LTIMindtree

BUY

IT Services | Q4FY25 Result Update

CMP: Rs.4,537 | TP: Rs 5,690 | Upside 25%

Mixed results; Commentary constructive on navigating FY26

- LTIM reported CC Rev decline of 0.6% QoQ (DE: +0.3%), due to slower than expected deal ramp-up and project completion in Retail, CPG & Travel vertical. However, OPM was flat QoQ at 13.8% (in-line) due to operating efficiencies.
- While there was no specific guidance for FY26, LTIM remains optimistic about deal win opportunities in cost-take-out, vendor consolidation & select transformation programs. The confidence on improving TCV wins over FY25 (\$5.9bn; up 6.6%) is positive, but this potential success needs to be matched by timely execution.
- LTIM remains our preferred pick among Tier I names, supported by healthy deal wins, strong pipeline and optimism on navigating FY26 despite macro challenges. Given easing valuations, we revise our rating to 'BUY', with TP of Rs. 5,690 valuing at 29x on FY27E EPS.

Healthy order inflow and Pipeline commentary

LTIM achieved order inflow of \$1.6bn (TTM at \$5.9bn up 6.6% YoY), driven by large deal wins, especially in Insurance & Hi-tech verticals during Q4. Management is also in active pursuit of a few large deals in Retail and Manufacturing, and commentary suggests LTIM being in a favorable position, is poised to play out in Q1FY26. Discretionary spending remains muted, but deals in cost take-out, vendor consolidation and select transformation programs remain potential opportunities. Management is confident that the FY26 order book will be higher than FY25, though dealramp-up and execution timelines need to be watched out.

Three-pronged strategy prioritized for FY26

LTIM, under Mr. Venu Lambu identified 3 priorities for FY26: **a) Sales transformation** – simplifying sales structure, strengthening leadership in high potential biz. and exploring new sales model in AI-led world, **b) Large deal focus**– multi-service, multi-delivery and multi-geographical solutions, and **c) 'Fit for Future'** initiative for margin improvement - relook at existing team structures and reshape them towards reduction of extra layers.

Margin initiatives to be clearer after few quarters

EBIT margin stood at 13.8%, flat QoQ, due to operating efficiency. However, margins are below the 8-quarter average of 15.2%. Impact of wage hike in Q3 continued into Q4 as well, while pyramid correction remains an on-going exercise. We believe macro headwinds would remain an overhang on growth and limit margin improvement, and any improvement under new program 'Fit for future', would take at least a couple of quarters to bear fruit. DOLAT CAPIT

| Key Data | |
|------------------|-----------------|
| Nifty | 24,329 |
| Equity / FV | Rs 296mn / Rs 1 |
| Market Cap | Rs 1,343bn |
| | USD 15.7bn |
| 52-Week High/Low | Rs 6,768/ 4,025 |
| Avg. Volume (no) | 425,636 |
| Bloom Code | LTIM IN |

| | Curi | rent | Prev | ious | | |
|---------------------|---------|-------|------------|--------|--|--|
| Rating | BL | JY | Accumulate | | | |
| Target Price | 5,6 | 90 | 6,7 | '80 | | |
| Change in Es | timates | | | | | |
| (Rohn) | Curi | rent | Chg (% | %)/bps | | |
| (Rs.bn) | FY26E | FY27E | FY26E | FY27E | | |
| Revenue | 411 | 451 | (2.4) | (2.7) | | |
| EBITDA | 73 | 82 | (6.1) | (6.2) | | |
| EBITDA (%) | 17.8 | 18.2 | (69) | (69) | | |
| APAT | 52 | 58 | (4.2) | (4.4) | | |
| EPS (Rs) | 174.2 | 196.3 | (4.2) | (4.4) | | |
| Valuation (x) | | | | | | |
| | FY2 | 5A FY | 26E | FY27E | | |
| P/E | 29 | 9.3 | 26.0 | 23.1 | | |
| EV/EBITDA | 20 |).4 | 17.8 | 15.6 | | |
| ROE (%) | 21 | .5 | 21.4 | 21.3 | | |
| RoACE (%) | 23 | 3.0 | 22.7 | 22.5 | | |

Q4FY25 Result (Rs Mn)

| Particulars | Q4FY25 | YoY (%) | QoQ (%) | | | | | | | | | |
|---------------|--------|---------|---------|--|--|--|--|--|--|--|--|--|
| Revenue | 97,717 | 9.9 | 1.1 | | | | | | | | | |
| Total Expense | 81,755 | 11.1 | 1.3 | | | | | | | | | |
| EBITDA | 15,962 | 3.9 | 0.2 | | | | | | | | | |
| Depreciation | 2,508 | 10.5 | (5.1) | | | | | | | | | |
| EBIT | 13,454 | 2.8 | 1.2 | | | | | | | | | |
| Other Income | 2,512 | 21.0 | 18.2 | | | | | | | | | |
| Interest | 673 | (1.0) | (2.3) | | | | | | | | | |
| EBT | 15,293 | 5.6 | 3.9 | | | | | | | | | |
| Тах | 4,007 | 15.3 | 3.9 | | | | | | | | | |
| RPAT | 11,285 | 2.6 | 4.0 | | | | | | | | | |
| APAT | 11,285 | 2.6 | 4.0 | | | | | | | | | |
| | | (bps) | (bps) | | | | | | | | | |
| Gross Margin | 27.9 | (189) | (89) | | | | | | | | | |
| EBITDA (%) | 16.3 | (93) | (16) | | | | | | | | | |
| NPM (%) | 11.5 | (82) | 31 | | | | | | | | | |
| Tax Rate (%) | 26.2 | 220 | 0 | | | | | | | | | |
| EBIT (%) | 13.8 | (95) | 1 | | | | | | | | | |

Director Research: Rahul Jain +9122 40969771 rahulj@dolatcapital.com

> Associate: Kashish Mehta +9122 40969789 kashishy@dolatcapital.com

Exhibit 1: Quarterly performance versus estimates

| Particulars (Pa mn) | Actual | Estimates | | % Var | iation | Comment |
|---------------------|--------|-----------|-----------|--------|-----------|-----------------------------|
| Particulars (Rs mn) | Actual | Dolat | Consensus | Dolat | Consensus | Comment |
| USD Revenue | 1,131 | 1,140 | 1,143 | (0.8) | (1.0) | Slower than exp. deal ramp- |
| INR Revenue | 97,717 | 97,466 | 98,724 | 0.3 | (1.0) | up led to Rev. miss |
| EBIT | 13,454 | 13,353 | 14,189 | 0.8 | (5.2) | OPM was in-line due to op. |
| EBIT, margin | 13.8 | 13.7 | 14.4 | 10 bps | -60 bps | efficiencies |
| PAT | 11,285 | 10,923 | 11,789 | 3.3 | (4.3) | PAT beat from higher OI |

Source: Company, Dolat Capital

Change in Estimates

For FY26E/FY27E, we have lowered our USD revenue growth estimates by 3%/3.5% due to macro headwinds from tariff-related disruptions and cautiously optimistic commentary of the company. Margins have been lowered by 67bps/61bps, noting slower growth affecting operating performance. Overall, we lower our earnings estimates by 4.2%/4.4%.

Exhibit 2: Change in Estimates

| Particulars | FY24A | FY25E | FY26E | | | FY27E | | | |
|--------------|----------|---------|---------|---------|-----------|---------|---------|----------|--|
| (Rs. mn) | Actual | Actual | Old | New | Chg.(%) | Old | New | Chg (%) | |
| USD Revenue | 4,287 | 4,493 | 4,921 | 4,775 | (3.0) | 5,385 | 5,196 | (3.5) | |
| YoY growth, | 4.4 | 4.8 | 8.7 | 6.3 | (241 bps) | 9.4 | 8.8 | (60 bps) | |
| INR Revenue | 3,55,170 | 380,081 | 420,751 | 410,616 | (2.4) | 463,082 | 450,744 | (2.7) | |
| YoY growth, | 7.0 | 7.0 | 10.1 | 8.0 | (209 bps) | 10.1 | 9.8 | (29 bps) | |
| EBIT | 55,685 | 55,034 | 66,683 | 62,324 | (6.5) | 75,475 | 70,708 | (6.3) | |
| EBIT Margin, | 15.7 | 14.5 | 15.8 | 15.2 | (67 bps) | 16.3 | 15.7 | (61 bps) | |
| Net Profit | 45,821 | 45,987 | 53,958 | 51,693 | (4.2) | 60,915 | 58,234 | (4.4) | |
| EPS (Rs) | 154.4 | 155.0 | 181.9 | 174.2 | (4.2) | 205.3 | 196.3 | (4.4) | |

Source: Dolat Capital, Company

What to expect next Quarter

We expect 2.2% QoQ growth in USD revenue for Q1FY26, led by the ramp-up of deals, which unanticipatedly slowed during Q4FY25. EBIT margin is expected to expand by a modest 13bps QoQ to 13.9%, noting limited margin levers and continued investments to drive deals. Overall, PAT is projected to grow 2.7% QoQ, aided by operational improvements.

Exhibit 3: What to expect next Quarter

| | | ~- | | | |
|---------------------|---------|--------|---------|--------|-----------|
| Particulars (Rs Mn) | Q1FY26E | Q4FY25 | QoQ (%) | Q1FY25 | YoY (%) |
| USD Revenue | 1,156 | 1,131 | 1,096 | 2.2 | 5.4 |
| INR Revenue | 99,406 | 97,717 | 91,426 | 1.7 | 8.7 |
| EBIT | 13,817 | 13,454 | 13,709 | 2.7 | 0.8 |
| PAT | 11,595 | 11,285 | 11,338 | 2.7 | 2.3 |
| EPS (Rs. Abs) | 39.1 | 38.1 | 38.3 | 2.7 | 2.2 |
| EBIT Margin (%) | 13.9 | 13.8 | 15.0 | 13 bps | (109 bps) |
| | | | | | |

Exhibit 4: Key Assumptions in our estimates

| Assumptions Table | FY23A | FY24A | FY25A | FY26E | FY27E |
|---------------------------|-------|-------|-------|-------|-------|
| CC revenue growth (%) | 20.6 | 4.1 | 5.0 | 6.4 | 8.8 |
| USD revenue growth (%) | 17.2 | 4.4 | 4.8 | 6.3 | 8.8 |
| INR revenue growth (%) | 27.1 | 7.0 | 7.0 | 8.0 | 9.8 |
| EBIT margins (% of sales) | 16.2 | 15.7 | 14.5 | 15.2 | 15.7 |
| EPS growth (%) | 11.4 | 3.8 | 0.4 | 12.4 | 12.7 |
| USD/INR | 80.8 | 82.8 | 84.6 | 86.0 | 86.8 |

Source: Company, Dolat Capital

Exhibit 5: Key Revenue Matrix

| YoY Growth | Q4FY23 | Q1FY24 | Q2FY24 | Q3FY24 | Q4FY24 | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CC Growth | 13.5 | 8.1 | 4.4 | 3.1 | 1.2 | 3.7 | 4.4 | 5.5 | 6.3 |
| USD Growth | 11.9 | 8.1 | 5.2 | 3.5 | 1.1 | 3.5 | 4.8 | 5.1 | 5.8 |
| INR Growth | 21.9 | 13.8 | 8.2 | 4.6 | 2.3 | 5.1 | 5.9 | 7.1 | 9.9 |

Source: Company, Dolat Capital

Exhibit 6: Quarterly and YTD Trend

| Particulars (mn) | Q4FY24 | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 | YoY (%) | QoQ (%) | FY24 | FY25 | YoY (%) |
|--------------------|---------|---------|---------|---------|---------|----------|----------|---------|---------|-----------|
| USD Revenue | 1,069.4 | 1,096.2 | 1,126.6 | 1,138.7 | 1,131.0 | 5.8 | (0.7) | 4,287 | 4,493 | 4.8 |
| INR Revenue | 88,929 | 91,426 | 94,329 | 96,609 | 97,717 | 9.9 | 1.1 | 355,170 | 380,081 | 7.0 |
| Operating Expense | 73,572 | 75,365 | 77,336 | 80,676 | 81,755 | 11.1 | 1.3 | 291,296 | 315,132 | 8.2 |
| Cost of revenues | 62,423 | 63,715 | 65,277 | 68,785 | 70,440 | 12.8 | 2.4 | 246,214 | 268,217 | 8.9 |
| as % of sales | 70.2 | 69.7 | 69.2 | 71.2 | 72.1 | 189 bps | 89 bps | 69.3 | 70.6 | 125 bps |
| SG&A expenses | 11,149 | 11,650 | 12,059 | 11,891 | 11,315 | 1.5 | (4.8) | 45,082 | 46,915 | 4.1 |
| as % of sales | 12.5 | 12.7 | 12.8 | 12.3 | 11.6 | (96 bps) | (73 bps) | 12.7 | 12.3 | -35 bps |
| EBITDA | 15,357 | 16,061 | 16,993 | 15,933 | 15,962 | 3.9 | 0.2 | 63,874 | 64,949 | 1.7 |
| Depreciation | 2,270 | 2,352 | 2,411 | 2,644 | 2,508 | 10.5 | (5.1) | 8,189 | 9,915 | 21.1 |
| EBIT | 13,087 | 13,709 | 14,582 | 13,289 | 13,454 | 2.8 | 1.2 | 55,685 | 55,034 | (1.2) |
| Other Income | 1,396 | 1,547 | 2,286 | 1,436 | 1,839 | 31.7 | 28.1 | 4,802 | 7,108 | 48.0 |
| PBT | 14,483 | 15,256 | 16,868 | 14,725 | 15,293 | 5.6 | 3.9 | 60,487 | 62,142 | 2.7 |
| Total Tax | 3,476 | 3,905 | 4,352 | 3,858 | 4,007 | 15.3 | 3.9 | 14,641 | 16,122 | 10.1 |
| PAT before MI | 11,007 | 11,351 | 12,516 | 10,867 | 11,286 | 2.5 | 3.9 | 45,846 | 46,020 | 0.4 |
| Minority Interest | 8 | 13 | 6 | 13 | 1 | (87.5) | (92.3) | 25 | 33 | 32.0 |
| PAT after MI | 10,999 | 11,338 | 12,510 | 10,854 | 11,285 | 2.6 | 4.0 | 45,821 | 45,987 | 0.4 |
| Reported EPS | 37.2 | 38.3 | 42.3 | 36.7 | 38.1 | 2.5 | 4.0 | 154.9 | 155.3 | 0.3 |
| Margins (%) | | | | | | (bps) | (bps) | | | (bps) |
| EBITDA | 17.3 | 17.6 | 18.0 | 16.5 | 16.3 | (93 bps) | (16 bps) | 18.0 | 17.1 | (90 bps) |
| EBIT | 14.7 | 15.0 | 15.5 | 13.8 | 13.8 | (95 bps) | 1 bps | 15.7 | 14.5 | (120 bps) |
| EBT | 16.3 | 16.7 | 17.9 | 15.2 | 15.7 | (64 bps) | 41 bps | 17.0 | 16.3 | (68 bps) |
| PAT | 12.4 | 12.4 | 13.3 | 11.2 | 11.5 | (83 bps) | 30 bps | 12.9 | 12.1 | (80 bps) |
| Effective Tax rate | 24.0 | 25.6 | 25.8 | 26.2 | 26.2 | 220 bps | 0 bps | 24.2 | 25.9 | 174 bps |

Earnings call KTAs

- Revenue: LTIM reported revenue decline of 0.6% QoQ in CC terms and growth of 6.3% YoY in CC terms, reaching \$1.13bn. Growth decline was primarily due to lower than expected deal ramp-up and project completion in Healthcare, Life Sciences and Public Services verticals.
- Broad-Based Resilience in Global Demand: LTIM's global demand remained strong despite macroeconomic headwinds, with Europe growing 3.0% QoQ in CC terms, supported by vendor consolidation and regulatory demand.
- Vertical Commentary: BFSI reported of 1.2% QoQ growth. Client priorities continue to revolve around regulatory commitment and data transformation for better reporting and decisions. Manufacturing & Resources grew 2.4% QoQ. Demand is healthy in vendor consolidation, ERP transformation and managed services deals. Tech, Media & Entertainment vertical declined 1.9% QoQ, but management continues to see good momentum in terms of deals and execution in this vertical. Retail, CPG and Travel vertical declined 2.1% QoQ, where Travel sub-vertical had some client-specific slowdowns. Health, Life Sciences and Public Services vertical declined by 13.3% QoQ, primarily due to project completion cycles and is expected to improve going forward.
- Order Inflow and Deal Pipeline: LTIM posted a healthy TCV of \$1.6bn (TTM up 6.6% QoQ). Management shared that the portfolio has seen a successful transition shift from higher discretionary mix towards cost efficiency deals. For FY'26, management shared that the deal pipeline continued to be robust and is in active pursuit of a few large deals in a favorable position.
- Talent & Utilization: Headcount lowered to 79,081, with an employee dip of 2,493 QoQ. Management shared that it had undertaken higher-than-expected capacity filling during Q2 and Q3, plus did not pursue backfilling for Q4. Utilization (excluding trainees) improved to 85.8% (+40bps QoQ). Attrition remained stable at 14.4% (+10bps QoQ).
- Appointment of Mr. Venu Lambu as MD& CEO Designate: On 24th Jan, 2025, LTIM appointed Mr. Venu Lambu as MD and CEO designate. Mr. Lambu stated that LTIM will focus on improving existing processes and frameworks that pursue an entirely revamped strategy. He outlined 3 initiatives: a) Sales transformation simplifying sales structure, strengthening leadership in high potential business and exploring new sales model in AI led world, b) Large deal focus multi-service, multi-delivery and multi-geographical solutions, and c) 'Fit for Future' initiative to drive margin improvement relook at the existing team structures and alignments processes and reshape them towards reducing the extra layers where possible.
- **Dividend:** LTIM declared a final dividend of Rs. 45 per share.
- Outlook: While LTIM did not provide any explicit or indicative guidance, management shared that it expects FY26 TCV wins to be better than FY25 (\$5.98Bn). Q4 saw slower than expected ramp-up and some deal closures shifting to Q1, and management is confident of delivering a strong Q1. Overall, LTIM is positive on navigating macro challenges and executing well for FY'26. Margin improvement is expected to be led by 'Fit-for-future' initiative by re-aligning direct and indirect operational costs.

Exhibit 7: Vertical-Wise Trend for Q4FY25

| Vertical | Amount (\$ mn) | Mix (%) | QoQ (%) | YoY (%) | Incremental Revenue (\$ mn) | % Contribution of Incremental Revenue |
|--|-------------------|---------|------------|------------|-----------------------------------|---|
| BFSI | 420 | 37 | 1.2 | 11.8 | 5 | (66) |
| Hi-Tech, Media & Entertainment | 265 | 23 | (1.9) | 1.8 | (5) | 68 |
| Manufacturing & Resources | 225 | 20 | 2.4 | 13.2 | 5 | (69) |
| Retail, CPG, TTH | 159 | 14 | (2.1) | (1.2) | (3) | 44 |
| Health, Life Sciences & Public Services | 62 | 6 | (13.3) | (15.7) | (10) | 124 |
| Total | 1,131 | 100 | (0.7) | 5.8 | (8) | 100 |

Source: Company, Dolat Capital

Exhibit 8: Geography Trend for Q4FY25

| Vertical | Amount (\$ mn) | Mix (%) | QoQ (%) | YoY (%) | Incremental Revenue (\$ mn) | % Contribution of Incremental Revenue |
|---------------|-------------------|---------|---------|---------|-----------------------------------|---|
| North America | 843 | 75 | (0.9) | 6.8 | (8) | 104 |
| Europe | 154 | 14 | (2.1) | (1.5) | (3) | 43 |
| ROW | 135 | 12 | 2.8 | 8.5 | 4 | (47) |
| Total | 1,131 | 100 | (0.7) | 5.8 | (8) | 100 |

Source: Company, Dolat Capital

Valuation

FY26 is anticipated to face additional macro headwinds in the form of tariff-related disruptions, with Tier-1 peers expressing cautious commentary. Despite this, LTIM management is optimistic about navigating the year, although growth expectations have lowered. The company's recent deal wins, strong deal pipeline and execution rigour will support this optimism, and we remain watchful of the performance. With valuations easing over the last 4 months, LTIM is placed attractively. Accordingly, we currently value the stock at 29x on FY27E earnings of Rs. 196 with TP of Rs. 5,690 per share and revise our rating to '**BUY'**.

Story in Charts

Exhibit 9: Rev. declined by 0.6% QoQ in CC terms



Source: Company, Dolat Capital

Exhibit 11: BFS Revenue grew by 1.2% QoQ



Source: Company, Dolat Capital

Exhibit 13: Headcount saw dip of 2,493 QoQ



Source: Company, Dolat Capital

Exhibit 10: OPM was flat on QoQ Basis



Source: Company, Dolat Capital

Exhibit 12: Slow deal ramp-up affected growth



Source: Company, Dolat Capital

Exhibit 14: Utilization improved by 40bps QoQ



Exhibit 15: Operating Metrics

| Particulars | Q4FY23 | Q1FY24 | Q2FY24 | Q3Y24 | Q4Y24 | Q1Y25 | Q2Y25 | | Q4FY25 |
|--------------------------------------|--------|--------|--------|-------|--------|-------|-------|-------|--------|
| CC growth (%) (QoQ) | 0.7 | 0.1 | 1.7 | 0.7 | (1.3) | 2.6 | 2.3 | 1.8 | (0.6) |
| CC growth (%) (YoY) | 13.5 | 8.1 | 4.4 | 3.1 | 1.2 | 3.7 | 4.4 | 5.5 | 6.3 |
| OPM (%) | 16.4 | 16.7 | 16.0 | 15.4 | 14.7 | 15.0 | 15.5 | 13.8 | 13.8 |
| Vertical Amount (\$ mn) | | | | | | | | | |
| BFSI | 402 | 397 | 393 | 386 | 375 | 386 | 401 | 414 | 420 |
| Hi-Tech, Media & Entertainment | 243 | 251 | 256 | 248 | 260 | 281 | 286 | 270 | 265 |
| Manufacturing & Resources | 185 | 183 | 193 | 220 | 199 | 203 | 204 | 220 | 225 |
| Retail, CPG, TTH | 163 | 160 | 165 | 159 | 161 | 159 | 163 | 163 | 159 |
| Health, Life Sc & Public Services | 65 | 68 | 70 | 70 | 74 | 68 | 72 | 72 | 62 |
| Vertical Growth (QoQ) | | | | | | | | | |
| BFSI | 2.7 | (1.2) | (1.1) | (1.7) | (2.7) | 2.8 | 3.9 | 3.3 | 1.2 |
| Hi-Tech, Media & Ent | (1.5) | 3.2 | 2.0 | (3.0) | 4.7 | 8.0 | 2.0 | (5.7) | (1.9) |
| Manufacturing & Resources | 1.0 | (1.0) | 5.1 | 14.3 | (9.6) | 2.0 | 0.6 | 7.8 | 2.4 |
| Retail, CPG, TTH | 2.4 | (1.8) | 2.9 | (3.2) | 1.4 | (1.6) | 2.8 | (0.3) | (2.1) |
| Health, Life Sc & Public Ser | (2.2) | 5.0 | 3.2 | 0.8 | 4.8 | (7.9) | 6.1 | (0.5) | (13.3) |
| Vertical EBIT Margin (%) | | | | | | | | | |
| BFSI | 17.8 | 17.4 | 17.2 | 17.0 | 15.6 | 15.8 | 16.4 | 14.9 | 16.2 |
| Hi-Tech, Media & Ent | 20.5 | 23.3 | 23.8 | 21.8 | 20.2 | 21.5 | 22.0 | 20.5 | 20.5 |
| Manufacturing & Resources | 17.6 | 17.6 | 15.2 | 13.5 | 15.6 | 15.6 | 15.0 | 13.6 | 13.5 |
| Retail, CPG, TTH | 19.5 | 18.8 | 19.6 | 18.5 | 18.1 | 17.7 | 18.8 | 17.9 | 17.4 |
| Health, Life Sc & Public Ser | 14.2 | 13.1 | 10.1 | 16.1 | 18.0 | 16.9 | 17.9 | 16.0 | 6.7 |
| Geography Amount (\$ mn) | | | | | | | | | |
| North America | 760 | 774 | 789 | 788 | 789 | 823 | 845 | 851 | 843 |
| Europe | 163 | 161 | 165 | 157 | 156 | 158 | 162 | 157 | 154 |
| RoW | 134 | 124 | 122 | 139 | 124 | 115 | 119 | 131 | 135 |
| Geography Growth (QoQ) | | | | | | | | | |
| North America | 0.5 | 1.8 | 2.0 | (0.2) | 0.2 | 4.3 | 2.6 | 0.7 | (0.9) |
| Europe | 4.4 | (1.2) | 2.3 | (4.5) | (0.6) | 1.1 | 2.8 | (3.1) | (2.1) |
| ROW | 0.2 | (7.8) | (1.9) | 14.1 | (10.6) | (7.2) | 3.8 | 9.7 | 2.8 |
| Effort Mix | | | | | | | | | |
| Onsite | 14.9 | 14.8 | 14.8 | 15.0 | 15.1 | 15.4 | 15.5 | 15.4 | 15.1 |
| Offshore | 85.1 | 85.2 | 85.2 | 85.0 | 84.9 | 84.6 | 84.5 | 84.6 | 84.9 |
| | | | | | | | | | |

| Exhibit 16: Operating | Metrics 2 | | | | | | | | |
|--------------------------|-----------|---------|--------|---------|--------|--------|--------|--------|---------|
| Particulars | Q4FY23 | Q1FY24 | Q2FY24 | Q3FY24 | Q4FY24 | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 |
| Client Data | | | | | | | | | |
| Number of Active Clients | 728 | 723 | 737 | 739 | 738 | 748 | 742 | 742 | 741 |
| New Clients Added | 31 | 19 | 30 | 23 | 30 | 27 | 22 | 23 | 26 |
| 1 Million Dollar + | 383 | 388 | 391 | 388 | 394 | 390 | 392 | 401 | 410 |
| 5 Million Dollar + | 146 | 148 | 146 | 149 | 153 | 148 | 154 | 152 | 154 |
| 10 Million Dollar + | 81 | 88 | 90 | 89 | 91 | 87 | 88 | 90 | 89 |
| 20 Million Dollar + | 38 | 40 | 41 | 40 | 40 | 43 | 42 | 39 | 40 |
| 50 Million Dollar + | 13 | 13 | 14 | 12 | 13 | 12 | 12 | 13 | 14 |
| 100 Million Dollar + | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Client Amount (\$ mn) | | | | | | | | | |
| Top 5 clients | 269 | 283 | 288 | 298 | 303 | 316 | 320 | 318 | 313 |
| Top 6-10 clients | 79 | 78 | 81 | 85 | 77 | 76 | 74 | 75 | 75 |
| Top 11-20 clients | 117 | 114 | 117 | 115 | 111 | 115 | 122 | 125 | 507 |
| Non-Top 20 | 592 | 583 | 589 | 586 | 579 | 590 | 611 | 621 | 140 |
| Client Growth (QoQ) | | | | | | | | | |
| Top 5 clients | (2.4) | 5.2 | 2.0 | 3.4 | 1.6 | 4.3 | 1.3 | (0.7) | (1.4) |
| Top 6-10 clients | 1.0 | (1.2) | 3.0 | 4.8 | (8.9) | -1.8 | -1.7 | 1.1 | (0.7) |
| Top 11-20 clients | (1.9) | 2.2 | 2.3 | 2.3 | (1.3) | 3.2 | 1.9 | 0.4 | (5.2) |
| Non-Top 20 | 3.4 | (1.5) | 1.0 | (0.5) | (1.3) | 1.9 | 3.5 | 1.3 | (2.3) |
| Order Book | | | | | | | | | |
| TCV (\$mn) | 1,350 | 1,410 | 1,300 | 1,500 | 1,400 | 1,400 | 1,300 | 1680 | 1,600 |
| QoQ | 8.0 | 4.4 | (7.8) | 15.4 | (6.7) | 0.0 | (7.1) | 29.2 | (4.8) |
| YoY | NA | 16.5 | 22.6 | 20.0 | 3.7 | (0.7) | 0.0 | 20 | 14.3 |
| TTM TCV (\$mn) | 4,870 | 5,070 | 5,310 | 5,560 | 5,610 | 5,600 | 5,600 | 5780 | 5,980 |
| QoQ | NA | 4.1 | 4.7 | 4.7 | 0.9 | (0.2) | 0.0 | 3.2 | 3.5 |
| YoY | NA | NA | NA | NA | 15.2 | 10.5 | 5.5 | 4.0 | 6.6 |
| Book-to-bill | 1.19 | 1.21 | 1.25 | 1.30 | 1.31 | 1.29 | 1.28 | 1.30 | 1.33 |
| Utilization | | | | | | | | | |
| Excluding Trainees | 81.7 | 84.8 | 86.6 | 87.4 | 86.9 | 88.3 | 87.7 | 85.4 | 85.8 |
| Attrition % (LTM) | 20.2 | 17.8 | 15.2 | 14.2 | 14.4 | 14.4 | 14.5 | 14.3 | 14.4 |
| Employees | | | | | | | | | |
| Development | 80,283 | 77,555 | 78,276 | 77,203 | 76,460 | 76,837 | 79,374 | 81,641 | 79,081 |
| Sales & Support | 4,263 | 5,183 | 5,256 | 5,268 | 5,190 | 5,097 | 5,064 | 5,159 | 5,226 |
| Total Headcount | 84,546 | 82,738 | 83,532 | 82,471 | 81,650 | 81,934 | 84,438 | 86,800 | 84,307 |
| Net Addition | (1,916) | (1,808) | 794 | (1,061) | (821) | 284 | 2,504 | 2,362 | (2,493) |

Financial Performance

Profit and Loss Account

| (Rs Mn) | FY24A | FY25A | FY26E | FY27E |
|---------------------------------|---------|---------|---------|---------|
| Revenue | 355,170 | 380,081 | 410,616 | 450,744 |
| Total Expense | 291,296 | 315,132 | 337,615 | 368,768 |
| COGS | 246,214 | 268,217 | 288,611 | 314,918 |
| Employees Cost | 0 | 0 | 0 | 0 |
| Other expenses | 45,082 | 46,915 | 49,004 | 53,850 |
| EBIDTA | 63,874 | 64,949 | 73,000 | 81,976 |
| Depreciation | 8,189 | 9,915 | 10,676 | 11,269 |
| EBIT | 55,685 | 55,034 | 62,324 | 70,708 |
| Interest | 2,217 | 2,789 | 2,762 | 2,842 |
| Other Income | 7,019 | 9,897 | 10,293 | 10,829 |
| Exc. / E.O. items | 0 | 0 | 0 | 0 |
| EBT | 60,487 | 62,142 | 69,856 | 78,695 |
| Tax | 14,641 | 16,122 | 18,162 | 20,461 |
| Minority Interest | 25 | 33 | 0 | 0 |
| Profit/Loss share of associates | 0 | 0 | 0 | 0 |
| RPAT | 45,821 | 45,987 | 51,693 | 58,234 |
| Adjustments | 0 | 0 | 0 | 0 |
| APAT | 45,821 | 45,987 | 51,693 | 58,234 |

| Balance | Sheet |
|---------|-------|
| | |

| (Rs Mn) | FY24A | FY25A | FY26E | FY27E |
|----------------------------|---------|---------|---------|---------|
| Sources of Funds | | | | |
| Equity Capital | 296 | 296 | 296 | 296 |
| Minority Interest | 92 | 132 | 132 | 132 |
| Reserves & Surplus | 199,876 | 226,687 | 256,131 | 289,148 |
| Net Worth | 200,172 | 226,983 | 256,427 | 289,444 |
| Total Debt | 407 | 23 | 23 | 22 |
| Net Deferred Tax Liability | (2,063) | (1,901) | (1,951) | (2,051) |
| Total Capital Employed | 198,608 | 225,237 | 254,631 | 287,547 |

Applications of Funds

| Applications of Funds | | | | |
|--|---------|---------|---------|---------|
| Net Block | 48,333 | 52,663 | 54,212 | 53,308 |
| CWIP | 4,669 | 5,818 | 5,918 | 5,993 |
| Investments | 97,462 | 113,705 | 117,410 | 121,615 |
| Current Assets, Loans & Advances | 122,916 | 131,894 | 158,904 | 191,850 |
| Current Investments | 0 | 0 | 0 | 0 |
| Inventories | 30 | 28 | 28 | 27 |
| Receivables | 57,060 | 58,676 | 65,249 | 71,625 |
| Cash and Bank Balances | 18,200 | 20,623 | 40,484 | 65,657 |
| Loans and Advances | 0 | 0 | 0 | 0 |
| Other Current Assets | 47,626 | 52,567 | 53,143 | 54,541 |
| Less: Current Liabilities & Provisions | 74,772 | 78,843 | 81,814 | 85,219 |
| Payables | 14,939 | 15,499 | 16,677 | 18,198 |
| Other Current Liabilities | 59,833 | 63,344 | 65,136 | 67,022 |
| sub total | | | | |
| Net Current Assets | 48,144 | 53,051 | 77,091 | 106,631 |
| Total Assets | 198,608 | 225,237 | 254,631 | 287,547 |
| E - Estimatos | | | | |

E – Estimates

DOLAT CAPITAL

| Particulars | FY24A | FY25A | FY26E | FY27E |
|------------------------------------|-----------|-----------|-----------|-----------|
| (A) Margins (%) | | | | |
| Gross Profit Margin | 30.7 | 29.4 | 29.7 | 30.1 |
| EBIDTA Margin | 18.0 | 17.1 | 17.8 | 18.2 |
| EBIT Margin | 15.7 | 14.5 | 15.2 | 15.7 |
| Tax rate | 24.2 | 25.9 | 26.0 | 26.0 |
| Net Profit Margin | 12.9 | 12.1 | 12.6 | 12.9 |
| (B) As Percentage of Net Sales (%) | | | | |
| COGS | 69.3 | 70.6 | 70.3 | 69.9 |
| Employee | 0.0 | 0.0 | 0.0 | 0.0 |
| Other | 12.7 | 12.3 | 11.9 | 11.9 |
| (C) Measure of Financial Status | | _ | | _ |
| Gross Debt / Equity | 0.0 | 0.0 | 0.0 | 0.0 |
| Interest Coverage | 25.1 | 19.7 | 22.6 | 24.9 |
| Inventory days | 0 | 0 | 0 | 0 |
| Debtors days | 59 | 56 | 58 | 58 |
| Average Cost of Debt | 267.1 | 1297.2 | 11949.0 | 12580.1 |
| Payable days | 15 | 15 | 15 | 15 |
| Working Capital days | 49 | 51 | 69 | 86 |
| FA T/O | 7.3 | 7.2 | 7.6 | 8.5 |
| (D) Measures of Investment | | | | 0.0 |
| AEPS (Rs) | 154.4 | 155.0 | 174.2 | 196.3 |
| CEPS (Rs) | 182.0 | 188.4 | 210.2 | 234.3 |
| DPS (Rs) | 65.0 | 65.0 | 75.0 | 85.0 |
| Dividend Payout (%) | 42.1 | 41.9 | 43.0 | 43.3 |
| BVPS (Rs) | 674.5 | 765.1 | 864.4 | 975.7 |
| RoANW (%) | 25.0 | 21.5 | 21.4 | 21.3 |
| RoACE (%) | 26.5 | 23.0 | 22.7 | 22.5 |
| RoAIC (%) | 34.7 | 28.6 | 29.8 | 32.4 |
| (E) Valuation Ratios | 0 | 20.0 | 20.0 | 0211 |
| CMP (Rs) | 4537 | 4537 | 4537 | 4537 |
| Mcap (Rs Mn) | 1,343,005 | 1,343,005 | 1,343,005 | 1,343,005 |
| EV | 1,325,212 | 1,322,405 | 1,302,544 | 1,277,371 |
| MCap/ Sales | 3.8 | 3.5 | 3.3 | 3.0 |
| EV/Sales | 3.7 | 3.5 | 3.2 | 2.8 |
| P/E | 29.4 | 29.3 | 26.0 | 23.1 |
| EV/EBITDA | 20.7 | 20.4 | 17.8 | 15.6 |
| P/BV | 6.7 | 5.9 | 5.2 | 4.6 |
| Dividend Yield (%) | 1.4 | 1.4 | 1.7 | 1.9 |
| (F) Growth Rate (%) | 1.7 | 1.4 | 1.7 | 1.0 |
| Revenue | 7.0 | 7.0 | 8.0 | 9.8 |
| EBITDA | 4.6 | 1.7 | 12.4 | 12.3 |
| EBIT | 3.4 | (1.2) | 13.2 | 13.5 |
| PBT | 4.4 | (1.2) | 12.4 | 12.7 |
| APAT | 3.9 | 0.4 | 12.4 | 12.7 |
| EPS | 3.8 | 0.4 | 12.4 | 12.7 |
| E – Estimates | 5.0 | 0.4 | 12.4 | 12.1 |

E – Estimates



| Particulars | FY24A | FY25A | FY26E | FY27E |
|--|----------|----------|----------|----------|
| Profit before tax | 45,846 | 46,020 | 69,856 | 78,695 |
| Depreciation & w.o. | 8,189 | 9,915 | 10,676 | 11,269 |
| Net Interest Exp | (797) | (632) | (7,531) | (7,987) |
| Direct taxes paid | (1,066) | (252) | (18,162) | (20,461) |
| Change in Working Capital | 5,975 | (4,803) | (4,478) | (4,730) |
| Non Cash | (1,452) | (4,790) | 0 | 0 |
| (A) CF from Operating Activities | 56,695 | 45,458 | 50,359 | 56,785 |
| Capex {(Inc.)/ Dec. in Fixed Assets n WIP} | (8,389) | (9,411) | (12,400) | (10,540) |
| Free Cash Flow | 48,365 | 36,122 | 37,959 | 46,245 |
| (Inc)./ Dec. in Investments | (33,305) | (11,547) | (3,700) | (4,200) |
| Other | 2,573 | 3,576 | 0 | 0 |
| (B) CF from Investing Activities | (39,121) | (17,382) | (16,100) | (14,740) |
| Issue of Equity/ Preference | 12 | 35 | 0 | 0 |
| Inc./(Dec.) in Debt | (280) | (744) | 320 | 356 |
| Interest exp net | (2,189) | (2,706) | 7,531 | 7,987 |
| Dividend Paid (Incl. Tax) | (17,753) | (19,246) | (22,250) | (25,216) |
| Other | (2,478) | (3,083) | 0 | 0 |
| (C) CF from Financing | (22,688) | (25,744) | (14,398) | (16,873) |
| Net Change in Cash | (5,177) | 2,423 | 19,861 | 25,172 |
| Opening Cash balances | 23,377 | 18,200 | 20,623 | 40,484 |
| Closing Cash balances | 18,263 | 20,623 | 40,484 | 65,657 |

Notes

Stock Info and Rating History

Price Performance

| Particulars | 1M | 3M | 12M |
|------------------|-----|------|------|
| Absolute (%) | 0 | (24) | (4) |
| Rel to NIFTY (%) | (4) | (29) | (13) |

Shareholding Pattern

| Particulars | Sep'24 | Dec'24 | Mar'25 |
|-----------------|--------|--------|--------|
| Promoters | 68.6 | 68.6 | 68.6 |
| MF/Banks/FIs | 14.8 | 14.9 | 15.5 |
| Fils | 7.4 | 7.5 | 7.0 |
| Public / Others | 9.2 | 9.1 | 8.9 |



| Month | Rating | TP (Rs.) | Price (Rs.) |
|--------------|---------------------|----------|-------------|
| Apr-24 | SELL | 4,630 | 4,727 |
| Jul-24 | Accumulate | 5,900 | 5,562 |
| Oct-24 | Reduce | 6,350 | 6,394 |
| Jan-25 | Accumulate | 6,780 | 5,979 |
| *Price as on | recommendation date | | |

| Notes | |
|-------|---|
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | , |
| | |
| | |
| | |
| | |
| | |
| | |
| | |

Dolat Rating Matrix

Total Return Expectation (12 Months)

| Buy | > 20% |
|------------|-----------|
| Accumulate | 10 to 20% |
| Reduce | 0 to 10% |
| Sell | < 0% |

Dolat Team

| Purvag Shah | Managing Director | purvag@dolatcapital.com | +9122 4096 9747 |
|-------------------|--|------------------------------|-----------------|
| Amit Khurana, CFA | Head of Equities | amit@dolatcapital.com | +9122 4096 9745 |
| | CONTACT DE | TAILS | |
| Equity Sales | Designation | E-mail | Direct Lines |
| Dinesh Bajaj | Director - Equity Sales | dineshb@dolatcapital.com | +9122 4096 9709 |
| Kapil Yadav | Director - Equity Sales & Corporate Access | kapil@dolatcapital.com | +9122 4096 9735 |
| Jubbin Shah | Director - Equity Sales | jubbins@dolatcapital.com | +9122 4096 9779 |
| Pratik Shroff | AVP - Equity Sales | pratiks@dolatcapital.com | +9122 4096 9621 |
| Rajeev Lala | AVP - Equity Sales | rajeevl@dolatcapital.com | +9122 4096 9767 |
| Equity Trading | Designation | E-mail | |
| P. Sridhar | Director and Head of Sales Trading | sridhar@dolatcapital.com | +9122 4096 9728 |
| Chandrakant Ware | Director - Sales Trading | chandrakant@dolatcapital.com | +9122 4096 9707 |
| Shirish Thakkar | Director - Sales Trading | shirisht@dolatcapital.com | +9122 4096 9702 |
| Kartik Mehta | Director - Sales Trading | kartikm@dolatcapital.com | +9122 4096 9715 |
| Bhavin Mehta | Director Research - Derivatives Strategist | bhavinm@dolatcapital.com | +9122 4096 9705 |

Analyst(s) Certification

The research analyst(s), with respect to each issuer and its securities covered by them in this research report, certify that: All of the views expressed in this research report accurately reflect his or her or their personal views about all of the issuers and their securities; and No part of his or her or their compensation was, is, or will be directly or indirectly related to the specific recommendations or views expressed in this research report.

I. Analyst(s) and Associate (S) holding in the Stock(s): (Nil)

II. Disclaimer:

This research report has been prepared by Dolat Capital Market Private Limited. to provide information about the company(ies) and sector(s), if any, covered in the report and may be distributed by it and/or its affiliated company(ies) solely for the purpose of information of the select recipient of this report. This report and/or any part thereof, may not be duplicated in any form and/or reproduced or redistributed without the prior written consent of Dolat Capital Market Private Limited. This report has been prepared independent of the companies covered herein. Dolat Capital Market Private Limited, and its affiliated companies are part of a multi-service, integrated investment banking, brokerage and financing group. Dolat Capital Market Private Limited. and/or its affiliated company(ies) might have provided or may provide services in respect of managing offerings of securities, corporate finance, investment banking, mergers & acquisitions, financing or any other advisory services to the company(ies) covered herein. Dolat Capital Market Private Limited. and/or its affiliated company(ies) might have received or may receive compensation from the company(ies) mentioned in this report for rendering any of the above services. Research analysts and sales persons of Dolat Capital Market Private Limited. may provide important inputs to its affiliated company(ies) associated with it. While reasonable care has been taken in the preparation of this report, it does not purport to be a complete description of the securities, markets or developments referred to herein, and Dolat Capital Market Private Limited. does not warrant its accuracy or completeness. Dolat Capital Market Private Limited. may not be in any way responsible for any loss or damage that may arise to any person from any inadvertent error in the information contained in this report. This report is provided for information only and is not an investment advice and must not alone be taken as the basis for an investment decision. The investment discussed or views expressed herein may not be suitable for all investors. The user assumes the entire risk of any use made of this information. The information contained herein may be changed without notice and Dolat Capital Market Private Limited. reserves the right to make modifications and alterations to this statement as they may deem fit from time to time. Dolat Capital Market Private Limited. and its affiliated company(ies), their directors and employees may; (a) from time to time, have a long or short position in, and buy or sell the securities of the company(ies) mentioned herein or (b) be engaged in any other transaction involving such securities and earn brokerage or other compensation or act as a market maker in the financial instruments of the company(ies) discussed herein or act as an advisor or lender/borrower to such company(ies) or may have any other potential conflict of interests with respect to any recommendation and other related information and opinions. This report is neither an offer nor solicitation of an offer to buy and/or sell any securities mentioned herein and/or not an official confirmation of any transaction. This report is not directed or intended for distribution to, or use by any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction, where such distribution, publication, availability or use would be contrary to law, regulation or which would subject Dolat Capital Market Private Limited. and/or its affiliated company(ies) to any registration or licensing requirement within such jurisdiction. The securities described herein may or may not be eligible for sale in all jurisdictions or to a certain category of investors. Persons in whose possession this report may come, are required to inform themselves of and to observe such restrictions.

For U.S. persons only: This research report is a product of Dolat Capital Market Private Limited, under Marco Polo Securities 15a-6 chaperone service, which is the employer of the research analyst(s) who has prepared the research report. The research analyst(s) preparing the research report is/are resident outside the United States (U.S.) and are not associated persons of any U.S. regulated broker-dealer and therefore the analyst(s) is/are not subject to supervision by a U.S. broker-dealer, and is/are not required to satisfy the regulatory licensing requirements of FINRA or required to otherwise comply with U.S. rules or regulations regarding, among other things, communications with a subject company, public appearances and trading securities held by a research analyst account.

Research reports are intended for distribution only to "Major Institutional Investors" as defined by Rule 15a-6(b)(4) of the U.S. Securities and Exchange Act, 1934 (the Exchange Act) and interpretations thereof by U.S. Securities and Exchange Commission (SEC) in reliance on Rule 15a-6(a)(2). If the recipient of this report is not a Major Institutional Investor as specified above, then it should not act upon this report and return the same to the sender. Further, this report may not be copied, duplicated and/or transmitted onward to any U.S. person, which is not the Major Institutional Investor. In reliance on the exemption from registration provided by Rule 15a-6 of the Exchange Act and interpretations thereof by the SEC in order to conduct certain business with Major Institutional Investors, Dolat Capital Market Private Limited has entered into a chaperoning agreement with a U.S. registered broker-dealer, Marco Polo Securities Inc. ("Marco Polo"). Transactions in securities discussed in this research report should be affected through Marco Polo or another U.S. registered broker dealer.

DOLAT CAPITAL

IN-DEPTH-PRECISE-ACTIONABLE

Dolat Capital Market Private Limited.

Corporate Identity Number: U65990GJ993PTC116741 Member: BSE Limited and National Stock Exchange of India Limited. SEBI Registration No: BSE - INZ000274132, NSE - INZ000274132, Research: INH000014012 Regd. office: 1401-1409, Dalal Street Commercial, Block 53 (Bldg. No.53E) Zone-5, Road-5E, Gift City, Sector 9, Gandhinagar-382355 Gujarat, India. Board: +9122 40969700 | Fax: +9122 22651278 | Email: research@dolatcapital.com | www.dolatresearch.com