

Firstsource (FSOL) posted a largely in-line operating 1Q show. Revenue grew 1.8% qoq to \$288mn (2.2% CC), a tad below our estimate. EBITM expanded by 20bps qoq to 12.4%, slightly above our estimate. FSOL signed 4 large deals (each with ACV of >\$5mn) and added 12 new logos in 1Q (including 3 strategic logos). Management retained its FY27 CC revenue growth guidance of 10-13% (implying CQGR of 1.7-3.5% in 2Q-4Q) and EBITM of 12.25-12.75% (targeting 14-15% in next 2-3Y). Despite a 1-1.5% hit from a large healthcare BPaaS deal being terminated, FSOL retained its revenue guidance backed by strong deal intake (largest ACV win in 1Q in last 4 quarters; >1/3rd of deal-wins from healthcare in 1Q), healthy pipeline (>\$1bn), new logo wins momentum. We cut FY27E EPS by ~5% while raising FY28/29E EPS by ~3%, factoring in the 1Q performance. We revise up our TP by ~8% to Rs270 from Rs250, based on 16x Jun-28E EPS; however, we downgrade the stock to REDUCE from Add, given the limited near-term upside following the 18%/21% return in the last 1M/3M.

Results summary

Revenue grew 1.8% qoq to \$288mn (2.2% CC), a tad below our estimate of \$290mn. EBITM expanded by 20bps qoq to 12.4%, slightly above our estimate of 12.3%. Reported PAT was Rs1.7bn (Emkay: Rs2.3bn). This was mainly due to a Rs717mn exceptional item, comprising BPaaS contract termination provision, indemnification of regulatory penalty to a customer on non-fulfilment of contractual performance, and fair value adjustment on contingent consideration payable for Ascensos (acquisition). Headcount rose 1.9% qoq to 36,875. What we like: Strong growth in CMT/EMEA, healthy deal pipeline. What we do not like: Weak Healthcare, poor cash conversion (OCF/EBITDA: ~22%).

Strong growth trajectory in CMT, BFS, and EMEA

Revenue growth was led by CMT (9% qoq in CC terms) and BFS (5%), partially offset by Healthcare (-2%), while growth at Diverse Industries was flat. Among geographies, growth in North America (NA) was flat sequentially (CC), while that in EMEA grew 6%.

Earnings call KTAs

1) BFS added 5 new logos given strong demand across collection (elevated US consumer debt) and mortgage (AI-led cost optimization/transformation). Exit pipeline is healthy. 2) Healthcare added 4 new logos, aided by continued AI adoption in payer and provider operations. It remains key growth pillar, though Medicare Advantage programs saw near-term hit of CMS pricing adjustments and program recalibration. A mid-market healthcare client terminated a BPaaS contract (1-1.5% hit), though management indicated that client relationship continues and that it remains a strategic logo (>\$5mnpa revenue). 3) CMT added 2 new logos, with growth remaining inherently volatile in consumer tech due to the timing of work packets and program transitions. Telecom and cable clients are exploring AI-led improvements across customer service, agent productivity, and service assurance. 4) Diversified industries added one new logo, with stable demand in utilities and retail focus on CX, personalization, and cost optimization. 5) North America delivered broad-based growth, supported by Canada expansion and replication of UK capabilities in the US. 6) Transformational deals have longer ramp-up timelines, leading to slower near-term revenue conversion but enhancing long-term growth visibility.

Firstsource Solutions: Financial Snapshot (Consolidated)

Y/E Mar (Rs mn)	FY25	FY26	FY27E	FY28E	FY29E
Revenue	79,803	95,564	111,395	122,444	135,819
EBITDA	12,076	15,562	18,843	21,019	23,587
Adj. PAT	5,856	7,727	9,550	11,207	12,989
Adj. EPS (Rs)	8.4	11.1	13.7	16.1	18.6
EBITDA margin (%)	15.1	16.3	16.9	17.2	17.4
EBITDA growth (%)	26.3	28.9	21.1	11.6	12.2
Adj. EPS growth (%)	13.8	31.9	23.6	17.4	15.9
RoE (%)	15.0	18.2	20.7	21.8	22.5
RoIC (%)	14.1	15.4	17.3	19.0	20.6
P/E (x)	34.5	30.4	22.8	18.3	15.8
EV/EBITDA (x)	18.0	14.2	11.6	10.2	9.0
P/B (x)	5.0	4.7	4.2	3.8	3.4
FCFF yield (%)	2.2	4.9	4.7	5.4	6.5

Source: Company, Emkay Research

Target Price – 12M	Jun-27
Change in TP (%)	8.0
Current Reco.	REDUCE
Previous Reco.	ADD
Upside/(Downside) (%)	(8.2)

Stock Data	FSOL IN
52-week High (Rs)	382
52-week Low (Rs)	201
Shares outstanding (mn)	697.2
Market-cap (Rs bn)	205
Market-cap (USD mn)	2,152
Net-debt, FY27E (Rs mn)	13,333.0
ADTV-3M (mn shares)	4.3
ADTV-3M (Rs mn)	1,378.9
ADTV-3M (USD mn)	14.5
Free float (%)	45.2
Nifty-50	24,636.0
INR/USD	95.2

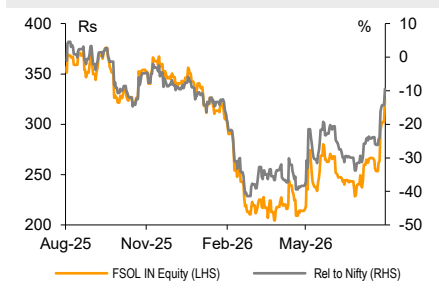
Shareholding, Jun-26

Promoters (%)	53.7
FPIs/MFs (%)	8.4/25.4

Price Performance

(%)	1M	3M	12M
Absolute	17.9	20.8	(16.3)
Rel. to Nifty	16.9	19.3	(16.6)

1-Year share price trend (Rs)



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Exhibit 1: FSOL – Quarterly snapshot

Particular (Rs mn)	1QFY27	4QFY26	qoq (%)	1QFY26	yoy (%)
Net sales (\$ mn)	288.0	283.0	1.8	259.0	11.2
Net sales	27,249	25,835	5.5	22,177	22.9
Operating expenses	22,736	21,530	5.6	18,706	21.5
EBITDA	4513	4304	4.9	3471	30.0
- Margin (%)	16.6	16.7	-10	15.7	90
Depreciation	1146	1161		972	
EBIT	3367	3143	7.1	2498	34.8
- Margin (%)	12.4	12.2	20	11.3	110
Other income (net)	-456	-537		-366	
Exceptional items	563	0		0	
PBT	2347	2606	-9.9	2132	10.1
Tax provided	688	554		439	
PAT	1659	2052		1693	
Non-controlling interest	0	0		0	
Reported net profit	1,659	2,052	-19.2	1,693	-2.0
Emkay net profit	2,222	2,052	8.3	1,693	31.2
Reported EPS (Rs)	2.4	2.9	(19.2)	2.4	(2.0)

Source: Company, Emkay Research

Exhibit 2: Actuals vs estimates

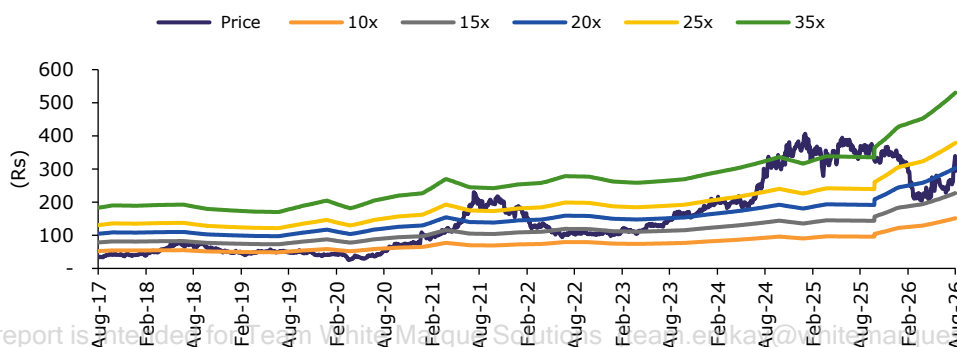
(Rs mn)	Actual	Estimate		Variation		Comment
		Emkay	Consensus	Emkay	Consensus	
Revenue (\$ mn)	288	290	291	-0.6%	-0.9%	Revenue was a tad lower than our estimates.
Revenue	27,249	27,232	27,325	0.1%	-0.3%	
EBIT	3,367	3,345	3,379	0.7%	-0.4%	
EBIT margin	12.4%	12.3%	12.4%	10 bps	0 bps	Margins came slightly above our expectations.
PAT	1,659	2,255	2,272	-26.4%	-27.0%	Reported profit missed estimates due to exceptional item.

Source: Company, Bloomberg, Emkay Research

Exhibit 3: Changes in estimates

(Rs mn)	FY26E			FY27E			FY28E		
	Old	New	Change	Old	New	Change	Old	New	Change
Revenue (\$ mn)	1,195	1,195	0.0%	1,303	1,309	0.5%	1,420	1,433	0.9%
\$ revenue, yoy growth	10.5%	10.5%		9.0%	9.5%		9.0%	9.5%	
Revenue	111,250	111,395	0.1%	121,870	122,444	0.5%	134,545	135,819	0.9%
Revenue, yoy growth	16.4%	16.6%		9.5%	9.9%		10.4%	10.9%	
EBIT	13,870	13,991	0.9%	15,589	15,870	1.8%	17,491	17,914	2.4%
EBIT margin	12.5%	12.6%		12.8%	13.0%		13.0%	13.2%	
PAT	9,496	8,987	-5.4%	10,985	11,207	2.0%	12,642	12,989	2.7%
EPS (Rs)	13.6	12.9	-5.4%	15.8	16.1	2.0%	18.1	18.6	2.7%

Source: Company, Emkay Research

Exhibit 4: FSOL – One-year forward PER

Source: Company, Emkay Research

Exhibit 5: FSOL – Key operating metrics

Metric	1QFY25	2QFY25	3QFY25	4QFY25	1QFY26	2QFY26	3QFY26	4QFY26	1QFY27	\$ mn	qoq chg	yoy chg
Revenue (\$ mn)	215.0	230.0	249.0	250.0	259.0	265.0	274.0	283.0	288.0			
Revenue, by Industry (%)												
Banking and Financial Services	36.4	34.4	32.4	33.4	32.5	33.2	31.7	32.2	33.2	95.6	4.9%	13.6%
Communications, Media, and Tech	22.3	21.3	20.3	21.0	22.4	21.7	21.2	19.9	20.6	59.3	5.3%	2.3%
Healthcare	35.7	36.3	34.0	33.8	33.4	33.5	32.1	34.4	33.0	95.0	-2.4%	9.9%
Diverse Industries	5.6	8.0	13.3	11.8	11.7	11.6	15.0	13.5	13.2	38.0	-0.5%	25.5%
Revenue, by Geography (%)												
North America	68.2	68.5	66.3	67.7	68.7	69.4	67.2	68.0	66.4	191.2	-1%	7%
EMEA	31.8	31.4	33.4	31.5	30.1	29.4	31.7	30.6	31.7	91.3	5%	17%
Rest of World	-	0.1	0.3	0.8	1.2	1.2	1.1	1.4	1.9	5.5	38%	76%
Revenue, by Delivery Location (%)												
Offshore & Nearshore	35.0	35.8	40.1	37.8	41.2	41.6	43.4	43.0	43.5	125.3	3%	17%
Onshore	65.0	64.2	59.9	62.2	58.8	58.4	56.6	57.0	56.5	162.7	1%	7%
Revenue, by Currency (%)												
USD	67.9	68.2	64.9	65.7	67.9	68.5	66.1	67.4	67.4	194.1	2%	10%
GBP	31.4	30.9	34.2	32.7	30.1	29.2	31.9	30.3	30.3	87.3	2%	12%
Others	0.7	0.9	0.9	1.6	2.0	2.3	2.0	2.3	2.3	6.6	2%	28%
Client concentration (%)												
Top 5 customers	34.6	32.5	29.2	29.3	29.6	28.9	28.1	28.0	27.4	78.9	0%	3%
Top 10 customers	51.5	48.6	43.5	43.7	42.6	42.3	40.7	39.9	39.2	112.9	0%	2%
Client distribution												
US\$1mn+ clients	100	105	107	116	141	142	141	150	145			
US\$5mn+ clients	25	26	28	30	38	39	41	42	45			
US\$10mn+ clients	13	13	14	15	17	17	18	17	20			
US\$20mn+ clients	9	11	10	10	11	9	9	9	10			
US\$50mn+ clients	2	2	2	2	2	2	2	2	2			
Employees												
Total employees (period-end)	29,231	32,898	34,144	34,651	34,495	35,997	36,689	36,205	36,875			
Net addition	1,291	3,667	1,246	507	(156)	1,502	692	(484)	670			
Attrition - TTM (%)	32.0	30.9	31.4	29.8	28.9	28.0	27.4	29.7	33.1			
Capital Expenditure (Rs mn)												
538	875	159	664	239	264	413	408	480				
Debt position (Rs mn)												
Long-term debt	3,147	4,031	3,743	3,419	3,430	3,552	1,798	1,897	-			
Short-term debt	8,686	10,281	8,959	11,908	10,908	10,217	13,874	17,478	20,163			
Total debt	11,833	14,312	12,702	15,327	14,338	13,769	15,672	19,375	20,163			
Net debt	9,684	12,018	10,182	13,169	11,225	10,820	11,656	16,287	17,147			
Cash	2,149	2,294	2,520	2,158	3,113	2,949	4,016	3,088	3,016			

Source: Company, Emkay Research

This report is intended for Team White Marque Solutions (team.emkay@whitemarquesolutions)

Firstsource Solutions: Consolidated Financials and Valuations

Profit & Loss					
Y/E Mar (Rs mn)	FY25	FY26	FY27E	FY28E	FY29E
Revenue	79,803	95,564	111,395	122,444	135,819
Revenue growth (%)	25.9	19.7	16.6	9.9	10.9
EBITDA	12,076	15,562	18,843	21,019	23,587
EBITDA growth (%)	26.3	28.9	21.1	11.6	12.2
Depreciation & Amortization	3,270	4,341	4,852	5,149	5,673
EBIT	8,806	11,221	13,991	15,870	17,914
EBIT growth (%)	26.5	27.4	24.7	13.4	12.9
Other operating income	-	-	-	-	-
Other income	(9)	75	114	70	70
Financial expense	1,479	1,815	1,919	1,754	1,542
PBT	7,318	9,481	12,185	14,186	16,441
Extraordinary items	88	(982)	(563)	0	0
Taxes	1,462	1,754	2,636	2,979	3,453
Minority interest	-	-	-	0	0
Income from JV/Associates	-	-	-	-	-
Reported PAT	5,945	6,744	8,987	11,207	12,989
PAT growth (%)	15.5	13.5	33.2	24.7	15.9
Adjusted PAT	5,856	7,727	9,550	11,207	12,989
Diluted EPS (Rs)	8.4	11.1	13.7	16.1	18.6
Diluted EPS growth (%)	13.8	31.9	23.6	17.4	15.9
DPS (Rs)	4.0	5.5	6.5	7.5	9.0
Dividend payout (%)	46.4	56.4	50.4	46.6	48.3
EBITDA margin (%)	15.1	16.3	16.9	17.2	17.4
EBIT margin (%)	11.0	11.7	12.6	13.0	13.2
Effective tax rate (%)	20.0	18.5	21.6	21.0	21.0
NOPLAT (pre-IndAS)	7,047	9,145	10,965	12,537	14,152
Shares outstanding (mn)	697	697	697	697	697

Source: Company, Emkay Research

Balance Sheet					
Y/E Mar (Rs mn)	FY25	FY26	FY27E	FY28E	FY29E
Share capital	6,970	6,970	6,970	6,970	6,970
Reserves & Surplus	34,006	36,875	41,332	47,311	54,027
Net worth	40,976	43,845	48,301	54,281	60,997
Minority interests	4	4	4	4	4
Non-current liab. & prov.	1,645	1,886	1,886	1,886	1,886
Total debt	15,327	19,375	16,873	14,371	10,371
Total liabilities & equity	68,318	74,955	76,909	80,386	83,102
Net tangible fixed assets	2,763	3,103	3,353	3,566	3,635
Net intangible assets	1,248	1,351	837	952	562
Net ROU assets	9,126	8,558	8,792	8,735	8,852
Capital WIP	491	299	299	299	299
Goodwill	36,799	42,655	42,655	42,655	42,655
Investments [JV/Associates]	-	-	-	-	-
Cash & equivalents	2,401	3,852	3,540	3,952	3,929
Current assets (ex-cash)	26,395	33,381	36,269	39,236	42,827
Current Liab. & Prov.	10,904	18,246	18,836	19,009	19,658
NWC (ex-cash)	15,490	15,135	17,433	20,227	23,169
Total assets	68,318	74,955	76,909	80,386	83,102
Net debt	12,926	15,523	13,333	10,418	6,442
Capital employed	68,318	74,955	76,909	80,386	83,102
Invested capital	56,300	62,245	64,278	67,400	70,022
BVPS (Rs)	58.8	62.9	69.3	77.9	87.5
Net Debt/Equity (x)	0.3	0.4	0.3	0.2	0.1
Net Debt/EBITDA (x)	1.1	1.0	0.7	0.5	0.3
Interest coverage (x)	5.9	6.2	7.3	9.1	11.7
RoCE (%)	17.6	18.9	22.0	23.8	25.7

Source: Company, Emkay Research

Cash flows					
Y/E Mar (Rs mn)	FY25	FY26	FY27E	FY28E	FY29E
PBT (ex-other income)	7,407	8,498	11,622	14,186	16,441
Others (non-cash items)	5,767	8,621	4,738	5,079	5,603
Taxes paid	(1,219)	(1,897)	(2,636)	(2,979)	(3,453)
Change in NWC	(4,944)	(3,082)	(1,680)	(2,194)	(2,942)
Operating cash flow	7,011	12,140	12,045	14,092	15,650
Capital expenditure	(2,236)	(1,324)	(1,820)	(2,420)	(1,970)
Acquisition of business	(5,099)	(3,156)	(534)	(600)	0
Interest & dividend income	27	41	114	70	70
Investing cash flow	(7,468)	(4,524)	(2,239)	(2,950)	(1,900)
Equity raised/(repaid)	0	0	-	0	0
Debt raised/(repaid)	6,787	2,019	(2,586)	(2,502)	(4,000)
Payment of lease liabilities	-	-	-	-	-
Interest paid	(1,579)	(1,788)	0	0	0
Dividend paid (incl tax)	(2,759)	(3,801)	(4,530)	(5,227)	(6,273)
Others	(2,223)	(3,097)	(3,000)	(3,000)	(3,500)
Financing cash flow	226	(6,668)	(10,116)	(10,729)	(13,773)
Net chg in Cash	(231)	948	(311)	413	(23)
OCF	7,011	12,140	12,045	14,092	15,650
Adj. OCF (w/o NWC chg.)	11,955	15,222	13,725	16,286	18,592
FCFF	4,775	10,816	10,225	11,672	13,680
FCFE	3,323	9,042	8,419	9,988	12,207
OCF/EBITDA (%)	58.1	78.0	63.9	67.0	66.3
FCFE/PAT (%)	55.9	134.1	93.7	89.1	94.0
FCFF/NOPLAT (%)	67.8	118.3	93.3	93.1	96.7

Source: Company, Emkay Research

Valuations and key Ratios					
Y/E Mar	FY25	FY26	FY27E	FY28E	FY29E
P/E (x)	34.5	30.4	22.8	18.3	15.8
EV/CE(x)	3.9	3.5	3.3	3.1	3.0
P/B (x)	5.0	4.7	4.2	3.8	3.4
EV/Sales (x)	2.7	2.3	2.0	1.8	1.6
EV/EBITDA (x)	18.0	14.2	11.6	10.2	9.0
EV/EBIT(x)	24.7	19.6	15.6	13.6	11.8
EV/IC (x)	3.9	3.5	3.4	3.2	3.0
FCFF yield (%)	2.2	4.9	4.7	5.4	6.5
FCFE yield (%)	1.6	4.4	4.1	4.9	6.0
Dividend yield (%)	1.3	1.9	2.2	2.6	3.1
DuPont-RoE split					
Net profit margin (%)	7.3	8.1	8.6	9.2	9.6
Total asset turnover (x)	1.5	1.5	1.7	1.8	1.9
Assets/Equity (x)	1.3	1.5	1.5	1.4	1.3
RoE (%)	15.0	18.2	20.7	21.8	22.5
DuPont-RoIC					
NOPLAT margin (%)	8.8	9.6	9.8	10.2	10.4
IC turnover (x)	1.6	1.6	1.8	1.9	2.0
RoIC (%)	14.1	15.4	17.3	19.0	20.6
Operating metrics					
Core NWC days	70.8	57.8	57.1	60.3	62.3
Total NWC days	70.8	57.8	57.1	60.3	62.3
Fixed asset turnover	1.8	1.8	1.9	2.0	2.2
Opex-to-revenue (%)	84.9	83.7	83.1	82.8	82.6

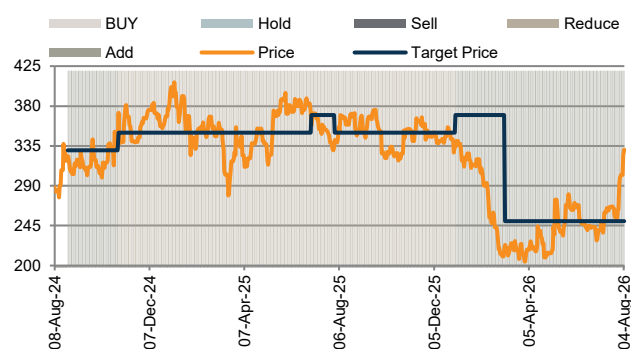
Source: Company, Emkay Research

RECOMMENDATION HISTORY - DETAILS

Date	Closing Price (Rs)	TP (Rs)	Rating	Analyst
25-Jul-26	254	250	Add	Dipeshkumar Mehta
01-Jul-26	230	250	Add	Dipeshkumar Mehta
07-May-26	235	250	Add	Dipeshkumar Mehta
31-Mar-26	204	250	Add	Dipeshkumar Mehta
05-Mar-26	223	250	Add	Dipeshkumar Mehta
18-Feb-26	260	370	Add	Dipeshkumar Mehta
04-Feb-26	305	370	Add	Dipeshkumar Mehta
01-Jan-26	334	370	Add	Dipeshkumar Mehta
05-Nov-25	353	350	Reduce	Dipeshkumar Mehta
01-Oct-25	326	350	Reduce	Dipeshkumar Mehta
08-Sep-25	344	350	Reduce	Dipeshkumar Mehta
31-Jul-25	342	350	Reduce	Dipeshkumar Mehta
20-Jul-25	353	370	Reduce	Dipeshkumar Mehta
14-Jul-25	349	370	Reduce	Dipeshkumar Mehta
01-Jul-25	358	370	Reduce	Dipeshkumar Mehta
29-Apr-25	352	350	Reduce	Dipeshkumar Mehta
31-Mar-25	340	350	Reduce	Dipeshkumar Mehta
08-Feb-25	355	350	Reduce	Dipeshkumar Mehta
01-Jan-25	384	350	Reduce	Dipeshkumar Mehta
28-Oct-24	373	350	Reduce	Dipeshkumar Mehta

Source: Company, Emkay Research

RECOMMENDATION HISTORY - TREND



Source: Company, Bloomberg, Emkay Research

This report is intended for Team White Marque Solutions (team.emkay@whitemarquesolutions)

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ADD	5-15% upside
REDUCE	5% upside to 15% downside
SELL	>15% downside

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