SkillBridge India – Quarterly Business Review: Q4 2025
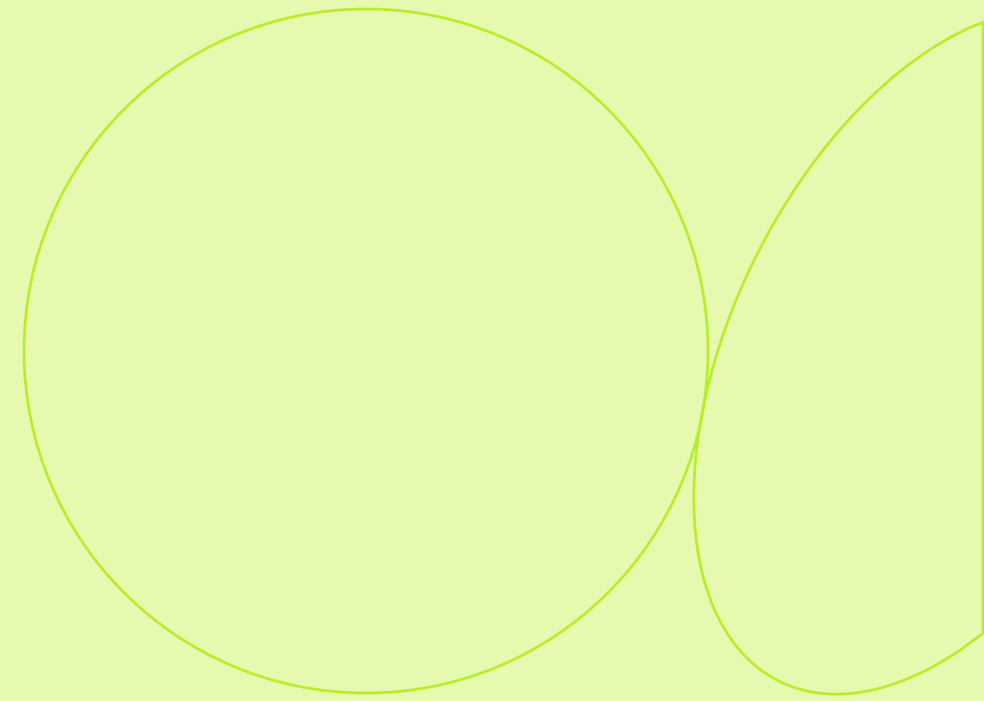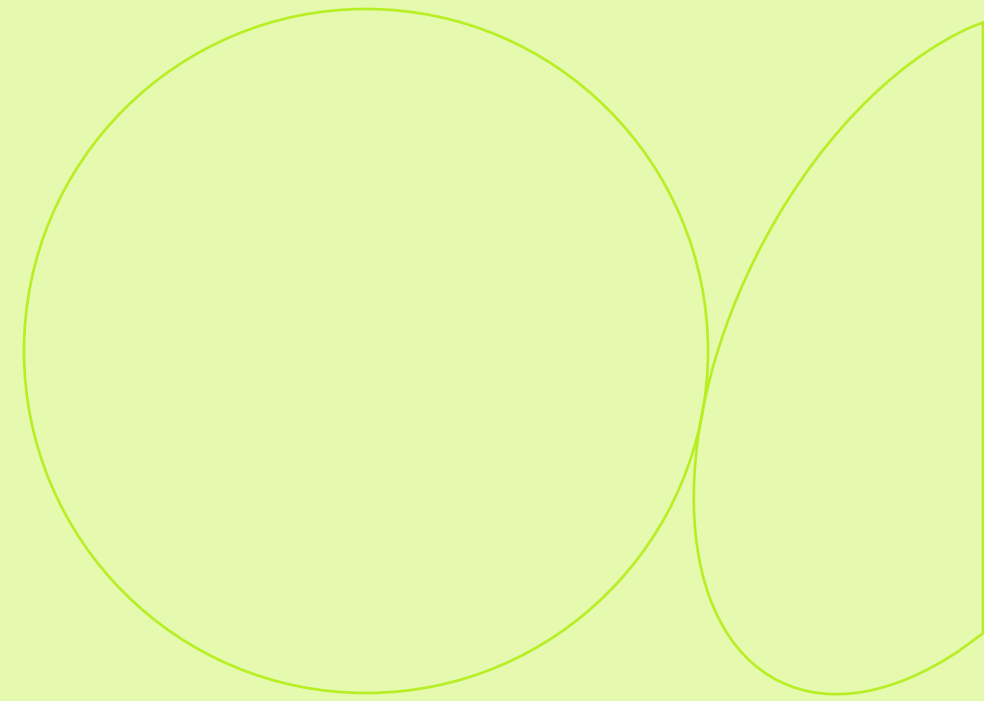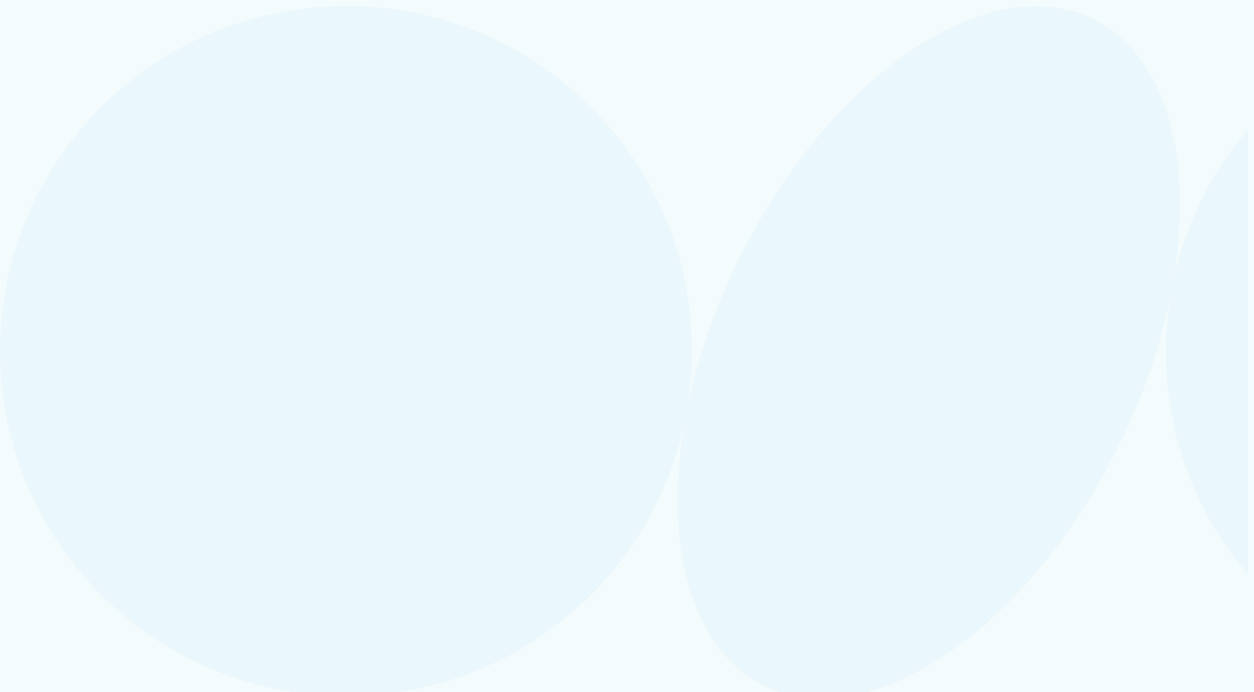
Analyzing performance and growth in the final quarter

Executive Summary

FY2025 Performance Overview


User Base Expansion

SkillBridge achieved 14.2 million MAUs by expanding aggressively into Tier-2 and Tier-3 cities, tapping emerging markets.

Revenue Milestone

Exceeded revenue targets by 12%, generating 412 Crore in FY2025, reflecting strong financial performance.

AI-led Innovations

Implemented AI-led candidate screening and Skill-Verified digital credentials, reducing employer time-to-hire by 18%.

Competitive Advantage

Focus on quality talent matching and technology strengthened SkillBridge's position as a premium recruitment platform.

Market Analysis

Competitor Landscape

COMPETITOR	MARKET SHARE	KEY STRENGTHS	FOCUS AREAS
Naukri.com	42%	Enterprise network, vast database	B2B SaaS, AI-ML tools
LinkedIn Jobs	26%	Professional networking, branding	Social recruiting, leadership roles
Indeed India	18%	Job aggregation, ease of use	SME market, gig-economy roles
SkillBridge India	14%	Skill-verified matching, geolocation	Tier-2/3 expansion, digital credentials

User Growth Trends

QUARTER	MAUS (MILLIONS)	GROWTH RATE
Q1 2025	10.1	-
Q2 2025	11.4	+12.8%
Q3 2025	12.9	+13.1%
Q4 2025	14.2	+10.1%

Financial
Performance
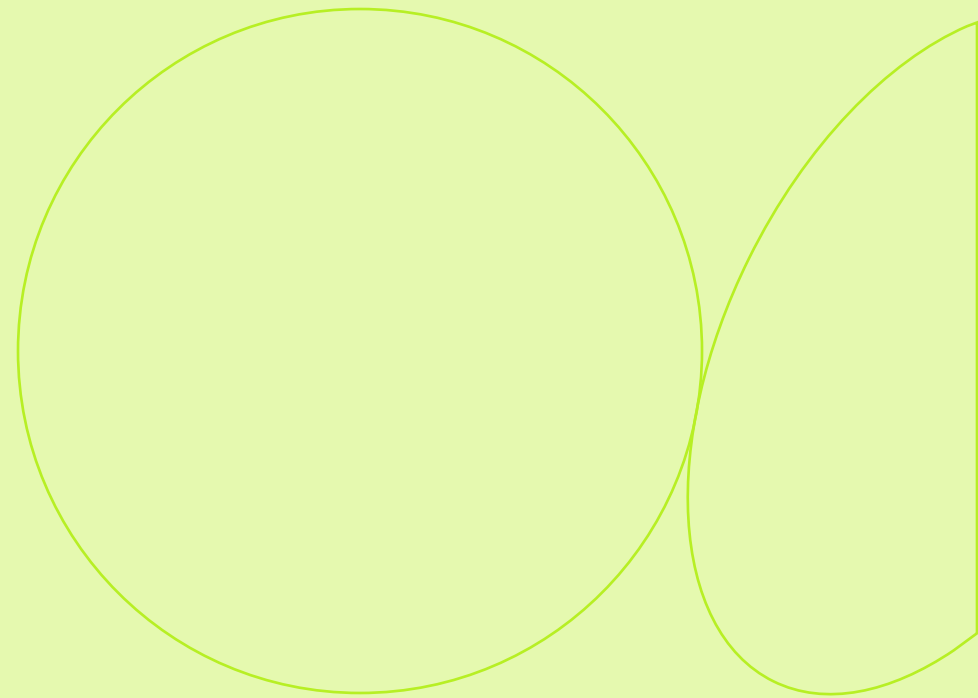
Revenue Breakdown and Quarterly Analysis

QUARTER	REVENUE	DIRECT COSTS	MARKETING	OPS	EBITDA MARGIN
Q1 2025	88	26	18	3	46.6%
Q2 2025	97	29	21	3	45.4%
Q3 2025	108	32	24	3	45.4%
Q4 2025	119	35	22	2	50.4%
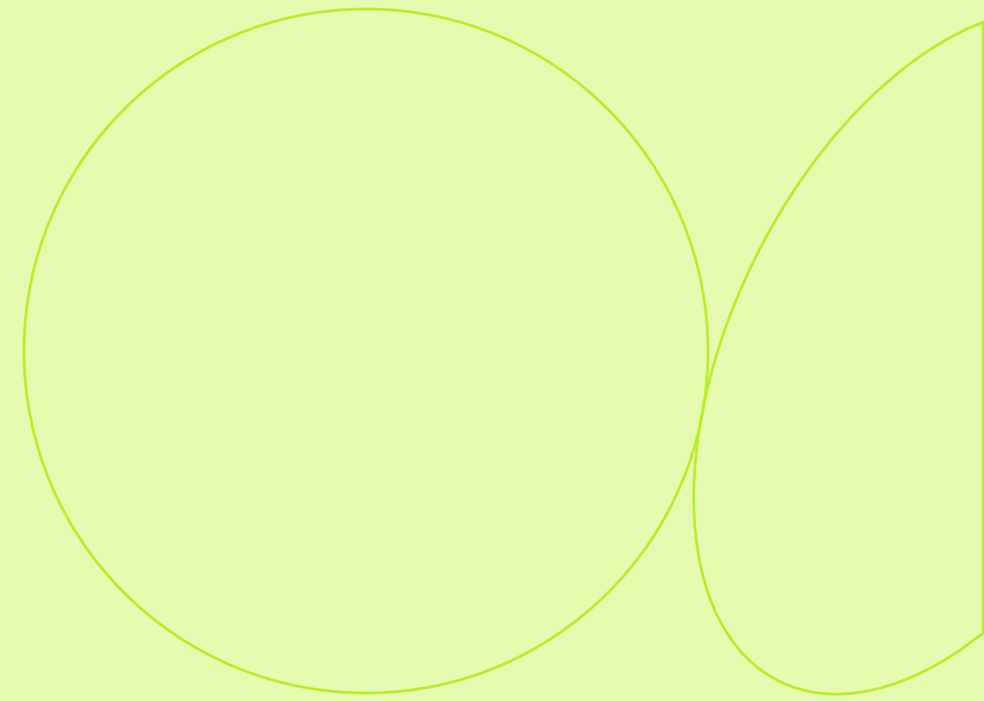
Strategic Initiatives

Pragati: Tier-2/3 Expansion

Focus on Non-Metro Cities

Pragati targets Tier-2 and Tier-3 cities like Coimbatore, Jaipur, and Ahmedabad for market expansion and talent acquisition.

### Significant Job Creation

In 2025, 35% of new jobs were created in non-metro regions, highlighting growing economic potential in these areas.

Localized UI and Partnerships

Localization of user interface in Hindi, Tamil, and Marathi and collaborations with local industry bodies increase accessibility and engagement.

Strategic Market Expansion

The project aims to tap into untapped talent pools and establish a strong presence in emerging urban centers.
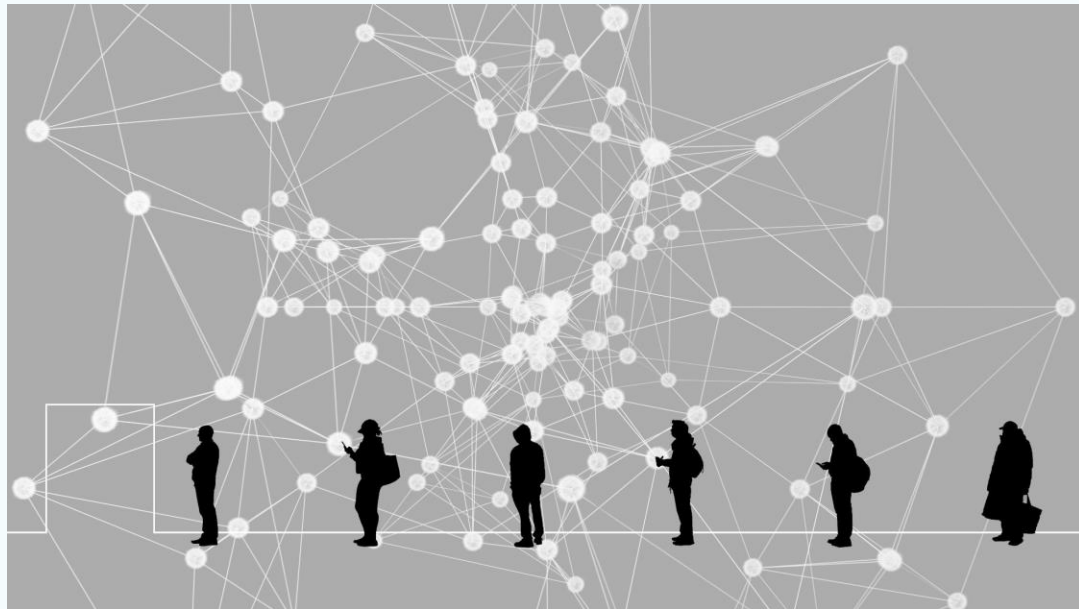
AI-Powered MatchScore

AI-driven Resume Matching

A proprietary Large Language Model evaluates candidate resumes against job descriptions for better matching accuracy.

Reduced Screening Time

The project reduces recruiter screening time by 40%, accelerating the hiring process significantly.

Enhanced Hiring Outcomes

Automation delivers faster, more accurate hiring outcomes, boosting ROI for enterprise clients.

Verified Credentials via India Stack

Integration with DigiLocker

SkillBridge integrates DigiLocker to display verified academic and professional credentials securely.
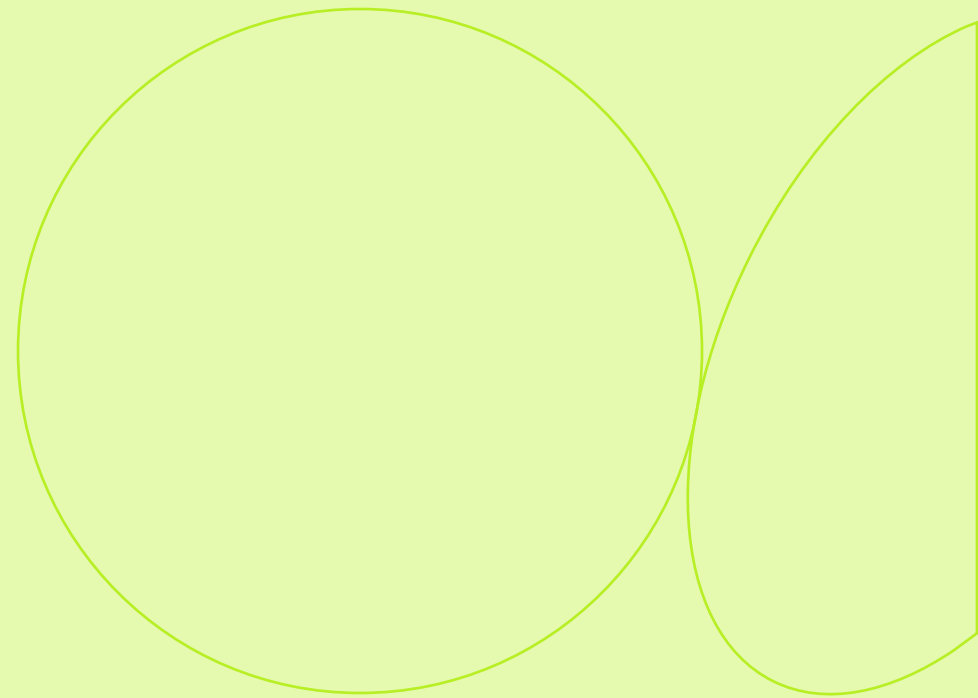
Addressing Talent Shortage

The initiative tackles an 82% talent shortage by providing employers with pre-vetted qualified candidates.
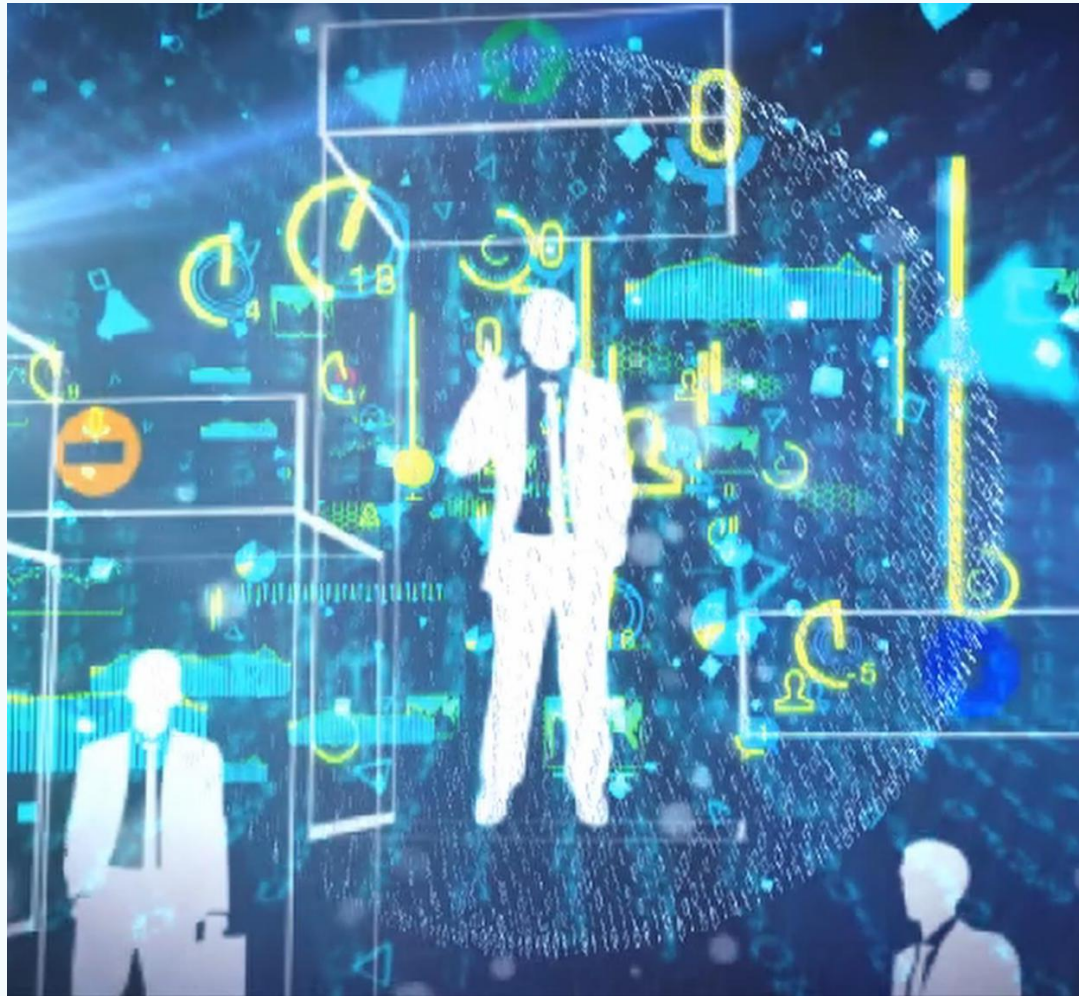
Enhancing Recruitment Trust

Verified credentials increase trust and reduce hiring risks, making SkillBridge a preferred recruitment platform.

Risks and Opportunities

Key Risks and Emerging Opportunities

Automation Risks

Automation-driven job displacement affects many employers, posing a significant risk to workforce stability.

Data Privacy Compliance

Compliance with DPDP Act requires investment in advanced data privacy and security infrastructures.
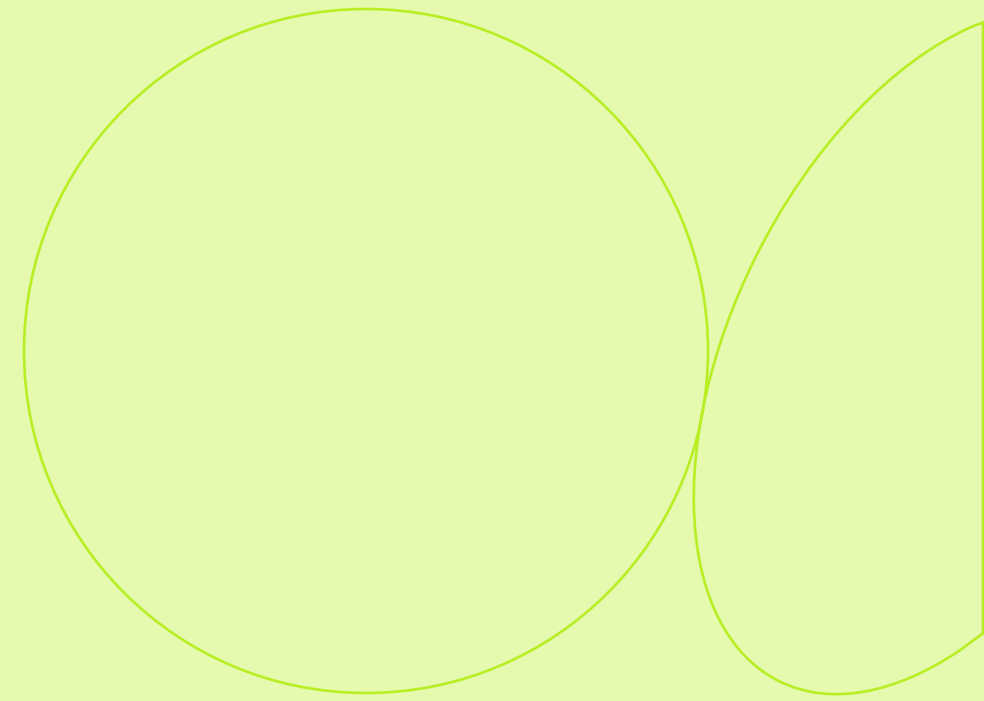
Gig Economy Opportunities

The gig economy growth creates demand for project-based hiring platforms like SkillBridge Flex.

Premium Recruitment Market

Expansion of GCCs and unicorn companies offers lucrative opportunities in premium white-collar recruitment.

Conclusion

Strategic Outlook for 2026

Focus on Quality Talent

SkillBridge emphasizes matching quality talent through verified credentials to enhance recruitment effectiveness.

Expansion into Tier-2/3 Markets

Strategic growth targets Tier-2 and Tier-3 cities to tap into emerging regional recruitment opportunities.

Leveraging Technology for Growth

SkillBridge uses technology to consolidate market position and drive sustainable, profitable growth.