



IMPORTANT NOTICE

March 6, 2026

To: Holders of Randstad N.V.

Re: Cash Dividend - **Approximate Rate**

Security Name: Randstad N.V.

Country of Incorporation: NETHERLANDS

CUSIP: 75279Q108

Ratio (Local Shares:DRs): 1:2

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Apr 01, 2026	Apr 01, 2026
Payable Date:	Apr 08, 2026	Apr 22, 2026
Approximate Exchange Rate:	1.1902	
Interim Dividend: Taxable	<u>EUR1.62</u>	
Gross Dividend Total:	<u>EUR1.62</u>	USD0.964062
Dividend Fee:		USD0.07
Withholding Rate: 15.00%		<u>USD0.144609</u>
Net Dividend Rate:		<u>USD0.749453</u>

Should you have any questions regarding this matter, please contact us at
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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