

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 25 November 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): 14.988%
3. Identity of those involved:

Silchester International Investors LLP, London, United Kingdom

Persons directly involved in indirect participation:

1. Silchester International Investors International Value Equity Taxable Trust, New York, USA
2. Silchester International Investors International Value Equity Trust, New York, USA
3. Silchester International Investors International Value Equity Group Trust, New York, USA
4. Silchester International Investors International Value Equity Exclusion Trust, New York, USA
5. The Calleva Trust - International Equity Fund, Dublin, Ireland
6. Silchester International Investors (Ireland) Trust - International Equity Exclusion UCITS, Dublin, Ireland.

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 (%)
Equity securities (Adecco Group AG registered shares)	25'243'330	25'243'330	14.988

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold: 24 November 2025, Sale

7. Representative: Silchester International Investors LLP
London, UK

Adecco Group AG
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