

## Voting results virtual Annual General Meeting of Randstad N.V. held on 18 June 2020.

A total of 966 shareholders registered for the virtual meeting representing a total of 225,574,649 shares with an entitlement to vote at the meeting (with and without proxies), of which 25,200,000 preference shares class B and 50,130,352 preference shares class C.

They could cast a total number of 159,444,297 votes (82.83% of the total number of votes that may be cast), of which 3,600,000 on the preference shares B and 5,600,000 on the preference shares C.

The voting results were as follows:

<b>1.</b> Opening	discussion item
<b>2a.</b> Report of the Executive Board and report of the Supervisory Board for the financial year 2019	discussion item
<b>2b.</b> Remuneration report 2019	
In favour: 154,218,008 (98.27%); against: 2,716,065 (1.73%); abstentions: 2,510,218	<b>APPROVED</b>
<b>2c.</b> Proposal to amend the articles of association	
In favour: 158,891,587 (99.65%); against: 552,673 (0.35%); abstentions: 37	<b>APPROVED</b>
<b>2d.</b> Proposal to adopt the financial statements 2019	
In favour: 159,116,420 (99.96%); against: 65,918 (0.04%); abstentions: 151,883	<b>APPROVED</b>
<b>2e.</b> Explanation of the policy on reserves and dividends	discussion item
<b>3a.</b> Discharge of liability of the members of the Executive Board for the management	
In favour: 158,883,910 (99.76%); against: 377,530 (0.24%); abstentions: 182,781	<b>APPROVED</b>
<b>3b.</b> Discharge of liability of the members of the Supervisory Board for the supervision of the management	
In favour: 158,883,200 (99.76%); against: 378,240 (0.24%); abstentions: 182,781	<b>APPROVED</b>
<b>4a.</b> Proposal to adopt the remuneration policy for the Executive Board	
In favour: 153,899,776 (99.34%); against: 1,028,443 (0.66%); abstentions: 4,516,002	<b>APPROVED</b>

- 4b.** Proposal to adopt the remuneration policy for the Supervisory Board  
In favour: 157,299,758 (99.91%); against: 144,463 (0.09%); abstentions: 2,00,000 **APPROVED**
- 5.** Proposal to appoint René Steenvoorden as member of the Executive Board  
In favour: 157,306,002 (99.98%); against: 24,786 (0.02%); abstentions: 2,113,433 **APPROVED**
- 6a.** Proposal to appoint H elene Auriol Potier as member of the Supervisory Board  
In favour: 155,691,651 (99.12%); against: 1,376,659 (0.88%); abstentions: 2,375,911 **APPROVED**
- 6b.** Proposal to reappoint Wout Dekker as member of the Supervisory Board  
In favour: 156,974,686 (99.73%); against: 422,768 (0.27%); abstentions: 2,046,767 **APPROVED**
- 7a.** Proposal to designate the Executive Board as the authorized corporate body to issue shares and to restrict or exclude the pre-emptive right to any issue of shares  
In favour: 159,208,941 (99.85%); against: 235,280 (0.15%); abstentions: 0 **APPROVED**
- 7b.** Proposal to authorize the Executive Board to repurchase shares  
In favour: 156,343,573 (98.09%); against: 3,046,282 (1.91%); abstentions: 54,366 **APPROVED**
- 7c.** Proposal to cancel repurchased shares  
In favour: 156,914,476 (98.41%); against: 2,529,745 (1.59%); abstentions: 0 **APPROVED**
- 8.** Proposal to reappoint Sjoerd van Keulen as board member of Stichting Administratiekantoor Preferente Aandelen Randstad  
In favour: 157,328,568 (100.00%); against: 946 (0.00%); abstentions: 2,114,676 **APPROVED**
- 9.** Proposal to reappoint Deloitte as external auditor for the financial year 2021  
In favour: 159,378,303 (99.96%); against: 65,918 (0.04%); abstentions: 0 **APPROVED**
- 10.** Any other business discussion item
- 11.** Closing