

Tata Consultancy Services (TCS)

Performance highlights

(₹ cr)	1QFY16	4QFY15	% chg (qoq)	1QFY15	% chg (yoy)
Net revenue	25,668	24,220	6.0	22,111	16.1
Adj. EBITDA	7,065	7,072	(0.1)	6,232	13.4
Adj. EBITDA margin (%)	28.2	29.2	(102)bp	28.2	(1)bp
Adj. PAT	5,709	3,858	(3.3)	5,058	12.9

Source: Company, Angel Research

Tata Consultancy Services (TCS)' 1QFY2016 results have come in lower than our expectations on the sales and net profit fronts. The company has posted a 3.5% qoq growth in its top-line to US\$4,036mn V/s an expected US\$4,056mn. The volume growth during the period was strong, ie of 4.8% qoq. Among verticals, BFS, Retail, Life Sciences and Telecom grew strongly while among geographies; North America and UK were the growth drivers. The Adj. EBITDA margin for the quarter came in at 28.1% V/s an expected 28.5%, a qoq dip of 102bp. The margins were cushioned by higher utilization, which came in at 82.9% for the quarter V/s 81.5% in 4QFY2015. On the flip side, attrition rose marginally to 15.9% V/s 14.9% in 4QFY2015. Consequently, the Adj. PAT came in at ₹5,709cr V/s an expected ₹5,950cr, a dip of 3.3% qoq. We maintain our Buy rating on the stock with a target price of ₹3,168.

Quarterly highlights: Company has posted a 3.5% qoq growth in its top-line to US\$4,036mn V/s an expected US\$4,056mn. The volume growth during the period was strong, ie of 4.8% qoq. Among verticals, BFS, Retail, Life Sciences and Telecom grew strongly while among geographies, North America and UK were the growth drivers. In rupee terms, revenues came in at ₹25,668cr V/s an expected ₹25,784cr, up 6.0% qoq. The Adj. EBITDA margin came in at 28.1% V/s 28.5% expected a qoq dip of 102bps. The margins were cushioned by higher utilization, which came in at 82.9% for the quarter V/s 81.5% in 4QFY2015. On the flip side, attrition rose marginally to 15.9% V/s 14.9% in 4QFY2015. Consequently, the Adj. PAT came in at ₹5,709cr V/s an expected ₹5,950cr, a dip of 3.3% qoq.

Outlook and valuation: The Management reiterated that it expects the company's growth in FY2016to be higher than the NASSCOM growth estimate of 12-14% for the industry. Over FY2015-17E, we expect TCS' revenue to post a CAGR of 13.0% in USD terms and of 14.3% in INR terms.

Key financials (Consolidated, IFRS)

Y/E March (₹ cr)	FY2013	FY2014	FY2015	FY2016E	FY2017E
Net sales	62,988	81,809	94,648	1,08,420	1,23,599
% chg	28.8	29.9	15.7	14.6	14.0
Net profit	13,942	19,11 <i>7</i>	21,696	24,891	28,155
% chg	31.1	37.1	13.5	14.7	13.1
EBITDA margin (%)	28.7	30.7	28.2	28.8	28.7
EPS (₹)	71.2	97.6	110.9	127.2	143.9
P/E (x)	34.7	25.3	22.3	19.4	17.2
P/BV (x)	11.8	8.7	8.4	7.7	7.2
RoE (%)	34.0	34.5	34.2	39.9	41.8
RoCE (%)	32.7	34.5	33.9	30.6	31.7
EV/Sales (x)	7.4	5.6	4.8	4.1	3.5
EV/EBITDA (x)	25.9	18.4	17.1	14.1	12.2

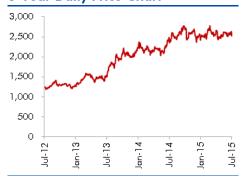
BUY	
CMP Target Price	₹2,472 ₹3,168
Investment Period	12 Months

Stock Info	
Sector	IT
Market Cap (₹ cr)	484,171
Net Debt (₹ cr)	(14,442)
Beta	0.6
52 Week High / Low	2,834/2,336
Avg. Daily Volume	86,898
Face Value (₹)	1
BSE Sensex	27,661
Nifty	8,361
Reuters Code	TCS.BC
Bloomberg Code	TCS@IN

Shareholding Pattern (%)	
Promoters	73.9
MF / Banks / Indian Fls	5.1
FII / NRIs / OCBs	16.9
Indian Public / Others	4.1

Abs.(%)	3m	1yr	3yr
Sensex	(4.2)	9.0	57.0
TCS	(6.8)	5.8	96.0

3-Year Daily Price Chart



Source: Company, Angel Research

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Exhibit 1: 1QFY2016 performance (Consolidated, IFRS)

(₹ cr)	1QFY16	4QFY15	% chg (qoq)	1QFY15	% chg (yoy)	FY2015	FY2014	% chg(yoy)
Net revenue	25,668	24,220	6.0	22,111	16.1	94,648	81,809	15.7
Cost of revenue	13,984	15,176	(7.9)	11,826	18.2	53,227	42,207	26.1
Gross profit	11,684	9,044	29.2	10,285	13.6	41,421	39,602	4.6
SG&A expense	4,452	4,757	(6.4)	4,053	9.8	17,353	14,471	19.9
EBITDA	7,232	4,287	68.7	6,232	16.1	24,068	25,131	(4.2)
Dep. and amortisation	484	324	49.6	417	16.1	1,272	1,324	(3.9)
EBIT	6,748	3,963	70.3	5,815	16.1	22,797	23,807	(4.2)
Other income	771	1,129	(31.7)	815	(5.4)	3,140	1,589	
PBT	7,520	5,092	47.7	6,630	13.4	25,936	25,396	2.1
Income tax	1,747	1,202	45.3	1,531	14.1	6,083	6,071	0.2
PAT	5,773	3,891	48.4	5,099	13.2	19,853	19,325	2.7
Earnings in affiliates	-	-	-	-	-	-	-	-
Minority interest	64	32	97.5	41	55.6	205	209	(2.0)
Reported PAT	5,709	3,858	48.0	5,058	12.9	19,648	19,116	2.8
Adj. PAT	5,709	5,906	(3.3)	5,058	12.9	21,696	19,116	13.5
EPS	29.1	30.2	(3.4)	25.8	12.8	110.9	97.6	13.5
Gross margin (%)	45.5	37.3	818bp	46.5	(99)bp	43.8	48.4	(464)bp
EBITDA margin (%)	28.2	17.7	1048bp	28.2	(1)bp	25.4	30.7	(529)bp
EBIT margin (%)	26.3	16.4	993bp	26.3	(1)bp	24.1	29.1	(502)bp

Exhibit 2: Actual vs Angel estimates

(₹ cr)	Actual	Estimate	Var. (%)
Net revenue	25,668	25,784	(0.4)
EBITDA margin (%)	28.2	28.5	(32)bps
Adj. PAT	5,709	5,950	(4.1)

Source: Company, Angel Research

Slightly lower than expected numbers

For 1QFY2016, the company has posted a 3.5% qoq growth in its top-line to US\$4,036mn V/s an expected US\$4,056mn. Volume growth during the period was strong, ie of 4.8% qoq. Among verticals, BFS, Retail, Life Sciences and Telecom grew strongly while among geographies, North America and UK were the growth drivers.

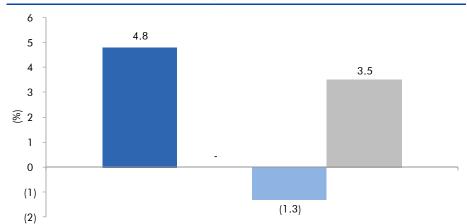
Among the key markets Latin America posted a dip of 5.1% qoq while North America, the UK and MEA posted a growth of 4.4%, 2.8% qoq and 8.1%, respectively. Further, India and Asia Pacific posted a qoq growth of 2.6% and 2.6%, respectively.

Amongst the domains, its key domain BSFI posted a 3.3% qoq growth, while Retail & Distribution and Manufacturing posted a qoq growth of 5.1% and 0.3%, respectively. Travel & Hospitality and Energy & Utilities posted a growth of 6.1% and 5.5%, respectively. Telecom and Life sciences & Healthcare posted a qoq growth of 9.6% and 7.0%, respectively. The only domain to exhibit weakness was Media & Entertainment, which dipped by 6.7% qoq.



8 7 6.4 5.7 6 4.8 5 5.5 (%) 3.5 2 1.4 1 0.1 0 4**QFY**15 1QFY15 2QFY15 3QFY15 1QFY16 (1) (0.8)Volume growth Revenue growth (USD terms)

Exhibit 3: Trend in volume and revenue growth (qoq)



■ CC realization

■Total revenue growth

Exhibit 4: Revenue drivers for 1QFY2016

■Currency impact

Source: Company, Angel Research

■Volume

In terms of verticals, BFSI (40.6% of sales) grew by 3.3% qoq, Telecom (8.6% of sales) grew 9.6% qoq, Retail & Distribution (13.8% of sales) grew 5.1% qoq and Manufacturing (9.9% of sales) grew 0.3% qoq, during the quarter. Hi-Tech and Life Sciences & healthcare posted a growth of 2.3% and 7.0% qoq, respectively. Travel & Hospitality (3.5% of sales) posted a growth of 6.1% qoq, while Energy & Utilities (4.0% of sales) posted a growth of 5.5% qoq. The outlook remains weak for Energy & Utilities and Insurance in the coming quarters as well, while Telecom would remain volatile.

The only segment to decline was Media & Entertainment (2.5% of sales), which posted a dip of 6.7% qoq, during the quarter.



Exhibit 5: Revenue growth (Industry wise in INR)

	% to revenue	% chg (qoq)	% chg (yoy)
BFSI	40.6	3.3	12.4
Manufacturing	9.9	0.3	36.0
Telecom	8.6	9.6	8.2
Lifesciences and healthcare	6.9	7.0	21.8
Retail and distribution	13.8	5.1	15.5
Transportation & Hospitality	3.5	6.1	16.7
Energy and utilities	4.0	5.5	22.2
Media and entertainment	2.5	(6.7)	0.9
Hi-tech	5.8	2.3	21.3
Others	4.4	(4.2)	13.7

Service line wise, Infrastructure Services reported a sequential growth of 5.1%. In the company's anchor service line - IT solutions and services - ADM grew 4.1% qoq, Enterprise solutions grew by 1.3% qoq and Assurance services grew by 3.8% qoq. The BPO segment grew by 2.4% qoq during the quarter. Global consulting (accounting for 2.9% of sales) de-grew by 7.7% qoq and Asset Leveraged Solutions (2.5% of sales) grew by 17.7% qoq.

Exhibit 6: Revenue growth (Service wise in INR terms)

	% to revenue	% chg (qoq)	% chg (yoy)
IT solutions and services			
ADM	40.3	4.1	14.2
Enterprise solutions	15.1	1.3	9.8
Assurance services	8.5	3.8	12.7
Engg. and industrial services	4.5	2.7	12.7
Infrastructure services	14.7	5.1	36.0
Global consulting	2.9	(7.7)	6.3
Asset-leveraged solutions	2.5	17.7	22.2
BPO	11.5	2.4	12.8

Source: Company, Angel Research

Geography wise, growth in INR sales in key geographies was as follows: - USA (4.4% qoq), Latin America (-5.1% qoq), Continental Europe (2.2% qoq), India (2.6% qoq) and MEA (8.1% qoq). The UK and Asia Pacific posted a growth of 2.8% qoq and 2.6% qoq, respectively.

Among verticals, the outlook remains weak for Energy & Utilities and Insurance in the coming quarters as well, while Telecom is expected to remain volatile.

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Exhibit 7: Revenue growth (Geography wise in INR terms)

	% of revenue	% chg (qoq)	% chg (yoy)
U.S.	52.8	4.4	11.4
Latin America	1.9	(5.1)	5.4
U.K.	16.1	2.8	8.5
Continental Europe	11.0	2.2	19.0
India	6.4	2.6	15.9
Asia Pacific	9.6	2.6	58.0
MEA	2.2	8.1	25.3

Hiring moderate

In 1QFY2016, TCS witnessed a gross addition of 20,320 employees and net addition of 5,279 employees, taking its total employee base to 3,24,935. During the quarter under review, the attrition rate (last twelve month [LTM] basis) for the company increased to 15.9% from 14.9% in 4QFY2015. TCS cited that 3 quarters of high attrition were compounded by seasonality of 1QFY2016, and it should start to taper from 2QFY2016.

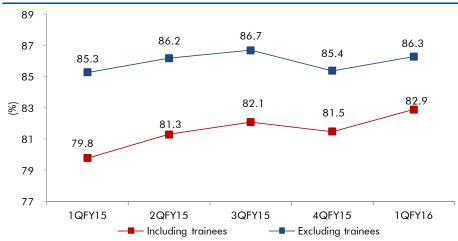
Exhibit 8: Hiring and attrition trend

Particulars	1QFY15	2QFY15	3QFY15	4QFY15	1QFY16
Gross addition	15,817	20,350	16,561	14,395	20,320
Net addition	4,967	8,326	4,868	1,031	5,279
Total employee base	3,05,431	3,13,757	3,22,083	3,19,656	3,24,935
Attrition (%) - LTM basis	12.0	12.8	13.4	14.9	15.9

Source: Company, Angel Research

For 1QFY2016, the utilization rate (excluding trainees) increased by 90bp qoq to 86.3%; including trainees, it was up 140bp qoq to 82.9%.

Exhibit 9: Trend in utilization



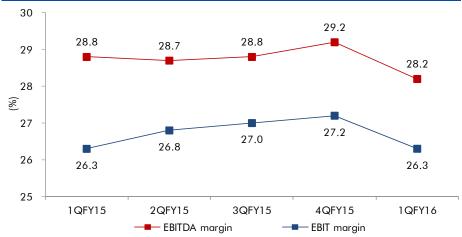
Source: Company, Angel Research



Margins steady

TCS' EBITDA margin dipped by 100bp qoq to 28.2% and the EBIT margin dipped by 90bp qoq to 26.3%, on back of wage hikes, which rubbed off ~ 190 bp of EBITDA although cushioned by 70bp exchange rate benefit. Operational efficiency contributed around 30bp to the margin expansion. Going forward, the EBIT margins are expected to operate at the mid-range of its 26-28% guided band.

Exhibit 10: Margin profile



Source: Company, Angel Research

Client metrics

The client pyramid during the quarter witnessed a qualitative improvement, with client additions seen in higher revenue brackets. Client metrics for the company continued to remain healthy with the company adding 1 client in the US\$100mn+revenue bracket, and 9 clients in the US\$10-20mn revenue bracket. TCS also had few client additions in the US\$1-5mn order size category. TCS announced 9 large deal wins during the quarter, won across geographies, including 5 in the US. Vertical-wise, it won 3 deals each in BFSI and Retail, and 1 each in Telecom, Manufacturing and Media.

Exhibit 11: Client pyramid

	1QFY15	2QFY15	3QFY15	4QFY15	1QFY16
US\$1mn-5mn	378	376	377	389	391
US\$5mn-10mn	109	120	138	128	123
US\$10mn-20mn	95	94	90	99	96
US\$20mn-50mn	74	91	94	94	103
US\$50mn-100mn	33	38	40	39	39
US\$100mn plus	22	24	25	29	30

Source: Company, Angel Research



Investment Argument

Guidance – Company to maintain its healthy growth rate: The company has indicated at beating the NASSCOM growth rate of 12-14% for FY2016. The current deal pipeline is presenting opportunities for a robust growth in both run-the-business (RTB) and discretionary activities. For FY2015, the Management has maintained its gross hiring target of 30,000-40,000, which should entail a healthy volume growth of 13-15%. Even with aggressive hiring plans, the Management targets to maintain its utilization levels excluding trainees at 80%+, going ahead. We expect the company to post a US\$ revenue CAGR of 13.0% over FY2015-17E.

Deal pipeline healthier: The Management reiterated that it expects FY2016 to be strong on the back of strong deal pipeline and budget indications from clients. The current deal pipeline is presenting opportunities for a robust growth in both run-the-business (RTB) and discretionary activities. The company is pursuing more number of large deals in terms of cumulative size vs this time last year. A healthy deal pipeline, broad-based deal signings, initial signs of up-turn in discretionary spending and good traction in annuity, traditional and transformational business - all these factors have collectively lent confidence to the company in estimating a robust growth.

Outlook and valuation

For FY2016, the Management has maintained its gross hiring target of 30,000-40,000. Even with aggressive hiring plans, the Management targets to maintain its utilization levels excluding trainees at 80%+ going ahead. The Management expects the EBIT margins to be in the range of 26-28%, despite rupee volatility.

Over FY2015-17E, we expect TCS' revenue to post a CAGR of 13.0% in USD terms and of 14.3% in INR terms. The company highlighted that it stands comfortable of sustaining the EBIT margin in the range of 26-28%. On the EBIT and PAT fronts, we expect the company to post a 15.6% and 13.9% CAGR over FY2015-17E, respectively. At the current market price of ₹2,472, the stock is trading at 19.4x FY2016E and 17.2x FY2017E EPS of ₹127.2 and ₹143.9, respectively. We maintain our buy rating on the stock with a target price of ₹3,168.

Exhibit 12: Key assumptions

	FY2016E	FY2017E
Revenue growth (USD)	12.1	14.0
USD-INR rate (realized)	62.6	62.6
Revenue growth (₹)	14.6	14.0
EBITDA margin (%)	28.8	28.7
Tax rate (%)	21.0	21.0
EPS growth (%)	14.7	13.1

Source: Company, Angel Research

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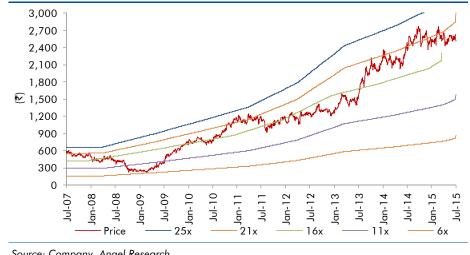


Exhibit 14: Recommendation summary

Company	Reco	СМР	Tgt. price	Upside	FY2017E	FY2017E	FY2015-17E	FY2017E	FY2017E
		(₹)	(₹)	(%)	EBITDA (%)	P/E (x)	EPS CAGR (%)	EV/Sales (x)	RoE (%)
HCL Tech	Buy	917	1,100	18.8	23.4	15.1	10.5	2.6	17.7
Infosys	Buy	938	1,315	40.3	28.0	14.3	10.4	2.4	20.0
TCS	Buy	2,472	3,168	28.2	28.7	17.3	13.9	3.6	41.8
Tech Mahindra	Neutral	637	646	36.4	20.0	12.5	17.9	1.2	20.9
Wipro	Виу	579	753	37.3	23.8	12.4	12.0	1.7	18.8

Source: Company, Angel Research



Company background

TCS is Asia's largest IT services provider and is amongst the top 10 technology firms in the world. The company has a global footprint with an employee base of over 3.0lakh professionals, offering services to more than 1,000 clients across various industry segments. The company has one of the widest portfolios of services offerings, spanning across the entire IT service value chain – from traditional application development and maintenance to consulting and package implementation to products and platforms.



Profit & Loss statement (Consolidated, IFRS)

Y/E March (₹ cr)	FY2013	FY2014	FY2015	FY2016E	FY2017E
Net sales	62,988	81,809	94,648	1,08,420	1,23,599
Cost of revenue	33,253	42,207	50,599	57,392	65,508
Gross profit	29,736	39,603	44,049	51,029	58,092
% of net sales	47.2	48.4	46.5	47.1	47.0
SGA expenses	11,648	14,471	17,353	19,841	22,619
% of net sales	18.5	17.7	18.3	18.3	18.3
EBITDA	18,088	25,132	26,696	31,188	35,473
% of net sales	28.7	30.7	28.2	28.8	28.7
Dep. and amortization	1079	1324	1272	1383	1493
% of net sales	1.7	1.6	1.3	1.3	1.2
EBIT	17,009	23,808	25,424	29,805	33,980
% of net sales	27.0	29.1	26.9	27.5	27.5
Other income, net	1118	1589	3140	2000	2000
Profit before tax	18,126	25,397	28,564	31,805	35,980
Provision for tax	4,034	6,071	6,083	6,679	7,556
% of PBT	22.3	23.9	21.3	21.0	21.0
PAT	14,092	19,326	22,481	25,126	28,424
Earnings in affiliates	-	-	-	-	-
Minority interest	149	209	205	235	269
Extra ordinary (Expense)/ Income			(2628)		
Reported PAT	13,942	19,117	19,648	24,891	28,155
Diluted EPS (₹)	71.2	97.6	110.9	127.2	143.9



Balance sheet (Consolidated, IFRS)

Y/E March (₹ cr)	FY2013	FY2014	FY2015	FY2016E	FY2017E
Assets					
Cash and cash equivalents	1,843	1,469	1,862	2,200	2,600
Other current financial assets	11,457	18,107	16,383	32,876	37,993
Accounts receivable	14,077	18,230	20,440	23,408	26,685
Unbilled revenues	3,160	4,006	3,827	5,347	5,347
Other current assets	-	-	6,414	6,414	6,414
Property and equipment	8,194	10,364	11,572	12,572	13,572
Intangible assets and goodwill	3,506	4,157	3,931	3,931	3,931
Investments	2,040	3,449	9,619	9,619	9,619
Other non current assets	-	-	906	906	906
Total assets	52,074	68,913	74,954	97,273	1,07,067
Liabilities					
Current liabilities	8,751	10,906	14,428	31,285	35,665
Short term borrrowings	101	170	243	243	243
Redeemable preference shares	100	-	-	-	-
Long term debt	131	127	114	114	114
Other non current liabilities	1,378	1,684	1,778	2,037	2,326
Minority interest	656	691	914	1,148	1,417
Shareholders funds	40,956	55,335	57,477	62,444	67,302
Total liabilities	52,074	68,913	74,954	97,273	1,07,067



Cash flow statement (Consolidated, IFRS)

			Cash flow statement (Consolidated, IPKS)								
Y/E March (₹ cr)	FY2013	FY2014	FY2015	FY2016E	FY2017E						
Pre-tax profit from oper.	17,009	23,808	22,481	25,126	28,424						
Depreciation	1,079	1,324	1,272	1,383	1,493						
Exp. (deferred)/written off	149	209	160	174	-						
Pre tax cash from oper	17,939	24,923	23,913	26,683	29,917						
Other inc./prior period ad	1,118	1,589	1,272	1,383	1,493						
Net cash from operations	19,056	26,512	25,185	28,066	31,410						
Tax	4,034	6,071	6,083	6,679	7,556						
Cash profits	15,022	20,441	19,102	21,387	23,854						
(Inc)/dec in acc. recv.	(2,578)	(4,154)	(2,210)	(2,968)	(3,277)						
(Inc)/dec in unbilled rev.	(912)	(846)	179	(1,520)	-						
(Inc)/dec in oth. current asst.	(4,948)	(6,650)	(6,414)	-	-						
Inc/(dec) in current liab.	2,035	2,223	(1,207)	(1,000)	(1,000)						
Net trade working capital	(6,403)	(9,427)	(9,652)	(5,488)	(4,277)						
Cash flow from opert. actv.	8,619	11,015	9,450	15,899	19,577						
(Inc)/dec in fixed assets	(2,819)	(3,494)	(1,207)	(1,000)	(1,000)						
(Inc)/dec in investments	(562)	(1,409)	(4,446)	(16,493)	(5,117)						
(Inc)/dec in intangible asst.	(13)	(651)	(226)	-	-						
(Inc)/dec in non-cur.asst.	(262)	(1,335)	(906)	-	-						
Cash flow from invt. actv.	(3,656)	(6,889)	(6,786)	(17,493)	(6,117)						
Inc/(dec) in debt	278	203	61	-	-						
Inc/(dec) in equity	-	-	-	-	-						
Inc/(dec) in minority int.	129	34	223	235	269						
Dividends	(4,351)	(14,666)	(19,923)	(23,298)	(26,353)						
Cash flow from finan. actv.	(1,159)	9,929	17,369	24,996	13,024						
Cash generated/(utilized)	(5,103)	(4,500)	(2,271)	1,933	(13,060)						
Cash at start of the year	(140)	(374)	393	338	400						
Cash at end of the year	1,984	1,843	1,469	1,862	2,200						



Kev ratios

Key ratios					
Y/E March	FY2013	FY2014	FY2015	FY2016E	FY2017E
Valuation ratio(x)					
P/E (on FDEPS)	34.7	25.3	22.3	19.4	17.2
P/CEPS	32.2	23.7	23.1	18.4	16.3
P/BVPS	11.8	8.7	8.4	7.7	7.2
Dividend yield (%)	0.8	1.3	1.8	2.1	2.3
EV/Sales	7.4	5.6	4.8	4.1	3.5
EV/EBITDA	25.9	18.4	17.1	14.1	12.2
EV/Total assets	9.0	6.7	6.1	4.5	4.1
Per share data (₹)					
EPS	71.2	97.6	110.9	127.2	143.9
Cash EPS	76.8	104.4	106.8	134.1	151.4
Dividend	19.0	32.0	43.5	50.8	57.5
Book value	209	283	294	319	344
Dupont analysis					
Tax retention ratio (PAT/PBT)	8.0	8.0	8.0	0.8	0.8
Cost of debt (PBT/EBIT)	1.1	1.1	1.1	1.1	1.1
EBIT margin (EBIT/Sales)	0.3	0.3	0.3	0.3	0.3
Asset turnover ratio (Sales/Assets)	1.2	1.2	1.3	1.1	1.2
Leverage ratio (Assets/Equity)	1.3	1.2	1.3	1.6	1.6
Operating ROE	34.4	34.9	39.1	40.2	42.2
Return ratios (%)					
RoCE (pre-tax)	32.7	34.5	33.9	30.6	31.7
Angel RoIC	46.3	51.9	54.0	56.7	59.8
RoE	34.0	34.5	34.2	39.9	41.8
Turnover ratios(x)					
Asset turnover (fixed assets)	7.7	7.9	8.2	8.6	9.1
Receivables days	82	81	79	79	79



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Disclosure of Interest Statement	TCS
1. Analyst ownership of the stock	No
2. Angel and its Group companies ownership of the stock	No
3. Angel and its Group companies' Directors ownership of the stock	No
4. Broking relationship with company covered	No

Note: We have not considered any Exposure below ₹1 lakh for Angel, its Group companies and Directors

Ratings (Based on expected returns	Buy (> 15%)	Accumulate (5% to 15%)	Neutral (-5 to 5%)
over 12 months investment period):		Reduce (-5% to -15%)	Sell (< -15)