

IT companies ride on govt deals abroad to boost revenue

SAMEER RANJAN BAKSHI
Bangalore, July 9

TOP INDIAN IT services companies are lapping up deals from governments across the world to not just boost their slowing revenue growth but also their credentials by working on citizen-centric projects.

A couple of days ago, India's IT behemoth Tata Consultancy Services (TCS) announced securing a \$1-billion deal with the National Employment Savings Trust (Nest), UK's largest workplace pension scheme.

Similarly, India's second largest IT company Infosys announced this week of its plan to ramp up its presence in Canada to secure more government deals.

Infosys Public Services (IPS), the north American subsidiary of Indian IT major, opened a new step down subsidiary, Infosys Public Services Canada Inc, this week. Infosys is planning to increase its employee headcount in Canada to 8,000 by 2024.

Just last year, Wipro bagged a multi-year contract from UK's government treasury to deliver service integration and management services.

Wipro in a case study has also revealed how it has enabled Highland Council workers to overcome technological and connectivity challenges during the covid pandemic.

Not just in Europe and north America, IT companies have been expanding their foothold in Down Under.

Last month, Infosys Australia executive vice president, Andrew Groth, revealed during a hearing of a Joint Committee of Public Accounts and Audit (CPAA) that the company had paid \$16 million over a course of five years to lobbying firm Synergy 360 to secure govern-



LOOKING BEYOND BORDERS

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ment projects in that country. Groth revealed that while a large part of the company business was in commercial sector like financial services and utilities, it took step to engage with the government sector.

Peter Bender-Samuël, CEO of Everest Group, said, "We believe that the global market for government tech services is set to grow significantly in the foreseeable future. Governments like their business partners in terms of investing and investing in digital tech, which in turn is creating significant demand for third party tech services. This government demand operates on a different cycle than the business demand with an average larger transaction sizes and a more deliberate and slower procurement process."

Samuel added that historically service companies have not captured a significant part of these markets. However, this

is changing as TCS, Wipro and others have been making the long-term investments to build relationships and presence in these markets.

Pareekh Jain, founder of Pareekh Consulting, said, "Government projects abroad are part of the next phase of growth for Indian IT sector that has grown to \$250 billion today. Despite low margins, price pressure, mandatory local hiring and multiple clearances requirements, IT companies are increasingly showing interest to take up more and more govt projects abroad."

"An industry veteran who didn't want to be named because of his company's policy said govt projects abroad are the next phase of growth for Indian IT sector that has grown to \$250 billion today. Despite low margins, price pressure, mandatory local hiring and multiple clearances requirements, IT companies are increasingly showing interest to take up more and more govt projects abroad."

Telcos' revenue share from voice calls dips 80%

PRESS TRUST OF INDIA
New Delhi, July 9

TELECOM OPERATORS' REVENUE share from voice calls has declined by about 80% and 94% from SMS in the past 10 years as the usage of Internet-based calling and messaging apps grew, according to a Trai paper.

However, revenue share per user from data usage grew over 10 times between June 2013 quarter to December 2022 quarter, according to the paper.

Telecom regulator Trai in its latest paper to regulate internet messaging and calling apps like WhatsApp, Google Meet and Facetime said growth usage of over-the-top (OTT) applications for messaging and voice communication, has led to a transition from voice and SMS towards data as a primary source of revenue for telecom service providers globally.

"In India, composition of the revenue basket of wireless access service providers has undergone a sea-change in the period from the year 2013 to 2022," the Telecom Regulatory Authority of India (Trai) said in its consultation paper on "Regulatory Mechanism for Over-The-Top (OTT) Communication Services and Select Banning of OTT Services."

All major components of average revenue per user (ARPU), which is a key metric to measure telecom operators growth, except data revenue share, have declined between June 2013 quarter and December 2022 quarter.

According to the paper, while share of revenue from data has grown over 10-fold to 85.1% in December 2022 quarter from 8.1 in June 2013 quarter per subscriber, the ARPU grew only about 41% to ₹146.96 or ₹123.77 during the same period.

DATA AS PRIMARY SOURCE OF REVENUE

■ Telecom operators' revenue share from SMS has declined by 94% in the past 10 years, according to a Trai paper

■ Revenue share per user from data usage grew over 10 times between June 2013 to December 2022

■ The share of revenue from data has grown over 10-fold to 85.1% in December 2022 from 8.1 in June 2013

The data in the paper shows that the share of revenue from calls declined to ₹14.79 or 10.1% in ARPU of ₹146.96 from ₹72.53 or 50.0% between December 2022 quarter or June 2013 quarter.

Similarly, revenue share from SMS declined to 23 paise or 20% of ARPU from ₹3.99 or 3.22%.

The Telecom Regulatory

Authority of India in the paper is exploring if OTT players can be brought under licensing framework which will result in them coughing up entry fees, pay revenue share, facilitate lawful interception, provide call data record, spend on regulatory compliance etc for providing service.

The regulator in its past recommendations has allowed OTTs to operate in

the country without obtaining any licence. However, a Parliamentary panel on communications and IT recommended evaluating a selective ban on services of internet calling and messaging apps to mitigate the impact of a complete internet shutdown in a disturbed area.

Trai in its examination of various recommendations, orders and studies said that shutdown of telecommunications or the internet can have significant ramifications for a country's economy and it also disrupts critical services such as education and healthcare.

"For these reasons, selective banning of specific OTT applications and websites, which are likely to be used by the terrorists or anti-national elements to ferment trouble in the specified regions, appears to be preferable as compared to complete internet shutdown," Trai said.

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PUBLIC ANNOUNCEMENT



ESAF SMALL FINANCE BANK LIMITED

Our Bank was incorporated as ESAF Small Finance Bank Limited on May 5, 2016 at Thrissur, Kerala, as a public limited company under the Companies Act, 2013, and was granted the certificate of incorporation by the Registrar of Companies, Kerala at Ennakulam ("ROC"). Our Corporate Promoter, ESAF Financial Holdings Private Limited was granted in-principle approval to establish a small finance bank ("SFB"), by the Reserve Bank of India ("RBI"), pursuant to a letter dated October 7, 2015. Subsequently, our Bank received the final approval to carry on the SFB business in India, pursuant to a letter dated November 19, 2016 issued by the RBI. Our Bank commenced its business with effect from March 10, 2017 and was included in the second schedule to the Reserve Bank of India Act, 1934, as amended pursuant to a notification dated November 12, 2018 issued by the RBI. For further details, see "History and Certain Corporate Matters" on page 205 of the Draft Red Herring Prospectus dated July 7, 2023 ("DRHP"), filed with the Securities and Exchange Board of India ("SEBI") on page 29 of this DRHP.

Registered and Corporate Office: Building No. V11038, ESAF Bhawan, Thrissur-Palakkad National Highway, Mannuthy, Thrissur 680 651, Kerala, India; Tel: +91 487 7123 907; Website: www.esafbank.com; Contact Person: Ranjith Raj P, Compliance Secretary, E-mail: investor.relations@esafbank.com; Corporate Identity Number: U59999KL2016PL0045699

OUR PROMOTERS: KADAMBELI PAUL THOMAS AND ESAF FINANCIAL HOLDINGS PRIVATE LIMITED

INITIAL PUBLIC OFFER OF UP TO [•] EQUITY SHARES OF FACE VALUE OF ₹10 EACH ("EQUITY SHARES") OF ESAF SMALL FINANCE BANK LIMITED ("BANK" OR "ISSUER") FOR CASH AT A PRICE OF ₹11 PER EQUITY SHARE (INCLUDING SHARE PREMIUM OF ₹1 PER EQUITY SHARE) AGGREGATING UP TO ₹2,29,40 MILLION ("THE OFFER") COMPRISING A FRESH ISSUE OF UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹4,87,40 MILLION ("THE FRESH ISSUE") AND AN OFFER FOR SALE OF UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹1,42,30,00 MILLION ("THE OFFER FOR SALE"), COMPRISING UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹1,19,20,00 MILLION BY THE ESAF FINANCIAL HOLDINGS PRIVATE LIMITED ("PROMOTER SELLING SHAREHOLDER"), AND UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹128,70,00 MILLION BY PNB METLIFE INDIA INSURANCE COMPANY LIMITED AND UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹10,70,00 MILLION BY BAJAJ ALLIANCE LIFE INSURANCE COMPANY LIMITED ("THE OTHER SELLING SHAREHOLDERS") AND TOGETHER WITH THE PROMOTER SELLING SHAREHOLDER, THE "SELLING SHAREHOLDERS", AND SUCH EQUITY SHARES THE "OFFERED SHARES").

OUR BANK MAY, IN CONSULTATION WITH THE BOOK RUNNING LEAD MANAGERS, CONSIDER A FURTHER ISSUE OF EQUITY SHARES OR ANY OTHER INSTRUMENT AS MAY BE PERMISSIBLE, INCLUDING BY WAY OF A PRIVATE PLACEMENT OR ANY OTHER METHOD AS MAY BE PERMITTED IN ACCORDANCE WITH APPLICABLE LAW TO ANY PERSONS (S) OF UP TO [•] EQUITY SHARES AGGREGATING UP TO ₹10,00,00,000, BEFORE THE DATE OF THE DRAFT RED HERRING PROSPECTUS AND PRIOR TO THE FILING OF THE DRAFT RED HERRING PROSPECTUS WITH THE ROC ("PRE-PO PLACEMENT"). IF UNDERTAKEN, WILL BE AT A PRICE TO BE DETERMINED BY OUR BANK, IN CONSULTATION WITH THE BOOK RUNNING LEAD MANAGERS IF THE PRE-PO PLACEMENT IS COMPLETED, THE FRESH ISSUE SIZE WILL BE REDUCED TO THE EXTENT OF SUCH PRE-PO PLACEMENT, SUBJECT TO THE MINIMUM OFFER CONSTITUTING AT LEAST [•] OF THE POST-OFFER PAID-UP EQUITY SHARE CAPITAL OF OUR BANK IN COMPLIANCE WITH RULE 19(2)(b) OF THE SECURITIES CONTRACTS (REGULATION) RULES, 1957, AS AMENDED.

RESPECTIVELY, AT LEAST TWO (2) ELIGIBLE EMPLOYEES, WHOSE NET OFFER SHALL BE AVAILABLE FOR ALLOCATION ON A PROPORTIONATE BASIS TO QUALIFIED INSTITUTIONAL BUYERS ("QIBs") ("THE QIB PORTION"), AND AT LEAST TWO (2) ELIGIBLE EMPLOYEES, WHOSE NET OFFER SHALL BE AVAILABLE FOR ALLOCATION ON A PROPORTIONATE BASIS TO ELIGIBLE INDIVIDUAL INVESTORS ("ELIGIBLE INDIVIDUAL INVESTOR PORTION"), OF THE POST-OFFER PAID-UP EQUITY SHARE CAPITAL, FOR SUBSCRIPTION BY ELIGIBLE EMPLOYEES ("EMPLOYEE RESERVATION PORTION"). OUR BANK AND THE PROMOTER SELLING SHAREHOLDER MAY, IN CONSULTATION WITH THE BRMS FOR A DISCOUNT OF UP TO [•] OF THE OFFER PRICE TO ELIGIBLE EMPLOYEES BIDDING IN THE EMPLOYEE RESERVATION PORTION ("EMPLOYEE DISCOUNT"), SUBJECT TO NECESSARY APPROVALS AND AS MAY BE REQUIRED. THE OFFER LESS THE EMPLOYEE RESERVATION PORTION IS HEREAFTER REFERRED TO AS THE "NET OFFER". THE OFFER AND THE NET OFFER SHALL CONSTITUTE [•] AND [•] RESPECTIVELY OF THE POST-OFFER PAID-UP EQUITY SHARE CAPITAL OF OUR BANK. THE FACE VALUE OF EQUITY SHARES IS ₹10 EACH. THE PRICE BAND AND THE MINIMUM BID LOT SHALL BE DECIDED BY OUR BANK AND THE PROMOTER SELLING SHAREHOLDER, IN CONSULTATION WITH THE BRMS AND WILL BE ADVERTISED IN ALL EDITIONS OF [•] AN ENGLISH NATIONAL DAILY NEWSPAPER, ALL EDITIONS OF [•] A HINDI NATIONAL DAILY NEWSPAPER AND [•] EDITIONS OF THE MALAYALAM DAILY NEWSPAPER [•] MALAYALAM BEING THE REGIONAL LANGUAGE OF KERALA, WHERE OUR REGISTERED AND CORPORATE OFFICE IS LOCATED, EACH WITH WIDE CIRCULATION, RESPECTIVELY, AT LEAST TWO (2) WORKING DAYS PRIOR TO THE BID/OFFER OPENING DATE AND SHALL BE MADE AVAILABLE TO THE BSE LIMITED ("BSE") AND THE NATIONAL STOCK EXCHANGE OF INDIA LIMITED ("NSE") AND TOGETHER WITH THE "STOCK EXCHANGES" FOR THE PURPOSE OF "LISTING ON THE STOCK EXCHANGES" IN ACCORDANCE WITH SECURITIES AND EXCHANGE BOARD OF INDIA (ISSUE OF CAPITAL AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2018, AS AMENDED ("THE SEBI ICDR REGULATIONS").

In case of any revision in the Price Band, the Bid Offer Period will be extended by at least three additional Working Days after such revision in the Price Band, subject to the Bid Offer Period not exceeding 10 Working Days. In cases of force majeure, banking strike or similar circumstances, our Bank and the Promoter Selling Shareholder may, for reasons to be recorded in writing, extend the Bid Offer Period for a maximum of three Working Days, subject to the Bid Offer Period not exceeding 10 Working Days. Any revision in the Price Band and the terms of the Bid Offer Period, if applicable, shall be widely disseminated by notification to the Stock Exchanges, by issuing a public notice, and also by circulating the same on the respective websites of the BRMS and at the terminals of the Syndicate Members and by intimation to Designated Intermediaries and the Sponsor Banks.

The Offer is being made through the Book Building Process, in terms of Rule 19(2)(b) of the Securities Contracts (Regulation) Rules, 1957, as amended ("SCRR") read with Regulation 31 of the SEBI ICDR Regulations and in compliance with Regulation 61) of the SEBI ICDR Regulations, wherein not more than 50% of the Net Offer shall be available for allocation on a proportionate basis to Qualified Institutional Buyers ("QIBs") ("THE QIB PORTION"), provided that our Bank and the Promoter Selling Shareholder, may, at their discretion, allocate up to 10% of the QIB Portion to Anchor Investors on a discretionary basis ("Anchor Investor Portion"), of which one-third shall be reserved for domestic Mutual Funds, subject to valid Bids being received from domestic Mutual Funds or above the Anchor Investor Portion in accordance with the SEBI ICDR Regulations. In the event of under-subscription, or non-allocation in the Anchor Investor Portion, the balance Equity Shares shall be added to the QIB Portion ("Net QIB Portion"). Further, 5% of the Net QIB Portion shall be available for allocation on a proportionate basis only to Mutual Funds, and the remainder of the Net QIB Portion shall be available for allocation on a proportionate basis to all QIBs, including Mutual Funds, subject to valid Bids being received from or above the Offer Price. However, if the aggregate demand from Mutual Funds is less than 5% of the Net Offer, the balance Equity Shares available for allocation in the Mutual Fund Portion will be added to the remaining Net QIB Portion for proportionate allocation to QIBs. Further, not less than 15% of the Net Offer shall be available for allocation to Non-Institutional Bidders, out of which (a) one third of such portion shall be reserved for Bidders with Bids exceeding ₹20 million and up to ₹10 million, and (b) two third of such portion shall be reserved for Bidders with application size of more than ₹10 million, provided that the unsubscribed portion in either of such sub-categories shall be allocated to Bidders in the other category of Non-Institutional Bidders, subject to valid Bids received at or above the Offer Price, and not less than 25% of the Net Offer shall be available for allocation to Retail Individual Bidders in accordance with the SEBI ICDR Regulations. Further, the Net Offer shall also be available to eligible Employees applying under the Employee Reservation Portion, subject to valid Bids received from them at or above the Offer Price. All potential Bidders (except Anchor Investors) are required to mandatorily participate in the Offer through the Application Supported by Booklet Amount ("ASBA") process by providing details of their respective ASBA Account (as defined hereinafter), and LPI ID in case of LPI Bidders (defined hereinafter). Applicable, pursuant to which the corresponding Bids Amount will be blocked in the ASBA/Confiscated Syndicate Banks ("SCSBs") or the Sponsor Banks, as the case may be, to the extent of their respective Bid Amount. Anchor Investors are not permitted to participate in the Offer through the ASBA process. For details, see "Offer Procedure" on page 403 of the DRHP.

This public announcement is made in compliance with the provisions of Regulation 26(2) of the SEBI ICDR Regulations to inform the public that our Bank is proposing, subject to applicable statutory and regulatory requirements, receipt of requisite approvals, market conditions and other considerations, an initial public offer of its Equity Shares pursuant to the Offer and has filed the DRHP dated July 7, 2023 with the SEBI on July 8, 2023.

Pursuant to Regulation 26(1) of the SEBI ICDR Regulations, the DRHP filed with SEBI shall be available to the public for comments and, if any, for period of least 21 days, from the date of filing, by hosting it on the website of our Bank, the website of the Stock Exchanges, i.e. BSE at www.bseindia.com and NSE at www.nseindia.com and the websites of the BRMs, i.e. ICICI Securities Limited at www.icicisecurities.com, DAM Capital Advisors Limited at www.damcapital.in and Nuvama Wealth Management Limited (formerly known as Edelweiss Securities Limited) at www.nuvamawealth.com. Our Bank hereby invites the public to provide comments on the DRHP filed with SEBI with respect to disclosures made therein. The public is requested to send a copy of the comments sent to SEBI, to the Company Secretary and Compliance Officer of our Bank and/or the BRMs at their respective addresses mentioned below. All comments must be received out of the DRHP filing window on or before 11:59 PM on the 21st day from the aforesaid date of filing the DRHP with SEBI.

Investments in equity and equity-related securities involve a degree of risk and investors should not invest any funds in the Offer unless they can afford to bear the risk of losing their entire investment. Investors are advised to read the Offer carefully before taking an investment decision in the Offer. For taking an investment decision, investors must rely on their own examination of our Bank and the Offer, including the risks involved. The Equity Shares in the Offer may not be redeemed or approved by the SEBI, nor does SEBI guarantee the accuracy or adequacy of the contents of the DRHP. Specific attention of the investors is invited to "Risk Factors" on page 29 of the DRHP.

Any decision to invest in the Equity Shares described in the DRHP may only be made after the red herring prospectus ("RHP") is filed with the ROC and must be made solely on the basis of such RHP as there may be material changes in the RHP from the DRHP.

The Equity Shares, when offered through the RHP are proposed to be listed on the Stock Exchanges.

For details of the main objects of the Bank as contained in its Memorandum of Association, see "History and Certain Corporate Matters" beginning on page 205 of the DRHP.

The liability of the members of the Bank is limited. For details of the share capital and capital structure of the Bank and the names of the signatories to the Memorandum of Association and the number of shares subscribed by them of the Bank see "Capital Structure" beginning on page 82 of the DRHP.

Disclaimer clause of the RBI: License authorising the Bank to carry on small finance bank business has been obtained from the RBI in terms of Section 22 of the Banking Regulation Act, 1949. It must be distinctly understood, however, that in issuing the license, the RBI does not undertake any responsibility for the soundness of the Bank or for the correctness of any of the statements made in this prospectus.

ESAF SMALL FINANCE BANK LIMITED is proposing, subject to applicable statutory and regulatory requirements, receipt of requisite approvals, market conditions and other considerations, to undertake an initial public offer of its Equity Shares and has filed the DRHP dated July 7, 2023 with SEBI on July 8, 2023. The DRHP shall be available on the website of SEBI at www.sebi.gov.in, websites of the Stock Exchanges i.e. BSE at www.bseindia.com and NSE at www.nseindia.com, respectively and is available on the websites of the BRMs, i.e. ICICI Securities Limited at www.icicisecurities.com; DAM Capital Advisors Limited at www.damcapital.in and Nuvama Wealth Management Limited (formerly known as Edelweiss Securities Limited) at www.nuvamawealth.com. Potential investors should note that investment in equity shares involves a high degree of risk and for details relating to such risk, please see the section titled "Risk Factors" of the DRHP, when filed. Potential investors should not rely on the DRHP filed with SEBI for making any investment decision. Specific attention of the investors is invited to "Risk Factors" beginning on page 29 of the DRHP.

The Equity Shares offered in the Offer may not be and will not be registered under the U.S. Securities Act of 1933, as amended (the "Securities Act") or any state securities laws in the United States and, unless so registered, may not be offered or sold within the United States, except pursuant to an exemption from, or a transaction not subject to, the registration requirements of the Securities Act and applicable state securities laws. Accordingly, the Equity Shares are only being offered and sold (i) within the United States only to persons reasonably believed to be "qualified institutional buyers" (as defined in Rule 144A under the Securities Act) in transactions exempt from or not subject to the registration requirements of the Securities Act, and (ii) outside the United States in offshore transactions in reliance on Regulation S under the Securities Act and pursuant to the applicable laws of the jurisdictions where those offers and sales are made. There will be no public offering of the Equity Shares in the United States.

Renault gears up to re-enter mid-sized SUV segment

CARMAKER TO LAUNCH 3 MODELS BY 2025

■ The automaker aims to introduce two internal combustion models and one electric vehicle by 2025

Renault currently sells three models—Kwid, Triber & Kiger—in the Indian market

■ In February, the Renault-Nissan alliance announced investments of around ₹5,300 cr in India



PRESS TRUST OF INDIA
New Delhi, July 9

FRENCH AUTOMAKER RENAULT is looking to re-enter the robustly growing mid-sized SUV segment in India as it gears up to drive in three new models in the country by 2025, as per a top company official.

The automaker, which sells three models in the domestic market, aims to introduce two internal combustion models and one electric vehicle by 2025.

In an interaction with PTI, Renault India Operations Country CEO & Managing Director Venkatram Mamillapalle said the company is looking to enter the segment with a top company official.

Renault currently sells three models—Kwid, Triber and Kiger—in the Indian market.

"The three (existing models) will continue... And then the new products will come in... We will go into the four-plus metres segment, 4.3 metres basically," he noted.

The company will get into the segment which already has many established models like Creta, Selios and Grand Vitara.

"And hopefully we are trying to enter with the way we entered with Duster, we will also enter into this segment with a lot of innovations. The activity has already started," Mamillapalle said.

The company has discontinued Duster. By 2025, the automaker will have close to about six products in the portfolio, he said.

"Then, till 2030, we will have furthermore products. There is already discussion, which is taking place," Mamillapalle noted.

When asked if the new product would be the next generation of Duster, he said: "Duster is a fascinating vehicle and that is the inspiration for Renault to be in India. And I do not know whether we will call Duster or we are bringing Duster or Duster replacement. Or whatever you call it. But we are retargeting into that segment."

He said the company is focusing on the SUV segment in the market. "That is what the market wants. What else is there in the market today?" Till the time new products hit the market, it is challenging to keep the dealerships viable, Mamillapalle said. "At this point of time it is necessary that we have to take care of them (dealers) and we are doing it."

In February, the Renault-Nissan alliance announced investments of around ₹5,300 crore in the country. The fresh round of investments envisages rollout of six new models between the two companies, including two electric vehicles, representing the two global brands.

Infosys staff trained more than that of TCS in FY23

SAMEER RANJAN BAKSHI
Bangalore, July 9

INFOSYS EMPLOYEES saw their training and learning time increase in FY23 in comparison with those of TCS, who logged fewer learning hours than FY22.

Infosys in its Form 20-F filed with the Securities and Exchange Commission (SEC) said about 50,000 employees used Lex on weekdays with an average learning time of about 35-40 minutes, and 14,000 employees used Lex on weekends with an average learning time of about 45-50 minutes.

Lex is the in-house learning platform of Infosys. In FY22, about 30,000 Infosys employees used Lex on weekdays with an average learning time of about 40 minutes and 14,000 used the platform on weekends with an average learning time of about 50 minutes.

Whereas, India's largest IT service company saw its employees logging lesser learning hours in FY23 than in FY22. As per its annual report, in FY23, TCS employees logged 48.3 million learning hours and acquired nearly six million competencies.

In FY22, TCS employees logged 60.3 million learning hours and acquired over 3.5 million digital competencies. In their respective annual reports filed recently, TCS used the word learning and Infosys used training.

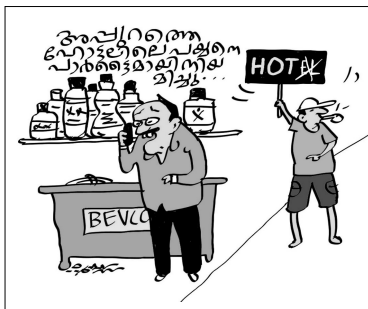
The average learning hours per employee of TCS was 121 hours in FY22. The same fell to 82.4 hours in FY23. For Infosys, the annual average training hours per employee were 125.6 in FY22.

In FY23, the annual average training days per employee were 16.31. Assuming each day of training has either 8 or 9 hours, average training days of 16.31 per employee gets translated to 130 training hours or 147 training hours per employee annually.

കുടി കുറഞ്ഞു; ടാർജ്ജ് തികയ്ക്കാനായി

മാനേജർമാരുടെ പിടലിക്കുപിടിച്ച് ബെവ്കോ

തിരുവനന്തപുരം: വരുമാനം കുറയുന്നതിന്റെ കാരണം വ്യക്തമാക്കാതെയാണ് ബെവ്കോയുടെ ടാർജ്ജ് തികയ്ക്കാനായി...



കമ്പനിയുടെ ഏറ്റവും ഉയർന്ന തൊഴിലുടമകളായ ബെവ്കോയുടെ ടാർജ്ജ് തികയ്ക്കാനായി...

ഓണകാല ടിക്കറ്റ് നിരക്ക്

ട്രെയിനിൽ കുറയും, ബസിൽ കൂടും

തിരുവനന്തപുരം: ഓണക്കാലത്ത് ടിക്കറ്റിന്റെ വില കുറയും, ബസിൽ കൂടും...



പൊതു വ്യക്തിനിരം

കോൺഗ്രസിനുമേൽ സമ്മർദ്ദവുമായി ലീഗ്

സുരേഷ് കെ.എസ്. കോൺഗ്രസിനുമേൽ സമ്മർദ്ദവുമായി ലീഗ്. തിരുവനന്തപുരം: കോൺഗ്രസിനുമേൽ സമ്മർദ്ദവുമായി ലീഗ്...

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Public Announcement for ESF Small Finance Bank Limited. Includes details about share offerings, promoters, and regulatory compliance.

എം.ശിവശങ്കറിന്റെ ജന്മദിനം

ജന്മദിനം പരിശ്രമിച്ചുകൊണ്ടും

തിരുവനന്തപുരം: എം.ശിവശങ്കറിന്റെ ജന്മദിനം പരിശ്രമിച്ചുകൊണ്ടും. തിരുവനന്തപുരം: എം.ശിവശങ്കറിന്റെ ജന്മദിനം പരിശ്രമിച്ചുകൊണ്ടും...

വിദ്യമുരട്ടൽ കളിച്ചുകൊണ്ടിരുന്ന

കുട്ടിയെ തെരുവുനായ കടിച്ചുകിറി

തിരുവനന്തപുരം: വിദ്യമുരട്ടൽ കളിച്ചുകൊണ്ടിരുന്ന കുട്ടിയെ തെരുവുനായ കടിച്ചുകിറി. തിരുവനന്തപുരം: വിദ്യമുരട്ടൽ കളിച്ചുകൊണ്ടിരുന്ന കുട്ടിയെ തെരുവുനായ കടിച്ചുകിറി...

ഇന്ത്യയെ ഹിന്ദുത്വരഷ്ട്രവാദികൾ മുറ്റാൻ

ശ്രമമെന്ന് എം.വി ഗോവിന്ദൻ

തിരുവനന്തപുരം: ഇന്ത്യയെ ഹിന്ദുത്വരഷ്ട്രവാദികൾ മുറ്റാൻ ശ്രമമെന്ന് എം.വി ഗോവിന്ദൻ. തിരുവനന്തപുരം: ഇന്ത്യയെ ഹിന്ദുത്വരഷ്ട്രവാദികൾ മുറ്റാൻ ശ്രമമെന്ന് എം.വി ഗോവിന്ദൻ...

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