

### Breakdown of corporate citizenship related donations (in EUR):

|                   | Charitable Donations | Community Investments | Commercial Initiatives | Total      |
|-------------------|----------------------|-----------------------|------------------------|------------|
| <b>Cash</b>       | 2,068,000            | 435,000               | 7,389,609              | 9,892,609  |
| <b>Time</b>       | 977,700              | 636,960               |                        | 1,614,660  |
| <b>In-kind</b>    |                      |                       |                        | 0          |
| <b>Management</b> |                      | 175,000               |                        | 175,000    |
| <b>Total</b>      | 3,045,700            | 1,246,960             | 7,389,609              | 11,682,269 |
| <b>Percentage</b> | 26%                  | 11%                   | 63%                    |            |

Money spent on **charitable donations** (=philanthropy) globally in 2018 amounted to € 2,068,000 according to reporting by our operating companies.

Number of hours spent on volunteering during work hours: 17,590 (2017: 9,200). Furthermore a new global online platform (Randstad with heart) was launched in 2018. All employees can use 8 hours of their working time annually for voluntary activities for a charity of their choice. The platform was launched and piloted at Randstad USA and has been launched in all other operating countries in the course of 2018. In 2018, our employees already contributed almost 15,000 hours of volunteering globally. Therefore our employees volunteered a total of 32,590 hours. Based on LBG, we assume an hourly rate of €30 per volunteer (arbitrary; big variance per country), the monetary value of these volunteering hours is almost € 977,700.

Amounts related to our **community investments** (=VSO):

The number of overseas volunteers in 2018 amounted to 30, totaling 20,676 hours (2017: 15,200). Furthermore 3 national volunteers contributed 160 hours and another 20 colleagues provided 396 hours of distance support. Therefore the total volunteer hours for VSO were 21,232 in 2018. It is difficult attaching any monetary value to these figures as Randstad's corporate volunteers come from different countries, work in different roles and have different salaries. In 2018, overseas volunteers have come from operating companies in France, Switzerland, Belgium, UK, Sweden, Portugal, the Netherlands and the US. Based on LBG, we calculate a net value of € 636,960.

Total VSO related cash contribution in 2018: 435,000 € .

Management: On Holding-level we have 1 PT (80%) manager dedicated to VSO and the Company Secretary overseeing the partnership as well as an HR MD involved; at country-level VSO Ambassadors, Sustainability officers and Communications people dedicate a large amount of their time to VSO support and other philanthropic needs. Their monetary value is estimated at € 175,000. For an overview of the above, please be referred to our annual report 2018, page 59.

### Commercial initiatives

Since 2016, we have been tracking all social labor market projects our various operating companies are running at a local level. In 2018, we saw a total of over 100 social innovation programs around the world. An overview of these local initiatives is available [here](#). The total contribution that has been done through these programs are € 7,339,609.

Randstad was Gold sponsor of the OECD Forum 2018, which has become a global showcase for thoughtful and revealing discussions on economic trends, especially on the topic of human capital. The contribution of the Forum was 50,000€.

Our goal with participation is to not only show our commitment and initiatives, but to ensure peer companies to get involved in sustainability as well. Many of leading companies are present during those events, which offer Randstad a great platform to demonstrate its commitment to sustainability and inspire others to step up.