

Voting results virtual Annual General Meeting of Randstad N.V. held on 23 March 2021.

Shareholders registered for the virtual meeting represent a total of 228,432,838 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 162,302,486 votes (84,03% 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 2020	discussion item
2b. Remuneration report 2020	
In favour: 148,718,388 (92,89%); against: 11,391,707 (7.11%); abstentions: 2,191,728	APPROVED
2c. Proposal to adopt the financial statements 2020	
In favour: 161,970,114 (100%); against: 0 (0.04%); abstentions: 331,708	APPROVED
2d. Explanation of the policy on reserves and dividends	discussion item
2e. Proposal to determine a regular dividend for the financial year 2020	
In favour: 159,112,461 (98.04%); against: 3,183,215 (1.96%); abstentions: 6,146	APPROVED
2f. Proposal to determine a special dividend for the financial year 2020	
In favour: 159,825,935 (98.48%); against: 2,469,643 (1.52%); abstentions: 6,244	APPROVED
3a. Discharge of liability of the members of the Executive Board for the management	
In favour: 161,404,714 (99.72%); against: 452,232 (0.28%); abstentions: 444,848	APPROVED
3b. Discharge of liability of the members of the Supervisory Board for the supervision of the management	
In favour: 155,850,451 (96.29%); against: 6,006,243 (3.71%); abstentions: 445,100	APPROVED

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

In favour: 146,036,702 (93.05%); against: 10,909,849 (6.95%); abstentions: 5,355,243 **APPROVED**

5. Proposal to appoint Sander van 't Noordende as member of the Supervisory Board

In favour: 159,237,962 (99.63%); against: 595,399 (0.37%); abstentions: 2,468,433 **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 favour: 151,925,719 (93.61%); against: 10,373,586 (6.39%); abstentions: 2,076 **APPROVED**

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

In favour: 162,088,077 (99.93%); against: 116,257 (0.07%); abstentions: 97,047 **APPROVED**

6c. Proposal to cancel repurchased shares

In favour: 162,193,700 (99.94%); against: 105,318 (0.06%); abstentions: 2,363 **APPROVED**

7. Proposal to reappoint Deloitte as external auditor for the financial year 2022

In favour: 162,233,854 (99.99%); against: 10,953 (0.01%); abstentions: 56,574 **APPROVED**

8. Any other business

discussion item

9. Closing