to revenue growth – IT/ITES, Pharma, Manufacturing And Retail

New Logos

A total of 200 new logos added in FY25 across sectors.

Apprentice Vertical

Increased the trainee Headcount in 2 years from 6,065 in FY23 to 16,186 Headcount in FY25 recording 166.8% growth

Great Place to Work

Received the prestigious Great Place to Work Certification for consecutive two years..

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H2 FY25 - Snapshot

742 Cr.
H2FY25

35,228+
WFM

562+
Internal Team Size

101
New Logos Added in H2 FY25

- Overall Revenue grew by 39.4% H2 FY25 vs H1 FY25
- Overall EBITDA grew by 0.74% H2 FY25 vs H1 FY25
- Overall Headcount grew by 29.7% H2 FY25 vs H2 FY24
- 101 New Logos added in H2 FY25
- Trainees headcount grew by 95.5% H2 FY25 vs H2 FY24



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Financial Performance - Standalone

(All numbers are in Millions except for Margin & EPS)

Standalone Performance	H2 FY 25	H1 FY 25	HoH%	FY 25	FY 24	YoY%
Total Revenue	7,341.53	5,224.89	40.51%	12,566.42	10,015.80	25.47%
Operating Revenue	7,321.39	5,212.21	40.47%	12,533.60	9,989.87	25.46%
EBIDTA	57.27	53.77	6.51%	111.04	111.02	0.02%
EBIDTA Margin	0.78%	1.03%	-24.18%	0.89%	1.11%	-20.28%
PBT	36.27	42.05	-13.74%	78.32	93.00	-15.78%
PBT Margin	0.50%	0.81%	-38.59%	0.62%	0.93%	-32.87%
Profit After Tax	25.59	43.29	-40.89%	68.88	110.07	-37.42%
PAT Margin	0.35%	0.83%	-57.92%	0.55%	1.10%	-50.12%
EPS (Basic) – Rs	1.11	1.87	-40.64%	2.98	5.02	-40.64%
EPS (Diluted) – Rs	1.04	1.87	-44.39%	2.80	5.02	-44.22%

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Financial Performance - Consolidated

(All numbers are in Millions except for Margin & EPS)

Consolidated Performance	H2 FY 25	H1 FY 25	HoH%	FY 25	FY 24	YoY%
Total Revenue	7,415.51	5,318.35	39.43%	12,733.86	10,186.62	25.01%
Operating Revenue	7,395.27	5,306.08	39.37%	12,701.35	10,162.01	24.99%
EBIDTA	57.55	57.13	0.74%	114.68	118.41	-3.15%
EBIDTA Margin	0.78%	1.08%	-27.72%	0.90%	1.17%	-22.51%
PBT	36.41	45.41	-19.81%	81.82	100.36	-18.47%
PBT Margin	0.49%	0.86%	-42.46%	0.64%	0.99%	-34.77%
Profit After Tax	23.96	48.42	-50.51%	72.38	115.90	-37.55%
PAT Margin	0.32%	0.91%	-64.49%	0.57%	1.14%	-50.03%
EPS (Basic) – Rs	1.04	2.02	-48.51%	3.13	5.30	-40.94%
EPS (Diluted) – Rs	0.97	2.02	-51.98%	2.94	5.30	-44.53%

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Standalone Segment

(All numbers are in Millions except for Margin & EPS)

	H2 FY 25	H1 FY 25	HoH%	FY 25	FY 24	YoY%
Revenue:						
Manpower Supply & Recruitment Services	3,513.50	3,291.84	6.73%	6,805.34	5,872.40	15.89%
Exports of Electronics Goods	3,807.90	1,920.37	98.29%	5,728.27	4,117.48	39.12%
Total Income From Operations	7,321.39	5,212.21	40.47%	12,533.60	9,989.88	25.46%
EBIDTA:						
Manpower Supply & Recruitment Services	35.61	45.70	-22.08%	81.31	80.45	1.07%
Exports of Electronics Goods	21.66	8.07	168.40%	29.73	30.57	-2.75%
Total EBIDTA	57.27	53.77	6.51%	111.04	111.02	0.02%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	62.18%	84.99%	-26.84%	73.23%	72.46%	1.05%
Exports of Electronics Goods	37.82%	15.01%	152.01%	26.77%	27.54%	-2.77%

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Consolidated Segment

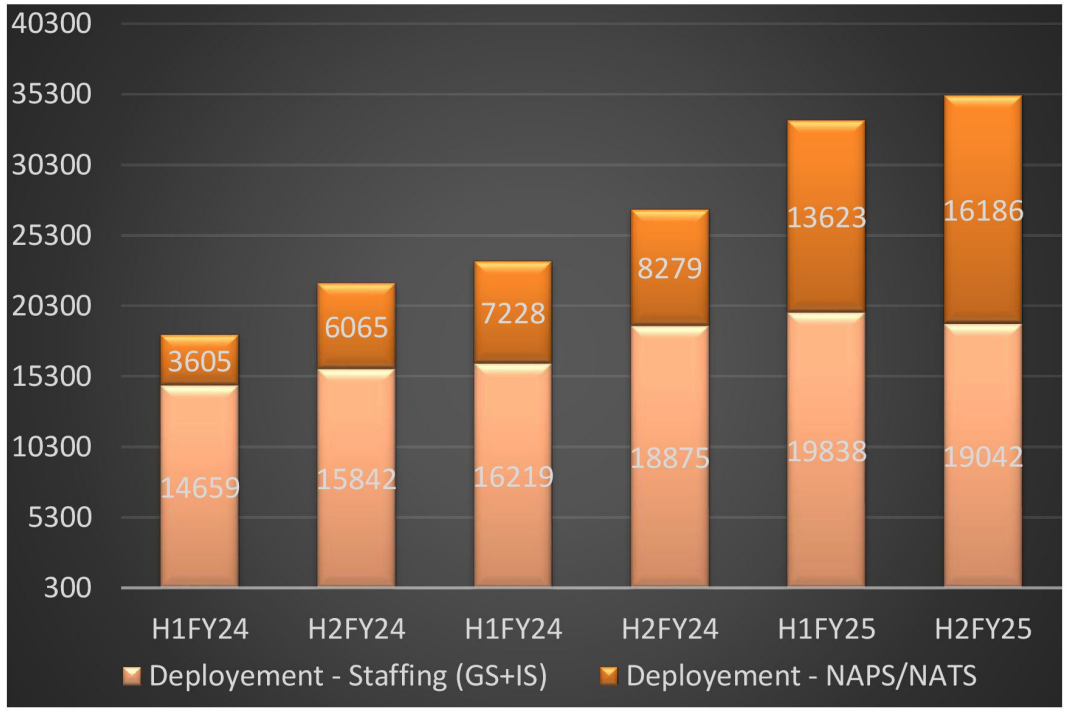
(All numbers are in Millions except for Margin & EPS)

	H2 FY 25	H1 FY 25	HoH%	FY 25	FY 24	YoY%
Revenue:						
Manpower Supply & Recruitment Services	3,587.37	3,385.71	5.96%	6,973.08	5,872.40	18.74%
Exports of Electronics Goods	3,807.90	1,920.37	98.29%	5,728.27	4,117.48	39.12%
Total Income From Operations	7,395.27	5,306.08	39.37%	12,701.35	9,989.88	27.14%
EBIDTA:						
Manpower Supply & Recruitment Services	35.89	49.06	-26.84%	84.95	87.84	-3.29%
Exports of Electronics Goods	21.66	8.07	168.40%	29.73	30.57	-2.75%
Total EBIDTA	57.55	57.13	0.74%	114.68	118.41	-3.15%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	62.36%	85.87%	-27.38%	74.08%	74.18%	-0.14%
Exports of Electronics Goods	37.64%	14.13%	166.43%	25.92%	25.82%	0.41%

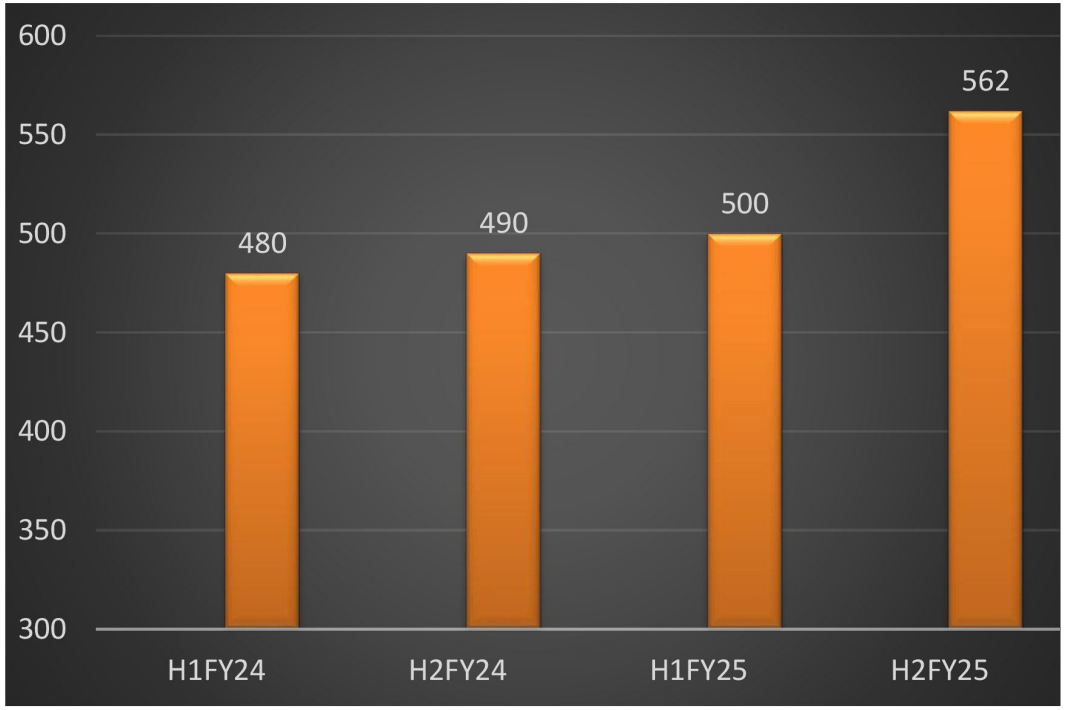
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Operating Matrix – Volume Driven Growth

Total Headcount (Nos.)



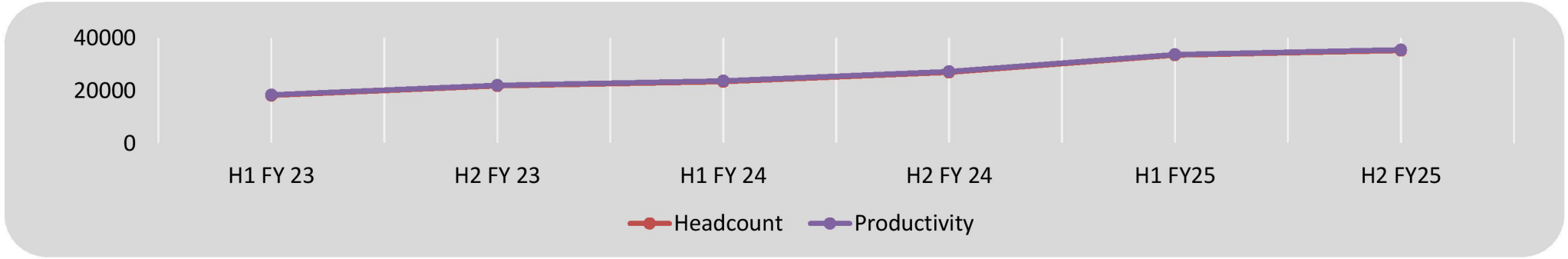
Total Core Headcount (Nos.)



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Headcount & FTE Productivity

Half Yearly	Staffing (GS + IS)	Apprentice	Total	Core Employees*	Productivity
H1 FY'23	14,659	3,605	18,264	66	277
H2 FY'23	15,842	6,065	21,907	78	280
H1 FY'24	16,219	7,228	23,447	72	326
H2 FY'24	18,875	8,279	27,154	78	348
H1 FY'25	19,838	13,623	33,461	95	352
H2 FY'25	19,042	16,186	35,228	97	363



Core Employees includes the Operations Team

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Way Forward

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RETASPECT - Transforming Retail with Innovation

HR Solutions

We offer a comprehensive suite of services designed to streamline recruitment, ensure accurate payroll management, and design effective incentive plans

Productivity Management

To Drive store's success by improving sales, customer satisfaction and operational efficiency

Technology Solutions

By leveraging our technology solutions, you can achieve better operational efficiency, make informed decisions, and drive strategic growth

Learning & Development

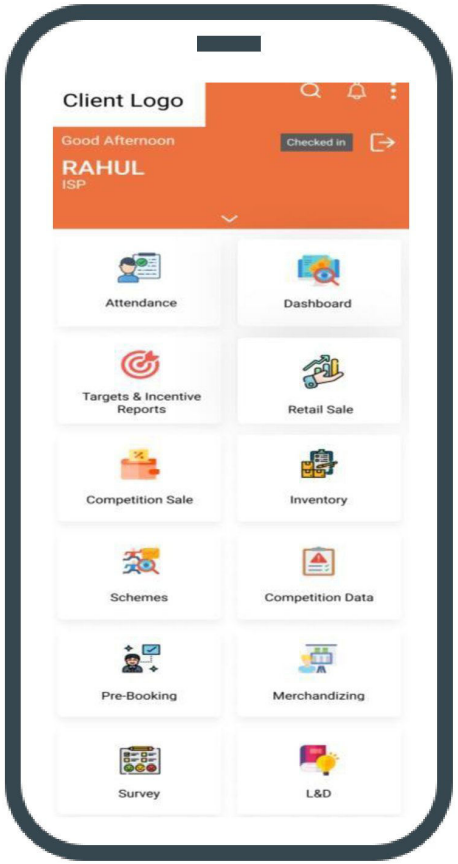
Our approach combines online and offline training execution with detailed assessments to enhance skills, improve performance, and foster continuous growth

Trade Marketing Solutions

We offer a range of services designed to maximize your trade marketing efforts, from compelling in-shop branding to data- driven insights

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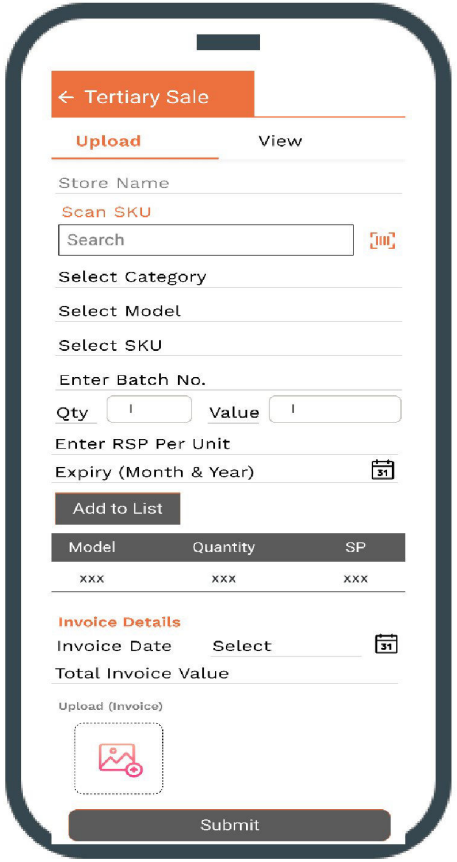
RETASPECT – Mobile Application



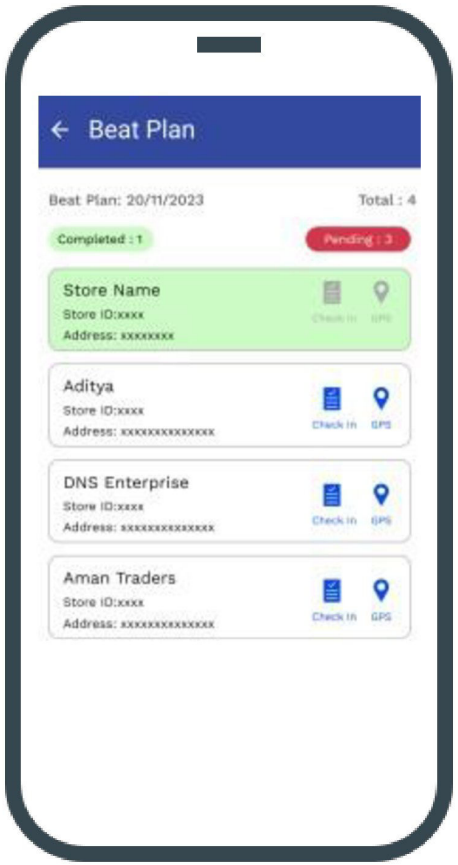
ISP Attendance Dashboard



Sales Dashboard



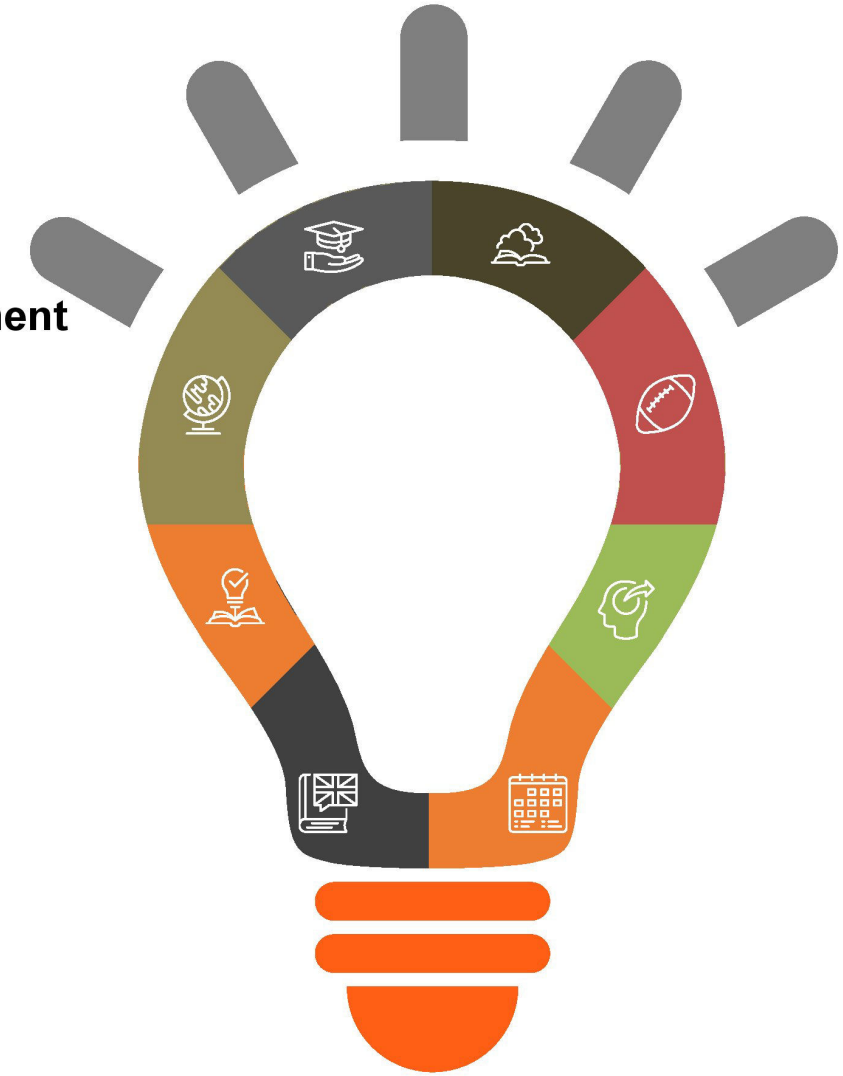
Tertiary Sales Upload



Visual Merchandiser Beat Plan

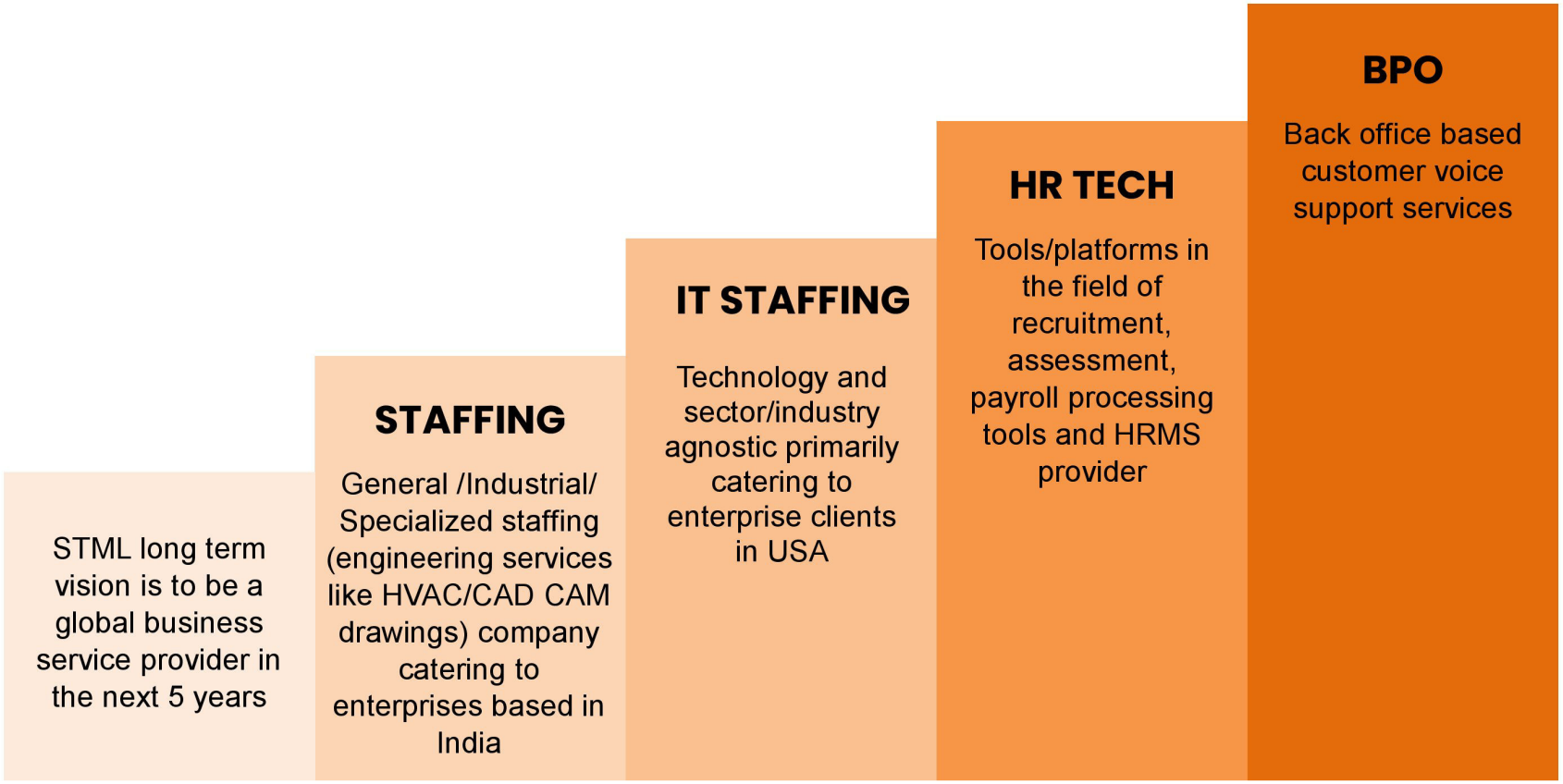
STM+ - End-to-End Workforce Lifecycle Management

- On-boarding
- Attendance & Leave Management
- Payroll Processing
- Compliance
- Performance Management



- Self-service Portals
- Finance Automation
- Mobile-First UI/UX
- Data Security & Access Control
- Exit & F&F Automation

M&A Focus Areas



Our M&A/inorganic strategy focuses on new geography led expansion, new services, and consolidation opportunities within existing services. We aim to align our acquisition strategy with the evolving market landscape, investor expectations, and the broader growth agenda as the M&A pipeline gets built and evaluated

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Team Spectrum



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Our Founders



Mr. Vidur Gupta

MANAGING DIRECTOR

Mr. Vidur Gupta, is the Co- founder, Promoter and Managing Director of the Company. He holds a bachelor' s degree in Hospitality, after which he studied Entrepreneurship from the Amity University. He has completed his MBA in Entrepreneurship and is a specialist in Strategy & Business Development. He possesses extensive experience in management at all levels in India and abroad, and has expertise in talent management in the US, APAC and MEA. He handles Permanent Recruitment, Sales and Marketing and International Business for the company



Mr. Sidharth Agarwal

WHOLE-TIME DIRECTOR

Mr. Sidharth Agarwal, is the Co- founder, Promoter, Whole- Time Director and CFO of the Company. He holds a bachelor' s degree in Business and an MBA from Amity Business School. During his past stints, he worked with Reliance Capital for a year, where he gained tremendous exposure in finance and strategy. His expertise in finance, forecasting skills, optimising and judiciously deploying resources are of great value to the Company. He has been instrumental in ramping up staffing operations of the company. He is responsible for handling contract staffing, finance, and overall operations for Spectrum.

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Board of Directors



Mr. Rajesh Gupta

NON- EXECUTIVE DIRECTOR

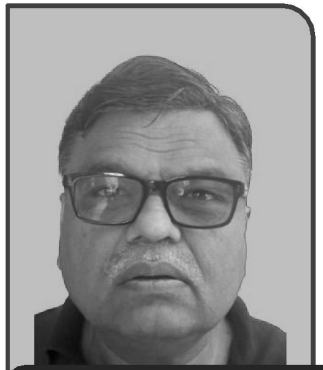
Mr. Rajesh Gupta, is a Non-Executive Director of the Company. He is an Engineer with a degree from SVR College of Engineering, Surat. After passing out from college in 1981, Mr. Gupta went on to establish multiple ventures that involved producing raw materials related to the textile industry. He brings over 40 years of work experience with **different industries.**



Mr. Rajeev Agarwal

NON- EXECUTIVE DIRECTOR

Mr. Rajeev Agarwal, is a Non-Executive Director of the Company. He completed bachelor's of Commerce (Honors) from Delhi University (DU), after which he established multiple automobile dealerships for cars and two wheelers in last 35 years. Mr. Agarwal brings a strong association with several retail businesses to the board.



Mr. Anup Kumar Jaiswal

INDEPENDENT DIRECTOR

Mr. Anup Kumar Jaiswal, is an Independent Director of the Company. He completed his MA from the University of Delhi in 1982, and also holds an LLB Degree from Garhwal University. He has held various positions as a Government authority; he was the Chairman of the Income Tax Settlement Commission, Principal Chief Commissioner of Income Tax – Gujarat, Principal Chief Commissioner of Income Tax - MP and Chhattisgarh, DDG Narcotic **Control Bureau.**



Ms. Anubha Agarwal

INDEPENDENT DIRECTOR

Ms. Anubha Agarwal, is an Independent Director of the Company. She is a fellow Company Secretary and a lawyer serving in the legal profession for more than 17 years. She has advised various multinational companies on corporate, commercial and policy issues and **holds a gold medal in commerce.** She has to her credit various legal articles on diverse topics. In her current role, she works as the Legal Counsel in India for United Airlines.



Mr. Suresh Kumar Mehra

INDEPENDENT DIRECTOR

Mr. Suresh Kumar Mehra, is an Independent Director of the Company. He has completed his post-graduation and is a diligent insurance professional with more than 36 years of work experience managing operations in The Oriental Insurance Company Limited and Health Insurance TPA of India. He has overseen departments such as budget, and human resource development.

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Senior Management Personnel

Mr. Atanu Banerjee
CEO
STAFFING DIVISION

Mr. Banerjee, is the CEO, Staffing division, of the company. He holds a Master's in Biotech and is a management graduate from the Amity University. He has more than 17 years of work experience in the Biotech, online Media, Specialty Chemicals industries & Advertising space and has spent over 9 years in HR and allied businesses.

Mr. Sumit Sarabhai
CBO
STAFFING DIVISION

Mr. Sarabhai, is the CBO – Staffing Division. A management professional with more than 24 years of corporate experience across Retail, Security and Staffing industries. A Certified Life Coach, a Certified NLP (Neuro-Linguistic Programming) practitioner, a Certified POSH Trainer & EFT Tapping Practitioner and a Certified Spiritual Life Coach .

.

Mr. Ramgopal Nanda
VP - IT STAFFING, RPO & RECRUITMENT

Mr. Nanda, is the VP for IT Staffing, RPO and Recruitment for the company. He has completed his Masters in Business Administration and has over 14 years of work experience in the recruitment & staffing industry. Prior to joining the company, he has worked with ***Quess Corp*** for 12 years.

Mr. Nikhil Kumar
AVP
APPRENTICE DIVISION

Mr. Kumar, is an AVP for Apprenticeship Vertical, of the company. He is an Engineering graduate and has a Masters in Business Administration. He has a proven track record of building multifunctional high-performing teams. Prior to joining the company, he has worked with Team Lease for 5 years

Mr. Madhu Kadavath Sukumari
AVP
US STAFFING

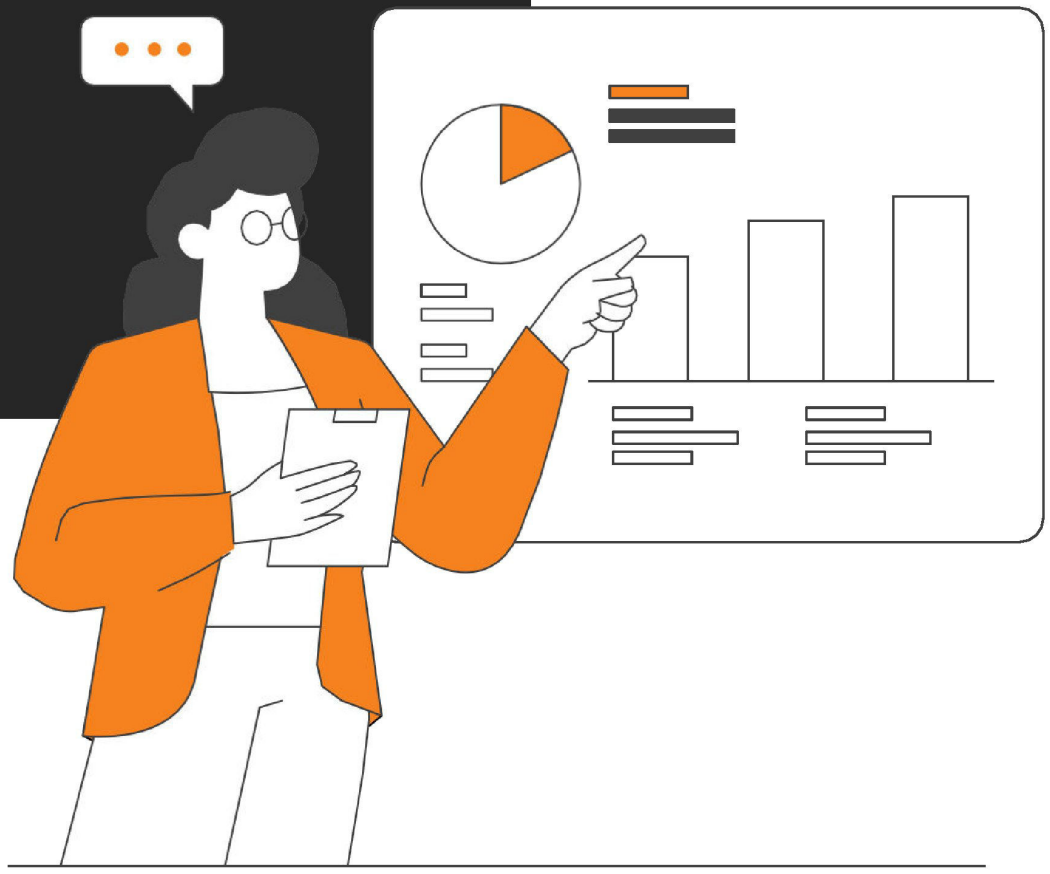
Mr. Sukumari, is the Associate Vice President – US Staffing Business. He possesses a **rich experience of 24 years** and has expertise in New Business development, Client Management, Relationship building and Channel partner management.

Mr. Peush Saproo
VP – Business Development

Mr. Peush, is the Vice President for Business Development & Sales for the company. He has 22+ years of experience in HRO , Recruitment, RPO ,IT staffing & BPO services. He has also worked in Africa continent managing 06 countries for selling BPO & HRO services. On education front he has done BE & MBA. Prior to joining the company , he has worked with ManpowerGroup as India Sales Head for 4 years.

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Company Profile



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Company Profile

Spectrum Talent Management is a global leader in manpower solutions, offering a range of services including Recruitment Process Outsourcing, Global Search and Selection, Permanent Recruitment, Contract Staffing, IT Staffing, Apprentice Program, and Managed Services.

Founded in 2008, we have 14 offices worldwide, including locations in India, the United States

We are proud to serve clients in over 30 countries, and have a proprietary database of more than 10,00,000 global candidates. With a team of over 562+ full-time resources and a client base of over 450+ companies with more than 35,228+ Associate Workforce, we have a deep understanding of the hiring industry and a proven track record of success. Our structured processes, professionalism, and strong work ethics make us a trusted choice for organizations seeking top talent.



35,228+ Associate Workforce

14 Offices World-wide

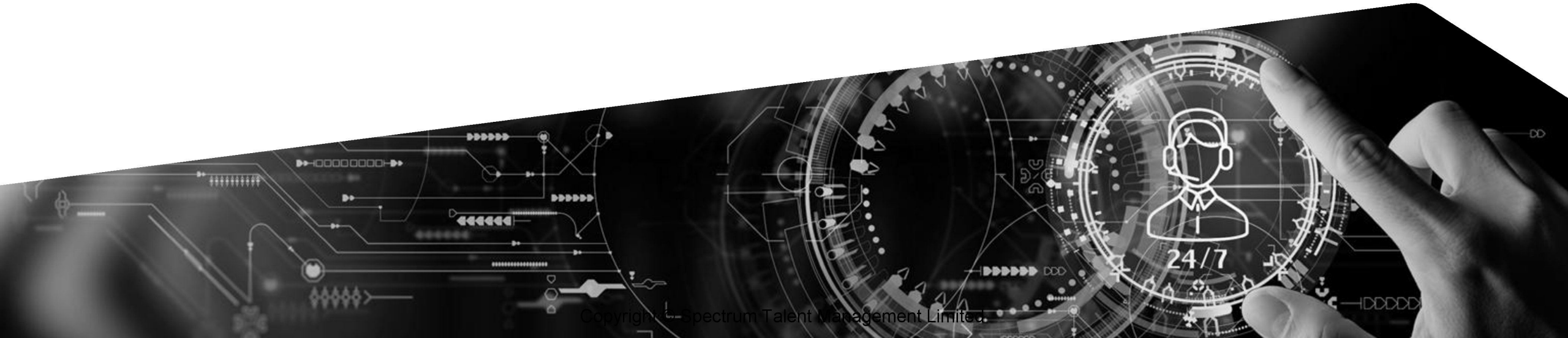
Expertise in 13 + Sectors

Presence in 2 Countries globally

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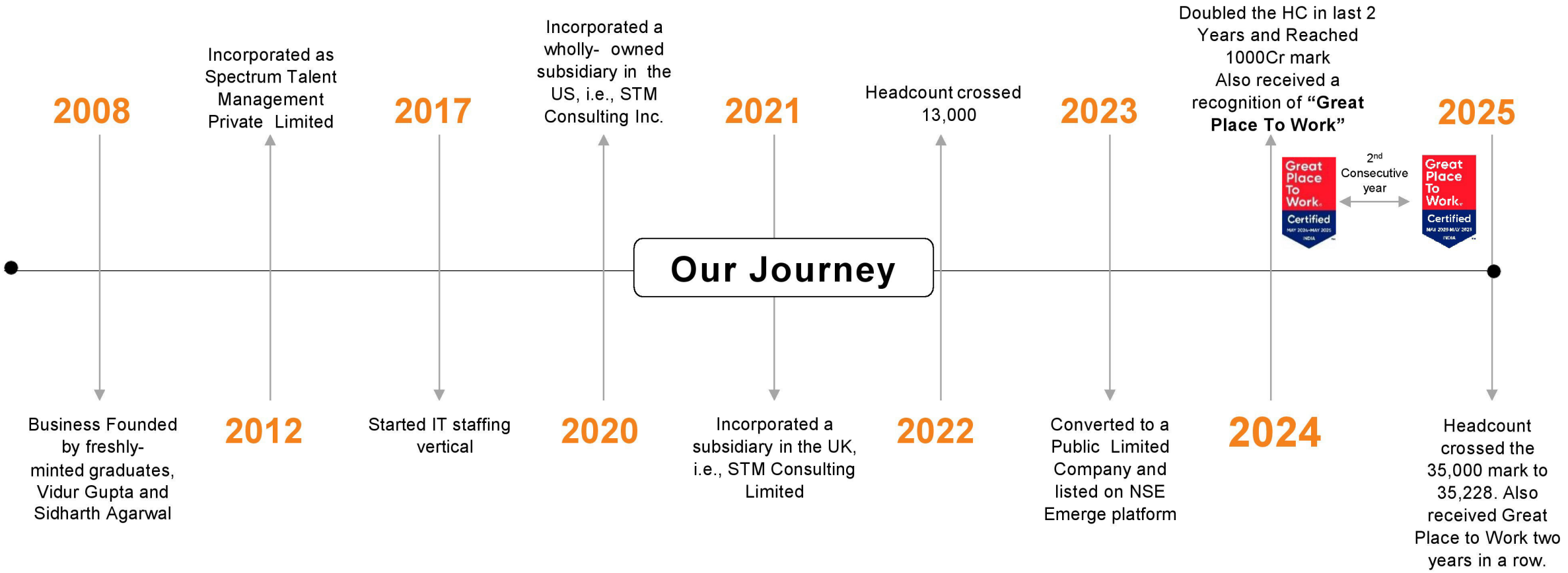
Our Services

- Global Search And Selection
- Recruitment And RPO
- General Staffing
- Technology Staff Augmentation
- Apprentice Solution
- Training & Development
- MSP



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Our Journey



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Our Global Presence

INDIA

Headquarter: Noida

C-142 Sector 63 Noida, Uttar Pradesh – 201301, **Email:** info@stmpl.co.in

STM India | STM Consulting Inc. USA

info@stmpl.co.in

Landline: +91 120 4258857 (Only for Delhi/NCR) | **Associate Helpline:** +91-7065060428

www.stmpl.co.in | www.consultstm.com

ISO Certifications: ISO 27001:2013, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018

Member of Indian Staffing Federation:

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Contact Us



Spectrum Talent Management Limited

C-142 Sector 63 Noida, Uttar Pradesh – 201301,

Email: info@stmpl.co.in

www.stmpl.co.in | www.consultstm.com

Investor Relations Contact

Sarathi Maniyar

Senior Manager- Strategy & Investor Relations

Tel: +91-8237689573 | Email: sarathi.maniyar@stmpl.co.in

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