

Voting results Annual General Meeting of Randstad N.V. held on 26 March 2024

Shareholders registered for the meeting represent a total of 233.990.428 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 167.860.076 votes (89,45% 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 and report of the Supervisory Board for the financial year 2023	discussion item
2b. Main items corporate governance structure and compliance with the corporate Governance code in 2023	discussion item
2c. Remuneration report 2022	
In favor: 147,053,690 (88.71%); against: 18,722,258 (11.29%); abstentions: 2,084,115	APPROVED
2d. Proposal to adopt the financial statements 2023	
In favor: 167,481,024 (99.95%); against: 81,737 (0.05%); abstentions: 297,301	APPROVED
2e. Explanation of the policy on reserves and dividends	discussion item
2f. Proposal to determine a regular dividend for the financial year 2023	
In favor: 165,431,933 (98.56%); against: 2,415,543 (1.44%); abstentions: 12,586	APPROVED
2g. Proposal to determine a special dividend for the financial year 2023	
In favor: 165,430,475 (98.56%); against: 2,416,959 (1.44%); abstentions: 12,629	APPROVED
3a. Discharge of liability of the members of the Executive Board for the exercise of their duties	
In favor: 166,816,580 (99.65%); against: 593,173 (0.35%); abstentions: 450,310	APPROVED
3b. Discharge of liability of the members of the Supervisory Board for the exercise of their duties	
In favor: 166,816,080 (99.65%); against: 593,673 (0.35%); abstentions: 450,310	APPROVED

4a. Proposal to appoint Dimitra Manis as member of the Supervisory Board

In favor: 165,492,883 (99.80%); against: 333,251 (0.20%); abstentions: 2,033,929 **APPROVED**

4b. Proposal to appoint Philippe Vimard as member of the Supervisory Board

In favor: 150,876,259 (99.73%); against: 405,951 (0.27%); abstentions: 16,577,853 **APPROVED**

5a. 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: 166,715,817 (99.33%); against: 1,130,916 (0.67%); abstentions: 13,330 **APPROVED**

5b. Proposal to authorize the Executive Board to repurchase shares

In favor: 167,728,367 (99.95%); against: 76,354 (0.05%); abstentions: 55,342 **APPROVED**

5c. Proposal to cancel repurchased shares

In favor: 167,842,360 (100.02%); against: 3,797 (0.00%); abstentions: 13,906 **APPROVED**

6. Any other business

discussion item

7. Closing