

**Randstad N.V.**  
**Master Share Purchase Plan Corporate Employees**

**Transitional arrangement for former employees including retired employees**

April 1, 2021 - April 1, 2023

**Introduction**

The Master Share Purchase Plan as amended per April 1, 2021 has an effect on the position of former and retired employees as the time frame to keep the shares administered in tOption will change from unlimited to twenty-four (24) months.

**Transitional arrangement**

Former and retired employees who have ended their employee relationship with Randstad before April 1, 2021 will be able to make use of a timeframe of twenty-four (24) months starting April 1, 2021 during which they can indicate to be willing to sell their shares and fractional shares. Former and retired employees can request the administrator to sell their shares and fractional shares ultimately by March 31, 2023. At such a request, the administrator will settle and pay the amount together with any cash balance on the money account that SRO administers on behalf and in the name of the employee. If the administrator does not receive a request before April 1, 2023, he will proceed to sell the shares and fractional shares and settle and pay the amount together with any cash balance on the money account that SRO administers on behalf of the employee.

**Duration transitional arrangement**

This arrangement will lapse on April 1, 2023. Consequently any former and/or retired employee can request the administrator to sell at any date of their own choice but ultimately on March 31, 2023. In the event no request has been made by March 31, 2023 the administrator will proceed with selling the shares and fractional shares at the fair market price of the shares at such a date and time the shares are sold.

**Other changes**

For information purposes the following will also change in the Master Share Purchase Plan and will be announced to all participants (including former and retired employees) separately.

Dividend payment

As from the next dividend payment in cash as foreseen for April 5, 2021, participants will be asked to indicate their choice for the use of the dividend payment.

The following options are available:

1. deposit the amount received into your money account in tOption;
2. use the amount received to purchase shares to add to your share account in tOption; or
3. transfer the amount received to your personal bank account.

In the event you choose for option 2. any amount not used to purchase a full number of shares (as there might not be enough money available to buy a full share) will be deposited into your money account and can be used to purchase shares at the next dividend payment date

The money account in tOption will be available as from April 5, 2021.

If you do not make a choice within the timeframe as to be announced the net amount received will be deposited into your money account in tOption and can be transferred to your personal bank account at any time.

Lapse of rights

A claim for distribution of the value of the Shares, the Fractional Shares and the amount on the money account shall lapse five (5) years after the administrator has sent a request to the former Employee to inform the administrator on the correct personal bank account details of the former Employee.

Any questions please get in touch with the help desk:

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Stichting Randstad Optiefonds

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