Adecco Group AG

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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09/12/2025, 11:54 am

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ EUR

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

The Adecco Group is a global leader in talent and technology expertise, enabling organizations to succeed and people to thrive. We do this at scale, serving more than 100,000 clients and providing millions of individuals with flexible and permanent employment and up-/re-skilling opportunities in more than 60 countries. Our ability to do this comes from the strength of our business model, whose cornerstones are our three global business units - Adecco, Akkodis and LHH. These offer a distinct yet complementary portfolio of innovative talent solutions and services to its customers, ranging from flexible and permanent placement, to career transition, training and up/reskilling, to complementary HR solutions such as outsourcing, consulting, Managed Service Programs or Recruitment Process Outsourcing. Although our businesses are distinct, we operate under a shared purpose and ambition - to make the future work for everyone. The bedrock to achieving this is a deep understanding of the issues most material to our business and our stakeholders. Climate Protection: While climate change mitigation and adaption are not the most material issues for a people-centric services business like ours, neither from a financial nor impact materiality perspective, as compared to other industries (as confirmed by our externally reviewed 2024 double materially assessment), we understand our commitment to helping safeguard the planet for future generations and minimizing our own impact on the environment to be an important part of our purpose. Our climate-related efforts focus on two distinct pillars: I. Helping facilitate a human-centric green transition: At the Adecco Group, we are convinced that robust labor markets and the skills these offer are decisive components enabling the transition towards a greener, more circular and sustainable economy. We need to ensure that our economies and societies have the skills needed to deliver this transformation, while making sure that those whose livelihoods currently depend on non-sustainable business practices or whose jobs are in sectors undergoing

fundamental changes are not left behind. As a leading provider of talent and technology expertise, we believe we can play an important role in helping to facilitate this human-centric, just transition. We are working to help address resulting skills imbalances, e.g. via work-readiness programs. We are also partnering with clients to deliver relevant services to help facilitate this shift: we e.g. support in reindustrialization and revitalization processes; provide support with environmental impact studies; design, develop, and implement cutting-edge renewable energy management solutions; provide energy transition pathways and training services; or offer tech and smart industry services in the electric mobility industry. II. Managing our own environmental footprint: we are conscious of the environmental impact our operations can have and the difference we are able to make by acting responsibly. The formal validation of our carbon reduction targets by the Science-Based Targets Initiative is a proof-point of our commitment. To achieve our targets, we focus particularly on those areas where we see the biggest reduction potential: improving energy efficiency within our facilities and switching to lower carbon alternatives (target of 100% renewable energy by 2030), reducing and decarbonizing our car fleet (100% transition by 2030), and reducing business travel (target of 50% by 2030) and using lower carbon alternatives where available and feasible. We also made significant progress in measuring emissions related to employee and associate commuting and are exploring options for managing these together with our clients. Our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognize the importance of other environmental considerations such as air pollution, water consumption, waste generation, biodiversity, and land and resource use, these are not material to our business (as confirmed by our refreshed double materiality assessment) and thus not in focus of our efforts. We believe that operating responsibly is essential to our success with our current and future talent, clients, investors, and communities. We are pleased with what we have achieved but recognize that sustainability is an ever-evolving journey and that there is more that we can and must do. We will continue to challenge ourselves as we seek to amplify our positive societal impact and further clarify our ambitions and targets for the way forward, to create a future that truly works for everyone.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/30/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 1 year

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

23138000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

CH 0012138605

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

SWX: ADEN

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

481124857

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ France
☑ Greece
☑ Mexico
☑ Monaco
☑ Norway
☑ Bahrain
☑ Belgium
☑ Czechia
☑ Ecuador
☑ Finland
☑ Tunisia
☑ Uruguay
☑ Bulgaria
☑ Colombia
☑ Malaysia
☑ Argentina
☑ Australia
☑ Indonesia
☑ Singapore
☑ Luxembourg
☑ Saudi Arabia
☑ Taiwan, China
☑ Republic of Korea
☑ Hong Kong SAR, China
☑ United Arab Emirates
☑ Japan
☑ Qatar
☑ Spain
☑ Brazil
☑ Canada
☑ Poland
☑ Serbia
☑ Sweden
☑ Turkey
☑ Austria
☑ Germany
☑ Hungary
☑ Ireland
☑ Morocco
☑ Romania
☑ Portugal
☑ Slovakia
☑ Slovenia
☑ Thailand
☑ Viet Nam
☑ Montenegro
☑ Netherlands
☑ New Zealand
☑ Puerto Rico
☑ Switzerland
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Due to the nature of the Adecco Group's core business as talent and tech expertise provider, we are predominantly a consumer of services and not products or raw materials. Compared with other industry sectors, our exposure to climate-related risks and opportunities associated with our supply chain are thus limited. However, to ensure that the Adecco Group is not part of or party to activities, wherever they take place, that do not adhere to our expectations of responsible business conduct, we are in the process of strengthening our global approach in this area, including elements to better understand the environmental performance of our supplier base and how this can support us in achieving our own climate-related objectives. Our Third-Party Code of Conduct is central to our supplier selection process. It is publicly available on our website (https://www.adeccogroup.com/our-group/sustainability/governance). It lists the fundamental global principles we expect our suppliers to adhere to across all our operations, covering a broad range of topics including environmental protection. While every supplier operates independently, we expect all our suppliers to act in compliance with all applicable laws, regulations, and relevant international standards, and commit them to ensuring that their own third parties apply similar measures. Given our industry and business model, our downstream related emissions predominantly relate to the commuting of the talent we place with our clients.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

This is not a material topic for our business as a provider of talent and technology expertise, as confirmed by our 2024 CSRD-aligned double materiality assessment. [Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Aligned with annual financial planning cycle.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is aligned with the Adecco Group's strategic planning horizon.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

While we formulate our business strategy in rolling three- to five-year cycles, we reflect longer time horizons in the development and formulation of said strategy. In pertinent areas particularly as they relate to sustainability, we have also set long-term targets until 2030, e.g. as regards our carbon reduction ambition (and even until 2050 for our net-zero target).
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

Other

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Other acute physical risk, please specify :We may face a higher exposure on the business side should client facilities and their supply chains be severely affected by physical risks, with potential impact on their talent needs or the talent we place with them.

Chronic physical

☑ Other chronic physical driver, please specify :We may face a higher exposure on the business side should client facilities and their supply chains be severely affected by chronic physical risks, with potential impact on their talent needs or the talent we place with them.

Policy

☑ Carbon pricing mechanisms

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Market

☑ Changing customer behavior

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology

☑ Data access/availability or monitoring systems

☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Embedded in the Group's strategic and organizational context and strategic planning process, the ERM process at the Adecco Group is a management practice. This provides assurance to all key stakeholders that we will achieve our performance, profitability, and targets and objectives related to ESG. While the focus is on identifying, analyzing, managing and mitigating risks for the company, we pay equal attention to identifying opportunities for business development. The process is conducted on a regular basis, steered by Group mgmt and overseen and approved by the Board of Directors. Group mgmt has provided an extensive risk catalogue defining risk categories which can have a significant impact on the Group's value creation, including financial, operational and strategic risks. These are regularly reviewed to account for changes in the risk environment, reflecting new and/or emerging influencing factors such as e.g. geopolitical developments or major acquisitions. ESG is included as a stand-along risk category side by side with other business risks, as well as used as a lens through which existing risks are viewed. In line with our business, our major risk categories are: Geopolitical, social & economic uncertainty; Client, Associate, Employee attraction & retention; Information technology; Changes in regulatory, legal & political environment; Compliance with laws & regulations; Disruptive technologies; Data protection & cyber security; and ESG factors. Due to the nature of our business, climate-related risks are not considered as standalone risk category, but potential aspects are captured within the overarching risk categories as deemed material. All segments perform the ERM process on a regular basis and report their results to Group mgmt. The risk assessment includes the following steps: identification of risks that could impact on the financial results or strategic achievements, assessment of the likelihood of the risk occurrence, assessment of the effectiveness of existing internal controls, and development of action plans needed to mitigate the risk to an acceptable level. The ERM process is embedded into the Group's strategic and organizational context and aligned with the Group's organizational structure. Country and business line mgmt teams are involved as well as Group mgmt and corporate functions, to ensure consistency and comprehensive coverage by leveraging the expertise of the people in the organization close to the risks. This is consolidated through an unbiased and honest view on risks that can have a significant impact on their operations and their ability to meet objectives. Where needed, action plans are developed, and progress is reviewed during regular operational business meetings. The segments report to Group mgmt a comprehensive risk assessment, including mitigating actions. At Group mgmt level, the individual segment results are reviewed and discussed with segment mgmt before being consolidated, and a Risk Owner is designated for each risk category identified. The ERM assessment, including the action plan, is reported back to the Board of Directors. Over the course of 2023/2024, we complemented this ERM process with a CSRD-aligned double materiality assessment, including with a focus on environmental impacts, risks and opportunities. The final results received EC approval in July 2024, with Board approval following in November 2024. The double materiality assessment was also reviewed by our external auditor.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Embedded in the Group's strategic and organizational context and strategic planning process, the enterprise risk management process at the Adecco Group is a management practice. Group mgmt has provided an extensive risk catalogue defining risk categories which can have a significant impact on the Group's value creation, including financial, operational and strategic risks. These are regularly reviewed and updated as deemed necessary to account for changes in the risk environment, reflecting new and/or emerging influencing factors such as for example geopolitical developments or major acquisitions. Sustainability-related factors are included as a stand-along risk category side by side with other business risks, as well as used as a lens through which existing risks are viewed, weaving relevant considerations into the other risk categories. In line with our business, our major risk categories are: Geopolitical, social & economic uncertainty; AI; Client, Candidate, Employee attraction & retention; Information technology; Changes in regulatory, legal & political environment; Compliance with laws & regulations; Disruptive technologies; Data protection & cyber security; and Sustainability-related factors. Due to the nature of our business, climate-related risks are not considered as standalone risk category, but potential aspects are captured within the overarching risk categories as deemed material.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Other location with substantive nature-related dependencies, impacts, risks, and/or opportunities, please specify :We have prioritized markets based on their size (particularly from a revenue and workforce perspective) and thus ability to have a significant positive impact.

(2.3.4) Description of process to identify priority locations

We have prioritized markets based on their size (particularly from a revenue and workforce perspective) and GHG Emissions and thus ability to have a significant positive impact.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

The Adecco Group 2024 Annual Report.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

For the Adecco Group, a substantive effect is defined as an impact that could significantly alter our ability to meet strategic objectives, affect our financial performance, or disrupt our operations. These effects are assessed within the context of our global operations, considering both immediate and long-term impacts. We define substantive effects using a combination of quantitative and qualitative criteria. A financial impact is considered substantive if it results in a potential loss or gain exceeding 5% of the Group's annual revenue. Operational impacts are deemed substantive if they disrupt more than 10% of our workforce or critical services for more than a week. Additionally, any regulatory changes that could lead to significant compliance costs or operational shifts are considered substantive. Our Enterprise Risk Management (ERM) framework incorporates climate-related risks and opportunities. Risks are evaluated during quarterly reviews using both financial and non-financial criteria, ensuring a comprehensive approach. The Board's Audit Committee oversees the identification and management of these risks, ensuring that any substantive impacts are addressed through strategic adjustments or operational changes.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

For the Adecco Group, a substantive effect is defined as an impact that could significantly alter our ability to meet strategic objectives, affect our financial performance, or disrupt our operations. These effects are assessed within the context of our global operations, considering both immediate and long-term impacts. We define substantive effects using a combination of quantitative and qualitative criteria. A financial impact is considered substantive if it results in a potential loss or gain exceeding 5% of the Group's annual revenue. Operational impacts are deemed substantive if they disrupt more than 10% of our workforce or critical services for more than a week. Additionally, any regulatory changes that could lead to significant compliance costs or operational shifts are considered substantive. Our Enterprise Risk Management (ERM) framework incorporates climate-related risks and opportunities. Risks are evaluated during quarterly reviews using both financial and non-financial criteria, ensuring a comprehensive approach. The Board's Audit Committee oversees the identification and management of these risks, ensuring that any substantive impacts are addressed through strategic adjustments or operational changes. We also consider the potential for long-term impacts, such as the effects of climate change on the global labor market and workforce availability. For instance, climate migration and the increasing demand for green skills are evaluated as long-term strategic factors.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

In collaboration with country and business line management teams as well as corporate functions, Group Management has provided an extensive risk catalog defining risk categories which can have a significant impact on the Adecco Group's financial results or strategic achievements. Those key recurring risk categories have been defined as: Geopolitical, social and economic uncertainty; AI; Client/Candidate/Employee attraction and retention; Information Technology; Changes in regulatory/legal and political environment; Compliance with laws and regulations; Disruptive technologies; Data protection and cyber security; and Sustainability-related factors. Due to the nature of our business as a talent solutions and advisory company, climate-related risks are not considered as a standalone risk category, but potential aspects (e.g. physical, regulatory/legal and market risks, impact of climate change on the business models and operations of our clients and the potential ensuing changes in their talent needs) are captured within aforementioned risk categories as deemed material. They are currently however not deemed to have the potential to have a substantive financial or strategic impact on our business as a talent and technology expertise company, as defined above. The Adecco Group has furthermore leading positions in most major geographical markets and HR service lines; the diversity of our exposures thus provides some further natural hedge to these risks. Over the course of 2023/2024, we complemented this ERM process with a comprehensive double materiality assessment in line with CSRD requirements, including with a focus on climate-related impacts, risks and opportunities - which confirmed our earlier analysis. The results received EC approval in July 2024 and Board approval in November 2024. The double materiality assessment was also reviewed by our external auditor.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Not an immediate strategic priority

(3.1.3) Please explain

Plastics are not considered a material topic for our business and industry, as confirmed by relevant industry standards and our own CSRD-aligned double materiality assessment.
[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

The transition towards a greener, low carbon economy is expected to create new opportunities for companies and workers. Whether it is about phasing out fossil fuels, delivering climate friendly business solutions, accelerating digitization and automation, or new work models – we need skillful individuals to design innovative and responsible solutions, and corresponding, forward-looking skilling approaches across the larger workforce. We need to ensure that our economies and societies have the skills needed to deliver the Green Transition, while safeguarding that those whose livelihoods currently depend on non-sustainable business practices and whose jobs are in sectors undergoing fundamental changes are not left behind. A new approach to life-long learning, and especially up- and re-skilling for the implementation of greener ways of production and service delivery, must be embraced if the economy and society are to prosper. In 2024, Akkodis experts for example showcased the AA Battery of the Future (a revolutionary battery technology designed to significantly enhance energy storage efficiency and capacity, providing critical support for the growing integration of renewable energy sources), a new state-of-the-art energy storage solution (designed to support the growing share of renewable energy in global electricity generation), and developed a cutting-edge electric vehicle charger (designed for usability and extreme weather performance, enhancing EV charging reliability, reducing GHG emissions and promoting renewable energy use). Adecco Learning & Consulting, in partnership with a large-scale copper producer, launched a 500-hour training program in metallurgical plant operations to prepare unemployed job seekers for roles in a new circular economy facility that recycles electronic waste—supporting both green innovation and inclusive workforce development. However, such up-skilling and re-skilling or R&D opportunities specifically from a climate-related perspective are at this point, in the short- to mid-term, not expected to have a substantive financial or strategic impact on the Group's business as defined in section C.02.
[Fixed row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Adecco Group is committed to the highest international standards of corporate governance. The Group has a Board of Directors comprised exclusively of independent non-executive directors. It examines its composition and plans the appointments to the committee positions on an annual basis. For this purpose, based on the needs of the Board and the attributes of its members, the Governance and Nomination Committee (GNC) has developed and monitors criteria such as independence, diversity in all its aspects (incl. gender diversity), and relevant skills and experience. These criteria include senior leadership experience in a global enterprise or in geographical regions of importance, experience in areas of strategic importance to the Group, including Human Resources, technology and digitalization, and expertise in finance, sustainability, transformation and change management. These criteria are key to the selection of potential candidates to be elected or re-elected as members of the Board and its Committees. In delivering a long-term approach to succession planning, the Board aims to provide a balance of

necessary competencies, tenure, and an appropriate diversity of its members over time. During the reporting year, the Board was comprised of 50% male and 50% female directors. See 2024 Annual Report, e.g. pages 59-61 and 68-71 ff.

(4.1.6) Attach the policy (optional)

The Adecco Group 2024 Annual Report.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☑ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☑ No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

☑ Judged to be unimportant or not relevant

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

As confirmed by our CSRD-aligned double materiality analysis (and as defined in many industry-related standards such as SASB), carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts nor in scope of the Board oversight.

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board chair

☑ Chief Executive Officer (CEO)

☑ Chief Financial Officer (CFO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Group Policy Environment; overall Sustainability governance charter; Board governance

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving corporate policies and/or commitments
☑ Overseeing reporting, audit, and verification processes
☑ Overseeing and guiding the development of a business strategy
☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Adecco Group pursues an integrated approach to purpose, responsible and sustainable business conduct, and shared value creation. Issues considered material from a sustainability and/or stakeholder perspective are aligned with and embedded in the Adecco Group's overall strategic priorities and business objectives, as outlined in the Adecco Group's respective frameworks and rules regarding sustainable business conduct. With its members as stewards of the Group, the Board of Directors has ultimate responsibility for the overall strategic direction and oversight of these matters. It has assigned certain of these duties and responsibilities to its Governance and Nomination Committee and its Audit Committee. Concerning the context at hand, the GNC's primary responsibility is to assist the Board in carrying out its responsibilities as they relate to sustainability, incl.: - Reviewing the Group's corporate governance structures and principles and independence rules, including principles and measures on sustainability, as well as reassessing such principles and rules, including the Group's Code of Conduct, to ensure that they remain relevant and in line with legal requirements; - Recommendations as to best practice are also reviewed to ensure compliance; - Overseeing the Group's strategy, initiatives, targets and reviewing the principles related to sustainable and responsible business conduct, by identifying and prioritizing the Group's social, regulatory, economic and ecological challenges and opportunities, and reporting on its efforts; - Deliberating, together with the Audit Committee, on methodology, controls, and processes on non-financial reporting and sustainability risk management. The Audit Committee also oversees the Group's enterprise risk management, into which ESG is integrated as a stand-along risk category side by side with other business risks as well as used as a lens through which other risks are viewed. There is regular engagement between the GNC, AC and the Board as a whole, depending on the matters at hand and decisions to be made, and the relevant management functions who address these issues on a day-to-day basis, with the Board receiving formal updates at least twice a year, including on climate related matters. The Board as a whole endorsed the Group's ESG framework, within which climate protection is one pillar, including the Group's validated science-based GHG reduction targets, its net zero commitment and recent new sub-targets on renewable energy, car fleet and business travel. As part of its overarching responsibilities, it reviewed the 2024 non-financial reporting and progress, including as related to climate protection and environmental stewardship. The CEO, together with the Executive Committee as a whole, is accountable for the implementation of the framework, including approving and reviewing the sustainability strategy, approach, policies and targets, and ensuring inclusion in the Group strategy.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

☑ Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

As confirmed by our CSRD-aligned materiality analysis (and as defined in many industry-related standards such as SASB), carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognize the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts. Accordingly, we do not assign management-level responsibility to this issue, nor do we manage it strategically.
[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

The Group CEO has ultimate responsibility for the Group's sustainability efforts, including our efforts related to climate protection and environmental stewardship. In 2022, he approved the Group's commitment to the Science-Based Targets initiative and subsequently signed the Group's formal commitment letter to the Science-Based Targets initiative, submitted in July 2022, as well as signed off the Group's new Group Environmental Policy, and together with the Executive Committee approved the new sub-targets to achieve our emissions reductions target. Sustainability is a regular agenda item in the quarterly in-person Executive Committee meetings chaired by the CEO, where matters of strategy, implementation and progress against objectives are discussed. Matters of importance may be discussed in-between meetings as they arise. Progress against the environmental target specifically is measured on a (to date) annual basis, and reported to the CEO and Executive Committee, and in turn to the Board; other climate-related issues (e.g. on strategy) may be discussed more frequently than annually as part of the regular sustainability updates to the Board.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

The Group's CFO is the Executive Committee-level sponsor for sustainability. As part of his remit, he oversees the Group's CSRD-compliant double materiality process, the Group's non-financial reporting (explicitly including climate protection) and annual carbon budgeting process. The CFO furthermore has line management responsibility for the Group's procurement function (including real estate and facility management and responsible buying), which is a key enabler in helping to reduce the Group's carbon footprint.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :SVP ESG & Sustainability

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Line-management reporting to the Group SVP Public Affairs, but regular direct engagement with CEO and CFO, quarterly updates to the full Executive Committee and at least half-yearly updates to the Board and its Committees.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

The SVP Sustainability & ESG (highest level dedicated responsible for sustainability-related issues and member of the Global Executive Leadership Team; comparable to the CSO role in other organizations, without formally holding that title due to internal naming conventions) is responsible for developing and implementing the strategic sustainability direction for the Group (incl. targets and implementation plans) together with key stakeholders, driving and coordinating efforts, ensuring alignment across the Group, engaging with stakeholders, and reporting on progress. This explicitly includes responsibility for the Group's approach to climate risk and opportunity management. The SVP Sustainability & ESG has a dotted line to the CFO as EC-level sponsor for Sustainability, and reports regularly to the CEO/EC in their quarterly in-person EC meetings, as well as regularly to the Board (at least twice to the Governance and Nomination Committee and the Audit Committee, as well as at least annually to the Board in its entirety).
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

From 2025, the Long-Term Incentive Plan (LTIP) of the Group's Executive Committee and approx 15 of the most senior business unit leaders (EC-1, with P&L responsibility) includes measures that support the delivery of our sustainability ambition. In selecting the KPIs, we were mindful of the need to balance strategic relevance, materiality to our business, and measurability. The sustainability metrics address climate protection, cyber security, and human capital matters. The climate protection-related KPI, weighted at 5%, focuses on the reduction in Scope 1 and Scope 2 carbon emissions in line with our validated science-based targets and calculated based on the GHG Protocol. Overall, sustainability-related KPIs are weighted at 15% of the LTIP (with others metrics focused on rTSR, ROIC and Net Debt Reduction weighted at 20%, 30% and 35% respectively).

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Reduction in absolute emissions in line with net-zero target

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

From 2025, the Long-Term Incentive Plan (LTIP) of the Group's Executive Committee and approx 15 of the most senior business unit leaders (EC-1, with P&L responsibility) includes measures that support the delivery of our sustainability ambition. In selecting the KPIs, we were mindful of the need to balance strategic relevance, materiality to our business, and measurability. The sustainability metrics address climate protection, cyber security, and human capital matters. The

climate protection-related KPI, weighted at 5%, focuses on the reduction in Scope 1 and Scope 2 carbon emissions in line with our validated science-based targets and calculated based on the GHG Protocol. Overall, sustainability-related KPIs are weighted at 15% of the LTIP (with others metrics focused on rTSR, ROIC and Net Debt Reduction weighted at 20%, 30% and 35% respectively).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The inclusion of climate-related metrics in the Long-Term Incentive Plan helps ensure that our incentives drive the delivery of our carbon emissions reduction ambition (incl. our climate targets), given these leaders shape budget decisions, procurement priorities, fleet policy etc. - their levers are structural and cultural, as well as behavioral.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Other senior-mid manager, please specify :Finance (& Procurement) Function

(4.5.1.2) Incentives

Select all that apply

☑ Profit share

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

One of the Group's revolving credit facilities is linked to sustainability KPIs, one of the three KPIs being the annual achievement of agreed SBTI-aligned emission reduction targets, where the interest rate structure (i.e. margin) improves (or declines) in line with our performance against the targets, thus saving (or costing) the organization money for lower (or higher) interest payments.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The interest rate structure (i.e. margin) improves (or declines) in line with our performance against the targets, thus saving (or costing) the organization money for lower (or higher) interest payments.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

The Group Policy Environment sets the baseline for our environmental stewardship and our engagement on climate action. The policy articulates and formalises the Group's commitment and approach specifically related to environmental impact management. The Policy sets out the Group's commitments and global minimum standards in this area and describes the responsibilities and processes by which we will implement these. More stringent rules or a wider applicability may be put in place for certain areas of our business and/or at country level as deemed necessary by the respective leadership or as required by national law. The Policy furthermore reflects our commitment to comply with all applicable environmental laws and regulations in each country we operate in, to adhere to international standards such as the ten principles of the UN Global Compact, as well as to contribute to the UN Sustainable Development Agenda. This Policy is mandatory and applies worldwide to the Adecco Group. The Policy applies to all Colleagues and Consultants of the Adecco Group and all its subsidiaries, and everyone providing services on behalf of the Adecco Group. The policy is further complemented by other applicable policies and formalised commitments, including the Group's Code of Conduct, the Group Procurement and Real Este Policy, the Third Party Code of Conduct, the Group Policy Human and Labour Rights and the Group's validated science-based targets.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Commitment to net-zero emissions

Social commitments

☑ Adoption of the UN International Labour Organization principles

☑ Commitment to promote gender equality and women's empowerment

☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Description of environmental requirements for procurement

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

☑ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

GP-0902-001-Environmentfinal-approved-20221218.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ UN Global Compact

☑ Other, please specify **:Business Ambition for 1.5°; WEF Chief Sustainability Leaders Community; A4S Accounting for Sustainability**

☑ Pledge to Net Zero

☑ We Mean Business

☑ Race to Zero Campaign

☑ Science-Based Targets Initiative (SBTi)

(4.10.3) Describe your organization's role within each framework or initiative

UN Global Compact: We signed on to the UN Global Compact (UNGC) in 2003 as the first company in our industry and reaffirm our commitment to its 10 principles every year. We are active members of the UNGC Network Switzerland and Liechtenstein and engage with peers on responsible business. Science Based Targets Network (SBTN): We committed ourselves to the Science-Based Targets initiative (SBTi) in 2022 and received official validation of our targets in 2024. Business Ambition for 1.5°C & We Mean Business: In committing ourselves to setting Science-Based Targets aligned with the emissions reductions required to limit climate change to 1.5°C, we joined the Business Ambition for 1.5°C in 2022. Race to Zero Campaign: We have also become members of the UN-backed Race to Zero campaign by joining the Business Ambition for 1.5°C. Net Zero Pledge: We are committed to achieving net zero by 2050 and our Net Zero target has been validated by the SBTi.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

Position Statement_Environment_v2022-12-11.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

EU Transparency Register REG-No.: 144049521780-57

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Over the last years, the Group has built a consistent footprint, coherent in terms of policy and solutions delivery. The Adecco Group has a dedicated Public Affairs function, reporting directly to the Group CEO, which leads the engagement with key institutional stakeholders and relevant policymakers to support and advocate its messaging at both the global and national levels. Building from a priority topic list, it ensures that the Group develops and advocates consistent and strategically aligned public policy positions and that matters are managed consistently across the Group. Significant public policy positions and discussion papers are syndicated in close collaboration with subject matter experts and relevant departments across the Group, and signed off by senior leadership. The Group's approach to public

policy engagement is guided by our Public Affairs Principles and Guidelines, publicly available on our website. In our engagement, we focus on themes central to our purpose, including promoting efficient and dynamic labour markets, tackling skills shortages, supporting just transitions in the green and digital economies, and enabling fair and sustainable talent mobility.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe
☑ BusinessEurope

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:
☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

BusinessEurope describe their overall position on Climate as "We stand firmly behind the EU's goal to reach climate neutrality by 2050 and the Paris Agreement. To reach these targets, we must ensure there is a business case to decarbonise." While we generally welcome more ambitious and more explicit statements on Climate Change, this position aligns with our own position and formal commitment to the Paris Agreement, e.g. as part of our commitment to the SBTi and as stated in our own policies. We also advocate on the business case to decarbonise, notably by stressing the need for a human-centric approach to the green transition, focusing on skills and the resilience of people and companies. We believe this to provide opportunity to embrace ambitious transition plans of carbon-intense sectors by significantly reducing social hazard when jobs are potentially lost. These considerations are also reflected in individual publications by BusinessEurope, notably its orientation note ""Greening the Economy: Employment and Skills Aspects" published in October 2021."

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

30000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Our membership in BusinessEurope is in line with our overall principles for public affairs and stakeholder engagement. Through the Group's Public Affairs function, we connect and engage with key institutional stakeholders and relevant policymakers to create the most favourable environment to have a thriving labour market. We advocate to global, regional and local institutional stakeholders about the need to enable open and flexible labour markets that can provide opportunities and protections for all types of workers.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Content of environmental policies

(4.12.1.6) Page/section reference

40-63

(4.12.1.7) Attach the relevant publication

2024 Non financial reporting index 2.pdf

(4.12.1.8) Comment

We disclose relevant information on our approach to environmental stewardship and climate action as well as our respective impact publicly in our Annual Report. We also subject material non-financial KPIs reported therein, including our GHG emissions, to a third party limited assurance review. Our approach, Group Environmental Policy, Environmental Position Statement, targets and performance are furthermore published on our website https://www.adeccogroup.com/our-group/sustainability [Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ No, and we do not plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Not an immediate strategic priority

(5.1.4) Explain why your organization has not used scenario analysis

Due to the nature of our business as a talent and technology expertise provider, our exposure to climate-related risks, impacts and opportunities is considered to be limited compared to other industries. While we recognize that climate change and environmental degradation and associated physical and transition risks may influence and/or accelerate the "mega-trends" that impact the way that people choose to work and the way that organizations think about human capital, to date we are focusing on those issues that are more directly impacting our core business and help us to shape our strategic thinking, such as geopolitical and economic uncertainty, Gen AI revolution, skills-shortages and talent scarcity, ageing workforce and new demographic mix, the gig economy. To date we have therefore not conducted stand-alone climate-related scenario analysis but rather integrated relevant considerations (e.g. skills imbalances brought about by the transition to greener ways of doing business) into our own business modelling, and approach sustainability as a cross-cutting lens through which we consider the impact of, and our reaction to, these megatrends to ensure long-term shared value creation. Over the course of 2023/2024, we complemented our ERM process with a double materiality assessment in line with CSRD requirements, including with a focus on environmental impacts, risks and opportunities. The results received Executive Committee approval in July 2024, followed by Board approval in November 2024. The double materiality assessment was also reviewed by our external auditor. As a people-focused business, we concluded as part of this double materiality assessment that climate change is not considered material. We are nevertheless committed to reducing our carbon emissions in line with our commitment to the SBTi and will continue to report on environmental matters in line with the disclosure requirements laid out by the Swiss Code of Obligations and Swiss Climate Ordinance.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ No

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Compared to other industries, as a talent and technology expertise provider our exposure to climate-related risks and opportunities and ability to influence and create substantial value in this area is limited. We can play a role in supporting the transition of the energy sector away from fossil fuels towards more climate-friendly sources of energy, by providing companies with the relevant expertise, talent and capacity. As such, we work with energy companies in retraining workforce, enabling them to maintain or grow employment while their business models change. For this reason including a commitment to cease all revenue generation from industries related to the generation of fossil fuels would actually subdue the positive impact we can have in enabling sustainable employment and supporting the decarbonisation of the energy sector.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

The Adecco Group focuses on providing transparent and consistent information and interactive communication. We strive for an open dialogue with the financial community, the media and all key stakeholders to enhance understanding of the business as well as to explain the risks and opportunities. We are committed to providing regular updates on key value drivers, business strategy and key ratios used by the Group to track its own performance. We are dedicated to providing true, fair and up-to date information to every interested stakeholder. We also offer shareholders meetings with management and Investor Relations at roadshows, conferences and at our headquarters, which can include sustainability-related topics as deemed material or as requested. The Adecco Group is committed to helping safeguard the planet for future generations and adequately and meaningfully managing climate-related risks and opportunities across our business operations. We understand this to be part of our purpose of making the future work for everyone. We focus on enabling skills for the green transition and managing our own carbon footprint. In line with this, we have also committed ourselves to the "Business Ambition for 1.5°C" and have 1.5°C-aligned validated targets in place. However, compared to other industries, as a talent and technology expertise provider our exposure to climate-related risks and opportunities and ability to influence and create substantial value in this area is limited. Climate risks and opportunities are at this point not expected to have a substantive financial or strategic impact on our business and at this point would thus not merit being made a formal item at our Annual General Meeting compared to other issues more material to our company and industry.

(5.2.9) Frequency of feedback collection

Select from:

☑ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

The Adecco Group's climate plan is underpinned by a set of key assumptions that reflect our understanding of market trends, regulatory developments, technological advancements, and stakeholder expectations. These assumptions are critical in shaping our strategy, setting realistic targets, and ensuring the effective execution of our transition plan. Our assumptions and dependencies include (but are not limited to): -Economic and Market Assumptions, incl. carbon pricing and regulatory developments -Technological Advancements, incl. the availability and advancement of low-carbon technologies -Stakeholder and Client Engagement, incl. increasing demand for sustainable solutions and increasing expectations for sustainability-related due diligence and risk management -Workforce and Operational Dependencies, incl. workforce adaptation and skills development

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

In 2024, we advanced the foundational systems and processes that underpin our climate plan, with the aim of aligning with a 1.5°C pathway and enabling more effective future decarbonization efforts. While we did not materially progress against our climate targets during the reporting period, we focused on strengthening the credibility, coverage, and integration of our climate-related data and governance - critical enablers for translating ambition into measurable impact over time. Key developments included: • Science-Based Targets alignment: All decarbonization targets were aligned with those validated by the Science Based Targets initiative (SBTi), ensuring consistency and simplification across Scopes. • Methodology and systems improvements: A comprehensive methodological review of our GHG accounting practices led to enhancements aligned with the GHG Protocol and SBTi frameworks, particularly the "Minimum Boundary". We also implemented a new internal carbon data management system to support integrated decision-making and more robust tracking of progress through rigorous controls. • Expanded

measurement scope: Emissions tracking was expanded to 23 countries and our global HQ (up from 20 in 2023) while capturing additional/ expanded relevant Scope 3 categories. • Digital transformation of non-financial reporting: We launched a bespoke global reporting platform to bring emissions data collection fully in-house, enabling automation, consistency, and scalability. The platform also supports linkage to financial reporting processes, enhancing audit readiness and strategic transparency. • Independent verification: We undertook third-party limited assurance on our adjusted methodology and in-house calculations to reinforce the credibility of our disclosures and support investor confidence. These efforts represent meaningful progress in building the infrastructure required to deliver on our climate ambition and targets and reflect our commitment to high-quality, decision-useful climate data as basis for strategic decision-making while contributing to improved investor confidence.

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization’s internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Drive energy efficiency

☑ Incentivize consideration of climate-related issues in decision making

☑ Setting and/or achieving of climate-related policies and targets

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Alignment with the price of a carbon tax

☑ Benchmarking against peers

☑ Existing or pending legislation

☑ Price with substantive impact on business decisions

(5.10.1.4) Calculation methodology and assumptions made in determining the price

The concept for an internal price on carbon that we continue to explore and socialize would seek to set a price level that is largely aligned with the price for high-quality carbon offsets in our largest markets, reflecting a price level that is high enough to meaningfully influence decision making. The price level would likely be reviewed annually and increase over time to align with the evolving market price for high-quality offsets/ removals. Work on the concept is still ongoing - it had temporarily been paused until the Group's double materiality assessment was finalized and to enable us to gain insights from our newly launched carbon emissions reduction planning process in our largest markets first; provided price levels are thus indicative at this point only.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3, Category 3 - Fuel- and energy-related activities (not included in Scope 1 or 2)

☑ Scope 3, Category 6 - Business travel

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

The concept and implementation plan is still work in progress. To drive meaningful action and behavior change, we would foresee to set the price at an already high starting level, accounting for expected increases in price in the external environment in the coming years early on. As we seek alignment with the market for high quality offsets/ removals, we would expect the price to increase over the medium term. As the industry develops and currently still nascent removal solutions are scaled the price could also stagnate in the long term.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

62.5

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

100

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Operations

☑ Procurement

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for some decision-making processes, please specify :Those processes most likely to impact our carbon emissions profile

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

12

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

The concept, implementation plan and supporting governance is still work in progress. We would foresee that the price level is reviewed likely annually to ensure alignment with the market for high-quality, credible carbon offsets/removals in our largest market. At the current concept stage, the process is owned by Group Finance and driven in collaboration with Group Procurement and Group ESG & Sustainability. The internal price on carbon is intended to be an integral part of the roll-out of the annual carbon budgeting process.
[Add row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We are currently in the process of rolling out our new responsible purchasing program. We have 5 strategic categories of spend which we believe have a relevant environmental impact (Fleet, Real Estate, Mobility, IT Hardware & Telecom) considering their significant contribution to individual supplier-related Scope 3 emission categories. For all of these relevant categories we are now in the phase of obtaining and validating the data specific to the Adecco Group consumption.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ Unknown

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Strategic status of suppliers

(5.11.2.4) Please explain

In 2024, we introduced a new Group Procurement Policy which incorporates responsible buying principles, supported by regular training sessions to ensure alignment, effective adoption and adherence. We are currently in the process of rolling out a corresponding new responsible purchasing program. We have 8 strategic

categories of spend, 5 out of which we believe have a relevant environmental impact (Fleet, Real Estate, Mobility, IT Hardware & Telecom) considering their significant contribution to individual supplier-related Scope 3 emission categories. For all of these relevant categories we are now in the phase of actively engaging suppliers to obtain and then validate the data specific to the Adecco Group consumption. Once completed, we will seek to jointly explore options for reducing the impact of the products and services we purchase.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

In 2024, we introduced a new Group Procurement Policy which incorporates responsible buying principles, supported by regular training sessions to ensure alignment, effective adoption and adherence. This complements our existing Third-Party Code of Conduct, which is integrated into supplier agreements and purchasing orders. It outlines our expectations for suppliers, emphasizing compliance with laws, business ethics, responsible labour practices and environmental stewardship considerations. As part of this, suppliers will have to pass several requirements in our qualification process, including commitment to our Third Party Code of Conduct and participation in the Third-Party Risk Assessment. Integral part of this is a sustainability assessment, which also covers Natural Resources, Greenhouse Gas Emissions and Climate Risk, Certifications of relevant management systems, compliance with environmental regulation, and disclosure of relevant initiatives and commitments. Our processes include a detailed risk catalogue including a policy for risk mitigation and non-compliance for suppliers. Responses to non-compliance are decided on a case-by-case basis by subject matter experts of the category to which the risk belongs, who define necessary mitigation actions and oversee their implementation.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :This is decided on a case-by-case basis by subject matter experts of the category to which the risk belongs, who define the necessary mitigation actions and oversee their implementation.

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Relevant supplier-related Scope 3 emissions are limited to Scope 3 Categories 1, 2, 3 and 6. The majority of emissions falling into these categories are delivered by strategic suppliers, which operate in compliance with our environmental requirements, including adoption of ILO standards or endorsement of the UN Global Compact, performing regular environmental risk assessments, and (having committed to) setting science based targets.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Regular environmental risk assessments (at least once annually)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :This is decided on a case-by-case basis by subject matter experts of the category to which the risk belongs, who define the necessary mitigation actions and oversee their implementation.

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ Less than 1%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Relevant supplier-related Scope 3 emissions are limited to Scope 3 Categories 1, 2, 3 and 6. The majority of emissions falling into these categories are delivered by strategic suppliers, which operate in compliance with our environmental requirements, including adoption of ILO standards or endorsement of the UN Global Compact, performing regular environmental risk assessments, and (having committed to) setting science based targets.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :This is decided on a case-by-case basis by subject matter experts of the category to which the risk belongs, who define the necessary mitigation actions and oversee their implementation.

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ None

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Relevant supplier-related Scope 3 emissions are limited to Scope 3 Categories 1, 2, 3 and 6. The majority of emissions falling into these categories are delivered by strategic suppliers, which operate in compliance with our environmental requirements, including adoption of ILO standards or endorsement of the UN Global Compact, performing regular environmental risk assessments, and (having committed to) setting science based targets.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Financial incentives
☑ Feature environmental performance in supplier awards scheme

Information collection
☑ Collect climate transition plan information at least annually from suppliers

Innovation and collaboration
☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services
☑ Run a campaign to encourage innovation to reduce environmental impacts on products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our Responsible Buying approach includes GHG emissions as one pillar of our engagement with strategic suppliers. We seek to engage our strategic suppliers to better understand the specific impact that the products and services we source have on the climate. Gathered information aims to inform our purchasing decisions and allow us to identify suppliers to engage on the topic with. Through our engagement we seek to further increase the amount of direct supplier data in our carbon emissions measurement and reporting.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Third Parties should set ambitious environmental targets and have a process/management system or an organisation in place that ensures continued progress.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Other innovation and collaboration, please specify :The Adecco Group provides services that support the transition to a low carbon economy.

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

At the Adecco Group, we believe that skills are at the heart of the transition to a greener, low carbon and more circular economy. As a leading talent and tech expertise company, we feel we can play an important role in helping to facilitate this transition, by enabling our clients in industries that are undergoing massive transformation, influenced and accelerated also by climate change, to make the changes necessary to stay ahead of the game, achieve efficiencies and prepare for constant change. To meet the demand for non-fossil fuel energy for example, energy businesses will need to re-establish supply chains to include photovoltaic and turbine manufacturing. They will also need to recalculate environmental impacts of the new technology, understand how to best acquire and recycle the raw mined materials and continue to invest heavily in novel R&D. Through our Akkodis business unit, we partner with our clients to deliver a wide variety of services e.g. in the energy and mining sectors, including for example environmental impact studies, bringing engineers and IT specialists in power grid building and monitoring services to assess demand and responses to improve their efficiency, renewable energy and nuclear engineering, assistance with supply chain management, the design and build of photovoltaics and turbines necessary to embrace this shift, design and operations of production plants, production, transportation and distribution of electricity, or the design of smart chargers for electric vehicles. We also help address the skills imbalances that are brought about by these transformations e.g. via work-readiness programs and through up/reskilling offerings. By increasingly digitizing our processes (e.g. time capture, e-filing and e-signature) we are also enabling our clients to significantly save on paper and thus reduce their own environmental footprint.

(5.11.9.6) Effect of engagement and measures of success

In 2024, Akkodis, developed a cutting-edge electric vehicle charger designed for usability, extreme weather performance and compliance with international standards. Akkodis contributed expertise in software development, prototyping and high-level application coding, enabling features like an intuitive display, app-based charging optimisation and smart grid functionality. The charger delivers full capacity even in extreme temperatures, thanks to an innovative open-back thermic design that dissipates heat efficiently while avoiding plastic encapsulation. This collaboration supports sustainable transportation by enhancing EV charging reliability, reducing greenhouse gas emissions and promoting renewable energy use. Through our concepts we deliver solutions to some of the most pressing challenges in sectors that are crucial to realising a greener, low-carbon economy. We are looking to further develop our capabilities in this area and measuring the impact our contributions have for our clients.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Institutional Stakeholders

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Engage with stakeholders to advocate for policy or regulatory change

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

At the Adecco Group, we are convinced that robust labor markets and the skills these offer will be decisive components enabling the transformation to greener, low carbon economies. Whether it is about phasing out fossil fuels, delivering climate-friendly solutions, innovating production processes, or new work models – they depend entirely on the capabilities of women and men, young and old, workers and entrepreneurs. Environmental technology is quickly developing and requires - as

other novel technologies - constantly evolving skills-building systems. We need to ensure that our economies and societies continuously have the skills needed to deliver the Green Transition. Skills gaps and shortages are already recognized as a major bottleneck in a number of sectors. At the same time, we need to safeguard that those whose livelihoods currently depend on non-sustainable business practices and whose jobs are in sectors that are undergoing fundamental changes are not left behind. The development of relevant skills and the protection of workers is at the heart of a just transition, to reduce the risk of rising unemployment, poverty and inequality. At the Adecco Group, we believe that the vital role of skills and the need for significant investments in this area is still not fully recognized or addressed; a sense of focus and urgency in this respect is significantly lacking. We are thus leveraging our position as leading talent solutions and advisory company to raise awareness for these important issues and engage with a broad range of stakeholders to address this, e.g. at international fora like the COP or the UN Climate Week. Our publications "The Green Wage Premium" (2025), "Green Talent Potential Index" (2023) and "Climate Action must be labour market action" (2022) highlight the issues, outline concrete actions labor market participants – governments, businesses, social partners, and workers - can take to help ready the labor market for the future, as well as share examples. Further seeking to engage a broader audience on this issue, we also communicated on this as part of a communications campaign highlighting the touchpoints between the World of Work and the UN Sustainable Development Goals, available on our website.

(5.11.9.6) Effect of engagement and measures of success

We published "The Green Wage Premium" in early 2025 (work completed in 2024), further contributing to crucial policy debates about the linkages between the green transition and the labour market. Deploying a novel quantitative methodology, we found that wages do not reflect the urgency of the green transition and that disincentives persist for talent to move into greener jobs, particularly for roles with tasks of lower complexity. Also drawing from our previous publications, we used the insights generated to engage with key institutional and governmental stakeholders at various levels to advocate for more urgent action in these critical areas and to create a clearer link to climate with labour market action. In May 2025, we announced a unique partnership with the European Automobile Manufacturers' Association (ACEA) to address pressing skill demands and challenges faced in the industry. Building a robust and adaptive automotive workforce in light of the sector's green and digital transformation is a strategic priority for the industry and its value chain. This partnership was kicked off with a comprehensive EU Automotive Skills Gap Analysis, which will evaluate the current and future skill needs within the industry, providing valuable insights into talent demand and capability gaps. Following the conclusions and recommendations of this report, dedicated High-level Regional Fora will be established to develop tailored solutions for workforce reform and upgrades.
[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Logistical change

☑ Other logistical change, please specify :Reduce emissions from commuting of associates

(5.12.5) Details of initiative

We propose exploring joint options to reduce emissions from the commuting of our associates (dependent on role e.g. search and match by distance, carpooling, incentivizing of public transportation, flexible working where possible and applicable).

(5.12.6) Expected benefits

Select all that apply

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☑ No, but we plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☑ No standardized procedure

(5.13.3) Explain why your organization has not implemented any environmental initiatives

We are currently in the process of further strengthening our measurement capabilities for emissions attributable to the commuting of our associates for individual customers. Specific challenges to this are the lack of a standardised methodology and considerations related to data availability and the protection of sensitive information.
[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Adecco Group reports carbon emissions in line with the internationally acknowledged standard 'The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard' by the World Resources Institute (WRI, 2004; 'GHG Protocol'), reflecting emissions from carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PCFs), sulphur hexafluoride (SF6), and nitrogen trifluoride (NF3). As these greenhouse gases may have different global warming potential, the Group follows standard market practice in expressing greenhouse gas emissions as a weight of carbon dioxide equivalent (CO2e) to report a consolidated absolute carbon emissions result at Group level. The Group applies the "operational control" approach in defining the organisational boundaries for which carbon emissions are reported. Under this approach, the Group accounts for 100% of emissions from operations over which the Group or one of its consolidated subsidiaries has operational control. As the Group seeks to align environmental and financial reporting, the Group is considered to have operational control over those entities which are consolidated for financial reporting purposes. In order to identify the activities which lead to material direct and indirect emissions, the Group considers the magnitude of GHG emissions for specific activities, as well as the Group's influence over the activity, the contribution of the activity to the Group's risk exposure, the importance of the activity to stakeholders, and relevant industry/sector guidance. Scope of consolidation: the scope of reporting of our strategic non-financial KPIs is aligned to the scope of the Group's consolidated financial statements prepared in accordance with US generally accepted accounting principles (US GAAP). Where material structural changes occur during the reporting period, current period emissions shall be reflected for the entire year, i.e., for acquisitions during the year, full-year emissions of the acquired entity are included in Group emissions; for divestitures during the year, full-year emissions from the divested entity are excluded from Group emissions. If it is not possible to calculate full-year emissions for the acquired/divested entity in the year of structural change, an estimate shall be carried out in the year of the change and a recalculation carried out in the following year.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Adecco Group applies the "operational control" approach in defining the organisational boundaries for which environmental impacts are reported. Under this approach, the Group accounts for 100% of the environmental impact from operations over which the Group or one of its consolidated subsidiaries has operational control. As the Adecco Group seeks to align environmental and financial reporting, the Group is considered to have operational control over those entities which are consolidated for financial reporting purposes. In order to identify the activities which lead to material direct and indirect impacts, the Group considers the magnitude of impacts for specific activities, the Group's influence over the activity, the contribution of the activity to the Group's risk exposure, the importance of the activity to stakeholders, and relevant industry/sector guidance. Based thereon and the Group's CSRD-aligned double materiality assessment finalized and approved by the Group's Executive Committee and Board of Directors in H2 2024, the Adecco Group did not determine the issue of Plastics to be material. Accordingly, no Plastics impact will be reported.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Adecco Group applies the "operational control" approach in defining the organisational boundaries for which environmental impacts are reported. Under this approach, the Group accounts for 100% of the environmental impact from operations over which the Group or one of its consolidated subsidiaries has operational control. As the Adecco Group seeks to align environmental and financial reporting, the Group is considered to have operational control over those entities which are consolidated for financial reporting purposes. In order to identify the activities which lead to material direct and indirect impacts, the Group considers the magnitude of impacts for specific activities, the Group's influence over the activity, the contribution of the activity to the Group's risk exposure, the importance of the activity to stakeholders, and relevant industry/sector guidance. Based thereon and the Group's CSRD-aligned double materiality assessment finalized and approved by the Group's Executive Committee and Board of Directors in H2 2024, the Adecco Group did not determine the issue of Biodiversity to be material. Accordingly, no Biodiversity impact will be reported.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

In 2024, we expanded our measurement capabilities and our emissions inventory to include additional sources of emissions not previously measured. In line with our SBTi submission and subsequent validation of our GHG emission reduction targets, we have updated our methodology to include the below categories in order to align the Group reporting boundary with the SBTi minimum boundaries: • Scope 2: Energy consumption of on-premises servers • Scope 3.1: Purchased goods and services deriving from Cloud Azure and leasehold improvements • Scope 3.2: Capital goods deriving from property and equipment • Scope 3.3: Fuel and energy-related activities not included in Scope 1 and 2, reflecting upstream emissions from energy consumption of on-premises servers • Scope 3.5: Emissions from solid waste and wastewater • Scope 3.6: Business travel deriving from train travel • Scope 3.5: Investments in joint ventures deriving from FESCO Our 2019 baseline and 2023 emissions have been revised accordingly and published in our 2024 Annual Report.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:
☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply
☑ Scope 1
☑ Scope 2, location-based
☑ Scope 2, market-based
☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

As per the Adecco Group's publicly available Non-Financial Reporting Methodology, in instances where, due to a change in calculation methodology, improvements to data accuracy, structural changes to the Group or the identification of an error in prior period reporting, emissions are determined to be materially misstated, the Group shall restate the relevant reported emissions for all reporting years impacted in the subsequent reporting cycle. Where material structural changes occur during the reporting period, current period emissions shall be reflected for the entire year, i.e., for businesses acquired during the year, full-year emissions of the acquired entity are included in Group emissions; for businesses divested during the year, full-year emissions from the divested entity are excluded from Group emissions. If it is not possible to calculate full-year emissions for the acquired/divested entity in the year of the structural change, an estimate shall be carried out in the year of

structural change and a recalculation shall be carried out in the following year. Prior period emissions shall be restated on a full-year basis. The significance threshold is set at 5%. The Non-Financial Reporting Methodology is publicly available on our website at: https://www.adeccogroup.com/our-group/sustainability/measurement-reporting

(7.1.3.4) Past years' recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

For the calculation of the location-based electricity emissions, we are using the emissions factors for the respective national mix as per ecoinvent database v3.6. Market-based Scope 2 emissions are calculated as follows: Certified renewable energy purchases are accounted for with an emissions factor of 0, in line with applicable carbon accounting guidance. For all other electricity purchases (conventional, non-renewable) calculations are performed by allocating the respective

national grid emissions factors as per ecoinvent database v.3.6. Not all sites have been able to provide sufficiently detailed information regarding renewable energy certificates (often due to unavailability on the supplier side). In such cases, national grid emissions factors have been applied. Aligned with a conservative calculation approach, market-based emissions are therefore likely overestimated. Data was collected across our 23 largest markets and our global HQ, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were calculated using the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

51277

(7.5.3) Methodological details

Direct GHG emissions from sources that are owned or controlled by the Group: stationary combustion of heating fuels, such as natural gas or heating oil, for the purposes of heating and/or cooling, and those from mobile combustion of fuels in company-owned automobiles.

Scope 2 (location-based)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

59473

(7.5.3) Methodological details

Scope 2 location-based (indirect GHG emissions from the generation of purchased electricity consumed by the Group): consumption of purchased electricity and energy consumption of on-premises servers. Emissions calculated using the emissions factors of the respective national grid mix of the countries in which electricity was purchased and consumed.

Scope 2 (market-based)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

57930

(7.5.3) Methodological details

Scope 2 (indirect GHG emissions from the generation of purchased electricity consumed by the Group): conventional and/or renewable electricity consumption and energy consumption of on-premises servers. Volumes of consumed renewable electricity are allocated lower Scope 2 and Scope 3.3 emission factors than conventional electricity in our greenhouse gas accounting only when necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol. Wherever certificates or documentation of the contractual arrangements are not available or do not meet the defined quality criteria, consumed volumes are allocated the locally (country-specific) applicable emission factor for conventional electricity.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

17199

(7.5.3) Methodological details

Upstream (cradle-to-gate) emissions related to the purchase of non-capital goods and services, i.e., office supplies including paper and toner, Cloud Azure, and leasehold improvements.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

25643

(7.5.3) Methodological details

Upstream (cradle-to-gate) emissions related to the purchase of capital goods, i.e., IT equipment and non-IT Property & Equipment.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

23638

(7.5.3) Methodological details

Upstream (cradle-to-gate) emissions related to the production, transportation, transmission, and distribution of purchased fuels and energy, i.e., upstream emissions from purchased electricity, heating fuels and automotive fuels, and lifecycle emissions of fleet vehicles and energy consumption of on-premises servers.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group does not have any material emissions from upstream transportation or distribution. While our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

980

(7.5.3) Methodological details

Emissions from solid waste and waste-water. Please note that as a talent solutions and advisory company, we are not operating in a waste-heavy industry beyond the day to day office waste being generated. Waste is thus not considered a material scope 3 emission source for our business.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

35957

(7.5.3) Methodological details

Emissions related to the transportation of employees for business-related activities in vehicles owned or operated by third parties, i.e., aircraft, rental, or short-term lease cars and train travel.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

927985

(7.5.3) Methodological details

Emissions related to the transportation of employees, consultants, and associates, and outsourcing employees between their homes and their worksites.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group does not lease any CO2-relevant assets upstream. Emissions from the office buildings from which we operate and which we lease as well as from the car fleet are accounted for in the respective other emissions categories.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group does not have any material emissions from downstream transportation or distribution activities. While our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Downstream leased assets. Emissions not included in Scope 1 and 2 from the operation of assets owned by the Adecco Group and leased to other entities in the reporting year.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. The Adecco Group does not run a franchising system.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

965

(7.5.3) Methodological details

Scope 1 and 2 emissions from investments in joint ventures, accounted for using an equity share approach.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. As a talent and technology expertise company, the Adecco Group does not cause any other material up- or downstream emissions.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. As a talent and technology expertise company, the Adecco Group does not cause any other material up- or downstream emissions.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

40426

(7.6.3) Methodological details

Direct GHG emissions from sources that are owned or controlled by the Group: stationary combustion of heating fuels, such as natural gas or heating oil, for the purposes of heating and/or cooling, and those from mobile combustion of fuels in company-owned automobiles.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

38947

(7.6.2) End date

12/30/2023

(7.6.3) Methodological details

Direct GHG emissions from sources that are owned or controlled by the Group: stationary combustion of heating fuels, such as natural gas or heating oil, for the purposes of heating and/or cooling, and those from mobile combustion of fuels in company-owned automobiles.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

34929

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

28910

(7.7.4) Methodological details

Scope 2 (indirect GHG emissions from the generation of purchased electricity consumed by the Group): conventional and/or renewable electricity consumption and energy consumption of on-premises servers. Volumes of consumed renewable electricity are allocated lower Scope 2 and Scope 3.3 emission factors than

conventional electricity in our greenhouse gas accounting only when necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol. Wherever certificates or documentation of the contractual arrangements are not available or do not meet the defined quality criteria, consumed volumes are allocated the locally (country-specific) applicable emission factor for conventional electricity.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

33222

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

26353

(7.7.3) End date

12/30/2023

(7.7.4) Methodological details

Scope 2 (indirect GHG emissions from the generation of purchased electricity consumed by the Group): conventional and/or renewable electricity consumption and energy consumption of on-premises servers. Volumes of consumed renewable electricity are allocated lower Scope 2 and Scope 3.3 emission factors than conventional electricity in our greenhouse gas accounting only when necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol. Wherever certificates or documentation of the contractual arrangements are not available or do not meet the defined quality criteria, consumed volumes are allocated the locally (country-specific) applicable emission factor for conventional electricity.
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7883

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

5

(7.8.5) Please explain

Upstream (cradle-to-gate) emissions related to the purchase of non-capital goods and services, i.e., office supplies including paper and toner, Cloud Azure, and leasehold improvements. Emissions were calculated by applying a spend-based methodology leveraging suitable emissions factors from the ecoinvent v.3.6 data base for some asset types and obtaining direct supplier data for other asset types.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10281

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Asset-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

38

(7.8.5) Please explain

Upstream (cradle-to-gate) emissions related to the purchase of capital goods, i.e., IT equipment and non-IT Property & Equipment. Emissions were calculated by applying a spend-based methodology leveraging suitable emissions factors from the ecoinvent v.3.6 data base for some asset types and obtaining direct supplier data for other asset types.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

15096

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Fuel-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

92

(7.8.5) Please explain

Fuel and energy-related activities not included in Scope 1 and 2. Upstream (cradle-to-gate) emissions related to the production, transportation, transmission, and distribution of purchased fuels and energy, i.e., upstream emissions from purchased electricity, heating fuels and automotive fuels, lifecycle emissions of company-owned automobiles and energy consumption of on-premises servers.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group is a talent and technology expertise company; we thus do not have any material emissions from upstream transportation or distribution. While our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

977

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from solid waste and waste-water modelled on a headcount basis considering country-specific averages obtained from external databases. As a talent and technology expertise company, we are not operating in a waste-heavy industry beyond the day to day office waste being generated. Waste is thus not considered a material scope 3 emission source for our business, particularly considering the size of the emissions, which is why we are currently not planning to invest capacity in collecting respective data across our office network and calculating this category. However, an increasing number of our offices currently recycle their used paper and/or their toner cartridges. We strive to continuously improve practices in environmental management and to ingrain environmental consciousness across our business.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

23223

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Fuel-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

91

(7.8.5) Please explain

Emissions related to the transportation of employees for business-related activities in vehicles owned or operated by third parties, i.e., aircraft, rental, or short-term lease cars and train travel. Missing values of reporting countries were estimated. Flown distance was calculated based on the average per FTE of reporting countries

and accordingly extrapolated. The share of business-class air travel was also defined based on the average of reporting countries. For EU countries the average was slightly downscaled, as it is assumed that they are mainly short-distance flights and thus economy class, in line with travel guidelines.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

764153

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions related to the transportation of employees, consultants, associates, and outsourcing employees between their homes and their worksites.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group does not lease any CO2-relevant assets upstream. Emissions from the office buildings from which we operate and which we lease as well as from the car fleet are accounted for in the respective other emissions categories.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group is a talent and technology expertise company; we do not have any material emissions from downstream transportation or distribution activities. While our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group is a talent and technology expertise company; while our outsourcing/out-tasking services may at occasion include the management of the full assembly line of select clients, this only represents a non-material part of our business.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

35

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Emissions from heating and electricity, not included in Scope 1 and 2, from the operation of assets owned by the Adecco Group and leased to other entities in the reporting year.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. The Adecco Group does not run a franchising system.

Investments

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

803

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Fuel-based method

☑ Investment-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from heating and electricity, not included in Scope 1 and 2, of relevant joint ventures (FESCO) calculated using an equity-share approach.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. As a talent solutions and advisory company, the Adecco Group does not cause any other material up- or downstream emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable. As a talent and technology expertise company, the Adecco Group does not cause any other material up- or downstream emissions.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

19528

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

11830

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

14706

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

978

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

22977

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

795815

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

139

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

963

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Following the formal validation of our carbon emission reduction targets by the SBTi in 2024, 2023 figures have been revised to align to the SBTi boundary and to reflect additional improvements to data accuracy.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

The Adecco Group 2024 Annual Report.pdf

(7.9.1.5) Page/section reference

61-63

(7.9.1.6) Relevant standard

Select from:
☑ ISAE 3410

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

The Adecco Group 2024 Annual Report.pdf

(7.9.2.6) Page/ section reference

61-63

(7.9.2.7) Relevant standard

Select from:

☑ ISAE 3410

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Investments
☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Downstream leased assets
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

The Adecco Group 2024 Annual Report.pdf

(7.9.3.6) Page/section reference

61-63

(7.9.3.7) Relevant standard

Select from:
☑ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

234

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

0.4

(7.10.1.4) Please explain calculation

We observed a reduction of renewable energy consumption, resulting in an increase of Scope 2 emissions by 234 tCO2e. This decrease of renewable energy consumption is primarily due to our rigid application of applicable certification standards, whereby we were not able to account for some electricity volumes in the Netherlands, Norway and Sweden as renewable because the corresponding documentation/ certification from our suppliers was either not available on time or did not meet our requirements. We have since addressed this topic with our suppliers and expect the issue to be remedied for upcoming reporting cycles. Emissions value (percentage) calculated as follows: 234 tCO2e/ 65'300 (Sum of 2023 Scope 1 and Scope 2 market-based emissions) = 0.4%.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

639

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

Emissions due to heating reduced by 639 tCO2e compared to 2023 in our German operations following improvements of our energy management capabilities. For our calculation we considered both direct emissions from the stationary combustion of heating fuels (Scope 1) and additional indirect emissions accounted for in Scope 3.3. Emissions value (percentage) calculated as follows: 639 tCO2e/ 65'300 (Sum of 2023 Scope 1 and Scope 2 market-based emissions) = 0.97%.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

4441

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

6.8

(7.10.1.4) Please explain calculation

Emissions increased by 4'441tCO2e primarily attributable to (1)changes in emissions from owned vehicles due to increased client demand and (2)changes in electricity consumption of our servers due to server transitions: (1) Scope 1 and 2 emissions from owned vehicles (Mobile combustion + charging of electric vehicles) increased by 2'425 tCO2e compared to 2023 due to increased demand for in-person meetings from clients. Emissions value (percentage) calculated as follows: 2425 tCO2e (yoy difference in Scope 1 + 2 emissions from owned vehicles)/ 65'300 (Sum of 2023 Scope 1 and Scope 2 market-based emissions) = 3.7%. (2) Scope 2 emissions from on-premise servers increased by 1'128 tCO2e compared to 2023 due to the parallel run of on-premises servers as we transition to new hardware. Following the completion of the server transition to newer hardware, we currently do not expect additional increases in related electricity consumption and thus treat this as a one-off. Change in emissions was calculated as follows: Emissions value (percentage) calculated as follows: 1'128 tCO2e/ 65'300 (Sum of 2023 Scope 1 and Scope 2 market-based emissions) = 1.7%. Increased consumption of conventional electricity in locations without renewable energy supply due to changes in business demand explain all remaining changes in emissions not explained by (1) and (2).

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

7

(7.16.2) Scope 2, location-based (metric tons CO2e)

69

(7.16.3) Scope 2, market-based (metric tons CO2e)

69

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

229

(7.16.2) Scope 2, location-based (metric tons CO2e)

1239

(7.16.3) Scope 2, market-based (metric tons CO2e)

1232

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

3520

(7.16.2) Scope 2, location-based (metric tons CO2e)

315

(7.16.3) Scope 2, market-based (metric tons CO2e)

315

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

21

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

252

(7.16.2) Scope 2, location-based (metric tons CO2e)

208

(7.16.3) Scope 2, market-based (metric tons CO2e)

208

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

90

(7.16.3) Scope 2, market-based (metric tons CO2e)

90

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

10

(7.16.2) Scope 2, location-based (metric tons CO2e)

43

(7.16.3) Scope 2, market-based (metric tons CO2e)

43

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

103

(7.16.2) Scope 2, location-based (metric tons CO2e)

20

(7.16.3) Scope 2, market-based (metric tons CO2e)

19

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

7950

(7.16.2) Scope 2, location-based (metric tons CO2e)

568

(7.16.3) Scope 2, market-based (metric tons CO2e)

175

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

8942

(7.16.2) Scope 2, location-based (metric tons CO2e)

4708

(7.16.3) Scope 2, market-based (metric tons CO2e)

1228

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

2

(7.16.2) Scope 2, location-based (metric tons CO2e)

869

(7.16.3) Scope 2, market-based (metric tons CO2e)

869

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

8365

(7.16.2) Scope 2, location-based (metric tons CO2e)

1104

(7.16.3) Scope 2, market-based (metric tons CO2e)

103

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

188

(7.16.2) Scope 2, location-based (metric tons CO2e)

1257

(7.16.3) Scope 2, market-based (metric tons CO2e)

666

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

97

(7.16.2) Scope 2, location-based (metric tons CO2e)

252

(7.16.3) Scope 2, market-based (metric tons CO2e)

252

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

1375

(7.16.2) Scope 2, location-based (metric tons CO2e)

665

(7.16.3) Scope 2, market-based (metric tons CO2e)

446

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

30

(7.16.2) Scope 2, location-based (metric tons CO2e)

10

(7.16.3) Scope 2, market-based (metric tons CO2e)

10

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1049

(7.16.2) Scope 2, location-based (metric tons CO2e)

1497

(7.16.3) Scope 2, market-based (metric tons CO2e)

1497

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

1001

(7.16.2) Scope 2, location-based (metric tons CO2e)

38

(7.16.3) Scope 2, market-based (metric tons CO2e)

38

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

2621

(7.16.2) Scope 2, location-based (metric tons CO2e)

719

(7.16.3) Scope 2, market-based (metric tons CO2e)

719

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

71

(7.16.2) Scope 2, location-based (metric tons CO2e)

18

(7.16.3) Scope 2, market-based (metric tons CO2e)

18

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

709

(7.16.2) Scope 2, location-based (metric tons CO2e)

64

(7.16.3) Scope 2, market-based (metric tons CO2e)

42

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

238

(7.16.2) Scope 2, location-based (metric tons CO2e)

301

(7.16.3) Scope 2, market-based (metric tons CO2e)

265

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

2

(7.16.2) Scope 2, location-based (metric tons CO2e)

5988

(7.16.3) Scope 2, market-based (metric tons CO2e)

5988
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Flexible Placement*	*30067*
Row 2	*Training, Up-skilling & Re-skilling*	*531*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 3	*Career Transition*	*854*
Row 4	*Outsourcing, Consulting, and Other Services*	*7915*
Row 5	*Permanent Placement*	*1059*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Flexible Placement*	*25978*	*21502*
Row 2	*Permanent Placement*	*915*	*757*
Row 3	*Outsourcing, consulting, and Other Services*	*6838*	*5660*
Row 4	*Training, Up-skilling & Re-skilling*	*459*	*380*
Row 5	*Career Transition*	*738*	*611*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

40426

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

34929

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

28910

(7.22.4) Please explain

The Adecco Group's GHG emissions reporting is aligned to the scope of the Group's consolidated financial statements prepared in accordance with US generally accepted accounting principles (US GAAP).

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

The Adecco Group's GHG emissions reporting is aligned to the scope of the Group’s consolidated financial statements prepared in accordance with US generally accepted accounting principles (US GAAP).
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

Akkodis

(7.23.1.2) Primary activity

Select from:
☑ Engineering services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply
☑ Ticker symbol
☑ LEI number

(7.23.1.7) Ticker symbol

AKA

(7.23.1.9) LEI number

969500T8J3DEVXVDFA03

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

6891

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

5206

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

2448

(7.23.1.15) Comment

Please note that the unique identifiers refer to "AKKA Technologies", which has been merged with "Modis" to form our global business unit "Akkodis" following its acquisition by the Adecco Group in May 2022.
[Add row]

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.9) Emissions in metric tonnes of CO2e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Gross global Scope 1 emissions cover emissions from mobile combustion (business cars) and stationary combustion (such as heating using oil and/or natural gas etc.).

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Data was collected across 23 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were estimated: 1) Missing heating consumption data was modeled via heating degree day per country and extrapolated by the number of FTEs. 2) Missing car fuel consumption was modeled with the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.9) Emissions in metric tonnes of CO2e

0.01

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Gross global scope 2 emissions cover emissions from conventional and renewable electricity consumption in offices and on-premise servers.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Market-based Scope 2 emissions are calculated as follows: Certified renewable energy purchases are accounted for with an emissions factor of 0, in line with applicable carbon accounting guidance. For all other electricity purchases (conventional, non-renewable) calculations are performed by allocating the respective national grid emissions factors as per ecoinvent database v.3.6. Not all sites have been able to provide sufficiently detailed information regarding renewable energy certificates (often due to unavailability on the supplier side). In such cases, national grid emissions factors have been applied. Aligned with a conservative calculation approach, market-based emissions are therefore likely overestimated. Data was collected across 23 of our largest markets and our Swiss headquarter, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were calculated using the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 15: Investments
☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 13: Downstream leased assets
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.9) Emissions in metric tonnes of CO2e

0.35

(7.26.10) Uncertainty (±%)

20

(7.26.11) Major sources of emissions

1) Emissions from employee and associate commuting. 2) Office supplies and equipment: Emissions from purchased paper (virgin and recycled), toner and IT equipment (such as printers, laptops, PCs, monitors). 3) Fuel- and energy-related activities (not included in Scope 1 or 2): Emissions from electricity (conventional and renewable), heating (fuel and gas), fuel used by business cars (gasoline, diesel, natural gas), the cars' lifecycle and road construction/maintenance. 4) Emissions

from air and train travel. 5) Emissions from other Purchased Goods and Services and Capital Goods include Leasehold Improvements, Land and Buildings, Cloud Computing, and Furniture.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Data was collected across 23 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were estimated: 1) Calculations of commuting emissions are based on surveyed country-specific commuting distances per FTE covering walking/cycling, as well as public transportation and travel by car (divided into different engine configurations) and supplemented by external research. Data is extrapolated for countries and business units outside of the scope of the survey to account for our full global populations. 2) Missing IT equipment data was calculated based on the average of previous years. Missing paper data was estimated based on the average of previous years. 3) Missing heating consumption data was modelled via heating degree day per country and extrapolated by the number of FTEs. 4) Wherever supplier data (booking systems providers) is not available, travelled distances are calculated based on the average of previous years and informed by regional travel activity (e.g. travel restrictions or policy updates). The share of business class air travel was based on the average of the previous years. For EU countries the average was slightly downscaled, as it is assumed that they are mainly short-distance flights and thus economy class, in line with travel guidelines. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group. The emission factors used for the calculation of scope 3 are obtained from the ecoinvent database v3.6. 5) Wherever direct supplier data was not available, spend-based calculations have been performed applying suitable emissions factors for individual groups of good and services obtained from ecoinvent database v.3.6

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Data was collected across 23 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were estimated: 1) Missing heating consumption data was modeled via heating degree day per country and extrapolated by the number of FTEs. 2) Missing car fuel consumption was modeled with the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.
from:

☑ Company wide

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Customer base is too large and diverse to accurately track emissions to the customer level

Row 2

(7.27.1) Allocation challenges

Select from:

☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

Row 3

(7.27.1) Allocation challenges

Select from:

☑ Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

We recognize the expectations that exist of corporations regarding environmental performance and corresponding disclosure irrespective of industry and impact, and thus strive to continuously improve corporate policies, procedures and practices in environmental management and to ingrain environmental consciousness into core business processes, including as regards reporting. As part of our commitment to managing our environmental risks and opportunities, we also strive to address the topic of measuring Scope 3 employee and associate commuting (e.g. through relevant apps, models and surveys). Particularly the latter may be of interest to our clients. We are piloting with individual clients a geo-data-based approach to appropriately calculate associate commuting emissions per client and expect this to further mature over the coming years; a large-scale roll-out at this point is not planned (as the contribution to clients' overall carbon footprint this represents is typically marginal) but this is available on request. Nonetheless, as talent and technology expertise company with a comparatively low environmental footprint compared to other industries, aside from the aforementioned commuting, we will continue to focus our capacity and investments in collaborating with our clients on strategic sustainability issues more material to our core business, where we have the competence, expertise and ability to share our knowledge and create significant value for our stakeholders including our clients, such as responsible recruitment, access to work, skills imbalances, decent work and working conditions, building inclusive talent pipelines, or reindustrialization processes /revitalization of territories.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:*

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

149102.07

(7.30.1.4) Total (renewable + non-renewable) MWh

149102.07

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

19246

(7.30.1.3) MWh from non-renewable sources

59798

(7.30.1.4) Total (renewable + non-renewable) MWh

79044.00

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

746.08

(7.30.1.3) MWh from non-renewable sources

25173.29

(7.30.1.4) Total (renewable + non-renewable) MWh

25919.37

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

19992.08

(7.30.1.3) MWh from non-renewable sources

234073.36

(7.30.1.4) Total (renewable + non-renewable) MWh

254065.44
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

746.08

(7.30.7.8) Comment

Sustainable biomass consumed for the purpose of heating in leased offices.

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

3523.87

(7.30.7.8) Comment

Heating Oil consumed for the purpose of heating in leased offices.

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

21649.42

(7.30.7.8) Comment

Natural Gas consumed for the purpose of heating in leased offices.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

149102.07

(7.30.7.8) Comment

Gasoline/ Petrol and Diesel consumption in owned and leased vehicles.

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

175021.44

(7.30.7.8) Comment

N/A
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ Brazil

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Hydro (>60%), Solar (7%), Wind (14%), Biomass (8%)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

107.6

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Brazil

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 2

(7.30.14.1) Country/area

Select from:

☑ France

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Biomass (including biogas), Tidal.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6165.5

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 3

(7.30.14.1) Country/area

Select from:
☑ Germany

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Nuclear, Biomass (including biogas), Tidal.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7655

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 4

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Nuclear, Biomass (including biogas), Tidal.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3098.6

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 5

(7.30.14.1) Country/area

Select from:

☑ Japan

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

982.5

(7.30.14.6) Tracking instrument used

Select from:

☑ J-Credit (Renewable)

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Japan

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1964

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 6

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

425

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 7

(7.30.14.1) Country/area

Select from:

☑ Switzerland

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Biomass (including biogas).

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

290.3

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 8

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Biomass (including biogas).

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

506.8

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 9

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Nuclear, Biomass (including biogas), Tidal.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7.8

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.

Row 10

(7.30.14.1) Country/area

Select from:

☑ Finland

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :A mix of low-carbon technology types: Solar PV, Concentrated solar power (CSP), Wind, Hydropower, Nuclear, Biomass (including biogas), Tidal.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6.8

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Finland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

Accounted for at near zero emission factor in the market-based Scope 2 figure after verifying that necessary quality criteria for underlying contractual arrangements and consumption certifications are met, following the Scope 2 quality criteria included in the GHG Protocol.
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

170.36

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

170.36

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

1410.13

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

188.41

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1598.54

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

767.79

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1488.21

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2256.00

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

107.66

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

107.66

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

1190.95

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1287.85

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2478.80

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

177.47

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

177.47

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

206.1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

206.10

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

110.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

355.01

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

465.53

France

(7.30.16.1) Consumption of purchased electricity (MWh)

8919.96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3937.65

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12857.61

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

9158.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

6804.93

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15963.58

India

(7.30.16.1) Consumption of purchased electricity (MWh)

641.38

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

3397.12

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

5827.85

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9224.97

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

2090.06

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2090.06

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

447.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

447.57

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

907.53

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

154.71

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1062.24

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

620.48

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

620.48

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

1618.45

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1618.45

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

154.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

154.41

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

2684.39

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2684.39

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

142.24

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

142.24

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

830.74

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2376.33

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3207.07

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

1007.77

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1149.23

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2157.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

11622.37

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11622.37
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

3

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

69336

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

23138

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

9.9

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Change in revenue

☑ Change in physical operating conditions

(7.45.9) Please explain

Combined Scope 1 and Scope 2 (market-based) emissions increased by 9.9% yoy. This was driven by a 4% increase of Scope 1 emissions due to increased fuel (mobile combustion) consumption across European markets and a 10% increase of Scope 2 (market-based) emissions due to increased electricity demand for on-premise servers during a transition process to new hardware (requiring parallel run). The higher electricity consumption during the server transition is considered a one off. Additional increases of the intensity figure per million EUR revenue are explained by slightly lower revenues in 2024 compared to 2023.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 4

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Adecco Group AG - Near-Term Approval Letter - Wednesday_ 5 June 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

06/05/2024

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Sulphur hexafluoride (SF6)
☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

51277.057

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

57929.496

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

109206.553

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

51.71

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

52735.844

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

40426

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

28910

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

69336.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

70.60

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers 100% of Scope 1 and Scope 2 (market-based) emissions applying the SBTi's Minimum Boundary approach. The target covers all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. There are no exclusions.

(7.53.1.83) Target objective

The objective of the target is to decarbonise our operations in line with the requirements set out by climate science to achieve a 1.5°C scenario. The SBTi approved the following target language: The Adecco Group commits to reduce absolute Scope 1 and Scope 2 GHG emissions by 51,7% by 2030 from a 2019 base year. The objective of the target is to significantly progress towards decarbonising our global operations.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

To achieve our Scope 1 target, we are focusing our efforts on addressing emissions from mobile combustions by seeking to reduce and decarbonize our fleet of business cars. Our target is to transition 100% of our car fleet by 2030.We are targeting emissions from the stationary combustion of heating fuels through consolidating our office space and improving building efficiency. To achieve our Scope 2 target, we are focusing our efforts on reducing the emissions associated with

the electricity we purchase and consume in our offices and server locations. Energy efficiency considerations are included in our procurement processes for IT equipment and other electrical installations in our offices, e.g. lighting. We are further issuing guidance to our employees that supports conserving energy, e.g. by switching off devices that are not in use. We are also seeking to decarbonise our electricity supply and have set ourselves the target of powering our operations using 100% renewable energy by 2030. Our targets will be cascaded through the organisation through a carbon budgeting process, requiring (initially) our largest markets to set Carbon Emissions Reductions Plans at minimum aligned with the required linear annual reductions (LAR) of 4.7% yoy. Building on this, we are further preparing the introduction of an internal price on carbon, to be applied throughout the organisation to effectively integrate GHG considerations at the heart of all decision-making processes. We have furthermore integrated the achievement of our science-based targets for Scopes1+2 as a KPI into the Long-Term Incentive Plan of our Executive Committee and select strategic senior leaders, weighted at 5%.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.53.1.5) Date target was set

12/30/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Sulphur hexafluoride (SF6)
☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/30/2018

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

41366.62

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

41366.620

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

50

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

20683.310

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

28910

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

28910.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

60.23

(7.53.1.80) Target status in reporting year

Select from:

☑ Replaced

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

Completing the full alignment of our targets with climate science, target Abs 1 has been replaced by target Abs 4 upon receiving approval for Abs 4 from the Science-Based Targets initiative in June 2024. Progress against Abs 4 has also been publicly reported in the 2024 Annual Report. The retirement of target Abs 1 follows a corresponding announcement in our previous CDP disclosure.

(7.53.1.82) Explain target coverage and identify any exclusions

This target has been replaced by the SBTi-approved Near Term targets in 2024. The target covered all market-based Scope 2 emissions. The target covered all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. There were no exclusions. Market-based Scope 2 emissions were calculated as follows: Certified renewable energy purchases are accounted for with an emissions factor of 0, in line with applicable carbon accounting guidance. For all other electricity purchases (conventional, non-renewable) calculations were performed by allocating the respective national grid emissions factors as per ecoinvent database v.3.6. Not all sites were able to provide sufficiently detailed information regarding renewable energy certificates (often due to unavailability on the supplier side). In such cases, national grid emissions factors were applied. Aligned with a conservative calculation approach, market-based emissions were therefore likely overestimated. Data was collected across 23 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were calculated using the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.

(7.53.1.83) Target objective

The objective of the target was to support our move towards sourcing renewable electricity in our offices and to achieve more energy efficiency in our operations.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.53.1.5) Date target was set

12/30/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

(7.53.1.11) End date of base year

12/30/2018

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

52496.02

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

52496.020

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

50

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

26248.010

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

40426

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

40426.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

45.98

(7.53.1.80) Target status in reporting year

Select from:

☑ Replaced

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

Completing the full alignment of our targets with climate science, target Abs 2 has been replaced by target Abs 4 upon receiving approval for Abs 4 from the Science-Based Targets initiative in June 2024. Progress against Abs 4 has also been publicly reported in the 2024 Annual Report. The retirement of target Abs 2 follows a corresponding announcement in our previous CDP disclosure.

(7.53.1.82) Explain target coverage and identify any exclusions

This target has been replaced by the SBTi-approved Near Term targets in 2024. The target covered all Scope 1 emissions. The target covered all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. There were no exclusions. The target covered all Scope 1 emissions from mobile combustion (company owned business cars) and stationary combustion (such as heating using oil and/or natural gas etc.). Data was collected across 23 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were estimated: 1) Missing heating consumption data was modeled via heating degree day per country and extrapolated by the number of FTEs. 2) Missing car fuel consumption was modeled with the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group.

(7.53.1.83) Target objective

The objective of the target was to drive action towards decarbonising our car fleet and the heating in our offices as both are main contributers to our Scope 1 emissions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 4

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.53.1.5) Date target was set

12/30/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply
☑ Scope 3, Category 1 – Purchased goods and services
☑ Scope 3, Category 2 – Capital goods
☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
☑ Scope 3, Category 6 – Business travel
☑ Scope 3, Category 7 – Employee commuting

(7.53.1.11) End date of base year

12/30/2018

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

601.27

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

4679.09

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

20805.84

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

38002.68

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

1088993.3

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1153082.180

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1153082.180

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100.0

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100.0

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100.0

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100.0

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

50

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

576541.090

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

7883

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

10281

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

15096

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

23223

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

764153

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

820636.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

820636.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

57.66

(7.53.1.80) Target status in reporting year

Select from:

☑ Replaced

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

Completing the full alignment of our targets with climate science, target Abs 3 has been replaced by target Abs 5 upon receiving approval for Abs 5 from the Science-Based Targets initiative in June 2024. Progress against Abs 5 has also been publicly reported in the 2024 Annual Report. The retirement of target Abs 3 follows a corresponding announcement in our previous CDP disclosure.

(7.53.1.82) Explain target coverage and identify any exclusions

This target has been replaced by the SBTi-approved Near Term targets in 2024. The target covered Scope 3 emissions in all relevant categories. The target covered all operations of the Adecco Group under its immediate control as reported in the 2023 Annual Report. Excluded from the target was Scope 3 Category 14: Downstream leased assets, as emissions from activities falling within this Category only became relevant, but not material, following the acquisition of AKKA Technologies in 2022. The baseline was restated to fully account for the consolidation of AKKA Technologies and more recent emissions factors. The target covered emissions from: 1) Emissions from employee and associate commuting. 2) Office supplies and equipment: Emissions from purchased paper (virgin and recycled), toner and IT equipment (such as printers, laptops, PCs, monitors). 3) Fuel- and energy-related activities (not included in Scope 1 or 2): Emissions from electricity (conventional and renewable), heating (fuel and gas), fuel used by business cars (gasoline, diesel, natural gas), the cars' lifecycle and road construction/maintenance. 4) Emissions from air travel. Data was collected across 20 of our largest markets and our Swiss headquarters, representing approx. 90% of our workforce and more than 91% of global revenues. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group. The emission factors used for the calculation of scope 3 were obtained from the ecoinvent database v3.6.

(7.53.1.83) Target objective

The objective of the target was to drive action towards climate action across our value chain.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 5

(7.53.1.1) Target reference number

Select from:

☑ Abs 5

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Adecco Group AG - Near-Term Approval Letter - Wednesday_ 5 June 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

06/05/2024

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 7 – Employee commuting

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

927985.06

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

927985.060

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

927985.060

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

89.9

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

89.9

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

27.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

672789.169

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

764153

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

764153.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

764153.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

64.20

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers 100% of the Scope 3, Category 7 emissions. The target covers all operations and business units of the Adecco Group under its immediate control as reported in the 2024 Annual Report. In line with the applied operational control approach, emissions resulting from the commuting of associates placed by joint-ventures, in which the Adecco Group holds a minority stake are not included in the target. There are no other exclusions.

(7.53.1.83) Target objective

The target seeks to drive action towards reducing the impact of the single most significant source of emissions in our operations and value chain. It further sets the scene for our engagement with our clients on climate action as we explore options to meaningfully collaborate in tackling these hard to address emissions. The SBTi approved the following target language: The Adecco Group commits to reduce absolute Scope 3 GHG emissions from employee commuting by 27.5% by 2030 from a 2019 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Every day, we provide work to more than 449'000 associates (excl. joint ventures), which we place in flexible jobs with our clients. The commuting activity of these associates, as well as our own employees, accounts for approx. 92% of our total Scope 3 emissions. Our ability to meaningfully influence these emissions is severely restricted, however, as associates commute from their private residences to our clients, and as the people commuting, their commuting patterns, distances travelled, transportation used etc. change day by day. To address these emissions, we are seeking to partner with clients to better understand commuting patterns and jointly explore options to reduce associated emissions in the future, e.g. by considering commuting distances at the point of profile matching (while not limiting job opportunities), providing group transportation opportunities, or incentivizing the use of public transport when-/wherever feasible. Other more significant sources of Scope 3 emissions include our business travel and fuel and energy related emissions, primarily originating from using our car fleet. We set ourselves a new internal target to reduce business travel emissions by at least 50% and to fully transition our car fleet by 2030. Taking on board the learnings from the pandemic and fully leveraging virtual meeting solutions, new travel guidelines seek to limit particularly air travel and travel for internal purposes. Our targets will be cascaded through the organisation through a carbon budgeting process, requiring (initially) our largest markets to set Carbon Emissions Reductions Plans (CERP) at minimum aligned with the required LAR of 4.7% for Scope 1 and 2 emissions, as well as selected Scope 3 Categories (e.g. 3.6). For Scope 3.7 emissions, CERPs have to meet or exceed a LAR of 2.5%. Building on this, we are further preparing the introduction of an internal price on carbon, to be applied throughout the organisation to effectively integrate GHG considerations at the heart of all decision-making processes.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 6

(7.53.1.1) Target reference number

Select from:

☑ Abs 6

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Adecco Group AG - Net-Zero Approval Letter - Wednesday_ 5 June 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

06/05/2024

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 2 – Capital goods

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

51277.057

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

57929.496

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

25643

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

23638.13

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

980.1

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

35956.65

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

927985.06

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

964.83

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1015167.770

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1124374.323

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

98.3

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

98.5

(7.53.1.54) End date of target

12/30/2050

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

112437.432

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

40426

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

28910

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

10281

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

15096

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

977

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

23223

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

764153

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

803

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

814533.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

883869.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

23.77

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers 100% of Scope 1 and Scope 2 (market-based) emissions and 90% of Scope 3 emissions. Scope 3.1 emissions (Purchased Goods and Services) have been excluded from the target coverage in-line with the SBTi's requirements for target coverage of Long Term absolute reduction science-based targets. The total target coverage is 91.9% of base year emissions. The target covers all operations and business units of the Adecco Group under its immediate control as reported in the 2024 Annual Report.

(7.53.1.83) Target objective

The objective of the target is to decarbonise our operations and our supply- and value chain in line with the requirements set out by climate science to achieve a 1.5°C scenario. The SBTi approved the following target language: Adecco Group commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2019 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

To achieve our Scope 1 target, we are focusing our efforts on addressing emissions from mobile combustions by seeking to reduce and decarbonize our fleet of business cars. Our target is to transition 100% of our car fleet by 2030.We are targeting emissions from the stationary combustion of heating fuels through consolidating our office space and improving building efficiency. To achieve our Scope 2 target, we are focusing our efforts on reducing the emissions associated with the electricity we purchase and consume in our offices. Energy efficiency considerations are included in our procurement processes for IT equipment and other electrical installations in our offices, e.g. lighting. We are further issuing guidance to our employees that supports conserving energy, e.g. by switching off devices that are not in use. We are also seeking to decarbonise our electricity supply and have set ourselves the target of powering our operations using 100% renewable energy by 2030. The commuting activity of our associates, as well as our own employees accounts for approx. 92% of our total Scope 3 emissions. Our ability to meaningfully influence these emissions is severely restricted, however, as associates commute from their private residences to our clients, and as the people commuting, their commuting patterns, distances travelled, transportation used etc. change day by day. To address these emissions, we are seeking to partner with clients to better understand commuting patterns and jointly explore options to reduce associated emissions in the future, e.g. by considering commuting distances at the point of profile matching (while not limiting job opportunities), providing group transportation opportunities or incentivizing the use of public transport when-/wherever feasible. Other more significant sources of Scope 3 emissions include our business travel and fuel and energy related emissions, primarily originating from using our car fleet. We set ourselves a new internal target to reduce business travel emissions by at least 50% and to fully transition our car fleet by 2030. Taking on

board the learnings from the pandemic and fully leveraging virtual meeting solutions, new travel guidelines seek to limit particularly air travel and travel for internal purposes.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 2

(7.53.2.2) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.53.2.5) Date target was set

12/30/2020

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Nitrogen trifluoride (NF3)
☑ Sulphur hexafluoride (SF6)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 1
☑ Scope 2

(7.53.2.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.2.11) Intensity metric

Select from:

☑ Metric tons CO2e per unit FTE employee

(7.53.2.12) End date of base year

12/30/2018

(7.53.2.13) Intensity figure in base year for Scope 1

1.36

(7.53.2.14) Intensity figure in base year for Scope 2

0.79

(7.53.2.33) Intensity figure in base year for all selected Scopes

2.1500000000

(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

100

(7.53.2.35) % of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100

(7.53.2.55) End date of target

12/30/2030

(7.53.2.56) Targeted reduction from base year (%)

50

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

1.0750000000

(7.53.2.58) % change anticipated in absolute Scope 1+2 emissions

20

(7.53.2.60) Intensity figure in reporting year for Scope 1

1.16

(7.53.2.61) Intensity figure in reporting year for Scope 2

0.83

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

1.9900000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

14.88

(7.53.2.83) Target status in reporting year

Select from:

☑ Retired

(7.53.2.84) Explain the reasons for the revision, replacement, or retirement of the target

Completing the full alignment of our targets with climate science, we retired our internally-set intensity targets Int 1 and Int 2 upon approval of our Near Term, Long Term and NetZero targets by the Science-Based Targets initiative in June 2024. The retirement of the intensity targets follows a corresponding announcement in our previous CDP disclosure.

(7.53.2.85) Explain target coverage and identify any exclusions

The target covered all global Scope 1 and market-based Scope 2 emissions. The target covered all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. Gross global Scope 1 emissions covered emissions from mobile combustion (business cars) and stationary combustion (such as heating using oil and/or natural gas etc.). Gross global scope 2 emissions covered emissions from conventional and renewable electricity. Data was collected across 20 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting countries were estimated: 1) Missing heating consumption data was modeled via heating degree day per country and extrapolated by the number of FTEs. 2) Missing car fuel consumption was modeled with the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the

Adecco Group. Market-based Scope 2 emissions were calculated as follows: Certified renewable energy purchases were accounted for with an emissions factor of 0, in line with applicable carbon accounting guidance. For all other electricity purchases (conventional, non-renewable) calculations were performed by allocating the respective national grid emissions factors as per ecoinvent database v.3.6. Not all sites were able to provide sufficiently detailed information regarding renewable energy certificates (often due to unavailability on the supplier side). In such cases, national grid emissions factors were applied. Aligned with a conservative calculation approach, market-based emissions were therefore likely overestimated.

(7.53.2.86) Target objective

The objective of the target was to significantly progress towards decarbonising our global operations.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.53.2.5) Date target was set

12/30/2020

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Nitrogen trifluoride (NF3)
☑ Sulphur hexafluoride (SF6)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 1
☑ Scope 2

(7.53.2.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.2.11) Intensity metric

Select from:

☑ Metric tons CO2e per unit revenue

(7.53.2.12) End date of base year

12/30/2018

(7.53.2.13) Intensity figure in base year for Scope 1

0.00000198

(7.53.2.14) Intensity figure in base year for Scope 2

0.000001146

(7.53.2.33) Intensity figure in base year for all selected Scopes

0.0000031260

(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

100.0

(7.53.2.35) % of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100.0

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100.0

(7.53.2.55) End date of target

12/30/2030

(7.53.2.56) Targeted reduction from base year (%)

50

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

0.0000015630

(7.53.2.58) % change anticipated in absolute Scope 1+2 emissions

20

(7.53.2.60) Intensity figure in reporting year for Scope 1

0.000001747

(7.53.2.61) Intensity figure in reporting year for Scope 2

0.000001249

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

0.0000029960

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

8.32

(7.53.2.83) Target status in reporting year

Select from:

☑ Retired

(7.53.2.84) Explain the reasons for the revision, replacement, or retirement of the target

Completing the full alignment of our targets with climate science, we retired our internally-set intensity targets Int 1 and Int 2 upon approval of our Near Term, Long Term and NetZero targets by the Science-Based Targets initiative in June 2024. The retirement of the intensity targets follows a corresponding announcement in our previous CDP disclosure.

(7.53.2.85) Explain target coverage and identify any exclusions

The target covered all global Scope 1 and market-based Scope 2 emissions. The target covered all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. Gross global Scope 1 emissions covered emissions from mobile combustion (business cars) and stationary combustion (such as heating using oil and/or natural gas etc.). Gross global scope 2 emissions covered emissions from conventional and renewable electricity. Data was collected across 20 of our largest markets and our Swiss headquarters, representing approx. 91% of our workforce and more than 93% of global revenues. Missing values of reporting

countries were estimated: 1) Missing heating consumption data was modeled via heating degree day per country and extrapolated by the number of FTEs. 2) Missing car fuel consumption was modeled with the average of previous years. The total of all reporting countries was then extrapolated for non-reporting countries of the Adecco Group. Market-based Scope 2 emissions are calculated as follows: Certified renewable energy purchases are accounted for with an emissions factor of 0, in line with applicable carbon accounting guidance. For all other electricity purchases (conventional, non-renewable) calculations were performed by allocating the respective national grid emissions factors as per ecoinvent database v.3.6. Not all sites were able to provide sufficiently detailed information regarding renewable energy certificates (often due to unavailability on the supplier side). In such cases, national grid emissions factors were applied. Aligned with a conservative calculation approach, market-based emissions were therefore likely overestimated.

(7.53.2.86) Target objective

The objective of the target was to significantly progress towards decarbonising our global operations.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

06/05/2024

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs4

☑ Abs5

☑ Abs6

(7.54.3.5) End date of target for achieving net zero

12/30/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Adecco Group AG - Net-Zero Approval Letter - Wednesday_ 5 June 2024.pdf

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Sulphur hexafluoride (SF6)
☑ Nitrogen trifluoride (NF3)

(7.54.3.10) Explain target coverage and identify any exclusions

The target covers 100% of Scope 1, Scope 2 (market-based) and Scope 3 emissions as aligned with the SBTi's criteria for Net Zero targets. The target covers all operations of the Adecco Group under its immediate control as reported in the 2024 Annual Report. There are no exclusions.

(7.54.3.11) Target objective

Adecco Group AG commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we plan to purchase and cancel carbon credits for neutralization at the end of the target

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

Plan to launch and fully integrate Internal Price on Carbon into the annual Carbon Emissions Reduction Plan process. Achievement of science-based Near Term targets by 2030, significantly reducing Scope 1+2 & Scope 3.7 emissions. Achievement of science-based Long Term target by 2050, reducing absolute emissions across Scopes by 90%.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Aligned with the SBTi criteria for target reviews and recalculations, we will review our Net Zero target at least every 5 years to confirm consistency with the latest relevant SBTi criteria or when significant changes occur that could compromise the validity of the existing target. For all restatements of the GHG emissions inventory the Group's restatement policy as published in its Non-Financial Reporting Methodology applies.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	*`Numeric input*
To be implemented	*2*	*23257*

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Implementation commenced	*0*	*0*
Implemented	*2*	*2172*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Business travel policy

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1533

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

1800000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 1-2 years

(7.55.2.9) Comment

In further applying our global travel policy and guidance for purposeful travel, we reduced air travel by approx. 2.9m km in Economy Class and approx. 3.1m km in Business Class in the US, Germany and the global HQ. Applying average prices per travelled kilometer per cabin class, we estimate monetary savings of around 1.8m EUR.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

639

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

4800

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 3-5 years

(7.55.2.9) Comment

Following improvements of our energy management capabilities, we observed a decrease of heating emissions in our German operations. For our calculation we considered both direct emissions from the stationary combustion of heating fuels (Scope 1) and additional indirect emissions accounted for in Scope 3.3. We observed a reduction of approx. 4'000'000 kwh of combined heating fuels consumed for the purpose of heating and cooling in our sites in Germany. Multiplying this by

an average price for natural gas, heating oil and district heating in Germany of 0.12 ct/ kwh, we estimate monetary savings of around 4'800 EUR. The emissions reduction is equivalent to 26% of heating emissions in operations in Germany in 2023.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:
☑ Internal price on carbon

(7.55.3.2) Comment

We are in the process of developing and socializing a concept to introduce an internal carbon fee/budget, e.g. by including the costs for the further reduction/offsetting of remaining emissions into country/business unit budgets (based on their proportion of emissions from the previous year) to incentivize improvement actions and changes in behavior and drive accountability at source, with planned application to the financials internally from 2026 onwards. In a first phase, the focus is planned to be on our twelve largest markets before then expanding the coverage to all other countries of operations.

Row 2

(7.55.3.1) Method

Select from:
☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

In some of the markets in which the Adecco Group operates, local regulations require energy efficient solutions to be implemented.

Row 3

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

Engagement of the procurement function to ensure energy efficiency improvements are included in cost-benefit analysis of workplace improvement projects.

Row 4

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Integrating sustainability and in this context more specifically environmental considerations into our business is not the responsibility simply of the sustainability and/or procurement function. Each one of our employees - irrespective of level of seniority or role - can contribute and help us advance our sustainability objectives. We thus seek to raise awareness of the impact of activities and highlight potential alternatives (e.g. the use of video conferencing facilities or public transport vs air travel) to drive behavior change. We e.g. host general and function-specific training sessions to share information about our global approach to sustainability, what we are doing to achieve our objectives, and what this means for our employees/how they can contribute.

Row 5

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

As of 2025, the Long-Term Incentive Plan of the Executive Committee and select strategic senior leaders includes a metric in support of the delivery of our climate targets (i.e. the reduction in Scope 1+2 carbon emissions in line with our science-based targets), weighted at 5%.
[Add row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Supporting the green transition of carbon-intense industries

(7.74.1.4) Description of product(s) or service(s)

Through our Akkodis business unit, we partner with our clients to deliver a wide variety of services e.g. in the energy and transportation sectors, which are undergoing a significant transformation. A series of revolutions are making the industry more digital, environmentally friendly and forward thinking, responding to a wave of change in consumer demands and regulation. To meet the demand for non-fossil fuel energy, energy businesses will need to re-establish supply chains to include

photo-voltaic and turbine manufacturing. They will also need to recalculate environmental impacts of the new technology, understand how to best acquire and recycle the raw mined materials and continue to invest heavily in novel R&D. And we are right there to support our clients with the corresponding services, including for example environmental impact studies; bringing engineers and IT specialists in power grid building and monitoring services to assess demand and responses to improve their efficiency; renewable energy and nuclear engineering; assistance with supply chain management; the design and build of photovoltaics and turbines necessary to embrace this shift; design and operations of production plants; production, transportation and distribution of electricity; and design and assembly of smart chargers to boost electric mobility. Revenues generated from these services are estimates only; we are currently not in a position to accurately split these out.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.5

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

☑ Biomass energy

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Renewable Gas Guarantees of Origin (RGGOs) issued for Biomass energy (Green Gas/ Biomethane) via Anerobic Digestion delivered by grid injection in the UK for the volume of 29675 kWh and retired on behalf of Adecco UK Limited on 12/01/2024. Project certified to have met the sustainability criteria of the Non-Domestic Renewable Heat Incentive (NDRHI) by the UK Government. RGGO number: G0080AC02043119S0922 to G0080AC02072793S0922

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

2.3

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Other private carbon crediting program, please specify :Green Gas Certification Scheme (GCCS) by Renewable Energy Assurance Ltd.

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Upstream/downstream emissions

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Criteria of the Non-Domestic Renewable Heat Incentive (NDRHI) by the UK Government: The key aspect of these criteria is that the lifecycle emissions associated with the production of biomethane, up until the point of injection to the grid, are no more than 125.28 gCO2 equivalent per kWh. Note that this value is equal to the same value stated as "kgCO2 equivalent per MWh" which is the metric used on RGGOs. Where products/co-products and residues are used, then an actual calculation must be made. Where wastes are used then the producer is deemed to have met this threshold. When calculating the gCO2e/kWh value producers can use standard values for fugitive methane emissions from the production process being 1% during the biogas production process and 1% during the biogas-to-biomethane production process. Actual values can be used and often are where the biogas-to-biomethane upgrading equipment can be shown to have lower values than the standard values. The capture of carbon dioxide (CO2) during the biogas-to-biomethane upgrading process is counted as a negative value within the lifecycle emissions calculation (lowering the value). This methodology does not require that the CO2 is stored.

(7.79.1.14) Please explain

RGGO number: G0080AC02043119S0922 to G0080AC02072793S0922 Purchased by Adecco UK Limited from TotalEnergies Gas and Power Ltd., generated by Keithik Biogas Ltd.
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water

consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As confirmed by our double materiality assessment, carbon emissions are currently the only relevant environmental issue for us. As is, our approach focuses firmly on measuring, managing, and reducing our carbon emissions. While we recognise the importance of other environmental considerations such as air pollution, water consumption, biodiversity, and land and resource use, these are not material to our business as a talent and technology expertise provider and thus not in focus of our efforts.
[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Target-setting methodology

☑ Emissions breakdown by country/area

☑ Energy attribute certificates (EACs)

☑ Renewable Electricity/Steam/Heat/Cooling consumption

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Electricity/Steam/Heat/Cooling consumption
☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

General standards
☑ ISAE 3000
☑ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

(13.1.1.4) Further details of the third-party verification/assurance process

A limited assurance review was conducted in compliance with the ISAE 3000 and ISAE 3410 standards. The limited assurance procedures carried out by our auditors included, amongst others, the following work: • Inquiries and detailed walkthroughs with relevant internal stakeholders for the selected KPIs of the Non-Financial Report 2024; • Inspection of internal guidelines and relevant documents; • Analytical procedures; • Reperformance of relevant calculations (including the GHG emissions); • Additional assurance procedures as deemed necessary (e.g., sample-based source tracing); and • Local level procedures. The auditors letter is included in the 2024 Annual Report, pp. 61-63. The 2024 Annual Report, as well as the corresponding Non-Financial Reporting Methodology and the Non-Financial Reporting Index are publicly available on our website at: https://www.adeccogroup.com/our-group/sustainability/measurement-reporting

(13.1.1.5) Attach verification/assurance evidence/report (optional)

AR24 Assurance Letter.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

Disclaimer and Cautionary Statement: Information provided throughout this submission may involve guidance, expectations, beliefs, plans, intentions, or strategies regarding the future. These forward-looking statements involve risks and uncertainties. All forward-looking statements included in this submission are based on information available to the Adecco Group as at the date of the submission, and the Adecco Group assumes no duty to update any such forward-looking statements. The forward-looking statements in this submission are not guarantees of future performance and actual results could differ materially from the Adecco Group's current expectations. Numerous factors could cause or contribute to such differences. Factors that could affect the Company's forward-looking statements include, among

other things: global GDP trends and the demand for temporary work; changes in regulation of temporary work; intense competition in the markets in which the Company operates; integration of acquired companies; changes in the Company's ability to attract and retain qualified internal and external personnel or clients; the rapid pace of generative AI deployment; the potential impact of disruptions related to IT; any adverse developments in existing commercial relationships, disputes or legal and tax proceedings.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

SVP Sustainability & ESG

(13.3.2) Corresponding job category

Select from:
☑ Chief Sustainability Officer (CSO)
[Fixed row]