



Houlihan Lokey

IT Services

Market Update

Q1 2023

ABOUT OUR FIRM



Houlihan Lokey is a leading global investment bank with expertise in mergers and acquisitions, capital markets, financial restructuring, and financial and valuation advisory.

Our firm is the trusted advisor to more top decision-makers than any other independent global investment bank.

We invite you to learn more about how our bankers can serve your needs:

Learn More About Corporate Finance

Learn More About Financial Restructuring

Learn More About Financial and Valuation Advisory

Learn More About Our Industry Coverage

Key Facts and Figures



36
LOCATIONS
WORLDWIDE

~2,000
TOTAL FINANCIAL
PROFESSIONALS

313
MANAGING
DIRECTORS⁽¹⁾

2,000+
CLIENTS SERVED
ANNUALLY

\$6B
MARKET
CAPITALIZATION⁽²⁾

\$1.8B
REVENUE⁽³⁾

Our Ranking by Service

Corporate Finance

2022 M&A Advisory Rankings Global Transactions Under \$1 Billion

Advisor	Deals
1 Houlihan Lokey	381
2 Rothschild & Co	369
3 JP Morgan	217
4 Lazard	206
5 Goldman Sachs & Co	203

Source: Refinitiv. Excludes accounting firms and brokers.

No. 1 Global M&A Advisor for Transactions Under \$1 Billion

Leading Capital Markets Advisor

Financial Restructuring

2022 Global Distressed Debt & Bankruptcy Restructuring Rankings

Advisor	Deals
1 Houlihan Lokey	58
2 PJT Partners Inc	30
3 Lazard	29
4 Rothschild & Co	25
5 Moelis & Co	21

Source: Refinitiv.

No. 1 Global Restructuring Advisor

1,500+ Transactions Completed Valued at More Than \$3.0 Trillion Collectively

Financial and Valuation Advisory

1998 to 2022 Global M&A Fairness Advisory Rankings

Advisor	Deals
1 Houlihan Lokey	1,232
2 JP Morgan	1,030
3 Duff & Phelps, A Kroll Business	938
4 Morgan Stanley	725
5 BofA Securities Inc	710

Source: Refinitiv. Announced or completed transactions.

No. 1 Global M&A Fairness Opinion Advisor Over the Past 25 Years

1,000+ Annual Valuation Engagements

Fully Integrated Financial Sponsors Coverage

24 Senior officers dedicated to the sponsor community in the Americas and Europe

1,000+ Sponsors covered, providing market insights and knowledge of buyer behavior

700+ Companies sold to financial sponsors over the past five years

Houlihan Lokey Is a Global Firm

Americas

Atlanta Houston San Francisco
Baltimore Los Angeles São Paulo
Boston Miami Washington, D.C.
Chicago Minneapolis
Dallas New York

Europe and Middle East

Amsterdam Madrid Stockholm
Antwerp Manchester Tel Aviv
Dubai Milan Zurich
Frankfurt Munich
London Paris

Asia-Pacific

Beijing Mumbai Sydney
Fukuoka Nagoya Tokyo
Gurugram Shanghai
Hong Kong Singapore
SAR

(1) As of March 31, 2023. Excludes corporate managing directors. (2) As of April 2023. (3) LTM ended March 31, 2023.

ABOUT OUR BUSINESS SERVICES INDUSTRY GROUP

Houlihan Lokey's Business Services Group combines extensive industry relationships with substantial experience to offer a broad array of M&A, corporate finance, restructuring, and financial and valuation advisory services to the business services industry.

Based on number of transactions and according to data provided by Refinitiv, Houlihan Lokey was ranked the No. 1 investment bank for all global business services M&A transactions in 2022.*

*Excludes accounting firms and brokers.

Key Facts and Figures

124

Dedicated Business Services bankers

69

Completed business services M&A/ private placement transactions in CY22

\$2.9B

In financing deals in CY22

Industry Sector Coverage

We cover a broad array of sectors, with bankers dedicated to each of our primary coverage areas.



BPO Services



Engineering and Infrastructure



Environmental Services



Equipment-as-a-Service



Facility and Residential Services



HCM Services



IT Services



Marketing Services



Specialty Consulting and Risk Services



Testing, Inspection, Certification, and Compliance



Training and Education



Transportation and Logistics

Selected Business Services Industry Transactions

VLS
ENVIRONMENTAL SOLUTIONS
a portfolio company of
I SQUARED CAPITAL
has acquired
Texas Molecular
Drug development
Buy-side Advisor

OPEN HEALTH
a portfolio company of
AMULET CAPITAL
PROTECTOR
has been acquired by
astorg.
Sell-side Advisor

GANNETT FLEMING
has received a strategic investment from
OCEANSOUND PARTNERS
Sell-side Advisor

HILL International
has been acquired by
GISI
Sell-side Advisor & Fairness Opinion

Odyssey
has acquired
MAGNA
LEGAL SERVICES
a portfolio company of
CIVIC PARTNERS
Buy-side Advisor

HOST HEALTHCARE
has been acquired by
Medical Solutions
a portfolio company of
Centerbridge **CDPQ**
Sell-side Advisor

WILLIAMS MARSTON
a portfolio company of
ALIGN CAPITAL PARTNERS
has been acquired by
KELSCO
Sell-side Advisor

PHENNA GROUP
a portfolio company of
inflexion
has received secondary investment from
Oakley Capital
Sell-side Advisor

us ecology
has been acquired by
REPUBLIC SERVICES
Sell-side Advisor

REVHEALTH
has received an investment from
WINDROSE HEALTH INDUSTRIES
Sell-side Advisor

OCEAN TOMO
a portfolio company of
B SWALVEN CAPITAL
has been acquired by
JSHELD
a portfolio company of
KELSO
Sell-side Advisor

Universal Pure
a portfolio company of
tilia
has been acquired by
AURORA CAPITAL PARTNERS
Sell-side Advisor

2022 M&A Advisory Rankings All Global Business Services Transactions		
Advisor	Deals	
1 Houlihan Lokey	69	
2 Rothschild & Co	50	
3 Lincoln International	37	
4 Goldman Sachs & Co	34	
5 GCG	26	

Source: Refinitiv. Excludes accounting firms and brokers.

Learn More About Our Business Services Industry Coverage

ABOUT OUR IT SERVICES TEAM



The IT services sector operates within Houlihan Lokey's Business Services Group, which has earned a reputation for providing superior service and achieving outstanding results in M&A advisory, capital-raising, restructuring, and financial and valuation advisory services.

Our clients run the gamut from early-stage businesses and midsized companies to large, publicly traded corporations. We understand that an industry driven by innovation and change requires the sophistication of an advisor who can think ahead of the market and utilize solid industry relationships to help advance your vision. We optimize client outcomes by running executed, competitive processes, focusing on deep domain knowledge to position for synergy and scarcity value, and leveraging our world-class strategic and private equity access to bring the right senior decision-makers to the negotiation table.

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Contact Us

Please reach out to us to schedule a call to discuss this quarter's market update or to explore how we can serve your business needs.

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Subsector Coverage



- Cyber
- Digital Transformation
- IT Consulting
- IT Solutions
- Managed Services
- Software Development/Engineering

Featured Transactions

 a portfolio company of ICELAKE has been acquired by INVESTCORP TECHNOLOGY PARTNERS Sellside Advisor	 a portfolio company of inflexion has been acquired by cognizant Sellside Advisor	 has sold its stake in cloudflight to Partners Group Sellside Advisor	 a portfolio company of TAG has been acquired by The Planet Group a portfolio company of Odyssey Sellside Advisor
 a portfolio company of JLL Partners has acquired TWEAS Buyside Advisor	 has acquired a majority stake in valiantys Buyside Advisor	 has received a minority partnership investment from CHEQUERS CAPITAL Sellside Advisor	 has been acquired by IBM Sellside Advisor
 has made a growth investment in APPLY DIGITAL Buyside Advisor	 has acquired Hero DIGITAL Buyside Advisor	 has been acquired by MACQUARIE Sellside Advisor	 a portfolio company of INFOR BUSINESS UNIT has been acquired by ASGN Sellside Advisor
 a portfolio company of inflexion has acquired ans Buyside Advisor*	 has invested in hippo digital Buyside Advisor*	 has been acquired by an affiliate of SUN CAPITAL Sellside Advisor	 has been acquired by Cognizant Sellside Advisor

*Selected transactions were executed by Houlihan Lokey professionals while at other firms acquired by Houlihan Lokey or by professionals from a Houlihan Lokey joint venture company. Tombstones included herein represent transactions closed from 2021 forward.

IT SERVICES MARKET UPDATE

Introduction

Enterprise IT spending continues to grow, even amid broader public market underperformance. Gartner forecasts 2023 IT services spend to increase 8.5% year over year, a slight decrease from the 9.6% YoY growth experienced in 2022. Long-term growth expectations are still strong, with global IT services spend expected to grow by a CAGR of 8.3% from 2022 to 2027. However, given current macroeconomic uncertainty, experts are still debating exactly when a return to double-digit growth will happen.

Sector tailwinds remain intact, with a renewed focus on and interest in advanced technologies such as artificial intelligence and machine learning, robotic process automation, and big data. Underscoring the tremendous momentum in the artificial intelligence arena, Globant has identified it as the No. 1 tech trend for 2023: “Our everyday roles are embedded within AI systems, with their value coming from helping improve complex decision-making. But AI is more of a role changer versus a job replacer. AI output is a solid starting point but not the end result, augmenting complex jobs that still require human expertise.”⁽¹⁾

Cloud consumption continues to grow as companies prioritize cloud-based infrastructure, including both migration as well as continuous modernization and innovation in the cloud. Highlighting the benefits of cloud as an enabler, Endava notes that “new technology frameworks deployed within the cloud and accessible through a rich API landscape allow [its] clients to rapidly adopt and integrate technology in a small amount of time.”⁽²⁾

M&A activity remains lower than 2021–2022 highs, as investors take a more cautious approach toward capital commitment during times of economic uncertainty. However, notable deals continue to get done, especially by strategic acquirers, highlighted by Cognizant’s acquisition of Mobicca and Cox Communications’ acquisition of Logicworks. Financial sponsors are still looking for impact investments as well, with late 2022 examples such as KKR’s acquisition of Ness Digital Engineering and Bain Capital’s investment in CitiusTech, and more recent examples such as ChrysCapital’s acquisition of Xoriant and Investcorp’s acquisition of NetRom Software.

Sources: Gartner (data as of March 31, 2023), Earnings Call Transcripts.

(1) Tech Trends 2023 by Globant.

(2) Endava Q2 2023 Earnings Call (February 14, 2023).

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Notable Quotes

“We believe that the ongoing volatility and uncertainty in the macro environment is making it even clearer to clients that they need to change more, not less.”—Julie T. Spellman Sweet, Accenture CEO and Chairman, Q2 2023 Earnings Call (March 23, 2023)

“We are seeing continued strong demand for our more sophisticated design and ideation skills, such as digital product strategy, digital product design and user experience design.”—John E. Cotterell, Endava CEO and Director, Q2 2023 Earnings Call (February 14, 2023)

“Even with complicated macroeconomic headwinds, the market still points towards disruption and demand companies to transform again to address the challenges posed by many emerging technologies, including generative AI.”—Arkadiy Dobkin, EPAM Co-Founder, Chairman, CEO, and President, Q1 2023 Earnings Call (May 5, 2023)

FEATURED SECTOR NEWS

Notable events from Q1 2023 include the opening of Wipro’s Americas headquarters in East Brunswick, New Jersey, a collaboration between Accenture and TELUS to transform TELUS’ television business, and CGI’s development of a new central energy market information system for Poland’s electricity transmission system operator.

Date	Company	Description	Article Link
3/30/2023		Publicis Groupe strategically acquired Practia, expanding its digital business transformation capabilities in Latin America. This move has positioned Publicis to provide comprehensive solutions for digital transformation in the region’s growing market.	Read More
3/30/2023		Globant and Google Cloud forged a strategic partnership to drive digital transformation and boost cloud adoption. This collaboration would enable clients to accelerate their digital initiatives and leverage the power of the cloud.	Read More
3/23/2023		Infosys implemented Oracle Fusion Cloud Applications Suite, enhancing enterprise software capabilities for clients. This strategic integration will optimize business processes, improve efficiency, and drive innovation across organizations.	Read More
3/21/2023		IBM and Adobe joined forces to optimize the content supply chain for marketing and creative organizations. This collaboration will enhance overall efficiency, enabling marketing and creative teams to deliver impactful experiences to their audiences.	Read More
3/7/2023		Accenture collaborated with Telus for the digital transformation of television and digital life businesses. This promising venture aims to revolutionize the industry by combining Accenture’s expertise in digital strategy and innovation with Telus’ extensive network infrastructure.	Read More
3/6/2023		Wipro established its Americas headquarters in New Jersey, showcasing commitment to the region and strategic expansion plans. This move reinforced Wipro’s presence in a key market, allowing it to better serve its clients and leverage the local talent pool, while also positioning the company for future growth opportunities in the Americas.	Read More
2/27/2023		Workday maintained strong momentum as global organizations selected and deployed Workday Financial Management. This demonstrates Workday’s market leadership and consistent growth in providing industry-leading financial management solutions that drive overall business success.	Read More
2/8/2023		Workday was named Best in KLAS for ERP for the sixth consecutive year. Workday’s sustained industry leadership reaffirms its commitment to delivering innovative and reliable ERP solutions to help organizations optimize their operations and achieve their business objectives.	Read More
2/6/2023		CGI partnered with Poland for energy sector transformation, delivering a new central energy market information system. This collaborative effort aims to revolutionize the energy industry by providing advanced data management and analysis capabilities, enabling improved decision-making, efficiency, and sustainability in the energy market.	Read More
1/31/2023		Ardent Health Services teamed up with Accenture and UKG to transform workforce management. Ardent Health Services seeks to streamline processes, improve efficiency, and boost productivity across its organization, ultimately leading to better patient care and overall performance.	Read More

Sources: Company websites, press releases.

SELECT TRANSACTIONS EXECUTED BY HOULIHAN LOKEY'S IT SERVICES TEAM

Houlihan Lokey Advises Netrom



- Founded in 1998 and headquartered in Utrecht, Netherlands, NetRom Software (NetRom) provides business-critical software engineering solutions, development support, and adjacent services to a portfolio of diversified and blue-chip customers in Western Europe and North America, including VodafoneZiggo, Transdev, and LeasePlan.
- ITP has established a market-leading position of investing in lower-middle-market technology companies with a specific focus on software, data/analytics, cybersecurity, and fintech.
- Ice Lake Capital Management (IceLake) has entered into an agreement to sell a majority stake in NetRom to Investcorp. NetRom's founders, management team, and IceLake Capital will continue to remain shareholders in the business alongside ITP. The transaction closed on February 15, 2023.
- Houlihan Lokey served as the exclusive M&A advisor to NetRom and IceLake and assisted in marketing, structuring, and negotiating the transaction on their behalf.

Houlihan Lokey Advises Cloudflight



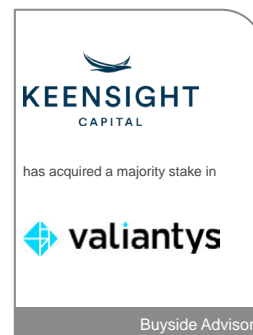
- Cloudflight is one of the leading full-service providers for digital transformation in Europe. With more than 950 qualified staff in software development, cloud architecture, data science, and strategic IT, the company enables successful digitalization for its customers.
- Houlihan Lokey served as the exclusive M&A advisor to Deutsche Beteiligungs AG and assisted the management and shareholders throughout the transaction, including management presentation and business plan preparation, due diligence process coordination, and transaction negotiations.
- The existing shareholders, Deutsche Beteiligungs AG, and the former as well as the current management have decided to further accelerate the growth of Cloudflight, with Partners Group joining as the new majority shareholder.

Houlihan Lokey Advises Mobica



- Mobica provides talent-as-a-service across the full software development cycle, with core competencies in the development, implementation, testing, and deployment of embedded software, and a specialization in clients' strategic internal research and development projects. The Manchester-based firm operates out of the U.K., Europe, and the U.S. and counts blue-chip clients among its customer base, including Google, Arm, Dyson, Meta, BMW, Samsung, and Vodafone.
- Cognizant (NASDAQ:CTSH) is one of the world's leading professional services companies and is focused on helping clients modernize technology, reimagine processes, and transform experiences. The acquisition significantly expands Cognizant's IoT-embedded software engineering capabilities.
- Houlihan Lokey served as the exclusive financial advisor to Mobica and Inflexion.

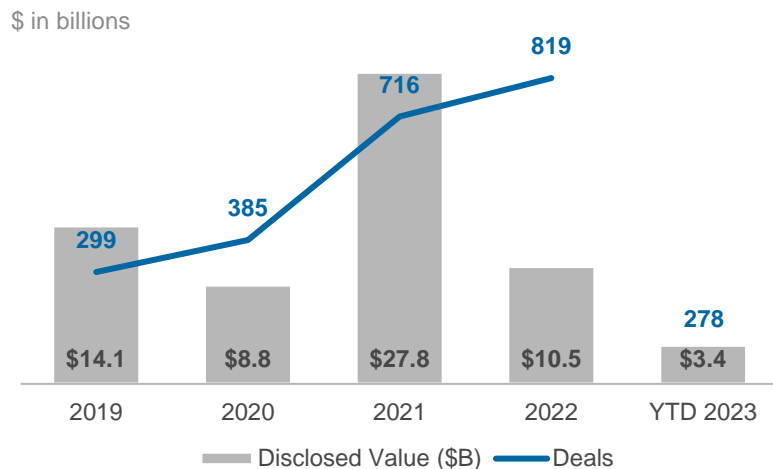
Houlihan Lokey Advises Keensight



- Keensight Capital (Keensight) is one of the leading private equity managers dedicated to pan-European growth buyout investments, with deep expertise in technology and healthcare, and has a particularly strong track record in software and tech-enabled services.
- Valiantys accelerates business transformation by digitizing processes and modernizing teamwork, using the best agile methods and tools. The company has built an exceptional relationship with Atlassian, a leading provider of team collaboration and productivity software, and boasts a strong track record of organic growth, with €98 million in revenues in 2021, up 73% year over year.
- Houlihan Lokey served as the exclusive financial advisor to Keensight in all aspects of the deal. This represents another successful transaction for Houlihan Lokey in the IT services space.

ADDITIONAL Q1 IT SERVICES M&A HIGHLIGHTS

Transaction Value and Deal Volume



Key Takeaways

- Q1 2023 deal activity rebounded after a slowdown in the second half of 2022. Although early in the year, deal volume is on pace to increase 36% year over year while annualized transaction value is more than 30% greater than 2022.
- Transaction volume was characterized by increased relative participation from strategic acquirers, as financial sponsors face higher borrowing costs.
- Sizeable Q1 deals include Sopra Steria's agreement to acquire publicly traded Ordina (\$555M), I Squared Capital's establishment of edge data center platform nLighten (\$500M), and Cognizant's acquisition of IoT software engineering services provider Mobic (309M).

Additional Notable Transactions

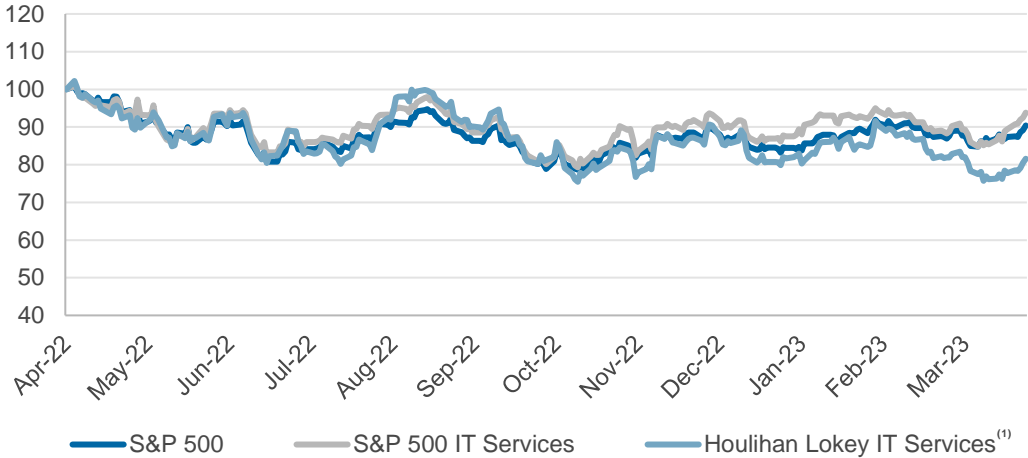
Date	Acquirer	Target	Subsector
3/8/2023	NEW HERITAGE CAPITAL	STRATUS	Global IT Services
2/22/2023	SONATA SOFTWARE	QUANT SYSTEMS	Offshore IT Services
2/17/2023	ORION Systems Integrators, LLC	sryas	Offshore IT Services
2/14/2023	CONCORD	authentic.	Next-Gen IT Services
2/6/2023	/thoughtworks	Itoc	Next-Gen IT Services
2/2/2023	COX	logicworks	Next-Gen IT Services
2/1/2023	BAIN & COMPANY	Umbrage	Next-Gen IT Services
1/26/2023	encora	excellerate	Next-Gen IT Services
1/23/2023	ARDIAN	ASSIST DIGITAL	Next-Gen IT Services
1/23/2023	abry partners	TERASKY	Global IT Services
1/18/2023	3Cloud	PGSI	Offshore IT Services
1/11/2023	One Equity Partners	MYTHICS	Global IT Services
1/5/2023	CHRYS CAPITAL	XORIENT	Global IT Services
1/5/2023	GlobalLogic	HEHACTA	Next-Gen IT Services

Source: S&P Capital IQ as of March 31, 2023.

EQUITY MARKET INDEX PERFORMANCE

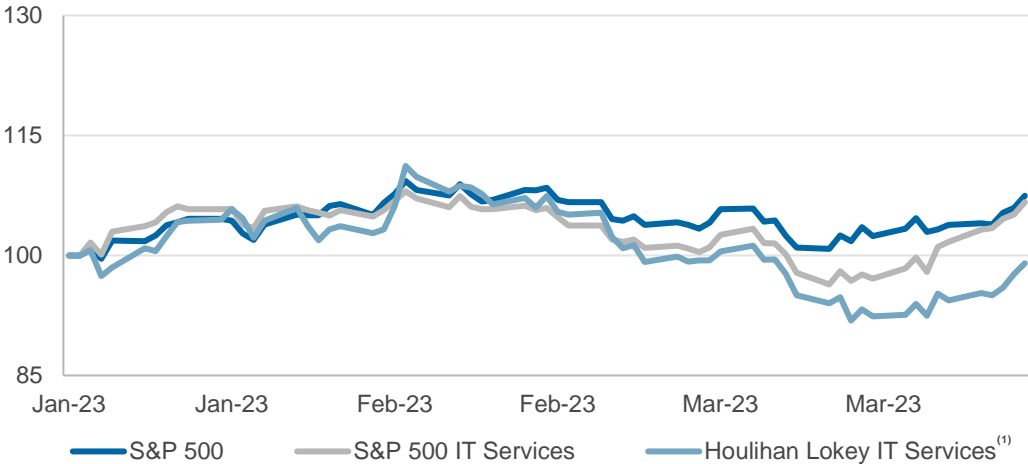
- Houlihan Lokey's IT Services Index moved in lockstep with the S&P 500 through 2022 but departed lower starting in February 2023, most notably driven by a slowdown in the next-gen IT services subsector.
- Contributors to the Q1 2023 decline in the next-gen IT services subsector include EPAM and Endava, both down ~10% from 2022 year-end to March 31, 2023, a result of lower 2023 growth expectations.
- On a quarterly basis, the Houlihan Lokey IT Services Index underperformed (-1.0%) compared to both the S&P 500 IT Services Index (6.7%) and the S&P 500 as a whole (7.5%).
- While all Houlihan Lokey IT services subsectors finished the LTM period ending Q1 2023 in the red, global IT services fared better than others, benefitting from their relatively more diversified and balanced delivery and services portfolios.

LTM March 2023 Performance



S&P 500 IT Services Index	(6.2%)
S&P 500	(9.6%)
Houlihan Lokey IT Services Index	(18.4%)

January–March 2023 Performance



S&P 500	7.5%
S&P 500 IT Services Index	6.7%
Houlihan Lokey IT Services Index	(1.0%)

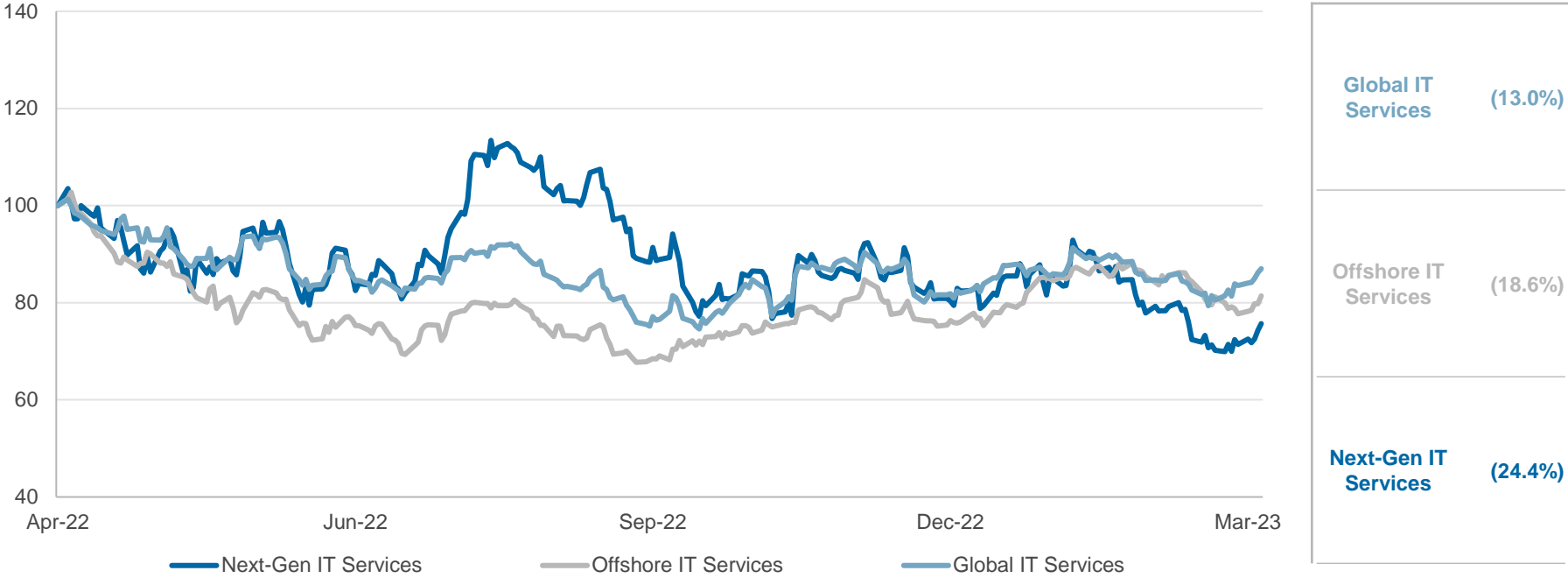
Source: S&P Capital IQ. Data as of March 31, 2023. All share prices rebased to 100.
 (1) The Houlihan Lokey IT Services Index consists of a diversified set of 19 companies across the IT services sector. See pages 13 and 14 for a complete list.

EQUITY MARKET INDEX PERFORMANCE

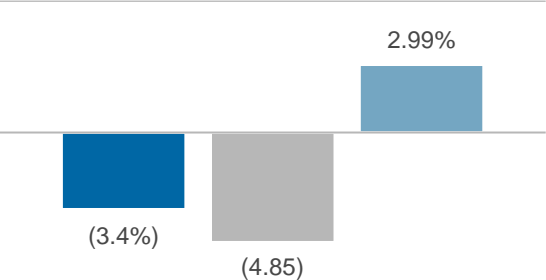
IT SERVICES SUBSECTORS

Over the LTM period, all IT services subsectors ended in the red, with next-gen IT services being the most heavily impacted. On a three-year basis, however, all subsectors are positive, with offshore IT services returning 188%.

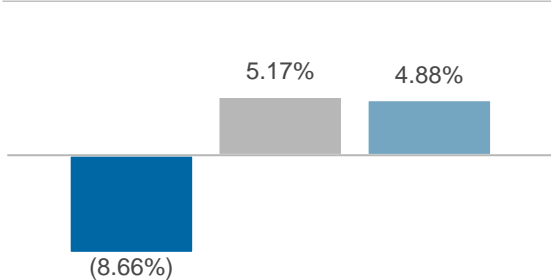
LTM March 2023 Performance by Subsector



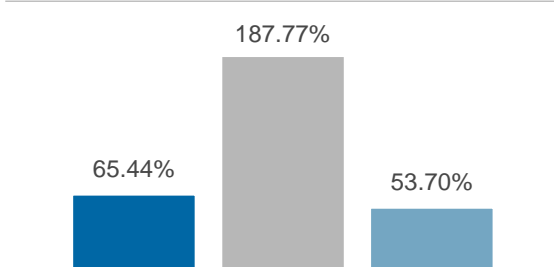
Monthly Performance



YTD Performance

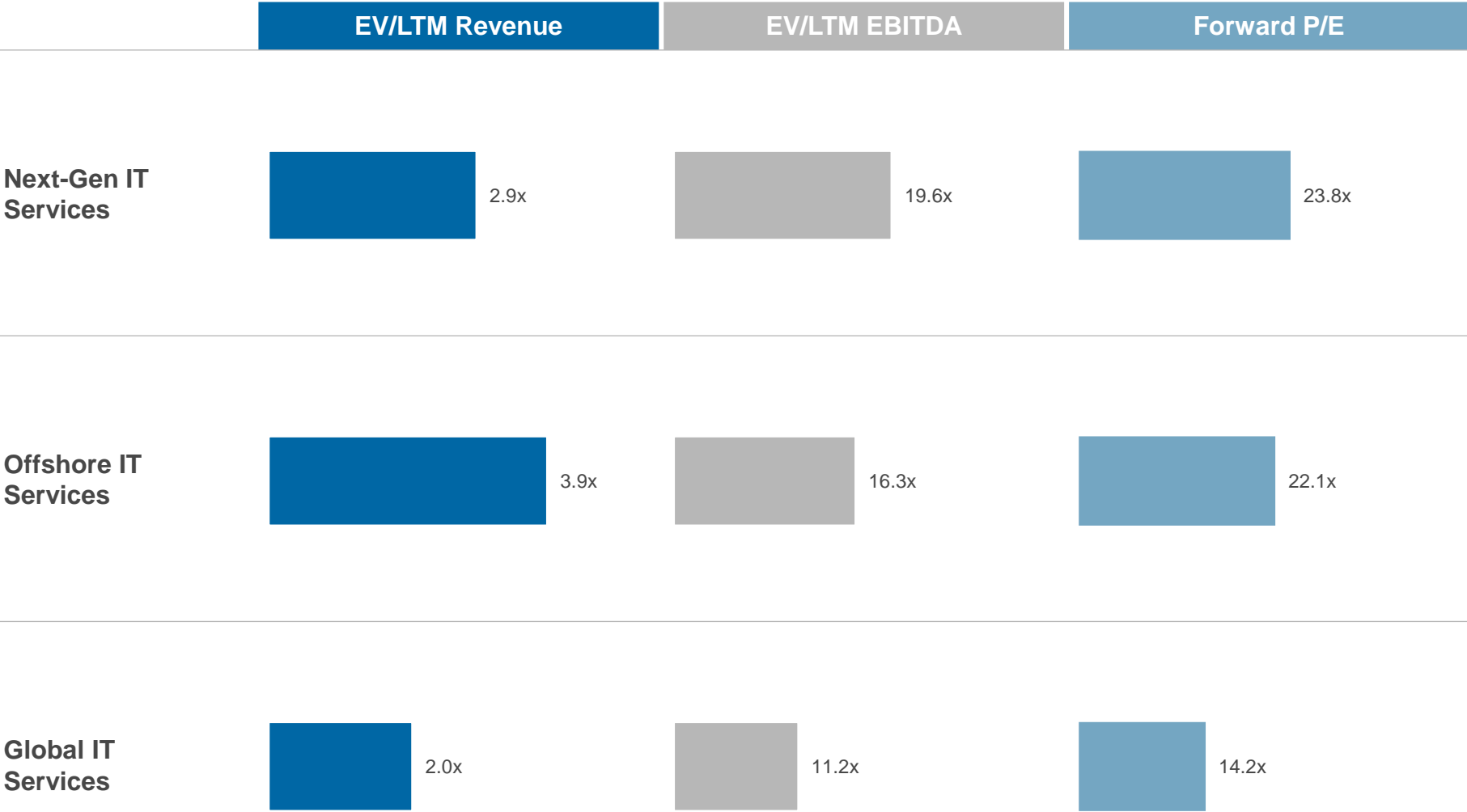


Three-Year Performance



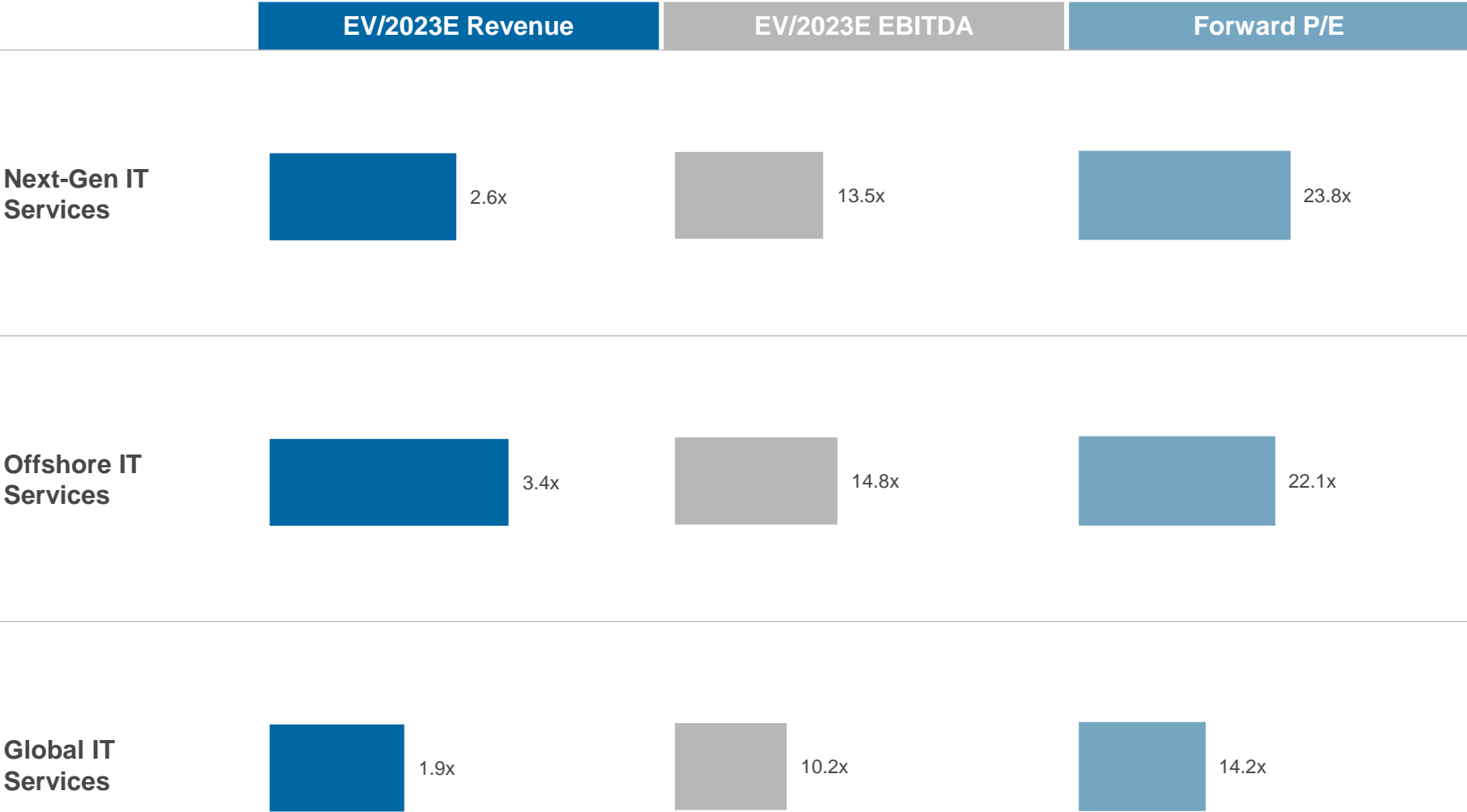
Source: S&P Capital IQ. Data as of March 31, 2023. All share prices rebased to 100.

PUBLIC COMPANY VALUATIONS (LTM MARCH 2023)



Source: S&P Capital IQ. Data as of March 31, 2023.

PUBLIC COMPANY VALUATIONS (2023E)



Source: S&P Capital IQ. Data as of March 31, 2023.

PUBLIC COMPARABLES (LTM MARCH 2023)

IT SERVICES

		Market Cap USDm	EV USDm	Net Debt USDm	Net Debt/LTM EBITDA	LTM				TEV/		
						Revenue USDm	EBITDA USDm	EBITDA Margin	EPS	Forward P/E	LTM EBITDA	LTM Revenue
Next-Gen IT Services	Endava plc	\$3,818.2	\$3,676.5	(\$141.7)	N/M	\$904.9	\$172.9	19.1%	\$2.0	22.6x	21.3x	4.1x
	EPAM Systems, Inc.	17,245.7	15,698.7	(1,711.1)	N/M	4,824.7	850.2	17.6%	7.1	26.5x	18.5x	3.3x
	Globant S.A.	6,932.6	6,779.0	(202.6)	N/M	1,780.2	328.1	18.4%	3.5	28.5x	20.7x	3.8x
	Grid Dynamics Holdings, Inc.	857.6	609.0	(254.2)	N/M	310.5	0.5	0.1%	(0.4)	24.9x	N/M	2.0x
	Kin and Carta plc	165.6	194.8	29.1	1.0x	250.6	27.9	11.1%	(0.2)	8.4x	7.0x	0.8x
	Thoughtworks Holding, Inc.	2,329.7	2,580.3	234.6	25.6x	1,296.2	9.2	0.7%	(0.3)	18.4x	N/M	2.0x
	Netcompany Group A/S	1,784.4	2,055.0	265.7	1.7x	796.6	154.6	19.4%	1.7	20.0x	13.3x	2.6x
	Kainos Group plc	2,130.2	2,013.4	(105.3)	N/M	379.0	62.0	16.4%	0.3	30.8x	32.5x	5.3x
Median				(\$123.5)	1.7x	\$850.8	\$108.3	17.0%	\$1.0	23.8x	19.6x	2.9x
Mean				(\$235.7)	9.4x	\$1,317.9	\$200.7	12.9%	\$1.7	22.5x	18.9x	3.0x
Offshore IT Services	HCL Technologies Limited	\$35,778.3	\$34,500.5	(\$1,268.0)	N/M	\$12,344.0	\$2,622.0	21.2%	\$0.7	18.3x	13.2x	2.8x
	Infosys Limited	71,593.2	70,109.8	(1,523.0)	N/M	17,937.0	4,294.0	23.9%	0.7	22.1x	16.3x	3.9x
	Persistent Systems Limited	4,089.1	4,037.6	(51.1)	N/M	934.5	166.9	17.9%	1.4	30.7x	24.2x	4.3x
	Tata Consultancy Services Limited	142,845.1	137,126.1	(5,765.5)	N/M	26,206.7	6,927.2	26.4%	1.3	25.2x	19.8x	5.2x
	Wipro Limited	24,365.3	21,993.2	(2,358.6)	N/M	10,652.1	1,978.1	18.6%	0.3	16.3x	11.1x	2.1x
Median				(\$1,523.0)	N/A	\$12,344.0	\$2,622.0	21.2%	\$0.7	22.1x	16.3x	3.9x
Mean				(\$2,193.2)	N/A	\$13,614.9	\$3,197.7	21.6%	\$0.9	22.5x	16.9x	3.7x
Global IT Services	Accenture plc	\$180,498.2	\$178,158.4	(\$6,187.0)	N/M	\$63,144.4	\$11,621.3	18.4%	\$10.9	24.0x	15.3x	2.8x
	Capgemini SE	31,893.7	35,983.2	4,005.6	1.1x	23,506.5	3,492.6	14.9%	9.4	14.7x	10.3x	1.5x
	CGI Inc.	22,407.1	24,291.2	1,883.5	1.0x	9,771.6	1,813.0	18.6%	4.5	18.5x	13.4x	2.5x
	Cognizant Technology Solutions Corporation	31,031.3	30,077.3	(1,842.0)	N/M	19,428.0	3,835.0	19.7%	4.4	13.7x	7.8x	1.5x
	Atos SE	1,360.5	4,132.1	2,718.8	2.5x	12,120.3	1,080.5	8.9%	(9.8)	5.3x	3.8x	0.3x
	International Business Machines Corporation	118,912.5	164,264.5	42,211.0	3.1x	60,530.0	13,616.0	22.5%	2.0	13.7x	12.1x	2.7x
Median				\$2,301.2	1.8x	\$21,467.2	\$3,663.8	18.5%	\$4.5	14.2x	11.2x	2.0x
Mean				\$7,131.6	2.0x	\$31,416.8	\$5,909.7	17.2%	\$3.6	15.0x	10.5x	1.9x
Overall Median				(\$141.7)	1.7x	\$9,771.6	\$1,080.5	18.4%	\$1.4	20.0x	13.4x	2.7x
Overall Mean				\$1,575.7	5.2x	\$14,058.8	\$2,792.2	16.5%	\$2.1	20.1x	15.3x	2.8x

PUBLIC COMPARABLES (2023E)

IT SERVICES

		Net Debt/2022 EBITDA	EV/Revenue		EV/EBITDA		P/E		2021-23E CAGR		EBITDA Margin		Forward P/E	
			2022	2023E	2022	2023E	2022	2023E	Revenue	EBITDA	2022	2023E	2022	2023E
Next-Gen IT Services	Endava plc	N/M	4.1x	3.4x	21.3x	13.7x	34.4x	22.6x	21.1%	34.3%	19.1%	24.4%	22.1x	22.6x
	EPAM Systems, Inc.	N/M	3.3x	3.0x	18.5x	16.8x	42.2x	26.5x	18.4%	15.1%	17.6%	17.8%	25.4x	26.5x
	Globant S.A.	N/M	3.8x	3.3x	20.7x	15.6x	47.3x	28.5x	26.6%	34.3%	18.4%	20.9%	28.6x	28.5x
	Grid Dynamics Holdings, Inc.	N/M	2.0x	1.7x	N/M	10.7x	N/M	24.9x	29.3%	233.8%	0.1%	16.1%	25.2x	24.9x
	Kin and Carta plc	1.0x	0.8x	0.7x	7.0x	5.8x	N/M	8.4x	11.3%	23.5%	11.1%	12.5%	6.5x	8.3x
	Thoughtworks Holding, Inc.	25.6x	2.0x	2.0x	N/M	11.0x	N/M	18.4x	10.3%	75.8%	0.7%	18.1%	15.1x	18.4x
	Netcompany Group A/S	1.7x	2.6x	2.3x	13.3x	13.3x	20.8x	20.0x	26.4%	7.2%	19.4%	17.4%	16.4x	20.0x
	Kainos Group plc	N/A	N/A	4.0x	N/A	20.9x	41.5x	34.0x	14.2%	15.3%	N/M	19.0%	31.3x	30.7x
	Median	1.7x	2.6x	2.6x	18.5x	13.5x	41.5x	23.8x	19.8%	28.9%	17.6%	17.9%	23.7x	23.7x
Mean	9.4x	2.6x	2.5x	16.1x	13.5x	37.2x	22.9x	19.7%	54.9%	12.4%	18.3%	21.3x	22.5x	
Offshore IT Services	HCL Technologies Limited	N/M	2.8x	2.6x	13.2x	11.5x	19.6x	18.3x	9.3%	5.2%	21.2%	22.4%	19.1x	18.3x
	Infosys Limited	N/M	3.9x	3.6x	16.3x	14.8x	24.5x	22.1x	12.0%	5.1%	23.9%	24.2%	23.2x	22.1x
	Persistent Systems Limited	N/M	4.3x	3.4x	24.2x	18.0x	40.8x	30.7x	31.0%	38.1%	17.9%	18.7%	34.1x	30.7x
	Tata Consultancy Services Limited	N/M	5.2x	4.6x	19.8x	17.2x	29.1x	25.2x	9.3%	6.9%	26.4%	26.9%	26.4x	25.1x
	Wipro Limited	N/M	2.1x	1.9x	11.1x	9.7x	17.8x	16.3x	8.2%	1.2%	18.6%	19.3%	17.0x	16.1x
	Median	N/A	3.9x	3.4x	16.3x	14.8x	24.5x	22.1x	9.3%	5.2%	21.2%	22.4%	23.2x	22.1x
Mean	N/A	3.7x	3.2x	16.9x	14.3x	26.4x	22.5x	14.0%	11.3%	21.6%	22.3%	24.0x	22.5x	
Global IT Services	Accenture plc	N/M	2.9x	2.7x	15.5x	15.1x	26.0x	25.1x	10.1%	8.7%	18.4%	18.0%	24.6x	24.0x
	Capgemini SE	1.1x	1.5x	1.4x	10.3x	10.0x	19.7x	14.7x	10.2%	8.0%	14.9%	14.3%	14.9x	14.7x
	CGI Inc.	1.0x	2.5x	2.3x	13.4x	11.6x	21.2x	18.5x	4.7%	7.2%	18.6%	19.9%	19.5x	18.5x
	Cognizant Technology Solutions Corporation	N/M	1.5x	1.5x	7.8x	8.5x	13.8x	13.7x	2.9%	(1.6%)	19.7%	18.1%	13.4x	13.7x
	Atos SE	2.5x	0.3x	0.3x	3.8x	3.3x	N/M	5.3x	(0.7%)	473.3%	8.9%	10.1%	7.7x	5.2x
	International Business Machines Corporation	3.1x	2.7x	2.6x	12.1x	10.5x	N/M	13.7x	4.6%	7.3%	22.5%	25.0%	13.6x	13.7x
	Median	1.8x	2.0x	1.9x	11.2x	10.2x	20.5x	14.2x	4.6%	7.7%	18.5%	18.1%	14.2x	14.2x
Mean	2.0x	1.9x	1.8x	10.5x	9.8x	20.2x	15.2x	5.3%	83.8%	17.2%	17.6%	15.6x	15.0x	
Overall Median	1.7x	2.6x	2.6x	13.3x	11.6x	25.2x	20.0x	10.3%	8.7%	18.5%	18.7%	19.5x	20.0x	
Overall Mean	5.2x	2.7x	2.5x	14.3x	12.5x	28.5x	20.4x	13.7%	52.6%	16.5%	19.1%	20.2x	20.1x	

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