

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 12 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): 5.010%
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		8'439'149	5.010
I.1. Equity securities (Adecco registered shares)	6'482'743	6'482'743	3.849
I.2. Securities lending and comparable transactions; Collateral	16'911		
I.3. Voting rights that can be exercised at one's own discretion		697'262	0.414
I.4. Financial instruments; Derivative holdings		1'259'144	0.747
II. Sale positions; Derivative holdings		162'169	0.097

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

10 December 2025

The obligation to notify was triggered by an acquisition of shares (Acquisition Position Obligation).

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

Adecco Group AG
Contact:
Investor Relations
T +41 44 878 89 89
E investor.relations@adeccogroup.com