



IMPORTANT NOTICE

The Depository Trust Company

B #:	23443-26
Date:	March 23, 2026
To:	All Participants
Category:	Tax Relief, Distributions
From:	International Services
Attention:	Operations, Reorg & Dividend Managers, Partners & Cashiers
Subject:	<u>Tax Relief Country:</u> NETHERLANDS
	<u>Security Name:</u> RANDSTAD N.V. <u>CUSIP:</u> 75279Q108
	<u>Record Date:</u> 04/01/2026 <u>Payable Date:</u> 04/22/2026
	<u>Quick Refund CA Web Instruction Deadline:</u> 05/01/2026 8:00 P.M. ET

Participants can use DTC's Corporate Actions Web (CA Web) service to certify all, or a portion of their position entitled to the applicable withholding tax rate. Participants are urged to consult TaxInfo respectively before certifying their instructions over the CA Web.

Important: Prior to certifying tax withholding instructions, participants are urged to read, understand, and comply with the information in the Legal Conditions category found on TaxInfo on the CA Web.

Questions regarding this Important Notice may be directed to GlobeTax 212-747-9100.

Important Legal Information: The Depository Trust Company ("DTC") does not represent or warrant the accuracy, adequacy, timeliness, completeness or fitness for any particular purpose of the information contained in this communication, which is based in part on information obtained from third parties and not independently verified by DTC and which is provided as is. The information contained in this communication is not intended to be a substitute for obtaining tax advice from an appropriate professional advisor. In providing this communication, DTC shall not be liable for (1) any loss resulting directly or indirectly from mistakes, errors, omissions, interruptions, delays or defects in such communication, unless caused directly by gross negligence or willful misconduct on the part of DTC, and (2) any special, consequential, exemplary, incidental or punitive damages.

To ensure compliance with Internal Revenue Service Circular 230, you are hereby notified that: (a) any discussion of federal tax issues contained or referred to herein is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties that may be imposed under the Internal Revenue Code; and (b) as a matter of policy, DTC does not provide tax, legal or accounting advice and accordingly, you should consult your own tax, legal and accounting advisor before engaging in any transaction.

DTCC offers enhanced access to all important notices via a Web-based subscription service. The notification system leverages RSS Newsfeeds, providing significant benefits including real-time updates and customizable delivery. To learn more and to set up your own DTCC RSS alerts, visit http://www.dtcc.com/subscription_form.php.



RANDSTAD N.V. has announced a cash dividend and Citibank, N.A. acts as one of the Depositories for the Depository Receipt ("DR") program.

Participants may use DTC's Corporate Actions Web ("CA Web") instructions tab to certify all or a portion of their position entitled to each applicable withholding tax rate. Use of this instruction method will permit entitlement amounts to be paid through DTC. By making submissions of such certifications the submitter warrants that it has the required authority to make them, that the party for which the submission is made is eligible therefore, and will indemnify, as applicable, Globe Tax Services, Inc., the applicable depository, the applicable custodian, and other acting, directly or indirectly, in reliance thereon, including for any inaccuracy therein.

On DR pay date, all beneficial owners will receive this dividend net of the full Netherlands statutory rate with the possibility to obtain a post-pay date refund as outlined in the Eligibility Matrix.

QUICK REFUND PROCESS
BENEFICIARIES CONSIDERED ELIGIBLE ARE THOSE WITH AN ASSIGNED DUTCH TAX ID #S AT THE TIME OF ESP SUBMISSION. UPON QUICK REFUND SUBMISSION, ESP WILL ADVISE BROKERS WHICH BENEFICIARIES WILL BE FILED VIA QUICK REFUND AND WHICH WILL BE MOVED TO LONG FORM.

DIVIDEND EVENT MATRIX

ISSUE	CUSIP#	UNDERLYING ISIN	DR RECORD DATE	ORD PAY DATE	DR PAY DATE	RATIO (DR to ORD)	ORD RATE
RANDSTAD N.V.	75279Q108	NL0000379121	Apr 01, 2026	Apr 08, 2026	Apr 22, 2026	2 : 1	EUR 1.62000

FEES & DEADLINES

FILING METHOD	PAYMENT METHOD	CUSTODIAL FEE (USD)	TAX RELIEF FEE	MINIMUM FEE PER BENEFICIAL OWNER	FINAL SUBMISSION DEADLINE
QUICK REFUND	DTCC	N/A	UP TO \$ 0.01000 PER DR	\$ 125.00000	<u>CA WEB / ESP ELECTION DEADLINE:</u> May 01, 2026 <u>ORIGINAL DOCUMENT DEADLINE:</u> N/A
LONG FORM	CHECK OR ACH	N/A	UP TO \$ 0.01000 PER DR	\$ 125.00000	Oct 31, 2031 5:00 PM ET

The Fees are that of CITIBANK as First Filer. Deadlines are set by GlobeTax Services, Inc.

MINIMUM SHARE AMOUNT REQUIRED TO FILE A CLAIM (CLAIMS RECEIVED BELOW THE FILING MINIMUM WILL BE REJECTED)

FILING METHOD	WITHHOLDING RATE	RECLAIM RATE	MINIMUM # OF DRs REQUIRED TO FILE (BASED OFF AN APPROX. EXCHANGE RATE OF 1.190200 USD PER EUR)
QUICK REFUND	0.00000%	15.00000%	2,700 DRs

Agreements, Fees, Representations and Indemnification from Participants and Beneficial Owners

I/We have determined that the beneficial owner(s) of the shares (individual or legal entity) is eligible for the preferential rates as stated herein and I declare that I have performed all the necessary due diligence to satisfy myself as to the accuracy of the information submitted to me by these beneficial owners. I/we hereby certify that I/we will indemnify BNY, Citibank N.A., Deutsche Bank Trust Company Americas, JPMorgan Chase Bank, N.A. (and its agents) for any liability BNY, Citibank N.A., Deutsche Bank Trust Company Americas, JPMorgan Chase Bank, N.A. (and its agents) may incur, including without limitations any sanctions-related liability such as fines, penalties, costs and/or fees relating to government inquiries, investigations, or enforcement actions, as a result of reliance upon information provided by such Participant in connection with a C.A. Web election, a claim for refund, or a failure to provide information requested by the Tax Authorities. BNY, Citibank N.A., Deutsche Bank Trust Company Americas, JPMorgan Chase Bank, N.A. shall not be liable for failure to secure the refund. The Participant shall be liable for any loss due to foreign exchange fluctuation. The Participant agrees to immediately return to BNY, Citibank N.A., Deutsche Bank Trust Company Americas, JPMorgan Chase Bank, N.A. any funds erroneously received as a result of an improper C.A. Web election or refund claim. In addition, the Participant agrees to pay any interest, additions to tax or penalties thereon. This is not tax advice. Please consult your tax advisor.

ELIGIBILITY MATRIX

Note: All information related to eligibility and documentation requirements can be found on the [ESP](#) site by visiting the relevant event and viewing the Eligibility Matrix. If you need access to ESP, please complete the [New User Registration](#) form, and our team of market experts would be pleased to help you get set up.

For each Country's general Eligibility Matrix, please see ESPs [Reference Guide](#).

ESP



BNY, Citibank, N.A., Deutsche Bank Trust Company Americas, and JPMorgan Chase Bank, N.A. offer ESP powered by GlobeTax, an electronic withholding tax submission system. This system allows for the secure and simplified transfer of beneficial owner level data from the Participant to GlobeTax and creates applicable documentation on the Participants' behalf.

Submit the data online through the web site below, print out the documents on letterhead, sign them, and mail them to GlobeTax, along with necessary required documents.

These claims should be submitted through the following website.

<https://ESP.GlobeTax.com>

Please contact us via the [ESP Service Desk](#) at 212-747-9100 if you have any questions about this process.

CONTACT DETAILS

PHONE NUMBER	800-628-4646 (+1 212 747 9100 from outside US)
FAX NUMBER	800-633-4646
GROUP EMAIL	DutchESP@globetax.com
COMPANY	GLOBETAX SERVICES INC.
STREET ADDRESS	ONE NEW YORK PLAZA, 34TH FLOOR
CITY/STATE/ZIP	NEW YORK, NY 10004

FREQUENTLY ASKED QUESTIONS (FAQs)

QUICK REFUND

Will I be paid through DTC for claims submitted through the Quick Refund process?	Yes.
Do I need to physically send any documents to the Depository Bank/GlobeTax in order to participate in the Quick Refund process?	Article 35 U.S. pension & IRAs and Article 36 U.S. charitable entities must only provide the Beneficial Owner Breakdown via ESP. Non-U.S. exempt entities must provide the Beneficial Owner Breakdown via ESP and COR, Trust Deed, Annual Account, and/or Pension Plan upon request. Non-U.S. entities claiming the favorable rate must provide the Beneficial Owner Breakdown via ESP and the COR upon request.
Is the Quick Refund process free of charge?	No. This tax relief assistance service is wholly voluntary and discretionary and outside the terms and conditions of any applicable deposit agreement. BNY, CITIBANK, DEUTSCHE BANK TRUST COMPANY AMERICAS and J.P. MORGAN CHASE undertakes no duty or obligation to provide this service and may reject or decline any or all proposed electing participants or holders in its sole discretion. Fees will be charged for this service of up to \$0.01 per DR and any other charges, fees or expenses payable by or due to BNY, CITIBANK, DEUTSCHE BANK TRUST COMPANY AMERICAS and J.P. MORGAN CHASE or its agents, including the custodian or to tax authorities or regulators. Fees paid to BNY, CITIBANK, DEUTSCHE BANK TRUST COMPANY AMERICAS and J.P. MORGAN CHASE may be shared with its agents.
Is the Quick Refund process an optional process?	Yes. This is a discretionary, optional service.

FREQUENTLY ASKED QUESTIONS (FAQs)

LONG FORM

Will I Be Paid Through DTC For Claims Submitted Through The Long Form Process?	No, you will be paid by CHECK or ACH.
---	--

FREQUENTLY ASKED QUESTIONS (FAQs)

LONG FORM

<p>Do I need to physically send any documents to the depository bank / GlobeTax in order to participate in the Long Form process?</p>	<p>Article 35 U.S. pension & IRAs and Article 36 U.S. charitable entities must only provide the beneficial owner breakdown via ESP. Non-U.S. exempt entities must provide the beneficial owner breakdown via ESP and the COR, trust deed, annual account, and/or pension plan upon request. Non-U.S. entities claiming the favorable rate must provide the beneficial owner breakdown via ESP and the COR upon request.</p>
<p>Does the Long Form process have a minimum position requirement per beneficial owner? What will the fee be if a Beneficial Owner's claim is for less than \$250?</p>	<p>No, there is no minimum position requirement per beneficial owner for the Long Form. Reclaims of less than \$250.00 are subject to a split of the reclaim funds(50/50).</p>
<p>Is there an opportunity to file after the three year statute of limitations in the Netherlands?</p>	<p>Yes, however, reclaims that are not filed by GlobeTax within three years of the end of year of the payment date, may file claims through the ex-officio period which runs to five years from the end of year in which the dividend has paid, however, the applicant loses their ability to appeal with the DTA should their claim be rejected.</p>

FREQUENTLY ASKED QUESTIONS (FAQs)

GENERAL

<p>Will I receive a declaration in lieu of dividend note ("DLD" or "CERT") for my Article 35 pensions or Article 36 charities?</p>	<p>No, all declaration in lieu of dividend notes are maintained by the depository and released only upon written request by the participant.</p>
<p>Is there any case in which a U.S. resident 401(a), 401(k), 457(b), 403(b), IRA, Roth IRA, employee pension plan, or SIMPLE retirement account would not qualify for treaty benefits under Article 35 of the treaty between the U.S. and the Netherlands for the avoidance of double taxation??</p>	<p>Yes, for instance, these account types will not be considered eligible for treaty benefits under Article 35 of the treaty between the U.S. and the Netherlands for the avoidance of double taxation in any taxable year if less than 70% of the total amount of withdrawals from such U.S. trust during that year is used to provide pension, retirement, or other employee benefits as meant in Article 35 of the above-mentioned treaty.</p>
<p>Will GlobeTax accept claims filed directly to them by beneficial owners??</p>	<p>GlobeTax only accepts claims filed by the DTC participant who held the securities through DTC, and only to the extent that DTC has reported these holdings to us as valid.</p>
<p>Is there a possibility of audit by the local tax authority?</p>	<p>Yes, the DTA reserves the right to request further information and documentation regarding submitted claims.</p>