



PAN HR SOLUTION LIMITED

To,
BSE Limited
Listing & Compliance Department
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai, 400001,
Maharashtra, India

Date: 11.06.2026

Company Symbol : PANHR
Company Scrip Code : 544698
Company ISIN : INE1N9E01015

Subject: Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") – Investors / Earnings Presentation

Dear Sir/Madam,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the Investor / Earnings Presentation in connection with the Earnings Conference Call for investors scheduled on 12 June 2026 to discuss the Audited Standalone Financial Results of the Company for the half year and financial year ended March 31, 2026.

The above information is also available on the website of the Company at <https://www.panhr.in/>

Kindly take the same on record.

Thanking you,

Yours Faithfully,

For PAN HR SOLUTION LIMITED
(Formerly Known as PAN HR Solution Private Limited)

Rajeev Kumar
Managing Director
DIN: 07368623

Place: Noida



PAN HR SOLUTION LIMITED

**EMPOWERING BUSINESSES
THROUGH WORKFORCE
EXCELLENCE**



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These risks and uncertainties include, but are not limited to, the performance of the Indian economy and of the economies of various international markets, the performance of the industry in India and world-wide, competition, the company's ability to successfully implement its strategy, the Company's future levels of growth and expansion, technological implementation, changes and advancements, changes in revenue, income or cash flows, the Company's market preferences and its exposure to market risks, as well as other risks. The Company's actual results, levels of activity, performance or achievements could differ materially and adversely from results expressed in or implied by this Presentation. The Company assumes no obligation to update any forward-looking information contained in this Presentation. Any forward-looking statements and projections made by third parties included in this Presentation are not adopted by the Company and the Company is not responsible for such third-party statements and projections.

MESSAGE FROM THE MANAGING DIRECTOR



RAJEEV KUMAR
Managing Director & CEO

“

FY26 was an important year for PAN HR SOLUTION as we strengthened our balance sheet, completed our public listing and enhanced operational efficiency across the organisation. While the year witnessed revenue moderation due to contract repricing and billing-cycle adjustments, we delivered strong growth in profitability through disciplined cost management, productivity improvements and organisational restructuring. The successful IPO has provided us with a strong liquidity position that will support working capital expansion and accelerate our transition towards the Pay & Collect model. We continue to maintain a workforce deployment base of over 10,000 personnel and remain focused on deepening relationships with existing clients while expanding into new sectors and geographies. As demand for organised workforce solutions continues to grow across e-commerce, quick commerce, logistics and industrial sectors, we believe PAN HR SOLUTION is well positioned to capture emerging opportunities and create long-term value”

”

COMPANY OVERVIEW



TRUSTED PARTNER FOR END-TO-END HR SOLUTIONS



PAN HR SOLUTION LIMITED is a human resource outsourcing and staffing company incorporated in December 2015 and headquartered in Noida, Uttar Pradesh. The company specializes in providing workforce management solutions that help organizations address their recruitment, staffing, and human capital requirements across industries.

Over the years, PAN HR has developed capabilities in talent acquisition, payroll support, compliance management, and deployment of skilled manpower. Its service model enables clients to focus on core business operations while leveraging PAN HR's expertise in managing workforce-related processes efficiently.

In 2025, the company transitioned from a private limited entity to a public limited company as part of its growth strategy and got listed on the BSE SME platform in February 2026. Led by promoters Rajeev Kumar and Rajni Kumari, PAN HR continues to expand its presence in India's organized staffing and HR services sector.

PAN HR AT A GLANCE



- 10+ Years**
Industry Experience
- Pan India Presence**
Nationwide Operations
- 25+ Clients Served**
Across Multiple Industries
- 10,000+ Personnel**
Deployed Workforce
- End-to-End Workforce Management**
Recruitment to Payroll
- B2B Business Model**
Enterprise-Focused Services
- Cloud-Based HRMS**
Workforce & Payroll Management Platform

FY 2026

REVENUE
₹23,451 LAKHS

EBITDA
₹856 Lakhs

PAT
₹750 Lakhs

ROE
27%

ROCE
22%



SUCCESSFUL LISTING ON BSE SME

Company Incorporated

Established PAN HR SOLUTION with a focus on manpower outsourcing and workforce management services for enterprise clients.

Service Portfolio Expansion

Added payroll management, staffing solutions, facility management and compliance services, evolving into an integrated HR solutions provider.

Recognition & Operational Excellence

Received industry recognition from Flipkart and continued strengthening compliance-driven operations supported by cloud-based HRMS and ISO-certified processes.

Listed on BSE SME Platform

Successfully completed IPO, listed on BSE SME, strengthened balance sheet, and initiated transition towards the Pay & Collect model to support the next phase of growth.

2015

2016
2018

2019
2021

2022
2023

2024

2025

2026

Building the Foundation

Expanded recruitment and workforce deployment capabilities across logistics, warehousing and support services while strengthening client relationships in North India.

Scaling Operations

Strengthened presence in e-commerce, logistics and warehousing sectors while securing mandates from leading enterprise customers and expanding workforce deployment across India.

Scale & Corporate Transformation

Crossed 10,000+ deployed workforce, served 25+ enterprise customers, converted into a Public Limited Company and prepared for public market listing.

SUCCESSFUL LISTING ON BSE SME



CORE SERVICE OFFERINGS



BUSINESS MODEL



POWERING WORKFORCE REQUIREMENTS ACROSS DIVERSE INDUSTRIES



E-Commerce



**Quick
Commerce**



Logistics



Warehousing



Manufacturing



Infrastructure



**Facility
Management**



**Retail &
Corporate
Services**



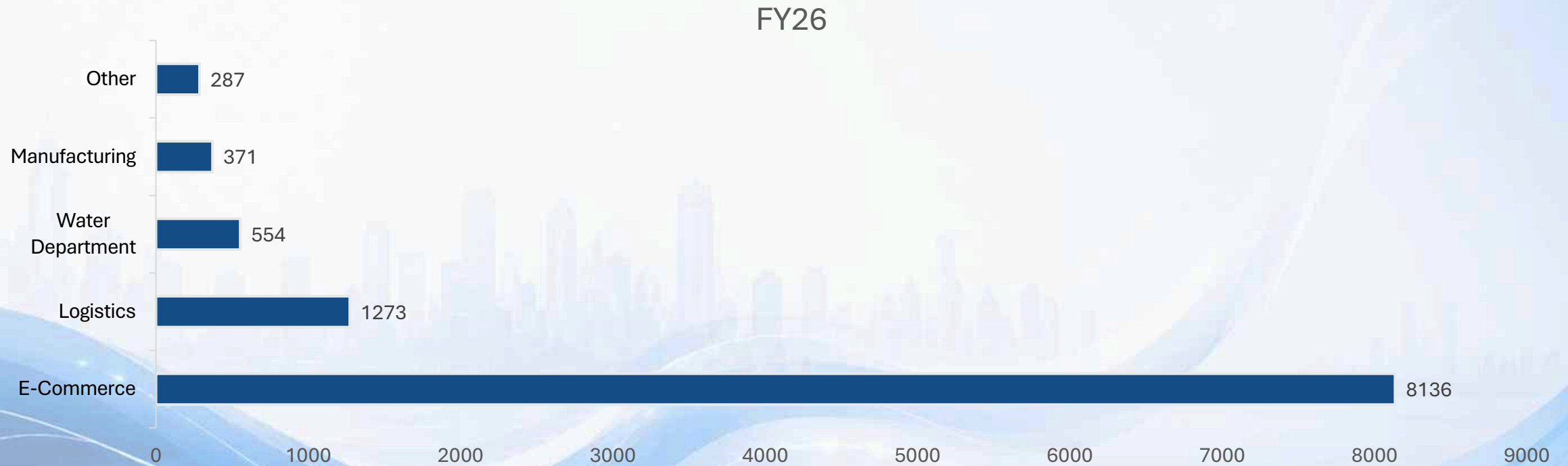
**Industrial
Services**

BUSINESS OVERVIEW



WORKFORCE DEPLOYMENT ACROSS KEY INDUSTRY VERTICALS

PAN HR has expanded its workforce deployment base to **10,000+ personnel**, reflecting the Company's growing scale and strengthening position in India's organized workforce management industry. The Company provides manpower solutions across high-growth sectors including E-Commerce, Quick Commerce, Logistics, Manufacturing and Infrastructure, supporting the operational requirements of leading enterprises across the country.

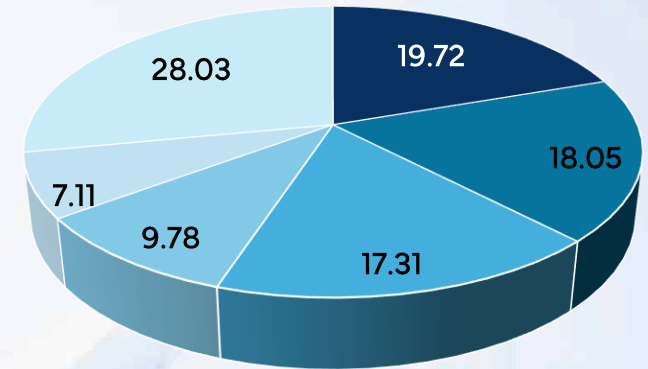


PAN INDIA OPERATIONAL FOOTPRINT

PAN HR has established a workforce deployment network spanning 15 states, enabling efficient manpower solutions for enterprise clients across key industrial and consumption hubs in India.

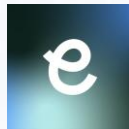


FY26 Geography wise revenue breakup in %



- Haryana
- West Bengal
- Karnataka
- Uttar Pradesh
- Rajasthan
- Others

KEY CLIENTS



CLIENT ONBOARDING & WORKFORCE DEPLOYMENT PROCESS



KEY STRENGTHS DRIVING GROWTH



Scalable Workforce Deployment Platform

Successfully maintained a deployment base of **10,000+ personnel** across client locations, demonstrating strong execution and operational scalability.



Diversified Service Portfolio

Offers integrated solutions across **Manpower Services, Staffing, Payroll Management, Facility Management, Compliance Audit and HR Outsourcing**, enabling cross-selling opportunities and recurring client engagement.



Strong Presence in High-Growth Sectors

Well-positioned in **E-commerce, Quick Commerce, Logistics, Warehousing and Manufacturing**, benefiting from increasing workforce outsourcing demand.



Long-Term Enterprise Relationships

Serves leading corporates across warehousing, logistics and industrial segments, creating stable demand and repeat business opportunities.



Technology & Compliance Driven Operations

Cloud-based HRMS, robust payroll processing capabilities and a track record of timely statutory compliance support operational efficiency.



Asset-Light & Debt-Light Business Model

Low fixed asset intensity and minimal finance costs contribute to strong cash generation and operational flexibility.



Experienced Leadership Team

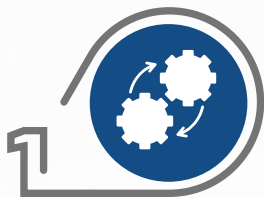
Promoter-led management with over a decade of industry experience and deep understanding of workforce management.



Strong Financial Position

Enhanced net worth and cash reserves post-listing provide adequate resources to support future expansion initiatives.

GROWTH STRATEGIES & FUTURE ROADMAP



Transition to Pay & Collect Model

Utilize IPO proceeds to support payroll funding requirements, enabling access to larger clients and improving business scalability.



Geographic Expansion

Expand beyond the Delhi-NCR region into Tier-II cities and key markets across South and West India.



Sector Diversification

Increase presence in **Quick Commerce, FMCG Warehousing, Healthcare Support Services and Green Logistics** to broaden revenue streams.



Client Acquisition & Deepening Relationships

Leverage enhanced balance sheet strength to onboard marquee clients while increasing wallet share from existing customers.



Expansion of Higher-Margin Services

Focus on scaling **Payroll Outsourcing, Compliance Audit and HR Consulting** services to improve profitability.



Workforce Scale-Up

Target growth in deployment volumes to unlock operating leverage and improve margins through scale efficiencies.



Technology & Process Enhancement

Continue investing in automation, payroll systems, compliance infrastructure and operational controls to improve service delivery.



Talent Pipeline Development

Leverage government initiatives such as **NAPS (National Apprenticeship Promotion Scheme)** to build a sustainable workforce supply network.

MANAGEMENT OVERVIEW



INDIA STAFFING & WORKFORCE SOLUTIONS INDUSTRY

HR PROFESSIONAL SERVICES MARKET OVERVIEW

- 01** HR professional services market size has reached to **\$7.79 billion in 2025**
- 02** Expected to grow to **\$15.84 billion in 2030** at a **compound annual growth rate (CAGR) of 15.4%**
- 03** **Growth Driver:** Remote Work Revolution How HR Professional Services Navigate The Transition And Fuel Market Growth
- 04** **Market Trend:** Workday Launches Innovative AI Agents to Enhance Efficiency in HR and Finance Operations
- 05** **North America** was the largest region in 2025 and **Asia-Pacific** is the fastest growing region.



Source: <https://www.thebusinessresearchcompany.com/report/hr-professional-services-global-market-report>

INDIA STAFFING & WORKFORCE SOLUTIONS INDUSTRY

India's staffing and workforce solutions industry is benefiting from increasing formalization of employment, rapid growth in e-commerce and logistics, expansion of quick commerce, and rising demand for flexible workforce models. Businesses are increasingly outsourcing recruitment, payroll administration, compliance management, and workforce deployment functions to specialized service providers to improve operational efficiency and focus on core business activities.

Key demand drivers include the growth of organized retail, warehousing, manufacturing, infrastructure development, and digital commerce. The increasing complexity of labour regulations and compliance requirements is also driving demand for organized HR outsourcing and workforce management services. As enterprises seek scalable and compliant workforce solutions, organized staffing companies are gaining market share from the unorganized sector.

Source: <https://www.thebusinessresearchcompany.com/report/hr-professional-services-global-market-report>



PAN HR POSITIONED IN HIGH-GROWTH SEGMENTS

- PAN HR operates in sectors that are among the fastest-growing users of outsourced workforce solutions, including E-Commerce, Quick Commerce, Logistics, Warehousing, Manufacturing, and Facility Management. These sectors require large-scale workforce deployment, rapid hiring cycles, payroll management, and compliance support, creating long-term demand for organized workforce service providers.
- The Company's operational footprint, workforce deployment capability exceeding 10,000 personnel, and integrated service portfolio position it to benefit from increasing outsourcing adoption across India's consumption and industrial economy. The shift towards organized staffing partners and technology-enabled workforce management is expected to create significant growth opportunities for companies with established recruitment, compliance, and deployment capabilities.

MANAGEMENT OVERVIEW



EXPERIENCED LEADERSHIP DRIVING GROWTH



RAJEEV KUMAR
Managing Director & CEO

Founder and Promoter of PAN HR SOLUTION LIMITED with over a decade of experience in workforce management, manpower outsourcing and business operations. He has been instrumental in building the Company from a regional staffing provider into a pan-India workforce solutions platform serving leading clients across e-commerce, logistics, manufacturing and facility management sectors. Under his leadership, PAN HR successfully completed its IPO and listing on the BSE SME Platform in February 2026.



Rajni Kumari
Whole-Time Director

Promoter of the Company with extensive experience in administration, workforce management and business operations. She plays a key role in overseeing employee management, client servicing and operational execution while supporting the Company's expansion across multiple industry verticals and geographies.



Vivek Mishra
Non Executive Director

Mr. Vivek Mishra brings extensive experience in business management, corporate governance and strategic advisory. His professional expertise spans operational management, organizational development and stakeholder engagement. As an Independent Director, he contributes to the Company's governance framework, strategic decision-making and long-term value creation initiatives.

EXPERIENCED LEADERSHIP DRIVING GROWTH



SHEETAL SHARMA
Independent Director

She is a qualified Advocate enrolled with the Bar Council and possesses extensive experience in legal, regulatory and corporate governance matters. She brings strong expertise in legal advisory, compliance management and governance oversight, supporting effective Board and Committee functioning. Her professional acumen and analytical approach enable informed decision-making while ensuring adherence to applicable laws and regulatory standards. She plays an important role in strengthening governance frameworks, promoting ethical business practices and supporting the Company's long-term growth and value creation objectives.



UMESH KUMAR PURBEY
Independent Director

He is an EHS and Fire Safety professional with leadership experience across Everest Industries, Reliance Industries, L&T Power and CISF. He holds a B.Sc. in Mechanical Engineering and is certified in Occupational Safety & Health and Environmental Management Systems auditing. Currently serving as an Advisor/Consultant with Hawksvale UK, he brings extensive expertise in EHS governance, safety compliance, risk management and project execution. Having led over 200 safety projects, he contributes valuable insights in strengthening operational excellence, safety culture and sustainable business practices.

FINANCIAL OVERVIEW



H2 FY26 HIGHLIGHTS



In ₹ Lakhs

Particulars	H2 FY26	H2 FY25	YoY
Revenues	12,591.65	9,846.92	
Other Income	64.94	38.19	
Total Income	12,656.59	9,885.11	28.04%
Cost of Services Rendered	11,698.82	9,127.84	
Employee costs	291.95	281.86	
Other expenses	178.93	100.56	
Total Expenditure	12,169.70	9,510.26	
EBITDA	4,86.89	374.85	29.89%
Interest Costs	1.91	4.02	
Depreciation	15.27	18.27	
PBT	469.70	352.55	33.23%
Tax	37.51	184.75	
PAT	432.20	167.79	157.58%

PROFIT & LOSS STATEMENT



In ₹ Lakhs

Particulars	FY26	FY25
Revenues	23,451.00	28,318.88
Other Income	74.76	44.18
Total Income	23,525.76	28,363.06
Cost of Services Rendered	21,933.76	26,635.57
Employee costs	493.19	789.94
Other expenses	242.98	206.59
Total Expenditure	22,669.93	27,632.10
EBITDA	855.83	730.96
Interest Costs	3.21	6.59
Depreciation	32.15	38.88
PBT Before Exceptional Items	820.47	685.49
Exceptional Items	-	653.60
PBT	820.47	1,339.09
Tax	70.18	359.23
PAT	750.29	979.86

BALANCE SHEET



In ₹ Lakhs

Equity & Liabilities	FY26	FY25
Equity	721.11	2.16
Reserves	3,030.07	1,813.12
Net Worth	3,751.18	1,815.28
Non Current Liabilities		
Long Term Borrowings	-	-
Long Term Provisions	16.04	5.60
Total Non Current Liabilities	16.04	5.60
Current Liabilities		
Short Term Borrowings	-	-
Trade Payables	1,506.35	1,194.91
Short Term Provisions	1.82	0.40
Other Current Liabilities	688.96	578.76
Total Current Liabilities	2,197.13	1,774.07
Total Liabilities	5,964.35	3,594.95

Assets	FY26	FY25
Non Current Assets		
Fixed Assets	77.35	91.72
Deferred Tax Assets	25.93	9.16
Other Non Current Assets	40.60	476.80
Total Non Current Assets	143.88	577.68
Current Assets		
Inventories		
Trade receivables	832.07	806.26
Cash & Bank Balance	2,433.61	366.87
Short Term Loans & Advances	440.37	416.69
Other Current Assets	2,114.42	1,427.45
Total Current Assets	5,820.47	3,017.27
Total Assets	5,964.35	3,594.95

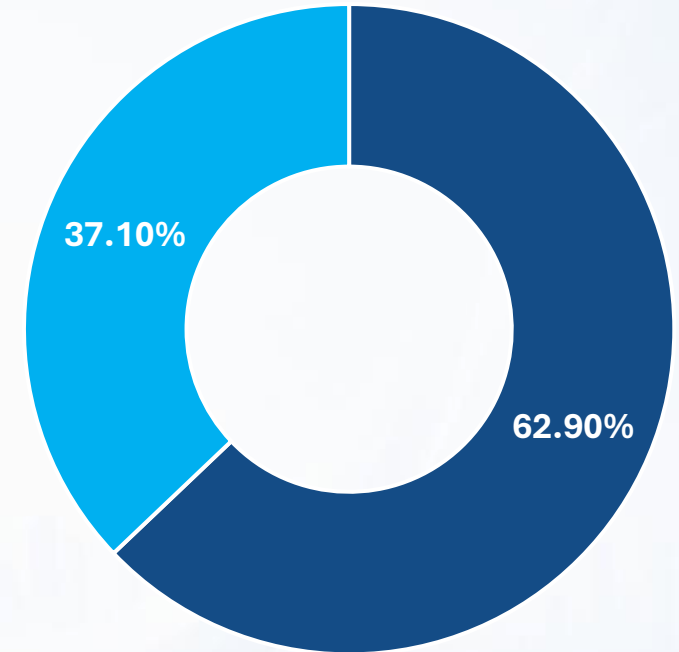
As on 11/06/2026

BSE CODE: PANHR | 544698

Share Price (₹)	64.15
Market Capitalization (₹ Cr)	46.26
No. of Shares	72,11,058
Face Value (₹)	10.00
52 week High-Low (₹)	85.50 – 43.00

As on 31/03/2026

Shareholding Pattern



■ Promoter & Promoter Group

■ Public

THANK YOU!



PAN HR SOLUTION LIMITED

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Investor Relations Advisor



EquiBridgeX Advisors Pvt. Ltd.

Ms. Pooja Gandhi

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