

Randstad N.V.

Annual General Meeting of Shareholders of Randstad N.V. Tuesday 28 March 2023 at 10.00am

Form voting instruction

The undersigned,

Name

Address

City

Country

declares that he/she has registered for the General Meeting of Shareholders in accordance with the notification for the meeting dated 14 February last and instructs IQ EQ Financial Services B.V. in Amsterdam to vote on his/her behalf in compliance with the following instructions:

- | | | |
|----|--|---------------------------|
| 1 | Opening | |
| 2a | Report of the Executive Board and report of the Supervisory Board for the financial year 2022 | discussion item |
| 2b | Remuneration report 2022 | in favor/against/abstain* |
| 2c | Proposal to adopt the financial statements 2022 | in favor/against/abstain* |
| 2d | Explanation of the policy on reserves and dividends | discussion item |
| 2e | Proposal to determine a regular dividend for the financial year 2022 | in favor/against/abstain* |
| 3a | Discharge of liability of the members of the Executive Board for the exercise of their duties | in favor/against/abstain* |
| 3b | Discharge of liability of the members of the Supervisory Board for the exercise of their duties | in favor/against/abstain* |
| 4a | Proposal to appoint Jorge vazquez as member of the Executive Board | in favor/against/abstain* |
| 4b | Proposal to appoint Myriam Beatove Moreale as member of the Executive Board | in favor/against/abstain* |
| 5a | Proposal to appoint Cees 't Hart as member of the Supervisory Board | in favor/against/abstain* |
| 5b | Proposal to appoint Laurence Debroux as member of the Supervisory Board | in favor/against/abstain* |
| 5c | Proposal to appoint Jeroen Drost as member of the Supervisory Board | in favor/against/abstain* |
| 6a | 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 favor/against/abstain* |
| 6b | Proposal to authorize the Executive Board to repurchase shares | in favor/against/abstain* |
| 6c | Proposal to cancel repurchased shares | in favor/against/abstain* |
| 7 | Proposal to appoint Deloitte Accountants BVas external auditor for the financial year 2024 | in favor/against/abstain* |
| 8 | Proposal to appoint PricewaterhouseCoopers Accountants NV as external auditor for the financial year 2025 | in favor/against/abstain* |
| 9 | Any other business | discussion item |
| 10 | Closing | |

* Please indicate your choice

This form should have been received by IQ EQ Financial Services B.V., Hoogoorddreef 15, 1101 BA Amsterdam, the Netherlands (email registers@iqeq.com), no later than 22 March 2023.