TCS/PR/SE-132/2019-20

December 17, 2019

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 (BSE)

Dear Sirs,

We are sending herewith copy of the Press Release titled "**TCS Named the No 1 Top Employer in Asia Pacific for Second Year in a Row**" 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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For immediate use **PRESS** RELEASE

TCS Named the No 1 Top Employer in Asia Pacific for Second Year in a Row

- *In Country Rankings, Tata Consultancy Services was the Number 1 Top Employer in Australia and a Top Employer in China, India, Philippines, Singapore, Malaysia and Hong Kong*
- *The Assessment Covered Areas such as Talent Strategy, Workforce Planning, Leadership Development, and Company Culture*

SINGAPORE | MUMBAI, December 17, 2019: Tata Consultancy Services (TCS) (BSE: 532540, NSE: TCS), a leading global IT services, consulting and business solutions organization, has been recognized as the Number One Top Employer in Asia Pacific for 2020 by the Top Employers Institute. TCS received the ranking for the second year in a row.

The Top Employers Institute rated TCS as an exceptional performer across 10 core Human Resources (HR) areas: talent strategy, workforce planning, on-boarding, learning and development, performance management, leadership development, career and succession management, compensation and benefits, talent acquisition, and company culture. TCS was also recognized as the Number 1 Top Employer in Australia and a Top Employer in China, India, Philippines, Singapore, Malaysia and Hong Kong.

"We are delighted to be recognized by the Top Employers Institute for our employee-centric HR policies. At a time of profound technology change, our investments in organic talent development at scale and our focus on attracting and retaining the best talent in every country that we operate in, have helped us gain leadership and become the preferred partner in our customers' Business 4.0™ transformation journeys," said **Rajeev Das, Head, Human Resources, TCS Asia Pacific**.

With over 450,000 employees representing 146 nationalities, and with women making up over 36 percent of the workforce, TCS has one of the largest and most diverse workforces in the IT industry. Its large-scale digital reskilling initiative has resulted in over 320,000 employees getting trained in digital technologies and over 390,000 employees trained in Agile methodologies. These investments and progressive people policies have resulted in a vibrant workplace with a best-in-class retention rate of 88.4 percent in IT services.

David Plink, CEO, Top Employers Institute, says, *"Recognizing our regional Certified Top Employers 2020 is an extremely proud moment for us all. This level of certification showcases the dedication to the consistent application of HR excellence on a regional level – an impressive commitment to enriching the world of work. Congratulations!"*

Based in the Netherlands, the Top Employers Institute evaluates companies worldwide, taking into consideration employee conditions, talent development and enablement throughout all levels of

the organization, and continuous improvement and excellence in employment practices. Applicants are certified after undergoing a stringent research and standards review process, and an evaluation by independent auditors.

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About Tata Consultancy Services Ltd (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 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, recognized as a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 450,000 of the world's best-trained consultants in 46 countries. The company generated consolidated revenues of US $20.9 billion in the fiscal year ended March 31, 2019 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.

About Top Employers Institute Certification Programme

The Top Employers Institute Global Certification Programme has certified and recognised more than 1500 Top Employers in more than 118 countries/regions across five continents.

The HR Best Practice Survey encompasses over 100 questions which cover 600 'People Development' practices across 10 topics: Talent Strategy, Workforce Planning, Talent Acquisition, On-boarding, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits and Culture.

About Top Employers Institute

Top Employers Institute is the global authority on recognizing excellence in people practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute certification program, participating companies can be validated, certified and recognized as an employer of choice. Established more than 28 years ago, Top Employers Institute has certified over 1 500 organizations in 118 countries. These certified Top Employers positively impact the lives of over 6 000 000 employees globally.

Top Employers Institute. For a better world of work.
www.top-employers.com

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