

Date: Wednesday, 12 February 2025

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

NSE Symbol: EMAIN
Through NEAPS Portal

Subject: Investor Presentation for Half Year ended September 30, 2024.

Ref: Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements), 2015
(“LODR Regulations” or “Listing Regulations”).

Dear Sir/Madam,

With reference to the subject above, please find attached herewith the Investor Presentation for Half Year ended September 30, 2024.

The above information will also be available on the website of the Company www.emapartners.in.

This is for your information and records.

For and behalf of EMA Partners India Limited
(Formerly known as “EMA Partners India Private Limited)

Smita Singh
Company Secretary & Compliance Officer
Membership No.: A62883
Place: Mumbai

Encl: as above



EMA Partners

Investor Presentation

Half year ended September 30, 2024

EMA Partners– Delivering Executive Search & Recruitment Solutions Across Every Organizational Tier



**BOARD
&
C-SUITE**

Leading executive search brand with over 2 decades of expertise in assessing and hiring leaders at the Board, C-Suite and Senior Executives across industries



**MID TO SENIOR
LEVEL EXECUTIVES**

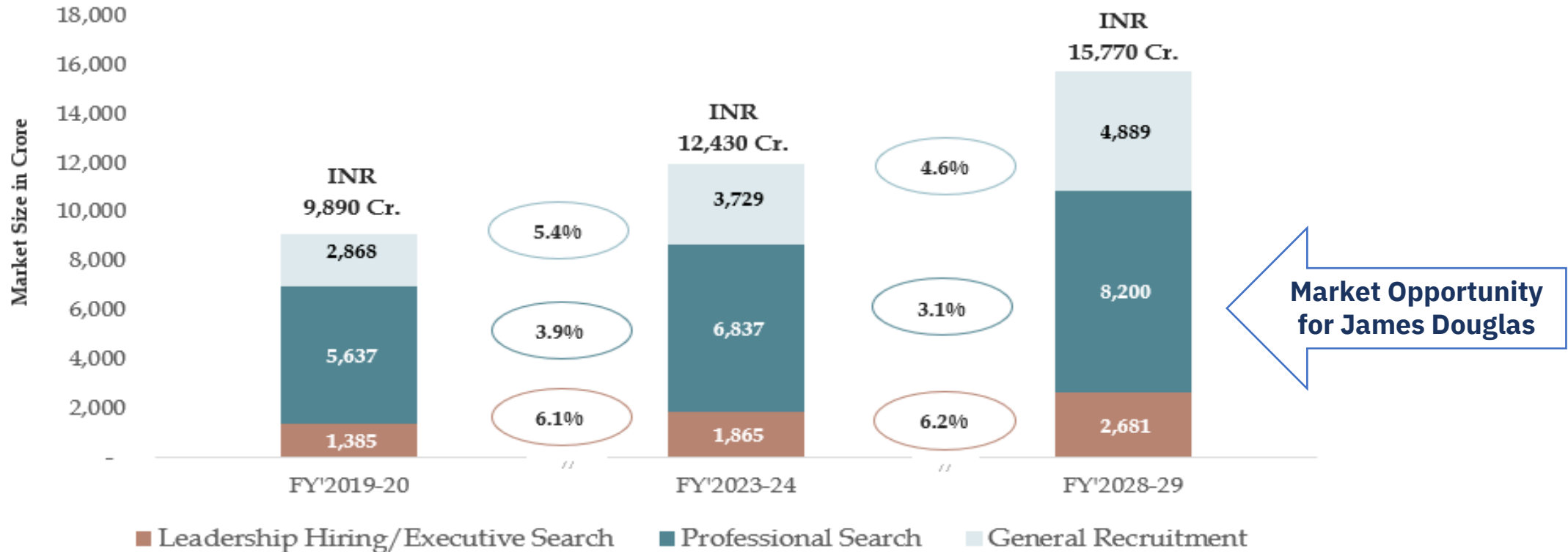
Professional search brand providing talent acquisition solutions across mid and senior levels aided by technology and internally developed proprietary processes



**ENTRY TO MID-LEVEL
EXECUTIVES**

Tech driven recruitment marketplace & SaaS platform that provides end-to-end recruitment-technology solutions at scale across geographies using advanced AI and ML algorithms

Market Segmentation based on Type of Hiring: 2019-2029



Source: Interview with Industry Experts, Industry Reports & Ken Research Analysis

FY'2023-24 stands for financial years in India starting on 1st April of the 2023 & ending on 31st March of 2024

The market share for each segment is in INR Cr.

Note: The circles between the bars denote CAGR

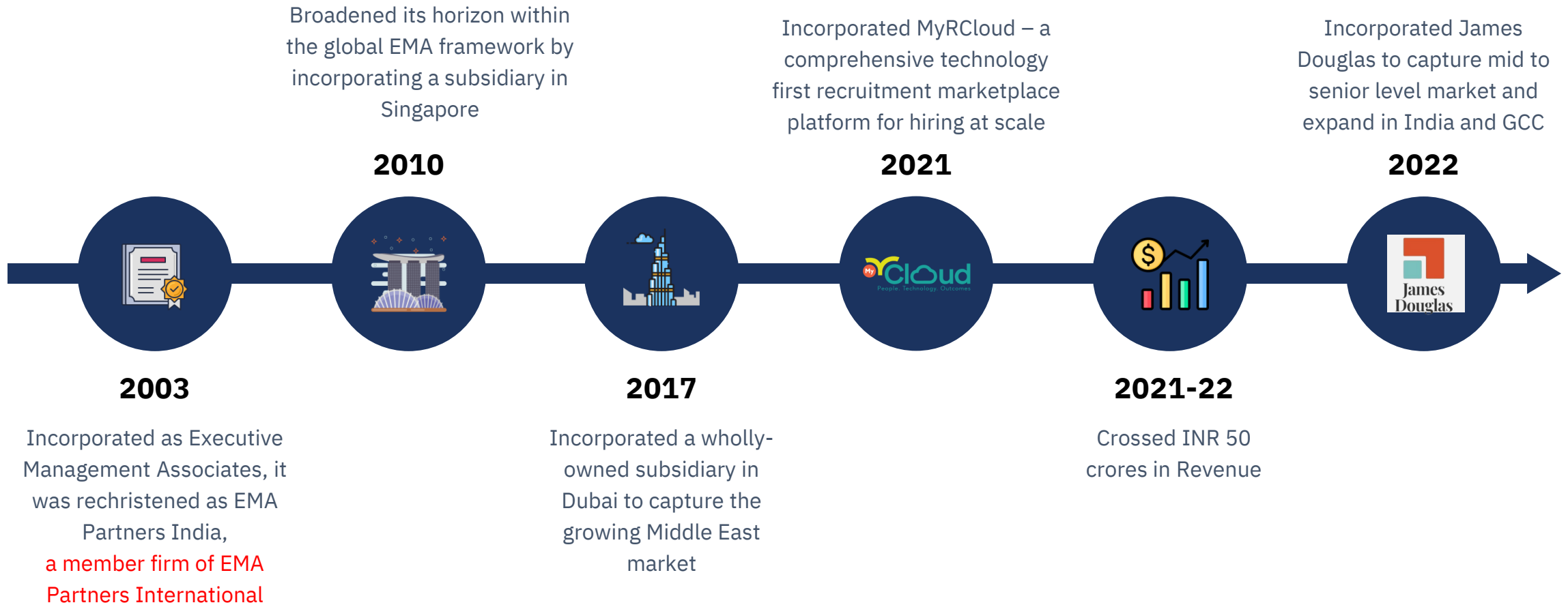
Strategically Positioned Across 3 Fastest-Growing Markets – India, UAE & Singapore



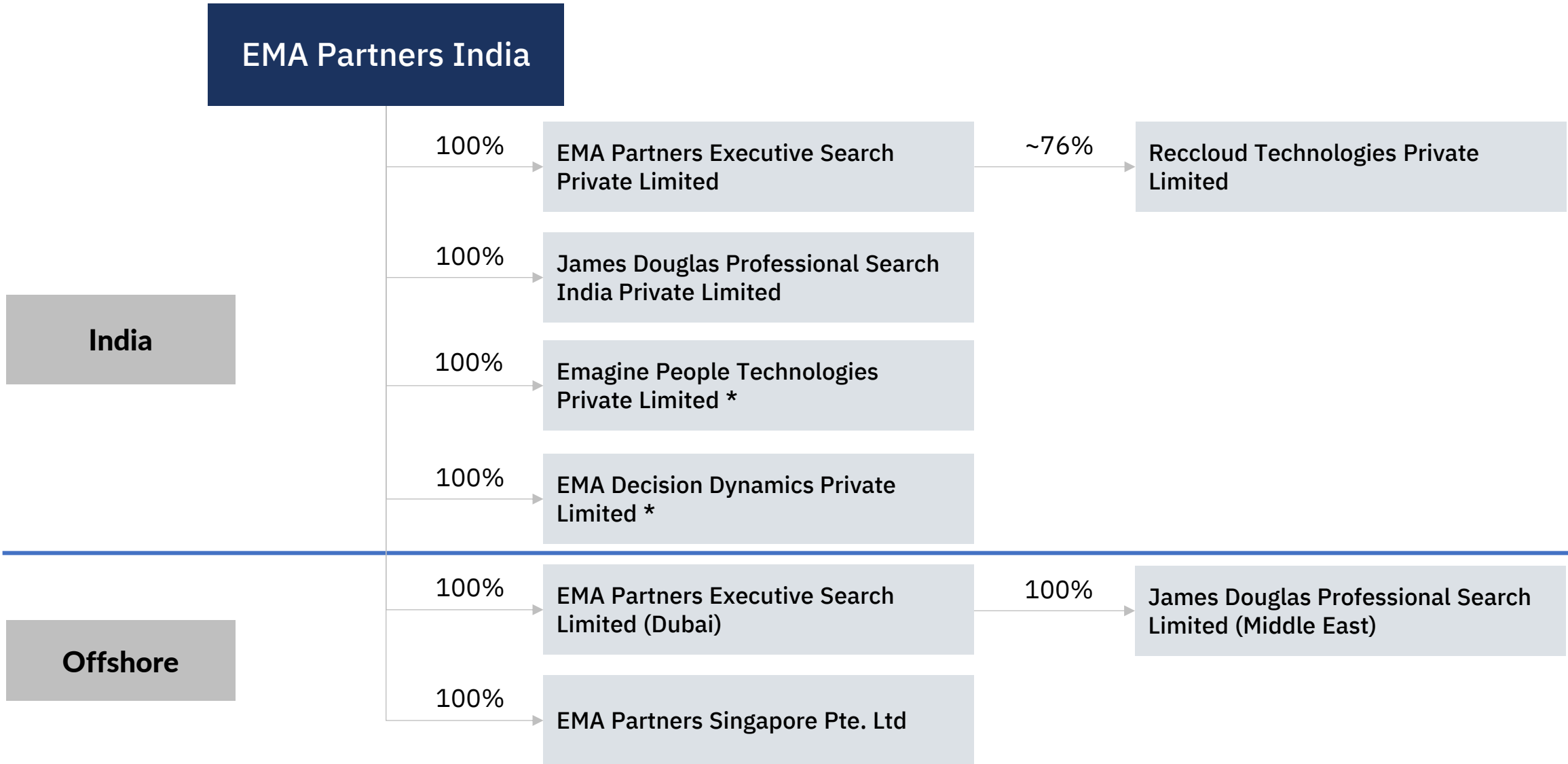
- According to the AESC report⁽¹⁾, India, Singapore and Middle East are the fastest-growing recruitment markets
- EMA Partners India, along with its 8 subsidiaries, operates 8 offices across 3 countries
- EMA Partners India established its subsidiaries in Singapore in 2010 and in Dubai in 2017
- The Singapore and UAE subsidiaries collectively contributed ~32% of revenues in Fiscal 2024

(1) Association of Executive Search and Leadership Consultants (AESC) is a global organization that establishes quality standards for the executive search and leadership consulting profession

Two Decades of Experience Across Executive Search and Hiring Value Chain



Corporate Structure



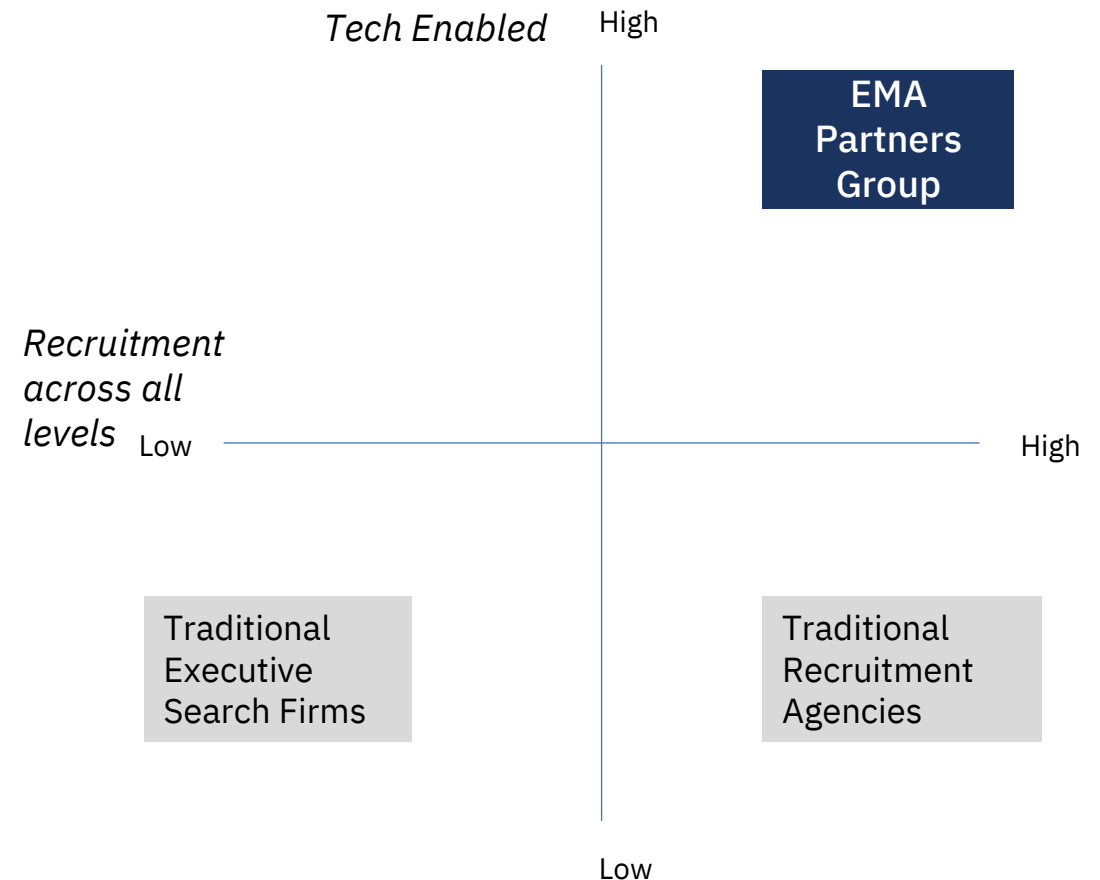
*no active business

EMA Partners Group's Value Proposition

EMA Partners Group's Value Proposition

- ✓ EMA Partners India has **client market access and brand rights** in 3 pivotal markets, poised for further expansion
- ✓ Operating across the **entire spectrum of white-collar hiring**
- ✓ **Robust relationships with C-suite executives** across three markets
- ✓ **Tech & SaaS platform** serving marquee clients
- ✓ Strong pedigree of **20+ years**, established and credible brand
- ✓ **India first** – Globally present

EMA Partners Group's Positioning



Expertise Across Industries and Functions

Industries



Industrial



IT



Healthcare



Energy



Retail



Education



PE & VC



Pharma &
Life Sciences



BSFI



Real Estate

Functions



Strategy



Engineering



Finance



HR



General
Counsel



Digital



Marketing



Supply Chain



Sales



Operations



Technology



Risk & Audit




Analytics

Group Corporate Structure

EMA Partners India

- EMA Partners Singapore
- EMA Partners UAE & James Douglas Middle East
- James Douglas India
- MyRCloud



K Sudarshan
(Managing Director)




S Krishnaprakash
(Whole Time Director)



Reet Bhambhani
(Managing Partner & COO, India)



Amarjeet Dutta
(Managing Partner, UAE)




Rohini Seth
(Partner, India)



KG Gopinadhan
(Partner, India & Singapore)



Sanjeev Das
(Partner, EMA India & Director-in-charge, James Douglas)



Utpal Das
(Client Partner, EMA Partners India)



A Ramachandran
(Founder & CEO, MyRCloud)

Board of Directors



Krishnan Sudarshan
Chairman & Managing Director

- Co-founded EMA Partners India in 2003
- Leads EMA Partners in India, Singapore, and UAE, and serves on the global executive committee heading Marketing & Communications and the Regional Chair for Asia
- Leads the Board and CEO practice in India, he collaborates with clients on high-profile leadership appointments
- Engineering graduate from NIT Kurukshetra and has completed the Owner/President Management Program at Harvard Business School



Subramanian Krishnaprakash

Whole Time Director

- Co-founded EMA Partners India in 2003 with over 20+ years of executive search experience managing domestic and cross-border assignments across diverse industries and functions. Bachelor's degree in technology (Mechanical Engineering) from Annamalai University and Post Graduate Diploma in Business Administration from Loyola Institute of Business Administration, Chennai
- Specializes in niche technical searches and partners with private equity investors to build leadership teams, working closely with Industrial, Life Sciences and Healthcare clients to lead searches for business and functional leadership roles



Dr. Archana Hingorani

Independent Director

- With 21+ years of experience in financial services, business, teaching and research, she is a managing partner at Siana Capital (an investment firm). Bachelor's degree in Arts from the University of Mumbai, a Master's degree in business administration from the Graduate School of Business, University of Pittsburgh, USA and a Doctorate degree in philosophy from the Joseph M. Katz Graduate School of Business, University of Pittsburgh, USA
- She also serves as an Independent Director on the boards including Alembic Pharmaceuticals, Grindwell Norton Limited, 5 Paisa Capital Limited, SIDBI Venture Capital, Balaji Telefilms, The Phoenix Mills, SBI Mutual Fund Trustee Company



Arun Dasmahapatra

Independent Director

- Business leader and consultant with over 23+ years in Leadership Advisory & Executive Search. He has a Master's degree in Arts (Psychology) from Utkal University
- He was the Partner in Industrial Practice of Heidrick & Struggles India
- He has partnered with leading global and Indian businesses for 30+ years, specializing in C-Suite talent acquisition and development



Rajat Kumar Jain

Independent Director

- He 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



Shekhar Ganapathy

Non-Executive Director

- He has over 20+ years of experience in the sales & IT space and has been on the board of EMA Partners since inception. He is BE (Electrical & Electronics) from Bharathidasan University & PG Diploma in Management from IIM, Calcutta. He was the Senior Vice President and General Manager – Sales at S1 Service India PL & Vice President Sales- South Asia at ACI Worldwide Solutions PL.
- At present, he is associated with Helius Computer India PL and Helius Technologies Pte Ltd as an Executive Director

Strong Management Team with Deep Background Experience

EMA Partners Team



Reet Bhambhani

Managing Partner & COO, India

- 18+ years in executive search and with the group, leads Technology, Digital, Banking & Financial Services practices and drives high-performance culture at EMA Partners
- Influential role in creating innovative Digital/Technology teams, leads the Diversity Practice for the firm



Amarjeet Dutta

Managing Partner, 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



Sanjeev Das

Partner

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



KG Gopinadhan

Partner, India & Singapore

- 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



Manish Dhanuka

Chief Financial Officer

- 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



Smita Singh

Company Secretary

- 7+ 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

Executive Leadership with Extensive Experience

MyRCloud



A Ramachandran

Founder & CEO

- Has over 20 years 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

James Douglas



Sanjeev Das

Director-in-charge

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

EMA Partners: Specialists in Retained Executive Search

Shaping Leadership

- Trusted partners to global MNCs, Indian business houses and enterprises backed by PE & VC funds
- Track-record of recruiting top-tier leaders at the Board, C-Suite, and Senior Executive levels across a broad spectrum of industries

EMA Partners' Service Offerings are Grounded in a Deep Understanding of the Business Context

Retained Executive Search



Extensive Industry Knowledge



Local expertise and global presence



Industry-specific specialists adding value to each engagement

- ✓ Executive Search
- ✓ Board Search
- ✓ Strategic Team Acquisition

Leadership Assessment



Deep domain expertise and customized approach reflecting the unique needs



Leverage a diverse network of industry connections to ensure clarity and drive successful outcomes

- ✓ Robust assessment process
- ✓ Recognition of critical gaps
- ✓ Identification of high-potential leaders

Clients Across Industries and Key Strategic Board Appointments

Marquee clients across industries includes



Banking, Financial Services & Insurance

- ✓ Leading private sector & global banks
- ✓ Leading NBFCs, FinTechs, PEs & VCs
- ✓ Leading insurance & asset mgmt. cos



Technology & Digital

- ✓ Leading mobility business
- ✓ Global telecom & digital services company
- ✓ Global payment services company



Industrial & Manufacturing

- ✓ Global industrial conglomerate
- ✓ Leading global power solutions company
- ✓ Global metals & mining conglomerate



Energy & Natural Resources

- ✓ Global energy giant
- ✓ Large national energy player
- ✓ Leading regional thermal power company



Consumer & Retail

- ✓ Global consumer & dairy giant
- ✓ Largest Indian retailer
- ✓ Leading Indian FMCG giant



Pharmaceuticals

- ✓ Global life sciences company
- ✓ Leading Indian pharma company
- ✓ Global medical tech company



Startups

- ✓ Education SaaS startup
- ✓ Global leader in supply chain software
- ✓ Fintech SaaS startup

Sample Board & Advisory Appointments with Expertise

Independent Directors

- ✓ New-age FS company
- ✓ Private sector life insurance company
- ✓ IPO ready electric mobility unicorn
- ✓ Leading listed retail & jewelry company
- ✓ Ed tech & IT service company
- ✓ Leading asset management company

Advisors

- ✓ Global natural resources major
- ✓ Leading food & support services company
- ✓ Global natural resources major
- ✓ Major large upstream oil & gas company (oil & gas)
- ✓ Leading oil & gas
- ✓ Leading global zinc producer

Advisory Board

- ✓ India's largest metals & mining group
- ✓ Leading global zinc producer
- ✓ Largest private sector general insurance company
- ✓ Diversified global natural resources group
- ✓ Leading aluminum manufacturer
- ✓ Leading mining company (advisory board – mining)

James Douglas: Specializing in Professional Search for Mid-to-Senior Level Executives

Incorporated in 2022, James Douglas is a professional search and recruitment firm specializing in talent acquisition solutions for top and mid-level management. The company was set up to exploit the under served mid-segment opportunity in the market



Talent Acquisition

Sourcing high-quality candidates and meticulously identify top talent for clients. Company achieves this through comprehensive coverage, leveraging industry networks, nurturing relationships



Domain Experts

Backed by robust industry and domain expertise, their consultants implement rigorous processes to swiftly identify, assess, and validate the best-fit candidates for their clients' businesses



Agile Solutions

Company's agile processes deliver qualitative and timely solutions tailored to suit the clients' needs



Extensive Network

Drawing on their extensive industry networks, they strategically compile candidate lists to expedite outcomes for their clients

Bespoke Recruitment Solutions: Crafted for Serving Unique Needs

Recruitment Solutions

Finding the right fit

Industry and domain expertise enable us to effectively identify, assess and validate the most suitable candidates

Spotting emerging leaders

Identifying high-potential talent to support their clients and offer accelerated career opportunities for candidates

Managing careers for the candidates

Alignment between client and candidate expectations, ensuring that offered positions resonate with the candidate's career aspirations

Seamless Hiring Process



Define profile and targets



Search internal and external databases



Shortlist and conduct behavioral assessment



Identify top talent & present to client



Facilitate interviews



Manage offer



Onboarding

Client Profile



Technology

- ✓ Global group providing tech solutions and managed services to MNCs including fortune 500 companies



Real Estate

- ✓ India's first publicly listed REIT focused on income-generating real estate and related assets



Agriculture

- ✓ Next-gen agri-biotech company
- ✓ Leading producer of hybrid and inbred rice seeds



Consumer & Retail

- ✓ Leading Indian spice manufacturer
- ✓ Major global player in food industry, renowned for branded cheese



BFSI

- ✓ Leading multi-state scheduled co-operative bank



Education

- ✓ Leading education consulting firm with students in more than 20 countries



Textile & Apparel

- ✓ Global textile major
- ✓ Leading Indian knitwear brand
- ✓ Leading Indian fashion retailer



Automobile

- ✓ Fortune 500 Indian multinational automotive company manufacturing cars, trucks, buses and EVs



Networking

- ✓ Global listed MNC specializing in end-to-end networking, security and connectivity products



Energy

- ✓ Fortune 500 energy company, offering retail electricity, natural gas and water services

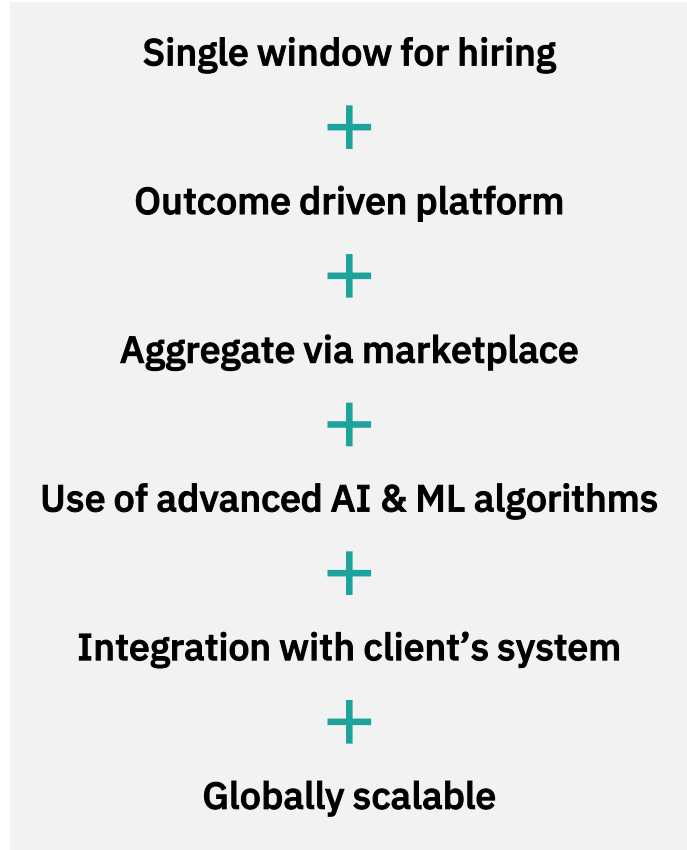
Tech Marketplace for Finding the Right Talent at Scale with Reduced Efforts and Costs



Challenges to Enterprises

- ✓ Access to quality candidates
- ✓ Poor effort-to-reward ratio
- ✓ No predictability, transparency and talent analytics
- ✓ Rapidly expanding recruitment capabilities

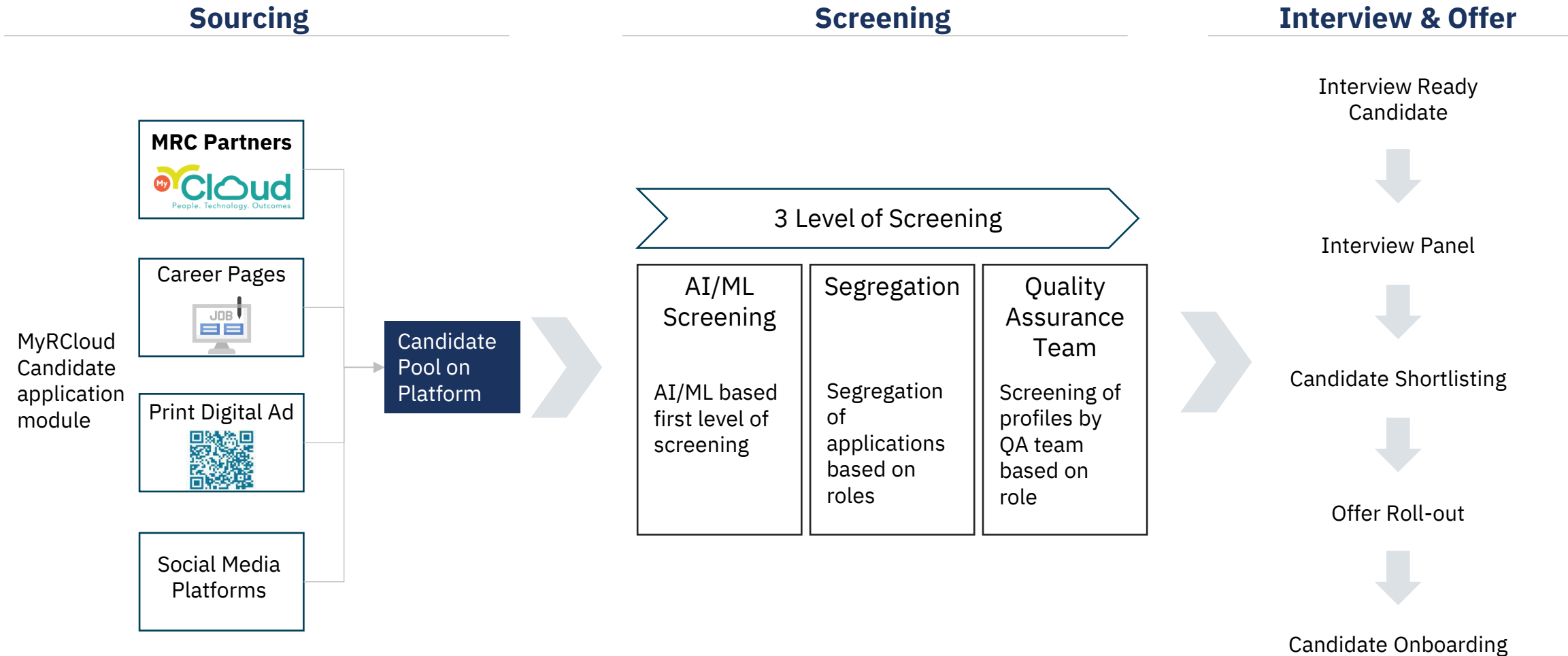
MyRCloud's Solution



Challenges to Recruiters/ Partners

- ✓ Low closure rates
- ✓ No predictability of income
- ✓ No access to clients
- ✓ Never-ending co-ordination and follow-ups

AI-ML Powered End-to-End Process Ensures Seamless Talent Acquisition at Scale



Clients Spanning Various Industries



Technology

- ✓ World's largest B2B tech provider
- ✓ Global leader in learning solutions



Chemicals

- ✓ India's leading digital & responsible home hygiene & pest control brand



Industrial & Manufacturing

- ✓ Leading iron & steel company
- ✓ India's top wires and cables producer
- ✓ Global leader in measurement instruments



Renewables

- ✓ Fortune 500 energy company
- ✓ Top solar power company
- ✓ Leading water management company



Natural Resources

- ✓ Multinational mining company
- ✓ Leading oil & gas exploration company



Automotive

- ✓ Global energy solutions provider
- ✓ India's leading E-bike manufacturer
- ✓ Electric mobility company



Consumer & Retail

- ✓ One of the India's largest supermarket retail chain



Sustainable Solutions

- ✓ Leading compressed biogas developer
- ✓ Manufacturing startup in green tech

MyRCloud's tech powered friction-free unified marketplace platform drives accelerated hiring outcomes

Income Statement Overview

(Numbers rounded off to nearest INR Lakhs)

Particulars	Half year Sept 30, 2024	Fiscal 2024	Fiscal 2023	Fiscal 2022
Revenue from operations	3,916	6,730	5,014	5,696
Operating Expenses				
Employee Cost	(2,209)	(3,839)	(3,508)	(3,458)
Other Expenses	(770)	(1,242)	(1,099)	(825)
EBITDA	938	1,649	408	1,412
Other Income	69	154	92	91
Depreciation	(99)	(116)	(88)	(78)
Finance Cost	(32)	(19)	(19)	(44)
PBT	876	1,668	393	1,381
Tax Expense	(211)	(206)	(99)	(233)
PAT before minority interest	664	1,462	294	1,148
Minority Interest	18	(34)	13	(21)
PAT	682	1,428	307	1,127

Balance Sheet Overview

(Numbers rounded off to nearest INR lakhs)

Particulars	As at September 30, 2024	As at March 31, 2024	As at March 31, 2023	As at March 31, 2022
Assets				
Non-Current Assets				
Property, Plant and Equipment	2,095	2,006	944	996
Long term loans and advances	409	408	480	537
Other Non-current Assets	76	83	147	150
Current Assets				
Current Investments	1,165	929	839	730
Trade Receivables	1,881	1,878	1,265	1,384
Cash and Cash equivalents	2,933	2,159	1,462	1,905
Short term Loans and advances	78	66	56	43
Other Current Assets	248	132	133	106
Total	8,884	7,659	5,326	5,850
Equity & Liabilities				
Shareholders Equity	7,036	5,402	3,997	3,944
Minority Interest	-	93	59	116
Non-current liabilities				
Long-term borrowings	609	677	46	305
Deferred tax Liabilities (net)	42	39	47	48
Long-term provisions	6	6	16	16
Current Liabilities				
Short-term borrowings	101	81	10	84
Trade Payables	72	67	8	23
Other current liabilities	395	553	540	579
Short-term provisions	622	741	603	735
Total	8,884	7,659	5,326	5,850

Key Performance Indicators

Particulars		Half year Sept 30, 2024	Fiscal 2024	Fiscal 2023	Fiscal 2022
Revenue from operations	INR Lakhs	3,916.41	6,729.62	5,014.28	5,695.68
EBITDA	INR Lakhs	937.53	1,648.59	407.81	1,412.26
EBITDA Margins	%	23.94%	24.50%	8.13%	24.80%
PAT	INR Lakhs	682.34	1,427.30	307.07	1,127.06
PAT Margin	%	17.12%	20.73%	6.01%	19.48%
Net worth	INR Lakhs	7,006.33	5,373.95	3,945.52	3,888.45
Return on Net worth	%	11.02%	30.63%	7.84%	33.90%
Debtors Turnover Ratio	Days	88	85	96	67
Fee Earners	Count	23	28	22	20
Operating revenue per fee Earning Employee	INR Lakhs	170.28	240.34	227.92	284.78

* Not annualized

Other Key Financial Data Points

Repeat Customers *

(Numbers rounded off for ease of reference)

	Half Year Sept 30, 2024	Fiscal 2024	Fiscal 2023	Fiscal 2022
% of Revenue from Operation	73%	76%	84%	63%
% of Customer Count	62%	69%	63%	48%

*Those who have been billed at least twice during the above periods

Revenues – based on Geographical Location

	Half Year Sept 30, 2024	Fiscal 2024	Fiscal 2023	Fiscal 2022
India (includes export revenue)	71%	68%	77%	75%
International	29%	32%	23%	25%

Revenues – based on Level of Hiring

	Half Year Sept 30, 2024	Fiscal 2024	Fiscal 2023	Fiscal 2022
Board & C suite	84%	87%	86%	91%
Entry to mid level	7%	10%	9%	6%
Mid to Senior level	9%	3%	5%	3%



Thank You