

Press release

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Randstad announces changes in leadership

Jacques van den Broek to succeed Ben Noteboom as CEO

The Supervisory Board of Randstad Holding nv, announced today that Ben Noteboom will step down from the Executive Board on February 28, 2014. As from that date, Jacques van den Broek will succeed Ben Noteboom as CEO and Chairman of the Executive Board. Chris Heutink is nominated for appointment as member of the Executive Board.

Ben Noteboom

Ben Noteboom (age 55) joined Randstad in 1993. He held a series of senior management positions with Randstad and he started Inhouse Services before he joined the Executive Board in 2001. Ben was appointed interim-CEO in September 2002, before he was appointed CEO and Chairman of the Executive Board in March 2003. During Ben's leadership revenue grew from € 5 billion to € 17 billion, while profitability rose from € 100 million to € 578 million. Randstad became the second-largest HR services provider globally. Ben successfully grew Randstad by focusing on its strategic building blocks. He led the expansion of Randstad in North America, France, Japan, emerging markets and Professionals by organic growth and a series of acquisitions, such as Vedior, SFN Group and FujiStaff, and he successfully managed Randstad through various economic cycles. Randstad is now entering a new phase of growth with a strong financial position, which offers a good opportunity to carefully manage the transition to a new CEO. Moreover, Jacques van den Broek has been a member of the Executive Board since 2004, and for these reasons Randstad envisages a smooth and orderly transition process as of January 1, 2014.

Fritz Fröhlich, chairman of the Supervisory Board: *"Ben has an outstanding track record within Randstad and after 11 years as CEO we owe him thanks for his exemplary performance through some very challenging times. He leaves Randstad behind, which is in excellent shape both operationally and financially, and I want to thank Ben for his commitment and dedication to the company. I wish him all the best in his future endeavors."*

Fröhlich continued: *"Randstad favors long careers and has successfully managed to constantly develop and promote management from within. Recent appointments of Linda Galipeau and François Béharel are good examples of this philosophy. We are fortunate that we can appoint Jacques van den Broek as the new CEO and I am confident of a smooth and orderly transition."*

Jacques van den Broek

Following graduation in law, Jacques van den Broek (age 53, Dutch) joined Randstad in 1988 as branch manager. Appointments followed as Regional Director in the Netherlands and, subsequently, Marketing Director Europe. In 2002, he moved to Capac Inhouse Services as Managing Director, also taking on responsibility for Randstad in Denmark and Switzerland. Jacques van den Broek joined the Executive Board in 2004, and is currently responsible for the UK & the Middle East, Belgium & Luxembourg, Germany, Italy, Switzerland, Yacht and Global Client Solutions. The appointment as CEO will be for an initial 4-year term.

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Fritz Fröhlich: *"Jacques' track record within Randstad and as member of the Executive Board has been impressive and he was instrumental to the improvement of Randstad's performance since 2004. He led the growth of our Global Client Solutions offering and managed various integrations, such as Vedior France. We wish Jacques all the best in preparing for his new position and look forward to building on the strong foundation."*

Chris Heutink

The Supervisory Board also nominates Chris Heutink (age 51, Dutch) as member of the Executive Board for an initial 4-year term. The appointment is subject to the approval by shareholders at the upcoming Annual General Meeting of Shareholders on April 3, 2014. Chris Heutink joined Randstad as a consultant in The Netherlands in 1990, followed by various management positions until 2004. He subsequently moved to Warsaw, where he held the position of Managing Director Randstad Poland. Chris led the integration of Jobnet and Intersource / Tempservice into Randstad Poland as largest HR services company in Poland. After moving back to The Netherlands in 2007, he became Director Operations and was appointed General Manager of Randstad The Netherlands in 2009. Since 2012, Chris has been a member of the Advisory Board.

Ben Noteboom: *"It is an honor to lead a company with such strong core values, with such great and dedicated people with whom we have created a world leader in our field. I take pride in saying that we are now in excellent shape to hand over the leadership to Jacques, in whom I have the fullest confidence. I also want to congratulate Chris on his nomination as member of our Executive Board. There is a strong team in place and all the ingredients are there to build an even stronger Randstad in the future".*

Other information

The respective arrangements are in line with our remuneration policy and the Dutch Corporate Governance Code. Today at 10:00 CET, Randstad hosts its analyst conference call to discuss the Q3 results. Ben Noteboom will give a brief statement at the start of the call.

Randstad specializes in solutions in the field of flexible work and human resources services. Our services range from regular temporary staffing and permanent placement to inhouse, professionals, search & selection, and HR Solutions. The Randstad Group is one of the leading HR services providers in the world with top three positions in Argentina, Belgium & Luxembourg, Canada, Chile, France, Germany, Greece, India, Mexico, the Netherlands, Poland, Portugal, Spain, Switzerland, the UK, and the United States as well as major positions in Australia and Japan. In 2012 Randstad had approximately 29,300 corporate employees and around 4,500 branches and inhouse locations in 39 countries around the world. Randstad generated a revenue of € 17.1 billion in 2012. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad Holding nv is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded. For more information see www.randstad.com

BIOGRAPHICAL SUMMARY



Ben Noteboom (1958)

CEO and Chairman of the Executive Board of Randstad Holding nv

Ben Noteboom was born in the Netherlands, on July 4, 1958. After finishing secondary school in 1976, he graduated from Law School (Civil and Corporate) at the Erasmus University Rotterdam in 1982.

Ben Noteboom started his career with Zurel bv, a flower and plants export company, in 1982. From 1984-1993 he held several management positions at Dow Chemical in Logistics, Sales and Product Management.

Ben Noteboom joined Randstad in 1993. His first assignment was to manage a number of mergers; he then joined the management team of Randstad the Netherlands until 1997, and subsequently became Managing Director of Randstad Inhouse Services in 1997, followed by the position of MD Large Scale Europe in 2000.

In 2001 he joined the Executive Board of Randstad Holding nv.

In September 2002, Ben Noteboom was appointed interim President and CEO, and in 2003 he was appointed CEO and Chairman of the Executive Board of Randstad Holding nv. In addition to his tasks as CEO, he is also responsible for Australia, New Zealand, China, Hong Kong, Singapore & Malaysia, as well as HR, Marketing & Communications, Business Concept Development, Innovation, Legal, Public Affairs and IT for the Group.

In 2009, Ben Noteboom joined the Supervisory Board of Royal Ahold N.V.

Ben Noteboom is married and has three children. He is quite fond of sailing and car racing.

BIOGRAPHICAL SUMMARY



Jacques van den Broek (1960)

Member of the Executive Board of Randstad Holding nv

After graduating in law, Jacques van den Broek held a management position with Vendex International until he joined Randstad as branch manager in 1988. Since then he has held a variety of positions in Randstad, starting as a branch manager in Rotterdam, later as a regional director in the Netherlands, then as Marketing Director Europe. In 2001 he became CEO of newmonday.com. One year later he was appointed Managing Director of Capac Inhouse Services. In addition, he was already responsible for the Randstad activities in Denmark and Switzerland.

Jacques van den Broek became a member of the Executive Board of Randstad Holding in January 2004. Since then Jacques has been responsible for the significant boost of our global accounts which yield approximately 25% of Group revenue. He led the integration of major operations after the Vedior merger, including the one of Randstad France.

In his current position Jacques is responsible for the UK, Belgium & Luxembourg, Germany, Italy, Switzerland, the Middle East, Yacht, and Global Client Solutions.

Jacques van den Broek is married and has two sons. He loves soccer, running, playing golf, art, and collects comic books.

BIOGRAPHICAL SUMMARY

Chris Heutink (1962)

General Manager Randstad Netherlands



After his graduation in history from the University Groningen, Chris joined Randstad as a consultant in The Netherlands in 1990, followed by various management positions until 2004. He subsequently moved to Warsaw, where he held the position of Managing Director Randstad Poland. In this position he was responsible for all operations of Randstad Poland comprising the concepts Professional Recruitment, HR Outsourcing, Temporary Staffing, and Inhouse Services.

Chris led the integration of Jobnet and Intersource / Tempservice into Randstad Poland as largest HR services company in Poland.

After moving back to The Netherlands in 2007, he became Director Operations and was appointed General Manager of Randstad The Netherlands in 2009. Since 2012 Chris is a member of the Randstad Holding Advisory Board.

Chris Heutink is married and has three children. He loves soccer and playing golf.