

Randstad N.V.

Annual General Meeting of Shareholders of Randstad N.V.

Tuesday 29 March 2022 at 1.00pm

Form voting instruction

The undersigned,

Name

Address

City

Country

declares that he/she has registered for the Annual General Meeting of Shareholders in accordance with the notification for the meeting dated 15 February last 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 and report of the Supervisory Board for the financial year 2021 | discussion item |
| 2b | Remuneration report 2021 | in favor/against/abstain* |
| 2c | Proposal to adopt the financial statements 2021 | in favor/against/abstain* |
| 2d | Explanation of the policy on reserves and dividends | discussion item |
| 2e | Proposal to determine a regular dividend for the financial year 2021 | in favor/against/abstain* |
| 2f | Proposal to determine a special dividend for the financial year 2021 | in favor/against/abstain* |
| 3a | Discharge of liability of the members of the Executive Board for the management | in favor/against/abstain* |
| 3b | Discharge of liability of the members of the Supervisory Board for the supervision of the management | in favor/against/abstain* |
| 4a | Proposal to amend the remuneration policy of the Executive Board | in favor/against/abstain* |
| 4b | Proposal to approve the performance related remuneration of the Executive Board in performance shares | in favor/against/abstain* |
| 4c | Proposal to amend the remuneration policy of the Supervisory Board | in favor/against/abstain* |
| 5a | Proposal to reappoint Chris Heutink as member of the Executive Board | in favor/against/abstain* |
| 5b | Proposal to reappoint Henry Schirmer as member of the Executive Board | in favor/against/abstain* |
| 6a | Proposal to reappoint Wout Dekker as member of the Supervisory Board | in favor/against/abstain* |
| 6b | Proposal to reappoint Frank Dorjee as member of the Supervisory Board | in favor/against/abstain* |
| 6c | Proposal to reappoint Annet Aris as member of the Supervisory Board | in favor/against/abstain* |
| 7a | Proposal to designate the Executive Board as 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 appoint Claartje Bulten as board member of Stichting Administratiekantoor Preferente Aandelen Randstad | in favor/against/abstain* |
| 8b | Proposal to appoint Annelies van der Pauw as board member of Stichting Administratiekantoor Preferente Aandelen Randstad | in favor/against/abstain* |
| 9 | Proposal to appoint Deloitte as external auditor for the financial year 2023 | in favor/against/abstain* |
| 10 | Any other business | discussion item |
| 11 | Closing | discussion item |

* 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 March 23, 2022.