

24 January 2025



COFORGE

On the journey to becoming a Tier-1

- 3QFY25 was blockbuster quarter 8.4% growth QoQ in CC terms (our estimate-2.8%. Belied seasonality)
- Our math indicates ~15% organic growth for FY25 compared to ~10% hinted at 9 months back. Would still fall short of Persistent on this
- Retain sell rating on valuation despite increasing EPS and Target PE multiple

Robust revenue growth and margin outperformance: It was up 8.4% QoQ in CC terms (our estimate - 2.8%) with revenue growth being broad based across geography, industry verticals, and service lines. The revenue run rate grew 60% in under two years, from US\$1bn to US\$1.6bn. EBITDA margin for 3Q was 17.8%, up 122bps sequentially, beating our estimate of 17.3%.

Strong order book and deal momentum: Four large deals were closed in 3Q, including one within the Cigniti client portfolio. The 12-month signed order book reached US\$1.37bn, up 40.1% YoY. Order intake for 3Q was US\$501mn, marking the second consecutive quarter over US\$500mn. The deal pipeline remains strong, with larger deals driven by legacy modernization and AI-based solutions.

Positive Commentary on Demand Environment: Travel: The sector shows resilience despite inflationary pressures, driven by strong growth in travel tech, loyalty platforms, legacy modernization, and airline network expansion. Airports are transforming into digital hubs. **BFS**: Demand continues to be strong across key areas, particularly operational resilience and regulatory compliance, supporting sector stability. Same is seen across **Government** vertical too. **Insurance**: Expected to see sustained demand in the coming year, driven by the ongoing transformation of the SMB market.

Retain sell: We have upgraded the EPS and Target PE multiple on better-thanexpected execution. We think Coforge is addressing a broader market postacquisition of Cigniti as it gets in healthcare, retail, Hi-Tech and Manufacturing. That is the positive we see in Coforge versus Persistent systems. However, executing better on organic growth and on ROIC. The cross-sell opportunities are immense. The larger deals in BFS it is getting is probably at the expense of incumbents. As it attains US\$2bn in size it might get invited to more deals. Girish Pai research@bobcaps.in

IT Services

Key changes

	Target	Rating
		<►
Ticke	er/Price	COFORGE IN/Rs 9,196
Mark	et cap	US\$ 7.1bn
Free	float	99%
3M A	DV	US\$ 46.6mn
52wk	high/low	Rs 10,027/Rs 4,287
Prom	noter/FPI/DII	0%/43%/48%

Source: NSE | Price as of 23 Jan 2025

Key financials

Y/E 31 Mar	FY24A	FY25E	FY26E
Total revenue (Rs mn)	91,790	1,23,319	1,54,968
EBITDA (Rs mn)	14,960	18,601	26,530
Adj. net profit (Rs mn)	8,084	8,420	14,854
Adj. EPS (Rs)	131.4	127.1	214.4
Consensus EPS (Rs)	131.4	151.0	204.4
Adj. ROAE (%)	24.1	17.0	22.5
Adj. P/E (x)	70.0	72.3	42.9
EV/EBITDA (x)	40.9	33.0	23.0
Adj. EPS growth (%)	15.5	(3.2)	68.6
Source: Company, Bloomberg, BOBC	APS Researcl	ı	

Stock performance



Source: NSE





Key points from the results and the analyst call

- 3Q was exceptionally strong, with revenue at US\$397.1mn, much higher than our estimate, representing QoQ CC revenue growth was 8.4% and YoY CC revenue growth was 40.3%. We were anticipating a CC QoQ revenue growth of 2.8%.
- Revenue growth was well-balanced across geographical units, industry verticals, and service lines. Revenue run rate has grown almost 60% in less than two years, from US\$1bn to approximately US\$1.6bn
- Cigniti business grew 3.5% CC sequentially, while non-Cigniti business grew 9.4% CC sequentially.
- Consolidated adjusted EBITDA margin for the quarter was 17.8%, up 122 bps sequentially. It was better than our estimate of 17.3%
- The quarter faced headwinds due to furloughs, impacting EBITDA margin by approximately 50 bps
- ESOP cost for the quarter was 2.1% of revenue, up 130 bps from the previous quarter, in line with guidance. This increase was due to new ESOP grants made toward the end of 2QFY25. ESOP costs are expected to marginally decrease over the next two quarters and stabilize at 100 bps of revenue from 3QFY26, providing a tailwind to EBITDA margins in FY26
- Cigniti's EBITDA margin improved by 600 bps to 17.3% from around 11% three quarters ago.
- Despite amortization of intangibles from the Cigniti acquisition, EBIT margin stood at 11.8% for the quarter. We were expecting an EBIT margin of 11.3%
- The 12-month signed order book stands at US\$1.37bn, up 40.1% YoY. The base quarter only had standalone Coforge
- The firm's order intake was US\$501mn in 3Q, marking the second consecutive quarter with over US\$500mn in order intake.
- Cigniti business was fully integrated in 2Q, with its EBITDA margin rising by more than 600 bps to 17.3% from around 11% three quarters ago.
- BFS grew 20.4% YoY, insurance grew 20.3% YoY, travel grew 43.4% YoY and government outside India grew 48% YoY, other emerging verticals grew 88.2% YoY
- The Americas grew 9.2% QoQ and EMEA grew 8.9% QoQ
- Top 5 accounts grew 13.5% QoQ and 22.5% YoY, while Top 10 accounts grew 14.4% QoQ and 23.1% YoY. These top clients come from Coforge's non-Cigniti portfolio. The growth is attributed to key account program management, which ensures a focused approach to managing relationships with major clients
- Utilization stood at 81%, which includes 2.5%-3% accounted for by trainees, meaning the utilization for laterals is around 84%. The company believes maintaining utilization around 83%-84% is sustainable



- The company has created a new offering to reverse engineer legacy mainframe applications using GenAI, offering 25% to 30% time and cost savings for large modernization programs
- The overall demand environment is showing a gradual improvement across all sectors.
 - In the travel sector, there is impressive resilience and growth despite ongoing inflationary pressures. Coforge is seeing strong growth in the travel vertical, which is rebounding after a softer year previously. The growth is primarily driven by demand in the travel tech space, such as platforms focused on loyalty, legacy modernization, and network expansion by airlines. In addition, airports are increasingly reinventing themselves as digital hubs or digital malls. The travel sector has shown resilience despite inflationary pressures, and IATA forecasts a 7% growth in revenue passenger kilometers for the next year.
 - In BFS, demand continues across multiple micro areas, particularly operational resilience and regulatory compliance.
 - On the insurance vertical, despite the California fires, the outlook remains positive. The SMB market in insurance is undergoing a transformation, with increasing demand for partners with domain industry platform experience. The firm remains optimistic about the insurance vertical's performance in the upcoming year
 - Positive demand trends are observed in government sector as well
- The company said that the deal pipeline is shaping up well, with a significant point being that large deals they are pursuing are disproportionately larger than those in the past. This growth is fuelled by legacy modernization efforts that are increasingly Al-infused and by functional expertise in key areas
- The large deal signed by Cigniti involved a limited amount of cross-selling of existing Coforge services. The cross-sell pipeline typically takes about three quarters to settle, and cross-sell synergies are expected to start reflecting in 4QFY25 or 1QFY26 revenue data for Cigniti going forward.
- As Coforge grows from US\$2bn to US\$3bn in revenue, the firm expects to sustain its advantages in winning deals and challenging incumbents. Three primary factors are driving the growth:
 - Maturing partnerships with core enterprise players like ServiceNow, Microsoft, Salesforce, Pega, and Duck Creek.
 - Investments in capabilities such as the Quasar AI platform, which are beginning to yield results and accelerate revenue growth.
 - Deep functional expertise, which is becoming more valuable in an AI-infused environment, especially in working with hyperscalers and AI platform players.
- Regarding deal wins, the firm expects the strong pipeline to continue, and there is confidence in maintaining or accelerating the deal win run rate moving forward.



- Coforge does not see GenAl as deflationary but sees it as a significant enabler of business growth
- The ESOP cost will gradually reduce:
 - A reduction of about 20-25 bps in 4QFY25 due to the vesting in January.
 - o A further reduction of 20-25 bps in 1QFY26 due to additional vesting in April
 - By 1QFY26, the cost will stabilize at around 1.5%, and by 3QFY26, it is expected to come down to around 1% of revenue, which will positively impact EBITDA and EBIT margins. EBIT margins are expected to improve from 11.8% currently to approximately 13.5% by 3QFY26 due to these factors
- 50 bps impact from furloughs in the current quarter was observed in both Banking and Insurance sectors. This is typically due to mandatory furloughs that occur towards the end of the December quarter. The impact from furloughs is expected to be reversed in the next quarter, which should lead to a tailwind on both revenues and margins, particularly in the Banking and Insurance verticals.
- Headcount stood at 33,094, with a net addition of 611 employees QoQ
- TTM Attrition was at 11.9%
- The Board of Directors approved the scheme of amalgamation of Cigniti with Coforge, subject to regulatory approvals. Under the proposed scheme, one equity share of Coforge (INR10 each fully paid) will be issued for every five equity shares of Cigniti (INR10 each fully paid). The merger is expected to be effective from April 1st, 2025, and the process will take approximately 12 months after approval. The outstanding equity of Coforge is expected to expand from 66.86mn share to 69.34mn shares.

Acquisition

- Coforge has entered into an agreement to buy out Xceltrait Inc which is a specialist in the implementation of ServiceNow's Financial Services Operations (FSO) and Customer Service Management (CSM) modules and brings deep expertise in the P&C insurance industry. With the consummation of the Proposed Transaction, the group will be able to leverage the abovementioned capabilities and expand across various Coforge accounts.
- The Target Company was incorporated on 03rd May is majorly operating in the USA. The revenue of the company for CY21, CY22 and CY23 is was US\$3.7 Mn, US \$ 4.5 Mn and US\$ 5.8Mn, respectively.
- The Proposed Transaction involves acquisition of 100% stake of the Target Company by Coforge Inc., with the aggregate purchase consideration of approximately US\$17.85mn, subject to completion of certain conditions precedents and further adjustments, in accordance with the Stock Purchase Agreement. The total consideration includes an initial payout of approximately US\$7mn and further earnout amount not exceeding US\$10.85mn payable to the stockholders of the Target Company in two tranches based on the achievement/performance of certain revenue and EBITDA targets of FY 26 & FY 27.



 The Proposed Transaction is expected to be completed by February 28, 2025 (or such other date as may have been agreed by Coforge Inc. and the Target Company)

View on the Indian IT services sector: We reinitiated coverage on the Indian IT Services with UW stance through a report on 1 January, 2025 (Slow is the (new/old) normal).

Current valuations are disconnected with fundamentals. Since 1 June 2024, Nifty IT has outperformed Nifty significantly. However, consensus earnings for FY25 and FY26 have not moved much during this period. It has been an entirely PE expansion story. Tier-1 and Tier-2 Indian IT services stocks are trading at +1 SD and +2 SD above their five-year means respectively. The PE premium of Tier-2 to Tier-1 is at its historic peak.

Current high PE multiples imply sharp growth pickup in FY25-FY27E. We think it will be slower. We do not believe structurally Indian IT services industry will see the pandemic's 'compressed transformation' type of demand in the foreseeable future. We believe the industry's structural USD organic revenue growth from here on will be lower than the ~7% CAGR – seen during FY15-FY20.

10-year study of valuations and earnings growth indicates that Indian IT stocks are currently trading at +2.1 SD to +18.3 SD higher valuations compared to the mean multiples during the FY15-FY20 period. Yes, we would admit that certain companies have undergone a structural change for the better, but not to the extent that the bulls assume and not all of them.

Multiple speed breakers post FY25 drives our underweight stance

- Trump policies raise uncertainty. The tariffs, the conditional tax breaks, the immigration push back, DOGE, etc all point to uncertainty in the coming days which may delay decision making.
- Higher for longer interest rate environment: One of reasons for optimism around the Indian IT service sector in recent quarters has been the view that US would achieve a soft landing in 2025 (which we define as 0.5- 1.5% real GDP growth) and that Fed Funds rate would be gradually lowered from the recent peak of 5.25-5.5%, driven by lower inflation. This, the market felt, was the apt environment for a broader pick up in discretionary spending beyond that of North American BFSI sector, especially after two muted years when the constant refrain from vendors for the weak growth was of 'macro uncertainty'. However, recent inflation prints, stronger GDP growth, and a higher fiscal deficit have raised concerns. With US 10year yields rising to 4.7% from a September 2024 low of 3.6%, there are fears that sustained high interest rates could reduce IT outsourcing demand, particularly in sectors like BFSI and Telecom, and dampen US consumption in areas like housing, autos and retail.
- Covid-induced pull forward of demand requires a multi-year unwind. We think there
 were excesses during the compressed transformation phase which are yet to be
 fully unwound.



- Gen AI value compressive in the near term: Gen AI has significantly boosted revenue in semiconductors, data centers, and hyper scalers, but IT services have seen limited benefits. ROI remains a top concern arise due to heavy investment in surrounding services
- Massive hyper scaler AI capex should accentuate re-alignment in IT spend: Software players, including hyperscalers, are increasing capex on AI-related data centers. This will drive higher pricing, forcing enterprises to allocate more IT spend to cloud/SaaS
- Indian Tier-1 companies now face higher competition from Accenture, Tier-2 players, and Cognizant, likely slowing their growth compared to FY15-FY20. This is besides the fact that by FY25, Tier-1 revenue will reach \$85bn, double that in FY15. Due to the higher base now, growth may not be as rapid as it was when the base was lower
- The weak TCV for certain players in 1HFY25 and lack of any mega deal announcements in recent quarters points to a brewing growth problem for FY26

How we are valuing companies: We are using PE methodology and using TCS as our industry benchmark. The target PE multiple used for TCS is 24.6x (which is the average PE multiple of TCS over the last 5 years less 1SD). This is by no means pessimistic. 24.6x is higher than the 23.6x multiple which was the mean multiple of the FY15-FY20 time frame when revenue growth was ~150bps faster. During the Global Financial Crisis (GFC) downturn, the stock traded in the single digit PE multiple territory. We are using a 1SD discount to the five-year PE as we believe that industry and TCS will see a 'slower for longer' growth situation.

Why use a PE multiple that is 1SD lower than 5-year mean of TCS:

Through our choice of the benchmark Target PE multiple, we seek to capture the probability of downside risks to consensus growth expectations for FY26/FY27.

While the strong consensus estimates seem to imply a soft-landing macro scenario in the US, the higher probability event is a 'no landing, higher-for-longer interest rate' scenario which we believe has a 50-60% probability. The probability of a recession is also not insignificant (20% based on Bloomberg estimates).

Some of the speed breakers are industry/technology related, and some are related to the macro and policy environment especially in the US which is the key market for Indian IT services firms. Besides the US, we believe the European market macro looks quite bad (Europe – including UK – forms about 30-40% of revenue for Indian IT services firms) and corporate IT spending would be muted

Tier- 2 valuation reflects growth gap between it and Tier-1:

The Tier-2 set have been taking away market share from the Tier-1 set due to better execution and due to their smaller size. And unlike in the past cycles, they have performed better than the Tier-1 largely due to better management teams.



However, the current PE premium to the Tier-1s is excessive as we believe that to deliver on the high consensus revenue growth expectations, they may be taking on more cost take out projects which are likely to impact their margins adversely.

Fig 1 – Quarterly results: Comparison of actuals with estimates

Y/E March (Rs mn)	3QFY24	2QFY25	3QFY25	YoY (%)	QoQ (%)	3QFY25E	Dev (%)
Net Sales (USD mn)	282.0	369.4	397.1	40.8	7.5	375.4	5.8
Net Sales	23,233	30,623	33,182	42.8	8.4	31,685	4.7
Direct Cost	15,609	20,701	22,166	42.0	7.1	20,703	7.1
Gross Profit	7,624	9,922	11,016	44.5	11.0	10,983	0.3
% of Sales	32.8	32.4	33.2			34.7	
SG&A	3,508	4,859	5,126	46.1	5.5	5,494	(6.7)
% of Sales	15.1	15.9	15.4			17.3	
EBITDA	4,116	5,063	5,890	43.1	16.3	5,488	7.3
EBITDA Margin (%)	17.7	16.5	17.8			17.3	
Depreciation	811	1,243	1,268	56.4	2.0	1,286	(1.4)
Cost of ESOPs	104	222	700	573.1	215.3	634	10.5
ESOP Cost (%age of sales)	0.45	0.72	2.11			2.00	
EBIT	3,201	3,598	3,922	22.5	9.0	3,568	9.9
EBIT Margin (%age of sales)	13.8	11.7	11.8			11.3	
Other Income	(257)	(173)	(327)			125	(362.5)
Acquisition Related Expenses	-	201	162			-	
Exceptional Items	-	89	-			-	
Profit Before Tax	2,944	3,135	3,433	16.6	9.5	3,693	(7.0)
Provision for Taxation - Current & Deferred	516	799	874	69.4	9.4	739	18.3
Effective Tax Rate	17.5	25.5	25.5			20.0	
Net Profit	2,428	2,336	2,559	5.4	9.5	2,954	(13.4)
Minority Share of Net Profit	48	314	404			314	
PAT attributable to equity shareholders after Minority Interest	2,380	2,022	2,155	(9.5)	6.6	2,640	(18.4)
NPM (%)	10.2	6.6	6.5			8.3	

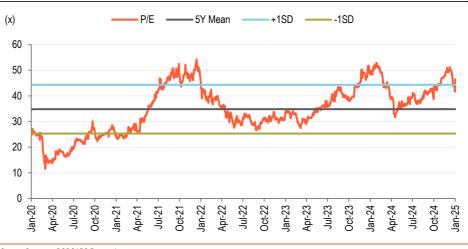
Source: Company, BOBCAPS Research

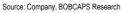
Fig 2 – Revised Estimates

		New			Old		(Change (%)	
	FY25E	FY26E	FY27E	FY25E	FY26E	FY27E	FY25E	FY26E	FY27E
INR/USD	84.4	87.3	89.3	84.1	85.4	86.6	0.4	2.1	3.1
USD Revenue (USD mn)	1,471	1,776	2,042	1,425	1,656	1,866	3.2	7.2	9.4
USD Revenue Growth (%)	31.5	20.7	15.0	27.4	16.2	12.7			
Revenue (Rsmn)	1,23,319	1,54,968	1,82,278	1,19,270	1,41,477	1,61,670	3.4	9.5	12.7
EBIT (Rsmn)	15,235	20,870	25,398	14,920	19,018	22,275	2.1	9.7	14.0
EBIT Margin (%)	12.4	13.5	13.9	12.5	13.4	13.8			
PAT (Rsmn)	8,420	14,854	18,146	9,558	14,711	17,049	(11.9)	1.0	6.4
EPS (Rs)	127.1	214.4	261.9	139.7	209.9	243.2	(9.0)	2.1	7.7











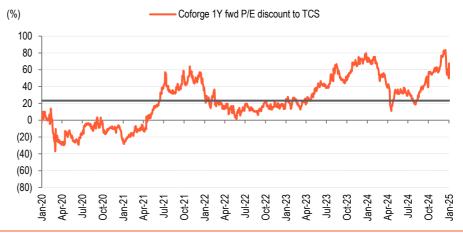




Fig 5 – P&L at a glance

(Y/E March)	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25E	FY26E	FY27E
Average INR/USD	54.3	60.5	61.2	64.4	67.0	64.5	70.2	70.5	74.2	74.2	80.0	82.8	84.4	87.3	89.3
Net sales (US\$ mn)	373	381	388	416	417	464	523	593	628	867	1,002	1,119	1,471	1,776	2,042
-Growth (%)		2.3	1.8	7.3	0.2	11.2	12.8	13.4	5.8	38.0	15.6	11.7	31.5	20.7	15.0
Net Sales	20,213	23,050	23,724	26,824	27,958	29,914	36,762	41,839	46,628	64,320	80,146	91,790	1,23,319	1,54,968	1,82,278
-Growth (%)	28.2	14.0	2.9	13.1	4.2	7.0	22.9	13.8	11.4	37.9	24.6	14.5	34.3	25.7	17.6
Direct cost	13,159	15,167	15,655	16,896	17,815	19,179	23,907	27,528	31,693	43,736	54,059	61,948	82,686	1,03,775	1,23,090
Gross Profit	7,054	7,883	8,069	9,928	10,143	10,735	12,855	14,311	14,935	20,584	26,087	29,842	40,633	51,193	59,187
Gross Margin	34.9	34.2	34.0	37.0	36.3	35.9	35.0	34.2	32.0	32.0	32.5	32.5	32.9	33.0	32.5
SGA Expenses	3,759	4,368	4,613	5,195	5,284	5,723	6,402	7,096	6,544	8,527	11,438	13,725	18,920	22,772	25,654
% of sales	18.6	19.0	19.4	19.4	18.9	19.1	17.4	17.0	14.0	13.3	14.3	15.0	15.3	14.7	14.1
Acquisition Related Expenses	-	-	-	-	-	-	-	-	46	269	9	96	1,316	-	-
Cost of ESOPs	-	-	-	-	-	-	-	17	481	633	587	1,061	1,796	1,890	1,573
EBITDA	3,295	3,515	3,456	4,733	4,859	5,012	6,453	7,198	7,864	11,155	14,053	14,960	18,601	26,530	31,960
% of sales	16.3	15.2	14.6	17.6	17.4	16.8	17.6	17.2	16.9	17.3	17.5	16.3	15.1	17.1	17.5
Depreciation & Amortisation	567	619	916	1,101	1,150	1,273	1,248	1,730	1,836	2,272	2,585	3,186	4,683	5,660	6,562
% of sales	2.8	2.7	3.9	4.1	4.1	4.3	3.4	4.1	3.9	3.5	3.2	3.5	3.8	3.7	3.6
EBIT	2,728	2,896	2,540	3,632	3,709	3,739	5,205	5,468	6,028	8,883	11,468	11,774	13,919	20,870	25,398
% of sales	13.5	12.6	10.7	13.5	13.3	12.5	14.2	13.1	12.9	13.8	14.3	12.8	11.3	13.5	13.9
Other income (net)	207	288	18	183	187	298	476	558	113	(266)	(630)	(1,156)	(767)	802	605
Exceptional Items	-	-	800	13	221	-	56	71	180	-	1,326	165	89	-	-
PBT	2,935	3,184	1,758	3,802	3,675	4,037	5,625	5,955	5,961	8,617	9,512	10,453	13,062	21,672	26,003
-PBT margin (%)	14.5	13.8	7.4	14.2	13.1	13.5	15.3	14.2	12.8	13.4	11.9	11.4	10.6	14.0	14.3
Provision for tax	750	803	540	831	820	950	1,404	1,278	1,302	1,468	2,061	2,093	3,459	5,201	6,241
Effective tax rate (%)	25.6	25.2	30.7	21.9	22.3	23.5	25.0	21.5	21.8	17.0	21.7	20.0	26.5	24.0	24.0
Net profit	2,185	2,381	1,218	2,971	2,855	3,087	4,221	4,677	4,659	7,149	7,451	8,360	9,603	16,470	19,762
Minority Interest & share of profit/(loss) of associate	52	76	79	170	220	285	188	236	104	530	513	276	1,183	1,616	1,616
Net reported profit	2,133	2,305	1,139	2,801	2,635	2,802	4,033	4,441	4,555	6,619	6,938	8,084	8,420	14,854	18,146
-Growth (%)	8.2	8.1	(50.6)	145.9	(5.9)	6.3	43.9	10.1	2.6	45.3	4.8	16.5	4.2	76.4	22.2
-Net profit margin (%)	10.6	10.0	4.8	10.4	9.4	9.4	11.0	10.6	9.8	10.3	8.7	8.8	6.8	9.6	10.0



Fig 6 – Gross Margin and EBIT Margin

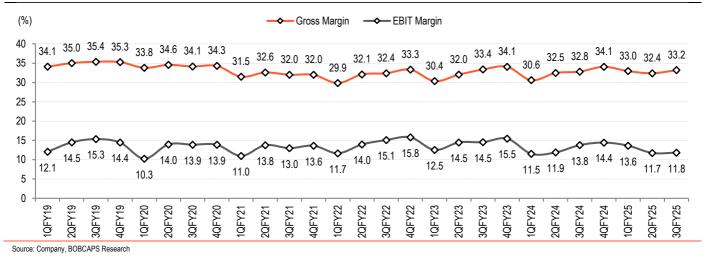


Fig 7 – Offshore contribution to revenue



Source: Company, BOBCAPS Research



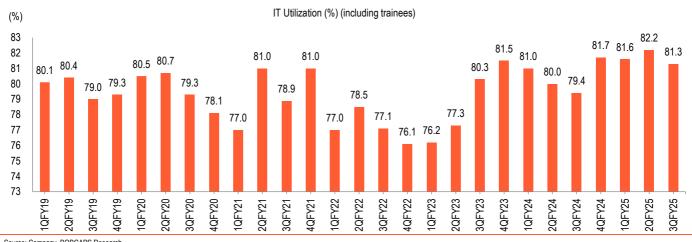
Fig 8 – Total No. of Employees



Fig 9 – SGA as % of sales



Fig 10 – IT Utilization



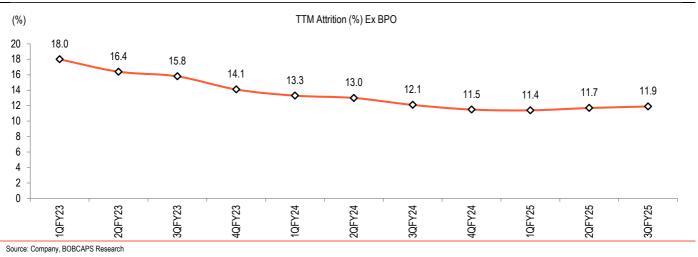
Source: Company, BOBCAPS Research







Fig 12 – Attrition trend





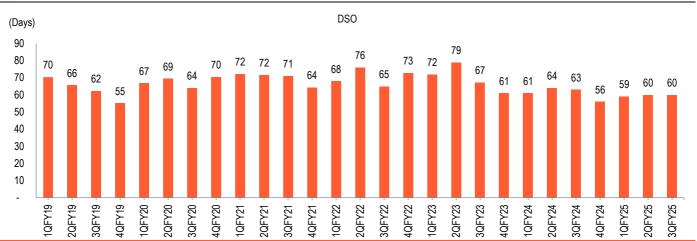




Fig 14 – Quarterly Snapshot

Year to 31 March	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25	3QFY25
Rs mn											663.64
INR/USD	76.5	79.3	81.9	82.4	82.2	82.7	83.3	83.1	83.4	83.8	84.4
USD Revenue (USD mn)	239	247	252	264	272	278	282	287	291	369	397
INR Revenue	18,294	19,594	20,558	21,700	22,210	22,762	23,233	23,585	24,008	30,623	33,182
Gross margin	5,555	6,278	6,860	7,394	6,796	7,388	7,624	8,034	7,911	9,922	11,016
SGA	2,543	2,682	3,063	3,150	3,264	3,392	3,508	3,561	3,625	4,859	5,126
ESOP Cost	90	147	182	168	216	519	104	222	199	222	700
EBITDA	2,922	3,449	3,615	4,076	3,316	3,477	4,012	4,251	4,087	4,841	5,190
Depreciation and Amortisation	630	614	624	717	757	772	811	846	815	1,243	1,268
EBIT	2,292	2,835	2,991	3,359	2,559	2,705	3,201	3,405	3,272	3,598	3,922
Other income	(76)	(150)	83	(487)	(152)	(295)	(257)	(452)	(272)	(173)	(327)
PBT	2,212	2,680	3,074	1,546	2,242	2,410	2,944	2,857	2,047	3,135	3,433
Tax	493	474	715	379	485	528	516	564	654	799	874
PAT	1,497	2,011	2,282	1,148	1,653	1,813	2,380	2,238	1,332	2,022	2,155
EPS Adjusted (Rs)	24.6	33.0	37.4	18.8	27.0	29.6	38.6	36.2	20.9	30.3	32.3
YoY Growth (%)											
USD Revenue	19.6	16.2	13.7	13.8	13.9	12.6	12.0	8.5	7.2	32.8	40.8
INR Revenue	25.2	24.9	24.0	24.5	21.4	16.2	13.0	8.7	8.1	34.5	42.8
Gross profit	27.2	24.6	27.7	27.3	22.3	17.7	11.1	8.7	16.4	34.3	44.5
EBIT	34.4	29.5	19.5	21.9	11.6	(4.6)	7.0	1.4	27.9	33.0	22.5
Net Profit	21.0	37.0	24.2	(44.7)	10.4	(9.8)	4.3	94.9	(19.4)	11.5	(9.5)
QoQ growth (%)											
USD Revenue	2.7	3.4	1.9	5.05	2.80	2.32	1.40	1.70	1.60	26.77	7.5
INR Revenue	5.0	7.1	4.9	5.6	2.4	2.5	2.1	1.5	1.8	27.6	8.4
EBIT	(16.8)	23.7	5.5	12.3	(23.8)	5.7	18.3	6.4	(3.9)	10.0	9.0
Net Profit	(27.9)	34.3	13.5	(49.7)	44.0	9.7	31.3	(6.0)	(40.5)	51.8	6.6
Margins (%)											
Gross Margin	30.4	32.0	33.4	34.1	30.6	32.5	32.8	34.1	33.0	32.4	33.2
SGA	13.9	13.7	14.9	14.5	14.7	14.9	15.1	15.1	15.1	15.9	15.4
EBITDA	16.0	17.6	17.6	18.8	14.9	15.3	17.3	18.0	17.0	15.8	15.6
EBIT	12.5	14.5	14.5	15.5	11.5	11.9	13.8	14.4	13.6	11.7	11.8
PAT	8.2	10.3	11.1	5.3	7.4	8.0	10.2	9.5	5.5	6.6	6.5



Fig 15 – Key Metrics

ng 15 – Key metrics	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25	3QFY25
P and L (Rs mn)											
Revenue	18,294	19,594	20,558	21,700	22,210	22,762	23,233	23,585	24,008	30,623	33,182
EBITDA	2,922	3,449	3,615	4,076	3,316	3,477	4,012	4,251	4,087	4,841	5,190
PAT	1,497	2,011	2,282	1,148	1,653	1,813	2,380	2,238	1,332	2,022	2,155
Vertical Mix (%)											
BFS	30	32	31	31	31	32	32	34	32	29	28
Insurance	23	23	22	22	23	23	22	22	21	19	19
Transportation	19	19	19	19	19	19	18	18	18	18	18
Government (overseas)								8	8	8	7
Others	28	26	27	28	28	27	28	20	21	26	29
Geographical Mix (%)											
Americas	51	51	49	48	50	49	47	48	50	55	56
EMEA	37	39	40	40	39	39	40	40	39	34	34
APAC	12	10	11	12	12	12	13	12	11	11	10
Revenue Mix - IT Business (%)											
Onsite	52	50	50	49	49	48	48	48	48	46	47
Offshore	48	50	51	51	51	52	52	53	52	54	53
IT Utilization (%) (including trainees)	76.2	77.3	80.3	81.5	81.0	80.0	79.4	81.7	81.6	82.2	81.3
Clients Concentration (%)											
Top 5 Clients	23	23	24	23	25	24	23	23	21	19	20
Top 10 Clients	36	36	36	36	38	35	34	34	33	28	30
Number of Client											
Between 1 to 5 million	98	97	98	101	102	104	109	112	118	173	176
Between 5 to 10 million	24	26	23	23	24	23	23	24	25	29	31
Above 10 million	19	19	21	21	21	23	24	24	23	29	31
Revenue by Project type											
Fixed Price Project	52	50	50	50	49	49	51	52	50	43	45
Time & Material	48	50	50	50	51	51	49	49	50	58	55
Service Line Mix (%)											
Product Engineering	11	11	10	10	9	9	8	8	0	0	0
Data & Integration	23	23	24	24	24	25	26	25	27	23	22
Intelligent Automation	13	13	12	11	12	12	11	11	12	9	9
CIMS	18	18	19	19	20	19	19	19	19	17	19
ADM	24	26	27	28	26	27	27	27	0	0	0
BPM	11	10	9	9	10	10	9	9	9	8	8
Engineering									32	42	42
Employees	22,742	22,991	22,505	23,224	24,224	24,638	24,607	24,726	26,612	32,483	33,094
TTM Attrition (%) Ex BPO	18.0	16.4	15.8	14.1	13.3	13.0	12.1	11.5	11.4	11.7	11.9
Profit and Loss Statement (in USD mn)											
Revenue	239	247	252	264	272	278	282	287	291	369	397
EBIT	30	36	37	41	31	33	38	41	39	43	46
PAT	20	25	28	14	20	22	29	27	16	24	26
Productivity Metrics											
Per Capita (Annualised)											
Revenue	41,984	42,956	44,737	45,539	44,881	45,150	45,841	46,397	43,800	45,488	47,997
EBIT	5,271	6,221	6,494	7,025	5,144	5,312	6,250	6,633	5,900	5,290	5,614
									2,402		3,085



Fig 16 – QoQ and YoY growth of various parameters

		FY22					3-24			FY25	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
QoQ Growth											
By Geography(%)											
Americas	5.6	3.4	(2.2)	3.1	5.8	1.7	(4.3)	4.1	6.3	40.0	9.3
EMEA	(4.8)	7.9	6.7	3.2	0.2	2.8	4.5	2.0	(1.9)	10.7	8.8
APAC	18.7	(11.3)	4.9	21.1	(0.6)	3.2	15.2	(7.4)	(5.1)	23.4	(5.1)
By Industry (%)											
BFS	9.4	11.1	0.0	4.7	3.1	4.0	3.3	6.4	(4.1)	17.2	0.6
Insurance	(7.7)	3.9	(2.9)	5.5	4.7	2.3	(1.3)	(0.1)	0.7	13.1	5.8
Transportation	(0.9)	2.9	1.9	2.3	1.2	2.3	(2.4)	0.6	4.5	26.8	7.5
Government (overseas)									4.3	23.5	(2.4)
Others	8.5	(4.7)	8.3	7.3	2.1	0.5	4.4	(29.4)	9.4	56.3	19.1
By Practice Split (%) - Reinstated											
Product Engineering	0.8	3.4	(3.9)	0.8	1.7	(3.1)	(11.1)	1.7			
Data & Integration	8.8	2.5	5.5	3.7	4.5	4.4	6.4	(0.3)	10.5	7.3	3.8
Intelligent Automation	1.9	3.4	(4.5)	(1.2)	6.5	7.7	(5.3)	0.8	6.1	(1.4)	5.1
CIMS	3.9	(0.5)	8.4	7.3	8.2	(5.4)	3.6	2.8	2.1	13.6	19.4
ADM	(1.8)	10.3	5.5	9.0	(5.0)	6.3	3.3	2.5			
BPM	1.8	(3.1)	(10.8)	3.9	8.5	2.3	(1.8)	3.9	1.6	9.2	0.9
Engineering									(7.1)	67.4	6.2
Revenues from Top Clients											
Top 5	1.8	4.3	5.5	1.1	12.2	(4.2)	(2.0)	3.0	(7.2)	12.9	13.8
Top 10	4.2	4.3	3.4	2.7	9.2	(4.5)	(1.2)	2.0	(2.8)	8.7	14.4
Onsite:Offshore Mix											
Onsite	0.8	(0.1)	0.5	4.6	2.2	0.2	1.0	1.1	2.7	22.0	9.1
Offshore	4.9	7.3	3.4	5.5	3.4	4.3	1.8	2.3	0.6	31.2	6.1
YoY Growth											
By Geography(%)											
Americas	18.9	14.2	4.9	10.1	10.3	8.5	6.1	7.1	7.6	48.2	69.2
EMEA	25.0	37.7	35.9	13.2	19.1	13.5	11.2	9.8	7.5	15.7	20.4
APAC	8.6	(22.5)	(8.2)	33.7	12.0	30.3	43.0	9.4	4.5	25.0	3.0
By Industry (%)		(-7	(*)								
BFS	67.2	52.9	24.5	27.3	20.0	12.3	16.0	17.9	9.6	23.6	20.3
Insurance	(10.3)	(7.6)	(9.7)	(1.7)	11.4	9.7	11.5	5.5	1.5	12.3	20.3
Transportation	22.8	20.6	19.9	6.4	8.6	8.0	3.3	1.5	4.9	30.0	43.2
Government (overseas)		2010	1010	•	0.0	0.0	0.0	NA	NA	NA	NA
Others	14.7	6.7	22.6	20.2	13.1	19.2	14.9	(24.5)	(19.0)	26.0	43.8
By Practice Split (%) - Reinstated		0.1	22.0	20.2	10.1	10.2	11.0	(21.0)	(10.0)	20.0	10.0
Product Engineering	(10.3)	(3.9)	4.2	1.0	1.9	(4.5)	(11.7)	(10.9)			
Data & Integration	37.9	30.4	32.5	22.0	17.3	19.5	20.5	15.8	22.4	25.8	22.7
Intelligent Automation	3.9	2.4	(4.2)	(0.6)	3.9	8.2	7.3	9.4	9.1	(0.1)	10.9
CIMS	27.3	19.7	13.7	20.1	25.1	19.1	13.8	9.0	2.9	23.5	42.3
ADM	11.7	25.5	22.9	20.1	20.5	16.1	13.7	9.0 6.9	2.9	23.3	42.3
BPM						2.9			6.1	10.0	16.2
	58.0	4.2	(9.3)	(8.6)	(2.5)	2.9	13.3	13.3	6.1	13.3 58.6	16.3 69.1
Engineering Povonues from Top Clients									(1.7)	0.0	09.1
Revenues from Top Clients	44.0	40.0	7.0	40.0	04.0	44.0	C 4	0 -	(40.0)	F 7	00.0
Top 5	11.3	16.8	7.8	13.3	24.8	14.6	6.4	8.5	(10.3)	5.7	22.8
Top 10	18.3	26.1	14.3	15.4	20.9	10.7	5.9	5.1	(6.4)	6.4	23.2
Onsite:Offshore Mix		4.0	10		7.0			4.5	- ^	07.0	00.0
Onsite	3.8	4.2	4.2	5.8	7.3	7.7	8.2	4.5	5.0	27.8	38.2
Offshore	43.2	31.6	24.8	22.7	21.0	17.6	15.8	12.3	9.3	37.4	43.2



Financials

Income Statement					
Y/E 31 Mar (Rs mn)	FY23A	FY24A	FY25E	FY26E	FY27E
Total revenue	80,146	91,790	1,23,319	1,54,968	1,82,278
EBITDA	14,053	14,960	18,601	26,530	31,960
Depreciation	2,585	3,186	4,683	5,660	6,562
EBIT	11,468	11,774	13,919	20,870	25,398
Net interest inc./(exp.)	0	0	0	0	0
Other inc./(exp.)	(630)	(1,156)	(767)	802	605
Exceptional items	1,326	165	89	0	0
EBT	9,512	10,453	13,062	21,672	26,003
Income taxes	2,061	2,093	3,459	5,201	6,241
Extraordinary items	0	0	0	0	0
Min. int./Inc. from assoc.	513	276	1,183	1,616	1,616
Reported net profit	6,938	8,084	8,420	14,854	18,146
Adjustments	0	0	0	0	0
Adjusted net profit	6,938	8,084	8,420	14,854	18,146

Balance Sheet

Balance Oncer					
Y/E 31 Mar (Rs mn)	FY23A	FY24A	FY25E	FY26E	FY27E
Accounts payables	0	0	0	0	0
Other current liabilities	17,393	15,315	35,506	28,521	33,676
Provisions	1,276	1,304	1,304	1,304	1,304
Debt funds	3,773	4,153	6,671	5,871	5,071
Other liabilities	3,567	4,039	28,716	29,009	29,426
Equity capital	611	618	669	693	693
Reserves & surplus	30,214	35,648	62,355	68,200	75,952
Shareholders' fund	30,825	36,266	63,024	68,893	76,645
Total liab. and equities	56,834	61,077	1,35,221	1,33,598	1,46,122
Cash and cash eq.	5,787	3,352	13,056	15,778	21,131
Accounts receivables	16,131	18,039	24,854	30,558	36,082
Inventories	0	0	0	0	0
Other current assets	4,146	4,634	22,612	12,223	14,433
Investments	0	0	0	0	0
Net fixed assets	4,455	4,470	8,932	9,272	8,710
CWIP	46	232	96	96	96
Intangible assets	16,299	16,133	51,366	51,366	51,366
Deferred tax assets, net	3,757	5,583	5,670	5,670	5,670
Other assets	6,213	8,634	8,634	8,634	8,634
Total assets	56,834	61,077	1,35,221	1,33,598	1,46,122

Cash Flows

ousinnows					
Y/E 31 Mar (Rs mn)	FY23A	FY24A	FY25E	FY26E	FY27E
Cash flow from operations	14,369	7,333	11,089	19,830	23,747
Capital expenditures	(4,915)	(3,783)	(44,242)	(6,000)	(6,000)
Change in investments	0	0	0	0	0
Other investing cash flows	0	0	0	0	0
Cash flow from investing	(4,915)	(3,783)	(44,242)	(6,000)	(6,000)
Equities issued/Others	0	0	22,400	0	0
Debt raised/repaid	(7)	380	2,518	(800)	(800)
Interest expenses	0	0	0	0	0
Dividends paid	(3,907)	(4,673)	(5,081)	(9,009)	(10,395)
Other financing cash flows	0	0	0	0	0
Cash flow from financing	(3,914)	(4,293)	19,837	(9,809)	(11,195)
Chg in cash & cash eq.	1,252	(2,435)	9,704	2,722	5,353
Closing cash & cash eq.	5,787	3,352	13,056	15,778	21,131

Y/E 31 Mar (Rs)	FY23A	FY24A	FY25E	FY26E	FY27E
Reported EPS	113.8	131.4	127.1	214.4	261.9
Adjusted EPS	113.8	131.4	127.1	214.4	261.9
Dividend per share	64.0	76.0	77.0	130.0	150.0
Book value per share	504.5	586.6	944.6	994.1	1,106.0
Valuations Ratios					
Y/E 31 Mar (x)	FY23A	FY24A	FY25E	FY26E	FY27E
EV/Sales	7.6	6.7	5.0	3.9	3.3
EV/EBITDA	43.4	40.9	33.0	23.0	18.9
Adjusted P/E	80.8	70.0	72.3	42.9	35.1
P/BV	18.2	15.7	9.7	9.3	8.3
DuPont Analysis					
Y/E 31 Mar (%)	FY23A	FY24A	FY25E	FY26E	FY27E
Tax burden (Net profit/PBT)	72.9	77.3	64.0	68.5	69.8
Interest burden (PBT/EBIT)	82.9	88.1	86.3	103.8	102.4
EBIT margin (EBIT/Revenue)	14.3	12.9	12.4	13.5	13.9
Asset turnover (Rev./Avg TA)	207.7	215.5	169.5	151.3	167.6
Leverage (Avg TA/Avg Equity)	1.3	1.3	1.5	1.6	1.9
Adjusted ROAE	23.9	24.1	17.0	22.5	24.9
Ratio Analysis					
Y/E 31 Mar	FY23A	FY24A	FY25E	FY26E	FY27E
YoY growth (%)	-		-	-	
Revenue	24.6	14.5	34.3	25.7	17.6
IVENELING				42.6	20.
EBITDA	26.0	6.5	24.3		20.0
	26.0 4.4	6.5 15.5	(3.2)	68.6	
EBITDA				68.6	20.
EBITDA Adjusted EPS				68.6 17.1	22.2
EBITDA Adjusted EPS Profitability & Return ratios (%)	4.4	15.5	(3.2)		22.2
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin	4.4	15.5	(3.2)	17.1	22.1 17.1 13.1
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin	4.4 17.5 14.3	15.5 16.3 12.8	(3.2) 15.1 11.3	17.1 13.5	22.2 17.5 13.9 10.0
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin	4.4 17.5 14.3 8.7	15.5 16.3 12.8 8.8	(3.2) 15.1 11.3 6.8	17.1 13.5 9.6	22.2 17.5 13.9 10.0 24.9
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin Adjusted ROAE ROCE	4.4 17.5 14.3 8.7 23.9	15.5 16.3 12.8 8.8 24.1	(3.2) 15.1 11.3 6.8 17.0	17.1 13.5 9.6 22.5	
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin Adjusted ROAE	4.4 17.5 14.3 8.7 23.9	15.5 16.3 12.8 8.8 24.1	(3.2) 15.1 11.3 6.8 17.0	17.1 13.5 9.6 22.5	22.3 17.4 13.4 10.4 24.9 17.7
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin Adjusted ROAE ROCE Working capital days (days)	4.4 17.5 14.3 8.7 23.9 23.3	15.5 16.3 12.8 8.8 24.1 22.3	(3.2) 15.1 11.3 6.8 17.0 15.4	17.1 13.5 9.6 22.5 15.5	17.1 13.1 10.1 24.1 17.7
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin Adjusted ROAE ROCE Working capital days (days) Receivables	4.4 17.5 14.3 8.7 23.9 23.3 73	15.5 16.3 12.8 8.8 24.1 22.3 72	(3.2) 15.1 11.3 6.8 17.0 15.4 74	17.1 13.5 9.6 22.5 15.5 72	22.2 17.5 13.9 10.0 24.9
EBITDA Adjusted EPS Profitability & Return ratios (%) EBITDA margin EBIT margin Adjusted profit margin Adjusted ROAE ROCE Working capital days (days) Receivables Inventory	4.4 17.5 14.3 8.7 23.9 23.3 73 NA	15.5 16.3 12.8 8.8 24.1 22.3 72 NA	(3.2) 15.1 11.3 6.8 17.0 15.4 74 NA	17.1 13.5 9.6 22.5 15.5 72 NA	22.: 17.: 13.: 10.: 24.: 17.: 7: 7: N/

 Adjusted debt/equity
 (0.1)
 0.0

 Source: Company, BOBCAPS Research | Note: TA = Total Assets

Current ratio

Net interest coverage ratio

1.5

NA

1.7

NA

1.7

NA

(0.1)

2.1

NA

(0.1)

2.1

NA

(0.2)

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Recommendation scale: Recommendations and Absolute returns (%) over 12 months

BUY - Expected return >+15%

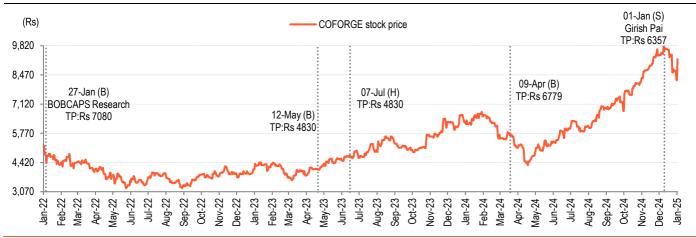
HOLD – Expected return from -6% to +15%

SELL - Expected return <-6%

Note: Recommendation structure changed with effect from 21 June 2021

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B - Buy, H - Hold, S - Sell, A - Add, R - Reduce

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