

Date: 11th August 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: Investor Presentation.

Dear Sir/Madam,

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), please find enclosed the updated Investor Presentation of the Company, incorporating information regarding the recent acquisition by the Company. The same is being disseminated for the information of the stakeholders.

The Investor Presentation is also available on the website of the Company:

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

Kindly take the same on record.

Thanking You.
Yours faithfully,

For and on behalf of EMA Partners India Limited

Smita Singh
Company Secretary & Compliance Officer
Encl: As above

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INVESTOR PRESENTATION

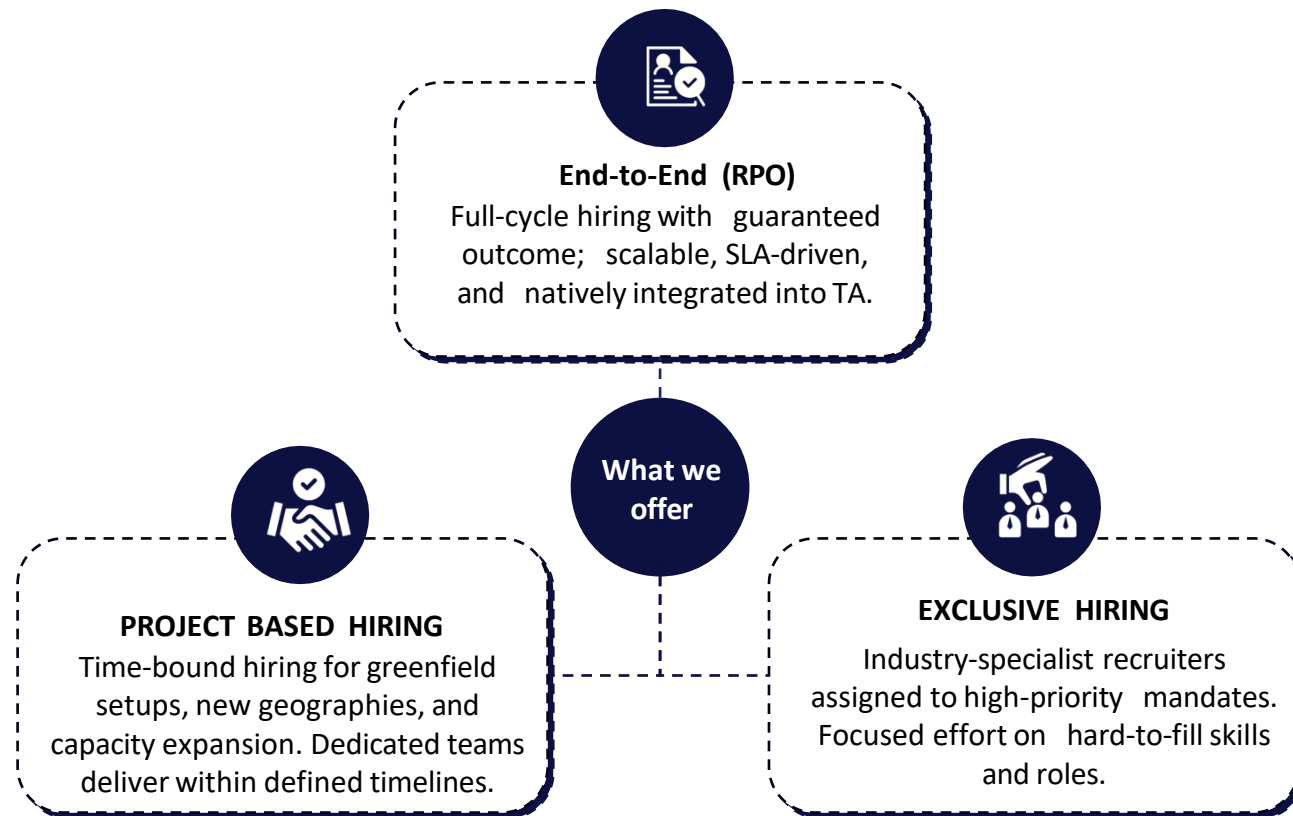
JULY 2026

Taggd: A Strategic Addition to EMA's Growth Journey



EMA Partners India Acquires Taggd in a INR 95 Crore All-Cash Deal to Create One of India's Largest Integrated Talent Solutions Platforms

- 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 Star Performer – Major Contender in the Everest RPO PEAK Matrix for two consecutive years (2024 and 2025), becoming the only Indian RPO to achieve this distinction.
- Trusted talent partner to 100+ enterprise clients, including Fortune 500 companies, Global Capability Centres (GCCs), and leading Indian conglomerates across 14+ industries.



550K+

Permanent Hires
Managed In Last
One Decade Plus

100 +

Customers
Served

78 Mn

Active Candidates'
Database

24K

Permanent Hiring Done
Annually

14+

Industries
Mapped

120+

Skills & Sub Skills Tagged to
Jobs

800+

Talent Recruitment
Experts

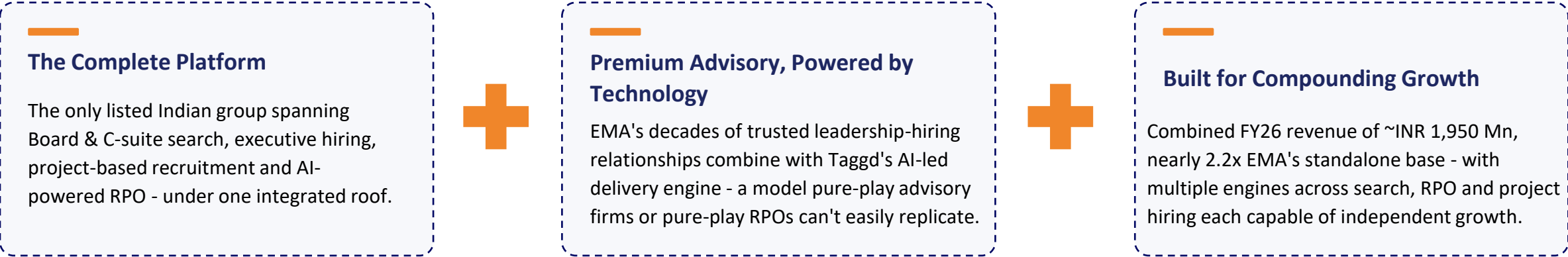
India's Largest Integrated Talent Solutions Platform



The Complete Hiring Spectrum — One Platform, Every Stage

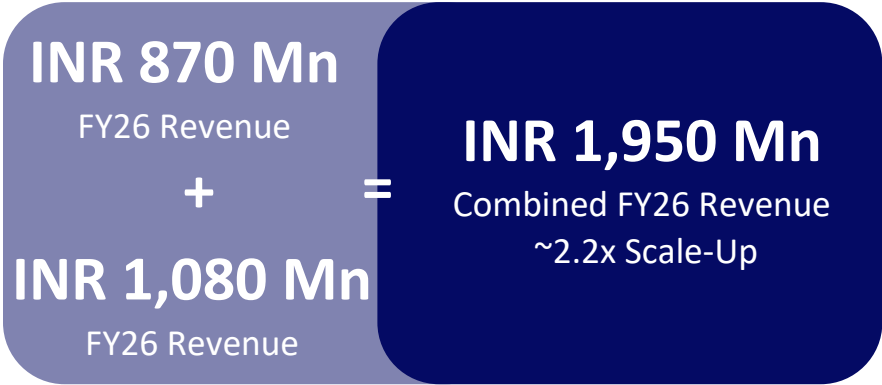


Why This Combination Wins



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, RPO & Project Hiring, 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 Comprehensive Service Portfolio (Including New Initiatives)





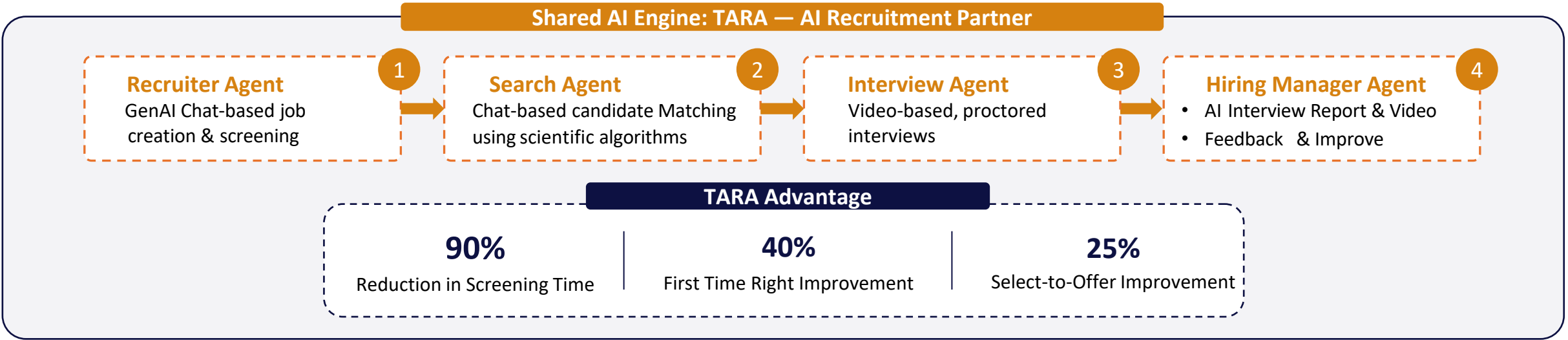
Board, C-Suite & Senior Leadership Advisory

- Executive Search & leadership advisory across Board, C-Suite and Senior Executive levels
- Deep global network spanning 30+ countries and all major industry sectors
- Trusted advisor to global corporations, local companies and not-for-profits



India's Largest Homegrown RPO Platform

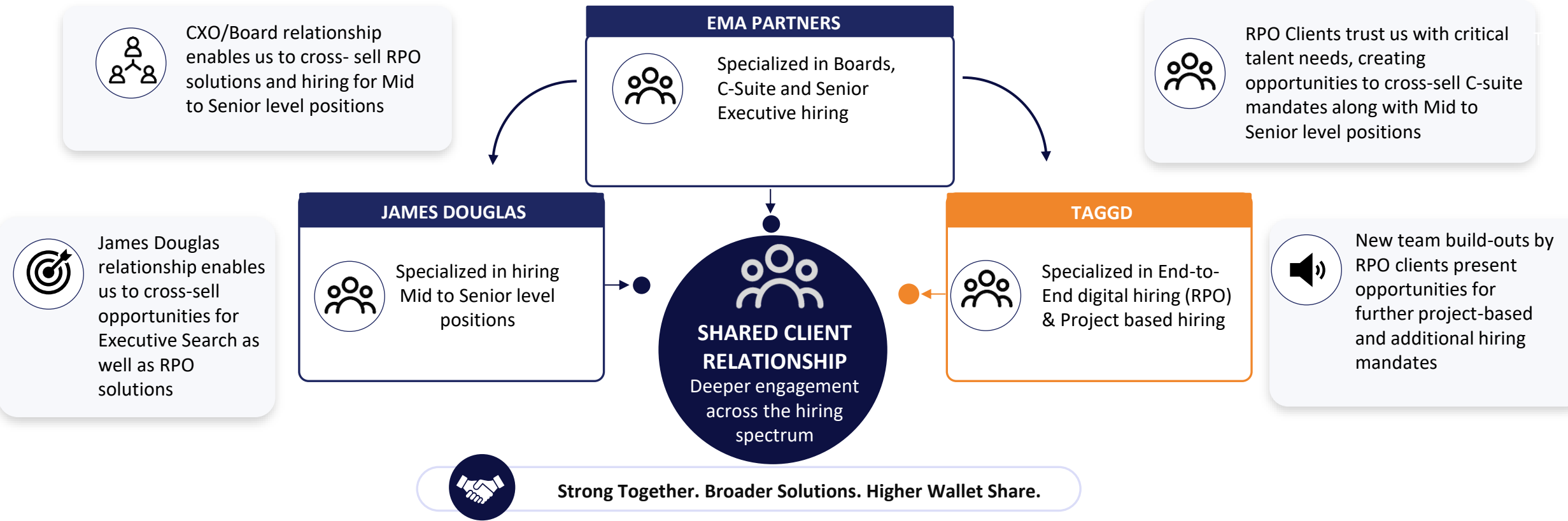
- AI-powered Recruitment Process Outsourcing at enterprise scale
- Serving 100+ enterprises across 14+ industries
- 5,50,000+ permanent hires delivered through a technology-led approach
- 1,000+ senior leadership hires closed at 95–98% first-time-right
- TARA: Taggd's Agentic-Human model enables faster, smarter hiring with access to a 7.2 Cr+ candidate database across India



Unlocking Cross-sell Opportunities Across Our Service Portfolio



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



UNLOCKING SYNERGIES

Higher Wallet Share Per Client
Serve more needs across the hiring lifecycle

Deeper Relationships & Trust
Engage with clients at multiple levels

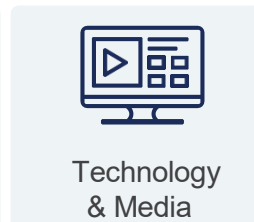
Cross-sell Led Revenue Growth
Expand mandates across business verticals

Access to wider Talent Pool & Intelligence
Leverage combined networks & market insights

Stronger Growth Visibility & Scalability
Diversified revenue engines with operating leverage

Deep Industry Expertise and Functional Leadership Specialization

Industries



Levels



- Board
- CEOs/CXOs
- C-1

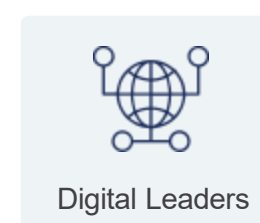
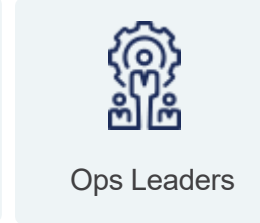
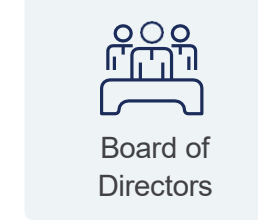


- Mid to Senior level



- End-to-End (RPO)
- Project Based Hiring
- Exclusive Hiring

Functions



Industry Expertise

We provide clients with an experience-based, thorough understanding of industries and sectors

Consultant Capabilities

Our consultants come a with solid track record and familiarity with the talent landscape and are drawn from a variety of professional career backgrounds, including senior executive roles across industries

Trust & Heritage

The group has built long-term relationships with clients and has been instrumental in bringing top class leadership teams over the last 23 years



Sector Understanding

Our multi sector teams have experience of working across the value chain in the industry and understand the sector well

Role Understanding

We understand the challenges being faced and talent requirements that organizations need for important roles

Local & Global Reach

We have the depth and reach necessary to work collaboratively across our international offices, drawing on subject matter expertise and resources available to assemble the optimal search team for the project

Our Global Reach*



Global Presence

Our operations span multiple continents, ensuring a broad international presence to meet client needs worldwide.

Strategic Office Locations

Offices are strategically placed in key regions to serve diverse industries with efficiency and localized expertise.

Diverse Market Coverage

Operations include established and emerging markets, adapting to regional economic and industry dynamics.



* EMA Partners International Offices



Our Brand Reputation

Strong reputation, trust and credibility with clients and stakeholders.

Client Retention

High client retention with satisfied clients who continue to choose the company's services.

Revenue Stability

Consistent client retention supports stable and recurring revenue streams and business growth.



Enhanced Search Capabilities

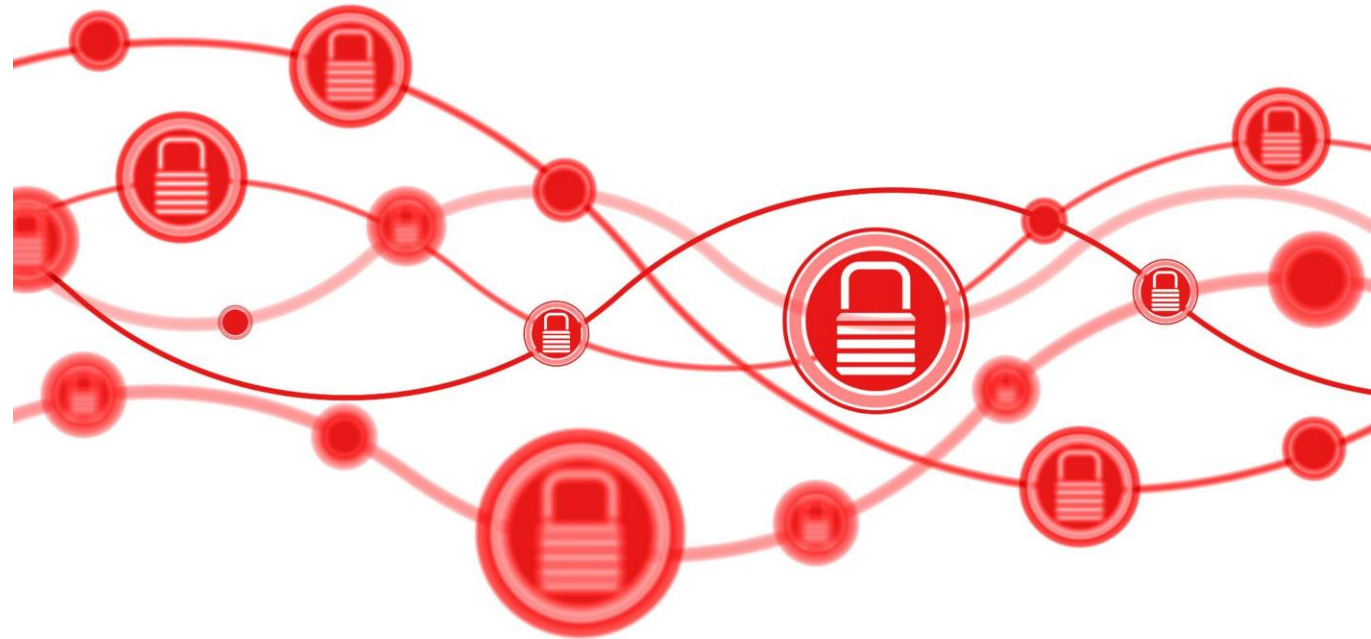
Investments focus on improving search functionality to provide faster and more accurate information retrieval.

Improved Client Engagement

Upgrading client engagement platforms to offer personalized and interactive experiences.

Strengthened Data Security

Investing in advanced cybersecurity measures to protect sensitive data and ensure privacy.





India, UAE and ASEAN are the fastest growing executive search markets*

Corporate India is in the midst of a massive business transformation

Talent is critical for India to achieve its goal of becoming a \$10 trillion economy by 2047

UAE is the 'New Europe' and the region is emerging as a global hub for economic growth. This is visible from the hiring trends as well

EMA Partners is well-placed to capitalize on all opportunities that are emerging from global/geopolitical shifts

* As per AESC Survey



Strategic Initiatives and Future Growth Plans



Addition of New Partners

Adding new Partners across India and UAE with the objective of adding new sector coverage as well deepening existing sectors.

Strategic expansion across Mid to Senior level Hiring

James Douglas Professional Search established (in India and UAE) with a focus on mid to senior level hiring.

Scaling the RPO Business

Following the integration of Taggd, EMA is scaling its Recruitment Process Outsourcing (RPO) capabilities to address enterprise hiring demand and expand its end-to-end talent solutions offering.



Market Overview

- India's professional services, talent advisory, and workforce transformation market is valued at ₹30,000–₹35,000 crore.
- The sector is expanding at a 12–15% annual growth rate
- Expansion of GCCs and rising demand for specialized, skills-driven hiring and advisory are key accelerators.

Industry Shift

Companies are actively seeking partners who can address:

- Technology modernization
- Data and AI integration
- Operating-model redesign
- Workforce reskilling and upskilling

Competitive Landscape

- James Douglas' direct competitors in India currently report ~₹220 crore revenue
- The next tier of comparable firms operates at approximately ₹100 crore revenue.

Growth Ambition

- Leveraging strong market momentum and a relationship-led delivery model
- Targeting aggressive expansion in this segment.



Management

Board Of Directors



Mr. Krishnan Sudarshan
Chairman & Managing Director



Mr. Sudarshan holds a Bachelor's degree in Civil Engineering from NIT Kurukshetra and has completed the Owner/President Management Program at Harvard Business School. He has over 20 years of experience in executive search and leadership consulting across sectors such as IT, healthcare, BFSI, retail, and energy. As a founding member, he has been instrumental in shaping the Company since inception and currently oversees its overall operations and strategic direction. He also leads EMA Partners across India, Singapore, and Dubai.

Mr. Subramanian Krishnaprakash
Whole-time Director



Mr. Krishnaprakash holds a Bachelor's degree in Mechanical Engineering from Annamalai University and a Post Graduate Diploma in Business Administration from Loyola Institute of Business Administration, Chennai. With over 20 years of experience in executive search and leadership consulting across sectors such as IT, healthcare, BFSI, retail, and energy, he plays a key role in building leadership teams, including for private equity portfolio companies. He has been associated with the Company since inception and contributes to its strategic and operational leadership.



Mr. Shekhar Ganapathy

Whole-time Director

Mr. Ganapathy holds a Bachelor's degree in Electrical and Electronics Engineering from Bharathidasan University and a Post Graduate Diploma in Management from IIM Calcutta. He has over 20 years of experience in the sales and IT industry, having held leadership roles at S1 Service India and ACI Worldwide Solutions. Currently, he serves as Executive Director at Helius Computech India and Helius Technologies Pte Ltd. He has been a Non-Executive Director of the Company since October 2003.



Dr. Archana Hingorani

Independent Director

Dr. Hingorani, with over 21 years of experience in financial services, business, teaching, and research, is a Managing Partner at Siana Capital, an investment firm. She holds a Bachelor's degree in Arts from the University of Mumbai, an MBA from the Graduate School of Business, and a PhD in Philosophy from the Joseph M. Katz Graduate School of Business, University of Pittsburgh, USA. Dr. Hingorani also serves as an Independent Director on the boards of several prominent organizations, including Alembic Pharmaceuticals, Grindwell Norton, Spaisa Capital, SIDBI Venture Capital, Balaji Telefilms, The Phoenix Mills, and SBI Mutual Fund Trustee Company.



Mr. Rajat Kumar Jain

Independent Director

Mr. Jain has a Bachelor's degree in Technology (Electrical Engineering) from Indian Institute of Technology, Delhi and Post-Graduate Diploma in Management from the Indian Institute of Management, Ahmedabad. Previously, he acted as Managing Director of The Walt Disney Company (India), Xerox India & Mobile2win India & was also a Whole-time Director at Neva Garments. Independent Director on the boards of Aditya Birla Finance, Mahindra Holidays & Resorts, Fino Payments Bank, Vodafone Idea. Co-founder & Director of PadUp Ventures PL. Plays a key role in providing incubation, in-depth mentoring, and robust support services to early-stage tech start-ups in India.



Mr. Anand Balasundaram

Independent Director

Mr. Balasundaram brings over 35 years of experience across diverse sectors and functions. He has held CEO roles in the energy and hydrocarbon industry with Nayara Energy and TCG, and CXO roles including CFO at Trafigura India and Future Group. He has led corporate finance, strategy, and treasury functions at Vedanta and Motorola. His early career was in investment banking with Credit Lyonnais, HSBC, ILFS, and Citibank. Anand has served on several corporate boards, including as Independent Director and Chairman of the Board for Reliance Retail group companies and Just Dial for over a decade.

Strong Management Team with Deep Background Experience



Mr. Pankaj Bansal

Co-founder, Taggd



- Entrepreneur, investor, and Co-Founder of Taggd and Caret Capital, with a strong track record of building and scaling businesses, including successful exits of PeopleStrong and Wheebox.
- Actively contributes to education and nation-building through leadership roles with KarmYogi Bharat, the Government of India's exam reform committee, and YouinYou Foundation, alongside advisory positions at leading educational institutions.

Mr. Devashish Sharma

Co-founder & CEO, Taggd



- Over 30 years of leadership experience in talent solutions, HR technology, and business transformation, with a strong focus on leveraging data and technology to drive scalable growth.
- Founding member of PeopleStrong, where he played a key role in its rapid growth, and an industry thought leader contributing to India's skills and employment ecosystem through CII's National Committee for Skills & Livelihood.

Mr. A Ramachandran

Managing Partner & Chief Growth Officer



- Over two decades of experience in Tech, Telecom, and Leadership hiring, with global recruiting expertise.
- Passionate about developing Tech – centric solutions for seamless recruitment experience for both companies and recruiters

Mr. Amarjeet Dutta

Managing Partner – Executive Search, UAE



- Leads EMA Partners UAE and has been with group for the past 9 years. Has built a stellar practice for the firm in the region and serves marquee clients.
- Works with clients across consumer, financial services, payment & fintech, industrial, energy & natural resources, manufacturing & real estate sectors.

Mr. Sanjeev Das

Senior Partner – Executive Search



- Responsible for developing deep relationships with clients; previously served organizations including Tata, Airtel and Verizon Business.
- Has over two decades of business and industry experience, having worked in the telecom and services sector across India and Africa.

Mr. KG Gopinadhan

Senior Partner, India & Singapore – Executive Search



- With EMA Partners since 2011, key member of the Global Industrial, Energy & Natural Resources Practice, leads senior-level hiring across Asia. Manages the Singapore office of EMA Partners.
- Worked with automotive, chemicals, clean tech, construction, electronics, industrial, oil & gas and mining clients on critical leadership challenges.

Strong Management Team with Deep Background Experience



Mr. Arun Dashmahapatra

Group Executive Advisor



- Arun Dashmahapatra is a business leader and consultant with over 44 years of experience in the domains of Leadership Advisory, Executive Search, General Management, Business Development and Sales.
- Based in Bangalore, India, he leverages his expertise to advise companies on critical leadership challenges, which are linked to growth objectives.

Ms. Alicia Yi

Group Executive Advisor, Singapore



- Over two decades of experience in executive search and leadership advisory, advising multinational corporations, listed companies, and high-growth organizations across the Asia-Pacific region.
- Former Vice Chair at Korn Ferry and Partner-in-Charge at Heidrick & Struggles Singapore, with deep expertise in board advisory, CEO succession, governance, and organizational transformation.

Ms. Shweta Sachdeva

Partner – Executive Search



- Leads Pharma, Healthcare, and Life Sciences practice across India and Singapore at EMA Partners.
- Over 20 years of executive search experience with deep specialization in Pharma and Healthcare sectors.
- Strong track record in building and scaling high-impact search practices across leading firms.
- Trusted advisor to Medtech and Pharmaceutical companies on leadership hiring during growth phases.

Mr. Utpal Das

Partner – Executive Search



- Leads Consumer, Retail, and Professional Services practice at EMA Partners.
- Over 15 years with the firm, partnering Promoters, Founders, and CXOs on leadership mandates.
- Strong network and deep expertise across Retail and Consumer sectors.
- Bachelor of Technology from National Institute of Technology Hamirpur and MBA from Institute of Technology and Management Navi Mumbai.

Ms. Nupur Mehta

Managing Partner – James Douglas Professional Search



- Built and scaled multiple high-impact practices including Healthcare, Life Sciences, and Technology.
- Over 11 years of experience advising organizations on leadership hiring and talent strategy.
- Strong advocate of Diversity & Inclusion and customer success, driving long-term client partnerships.

Mr. S Subburaj

Senior Partner and Group CHRO



- Over two decades of experience across Executive Search, Manufacturing, and Supply Chain, with a strong track record in C-level hiring.
- Leads business planning, performance tracking, and growth initiatives across Professional Search and RPO verticals.
- Successfully delivered numerous C-level search mandates across industries, with prior experience at TVS Suzuki Limited and in the EPC oil & gas sector.

Strong Management Team with Deep Background Experience

Mr. Manishkumar Dhanuka

Group Financial Advisor



- A qualified CA & CFA with 20+ years of experience in finance and operational management, known for streamlining business operations driving growth.
- Worked with leading firms like Reliance Securities, Edelweiss Capital and PwC, where he took on responsibilities as CFO, Head of Strategy & FP&A and investor relations

Mr. Kushal Parmar

Chief Financial Officer



- Mr. Kushal Parmar holds a bachelor's degree in commerce from the University of Mumbai and is a member of the Institute of Chartered Accountants of India.
- He has over 14 years of post-qualification experience in the field of corporate finance, accounts, auditing, statutory compliances, and reporting.

Ms. Smita Singh

Company Secretary



- 8+ years of experience, she specializes in offering a wide range of company secretarial services.
- Her unique expertise combines legal, corporate governance, and business acumen, offering integrated solutions that align with business objectives while ensuring compliance.



Financial Overview

Historical Consolidated Profit And Loss Statement



Particulars (INR Mn)	FY23	FY24	FY25	FY26
Revenue from Operations	501.43	672.96	739.30	873.64
Total Expenses	460.65	508.10	606.17	729.90
EBIDTA	40.78	164.86	133.13	143.74
<i>EBIDTA Margins (%)</i>	<i>8.13%</i>	<i>24.50%</i>	<i>18.01%</i>	<i>16.45%</i>
Depreciation and amortisation expenses	8.78	11.57	20.46	24.20
Finance costs	1.89	1.86	5.49	0.73
Other Income	9.19	15.38	50.90	32.17
PBT	39.30	166.81	158.08	150.98
Tax	9.94	20.64	33.69	27.93
PAT before Minority Interest	29.36	146.17	124.39	123.05
Minority Interest	(1.35)	3.44	(1.75)	-
PAT	30.71	142.73	126.14	123.05
<i>PAT Margins (%)</i>	<i>6.12%</i>	<i>21.21%</i>	<i>17.06%</i>	<i>14.08%</i>
Diluted EPS	1.81	8.40	6.73	5.29

Historical Consolidated Balance Sheet



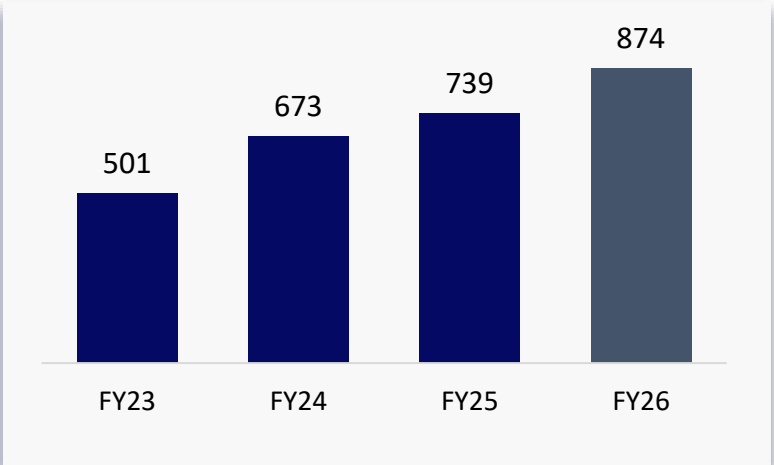
Particulars (INR Mn)	FY24	FY25	FY26
EQUITY AND LIABILITIES			
Equity Share Capital	0.42	116.23	116.23
Reserves And Surplus	539.73	1,258.78	1,420.91
Total Equity	540.15	1,375.01	1,537.14
Non-controlling Interest	9.32	-	-
Non-current Liabilities			
Long Term Borrowings	67.67	5.91	2.28
Deferred Tax Liabilities (Net)	3.85	5.51	-
Long Term Provisions	-	-	-
Total Non-current Liabilities	71.52	11.42	2.28
Current Liabilities			
Short Term Borrowings	8.14	7.47	3.62
Trade Payables	6.70	7.95	5.95
Short-term Provisions	74.78	110.06	114.38
Other Current Liabilities	55.30	32.13	42.34
Total Current Liabilities	144.92	157.61	166.29
Total Equity And Liabilities	765.91	1,544.04	1,705.72

Particulars (INR Mn)	FY24	FY25	FY26
ASSETS			
Non-current Assets			
Property, Plant And Equipment	118.29	191.92	186.47
Goodwill On Consolidation	-	4.06	4.06
Intangible Assets	7.31	4.64	11.98
Capital Work-in-progress	74.97	-	1.97
Deferred Tax Assets (Net)	-	-	14.82
Long Term Loans And Advances	40.76	42.48	68.13
Other Non-current Assets	8.29	7.61	10.57
Total Non-current Assets	249.62	250.71	298.01
Current Assets			
Current Investments	92.88	435.09	455.88
Trade Receivables	187.75	131.57	254.19
Cash And Cash Equivalents	151.40	111.12	377.25
Other Bank Balances	64.45	540.50	250.53
Short Term Loans And Advances	6.58	45.49	24.83
Other Current Assets	13.23	29.56	45.02
Total Current Assets	516.29	1,293.33	1,407.71
Total Assets	765.91	1,544.04	1,705.72

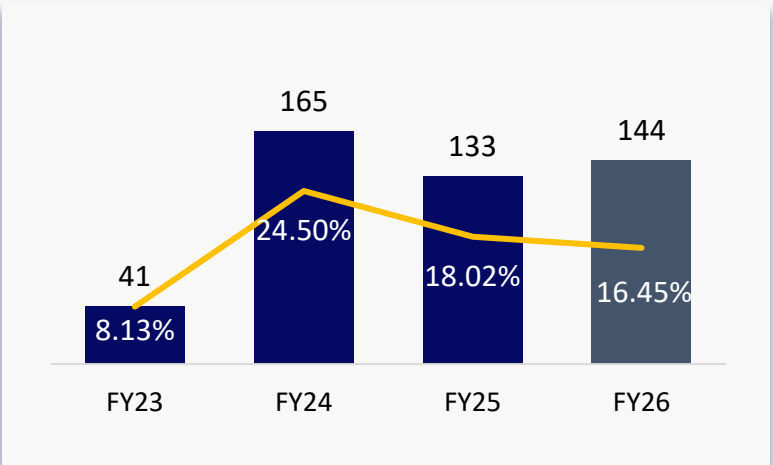
Consolidated Financial Performance



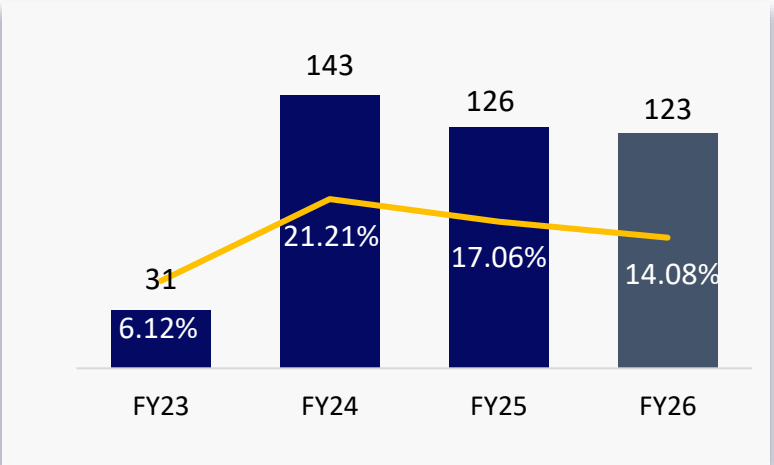
Operational Revenue (INR Mn)



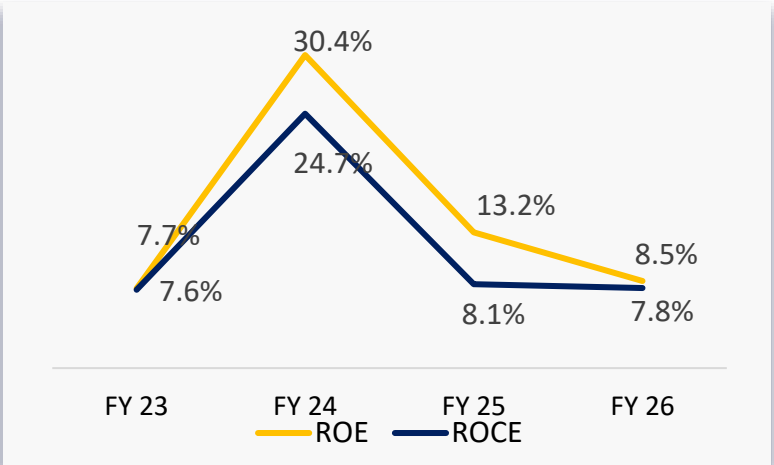
EBITDA (INR Mn) & EBITDA Margin (%)



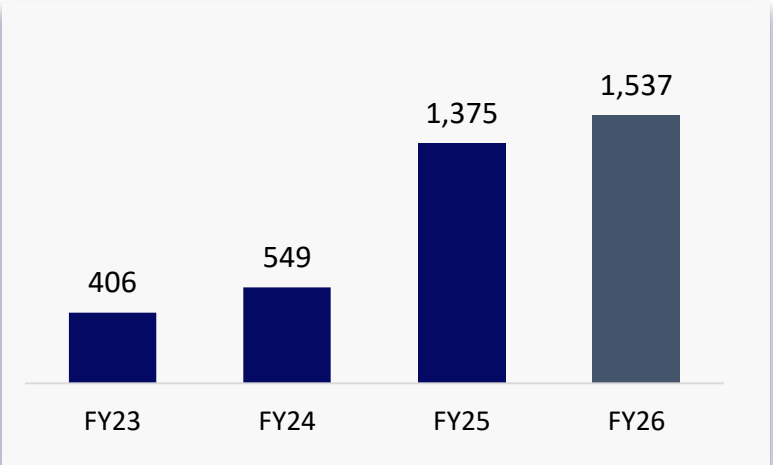
PAT (INR Mn) & PAT Margins (%)



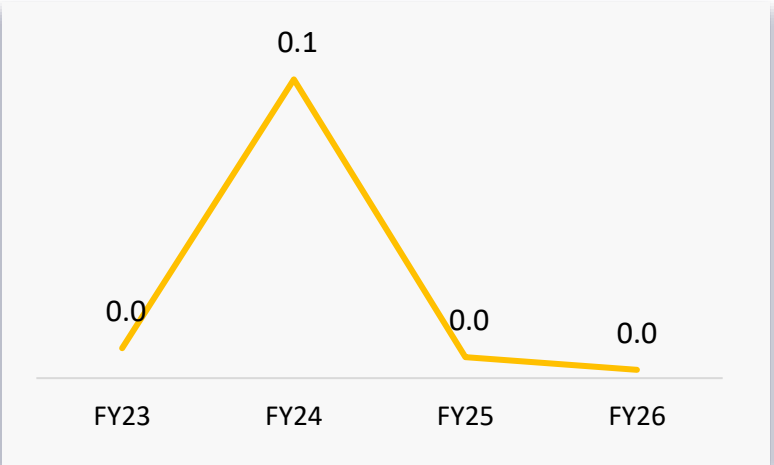
ROCE & ROE (%)



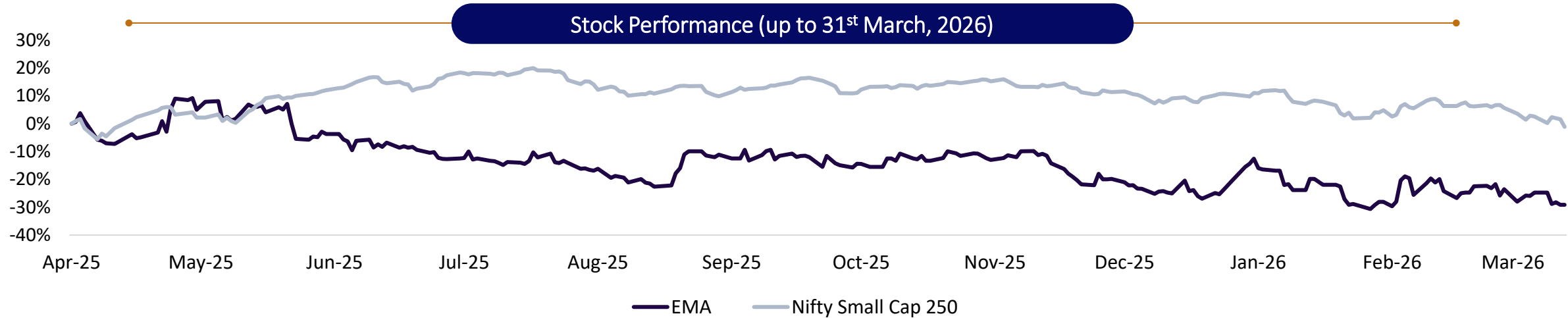
Net Worth (INR Mn)



Debt/ Equity

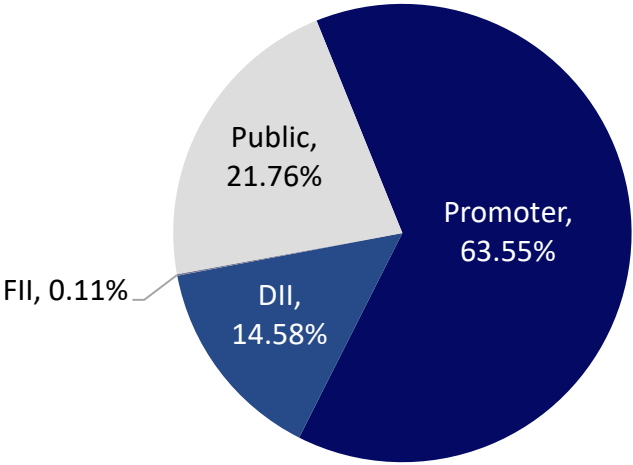


Capital Market Data



Price Data (31 st March, 2026)	INR
Face Value (INR per share)	5.00
CMP (INR per share)	74.45
52 Week H/L (INR per share)	133.00/65.25
Market Capitalization (INR Mn)	1,730.70
Shares O/S (Mn)	23.25
Average Volume ('000)	28.03

Shareholding Pattern (As on 31st March, 2026)



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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

Investor Kit-Link: <https://valoremadvisors.com/ema>



Thank You