



# Key Findings on PE-Backed Tech Companies

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Analysis of 1,050 companies across 20 Private Equity firms specialized in the enterprise software sector



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## Enterprise Software Industry

# Offshore vs Nearshore Adoption in PE-Backed Enterprise Tech Companies

Use of India and Mexico Foreign Operations Comparison

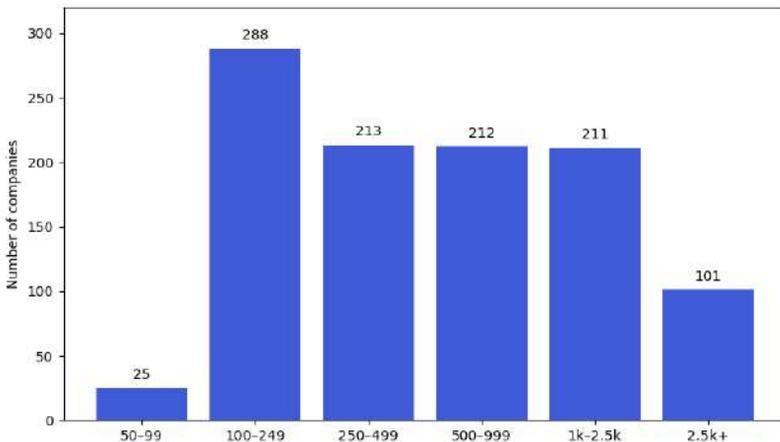
**Offshore** centers are designed for large-scale, cost-efficient operations (IT support, global customer service, transactional/high volume work).

**Nearshore** ops prioritize agility, customer-facing roles, and proximity-driven collaboration, with talent working alongside U.S. offices.

How do offshore and nearshore delivery strategies shape global expansion patterns across PE-backed enterprise software portfolios?

### Study Scope

It analyzes offshore and nearshore delivery adoption across a dataset of **1,050 enterprise software companies** headquartered in the USA, backed by **20 Private Equity firms** that invest in Enterprise Tech.



+1k Companies Size Distribution (Employees)

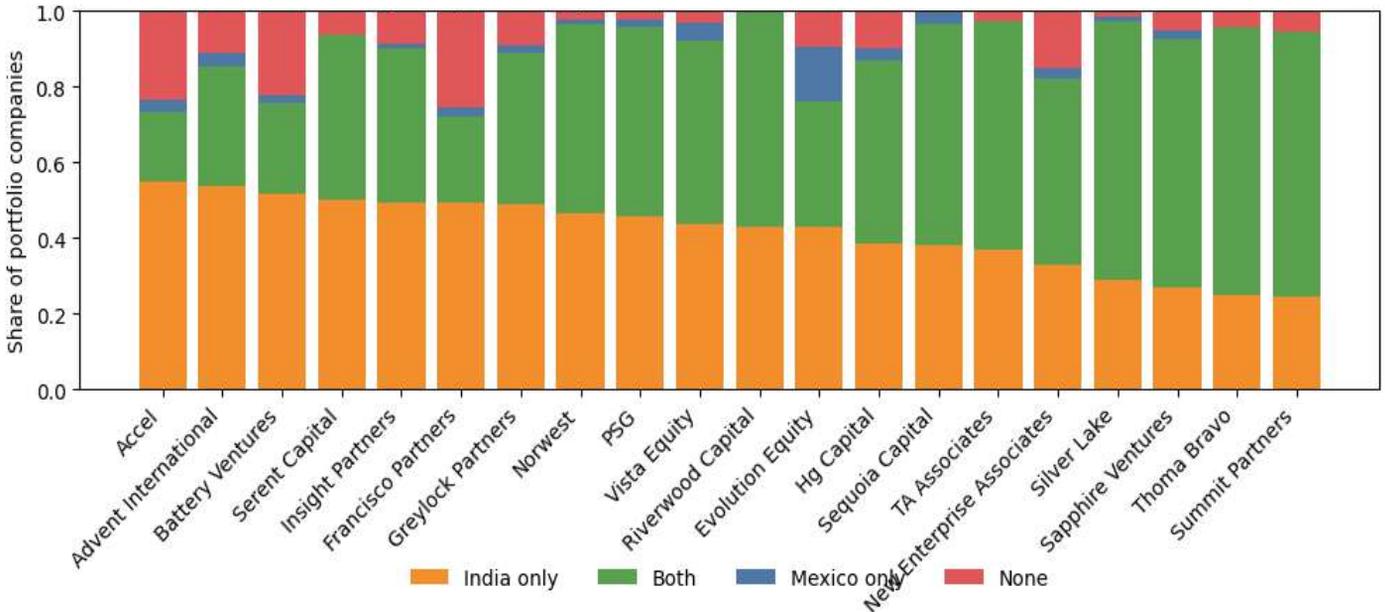
The companies vary in scale, not concentrating in one size type.

The dataset shows that 905 have a presence in India, 508 in Mexico, 484 in both, and 95 in neither.

It excludes companies headquartered in foreign-first geographies. Also, startups and emerging firms with fewer than 85 employees on LinkedIn.

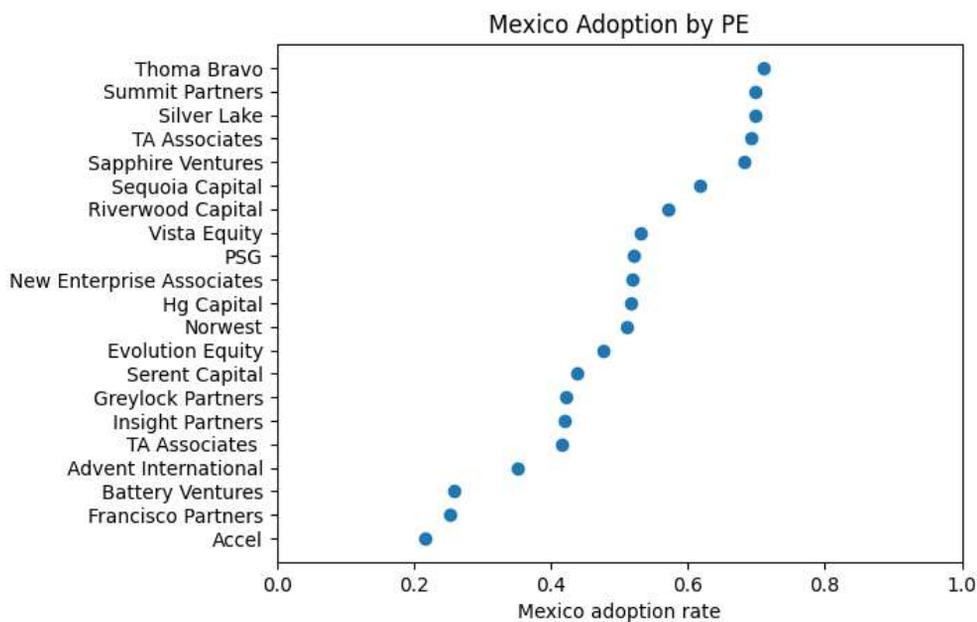
Data was collected and validated within the last two months through manual cross-checking for each company.

# How embedded offshore/nearshore operations are within PE operating playbooks



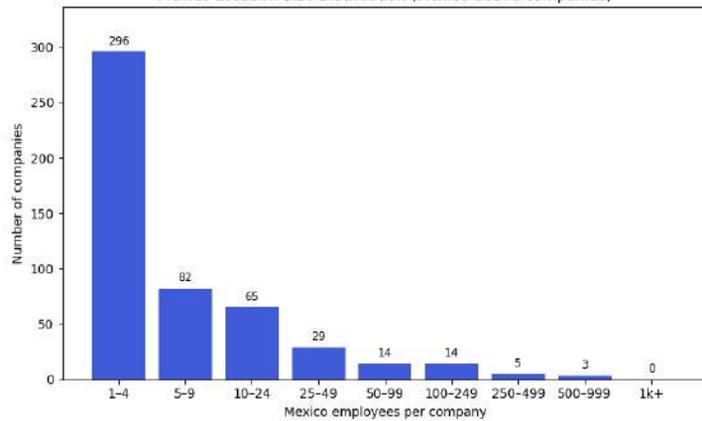
The country footprint mix by PE Firm shows a high level of use of India and Mexico operations, reflecting their role as core components in the IT Industry. This distribution also reinforces the notion that India and Mexico serve complementary functions.

While a high level of India presence was expected, the extent of Mexico adoption was more pronounced than anticipated.

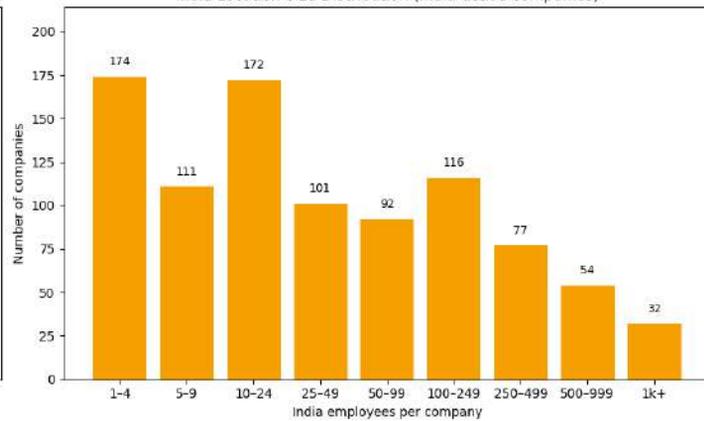


India shows more mid-to-large scale locations, while Mexico operations tend to concentrate in smaller operating footprints.

Mexico Location Size Distribution (Mexico-active companies)

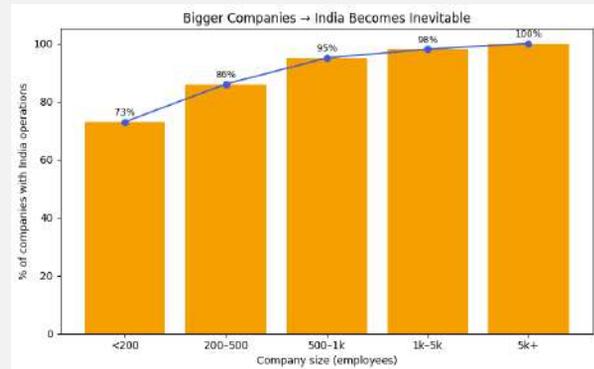


India Location Size Distribution (India-active companies)

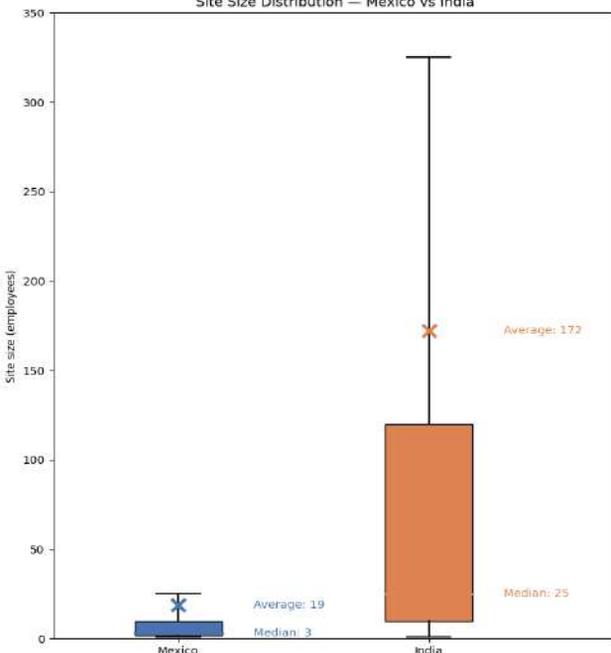


India presence is deeply embedded in the operating playbook of PE-backed software firms: 86% have teams in India.

Data shows a clear inflection point in which India becomes inevitable as companies scale.



Site Size Distribution — Mexico vs India



On average, India sites are significantly larger than Mexico: **20 people vs 172**, indicating that the two geographies have different operating structures.

Although nearshore adoption is relatively newer than offshore, India's historical head start may narrow, because of the accelerating trend of companies updating their supply chain to regional hubs, instead of a single offshore location.

\* Boxes represent the middle 50% of sites, whiskers show spread; X markers show the mean.

Portfolios companies use of India is almost automatic, close to 92%.

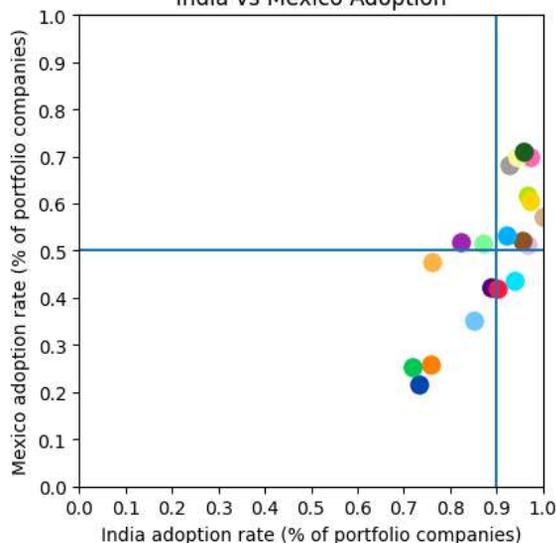
What stands out is that Mexico adoption appears comparatively high, largely driven by small teams, despite the common expectation that foreign operations require scale to justify setup and ongoing support costs.

Conversations with investors emphasize that new foreign operations should have certain scale to offset setup and ongoing support costs, including risk.

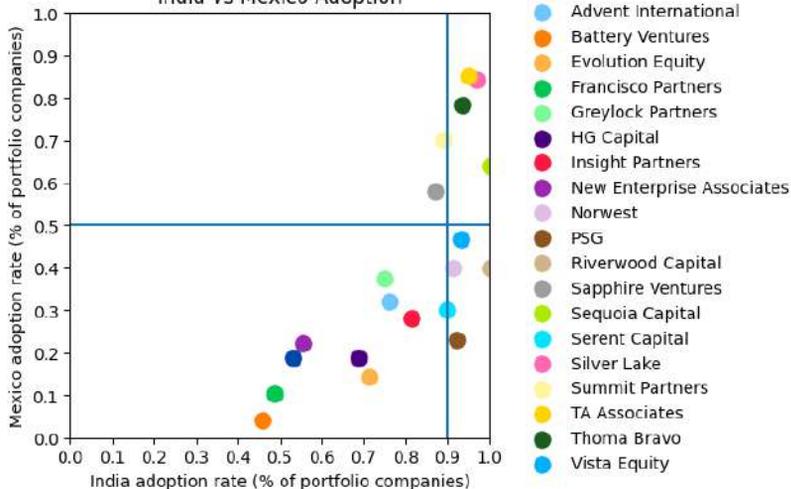
When companies with micro-hires are excluded, Mexico adoption declines sharply across portfolios, dropping from **51%** to **26%**.

India adoption does not show a comparable decline.

PE Strategy Archetypes (20 PEs)  
India vs Mexico Adoption



PE Strategy Archetypes (20 PEs)  
India vs Mexico Adoption



## Micro-hires

Approximately 58% of companies with a Mexico presence have only 1 to 4 employees registered

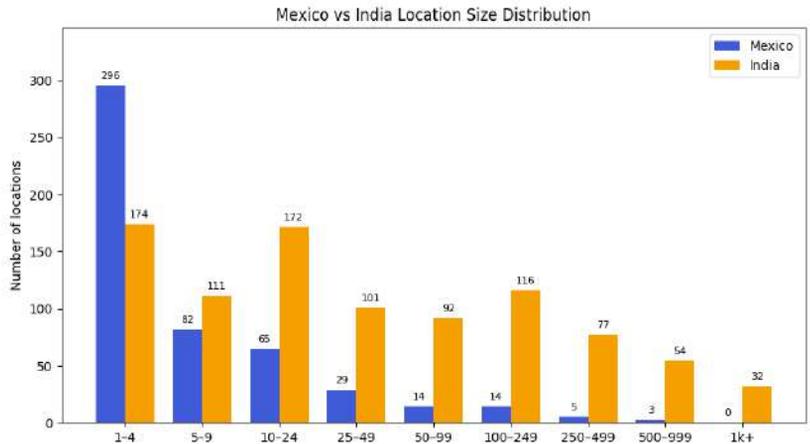
This pattern aligns with broader market behavior during the remote-work boom, when companies relied on a [mix of vendors](#) to access talent. While some organizations have updated these arrangements, others continue to operate with elevated compliance and structural risk.

## Insights

Regardless of metric, India sites are ~8× larger than those in Mexico. India shows scale distributed across many mid-to-large sites, while MX headcount is concentrated in a few outliers; the rest remains micro.

Mexico proximity enables some companies to start small, or with few remote resources (probably contractors), as a low-commitment entry.

**1.** Nearshore vs Offshore strategies operate differently. Applying India-style structures to Mexico can destroy economics by **overbuilding too early**.



**2.** While PE Firms specialized in tech investments use India as part of their value creation playbook, there is **considerable variability** in the use of nearshore.

**3.** A significant portion of Mexico adoption is driven by non-regulated micro-hiring. Traditionally this activity has not followed a PE firm-led operational framework, instead being driven by talent/recruiting areas.

Nearshore operations therefore **require mastery of small-team operations**, with a focus on compliance and cost-efficiency.

Portfolio companies will continue to add nearshore operations, often outside of C-level-led initiatives. This could create compliance risk, overhead costs, and a potentially unstable foundation for scalability.

For value creation teams, there is an opportunity to develop nearshore-specific operating models on small-team economics and phased growth, making nearshore a strategic and repeatable component of the PE operating playbook.



## About the Study

This research was developed using proprietary data and public information to conduct a benchmark analysis of private-equity-backed enterprise software companies and global operating models.

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**Everscale** is part of a group of companies that for nearly **40 years** has been providing expansion and talent-related services to international companies wanting to do business in Mexico, building delivery capabilities and sourcing talent. Today, more than 25,000 people work for small and large enterprises across industries that include aerospace, automotive, financial services, contact centers, and software development, amongst others. As the largest group of its type in the region, it has developed a range of services and specialized entities by industry over time.

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