

**SKILLBRIDGE INDIA**  
**QUARTERLY BUSINESS REVIEW: Q4 2025**

**TO:** Board of Directors & Executive Leadership Team  
**FROM:** Office of the Chief Executive Officer  
**DATE:** December 26, 2025  
**SUBJECT:** Performance Review and 2026 Strategic Outlook

## 1. EXECUTIVE SUMMARY

SkillBridge India has concluded FY2025 with robust performance, capitalizing on a 9% year-on-year (YoY) growth in the Indian digital recruitment market. Our platform achieved a milestone of 14.2 million Monthly Active Users (MAUs) in Q4, driven by aggressive expansion into Tier-2 and Tier-3 cities. While traditional IT hiring showed stabilization, our growth was anchored by the AI/ML, Manufacturing, and BFSI sectors.

Financially, SkillBridge achieved a total annual revenue of 412 Crore, exceeding initial targets by 12%. Strategic pivots toward AI-led candidate screening and Skill-Verified digital credentials have successfully reduced employer time-to-hire by 18%, positioning us as a premium alternative to legacy aggregators.

## 2. MARKET ANALYSIS

### 2.1 Competitor Landscape

The Indian recruitment ecosystem remains highly competitive. SkillBridge India currently holds a 14% market share in the white-collar segment, trailing legacy leaders but outperforming niche startups in growth velocity.

#### Competitor Analysis:

Naukri.com: 42% market share, Deep enterprise network and vast database, Focus on B2B SaaS and AI-ML hiring tools

LinkedIn Jobs: 26% market share, Professional networking and branding, Focus on social recruiting and leadership roles

Indeed India: 18% market share, Massive job aggregation and ease of use, Focus on SME market and gig-economy roles

SkillBridge India: 14% market share, Skill-verified matching and Geolocation, Focus on Tier-2/3 expansion and Digital Credentials

### 2.2 User Growth Trends

We observed a steady climb in user engagement throughout 2025. The shift toward mobile-first job seeking in India (where 96% of users access the web via mobile) has favored our app-centric strategy.

Q1 2025: 10.1 Million MAUs

Q2 2025: 11.4 Million MAUs (+12.8%)  
Q3 2025: 12.9 Million MAUs (+13.1%)  
Q4 2025: 14.2 Million MAUs (+10.1%)

The slight deceleration in Q4 growth is attributed to a seller's market in high-demand tech roles, where candidates are more selective, necessitating a shift from quantity to quality in our user acquisition.

### 3. FINANCIAL PERFORMANCE

#### 3.1 Revenue Breakdown (FY 2025)

Our monetization strategy has diversified, with SaaS-based subscriptions now contributing the largest share of revenue.

Employer Subscriptions (SaaS): 276 Crore (67%)  
Featured Listings & Ads: 62 Crore (15%)  
Resume/Data Access: 41 Crore (10%)  
Skill Assessment & Credentials: 33 Crore (8%)  
Total FY2025 Revenue: 412 Crore

#### 3.2 Quarterly Revenue & Cost Analysis (INR Crore)

Total Revenue: 412 Crore, Total Operating Costs: 218 Crore

Q1 2025: Revenue 88, Direct Costs 26, Marketing 18, Ops 3, EBITDA Margin 46.6%  
Q2 2025: Revenue 97, Direct Costs 29, Marketing 21, Ops 3, EBITDA Margin 45.4%  
Q3 2025: Revenue 108, Direct Costs 32, Marketing 24, Ops 3, EBITDA Margin 45.4%  
Q4 2025: Revenue 119, Direct Costs 35, Marketing 22, Ops 2, EBITDA Margin 50.4%

#### 3.3 Two-Year Projections

Following the 12% market growth trend in 2025, we project:

2026 Revenue Target: 520 Crore (+26% YoY)  
2027 Revenue Target: 680 Crore (+31% YoY)

### 4. STRATEGIC INITIATIVES

#### Project 1: Pragati (Tier-2/3 Expansion)

Expanding our footprint into cities like Coimbatore, Jaipur, and Ahmedabad. In 2025, 35% of our new job creation came from non-metros. We are partnering with local industry bodies to localize our UI in Hindi, Tamil, and Marathi.

#### Project 2: AI-Powered MatchScore

We deployed a proprietary Large Language Model (LLM) to score candidate resumes against job descriptions. This has reduced recruiter screening time by 40%, significantly increasing the ROI for our enterprise clients.

#### Project 3: Verified Credentials via India Stack

Integrating with DigiLocker to allow candidates to display Verified badges for their academic and professional history. This initiative addresses the high talent-shortage reporting (82%) by providing pre-vetted talent.

### 5. RISKS AND OPPORTUNITIES

#### Risks:

Automation Displacement: 38% of employers report job reductions due to AI/Automation. We must pivot to list AI-human hybrid roles to remain relevant.

Data Privacy: Increasing scrutiny from the Digital Personal Data Protection (DPDP) Act requires significant investment in compliance infrastructure.

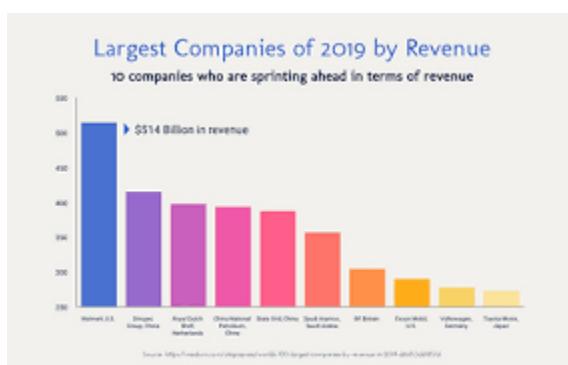
#### Opportunities:

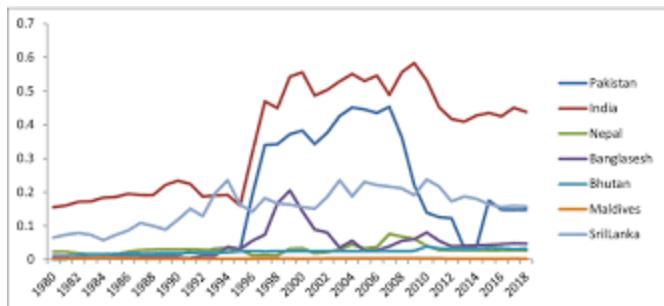
The Gig Economy: With 24% of the workforce now participating in gig work, there is a massive opportunity to launch a SkillBridge Flex portal for project-based hiring.

Global Capability Centres (GCCs): Over 118 unicorns and hundreds of GCCs are expanding in India, creating a high-margin segment for premium white-collar matching.

#### Conclusion:

SkillBridge India is positioned for significant growth in 2026. Our strategic focus on quality talent matching, verified credentials, and tier-2/3 expansion will drive sustainable growth while maintaining profitability.





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