



SPECTRUM TALENT MANAGEMENT LTD.

(Formerly known as Spectrum Talent Management Private Limited)

**SYMBOL: SPECTSTM
ISIN: INE0OL001018**

Dated: 28.05.2024

**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 & FY24.

In compliance with the provisions of Regulation 30 of the SEBI (LODR) Regulations, 2015 please find enclosed 'Investor Presentation H2 & FY24' of the Company.

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://www.stmpl.co.in> for information of our Shareholders/Public.

This is for your information and records.

Thanking you,

Yours faithfully

For Spectrum Talent Management Limited

**(Nitesh Anand)
Company Secretary
Membership No.
A28698**

Encl. As above.

PAN NO - AARCS4776M, CIN NO - L51100DL2012PLC235573

Registered Office B - 46, RETREAT APARTMENTS, 20, I.P. EXTENSION, DELHI - 110092	Corporate Office C - 142, SECTOR 63, NOIDA - 201301 HELPDESK - 7065060428
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RPO | Executive Search | Flexi-Staffing | IT-Staffing

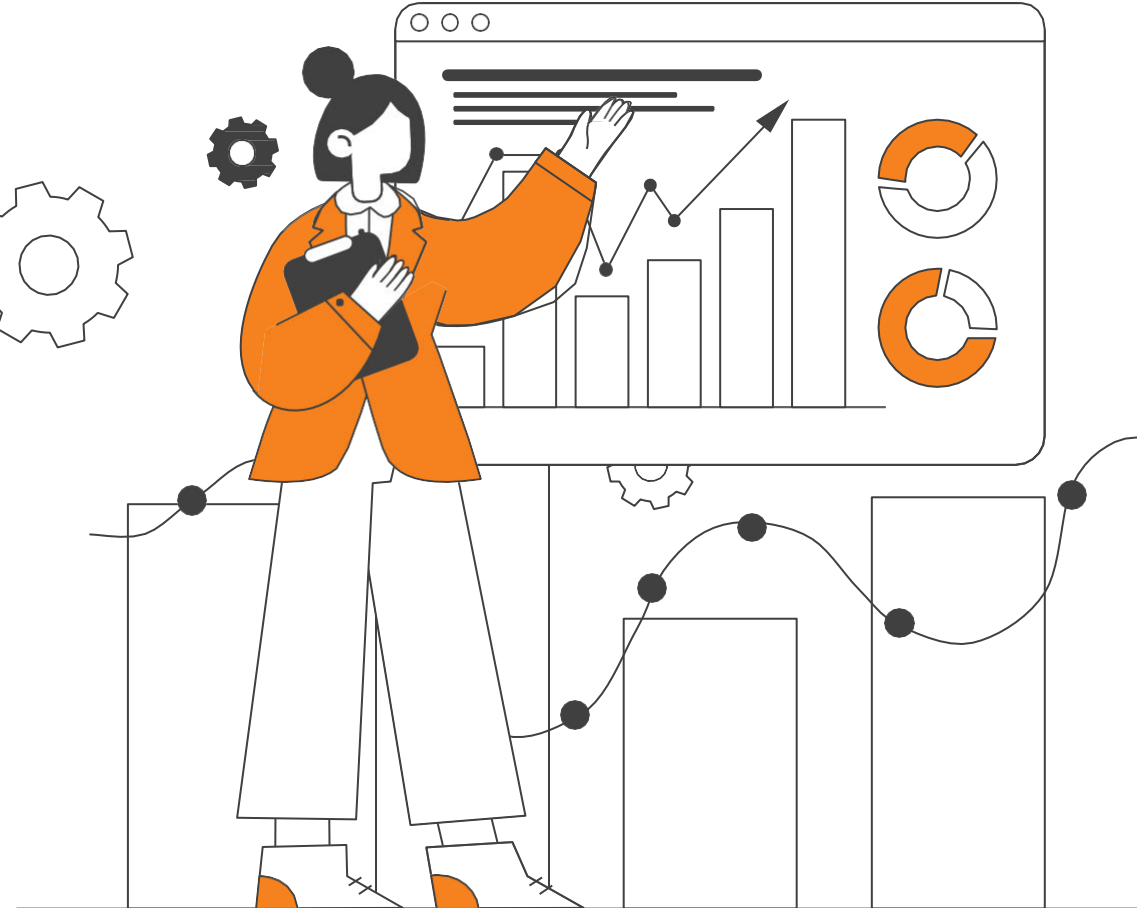
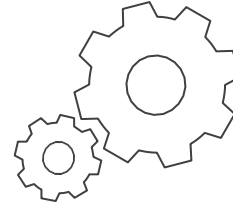
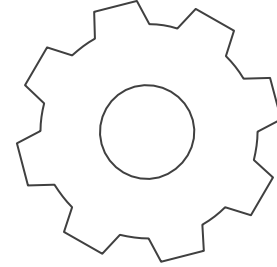
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Spectrum Talent Management Limited
Managing Talent Locally, Globally

Investor Presentation

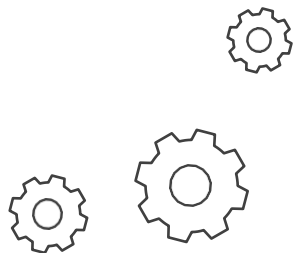
March - 2024



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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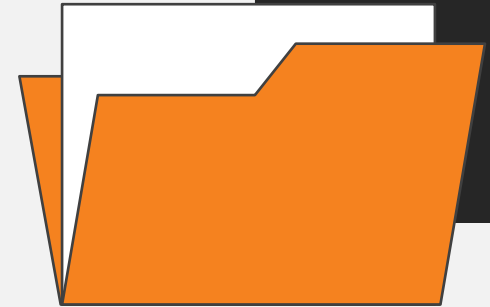
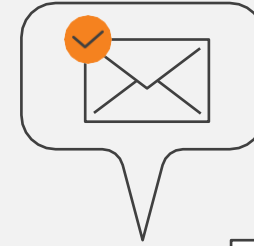
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Spectrum: Executive Summary



4 KEY VERTICALS



- Staffing (GS + IS)
- Apprenticeship (NAPS/NATS)
- Recruitment Process Outsourcing (RPO)
- Global HR Services

EXPANDING GLOBAL PRESENCE



- Expanding global presence
- Have closed positions in over 30 countries
- Supported by offices in key locations in India

YOUNG TEAM



- Average management age 40 years
- Aggressive approach

FAST GROWING PLAYER



Fast-growing player with total 27000+ headcount deployed on March 2024 compared to 10,000+ as on FY2020 (including NAPS & NATS)

LEVERAGING TECHNOLOGY

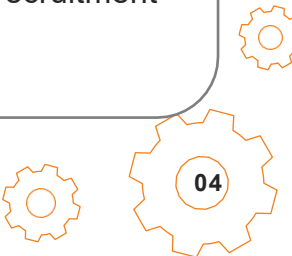


Leveraging technology with indigenous in-house developed technology tools across different functions of the organization

SUBSTANTIAL OPPORTUNITIES



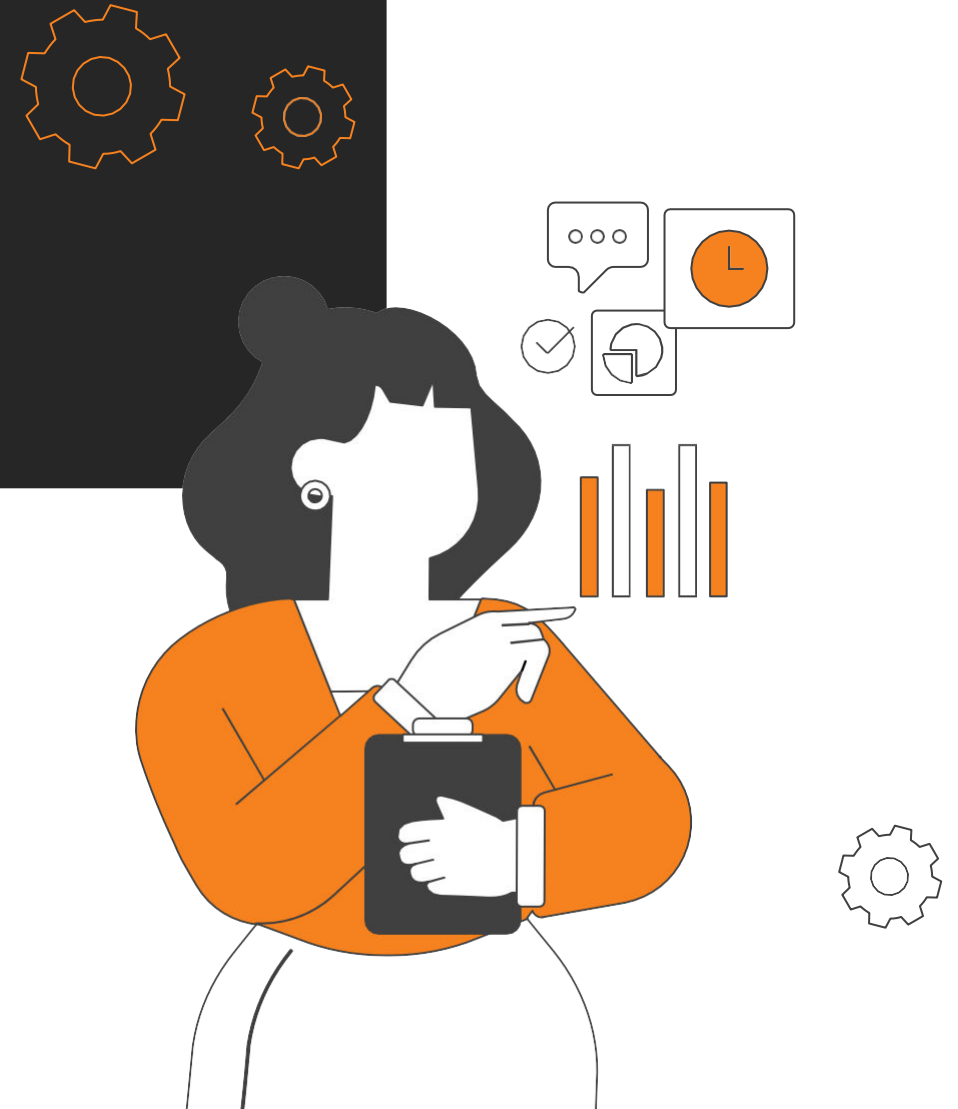
- Growing labour market
- Increasing formalization of the economy
- Under-penetrated & fragmented recruitment outsourcing in India





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 15 years, Spectrum has grown into a global talent management company with workforce of 18,800+ people and 8,200+ people in Apprenticeship.

KEY FACTS

18,875+

WORKFORCE DEPLOYED

8,279+

PEOPLE DEPLOYED FOR NAPS & NATS

490+

CORE TEAM

322+

VENDOR NETWORK

Global Presence

PAN India Presence with International presence in US & UK

As of March 2023



Key Milestones



Headcount Growth

At the company level we added 5247 in managed Headcount in FY24 wherein the H2 FY24 showed a promising contribution of 15.81% adding 3707

Revenue Growth

At company Level Revenue grew by 32.9 %
Manpower Supply & Recruitment Services grew by 20.1 %

Milestone

We doubled the Headcount in 2 years from 13000 to 27000+ in FY 24
Also touched the 1000 Cr. Milestone

Key Sectors

Key sectors contributing to revenue growth – Renewable, Retail & Manufacturing

New Logos

70 New logos added in H2.

Apprentice Vertical

We added Trainees headcount by 2823 in FY24 wherein the H2 FY24 showed a promising contribution of 14.5% adding 1051 Headcount

Sales Team

Mr. Peush Saproo joined as a Sales Head for RPO & IT Staffing Business. He is having an overall experience of 21 Years. We increased our RPO & IT Staffing sales team by 10 Members



FY 24 - Snapshot



1001 Cr.
FY24

27,000+
WFM

490+
Internal Team
Size

70
New Logos
Added in
H2 FY'24

Overall Revenue grew by 32.9%

Overall Headcount grew by 24% YoY

Successful setup of RPO and IT Staffing Sales Team

Trainees headcount grew by 36.54% YoY

Achieved 1000 Cr. Milestone



Financial Performance - Standalone



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

Standalone Performance	H2FY24	H1FY24	HOH %	FY24	FY23	YoY %
Total Revenue	5,784.62	4,231.18	36.7%	10,015.8	7,536.2	32.9%
Operating Revenue	5,771.31	4,218.56	36.8%	9,989.9	7,527.7	32.7%
EBIDTA	46.47	38.62	20.3%	85.1	233.1	-63.5%
EBIDTA Margin	0.8%	0.9%		0.9%	3.1%	
PBT	57.31	35.69	60.6%	93.0	212.1	-56.1%
PBT Margin	1.0%	0.8%		0.9%	2.8%	
Profit After Tax	72.57	37.50	93.5%	110.1	270.2	-59.3%
PAT Margin	1.3%	0.9%		1.1%	3.6%	
EPS (Basic & Diluted)-Rs	3.31	1.71	93.5%	5.02	15.6	-59.3%

Financial Performance - Consolidated



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

Consolidated Performance	H2FY24	H1FY24	HOH%	FY24	FY23	YoY %
Total Revenue	5,874.2	4,312.4	36.2%	10,186.6	7,688.1	32.5%
Operating Revenue	5,861.8	4,300.3	36.3%	10,162.0	7,680.4	32.3%
EBIDTA	51.86	41.94	23.7%	93.8	235.7	-60.2%
EBIDTA Margin	0.9%	1.0%		0.9%	3.1%	
PBT	61.8	38.6	60.3%	100.4	221.8	-54.7%
PBT Margin	1.1%	0.9%		1.0%	2.9%	
Profit After Tax	75.7	40.4	87.5%	116.0	278.1	-58.3%
PAT Margin	1.3%	0.9%		1.1%	3.6%	
EPS (Basic & Diluted) - Rs	3.45	1.84	87.5%	5.3	16.0	-58.3%

Standalone Segment



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

	H2FY24	H1FY24	HOH%	FY24	FY23	YoY%
Revenue:						
Manpower Supply & Recruitment Services	3102.74	2769.65	12.03%	5872.39	4881.46	20.3%
Exports of Electronics Goods	2668.57	1448.91	84.18%	4117.48	2646.23	55.6%
Total Income From Operations	5771.31	4218.56	36.81%	9989.87	7527.69	32.7%
EBIDTA:						
Manpower Supply & Recruitment Services	28.94	25.58	13.14%	54.52	193.77	-71.9%
Exports of Electronics Goods	17.53	13.04	34.43%	30.57	30.80	-0.7%
Total EBIDTA	46.47	38.62	20.33%	85.09	224.57	-62.1%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	0.9%	0.9%		0.9%	4.0%	
Exports of Electronics Goods	0.7%	0.9%		0.7%	1.2%	

Consolidated Segment



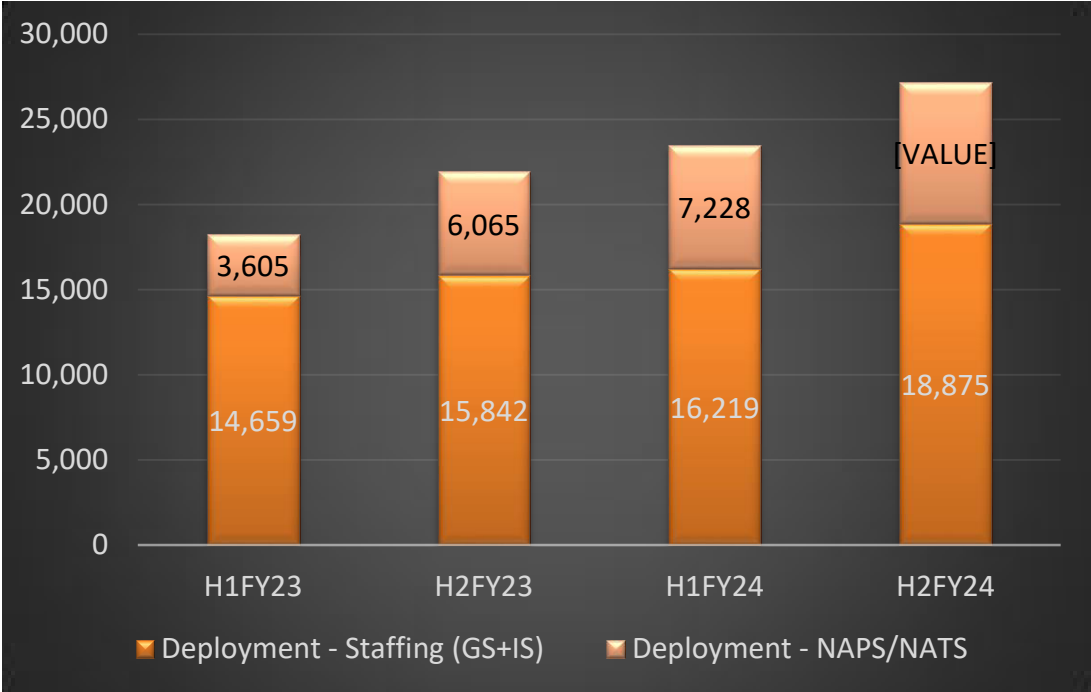
(All numbers are in Millions except for Margin & EPS)

	H2FY24	H1FY24	HOH%	FY24	FY23	YoY%
Revenue:						
Manpower Supply & Recruitment Services	3193.18	2851.35	11.99%	6044.53	5034.14	20.1%
Exports of Electronics Goods	2668.57	1448.91	84.18%	4117.48	2646.23	55.6%
Total Income From Operations	5861.75	4300.26	36.31%	10162.01	7680.37	32.3%
EBIDTA:						
Manpower Supply & Recruitment Services	34.33	28.90	18.79%	63.23	204.93	-69.1%
Exports of Electronics Goods	17.53	13.04	34.43%	30.57	30.80	-0.7%
Total EBIDTA	51.86	41.94	23.65%	93.80	235.73	-60.2%
EBIDTA Margin:						
Manpower Supply & Recruitment Services	1.1%	1.0%		1.0%	4.1%	
Exports of Electronics Goods	0.7%	0.9%		0.7%	1.2%	

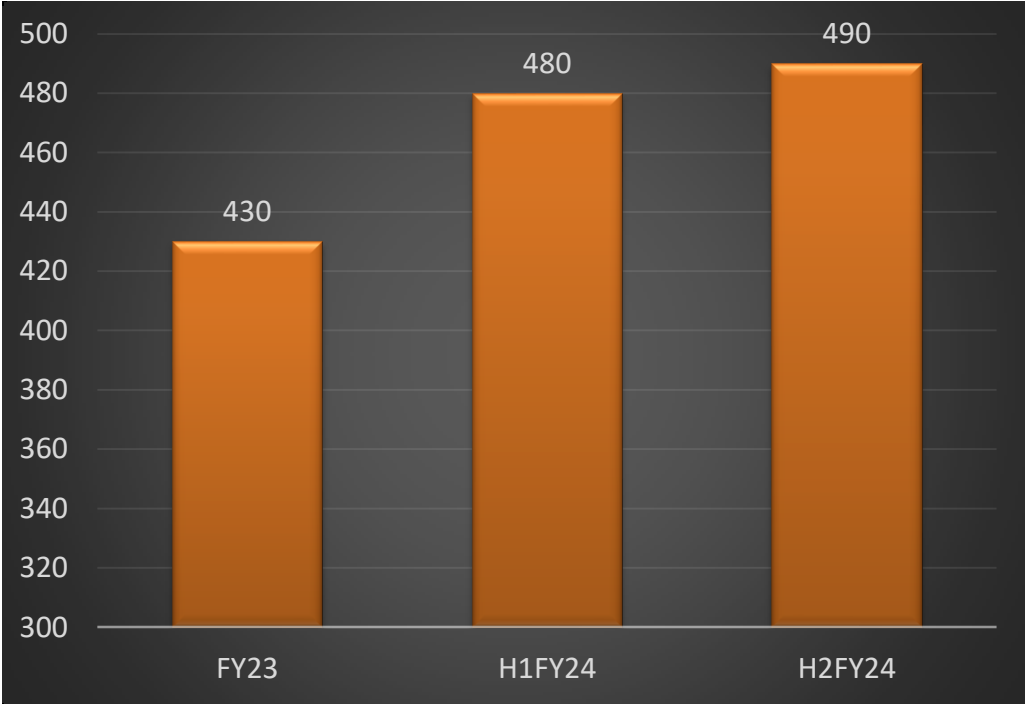
Operating Matrix – Volume Driven Growth



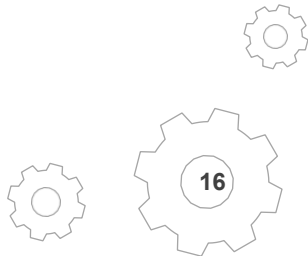
Total Headcount (Nos.)



Total Core Headcount (Nos.)



*Consistent growth in total headcount over the years
FY 23 vs. FY 24 showcase a YoY growth of 24%
H1'23 vs. H2'23 showcase a growth of 19.9%
H1'24 vs. H2'24 showcase a growth of 15.8%*

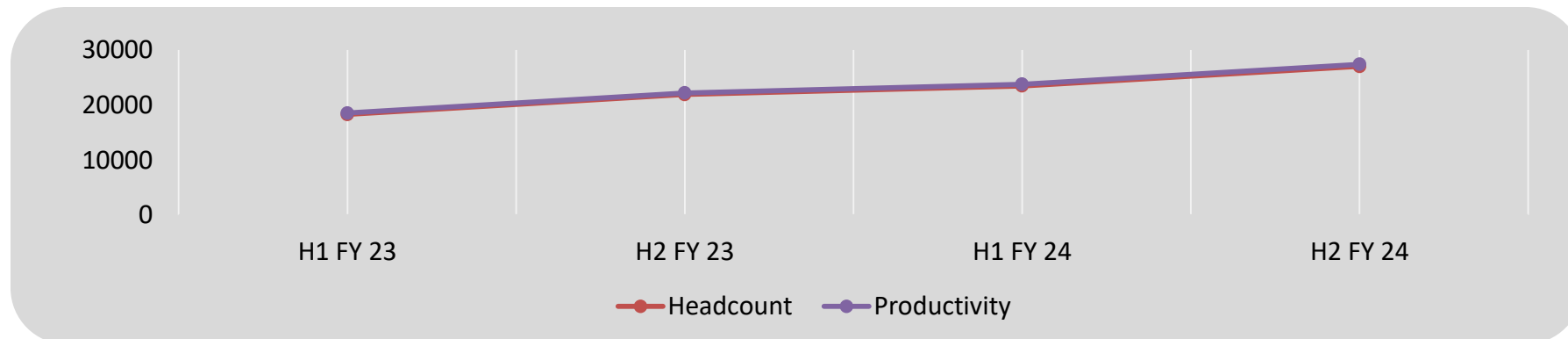


Headcount & FTE Productivity



Half Yearly	Staffing (GS + IS)	Apprentice	Total
H1 FY 23	14659	3605	18264
H2 FY 23	15842	6065	21907
H1 FY 24	16219	7228	23447
H2 FY 24	18875	8279	27154

FY	Total	Core Employees*	Productivity
H1 FY 23	18264	66	277
H2 FY 23	21907	78	280
H1 FY 24	23447	72	326
H2 FY 24	27154	78	348



**Core Employees includes the Operations Team*



Team Spectrum

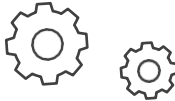
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Our Founders



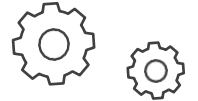
Mr. Vidur Gupta
MANAGING DIRECTOR



Mr. Vidur Gupta, aged 40 Years, 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, aged 40Years, 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.



Board of Directors



Mr. Rajesh Gupta

NON- EXECUTIVE DIRECTOR

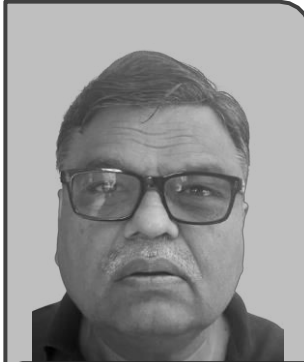
Mr. Rajesh Gupta, aged 65, is a Non- Executive Director of the Company. He is an Engineer with a degree from SVR College of Engineering, Surat. After passing out from college in 1981, Mr. Gupta went on to establish multiple ventures that involved producing raw materials related to the textile industry. He brings over 40 years of work experience with different industries.



Mr. Rajeev Agarwal

NON- EXECUTIVE DIRECTOR

Mr. Rajeev Agarwal, aged 66, 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, aged 65, 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, aged 39, 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, aged 63, 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.



Senior Management Personnel



Mr. Atanu Banerjee CEO – STAFFING DIVISION

Mr. Banerjee, aged 41, 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. Nikhil Kumar GENERALMANAGER APPRENTICESHIP

Mr. Kumar aged 39, is a General Manager-Apprenticeship, 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. Ramgopal Nanda VP - IT STAFFING, RPO & RECRUITMENT

Mr. Nanda, aged 37, 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. Sumit Sarabhai CBO – STAFFING DIVISION

Mr. Sarabhai, aged 49 years, is the CBO – Staffing Division. A management professional with more than **23 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, Ho'oponopono & EFT Tapping Practitioner and a Certified Spiritual Life Coach

Mr. Madhu Kadavath Sukumari AVP US STAFFING BUSINESS

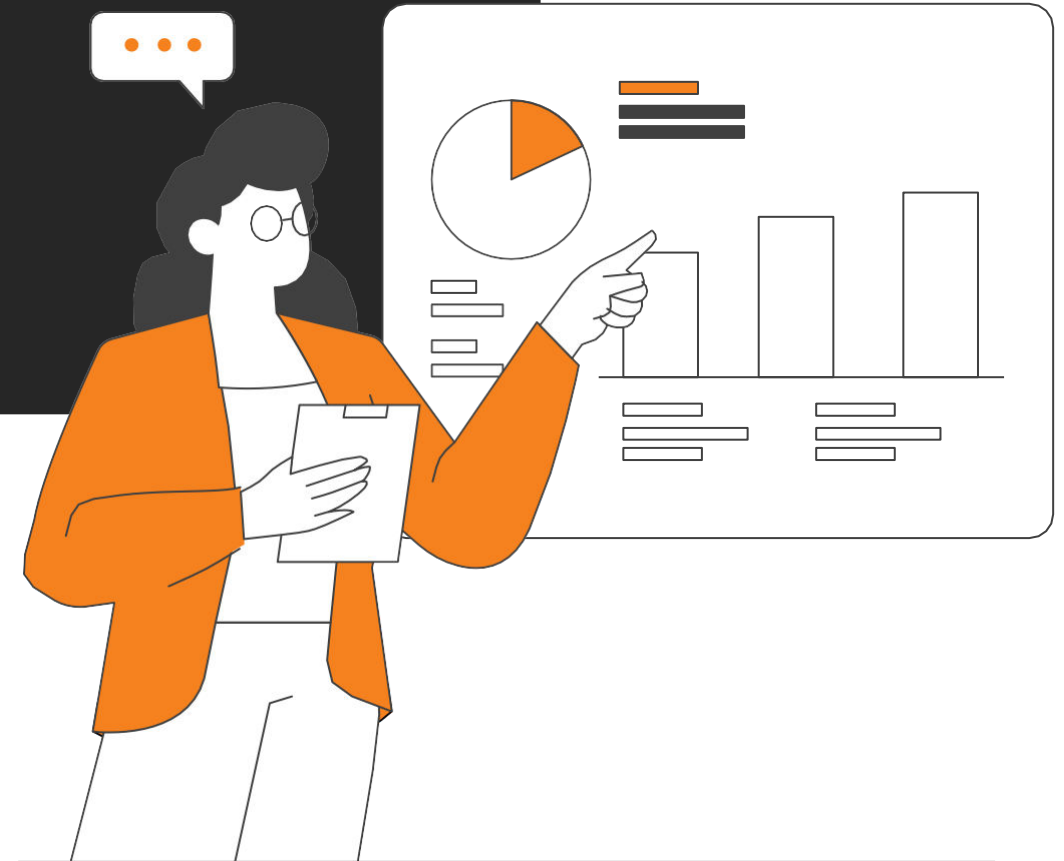
Mr. Sukumari, aged 54, is the Associate Vice President – US Staffing Business. He possesses a **rich experience of 24 years** and has expertise in New Business development, Client Management, Relationship building and Channel partner management.





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 and the United Kingdom.

We are proud to serve clients in over 30 countries, and have a proprietary database of more than 800,000 global candidates. With a team of over 490+ full-time resources and a client base of over 400+ companies with more than 27,000+ 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.



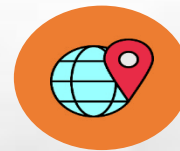
27,000+
Associate Workforce



14 Offices World-wide



Expertise in 13 + Sectors



Presence in 2 Countries globally



Our Services



**Global Search
And Selection**



**Recruitment
And RPO**



**General
Staffing**



**Technology
Staff
Augmentation**



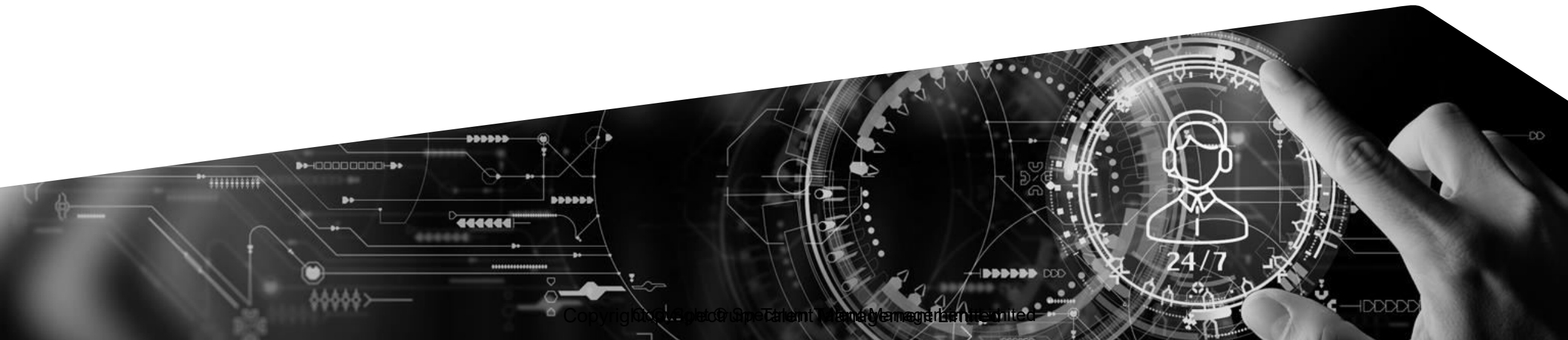
**Apprentice
Solution**



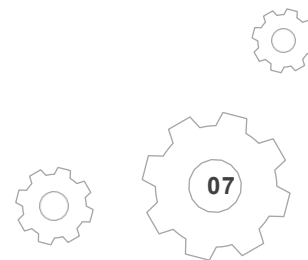
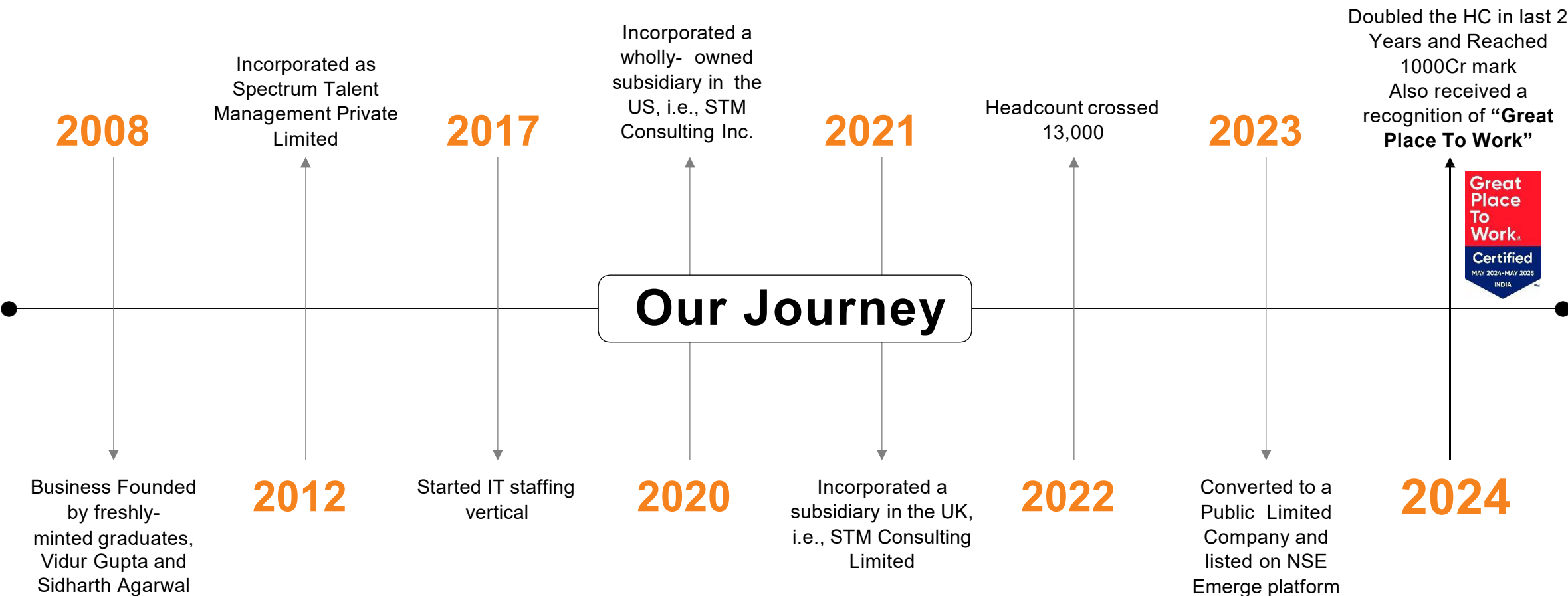
**Training &
Development**



MSP



Our Journey



Our Global Presence



INDIA

Headquarter: Noida

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



Member of Indian Staffing Federation:



Contact Us



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Investor Relations Contact

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