

15th December 2025

To:

**National Stock Exchange of India
Limited (Scrip Code: FSL)**

Exchange Plaza,
Plot no. C/1, G Block,
Bandra-Kurla Complex
Bandra (East),
Mumbai - 400 051

**BSE Limited (Scrip Code:
532809)**

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

Dear Madam/ Sir,

Sub: Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform you that based on the recommendation of Nomination and Remuneration Committee, the Board of Directors has approved the appointment of Mr. Matthew Barlow as President - Healthcare Payer Services (Senior Management Personnel) and Mr. Scott Schrader as President - Healthcare Provider Services (Senior Management Personnel) w.e.f. 15th December 2025 through circulation.

We further hereby inform that Mr. Venkatgiri Vandali has resigned as President - Healthcare and Lifesciences - Operations and Senior Management Personnel of the Company.

The details as required in terms of the Master Circular No SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2025 and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/P/CIR/2025/25 dated 25th February, 2025 issued by the Securities and Exchange Board of India (the "SEBI Circular") read with Industry Standards Note on Regulation 30 of the LODR Regulations, are enclosed herewith as Annexure A.

The above information is also available on the website of the Company.

<https://www.firstsource.com/investor-relations>

Thanking you,

For **Firstsource Solutions Limited**

POOJA
SURESH
NAMBIAR

Digitally signed
by POOJA
SURESH
NAMBIAR

**Pooja Nambiar
Company Secretary**

Firstsource Solutions Ltd

1st Floor, Athena Towers, Mindspace Malad, Goregaon (W), Mumbai – 400 063 India
Tel: +91 (22) 6666 0888 | Fax: +91 (22) 6666 08887 | Web: www.firstsource.com

Annexure A

Sr. No	Particulars	Details of Mr. Matthew Barlow	Details of Mr. Scott Schrader	Details of Mr. Venkatgiri Vandali
1.	Reason for Change	Appointment	Appointment	Resignation (A copy of Resignation letter is attached)
2.	Date of appointment/cessation (as applicable) & term of appointment	15 th December 2025 Terms of Appointment: Full-Time Employment	15 th December 2025 Terms of Appointment: Full-Time Employment	6 th February 2026
3.	Brief Profile	Mr. Matthew brings more than 25 years of experience advising and running large, complex payer businesses, with deep expertise in AI-enabled operations, digital transformation, and global delivery models across payers, providers, life sciences, and health-tech environments. Mr. Matthew was until recently the Managing Partner, Healthcare Advisory at Avasant, and previously served as Chief Operating Officer at HealthComp, where he helped scale the business and deliver significant value creation for investors. His earlier leadership roles include Head of Healthcare BPO Markets at Cognizant, GM/VP and Large Account Executive at Unisys, and VP Offshore Operations at Teleperformance, giving him deep exposure to complex, global payer ecosystems and large, multi-year transformation	Mr. Scott has spent more than two decades leading growth and transformation in healthcare technology and revenue cycle management, helping organizations modernize operations, improve financial performance, and elevate patient and provider experience. He has held senior roles across multiple high-impact organizations, including Executive Vice President and Chief Customer Officer at RevenueMed, where he helped deliver multi-year double-digit growth; Chief Commercial Officer at Access Healthcare Services, where he drove strong revenue and margin expansion; and	Not Applicable

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(CIN: L64202MH2001PLC134147)

		<p>deals.</p> <p>His background in designing multi-year, large-scale transformation programs will be a significant asset as we deepen our partnerships with leading health plans and also look at opportunities to grow our healthcare business across the wider ecosystem.</p>	<p>senior go-to-market leadership at Change Healthcare, where he led technology-enabled services and significantly improved bookings and deal size. Most recently, as President and Chief Commercial Officer at Pendrick Capital Partners, the US' largest healthcare receivables company, he oversaw commercial operations managing tens of billions of dollars in assets and led substantial pipeline and revenue growth. He is known for building high-performing teams, turning around under-performing businesses, and scaling technology-enabled services at pace, across both high-growth and large-enterprise settings.</p>	
4.	Disclosure of relationships between directors (in case of appointment of a Director)	Not Applicable	Not Applicable	Not Applicable

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Company Secretary

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(CIN: L64202MH2001PLC134147)

Date: 15th December, 2025

To,

Ritesh Idnani,
MD & CEO
Firstsource Solutions Limited

Sub: Resignation

I am writing to formally resign from my position at Firstsource Solutions Limited, effective February 6, 2026. I have decided to pursue new opportunities that align with my career goals.

Working at FSL has been a truly rewarding experience. I am grateful for the opportunities and feel very proud of building a scalable organization. I appreciate the support and encouragement from my colleagues and the management team throughout my tenure.

Thank you once again for the opportunity to be part of Firstsource. I wish the Company continued success in all its future endeavours.

Yours Sincerely,


Venkatgiri Vandali