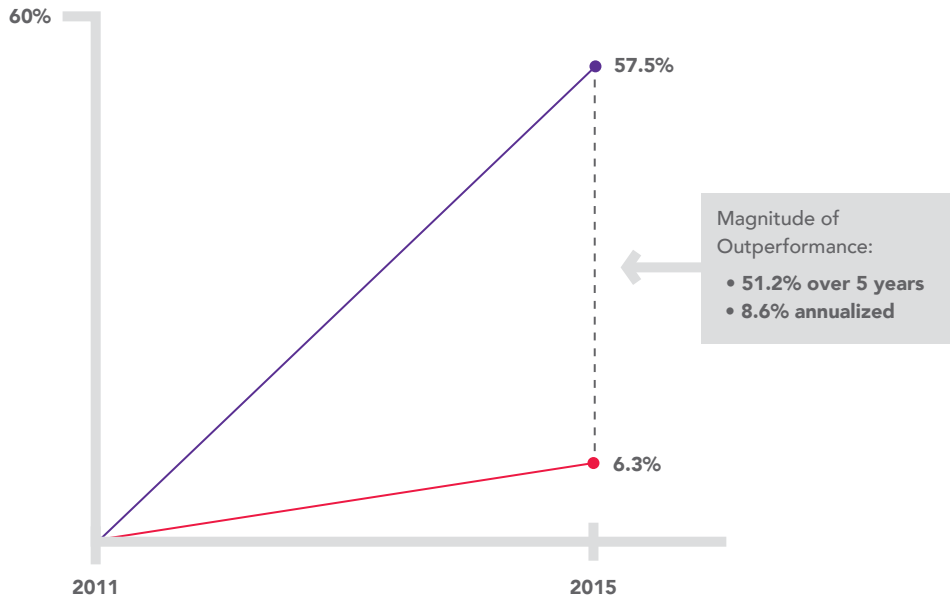


STOCK PERFORMANCE - TOP EMPLOYERS INSTITUTE

5 Year Stock Price Increase

2011 - 2015



■ Top Employers Certified Companies (n=53)

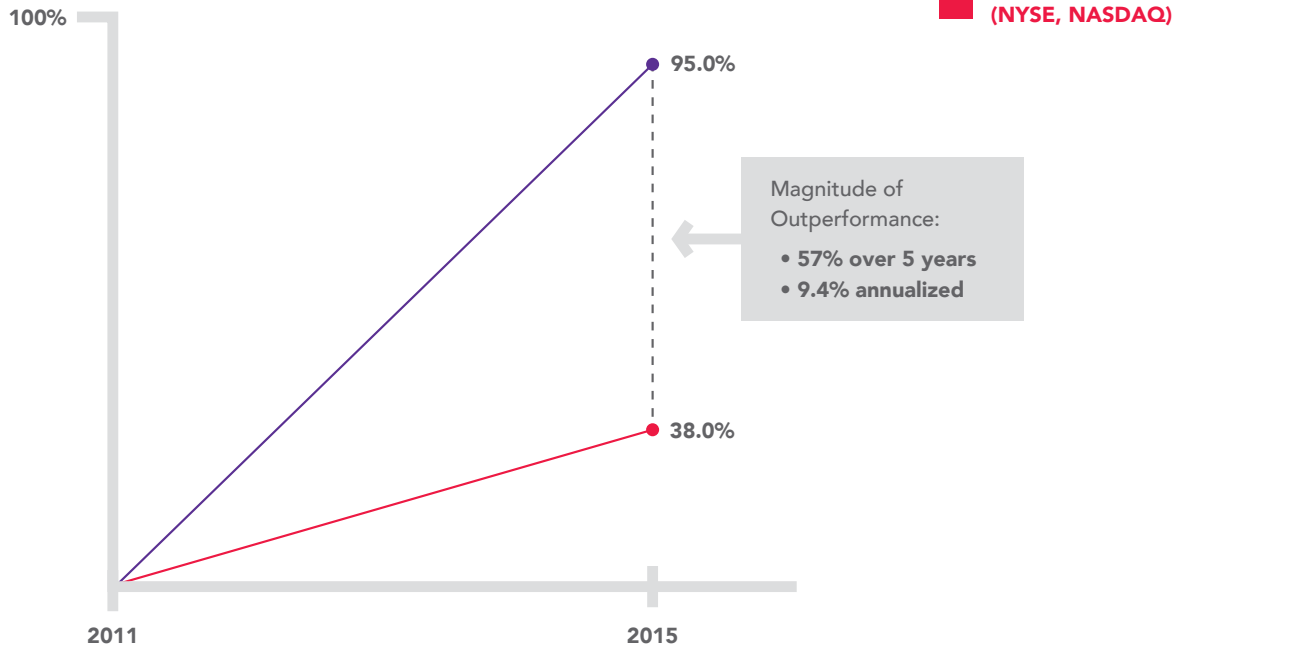
■ Relevant Stock Indices*

*average of all included country indices: BEL20, BOVESPA, DAX, CAC 40, FTSE MIB, AEX, WIG20, IBEX 35, FTSE 100

STOCK PERFORMANCE - HRCI

5 Year Stock Price Increase

2011 - 2015



■ Companies with more than 5 HRCI Certificants (n=97)

■ Relevant Stock Indices (NYSE, NASDAQ)