



TCS/PR/SE/41/2024-25

February 18, 2025

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051
Symbol - TCS

BSE Limited
P. J. Towers,
Dalal Street,
Mumbai - 400001
Scrip Code No. - 532540

Dear Sirs,

Sub: Press Release

We are sending herewith copy of the Press Release titled “**TCS Named Global Top Employer for 2025, Achieves New Milestone with Enterprise-Wide Top Employer Certification**” which will be disseminated shortly.

The Press release is self-explanatory.

Thanking you,

Yours faithfully,
For **Tata Consultancy Services Limited**

Yashaswin Sheth
Company Secretary

Encl: As above

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

9th Floor Nirmal Building Nariman Point Mumbai 400 021

Tel 91 22 6778 9595 Fax 91 22 6630 3672 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021

Corporate Identity No. (CIN): L22210MH1995PLC084781

TCS Named Global Top Employer for 2025, Achieves New Milestone with Enterprise-Wide Top Employer Certification

The newly introduced Enterprise Certification by the Top Employers Institute, is awarded exclusively to a distinguished group of select companies for excellence in employee experience across regions, setting TCS apart for its people practices globally

TCS' recognition as a Global Top Employer for 2025 marks the 10th straight year of this distinction, a testament to its pioneering employee engagement and talent development initiatives

MUMBAI | February 18, 2025: [Tata Consultancy Services](#) (TCS) (BSE: 532540, NSE: TCS), a global leader in IT services, consulting, and business solutions, has achieved a significant milestone by earning its first-ever Enterprise-Wide Top Employer Certification from the Top Employers Institute, a global authority honouring excellence in people practices. This new recognition is awarded exclusively to a select group of organizations that showcase consistent excellence in workplace practices across all key geographies where they operate, a testament to TCS' people-first practices. This milestone builds on TCS' achievement as a Global Top Employer for 2025, marking a decade of receiving this distinction.

The global certification follows a series of regional certifications with TCS being named a Top Employer in 30 countries and regions, including Europe, the United Kingdom, the Middle East, North America, Latin America, and APAC. The achievement reflects its industry-leading people practices and commitment to fostering a workplace that prioritizes employee well-being, continuous learning, diversity, and career growth across all its global locations.

David Plink, Chief Executive Officer, Top Employers Institute, said, *"We are in a time of rapid change, where technological, economic, and social factors continually reshape our world. These extraordinary times bring out the best in people and organizations. Being certified as a Global Top Employer for the 10th consecutive year demonstrates that TCS consistently prioritizes the growth and well-being of its staff, positioning the organization to thrive amid these rapid societal changes as a people-first business. This year also marks another important milestone, as TCS has been recognized as an Enterprise Certified Top Employer. The Top Employers Enterprise Certification is a prestigious achievement that recognizes an entire organization as a Top Employer. This certification demonstrates TCS's commitment to providing a consistent and exceptional employee experience across all regions and subsidiaries. With this recognition, TCS reinforces its status as an employer of choice, ensuring recognition for HR excellence at every level of the organization."*

The certification involved a rigorous assessment of HR practices across six key areas and 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Well-being, Diversity & Inclusion, and Sustainability. This dual achievement underscores TCS' unwavering commitment to people-centric growth, reinforcing its position as a leader in global talent development and workplace excellence. TCS remains dedicated to providing a consistent, enriching experience, with extensive development opportunities and well-being initiatives, for its 607,000+ employees across 55 countries, representing 152 nationalities with women comprising 35.3% of its workforce.

Milind Lakkad, Chief Human Resources Officer, TCS, said, *"Reaching this significant milestone of being named a Global Top Employer for 10 years in a row is a proud moment for TCS. It reflects our unwavering commitment to creating an environment where employees feel valued, empowered, and inspired to grow. With our people at the core of everything we do, we continue to invest in world-class people practices that*

prioritize learning, well-being, and inclusivity ensuring that our workforce is future ready. This enterprise-wide certification reaffirms our efforts to attract, nurture, and retain the best talent globally, ensuring that our people continue to thrive and drive exceptional value to our customers”

TCS’ commitment to prioritizing learning is evident through its investments in upskilling its workforce. As a leader in both ‘Skilling for AI’ and ‘Skilling with AI,’ TCS offers a robust ecosystem of learning, including role-specific courses, cloud-based lab environments, strategic partnerships with hyperscalers, and gamified hackathons. The use of TCS’ own AI/GenAI tools by employees is ramping up with GenAI coaches, tutors, simulations and algorithms to name a few. The associates have clocked 40.1 million learning hours and acquired 3.8 million competencies so far this year. TCS CodeVita™, the world’s largest coding competition, continues to grow, with the latest edition attracting over 444,000 contestants from more than 3,500 institutes worldwide.

Reinforcing its status as Global Employer of Choice, TCS has achieved an industry-best retention rate of 87% by prioritizing a culture of growth, wellbeing, and purpose-driven engagement. The organization’s flagship well-being programs, including TCS Cares and TCS Fit4Life, continue to support employees holistically. Additionally, TCS’ innovative HR initiative HOPE (Hours of Purpose by Employees) was recognized for its outstanding social impact and community engagement through a peer-voted honor that highlights the company’s commitment to creating meaningful social change.

TCS is also a pioneer in STEM education and youth engagement. This year marked 15 years of goIT™ (Go Innovate Together), an initiative that has introduced over 300,000 students across 48 countries to design thinking as a problem-solving framework. The company’s annual competition TCS Sustainathon™, challenges students to develop real-world technology and business solutions for sustainability challenges set by leading organizations.

About Top Employers Institute

Top Employers Institute is the #1 global authority on HR strategies. With our world-leading Certification and data-led insights, we guide and empower organizations in delivering transformational people practices, driving business outcomes and helping them attract, engage and retain top talent. In 2025, Top Employers Institute has certified more than 2,400 organizations in 125 countries/regions. These certified Top Employers positively impact the lives of over 13 million employees globally.

Top Employers Institute. For a better world of work.

About Tata Consultancy Services (TCS)

Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world’s largest businesses in their transformation journeys for over 56 years. Its consulting-led, cognitive powered, portfolio of business, technology and engineering services and solutions is delivered through its unique Location Independent Agile™ delivery model, recognized as a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 607,000 of the world’s best-trained consultants in 55 countries. The company generated consolidated revenues of US \$29 billion in

the fiscal year ended March 31, 2024, and is listed on the BSE and the NSE in India. TCS' proactive stance on climate change and award-winning work with communities across the world have earned it a place in leading sustainability indices such as the MSCI Global Sustainability Index and the FTSE4Good Emerging Index. For more information, visit www.tcs.com

TCS media contacts:

Corporate Communications & India	Email: corporate.communications@tcs.com Email: saxena.kritika@tcs.com Phone: +91 22 6778 9999 Email: kimberly.solomon@tcs.com Phone: +91 22 67789098
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