

NEWS RELEASE

MEDIA CONTACTS
Avanade
Claire Booty
+44(0)7930760031
claire.booty@avanade.com

Avanade awarded Top European Employer accolade for Ninth Year Running

***Avanade recognised across Europe for its employee culture, career management,
learning and development, benefits and compensation.***

London, January 31, 2020—Avanade, the leading digital innovator on the Microsoft ecosystem, has been named as one of Europe's top employers for the ninth consecutive year by the Top Employer Institute. It also retained its Top Employer status in UK, France, Belgium, Netherlands, Spain, and Italy.

Avanade was recognised for its outstanding standards in every assessment category, including talent strategy, workforce planning, talent acquisition, onboarding, learning and development, performance management, leadership development, career & succession management, compensation & benefits and culture.

The Top Employer Institute is the global authority on recognising excellence in people practices. These awards demonstrate Avanade's continuing commitment to provide the very best working environment for its employees through a progressive, 'people-first' HR approach.

"Receiving the Top Employer accolade for another year is testament to the commitment we at Avanade make to our employees," says Mauro Meanti, Chief Operating Officer, Avanade Europe. "We realise that to continue having the best workforce we need to create an environment that allows our people to be themselves, while providing them opportunities and support to grow their career. We also know how important it is for today's employees to work in an organisation that is making an impact on not only its clients but also beyond, which is why we support various not-for-profit organisations through our Tech for Social Good initiative and provide our employees with time back to support community initiatives and charities they are passionate about."

Top Employers are organisations of the highest calibre that have worked hard to create, implement and progress their people strategies. Top Employers Institute CEO David Plink says, "Recognising 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!"

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About Avanade

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. Our professionals bring bold, fresh thinking combined with technology, business and industry expertise to help make a human impact on our clients, their customers and their employees. We are the power behind the Accenture Microsoft Business Group, helping companies to engage customers, empower employees, optimize operations

and transform products, leveraging the Microsoft platform. Avanade has 38,000 professionals in 25 countries, bringing clients our best thinking through a collaborative culture that honors diversity and reflects the communities in which we operate. Majority owned by Accenture, Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

About the 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 more than 28 years ago, Top Employers Institute has certified over 1500 organisations in 118 countries/regions. These certified Top Employers positively impact the lives of 6 000 000 employees globally. www.top-employers.com