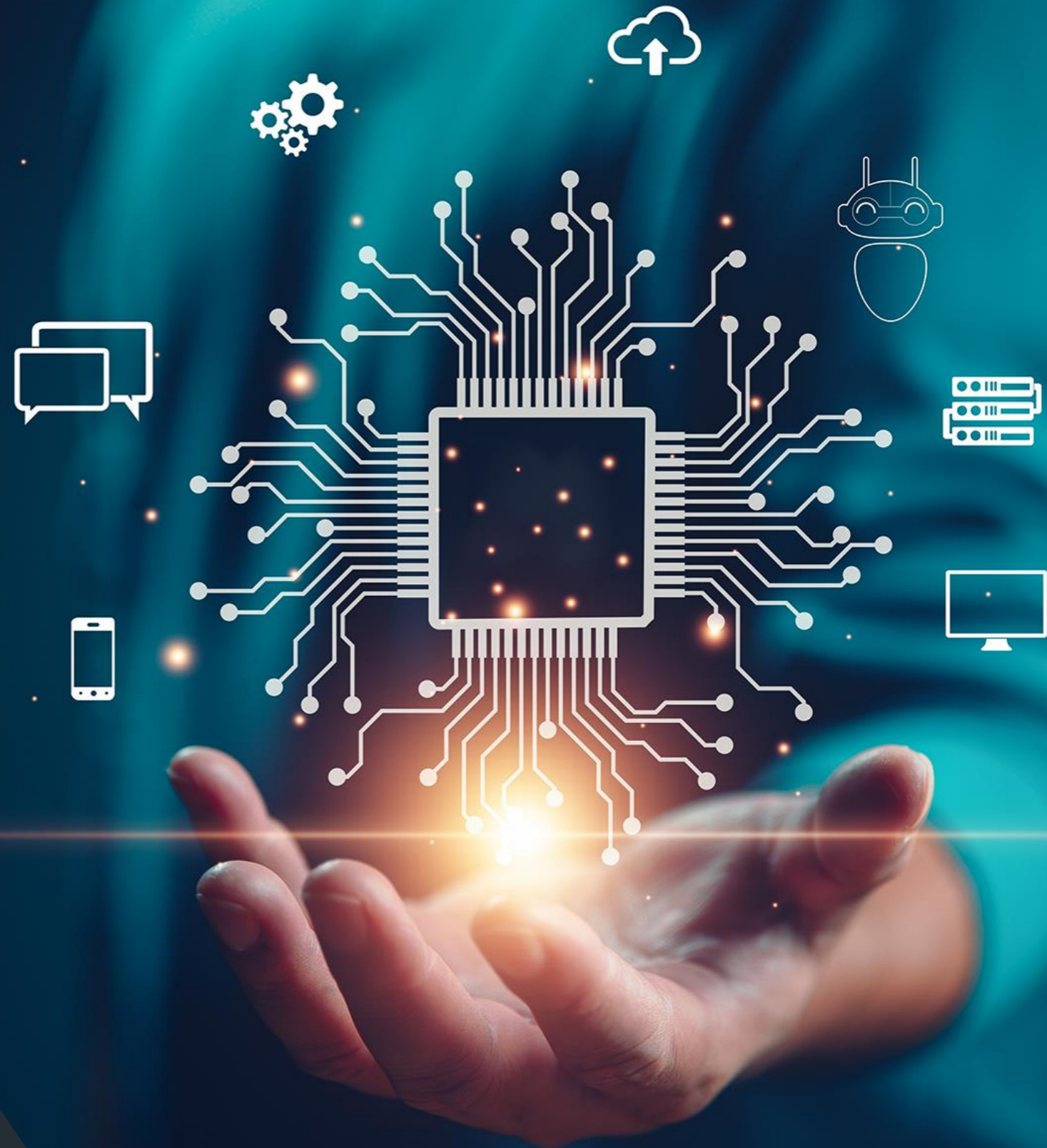


# TECH TRACKER

An Insight Into Trends And Deals In The Tech Space

Edition 5  
**OUTSOURCED  
MANAGED SERVICES**





# FOREWORD

The role of Managed Services in enabling organisations to achieve apex efficiencies and cost benefits through access to expert services, optimisation and scalability is unparalleled in contemporary times. Over the years, in its journey of enhancing efficiency and quality of operations, Managed Services has evolved from a traditional break-fix model to an AI-and-automation-powered function that drives further optimisation to deliver the best service quality.

Organisations today are looking to partner with Managed Service Providers (MSPs) for their range of benefits that enable the former to focus on their core business functions. In response, MSPs are rapidly enhancing the scope of their offerings to become a one-stop services provider to their clients, including services cutting across security, cloud, analytics, infrastructure, etc. These trends, combined with its current fragmented structure, have made the MSP market ripe for consolidation.

In the fifth edition of the Tech Tracker, we take a deeper look at the significant M&A activities in the global MSP market driven by high revenue visibility, entrenched client relationships and specialised domain knowledge, among other key factors. We have also covered the significant PE deals across the global MSP landscape.

The publication also tracks the latest financial positions of IT service organisations across the large, mid and small cap segments to draw a comprehensive view of the industry's progress.

We hope you find this publication a useful and insightful read.

We would love to hear your feedback at [marketing@bdo.in](mailto:marketing@bdo.in)



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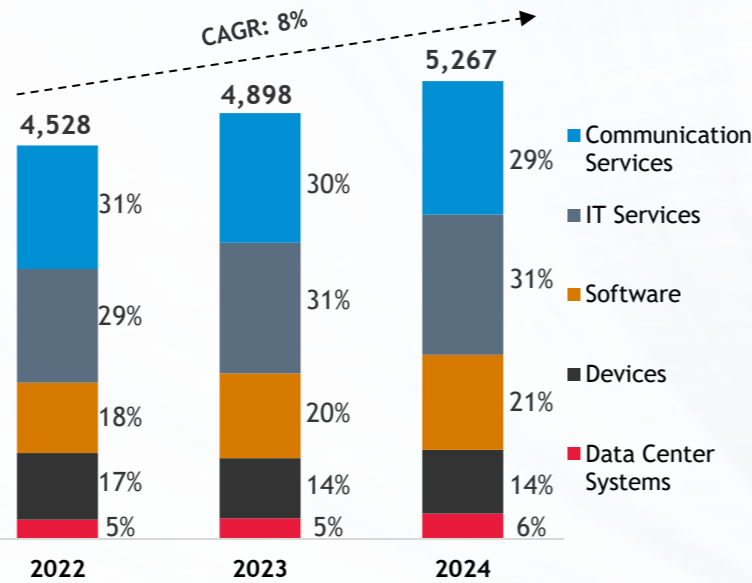
# TECHNOLOGY MANAGED SERVICES: MARKET OVERVIEW

Increasing IT spend and adoption of new technologies are leading to growth in demand for Managed Service Providers

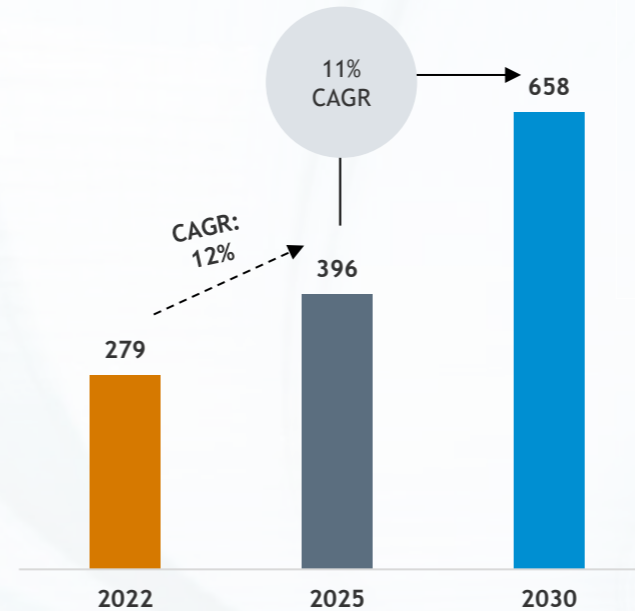
## OVERVIEW

- A Managed Service Provider (MSP) is an organisation that provides end-to-end services to help in the management and maintenance of a business' IT infrastructure and operational processes
- Hiring an MSP provides businesses with access to highly skilled professionals with capabilities to handle intricate and multifaceted tasks and workflows, deep domain knowledge and cutting-edge technology solutions
- The managed services market has become indispensable for businesses due to their reliance on the IT infrastructure for their operations and the complexities involved in maintaining it in-house

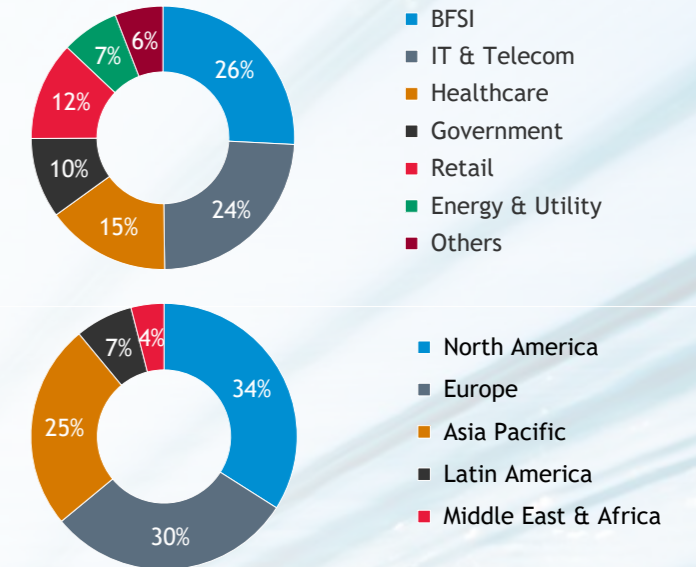
## WORLDWIDE IT SPENDING (USD BN)



## GLOBAL MANAGED SERVICES MARKET (USD BN)



## GLOBAL MANAGED SERVICES MARKET SHARE - 2023



The growth in IT spend is driving the demand for technology managed services

### Reactive

## EVOLUTION OF MANAGED SERVICES

### Predictive & Preventive

## WHAT'S NEXT?

**Traditional Break-fix Model**  
Addressing challenges for particular instances

**Remote Monitoring and Management**  
Proactive approach in identifying and resolving issues

**Emergence of Managed Services**  
Managed IT services emerges as a third-party specialised IT service

**Rise of Cloud Computing**  
Cloud migration, management, and optimisation services become critical components of MSP's services

**AI and Automation**  
MSPs use artificial intelligence (AI) and automation to optimise their processes to deliver better service quality

**Outcome-based Services Model**  
Dynamic consumer requirements are driving industries to seek pre-defined business outcomes from MSPs

The managed services industry has evolved to enhance productivity, efficiency and quality to provide a seamless customer experience

Moving ahead, MSPs will also need to measure and demonstrate the value of their services through outcome-based service models

# MANAGED SERVICES: WHY ORGANISATIONS PREFER MSPs

Companies are looking to partner with MSPs so that they can focus on their core business

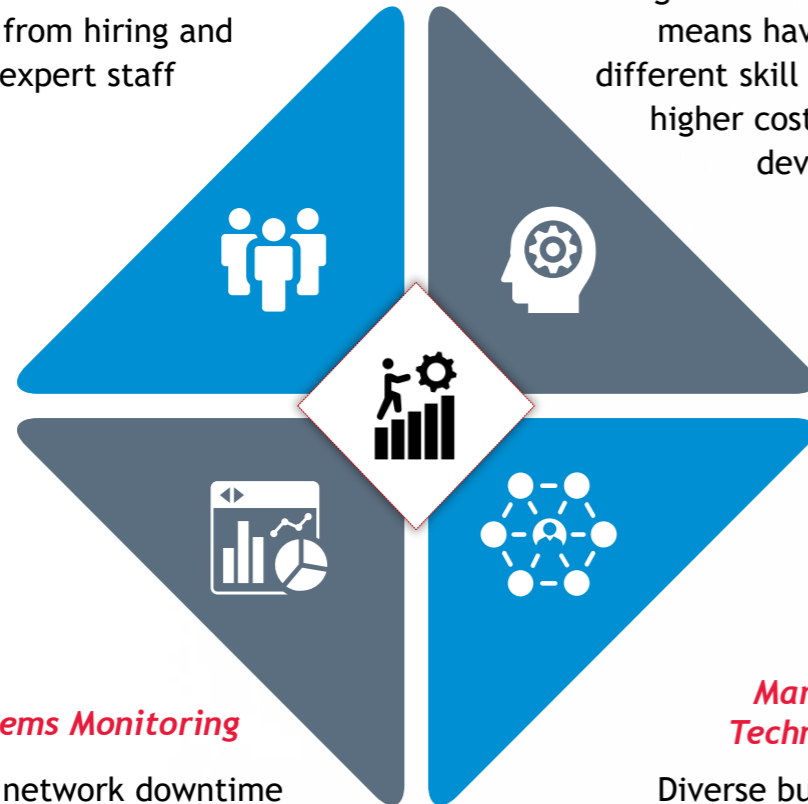
## CHALLENGES IN MAINTAINING AND MANAGING IT FUNCTIONS IN-HOUSE

### Staff Shortages

High costs of experienced technology professionals restrict organisations from hiring and retaining expert staff

### Multiple Skill Sets

Diverse nature of an organisation's IT infrastructure means having a team with different skill sets which results in higher costs in training and development



### Continuous Systems Monitoring

Given the fact that network downtime can cost businesses heavily, organisations need to proactively approach the maintenance of networks and systems, which is costly

### Manage Multiple Technology Vendors

Diverse business requirements need organisations to use multiple technology platforms from various vendors. Managing these multiple vendors is costly and leads to inefficiencies

## BENEFITS OF OUTSOURCED MANAGED SERVICES



### Cost Efficiency

Helping organisations lower labour costs and eliminate the cost of hiring, and training new IT staff



### Increased Flexibility

The ability to respond to changes in demand in real-time means that organisations can scale their system up or down as per their business needs



### Continuous Availability

Round-the-clock, proactive monitoring and management to identify, diagnose, and troubleshoot potential problems help organisations avoid expensive downtime



### Domain Expertise

Helping organisations stay competitive in evolving markets by offering industry-specific expertise, and adaptive services to address new regulations and technologies



### Predictable Pricing

Contracts are often fixed at monthly rates/ subscriptions offering simplicity and transparency, making it easy for organisations to understand and predict costs

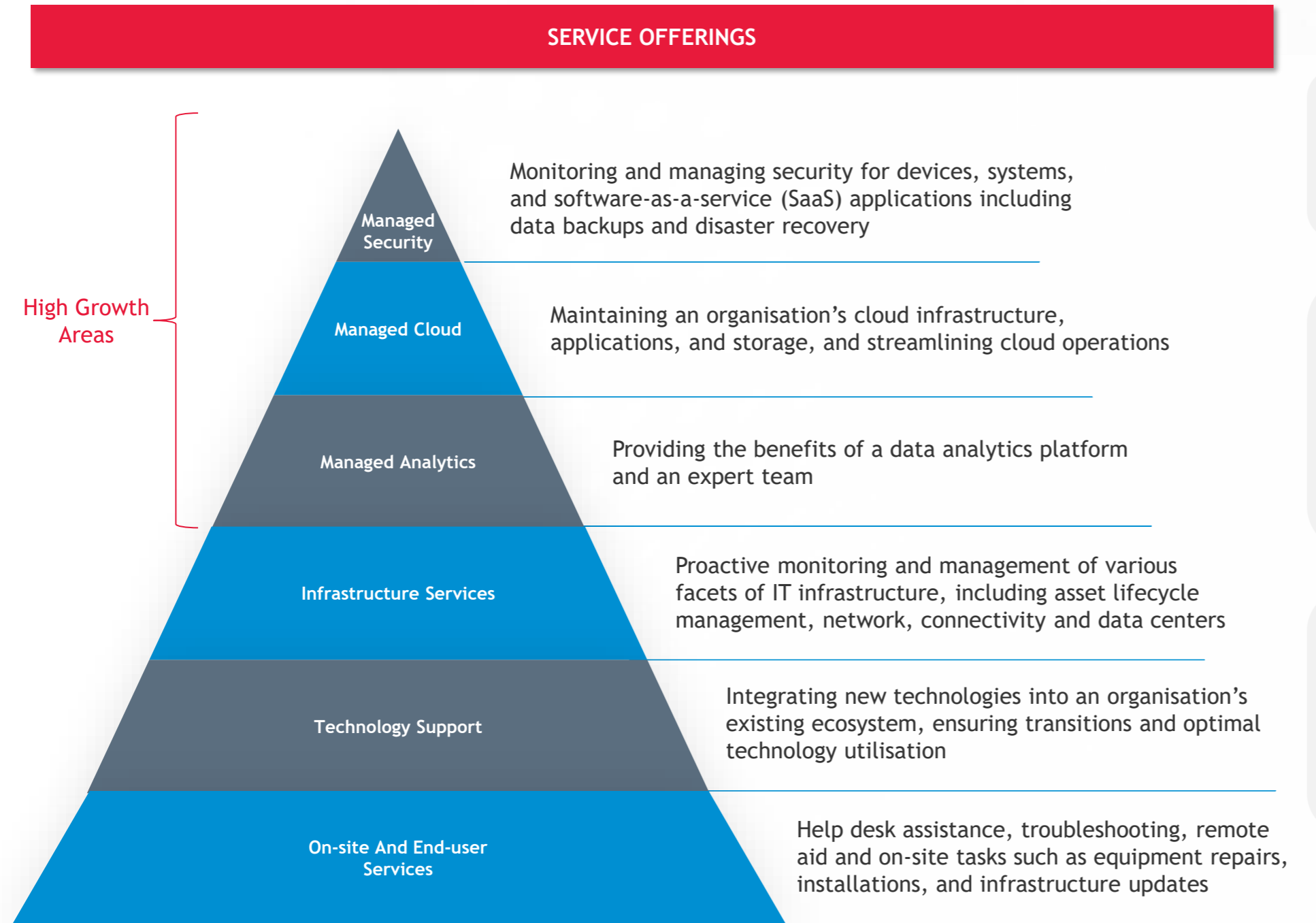


### Access To Technology

Offering access to new and latest technology helping organisations overcome the planning and expenditure hurdles of such initiatives

# MANAGED SERVICES: TYPES OF SERVICE OFFERINGS

MSPs are expanding their service offerings so that they can become a one-stop managed service provider to their customers



**LARGE PLAYERS**

ACCENTURE CAPGEMINI COGNIZANT DELOITTE WIPRO  
 TECH MAHINDRA IBM INFOSYS NTT DATA TCS FUJITSU

**MID SIZED PLAYERS**

AHEAD MPHASIS ATOS HITACHI EXL  
 COFORGE SOPRIA STERIA HEXAWARE SYNOPTEK ZENSAR  
 GENPACT MASTEK BIRLASOFT ADESSO ENSONO

**PUREPLAY PLAYERS**

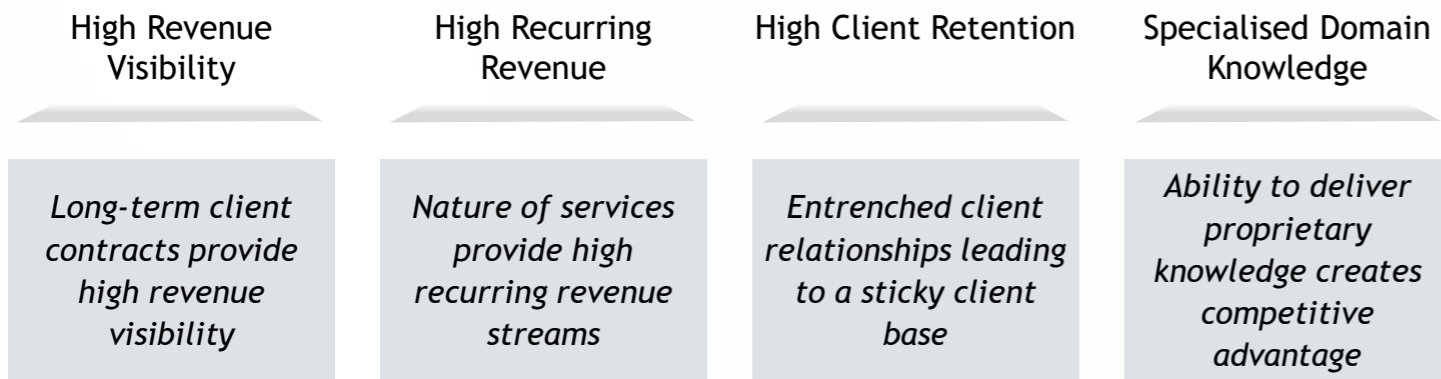
RACKSPACE MICROLAND TRUSTWAVE 20 MSP KYNDRYL  
 CORETELLIGENT NTIVA DXC TECHNOLOGY CYGNUS SYSTEMS MAGNA5  
 CORTAVO CISCO INSIGHT ENTERPRISES BLACKBOX CORP. HPE



# MANAGED SERVICES: INVESTORS AND M&A DRIVING CONSOLIDATION

The MSP market is ripe for consolidation due to its fragmented market structure and strong growth opportunities

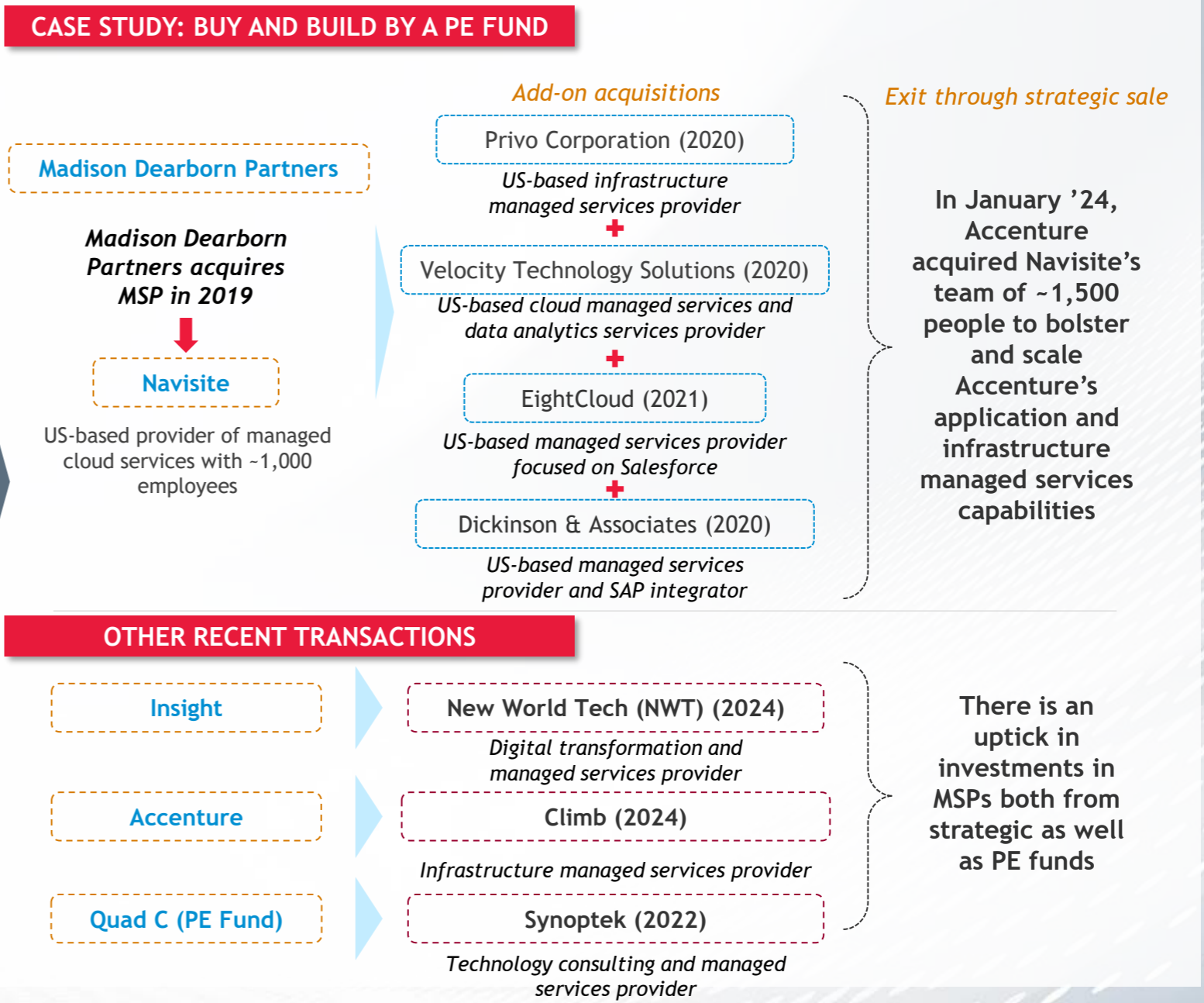
Several core elements of the MSP's business model make it an attractive investment thesis for both strategics and private equity funds



### Other Considerations For Investment in Specific Targets

Delivery and Pricing	Business Factors	Financial Metrics
<ul style="list-style-type: none"> <li>Flexible pricing models</li> <li>Offshore capabilities</li> <li>Bundling of multiple services</li> </ul>	<ul style="list-style-type: none"> <li>Scale/ Growth</li> <li>Vertical/ Geographical focus</li> <li>Technology/ Solutions</li> </ul>	<ul style="list-style-type: none"> <li>Annual revenue growth</li> <li>Gross margins</li> <li>EBITDA margins</li> </ul>

Scale of operations, customer profile and expertise in technology solutions along with revenue and margin growth are important considerations for investment for both strategic and private equity funds. Hence, MSPs that have higher proportion of these qualities attract more interest from investors.



## MANAGED SERVICES: KEY TRANSACTIONS

Strategics are looking to acquire managed services providers to expand their global presence, their technology offerings and scale up their operations to become more efficient

ACQUIRER	TARGET	DATE	COUNTRY	DESCRIPTION	DEAL SIZE (USD MN)	EV/REVENUE	HEADCOUNT
The 20 MSP	Collabrance	Aug-24	US	A master managed IT services provider offering service desk, security, professional services and project work	NA	NA	~50
Advania	Servium	Jun-24	UK	IT services company specialising in managed services, IT procurement optimisation, hardware and software asset management	NA	NA	~50
SHI International	Locuz	May-24	India	Provider of digital transformation and managed services around cloud, security, and data and analytics	NA	NA	800+
Ntiva	The Purple Guys	Apr-24	US	Leading provider of comprehensive managed IT, cybersecurity, and consulting services	NA	NA	280
Accenture	CLIMB	Apr-24	Japan	A technology services provider specialising in system integration, IT infrastructure management and operations	NA	NA	230
Netsurit	iTEAM Consulting	Feb-24	USA	A leading MSP company offering top-tier technical services to small and medium businesses throughout New Mexico	NA	NA	NA
Accenture	Navisite	Jan-24	US	Digital transformation and managed services provider with deep experience in enterprise application and digital technologies	NA	NA	1,500
Evergreen	i-Tech Support	Jan-24	US	A market-leading MSP within central Florida, and Acumatica resell partner	NA	NA	70

## MANAGED SERVICES: KEY TRANSACTIONS

PE investors are targeting managed services providers to execute buy-and-build strategies, aiming to create scaled assets with diversified offerings

INVESTOR	TARGET	DATE	COUNTRY	DESCRIPTION	DEAL SIZE (USD MN)	EV/REVENUE	HEADCOUNT
Frontenac	Ideal Integration	Aug-24	US	A managed IT services provider, including cybersecurity services to middle market and SMB clients	NA	NA	100+
3i Group	Constellation	May-24	France	A managed IT services provider specialised in hybrid cloud and cyber security along with application development and IT consulting	NA	NA	700+
CIVC Partners	Datavail Corp	Jan-24	US	Leading data managed services provider, offering database management, data analytics, application implementation, development, and support services	NA	NA	~1,000
BGH Capital	Fusion5	Dec-23	Australia	Business services and IT solutions provider offering managed services, cloud, cybersecurity, integration services and consultancy	NA	NA	750+
Seacost Capital	Focus Technology Solutions	Nov-23	US	A managed security services provider, also offering IT helpdesk and data center services as well as cloud implementation/migration and data analytics/ consulting services	NA	NA	150+
Keensight Capital	Nomios	Jun-23	France	A managed services provider offering security and networking solutions	NA	NA	600
PSP Capital Partners	Ntiva	Jan-22	US	Leading provider of managed IT and security services, strategic consulting, cloud solutions, unified communications, etc.	NA	NA	400+
Norwest Equity Partner	Coretelligent	Oct-21	US	A managed IT services provider offering cybersecurity and cloud services	NA	NA	~200



# Q2 FY25: RECENT TECHNOLOGY DEALS (1/3)

## M&A Deals

DATE	BUYER	TARGET	HQ	TARGET DESCRIPTION	SEGMENT	DEAL SIZE (USD MN)
Sep-24	Xoriant (Chrys Capital)	Fexle Services	India	Specialises in Salesforce solutions across Sales, Marketing, and Service Cloud, servicing clients in the US and other countries by offering consulting, implementation, and managed services	IT Services & Consulting	NA
Sep-24	Globant	Blankfactor	US	An IT services consulting firm specialising in payments, banking, and capital markets, delivering consulting-led product engineering, data engineering, and enterprise AI solutions	ER&D	NA
Sep-24	IBM	Accelalpha	US	A global provider of Oracle Cloud applications consulting, offering advisory, implementation, and managed services with a focus on the distribution, industrial, and financial services sectors	IT Services & Consulting	NA
Sep-24	EPAM	Neoris	US	A firm with strong software development and technology consulting expertise in multiple domains, including digital experience, engineering, SAP, data analytics, AI & ML, digital strategy, and interactive UX	IT Services & Consulting	630
Aug-24	Capgemini	Syniti	US	A provider of enterprise data management software and services, specialising in managing complex data quality, migration, and governance	IT Services & Consulting	NA
Aug-24	Nobl Q	Propel Technology Group	US	A software development company known for delivering advanced technology solutions across the healthcare, finance, and manufacturing sectors	ER&D	NA
Aug-24	Icreon (Incline Equity)	Revolve Softech	India	An IT consultancy specialising in Salesforce consulting, implementation, integration services, and CRM managed services	IT Services & Consulting	NA
Aug-24	Minfy Technologies	Dynapt Solution	India	Boutique firm known for its expertise in data and AI, offering data analytics, system integration, application development, and managed services	IT Services & Consulting	NA

# Q2 FY25: RECENT TECHNOLOGY DEALS (2/3)

## M&A Deals

DATE	BUYER	TARGET	HQ	TARGET DESCRIPTION	SEGMENT	DEAL SIZE (USD MN)
Aug-24	Intellias (Horizon Capital)	NorthLink Digital	UK	An IT consultancy firm specialising in the financial services and insurance sectors, offering full-stack development and digital design services	IT Services & Consulting	NA
Jul-24	L&T Semiconductor Technologies	SiliConch Systems	India	A fabless semiconductor design company specialising in the development and design of semiconductor IP and integrated circuits (ICs)	ER&D	~22
Jul-24	Infogain (Apax Partners)	Impaqtive	US	A summit-level Salesforce cross-cloud transformation specialist with deep expertise in Salesforce core clouds and emerging clouds, holding over 450 Salesforce certifications	Cloud	NA
Jul-24	Clearintelligence (Align Capital)	Bardess Group	US	Data engineering and analytics solutions provider serving blue-chip enterprise customers in technology, financial services, and healthcare	Data & analytics	NA
Jul-24	Sparq Holdings (Harvest Partners)	Amplify Consulting Partners	US	A data-first consulting firm offering data engineering, visual analytics, programme management, and data-driven marketing services	Data & analytics	NA
Jul-24	Accenture	Cientra	India	A silicon design and engineering services company with consulting expertise in embedded IoT and application-specific integrated circuit design and verification capabilities	ER&D	NA
Jul-24	Accenture	Excelmax Technologies	India	Comprehensive semiconductor design services ranging from high-level design to detailed physical layout for manufacturing, including full turnkey execution	ER&D	NA
Jul-24	Capgemini	Losch & Partner	Germany	One of the most experienced boutique providers of application lifecycle management and system engineering in the automotive industry	ER&D	NA



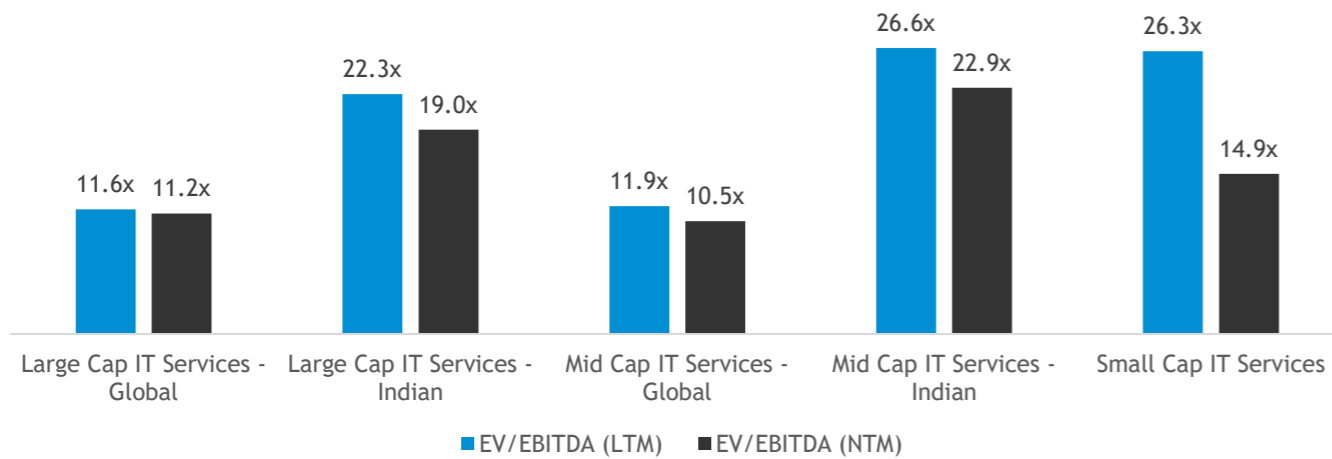
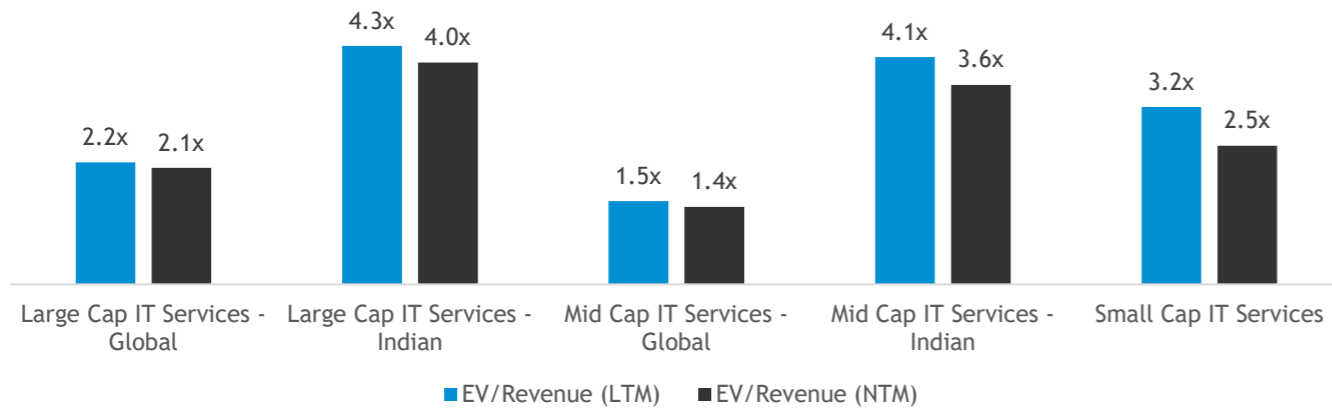
# Q2 FY25: RECENT TECHNOLOGY DEALS (3/3)

## PE Deals

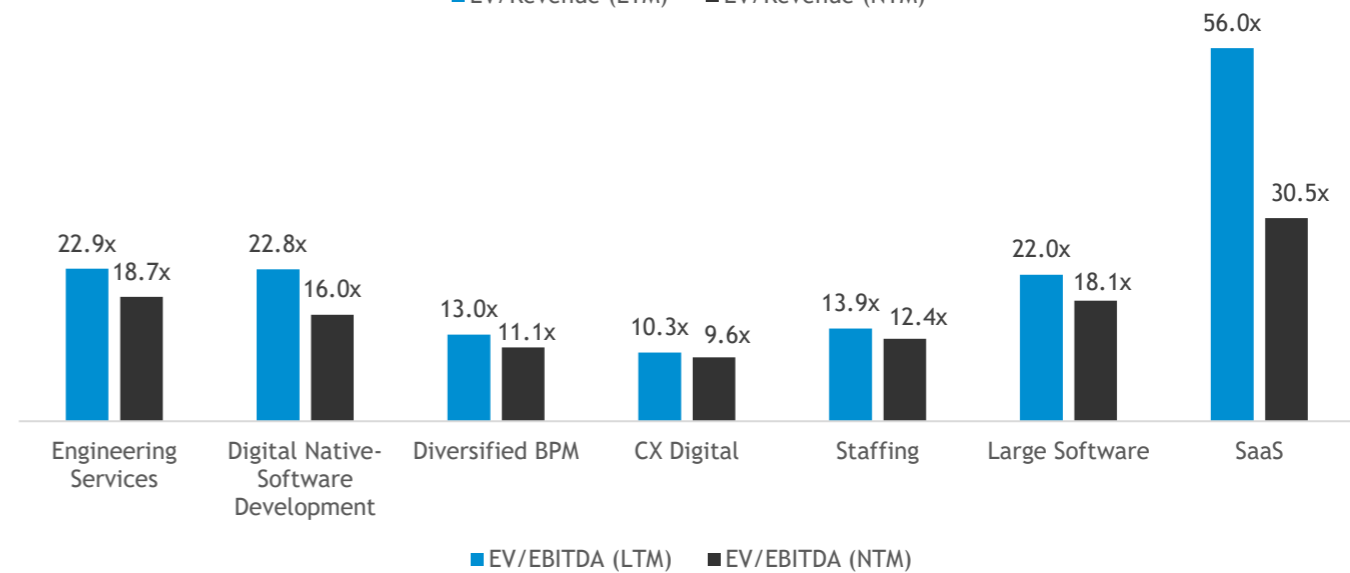
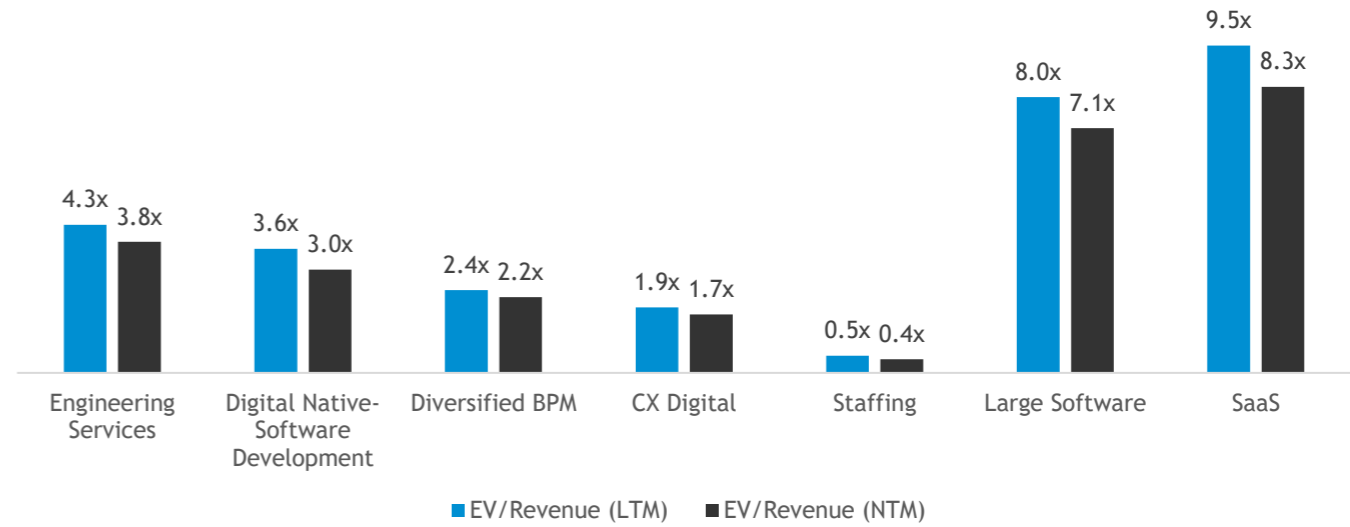
DATE	BUYER	TARGET	HQ	TARGET DESCRIPTION	SEGMENT	DEAL SIZE (USD MN)
Sep-24	EQT	GeBBS Healthcare Solutions	US	Provider of healthcare outsourcing solutions specialising in revenue cycle management, health information management, and medical billing services	RCM	~800
Sep-24	Recognize Partners	Blue Mantis	US	A premier IT services provider with deep expertise in managed services, cybersecurity, and cloud solutions	IT Services & Consulting	NA
Aug-24	Warburg Pincus	Service Express	US	Leading data center solutions provider specialising in multivendor maintenance, managed infrastructure, and hardware services	IT Services & Consulting	NA
Aug-24	The Carlyle Group	Seidor	Spain	A technology consultancy offering a comprehensive portfolio of solutions and services covering AI, Edge, customer and employee experience, ERP, data, application modernisation, cloud, and cybersecurity	IT Services & Consulting	NA
Aug-24	Apax Partners	Thoughtworks	US	A pioneering global technology consultancy offering services in AI, cloud, customer experience, data analytics, software engineering, platform modernisation, and managed services	IT Services & Consulting	~640
Aug-24	Frontenac	Ideal Integration	US	A managed services provider of IT and cybersecurity services for middle-market and SMB clients	IT Services & Consulting	NA
Aug-24	Anicut Capital	BlueBinaries	India	An ER&D company offering a range of solutions and services focused on vehicle engineering, system development, digital engineering, and enterprise IT	ER&D	NA
Aug-24	Stella Point Capital	Qualified Digital	US	A premier full-service digital business and experience agency with deep expertise in the Adobe marketing technology platform	Martech	NA

# TECHNOLOGY COMPANIES TRADING MULTIPLES (MEAN)

## BASED ON SIZE



## BASED ON OFFERINGS



Source: CapIQ; All multiples are based as on September 23, 2024  
 Note: NTM multiples are based on multiples of companies for which information was available



# LARGE CAP IT SERVICES TRADING MULTIPLES

## GLOBAL

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Accenture PLC	212,476	212,411	64,476	11,280	10%	17%	3.3x	17.3x	30.6x	3.2x	16.5x	27.4x
Capgemini SE	35,966	40,495	23,823	3,162	9%	13%	1.6x	11.2x	19.8x	1.6x	10.4x	NM
CGI	25,599	26,998	10,611	1,897	6%	18%	2.5x	13.3x	21.5x	2.4x	12.0x	19.0x
Cognizant Technology Solutions	37,729	36,761	19,265	3,459	3%	18%	1.9x	9.6x	17.3x	1.8x	10.3x	16.1x
DXC Technology	3,793	7,571	13,457	1,392	(8%)	10%	0.6x	4.2x	49.7x	0.6x	4.2x	7.4x
IBM	203,113	249,338	62,363	14,625	10%	23%	4.0x	15.6x	24.4x	3.9x	15.5x	21.8x
NTT Data Inc	23,567	46,106	27,753	4,100	23%	15%	1.5x	10.1x	26.6x	1.4x	9.4x	22.4x
				Mean	8%	16%	2.2x	11.6x	27.1x	2.1x	11.2x	19.0x
				Median	9%	17%	1.9x	11.2x	24.4x	1.8x	10.4x	20.4x

## INDIAN

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
HCL Technologies Ltd	56,772	54,291	13,434	2,787	8%	21%	4.1x	18.8x	29.2x	3.8x	17.6x	27.8x
Infosys Ltd	94,015	92,046	18,659	4,227	9%	23%	4.9x	20.8x	29.5x	4.7x	19.5x	29.2x
LTI Mindtree	22,425	21,602	4,314	713	41%	17%	5.0x	28.9x	41.1x	4.6x	24.9x	36.9x
Tata Consultancy Services Ltd	184,845	180,803	29,286	7,705	13%	26%	6.2x	22.9x	33.1x	5.7x	20.6x	28.9x
Tech Mahindra Ltd	17,007	16,491	6,219	559	10%	9%	2.7x	27.3x	56.7x	2.5x	17.8x	31.6x
Wipro Ltd	33,431	30,087	10,664	1,963	11%	18%	2.8x	14.8x	25.0x	2.8x	13.9x	22.7x
				Mean	15%	19%	4.3x	22.3x	35.8x	4.0x	19.0x	29.5x
				Median	10%	20%	4.5x	21.9x	31.3x	4.2x	18.6x	29.1x

# MID CAP IT SERVICES TRADING MULTIPLES

## GLOBAL

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
ASGN	4,217	5,190	4,275	433	5%	10%	1.2x	11.0x	22.8x	1.2x	11.4x	17.8x
Beyondsoft Corporation	740	551	929	42	12%	5%	0.6x	10.7x	34.3x	0.6x	10.3x	20.4x
Nagarro SE	1,167	1,401	1,006	100	27%	10%	1.3x	10.8x	19.4x	1.2x	8.1x	14.0x
Perficient Inc	2,654	2,963	882	138	9%	16%	3.4x	19.7x	36.2x	3.2x	15.4x	18.3x
Sopra Steria	4,231	5,987	6,512	686	11%	11%	0.9x	7.1x	17.2x	0.9x	7.2x	9.8x
				<b>Mean</b>	<b>13%</b>	<b>10%</b>	<b>1.5x</b>	<b>11.9x</b>	<b>26.0x</b>	<b>1.4x</b>	<b>10.5x</b>	<b>16.1x</b>
				<b>Median</b>	<b>11%</b>	<b>10%</b>	<b>1.2x</b>	<b>10.8x</b>	<b>22.8x</b>	<b>1.2x</b>	<b>10.3x</b>	<b>17.8x</b>

## INDIAN

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Birla Soft	2,084	1,922	641	96	14%	15%	3.0x	19.3x	27.8x	2.8x	18.0x	26.0x
Coforge Limited	5,496	5,555	1,123	174	23%	15%	5.0x	32.0x	55.7x	4.1x	24.3x	45.7x
Mphasis Ltd	6,889	6,659	1,613	249	10%	15%	4.1x	24.5x	37.0x	3.8x	20.6x	32.4x
Persistent Systems Limited	9,370	9,303	1,232	203	32%	16%	7.6x	44.1x	70.0x	6.4x	37.2x	58.5x
Sonata Software	2,133	2,094	1,095	92	26%	8%	1.9x	22.1x	60.7x	1.7x	20.1x	31.4x
Zensar Technologies Ltd	1,954	1,812	595	97	10%	16%	3.1x	17.7x	24.7x	2.8x	17.3x	23.8x
				<b>Mean</b>	<b>19%</b>	<b>15%</b>	<b>4.1x</b>	<b>26.6x</b>	<b>46.0x</b>	<b>3.6x</b>	<b>22.9x</b>	<b>36.3x</b>
				<b>Median</b>	<b>18%</b>	<b>15%</b>	<b>3.6x</b>	<b>23.3x</b>	<b>46.4x</b>	<b>3.3x</b>	<b>20.3x</b>	<b>31.9x</b>



# SMALL CAP IT SERVICES TRADING MULTIPLES

## SMALL CAP IT SERVICES

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Axiscades	294	311	115	16	22%	14%	2.7x	18.9x	56.6x	NM	NM	NM
CI&T	917	1,029	386	57	24%	15%	2.7x	16.9x	44.8x	2.3x	12.3x	23.0x
Infobeans Tech	125	112	45	6	27%	13%	2.5x	15.4x	39.3x	NM	NM	NM
Mastek	974	981	377	61	19%	16%	2.6x	16.0x	27.0x	2.3x	13.7x	22.3x
R Systems	700	717	207	30	21%	15%	3.5x	22.7x	41.1x	3.2x	22.3x	39.4x
Saksoft	412	390	93	16	24%	17%	4.2x	23.8x	37.0x	NM	NM	NM
Sasken	263	257	52	3	(1%)	5%	5.0x	84.9x	31.2x	NM	NM	NM
The Hackett Group	723	734	297	60	5%	20%	2.5x	12.1x	20.9x	2.3x	11.2x	16.4x
				<b>Mean</b>	<b>18%</b>	<b>14%</b>	<b>3.2x</b>	<b>26.3x</b>	<b>37.3x</b>	<b>2.5x</b>	<b>14.9x</b>	<b>25.3x</b>
				<b>Median</b>	<b>21%</b>	<b>15%</b>	<b>2.7x</b>	<b>17.9x</b>	<b>38.2x</b>	<b>2.3x</b>	<b>13.0x</b>	<b>22.7x</b>

All figures are in USD million  
Source: CapIQ; Market data as on September 23, 2024

# ER&D TRADING MULTIPLES

## ENGINEERING SERVICES

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
AFRY	2,023	2,604	2,573	217	13%	8%	1.0x	9.0x	17.2x	0.9x	8.5x	13.1x
Alten SA	3,821	3,888	4,424	394	18%	9%	0.8x	7.8x	14.3x	0.8x	7.5x	12.5x
Assystem SA	742	768	639	38	12%	6%	1.2x	26.7x	7.8x	1.1x	10.9x	16.2x
Bertrandt	234	408	1,308	71	14%	5%	0.3x	4.2x	12.3x	0.3x	3.4x	6.4x
KPIT	5,495	5,434	621	132	35%	21%	8.8x	41.4x	69.6x	7.4x	34.6x	57.7x
L&T Technology Services	6,955	6,716	1,177	213	20%	18%	5.7x	29.6x	44.6x	5.2x	27.1x	40.6x
Tata Elxsi	5,840	5,705	437	121	22%	28%	13.1x	45.4x	62.0x	11.7x	39.8x	56.3x
Cyient Ltd	2,721	2,785	856	136	19%	16%	3.3x	18.7x	34.4x	3.1x	17.7x	29.3x
				<b>Mean</b>	<b>19%</b>	<b>14%</b>	<b>4.3x</b>	<b>22.9x</b>	<b>32.8x</b>	<b>3.8x</b>	<b>18.7x</b>	<b>29.0x</b>
				<b>Median</b>	<b>19%</b>	<b>12%</b>	<b>2.2x</b>	<b>22.7x</b>	<b>25.8x</b>	<b>2.1x</b>	<b>14.3x</b>	<b>22.8x</b>

## DIGITAL NATIVE - SOFTWARE DEVELOPMENT

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Endava	1,565	1,742	936	75	18%	8%	1.9x	19.0x	72.3x	1.6x	10.5x	17.5x
EPAM	11,309	9,627	4,621	626	15%	14%	2.1x	14.0x	28.5x	2.1x	11.8x	18.8x
Globant	8,324	8,447	2,285	343	31%	15%	3.7x	22.0x	50.4x	3.3x	15.9x	28.2x
Happiest Minds	1,470	1,385	204	35	26%	17%	6.8x	36.1x	49.4x	5.2x	25.9x	40.3x
				<b>Mean</b>	<b>23%</b>	<b>13%</b>	<b>3.6x</b>	<b>22.8x</b>	<b>50.1x</b>	<b>3.0x</b>	<b>16.0x</b>	<b>26.2x</b>
				<b>Median</b>	<b>22%</b>	<b>14%</b>	<b>2.9x</b>	<b>20.5x</b>	<b>49.9x</b>	<b>2.7x</b>	<b>13.9x</b>	<b>23.5x</b>



# BPM & CX DIGITAL TRADING MULTIPLES

## DIVERSIFIED BPM

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
EXL Service Holding	5,962	6,102	1,710	276	19%	16%	3.6x	20.2x	34.2x	3.2x	14.9x	21.5x
Genpact Ltd	6,952	7,910	4,589	752	6%	16%	1.7x	9.7x	11.0x	1.6x	8.9x	12.1x
WNS Ltd	2,331	2,518	1,320	238	11%	18%	1.9x	9.2x	19.2x	1.9x	9.6x	11.4x
				<b>Mean</b>	<b>12%</b>	<b>17%</b>	<b>2.4x</b>	<b>13.0x</b>	<b>21.5x</b>	<b>2.2x</b>	<b>11.1x</b>	<b>15.0x</b>
				<b>Median</b>	<b>11%</b>	<b>16%</b>	<b>1.9x</b>	<b>9.7x</b>	<b>19.2x</b>	<b>1.9x</b>	<b>9.6x</b>	<b>12.1x</b>

## CX DIGITAL

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Concentrix	4,128	9,730	8,647	1,347	19%	16%	1.1x	5.7x	15.0x	1.0x	5.8x	5.1x
eClerx Services Ltd	1,571	1,474	363	98	21%	27%	4.1x	15.1x	25.9x	3.7x	15.2x	24.0x
Firstsource Solutions Ltd	2,599	2,760	792	98	6%	12%	3.5x	24.2x	42.2x	3.0x	19.2x	33.5x
TaskUS	1,118	1,248	925	167	16%	18%	1.3x	6.8x	22.8x	1.2x	5.6x	9.5x
Telus International	947	2,447	2,664	419	12%	16%	0.9x	5.1x	36.4x	0.9x	5.9x	11.8x
TTEC Holdings	192	1,179	2,340	194	3%	8%	0.5x	4.8x	NM	0.5x	5.6x	4.1x
				<b>Mean</b>	<b>13%</b>	<b>16%</b>	<b>1.9x</b>	<b>10.3x</b>	<b>28.5x</b>	<b>1.7x</b>	<b>9.6x</b>	<b>14.7x</b>
				<b>Median</b>	<b>14%</b>	<b>16%</b>	<b>1.2x</b>	<b>6.2x</b>	<b>25.9x</b>	<b>1.1x</b>	<b>5.9x</b>	<b>10.7x</b>

All figures are in USD million  
Source: CapIQ; Market data as on September 23, 2024

# STAFFING TRADING MULTIPLES

## STAFFING

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Adecco	5,493	9,559	25,317	953	5%	4%	0.4x	7.5x	16.0x	0.4x	8.5x	9.2x
Hays	1,924	2,088	8,782	110	7%	1%	0.2x	11.7x	NM	0.2x	9.2x	23.2x
Kelly Services	743	977	4,453	112	(2%)	3%	0.2x	7.0x	15.9x	0.2x	5.7x	8.9x
Manpower Group	3,503	4,534	18,230	477	(3%)	3%	0.2x	7.3x	79.5x	0.3x	9.1x	14.0x
Qness Corp	1,517	1,565	2,340	92	20%	4%	0.7x	17.0x	38.2x	0.6x	15.0x	29.9x
Randstad Holdings	8,497	10,255	26,215	861	3%	3%	0.4x	9.4x	15.6x	0.4x	8.1x	12.7x
Robert Half Inc	6,985	6,677	5,985	380	3%	6%	1.1x	14.3x	22.7x	1.1x	14.7x	24.8x
Team Lease	630	593	1,167	16	24%	1%	0.5x	36.9x	49.4x	0.4x	28.7x	34.0x
				<b>Mean</b>	<b>7%</b>	<b>3%</b>	<b>0.5x</b>	<b>13.9x</b>	<b>33.9x</b>	<b>0.4x</b>	<b>12.4x</b>	<b>19.6x</b>
				<b>Median</b>	<b>4%</b>	<b>3%</b>	<b>0.4x</b>	<b>10.5x</b>	<b>22.7x</b>	<b>0.4x</b>	<b>9.2x</b>	<b>18.6x</b>

All figures are in USD million  
Source: CapIQ; Market data as on September 23, 2024



# LARGE SOFTWARE TRADING MULTIPLES

## LARGE SOFTWARE

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Amazon	2,034,881	2,103,631	604,334	104,049	11%	17%	3.5x	17.9x	46.4x	3.2x	14.4x	37.6x
Google	1,999,187	1,927,181	328,284	115,478	14%	35%	5.9x	16.1x	23.2x	5.3x	12.2x	20.2x
Microsoft Corporation	3,222,296	3,244,617	245,122	129,433	13%	53%	13.2x	24.6x	36.7x	11.6x	22.0x	32.9x
Oracle Corporation	459,842	533,899	53,815	21,803	10%	41%	9.9x	23.2x	42.8x	8.9x	17.5x	25.8x
SAP SE	267,916	264,957	34,869	8,685	6%	25%	7.3x	28.2x	95.4x	6.7x	24.2x	39.1x
				<b>Mean</b>	<b>11%</b>	<b>34%</b>	<b>8.0x</b>	<b>22.0x</b>	<b>48.9x</b>	<b>7.1x</b>	<b>18.1x</b>	<b>31.1x</b>
				<b>Median</b>	<b>11%</b>	<b>35%</b>	<b>7.3x</b>	<b>23.2x</b>	<b>42.8x</b>	<b>6.7x</b>	<b>17.5x</b>	<b>32.9x</b>

All figures are in USD million  
 Source: CapIQ; Market data as on September 23, 2024

# SAAS COMPANIES TRADING MULTIPLES

## SAAS

Name	Market Cap	EV	Revenue (LTM)	EBITDA (LTM)	3-Yr Revenue CAGR (%)	EBITDA Margin (%)	LTM			1 Yr Forward		
							EV/Revenue	EV/EBITDA	P/E	EV/Revenue	EV/EBITDA	P/E
Atlassian Corporation	42,119	41,030	4,359	(38)	28%	(1%)	9.4x	NM	NM	8.1x	34.9x	50.7x
Guidewire Software	14,444	13,866	980	(42)	10%	(4%)	14.1x	NM	NM	12.1x	74.5x	90.0x
Paylocity	9,124	8,776	1,403	287	30%	20%	6.3x	29.1x	45.2x	5.8x	16.3x	25.6x
Salesforce.com Inc	252,585	252,137	36,465	9,345	16%	26%	6.9x	25.0x	46.0x	6.4x	18.0x	25.2x
ServiceNow Inc	190,531	183,901	9,955	1,639	24%	16%	18.5x	103.9x	167.2x	15.4x	43.0x	62.0x
Twilio	10,123	8,152	4,239	38	23%	1%	1.9x	NM	NM	1.8x	9.7x	17.8x
Veeva Systems Inc	34,175	29,344	2,574	627	16%	24%	11.4x	45.7x	56.3x	10.3x	25.2x	32.7x
Workday Inc	64,664	60,655	7,863	636	19%	8%	7.7x	76.0x	42.7x	6.8x	22.6x	32.6x
				<b>Mean</b>	<b>21%</b>	<b>11%</b>	<b>9.5x</b>	<b>56.0x</b>	<b>71.5x</b>	<b>8.3x</b>	<b>30.5x</b>	<b>42.1x</b>
				<b>Median</b>	<b>21%</b>	<b>12%</b>	<b>8.6x</b>	<b>45.7x</b>	<b>46.0x</b>	<b>7.4x</b>	<b>23.9x</b>	<b>32.7x</b>

All figures are in USD million  
Source: CapIQ; Market data as on September 23, 2024



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