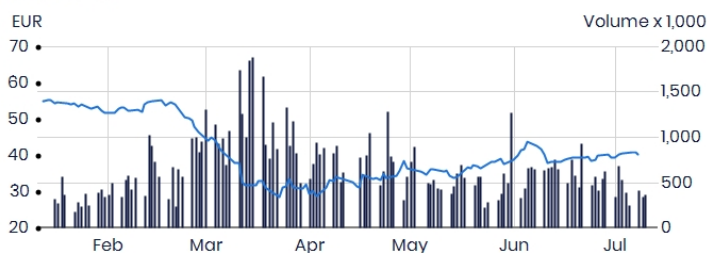


Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential by combining the power of today's technology with our passion for people. We call it Human Forward. In 2019, we helped more than two million candidates find a meaningful job with our 280,000 clients. Furthermore, we trained more than 350,000 people. Randstad is active in 38 markets around the world and has top-three positions in almost half of these. In 2019, Randstad had on average 38,280 corporate employees and generated revenue of € 23.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext (symbol: RAND.AS). For more information, see <https://www.randstad.com/>.

● Randstad



Share data

08/07/2020

Currency	EUR
Previous Close	40.42
Volume	370,560
Change (%)	-1.65
Market Cap (millions of €)	7,409.13
Number of Shares (m)	183.30

Key financials

In millions of €, unless otherwise indicated	2019	2018	2017
Revenue (underlying)	23,676	23,812	23,273
Gross profit (underlying)	4,726	4,703	4,708
EBITA ¹ (underlying)	1,094	1,131	1,065
Adjusted net income	766	833	756
Free cash flow ²	915	627	586
Net debt	1,377	1,640	1,026
Leverage ratio (net debt/12-month EBITDA)	1.0	1.2	0.9
Total equity	4,473	4,447	4,251

Ratios (in % of revenue)

Gross margin (underlying)	20.0	19.8	20.2
EBITA margin (underlying)	4.6	4.7	4.6
Net income margin	2.6	3.0	2.7

Share data

Basic earnings per ordinary share (in €)	3.24	3.80	3.38
Basic earnings per ordinary share, underlying (in €) ³	4.18	4.55	4.13
Diluted earnings per ordinary share, underlying (in €) ³	4.17	4.54	4.11
Dividend per ordinary share (in €)	0	3.38	2.76
Payout per ordinary share (in %) ⁴	0	74	67
Closing price, year-end (in €)	54.44	40.09	51.24
Market capitalization, year-end	9,979	7,349	9,390
Enterprise value, year-end ⁵	10,735	8,334	10,416

Employees/outlets

Average number of candidates working	649,000	670,900	668,800
Average number of corporate employees	38,280	38,820	37,930
Number of branches, year-end	2,761	2,827	2,900
Number of Inhouse locations, year-end	2,100	1,999	1,958

Notes:

1. EBITA: operating profit before amortization and impairment of acquisition-related intangible assets and goodwill.

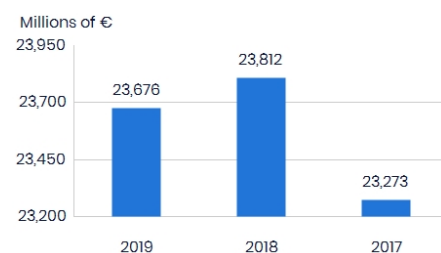
2. Free cash flow: sum of net cash from operating and investing activities, excluding the acquisition and disposal of subsidiaries and associates and equity investments, and dividends from associates; including repayment of lease liabilities.

3. Before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs, acquisition-related expenses, and one-offs.

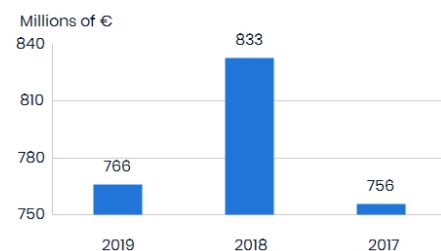
4. Payout per ordinary share in %: dividend per ordinary share on basic earnings per ordinary share adjusted for the net effect of amortization and impairment of acquisition-related intangible assets and goodwill, integration costs, acquisition-related costs, and one-offs.

5. Enterprise value: the total of market capitalization and net debt (net debt excluding lease liabilities).

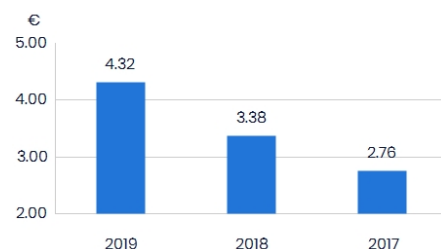
revenue (underlying)



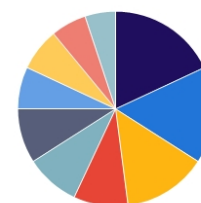
adjusted net income



dividend per ordinary share



revenue by geography



- 18% North America
- 16% France
- 14% Netherlands
- 9% Germany
- 9% Other European countries
- 9% Rest of the world
- 7% Belgium & Luxembourg
- 7% Italy
- 6% Iberia
- 5% Global businesses

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