

## India

# ADD (no change)

Buy 19 Hold 9 Sell 15 Consensus ratings\*: Current price: Rs1.688 Target price: Rs1,877 Previous target: Rs1,625 11.2% Up/downside: InCred Research / Consensus: 21.2% TEML.NS Reuters: Bloomberg: **TECHM IN** US\$19,642m Market cap: Rs1,651,356m

Current shares o/s:

Average daily turnover:

883.8m Free float: 64.0% \*Source: Bloomberg

US\$41.9m

Rs3520.3m

### Key changes in this note

- ➤ Expect 6.5% revenue CAGR over FY25F-27F.
- Expect 25% EBIT CAGR over FY25F-27F.
- Expect 23% PAT CAGR over FY25F-27F.



		Source: Bloomberg			
Price performance	1M	ЗМ	12M		
Absolute (%)	5.1	9.7	42.2		
Relative (%)	9.4	8.8	14.5		

Major shareholders	% held
LIC	10.6
SBI-ETF Nifty 50	4.0
ICICI Prudential Bluechip Fund	1.9

#### Research Analyst(s)



#### Abhishek SHINDADKAR

**T** (91) 22 4161 1543

E abhishek.shindadkr@incredresearch.com

#### **Smit GOSRANI**

**T** (91) 02241611554

E smit.gosrani@incredresearch.com

# **Tech Mahindra**

# Steady progress continues

- Steady progress on restructuring reflected in 2QFY25 beat.
- Demand environment, FSI and telecom commentary reassuring.
- Improving client mining could aid the revenue growth trajectory.

## 2QFY25 results summary

Tech Mahindra's 2QFY25 earnings were above estimates and its commentary of an overall pick-up in demand, slightly elevated spending in the FSI vertical, early signs of success of its strategic focus on top accounts, and stability in European and APAC communications portfolio was generally constructive. Lastly, steady progress in client mining, as reflected in the movement of >US\$5m accounts adjusted for the drop in US\$>10m accounts, was encouraging. We adjust our estimates, introduce FY27F, raise our FY27F based (FY26F earlier) target price to Rs1,877 vs. Rs1,625 earlier, & retain Tech Mahindra as our top pick.

## Deal wins in the right trajectory...

Deal wins at US\$603m were up 12.9% gog (down 5.7% yoy) and takes LTM wins to US\$2,018 (down 15.4% yoy). Across verticals, Tech Mahindra saw encouraging logo additions in BFSI, an increase in gen GenAI-infused deals and it continues to selectively engage in opportunities that fit the strategic goals of prioritizing margin over large deals. Tech Mahindra emphasized that the investments in dedicated client partners to strengthen top client relationships are seeing early signs of success. Finally, investments in deal and technical architects & negotiators and also expanding the partner ecosystem, could help in not just broadening the pipeline and sustaining the TCV win trajectory in the US\$600-800m range, but also improve the commercials.

## ... and margin too

Reported EBIT margin at 9.6%, up 110bp gog and 490bp yoy, was modestly above/in line with InCred/consensus estimates of 9.2%/9.6%, respectively. Favourable forex movement (40bp) and project Fortius (70bp)-led cost reduction initiatives, including the reduction in sub-contractor expenses (down 18bp gog to 11.4% of revenue) and increase in offshoring (76.3% vs. 75.4% in 1QFY25), were the key drivers of margin expansion. Going ahead, margin could benefit from the ongoing cost reduction strategies under project Fortius along with enhanced pricing strategies, disciplined deal management and portfolio reallocation.

### Retain ADD rating with a higher TP of Rs1,877 vs. Rs1,625 earlier

We introduce FY27F and model in 6.5% US\$ revenue CAGR and a 23% PAT (Rs.) growth over FY25F-27F. We now apply 1.15x PE/G (1.05x earlier) to FY25F-27F EPS growth CAGR (vs. FY26F growth earlier) to arrive at our target multiple. The increase in multiple is warranted, given the progress made on restructuring and to account for improved execution visibility. Strong cash conversion, improved capital allocation and likely earnings tailwind from restructuring support our view. Weak revenue/EBIT margin execution led by customer and senior leadership attrition remains a key downside risk.

Financial Summary	Mar-23A	Mar-24A	Mar-25F	Mar-26F	Mar-27F
Revenue (Rsm)	532,902	519,955	535,604	579,733	623,774
Operating EBITDA (Rsm)	80,287	49,646	73,750	91,018	107,289
Net Profit (Rsm)	48,312	23,579	45,947	57,462	69,348
Core EPS (Rs)	57.2	31.8	52.0	65.0	78.5
Core EPS Growth	(9.2%)	(44.4%)	63.3%	25.1%	20.7%
FD Core P/E (x)	30.94	63.33	32.47	25.96	21.51
DPS (Rs)	50.0	40.0	41.6	52.0	62.8
Dividend Yield	2.96%	2.38%	2.46%	3.08%	3.72%
EV/EBITDA (x)	18.09	29.10	19.34	15.51	12.99
P/FCFE (x)	50.51	38.38	34.26	27.23	22.42
Net Gearing	(16.4%)	(19.6%)	(25.0%)	(29.2%)	(33.8%)
P/BV (x)	5.35	5.59	5.41	5.19	4.95
ROE	18.5%	10.3%	16.9%	20.4%	23.6%
% Change In Core EPS Estimates			(19.00%)	(15.64%)	
InCred Research/Consensus EPS (x)					

SOURCE: INCRED RESEARCH, COMPANY REPORTS



y performa	100					
2QFY25	2QFY24	YoY (%)	1QFY25	QoQ (%)	2QFY25F	Var. (%)
1,589	1,555	2.2	1,559	1.9	1,572	1.1
1,33,132	1,28,639	3.5	1,30,055	2.4	1,31,660	1.1
83.8	82.7	1.3	83.4	0.4	83.8	0.0
17,502	10,723	63.2	15,645	11.9	16,721	4.7
13.1	8.3	481 bp	12.0	112 bp	12.7	45 bp
12,804	6,066	111.1	11,023	16.2	12,113	5.7
9.6	4.7	490 bp	8.5	114 bp	9.2	42 bp
4,698	4,657	0.9	4,622	1.6	4,608	2.0
4,325	1,667	159.4	732	490.8	997	334.0
17,129	7,733	121.5	11,755	45.7	13,109	30.7
4,560	1,100	314.5	3,133	45.5	3,474	31.3
26.6	14.2	1240 bp	26.7	(3 bp)	26.5	12 bp
12,501	4,939	153.1	8,514	46.8	9,527	31.2
14.1	5.6	153.1	9.6	46.9	10.7	31.3
	2QFY25 1,589 1,33,132 83.8 17,502 13.1 12,804 9.6 4,698 4,325 17,129 4,560 26.6 12,501	2QFY25         2QFY24           1,589         1,555           1,33,132         1,28,639           83.8         82.7           17,502         10,723           13.1         8.3           12,804         6,066           9.6         4.7           4,698         4,657           4,325         1,667           17,129         7,733           4,560         1,100           26.6         14.2           12,501         4,939	2QFY25         2QFY24         YoY (%)           1,589         1,555         2.2           1,33,132         1,28,639         3.5           83.8         82.7         1.3           17,502         10,723         63.2           13.1         8.3         481 bp           12,804         6,066         111.1           9.6         4.7         490 bp           4,698         4,657         0.9           4,325         1,667         159.4           17,129         7,733         121.5           4,560         1,100         314.5           26.6         14.2         1240 bp           12,501         4,939         153.1	2QFY25         2QFY24         YoY (%)         1QFY25           1,589         1,555         2.2         1,559           1,33,132         1,28,639         3.5         1,30,055           83.8         82.7         1.3         83.4           17,502         10,723         63.2         15,645           13.1         8.3         481 bp         12.0           12,804         6,066         111.1         11,023           9.6         4.7         490 bp         8.5           4,698         4,657         0.9         4,622           4,325         1,667         159.4         732           17,129         7,733         121.5         11,755           4,560         1,100         314.5         3,133           26.6         14.2         1240 bp         26.7           12,501         4,939         153.1         8,514	2QFY25         2QFY24         YoY (%)         1QFY25         QoQ (%)           1,589         1,555         2.2         1,559         1.9           1,33,132         1,28,639         3.5         1,30,055         2.4           83.8         82.7         1.3         83.4         0.4           17,502         10,723         63.2         15,645         11.9           13.1         8.3         481 bp         12.0         112 bp           12,804         6,066         111.1         11,023         16.2           9.6         4.7         490 bp         8.5         114 bp           4,698         4,657         0.9         4,622         1.6           4,325         1,667         159.4         732         490.8           17,129         7,733         121.5         11,755         45.7           4,560         1,100         314.5         3,133         45.5           26.6         14.2         1240 bp         26.7         (3 bp)           12,501         4,939         153.1         8,514         46.8	2QFY25         2QFY24         YoY (%)         1QFY25         QoQ (%)         2QFY25F           1,589         1,555         2.2         1,559         1.9         1,572           1,33,132         1,28,639         3.5         1,30,055         2.4         1,31,660           83.8         82.7         1.3         83.4         0.4         83.8           17,502         10,723         63.2         15,645         11.9         16,721           13.1         8.3         481 bp         12.0         112 bp         12.7           12,804         6,066         111.1         11,023         16.2         12,113           9.6         4.7         490 bp         8.5         114 bp         9.2           4,698         4,657         0.9         4,622         1.6         4,608           4,325         1,667         159.4         732         490.8         997           17,129         7,733         121.5         11,755         45.7         13,109           4,560         1,100         314.5         3,133         45.5         3,474           26.6         14.2         1240 bp         26.7         (3 bp)         26.5

## Key conference-call takeaways

- **Guidance:** Retains its aspiration of achieving revenue growth greater than the peer group average, 15% EBIT margin and >30% RoCE by FY27F.
- **Demand environment:** The demand environment remains largely unchanged, with a slight uptick in spending and customer sentiment in BFSI. BFSI and manufacturing verticals are likely to face furloughs in 3QFY25F, and discretionary spending to remain cautious.

## Vertical-wise commentary

- BFSI reported 2.4% and 4.5% qoq/yoy growth. Tech Mahindra secured major new logo wins, including a maintenance deal with a US card services provider and a Temenos T24 implementation with a European bank. The company is leveraging its differentiated capabilities in insurance, asset management, and payments, focusing on areas like guidewire in insurance and core banking partnerships, which are driving customer interest and engagement.
- Communications reported 1.7% and 2.7% yoy/qoq decline/growth, respectively, driven by reduction in budgets and insourcing at some of the top-5 customers. Tech Mahindra highlighted that the telecom portfolio has stabilized in APAC and Europe while the current stress in the US portfolio could turn around in CY25F as interest rate cuts may alleviate operating challenges. Capabilities in autonomous operations and tech stack modernization to enhance customer experience and reduced time-to-market could aid recovery.
- Manufacturing vertical reported a 4% qoq decline (but grew 0.6% yoy) driven by softness in the automotive sector (equally split between OEMs and Tier-Is). Tech Mahindra aims to strengthen automotive positioning in engineering and IT business by focusing on capabilities in SAP and other software packages, leveraging Al-driven innovations in engineering, supply chain, manufacturing quality, and digital twin technologies, consolidating 75+ solution suite in engineering, IT, and IP to adapt to evolving industry demands and foster growth.
- BPO, which accounts for 16% of revenue, is undergoing a strategic and value shift from traditional contact centres to analytics and specialized vertical solutions, like crowdsourcing platforms, to adapt to market changes and generative AI impact. Though recent portfolio reallocations have affected margins, the company remains optimistic about expanding margins and seizing growth opportunities, especially in the high-tech sector.
- Wage hikes would be finalized in the coming months.
- **Generative AI**: Partnering with companies such as Microsoft and Google Cloud to foster a skill framework for IT associates, driving digital transformation and growth. Over one-third of the workforce is equipped to use GitHub copilots.



IT Services | India

Tech Mahindra | October 20, 2024

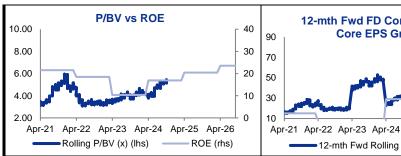
December   1967/32   2067/32   306	Figure 2: Operating metric t	trend									
Growth opy (%)  6 20 3 18 0 0 4.0 2-0 15.7 7.7 2 2.5 6.0 0.0 4.0 0.0 4.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1			2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Growth socy (%) 1.5 0.3 1.8 0.0 -4.0 2.9 1.2 1.6 0.7 CC growth soy (%) 2.1 18.8 1.27 6.3 4.9 4.9 1.9 1.9 1.0 CC growth soy (%) 1.2 18.8 1.27 6.3 4.9 4.9 1.9 1.0 CC growth soy (%) 1.2 18.8 1.27 6.3 4.9 4.9 1.9 1.0 CC growth soy (%) 1.2 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	Revenue (US\$m)	1,633	1,638	1,668	1,668	1,601	1,555	1,573	1,548	1,559	1,589
CG growth yay (%)	Growth yoy (%)	18.0	11.2	8.8	3.7	-1.9	-5.1	-5.7	-7.2	-2.6	2.2
C. growth you (19)   3.5   2.9   0.2   0.9   4.2   2.4   1.1   4.09   0.75	Growth qoq (%)	1.5	0.3	1.8	0.0	-4.0	-2.9	1.2	-1.6	0.7	1.9
Revenue (RS, m)	CC growth yoy (%)	21.2	16.8	12.7	6.3	-0.9	-5.9	-5.4	-6.4	-1.2	1.2
Growth yoy (%)	CC growth qoq (%)	3.5	2.9			-4.2	-2.4	1.1	-0.8	0.7	0.7
Growth copy (%)	Revenue (Rs. m)		1,31,295	1,37,346	1,37,182	1,31,590	1,28,639	1,31,013			1,33,132
EBIT mergin (%)  11.0  11.1  11.1  11.2  11.2  11.2  11.2  11.2  11.3  1											3.5
USS-Fixe resilized ratie	Growth qoq (%)										2.4
Headcount											9.6
Tutligation - traineses (%)   82.8   84.9   86.4   86.5   87.2   86.1   87.6   86.4   86.1     Tutl Antiron (%)   22.3   18.5   17.3   40.8   17.2   80.2   87.6   80.4   86.1     Tutl Antiron (%)   22.3   18.5   17.3   40.8   17.8   17.8   17.8   17.8   17.8     Tutl Antiron (%)   100°   30	US\$-Rs realized rate	77.8	80.2	82.3	82.3	82.2		83.3	83.1	83.4	83.8
Tullization -E-trainees (%)	Headcount	1,58,035	1,63,912	1,57,068	1,52,400	1,48,297	1,50,604	1,46,250	1,45,455	1,47,620	1,54,273
T. T. Martinfon (%)		82.8		86.4	86.5	87.2	86.1	87.6	86.4	86.1	86.3
Verrical (US)	IT utilization -Ex-trainees (%)	83.3	84.9	86.4	86.5	87.2	86.2	87.6	86.4	86.1	86.1
Communication   NA   NA   NA   NA   NA   S.5.8   34.7   34.3   34.0   33.1	IT LTM attrition (%)	22.2	19.6	17.3	14.8	12.8	11.4	10.3	10.0	10.1	10.6
Manufacturing	Vertical (%)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Hi-Tech & Media	Communication	NA	NA	NA	NA	35.8	34.7	34.3	34.0	33.1	33.4
BFSI Retal, Transport & Logistics     NA	Manufacturing	NA	NA	NA	NA	16.7	17.5	18.0	18.0	18.3	17.2
BFSI	Hi-Tech & Media	NA	NA	NA	NA	13.9	14.3	13.7	13.8	13.8	14.3
Retal, Transport & Logistics NA NA NA NA NA 7.1 7.7 8.1 7.3 7.7 Netherlatura's & Life Sciences NA NA NA NA NA 7.0 7.2 7.5 7.5 7.5 7.7 Netherlaturs's & Life Sciences NA NA NA NA NA 3.9 3.2 3.5 4.0 3.7 Vertical (USSm) 10FY23 20FY23 30FY23 40FY23 10FY24 20FY24 30FY24 40FY24 10FY25 Communication NA NA NA NA NA ST3 5.40 5.50 5.56 5.66 5.66 Minulational NA NA NA NA NA NA ST3 5.50 5.60 5.56 5.66 5.66 Minulational NA NA NA NA NA NA NA NA NA ST3 5.50 5.60 5.60 5.66 5.66 Minulational NA	BFSI	NA	NA	NA						15.7	15.8
Healthcare & Life Sciences	Retail, Transport & Logistics										7.9
Others         NA         NA         NA         NA         3.9         3.2         3.5         4.0         3.7           Vertical (US\$m)         10F23         20F23         30F23         40F23         30F24         30F24         30F24         30F24         30F24         30F24         10F24         10F24         10F24         10F24         10F24         30F24         30F24         550         516           Mamurlachturing         NA         NA         NA         NA         NA         20F27         283         237         225         222         222         216         214         215         516         146         215         216         214         215         516         147         215         216         214         215         216         214         215         216         214         215         216         214         215         216         214         215         216         214         215         216         214         215         216         214         215         216         214         215         214         215         214         215         214         215         214         215         215         214         215 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>7.4</td></t<>											7.4
Vertical (USSm)											4.0
Communication   NA   NA   NA   NA   NA   S73   540   540   526   516											2QFY25
Manufacturing											531
Hi-Tech & Media											273
BFSI Retail, Transport & Logistics NA	•										227
Retail, Transport & Logistics											251
Healthcare & Life Sciences	-										126
Others         NA         NA         NA         NA         NA         62         55         55         62         55           Vertical yor(%)         10FY23         20FY23         30FY23         10FY24         20FY24         40FY24											
Vertical yoy (%)											118
Communication   NA											64
Manufacturing											2QFY25
H-Tech & Media											-1.6
BFSI Retail, Transport & Logistics NA	•										0.4
Retail, Transport & Logistics NA											2.2
Healthcare & Life Sciences											4.8
Others         NA         7.6           Vertical log(%)         10FY23         20FY23         30FY24         40FY24											4.8
Vertical og (%)											5.0
Communication	Others	NA	NA	NA	NA	NA		NA	NA	-7.6	27.7
Manufacturing	Vertical qoq (%)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
H-Tech & Media	Communication	NA	NA	NA	NA	NA	-5.9	0.0	-2.4	-2.0	2.9
BFSI         NA         NA         NA         NA         NA         NA         NA         OA         NA	Manufacturing	NA	NA	NA	NA	NA	1.8	4.0	-1.6	2.4	-4.2
Retail, Transport & Logistics	Hi-Tech & Media	NA	NA	NA	NA	NA	-0.1	-3.1	-0.9	0.7	5.6
Healthcare & Life Sciences	BFSI	NA	NA	NA	NA	NA	-3.5	-2.8	4.4	0.7	2.6
Others         NA         NA         NA         NA         NA         QFV23         3GFV23         3GFV23         3GFV23         4GFV24         2GFV24         3GFV24         4GFV24         1GFV25           Communication         NA         NA         NA         NA         NA         NA         ANA         -0.2         -1.5         10.4           H-Tech & Media         NA         NA         NA         NA         NA         NA         NA         -0.2         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         -0.2         -6.7         10.3         1.7           Health Care & Life Sciences         NA         NA         NA         NA         NA         NA         -1.6         -6.7         10.3         1.7           Health Care & Life Sciences         NA         NA         NA         NA         NA         NA         -1.6         -6.5         8.6           Others         NA         NA         NA         NA         NA         NA         -1.2         -5.3         4.6         -5.5         8.6           Others         1GFY23         2GFY23         3GFY23	Retail, Transport & Logistics	NA	NA	NA	NA	NA	5.3	6.4	-11.3	6.2	4.6
Others         NA         NA         NA         NA         NA         20,3         10,6         12,5         6.9           Incremental revenue (USh)         19F23         20F23         30F723         40F723         10F724         20F724         40F724         40F724         10F725           Communication         NA         NA         NA         NA         NA         NA         -33,6         0.0         -13,2         -10,4           Handracturing         NA         NA         NA         NA         NA         A.0         -2.0         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         A.0         -6.7         10.3         1.7           Healthcare & Life Sciences         NA         NA         NA         NA         NA         NA         -1.0         6.0         -6.5         8.6           Others         NA         NA         NA         NA         NA         NA         NA         -7.7         14.4         7.0           Healthcare & Life Sciences         NA		NA	NA	NA	NA	NA	-0.1	5.4		7.7	-2.0
Incremental revenue (US\$m)	Others	NA	NA	NA	NA	NA	-20.3	10.6		-6.9	10.2
Communication         NA         NA         NA         NA         NA         NA         -33.6         0.0         -13.2         -10.4           Manufacturing         NA         NA         NA         NA         NA         NA         1.6         66           H-Tech & Media         NA         NA         NA         NA         NA         0.0         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         A.0.2         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         NA         6.1         -7.7         -14.4         7.0           Healthcare & Life Sciences         NA         NA         NA         NA         NA         NA         -0.1         6.0         -6.5         8.6           Others         NA         NA         NA         NA         NA         NA         -0.1         6.0         -6.5         8.6           Others         NA         NA         NA         NA         NA         NA         NA         -0.1         6.0         -6.5         8.6           Others											2QFY25
Manufacturing         NA         NA         NA         NA         NA         NA         NA         O.2         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         NA         -0.2         -6.9         -1.8         1.5           BFSI         NA         NA         NA         NA         NA         NA         NA         -6.7         -1.03         1.7           Retail, Transport & Logistics         NA         NA         NA         NA         NA         NA         6.1         7.7         -14.4         7.0           Healthcare & Life Sciences         NA         NA         NA         NA         NA         NA         NA         -12.7         5.3         6.9         -4.2           Geography (%)         1QFY23         3QFY23         3QFY23         3QFY24         2QFY24         3QFY24         4QFY24         1QFY24         2QFY24         3QFY24         4QFY24	· · · · ·					NA					14.7
H-Tech & Media											-12.0
BFSI											12.1
Retail, Transport & Logistics         NA         0.1         6.0         -6.5         8.6           Others         NA         NA         NA         NA         NA         NA         -1.1         6.0         -6.5         8.6         -4.2           Geography (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY25         1QFY25         24.5         24.6         23.6         23.8         24.2         23.4         20.2         24.3         25.0         24.2         24.2         24.3         25.0         24.2         24.3         25.0         24.2         24.2         24.0         23.2         24.3         25.0         24.2         24.2         24.0         23.2         24.3         25.0         24.2         24.2         24.0         23.2         24.3         25.0         24.2         24.2         24.0         23.2         24.3         36.7         37.5         36.8         31.2											6.3
Healthcare & Life Sciences         NA         1.0         -6.5         8.6           Others         NA         NA         NA         NA         NA         1.2         5.3         6.9         4.2           Geography (%)         10FY23         20FY23         30FY23         40FY23         10FY24         20FY24         30FY24         40FY25           Americas         49.6         51.4         53.3         51.9         50.8         52.4           Brown         24.9         24.7         25.9         25.1         24.0         23.2         23.8         24.2         23.4           ROW         24.9         24.7         25.9         25.1         24.0         23.2         26.3         28.2         26.2         24.2         24.2         24.2           Americas         810         83.2         28.9         82.7         82.3         82.9         816         786         817           Europe         416         40.5         43.2         419         384         361         382											5.5
Others         NA         NA         NA         NA         L12.7         5.3         6.9         4-2.2           Geography (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         4.96         50.8         4.97.7         4.96         51.4         53.3         51.9         50.8         52.4           Europe         25.5         24.5         24.4         25.3         24.6         23.6         23.8         24.2         23.4           ROW         24.9         24.7         25.9         25.1         24.0         23.2         24.3         25.0         24.2           Geography (US\$m)         1QFY23         2QFY23         3QFY23         4QFY24         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         810         832         829         827         823         829         816         786         817           Europe         416         401         407         422         394         367         374         375         365           ROW         1QFY23         2QFY23         3QFY23											-2.4
Geography (%)         1QFY23         2QFY23         3QFY24         4QFY24         3QFY24         4QFY24         1QFY25           Americas         49.6         50.8         49.7         49.6         51.4         53.3         51.9         50.8         52.4           Europe         25.5         24.5         24.4         25.3         24.6         23.6         23.8         24.2         23.4           ROW         24.9         24.7         25.9         25.1         24.0         23.2         24.3         25.0         24.2           Geography (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         810         832         829         827         823         829         816         786         817           Europe         416         401         407         422         394         367         374         375         365           ROW         406         405         432         419         384         361         382         387         377           Geography (9(%)         1QFY23         2QFY23         3QFY23         4QFY24											5.9
Americas         49.6         50.8         49.7         49.6         51.4         53.3         51.9         50.8         52.4           Europe         25.5         24.5         24.4         25.3         24.6         23.6         23.8         24.2         23.4           ROW         24.9         24.7         25.9         25.1         24.0         23.2         24.3         25.0         24.2           Geography (US\$m)         1QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         810         832         829         827         823         829         816         786         817           Europe         416         401         407         422         394         367         374         375         365           ROW         406         405         432         419         384         361         382         387         377           Geography yor(%)         1QFY23         3QFY23         4QFY23         1QFY24         2QFY24         4QFY24         4QFY24         1QFY25           Americas         25.3         18.2         10.6         6.5         1.											2QFY25
Europe         25.5         24.5         24.4         25.3         24.6         23.6         23.8         24.2         23.4           ROW         24.9         24.7         25.9         25.1         24.0         23.2         24.3         25.0         24.2           Geography (US\$m)         1QFY23         2QFY23         3QFY23         4QFY24         1QFY24         2QFY24         3QFY24         4QFY24         1QFY24         4QFY24         4QFY24 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
ROW         24.9         24.7         25.9         25.1         24.0         23.2         24.3         25.0         24.2           Geography (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY25         4QFY25         4QFY25         4QFY25         4QFY25         4QFY25         4QFY25         4QFY25         4QFY25         4QFY24         4QFY25         4QFY24         4QFY25         3QFY23         4QFY23         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY25         4QFY25         4QFY24         4QFY24         4QFY24         4QFY25         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY25         4QFY24         4QFY25         4QFY24         4QFY24         4QFY25         4QFY24         4QFY25         4QFY24         4QFY24         4QFY25         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY25         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24         4QFY24 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>51.1</td></th<>											51.1
Geography (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         810         832         829         827         823         829         816         786         817           Europe         416         401         407         422         394         367         374         375         365           ROW         406         405         405         419         384         361         382         387         377           Geography yoy (%)         1QFY23         2QFY23         3QFY23         4QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY24         1QFY24         4QFY24         4QFY24         1QFY25           Americas         4.2         2.8											24.0
Americas         810         832         829         827         823         829         816         786         817           Europe         416         401         407         422         394         367         374         375         365           ROW         406         405         432         419         384         361         382         387         377           Geography yoy (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         4QFY24         1QFY25           Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Europe         1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         <											24.9
Europe         416         401         407         422         394         367         374         375         365           ROW         406         405         432         419         384         361         382         387         377           Geography yoy (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         4QFY25           Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.5           ROW         -0.1         -0.5         6.8         -3.1											2QFY25
ROW         406         405         432         419         384         361         382         387         377           Geography yoy (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         4QFY24         1QFY25           Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           ROW         10.6         5.5         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         3.7         3.9           Europe         -1.9         -3.6         1.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9											812
Geography yoy (%)         1QFY23         2QFY23         3QFY23         4QFY24         1QFY24         3QFY24         4QFY24         1QFY25           Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         4QFY24         1QFY24           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         3QFY23         3QFY23 <td></td> <td>382</td>											382
Americas         25.3         18.2         10.6         6.5         1.6         -0.4         -1.5         -4.9         -0.7           Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY24         4QFY24         1QFY25         1QFY25         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25         1QFY25         1-1.5 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>396</td></t<>											396
Europe         10.6         5.2         4.1         -0.6         -5.4         -8.6         -8.0         -11.2         -7.4           ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         4QFY24         1QFY24         1QFY24         4QFY24											2QFY25
ROW         12.6         4.5         10.1         2.9         -5.5         -10.8         -11.5         -7.5         -1.8           Geography qoq (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         <											-2.0
Geography qoq (%)         1QFY23         2QFY23         3QFY24         4QFY24         3QFY24         4QFY24         4QFY24         1QFY25           Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY											4.0
Americas         4.2         2.8         -0.4         -0.2         -0.5         0.7         -1.5         -3.7         3.9           Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY24         2QFY24         4QFY24         1QFY24         2QFY24         3QFY24         4QFY24         1QFY24         2QFY24         3QFY24         4QFY24         1QFY24         2QFY24         1QFY24	ROW	12.6	4.5	10.1	2.9	-5.5	-10.8	-11.5	-7.5	-1.8	9.6
Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -	Geography qoq (%)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Europe         -1.9         -3.6         1.4         3.6         -6.7         -6.8         2.0         0.1         -2.6           ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -2.0.7	<u> </u>										-0.6
ROW         -0.1         -0.5         6.8         -3.1         -8.2         -6.1         6.0         1.3         -2.5           Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           Yoy (%)         -1.6											4.6
Incremental revenue (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,2											4.8
Americas         33.0         22.4         -3.0         -2.0         -4.2         5.9         -12.4         -29.9         30.4           Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qcq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QF											2QFY25
Europe         -8.3         -15.0         5.7         14.8         -28.1         -26.9         7.4         0.3         -9.9           ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5											-4.7
ROW         -0.4         -1.9         27.5         -13.5         -34.3         -23.5         21.5         4.8         -9.8           Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											16.7
Deal wins (US\$m)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											18.2
TCV         802         716         795         592         359         640         381         500         534           qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1GFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											2QFY25
qoq (%)         -20.7         -10.7         11.0         -25.5         -39.4         78.3         -40.5         31.2         6.8           yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1GFY25         2QFY24         3QFY24         4QFY24         1GFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											
yoy (%)         -1.6         -4.5         12.9         -41.4         -55.2         -10.6         -52.1         -15.5         48.7           TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											603
TTM TCV         3,267         3,233         3,324         2,905         2,462         2,386         1,972         1,880         2,055           Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											12.9
Clients (%)         1QFY23         2QFY23         3QFY23         4QFY23         1QFY24         2QFY24         3QFY24         4QFY24         1QFY25           Top 5         20.5         18.9         17.7         16.8         17.4         16.6         16.1         15.8         15.5											-5.8
Top 5 20.5 18.9 17.7 16.8 17.4 16.6 16.1 15.8 15.5											2,018
											2QFY25
Top 6-10 9.4 9.2 9.5 9.7 9.9 10.5 10.1 10.1 9.6											15.1
	Top 6-10	9.4	9.2	9.5	9.7	9.9	10.5	10.1	10.1	9.6	9.7

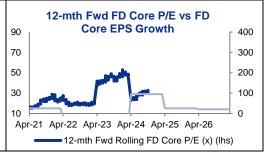


Top 11-20	11.3	11.9	12.7	13.5	12.1	12.4	12.4	12.9	13.2	13.8
Non-top 20	58.7	60.1	60.2	60.0	60.6	60.5	61.4	61.2	61.7	61.4
Clients (US\$m)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Top 5	335	309	295	280	279	258	253	245	242	241
Top 6-10	154	150	158	161	158	163	159	156	150	155
Top 11-20	185	195	212	225	194	193	195	200	206	218
Non-top 20	959	984	1,004	1,001	970	941	966	947	962	975
Clients yoy (%)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Top 5	9.3	-6.5	-15.3	-21.2	-16.8	-16.5	-14.1	-12.6	-13.3	-6.8
Top 6-10	25.3	14.3	18.4	10.2	3.1	8.8	0.6	-3.1	-5.6	-5.3
Top 11-20	9.2	16.5	25.6	21.8	4.8	-1.3	-8.0	-11.3	6.2	13.3
Non-top 20	22.1	16.7	13.6	8.6	1.2	-4.4	-3.8	-5.3	-0.9	3.7
Clients qoq (%)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Top 5	-5.7	-7.7	-4.6	-5.0	-0.5	-7.3	-1.9	-3.4	-1.2	-0.4
Top 6-10	5.0	-2.4	5.3	2.1	-1.7	3.0	-2.7	-1.6	-4.3	3.3
Top 11-20	-0.1	5.7	8.5	6.3	-14.0	-0.5	1.2	2.4	3.0	6.2
Non-top 20	4.1	2.6	2.0	-0.3	-3.1	-3.0	2.7	-1.9	1.5	1.4
Incremental revenue (US\$m)	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Top 5	-20.4	-25.9	-14.3	-14.8	-1.4	-20.4	-4.9	-8.6	-3.0	-1.1
Top 6-10	7.4	-3.7	8.0	3.3	-2.8	4.8	-4.4	-2.5	-6.7	5.0
Top 11-20	-0.1	10.5	16.6	13.3	-31.5	-0.9	2.2	4.7	6.1	12.7
Non-top 20	37.6	24.7	20.0	-2.6	-30.8	-29.4	25.0	-18.3	14.3	13.5
Client metrics	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Active clients	1,262	1,279	1,290	1,297	1,255	1,252	1,228	1,172	1,165	1,178
Revenue per active clients	4.9	5.0	5.1	5.1	5.2	5.2	5.2	5.4	5.4	5.3
US\$ 1 m+	549	562	574	582	580	568	558	553	545	545
US\$ 5 m+	176	194	185	186	190	186	185	190	191	195
US\$ 10 m+	104	108	109	112	115	114	118	114	113	109
US\$ 20 m+	60	63	65	65	62	61	63	63	61	61
US\$ 50 m+	23	23	24	24	26	26	26	23	24	25
Per employee analysis	1QFY23	2QFY23	3QFY23	4QFY23	1QFY24	2QFY24	3QFY24	4QFY24	1QFY25	2QFY25
Revenue (US\$m) - TTM	6,247	6,412	6,547	6,607	6,575	6,492	6,397	6,277	6,235	6,269
Employees (average TTM)	1,40,959	1,46,286	1,49,043	1,49,230	1,46,774	1,43,530	1,40,897	1,39,028	1,38,777	1,39,620
Revenue per employee (TTM)	44,316	43,833	43,927	44,271	44,797	45,230	45,399	45,151	44,929	44,901



# BY THE NUMBERS





Profit & Loss					
(Rs mn)	Mar-23A	Mar-24A	Mar-25F	Mar-26F	Mar-27F
Total Net Revenues	532,902	519,955	535,604	579,733	623,774
Gross Profit	151,705	128,809	150,026	166,963	187,132
Operating EBITDA	80,287	49,646	73,750	91,018	107,289
Depreciation And Amortisation	(19,567)	(18,171)	(18,446)	(18,841)	(19,961)
Operating EBIT	60,720	31,475	55,304	72,177	87,328
Financial Income/(Expense)	3,404	5,668	8,238	4,239	5,203
Pretax Income/(Loss) from Assoc.					
Non-Operating Income/(Expense)	2,990	(421)	(533)	580	936
Profit Before Tax (pre-EI)	67,114	36,722	63,009	76,996	93,467
Exceptional Items					
Pre-tax Profit	67,114	36,722	63,009	76,996	93,467
Taxation	(15,885)	(8,276)	(16,777)	(19,249)	(23,834)
Exceptional Income - post-tax	(2,370)	(4,582)			
Profit After Tax	48,859	23,864	46,232	57,747	69,633
Minority Interests	(547)	(285)	(285)	(285)	(285)
Preferred Dividends					
FX Gain/(Loss) - post tax					
Other Adjustments - post-tax					
Net Profit	48,312	23,579	45,947	57,462	69,348
Recurring Net Profit	50,682	28,161	45,947	57,462	69,348
Fully Diluted Recurring Net Profit	50,682	28,161	45,947	57,462	69,348

Cash Flow					
(Rs mn)	Mar-23A	Mar-24A	Mar-25F	Mar-26F	Mar-27F
EBITDA	80,287	49,646	73,750	91,018	107,289
Cash Flow from Invt. & Assoc.					
Change In Working Capital	(18,451)	12,987	(2,576)	(6,487)	(6,474)
(Incr)/Decr in Total Provisions					
Other Non-Cash (Income)/Expense	1,094	570	570	570	570
Other Operating Cashflow					
Net Interest (Paid)/Received	(3,256)	(3,922)	(3,385)	(2,370)	(1,659)
Tax Paid	(19,931)	(12,469)	(16,777)	(19,249)	(23,834)
Cashflow From Operations	39,743	46,812	51,582	63,483	75,892
Capex	(10,152)	(7,911)	(8,034)	(8,696)	(9,357)
Disposals Of FAs/subsidiaries					
Acq. Of Subsidiaries/investments					
Other Investing Cashflow	7,367	(5,226)	11,090	7,189	7,797
Cash Flow From Investing	(2,785)	(13,137)	3,056	(1,507)	(1,559)
Debt Raised/(repaid)					
Proceeds From Issue Of Shares					
Shares Repurchased					
Dividends Paid	(42,633)	(39,170)	(36,757)	(45,970)	(55,478)
Preferred Dividends					
Other Financing Cashflow	(8,148)	(8,502)	(3,385)	(2,370)	(1,659)
Cash Flow From Financing	(50,781)	(47,672)	(40,142)	(48,339)	(57,137)
Total Cash Generated	(13,823)	(13,997)	14,496	13,636	17,196
Free Cashflow To Equity	29,591	38,901	43,548	54,787	66,536
Free Cashflow To Firm	40,214	37,597	58,023	64,345	75,992

SOURCE: INCRED RESEARCH, COMPANY REPORTS



# BY THE NUMBERS...cont'd

Balance Sheet					
(Rs mn)	Mar-23A	Mar-24A	Mar-25F	Mar-26F	Mar-27F
Total Cash And Equivalents	70,379	75,149	92,175	107,325	125,325
Total Debtors	128,816	114,011	117,833	127,541	137,230
Inventories	236	375	375	375	375
Total Other Current Assets	44,896	44,718	44,718	44,718	44,718
Total Current Assets	244,327	234,253	255,100	279,959	307,648
Fixed Assets	40,430	36,193	25,781	15,636	5,032
Total Investments	10,175	8,266	8,266	8,266	8,266
Intangible Assets	109,334	103,456	103,456	103,456	103,456
Total Other Non-Current Assets	57,267	52,068	52,068	52,068	52,068
Total Non-current Assets	217,206	199,983	189,571	179,426	168,822
Short-term Debt	14,494	14,285	14,285	14,285	14,285
Current Portion of Long-Term Debt					
Total Creditors	43,846	37,853	39,099	42,320	45,535
Other Current Liabilities	87,174	86,332	86,332	86,332	86,332
Total Current Liabilities	145,514	138,470	139,716	142,937	146,152
Total Long-term Debt	1,288	1,025	1,025	1,025	1,025
Hybrid Debt - Debt Component					
Total Other Non-Current Liabilities	30,784	23,273	23,273	23,273	23,273
Total Non-current Liabilities	32,072	24,298	24,298	24,298	24,298
Total Provisions					
Total Liabilities	177,586	162,768	164,014	167,235	170,450
Shareholders Equity	279,245	266,694	275,883	287,376	301,245
Minority Interests	4,702	4,774	4,774	4,774	4,774
Total Equity	283,947	271,468	280,657	292,150	306,019

Key Ratios					
	Mar-23A	Mar-24A	Mar-25F	Mar-26F	Mar-27F
Revenue Growth	19.4%	(2.4%)	3.0%	8.2%	7.6%
Operating EBITDA Growth	0.1%	(38.2%)	48.6%	23.4%	17.9%
Operating EBITDA Margin	15.1%	9.5%	13.8%	15.7%	17.2%
Net Cash Per Share (Rs)	52.73	60.11	79.38	96.52	116.89
BVPS (Rs)	315.36	301.75	312.15	325.15	340.85
Gross Interest Cover	18.65	8.03	16.34	30.46	52.65
Effective Tax Rate	23.7%	22.5%	26.6%	25.0%	25.5%
Net Dividend Payout Ratio	87.2%	126.0%	80.0%	80.0%	80.0%
Accounts Receivables Days	84.98	85.23	79.00	77.24	77.47
Inventory Days	0.31	0.29	0.35	0.33	0.31
Accounts Payables Days	40.60	38.12	36.42	36.00	36.72
ROIC (%)	20.0%	9.8%	17.9%	24.7%	30.2%
ROCE (%)	15.3%	8.1%	13.6%	17.6%	20.3%
Return On Average Assets	10.7%	5.4%	9.1%	12.1%	14.1%

SOURCE: INCRED RESEARCH, COMPANY REPORTS



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Add	The stock's total return is expected to exceed 10% over the next 12 months.
Hold	The stock's total return is expected to be between 0% and positive 10% over the next 12 months.
Reduce	The stock's total return is expected to fall below 0% or more over the next 12 months.
	eturn of a stock is defined as the sum of the: (i) percentage difference between the target price and the current price and (ii) the forward net e stock. Stock price targets have an investment horizon of 12 months.
Sector Ratings	Definition:
Overweight	An Overweight rating means stocks in the sector have, on a market cap-weighted basis, a positive absolute recommendation.
Neutral	A Neutral rating means stocks in the sector have, on a market cap-weighted basis, a neutral absolute recommendation.
Underweight	An Underweight rating means stocks in the sector have, on a market cap-weighted basis, a negative absolute recommendation.
Country Ratings	Definition:
Overweight	An Overweight rating means investors should be positioned with an above-market weight in this country relative to benchmark.
Neutral	A Neutral rating means investors should be positioned with a neutral weight in this country relative to benchmark.
Underweight	An Underweight rating means investors should be positioned with a below-market weight in this country relative to benchmark.