

24 April 2025

partner for talent update.

capital markets event 2025



partner for talent.



partner
for talent.

sander van 't noordende

specialization@scale.
our partner for talent strategy
is built on 5 pillars.

1

growth through
specialization

2

talent and equity
at the heart

3

delivery
excellence

4

randstad
talent platform

5

best team



specialization@scale.
our partner for talent strategy
is built on 5 pillars.



specialization rollout completed
growth segments

operational

enterprise

professional

digital

specialization@scale.
our partner for talent strategy
is built on 5 pillars.

1

growth through
specialization

2

talent and equity
at the heart

3

delivery
excellence

4

randstad
talent platform

5

best team

specialized talent attraction

talent communities
for every specialization



specialization@scale.
our partner for talent strategy
is built on 5 pillars.

1

growth through
specialization

2

talent and equity
at the heart

3

delivery
excellence

4

randstad
talent platform

5

best team

18 talent centers
52 delivery centers
1.800 onsite locations

fulfillment
talent utilization
NPS



specialization@scale.
our partner for talent strategy
is built on 5 pillars.

1

growth through
specialization

2

talent and equity
at the heart

3

delivery
excellence

4

randstad
talent platform

5

best team

> 500.000 shifts (Q1)
> € 2 BN revenue
in digital marketplaces

randstad talent platform
in rollout phase



specialization@scale.
our partner for talent strategy
is built on 5 pillars.

1

growth through
specialization

2

talent and equity
at the heart

3

delivery
excellence

4

randstad
talent platform

5

best team

75% of our employees
in specialized career

30+ new leaders



client and talent satisfaction.

8

experience@scale.

hyper relevant talent
communities



immediate talent
availability



partner for talent

full talent
life cycle



all work
arrangements

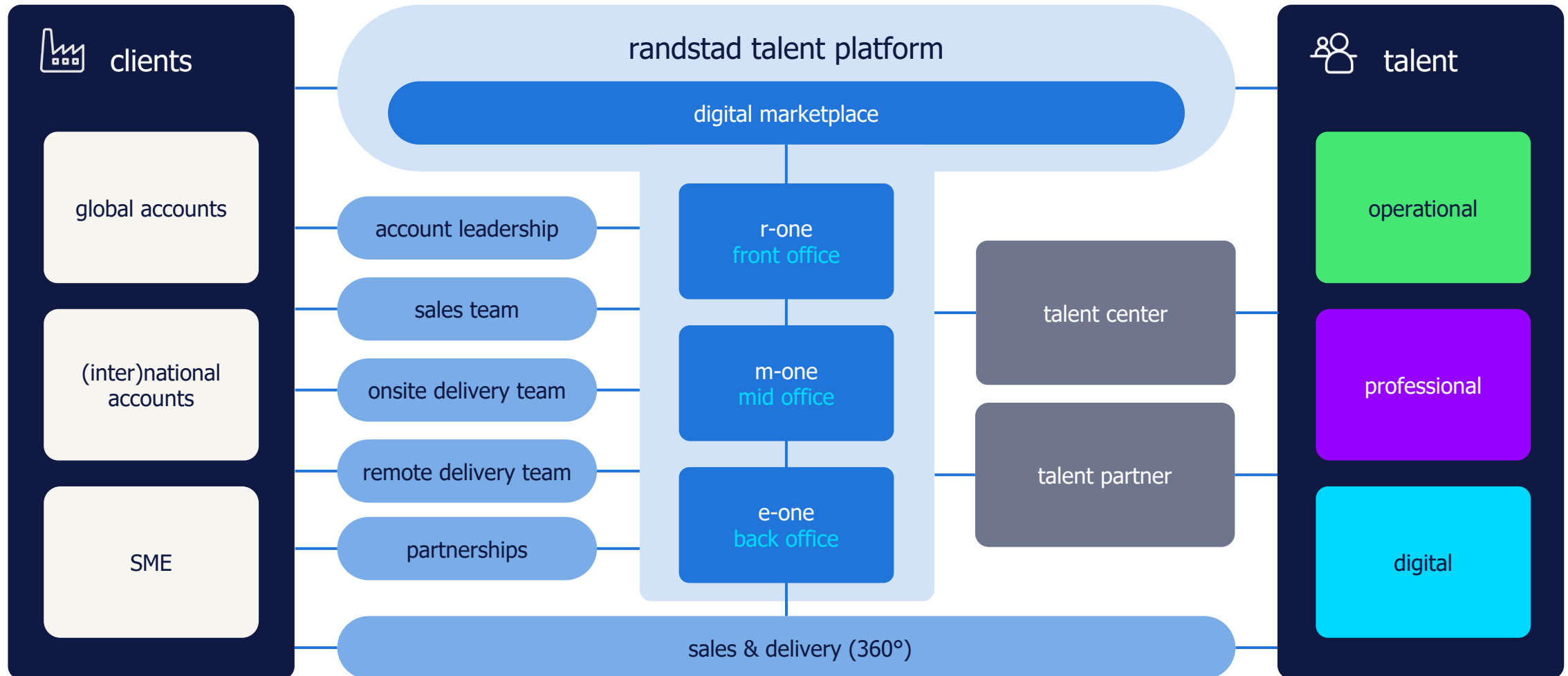


seamless
experience

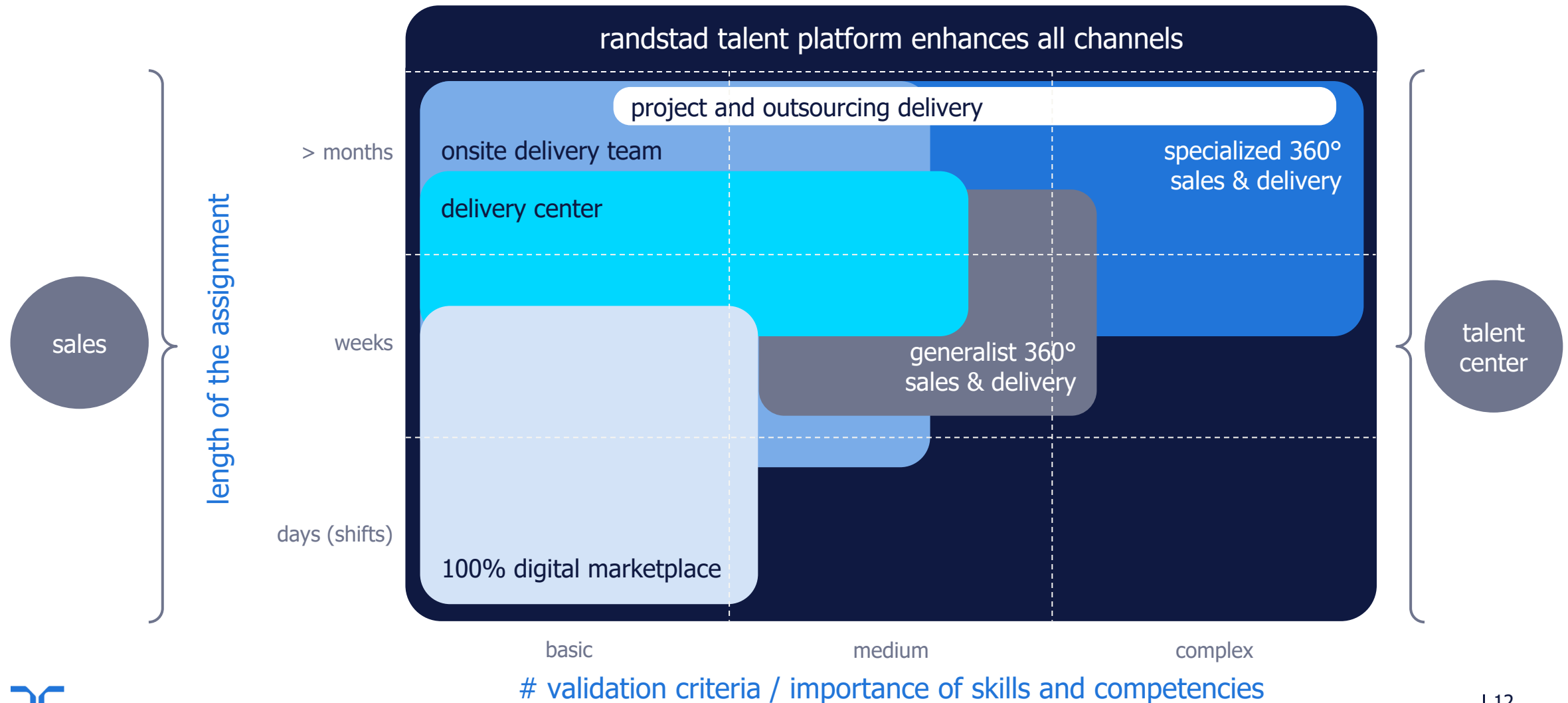


a new business model.

digital first, multi-channel



talent service models.



specialization and experience @scale.
driving profitable growth



best experience = most valuable = most productive

capital markets event 2025.



growth algorithm.

jorge vazquez

growth algorithm for randstad.

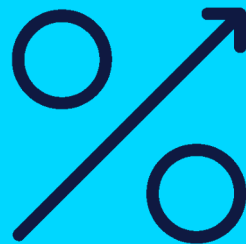


accelerate growth through specialization.

business cycle



specialization



growth segments

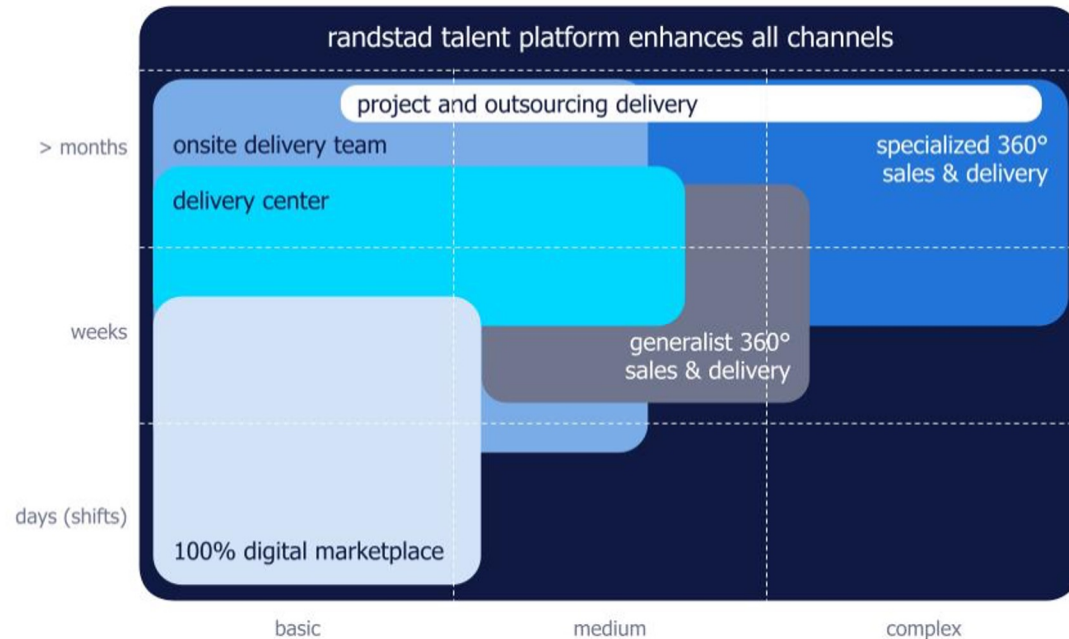


productivity gains by delivering seamless experience@scale.

applying our talent services models

expand conversion through efficient delivery

traditional model vs. Randstad Talent Service Model



talent validation

~50%

faster validation



fill rates & speed

10-15%

higher fill rate



client service admin

40-50%

freed up admin time



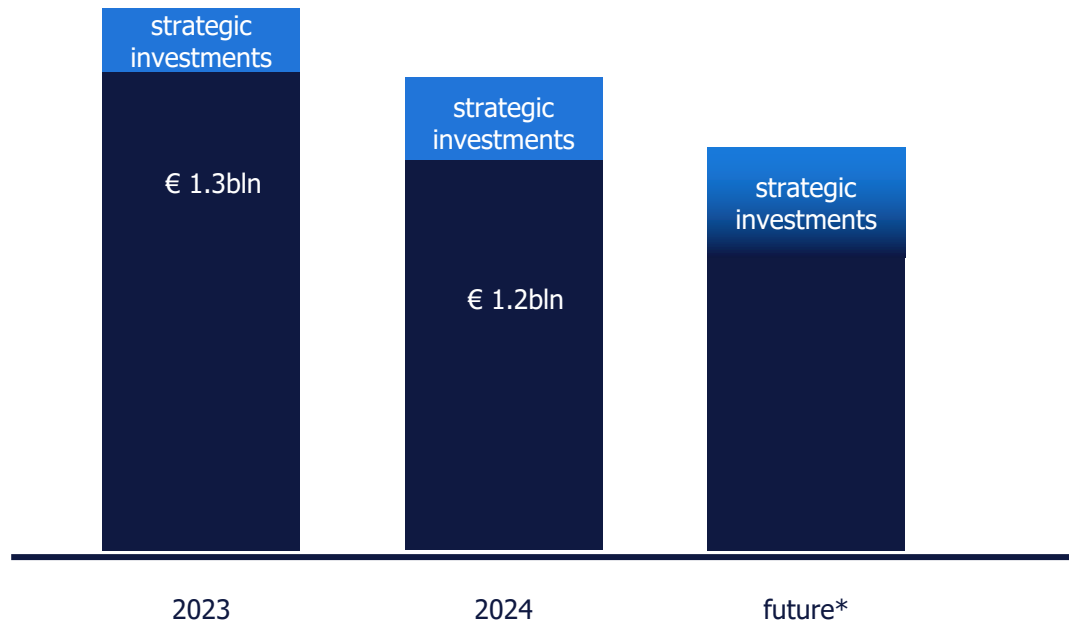
talent & delivery centers

> 1,600

dedicated FTEs

reducing indirect costs to fuel growth and strategic investments.

structurally reducing indirect costs



**functional indirect costs - indicative*

cost reduction levers

- streamlining operating model
- plateauing IT investments
- optimizing accommodation footprint
- making marketing spend dynamic
- driving efficiencies through automation & AI

specialization and experience @scale to drive value creation.



profitable growth




expand conversion



capital discipline

capital markets event 2025.



The slide features a solid blue background. In the center, there is a light blue rounded rectangle containing the text "Q&A." in white. This central element is surrounded by two thin, concentric light blue circles. At the top and bottom of the slide, there are semi-circular shapes: a light blue one at the top and a bright cyan one at the bottom.

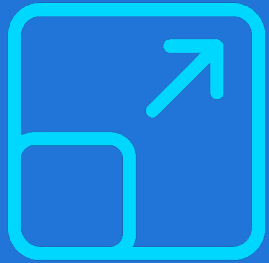
Q&A.



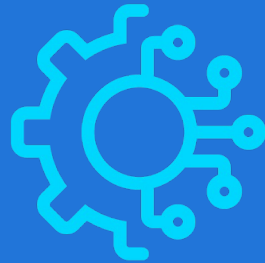
wrap up.

sander van 't noordende

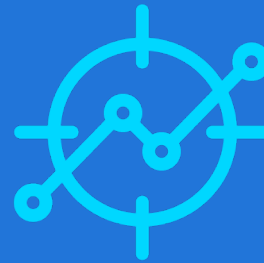
partner for talent.



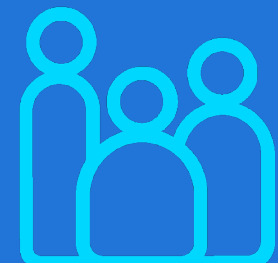
specialization &
experience @scale



digital
first



profitable
growth



best
team

thank you!

