

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 5 December 2025: Pursuant to the provisions of FMIO-FINMA, Adecco Group AG has received the following notification:

1. Name of the listed company: Adecco Group AG
2. Proportion of voting rights held (total holdings in percent): 5.049%
3. Identity of those involved:
BlackRock, Inc., New York, NY, U.S.A. (Mother Company)
4. Nature of the agreement: n.a.
5. Number and type of shares/rights:

Type of rights	Number of rights	Number of voting rights	Percentage of voting rights (%)
I. Purchase positions		8'504'365	5.049
I.1. Equity securities (Adecco registered shares)	6'543'433	6'543'433	3.885
I.2. Securities lending and comparable transactions; Collateral	75'958		
I.3. Voting rights that can be exercised at one's own discretion		896'981	0.533
I.4. Financial instruments; Derivative holdings		1'063'951	0.631
II. Sale positions; Derivative holdings		202'353	0.120

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

3 December 2025

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

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

Adecco Group AG
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