TCS/PR/SE-103/2017-18

February 16, 2018

National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex
Mumbai
Kind Attn: Manager, Listing Department

BSE Limited
P.J. Towers
Dalal Street
Mumbai
Kind Attn: General Manager,
Department of Corporate Services
Scrip Code No. 532540 (BSE)

Dear Sirs,

We are sending herewith copy of the Press Release titled **"TCS recognized as a global Top Employer for the third consecutive year"** which will be disseminated shortly.

The Press release is self-explanatory.

Thanking you,

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

Rajendra Moholkar
Company Secretary

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Corporate Identification No. (CIN): L22210MH1995PLC084781

TCS recognized as a global Top Employer for the third consecutive year

- *Tata Consultancy Services recognized in 2018 as one of the world's best places to work by independent HR body the Top Employer Institute*
- *The company's accreditation covers all of its global markets*
- *TCS also recognised in Europe for the sixth consecutive year*

Mumbai, February 16, 2018: Tata Consultancy Services (BSE: 532540, NSE: TCS), a leading global IT services, consulting and business solutions organization, has been recognized as one of world's best employers by the Top Employer Institute for the third year running. TCS was certified for its exceptional employee offerings by the independent body from a pool of more than 1,300 companies in 113 countries around the world.

The Top Employer Institute has over 25 years' experience recognizing the world's leading organizations in the field of HR management and employee conditions – providing the optimum environment for employees to develop, both professionally and personally.

This year, TCS has again been awarded the Top Employers Global certification, making it one of only a handful of organizations to achieve this accreditation on a worldwide level. TCS picked up the latest Top Employer endorsement for 27 of its individual country teams across Europe, Asia Pacific, North America, Latin America and the Middle East.

Ajoy Mukherjee, Executive Vice President and Global Head, Human Resources at TCS commented: "As global business evolves into the 'post-digital' era - with the likes of AI, cloud and robotics changing the way companies operate and are structured - the nature of work is also changing. With this shift well underway, it's vital that we prepare our employees for life in the next generation workplace and equip them with new, state-of-the-art skills they can use for years to come."

"Through our digital technology and business agility programmes, our teams develop exciting and innovative experience that they can combine with their contextual knowledge of our customers to deliver better value and ultimately help solve their business challenges."

"This global recognition from the Top Employer Institute for a third year running is a testament to the significant investments we're making in our people to prepare them for the Business 4.0 era, and highlights the exciting opportunities we're providing for development and growth within the company."

The Top Employer rankings are finalized following in-depth research into 600 HR practices across nine key criteria: Talent Strategy, Workforce Planning, On-boarding, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits and Company Culture.

All companies must also complete a stringent research process and meet the required high standard in order to achieve the certification. In order to reinforce the validity of the process, all answers

were independently audited, meaning that TCS' outstanding employee conditions has earned them a coveted spot among a choice group of certified Global Top Employers.

David Plink, CEO, Top Employers Institute commented: "From our research, we have seen first hand how successful companies around the world are putting the development and re-skilling of their people first at the forefront of their agenda. Tata Consultancy Services forms a crucial part of this select group of employers, and is rightfully receiving the global Top Employers certification for yet another year as a result of this consistent dedication to remain one of the world's best employers – an achievement they can truly be proud of."

In order to qualify for the global certification, companies must meet one of the following criteria:

- Top Employer certifications in three regions, as well as 25 individual country rankings and a certification in the country where its global headquarters are based
- Top Employer certification in at least four regions, as well as 20 individual countries as well as a certification in the country where its global headquarters are based
- Certification in 20 individual countries, which must be from the world's top 15 GDP countries*, as well as a certification in the country where its global headquarters are based

In recent months, TCS was listed as one of the Top Regarded Companies and one of the World's Best Employers in the Forbes 2017 Global 2000 list. In addition, the company was named in Fortune magazine's Change the World 50 list of companies that have had a positive social impact through activities which are part of their core business strategy. At 2018's World Economic Forum in Davos, TCS was also named as part of WEF's IT re-skilling initiative – a programme that aims to train one million people through a new portal called SkillSET.

To learn more about the Top Employers Institute and the Top Employers certification visit: www.top-employers.com.

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About Tata Consultancy Services Ltd. (TCS)
Tata Consultancy Services is an IT services, consulting and business solutions provider that has been partnering with the world's largest businesses in their transformation journeys for the last fifty years. TCS offers a consulting-led, cognitive powered, integrated portfolio of business, technology and engineering services and solutions. This is delivered through its unique, location-independent Agile delivery model, a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 390,000 of the world's best-trained consultants in 46 countries. The company generated consolidated revenues of US $ 17.6 billion for the year ended March 31, 2017 and is listed on the BSE (formerly Bombay Stock Exchange) and the NSE (National Stock Exchange) 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 Dow Jones Sustainability Index (DJSI), MSCI Global Sustainability Index and the FTSE4Good Emerging Index. For more information, visit us at www.tcs.com

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For immediate use **PRESS** RELEASE

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