Firstsource Solutions
Investor Presentation



MAY 2026

Disclaimer

Certain statements in this presentation concerning our future growth prospects are forward-looking statements, which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in BPS market including those factors which may affect our cost advantage, wage increases, our ability to attract and retain highly skilled professionals, time and cost overruns on client contracts, client concentration, our ability to manage ramp-ups and growth, our ability to manage our international operations, reduced demand in our key focus verticals, disruptions in telecom infrastructure and technology, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, performance of our subsidiaries, withdrawal of government fiscal incentives, political instability, legal restrictions on raising capital and acquiring companies outside India, unauthorized use of our intellectual property and general economic conditions affecting our industry. Firstsource may, from time to time, make additional written and oral forward-looking statements, including our reports to shareholders. The company does not undertake to update any forward-looking statements that may be made from time to time by or on behalf of the company.

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We are a part of RP-Sanjiv Goenka Group

Group turnover of
~US$5 Bn*

EBITDA of
~US$930 Mn*



Asset base of
>US$8 Bn*

Over
1.2 Mn* Shareholders

One of India's **new-age and fastest growing** Conglomerates

Strong workforce of **55,000+** employees, belonging to different nationalities

Presence in **60+** countries

100+ offices worldwide

CESC LIMITED

India's first fully integrated utility company, serving **4.7 Mn consumers** across **7 locations**

TOO YUMM! Evita Naturali DR. VAIDYA'S

Too Yumm, a **flavorful & better-for-you snacking**

Innovating in the **personal care category** through new-age brands *Naturali* and *Within Beauty*

firstsource

A **global intelligence partner** leveraging **deep domain expertise** and agent-first operations to design, implement, and operate intelligent enterprises—**underwriting outcomes** at every stage.

LUCKNOW SUPER GIANTS

LSG is a premier IPL franchisee focused on **nurturing the future of Indian cricket**

PCBL CHEMICAL
AQUAPHARM

A **Global Specialty Chemical** company and **India's Largest** Carbon Black player

QUEST

Eastern India's definitive **destination for luxury, style, and curated lifestyle experiences**

sa re ga ma

An entertainment Company with **IP at its core** having diverse portfolio of **170k+** songs, **70+** films, **10k+ hrs** TV serials, **45+** web series, artist management & live events.

HARRISONS MALAYALAM LIMITED

India's **largest** producer of rubber & South India's **second largest** cultivator of tea

spencers
Nature's Basket

India's **finest gourmet and multi-format** organized retailer with varied assortments

FORTUNE HELLO! OPEN Hook

Delivering **sharp journalism, bold storytelling, and immersive experiences across print, digital, and video**—shaping conversations in business, culture, lifestyle and current affairs

*All figures are for FY25 or as on 31st March 2025

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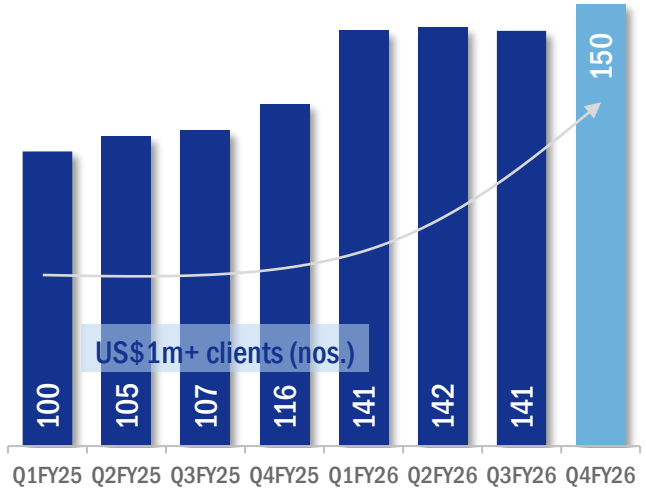
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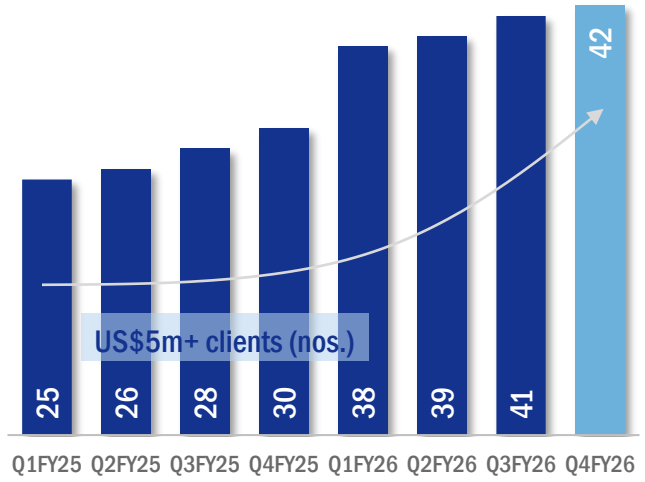
Our Impact

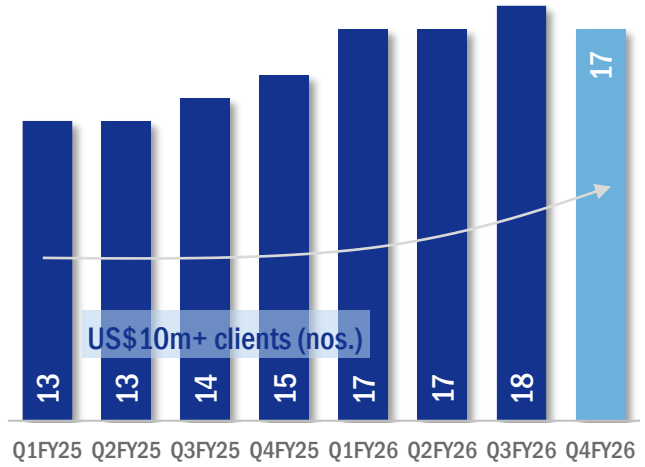


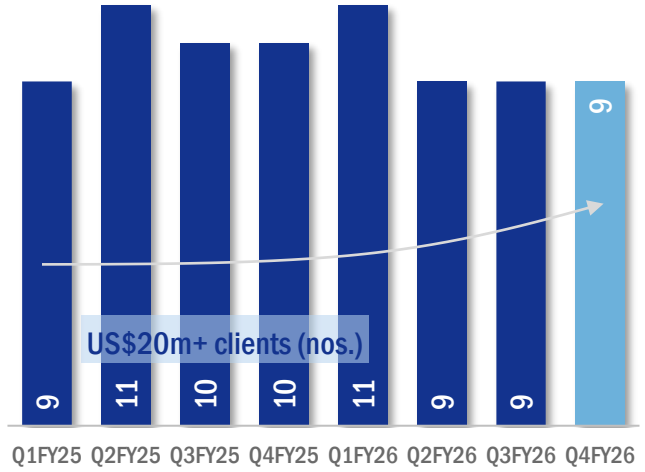
Our impact

We have strengthened our client relationships



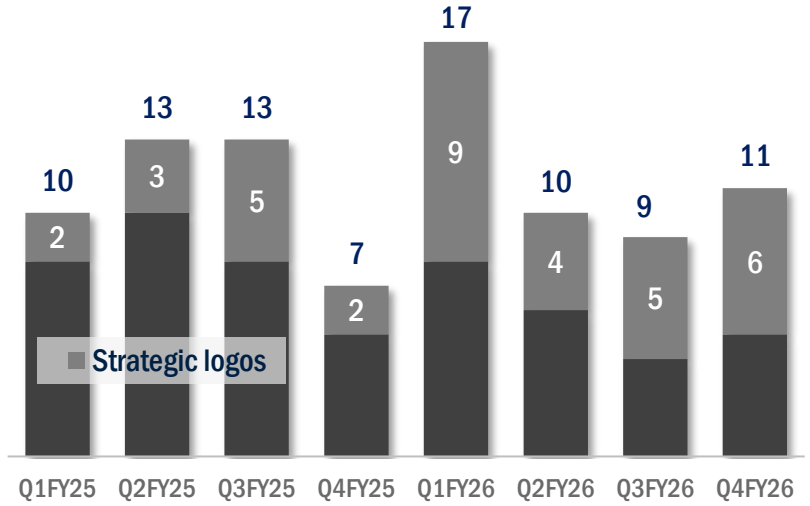




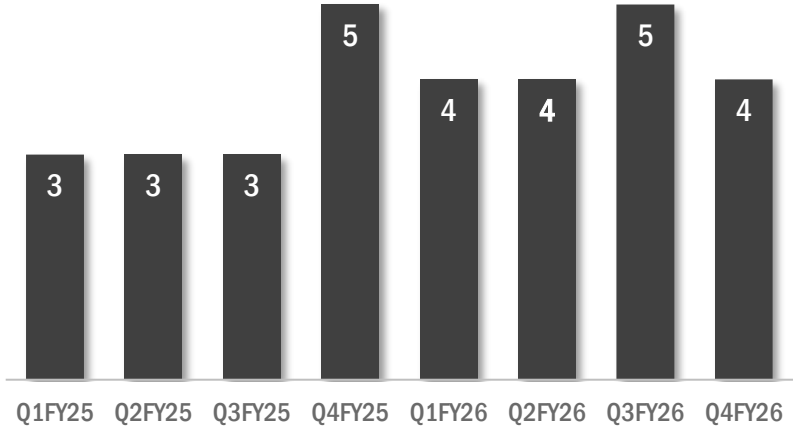


Number of clients across revenue buckets on a TTM basis

We are adding new logos at a healthy pace...



...And winning more large deals

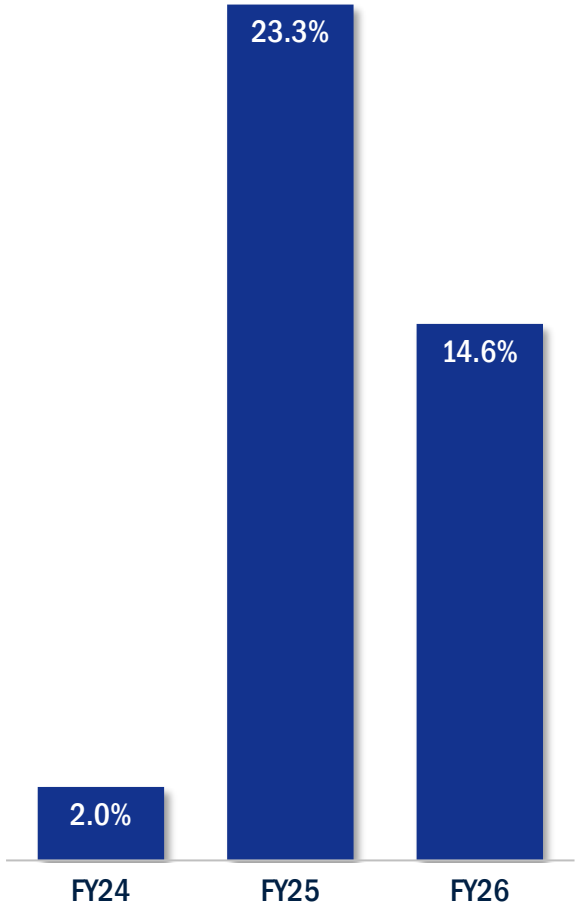


Strategic logo defined as one with potential of US$5m+ relationship
Large deal defined as one with annual contract value of US$5m+

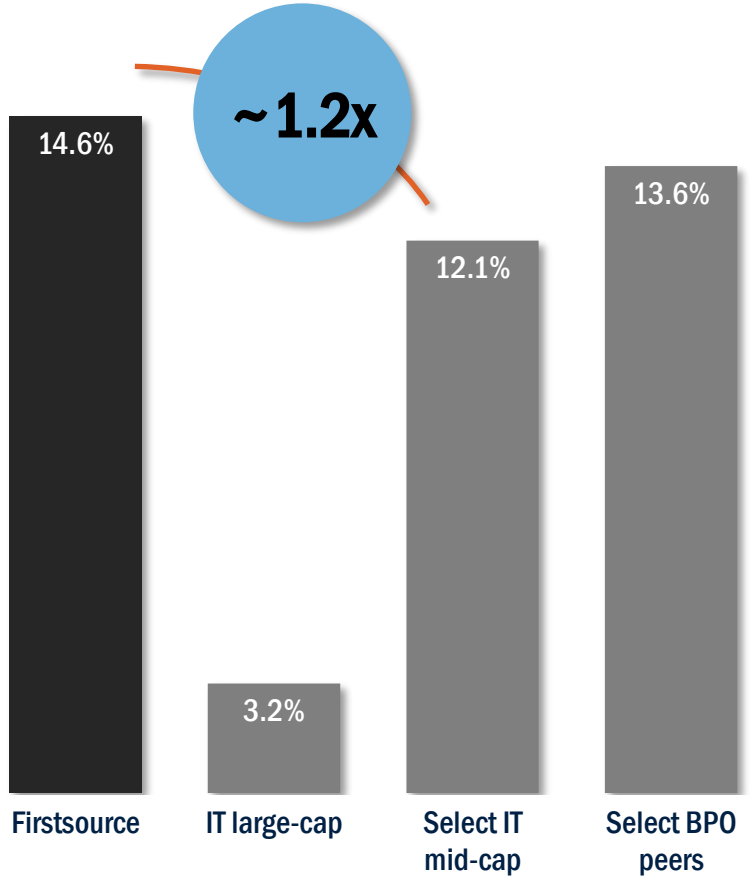
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Our impact

Driven consistent industry leading revenue growth



YoY revenue growth in reported US$

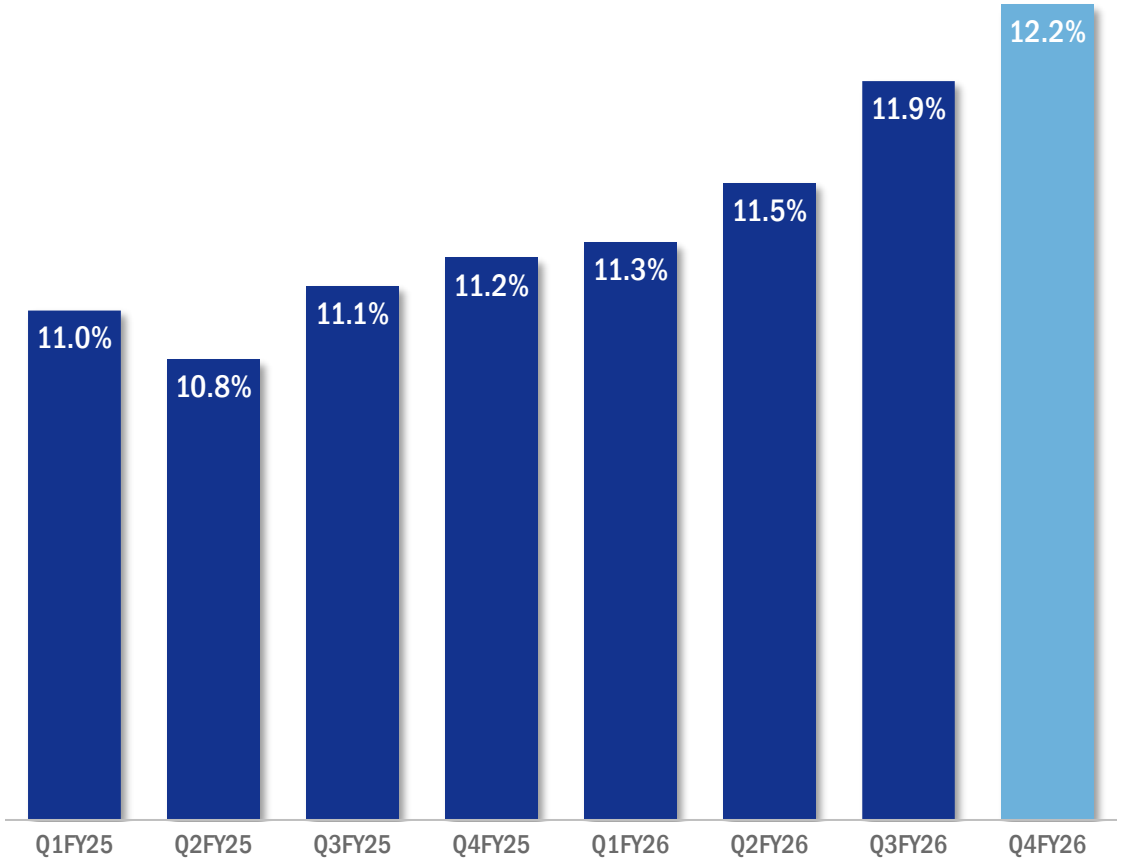


Reported YoY US$ revenue growth on TTM-basis as of 31st March 2026
IT large-cap include TCS, Infosys, HCL Tech, Wipro, Tech Mahindra and LTI Mindtree
IT mid-cap include Mphasis, Persistent, Coforge and Zensar
BPO peers include TP, Concentrix, Genpact, EXL Services, eClerx, Sagility and IKS

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Our impact

We improved our margins even while investing in the business



Key investments areas

- Expanded sales team
- Senior leadership hires
- New roles to drive strategic initiatives
- Capability expansion
- AI infusion across services
- Vertical-specific language models
- Brand amplification

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Our impact

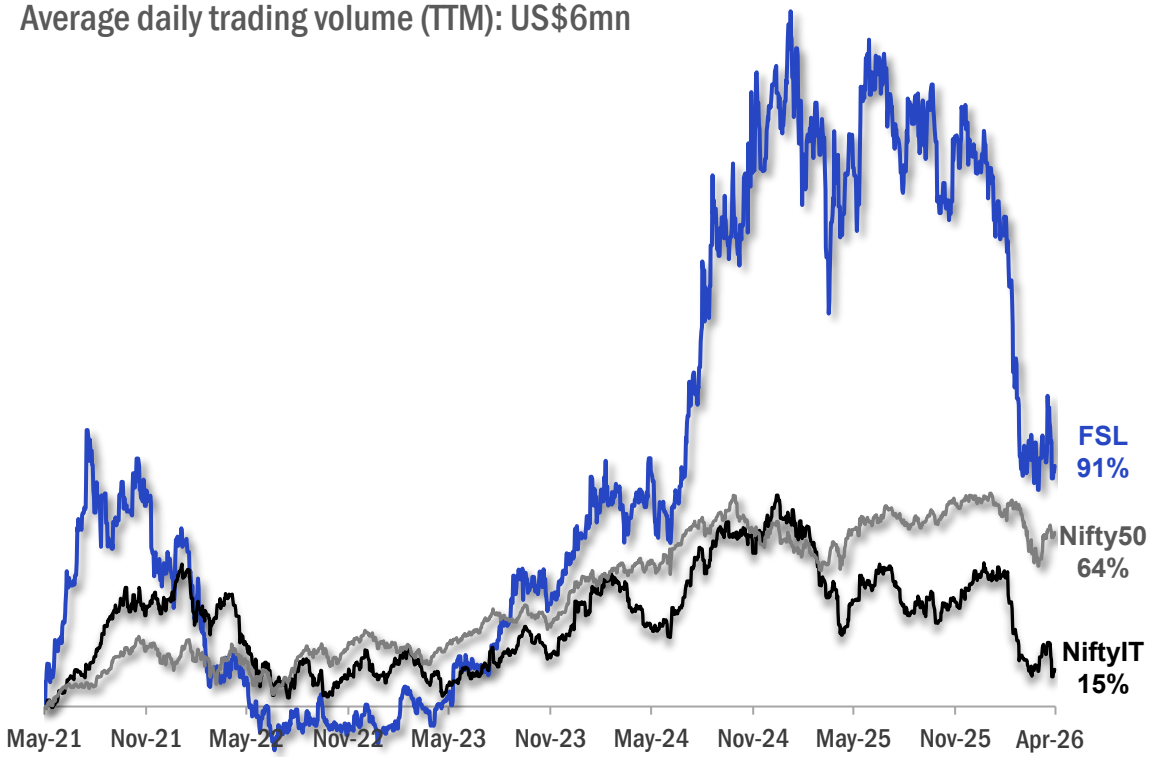
Creating strong shareholder returns

Stock performance: Last 5 years^

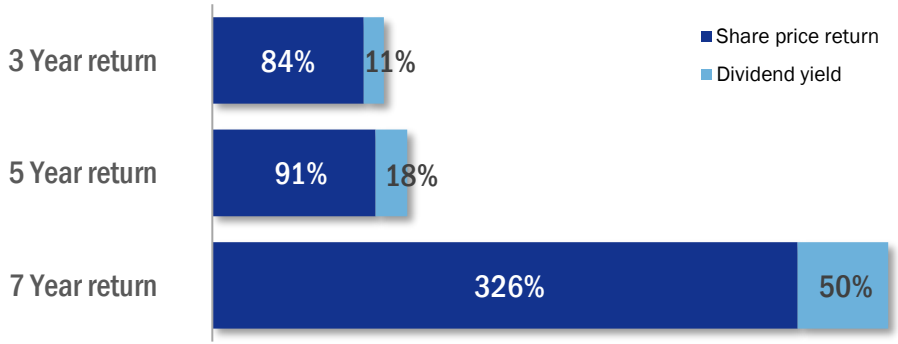
NSE: FSL | BSE: 532809 | Reuters: FISO.BO | Bloomberg: FSOL:IN

Market Capitalisation: US$1.8bn

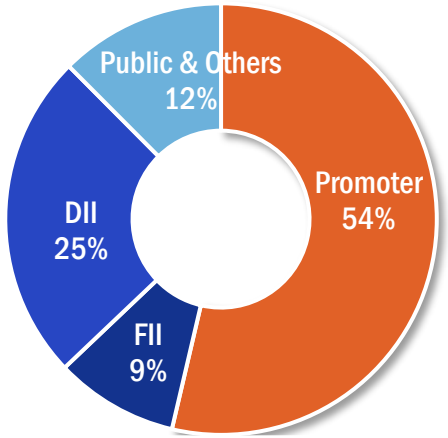
Average daily trading volume (TTM): US$6mn



Total Shareholder Return^



Shareholding Pattern*



Key institutional shareholders

- HDFC Mutual Fund
- Life Insurance Corporation
- SBI Mutual Fund
- Vanguard Group
- Tata Mutual Fund
- Blackrock
- Abu Dhabi Investment Authority
- Aditya Birla Sun Life Mutual Fund
- White Oak
- Dimensional Fund

^Till 30th April 2026

*As on 31st March 2026

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Our Core Strengths



Our core strengths

Our deep domain expertise is a key differentiator

HEALTHCARE

US$361m* **33%**

10 of Top 15
Health plans in the US

200+
Health systems in the US

BANKING & FINANCIAL SERVICES

US$350m* **33%**

14 of Top 20
Mortgage lenders & servicers in the US

7 of Top 10
Credit card issuers in the US

3 of Top 6
Retail banks in the UK

COMMUNICATION, MEDIA & TECHNOLOGY

US$230m* **21%**

1 of Top 2
Media companies in the UK

4 of Top 5
Telecom companies in the UK

3 of Top 5
Telecom & media companies in the US

4 of Top 5
Consumer Tech companies in the US

DIVERSIFIED INDUSTRIES

US$140m* **13%**

4 of Top 6
Energy providers in the UK

2 of Top 10
Retailers in the UK

*US$ revenue and % revenue contribution on TTM basis

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Our core strengths

Our services are AI-enabled

CUSTOMER EXPERIENCE

- Domain led solutions tailored for industry-specific pain points
- Tech-embedded global delivery operations
- AI-powered solutions for AI-first CX operations

35%+ improvement in customer feedback
Top 5 retail bank in the UK

85%+ resolution by autonomous agents
Leading financial services firm in the US

60%+ reduction in mean-time-to-repair
Top 5 telecom & media company in the US

20%+ reduction in cost-to-serve
One of the largest media player in the UK

COLLECTIONS

- E2E collection capabilities, covering first-party, third-party and legal collections
- AI/ML infusion for hyper-personalized engagement
- AI-driven, privacy-first compliance and monitoring systems

20%+ improvement in collections
Leading auto lender in the US

24%+ increase in 6-month liquidation rate
'Emerging50' fintech player in the US

21%+ reduction in cost-to-collect
Top 3 credit card issuer in the US

20%+ savings in 1st party servicing
Top3 consumer bank in the US

DOMAIN-LED PLATFORMS & SOLUTIONS

- AI embedded into existing platforms for smarter workflows
- Leverage models (hyper-personalization, SLM) for scalable and reliable outcomes
- Applied agentic workflows/co-pilots to aid decisions and automate L1 support

30%+ improvement in content extraction
HealthTech Digital Intake Platform

500mn+ claim documents processed
HealthTech Digital Intake Platform

40%+ reduction in cycle-time
Mortgage Workflow Platform

10%+ improvement in collections
CX Tech Platform

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Our core strengths

Our Employee Value Proposition

Brilliant People.
Bold Tech.
Uncommon Careers.

This is not who we want to be.
It's who we already are.



Brilliant People

At Firstsource, we build bold technology with brilliant people who turn ideas into impact. Curiosity fuels us, failure teaches us, and growth comes from pushing what's possible.



Bold Tech

Technology amplifies human potential. We harness innovation to deliver uncommon outcomes — not just automate processes, but reimagine them entirely.



Uncommon Careers

Careers built the UnBPO™ way — where brilliance meets purpose, and every individual can shape their unique path forward.

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Our core strengths

Rooted in shared values



RISK TAKING
Courage | Innovation | Entrepreneurial Mindset

EXECUTION EXCELLENCE
Achievement, not activity | Clarity | Getting Things Done!

AGILITY
Growth Mindset | Progress over perfection | Learnability

CUSTOMER FIRST
Simplicity | Curiosity | Authenticity

CREDIBILITY
Honesty | Selflessness | Trust

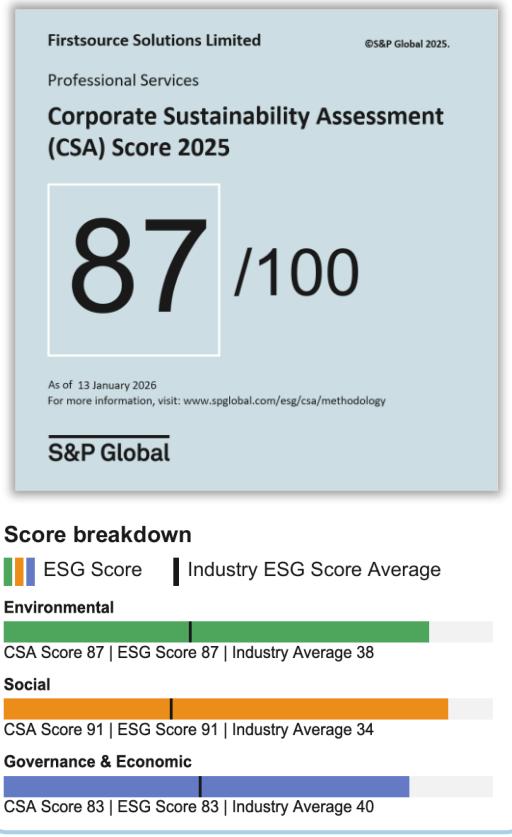
HUMANENESS
Vulnerability | Humility | Professionalism

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Our core strengths

Focused on driving sustainable impact

Firstsource Tops Professional Services Sector in S&P Global Sustainable1 FY25 ESG and CSA score of 87



CDP

Supplier Engagement Assessment
2025

'A' RATING

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAR 2026

Bronze RATING
Overall score of 70/100 & ranking in the 81st percentile globally

GOLDEN PEACOCK AWARDS
Winner of ESG 2025

Firstsource was awarded with Golden Peacock Award for ESG Performance 2025

CDP

Climate and Water Security
2025

'B' RATING

ESG REPORT 2024-25



Read our FY25 EGS report here

First CONSCIOUS
We make ESG happen

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Our core strengths

Recognized strength in our key capabilities

Market Leader
Star Performer
Banking Operations
Peak Matrix Assessment
2025

Major Contender
Star Performer
Financial Crime & Compliance
Peak Matrix Assessment
2025

Leader
GenAI and Process Automation in Banking
NelsonHall NEAT
2025

Leader
CX Services Transformation
NelsonHall NEAT
2025

Leader
Healthcare Payer Agility & Innovation
NelsonHall NEAT
2026

Leader
Mortgage Business Process Transformation RadarView™
2025

Horizon 3
Mortgage Reinvention
HFS Horizons
2025

Global Leader
Generative AI Services
ISG Provider Lens
2025

Global Leader
Contact Center – CX Services
ISG Provider Lens
2025

Leader
Healthcare Payer Intelligent Operations
Peak Matrix Assessment
2026

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Our core strengths

Experienced leadership team



Ritesh Idnani
MD & CEO



Dinesh Jain
Chief Financial Officer



Vivek Sharma
Head – CMT, BFS and Emerging Geos



Rajiv Malhotra
Head – Europe, Middle East & Africa



Matthew Barlow
Head - Healthcare Payer



Scott Schrader
Head - Healthcare Provider



Sohit Brahmawar
Chief Operating Officer



Arjun Mitra
Head – Collections



Ashish Chawla
Head – CX and Consulting



Sundara Sukavanam
Head – Enterprise Transformation Office



Hasit Trivedi
Chief Digital & AI Officer



Shamita Mukherjee
Chief Human Resources Officer

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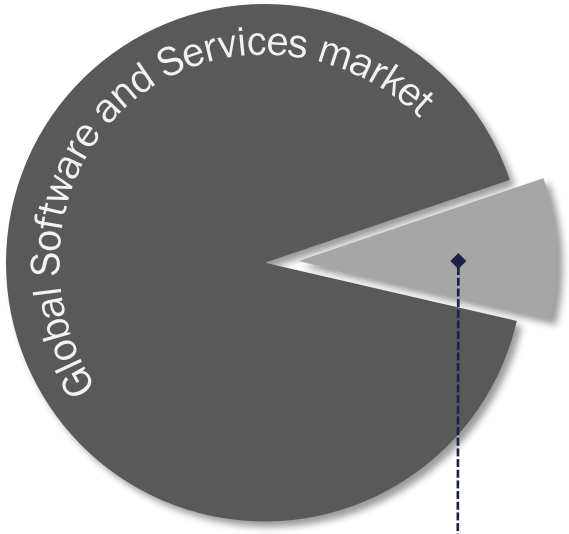
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Our Strategy in Action
From UnBPO™ to Intelligence That Operates

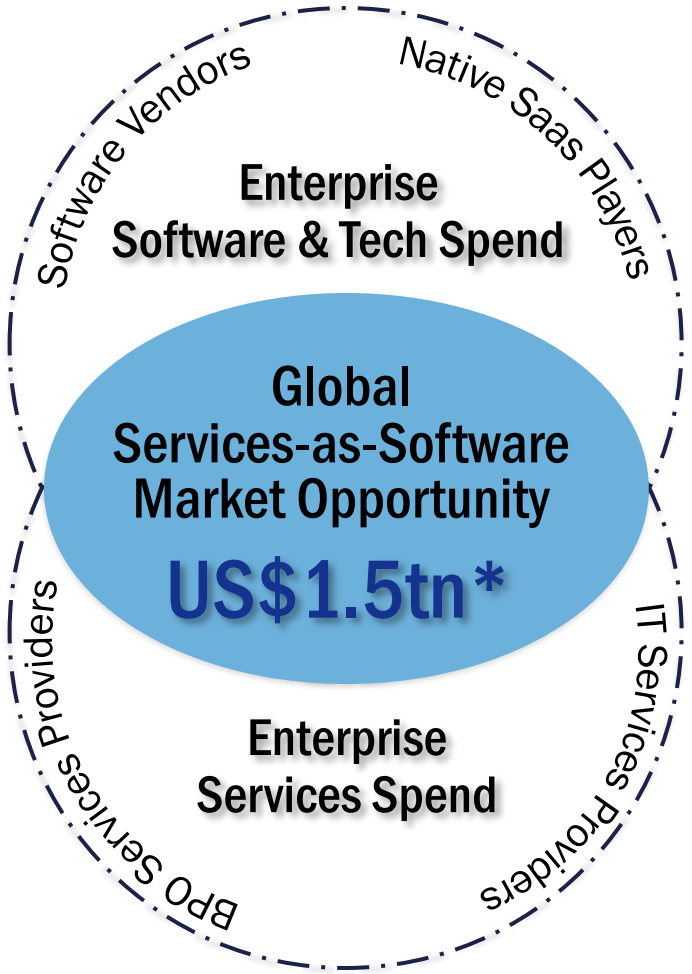


Our strategy in action

A ~7x larger addressable market — services-as-software



Global BPO services market
US$220bn^
Growing at 4-5% CAGR



^Source: Gartner Research
*By 2035; Source: HfS Research

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Our strategy in action

Enterprises are Challenged with Capturing the Value of AI

AI capability scales exponentially. Human comprehension follows a far slower, linear curve.

Strategy work doesn't close that gap. Demos don't close that gap. Only **operations that learn, adapt, and compound** do.



Illustrative. The shape, not the numbers, is the point.

> *The companies that win close the gap operationally — running real workloads, with intelligence that compounds with every decision.*

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Our strategy in action

The Problem with Most AI Partners

Closing the gap takes a partner who can do all three. Most can't.

01

Some offer strategy.

They produce decks, frameworks, and recommendations. Then they hand it off.

→ **But they don't implement.**

CONSULTING FIRMS

02

Some implement.

They build the systems, integrate the models, ship to production. Then they walk away.

→ **But they don't run operations.**

SYSTEM INTEGRATORS

03

Some run operations.

They keep the lights on, hit SLAs, manage the workforce. With yesterday's playbook.

→ **But they don't transform.**

LEGACY BPS

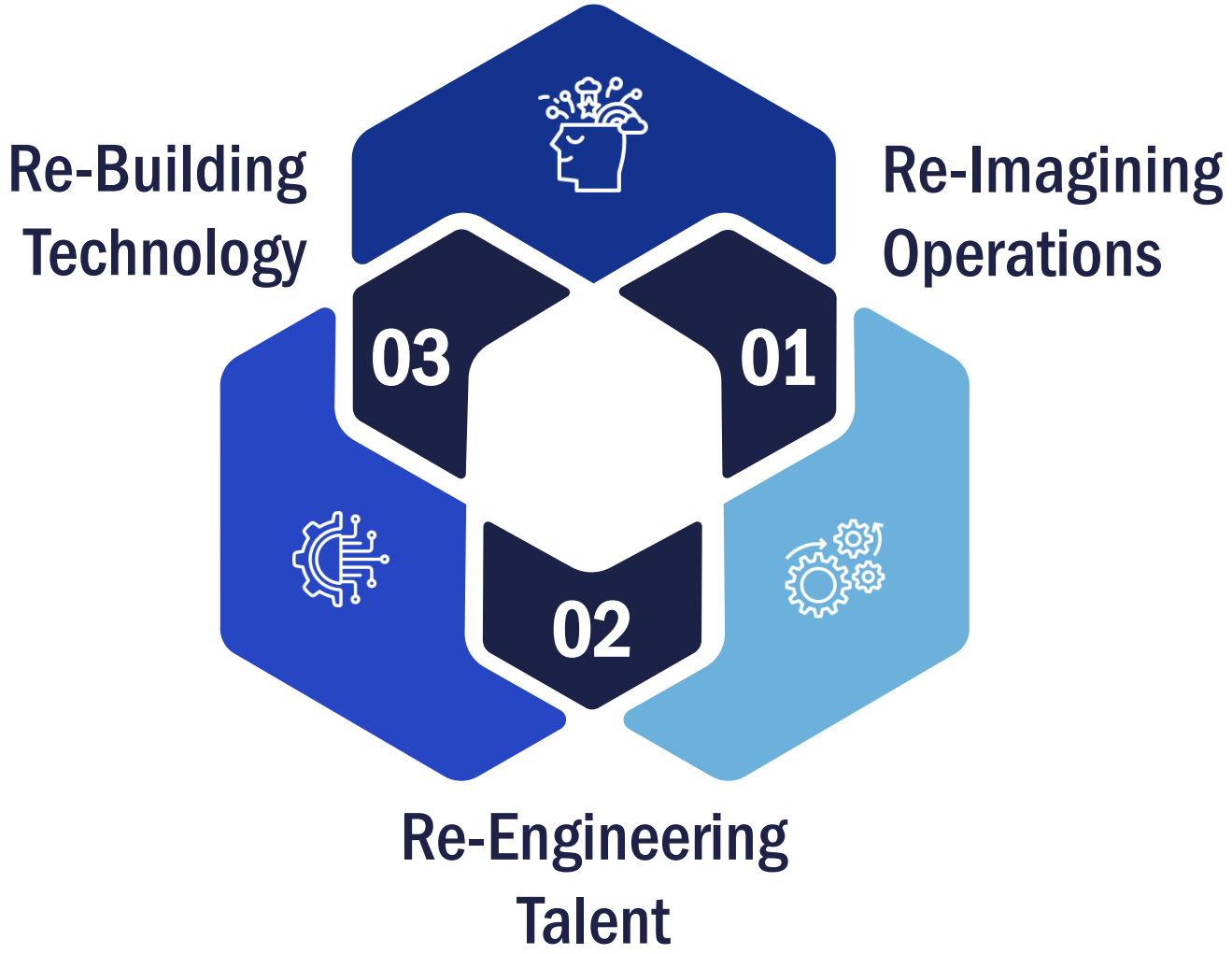
Strategy without operations is theatre. Operations without transformation is decay. The gap closes only when the same partner does all three.

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Our UnBPO™ Mindset has Enabled Us to Deliver Intelligence that Operates

The Origin

Launched February 2025. Validated by market reality in 2026.



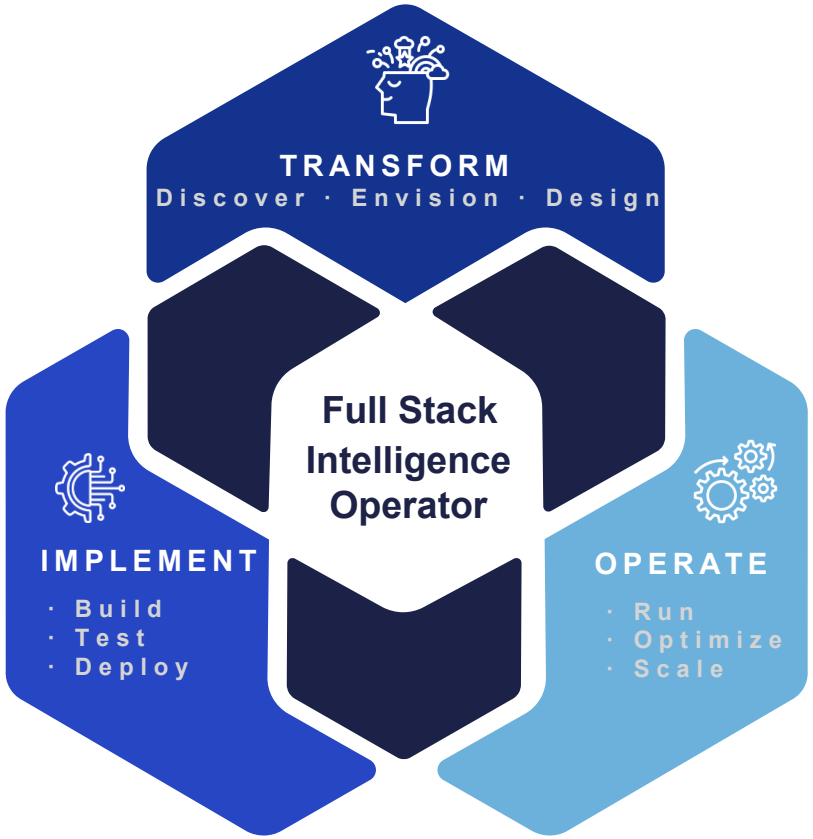
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How our Clients See Us Today: The Full-Stack Intelligence Operator.

Born from UnBPO™. Built for the Intelligence Era.

Not a strategist. Not an integrator. Not an outsourcer.

A new kind of partner — one that does all three, as one continuous motion.



DEFINITION

A partner that **redesigns** your operating model, **builds** the AI-native systems, and **operates** them in production — with intelligence that compounds with every decision.

- **Underwrites the outcome.** Skin in the game on commercials, not just inputs.
- **Owns the full motion.** Strategy, build, run — one contract.
- **Compounds intelligence.** The system learns every time it operates.
- **Governs autonomy.** Trust earned per skill — never assumed.

ONE PARTNER · ONE CONTRACT · ONE CONTINUOUS MOTION

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Kairos — the operating system for AI-native operations

The operating system that helps our advisors and AI agents take the right action during moments that matter

καιρός

kai·ros · Ancient Greek · noun

The decisive moment.

When AI Capability becomes Enterprise Value.

01 **Engagement Model**

Transform · Implement · Operate — a structured path from ambition to agentic operations at scale.

02 **Architecture**

A five-layer intelligence stack — from raw data to AI-native operations — purpose-built for business process services.

03 **Deep-Domain Tech Assets**

Accelerators, platforms, and reusable domain harnesses that encode 25 years of operational expertise.

04 **Outcomes We Underwrite**

Every engagement is outcomes-linked. We don't just advise — we put skin in the game.

Built inside an operations business, not a lab. Powered by 25 years of domain expertise. Compounding with every engagement.

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Kairos Deep-Domain Tech Platforms

The Evidence

Healthcare | Digital Intake AI



Healthcare Provider | RCM AI



Healthcare Provider | Medical Coding AI



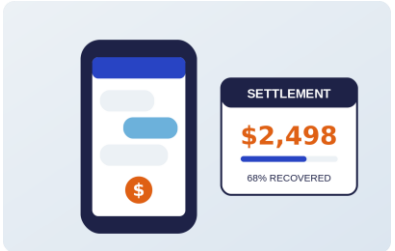
Banking | Loan Evaluation AI



Banking | Mortgage Post Closing AI



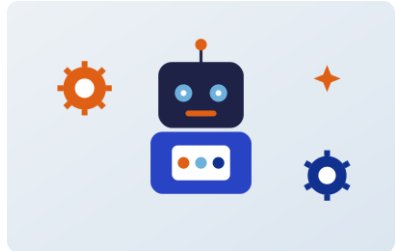
Debt Collections AI



Crowdsourcing Platform



Agentic AI Studio



Kairos AI Ecosystem — Governed & Responsible AI

AI ASSISTANTS

CUSTOM AI APPS

AGENTIC AI PLATFORMS

SPECIALIST PARTNERS

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In summary...

We see potential to grow at an **accelerated** pace over the medium term...

- Discontinuities caused by macro and technology shifts are creating market opportunities
- We are disrupting the traditional business model with the **Intelligence That Operates** playbook
- Our 'right' scale gives us an advantage

...Helped by our unique **differentiators**...

- Roster of long-standing relationships with quality clients with large spend
- Recognized leadership with strong domain expertise
- Bring technology and AI contextualized to solve clients' business problems
- Scrappy culture focused on driving impact and underwrite business outcomes

...And continue with the playbook...

- Focus on account mining and expanding capabilities
- Steady upward movement in client numbers across revenue buckets
- Speed-to-market, clear accountability and improved market visibility are key imperatives

...Even as we remain focused on **execution** in the near term

- Four large deal wins in Q4FY26; fifth straight quarter of 4 or more deals
- 4QFY26 exit deal pipeline at US$1bn+
- FY27 revenue growth guidance at the top decile of the peer group

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Our FY27 guidance



10-13%

Constant currency revenue growth

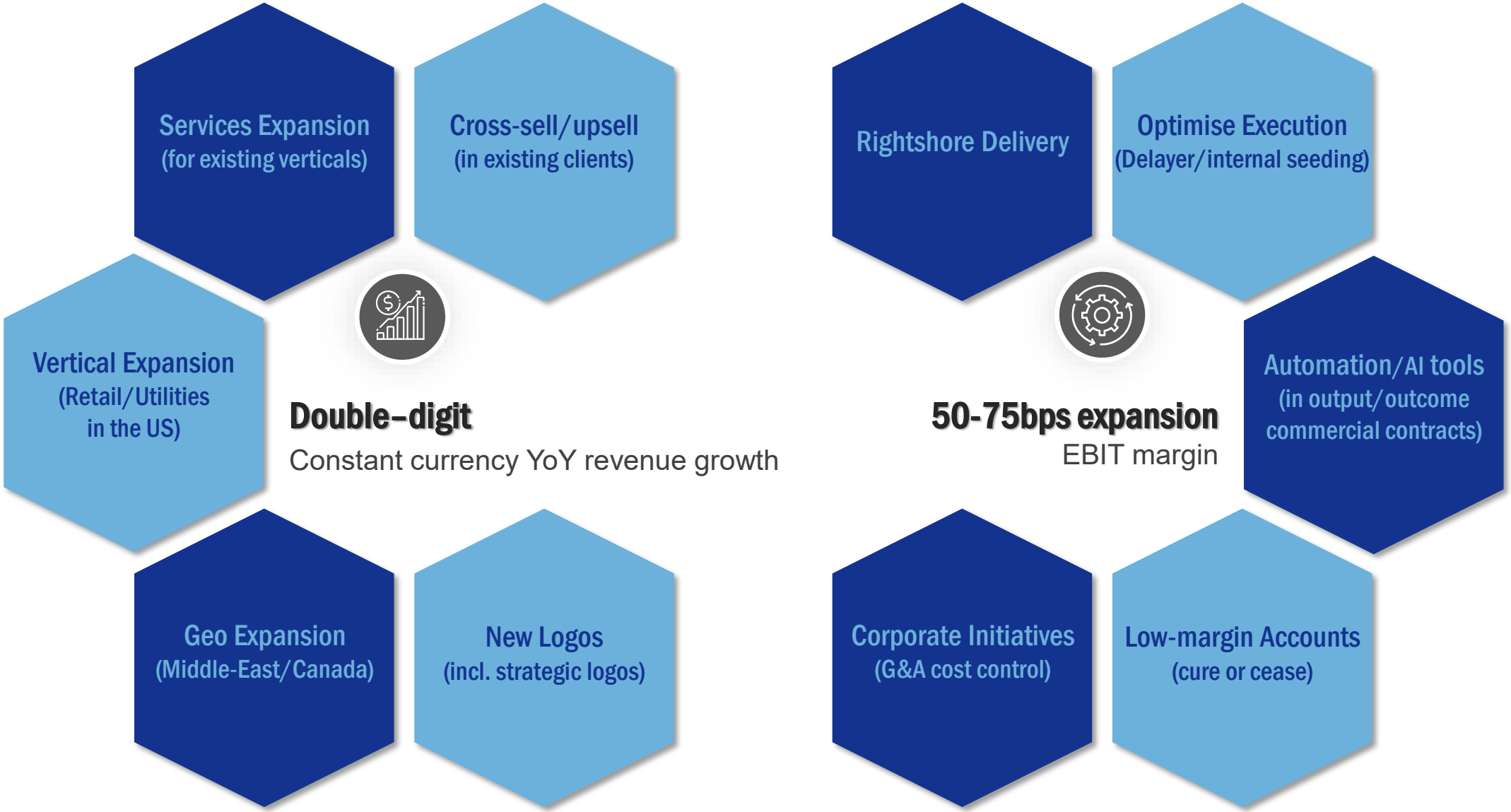


12.25-12.75%

EBIT margin

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Our medium-term aspirations



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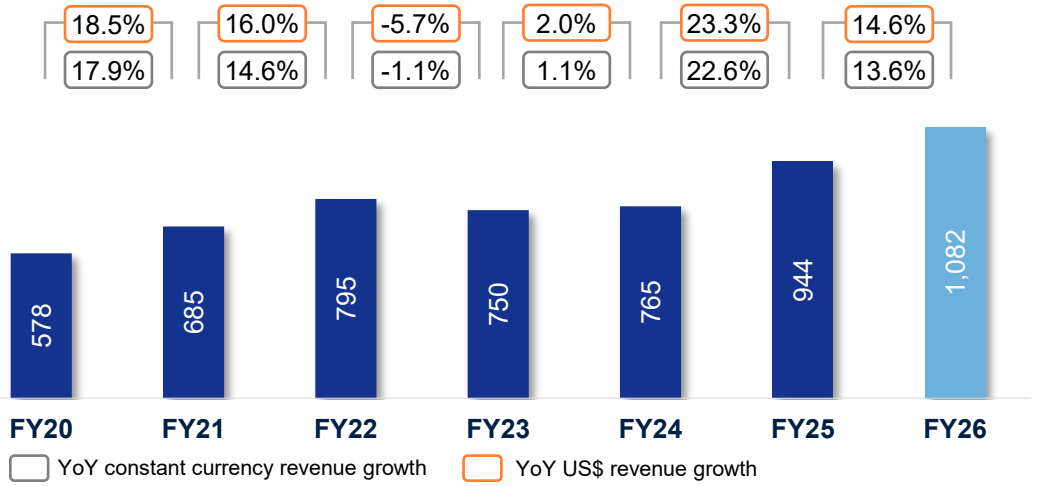
Factsheet



Financial performance snapshot | FY26

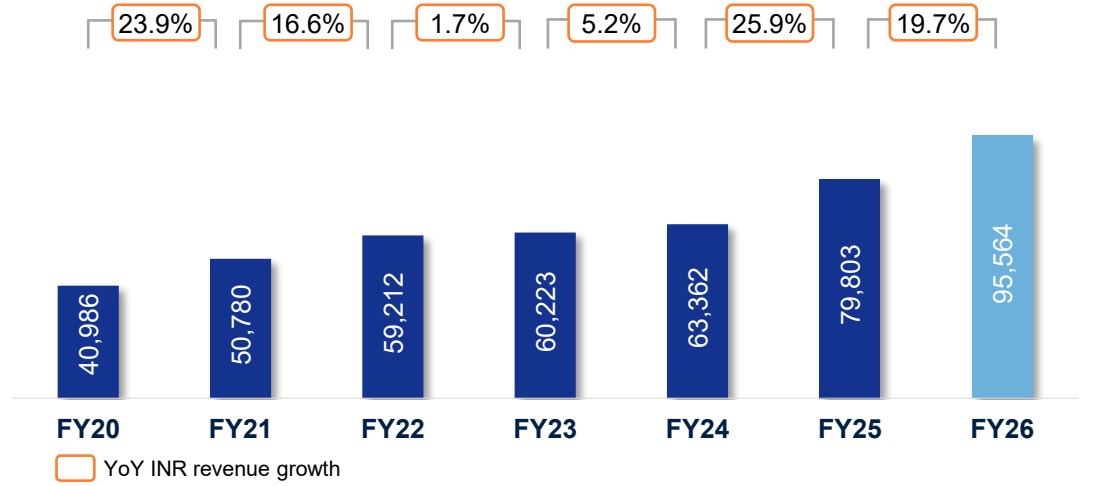
Revenue

(in $ million)



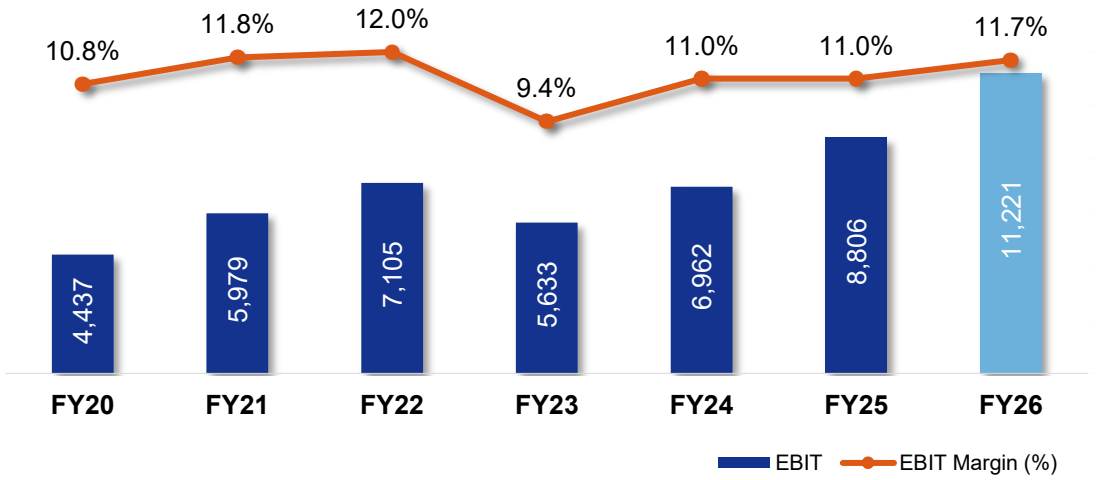
Revenue

(in ₹ million)



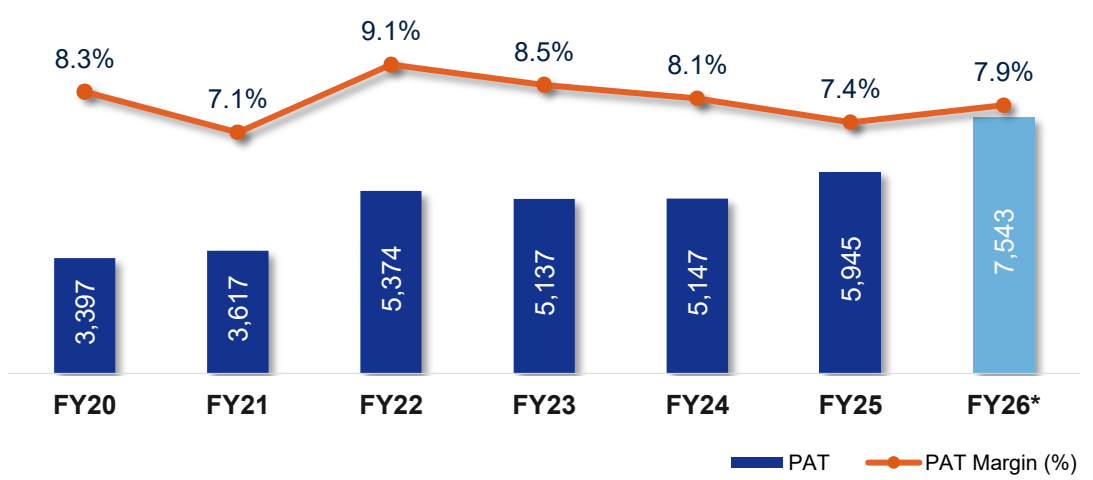
EBIT and Margin (%)

(in ₹ million)



PAT and Margin (%)

(in ₹ million)

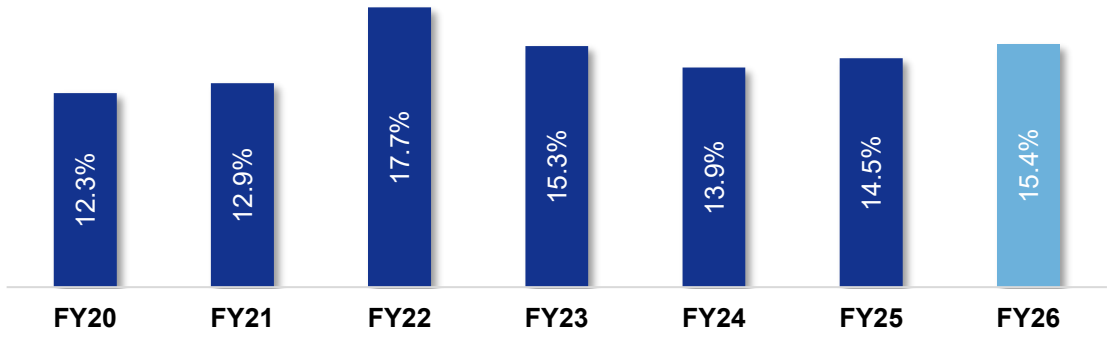


* Adjusted for exceptional items, which include one-time Labour Codes impact

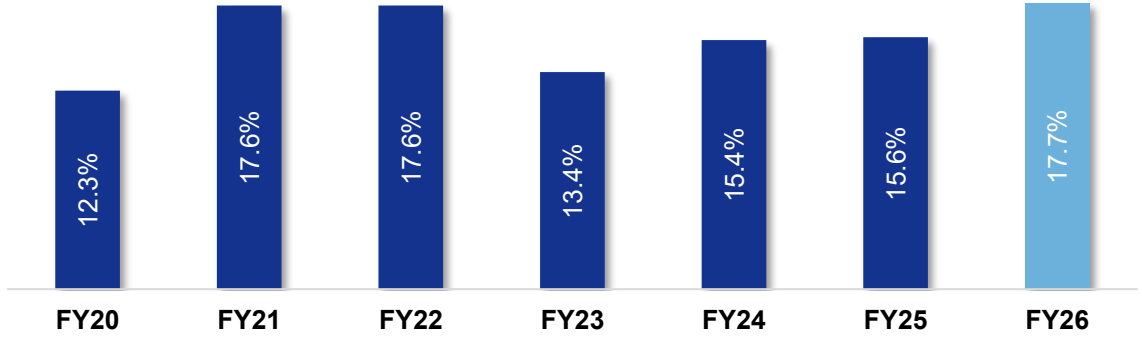
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Key performance indicators | FY26

Return on Equity (%)

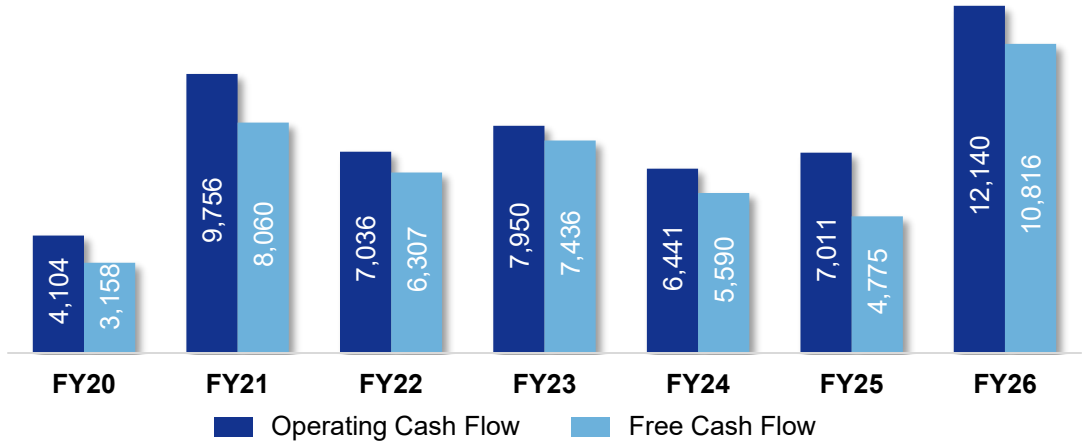


Return on Capital Employed (%)



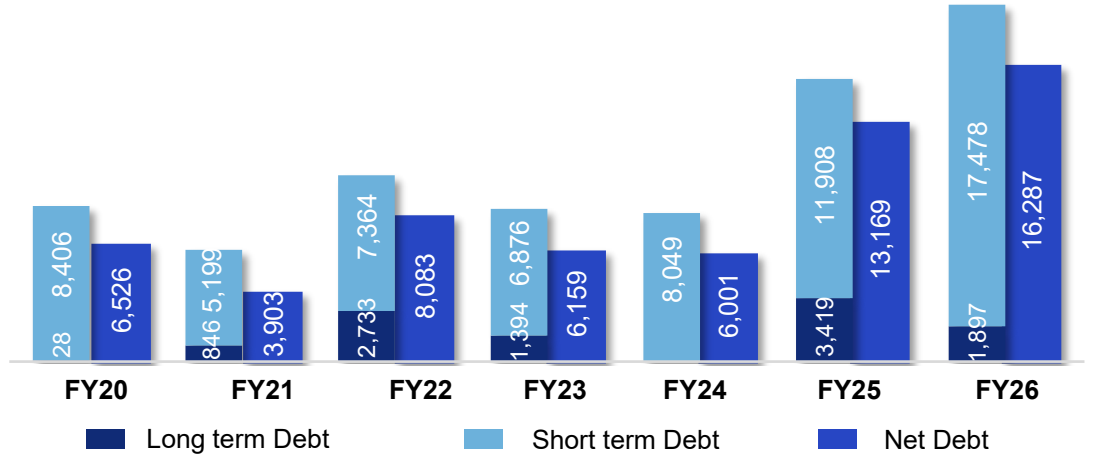
Cash Flow

(in ₹ million)



Debt Position

(in ₹ million)



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Performance Summary | Q4FY26

REVENUE

₹ 25,835 Million (US$ 283 Million)

YoY growth of 19.5%
YoY constant currency growth of 11.6%
QoQ constant currency growth of 3.0%

EBIT

₹ 3,143 Million (Margin 12.2%)

YoY growth of 29.8%
YoY margin expansion of 100bps
QoQ margin expansion of 30bps

PROFIT AFTER TAX

₹ 2,052 Million (Margin 7.9%)

YoY growth of 27.7%
QoQ growth of 1.5%*

EARNINGS PER SHARE (Diluted)

₹ 2.91 per share

Q3FY26 at ₹ 1.71 per share
Q4FY25 at ₹ 2.28 per share

*Q3FY26 PAT was adjusted for exceptional items, which include one-time Labour Codes impact

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Performance Summary | FY26

REVENUE

₹ 95,564 Million (US$ 1,082 Million)

YoY growth of 19.7%
YoY constant currency growth of 13.6%

EBIT

₹ 11,221 Million (Margin 11.7%)

YoY growth of 27.4%
YoY margin expansion of 70bps

PROFIT AFTER TAX

₹ 7,543 Million (Margin 7.9%)

YoY growth of 26.9%
Reported PAT (including exceptional items): INR 6,744 million*

EARNINGS PER SHARE (Diluted)

₹ 9.56 per share

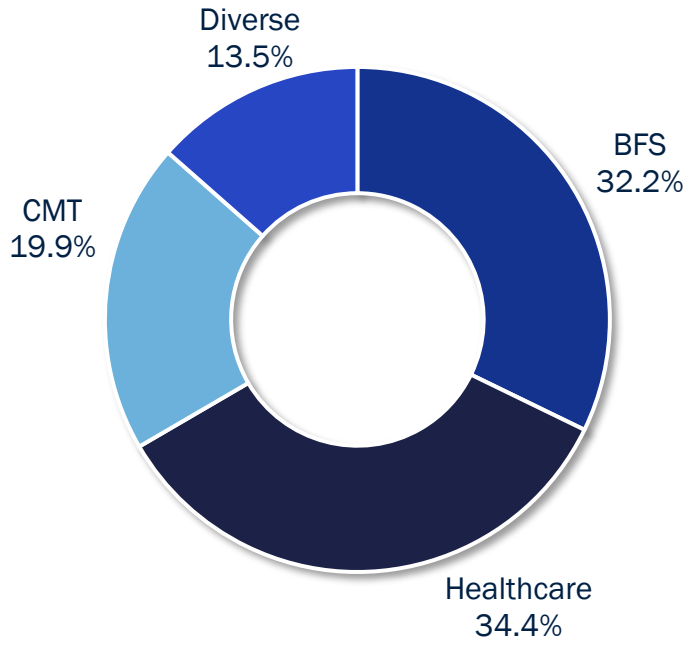
FY25 at ₹ 8.42 per share

*Post exceptional items including one-time impact of new Labour Codes

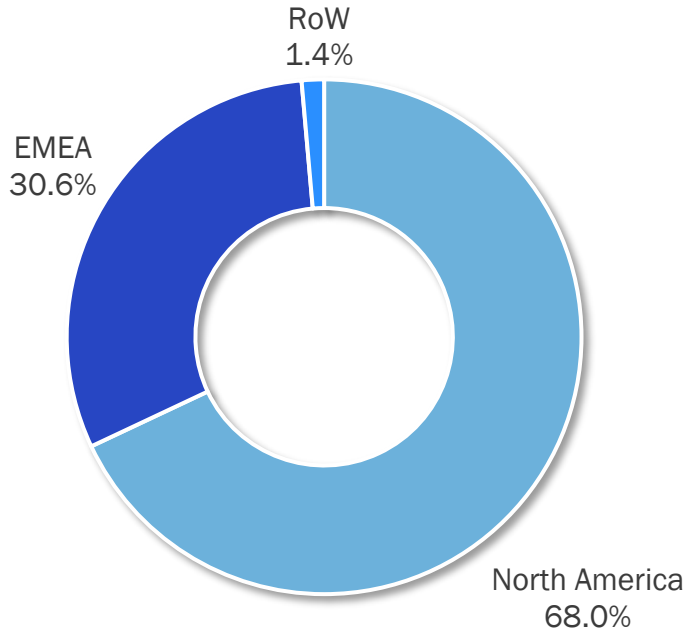
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Revenue distribution | Q4FY26

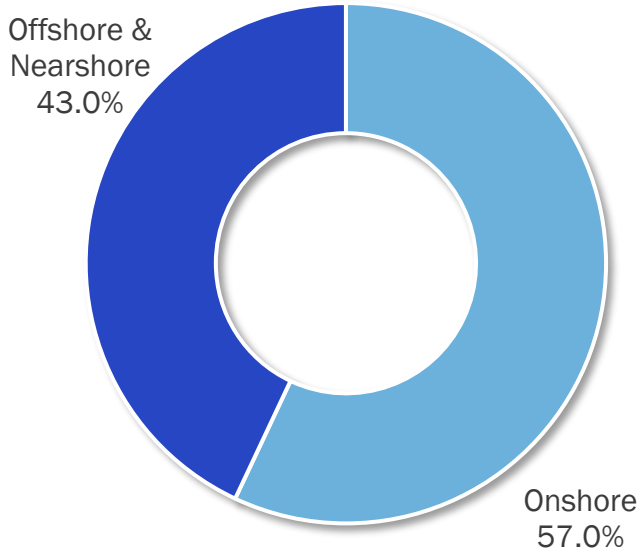
By verticals



By geography



By delivery location



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Cons. IndAS financials | Profit & Loss Statement

In ₹ million	Q4FY25	FY25	Q1FY26	Q2FY26	Q3FY26	Q4FY26	QoQ	YoY	FY26	YoY
Income from services	21,678	79,721	22,209	23,147	24,674	26,130	5.9%	20.5%	96,161	20.6%
Other operating income	(63)	82	(33)	(25)	(244)	(296)	-	-	(597)	-
Revenue from operations	**21,615**	**79,803**	**22,177**	**23,122**	**24,431**	**25,835**	**5.7%**	**19.5%**	**95,564**	**19.7%**
Revenue from operations (US$m)	**$250**	**$944**	**$259**	**$265**	**$274**	**$283**	**3.2%**	**13.2%**	**$1,082**	**14.6%**
QoQ growth % - constant currency	*2.1%*	-	*1.6%*	*2.0%*	*4.6%*	*3.0%*	-	-	-	-
YoY growth % - constant currency	*25.0%*	*22.6%*	*19.2%*	*13.8%*	*10.6%*	*11.6%*	-	-	*13.6%*	-
Manpower expenses	13,515	49,958	13,207	13,618	14,312	14,766	3.2%	9.3%	55,903	11.9%
Operating expenses	4,771	17,769	5,499	5,744	6,093	6,764	11.0%	41.8%	24,099	35.6%
EBITDA	**3,328**	**12,076**	**3,471**	**3,760**	**4,027**	**4,304**	**6.9%**	**29.3%**	**15,562**	**28.9%**
EBITDA margin	***15.4%***	***15.1%***	***15.7%***	***16.3%***	***16.5%***	***16.7%***	***20bp***	***130bp***	***16.3%***	***120bp***
Depreciation & amortization	906	3,270	972	1,096	1,112	1,161	4.4%	28.1%	4,341	32.7%
EBIT	**2,422**	**8,806**	**2,498**	**2,665**	**2,915**	**3,143**	**7.8%**	**29.8%**	**11,221**	**27.4%**
EBIT margin	***11.2%***	***11.0%***	***11.3%***	***11.5%***	***11.9%***	***12.2%***	***30bp***	***100bp***	***11.7%***	***70bp***
Finance cost	426	1,479	434	428	433	520	20.3%	22.0%	1,815	22.7%
Other income, net	21	(9)	68	(13)	36	(17)	-	-	75	-
Exceptional items, net	-	88	-	19	(1,001)	-	-	-	(982)	-
Profit before taxes	2,017	7,407	2,132	2,243	1,517[#]	2,606	71.8%	29.2%	8,498[#]	14.7%
Taxes and minority interest	410	1,462	439	448	313	554	76.6%	34.9%	1,754	20.0%
Profit after tax	**1,607**	**5,945**	**1,693**	**1,795**	**1,203[#]**	**2,052**	**70.6%**	**27.7%**	**6,744[#]**	***13.5%***
Net margin	*7.4%*	*7.4%*	*7.6%*	*7.8%*	*4.9%*	*7.9%*	*300bp*	*50bp*	*7.1%*	*-30bp*
Diluted EPS (₹/share)	2.28	8.42	2.40	2.54	1.71[#]	2.91	70.2%	27.6%	9.56[#]	13.5%

[#]Post exceptional items including one-time impact of new Labour Codes

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Cons. IndAS financials | Balance Sheet

In ₹ million	As on Mar 31, 2025	As on Mar 31, 2026
Assets		
Non-current assets		
Fixed assets	3,254	3,403
Right-of-use assets	9,126	8,558
Goodwill on consolidation	36,799	42,655
Other intangible assets	1,248	1,351
Investment in associates	0	-
Financial assets		
Investments	115	658
Other financial assets	1,026	918
Deferred tax assets	2,735	3,910
Income tax assets, net	714	896
Other non-current assets	1,965	3,228
Total non-current assets	**56,982**	**65,577**
Current assets		
Financial assets		
Current investments	616	502
Trade receivables	16,860	20,786
Cash and cash equivalents	1,542	2,586
Other bank balances	128	107
Other financial assets	206	235
Other current assets	2,888	3,407
Total current assets	**22,240**	**27,623**
Total assets	**79,222**	**93,200**

In ₹ million	As on Mar 31, 2025	As on Mar 31, 2026
Equity and liabilities		
Shareholder's Funds		
Equity share capital	6,970	6,970
Reserve and surplus	34,006	36,875
Non-controlling interest	4	4
Total equity	**40,980**	**43,849**
Non-current liabilities		
Financial liabilities		
Long-term borrowings	3,419	1,897
Lease liabilities	8,070	7,315
Other financial liabilities	580	2,328
Provisions	241	1,140
Deferred tax liabilities	1,645	1,886
Total non-current liabilities	**13,955**	**14,566**
Current liabilities		
Financial liabilities		
Short-term and other borrowings	11,908	17,478
Trade payables	3,976	5,579
Lease liabilities	2,296	2,528
Other financial liabilities	4,209	6,469
Other current liabilities	1,106	1,405
Provisions	643	973
Provision for tax, net	149	352
Total current liabilities	**24,287**	**34,785**
Total liabilities	**79,222**	**93,200**

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Cons. IndAS financials | Cash Flow Statement

In ₹ million	Year ended Mar 31, 2025	Year ended Mar 31, 2026
Cash flow from operating activities		
Net profit before taxation and non-controlling interest	7,407	8,498
Depreciation and amortization	3,270	4,341
Finance costs (for borrowings & lease liabilities)	1,479	1,815
Non-cash expense	1,151	1,566
Non-operating items	(45)	(83)
Exceptional items, net	(88)	982
Working capital changes	(4,944)	(3,082)
Income taxes paid	(1,219)	(1,897)
Net cash generated from/(used in) operating activities (A)	**7,011**	**12,140**
Cash flow from investing activities		
Capital expenditure, net	(2,236)	(1,324)
Interest income received	27	41
(Increase)/decrease in current investments	(160)	175
Investment in short-term fixed deposits	1	33
Acquisition of business	(5,099)	(2,638)
Purchase of non-current investment	-	(279)
Earmarked balances with banks	9	(12)
Payment of contingent consideration towards acquisition	-	(518)
Net cash generated from/(used in) investing activities (B)	**(7,459)**	**(4,524)**
Cash Flow from financing activities		
Net change in borrowings	6,787	2,019
Net interest paid	(1,579)	(1,788)
Payment of lease liabilities	(1,636)	(2,597)
Purchase of treasury shares, net	(362)	(500)
Purchase of non controlling interest in subsidiary	(225)	-
Dividend paid (net)	(2,759)	(3,801)
Net cash generated from/(used in) financing activities (C)	**226**	**(6,668)**
Net increase/(decrease) in cash and cash equivalents (A+B+C)	**(222)**	**948**
Cash and cash equivalents at the beginning of the period	1,748	1,542
Foreign exchange (loss)/gain on translating cash and cash equivalents	16	95
Closing cash and cash equivalents	**1,542**	**2,586**
Current investments	616	502
Cash and cash equivalents including investments	**2,158**	**3,087**

OCF/EBITDA: 78%

FY25: 58%

FCF/PAT: 160%

FY25: 80%

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Operating Metrices | Q4FY26

		Q4FY24	Q1FY25	Q2FY25	Q3FY25	Q4FY25	Q1FY26	Q2FY26	Q3FY26	Q4FY26
Revenue by Vertical	Banking & Financial Services	37.3%	36.4%	34.4%	32.4%	33.4%	32.5%	33.2%	31.7%	32.2%
	Healthcare	32.9%	35.7%	36.3%	34.0%	33.8%	33.4%	33.5%	32.1%	34.4%
	Communications, Media & Tech	23.6%	22.3%	21.3%	20.3%	21.0%	22.4%	21.7%	21.2%	19.9%
	Diverse Industries	6.2%	5.6%	8.0%	13.3%	11.8%	11.7%	11.6%	15.0%	13.5%
Revenue by Geography	North America	65.0%	68.2%	68.5%	66.3%	67.7%	68.7%	69.4%	67.2%	68.0%
	Europe, Middle East, and Africa	34.9%	31.8%	31.4%	33.4%	31.5%	30.1%	29.4%	31.7%	30.6%
	Rest of World	0.1%	0.0%	0.1%	0.3%	0.8%	1.2%	1.2%	1.1%	1.4%
Revenue by Delivery	Offshore & Nearshore	31.4%	35.0%	35.8%	40.1%	37.8%	41.2%	41.6%	43.4%	43.0%
	Onshore	68.6%	65.0%	64.2%	59.9%	62.2%	58.8%	58.4%	56.6%	57.0%
Client Addition#	New logos (*added during the quarter*)	9	10	13	13	7	17	10	9	11
	Strategic logos (*added during the quarter*)	3	2	3	5	2	9	4	5	6
Client Concentration	Top 5 clients *(share of total revenues)*	36.7%	34.6%	32.5%	29.0%	29.3%	29.6%	28.9%	28.1%	28.0%
	Top 10 clients *(share of total revenues)*	52.6%	51.5%	48.6%	43.4%	43.7%	42.6%	42.3%	40.7%	39.9%
Client Distribution#	US$ 1m+ clients *(nos.)*	103	100	105	107	116	141	142	141	150
	US$ 5m+ clients *(nos.)*	25	25	26	28	30	38	39	41	42
	US$ 10m+ clients *(nos.)*	13	13	13	14	15	17	17	18	17
	US$ 20m+ clients *(nos.)*	8	9	11	10	10	11	9	9	9
	US$ 50m+ clients *(nos.)*	2	2	2	2	2	2	2	2	2
Revenue by Currency	USD	64.8%	67.9%	68.2%	64.9%	65.7%	67.9%	68.5%	66.1%	67.4%
	GBP	34.4%	31.4%	30.9%	34.2%	32.7%	30.1%	29.2%	31.9%	30.3%
	Others	0.8%	0.7%	0.9%	0.9%	1.6%	2.0%	2.3%	2.0%	2.3%
Employee Metrices	Total employees *(period-end)*	27,940	29,231	32,898	34,144	34,651	34,495	35,997	36,689	36,205
	Net addition	1,993	1,291	3,667	1,246	507	(156)	1,502	692	(484)
	Attrition* *(TTM)*	35.4%	31.8%	30.6%	31.4%	29.8%	28.9%	28.0%	27.4%	29.7%

* For employees in continuous employment for more than 180 days | #Excludes Telemedik

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