

# Data Protection Notice.

## introduction

This data protection notice applies to the processing of personal data we collect for managing our relationship with investors and shareholders.

Your privacy and the security of your personal data is important to Randstad. We are responsible for ensuring that all personal data entrusted to us is processed in accordance with applicable data protection legislation.

This notice explains who we are, for what purposes we may use your personal data, how we handle it, to whom we may disclose it such as service providers and/or other Randstad Group Companies, where it may be transferred to or accessible from and what your rights are.

## about Randstad

Except as otherwise set out below, Randstad N.V. is the controller of the personal data ('controller' within the meaning of applicable data protection legislation) for the processing of personal data we collect for managing our relationship with investors and shareholders.

For the efficient operation and management of our business, Randstad Group Companies may in certain instances jointly define the purposes and means of Processing Personal Data therefore acting as joint controllers ('joint controllers' within the meaning of relevant data protection legislation). The contents of the Joint Controllership Agreement between the Randstad Group Companies are available at the following [link](#).

Please contact us (see the section "Contact us" below) if you want to know more about these jointly-controlled processing activities or would like to receive a summary of the joint controllers' roles and responsibilities and/or exercise your data protection rights regarding any jointly-controlled processing of your personal data.

## investors and shareholders

In the context of managing our relationship with you as an investor or shareholder in Randstad N.V. , we process your personal data.

## What personal data do we collect about you and Why do we need your personal data

We may process the following personal data about you for the purposes specified below:

Purpose(s) for processing	Categories of personal data	Legal basis for processing
To administer and manage the relationship with our investors and shareholders, including the management of the share register, payments of dividends, and communication.	<b>Identification information:</b> your name, contact information (including email and phone number), and address.  <b>Shareholding information:</b> number of shares held, acquisition and disposal dates, bank account details for dividend payments.	Necessary for the purpose of the legitimate interests pursued by Randstad to effectively manage its corporate affairs and shareholder relationships.

<p>Business development (including sending direct marketing and offers);</p>	<p><b>Identification information:</b> your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken.</p> <p><b>Professional information:</b> information related to your work including (without limitation) your job title, your location and your department.</p>	<p>Depending on the circumstances this may be based either on your consent or on our legitimate interest to maintain good relations with our current or prospective clients and suppliers;</p> <p>If you are no longer interested in these Randstad messages you are always able to opt-out from receiving such communications.</p>
<p>Preventing, detecting and investigating fraud;</p>	<p><b>Identification information:</b> your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken.</p> <p><b>Professional information:</b> information related to your work including (without limitation) your job title, your location and your department.</p> <p><b>Trade sanctions information relating to you:</b> we may verify whether you are a politically exposed person, a specially designated national or otherwise subject to sanctions under applicable laws or regulations.</p>	<p>To comply with our legal obligations when some authorities or administrations ask information about our contact as a client (including personal data); and/or Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests and managing legal claims/disputes.</p>
<p>To conduct corporate transactions (including mergers, acquisitions and divestments);</p>	<p><b>Identification information:</b> your name and other contact information (including email address, landline phone number and mobile phone number), gender, digital signature and languages spoken.</p> <p><b>Professional information:</b> information related to your work including (without limitation) your job title, your location and your department.</p>	<p>Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include Randstad's interest in developing its business through mergers, acquisitions and divestment.</p>
<p>Dispute management, litigation and handling any reports through Randstad's misconduct reporting procedure.</p>	<p><b>Legal/Dispute Data:</b> Personal data that law enforcement authorities require us to disclose in connection with an investigation. Personal data that is necessary for Randstad to defend its rights in connection with a</p>	<p>Processing is necessary for the purpose of the legitimate interests pursued by Randstad, which include the protection of company assets, protecting its legal interests, and managing legal claims/disputes.</p>

	dispute or with proceedings before a court of law (or other dispute resolution body).	
Compliance with legal or regulatory requirements (including (e.g., disclosure obligations, anti-money laundering checks)	<p><b>Identification information:</b> your name, contact information, and address.</p> <p><b>Legal/Compliance Data:</b> Information required by governmental or regulatory authorities, including trade sanctions information.</p>	Processing is necessary for compliance with our legal or regulatory obligations (e.g. obligations under tax laws to keep certain information including personal data).

## How long we keep your personal data

Your personal data will be kept for 7 years in line with our legal obligations or such reasonable lesser period as prescribed by local law.

We may keep your personal data longer if necessary in connection with any actual or potential dispute (e.g. we need this personal data to establish or defend legal claims), in which case we will keep your personal data until the end of such dispute; and/or for us to comply with any legal or regulatory obligation (e.g. for tax or corporate governance requirements), in which case we will keep your personal data for as long as required by that obligation.

## with whom we share your personal data

### We may share your personal data:

#### Randstad Group Entities:

with **other entities of the Randstad group of companies**. We are part of a multinational group of companies and sometimes we may share personal data with other Randstad groups of companies for the purposes of efficient management of business, compliance with legal and regulatory requirements. For an overview of these entities, click [here](#).

#### External partners for service delivery:

- with third party **providers of IT-related services** (e.g. we use an external provider to support our IT-infrastructure; e.g. an important part of our software and databases sit in a cloud-environment which is operated by a third party service provider).
- with **providers of professional services** (e.g. to our auditors, our tax advisors, our legal advisors).
- with **banks and insurers** (e.g. in order to pay the salaries of our temporary workers we share some of their personal data with our bank).

#### Public and Regulatory Authorities:

- with **public authorities** (e.g. pursuant to applicable law Randstad must disclose personal data to the social security authorities and to tax authorities).
- with **law enforcement authorities, courts and regulatory authorities** (e.g. as part of a criminal investigation police services may require us to disclose personal data to them).

We may also disclose your personal data to third parties:

- in the event that we sell or buy any business or assets, in which case we may disclose your personal data to the prospective seller or buyer of such business or assets; or

- if all or a substantial part of our assets are acquired by a third party, in which case the personal data that we hold about you may be one of the transferred assets.

When we share your personal data as described above, such personal data may be transferred both within and outside the European Economic Area (EEA).

In the event that we transfer your personal data internationally, we will only do so in line with applicable law, and we will require that there is an adequate level of protection for your personal data, and that appropriate security measures are in place.

Your personal data may be transferred from countries located within the EEA to countries located outside of the EEA (such as the United States). In such cases, we will require that the following safeguards are observed:

- The laws of the country to which your personal data is transferred ensure an adequate level of data protection. Click [here](#) for the list of non-EEA countries that, according to the European Commission, provide an adequate level of data protection; or
- The transfer is subject to standard data protection clauses approved by the European Commission. More information about those data protection clauses is available [here](#); or
- Any other applicable appropriate safeguards under article 46 of the EU General Data Protection Regulation (2016/679).

For more information about the safeguards that we have implemented to protect your personal data internationally, please contact us at [privacyofficer@randstad.com](mailto:privacyofficer@randstad.com)

## how we will protect your personal data

We have technical and organizational security measures in place to protect your personal data from being accidentally lost, used, altered, destructed, disclosed or accessed in an unauthorized way. We limit access to your personal data to those who have a genuine business need to know it. Those processing your personal data are governed by Randstad's rules for information and IT security, data protection and other internal regulations and guidelines applicable to the processing of personal data.

While we have measures in place to protect your personal data, it is important for you to understand that 100% complete security cannot be guaranteed. Accordingly, we have procedures in place to deal with data security incidents and to comply with legal requirements applicable to the detection, handling and notification of personal data breaches.

## your data protection rights

You have the following rights regarding your personal data:

Rights	What does this mean?
1. Right to be informed	You have the right to be provided with clear, transparent and easily understandable information about how we use your personal data and your rights. This is why we are providing you with the information in this notice.
2. Right of access	You have the right to access the personal data we keep about you – this is because we want you to be aware of the personal data we have about you and to enable you to verify whether we process your personal data in accordance with applicable data protection laws and regulations.
3. Right to rectification	If your personal data is inaccurate or incomplete, you have the right to request the rectification of your personal data.
4. Right to erasure	This is also known as 'the right to be forgotten' and, in simple terms, enables you to request the deletion or removal of your personal data where there is no compelling

	reason for us to keep it. This is not a general right to erasure, there are exceptions.
5. Right to restrict processing	You have rights to 'block' or suppress further use of your personal data in certain circumstances. When processing is restricted, we can still store your personal data, but may not use it further. We keep lists of people who have asked for further use of their personal data to be 'blocked' to make sure the restriction is respected in future.
6. Right to data portability	You have the right to obtain and reuse your personal data in a structured, commonly used and machine-readable format in certain circumstances. In addition, where certain conditions apply, you have the right to have such personal data transferred directly to a third party.
7. Right to object to processing	You have the right to object to certain types of processing, in certain circumstances. In particular, the right to object to the processing of your personal data based on our legitimate interests or on public interest grounds; the right to object to processing for direct marketing purposes (including profiling); the right to object to the use of your personal data for scientific or historical research purposes or statistical purposes in certain circumstances.
8. Right to withdraw consent	If our processing of your personal data is based specifically on your consent, you have the right to withdraw that consent at any time. This includes your right to withdraw consent to our use of your personal data in the context of voluntary employee surveys.

You can exercise your rights by contacting the Data Protection Officer of Randstad N.V, by clicking [here](#). The exercise of these rights can also be done by writing to:

**Randstad N.V.**

Data Protection Officer  
 Diemermere 25,  
 1112 TC, Diemen, The Netherlands.

We will handle your request with special care to ensure your rights can be exercised effectively. We may ask you for proof of identity to ensure that we are not sharing your personal data with anyone else but yourself!

You must be aware that, in particular cases (for instance, due to legal requirements) we may not be able to make your request effective right away.

In any case, within one month from your request, we will inform you on the actions taken.

You have the right to lodge a complaint with a supervisory data protection authority:

**Autoriteit Persoonsgegevens**

Postbus 93374  
 2509 AJ Den Haag  
 Telephone number: (+31) - (0)70 - 888 85 00  
 Fax: (+31) - (0)70 - 888 85 01

[changes to this data protection notice](#)

We may update this notice from time to time. You can see the date on which the last change was made below in this notice. We advise you to review this notice on a regular basis so that you are aware of any changes.

## contact us

If you have any questions about this notice or any privacy concerns, or would like to exercise your rights, or obtain further information about the safeguards we have in place so that your personal data is adequately protected when transferred outside Europe, please contact us at [privacyofficer@randstad.com](mailto:privacyofficer@randstad.com)

*This notice was updated on: January 1, 2026*