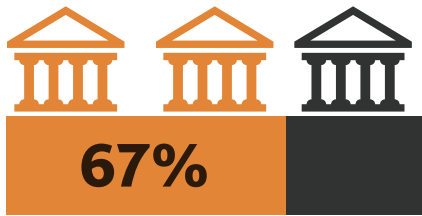


Flexibility at BDO

BDO has invested in building a culture of flexibility that can work for our people, our clients and our business. Given the fast-paced, always-on, demanding world we live in, it's not always easy to manage our work and personal responsibilities. BDO is very proud of the progress we've made, by working together, to build a culture of flexibility and a world-class people environment.

Our people's views on flexibility have a direct impact on the success of BDO.

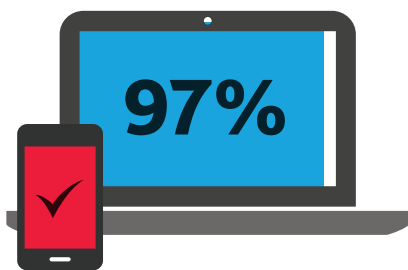
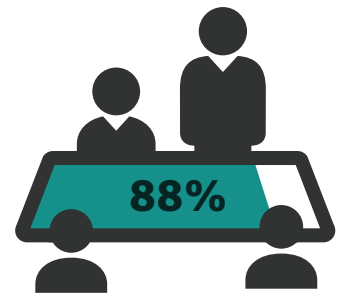


RECRUITMENT:

67% of campus hires list "flexibility" as one of the top three reasons they accept an offer from BDO.

ENGAGEMENT:

88% of BDO employees and partners report leaders are supportive of flexibility, making it one of the top scoring questions in the 2016 annual employee feedback survey.



ACCESS:

97% of employees and partners report they are provided with technology that enables professionals to work flexibly.

ENERGY MANAGEMENT:

More than 60% of employees and partners report BDO's focus on flexibility during busy season has increased team/office camaraderie and decreased stress levels.

