C (N T R U M

Tech Mahindra

In-line operating performance; Strong new deal TCV of US\$798mn

Tech Mahindra reported broadly in-line performance for Q4FY25. The company reported revenue of Rs233.8bn (up 0.7% QoQ in INR terms; down 1.2% QoQ in USD terms; down 1.5% QoQ in CC terms). On sequential basis in USD terms, Communications grew 1.0% QoQ; BFSI grew 2.4% QoQ while Manufacturing was down by 0.2% QoQ; Hi-tech & Media was down by 8.2% QoQ; Retail, Transport & Logistics was down by 0.4% QoQ and Healthcare was down 5.6% QoQ. In terms of geographical break-up, Americas was down by 5.9% QoQ while Europe was up by 6.3% QoQ with ROW up by 1.3% QoQ. EBIT margin improved by 34bps QoQ to 10.5%, led by operational efficiencies under Project Fortius. The company reported New Deal TCV of US\$798mn. Total Headcount was down by 1,757 QoQ to 148,731 employees. Attrition increased by 60bps QoQ to 11.8%. Utilization remained flat QoQ at 86%. No. of active clients decreased by 13 QoQ to 1,162 clients. The Board declared a final dividend of Rs30/share. The near-term business environment continues to present challenges, with softness noted in Manufacturing and a cautious outlook in Hi-Tech during the second half. However, signs of stability are returning in Communications, particularly in Europe and APAC, supported by bookings and pipeline. We expect Revenue/EBITDA/PAT to clock CAGR of 7.4%/24.6%/29.0% over FY25-FY27E. We have revised our FY26E/FY27E EPS by -11.1%/-5.6%. We maintain ADD with a revised target price of Rs1,604 (vs Rs1,868 earlier) at a PE multiple of 20x (vs 22x earlier) on March'27E EPS. We have decreased the target multiple from 22x to 20x to account for near term uncertainties in the demand environment.

Revenue in line with estimate

Revenue stood at Rs233.8bn (up 0.7% QoQ in INR Terms; down 1.2% QoQ in USD terms; down 1.5% QoQ in CC terms). On sequential basis in USD terms, Communications grew 1.0% QoQ; BFSI grew 2.4% QoQ; while Hi-tech & Media was down by 8.2% QoQ and Healthcare down 5.6% QoQ, with other segments almost flat in USD terms. Full year FY25 revenue showed stability after absorbing reductions from scaling down non-core businesses. Growth is supported by focusing on profitable deals with proven solutions and expanding capabilities through a comprehensive suite of Al offerings.

EBIT margin improved sequentially

EBIT margin improved by 34bps QoQ to 10.5%, led by ongoing Fortius actions, Comviva seasonality and favorable FX, which offset the impact of recent wage hikes. Future plans involve executing the FY27 strategic roadmap, focusing on stabilization (achieved in FY25), growth and margin expansion. We expect EBIT margin to improve gradually to ~14.0-14.5% by FY27E.

Maintain ADD

The near term demand environment remains challenging, with softness noted in Manufacturing and a cautious outlook in Hi-Tech during the second half. We expect nearterm improvement in the BPS segment upon finalization of a delayed client renewal. We expect Revenue/EBITDA/PAT to clock 7.4%/24.6%/29.0% CAGR over FY25-FY27E. We have revised our FY26E/FY27E EPS by -11.1%/-5.6%. We maintain ADD with a revised target price of Rs1,604 (vs Rs1,868 earlier) at a PE multiple of 20x (vs 22x earlier) on March'27E EPS. We have decreased the target multiple from 22x to 20x to account for near term uncertainties in the demand environment.

Financial and valuation summary

YE Mar (Rs mn)	4QFY25A	4QFY24A	YoY (%)	3QFY25A	QoQ (%)	FY25A	FY26E	FY27E
Revenues	1,33,840	1,28,713	4.0	1,32,856	0.7	5,29,88	5,51,81	6,10,631
EBITDA	18,674	14,078	32.6	18,090	3.2	69,911	89,025	1,08,463
EBITDA margin (%)	14.0	10.9	27.6	13.6	2.5	13.2	16.1	17.8
Adj. Net profit	11,667	6,610	76.5	9,832	18.7	42,515	54,973	70,797
Adj. EPS (Rs)	11.9	6.8	76.5	10.0	18.7	48.1	62.3	80.2
EPS growth (%)						80.3	29.3	28.8
PE (x)						30.0	23.2	18.0
EV/EBITDA (x)						17.9	14.4	11.8
PBV (x)						4.7	4.6	4.2
RoE (%)						15.7	19.9	24.3
RoCE (%)						15.1	18.7	22.8
Source: Company, Ce	entrum Brok	ing						

Please see Disclaimer for analyst certifications and all other important disclosures.

Result Update

India I IT Services

24 April, 2025

ADD

Price: Rs1,445 Target Price: Rs1,604 Forecast return: 11%

Market Data

Bloomberg:	TECHM IN
52 week H/L:	1,808/1,173
Market cap:	Rs1414.8bn
Shares Outstanding:	979.0mn
Free float:	54.9%
Avg. daily vol. 3mth:	20,98,948
Source: Bloomberg	

Changes in the report

Rating:	Unchanged
Target price:	Rs 1604 from Rs 1,868
FPS:	FY26E: Rs 62.3 from Rs 70.0
EPS.	FY27E: Rs 80.2 from Rs 84.9
Source: Centrum Broking	

Shareholding pattern

	Mar-25	Dec-24	Sep-24	Jun-24
Promoter	35.0	35.0	35.0	35.1
FIIs	23.0	24.2	23.7	23.3
DIIs	32.3	30.9	31.2	30.9
Public/other	9.7	9.9	10.1	10.7
Source: BSE				

Centrum estimates vs Actual results

Centrum	Actual	Variance
Q4FY25	Q4FY25	(%)
1,34,752	1,33,840	(0.7%)
13,879	14,053	1.3%
10.30%	10.5%	20 bps
10,410	11,667	12.1%
10,410	11,667	12.1%
	1,34,752 13,879 10.30% 10,410	Q4FY25 Q4FY25 1,34,752 1,33,840 13,879 14,053 10.30% 10.5% 10,410 11,667

ource: Bloomberg, Centrum Broking



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Thesis Snapshot

Estimate revision

YE Mar (Rs mn)	FY26E New	FY26E Old	% chg	FY27E New	FY27E Old	% chg
Revenue	5,51,815	5,87,314	(6.0%)	6,10,631	6,56,111	(6.9%)
EBITDA	89,025	94,780	(6.1%)	1,08,463	1,16,541	(6.9%)
EBITDA margin	16.1%	16.1%	0 bps	17.8%	17.8%	0 bps
Adj. PAT	54,973	61,769	(11.0%)	70,797	74,974	(5.6%)
Diluted EPS (Rs)	62.3	70	(11.0%)	80.2	84.9	(5.6%)
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Source: Centrum Broking

Tech Mahindra versus NIFTY 50

	1m	6m	1 year
TECHM IN	(0.9)	(16.7)	21.9
NIFTY 50	2.5	(0.6)	8.2

Source: Bloomberg, NSE

Key assumptions

Y/E Mar(Rs mn)	FY26E	FY27E
Revenue	5,51,815	6,10,631
EBITDA	89,025	1,08,463
РАТ	54,973	70,797
C C L D L'		

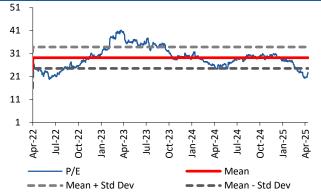
Source: Centrum Broking

Valuation

We value Tech Mahindra at a PE of 20x on March'27E EPS to arrive at a target price of Rs1,604.

Valuation	Rs/share
Mar'27E EPS	80.2
Target PE Multiple	20x
Target price	Rs. 1,604

P/E mean and standard deviation



Source: Bloomberg, Centrum Broking

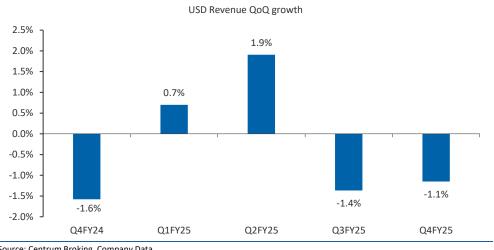
Result Analysis

Exhibit 1: Operating metrics

Communications 35.8% 34.7% 34.3% 34.0% 34.7% 33.1% 33.4% 32.5% 33.23 Manufacturing 16.7% 17.5% 18.0% 17.6% 18.3% 17.2% 16.8% 17.6% 18.3% 17.2% 16.8% 17.1% 17.5% 15.4% 14.3% 13.3% 13.8% 13.9% 14.3% 14.3% 13.7% 13.8% 14.3% <th>Exhibit 1. Operating metrics</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>	Exhibit 1. Operating metrics									
Manufacturing 16.7% 17.5% 18.0% 17.6% 18.3% 17.2% 16.8% 17.0% Hi-Tech and Media 13.9% 14.3% 13.7% 13.8% 13.9% 14.3% 13.2% Banking, Financial services & Insurance 15.5% 15.4% 14.8% 15.7% 15.4% 16.1% 16.1% Berking, Financial services & Insurance 7.1% 7.2% 7.3% 7.6% 7.2% 7.7% 7.4% 7.7% 7.3% 7.6% 7.2% 7.7% 7.4% 7.7% 7.3% 7.6% 7.2% 7.7% 7.4% 7.7% 7.3% 7.6% 7.2% 7.7% 7.4% 7.7% 7.3% 7.6% 7.2% 7.7% 7.4% 7.7% 7.3% 7.6% 4.0% 3.7% 3.8% 4.0% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.5% 4.4% 5.0% 5.1% 5.1% 5.5% 5.1% 5.6% 2.6.2% 2.4% 2.4% 2.6% 2.6.6% 2.6.% <td< th=""><th>Segmental Revenue</th><th>Mar-23</th><th>Jun-23</th><th>Sep-23</th><th>Dec-23</th><th>Mar-24</th><th>Jun-24</th><th>Sep-24</th><th>Dec-24</th><th>Mar-25</th></td<>	Segmental Revenue	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Hi-Tech and Media 13.9% 14.3% 13.7% 13.8% 13.9% 14.3% 14.3% 13.2% Banking, Financial services & Insurance 15.5% 15.4% 14.8% 15.7% 15.4% 15.7% 15.8% 16.7% Retail, Transport & Logistics 7.1% 7.1% 7.3% 7.6% 7.7% 7.9% 8.1% 8.1% Retail, Transport & Logistics 7.1% 7.1% 7.2% 7.2% 7.2% 7.2% 7.2% 7.2% 7.4% 7.7% 4.33 Others 3.9% 3.2% 3.5% 4.0% 3.7% 3.8% 4.0% 4.5% 4.59 Revenues by Geography Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 24.6% 23.6% 23.8% 24.2% 24.0% 23.6% 25.6% 26.23 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24	Communications	35.8%	34.7%	34.3%	34.0%	34.7%	33.1%	33.4%	32.5%	33.2%
Banking, Financial services & Insurance 15.5% 15.4% 14.8% 15.7% 15.4% 15.7% 15.8% 16.1% 16.7% Retail, Transport & Logistics 7.1% 7.2% 7.5% 7.2% 7.7% 7.9% 8.1% 8.19 Healthcare & Life Sciences 7.0% 7.2% 7.5% 7.2% 7.7% 7.4% 7.7% 7.3% Others 3.9% 3.2% 3.5% 4.0% 3.7% 3.8% 4.0% 4.5%<	Manufacturing	16.7%	17.5%	18.0%	18.0%	17.6%	18.3%	17.2%	16.8%	17.0%
Retail, Transport & Logistics 7.1% 7.7% 8.1% 7.3% 7.6% 7.7% 7.9% 8.1% 8.19 Healthcare & Life Sciences 7.0% 7.2% 7.5% 7.2% 7.7% 7.4% 7.7% 7.3% Others 3.9% 3.2% 3.5% 4.0% 3.7% 3.8% 4.0% 4.5% 4.5% Revenues by Geography Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 48.49 Europe 25.3% 24.6% 23.6% 23.8% 24.2% 23.4% 24.0% 23.6% 25.4% Rest of the World 25.1% 24.0% 23.2% 24.4% 25.0% 24.2% 24.9% 24.6% 26.6% 26.0% 25.1% 16.0% 16.0% 15.5% 15.1% 15.0% 16.0% 16.0% 16.0% 15.5% 15.1% 15.0% 16.0% 16.0% 16.0% 16.0% 16.0% 15.5%	Hi-Tech and Media	13.9%	14.3%	13.7%	13.8%	13.9%	13.8%	14.3%	14.3%	13.2%
Healthcare & Life Sciences 7.0% 7.2% 7.5% 7.2% 7.2% 7.7% 7.4% 7.7% 7.4% 7.7% 7.3% Others 3.9% 3.2% 3.5% 4.0% 3.7% 3.8% 4.0% 4.5% 4.5% Revenues by Geography Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 48.49 Europe 25.3% 24.6% 23.6% 23.8% 24.2% 23.4% 24.0% 23.6% 25.6% 26.29 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 20 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients Mar-23 Jun-23 Sep-23 </td <td>Banking, Financial services & Insurance</td> <td>15.5%</td> <td>15.4%</td> <td>14.8%</td> <td>15.7%</td> <td>15.4%</td> <td>15.7%</td> <td>15.8%</td> <td>16.1%</td> <td>16.7%</td>	Banking, Financial services & Insurance	15.5%	15.4%	14.8%	15.7%	15.4%	15.7%	15.8%	16.1%	16.7%
Others 3.9% 3.2% 3.5% 4.0% 3.7% 3.8% 4.0% 4.5% 4.5% Revenues by Geography Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 42.5% 23.4% 24.0% 23.6% 25.4% 24.0% 23.6% 25.4% 24.0% 23.6% 25.4% 24.0% 23.6% 24.2% 23.4% 24.0% 23.6% 25.6% 26.29% Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-20 Top 30 Clients 15.0% 15.1% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 15.0% 16.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0%	Retail, Transport & Logistics	7.1%	7.7%	8.1%	7.3%	7.6%	7.7%	7.9%	8.1%	8.1%
Revenues by Geography Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 48.49 Europe 25.3% 24.6% 23.8% 24.2% 23.4% 24.0% 23.6% 25.4% Rest of the World 25.1% 24.0% 23.2% 24.4% 25.0% 24.2% 24.9% 25.6% 26.22 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 39.0% 38.4% 38.6% 38.0% 38.0% Top 20 Clients 40.0% 19.4% 39.5% 39.0% 39.0% 38.4% 38.6% 38.0% 38.0%	Healthcare & Life Sciences	7.0%	7.2%	7.5%	7.2%	7.2%	7.7%	7.4%	7.7%	7.3%
America 49.6% 51.4% 53.3% 51.9% 50.8% 52.4% 51.1% 50.8% 48.49 Europe 25.3% 24.6% 23.6% 23.8% 24.2% 23.4% 24.0% 23.6% 25.4% Rest of the World 25.1% 24.0% 23.2% 24.4% 25.0% 24.2% 24.9% 25.6% 26.29 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 38.4% 38.6% 38.0% 38.0% I Mn USD+ 582 580 568 553 545 540 555 S M USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+<	Others	3.9%	3.2%	3.5%	4.0%	3.7%	3.8%	4.0%	4.5%	4.5%
Europe 25.3% 24.6% 23.6% 23.8% 24.2% 23.4% 24.0% 23.6% 25.4% Rest of the World 25.1% 24.0% 23.2% 24.4% 25.0% 24.2% 24.9% 25.6% 26.29 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 38.4% 38.6% 38.0% 38.0% Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 Number of Million Dollar clients 1 1 114 118 114 113 109 104 10 10 Mn USD	Revenues by Geography	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Rest of the World 25.1% 24.0% 23.2% 24.4% 25.0% 24.2% 24.9% 25.6% 26.29 Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-24 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 38.4% 38.6% 38.0% 38.0% Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Number of Million Dollar clients 1 Murber 582 580 568 553 545 540 555 5 Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+	America	49.6%	51.4%	53.3%	51.9%	50.8%	52.4%	51.1%	50.8%	48.4%
Customer Revenue Concentrations Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 38.4% 38.6% 38.0% <t< td=""><td>Europe</td><td>25.3%</td><td>24.6%</td><td>23.6%</td><td>23.8%</td><td>24.2%</td><td>23.4%</td><td>24.0%</td><td>23.6%</td><td>25.4%</td></t<>	Europe	25.3%	24.6%	23.6%	23.8%	24.2%	23.4%	24.0%	23.6%	25.4%
Top 5 Client 17.0% 17.4% 16.6% 16.0% 15.5% 15.1% 15.0% 16.0% Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 39.0% 38.4% 38.6% 38.0% 38.0% Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Number of Million Dollar clients 1 1 186 190 186 185 190 191 195 191 19 10 Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 24 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24	Rest of the World	25.1%	24.0%	23.2%	24.4%	25.0%	24.2%	24.9%	25.6%	26.2%
Top 10 Clients 26.0% 27.3% 27.1% 26.0% 25.1% 24.9% 24.0% 25.0% Top 20 Clients 40.0% 39.4% 39.5% 39.0% 39.0% 38.4% 38.6% 38.0% 38.0% Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Number of Million Dollar clients 1 Million Dollar clients 1 Million Dollar clients 582 580 568 553 545 540 555 5 Mn USD+ 186 190 186 185 190 191 195 191 199 10 Mn USD+ 112 115 114 118 114 113 109 104 100 20 Mn USD+ 65 62 61 63 63 61 61 65 55 24 25 25 2 2 25 25 2 2 25 25 2 2 25 25 2 2 25 2 2 25 25 2<	Customer Revenue Concentrations	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Top 20 Clients 40.0% 39.4% 39.5% 39.0% 38.4% 38.6% 38.0% 38.0% 38.0% Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Number of Million Dollar clients 582 580 568 553 545 545 540 55 S Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+ 112 111 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 61 55 50 Mn USD+ 24 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,7	Top 5 Client	17.0%	17.4%	16.6%	16.0%	16.0%	15.5%	15.1%	15.0%	16.0%
Client Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-27 Number of Million Dollar clients 1 Mn USD+ 582 580 568 553 545 545 540 55 5 Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 65 50 2 <td>Top 10 Clients</td> <td>26.0%</td> <td>27.3%</td> <td>27.1%</td> <td>26.0%</td> <td>26.0%</td> <td>25.1%</td> <td>24.9%</td> <td>24.0%</td> <td>25.0%</td>	Top 10 Clients	26.0%	27.3%	27.1%	26.0%	26.0%	25.1%	24.9%	24.0%	25.0%
Number of Million Dollar clients 1 Mn USD+ 582 580 568 553 545 545 540 55 5 Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 61 55 50 Mn USD+ 24 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LT	Top 20 Clients	40.0%	39.4%	39.5%	39.0%	39.0%	38.4%	38.6%	38.0%	38.0%
1 Mn USD+ 582 580 568 558 553 545 545 540 55 5 Mn USD+ 186 190 186 185 190 191 195 191 19 10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 61 55 50 Mn USD+ 24 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.89 <	Client Data	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
5 Mn USD+ 186 190 186 185 190 191 195 191 199 10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 61 55 20 Mn USD+ 24 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.0% 11.2% 11.8%	Number of Million Dollar clients									
10 Mn USD+ 112 115 114 118 114 113 109 104 10 20 Mn USD+ 65 62 61 63 63 61 61 61 55 50 Mn USD+ 24 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,45,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.8%	1 Mn USD+	582	580	568	558	553	545	545	540	553
20 Mn USD+ 65 62 61 63 63 61 61 61 51 50 Mn USD+ 24 26 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,45,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.8%	5 Mn USD+	186	190	186	185	190	191	195	191	190
50 Mn USD+ 24 26 26 26 26 23 24 25 25 2 Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.8% Utilization	10 Mn USD+	112	115	114	118	114	113	109	104	106
Employee Data Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2 Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.8% Utilization Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-28	20 Mn USD+	65	62	61	63	63	61	61	61	59
Total Headcount 1,52,400 1,48,297 1,50,604 1,46,250 1,45,455 1,47,620 1,54,273 1,50,488 1,48,73 Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.2% 11.8% Utilization Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Sep-24 Dec-24 Mar-2	50 Mn USD+	24	26	26	26	23	24	25	25	25
Net Addition -4,668 -4,103 2,307 -4,354 -795 2,165 6,653 -3,785 -1,75 Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.0% 11.2% 11.8% Utilization Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Sep-24 Dec-24 Mar-2	Employee Data	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Attrition Rate (LTM) 15.0% 12.8% 11.4% 10.3% 10.0% 10.1% 11.0% 11.2% 11.8% Utilization Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2	Total Headcount	1,52,400	1,48,297	1,50,604	1,46,250	1,45,455	1,47,620	1,54,273	1,50,488	1,48,731
Utilization Mar-23 Jun-23 Sep-23 Dec-23 Mar-24 Jun-24 Sep-24 Dec-24 Mar-2	Net Addition	-4,668	-4,103	2,307	-4,354	-795	2,165	6,653	-3,785	-1,757
	Attrition Rate (LTM)	15.0%	12.8%	11.4%	10.3%	10.0%	10.1%	11.0%	11.2%	11.8%
	Utilization	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
	Net Utilization (Excluding trainees)			•		86%	86%	•		86%

Source: Company Data

Exhibit 2: Revenue declined sequentially



Source: Centrum Broking, Company Data

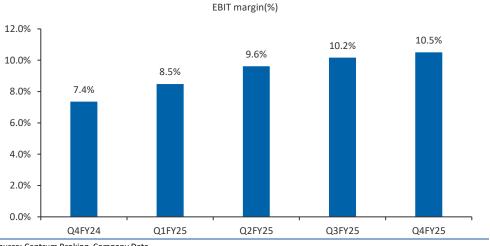


Exhibit 3: EBIT margin continues to improve

Source: Centrum Broking, Company Data

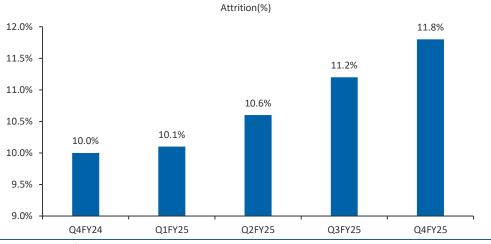
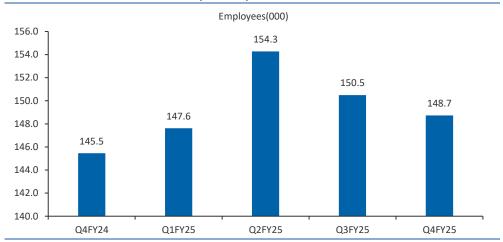


Exhibit 4: Employee attrition increased sequentially

Source: Centrum Broking, Company Data





Source: Centrum Broking, Company Data

Concall Highlights

- Deal momentum is broad-based, including significant wins in Telecom, Aerospace, Healthcare and Retail, focusing on profitable growth rather than speculative deals.
- The demand outlook sees signs of stability returning in Communications (especially Europe/APAC), and early recovery signals in BFSI discretionary spending.
- Manufacturing, particularly the Auto sector, and Hi-Tech experienced softness or caution in the latter half of the year due to macro pressures.
- FY25 revenue stabilized at US\$6.26bn (0.3% CC growth) after absorbing reductions from scaling down non-core businesses.
- FY25 operating margin improvement was driven by Project Fortius savings and operational efficiency.
- Q4FY25 revenue was impacted slightly by a client renewal delay (expected to resolve soon) and retail seasonality.
- Q4FY25 operating margin reached 10.5%, showing sequential and annual improvement despite wage hikes, helped by efficiencies, seasonality and FX.
- Future plans involve executing the FY27 strategic roadmap, focusing on stabilization (achieved FY25), growth and margin expansion.
- Key strategies include leveraging Project Fortius for ongoing savings, expanding service offerings with the launch of TechM Consulting and enhancing AI capabilities with the "AI delivered right" strategy.
 - Investments continue in leadership, capability building (like the new manufacturing center in Chennai) and strategic partnerships.

P&L					
YE Mar (Rs mn)	FY23A	FY24A	FY25A	FY26E	FY27E
Revenues	5,32,902	5,19,955	5,29,883	5,51,815	6,10,631
Operating Expense	4,52,615	4,70,310	4,59,972	4,62,790	5,02,168
EBITDA	80,287	49,645	69,911	89,025	1,08,463
Depreciation & Amortisation	19,567	18,171	18,529	19,314	21,372
EBIT	60,720	31,474	51,382	69,711	87,091
Interest expenses	5,382	5,502	3,217	3,164	2,801
Other income	9,116	6,272	8,367	6,400	10,041
PBT	64,454	32,244	56,532	72,947	94,331
Taxes	15,885	8,276	14,002	18,966	24,526
Effective tax rate (%)	24.6	25.7	24.8	26.0	26.0
PAT	48,569	23,968	42,530	53,981	69,805
Minority/Associates	(257)	(390)	(15)	992	992
Recurring PAT	48,312	23,578	42,515	54,973	70,797
Reported PAT	48,312	23,578	42,515	54,973	70,797
Ratios	EV22 A	57344	EV2E A	EV2CE	EV275
YE Mar	FY23A	FY24A	FY25A	FY26E	FY27E
Growth (%)	40.5	12 12			40-
Revenue	19.4	(2.4)	1.9	4.1	10.7
EBITDA	0.1	(38.2)	40.8	27.3	21.8
Adj. EPS	(13.2)	(51.2)	80.3	29.3	28.8
Margins (%)					
Gross	28.5	24.8	28.1	30.3	30.8
EBITDA	15.1	9.5	13.2	16.1	17.8
EBIT	11.4	6.1	9.7	12.6	14.3
Adjusted PAT	9.1	4.5	8.0	10.0	11.6
Returns (%)					
ROE	17.6	8.6	15.7	19.9	24.3
ROCE	17.2	9.2	15.1	18.7	22.8
ROIC	15.1	8.4	13.7	16.1	19.1
Turnover (days)					
Gross block turnover ratio (x)	18.6	20.3	22.3	18.1	17.4
Debtors	53	54	47	54	61
Creditors	41	38	39	42	40
Net working capital	89	88	82	81	85
Solvency (x)					
Net debt-equity	(0.1)	(0.1)	(0.1)	0.0	0.0
Interest coverage ratio	14.9	9.0	21.7	28.1	38.7
Net debt/EBITDA	(0.2)	(0.4)	(0.4)	0.1	0.0
Per share (Rs)					
Adjusted EPS	54.7	26.7	48.1	62.3	80.2
BVPS	316.2	302.0	309.9	317.1	342.3
CEPS	76.9	47.3	69.1	84.1	104.4
DPS	48.3	44.4	43.5	55.0	55.0
Dividend payout (%)	88.2	166.1	90.4	88.3	68.6
Valuation (x)					
P/E	26.4	54.1	30.0	23.2	18.0
P/BV	4.6	4.8	4.7	4.6	4.2
EV/EBITDA	15.7	25.3	17.9	14.4	11.8
Dividend yield (%)	3.3	3.1	3.0	3.8	3.8
Source: Company, Centrum Broking	5.5	5.1	5.0	5.0	5.0

Balance sheet					
YE Mar (Rs mn)	FY23A	FY24A	FY25A	FY26E	FY27E
Equity share capital	4,400	4,413	4,424	4,424	4,424
Reserves & surplus	2,74,845	2,62,281	2,69,191	2,75,598	2,97,828
Shareholders fund	2,79,245	2,66,694	2,73,615	2,80,022	3,02,252
Minority Interest	4,702	4,774	4,302	4,302	4,302
Total debt	27,402	25,367	20,252	19,942	19,668
Non Current Liabilities	31,924	26,123	26,537	27,243	27,985
Def tax liab. (net)	3,261	2,745	2,279	2,279	2,279
Total liabilities	3,46,534	3,25,703	3,26,985	3,33,788	3,56,486
Gross block	28,622	25,577	23,805	30,491	35,119
Net block	28,622	25,577	23,805	30,491	35,119
Capital WIP	836	1,011	206	216	227
Net fixed assets	1,38,792	1,30,044	1,24,495	1,27,812	1,29,273
Non Current Assets	72,365	65,356	80,765	81,034	81,316
Investments	6,049	4,583	2,893	3,038	3,190
Inventories	236	375	394	241	262
Sundry debtors	81,424	71,256	65,486	96,757	1,08,742
Cash & Cash Equivalents	42,547	47,355	45,422	12,815	19,862
Other current assets	1,20,120	1,15,267	1,25,490	1,35,548	1,46,437
Trade payables	43,846	37,853	44,108	44,832	48,646
Other current liab.	64,840	59,308	61,082	64,961	69,329
Provisions	6,313	11,372	12,770	13,664	14,620
Net current assets	1,29,328	1,25,720	1,18,832	1,21,905	1,42,708
Total assets	3,46,534	3,25,703	3,26,985	3,33,788	3,56,486
Cashflow					
YE Mar (Rs mn)	FY23A	FY24A	FY25A	FY26E	FY27E
Profit Before Tax	64,454	32,244	56,532	72,947	94,331
Depreciation & Amortisation	19,567	18,171	18,529	19,314	21,372
Net Interest	5,382	5,502	3,217	3,164	2,801
Net Change – WC	(15,782)	15,116	1,717	(32,953)	(10,853)
Direct taxes	(16,986)		(13,829)	(18,966)	(24,526)
Net cash from operations	47,519	52,027	57,799	37,105	73,084
Capital expenditure	(18,193)	(9,572)	(16,301)	(26,480)	(26,490)
Investments Others	14,957	1,504	556	(2,170)	(2,319)
Others	8,744	12,816	2,905	6,131	9,759
Net cash from investing FCF	5,508		(12,840)	(22,518)	(19,050)
	53,027	56,775	44,959	14,587	54,034
Issue of share capital	1 210	(2.025)	(5 115)	(210)	(274)
Increase/(decrease) in debt	1,218	(2,035)	(5,115)	(310)	(274)
Dividend paid			(38,418)		(48,566)
Interest paid	(5,382)	(5,502)	(3,217)	(3,164)	(2,801)
Others	(3,440)	(5,273)	(153)	4,846	4,654
Net cash from financing	(50,225)	(51,967)	(46,892)	(47,194)	(46,986)
Net change in Cash	2,802	4,808	(1,933)	(32,607)	7,047

Source: Company, Centrum Broking

Source: Company, Centrum Broking

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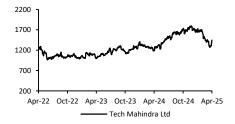
Buy – The stock is expected to return above 15%.

Add – The stock is expected to return 5-15%.

Reduce – The stock is expected to deliver -5-+5% returns.

Sell - The stock is expected to deliver <-5% returns.

Tech Mahindra



Source: Bloomberg

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