



TCS/SE/172/2023-24

October 15, 2023

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: Update - Investigation Closure Report

This is further to the filing “TCS/PR/SE-27/2023-24” dated June 23, 2023, regarding the Company launching a review to examine allegations pertaining to the Resource Management function. We would like to inform that TCS has concluded its investigation and the following actions have been taken.

Our investigation found 19 employees to be involved and action has been taken against all as detailed here - 16 employees have been separated from the Company for code of conduct violations, and 3 employees have been removed from the Resource Management function.

Also, 6 vendor entities, their owners and affiliates have been debarred from doing any business with TCS. Further, TCS would continue to enhance its governance measures including:

- a) Regular rotation of personnel performing key roles in the Resource Management function,
- b) Enhanced analytics on supplier management,
- c) Periodic declarations by vendors on compliance to the Tata Code of Conduct and know your supplier process to cover additional declarations, and
- d) Vendor management process audits.

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TATA CONSULTANCY SERVICES

TATA Consultancy Services Limited

9th Floor Nirmal Building Nariman Point Mumbai 400 021

Tel. 91 22 6778 9595 Fax 91 22 6778 9660 e-mail corporate.office@tcs.com website www.tcs.com

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

Corporate identification No. (CIN): L22210MH1995PLC084781



We would like to reiterate (i) that this does not involve any fraud by or against the Company and there is no financial impact; (ii) the issue relates to breach of Company's Code of Conduct by certain employees and vendors supplying contractors; and (iii) no key managerial person of the Company has been found to be involved.

As a Tata Group company, we have zero-tolerance policy towards such unethical conduct and the actions of these individuals do not reflect our values. We expect all our stakeholders and our employees to strictly adhere to the Tata Code of Conduct, which forms the bedrock of our integrity.

Thanking you,

Yours faithfully,

For Tata Consultancy Services Limited

Pradeep Manohar Gaitonde
Company Secretary

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