

Randstad N.V.

**Annual General Meeting of Shareholders of Randstad N.V.
Wednesday 26 March 2025 at 10.00am**

Form voting instruction

The undersigned,

Name

Address

City

Country

declares that he/she has registered for the General Meeting of Shareholders in accordance with the notification for the meeting dated 11 February 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 | |
| 2a | Report of the Executive Board (including sustainability statements) and report of the Supervisory Board for the financial year 2024 | discussion item |
| 2b | Remuneration report 2024 | in favor/against/abstain* |
| 2c | Proposal to adopt the financial statements 2024 | in favor/against/abstain* |
| 2d | Explanation of the policy on reserves and dividends | discussion item |
| 2e | Proposal to determine a regular dividend for the financial year 2024 | in favor/against/abstain* |
| 3a | Discharge of liability of the members of the Executive Board for the exercise of their duties | in favor/against/abstain* |
| 3b | Discharge of liability of the members of the Supervisory Board for the exercise of their duties | in favor/against/abstain* |
| 4a | Proposal to amend the remuneration policy of the Executive Board | in favor/against/abstain* |
| 4b | Proposal to amend the remuneration policy of the Supervisory Board | in favor/against/abstain* |
| 5 | Proposal to appoint Jesus Echevarria as member of the Executive Board | in favor/against/abstain* |
| 6a | Proposal to designate the Executive Board as the authorized corporate body to 6 issue shares and to restrict or exclude the pre-emptive right to any issue of shares | in favor/against/abstain* |
| 6b | Proposal to authorize the Executive Board to repurchase shares | in favor/against/abstain* |
| 6c | Proposal to cancel repurchased shares | in favor/against/abstain* |
| 7a | Proposal to appoint Jos Beerepoot as board member of Stichting Administratiekantoor Preferente Aandelen Randstad | in favor/against/abstain* |
| 7b | Proposal to reappoint PricewaterhouseCoopers Accountants NV as external accountant to audit the financial statements 2026 | in favor/against/abstain* |
| 7c | Proposal to appoint PricewaterhouseCoopers Accountants NV as external auditor to perform a limited assurance engagement on the sustainability statements 2025 and 2026 | in favor/against/abstain* |
| 8 | Any other business | discussion item |
| 9 | Closing | |

* 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 21 March 2025.