

June 17, 2021

Analyst Meet Update

■ Change in Estimates | ■ Target | ■ Reco

Change in Estimates

	Current		Previous	
	FY22E	FY23E	FY22E	FY23E
Rating	ACCUMULATE		ACCUMULATE	
Target Price	420		420	
Sales (Rs. m)	148,206	170,398	148,206	170,398
% Chng.	-	-	-	-
EBITDA (Rs. m)	14,094	17,057	14,094	17,057
% Chng.	-	-	-	-
EPS (Rs.)	27.9	35.0	27.9	35.0
% Chng.	-	-	-	-

Key Financials - Consolidated

Y/e Mar	FY20	FY21	FY22E	FY23E
Sales (Rs. m)	119,654	131,142	148,206	170,398
EBITDA (Rs. m)	12,344	11,412	14,094	17,057
Margin (%)	10.3	8.7	9.5	10.0
PAT (Rs. m)	5,655	5,527	7,170	9,002
EPS (Rs.)	22.0	21.5	27.9	35.0
Gr. (%)	16.3	(2.3)	29.7	25.5
DPS (Rs.)	3.3	4.0	4.2	5.3
Yield (%)	0.8	1.0	1.0	1.3
RoE (%)	21.6	18.0	19.6	20.7
RoCE (%)	23.8	19.1	21.9	23.7
EV/Sales (x)	1.1	0.9	0.8	0.7
EV/EBITDA (x)	10.3	10.9	8.9	7.4
PE (x)	19.0	19.4	14.9	11.9
P/BV (x)	3.8	3.2	2.7	2.3

Key Data

KECL.BO | KECI IN

52-W High / Low	Rs.486 / Rs.227
Sensex / Nifty	52,323 / 15,691
Market Cap	Rs.107bn/ \$ 1,447m
Shares Outstanding	257m
3M Avg. Daily Value	Rs.340.9m

Shareholding Pattern (%)

Promoter's	51.82
Foreign	9.84
Domestic Institution	26.04
Public & Others	12.30
Promoter Pledge (Rs bn)	-

Stock Performance (%)

	1M	6M	12M
Absolute	6.6	12.2	77.8
Relative	1.0	0.6	13.8

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Non T&D segment to drive growth

We attended analyst meet of KEC International hosted by Mr. Vimal Kejriwal – MD & CEO and Mr. Rajeev Aggarwal (CFO) to gain insights and opportunity size on various business verticals. With government's thrust on infrastructure spending through programs such as NIP's, tendering pipeline remains strong with Rs650bn plus bid pipeline across segments. In international markets, management is seeing good traction in orders from MENA, Africa, SAARC and South East Asia regions. For domestic segment, although ordering pipeline remains healthy, yet some delay in order finalization has been witnessed. Key segments such as Railways (Metros), Civil, urban infra, T&D space, water and Solar would be on focus going ahead.

We believe KEC is well poised to gain from upcoming opportunity in infrastructure segment given 1) diversified business model, 2) healthy market shares in T&D segment, 3) excellent execution track record with strong parentage and 4) comfortable balance sheet. Further, considering strong order book, steady margin profile and healthy outlook, we expect KEC to deliver 14%/28% revenue/PAT CAGR respectively over FY21-23E. The stock is currently trading at 14.9x/11.9x FY22/23E. We maintain 'ACCUMULATE' rating with TP of Rs420 (same as earlier).

NIP outlay of Rs111trn provides huge opportunity: We believe government's strong impetus on infrastructure spending and emphasis on creating world class infrastructure with an aim to achieve accelerated GDP growth, augurs well for infrastructure sector. In our view, rise in government spending would translate into robust awarding activity across sectors such as roads, water supply, railways, metro, affordable housing, power, etc. Hence, given KEC's execution capabilities, diversified business model and lean balance sheet, the company is well-placed to tap on upcoming opportunities in the sector.

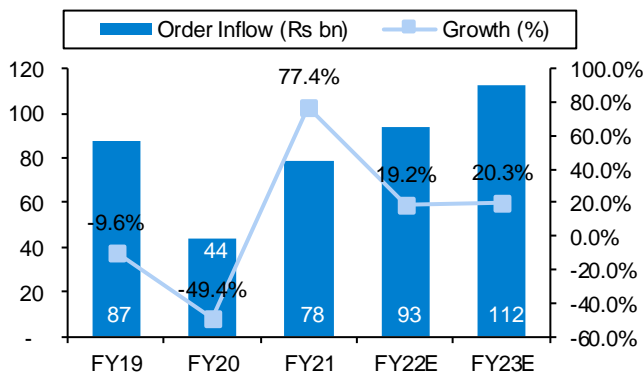
Strategic diversification to non T&D segment: Over the years, with view to mitigate risk and reduce dependence on T&D segment, KEC diversified into other segments such as Railways, Civil, Smart infra, Cables, Solar, etc. This resulted into order book of non T&D segment improving from Rs12.3bn in FY16 to Rs80.3bn in FY21. Given healthy order inflows and execution ramp up, revenues of Non T&D segments also grew at a CAGR of 30% over FY16-21, primarily driven by healthy growth in Railways and Civil segment.

Comfortable order book of Rs250bn (including L1): KEC secured orders worth Rs29bn YTD (vs Rs 7bn in same period) driven by healthy order wins in Civil and International T&D space. Order book stands healthy at Rs250bn (including L1) translating into 1.9x TTM revenues which provides healthy revenue visibility. Of total OB, T&D comprises of Rs140bn; Railways segment constitute Rs70bn while balance RS40bn is constituted by Civil segment.

T&D (57% of sales) order book at Rs140bn

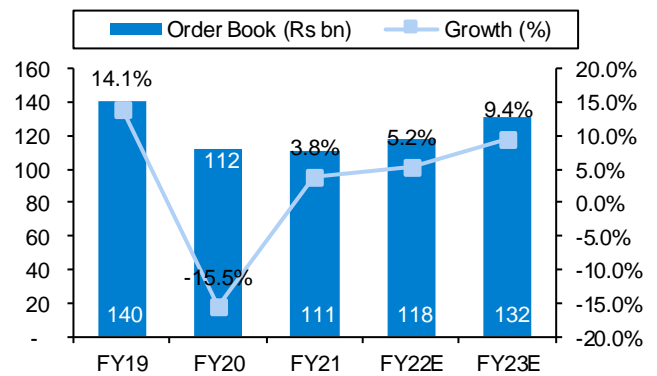
KEC is one of the largest and reputed EPC players in the T&D space with healthy market share of 15%/20% in India/South Asia market. Despite pandemic, the company secured orders worth Rs75bn in FY21 including a large green corridor TCBC order worth Rs15bn. KEC's order book stands at Rs140bn (including L1) as on date, which includes various orders from substation worth Rs13bn. Over the years, company has diversified into newer geographies expanding its footprint in 20 countries with strong presence in market like, SAARC, ME, Africa and America regions. Given healthy tender pipeline, management expects order inflows to the tune of Rs80-90bn from international markets in FY22.

Exhibit 1: International T&D to drive ordering activity



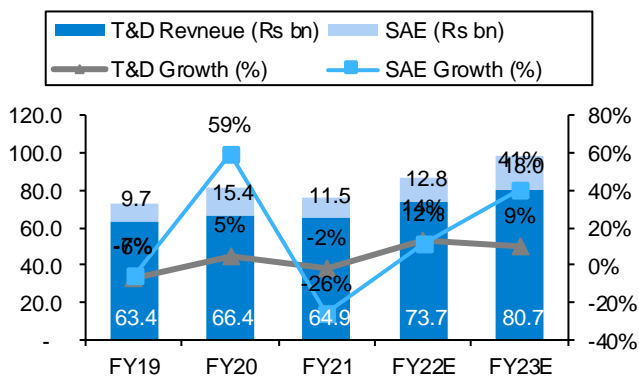
Source: Company, PL

Exhibit 2: OB expected to reach Rs132bn by FY23



Source: Company, PL

Exhibit 3: T&D revenue to grow at 29% CAGR from FY21-23E



Source: Company, PL

Exhibit 4: Largest GIS substation executed in Nepal



Source: Company, PL

Railways – aiming for double digit margins

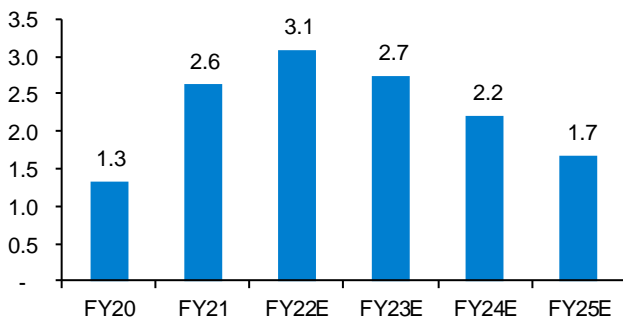
Massive outlay of Rs 13.7trn laid out in NIP by government, from 2020-25 provides huge opportunity for KEC in Railway infrastructure

Over last 5 years, railway segment revenues have grown at 75% CAGR over FY16-21 reaching Rs34bn in FY21 from Rs2.1bn in FY16, driven by diversification in newer business verticals like High-Speed Rail, construction of depots, workshops for metro projects, tunnel ventilation and Third rail & Ballastless Tracks (BLT) for metros. Owing to pandemic, management witnessed delay in order finalization thereby leading to order inflows of Rs16.6bn (down 48%) in FY21. OB (including L1) stands healthy at Rs70bn providing strong revenue visibility. Management indicated order pipeline remains strong for segment with tenders worth ~Rs110bn to be floated in next couple of months. With pickup in business activity and increased capability; margins are expected to reach double digit levels. Further foray into newer verticals like tunnel ventilation, high-speed railway, metros and international projects are being considered as key growth drivers.

Exhibit 5: Railways opportunity of Rs13.7trn over FY20-25

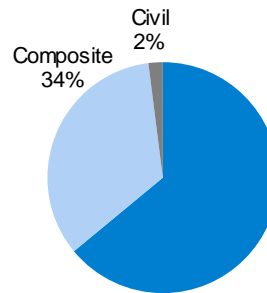
Exhibit 6: KEC has diversified into technology verticals

Railway Opportunity (Rs trn)

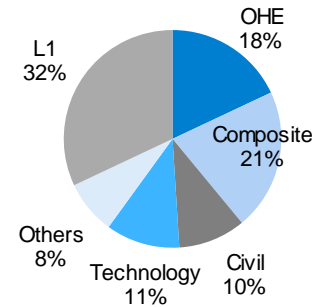


Source: Company, PL

OB as on FY17



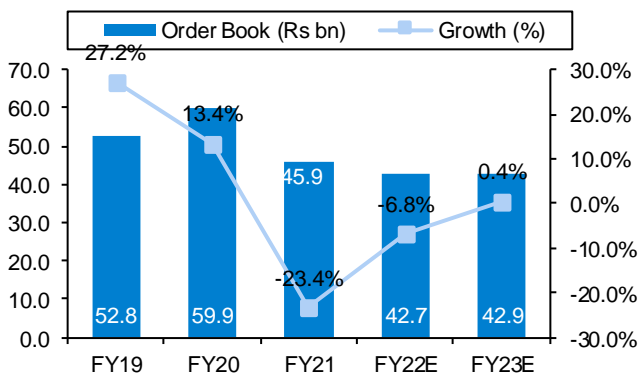
OB as on FY21



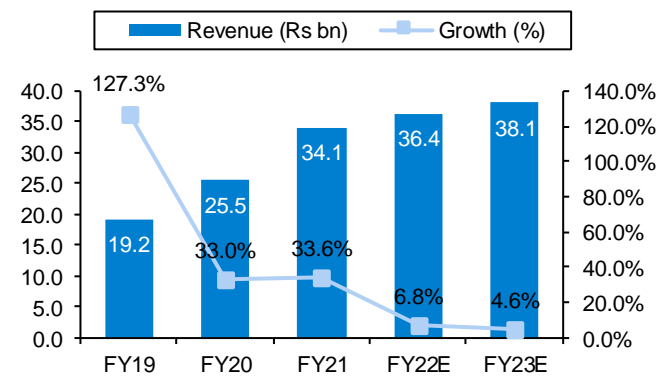
Source: Company, PL

Exhibit 7: OB stands healthy at Rs46bn

Exhibit 8: Revenue to grow 12% CAGR from FY21-23E



Source: Company, PL



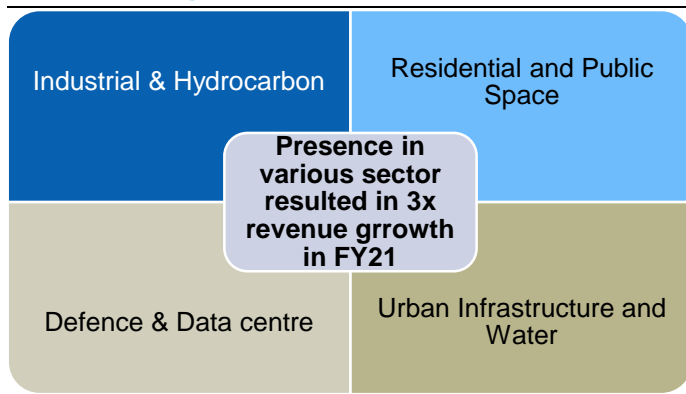
Source: Company, PL

Civil- an emerging space

NIP has laid out opportunity size of ~Rs27trn from 2020-25 in sector like Urban infra, Industrial Infra, Digital Infra and Airport

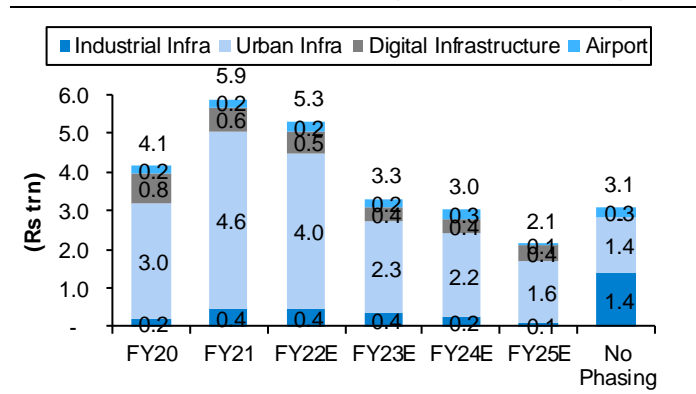
Given KEC's diversification into newer verticals such as urban infra & water, metros and residential & public space (Malls and hospital) and successfully bagging orders, revenues have significantly increased from Rs1bn in FY16 to Rs10.8bn in FY21. OB including L1 stands strong at Rs40bn providing strong revenue visibility going ahead. Given strong OB and pickup in execution, revenues are expected to reach Rs20bn in FY22 from Rs10bn in FY21 along with margins double digit range. Going forward, industrial, residential and new verticals like water warehouse, data center, hydrocarbon & hospitals will be key growth drivers.

Exhibit 9: Strong presence across various sector



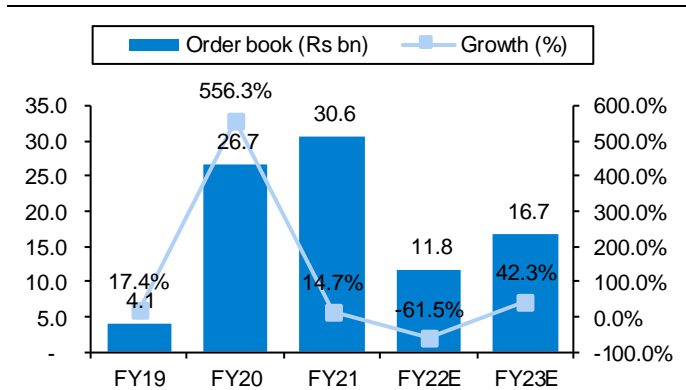
Source: Company, PL

Exhibit 10: Investment opportunity of Rs27trn over 5 years



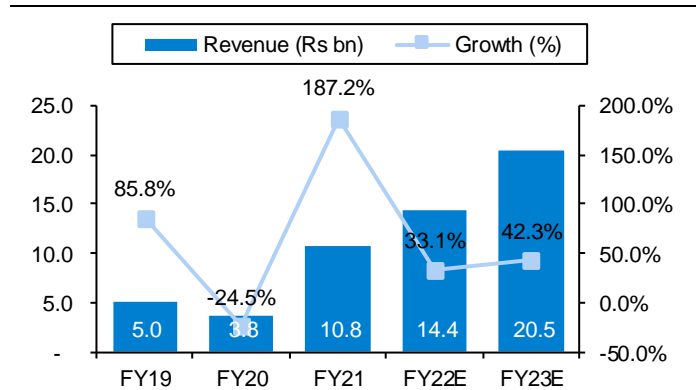
Source: Company, PL

Exhibit 11: Order book remain strong at Rs31bn as on FY21



Source: Company, PL

Exhibit 12: Revenue to grow at 38% CAGR from FY21-23E



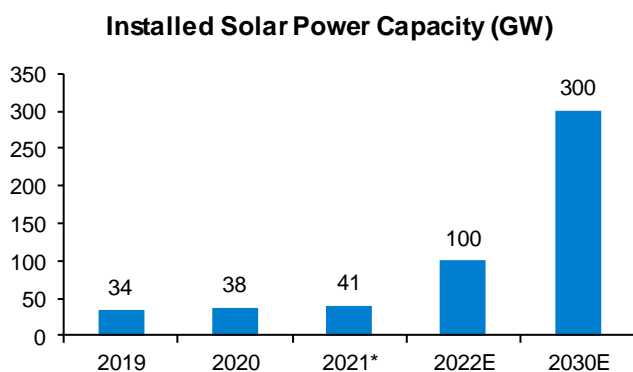
Source: Company, PL

Other Business segment

Other business segment includes a) Solar b) cables c) smart infra and d) Oil and Gas pipeline.

- Solar:** KEC has capacity to execute large scale project >150mw (executed 150MW solar project for Hero energy) and has being building partnership with global developer to meet requirement of both domestic and international market. Currently executing 20MW solar carport project for Maruti Ltd.
- Cables:** Cables business is expected to pick up gradually with significant focus on new product development for railways and telecom. Management indicated margin for the segment to be lower.
- Smart Infra:** Currently executing command and control center for Aurangabad smart city. Slowdown in government spending in smart cities in recent past may hamper ordering activity for the vertical. Forayed into high tech defence with order for airport security system.
- Oil and Gas pipelines:** New business vertical has started bidding for projects in the sector; expects to bag orders in FY22.

Exhibit 13: Thrust on Solar capacity addition augurs well



Source: Company, PL

Exhibit 14: Cable manufacturing Plant at Mysore



Source: Company, PL

Exhibit 15: Command & control center at Aurangabad



Source: Company, PL

Exhibit 16: New business vertical – Oil and Gas pipeline



Source: Company, PL

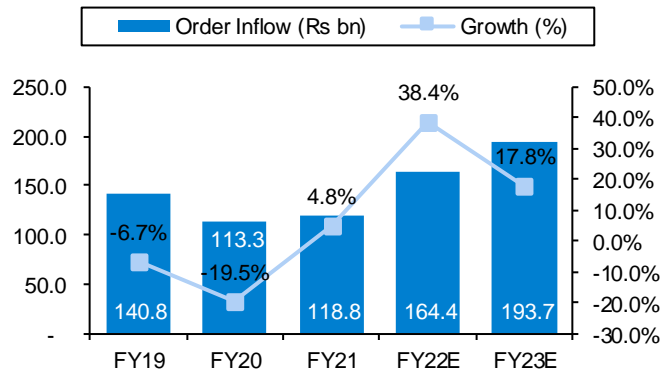
Exhibit 17: Segment wise details

Particulars	FY16	FY17	FY18	FY19	FY20	FY21	FY22E	FY23E
T&D								
Inflow (Rs mn)	63,612	76,620	81,529	74,645	38,525	68,881	79,213	91,095
Growth (%)	13.8%	20.4%	6.4%	-8.4%	-48.4%	78.8%	15.0%	15.0%
Order Book	70,868	90,943	103,788	119,811	101,285	105,100	110,587	121,009
Growth (%)	-0.6%	28.3%	14.1%	15.4%	-15.5%	3.8%	5.2%	9.4%
Revenue (Rs mn)	63,820	60,290	67,890	63,380	66,360	64,910	73,725	80,673
Growth (%)	-1.6%	-5.5%	12.6%	-6.6%	4.7%	-2.2%	13.6%	9.4%
Execution Rate	47%	41%	39%	36%	42%	38%	40%	40%
SAE								
Inflow (Rs mn)	9,585	16,065	15,098	12,676	5,666	9,501	14,251	21,377
Growth (%)	-22.3%	67.6%	-6.0%	-16.0%	-55.3%	67.7%	50.0%	50.0%
Order Book	11,339	12,631	19,028	20,307	11,072	5,733	7,194	10,571
Growth (%)	19.3%	11.4%	50.6%	6.7%	-45.5%	-48.2%	25.5%	46.9%
Revenue (Rs mn)	8,300	10,020	10,250	9,670	15,390	11,460	12,790	18,000
Growth (%)	3.4%	20.7%	2.3%	-5.7%	59.2%	-25.5%	11.6%	40.7%
Execution Rate	43%	37%	37%	31%	59%	56%	64%	63%
Railway								
Inflow (Rs mn)	2,614	14,830	39,255	30,985	31,727	16,626	33,253	38,241
Growth (%)	6.0%	467.3%	164.7%	-21.1%	2.4%	-47.6%	100.0%	15.0%
Order Book	5,669	15,157	41,515	52,798	59,869	45,862	42,722	42,910
Growth (%)	19.3%	167.4%	173.9%	27.2%	13.4%	-23.4%	-6.8%	0.4%
Revenue (Rs mn)	2,100	4,460	8,440	19,180	25,510	34,090	36,393	38,052
Growth (%)	57.9%	112.4%	89.2%	127.3%	33.0%	33.6%	6.8%	4.6%
Execution Rate	29%	22%	16%	26%	30%	45%	46%	47%
Civil								
Inflow (Rs mn)	1,743	-	4,529	7,042	27,194	14,251	24,227	25,438
Growth (%)	NA	NA	NA	55%	286%	-48%	70%	5%
Order Book	4,725	1,263	3,460	4,061	4,101	1,911	11,762	16,740
Growth (%)	-17.2%	-73.3%	173.9%	17.4%	1.0%	-53.4%	515.5%	42.3%
Revenue (Rs mn)	1,030	860	2,680	4,980	3,760	10,800	14,376	20,460
Growth (%)	-22.0%	-16.5%	211.6%	85.8%	-24.5%	187.2%	33.1%	42.3%
Execution Rate	14%	18%	46%	47%	12%	59%	55%	55%
Others								
Inflow (Rs mn)	9,585	16,065	11,022	15,492	10,198	9,501	13,420	17,529
Growth (%)	-17.3%	67.6%	-31.4%	40.6%	-34.2%	-6.8%	41.3%	30.6%
Order Book	5,102	6,316	5,189	6,092	6,151	3,822	3,140	3,801
Growth (%)	-10.6%	23.8%	-17.8%	17.4%	1.0%	-37.9%	-17.8%	21.0%
Revenue (Rs mn)	12,110	12,130	12,970	15,250	11,050	12,630	14,102	16,868
Growth (%)	33.5%	0.2%	6.9%	17.6%	-27.5%	14.3%	11.7%	19.6%
Execution Rate	79.2%	57.3%	74.8%	73.7%	67.8%	80.7%	81.8%	81.6%

Source: Company, PL

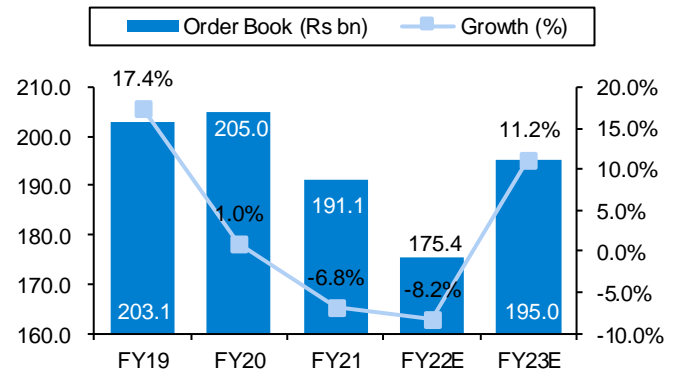
Financial Charts

Exhibit 18: OI grew by 5% in FY21 despite pandemic



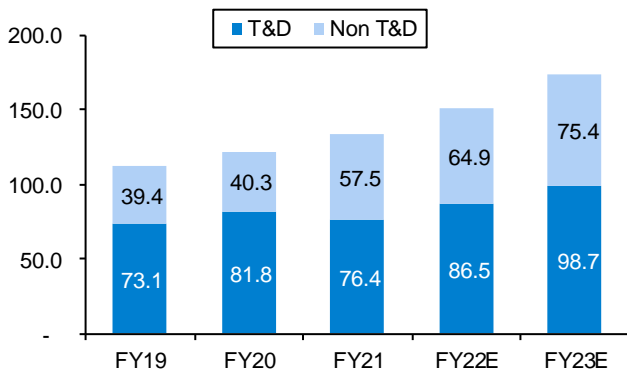
Source: Company, PL

Exhibit 19: OB stands strong at Rs250bn as on date



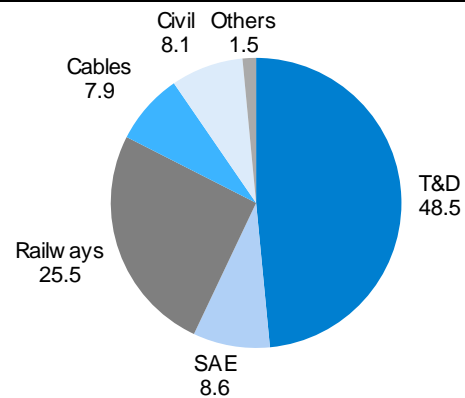
Source: Company, PL

Exhibit 20: Share of non T&D revenue to go up going ahead



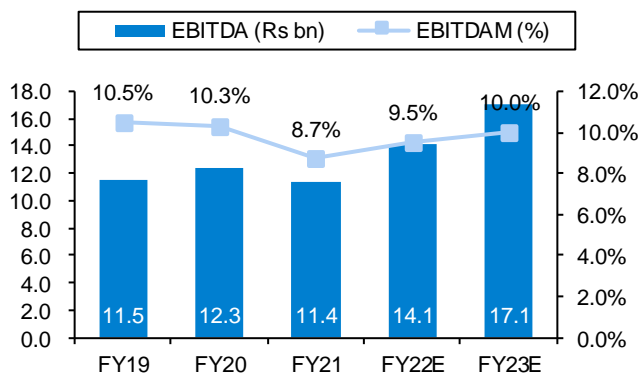
Source: Company, PL

Exhibit 21: Revenue breakup as on FY21



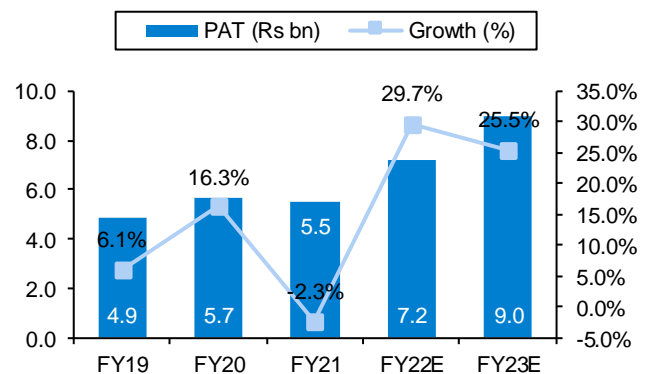
Source: Company, PL

Exhibit 22: EBITDA margin to be healthy at 10% by FY23E



Source: Company, PL

Exhibit 23: PAT to report strong 28% CAGR from FY21-23E

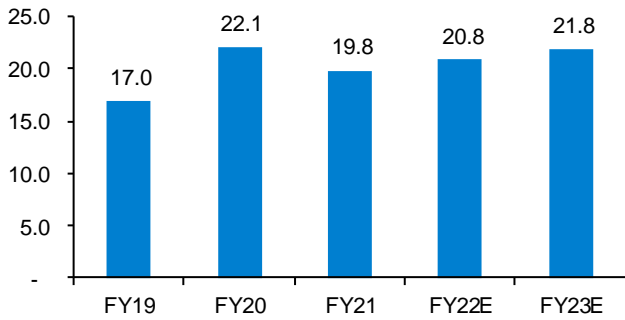


Source: Company, PL

Exhibit 24: Avg. borrowing to be around Rs20-21bn range

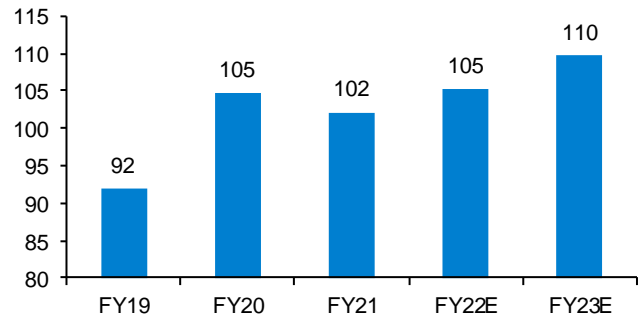
Exhibit 25: WC days to slightly increase to 110 days

Average Borrowing (Rs bn)



Source: Company, PL

Working Capital Days

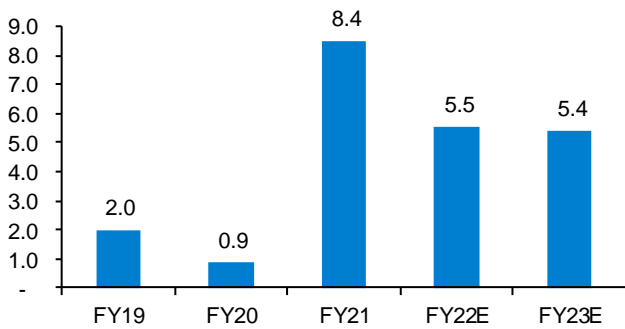


Source: Company, PL

Exhibit 26: Continues to generate positive CFO

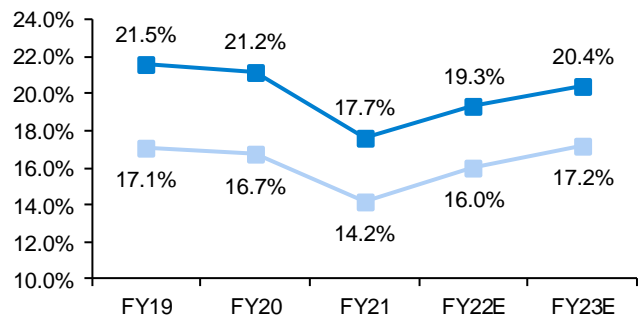
Exhibit 27: Return ratio to improve gradually

Cash Flow from operation (Rs bn)

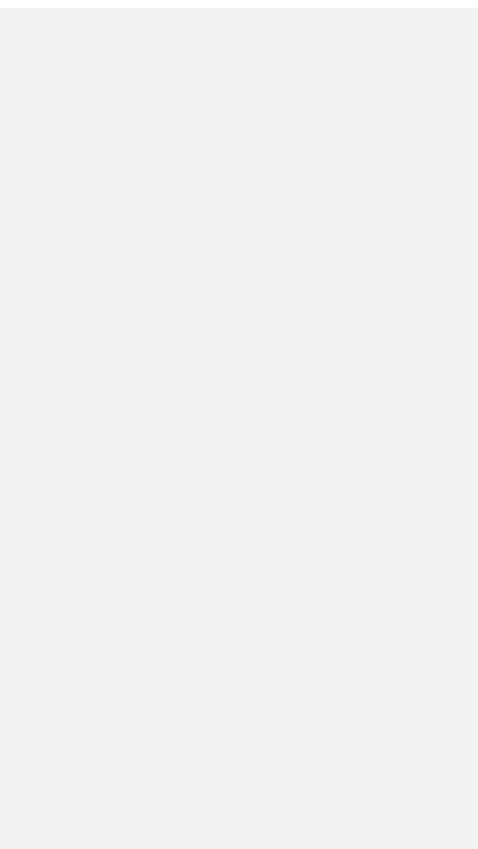


Source: Company, PL

ROE ROCE



Source: Company, PL



Financials

Income Statement (Rs m)

Y/e Mar	FY20	FY21	FY22E	FY23E
Net Revenues	119,654	131,142	148,206	170,398
YoY gr. (%)	8.8	9.6	13.0	15.0
Cost of Goods Sold	55,916	57,006	65,210	74,123
Gross Profit	63,738	74,136	82,995	96,275
Margin (%)	53.3	56.5	56.0	56.5
Employee Cost	11,044	11,151	13,339	15,336
Other Expenses	5,662	5,565	6,225	7,157
EBITDA	12,344	11,412	14,094	17,057
YoY gr. (%)	7.3	(7.5)	23.5	21.0
Margin (%)	10.3	8.7	9.5	10.0
Depreciation and Amortization	1,472	1,525	1,589	1,694
EBIT	10,872	9,887	12,505	15,363
Margin (%)	9.1	7.5	8.4	9.0
Net Interest	3,080	2,627	2,813	3,167
Other Income	111	299	267	307
Profit Before Tax	7,903	7,559	9,959	12,503
Margin (%)	6.6	5.8	6.7	7.3
Total Tax	2,248	2,032	2,789	3,501
Effective tax rate (%)	28.4	26.9	28.0	28.0
Profit after tax	5,655	5,527	7,170	9,002
Minority interest	-	-	-	-
Share Profit from Associate	-	-	-	-
Adjusted PAT	5,655	5,527	7,170	9,002
YoY gr. (%)	16.3	(2.3)	29.7	25.5
Margin (%)	4.7	4.2	4.8	5.3
Extra Ord. Income / (Exp)	-	-	-	-
Reported PAT	5,655	5,527	7,170	9,002
YoY gr. (%)	16.3	(2.3)	29.7	25.5
Margin (%)	4.7	4.2	4.8	5.3
Other Comprehensive Income	-	-	-	-
Total Comprehensive Income	5,655	5,527	7,170	9,002
Equity Shares O/s (m)	257	257	257	257
EPS (Rs)	22.0	21.5	27.9	35.0

Source: Company Data, PL Research

Balance Sheet Abstract (Rs m)

Y/e Mar	FY20	FY21	FY22E	FY23E
Non-Current Assets				
Gross Block	15,485	17,862	19,862	21,862
Tangibles	15,485	17,862	19,862	21,862
Intangibles	-	-	-	-
Acc: Dep / Amortization	6,543	8,068	9,657	11,351
Tangibles	6,543	8,068	9,657	11,351
Intangibles	-	-	-	-
Net fixed assets	8,942	9,795	10,206	10,511
Tangibles	8,942	9,795	10,206	10,511
Intangibles	-	-	-	-
Capital Work In Progress	5,415	4,360	4,360	4,360
Goodwill	-	-	-	-
Non-Current Investments	110	132	148	170
Net Deferred tax assets	(527)	68	68	68
Other Non-Current Assets	3,679	4,918	5,928	6,816
Current Assets				
Investments	225	11	12	13
Inventories	7,758	8,422	10,151	11,671
Trade receivables	54,448	55,668	62,937	72,361
Cash & Bank Balance	1,637	2,492	3,126	2,997
Other Current Assets	8,604	7,048	8,151	9,372
Total Assets	128,546	139,860	155,853	171,605
Equity				
Equity Share Capital	514	514	514	514
Other Equity	27,462	33,083	39,178	46,829
Total Networkth	27,976	33,597	39,692	47,343
Non-Current Liabilities				
Long Term borrowings	2,637	3,318	4,318	5,318
Provisions	-	-	-	-
Other non current liabilities	-	-	-	-
Current Liabilities				
ST Debt / Current of LT Debt	19,437	16,521	16,521	16,521
Trade payables	50,073	61,840	66,997	70,027
Other current liabilities	27,896	24,653	28,394	32,464
Total Equity & Liabilities	128,546	139,860	155,853	171,605

Source: Company Data, PL Research

Cash Flow (Rs m)

Y/e Mar	FY20	FY21	FY22E	FY23E
PBT	7,903	7,559	9,959	12,503
Add. Depreciation	1,472	1,525	1,589	1,694
Add. Interest	3,080	2,627	2,813	3,167
Less Financial Other Income	111	299	267	307
Add. Other	583	1,071	-	-
Op. profit before WC changes	13,037	12,782	14,361	17,364
Net Changes-WC	(8,670)	(2,249)	(6,048)	(8,475)
Direct tax	(3,493)	(2,088)	(2,789)	(3,501)
Net cash from Op. activities	875	8,445	5,524	5,388
Capital expenditures	(2,020)	(1,137)	(2,001)	(2,001)
Interest / Dividend Income	34	34	-	-
Others	807	(170)	-	-
Net Cash from Invt. activities	(1,179)	(1,274)	(2,001)	(2,001)
Issue of share cap. / premium	-	-	-	-
Debt changes	(2,449)	(564)	1,000	1,000
Dividend paid	(1,558)	(5)	(1,076)	(1,350)
Interest paid	(2,689)	(3,551)	(2,813)	(3,167)
Others	6,722	(2,519)	-	-
Net cash from Fin. activities	25	(6,639)	(2,889)	(3,517)
Net change in cash	(280)	533	635	(130)
Free Cash Flow	(1,190)	6,645	3,524	3,388

Source: Company Data, PL Research

Key Financial Metrics

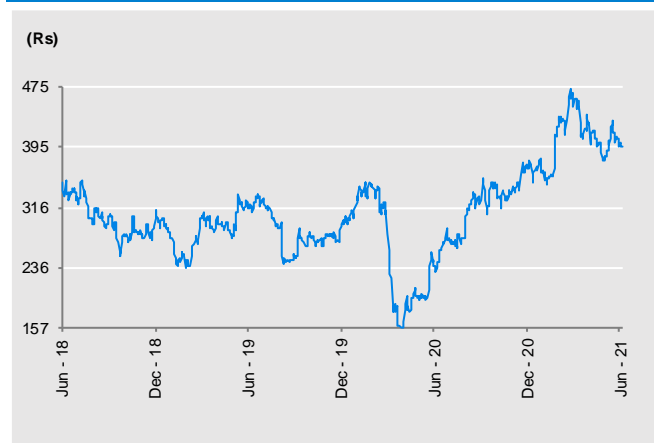
Y/e Mar	FY20	FY21	FY22E	FY23E
Per Share(Rs)				
EPS	22.0	21.5	27.9	35.0
CEPS	27.7	27.4	34.1	41.6
BVPS	108.8	130.7	154.4	184.1
FCF	(4.6)	25.8	13.7	13.2
DPS	3.3	4.0	4.2	5.3
Return Ratio(%)				
RoCE	23.8	19.1	21.9	23.7
ROIC	17.8	14.7	16.7	17.9
RoE	21.6	18.0	19.6	20.7
Balance Sheet				
Net Debt : Equity (x)	0.7	0.5	0.4	0.4
Net Working Capital (Days)	37	6	15	30
Valuation(x)				
PER	19.0	19.4	14.9	11.9
P/B	3.8	3.2	2.7	2.3
P/CEPS	15.0	15.2	12.2	10.0
EV/EBITDA	10.3	10.9	8.9	7.4
EV/Sales	1.1	0.9	0.8	0.7
Dividend Yield (%)	0.8	1.0	1.0	1.3

Source: Company Data, PL Research

Quarterly Financials (Rs m)

Y/e Mar	Q1FY21	Q2FY21	Q3FY21	Q4FY21
Net Revenue	22,068	32,577	32,892	43,605
YoY gr. (%)	(8.5)	16.0	7.0	18.8
Raw Material Expenses	10,253	15,205	13,696	17,852
Gross Profit	11,815	17,372	19,196	25,753
Margin (%)	53.5	53.3	58.4	59.1
EBITDA	1,949	2,931	2,987	3,546
YoY gr. (%)	(22.5)	(0.2)	(6.2)	(4.4)
Margin (%)	8.8	9.0	9.1	8.1
Depreciation / Depletion	391	374	380	380
EBIT	1,558	2,557	2,607	3,165
Margin (%)	7.1	7.8	7.9	7.3
Net Interest	663	674	658	632
Other Income	69	68	39	123
Profit before Tax	964	1,950	1,988	2,657
Margin (%)	4.4	6.0	6.0	6.1
Total Tax	257	525	537	714
Effective tax rate (%)	26.6	26.9	27.0	26.9
Profit after Tax	708	1,426	1,451	1,943
Minority interest	-	-	-	-
Share Profit from Associates	-	-	-	-
Adjusted PAT	708	1,426	1,451	1,943
YoY gr. (%)	(20.1)	2.5	0.1	0.7
Margin (%)	3.2	4.4	4.4	4.5
Extra Ord. Income / (Exp)	-	-	-	-
Reported PAT	708	1,426	1,451	1,943
YoY gr. (%)	(20.1)	2.5	0.1	0.7
Margin (%)	3.2	4.4	4.4	4.5
Other Comprehensive Income	-	-	-	-
Total Comprehensive Income	708	1,426	1,451	1,943
Avg. Shares O/s (m)	257	257	257	257
EPS (Rs)	2.8	5.5	5.6	7.6

Source: Company Data, PL Research

Price Chart
Recommendation History


No.	Date	Rating	TP (Rs.)	Share Price (Rs.)
1	12-May-21	Accumulate	420	383
2	7-Apr-21	Accumulate	402	442
3	29-Jan-21	Accumulate	402	360
4	8-Jan-21	Accumulate	339	366
5	5-Nov-20	Accumulate	339	338
6	8-Oct-20	BUY	333	345
7	11-Aug-20	BUY	333	294
8	8-Jul-20	BUY	296	275

Analyst Coverage Universe

Sr. No.	Company Name	Rating	TP (Rs)	Share Price (Rs)
1	ABB India	Hold	1,337	1,388
2	Ahluwalia Contracts (India)	BUY	384	293
3	Apar Industries	BUY	696	524
4	Ashoka Buildcon	BUY	160	96
5	Bharat Electronics	Accumulate	110	131
6	BHEL	Sell	34	67
7	Capacite's Infraprojects	BUY	270	210
8	Container Corporation of India	Hold	607	634
9	Cummins India	Hold	796	772
10	Engineers India	BUY	129	84
11	GE T&D India	Hold	141	137
12	H.G. Infra Engineering	BUY	476	333
13	IRB Infrastructure Developers	BUY	179	106
14	ITD Cementation India	BUY	97	83
15	J.Kumar Infraprojects	BUY	272	177
16	Kalpataru Power Transmission	BUY	448	382
17	KEC International	Accumulate	420	383
18	KNR Constructions	Accumulate	253	227
19	Larsen & Toubro	BUY	1,604	1,416
20	NCC	BUY	111	83
21	PNC Infratech	BUY	295	256
22	Power Grid Corporation of India	BUY	205	170
23	Sadbhav Engineering	BUY	115	63
24	Siemens	Accumulate	2,101	2,064
25	Thermax	Accumulate	1,559	1,455
26	Triveni Turbine	BUY	98	102
27	Voltamp Transformers	BUY	1,466	1,058

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

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