

## Voting results virtual Annual General Meeting of Randstad N.V. held on 28 March 2023

Shareholders registered for the meeting represent a total of 236,383,557 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 170,253,205 votes (88.74% 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 2022	discussion item
<b>2b.</b> Remuneration report 2022	
In favor: 136,889,938 (81.44%); against: 31,199,271 (18.56%); abstentions: 2,162,831	<b>APPROVED</b>
<b>2c.</b> Proposal to adopt the financial statements 2022	
In favor: 169,831,608 (99.95%); against: 77,389 (0.05%); abstentions: 343,043	<b>APPROVED</b>
<b>2d.</b> Explanation of the policy on reserves and dividends	discussion item
<b>2e.</b> Proposal to determine a regular dividend for the financial year 2022	
In favor: 170,102,893 (99.93%); against: 123,072 (0.07%); abstentions: 26,075	<b>APPROVED</b>
<b>3a.</b> Discharge of liability of the members of the Executive Board for the exercise of their duties	
In favor: 169,316,165 (99.76%); against: 410,937 (0.24%); abstentions: 524,938	<b>APPROVED</b>
<b>3b.</b> Discharge of liability of the members of the Supervisory Board for the exercise of their duties	
In favor: 169,316,165 (99.76%); against: 411,193 (0.24%); abstentions: 524,682	<b>APPROVED</b>
<b>4a.</b> Proposal to appoint Jorge Vazquez as member of the Executive Board	
In favor: 167,808,974 (99.99%); against: 14,381 (0.01%); abstentions: 2,428,685	<b>APPROVED</b>
<b>4b.</b> Proposal to appoint Myriam Beatove Moreale as member of the Executive Board	
In favor: 167,559,695 (99.99%); against: 13,855 (0.01%); abstentions: 2,678,490	<b>APPROVED</b>

**5a.** Proposal to appoint Cees 't Hart as member of the Supervisory Board

In favor: 154,849,824 (92.28%); against: 12,956,243 (7.72%); abstentions: 2,445,973 **APPROVED**

**5b.** Proposal to appoint Laurence Debroux as member of the Supervisory Board

In favor: 150,256,429 (89.41%); against: 17,799,464 (10.59%); abstentions: 2,196,147 **APPROVED**

**5c.** Proposal to appoint Jeroen Drost as member of the Supervisory Board

In favor: 167,246,350 (99.52%); against: 809,905 (0.48%); abstentions: 2,195,785 **APPROVED**

**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: 156,203,577 (91.76%); against: 14,034,070 (8.24%); abstentions: 14,393 **APPROVED**

**6b.** Proposal to authorize the Executive Board to repurchase shares

In favor: 169,889,507 (99.88%); against: 205,729 (0.12%); abstentions: 156,804 **APPROVED**

**6c.** Proposal to cancel repurchased shares

In favor: 170,099,051 (99.92%); against: 140,004 (0.08%); abstentions: 12,985 **APPROVED**

**7.** Proposal to reappoint Deloitte Accountants as external auditor for the financial year 2024

In favor: 170,118,604 (99.98%); against: 34,023 (0.02%); abstentions: 99,413 **APPROVED**

**8.** Proposal to reappoint PricewaterhouseCoopers as external auditor for the financial year 2025

In favor: 170,191,699 (99.98%); against: 34,040 (0.02%); abstentions: 26,301 **APPROVED**

**9.** Any other business

discussion item

**10.** Closing