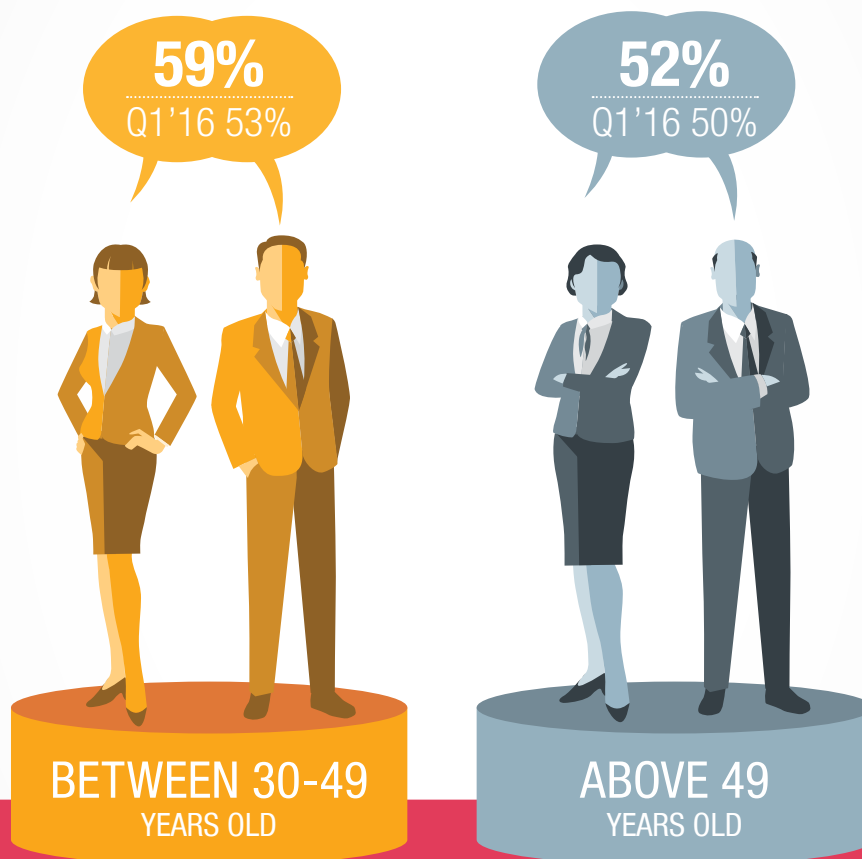


BELGIUM 

58% of job applicants are **confident**
the job market will **get better**



THE PROPORTION OF JOB APPLICANTS SURVEYED THAT BELIEVE THE JOB MARKET WILL GET BETTER.

AVERAGE CONFIDENCE INDEX IN BELGIUM **58%** [Q1'16 53%]

AVERAGE CONFIDENCE INDEX IN CONTINENTAL EUROPE **52%** [Q1'16 50%]

Based on responses from 301 job applicants who applied for a position published Page Personnel and Michael Page websites.

PROFESSIONAL SITUATION

PEOPLE BETWEEN 30-49



73% [Q1'16 71%] ARE CONFIDENT THAT THEY WILL **DEVELOP THEIR SKILLS**



55% [Q1'16 51%] THINK THEIR **SCOPE OF FUNCTIONS** WILL IMPROVE



59% [Q1'16 65%] EXPECT A **CAREER PROMOTION**



39% [Q1'16 48%] ARE OPTIMISTIC ABOUT THEIR **COMPENSATION IMPROVING**



42% [Q1'16 40%] ARE OPTIMISTIC THAT THEIR **WORK-LIFE BALANCE** WILL IMPROVE IN THE NEXT 12 MONTHS



62% [Q1'16 60%] BELIEVE THAT LESS THAN 3 MONTH IS REQUIRED TO **FIND A NEW JOB**

PROFESSIONAL SITUATION

PEOPLE ABOVE 49



68% [Q1'16 56%] ARE CONFIDENT THAT THEY WILL **DEVELOP THEIR SKILLS**



49% [Q1'16 48%] THINK THEIR **SCOPE OF FUNCTIONS** WILL IMPROVE



43% [Q1'16 52%] EXPECT A **CAREER PROMOTION**



24% [Q1'16 28%] ARE OPTIMISTIC ABOUT THEIR **COMPENSATION IMPROVING**



31% [Q1'16 23%] ARE OPTIMISTIC THAT THEIR **WORK-LIFE BALANCE** WILL IMPROVE IN THE NEXT 12 MONTHS



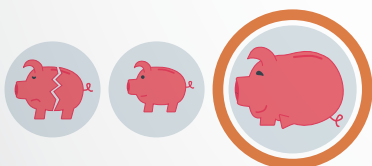
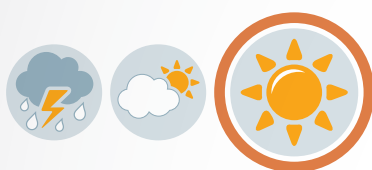
61% [Q1'16 63%] BELIEVE THAT LESS THAN 3 MONTH IS REQUIRED TO **FIND A NEW JOB**

PERCEPTION OF THE MARKET

PEOPLE BETWEEN 30-49

▲ **67%** [Q1'16 43%] ARE POSITIVE ABOUT THE **CURRENT JOB MARKET SITUATION**

▲ **69%** [Q1'16 54%] BELIEVE THAT THE **FUTURE JOB MARKET SITUATION** WILL IMPROVE



▲ **61%** [Q1'16 45%] THINK THAT THE **CURRENT ECONOMIC SITUATION** IS GOOD

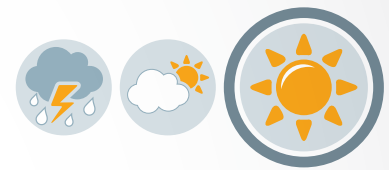
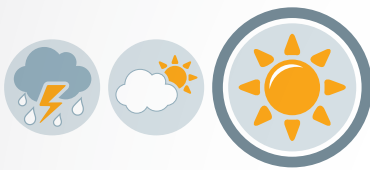
66% [Q1'16 54%] HAVE A POSITIVE OUTLOOK OF THE **FUTURE ECONOMIC SITUATION**

PERCEPTION OF THE MARKET

PEOPLE ABOVE 49

56% [Q1'16 49%] ARE POSITIVE ABOUT THE **CURRENT JOB MARKET SITUATION**

68% [Q1'16 65%] BELIEVE THAT THE **FUTURE JOB MARKET SITUATION** WILL IMPROVE



55% [Q1'16 51%] THINK THAT THE **CURRENT ECONOMIC SITUATION** IS GOOD

65% [Q1'16 63%] HAVE A POSITIVE OUTLOOK OF THE **FUTURE ECONOMIC SITUATION**