

Voting results Annual General Meeting of Randstad N.V. held on 26 March 2025

Shareholders registered for the meeting represent a total of 231,988,917 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 165,858,565 votes (94.63% 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 (including sustainability statements) and report of the Supervisory Board for the financial year 2024 discussion item

2b. Remuneration report 2024

In favor: 140,974,167 (86.09%); against: 22,771,624 (13.91%); abstentions: 2,111,635 **APPROVED**

2c. Proposal to adopt the financial statements 2024

In favor: 165,821,038 (100.00%); against: 2,071 (0.00%); abstentions: 34,317 **APPROVED**

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: 164,050,080 (98.91%); against: 1,804,864 (1.09%); abstentions: 1,482 **APPROVED**

3a. Discharge of liability of the members of the Executive Board for the exercise of their duties

In favor: 145,232,636 (99.05%); against: 1,395,306 (0.95%); abstentions: 19,229,484 **APPROVED**

3b. Discharge of liability of the members of the Supervisory Board for the exercise of their duties

In favor: 145,357,863 (98.95%); against: 1,540,406 (1.05%); abstentions: 18,959,157 **APPROVED**

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

In favor: 141,804,580 (86.54%); against: 22,049,204 (13.46%); abstentions: 2,003,642 **APPROVED**

4b. Proposal to amend the remuneration policy of the Supervisory Board

In favor: 144,355,550 (88.13%); against: 19,450,310 (11.87%); abstentions: 2,051,566 **APPROVED**

5. Proposal to appoint Jesus Echevarria as member of the Executive Board

In favor: 162,958,735 (100.00%); against: 2,676 (0.00%); abstentions: 2,896,015 **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 favor: 145,308,696 (87.61%); against: 20,546,810 (12.39%); abstentions: 1,920 **APPROVED**

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

In favor: 164,594,692 (99.24%); against: 1,260,902 (0.76%); abstentions: 1,832 **APPROVED**

6c. Proposal to cancel repurchased shares

In favor: 16(100.00%); against: 3,525 (0.00%); abstentions: 2,812 **APPROVED**

7a. Proposal to appoint Jos Beerepoot as board member of Stichting Administratiekantoor Preferente Aandelen Randstad

In favor: 162,959,680 (100.00%); against: 1,645 (0.00%); abstentions: 2,896,101 **APPROVED**

7b. Proposal to appoint PricewaterhouseCoopers Accountants NV as external auditor to Audit the financial statements 2026

In favor: 165,853,552 (100.00%); against: 1,672 (0.00%); abstentions: 2,202 **APPROVED**

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: 165,848,235 (100.00%); against: 3,824 (0.00%); abstentions: 5,367 **APPROVED**

8. Any other business discussion item

9. Closing