

Breakdown of corporate citizenship related donations (in EUR):

	Charitable Donations	Community Investments	Commercial Initiatives	= Total
Cash	1,888,787	405,000	50,000	
Time	276,000	456,000	-	
In-kind	-	-	-	
Management	-	175,000	-	
Total	2,164,787	1,036,000	50,000	= 3,250,787

Money spent on **charitable donations** (=philanthropy) globally in 2017 amounted to € 1,888,787 according to reporting by our operating companies.

Number of hours spent on volunteering during work hours: 9,200 (2016: 5,900). 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 € 180,000.

Amounts related to our **community investments** (=Voluntary Services Overseas):

The number of overseas volunteers in 2017 amounted to 19, totaling 15,200 hours (2016: 11,000). 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 2017, overseas volunteers have come from operating companies in Belgium, Germany, Japan, the Netherlands and the US. Based on LBG, we calculate a net value of € 456,000.

Total VSO related cash contribution in 2017 amounted to € 405,000.

Management: On Holding-level we have 1 (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 2017, page 57.

Commercial initiatives

Randstad was Gold sponsor of the OECD Forum 2017, which has become a global showcase for thoughtful and revealing discussions on economic trends, especially on the topic of human capital.

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.