LTIMindtree

Accumulate

IT Services | Q1FY26 Result Update

CMP: Rs.5,195 | TP: Rs 5,700 | Upside 10%

Results on expected lines, no undue surprises in commentary

- LTIM reported a mild CC Rev growth of 0.8% QoQ (in line with DE: +0.8%), with a broad-based flattish growth across all verticals. OPM was up 50 bps QoQ at 14.3%, improvement (~100bps) was driven by Fit4Future initiatives, partly offset by visa seasonality and forex.
- While there was no specific guidance for FY26, LTIM remains optimistic about deal win opportunities (TCV remained strong at \$1.63bn for Q4 - TTM TCV up 11% YoY) as management highlighted strengthening large deal capabilities under centralized leadership, with robust pipeline and improved win rates.
- 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 some recent surge in price, we now revise our rating to 'Accumulate', with TP of Rs. 5,700 valuing at 29x on FY27E EPS (20% premium to Tier I valuations).

Focus on large deals and Pipeline commentary

Q1 order inflow stood at \$1.63bn, up 17% YoY, marking the 3rd consecutive quarter sustaining above \$1.5bn TCV levels. A notable win included their largest-ever Al-led deal with a global agri-business player (\$450mn in TCV). Management expressed confidence in sustaining growth into Q2 (no commitment yet for FY), supported by a robust pipeline, improved win rates, and a disciplined, client-centric execution strategy focused on large deals under centralized leadership. Also launched Blue-Verse, an Agentic Al ecosystem, and introduced Al-led GCC-as-a-Service. driving innovation across offerings and internal operations.

Margin Expansion and Improved Utilization levels

EBIT margins expanded 50bps QoQ to 14.3% in Q1 FY26, driven by (~100bps) benefit from Fit4Future initiatives, partially offset by visa seasonality and forex. Utilization rose 230 bps to 88.1%, aiding margins though still above the ideal 86-87% range. To ease delivery pressure, over ~1.6k freshers were onboarded during the quarter. Management remains confident of further margin expansion in Q2, backed by Fit4Future (sales productivity, process optimization) led by cost and operational efficiencies.

Vertical commentary is stable with no significant concerns

Most verticals exhibited modest performance. BFSI remained cautious but focused on key accounts, while Tech stabilized with rising Al investments. Manufacturing held momentum, Consumer saw broad-based growth, and HLS rebounded with anticipated margin recovery. Continued focus on AI, operational efficiency, and large deals is expected to sustain.



| Key Data | |
|------------------|-----------------|
| Nifty | 25,112 |
| Equity / FV | Rs 296mn / Rs 1 |
| Market Cap | Rs 1,538bn |
| | USD 17.9bn |
| 52-Week High/Low | Rs 6,768/ 4,025 |
| Avg. Volume (no) | 3,23,643 |
| Bloom Code | LTIM IN |
| | |

| | Current | Previous |
|--------------|------------|----------|
| Rating | Accumulate | BUY |
| Target Price | 5,700 | 5,690 |
| Change in Fe | timates | |

| (Bo bp) | Curi | ent | Chg (%)/bps | | | |
|------------|-------|-------|-------------|-------|--|--|
| (Rs.bn) | FY26E | FY27E | FY26E | FY27E | | |
| Revenue | 406 | 440 | (1.2) | (2.3) | | |
| EBITDA | 71 | 79 | (2.6) | (3.3) | | |
| EBITDA (%) | 17.5 | 18.0 | (25) | (18) | | |
| APAT | 52 | 58 | 0.0 | 0.0 | | |
| EPS (Rs) | 174.3 | 196.4 | 0.0 | 0.1 | | |

| valuation (x) | | | |
|---------------|-------|-------|-------|
| | FY25A | FY26E | FY27E |
| P/E | 33.5 | 29.8 | 26.4 |
| EV/EBITDA | 23.4 | 21.0 | 18.6 |
| ROE (%) | 21.5 | 21.4 | 21.3 |
| RoACE (%) | 23.0 | 22.8 | 22.6 |

Valuation (x)

| EV/EBITDA | 23.4 | 21.0 | 18.6 |
|---------------|---------|------|------|
| ROE (%) | 21.5 | 21.4 | 21.3 |
| RoACE (%) | 23.0 | 22.8 | 22.6 |
| Q1FY26 Result | (Rs Mn) | | |
| | | | |

| Particulars | Q1FY26 | YOY (%) | QoQ (%) |
|---------------|--------|---------|---------|
| Revenue | 98,406 | 7.6 | 0.7 |
| Total Expense | 81,912 | 8.7 | 0.2 |
| EBITDA | 16,494 | 2.7 | 3.3 |
| Depreciation | 2,429 | 3.3 | (3.1) |
| EBIT | 14,065 | 2.6 | 4.5 |
| Other Income | 3,921 | 72.7 | 56.1 |
| Interest | 724 | 0.0 | 7.6 |
| EBT | 17,262 | 13.1 | 12.9 |
| Tax | 4,716 | 20.8 | 17.7 |
| RPAT | 12,541 | 10.6 | 11.1 |
| APAT | 12,541 | 10.6 | 11.1 |
| | | (bps) | (bps) |
| Gross Margin | 29.1 | (125) | 115 |
| EBITDA (%) | 16.8 | (81) | 43 |
| NPM (%) | 12.7 | 34 | 120 |
| Tax Rate (%) | 27.3 | 172 | 112 |
| EBIT (%) | 14.3 | (70) | 52 |
| | | | |

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Exhibit 1: Quarterly performance versus estimates

| Particulars (Rs mn) | Actual | Estimates | | % Var | iation | Comment | |
|------------------------|--------|-----------|-----------|--------|-----------|---|--|
| Particulars (RS IIIII) | Actual | Dolat | Consensus | Dolat | Consensus | Comment | |
| USD Revenue | 1,153 | 1,148 | 1,146 | 0.5 | 0.6 | CC Rev In-line | |
| INR Revenue | 98,406 | 97,807 | 98,554 | 0.6 | (0.2) | CC Rev III-IIIIe | |
| EBIT | 14,065 | 13,889 | 14,158 | 1.3 | (0.7) | Mild beat, driven by | |
| EBIT, margin | 14.3 | 14.2 | 14.4 | 10 bps | (10 bps | Fit4Future initiatives, partly offset by visa costs & forex | |
| PAT | 12,541 | 11,667 | 11,941 | 7.5 | 5.0 | Higher OI led to beat | |

Source: Company, Dolat Capital

Change in Estimates

For FY26E/FY27E, we have lowered our USD revenue growth estimates by 0.8%/2.0% since despite decent TCV wins, in view of ongoing weakened macros. Margins have been cut by 14bps/18bps as management's intention to lower utilization rates from current levels would drag margins to some extent. Overall, our earnings estimates remain largely unchanged.

Exhibit 2: Change in Estimates

| Particulars | FY24A | FY25A | | FY26E | | | FY27E | |
|--------------|----------|---------|----------|----------|-----------|----------|----------|-----------|
| (Rs. mn) | Actual | Actual | Old | New | Chg.(%) | Old | New | Chg (%) |
| USD Revenue | 4,287 | 4,493 | 4,775 | 4,738 | (8.0) | 5,196 | 5,092 | (2.0) |
| YoY growth, | 4.4 | 4.8 | 6.3 | 5.5 | (81 bps) | 8.8 | 7.5 | (135 bps) |
| INR Revenue | 3,55,170 | 380,081 | 4,10,616 | 4,05,798 | (1.2) | 4,50,744 | 4,40,472 | (2.3) |
| YoY growth, | 7.0 | 7.0 | 8.0 | 6.8 | (127 bps) | 9.8 | 8.5 | (123 bps |
| EBIT | 55,685 | 55,034 | 62,324 | 61,014 | (2.1) | 70,708 | 68,298 | (3.4) |
| EBIT Margin, | 15.7 | 14.5 | 15.2 | 15.0 | (14 bps) | 15.7 | 15.5 | (18 bps) |
| Net Profit | 45,821 | 45,987 | 51,693 | 51,696 | 0.0 | 58,234 | 58,259 | 0.0 |
| EPS (Rs) | 154.4 | 155.0 | 174.2 | 174.3 | 0.0 | 196.3 | 196.4 | 0.1 |

Source: Dolat Capital, Company

What to expect next Quarter

We expect 1.9% QoQ growth in USD revenue for Q2FY26, supported by modest broad-based expectations and confident near-term outlook. EBIT margin is expected to expand by a 51bps QoQ to 14.8% as seasonal visa & travel costs would subside while benefits from Fit4Future initiatives would continue. Overall, PAT is projected to be flattish (-0.5% QoQ).

Exhibit 3: What to expect next Quarter

| Particulars (Rs Mn) | Q2FY26E | Q1FY26 | Q2FY25 | QoQ (%) | YoY (%) |
|---------------------|----------|--------|--------|---------|----------|
| USD Revenue | 1,175 | 1,153 | 1,127 | 1.9 | 4.3 |
| INR Revenue | 1,00,774 | 98,406 | 94,329 | 2.4 | 6.8 |
| EBIT | 14,915 | 14,065 | 14,582 | 6.0 | 2.3 |
| PAT | 12,483 | 12,541 | 12,510 | (0.5) | (0.2) |
| EPS (Rs. Abs) | 42.1 | 42.3 | 42.3 | (0.5) | (0.3) |
| EBIT Margin (%) | 14.8 | 14.3 | 15.5 | 51 bps | (66 bps) |



Exhibit 4: Key Assumptions in our estimates

| Assumptions Table | FY23A | FY24A | FY25A | FY26E | FY27E |
|---------------------------|-------|-------|-------|-------|-------|
| CC revenue growth (%) | 20.6 | 4.1 | 5.0 | 5.0 | 7.5 |
| USD revenue growth (%) | 17.2 | 4.4 | 4.8 | 5.5 | 7.5 |
| INR revenue growth (%) | 27.1 | 7.0 | 7.0 | 6.8 | 8.5 |
| EBIT margins (% of sales) | 16.2 | 15.7 | 14.5 | 15.0 | 15.5 |
| EPS growth (%) | 11.4 | 3.8 | 0.4 | 12.4 | 12.7 |
| USD/INR | 80.8 | 82.8 | 84.6 | 85.6 | 86.5 |

Source: Company, Dolat Capital

Exhibit 5: Key Revenue Matrix

| YoY Growth | Q1FY24 | Q2FY24 | Q3FY24 | Q4FY24 | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 | Q1FY26 |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CC Growth | 8.1 | 4.4 | 3.1 | 1.2 | 3.7 | 4.4 | 5.5 | 6.3 | 4.4 |
| USD Growth | 8.1 | 5.2 | 3.5 | 1.1 | 3.5 | 4.8 | 5.1 | 5.8 | 5.2 |
| INR Growth | 13.8 | 8.2 | 4.6 | 2.3 | 5.1 | 5.9 | 7.1 | 9.9 | 7.6 |

Source: Company, Dolat Capital

Exhibit 6: Quarterly and YTD Trend

| Particulars (mn) | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 | Q1FY26 | YoY (%) | QoQ (%) | FY24 | FY25 | YoY (%) |
|--------------------|---------|---------|---------|---------|---------|----------|-----------|---------|---------|-----------|
| USD Revenue | 1,096.2 | 1,126.6 | 1,138.7 | 1,131.0 | 1,153.3 | 5.2 | 2.0 | 4,287 | 4,493 | 4.8 |
| INR Revenue | 91,426 | 94,329 | 96,609 | 97,717 | 98,406 | 7.6 | 0.7 | 355,170 | 380,081 | 7.0 |
| Operating Expense | 75,365 | 77,336 | 80,676 | 81,755 | 81,912 | 8.7 | 0.2 | 291,296 | 315,132 | 8.2 |
| Cost of revenues | 63,715 | 65,277 | 68,785 | 70,440 | 69,807 | 9.6 | (0.9) | 246,214 | 268,217 | 8.9 |
| as % of sales | 69.7 | 69.2 | 71.2 | 72.1 | 70.9 | 125 bps | (115 bps) | 69.3 | 70.6 | 125 bps |
| SG&A expenses | 11,650 | 12,059 | 11,891 | 11,315 | 12,105 | 3.9 | 7.0 | 45,082 | 46,915 | 4.1 |
| as % of sales | 12.7 | 12.8 | 12.3 | 11.6 | 12.3 | (44 bps) | 72 bps | 12.7 | 12.3 | (35 bps) |
| EBITDA | 16,061 | 16,993 | 15,933 | 15,962 | 16,494 | 2.7 | 3.3 | 63,874 | 64,949 | 1.7 |
| Depreciation | 2,352 | 2,411 | 2,644 | 2,508 | 2,429 | 3.3 | (3.1) | 8,189 | 9,915 | 21.1 |
| EBIT | 13,709 | 14,582 | 13,289 | 13,454 | 14,065 | 2.6 | 4.5 | 55,685 | 55,034 | (1.2) |
| Other Income | 1,547 | 2,286 | 1,436 | 1,839 | 3,197 | 106.7 | 73.8 | 4,802 | 7,108 | 48.0 |
| PBT | 15,256 | 16,868 | 14,725 | 15,293 | 17,262 | 13.1 | 12.9 | 60,487 | 62,142 | 2.7 |
| Total Tax | 3,905 | 4,352 | 3,858 | 4,007 | 4,716 | 20.8 | 17.7 | 14,641 | 16,122 | 10.1 |
| PAT before MI | 11,351 | 12,516 | 10,867 | 11,286 | 12,546 | 10.5 | 11.2 | 45,846 | 46,020 | 0.4 |
| Minority Interest | 13 | 6 | 13 | 1 | 5 | (61.5) | 400.0 | 25 | 33 | 32.0 |
| PAT after MI | 11,338 | 12,510 | 10,854 | 11,285 | 12,541 | 10.6 | 11.1 | 45,821 | 45,987 | 0.4 |
| Reported EPS | 38.3 | 42.3 | 36.7 | 38.1 | 42.3 | 10.5 | 11.1 | 154.9 | 155.3 | 0.3 |
| Margins (%) | | | | | | (bps) | (bps) | | | (bps) |
| EBITDA | 17.6 | 18.0 | 16.5 | 16.3 | 16.8 | (81 bps) | 43 bps | 18.0 | 17.1 | (90 bps) |
| EBIT | 15.0 | 15.5 | 13.8 | 13.8 | 14.3 | (70 bps) | 52 bps | 15.7 | 14.5 | (120 bps) |
| EBT | 16.7 | 17.9 | 15.2 | 15.7 | 17.5 | 85 bps | 189 bps | 17.0 | 16.3 | (68 bps) |
| PAT | 12.4 | 13.3 | 11.2 | 11.5 | 12.7 | 33 bps | 120 bps | 12.9 | 12.1 | (80 bps) |
| Effective Tax rate | 25.6 | 25.8 | 26.2 | 26.2 | 27.3 | 172 bps | 112 bps | 24.2 | 25.9 | 174 bps |

Earnings Call KTAs

- Revenue: LTIM reported revenue growth of 0.8% QoQ in CC terms and growth of 4.4% YoY in CC terms, with total revenue reaching \$1,153mn. It was broad based modest performance, led by Consumer business' (Retail) growth of 5.6% QoQ (\$ terms), while other verticals did reasonably well.
- **OPM:** Margin stood at 14.3% up 52 bps QoQ. Improvement (~100bps) was driven by Fit4Future initiatives, partly offset by visa seasonally and forex. Management remains confident in Q2 expansion, with Fit4Future focused on cost re-baselining, process simplification, and operational efficiency.
- Global Demand: Europe led the momentum with a strong QoQ growth of 9.7% (CC basis must be much lower), while America's growth was 1.8% QoQ. The RoW segment declined 6% sequentially, primarily due to seasonal factors including license revenue timing and the smaller base size amplifying variations.
- Vertical Commentary (note CC basis growth must be much different in Q1)
- BFSI grew 1.6% QoQ amid macro caution; focus remains on high-potential accounts. Insurance saw fewer deals with tech modernization and Al driving demand.
- Manufacturing & Resources: Reported 0.3% growth despite Q4 pass-through roll-offs, driven by new deals and ramp-ups indicating underlying momentum.
- **Tech, Media & Entertainment:** Stabilized at 0.8% growth; clients are cautiously investing in AI while realigning business models for long-term value.
- Retail, CPG and Travel: Delivered strong 6.2% growth, aided by the company's largest-ever deal and broad-based sub-vertical recovery, especially in travel and transport.
- Health, Life Sciences and Public Services: Posted 4.8% growth after multiple soft quarters; margins dipped due to high-margin project completion, with recovery expected as new projects stabilize.
- Order Inflow and Deal Pipeline: LTIM posted a healthy TCV of \$1.63bn (TTM up 3.8% QoQ, up 11% YoY). Key wins included their largest-ever deal with a global agri-business leader for Al-driven application management and infrastructure support. The company's Next-Era JV with Aramco Digital became fully operational during the quarter.
- Talent & Utilization: Headcount lowered to 83.9k, with an employee dip of 418 QoQ. Utilization (excluding trainees) improved to 88.1% (+230bps QoQ). The company onboarded ~1.6k freshers during the quarter and acknowledged that the current utilization level is higher than preferred, ideally targeting 86-87% to better handle within-quarter demand fulfilment. Attrition remained flat at 14.4%.
- Al Initiatives: Launched Blue-Verse, an Agentic AI ecosystem with AI Advisory, AI Foundry, and a 300+ agent Marketplace. Introduced AI-driven GCC-as-a-Service and internally implemented 62 AI initiatives across products and processes.
- Outlook: Management remains confident about Q2 growth but withheld full-year guidance amid macro uncertainties. Focus is on disciplined, client-led execution, enhanced large deal capabilities, and strategic initiatives like sales transformation, Fit4Future, and Al-driven shift.



Exhibit 7: Vertical-Wise Trend

| Vertical | Amount (\$ mn) | Mix (%) | QoQ (%) | YoY (%) | Incremental Revenue (\$ mn) | % Contribution of Incremental Revenue |
|---|-------------------|---------|---------|---------|-----------------------------------|---------------------------------------|
| BFSI | 427 | 37 | 1.7 | 10.6 | 7 | 32 |
| Hi-Tech, Media & Entertainment | 268 | 23 | 1.1 | (4.7%) | 3 | 13 |
| Manufacturing & Resources | 226 | 20 | 0.4 | 11.5 | 1 | 4 |
| Retail, CPG, TTH | 168 | 15 | 5.6 | 5.9 | 9 | 40 |
| Health, Life Sciences & Public Services | 65 | 6 | 3.8 | (5.0%) | 2 | 11 |
| Total | 1,153 | 100 | 2.0 | 5.2 | 22 | 100 |

Source: Company, Dolat Capital

Exhibit 8: Geography Trend

| Vertical | Amount (\$ mn) | Mix (%) | QoQ (%) | YoY (%) | Incremental Revenue (\$ mn) | % Contribution of Incremental Revenue |
|---------------|-------------------|---------|---------|---------|-----------------------------------|---------------------------------------|
| North America | 858 | 74 | 1.8 | 4.2 | 15 | 69 |
| Europe | 168 | 15 | 9.5 | 6.7 | 15 | 65 |
| ROW | 127 | 11 | (5.7%) | 10.2 | (8) | (35%) |
| Total | 1,153 | 100 | 2.0 | 5.2 | 22 | 100 |

Source: Company, Dolat Capital

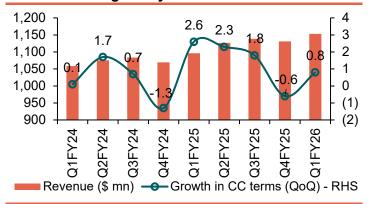
Valuation

For FY26, LTIM is expected to experience a steady year with an optimistic outlook from management. Although growth expectations have lowered in the absence of significant growth drivers. The company's recent deal wins, strong deal pipeline, and execution rigour will support this optimism, and we remain watchful of the performance. LTIM is well placed amongst the top Tier companies & accordingly, we value the stock at 29x on FY27E earnings of Rs. 196, largely retaining our estimates and TP of Rs. 5,700 per share. But based on recent price run-up, we revise our rating to 'Accumulate'.



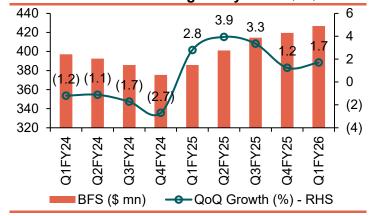
Story in Charts

Exhibit 9: Rev. grew by 0.8% QoQ in CC terms



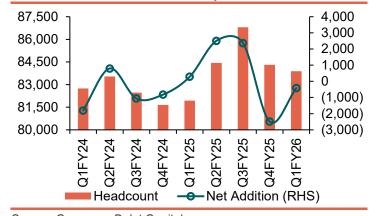
Source: Company, Dolat Capital

Exhibit 11: BFS Revenue grew by 1.7% QoQ



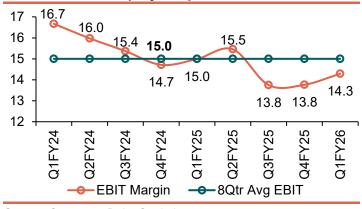
Source: Company, Dolat Capital

Exhibit 13: Headcount saw dip of 418 QoQ



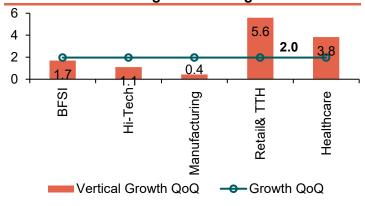
Source: Company, Dolat Capital

Exhibit 10: OPM up by 50bps on QoQ Basis



Source: Company, Dolat Capital

Exhibit 12: Retail led growth amongst verticals



Source: Company, Dolat Capital

Exhibit 14: Utilization improved by 230bps QoQ

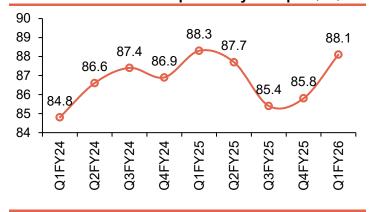




Exhibit 15: Operating Metrics

| CC growth $(0/)$ (0.0) | | Q2FY24 | Q3Y24 | Q4Y24 | Q1Y25 | Q2Y25 | | Q 11 1 2 0 | Q1FY26 |
|--------------------------------------|-------|--------|-------|--------|-------|-------|-------|------------|--------|
| CC growth (%) (QoQ) | 0.1 | 1.7 | 0.7 | (1.3) | 2.6 | 2.3 | 1.8 | (0.6) | 8.0 |
| CC growth (%) (YoY) | 8.1 | 4.4 | 3.1 | 1.2 | 3.7 | 4.4 | 5.5 | 6.3 | 4.4 |
| OPM (%) | 16.7 | 16.0 | 15.4 | 14.7 | 15.0 | 15.5 | 13.8 | 13.8 | 14.3 |
| Vertical Amount (\$ mn) | _ | | | | | | | _ | |
| BFSI | 397 | 393 | 386 | 375 | 386 | 401 | 414 | 420 | 427 |
| Hi-Tech, Media & Entertainment | 251 | 256 | 248 | 260 | 281 | 286 | 270 | 265 | 268 |
| Manufacturing & Resources | 183 | 193 | 220 | 199 | 203 | 204 | 220 | 225 | 226 |
| Retail, CPG, TTH | 160 | 165 | 159 | 161 | 159 | 163 | 163 | 159 | 168 |
| Health, Life Sc & Public Services | 68 | 70 | 70 | 74 | 68 | 72 | 72 | 62 | 65 |
| Vertical Growth (QoQ) | | | | | | | | | |
| BFSI | (1.2) | (1.1) | (1.7) | (2.7) | 2.8 | 3.9 | 3.3 | 1.2 | 1.7 |
| Hi-Tech, Media & Ent | 3.2 | 2.0 | (3.0) | 4.7 | 8.0 | 2.0 | (5.7) | (1.9) | 1.1 |
| Manufacturing & Resources | (1.0) | 5.1 | 14.3 | (9.6) | 2.0 | 0.6 | 7.8 | 2.4 | 0.4 |
| Retail, CPG, TTH | (1.8) | 2.9 | (3.2) | 1.4 | (1.6) | 2.8 | (0.3) | (2.1) | 5.6 |
| Health, Life Sc & Public Ser | 5.0 | 3.2 | 8.0 | 4.8 | (7.9) | 6.1 | (0.5) | (13.3) | 3.8 |
| Vertical EBIT Margin (%) | | | | | | | | | |
| BFSI | 17.4 | 17.2 | 17.0 | 15.6 | 15.8 | 16.4 | 14.9 | 16.2 | 16.7 |
| Hi-Tech, Media & Ent | 23.3 | 23.8 | 21.8 | 20.2 | 21.5 | 22.0 | 20.5 | 20.5 | 18.6 |
| Manufacturing & Resources | 17.6 | 15.2 | 13.5 | 15.6 | 15.6 | 15.0 | 13.6 | 13.5 | 14.9 |
| Retail, CPG, TTH | 18.8 | 19.6 | 18.5 | 18.1 | 17.7 | 18.8 | 17.9 | 17.4 | 19.8 |
| Health, Life Sc & Public Ser | 13.1 | 10.1 | 16.1 | 18.0 | 16.9 | 17.9 | 16.0 | 6.7 | 8.0 |
| Geography Amount (\$ mn) | | | | | | | | | |
| North America | 774 | 789 | 788 | 789 | 823 | 845 | 851 | 843 | 858 |
| Europe | 161 | 165 | 157 | 156 | 158 | 162 | 157 | 154 | 168 |
| RoW | 124 | 122 | 139 | 124 | 115 | 119 | 131 | 135 | 127 |
| Geography Growth (QoQ) | | | | | | | | | |
| North America | 1.8 | 2.0 | (0.2) | 0.2 | 4.3 | 2.6 | 0.7 | (0.9) | 1.8 |
| Europe | (1.2) | 2.3 | (4.5) | (0.6) | 1.1 | 2.8 | (3.1) | (2.1) | 9.5 |
| ROW | (7.8) | (1.9) | 14.1 | (10.6) | (7.2) | 3.8 | 9.7 | 2.8 | (5.7) |
| Effort Mix | _ | | | | | | | | |
| Onsite | 14.8 | 14.8 | 15.0 | 15.1 | 15.4 | 15.5 | 15.4 | 15.1 | 15.1 |
| Offshore | 85.2 | 85.2 | 85.0 | 84.9 | 84.6 | 84.5 | 84.6 | 84.9 | 84.9 |



Exhibit 16: Operating Metrics 2

| Exhibit 10. Operating i | | | | | | | | | |
|--------------------------|---------|--------|---------|--------|--------|--------|--------|---------|--------|
| Particulars | Q1FY24 | Q2FY24 | Q3FY24 | Q4FY24 | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 | Q1FY26 |
| Client Data | | | | | | | | | |
| Number of Active Clients | 723 | 737 | 739 | 738 | 748 | 742 | 742 | 741 | 741 |
| New Clients Added | 19 | 30 | 23 | 30 | 27 | 22 | 23 | 26 | 17 |
| 1 Million Dollar + | 388 | 391 | 388 | 394 | 390 | 392 | 401 | 410 | 404 |
| 5 Million Dollar + | 148 | 146 | 149 | 153 | 148 | 154 | 152 | 154 | 159 |
| 10 Million Dollar + | 88 | 90 | 89 | 91 | 87 | 88 | 90 | 89 | 90 |
| 20 Million Dollar + | 40 | 41 | 40 | 40 | 43 | 42 | 39 | 40 | 41 |
| 50 Million Dollar + | 13 | 14 | 12 | 13 | 12 | 12 | 13 | 14 | 14 |
| 100 Million Dollar + | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Client Amount (\$ mn) | | | | | | | | | |
| Top 5 clients | 283 | 288 | 298 | 303 | 316 | 320 | 318 | 313 | 315 |
| Top 6-10 clients | 78 | 81 | 85 | 77 | 76 | 74 | 75 | 75 | 81 |
| Top 11-20 clients | 114 | 117 | 115 | 111 | 115 | 122 | 125 | 507 | 513 |
| Non-Top 20 | 583 | 589 | 586 | 579 | 590 | 611 | 621 | 140 | 142 |
| Client Growth (QoQ) | | | | | | | | | |
| Top 5 clients | 5.2 | 2.0 | 3.4 | 1.6 | 4.3 | 1.3 | (0.7) | (1.4) | 0.5 |
| Top 6-10 clients | (1.2) | 3.0 | 4.8 | (8.9) | -1.8 | -1.7 | 1.1 | (0.7) | 8.2 |
| Top 11-20 clients | 2.2 | 2.3 | 2.3 | (1.3) | 3.2 | 1.9 | 0.4 | (5.2) | (0.9) |
| Non-Top 20 | (1.5) | 1.0 | (0.5) | (1.3) | 1.9 | 3.5 | 1.3 | (2.3) | 1.1 |
| Order Book | | | | | | | | | |
| TCV (\$mn) | 1,410 | 1,300 | 1,500 | 1,400 | 1,400 | 1,300 | 1680 | 1,600 | 1,630 |
| QoQ | 4.4 | (7.8) | 15.4 | (6.7) | 0.0 | (7.1) | 29.2 | (4.8) | 1.9 |
| YoY | 16.5 | 22.6 | 20.0 | 3.7 | (0.7) | 0.0 | 20 | 14.3 | 16.4 |
| TTM TCV (\$mn) | 5,070 | 5,310 | 5,560 | 5,610 | 5,600 | 5,600 | 5780 | 5,980 | 6,210 |
| QoQ | 4.1 | 4.7 | 4.7 | 0.9 | (0.2) | 0.0 | 3.2 | 3.5 | 3.8 |
| YoY | NA | NA | NA | 15.2 | 10.5 | 5.5 | 4.0 | 6.6 | 10.9 |
| Book-to-bill | 1.21 | 1.25 | 1.30 | 1.31 | 1.29 | 1.28 | 1.30 | 1.33 | 1.36 |
| Utilization | | | | | | | | | |
| Excluding Trainees | 84.8 | 86.6 | 87.4 | 86.9 | 88.3 | 87.7 | 85.4 | 85.8 | 88.1 |
| Attrition % (LTM) | 17.8 | 15.2 | 14.2 | 14.4 | 14.4 | 14.5 | 14.3 | 14.4 | 14.4 |
| Employees | | | | | | | | | |
| Development | 77,555 | 78,276 | 77,203 | 76,460 | 76,837 | 79,374 | 81,641 | 79,081 | 78,729 |
| Sales & Support | 5,183 | 5,256 | 5,268 | 5,190 | 5,097 | 5,064 | 5,159 | 5,226 | 5,160 |
| Total Headcount | 82,738 | 83,532 | 82,471 | 81,650 | 81,934 | 84,438 | 86,800 | 84,307 | 83,889 |
| Net Addition | (1,808) | 794 | (1,061) | (821) | 284 | 2,504 | 2,362 | (2,493) | (418) |
| 0 0 0.440 | | | | | | | | | |



Financial Performance

Profit and Loss Account

| (Rs Mn) | FY24A | FY25A | FY26E | FY27E |
|--|----------|----------|----------|----------------|
| Revenue | 3,55,170 | 3,80,081 | 4,05,798 | 4,40,472 |
| Total Expense | 2,91,296 | 3,15,132 | 3,34,671 | 3,61,162 |
| COGS | 2,46,214 | 2,68,217 | 2,85,375 | 3,07,987 |
| Employees Cost | 0 | 0 | 0 | 0 |
| Other expenses | 45,082 | 46,915 | 49,296 | 53,175 |
| EBIDTA | 63,874 | 64,949 | 71,127 | 79,309 |
| Depreciation | 8,189 | 9,915 | 10,114 | 11,012 |
| EBIT | 55,685 | 55,034 | 61,014 | 68,298 |
| Interest | 2,217 | 2,789 | 2,926 | 3,006 |
| Other Income | 7,019 | 9,897 | 12,090 | 13,437 |
| Exc. / E.O. items | 0 | 0 | 0 | 0 |
| EBT | 60,487 | 62,142 | 70,177 | 78,729 |
| Tax | 14,641 | 16,122 | 18,474 | 20,470 |
| Minority Interest | 25 | 33 | 7 | 0 |
| Profit/Loss share of associates | 0 | 0 | 0 | 0 |
| RPAT | 45,821 | 45,987 | 51,696 | 58,259 |
| Adjustments | 0 | 0 | 0 | 0 |
| APAT | 45,821 | 45,987 | 51,696 | 58,259 |
| | | | | |
| Balance Sheet | | T)/0 T 4 | | |
| (Rs Mn) | FY24A | FY25A | FY26E | FY27E |
| Sources of Funds | | | | |
| Equity Capital | 296 | 296 | 296 | 296 |
| Minority Interest | 92 | 132 | 139 | 139 |
| Reserves & Surplus | 1,99,876 | 2,26,687 | 2,56,137 | 2,89,184 |
| Net Worth | 2,00,172 | 2,26,983 | 2,56,433 | 2,89,480 |
| Total Debt | 407 | 23 | 23 | 22 |
| Net Deferred Tax Liability | (2,063) | (1,901) | (1,951) | (2,051) |
| Total Capital Employed | 1,98,608 | 2,25,237 | 2,54,644 | 2,87,590 |
| Applications of Funds | | | | |
| Net Block | 48,333 | 52,663 | 54,774 | 54,127 |
| CWIP | 4,669 | 5,818 | 5,918 | 5,993 |
| Investments | 97,462 | 1,13,705 | 1,17,415 | 1,21,620 |
| Current Assets, Loans & Advances | 1,22,916 | 1,31,894 | 1,58,164 | 1,90,668 |
| Current Investments | 0 | 0 | 0 | 0 |
| Inventories | 30 | 28 | 28 | 27 |
| Receivables | 57,060 | 58,676 | 63,371 | 68,786 |
| Cash and Bank Balances | 18,200 | 20,623 | 40,851 | 65,778 |
| Loans and Advances | 0 | 0 | 0 | 00,1.0 |
| Other Current Assets | 47,626 | 52,567 | 53,914 | 56,077 |
| | 11,020 | 02,001 | 00,011 | 00,011 |
| Less: Current Liabilities & Provisions | 74,772 | 78,843 | 81,627 | 84,819 |
| Payables | 14,939 | 15,499 | 16,490 | 17,797 |
| Other Current Liabilities | 59,833 | 63,344 | 65,136 | 67,022 |
| sub total | , | , | , | - : , \ |
| Net Current Assets | 48,144 | 53,051 | 76,537 | 1,05,850 |
| Total Assets | 1,98,608 | 2,25,237 | 2,54,644 | 2,87,590 |
| F – Estimates | .,55,555 | _,_0,_0, | _,, | _,51,550 |

E – Estimates



| Particulars | FY24A | FY25A | FY26E | FY27E |
|------------------------------------|-----------|-----------|-----------|-----------|
| (A) Margins (%) | | | | |
| Gross Profit Margin | 30.7 | 29.4 | 29.7 | 30.1 |
| EBIDTA Margin | 18.0 | 17.1 | 17.5 | 18.0 |
| EBIT Margin | 15.7 | 14.5 | 15.0 | 15.5 |
| Tax rate | 24.2 | 25.9 | 26.3 | 26.0 |
| Net Profit Margin | 12.9 | 12.1 | 12.7 | 13.2 |
| (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 | 12.1 | 12.1 |
| C) Measure of Financial Status | | | | |
| Gross Debt / Equity | 0.0 | 0.0 | 0.0 | 0.0 |
| nterest Coverage | 25.1 | 19.7 | 20.9 | 22.7 |
| nventory days | 0 | 0 | 0 | (|
| Debtors days | 59 | 56 | 57 | 57 |
| Average Cost of Debt | 10.9 | 12.8 | 13.2 | 13.3 |
| Payable days | 15 | 15 | 15 | 15 |
| Working Capital days | 31 | 31 | 32 | 33 |
| FA T/O | 7.3 | 7.2 | 7.4 | 8. |
| D) Measures of Investment | | | | |
| AEPS (Rs) | 154.4 | 155.0 | 174.3 | 196.4 |
| CEPS (Rs) | 182.0 | 188.4 | 208.4 | 233.5 |
| 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 | 864.5 | 975.9 |
| RoANW (%) | 25.0 | 21.5 | 21.4 | 21.3 |
| RoACE (%) | 26.5 | 23.0 | 22.8 | 22.6 |
| RoAIC (%) | 34.7 | 28.6 | 29.2 | 31.4 |
| E) Valuation Ratios | | | | |
| CMP (Rs) | 5195 | 5195 | 5195 | 519 |
| Mcap (Rs Mn) | 15,37,735 | 15,37,735 | 15,37,735 | 15,37,73 |
| EV | 15,19,942 | 15,17,135 | 14,96,907 | 14,71,979 |
| MCap/ Sales | 4.3 | 4.0 | 3.8 | 3.5 |
| EV/Sales | 4.3 | 4.0 | 3.7 | 3.3 |
| P/E | 33.6 | 33.5 | 29.8 | 26.4 |
| EV/EBITDA | 23.8 | 23.4 | 21.0 | 18.6 |
| P/BV | 7.7 | 6.8 | 6.0 | 5.3 |
| Dividend Yield (%) | 1.3 | 1.3 | 1.4 | 1.6 |
| F) Growth Rate (%) | | | | |
| Revenue | 7.0 | 7.0 | 6.8 | 8.8 |
| EBITDA | 4.6 | 1.7 | 9.5 | 11.5 |
| EBIT | 3.4 | (1.2) | 10.9 | 11.9 |
| PBT | 4.4 | 2.7 | 12.9 | 12.2 |
| APAT | 3.9 | 0.4 | 12.4 | 12.7 |
| | | | | |



| Cash Flow | | | | |
|--|----------|----------|----------|----------|
| Particulars | FY24A | FY25A | FY26E | FY27E |
| Profit before tax | 45,846 | 46,020 | 70,177 | 78,729 |
| Depreciation & w.o. | 8,189 | 9,915 | 10,114 | 11,012 |
| Net Interest Exp | (797) | (632) | (9,164) | (10,431) |
| Direct taxes paid | (1,066) | (252) | (18,474) | (20,470) |
| Change in Working Capital | 5,975 | (4,803) | (3,563) | (4,747) |
| Non Cash | (1,452) | (4,790) | 0 | 0 |
| (A) CF from Operating Activities | 56,695 | 45,458 | 49,090 | 54,092 |
| Capex {(Inc.)/ Dec. in Fixed Assets n WIP} | (8,389) | (9,411) | (12,400) | (10,540) |
| Free Cash Flow | 48,365 | 36,122 | 36,690 | 43,552 |
| (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) | 9,164 | 10,431 |
| Dividend Paid (Incl. Tax) | (17,753) | (19,246) | (22,246) | (25,213) |
| Other | (2,478) | (3,083) | 0 | 0 |
| (C) CF from Financing | (22,688) | (25,744) | (12,762) | (14,425) |
| Net Change in Cash | (5,177) | 2,423 | 20,228 | 24,927 |
| Opening Cash balances | 23,377 | 18,200 | 20,623 | 40,851 |
| Closing Cash balances | 18,263 | 20,623 | 40,851 | 65,778 |
| · · | | | | |

E – Estimates

| Notes |
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Stock Info and Rating History

Price Performance

| Particulars | 1M | 3M | 12M |
|------------------|-----|----|-----|
| Absolute (%) | (6) | 24 | (7) |
| Rel to NIFTY (%) | (7) | 19 | (9) |

Shareholding Pattern

| Particulars | Dec'24 | Mar'25 | Jun'25 |
|-----------------|--------|--------|--------|
| Promoters | 68.6 | 68.6 | 68.6 |
| MF/Banks/FIs | 14.9 | 15.5 | 15.5 |
| FIIs | 7.5 | 7.0 | 7.0 |
| Public / Others | 9.1 | 8.9 | 8.9 |



| Month | Rating | TP (Rs.) | Price (Rs.) |
|--------|------------|----------|-------------|
| Oct-24 | Reduce | 6,350 | 6,394 |
| Jan-25 | Accumulate | 6,780 | 5,979 |
| Apr-25 | BUY | 5,690 | 4,537 |
| | | | |

*Price as on recommendation date

| Notes | |
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Dolat Rating Matrix

Total Return Expectation (12 Months)

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

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