

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 16 September 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): 3.97%
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 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
- The Putnam Advisory Company, LLC, 100 Federal Street, Boston, MA, 02110, United States
- Franklin Templeton International Services S.à r.l., Luxembourg, Luxembourg.

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		6'693'514	3.97
I.1. Equity securities (Adecco registered shares)	6'571'139	6'571'139	3.90
I.3. Voting rights that can be exercised at one's own discretion		122'375	0.07

6. Date of the act that creates the obligation to notify/ date of transfer of equity securities:

11 September 2024

The obligation to notify is due to the fact that Putnam Investment Management, LLC no longer holds 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

Contact: Investor Relations

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