



TCS/PR/SE-95/2023-24

March 7, 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 Named Global Top Employer for 2024**” 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

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**TATA Consultancy Services Limited**

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Corporate identification No. (CIN): L22210MH1995PLC084781

## TCS Named Global Top Employer for 2024

*TCS is one of 16 organizations around the world certified by the Top Employers Institute, a global certifying authority, setting it apart as an outstanding leader in people practices*

*TCS also ranked #2 in the Employee Health & Wellness category*

**AMSTERDAM | MUMBAI, March 07, 2024:** [Tata Consultancy Services](#) (TCS) (BSE: 532540, NSE: TCS) has been recognized as a Global Top Employer by the [Top Employers Institute](#), a global authority that honours excellence in people practices. TCS' pioneering employee engagement and talent development initiatives have reinforced its position as a global employer of choice for the ninth consecutive year.

The global certification follows a series of localized certifications with TCS being named a top employer in 32 countries and regions, including Europe, the UK, the Middle East, North America, Latin America, and South-East Asia. Steered by the values of the Tata Group, TCS is dedicated to creating a supportive and inclusive workplace with extensive development opportunities and well-being initiatives. Employee-centricity is a core value for TCS, which employs a diverse workforce of 603,305 employees in 55 countries representing 153 nationalities (as of December 31, 2023). Women make up 35.7% of its workforce.

**David Plink, Chief Executive Officer, Top Employers Institute,** said, *"TCS is a longstanding certified Top Employer. Starting country by country, then regional and now for years already a leading Global Top Employer. This is a testament to the people-centricity and vision at TCS. A true partnership between employer and employees."*

TCS was certified as a top employer based on a rigorous HR Best Practices Survey that evaluated six fundamental HR domains and 20 topics, including work environment, diversity and inclusion, talent acquisition, people strategy, well-being, and learning. While TCS excelled in all categories, it received special appreciation for two industry-first initiatives—the Engagement with Purpose framework and the TCS Elevate program for people development. The 'Engagement with Purpose' framework redefines employee engagement by focusing on the holistic well-being of employees. TCS employees have benefitted from the various lifestyle, social, community and learning initiatives. TCS Elevate, a learning-based talent transformation program calibrated to cater to all levels, has fuelled the career growth trajectory of 428K+ employees so far.

In the Employee Health & Wellness category, TCS ranked second among all other participant organizations. TCS was one of the first in the industry to launch a mental well-being initiative for its associates. TCS Cares offers free access to professional medical help and self-help tools for mental healthcare for employees and their families. TCS Fit4Life is another unique initiative that promotes holistic wellbeing by encouraging associates to eat healthy, walk more, exercise regularly and destress for a better quality of life.

**Milind Lakkad, Chief Human Resources Officer, TCS,** said, *"To be recognized as a global top employer by the Top Employers Institute is a validation of our talent engagement and transformation practices across the globe. While it is humbling to receive this certification for the ninth consecutive year, it is satisfying to see TCS honoured on a world stage for its people practices. Employer brand is very important to TCS, and we are proud*

*to report industry-best retention rates. Our ability to attract, nurture, and retain the best talent is a major advantage for us and our customers see the benefits of these investments every day.”*

In the fast-changing technology landscape, TCS has made significant investments in upskilling initiatives for employees in next-gen competencies. Over 205,000 TCS associates have been trained in basic competencies of generative artificial intelligence (GenAI) in the past year. More than 72,000 TCS employees have graduated from the Contextual Masters™ program, which encourages experienced employees with deep knowledge about the technology landscape and their customer’s businesses to deliver value. TCS associates have adopted a culture of continuous learning and clocked an impressive 39.7M learning hours and acquired 3.7M competencies so far this year. These include 515K+ high-demand competencies. TCS’ ability to attract and nurture talent has resulted in high employee satisfaction and an industry-best retention rate of 86.7%. TCS is also a supporter of young talent and has a large ecosystem of initiatives in place to nurture the STEM skills pipeline. These initiatives include: TCS ‘go Innovate Together’ (goIT) initiative which offers real industry experience to participants from diverse economic backgrounds; TCS’ annual Sustainathon competition encourages students to design technology and business solutions to sustainability challenges set by real companies; and TCS’ CodeVita, the world’s largest computer programming competition. Other notable initiatives include the Grow@TCS graduate trainee programs, and the TCS Pace Internship.

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### 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. In 2024, Top Employers Institute has certified more than 2,300 organizations in 121 countries/regions. These certified Top Employers positively impact the lives of over 12 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 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](http://www.tcs.com)

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