

Voting results virtual Annual General Meeting of Randstad N.V. held on 29 March 2022.

Shareholders registered for the virtual meeting represent a total of 228,398,030 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 162,267,678 votes (84.50% 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:

1. Opening	discussion item
2a. Report of the Executive Board and report of the Supervisory Board for the financial year 2021	discussion item
2b. Remuneration report 2021	
In favor: 140,409,396 (87.88%); against: 19,369,094 (12.12%); abstentions: 2,484,530	APPROVED
2c. Proposal to adopt the financial statements 2021	
In favor: 161,870,014 (99.99%); against: 11,126 (0.01%); abstentions: 381,880	APPROVED
2d. Explanation of the policy on reserves and dividends	discussion item
2e. Proposal to determine a regular dividend for the financial year 2021	
In favor: 161,111,938 (99.31%); against: 1,122,846 (0.69%); abstentions: 28,236	APPROVED
2f. Proposal to determine a special dividend for the financial year 2021	
In favor: 161,698,167 (99.67%); against: 536,338 (0.33%); abstentions: 28,515	APPROVED
3a. Discharge of liability of the members of the Executive Board for the management	
In favor: 161,403,389 (99.75%); against: 409,528 (0.25%); abstentions: 450,103	APPROVED
3b. Discharge of liability of the members of the Supervisory Board for the supervision of the management	
In favor: 161,120,629 (99.57%); against: 692,393 (0.43%); abstentions: 449,998	APPROVED

4a. Proposal to amend the remuneration policy for the Executive Board

In favor: 138,596,559 (88.49%); against: 18,031,881 (11.51%); abstentions: 5,634,441 **APPROVED**

4b. Proposal to approve the performance related remuneration of the Executive Board in performance shares

In favor: 145,967,801 (93.19%); against: 10,660,554 (6.81%); abstentions: 5,634,665 **APPROVED**

4c. Proposal to amend the remuneration policy for the Supervisory Board

In favor: 159,498,104 (99.82%); against: 279,836 (0.18%); abstentions: 2,484,941 **APPROVED**

5a. Proposal to reappoint Chris Heutink as member of the Executive Board

In favor: 160,060,963 (99.99%); against: 11,086 (0.01%); abstentions: 2,190,971 **APPROVED**

5b. Proposal to reappoint Henry Schirmer as member of the Executive Board

In favor: 160,061,013 (99.99%); against: 11,086 (0.01%); abstentions: 2,190,92 **APPROVED**

6a. Proposal to reappoint Wout Dekker as member of the Supervisory Board

In favor: 151,217,952 (94.37%); against: 9,016,709 (5.63%); abstentions: 2,028,359 **APPROVED**

6b. Proposal to reappoint Frank Dorjee as member of the Supervisory Board

In favor: 159,788,282 (99.72%); against: 446,379 (0.28%); abstentions: 2,028,359 **APPROVED**

6c. Proposal to reappoint Annet Aris as member of the Supervisory Board

In favor: 158,887,737 (99.52%); against: 769,084 (0.48%); abstentions: 2,606,199 **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 favor: 153,293,651 (94.47%); against: 8,965,917 (5.53%); abstentions: 3,452 **APPROVED**

7b. Proposal to authorize the Executive Board to repurchase shares

In favor: 161,975,962 (99.89%); against: 171,846 (0.11%); abstentions: 115,212 **APPROVED**

7c. Proposal to cancel repurchased shares

In favor: 162,230,707 (99.98%); against: 28,850 (0.02%); abstentions: 3,463 **APPROVED**

8a. Proposal to appoint Claartje Bulten as board member of Stichting Administratiekantoor Preferente Aandelen Randstad

In favor: 160,038,957 (99.98%); against: 34,315(0.02%); abstentions: 2,189,748

APPROVED

8b. Proposal to appoint Annelies van der Pauw as board member of Stichting Administratiekantoor Preferente Aandelen Randstad

In favor: 160,038,857 (99.98%); against: 34,415 (0.02%); abstentions: 2,189,748

APPROVED

9. Proposal to reappoint Deloitte as external auditor for the financial year 2023

In favor: 162,111,256 (99.99%); against: 12,478 (0.01%); abstentions: 139,286

APPROVED

10. Any other business

discussion item

11. Closing