

Randstad N.V.

Annual General Meeting of Shareholders of Randstad N.V.

Friday March 27, 2026 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 February 11, 2026 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 2025 | discussion item |
| 2b | Main items of the corporate governance structure and compliance with the corporate governance code in 2025 | discussion item |
| 2c | Remuneration report 2025 | in favor/against/abstain* |
| 2d | Proposal to adopt the financial statements 2025 | in favor/against/abstain* |
| 2e | Explanation of the policy on reserves and dividends | discussion item |
| 2f | Proposal to determine a regular dividend for the financial year 2025 | 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* |
| 4 | Proposal to amend the remuneration policy of the Supervisory Board | in favor/against/abstain* |
| 5 | Proposal to reappoint Sander van 't Noorende as member of the Executive Board | in favor/against/abstain* |
| 6 | Proposal to appoint Martin Weiss as member of the Supervisory Board | in favor/against/abstain* |
| 7a | 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/against/abstain* |
| 7b | Proposal to authorize the Executive Board to repurchase shares | in favor/against/abstain* |
| 7c | Proposal to cancel repurchased shares | in favor/against/abstain* |
| 8a | Proposal to reappoint Annelies van der Pauw as board member A of Stichting Administratiekantoor Preferente Aandelen Randstad | in favor/against/abstain*8 |
| 8b | Proposal to reappoint PricewaterhouseCoopers Accountants NV as external accountant to audit the financial statements 2027 and to perform a limited assurance engagement of the sustainability statements 2027 | in favor/against/abstain* |
| 9 | Any other business | discussion item |
| 10 | 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 20 March 2026.