THE ADECCO GROUP

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 8 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): 4.959%

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		**8'352'684**	**4.959**
I.1. Equity securities (Adecco registered shares)	6'467'518	6'467'518	3.840
I.2. Securities lending and comparable transactions; Collateral	-	-	-
I.3. Voting rights that can be exercised at one's own discretion		778'904	0.462
I.4. Financial instruments; Derivative holdings		1'106'262	0.657
II. Sale positions; Derivative holdings		**189'132**	**0.111**

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold:
4 December 2025
The obligation to notify was triggered by a disposal 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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