

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 17 January 2024: Pursuant to the provisions of FMIO-FINMA, Adecco Group AG has received the following notification:

1. Name of the listed company: Adecco Group AG
2. Proportion of voting rights held (total holdings in percent): 3.83%
3. Identity of those involved:

Franklin Resources, Inc., One Franklin Parkway, San Mateo, CA 94403, United States

- Franklin Advisory Services, LLC, One Franklin Parkway, San Mateo, CA, 94403, United States
- Franklin Advisers, Inc., One Franklin Parkway, San Mateo, CA, 94403, United States
- Fiduciary Trust Company International, 280 Park Avenue, New York, NY, 10017, United States
- Franklin Templeton Investments Corp. 200 King Street West, Suite 1500, Toronto, ON, M5H 3T4, Canada
- Franklin Templeton Investment Management Limited, Cannon Place, 78 Cannon Street, London, EC4N 6HL, England
- O'Shaughnessy Asset Management, L.L.C., 6 Suburban Avenue, Stamford, CT, 06901, United States
- Templeton Asset Management Ltd., 7 Temasek Blvd., Suntec Tower 1, #38-03, Singapore, 038987
- Templeton Global Advisors Limited, Box N-7759, Lyford Cay, Nassau, Bahama
- Templeton Investment Counsel, LLC, 300 S.E. 2nd Street, Fort Lauderdale, FL 33301, United States
- Fiduciary Trust International, LLC, 55 Old Bedford Road, Suite 302, Lincoln, MA, 01773, United States
- Franklin Templeton Investments (Asia) Limited, 17th Floor, Chater House, 8 Connaught Road Central, Hong Kong

4. Nature of the agreement: n.a.

5. Number and type of shares/rights:

Type of rights	Number of rights	Number of voting rights	Percentage of voting rights (%)
I. Purchase positions		6'457'942	3.83
I.1. Equity securities (Adecco registered shares)	6'084'713	6'084'713	3.61
I.3. Voting rights that can be exercised at one's own discretion		373'229	0.22

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold: 12 January 2024;

The obligation to notify is due to the fact that Franklin Templeton Investments (Asia) Limited, now hold positions in Adecco Group AG.

7. Representative: Franklin Templeton
300 S.E. 2nd Street, Fort Lauderdale, FL 33301, United States.
Tel. +1 954 527 7580

Adecco Group AG
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