
Policy regarding bilateral contacts with (potential) shareholders

We undertake an active approach to maintain an open and constructive dialogue with existing and potential shareholders.

We take the lead in setting up road shows, which are mostly organized through sell-side brokers, and participate in several investor conferences each year. Furthermore, we try to accommodate meeting and conference call requests where feasible. Many of these meetings concern bilateral meetings with (potential) shareholders (or also referred to as 'one-on-one' meetings).

We are committed to providing high quality and timely information to all stakeholders and to ensuring that the entire market has access to such information, including price-sensitive information, at the same time. We adhere to all legal obligations relating to confidentiality and only discuss publicly known information in one-on-one meetings. Our policy is that in each meeting two Randstad representatives should be present, in most cases a member of the Executive Board as well as a representative from the investor relations department.

We oppose the trend among investors to adopt no-broker policies during road shows. Excluding brokers from investor conversations does not support Randstad's open and transparent communications style.

Bilateral meetings with (potential) shareholders will not be held during 'closed periods', which normally run from the end of a quarter until publication date.