

Date: 24 March 2023

restated comparable segment 2022 revenue and EBITA

This document includes the restated quarterly and FY 2022 segment breakdown for revenue and EBITA, reported and underlying. These segment changes reflect the newly created Executive Leadership Team structure of Randstad, effective as of the 1st of January 2023.

As of Q1 2023, Randstad will report the following five segments:

- North America
- Northern Europe
- Southern Europe, UK & Latin America
- Asia Pacific, and
- Global Businesses

The composition per reporting segment is as follows:

- **North America** includes the United States & Canada.
- **Northern Europe** includes Netherlands, Germany, Belgium & Luxembourg, and Other NE Countries (i.e. Nordics, Poland, Switzerland, Austria, Hungary, Czech Republic, and Romania).
- **Southern Europe, UK & Latin America** includes France, Italy, Iberia, Other SE Countries (i.e. Turkey & Greece), United Kingdom and Latin America (i.e. Brazil, Argentina, and Chile).
- **Asia Pacific** includes Japan, Australia & New Zealand, India, China, Singapore and Malaysia.
- **Global Businesses** includes Enterprise Solutions (MSP, RPO & RiseSmart) and Monster.

In addition, the **working days** for Q1-Q4 2023 have been revised compared to the publication in the Q4 2022 press release as published on the 14th of February 2023.

As a result, the working day impact for Q1 2023 has changed from positive 0.3 to positive 0.7.

working days	Q1	Q2	Q3	Q4
2023 (revised)	63.9	61.7	63.8	62.2
2022	63.2	62.1	64.8	62.7
2021	62.4	62.2	65.1	63.9

restated comparable revenue and underlying EBITA by segment and revenue category

revenue in millions of €	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	1,302	1,367	1,458	1,370	5,497
Netherlands	886	879	855	906	3,526
Germany	488	496	511	519	2,014
Belgium/Luxembourg	415	414	437	415	1,681
Other NE Countries	372	384	391	416	1,563
Northern Europe	2,161	2,173	2,194	2,256	8,784
France	941	997	992	986	3,916
Italy	543	593	535	560	2,231
Iberia	392	404	427	398	1,621
Other SE Countries, UK & Latam	352	366	394	351	1,463
Southern Europe, UK & Latin America	2,228	2,360	2,348	2,295	9,231
Asia Pacific	571	585	646	670	2,472
Global Businesses	359	401	408	416	1,584
Revenue	6,621	6,886	7,054	7,007	27,568

organic revenue growth % 1	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	13%	10%	6%	-5%	6%
Netherlands	13%	1%	0%	2%	4%
Germany	12%	4%	5%	9%	7%
Belgium/Luxembourg	12%	4%	0%	-2%	3%
Other NE Countries	12%	7%	7%	8%	8%
Northern Europe	12%	3%	3%	4%	5%
France	12%	7%	9%	4%	8%
Italy	26%	20%	9%	4%	14%
Iberia	17%	13%	8%	-2%	8%
Other SE Countries, UK & Latam	17%	7%	6%	9%	10%
Southern Europe, UK & Latin America	17%	11%	9%	3%	10%
Asia Pacific	17%	14%	11%	9%	13%
Global Businesses	25%	22%	16%	5%	16%
Revenue	15%	9%	7%	2%	8%

1 Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

EBITA in millions of €, underlying	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	82	86	93	89	350
Netherlands	58	51	49	55	213
Germany	6	11	22	20	59
Belgium/Luxembourg	20	19	22	17	78
Other NE Countries	14	15	17	17	63
Northern Europe	98	96	110	109	413
France	49	50	49	63	211
Italy	41	40	35	45	161
Iberia	19	24	26	26	95
Other SE Countries, UK & Latam	8	16	15	12	51
Southern Europe, UK & Latin America	117	130	125	146	518
Asia Pacific	31	28	32	35	126
Global Businesses	-1	7	5	16	27
Corporate	-41	-39	-29	-31	-140
EBITA before integration costs and one-offs 1	286	308	336	364	1,294
Integration costs and one-offs	-6	-43	-13	-68	-130
EBITA	280	265	323	296	1,164

1 Operating profit before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs and one-offs.

EBITA margin, underlying 1	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	6.3%	6.2%	6.5%	6.4%	6.4%
Netherlands	6.5%	5.8%	5.7%	6.1%	6.0%
Germany	1.3%	2.3%	4.1%	3.9%	3.0%
Belgium/Luxembourg	4.8%	4.6%	5.1%	4.2%	4.7%
Other NE Countries	3.6%	3.5%	4.8%	3.9%	3.9%
Northern Europe	4.5%	4.4%	5.0%	4.8%	4.7%
France	5.3%	4.9%	4.9%	6.4%	5.4%
Italy	7.5%	6.8%	6.5%	8.0%	7.2%
Iberia	4.8%	6.1%	5.8%	6.5%	5.8%
Other SE Countries, UK & Latam	2.4%	4.2%	3.7%	3.7%	3.5%
Southern Europe, UK & Latin America	5.3%	5.5%	5.2%	6.4%	5.6%
Asia Pacific	5.4%	4.8%	5.0%	5.3%	5.1%
Global Businesses	-0.3%	1.8%	1.2%	3.7%	1.7%
Corporate					
EBITA before integration costs and one-offs 2	4.3%	4.5%	4.8%	5.2%	4.7%

1 EBITA in % of total revenue per segment.

2 Operating profit before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs and one-offs.

EBITA organic growth%, underlying 1	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	86%	46%	15%	-3%	28%
Netherlands	17%	-13%	-24%	-9%	-9%
Germany	40%	42%	51%	28%	39%
Belgium/Luxembourg	17%	-17%	-10%	-40%	-16%
Other NE Countries	40%	14%	1%	4%	12%
Northern Europe	21%	-6%	-9%	-9%	-3%
France	25%	-6%	8%	1%	6%
Italy	86%	28%	19%	20%	34%
Iberia	30%	24%	2%	6%	13%
Other SE Countries, UK & Latam	130%	75%	2%	55%	49%
Southern Europe, UK & Latin America	47%	15%	9%	10%	18%
Asia Pacific	14%	13%	23%	12%	16%
Global Businesses	-25%	186%	132%	2%	42%
Corporate					
EBITA before integration costs and one-offs 2	37%	13%	6%	4%	13%

1 Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

2 Operating profit before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs and one-offs.

revenue by category in millions of €	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
Staffing	3,165	3,273	3,247	3,153	12,838
Inhouse Services	1,612	1,671	1,765	1,763	6,811
Professionals	1,485	1,541	1,634	1,675	6,335
Global Businesses	359	401	408	416	1,584
Revenue	6,621	6,886	7,054	7,007	27,568

organic revenue growth % by category 1	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
Staffing	14%	6%	1%	(1)%	5%
Inhouse Services	16%	13%	15%	6%	12%
Professionals	17%	12%	12%	7%	12%
Global Businesses	25%	22%	16%	5%	16%
Revenue	15%	9%	7%	2%	8%

1 Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

restated reported actual comparable revenue and EBITA by segment and revenue category

revenue in millions of €	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	1,302	1,367	1,458	1,370	5,497
Netherlands	888	881	857	908	3,534
Germany	488	496	511	519	2,014
Belgium/Luxembourg	416	415	438	415	1,684
Other NE Countries	372	387	391	419	1,569
Northern Europe	2,164	2,179	2,197	2,261	8,801
France	941	997	992	987	3,917
Italy	543	593	535	560	2,231
Iberia	393	405	428	399	1,625
Other SE Countries, UK & Latam	355	368	397	353	1,473
Southern Europe, UK & Latin America	2,232	2,363	2,352	2,299	9,246
Asia Pacific	572	586	648	671	2,477
Global Businesses	363	404	412	419	1,598
Elimination of intersegment revenue	-12	-13	-13	-13	-51
Revenue	6,621	6,886	7,054	7,007	27,568

EBITA in millions of €	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
North America	81	83	92	82	338
Netherlands	58	51	49	55	213
Germany	5	9	21	2	37
Belgium/Luxembourg	19	17	20	16	72
Other NE Countries	13	14	18	16	61
Northern Europe	95	91	108	89	383
France	49	48	46	55	198
Italy	41	40	35	45	161
Iberia	19	24	25	25	93
Other SE Countries, UK & Latam	8	16	14	11	49
Southern Europe, UK & Latin America	117	128	120	136	501
Asia Pacific	31	26	25	19	101
Global Businesses	-2	3	7	5	13
Corporate	-42	-66	-29	-35	-172
EBITA 1	280	265	323	296	1,164

1 Operating profit before amortization and impairment of acquisition-related intangible assets and goodwill

revenue by category in millions of €	Q1 2022	Q2 2022	Q3 2022	Q4 2022	FY 2022
Staffing	3,173	3,283	3,256	3,163	12,875
Inhouse Services	1,612	1,671	1,765	1,763	6,811
Professionals	1,485	1,541	1,634	1,675	6,335
Global Businesses	363	404	412	419	1,598
Elimination of intersegment revenue	-12	-13	-13	-13	-51
Revenue	6,621	6,886	7,054	7,007	27,568