



THE ADECCO GROUP

Minutes of the voting results
of the
Annual General Meeting of Shareholders
of
Adecco Group AG
held on
8 April 2021
in
Zurich

Adecco Group AG; AGM 08 APRIL 2021; Agenda items		Relevant number of votes	Yes	No	Abstentions	Yes in %
1.1.	Approval of the Annual Report 2020	116,791,715	116,234,043	194,446	363,226	99.52
1.2.	Advisory vote on the Remuneration Report 2020	116,791,715	105,184,912	11,493,463	113,340	90.06
2.	Appropriation of available earnings 2020 and distribution of dividend	116,791,715	110,782,962	5,585,354	423,399	94.86
3.	Granting of discharge to the members of the Board of Directors and of the Executive Committee	116,457,808	115,208,476	542,631	706,701	98.92
4.1.	Approval of Maximum Total Amount of Remuneration of the Board of Directors	116,426,258	107,047,267	9,378,991	365,457	91.94
4.2.	Approval of Maximum Total Amount of Remuneration of the Executive Committee	116,418,748	107,250,776	9,167,972	372,967	92.13
5.1.	Election of the members of the Board of Directors and of the Chairman					
5.1.1	Re-election of Jean-Christophe Deslarzes as member and as Chair of the Board of Directors	116,791,715	116,609,130	99,777	82,808	99.84
5.1.2	Re-election of Ariane Gorin as member	116,791,715	116,626,704	86,879	78,132	99.86
5.1.3	Re-election of Alexander Gut as member	116,791,715	108,675,638	8,034,233	81,844	93.05
5.1.4	Re-election of Didier Lamouche as member	116,791,715	83,876,197	32,832,341	83,177	71.82
5.1.5	Re-election of David Prince as member	116,791,715	102,110,156	14,597,966	83,593	87.43
5.1.6	Re-election of Kathleen Taylor as member	116,791,715	102,164,708	14,544,196	82,811	87.48
5.1.7	Re-election of Regula Wallimann as member	116,791,715	116,325,822	383,768	82,125	99.60
5.1.8	Election of Rachel Duan as member	116,791,715	116,561,782	123,343	106,590	99.80
5.2.	Election of the members of the Compensation Committee					
5.2.1	Re-election of Kathleen Taylor	116,791,715	114,611,397	2,028,990	151,328	98.13
5.2.2	Re-election of Didier Lamouche	116,791,715	97,015,343	19,669,304	107,068	83.07
5.2.3	Election of Rachel Duan	116,791,715	116,467,018	191,573	133,124	99.73
5.3.	Election of the Independent Proxy Representative					
5.3.	Re-election of the Law Office Keller Partnership, Zurich	116,791,715	116,687,887	56,695	47,133	99.91
5.4.	Election of the Auditors					
5.4.	Re-election of Ernst & Young Ltd, Zurich	116,791,715	114,580,983	2,150,142	60,590	98.11
6.	Renewal of Authorized Share Capital *	116,791,715	106,804,364	9,919,367	67,984	91.45

* Approval requires a 2/3 majority of the votes represented and an absolute majority of the nominal values represented. By reaching the 2/3 majority of the represented votes, the absolute majority of the represented nominal values is also reached, as all shares have the same nominal value of CHF 0.10 per share.

Zurich, 8 April 2021