

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 11 July 2025: Pursuant to the provisions of FMIO-FINMA, Adecco Group AG has received the following notification:

1. Name of the listed company: Adecco Group AG
2. Proportion of voting rights held (total holdings in percent): 5.021%
3. Identity of those involved:
BlackRock, Inc., New York, NY, U.S.A. (Mother Company)
4. Nature of the agreement: n.a.
5. Number and type of shares/rights:

Type of rights	Number of rights	Number of voting rights	Percentage of voting rights (%)
I. Purchase positions		8'452'996	5.021
I.1. Equity securities (Adecco registered shares)	6'963'738	6'963'738	4.135
I.2. Of the equity securities mentioned in item I.1.: Securities lending and comparable transactions in equity securities	469'997		
I.3. Voting rights that can be exercised at one's own discretion		924'139	0.549
I.4. Financial instruments		565'119	0.337
II. Sale positions		740'164	0.439

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold:

9 July 2025

The obligation to notify was triggered by an acquisition of collateral (Acquisition Position Obligation)/ Securities lending and comparable transactions.

7. Representative: BlackRock Investment Management (UK) Limited
12 Throgmorton Avenue
London, UK

Adecco Group AG
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