

## 1 EMA Partners India Ltd.

EMA Partners India Limited is a leading executive search and leadership advisory firm, incorporated in 2003 and headquartered in Mumbai. As a member of EMA Partners International, it is part of a global network spanning 30+ countries. The company operates across three countries, with offices in Mumbai, Delhi, Bengaluru, Chennai, Dubai, and Singapore, supported by EMA Partners India and its six subsidiaries. It provides board and C-suite executive search, mid-to-senior level professional hiring, and AI-led Recruitment Process Outsourcing (RPO) solutions through its proprietary platforms.

## 2 Business Segments (FY26)

**Executive Search:** EMA's flagship segment focused on leadership hiring, specializing in Board, C-Suite, and senior executive placements across diverse industries. The firm leverages deep industry expertise, global networks, and research-driven methodologies to identify and recruit top leadership talent for multinational corporations and Indian enterprises.

**James Douglas Professional Search:** A professional search platform focused on mid-to-senior level talent acquisition, utilizing proprietary processes and extensive industry networks to identify and evaluate high-quality candidates. The business operates on a success-based fee model linked to the candidate's first-year compensation.

**MyRCloud:** A technology-driven recruitment marketplace and SaaS platform offering end-to-end hiring solutions at scale across geographies using AI and ML algorithms. Its revenue model includes platform usage fees and placement fees, where clients pay a fixed fee for platform access along with charges for each successful placement. A portion of the revenue is shared with third-party recruitment firms and freelance recruiters operating on the platform.

## 3 Key Strengths

- Over two decades of experience in executive search and leadership advisory, establishing strong brand credibility and industry relationships.
- Access to a global partnership network across 30+ countries enabling cross-border mandates and a wider international talent pool.
- Presence across the entire talent value chain including executive search, professional search, and technology-driven RPO solutions.
- AI-powered recruitment capabilities through platforms such as MatchCore and MyRCloud, enhancing scalability and hiring efficiency.

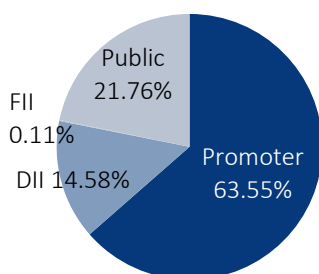
## 4 Key Growth Drivers

- Potential inorganic expansion through acquisitions and strategic investments to strengthen capabilities, sector coverage, and geographic reach.
- Increasing demand for mid-to-senior level hiring expected to support the growth of the James Douglas professional search platform.
- Strong cross-selling opportunity from existing CXO client relationships into broader hiring mandates.
- Expansion across international markets such as India, the Middle East, and Singapore to capture global hiring demand.
- Addition of new consultants and client-facing teams to increase capacity and coverage.

Key Financials	FY23	FY24	FY25	FY26
Total Sales	501	673	739	874
Sales Growth (Y-O-Y)	(11.97)%	34.22%	9.86%	18.20%
EBITDA	41	165	133	144
EBITDA Margins (%)	8.13%	24.5%	18.02%	16.45%
Net Profit	31	143	126	123
Net Profit Margins (%)	6.12%	21.21%	17.06%	14.10%
Diluted EPS (In Rs)	1.81	8.40	6.73	5.29
Diluted EPS Growth (Y-O-Y)	(72.66)%	364.09%	(19.88)%	(21.40)%

Key Financial Ratios	FY26
Net Debt to Equity (x)	-0.4x
Interest Coverage Ratio	NA
Return on Equity	8.01%
Return on Capital Employed	7.77%
Debtor Days	81
Creditor Days	5
Working Capital Days	497

### Shareholding Pattern



### Capital Structure

Share Price as on 31st Mar, 2026	74.45
Number of Shares o/s (Mn)	23.25
Market Capitalisation (INR Mn)	1730.71
Add: Debt (INR Mn)	5.91
Less: Cash & Equivalents (INR Mn)	627.79
Enterprise Value (INR Mn)	1,108.82
Networth (INR Mn)	1,537.14

### Scan for Investor Kit link

