

Additional disclosure non-financial target setting and realization 2021 / 2022

In reference to the information included in the remuneration report 2021 (page 139 of the annual report 2021), Randstad provides additional disclosure in regard to the non-financial target setting and realization of the annual bonus (STI, short term incentive) for 2021 of the members of the Executive Board.

At the start of 2021, the Supervisory Board set the annual non-financial strategic and operational targets. In line with the Company's remuneration policy, the maximum bonus opportunity for this part of the annual bonus is 25% of base salary.

For 2021, these targets are linked to one of the key strategic pillars of Randstad's overall strategy: tech and touch, Randstad's digital journey. Randstad consistently invests in digital capabilities, continuously adding new solutions to its strong heritage. Randstad's digital transformation, which involved digitalizing and harmonizing its processes across all markets, has been a three step approach: building a solid foundation, including even stronger digital security, improving existing processes and unlocking future value in the world of work. In line with this key strategic pillar, the Supervisory Board set the following three non-financial strategic targets:

1. *Improving our service offering for talent* which for 2021 is linked to the achievement of certain quantitative performance milestones of the plan to accelerate the growth of Monster as a strategic pillar for our talent interaction.
2. *Achieving world class-digital security* which for 2021 is linked to Data Protection & Information Security and measured in successful penetration testing of at least 80% of critical applications covered in Randstad's largest top 10 operating companies. Achievement had to be evidenced in terms of both qualitative as well as quantitative results.
3. *Progressing the digital transformation of core activities* which for 2021 is linked to specifically completing the design of a global core digital platform and initiating a pilot phase to test it.

For each of these targets, the maximum bonus opportunity was 8.33% of base salary, the at target bonus opportunity 5.00% and the minimum bonus opportunity 0.00%.

Based on an extensive presentation by the Executive Board on the performance of each of these strategic targets, the Supervisory Board decided upon recommendation from its Remuneration Committee, on the following achievements:

1. *Improving our service offering for talent*: the relevant milestones were fully achieved resulting in the maximum 8.33% bonus.
2. *Achieving world class-digital security*: the relevant testing targets were achieved at target, resulting in a 5.00% bonus.
3. *Progressing the digital transformation of core activities*: the relevant target was achieved at target, resulting in a 5.00% bonus.

Taking the above achievements into account, the payout on the joint strategic non-financial bonus targets for 2021, was 18.33% out of a maximum of 25%.

At the start of 2022, the Supervisory Board upon recommendation from the Remuneration Committee, set the non-financial targets for the 2022 annual bonus of the Executive Board. For 2022, two of these non-financial targets are again linked to the important strategic pillar of tech and touch, Randstad's

digital journey: one target relating to the global progress of the digital transformation and one target relating to world-class digital security, similar to 2021. The third non-financial target is linked to Randstad's impact on the environment, developing the road to net-zero.

For each of these targets, the maximum bonus opportunity is 8.33% of base salary, the at target bonus opportunity 5.00% and the minimum bonus opportunity 0.00%.