

Randstad N.V.

**Virtual Extraordinary General Meeting of Shareholders of Randstad N.V.
Thursday 16 December 2021 at 4.00pm**

Form voting instruction

The undersigned,

Name

Address

City

Country

declares that he/she has registered for the Extraordinary General Meeting of Shareholders in accordance with the notification for the meeting dated 4 November 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 | |
| 3 | Proposal to appoint Sander van 't Noordende
as member of the Executive Board | in favor/against/abstain* |
| 4 | Any other business | discussion item |
| 5 | Closing | discussion item |

* 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 December 10, 2021.