



---

THE ADECCO GROUP

**Minutes of the voting results**  
**of the**  
**Annual General Meeting of Shareholders**  
**of**  
**Adecco Group AG**  
**held on**  
**13 April 2022**  
**in**  
**Zurich**

| Adecco Group AG; AGM 13 APRIL 2022; Agenda items |  | Relevant number of votes | Votes majority | Yes         | No         | Abstentions | Yes in % |
|--|--|--------------------------|----------------|-------------|------------|-------------|----------|
| 1.1.   | Approval of the Annual Report 2021   | 115,773,594              | 57,886,798     | 115,507,616 | 56,189     | 209,789     | 99.77    |
| 1.2.   | Advisory vote on the Remuneration Report 2021  | 115,773,594              | 57,886,798     | 96,864,395  | 18,810,590 | 98,609      | 83.66    |
| 2.1.   | Appropriation of available earnings 2021 and distribution of dividend                              | 115,773,594              | 57,886,798     | 115,589,821 | 163,398    | 20,375      | 99.84    |
| 2.2.   | Allocation of the reserve from capital contributions to free reserves and distribution of dividend | 115,773,594              | 57,886,798     | 115,591,992 | 158,336    | 23,266      | 99.84    |
| 3  | Granting of discharge to the members of the Board of Directors and of the Executive Committee      | 115,466,470              | 57,733,236     | 109,201,429 | 198,685    | 6,066,356   | 94.58    |
| 4.1.   | Approval of Maximum Total Amount of Remuneration of the Board of Directors *                       | 115,550,959              | 57,775,480     | 108,262,579 | 7,288,380  | 222,635     | 93.69    |
| 4.2.   | Approval of Maximum Total Amount of Remuneration of the Executive Committee *                      | 115,548,690              | 57,774,346     | 100,031,004 | 15,517,686 | 224,904     | 86.57    |
| 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          | 115,773,594              | 57,886,798     | 114,583,457 | 1,078,893  | 111,244     | 98.97    |
| 5.1.2.   | Re-election of Rachel Duan as member   | 115,773,594              | 57,886,798     | 99,473,237  | 16,176,821 | 123,536     | 85.92    |
| 5.1.3.   | Re-election of Ariane Gorin as member  | 115,773,594              | 57,886,798     | 114,733,344 | 920,048    | 120,202     | 99.11    |
| 5.1.4.   | Re-election of Alexander Gut as member   | 115,773,594              | 57,886,798     | 95,144,777  | 20,517,255 | 111,562     | 82.18    |
| 5.1.5.   | Re-election of Didier Lamouche as member   | 115,773,594              | 57,886,798     | 73,189,094  | 42,468,353 | 116,147     | 63.22    |
| 5.1.6.   | Re-election of David Prince as member  | 115,773,594              | 57,886,798     | 90,163,901  | 25,472,989 | 136,704     | 77.88    |
| 5.1.7.   | Re-election of Kathleen Taylor as member   | 115,773,594              | 57,886,798     | 98,162,709  | 17,486,152 | 124,733     | 84.79    |
| 5.1.8.   | Re-election of Regula Wallimann as member  | 115,773,594              | 57,886,798     | 114,533,904 | 1,119,506  | 120,184     | 98.93    |
| 5.2.   | Election of the members of the Compensation Committee  |                          |                |             |            |             |          |
| 5.2.1.   | Re-election of Rachel Duan   | 115,773,594              | 57,886,798     | 99,337,034  | 16,314,061 | 122,499     | 85.80    |
| 5.2.2.   | Re-election of Didier Lamouche   | 115,773,594              | 57,886,798     | 73,054,516  | 42,595,973 | 123,105     | 63.10    |
| 5.2.3.   | Re-election of Kathleen Taylor   | 115,773,594              | 57,886,798     | 97,952,976  | 17,649,298 | 171,320     | 84.61    |
| 5.3.   | Election of the Independent Proxy Representative   |                          |                |             |            |             |          |
| 5.3.   | Re-election of the Law Office Keller Partnership, Zurich   | 115,773,594              | 57,886,798     | 115,737,602 | 12,287     | 23,705      | 99.97    |
| 5.4.   | Election of the Auditors   |                          |                |             |            |             |          |
| 5.4.   | Re-election of Ernst & Young Ltd, Zurich   | 115,773,594              | 57,886,798     | 105,654,532 | 10,077,821 | 41,241      | 91.26    |
| 6  | Capital reduction by way of cancellation of own shares after share buyback                         | 115,773,594              | 57,886,798     | 115,684,069 | 49,116     | 40,409      | 99.93    |
| 7  | Renewal of Authorized Share Capital *  | 115,773,594              | 77,182,396     | 98,296,220  | 17,429,288 | 48,086      | 84.91    |

\* Resolutions 4.1 & 4.2 require a majority of the votes validly cast excluding abstentions.

Resolution 7 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.

All other resolutions require a majority of the votes represented.

Zurich, 13 April 2022