

Zensar Technologies

BUY

Steady deal momentum amid macro headwinds

Summary

The company posted quarterly revenue of \$156.8mn, marking a modest improvement of 0.9% sequentially and 6.3% on a year-over-year basis in constant currency terms. This performance was primarily driven by sustained strength in deal wins, with order bookings consistently exceeding \$200mn in recent quarters. Management remains optimistic about the continuity of this deal momentum, anticipating it will underpin growth over the near term despite macroeconomic uncertainties. The company acknowledged emerging challenges during Q4FY25, with expectations that these headwinds will persist into upcoming quarters. Zensar flagged a postponement in project commencements, elongated client decision cycles, and increasingly cautious spending patterns since January. To mitigate this, the company plans to reinvest its margin gains (above mid-teens) into business growth. Taking these dynamics into account, we retain a constructive stance on the firm's long-term prospects and revise our recommendation to BUY (from HOLD), assigning a target price of Rs 810 based on a valuation of 22.5x FY27E EPS.

Key Highlights and Investment Rationale

- Demand of AI: Company has now catalogued their AI offerings into 4 major solution stacks ie. Enterprise AI Solutions, Responsible AI Solutions, Enterprise Cognitive Hyper Automation Solutions and Multimodal Micro Vertical Solutions. This services will accelerate the AI offerings momentum which would lead to strong growth ahead. Specialized domain training provided to employees in BFSI, Healthcare. Gaming & MC domains.
- Margins in mid-teens: Management re-iterated on investing in capabilities & sales team whenever there is an opportunity. Hence, maintains the guidance range of mid-teens of EBITDA margin (15-16%) going ahead.

TP I	Rs810
CMP I	Rs702
Potential upside/downside	15%
Previous Rating	HOLD

Price Performance (%)					
	-1m	-3m	-12m		
Absolute	(0.1)	(15.6)	13.0		
Rel to Sensex	(2.6)	(195)	5.6		

V/s Consensus		
EPS (Rs)	FY26E	FY27E
IDBI Capital	32	36
Consensus	33	39
% difference	(1.6)	(3.3)

Key Stock Data		
Bloomberg/Reuters	ZENT IN/ZEN	NT.BO
Sector	IT Se	rvices
Shares o/s (mn)		227
Market cap. (Rs mn)	15	9,419
3-m daily average value	e (Rs mn)	41.4
52-week high / low	Rs985	/ 531

Shareholding Pattern (%)	
Promoters	49.1
FII	15.0
DII	19.6
Public	16.2

Sensex / Nifty

Financial snapshot

(Rs mn)

79,213 / 24,039

Year	FY23	FY24	FY25	FY26E	FY27E
Revenue	48,483	49,019	52,075	58,264	64,964
Change (yoy, %)	14	1	6.2	11.9	11.5
EBITDA	5,523	8,718	8,286	9,387	10,662
Change (yoy, %)	(16)	58	(5)	13	14
EBITDA Margin(%)	11.4	17.8	15.9	16.1	16.4
Adj.PAT	3,275	6,651	6,368	7,238	8,149
EPS (Rs)	14	29	28.2	32	36
Change (yoy, %)	(21)	103	(4)	14	13
PE(x)	49	24	24.9	22	19
Dividend Yield (%)	1	1	1	1	2
EV/EBITDA (x)	27	17	18	16	14
RoE (%)	12	21	17	16	16
RoCE (%)	12	21	18	17	18

Source: IDBI Capital Research:

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Concall Highlights

- Revenue for the quarter stood at \$156.8mn +0.9%/6.3% CC terms; TMT uptick of 1.7% QoQ & BFSI +3.4% QoQ, while, Manufacturing & Healthcare decline by 2.6% & 1.4% QoQ. Geographically, Europe up by 0.8%; While, decline was seen in ROW by 2.7% QoQ, US remained flat QoQ.
- EBIT margin stood 13.9% flat at QoQ led by Cost management & improved utilization which absorbed the continued impact of furloughs and Q3 FY25 benefit of lease utilization. Marginal impact of ESOP in margin in Q4FY25. Company would announce wage/ salary hikes in the month of July which would impact on the margins.
- Management hinted on looking for M&A to expand their capabilities & reach to market.
- Order book stood at \$ 213.5mn up by 4%/17.6% QoQ/YoY, tariff will impact in manufacturing, don't expect to impact much. By the end of the quarter, project shifting to right were seen due to uncertain situations. Management do not expect any material change in the coming quarters on order bookings.
- Demand environment TMT lot of cloud providers cancelled/ postpone their new data center projects. Management expects demand environment to be soft in the near term due to uncertainty. Also vertical wise: BFSI, manufacturing & healthcare & life-science is doing well, whereas TMT vertical is seen to be flattening.
- Guidance: Management guided margin to be in range of mid-teens and emphasized on investing any additional % to business. Company did not back on double digit growth for the year which was aspired till last quarter.
- Total Headcount stood at 10,702, a net headcount addition 353; Utilization rate stood at 84.6%; 170bps improvement largely Rigor associated with accelerated fulfillment and capability enrichment continued in Q4 and attrition was flat at 9.9% v/s 10% last quarter. Company upskilled 50% of their workforce in AI



Exhibit 1: Financial snapshot

(Rs mn)

<u>'</u>					
Year-end: March	Q4FY25	Q3FY25	QoQ (%)	Q4FY24	YoY (%)
Revenues (US\$ mn)	156.8	157.0	(0.1)	148.1	5.9
Revenues	13,589	13,256	2.5	12,297	10.5
COGS	9,471	9,266	2.2	8,529	11.0
Gross profit	4,118	3,990	3.2	3,768	9.3
SG&A	1,993	1,921	3.7	1,738	14.7
EBITDA	2,125	2,069	2.7	2,030	4.7
Depreciation & amortization	238	237	0.6	237	0.4
EBIT	1,887	1,833	3.0	1,793	5.2
Other income	411	270	52.2	493	(16.6)
РВТ	2,298	2,103	9.3	2,286	0.5
Tax	534	505	5.7	553	(3.4)
Minority interest	0	0	n.m.	0	n.m.
Adjusted net profit	1,764	1,598	10.4	1,733	1.8
Exceptional item	0	0	n.m.	0	n.m.
Reported net profit	1,764	1,598	10.4	1,733	1.8
Diluted EPS (Rs)	7.8	7.0	10.4	7.7	1.6
As % of net revenue					
Gross profit	30.3	30.1		30.6	
SG&A	14.7	14.5		14.1	
EBITDA	15.6	15.6		16.5	
EBIT	13.9	13.8		14.6	
Reported net profit	13.0	12.1		14.1	
Tax rate	23.2	24.0		24.2	



Exhibit 2: Actual vs. estimates

Year to March	Q4FY25	Q4FY25E	Variance (%)
Revenue (US\$ mn)	156.8	158.0	-0.8%
Revenue (Rs mn)	13,589	13,680	-0.7%
EBIT (Rs mn)	1,887	1,848	2.1%
EBIT margin (%)	13.9%	13.5%	38 bps
Recurring PAT (Rs mn)	1,764	1,587	11.2%
Recurring PAT margin (%)	13.0%	11.6%	138 bps
EPS (Rs)	7.8	7.0	11.0%

Exhibit 3: Earnings Revision

		FY26E			FY27E	
Year-end: March	New	Old	Chg (%)	New	Old	Chg (%)
Revenue (US\$ mn)	674	623	8.2%	752	706	6.5%
Revenue (Rs bn)	58,264	52,609	10.7%	64,964	58,659	10.7%
EBIT (Rs mn)	8,280	7,398	11.9%	9,428	8,527	10.6%
EBIT margin (%)	14.2%	14.1%	15 bps	14.5%	14.5%	-2 bps
EPS (Rs/sh)	32.0	28.5	12.3%	36.0	32.8	9.8%



Exhibit 4: Large clients trend

Year-end: March	Q1FY24	Q2FY24	Q3FY24	Q4FY24	Q1FY25	Q2FY25	Q3FY25	Q4FY25
US\$1 mn+	87	84	84	85	86	86	87	84
US\$5 mn+	29	29	32	31	31	32	34	33
US\$10 mn+	14	14	14	14	14	15	14	14
US\$20 mn+	4	4	4	4	4	4	5	6

Exhibit 5: Q4FY25 Revenue growth was below with our estimates

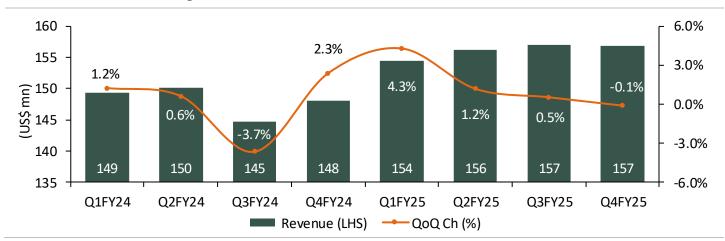




Exhibit 6: Q4Y25 EBIT margin remained flat at QoQ

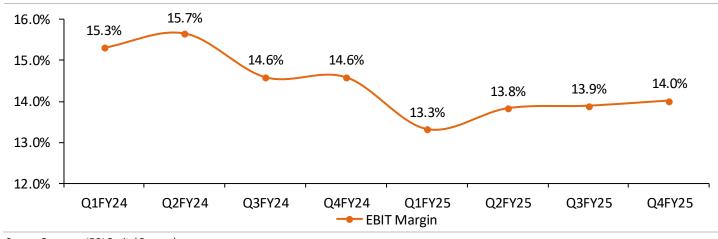


Exhibit 7: Revenue growth across various segments (%)

Parameters	% of revenue	QoQ growth (in CC)
		0.9%
Geography		QoQ growth (in CC)
US	67.4%	0.0%
Europe	21.4%	0.8%
Africa	11.2%	-2.7%
Service-Line		QoQ growth
AMS	79.3%	-0.4%
IMS	20.7%	0.8%
Verticals		QoQ growth
Hi Tech	21.7%	1.7%
Manufacturing & Consumer services	26.7%	-2.6%
BFSI	41.%	3.4%
Healthcare	10.6%	-1.4%



Exhibit 8: Utilization remained flat at 84.6%

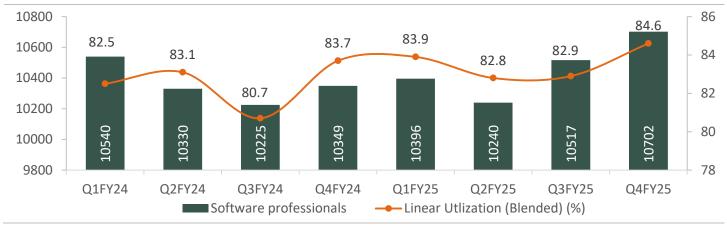
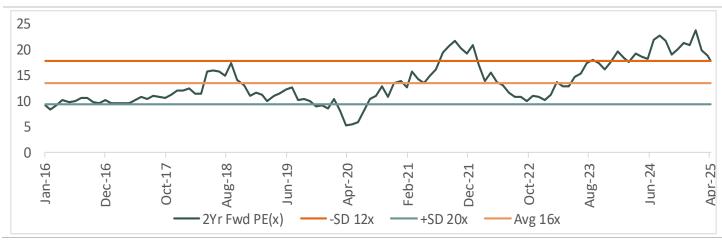


Exhibit 9: One-year forward PER trend





Financial Summary

Profit & Loss Account (Rs mn)

Year-end: March	FY22	FY23	FY24	FY25	FY26E	FY27E
Net sales	42,437	48,483	49,019	52,075	58,264	64,964
Change (yoy, %)	12.2	14	1	6	12	12
Operating expenses	(35,872)	(42,960)	(40,301)	(43,789)	(48,877)	(54,302)
EBITDA	6,565	5,523	8,718	8,286	9,387	10,662
Change (yoy, %)	-4.1	(16)	58	(5)	13	14
Margin (%)	15.5	11.4	17.8	15.9	16.1	16.4
Depreciation	(1,848)	(1,830)	(1,338)	(989)	(1,107)	(1,234)
EBIT	4,717	3,693	7,380	7,297	8,280	9,428
Interest paid	(353)	(280)	(209)	(167)	(157)	(148)
Other income	1,377	1,028	1,588	1,250	1,400	1,400
Pre-tax profit	5,741	4,441	8,759	8,380	9,523	10,680
Tax	(1,525)	(1,166)	(2,108)	(2,011)	(2,286)	(2,531)
Effective tax rate (%)	26.6	26.3	24.1	24.0	24.0	23.7
Minority Interest	(54.0)	-	-	-	-	-
Net profit	4,162	3,275	6,651	6,368	7,238	8,149
Exceptional items	-	-	-	-	-	-
Adjusted net profit	4,162	3,275	6,651	6,368	7,238	8,149
Change (yoy, %)	19.2	(21)	103	(4)	14	13
EPS	18.3	14.5	29.4	28.2	32.0	36.0
Dividend per sh	5.0	5.0	5.5	9.0	9.6	10.8
Dividend Payout %	27.3	34.6	18.7	32	30	30



Balance Sheet						(Rs mn)
Year-end: March	FY22	FY23	FY24	FY25	FY26E	FY27E
Shareholders' funds	26,592	28,984	34,523	40,697	45,763	51,467
Share capital	452	453	453	454	454	454
Reserves & surplus	26,140	28,531	34,070	40,243	45,309	51,013
Total Debt	-	-	-	-	-	-
Other liabilities	3,544	2,866	2,319	2,210	2,210	2,210
Curr Liab & prov	8,299	8,582	8,540	8,822	8,444	9,124
Current liabilities	6,693	6,248	6,331	5,963	5,818	6,196
Provisions	1,606	2,334	2,209	2,859	2,626	2,928
Total liabilities	11,843	11,448	10,859	11,032	10,654	11,334
Total equity & liabilities	38,712	41,210	46,481	51,729	56,417	62,802
Net fixed assets	12,858	11,735	10,393	11,709	12,092	12,463
Investments	-	-	-	-	-	-
Other non-curr assets	3,226	6,291	10,144	6,874	7,151	7,351
Current assets	22,628	23,184	25,944	33,146	37,173	42,988
Inventories	-	-	-	-	-	-
Sundry Debtors	7,967	7,298	7,320	7,901	8,701	9,701
Cash and Bank	8,559	7,280	7,241	7,436	10,256	14,835
Loans and advances	1,636	4,509	6,509	12,537	12,537	12,537
Total assets	38,712	41,210	46,481	51,729	56,417	62,802



Cash Flow Statement						(Rs mn)
Year-end: March	FY22	FY23	FY24	FY25	FY26E	FY27E
Pre-tax profit	5,741	4,441	8,759	8,380	9,523	10,680
Depreciation	1,803	1,838	1,559	1,146	1,054	1,177
Tax paid	(1,572)	(1,585)	(2,249)	(1,991)	(2,513)	(2,681)
Chg in working capital	832	(1,921)	(2,064)	(6,327)	(1,178)	(320)
Other operating activities	(1,031)	-	(4,726)	39	(233)	(264)
Cash flow from operations (a)	5,772	2,773	1,279	1,247	6,654	8,591
Capital expenditure	(3,330)	(715)	(217)	(2,462)	(1,438)	(1,547)
Chg in investments	-	-	-	-	-	-
Other investing activities	1,121	(1,920)	-	-	-	-
Cash flow from investing (b)	(2,209)	(2,635)	(217)	(2,462)	(1,438)	(1,547)
Equity raised/(repaid)	1	1	-	1	-	-
Debt raised/(repaid)	-	-	-	-	-	-
Dividend (incl. tax)	(1,135)	(1,132)	(1,246)	(2,041)	(2,171)	(2,445)
Chg in minorities	(64)	501	321	(1,099)	-	-
Other financing activities	(792)	(787)	(176)	(258)	-	-
Cash flow from financing (c)	(1,991)	(1,417)	(1,101)	(3,397)	(2,171)	(2,445)
Net chg in cash (a+b+c)	1,573	(1,279)	(39)	(4,613)	3,045	4,600



Financial Ratios

Year-end: March	FY22	FY23	FY24	FY25	FY26E	FY27E
Book Value (Rs)	117.1	128	153	180	202	228
Adj EPS (Rs)	18.3	14.5	29.4	28.2	32.0	36.0
Adj EPS growth (%)	19.5	-21	103	-4	14	13
EBITDA margin (%)	15.5	11.4	17.8	15.9	16.1	16.4
Pre-tax margin (%)	13.5	9.2	17.9	16.1	16.3	16.4
Net Debt/Equity (x)	-0.3	-0.3	-0.2	-0.2	-0.2	-0.3
ROCE (%)	16.4	12	21	18	17	18
ROE (%)	16.6	12	21	17	16	16
DuPont Analysis						
Asset turnover (x)	1.2	1.2	1.1	1.1	1.0	1.0
Leverage factor (x)	1.5	1.4	1.4	1.3	1.2	1.2
Net margin (%)	9.8	6.8	13.6	12.2	12.4	12.5
Working Capital & Liquidity ratio						
Inventory days	0	0	0	0	0	0
Receivable days	69	55	55	55	55	55
Payable days	32	24	28	29	25	25

Valuations

Year-end: March	FY22	FY23	FY24	FY25	FY26E	FY27E
PER (x)	38	49	24	25	22	19
Price/Book value (x)	6.0	5.5	4.6	3.9	3.5	3.1
EV/Net sales (x)	3.6	3.1	3.1	2.9	2.5	2.2
EV/EBITDA (x)	23	27	17	18	16	14
Dividend Yield (%)	0.7	0.7	0.8	1.3	1.4	1.5



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Key to Ratings Stocks:

BUY: 15%+; HOLD: -5% to 15%; SELL: -5% and below.

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