

Voting results Annual General Meeting of Randstad N.V. held on 27 March 2026

Shareholders registered for the meeting represent a total of 230,464,403 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 164,334,051 votes (88.93% 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 2025	discussion item
2b. Main items corporate governance structure and compliance with the corporate Governance code in 2025	discussion item
2c. Remuneration report 2025	
In favor: 139,411,253 (86.32%); against: 22,087,855 (13.68%); abstentions: 2,826,549	APPROVED
2d. Proposal to adopt the financial statements 2025	
In favor: 163,772,426 (99.98%); against: 26,029 (0.02%); abstentions: 527,302	APPROVED
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: 164,190,864 (99.92%); against: 130,260 (0.08%); abstentions: 4,633	APPROVED
3a. Discharge of liability of the members of the Executive Board for the exercise of their duties	
In favor: 143,539,801 (99.50%); against: 720,364 (0.50); abstentions: 20,065,592	APPROVED
3b. Discharge of liability of the members of the Supervisory Board for the exercise of their duties	
In favor: 143,256,664 (99.50%); against: 722,231 (0.50%); abstentions: 20,346,862	APPROVED
4. Proposal to amend the remuneration policy of the Supervisory Board	
In favor: 162,124,938 (99.88%); against: 188,303 (0.12%); abstentions: 2,012,516	APPROVED
5. Proposal to reappoint Sander van 't Noordende as member of the Executive Board	
In favor: 144,844,133 (99.96%); against: 62,487 (0.04%); abstentions: 19,419,137	APPROVED

6. Proposal to appoint Martin Weiss as member of the Supervisory Board

In favor: 164,107,950 (99.90%); against: 169,077 (0.10%); abstentions: 47,785 **APPROVED**

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: 143,723,226 (87.47%); against: 20,592,463 (12.53%); abstentions: 9,123 **APPROVED**

7b. Proposal to authorize the Executive Board to repurchase shares

In favor: 164,256,310 (99.96%); against: 60,761 (0.04%); abstentions: 7,741 **APPROVED**

7c. Proposal to cancel repurchased shares

In favor: 164,156,996 (99.90%); against: 158,564 (0.10%); abstentions: 9,252 **APPROVED**

8a. Proposal to reappoint Annelies van der Pauw as board member A of Stichting Administratiekantoor Preferente Aandelen Randstad

In favor: 163,783,258 (99.68%); against: 532,076 (0.32%); abstentions: 9,478 **APPROVED**

8b. Proposal to reappoint PricewaterhouseCoopers Accountants NV as external auditor to Audit the financial statements 2027 and to perform a limited assurance engagement on the sustainability statements 2027

In favor: 164,310,446 (100.00%); against: 2,562 (0.00%); abstentions: 11,654 **APPROVED**

9. Any other business discussion item

10. Closing