



TCS/PR/SE-87/2023-24

January 18, 2024

**National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Mumbai-400051
Symbol: TCS**

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

Dear Sirs,

We are sending herewith copy of the Press Release titled “**TCS Recognized as Top Employer in Europe by Top Employers Institute**” which will be disseminated shortly.

The Press release is self-explanatory.

Thanking you,

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

Pradeep Manohar Gaitonde
Company Secretary

TATA CONSULTANCY SERVICES

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Corporate identification No. (CIN): L22210MH1995PLC084781

TCS Recognized as Top Employer in Europe by Top Employers Institute

Recognition by Top Employers Institute an attestation of TCS' investments in upskilling its workforce in new and emerging technologies

TCS to upskill 20 million Information and Communications Technology (ICT) specialists in Europe by 2030

AMSTERDAM | MUMBAI January 18, 2024: Tata Consultancy Services (TCS) (BSE: 532540, NSE: TCS) has been recognized as the top employer in Europe by the prestigious [Top Employers Institute](#), a global authority recognizing excellence in people practices. The global technology services provider was recognized for its efforts towards bridging digital skill gaps and fostering a diverse workforce.

This is TCS' 12th consecutive entry at the top of the list. It was named top employer in 12 countries including Belgium, the Netherlands, Switzerland, Germany, Hungary, Sweden, Italy, Finland, Denmark, Norway, France, and Spain. In FY24, TCS Europe hired over 1,000 associates, boasting a diverse workforce of 142 nationalities. Women make up more than 32% of the local hires – an achievement attributed to TCS' outstanding internal leadership program for women, which has been highlighted in the "Diversity, Equity, and Inclusion Lighthouses 2024" report issued by the World Economic Forum.

David Plink, CEO of Top Employers Institute, said, "Exceptional times bring out the best in people and organisations. And we have witnessed this in our Top Employers Certification Programme this year: exceptional performance from the certified Top Employers 2024. These employers have always shown that they care for the development and well-being of their people. By doing so, they collectively enrich the world of work. We are proud to announce and celebrate this year's group of leading people-oriented employers: the Top Employers 2024."

TCS is dedicated to fostering employee growth through continuous learning opportunities and employee engagement initiatives. This has promoted employee satisfaction and kept attrition low. TCS Europe has over 17,000 employees, with more than 5,000 that boast of a decade-long tenure. TCS is training its employees in digital skills and new technologies such as Generative AI. Having successfully trained more than 150,000 associates in GenAI, the organization is now working on certifying over 25,000 associates on Amazon Web Services (AWS) Gen AI services. This talent transformation cycle empowers employees through "ELEVATE", a merit-based, democratized, and transparent talent framework designed to establish a linkage between learning and career. European employees have successfully embraced this transformative training with learning curriculum spanning across technology, process, domain, and soft skills. TCS has also undertaken a large-scale upskilling drive to train 20 million Information and Communications Technology (ICT) specialists by 2030 through various partnerships. This aligns with the goals of the [European Digital Decade Policy Programm--](#) a policy program for fostering a digital society in the European Union. TCS has also signed up for the [EU Pact for Skills--](#) a shared engagement model for skills development in Europe.

Sapthagiri Chapalapalli, Head of TCS Europe, said, "TCS is honoured to have been certified as a Top Employer in Europe for the twelfth consecutive year. By investing heavily in our people and nurturing a diverse talent pool, we are helping the next generation of IT professionals learn the critical business and leadership skills they need to thrive in our modern world. We are all extremely proud of our achievements in this area and are thrilled to have once again secured our position as the Top Employer for the region."

Under its corporate social responsibility, TCS is also supporting individuals from diverse economic backgrounds to embark on leadership careers in IT through several science, technology, engineering, and maths (STEM) learning initiatives. These include the annual Sustainathon competition and 'go Innovate Together' (goIT) initiative, a flagship global CSR program that offers real industry experience to participants from marginalized communities. Other notable initiatives include the Pace Internship and Grow@TCS graduate trainee programs; and TCS CodeVita, the world's largest computer programming competition. Top Employer Institute annually certifies organizations worldwide based on the participation and results of their HR Best Practices Survey. TCS Europe was assessed on key HR domains, including people strategy, work environment, talent acquisition, learning, diversity, equity and inclusion, well-being, and more.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified, and recognised as an employer of choice. Established over 30 years ago, Top Employers Institute has certified 2 052 organisations in 121 countries/regions. These certified Top Employers positively impact the lives of over 9.5 million employees globally.

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 55 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 603,305 of the world's best-trained consultants in 55 countries. The company generated consolidated revenues of US \$27.9 billion in the fiscal year ended March 31, 2023, 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

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