QCL/SEC/2026-27/55

August 26, 2026

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
Security Code – 539978

National Stock Exchange of India Limited
Exchange Plaza,
Bandra- Kurla Complex,
Bandra (East), Mumbai – 400 051
NSE Symbol – QUESS

Dear Sir/Madam,

Sub: Presentation by the Chairman at the 19th Annual General Meeting

Please find enclosed the presentation delivered by the Chairman at the 19th Annual General Meeting (AGM) of Quess Corp Limited (the Company) held on Tuesday, August 25, 2026, through video conferencing / other audio-visual means.

The above information is also available on the website of the Company at www.quesscorp.com.

Kindly take the same on record and oblige.

Yours sincerely,

For Quess Corp Limited

KUNDAN KUMAR LAL
Digitally signed by KUNDAN KUMAR LAL
Date: 2026.08.26 12:58:13 +05'30'

Kundan K Lal
Company Secretary & Compliance Officer
Membership No. F8393

Encl: as above

Quess Corp Limited
Quess Tower, Sky Walk Avenue, 32/4, Roopena Agrahara, Bommanahalli, Bengaluru– 560068, Karnataka, India
Tel: +91 080-49345666 I contactus@quesscorp.com I CIN No. L74140KA2007PLC043909

19th Annual General Meeting

Chairman's Address to Shareholders

Ajit Isaac - Chairman, Quess Corp Limited

BENGALURU | 25 AUGUST 2026

OUR JOURNEY

Ten years since listing

JUL 2016
Listed on the NSE and BSE

Business services company with presence across Workforce Management, Operating Asset Management and Global Technology Solutions

2016 TO 2020
Scale and footprint

Built one of the largest private-sector workforce bases in India

2020 TO 2023
Digital foundation

Hamara platforms, paperless onboarding, compliance at scale

2025
Three-way demerger

Quess, Bluspring and Digitide listed as three separate companies

FY26
Technology-driven workforce solutions company

4.82L associates in Q1 FY27.
India's largest staffing co.

3 Mn+ jobs created since our IPO	**1.1 Mn+** of them first-time formal workers	**8** countries	**7 years** Great Place to Work certified

FINANCIAL PERFORMANCE

FY26 in numbers

Consolidated

	FY26	FY25	YoY
Revenue	**15,305**	14,967	▲ 2%
EBITDA	**312**	262	▲ 19%
EBITDA margin	**2.0%**	1.8%	▲ 20 bps
Adjusted PAT	**230**	210	▲ 10%
Adjusted EPS (Rs.)	**15.4**	14.1	▲ 9%

Rs. crore unless stated. Adjusted PAT and EPS exclude one-time items.

Scale and balance sheet

4,78,594
Associates and employees

Rs. 271 Cr
Net cash, gross debt fully repaid

20%
Return on equity

Rs. 11 per share
Total dividend for FY26, Rs. 165 Cr distributed

Q1 FY27 | A STRONG START TO THE YEAR

Rs. 4,182 Cr ▲ 15% YoY
Revenue

Rs. 85 Cr ▲ 21% YoY
EBITDA

Rs. 82 Cr ▲ 61% YoY
PAT

4,82,214
Headcount

Zero
Debt

SEGMENT PERFORMANCE

Segment performance FY26

Segment	Headcount	Revenue	Operating profit	Share of Operating profit
General Staffing The scale engine Consumer & Retail, BFSI, Manufacturing, E-commerce & Logistics, Telecom, Public Enterprises	**4,65,000+** 97% of total	**Rs. 13,176 Cr** ▲ 1% YoY	**Rs. 189 Cr** ▼ (3)% YoY	50%
Professional Staffing The margin engine 70%+ Headcount with GCCs	**7,000+** 1.5% of total	**Rs. 930 Cr** ▲ 13% YoY	**Rs. 111 Cr** ▲ 44% YoY	30%
Overseas Business The expansion engine South-East Asia and Middle East	**6,000+** 1.3% of total	**Rs. 1,197 Cr** ▲ 5% YoY	**Rs. 77 Cr** ▲ 22% YoY	20%

The outcome: a balance of volume and value

Professional Staffing and Overseas contributed 50% of operating profit in FY26, against 42% in FY25.

42% to 50%

THE OPPORTUNITY

India's workforce opportunity

200 Mn
young Indians aged 18 to 25

10 Mn
enter the labour market every year

The next decade belongs to India's workforce

Global Capability Centres

2,100+

GCCs in India today, with 250-300 GCCs getting added each year

AI and technology

US$ 17 Bn

India's AI market by 2027; 16% of the world's AI professionals are here

Global talent shortage

85 Mn

skilled workers the world could be short of by 2030.

A structural tailwind

The new Labour Codes formalize the workforce and favour large, compliant operators like Quess

STRATEGY

From volume to value

High-margin, dollar-linked revenue

7% to 20%+

EBITDA Share from Professional Staffing and Overseas

50% to 65%

Aspiration over the next three to four years.

01
Deepen the core

Grow General Staffing while shifting the mix to Construction, Manufacturing and Value-Added Services

02
Build talent corridors

Partner-led and capital-light. Japan is signed and in execution. Europe and the Nordics are advancing. Israel and North America are at an early stage.

03
Support GCCs end to end

Move from talent provider to full-lifecycle partner through Origint

04
AI-driven productivity

Embed AI across sourcing, screening, onboarding and engagement

CAPITAL ALLOCATION

Cash generated, cash returned

Returned to shareholders over the last six years

Rs. 800 Cr+

in dividends, that is Rs. 54 per share

Dividend Declared for FY26

Rs. 11 per share (on face value of Rs. 10)

Rs. 5	Interim
Rs. 3	Special, marking ten years since the IPO
Rs. 3	Final

About 80%

of EBITDA converted to operating cash flow in FY26

Up to 75%

of free cash flow returned, over a rolling three-year block

Nil

gross debt, with net cash of Rs. 271 crore

FY26

Our responsibility

Rs. 14,000 Cr+	**57,277**	**~28%**	**~57,000**
paid in wages and statutory benefits in FY26	first-time workers brought into the formal system	of those first-time workers were women	apprentices supported, India's largest TPA

Our people

- **50% women** in core roles
- Great Place to Work (GPTW), seventh year running
- GPTW Certified in **Singapore** and, first time, **the UAE**

Our communities

- **16,000+ children reached**, 75 government schools
- Major focus on **health screening** and **life skills education**
- Severe anaemia eliminated among children screened

Our governance

- **Board strengthened** after the demerger
- **ISO 27001,** ISO 9001, ISO 37001 certified
- **CMMI Level 3 certified**

LOOKING AHEAD

Focus areas for FY27

01

Grow the core

Grow General Staffing while shifting the mix to **Construction, Manufacturing and Value-Added Services**

02

Lift margin quality

Scale the higher-margin businesses faster

03

Open the talent mobility corridors

Build on Japan, progress the other markets through partnerships

04

Deepen technology

Extend AI across **sourcing and associate engagement**

05

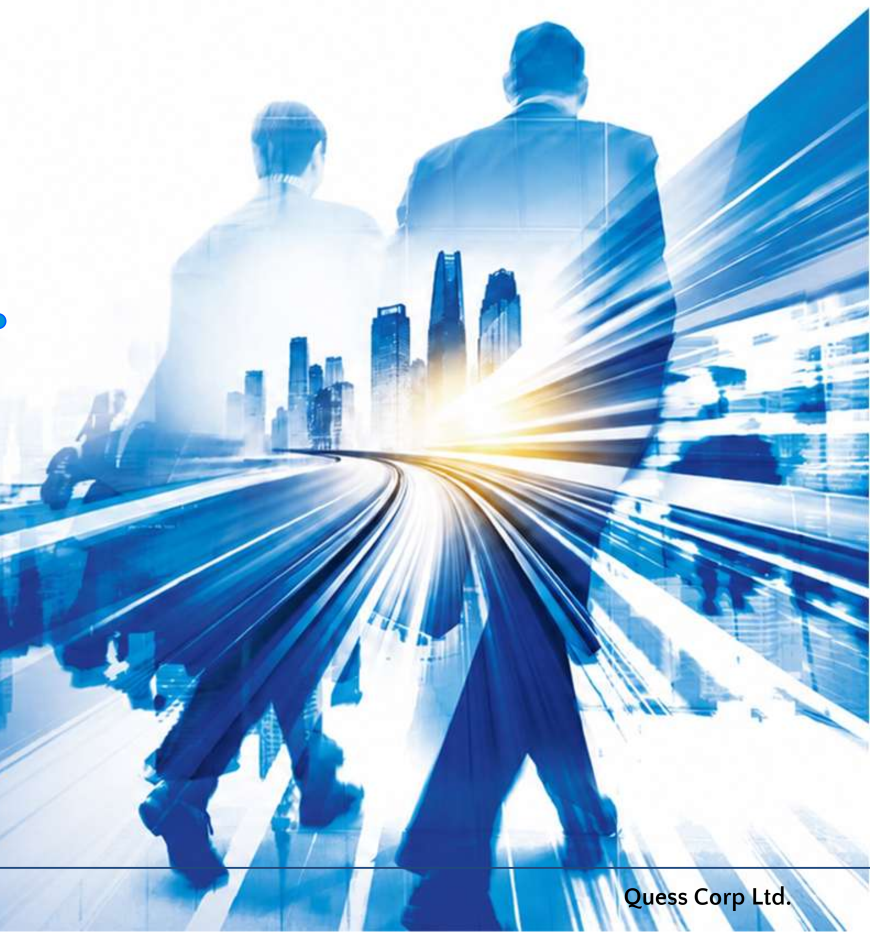
Reward shareholders

Maintain the **dividend policy** and a **debt-free balance sheet**

Thank you

Ten years ago, we asked you to back an idea.
Thank you for staying with us.

To our 4.82L associates, our 2,300 clients, our Board and our shareholders, thank you for the trust you have placed in this company.
We look forward to building the next chapter with sharper focus, disciplined execution and a deep commitment to long-term value creation.



About Quess Corp

Established in Bengaluru in 2007, Quess Corp Limited (BSE: 539978, NSE: QUESS) is India's largest and a global leader in staffing and workforce solutions. Quess leverages deep domain expertise and AI-driven digital platforms to help businesses enhance productivity and build a future-ready workforce.

Its comprehensive suite of technology-enabled staffing and managed outsourcing services spans key sectors including BFSI, Retail, Telecom, Manufacturing, IT, and GCCs. Today, Quess has a workforce of ~4,82,000 employees across 8 countries and serves over 2,300 clients.

Quess Corp ranked #19 among India's Best Workplaces in 2025 & has been certified a Great Place to Work for the seventh consecutive year in 2026 for India. Additionally, we have been recognised as Great Place to Work for UAE, Middle-East, and Singapore in 2026. Staffing Industry Analysts (SIA) has recognised Quess Corp as India's No.1 staffing company in 2025 & 37th globally in 2024. Quess also became the first Indian firm to join the World Employment Confederation in 2025. In just 19 years, Quess has grown from a start-up to a trusted global workforce leader.

Quess Corp Ltd., Quess Tower, Sky Walk Avenue, 32/4,

Hosur Road, Roopena Agrahara, Bommanahalli,

Bangalore South, Karnataka, India, 560068

Learn more about us at
www.quesscorp.com

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