

November 19, 2020

Analyst Meet Update

■ Change in Estimates | ■ Target | ■ Reco

Change in Estimates

| | Current | | Previous | |
|---------------------|----------|----------|----------|----------|
| | FY22E | FY23E | FY22E | FY23E |
| Rating | BUY | | BUY | |
| Target Price | 415 | | 415 | |
| Sales (Rs. m) | 6,64,738 | 7,16,032 | 6,64,738 | 7,16,032 |
| % Chng. | - | - | - | - |
| EBITDA (Rs. m) | 1,48,222 | 1,59,092 | 1,48,222 | 1,59,092 |
| % Chng. | - | - | - | - |
| EPS (Rs.) | 19.8 | 21.7 | 19.8 | 21.7 |
| % Chng. | - | - | - | - |

Key Financials - Standalone

| Y/e Mar | FY20 | FY21E | FY22E | FY23E |
|-----------------|------|-------|-------|-------|
| Sales (Rs. bn) | 610 | 615 | 665 | 716 |
| EBITDA (Rs. bn) | 122 | 136 | 148 | 159 |
| Margin (%) | 20.0 | 22.2 | 22.3 | 22.2 |
| PAT (Rs. bn) | 97 | 100 | 113 | 124 |
| EPS (Rs.) | 16.2 | 16.9 | 19.8 | 21.7 |
| Gr. (%) | 2.9 | 4.4 | 17.2 | 9.7 |
| DPS (Rs.) | 0.9 | 0.9 | 2.9 | 2.9 |
| Yield (%) | 0.3 | 0.3 | 0.8 | 0.8 |
| RoE (%) | 17.3 | 16.5 | 16.0 | 15.4 |
| RoCE (%) | 15.6 | 16.2 | 15.7 | 15.2 |
| EV/Sales (x) | 3.0 | 2.7 | 2.2 | 1.9 |
| EV/EBITDA (x) | 14.9 | 12.1 | 10.0 | 8.7 |
| PE (x) | 21.4 | 20.5 | 17.5 | 15.9 |
| P/BV (x) | 3.7 | 3.1 | 2.6 | 2.3 |

Key Data

WIPR.BO | WPRO IN

| | |
|---------------------|------------------------|
| 52-W High / Low | Rs.382 / Rs.159 |
| Sensex / Nifty | 44,180 / 12,938 |
| Market Cap | Rs.1,973bn/ \$ 26,598m |
| Shares Outstanding | 5,715m |
| 3M Avg. Daily Value | Rs.12194.74m |

Shareholding Pattern (%)

| | |
|-------------------------|-------|
| Promoter's | 74.41 |
| Foreign | 7.84 |
| Domestic Institution | 7.61 |
| Public & Others | 10.13 |
| Promoter Pledge (Rs bn) | - |

Stock Performance (%)

| | 1M | 6M | 12M |
|----------|-------|------|------|
| Absolute | 1.7 | 89.5 | 38.4 |
| Relative | (8.0) | 28.8 | 26.2 |

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Simplicity over perfection...

Quick Pointers:

- Revenue growth will be key area of focus for which they have also hired Chief growth officer whose responsibilities will be 1) Invest in strategic clients, 2) Large deals acceleration, 3) Strategic Partnership & 4) Strategic M&A.
- Wipro is going to simplify its operating model & re-organize itself in 4 strategic units. Simplification of operating model will bring down 20-25 P&Ls into 4 P&Ls driving significant savings as it will reduce the need to have control at every single P&L.
- Management mentioned **Execution = Accelerated growth X Sustained margins along with healthy cash conversion & optimal use of cash.** We believe cultural shift and growth focus was long overdue in Wipro and we see bold management initiatives as initial signs of trajectory reversal.

Thierry Delaporte (new CEO) along with senior leadership team held a virtual analyst day to highlight Wipro's new strategy. The new CEO has outlined new strategic direction, 1) accelerate growth, 2) strengthen clients and partnerships, 3) lead with business solutions, 4) build quality talent at scale, and 4) simplify the operating model. Management has recognized that speed is the new cost, making strategy more client focused thus enabling agility in providing solutions. We believe this will also elevate client mining efforts which Wipro lacks.

Revenue growth will be key area of focus for which they have also hired Chief growth officer whose responsibilities will be to set up a centralized large deal focused team to elevate growth. This approach is essential for focusing entire energies on clients, delivery and the overall turnaround effort. Shift from traditional 3 axes model to 2 axes model lead to reduction of P&Ls from 25 to 4 driving in sizable savings. Management aims to accelerate existing portfolio of large clients (~70% of revenue) by centralizing organization around the customers. Each customer will have a senior level GAE, with strong decision making rights and ability to make investments in these accounts. Global account executives currently account for 3% of top 100 leaders. Wipro plans to increase the number to 25%.

New CEO believes in sustainable margin led growth driven by structural margin levers and pricing power derived from investing in next gen capabilities. We value Wipro on Sep-22 earnings of 20X to arrive at unchanged TP of INR 415. Wipro is currently trading at 17.5X/15.9X for FY22/23E earnings of INR 19.8/21.7 respectively with EPS CAGR of ~14% for FY21-23 respectively. Maintain Buy.

- Simplified organization structure will bring in efficiencies:** Wipro's new simplified operating model will replace the traditional 3 axes structure of Strategic Business Units, Service lines and Geographies with 2 axes of Strategic Market Units (SMUs) and Global Business Lines (GBLs). The four SMUs will be Americas 1, Americas 2, Europe and Asia Pacific Middle East

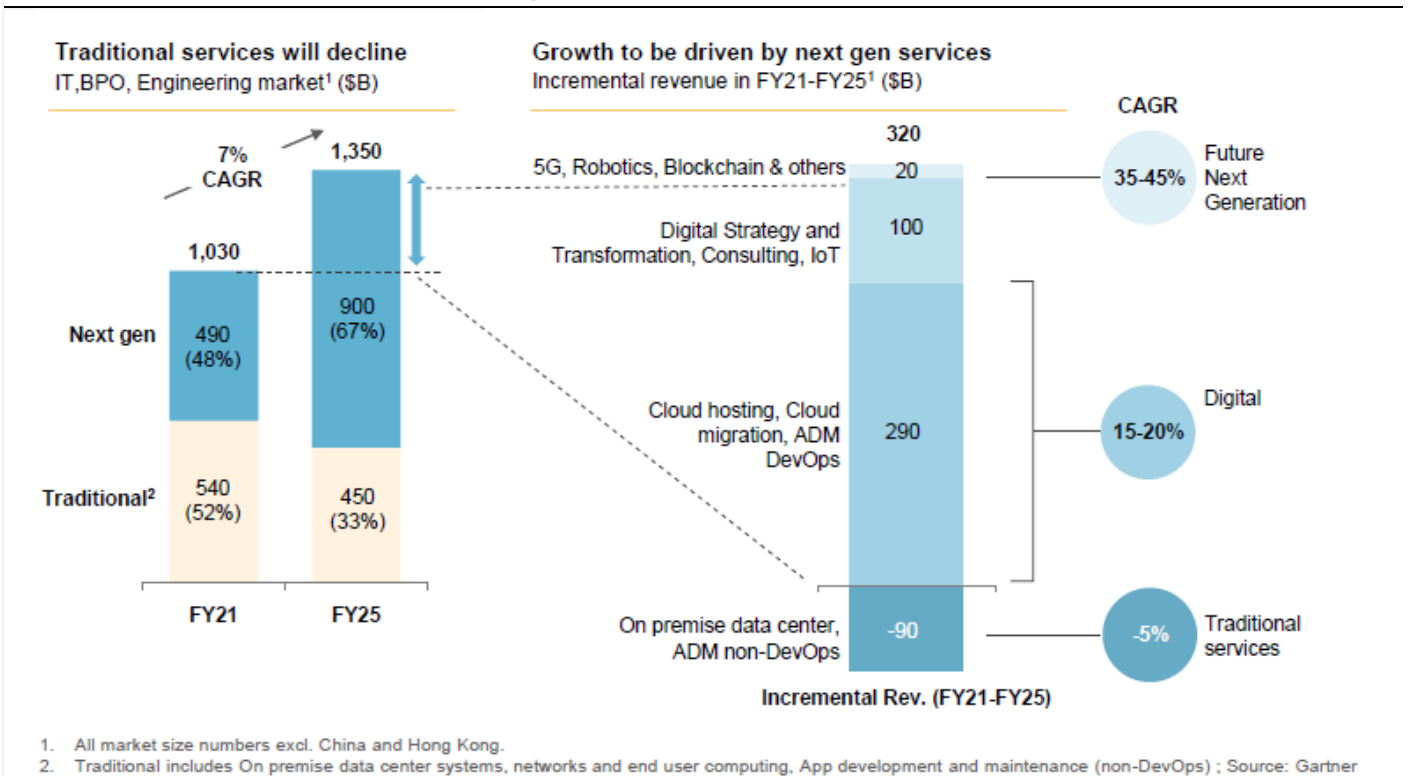
Africa (APMEA). While Americas 1 and Americas 2 will be organized by sectors, Europe and APMEA will be structured by countries. The two GBLs - i) iDEAS will include - Domain and Consulting, Apps & Data, Engineering & R&D and ii) iCORE will include Integrated Cloud Infrastructure, Digital Operations, Cyber Security. They will focus on only specific high performing sectors in particularly geography and not have dedicated resources for all sectors in all geographies. **Though the de-prioritized sectors/geos currently contribute to only 2-3% of revenues, significant portion of investments & resources are tied up due to them. Dis-investments will free-up cash and allow Wipro to invest in focus areas.**

The Chairman has invested a lot of time across ~60 sessions (of 2-3 hour each) with 19,600 leaders across Wipro to drive cultural shift. The CEO is driving a customer-centric approach as he interacts with at least one client every day; has interacted with over 120 customers and 25 partners.

- **Reduction in P&Ls will bring in significant efficiencies:** Simplification of operating model will bring down 20-25 P&Ls into 4 P&Ls driving significant savings as it will reduce the need to have control at every single P&L. Reduction in P&L will significantly reduce conflict of interest, enable better decision making. It will also bring in efficiencies in 'Go To Market' strategy as clients today are not looking for discrete set of services but a complete outcome based solution which is at the intersection of various service lines and sector specific expertise.
- Management mentioned they have enough margin levers at play which are 1) **Structural** [(i) 3 to 2 axes, ii) Prioritization of markets and sectors, iii) G&A, 2) **Pricing Power** [(i) Premium for New, ii) Moving up on value chain, iii) Outcome vs. output, iv) Value vs Cost, 3) Operational excellence, [i) Variable work force , ii) Productivity & Automation, iii) Offshore Mix, iv) Utilization, **3) Situational** i) Travel and discretionary spends.
- **Growth will be top priority:** Wipro aims to transform the company into more **outward focused with priority to drive growth**. Wipro has come up with four-pronged strategy to achieve this objective. i) **Client Obsession** – Wipro has given more decision making power to Global Account Executives to better address the needs of large global customers. This will enable them to move closer towards clients as one Wipro. ii) **Large deal acceleration** – They have formed large deal teams to have disciplined focus towards winning large deals and going deep in client mining iii) **Strategic partnerships** – Long standing partnerships with AWS, Microsoft, Google, Salesforce, SAP, ServiceNow led by senior leaders to intensify. iv) **M&A** – Wipro will scale up capability led and market access led acquisitions to fast track capability building in emerging sectors. They have formed cross merger integration teams to drive in value from M&A. They have appointed Chief Growth Officer who will be responsible for execution of these strategies. They are also moving closer towards client i.e. focusing on local talent development.
- Wipro indicated that it will assign a global account executive (GAE) to its key accounts, top 80-100 accounts. It has higher accountability and decision-making authority. GAE's will be level 3/4 executives (vs. level 6/7 currently) and will represent 25% of top 200 leaders (vs. ~3% currently).

- Digital & Future Next services to grow at rapid pace:** Traditional IT services are declining and digital & next-gen services will grow in coming years. Digital tech will grow at 15-20% CAGR digital tech whereas future next gen tech will grow at 35-45% CAGR in next 5 years. Cloud, AI & cybersecurity remain key focus areas for Wipro. Among sectors BFSI, Retail, E&U, Manufacturing will contribute to 13-17% to incremental revenue growth in FY21-25. And in terms of geographies, Europe and APMEA is expected to grow faster and contribute 58% to incremental revenue. We believe Acquisitions of Appirio (Salesforce consulting partner) and DesignIt (digital marketing agency) combined with investments in automation and strength in cloud migration and security services make Wipro a credible player in digital space.
- New CEO will drive in growth but not at the expense of margins:** The simplified operating model from 3 axes to 2 axes, disinvestments in de-prioritized sectors, reduction in P&Ls, hybrid model of WFH/WFA are some of the structural margin levers which will help them maintain operating margins. Wipro is also focusing on next gen solutions which will help them derive pricing power. They have developed innovative solutions to solve new business problems which have turned their couple of large clients into partners garnering more clients in the sector.
- Talent to be the critical success factor:** Management cited that talent will be the most critical success factor to successfully execute the new growth strategy. They are open to develop in-house talent and onboard new talent to support their growth objectives. Wipro is following top down approach to change management and Chairman Rishab Premji himself has conducted numerous sessions with top leaders to trickle down acceptance towards cultural changes.

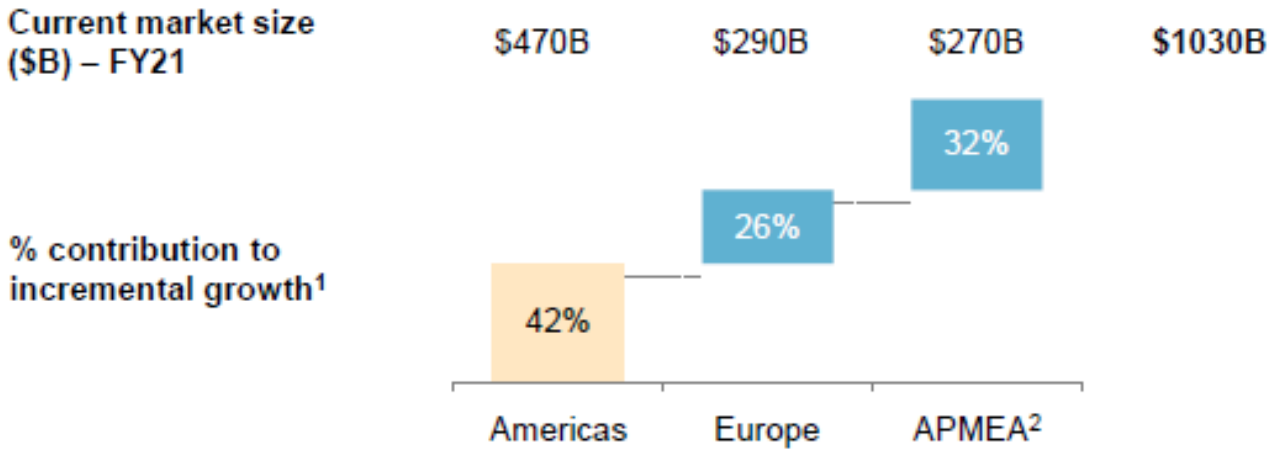
Exhibit 1: 85% of incremental spend will be digital



Source: Company, PL

Exhibit 2: Europe & APMEA to become faster growing regions (58% of incremental revenues)

Total incremental revenue (FY21–FY25)¹ : \$ 320 B



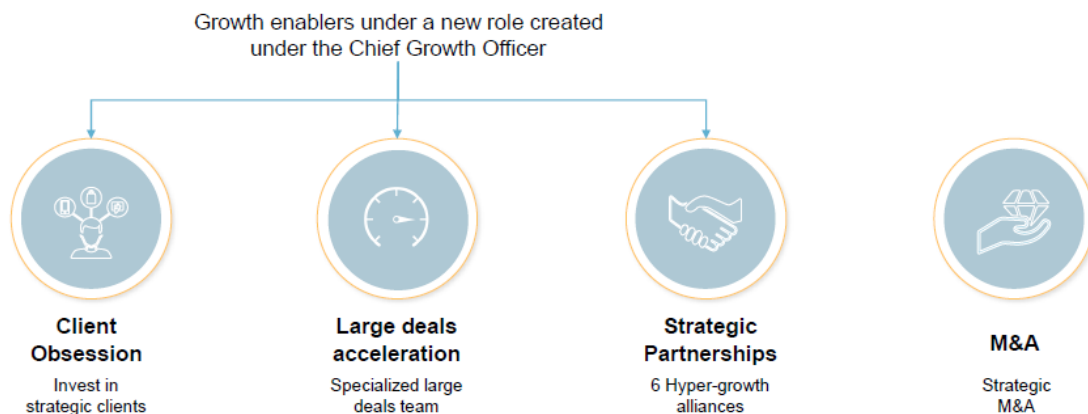
Source: Company, PL

Exhibit 3: BFSI, Retail, E&U, Manufacturing will contribute to 13-17% to incremental revenue growth

| Sectors ³ | Current Market Size ¹ (\$B) – FY21 | % contribution to incremental revenue ¹ (FY21-25) |
|-------------------------|-----------------------------------------------|--------------------------------------------------------------|
| BFSI | 230 | 17% |
| Retail and consumer | 130 | 12% |
| Energy and utilities | 120 | 13% |
| Manufacturing | 70 | 14% |
| Telecommunications | 90 | 7% |
| Technology and Software | 50 | 7% |
| Payor and Provider | 50 | 6% |
| Media and Education | 40 | 5% |
| Others | 250 | 19% |
| Total | 1030 | |

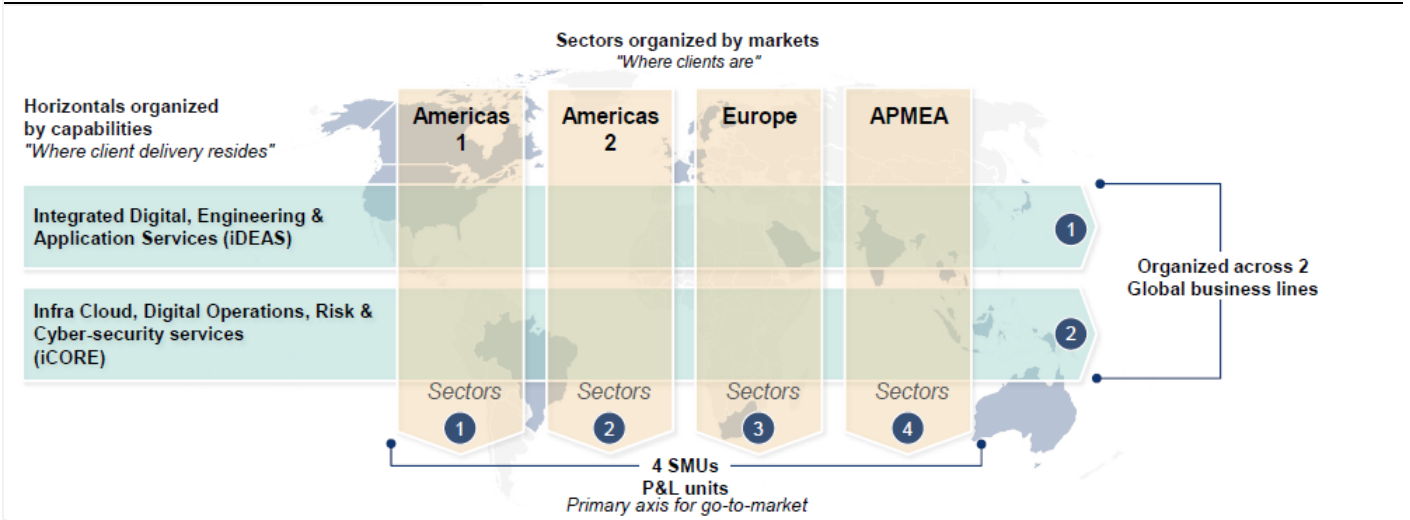
Source: Company, PL

Exhibit 4: Growth enablers under Chief Growth Officer



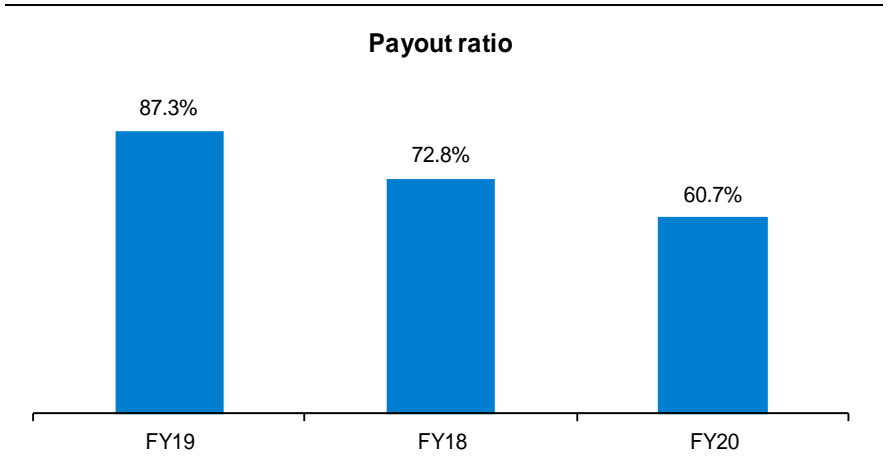
Source: Company, PL

Exhibit 5: Simplification of operating model will bring down 20-25 P&Ls into 4 P&Ls



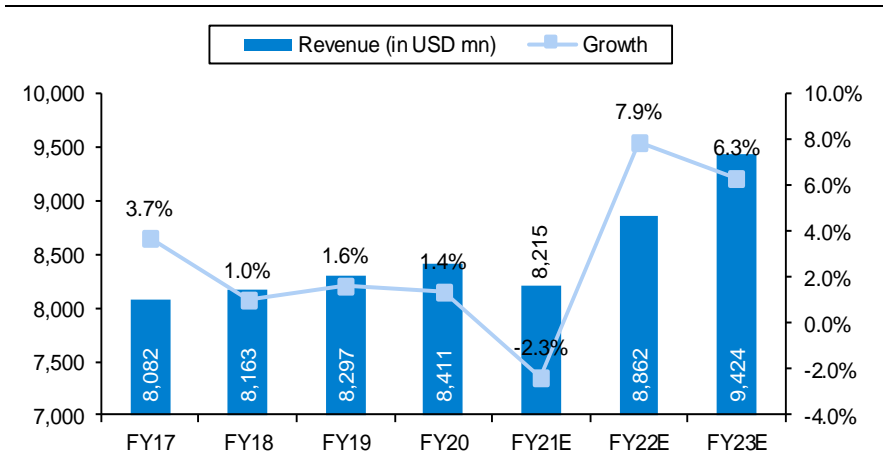
Source: Company, PL

Exhibit 6: Strong Payout ratio to sustain



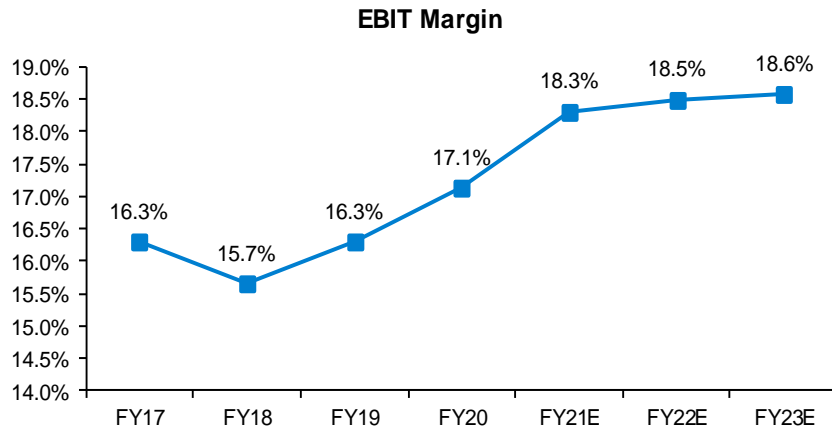
Source: Company, PL

Exhibit 7: Reversal in revenue trajectory to be expected



Source: Company, PL

Exhibit 8: New CEO to drive growth but not at the expense of margins



Source: Company, PL

Financials

Income Statement (Rs m)

| Y/e Mar | FY20 | FY21E | FY22E | FY23E |
|-------------------------------|-----------------|-----------------|-----------------|-----------------|
| Net Revenues | 6,10,232 | 6,14,678 | 6,64,738 | 7,16,032 |
| YoY gr. (%) | 4.2 | 0.7 | 8.1 | 7.7 |
| Employee Cost | 4,15,225 | 4,01,525 | 4,30,984 | 4,71,932 |
| Gross Profit | 1,95,007 | 2,13,153 | 2,33,754 | 2,44,101 |
| Margin (%) | 32.0 | 34.7 | 35.2 | 34.1 |
| SG&A Expenses | - | - | - | - |
| Other Expenses | - | - | - | - |
| EBITDA | 1,22,277 | 1,36,490 | 1,48,222 | 1,59,092 |
| YoY gr. (%) | 9.3 | 11.6 | 8.6 | 7.3 |
| Margin (%) | 20.0 | 22.2 | 22.3 | 22.2 |
| Depreciation and Amortization | 20,860 | 26,044 | 27,220 | 28,020 |
| EBIT | 1,01,417 | 1,10,446 | 1,21,002 | 1,31,072 |
| Margin (%) | 16.6 | 18.0 | 18.2 | 18.3 |
| Net Interest | - | - | - | - |
| Other Income | 21,066 | 18,261 | 22,118 | 26,118 |
| Profit Before Tax | 1,22,483 | 1,28,707 | 1,43,120 | 1,57,190 |
| Margin (%) | 20.1 | 20.9 | 21.5 | 22.0 |
| Total Tax | 24,799 | 27,971 | 30,275 | 33,390 |
| Effective tax rate (%) | 20.2 | 21.7 | 21.2 | 21.2 |
| Profit after tax | 97,684 | 1,00,736 | 1,12,845 | 1,23,800 |
| Minority interest | 495 | 518 | 240 | 240 |
| Share Profit from Associate | - | - | - | - |
| Adjusted PAT | 97,189 | 1,00,218 | 1,12,605 | 1,23,560 |
| YoY gr. (%) | 3.0 | 3.1 | 12.4 | 9.7 |
| Margin (%) | 15.9 | 16.3 | 16.9 | 17.3 |
| Extra Ord. Income / (Exp) | - | - | - | - |
| Reported PAT | 97,189 | 1,00,218 | 1,12,605 | 1,23,560 |
| YoY gr. (%) | 3.0 | 3.1 | 12.4 | 9.7 |
| Margin (%) | 15.9 | 16.3 | 16.9 | 17.3 |
| Other Comprehensive Income | - | - | - | - |
| Total Comprehensive Income | 97,189 | 1,00,218 | 1,12,605 | 1,23,560 |
| Equity Shares O/s (m) | 6,011 | 5,936 | 5,692 | 5,693 |
| EPS (Rs) | 16.2 | 16.9 | 19.8 | 21.7 |

Source: Company Data, PL Research

Balance Sheet Abstract (Rs m)

| Y/e Mar | FY20 | FY21E | FY22E | FY23E |
|---------------------------------------|-----------------|-----------------|------------------|------------------|
| Non-Current Assets | | | | |
| Gross Block | 2,28,494 | 2,31,726 | 2,36,080 | 2,40,370 |
| Tangibles | 81,120 | 81,242 | 85,596 | 89,886 |
| Intangibles | 1,47,374 | 1,50,484 | 1,50,484 | 1,50,484 |
| Acc: Dep / Amortization | - | - | - | - |
| Tangibles | - | - | - | - |
| Intangibles | - | - | - | - |
| Net fixed assets | 2,28,494 | 2,31,726 | 2,36,080 | 2,40,370 |
| Tangibles | 81,120 | 81,242 | 85,596 | 89,886 |
| Intangibles | 1,47,374 | 1,50,484 | 1,50,484 | 1,50,484 |
| Capital Work In Progress | - | - | - | - |
| Goodwill | - | - | - | - |
| Non-Current Investments | 16,748 | 14,943 | 14,943 | 14,943 |
| Net Deferred tax assets | - | - | - | - |
| Other Non-Current Assets | 51,969 | 48,557 | 48,557 | 48,557 |
| Current Assets | | | | |
| Investments | 1,89,635 | 2,73,660 | 2,73,660 | 2,73,660 |
| Inventories | 1,865 | 1,317 | 1,424 | 1,534 |
| Trade receivables | 1,04,474 | 89,920 | 97,244 | 1,04,747 |
| Cash & Bank Balance | 1,44,499 | 1,94,690 | 2,75,476 | 3,67,255 |
| Other Current Assets | 61,235 | 62,551 | 67,198 | 71,959 |
| Total Assets | 7,98,919 | 9,17,365 | 10,14,581 | 11,23,026 |
| Equity | | | | |
| Equity Share Capital | 2,930 | 2,930 | 2,930 | 2,930 |
| Other Equity | 5,54,348 | 6,55,079 | 7,49,005 | 8,53,886 |
| Total Network | 5,57,278 | 6,58,009 | 7,51,935 | 8,56,816 |
| Non-Current Liabilities | | | | |
| Long Term borrowings | 4,840 | 225 | 225 | 225 |
| Provisions | - | - | - | - |
| Other non current liabilities | 36,496 | 35,564 | 35,564 | 35,564 |
| Current Liabilities | | | | |
| ST Debt / Current of LT Debt | 73,202 | 70,293 | 62,293 | 54,293 |
| Trade payables | 78,129 | 82,370 | 89,078 | 95,952 |
| Other current liabilities | 65,062 | 69,583 | 73,926 | 78,375 |
| Total Equity & Liabilities | 8,16,882 | 9,17,365 | 10,14,581 | 11,23,026 |

Source: Company Data, PL Research

Cash Flow (Rs m)

| Y/e Mar | FY20 | FY21E | FY22E | FY23E |
|--------------------------------------|-----------------|-------------------|-----------------|-----------------|
| PBT | 1,22,483 | 1,28,707 | 1,43,120 | 1,57,190 |
| Add. Depreciation | 20,860 | 26,044 | 27,220 | 28,020 |
| Add. Interest | (17,897) | (16,118) | (20,118) | (24,118) |
| Less Financial Other Income | 21,066 | 18,261 | 22,118 | 26,118 |
| Add. Other | - | - | - | - |
| Op. profit before WC changes | 1,25,446 | 1,38,633 | 1,50,222 | 1,61,092 |
| Net Changes-WC | 34,498 | 25,028 | (1,026) | (1,052) |
| Direct tax | (24,799) | (27,971) | (30,275) | (33,390) |
| Net cash from Op. activities | 1,35,145 | 1,35,690 | 1,18,920 | 1,26,650 |
| Capital expenditures | (48,011) | (29,276) | (31,574) | (32,310) |
| Interest / Dividend Income | - | - | - | - |
| Others | 14,333 | (82,220) | - | - |
| Net Cash from Inv. activities | (33,678) | (1,11,496) | (31,574) | (32,310) |
| Issue of share cap. / premium | - | - | - | - |
| Debt changes | (21,425) | (7,524) | (8,000) | (8,000) |
| Dividend paid | (6,517) | (6,226) | (18,679) | (18,679) |
| Interest paid | 17,897 | 16,118 | 20,118 | 24,118 |
| Others | (1,257) | (1,072) | - | - |
| Net cash from Fin. activities | (11,302) | 1,296 | (6,561) | (2,561) |
| Net change in cash | 90,165 | 25,489 | 80,785 | 91,779 |
| Free Cash Flow | 87,134 | 1,06,414 | 87,346 | 94,340 |

Source: Company Data, PL Research

Quarterly Financials (Rs m)

| Y/e Mar | Q3FY20 | Q4FY20 | Q1FY21 | Q2FY21 |
|-----------------------------------|-----------------|-----------------|-----------------|-----------------|
| Net Revenue | 1,54,705 | 1,57,110 | 1,49,131 | 1,51,145 |
| YoY gr. (%) | 2.7 | 3.6 | 1.3 | (0.1) |
| Raw Material Expenses | 1,04,378 | 1,08,335 | 97,546 | 98,807 |
| Gross Profit | 50,327 | 48,775 | 51,585 | 52,338 |
| Margin (%) | 32.5 | 31.0 | 34.6 | 34.6 |
| EBITDA | 31,801 | 30,799 | 31,790 | 34,555 |
| YoY gr. (%) | (3.4) | (5.5) | 10.5 | 11.8 |
| Margin (%) | 20.6 | 19.6 | 21.3 | 22.9 |
| Depreciation / Depletion | 5,295 | 5,798 | 6,154 | 6,580 |
| EBIT | 27,233 | 25,994 | 26,841 | 28,313 |
| Margin (%) | 17.6 | 16.5 | 18.0 | 18.7 |
| Net Interest | - | - | - | - |
| Other Income | 4,253 | 4,642 | 5,284 | 4,102 |
| Profit before Tax | 30,793 | 29,656 | 30,951 | 32,071 |
| Margin (%) | 19.9 | 18.9 | 20.8 | 21.2 |
| Total Tax | 6,164 | 6,205 | 6,838 | 7,228 |
| Effective tax rate (%) | 20.0 | 20.9 | 22.1 | 22.5 |
| Profit after Tax | 24,629 | 23,451 | 24,113 | 24,843 |
| Minority interest | 71 | 191 | 211 | 187 |
| Share Profit from Associates | 34 | 13 | 31 | (6) |
| Adjusted PAT | 24,558 | 23,260 | 23,902 | 24,656 |
| YoY gr. (%) | (2.2) | (11.8) | 0.1 | (3.4) |
| Margin (%) | 15.9 | 14.8 | 16.0 | 16.3 |
| Extra Ord. Income / (Exp) | - | - | - | - |
| Reported PAT | 24,558 | 23,260 | 23,902 | 24,656 |
| YoY gr. (%) | (2.2) | (11.8) | 0.1 | (3.4) |
| Margin (%) | 15.9 | 14.8 | 16.0 | 16.3 |
| Other Comprehensive Income | - | - | - | - |
| Total Comprehensive Income | 24,558 | 23,260 | 23,902 | 24,656 |
| Avg. Shares O/s (m) | 5,703 | 5,703 | 5,703 | 5,706 |
| EPS (Rs) | 4.3 | 4.1 | 4.2 | 4.3 |

Source: Company Data, PL Research

Key Financial Metrics

| Y/e Mar | FY20 | FY21E | FY22E | FY23E |
|------------------------|-------|-------|-------|-------|
| Per Share(Rs) | | | | |
| EPS | 16.2 | 16.9 | 19.8 | 21.7 |
| CEPS | 19.6 | 21.3 | 24.6 | 26.6 |
| BVPS | 92.7 | 110.8 | 132.1 | 150.5 |
| FCF | 14.5 | 17.9 | 15.3 | 16.6 |
| DPS | 0.9 | 0.9 | 2.9 | 2.9 |
| Return Ratio(%) | | | | |
| RoCE | 15.6 | 16.2 | 15.7 | 15.2 |
| ROIC | 17.5 | 17.4 | 16.0 | 15.0 |
| RoE | 17.3 | 16.5 | 16.0 | 15.4 |
| Balance Sheet | | | | |
| Net Debt : Equity (x) | (0.5) | (0.6) | (0.6) | (0.7) |
| Debtor (Days) | 62 | 53 | 53 | 53 |
| Valuation(x) | | | | |
| PER | 21.4 | 20.5 | 17.5 | 15.9 |
| P/B | 3.7 | 3.1 | 2.6 | 2.3 |
| P/CEPS | 17.6 | 16.2 | 14.1 | 13.0 |
| EV/EBITDA | 14.9 | 12.1 | 10.0 | 8.7 |
| EV/Sales | 3.0 | 2.7 | 2.2 | 1.9 |
| Dividend Yield (%) | 0.3 | 0.3 | 0.8 | 0.8 |

Source: Company Data, PL Research

Price Chart
Recommendation History


| No. | Date | Rating | TP (Rs.) | Share Price (Rs.) |
|-----|-----------|--------|----------|-------------------|
| 1 | 14-Oct-20 | BUY | 415 | 376 |
| 2 | 05-Oct-20 | BUY | 350 | 313 |
| 3 | 01-Oct-20 | BUY | 350 | 314 |
| 4 | 15-Jul-20 | BUY | 257 | 225 |
| 5 | 04-Jul-20 | Sell | 201 | 225 |
| 6 | 16-Apr-20 | Sell | 169 | 187 |
| 7 | 12-Apr-20 | Sell | 168 | 197 |
| 8 | 15-Jan-20 | Hold | 253 | 256 |
| 9 | 03-Jan-20 | Hold | 246 | 251 |

Analyst Coverage Universe

| Sr. No. | Company Name | Rating | TP (Rs) | Share Price (Rs) |
|---------|---------------------------|------------|---------|------------------|
| 1 | Coforge | BUY | 1,539 | 1,322 |
| 2 | Cyient | Accumulate | 621 | 563 |
| 3 | HCL Technologies | BUY | 1,186 | 1,080 |
| 4 | Hexaware Technologies | HOLD | 339 | 345 |
| 5 | Infosys | Accumulate | 782 | 739 |
| 6 | L&T Technology Services | Accumulate | 1,835 | 1,678 |
| 7 | Larsen & Toubro Infotech | BUY | 1,981 | 1,809 |
| 8 | Mindtree | Reduce | 873 | 970 |
| 9 | Mphasis | Accumulate | 1,111 | 955 |
| 10 | Persistent Systems | HOLD | 618 | 611 |
| 11 | Redington (India) | BUY | 114 | 101 |
| 12 | Sonata Software | Accumulate | 400 | 357 |
| 13 | Tata Consultancy Services | BUY | 2,312 | 2,182 |
| 14 | TeamLease Services | HOLD | 3,203 | 2,900 |
| 15 | Tech Mahindra | Accumulate | 788 | 751 |
| 16 | Wipro | Hold | 247 | 295 |
| 17 | Zensar Technologies | Accumulate | 260 | 253 |

PL's Recommendation Nomenclature (Absolute Performance)

| | |
|--------------------------|-----------------------------------|
| Buy | : > 15% |
| Accumulate | : 5% to 15% |
| Hold | : +5% to -5% |
| Reduce | : -5% to -15% |
| Sell | : < -15% |
| Not Rated (NR) | : No specific call on the stock |
| Under Review (UR) | : Rating likely to change shortly |

ANALYST CERTIFICATION

(Indian Clients)

We/I, Mr. Aniket Pande- MBA, Ms. Aditi Patil- MBA Finance Research Analysts, authors and the names subscribed to this report, hereby certify that all of the views expressed in this research report accurately reflect our views about the subject issuer(s) or securities. We also certify that no part of our compensation was, is, or will be directly or indirectly related to the specific recommendation(s) or view(s) in this report.

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