



*Unofficial translation of the prevailing German original dated 6 May 2026*

## **ARTICLES OF INCORPORATION of Adecco Group AG**

### **I. Name, Registered Office, Duration and Purpose**

#### **Article 1**

#### **Name, Registered Office, Duration**

- <sup>1</sup> A joint stock Company is formed under the name of Adecco Group AG (Adecco Group SA) (Adecco Group Inc.), in accordance with these Articles of Incorporation and Title XXVI of the Swiss Code of Obligations.
- <sup>2</sup> The registered office of the Company shall be at Zurich. The Company is formed for an unlimited duration.

#### **Article 2**

#### **Purpose**

- <sup>1</sup> The purpose of the Company shall be the acquisition and management of financial holdings, in whatsoever form, in service providers and commercial, financial and industrial enterprises and companies in Switzerland and abroad and, in particular, in enterprises and companies providing human resource staffing, inspection or consulting services.
- <sup>2</sup> The Company may grant loans to such enterprises and companies and conduct all such operations as may have a bearing on the above mentioned purpose, including the borrowing of money and acquisition of real estate.

### **II. Capital Structure**

#### **Article 3**

#### **Share Capital**

The share capital shall be in a total amount of CHF 17'369'488.50, divided into 173'694'885 registered shares of a nominal value of CHF 0.10 each which are fully paid-up.



**Article 3<sup>bis</sup>**

**Capital Band**

- 1 The Company has a capital band ranging from CHF 15'158'390.50 (lower limit) to CHF 18'526'921.70 (upper limit). The Board of Directors is authorized within the capital band, at any time until 10 April 2029 or until an earlier expiry of the capital band, to increase or reduce the share capital once or several times and in any amounts. The share capital increase or reduction may be effectuated by (i) issuing or cancelling registered shares, or (ii) by increasing or reducing the nominal value of the existing shares within the limits of the capital band, or (iii) by simultaneously reducing and re-increasing the share capital. Share capital created under the capital band must be fully paid.
- 2 In the event of a share capital increase within the capital band, the Board of Directors shall, to the extent necessary, determine the issue price, the type of contribution (including cash contributions, contributions in kind, set-off and conversion of reserves or of profit carried forward into share capital), the date of issue, the conditions for the exercise of subscription rights and the time of dividend entitlement. In this regard, the Board of Directors may issue new shares by means of a firm underwriting through a financial institution, a syndicate of financial institutions or another third party and a subsequent offer of these shares to the existing shareholders or third parties (if the subscription rights of the existing shareholders have been excluded or have not been duly exercised). The subscription and acquisition of new shares as well as any subsequent transfer of shares are subject to the transfer restrictions pursuant to Article 4 of the Articles of Incorporation and subject to para. 3 hereinafter. The Board of Directors is entitled to permit, to restrict or to exclude the trade with subscription rights. It may allow subscription rights that are not duly exercised to expire without compensation, or it may sell the subscription rights or the shares for which they were granted at market conditions or otherwise use them in the interest of the Company.
- 3 In the event of a share capital increase within the capital band, the Board of Directors is further authorized to restrict or exclude subscription rights of existing shareholders and to allocate such rights to individual shareholders, third parties, the Company or any of its group companies if the shares are to be used:
  - a) for raising equity capital in a fast and flexible manner, which would not be possible, or would only be possible with great difficulty or at significantly less favorable conditions, without the exclusion of the subscription rights of existing shareholders; or
  - b) for the acquisition of companies, parts of companies or participations, for the acquisition of products, intellectual property or licenses by or for investment projects of the Company or any of its group companies, or



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for the financing or refinancing of any of such transactions through a placement of shares; or

- c) for the purpose of broadening the shareholder base of the Company in certain financial or investor markets, participation of strategic partners (including financial investors), issuing shares on national or international capital markets (including private placements to one or more selected investors), or listing new shares on domestic or foreign stock exchanges; or
- d) for the participation of members of the Board of Directors, members of the Executive Management, employees, advisors or other persons performing services for the benefit of the Company or any of its group companies; or
- e) for other valid reasons in the sense of Article 652b para. 2 of the Swiss Code of Obligations.

<sup>4</sup> If the share capital increases as a result of the issuance of shares out of conditional capital pursuant to Article 3<sup>quater</sup> of the Articles of Incorporation, the upper and lower limits of the capital band shall increase in an amount corresponding to such increase in the share capital.

<sup>5</sup> Notwithstanding the foregoing, the aggregate number of newly issued shares which may be issued with the exclusion or restriction of subscription rights (i) from the capital band pursuant to this Article 3<sup>bis</sup> of the Articles of Incorporation, and/or (ii) from the conditional share capital pursuant to Article 3<sup>quater</sup> of the Articles of Incorporation, shall not exceed 16'842'656 shares.

<sup>6</sup> In the event of a share capital reduction within the capital band, the Board of Directors shall, to the extent necessary, determine the use of the reduction amount. The Board of Directors may also use the reduction amount for the partial or full elimination of a share capital shortfall in the sense of Article 653p of the Swiss Code of Obligations or may, in the sense of Article 653q of the Swiss Code of Obligations, simultaneously reduce and increase the share capital to at least the previous amount.

<sup>7</sup> The Board of Directors is authorized to carry out a capital increase by increasing of the nominal value or a capital reduction by reducing of the nominal value within the capital band or to carry out a simultaneous reduction and re-increase. In the case of an increase or reduction of the nominal value, the Board of Directors shall determine the new nominal value of the shares and shall adapt all provisions of these Articles of Incorporation relating to the nominal value of a share as well as the number of shares with a new nominal value corresponding to the upper and lower limit of the capital band pursuant to Article 3<sup>bis</sup> para. 1 of the Articles of



Incorporation. After a change of the nominal value, new shares shall be issued within the capital band with the same nominal value as the existing shares.

**Article 3<sup>ter</sup>**

[Abrogated.]

**Article 3<sup>quater</sup>**

**Conditional Share  
Capital, Bond  
Issues**

- 1 The share capital of the Company shall be increased by a maximum aggregate amount of CHF 1'540'000.- by issuing a maximum of 15'400'000 fully paid-up registered shares with a nominal value of CHF 0.10 each, through the exercise of option and conversion rights granted in connection with bond issues or similar debt instruments of the Company or affiliated companies.
- 2 Subscription rights on the part of the shareholders are excluded. The acquisition of shares through the exercise of option or conversion rights and the subsequent transfer of such shares shall be subject to the transfer restrictions of Art. 4 of the Articles of Incorporation.
- 3 Priority subscription rights on the part of shareholders with the issuance of bonds or similar debt instruments may be limited or excluded by the Board of Directors, so as (1) to finance the acquisition of enterprises and companies, or parts thereof, the acquisition of equity holdings, or other significant investments on the part of the Company, or (2) to enable the issuance of warrants or convertible bonds on the international capital markets.
- 4 In the event that bond priority subscription rights are excluded, (1) the bonds are to be placed with the public at market conditions, (2) the term for the exercise of option rights may not exceed 5 years and the term for the exercise of conversion rights may not exceed 10 years as of the date of the bond issue, and (3) the price of the new shares on which such rights are exercised shall not be lower than their market price at the time of the bond issue.

**Article 4**

**Share Register**

- 1 The Company shall maintain a share register showing the family name, first names, address and nationality (in the case of legal entities, the registered office) of the holders or usufructuaries of registered shares. A shareholder or representative registered in the share register shall notify the share registrar of any change in contact information. Notices from the Company shall be deemed to have been



validly made if sent to the most recent contact information of the shareholder or representative recorded in the share register.

- 2 Upon request, acquirers of registered shares are registered in the share register as shareholders with voting rights, subject to their express declaration that they have acquired and shall hold the registered shares in their own name and for their own account. In particular, shares are not deemed to have been acquired for the shareholder's own account if the shareholder (i) has (or enters into) an agreement on the return or redemption of the relevant shares, or (ii) does not (or does not anymore) bear the economic risk associated with the shares in another way.
- 3 The Board of Directors may register in the share register nominees with voting rights for up to 3% of the registered share capital as recorded in the commercial register. Registered shares held by a nominee that exceed this limit may be registered in the share register, subject to the proviso that the nominee in question declares its undertaking to disclose the names, addresses and the number of shares of the persons for whose account it holds 0.5% or more of the registered share capital as recorded in the commercial register. Nominees within the meaning of this provision are persons who do not expressly declare in their registration application that they hold the shares for their own account, or with whom the Board of Directors has entered into a corresponding agreement.
- 4 Legal entities and partnerships, or other associations of persons or joint owners affiliated with each another through capital ownership, voting rights, uniform management or otherwise, as well as legal entities and partnerships that act in concert to circumvent the rules concerning nominees (especially as syndicates), shall be treated as a single nominee or person within the meaning of paragraph 3 of this article.
- 5 Having given hearing to the registered shareholder or nominee, the Board of Directors may cancel the registration with retroactive effect as of the date of registration, where the registration was effected on the basis of false information. The respective shareholder or nominee shall be informed immediately of the cancellation of the registration.
- 6 The Board of Directors shall specify the details and give the necessary instructions concerning adherence to the preceding rules. In special cases, the Board of Directors may allow exemptions from the rules on nominees.
- 7 The restrictions on registration in the share register foreseen in the present article shall also apply to shares acquired or subscribed by the exercise of subscription rights, option or conversion rights.

## Article 5



**Share Certificates  
and Intermediated  
Securities**

<sup>1</sup> The Company may issue its shares in the form of single certificates, global certificates or uncertificated (intermediated) securities. Under the conditions set forth by the law, the Company may convert its shares from one form into another form at any time and without the approval of the shareholders.

<sup>2</sup> The shareholders are not entitled to demand printing or delivery of share certificates or a conversion of the shares issued in a particular form into any other form. Each shareholder may, however, at any time request a written confirmation from the Company of the registered shares held by such shareholder, as reflected in the share register.

**Article 6**

[Abrogated]

**Article 7**

**Exercise of Shareholder Rights**

<sup>1</sup> The Company shall recognize only one representative per share.

<sup>2</sup> Voting rights and all other rights linked to a registered share may be exercised only by a shareholder, usufructuary or nominee who is registered in the share register as shareholder or usufructuary with right to vote. The announcement of the General Meeting by the Board of Directors shall include a mention of the final date for registration in the share register entitling shareholders to attend the General Meeting and exercise their voting rights.

**Article 8**

[Abrogated]

**III. Governing Bodies of the Company**

**Article 9**

**Governing Bodies**

The governing bodies of the Company shall be:

- a) the General Meeting;



- b) the Board of Directors;
- c) the Auditors.

## A. The General Meeting

### Article 10

#### Convening of the General Meeting

- <sup>1</sup> The ordinary Annual General Meeting shall be convened once in every year not more than six months following the close of the financial year. The General Meeting shall decide on all matters delegated to it by the law or these Articles of Incorporation, in particular, on the Annual Report of the Board of Directors and on approval of the Annual Financial Statements. The Annual Report, the Remuneration Report, the Auditors' Reports, and any other such reports required by law shall be made available electronically no later than 20 days before the Annual General Meeting.
- <sup>2</sup> An extraordinary General Meeting may be convened by the Board of Directors whenever the Board of Directors deems it necessary or useful, or by one or more shareholders holding altogether no less than 5% of the share capital or votes in the Company, or by the Auditors, the liquidators, or the General Meeting.

### Article 11

#### Invitation

- <sup>1</sup> The invitation to a General Meeting shall be announced in the publication media foreseen in Art. 24 of the Articles of Incorporation. No less than 20 days shall be between the date of publication of the invitation and the date of the General Meeting. The content of the invitation to a General Meeting is governed by the law.
- <sup>2</sup> One or more shareholders holding altogether no less than 0.5% of the share capital or votes in the Company may demand that an item be included on the agenda of a General Shareholders' Meeting. Such inclusion must be requested in writing at least 40 days prior to the meeting and shall specify the agenda items and proposals of such shareholder(s).

### Article 12

#### Chair, Minutes, Vote Counter

The General Meeting shall be chaired by the Chairman of the Board of Directors, or by any other member of the Board. The Chairman shall appoint a secretary for



the taking of the minutes and, where necessary, shall also appoint one or more vote counters.

### Article 13

#### Voting Rights, Representation

- 1 The Board of Directors shall issue rules governing attendance and representation at the General Meeting, including the requirements for the granting of proxies and voting instructions, whereby the granting of proxies also without qualified electronic signature may be recognized as valid.
- 2 A shareholder may be represented by his legal representative or, through written grant of proxy, by a third person who need not be a shareholder of the Company, or by the Independent Proxy Representative. Proxy grants shall be valid only for a single person representing all shares of the represented shareholder.

### Article 14

#### Decision-Making Authority, Quorum

- 1 The General Meeting shall be deemed to have been properly constituted and to meet in quorum regardless of the number of shareholders present or the number of shares represented. The General Meeting shall adopt resolutions by a majority of the represented voting shares, unless otherwise determined by the Articles of Incorporation or by law.
- 2 Each shareholder shall have as many votes at the General Meeting as the number of voting shares he owns or represents. Elections and votes shall be conducted electronically. In the event that the electronic procedures are not available, elections and votes shall be decided openly, subject to request for secret ballot on the part of the Chairman or of shareholders representing not less than 5% of the share capital.
- 3 A majority of no less than two thirds of the votes represented and a majority of the nominal value of the shares represented shall, however, be required for the adoption of resolutions of the General Meeting concerning:
  - the modification of the purpose of the Company;
  - the introduction of voting shares;
  - the adoption of restrictions on the transferability of registered shares;
  - the introduction of conditional capital or the introduction of a capital band;
  - the consolidation of shares, unless the consent of all shareholders concerned is required;



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- the increase of capital out of equity, against contributions in kind, or by offsetting against a claim and the granting of preferential rights;
- the restriction or suspension of subscription rights;
- the conversion of participation certificates into shares;
- the change of currency of the share capital;
- the introduction of a casting vote of the Chair of the General Meeting;
- a provision in the Articles of Incorporation on holding of the General Meeting outside of Switzerland;
- the delisting of the equity securities of the Company;
- the relocation of the registered office of the Company;
- the introduction of an arbitration clause in the Articles of Incorporation;
- the dissolution of the Company.

**Article 14<sup>bis</sup>**

**Approval of Remuneration**

- 1 The General Meeting shall annually approve the proposals submitted by the Board of Directors concerning the maximum total amounts
  - of remuneration of the Board of Directors for the period until the next Ordinary General Meeting pursuant to Art. 20;
  - of remuneration of the Executive Management for the next financial year pursuant to Art. 20<sup>bis</sup>.
- 2 The Board of Directors may submit to the General Meeting for approval proposals concerning the maximum total amounts or individual components of remuneration for other time intervals, or concerning supplementary amounts for special remuneration components, as well as other, conditional proposals. The Board of Directors shall submit the annual Remuneration Report to an advisory vote of the General Meeting.
- 3 For approval of proposals by the Board of Directors pursuant to Art. 14<sup>bis</sup>, a majority of the votes cast shall be decisive, whereby abstentions shall not be accounted as votes cast. Where the General Meeting rejects a proposal by the Board of Directors, the Board of Directors shall determine the next steps to be taken. It may, among other actions, submit other proposals, convene an extraordinary General Meeting, or determine a maximum total amount, or several maximum partial amounts, taking into account all relevant factors, and submit this determination to the next General Meeting for approval. Within the bounds of the



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maximum total or partial amounts so determined, the Company may effect payments of remuneration with the proviso that they are subject to approval by the General Meeting.

- 4 Payment of remuneration may be effected by the Company or by Group companies. Employment or mandate agreements with members of the Executive Management or the Board of Directors shall have termination periods or fixed terms of up to twelve months or the term of office.
- 5 The Board of Directors shall calculate the amounts by using the same principles as apply to the Remuneration Report; they may include, where necessary or appropriate, estimates and reserves for unanticipated events, as well as valuations. The approved amounts may be exceeded due to currency fluctuations.
- 6 The Company shall be authorized to pay a supplementary amount to members of the Executive Management who enter the Executive Management during a period for which the amount of remuneration due to the Executive Management has already been approved, where the total amount already approved for the period in question is not sufficient for the remuneration of such members; such supplementary amount shall not exceed 40% of the total amount approved for the remuneration of the Executive Management. The supplementary remuneration amount does not require the approval of General Meeting, and may be used by the Company for all categories of remuneration.

**Article 15**

**Powers**

- 1 The General Meeting shall be the highest governing body of the Company.
- 2 It shall have the following inalienable powers:
  - to adopt and amend the Articles of Incorporation;
  - to elect the members of the Board of Directors, the Chairman of the Board of Directors, the members of the Compensation Committee, the Independent Proxy Representative, and the Auditors;
  - to approve the Annual Report, or Management Report respectively, the Consolidated Financial Statements, and any other reports in accordance with the provisions of the law;
  - to approve the Annual Financial Statements and to determine the appropriation of earnings as shown on the balance sheet, in particular with regard to dividends (including any repayment of statutory capital reserves as well as the approval of interim dividends and the required interim financial statements);
  - to discharge the members of the Board of Directors from liability;



- to delist the equity securities of the Company;
- to approve the remuneration of the members of the Board of Directors and of the Executive Management, pursuant to Art. 14<sup>bis</sup> of the Articles of Incorporation;
- to pass resolutions concerning all matters that are reserved to the authority of the General Meeting by law or these Articles of Incorporation.

## **B. The Board of Directors**

### **Article 16**

#### **Election, Delegation of Tasks, Other Mandates**

- 1 The Board of Directors of the Company shall be composed of at least five members.
- 2 The members of the Board shall be elected for a term lasting until the conclusion of the next General Meeting, and may be re-elected.
- 3 The Board of Directors shall constitute itself, subject to the powers reserved to the General Meeting. The Board of Directors, in accordance with the internal regulations, is authorized to delegate the management of the Company in whole or in part to one or more individual directors or committees, or to other natural persons.
- 4 The number of mandates that may be assumed in other companies or organizations not affiliated with the Company and its subsidiaries shall be limited as follows:
  - members of the Board of Directors may not hold more than ten additional mandates, of which no more than four in other listed companies;
  - members of the Executive Management may not hold more than five additional mandates in companies, of which no more than one in another listed company.

Mandates shall mean any membership in the board of directors, the executive committee or the advisory board, of an undertaking with an economic purpose. Where mandates are assumed in different legal entities belonging to the same corporate group, or at the behest of that group or of legal entity (i.e., joint control or same beneficial owner), these shall be accounted in the aggregate as a single mandate.

### **Article 17**

#### **Tasks**

- 1 The Board of Directors shall be authorized to pass resolutions concerning all matters that are not reserved by the law or these Articles of Incorporation to other governing bodies.



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- <sup>2</sup> The Board of Directors shall have the following inalienable and non-transferable duties:
- the highest direction of the business of the Company and the issuance of the instructions necessary thereto;
  - the determination of the organization;
  - the administration of accounting, financial control and, to the extent necessary for the management of the Company, financial planning;
  - the appointment and dismissal of persons entrusted with the management and representation of the Company;
  - the highest oversight over persons entrusted with the management of the Company, in particular, in terms of their compliance with the law, the Articles of Incorporation, by-laws and instructions;
  - the drafting of the Annual Report, the Remuneration Report and any other reports that are subject to mandatory approval by the General Meeting, the preparation of the General Meeting, and execution of the resolutions adopted by the General Meetings;
  - filing of a motion for debt restructuring moratorium and the notification of the court in case of over-indebtedness.

**Article 18**

**Passage of Resolutions**

- <sup>1</sup> A majority of the members of the Board of Directors shall constitute a quorum for conducting business.
- <sup>2</sup> Resolutions shall be passed by a majority of the members of the Board of Directors in attendance.
- <sup>3</sup> In the event of a tie vote, the Chairman shall have the casting vote.
- <sup>4</sup> No quorum shall be required for the passage of resolutions by the Board of Directors regarding the implementation of a capital increase, capital reduction or for resolutions subject to a requirement of public certification.

**Article 19**

**Compensation Committee**

- <sup>1</sup> The Compensation Committee shall be composed of two to four members of the Board of Directors. The General Meeting shall elect the members of the Compensation Committee individually. The term of office shall end after completion of the next ordinary General Meeting. Re-election is possible. In the event of the premature departure of one or more members, the Board of Directors may appoint substitutes from amongst its members, who shall serve until the next Ordinary General Meeting.



- <sup>2</sup> The Compensation Committee shall be concerned with remuneration policies, in particular, at the most senior levels of the Company. It shall have the tasks, decision-making powers, and authority to present proposals, as accorded to it by the internal regulations and the charter of the Compensation Committee. In particular, it shall assist the Board of Directors in determining and evaluating the remuneration system and the principles of remuneration, and in preparing the proposals to be presented to the General Meeting for approval of remuneration pursuant to Art. 14<sup>bis</sup> of the Articles of Incorporation.
- <sup>3</sup> The internal regulations and the charter of the Compensation Committee may assign further tasks to the Compensation Committee.

#### **Article 20**

#### **Remuneration of the Board of Directors**

- <sup>1</sup> The remuneration paid to the Board of Directors shall be composed of the remuneration due until the time of the next ordinary General Meeting, plus any estimated social insurance payments and contributions to welfare and pension funds, as well as any additional insurance contributions and other fringe benefits to be borne by the Company and that qualify as remuneration. The Board of Directors may determine that a portion of the remuneration is to be paid in the form of shares. In such case, it shall fix the conditions, including the time of payment and the valuation, and shall make a determination concerning blocking periods.
- <sup>2</sup> The Company may indemnify members of the Board of Directors for prejudice suffered in connection with administrative or judicial proceedings, or legal settlements, connected with their activities on behalf of the Adecco Group; it may also provide advances on such amounts and take out insurance policies.

#### **Article 20<sup>bis</sup>**

#### **Remuneration of Executive Management, Performance Bonus and Profit-Sharing Plans**

- <sup>1</sup> The remuneration paid to the Executive Management shall be composed of the annual base compensation, the maximum compensation under the short-term bonus plan, the equivalent of the maximum amount allocated under the long-term profit-sharing plan, as well as estimated social insurance payments and contributions to welfare, retirement, and savings plans and similar funds, insurance contributions, and other fringe benefits, that qualify as compensation; Art. 20 para. 2, shall apply mutatis mutandis.
- <sup>2</sup> The variable compensation shall be subject to the following principles:



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- The short-term bonus shall be determined annually in the form of a cash payment. The purpose of the bonus plan is to serve as an incentive to the Executive Management to achieve and surpass (a) the financial objectives of the Company, and (b) individual objectives. At target, the entire Executive Management can earn up to 125% of its aggregate annual base compensation as bonus (for the CEO up to 120% of his annual base compensation). If the targets are exceeded, the bonus for the entire Executive Management may increase up to a maximum of 150% of its aggregate annual base compensation (for the CEO up to a maximum of 140% of his annual base compensation).
  - Long-term plans foresee compensation in the form of restricted shares or rights to shares in Adecco S.A. that vest at a specific point in time or on a staggered basis, which, based on fair value at grant, shall not exceed a maximum of 150% of its aggregate annual base compensation for the entire Executive Management (for the CEO up to a maximum of 160% of his annual base compensation), and whose vesting is conditional upon the fulfilment of certain conditions over a number of financial years (such as the achievement of certain annual or multi-annual targets, non-termination of the employment contract).
- <sup>3</sup> The Compensation Committee shall determine the holding periods, and the procedures for making adjustments and reclaim provisions, where necessary. The plans may foresee that members of the Executive Management whose contracts are terminated by the employer without just cause, within the meaning of Art. 337 of the Swiss Code of Obligations, are to receive, during the period of paid leave following termination, in addition to their base salary, pro rata indemnification under the terms of the short-term bonus plan; similarly, the plans may foresee, under the long-term participation scheme, the pro rata vesting of shares that have not yet vested, but which would have done so during the termination notice period. The Compensation Committee shall also be authorized to cancel such payments and vesting of shares in individual cases. The long-term profit-sharing plan may foresee that all shares not yet vested may, under certain conditions, become vested, or that certain rights may become convertible, where one or more affiliated shareholders in the Company attain to a controlling position.
- <sup>4</sup> Payments to welfare and retirement funds other than occupational pension funds or to similar institution abroad for the members of the Executive Management are permissible provided that they are approved individually, or as part of a total compensation amount, by the General Meeting.



**C. The Auditors**

**Article 21**

**Election, Tasks**

The General Meeting shall elect the Auditors each year, who shall perform the tasks provided by law. The Auditors may be re-elected.

**IV. Accounting**

**Article 22**

**Financial Year**

The financial year of the Company shall be determined by the Board of Directors.

**Article 23**

[Abrogated]

**V. Publications**

**Article 24**

**Means of  
Publication**

<sup>1</sup> Official publications shall be made in the Swiss Official Gazette of Commerce ("Feuille officielle suisse du commerce"). The Board of Directors may decide upon publication in additional forums.

<sup>2</sup> Notices by the Company to the shareholders may instead or in addition, at the discretion of the Board of Directors, be validly given in any other form that allows proof by text (including mail or e-mail).

**VI. Jurisdiction**

**Article 25**

Any dispute arising out of or in the context of corporate relationship shall be judged exclusively by the courts at the registered office of the Company.



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## **VII. Miscellaneous**

### **Article 26**

In the capital increase dated 6 May 2026, the increase in the amount of CHF 526'832.40 was paid-up by way of conversion of freely disposable equity.