EMA Partners India Limited
204, The Summit Business Bay,
Western Express Highway,
Vile Parle (E.), Mumbai – 400 057.
Tel: 022- 4608 9406
Email: india@emapartners.in
CIN: L74140MH2003PLC142116
Website: www.emapartners.in

Date: November 04, 2026

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051.

NSE Symbol: EMAPARTNER
Through NEAPS Portal

Subject: Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") - Investor Presentation for earnings call.

Dear Sir/Madam,

Pursuant to Regulation 30 of the SEBI Listing Regulations, please find attached a presentation on the Un-audited Financial Results of the Company for the half year ended September 30, 2026 which will be presented to the analysts and investors at the earnings call and is also posted on our website at the below link:

https://www.emapartners.in/investor-relation.html

The details of the earnings call scheduled on Thursday, November 05, 2026, at 02:30 PM (IST), have already been intimated vide our letter dated Friday, October 30, 2026 on NSE. The above is for your information, records and dissemination.

Thanking You.
Yours faithfully,

For and on behalf of EMA Partners India Limited

Smita Shivdhari Singh
Digitally signed by Smita Shivdhari Singh
Date: 2026.11.04 19:58:51 +05'30'

Smita Singh
Company Secretary & Compliance Officer
Encl: As above

EMA Partners | James Douglas An EMA Partners India Company | taggd

Investor Presentation

EMA Partners India Limited

H1-FY27 Earnings
November 2026



Completed 100% acquisition of Taggd in July 2026

EMA Partners

- Taggd is India's largest homegrown Recruitment Process Outsourcing (RPO) company, delivering end-to-end talent acquisition solutions through a technology-enabled platform.
- Recognized as a Leader in Everest Group's RPO Services PEAK Matrix® Assessment 2026 for India.
- Trusted talent partner to 100+ enterprise clients, including Fortune 500 companies, Global Capability Centres (GCCs), and leading Indian conglomerates across 14+ industries.



550K+	100 +	78 Mn	24K	14+	120+	800+
Permanent Hires Managed In Last One Decade Plus	Customers Served	Active Candidates' Database	Permanent Hiring Done Annually	Industries Mapped	Skills & Sub Skills Tagged to Jobs	Talent Recruitment Experts

EMA Partners India – A Full Stack Talent Solutions Platform

EMA Partners

EMA Partners

- Leading executive search firm with over two decades of experience.
- Specialises in Board, C-suite and Senior Executive hiring across industries.
- Trusted advisor to Indian and global corporations.
- Focused on Executive Search and Board Advisory.

James Douglas

An EMA Partners India Company

- Focused on mid-to-senior-level executive hiring.
- Leverages proprietary in-house recruitment processes.
- Expands our presence in the professional search segment across India and the UAE.
- Targets a vast market opportunity currently served largely by the unorganized sector.

taggd

- India's largest homegrown Recruitment Process Outsourcing (RPO) company, serving 100+ enterprise clients across 14+ industries.
- Provides end-to-end, technology-enabled talent acquisition solutions.
- Provides scalable, SLA-driven and project-based hiring services.
- Technology-led recruitment platform supported by AI-powered hiring capabilities and a large candidate database.

India's Leading Integrated Talent Solutions Platform For White Collar Jobs

EMA Partners

The Complete Hiring Spectrum — One Platform, Every Stage

Board, CXO & Leadership Hiring → Mid To Senior Level Executives → Recruitment Process Outsourcing (RPO)

Why This Combination Wins

The Complete Platform

The only listed Indian group spanning Board & C-suite search, professional search and AI-powered RPO - under one integrated roof.

Premium Advisory combined with enterprise scale recruiting

EMA Partners' trusted leadership-hiring relationships combine with Taggd's track record and AI-led delivery engine - a model pure-play advisory firms or pure-play RPOs can't easily replicate.

Built for Compounding Growth

Each business offers independent growth potential, while cross-selling opportunities and complementary capabilities can further accelerate growth.

Why This Matters

- The only listed Indian player covering the entire hiring value chain — from Board search to AI-powered RPO
- Multiple growth engines across Executive Search, Professional Search & RPO, with significant cross-sell potential
- A technology-led platform with AI-driven operating leverage, well positioned for India's expanding enterprise & GCC hiring opportunity

Our Expertise

EMA Partners

Deep Expertise Across Industries & Functions

Specialized functional and industry expertise across critical business mandates.

Our Functional Expertise

01 Board & Governance
02 Enterprise & P&L Leadership
03 Finance & Investor Relations
04 Risk, Legal & Compliance
05 Human Resources
06 Revenue, Marketing & Customer
07 Technology, Digital & Analytics
08 Operations & Supply Chain
09 R&D, Science & Medical
10 Strategy, Transformation & Sustainability

Our Industry Expertise

- Aerospace & Defense
- Automotive & Auto Components
- Banking & Financial Services
- Chemicals
- Consumer, Retail & Agri
- Education
- Energy, Metals & Natural Resources
- Engineering, EPC & Infrastructure
- GCCs
- Government, PSU & Development Sector
- Industrial & Manufacturing
- Media, Entertainment & Gaming
- Pharma, Life Sciences & Healthcare
- Professional & Business Services
- Real Estate & Hospitality
- Semiconductor & Electronics
- Technology & Digital
- Telecom
- Textiles & Apparel
- Transport, Logistics & Aviation

EMA Partners | What We Do

Executive Search and Leadership Advisory

Board, C-Suite and Senior Executive search across India and global markets.

Retained Executive Search

Secure senior executives aligned with business strategy. Domain specialists lead each search, assessing leadership capability, cultural fit and readiness for future demands.

Core Offerings:

- Executive Search
- Board Search
- Strategic Team Acquisition

Market Intelligence

We provide decision-makers with structured research, delivering real-time market context to enable informed organizational design and talent decisions.

Core Offerings:

- Industry Talent Analysis
- Talent Mapping
- Diversity Tracking
- Competition Benchmarking
- People Movement
- Organogram

Leadership Advisory

Future-proof leadership capability during critical moments of growth, transition, or succession. Our assessment-led approach supports executive selection, onboarding and development.

Core Offerings:

- Executive Assessments
- Competency Modelling
- Transition & Leadership Coaching
- Board & Top-Team Effectiveness
- Leadership Due Diligence for PE Acquisitions



James Douglas | What We Do

EMA Partners

Core Capability

Professional Search for mid-to-senior professionals across functional, business and practice leadership roles. Sector wise practice focus focused on quality and time bound client outcomes

Value-added Talent Intelligence

Talent Mapping

Competitor mapping, organizational structures, talent availability and capability benchmarking.

Compensation Benchmarking

Executive compensation analysis across fixed pay, variable incentives and leadership pay trends.

Succession Pipeline Assessment

Evaluate bench strength, identify succession gaps and benchmark internal talent against the external market.

Returning Indian Talent Mapping

Identify and engage high-calibre Indian-origin leaders across global markets for India-based opportunities.



Taggd - Delivering Guaranteed Hiring Outcomes At Enterprise Scale

EMA Partners

AI-Powered Talent Fulfillment Partner

India's largest agentic AI-powered talent fulfillment partner that combines technology with human expertise to deliver guaranteed hiring outcomes.

Two Decades of Expertise

Built on over two decades of on-ground execution experience across 14+ mapped industry practices and an active repository of 2.4 Mn candidate profiles.

Proven Industry Trust

Recognized as Leader in the Everest PEAK Matrix RPO Assessment 2026 – India.



23 Years of Boardroom Trust

Over two decades of experience assessing and appointing Board, C-suite and senior leaders across industries

Experienced Advisory Leadership

The Board Services practice is led by **Shailesh Haribhakti**, Co-founder of STAIR Digital, bringing decades of experience in board strategy, governance and corporate leadership.

Institutional Credibility

India's first publicly listed global executive search firm, trusted by Fortune 500 companies, and Indian conglomerates

Board Lifecycle Management

Support from identifying directors through evaluating Boards and advising on governance, with practical insight for Board decision-making.

Board Search

Independent searches for Independent Directors, Committee Chairs and other Board positions. Candidates are identified, referenced and assessed for fit.

Global Search Standards

Member of AESC (Association of Executive Search and Leadership Consultants), bringing highest professional and ethical standards in global executive search

EMA Partners | Global Footprint

Global Reach. Deep India Roots.

Serving global leadership mandates through

40+ Offices worldwide

30+ Countries

Strong India Presence

Mumbai · Delhi NCR · Bangalore · Chennai

Argentina | Austria | Brazil | Chile | China | Czech Republic | Finland | France | Germany | Greece | Hungary | India | Italy | Japan | Mexico | Peru | Poland | Portugal | Saudi Arabia | Singapore | South Africa | South Korea | Spain | Sweden | Switzerland | Thailand | UAE | Ukraine | UK | USA



Strategic Initiatives
and Future Growth Plans



Unlocking Cross-sell Opportunities Across Our Service Portfolio

EMA Partners

Our complimentary strengths create significant cross-sell opportunities across our client base



Strong Together. Broader Solutions. Higher Wallet Share

Unlocking Synergies

- **Higher Wallet Share Per Client**
- **Deeper Relationships & Trust**
- **Cross-sell Led Revenue Growth**
- **Access to wider Talent Pool & Intelligence**
- **Stronger Growth Visibility & Scalability**

Our Growth Strategy



- **Add New Partners in Executive Search –** Adding new partners to increase sector & client coverage
- **Grow James Douglas team –** To build coverage and delivery capabilities to increase market share.
- **Grow Taggd-** Increase presence in GCCs and large enterprise customers. Explore expansion opportunities in other geographies. Deliver compelling AI led offerings that deliver superior client outcomes.
- **Driving Diversification Through Integrated, Scalable and Sustainable Client Engagements -** Intentional diversification into comprehensive, synergistic organizational consulting solutions to build a less cyclical business model with more predictable revenue and earnings.
- **Explore Strategic acquisitions -** Fill gaps and accelerate coverage and growth in each of the current offerings

Management



Board Of Directors



K. Sudarshan

Chairman & Managing Director



S. Krishnaprakash

Whole-time Director



Shekhar Ganapathy

Whole Time Director



Dr. Archana Hingorani

Independent Director



Rajat Kumar Jain

Independent Director



Anand Balasundaram

Independent Director

Strong Management Team with Deep Background Experience

EMA Partners



Arun Dasmahapatra

Group Executive Advisor



Alicia Yi

Group Executive Advisor, Singapore



A Ramachandran

Managing Partner & Chief Growth Officer



Amarjeet Dutta

Managing Partner – Executive Search, UAE



Sanjeev Das

Senior Partner – Executive Search



KG Gopinadhan

Senior Partner, India & Singapore – Executive Search



Utpal Das

Partner – Executive Search



Shweta Sachdeva

Partner – Executive Search



Nupur Mehta

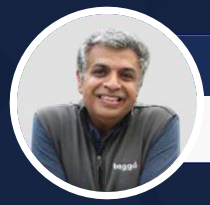
Managing Partner – James Douglas Professional Search

Strong Management Team with Deep Background Experience



Pankaj Bansal

Co-founder, Taggd



Devashish Sharma

Co-founder & CEO, Taggd



Kamakshi Pant

Chief Business Officer, Taggd



Kiran Kumar

President – Platform, Taggd



Vishal Saha

Chief Technology Officer. Taggd



Manishkumar Dhanuka

Group Financial Advisor



Kushal Parmar

Chief Financial Officer



S Subburaj

Senior Partner and Group CHRO



Smita Singh

Company Secretary & Compliance officer

Financial Overview



A landmark half: scale doubled, EBITDA up 19%, PAT up 27%

EMA Partners

INR 839 Mn
Revenue
Doubled year on year (+107%)

INR 92 Mn
EBITDA
Up 19% year on year

INR 90 Mn
Profit after tax
Up 27% year on year

INR 1558 Mn
Net worth
Up from INR1537 Mn; D/E 0.15x

1. **Completed the Taggd acquisition, establishing full stack recruitment platform at scale**
   Taggd delivered INR 334 Mn revenue. These revenues are recurring in nature through long-term contracts, providing greater revenue stability and predictability for EMA.

2. **Mature business grew; New business scaled 6.4x in revenue in H1FY27 compared to H1FY26**
   Mature revenue grew 9% to INR 429 Mn with PAT steady at INR 104 Mn and a strong 25.5% EBITDA margin. New business (JD India, JD Dubai & EMA Singapore) grew revenue 6.4x.

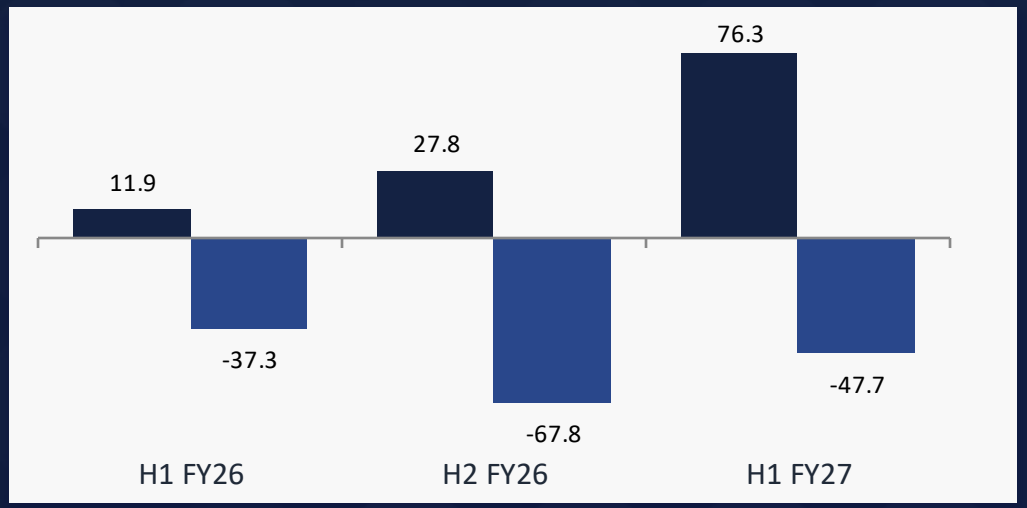
3. **Funded transformational growth and rewarded shareholders**
   INR 891 Mn acquisition funded largely from internal resources; INR 72.5 Mn returned through the buy-back, enhancing EPS by 3.2%.

New business grew revenue 6.4x YoY and cut its loss in H1FY27 compared to H2 FY26

INR Mn	H1 FY26	H2 FY26*	FY26	H1 FY27
Mature Business				
Revenue	393.4	440.6	834.0	428.6
EBITDA	115.2	137.4	252.5	109.3
EBITDA margin	29.3%	31.2%	30.3%	25.5%
PAT	103.7	111.3	215.0	103.7

INR Mn	H1 FY26	H2 FY26*	FY26	H1 FY27
New Business				
Revenue	11.9	27.8	39.7	76.3
Employee cost	44.8	69.3	114.0	97.8
EBITDA	(37.3)	(67.8)	(105.1)	(47.7)
PAT	(32.7)	(59.3)	(92.0)	(45.0)

New business: revenue vs EBITDA (INR Mn)



Mature: revenue up 9% YoY, sustaining EBITDA margins of 25 to 31% across the last three half-years.

New: revenue 6.4x YoY; EBITDA loss reduced from INR 67.8 Mn in H2 FY26 to INR 47.7Mn as the business gains scale.

Next milestone: a clear path to break-even for New business.

The buyback was executed at ₹100 per share, returning ₹72.5 Mn to shareholders while enhancing EPS by 3.2%

EMA Partners

0.725 Mn
Shares bought back
3.12% of pre-buy-back equity

→

INR 72.5 Mn
Cash outflow

→

+3.2%
EPS accretion
FY26 EPS INR5.29 → INR5.46

Particulars	Before	After
Equity shares outstanding	2,32,46,426	2,25,21,426
Paid-up capital (INR Mn, FV INR5)	116.2	112.6
Implied P/B on Mar-26 book (INR66.1/share)		1.62x
Implied P/E on FY26 EPS		20.2x

Half Yearly Consolidated Financial Performance

EMA Partners

Particulars (INR Mn)	H1-FY27	H2-FY26	H-o-H	H1-FY26	Y-o-Y
Revenue from Operations	**839.27**	**468.36**	**79.2%**	**405.28**	**107.1%**
Total Expenses	747.08	398.82	87.3%	327.48	128.1%
EBIDTA	**92.19**	**69.54**	**32.6%**	**77.80**	**18.5%**
EBIDTA Margins (%)	***10.98%***	***14.85%***	***(387) Bps***	***19.20%***	***(822) Bps***
Depreciation and amortisation expenses	16.40	13.16	24.6%	11.04	48.6%
Finance costs	8.65	0.34	NA	0.40	NA
Other Income	40.47	5.13	NA	23.45	72.6%
PBT	**107.61**	**61.17**	**75.9%**	**89.81**	**19.8%**
Tax	17.09	9.20	85.8%	18.73	(8.8)%
PAT before Share of Profit/(Loss) of Associate Company	**90.52**	**51.97**	**74.2%**	**71.08**	**27.3%**
Share of Profit/(Loss) of Associate Company	**(0.12)**	**-**	NA	**-**	NA
PAT after Share of Profit/(Loss) of Associate Company	**90.40**	**51.97**	**73.9%**	**71.08**	**27.2%**
PAT Margins (%)	***10.77%***	***11.10%***	***(33) Bps***	***17.54%***	***(677) Bps***
Diluted EPS	3.97	2.23	78.0%	3.04	30.6%

Historical Consolidated Profit And Loss Statement

Particulars (INR Mn)	FY25	FY26	H1-FY27
Revenue from Operations	**739.30**	**873.6**	**839.27**
Total Expenses	606.17	726.30	747.08
EBIDTA	**133.13**	**147.34**	**92.19**
EBIDTA Margins (%)	***18.0%***	***16.9%***	***11.0%***
Depreciation and amortisation expenses	20.46	24.20	16.40
Finance costs	5.49	0.73	8.65
Other Income	50.90	28.57	40.47
PBT	**158.08**	**150.98**	**107.61**
Tax	33.69	27.93	17.09
PAT before Minority Interest	**124.39**	**123.05**	**90.52**
Minority Interest	(1.75)	-	-
PAT before Share of Profit/(Loss) of Associate Company	**126.14**	**123.05**	**90.52**
Share of Profit/(Loss) of Associate Company	-	-	**(0.12)**
PAT after Share of Profit/(Loss) of Associate Company	**126.14**	**123.05**	**90.40**
PAT Margins (%)	***17.1%***	***14.1%***	***10.8%***
Diluted EPS	6.73	5.29	3.97

Historical Consolidated Balance Sheet

EMA Partners

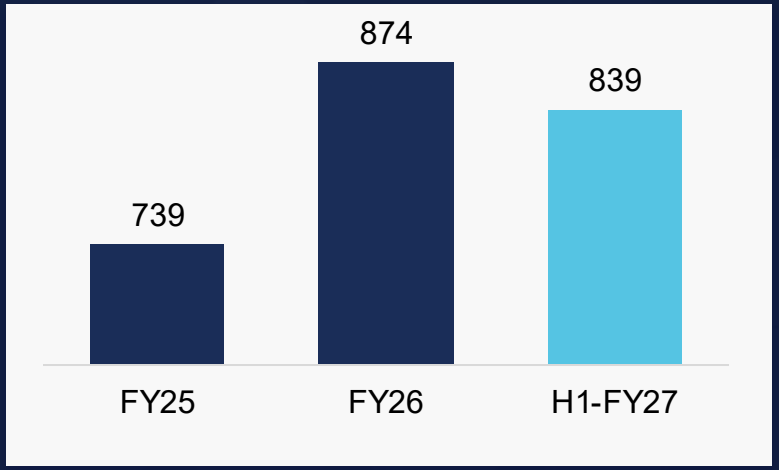
Particulars (INR Mn)	FY25	FY26	H1-FY27
EQUITY AND LIABILITIES			
Equity Share Capital	116.23	116.23	112.61
Reserves And Surplus	1,258.78	1,420.91	1,445.62
Total Equity	**1,375.01**	**1,537.14**	**1,558.23**
Non-controlling Interest	-	-	-
Non-current Liabilities			
Long Term Borrowings	5.91	2.28	212.82
Deferred Tax Liabilities (Net)	5.51	-	-
Long Term Provisions	-	-	70.07
Other Long term liabilities	-	-	1.94
Total Non-current Liabilities	**11.42**	**2.28**	**284.83**
Current Liabilities			
Short Term Borrowings	7.47	3.62	18.87
Trade Payables	7.95	5.95	26.43
Short-term Provisions	110.06	114.38	85.12
Other Current Liabilities	32.13	42.34	179.37
Total Current Liabilities	**157.61**	166.29	309.79
Total Equity And Liabilities	**1,544.04**	**1,705.72**	**2,152.85**

Particulars (INR Mn)	FY25	FY26	H1-FY27
ASSETS			
Non-current Assets			
Property, Plant And Equipment	191.92	186.47	187.86
Goodwill On Consolidation	4.06	4.06	653.17
Intangible Assets	4.64	11.98	22.88
Capital Work-in-progress	-	1.97	-
Non-current Investments		-	1.30
Deferred Tax Assets (Net)	-	14.82	40.01
Long Term Loans And Advances	42.48	68.13	165.55
Other Non-current Assets	7.61	10.57	27.77
Total Non-current Assets	**250.71**	**298.01**	**1,098.54**
Current Assets			
Current Investments	435.09	455.88	-
Trade Receivables	131.57	254.19	628.64
Cash And Cash Equivalents	111.12	377.25	191.23
Other Bank Balances	540.50	250.53	118.23
Short Term Loans And Advances	45.49	24.83	21.02
Other Current Assets	29.56	45.02	95.19
Total Current Assets	**1,293.33**	**1,407.71**	**1,054.31**
Total Assets	**1,544.04**	**1,705.72**	**2,152.85**

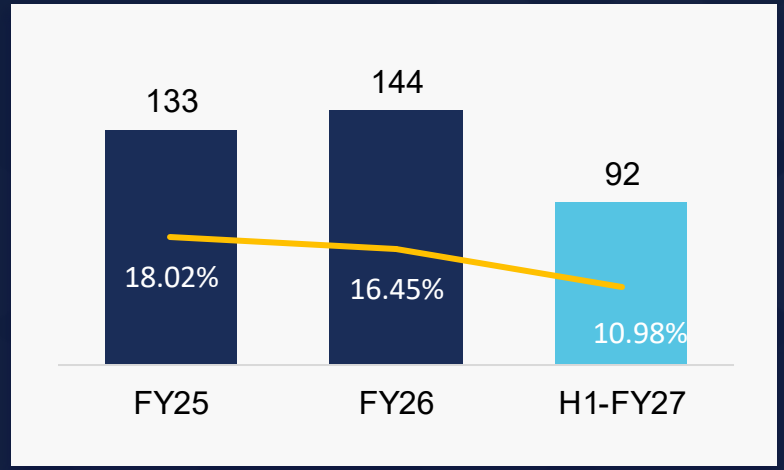
Consolidated Financial Performance

EMA Partners

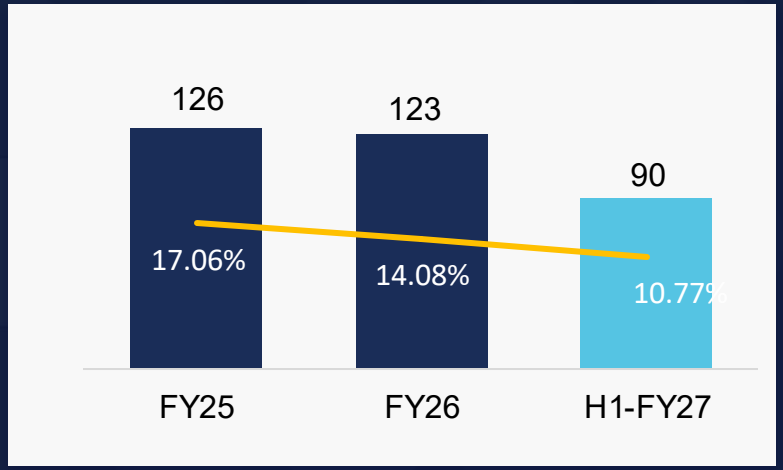
Operational Revenue (INR Mn)



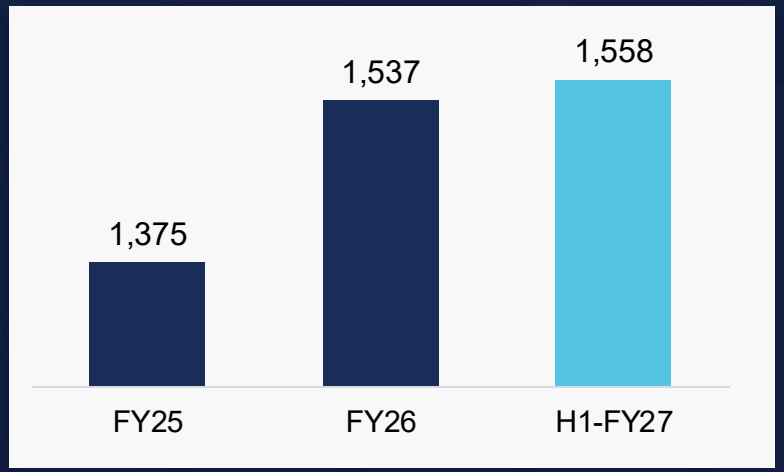
EBITDA (INR Mn) & EBITDA Margin (%)



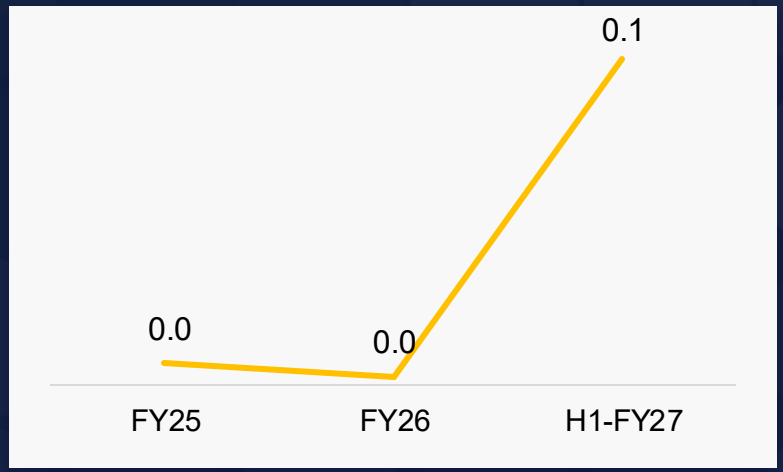
PAT (INR Mn) & PAT Margins (%)



Net Worth (INR Mn)

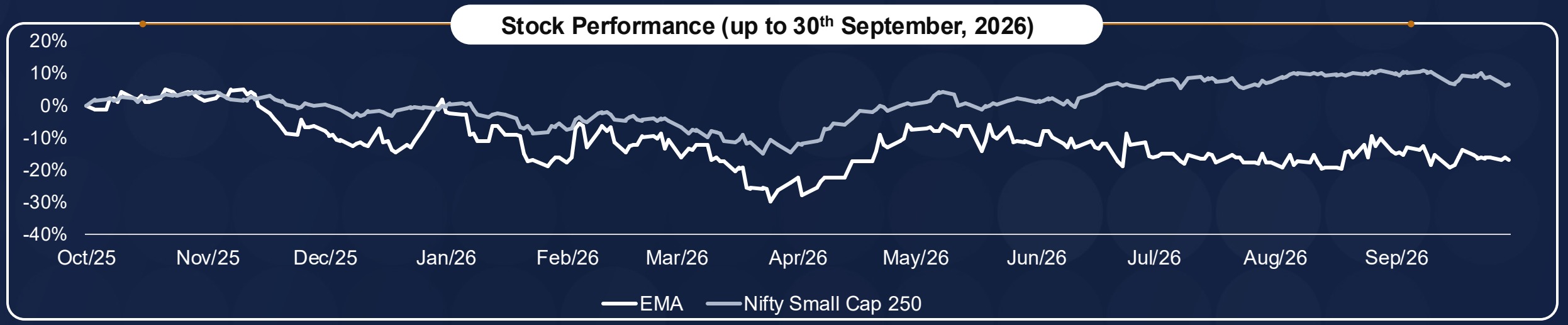


Debt/ Equity

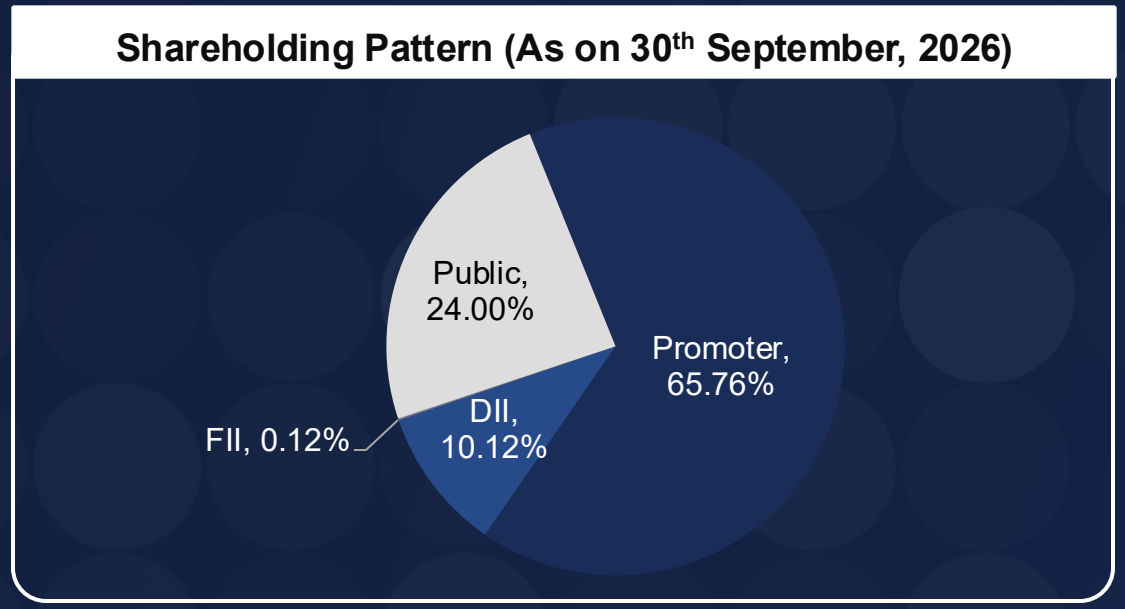


Capital Market Data





Price Data (30th September, 2026)	INR
Face Value (INR per share)	5.00
CMP (INR per share)	81.50
52 Week H/L (INR per share)	104.10/65.25
Market Capitalization (INR Mn)	1,835.50
Shares O/S (Mn)	22.52
Average Volume ('000)	16.40



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For further details, please feel free to contact our Investor Relations Representatives:

VALOREM ADVISORS
"Your Partners in Value Creation"

Mr. Anuj Sonpal
Valorem Advisors
Tel: +91-22-3507 5100
Email: emapartners@valoremadvisors.com
To access the Investor Kit-Link and / or request a meeting click here: https://valoremadvisors.com/ema

Thank You

