

breakdown of corporate citizenship related donations.

2021 (in EUR)	Charitable Donations	Community Investments	Commercial Initiatives	Total
Cash	€2,813,000	€449,115	€1,927,363	€5,189,478
Time	€531,000	€120,000	€133,440	€784,440
In-kind				€0
Management		€175,000		€175,000
Total	€3,344,000	€744,115	€2,060,803	€6,148,918
Percentage	54.38%	12.10%	33.51%	

Money spent on [charitable donations](#) (=philanthropy) globally in 2021 amounted to €2,900,000 according to reporting by our operating companies.

Number of hours spent on volunteering during work hours: 17,700.

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 €531,000.

Amounts related to our [community investments](#) (=VSO & World Bicycle Relief):

The number of overseas volunteers in 2021 amounted to 6, totaling 2,900 hours. Furthermore 119 colleagues provided 1,100 hours of distance support. Therefore the total volunteer hours for VSO were 4,000 in 2021. 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 2021, overseas volunteers have come from operating companies in Sweden, the Netherlands, US and Belgium. Based on LBG, we calculate a net value of € 120,000.

Total VSO related cash contribution in 2021: € 179,115.

Management: On Holding-level we have 1 PT (90%) 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 2021, page 81-83.

Randstad also has a longstanding partnership with World Bicycle Relief. To make Randstad employees aware of our partnership with WBR, they receive a small bicycle as a symbolic end-of year gift, which also stands for a donation to WBR. In 2021, we donated a gift worth 2,021 bicycles (€ 270,000).

Commercial initiatives

Since 2016, we have been tracking all social innovation programs our various operating companies are running at a local level. Randstad undertakes these business-related activities in the community, promoting our corporate identity, in partnership with charities and community-based organizations. In 2021, we saw a total of over 100 social innovation programs around the world. Our total investment that has been done through these programs is €2,010,803, of which €133,440 was invested in time (hourly rate of €30 per employee). This amount is higher than last year, because we were better able to capture the costs of an increased amount of our commercial initiatives. An overview of our social innovation programs can be found [here](#).

Randstad was Gold sponsor of the OECD Forum in 2021, 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 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.

No in-kind donations are reported because as a service provider our in-kind donations would be a service delivered by our employees. Therefore they are already counted as 'time' instead of in-kind.