

SYMBOL: SPECTSTM
ISIN: INE0OL001018

Dated: 20.11.2023

**To,
The Manager-Listing Department,
The National Stock Exchange of India Limited,
Exchange Plaza, NSE Building,
Bandra Kurla Complex,
Bandra East,
Mumbai-400 051**

Respected Sir / Madam,

Subject – Intimation of Uploading investor presentation

Dear Sir / Madam,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached investor presentation for investor conference on Tuesday 21st November, 2023 at 11:00 A.M. IST

Kindly take the same on your records.

Thanking You,
Yours Faithfully

For Spectrum Talent Management Limited

**AJIT
SINGH**

Digitally signed by
AJIT SINGH
Date: 2023.11.21
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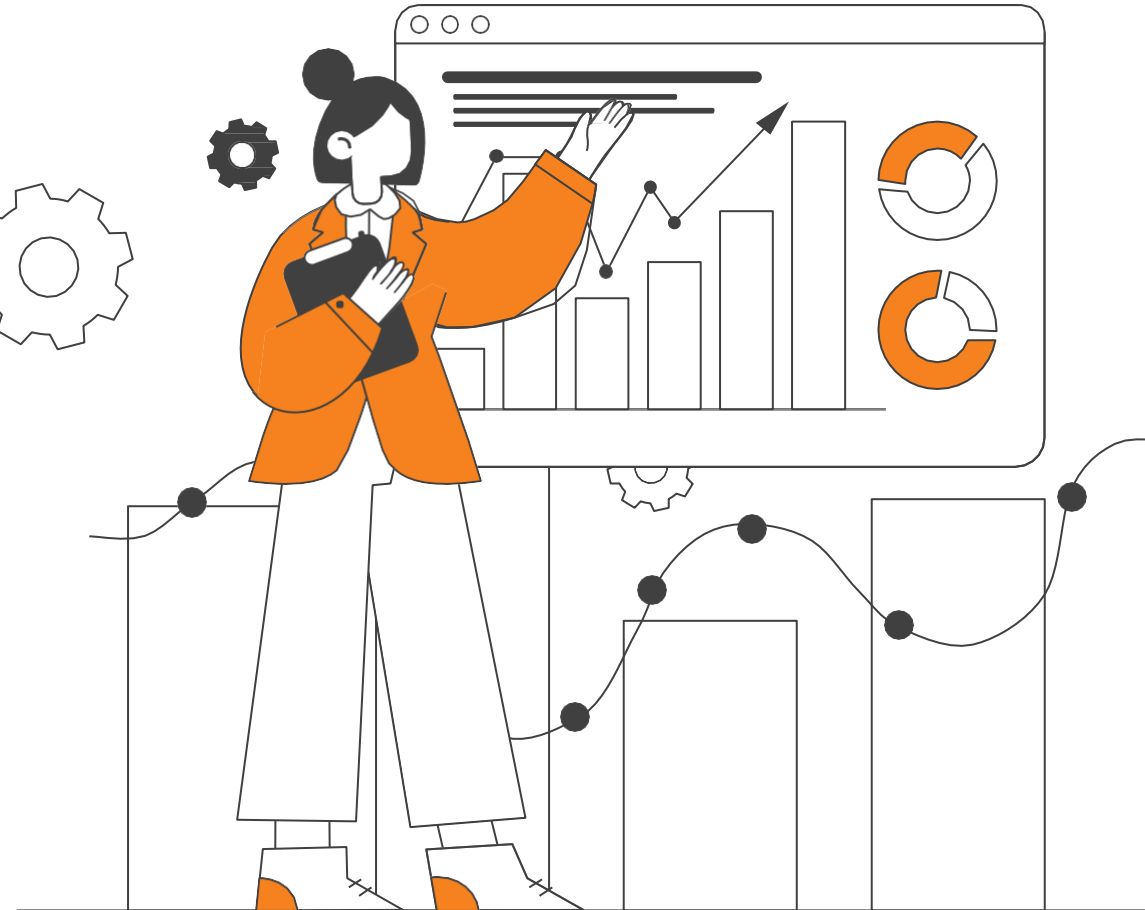
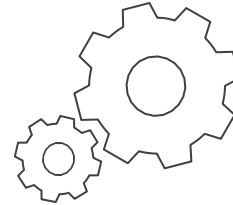
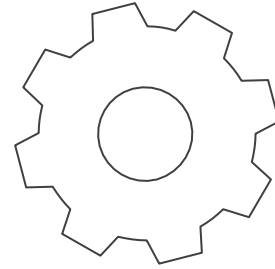
**Ajit Singh
Company Secretary
A 35436**



Spectrum Talent Management Limited
Managing Talent Locally, Globally

Investor Presentation

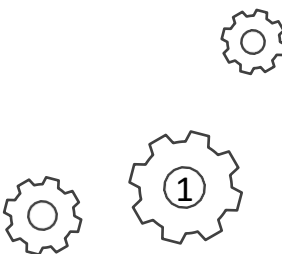
October - 2023



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.



Inside this Presentation

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Performance Details

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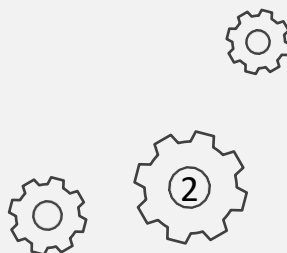
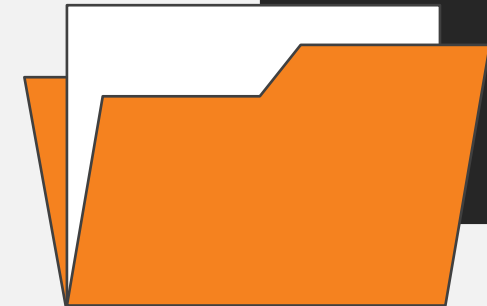
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Team Spectrum



H1 FY 24 - Snapshot



**Rs. 431 Cr.
H1, FY24**

**23,447
Deployed
Manpower**

**480
Internal
Team Size**

**73
New Logos
Added in
H1, 24**

01

Topline growth of 19.32% YoY in the Core Business



02

New Client Acquisition grew by **37%**



03

Deployment reached **23K+**



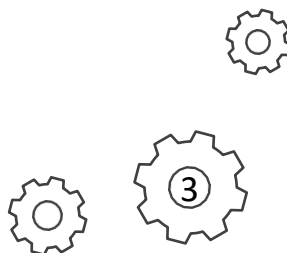
04

Sales team grew from **11** to **23**



05

Added **2** new offices (**Chennai and Ludhiana**)



Profitability in H1 2024



PROFITABILITY IMPACT

Profitability has been affected due to 2 factors



TOP LINE

Top Line has grown from 239 Crores to 285 Crores H1 to H1

1> BUSINESS SLOWDOWN

Slowdown in the high margin recruitment business and IT Staffing Business

2> INCREASED EMPLOYEE COST

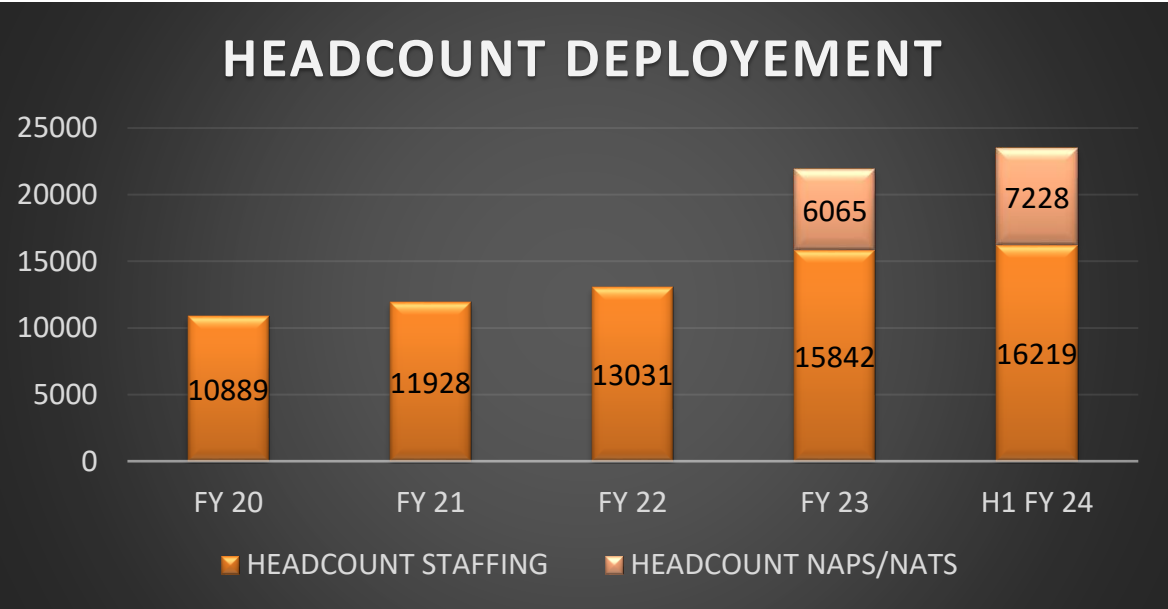
Increase in internal headcount from 430 as on March 23 to 480 as on Sep 23



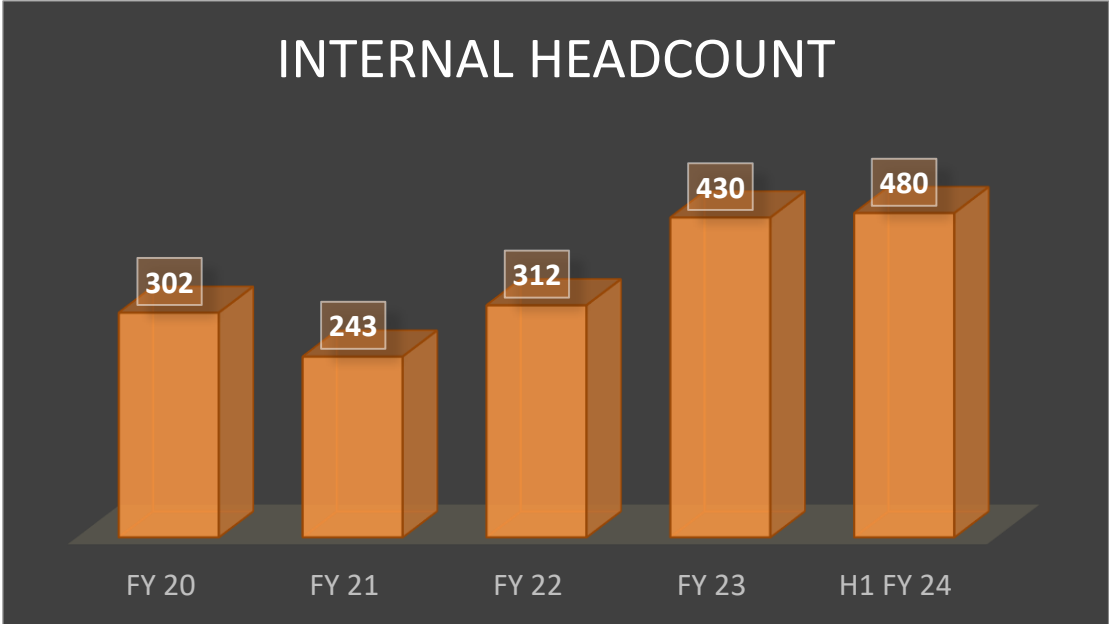
Operating Matrix – Volume Driven Growth



Total Headcount (23447 Nos.)

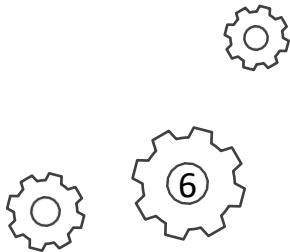


Total Internal Headcount (480 Nos.)



Consistent growth in total headcount over the years

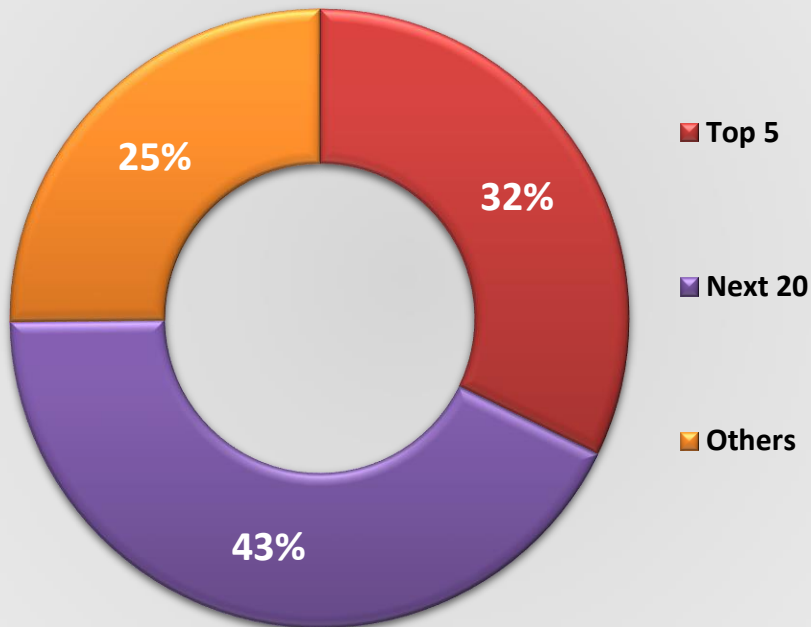
*NAPS & NATS started in FY23



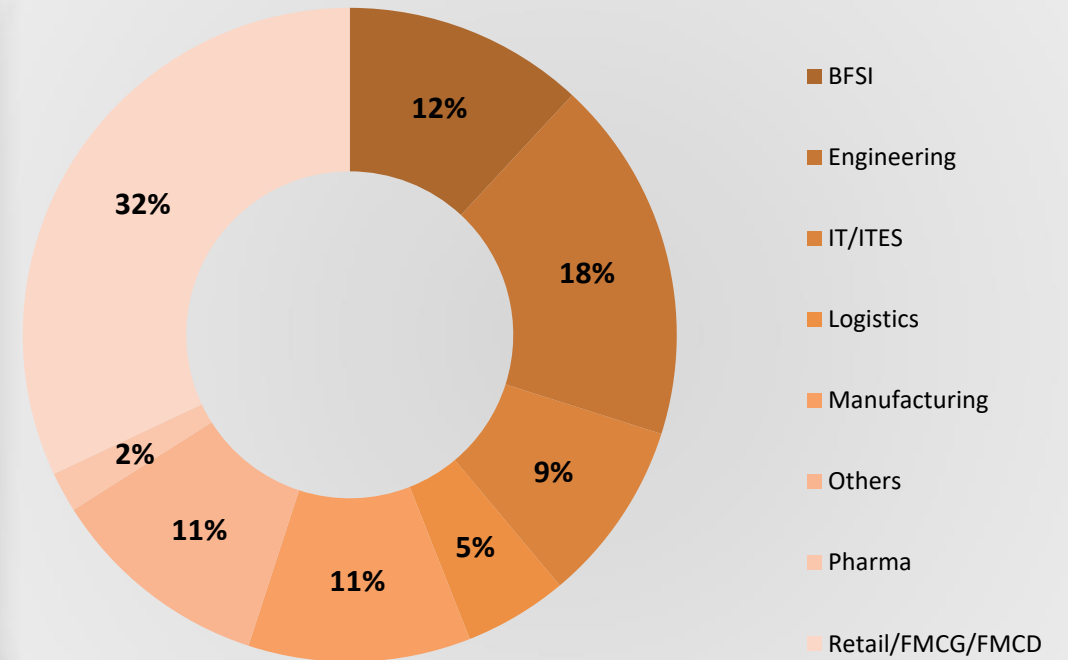
Workflow Management – Customer Insights



Customer Concentration (% Revenue)



Sector Concentration - % Revenue





Financials

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Financial Performance



Financial Performance

**All numbers in Millions except for margins*

<i>Standalone Performance</i>	H1FY24	H2FY23	HOH%	H1FY23	YOY%
Total Revenue	4231.18	3956.59	6.94	3579.59	18.20
Operating Revenue	4218.56	3952.05	6.74	3575.64	17.98
EBIDTA (before exceptional)	51.24	130.41	(60.71)	102.65	(50.08)
EBIDTA (%)	1.21%	3.30%	(63.19)	2.87%	(57.69)
PBT (before exceptional)	35.69	117.91	(69.73)	94.15	(62.09)
PBT (%)	0.84%	2.98%	(71.70)	2.63%	(67.93)
Profit after Tax	37.50	176.09	(78.70)	94.15	(60.17)
PAT %	0.89%	4.45%	(80.09)	2.63%	(66.30)

<i>Consolidated Performance</i>	H1FY24	H2FY23	HOH%	H1FY23	YOY%
Total Revenue	4312.43	4045.04	6.61	3643.01	18.38
Operating Revenue	4300.26	4040.91	6.42	3639.46	18.16
EBIDTA (before exceptional)	54.1	129.61	(58.26)	113.80	(52.46)
EBIDTA (%)	1.26 %	3.21%	(60.78)	3.13%	(59.77)
PBT (before exceptional)	38.55	117.11	(67.08)	104.68	(63.17)
PBT (%)	0.89%	2.90%	(69.12)	2.87%	(68.89)
Profit after Tax	40.36	173.45	(76.73)	104.68	(61.44)
PAT Margin	0.94%	4.29%	(78.17)	2.87%	(67.43)

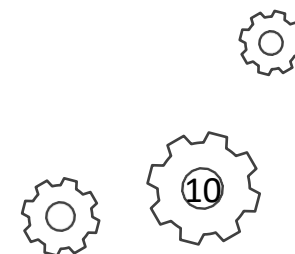


Consolidated Segment Results

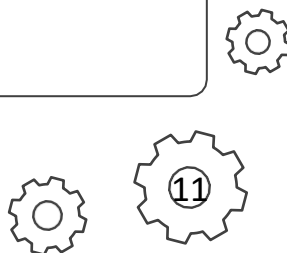
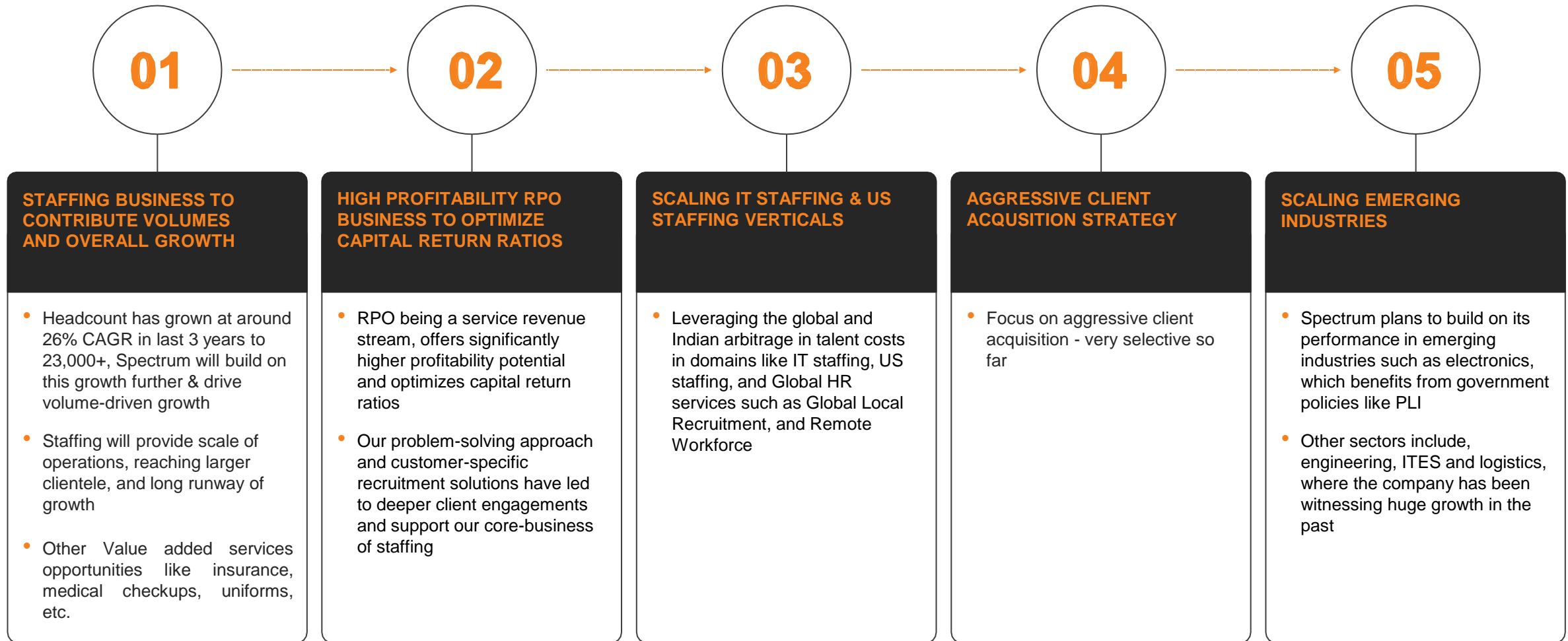


**All numbers in Millions except for margins*

Particulars	H1FY24	H2FY23	HOH%	H1FY23	YOY%
Revenue					
Manpower Supply, Recruitment & Related Services	2851.35	2644.56	7.82	2389.59	19.32
Trading of Electronic goods	1448.91	1396.35	3.76	1249.88	15.92
Total Income from Operations	4300.26	4040.91	6.42	3639.47	18.16
EBIDTA:					
Manpower Supply, Recruitment & Related Services	41.06	106.9	(61.59)	104.47	(60.70)
Trading of Electronic goods	13.04	22.70	(42.56)	9.33	39.76
Total EBIDTA (excluding unallocated)	54.1	129.61	(58.26)	113.80	(52.46)
EBIDTA %					
Manpower Supply, Recruitment & Related Services	1.44%	4.04%	(64.38)	4.37%	(67.06)
Trading of Electronic goods	0.90%	1.63%	(44.64)	0.75%	20.57



Roadmap To Achieve Scale





Company Overview

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Service Portfolio	16



Spectrum: Executive Summary



INVOLVED IN 3 KEY VERTICALS



- General Staffing
- Recruitment Process Outsourcing (RPO)
- Global HR Services

EXPANDING GLOBAL PRESENCE



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

ROBUST FINANCIALS & GROWTH



- Industry-leading margin profile
- Net debt-free status
- Superior capital return ratios

FAST GROWING PLAYER



Fast-growing player with total **20000+** headcount deployed compared to 10,000+ as on FY 2020 (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



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.



Spectrum has grown into a global talent management company with workforce of **16,219+** people and **7,228+** people in Apprenticeship.

KEY FACTS

16,219

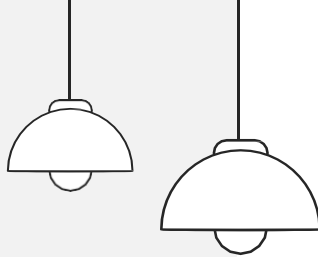
WORKFORCE DEPLOYED

7,228

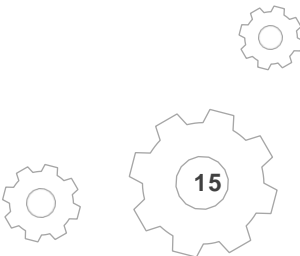
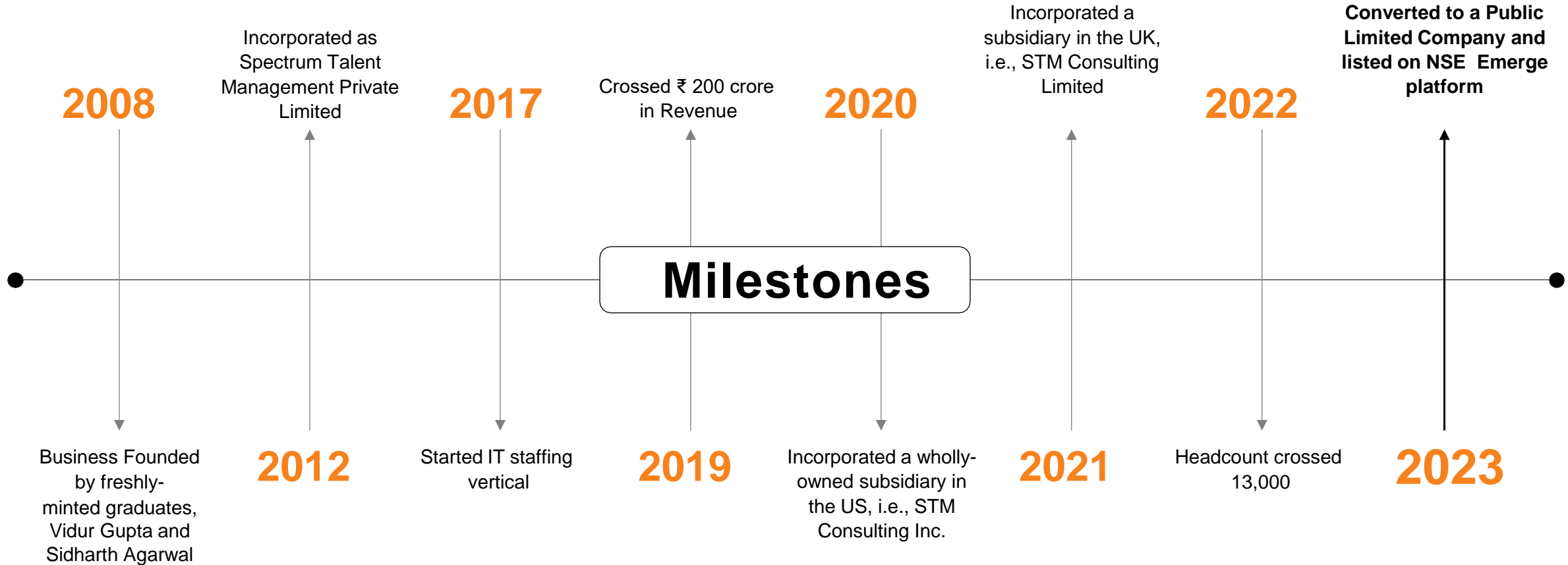
PEOPLE DEPLOYED FOR NAPS & NATS

480+

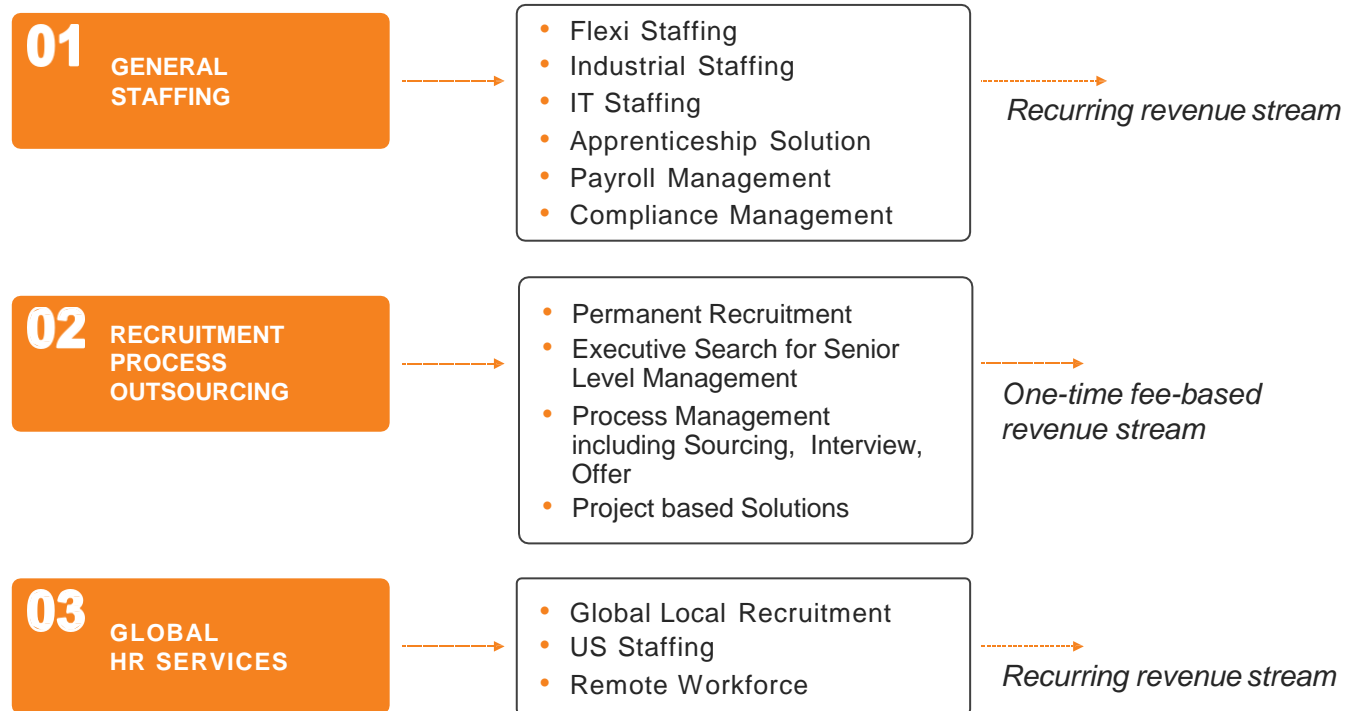
CORE TEAM



Key Milestones



Services Portfolio





Team Spectrum

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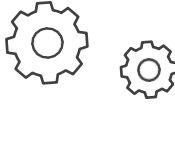


Our Founders



Mr. Vidur Gupta

MANAGING DIRECTOR

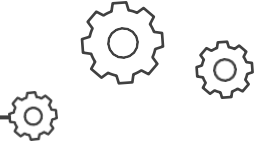


Mr. Vidur Gupta, aged 38 Years, is the Co-founder, Promoter and Managing Director of the Company. He holds a bachelor's degree in Hospitality, after which he studied Entrepreneurship from the Amity University. He has completed his MBA in Entrepreneurship and is a specialist in Strategy & Business Development. 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 38 Years, 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

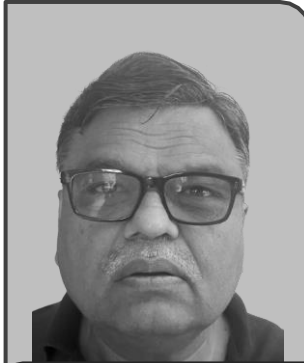
Mr. Rajesh Gupta, aged 64, is a Non-Executive Director of the Company. He is an Engineer with a degree from SVR College of Engineering, Surat. After passing out from college in 1981, Mr. Gupta went on to establish multiple ventures that involved producing raw materials related to the textile industry. He brings over 40 years of work experience with different industries.



Mr. Rajeev Agarwal

NON- EXECUTIVE DIRECTOR

Mr. Rajeev Agarwal, aged 65, 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 64, 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

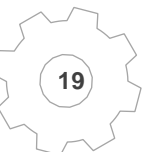
Ms. Anubha Agarwal, aged 38, is an Independent Director of the Company. She is a fellow Company Secretary and a lawyer serving in the legal profession for more than 17 years. She has advised various multinational companies on corporate, commercial and policy issues and holds a gold medal in commerce. 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 62, 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 39, 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
GENERAL MANAGER,
APPRENTICESHIP

Mr. Kumar aged 38, 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 36, 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.

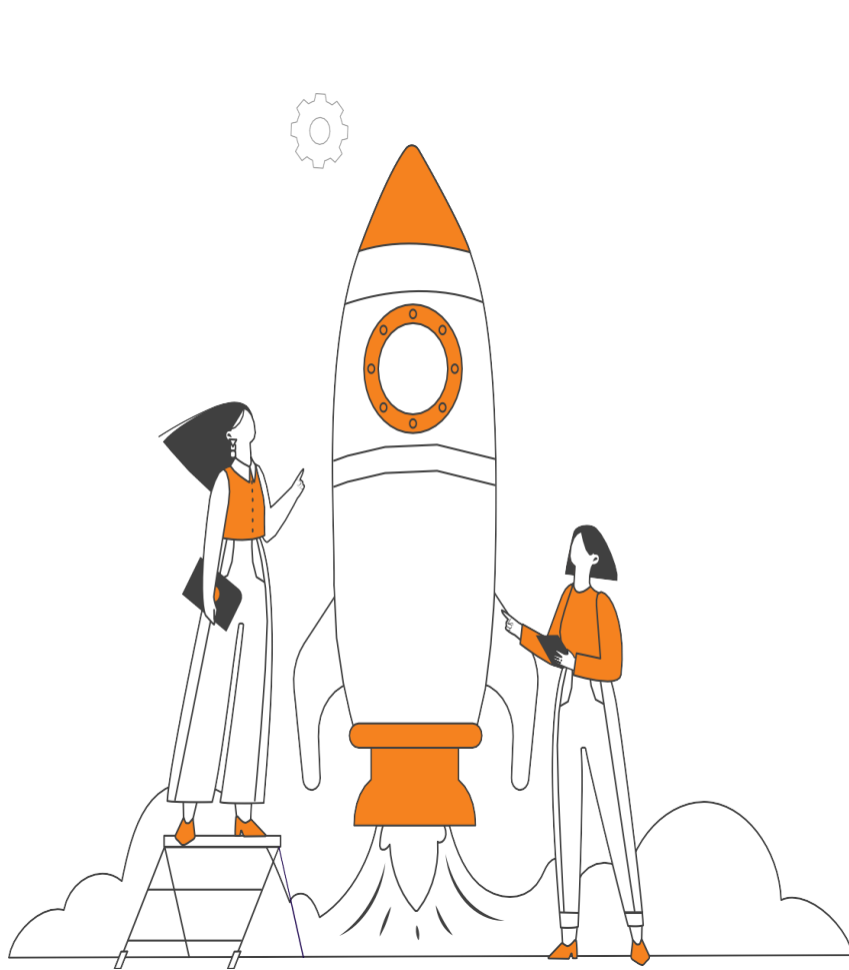
Mr. Sumit Sarabhai
CBO - Staffing

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
ASSOCIATE VICE PRESIDENT – US
STAFFING BUSINESS

Mr. Sukumari, aged 53, 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.





CONTACT US



Spectrum Talent Management

Name: Bharat Arora

Email: bharat.arora@stmpl.co.in Contact No.:

+ 91 120 7065 060 428



KAPTIFY Consulting

Strategy & Investor Relations | Consulting

Email: info@Kaptify.in

Contact No.: + 91 845 288 6099