



THE ADECCO GROUP

	Q3 2021	FY 2021
EUR millions except EPS and DPS	Average (Consensus)	Average (Consensus)
Revenues	5,281	21,126
<i>Organic % change YoY</i>	<i>10%</i>	<i>10%</i>
<i>Organic % change YoY Trading Days Adjusted</i>	<i>10%</i>	<i>11%</i>
<i>Reported % change YoY</i>	<i>9%</i>	<i>8%</i>
Gross profit	1,072	4,253
Gross margin	20.3%	20.1%
SG&A, adjusted ¹⁾	-832	-3,310
EBITA, adjusted ¹⁾	240	943
EBITA margin, adjusted ¹⁾	4.5%	4.5%
Net income attributable to Adecco shareholders, adjusted ¹⁾	170	639
Net income attributable to Adecco shareholders	137	548

1) Excluding one-offs and amortisation of intangible assets.

Number of analysts participating for consensus: 12 for Q3 2021, 10 for FY 2021

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Adecco

	Q3 2021
EUR millions	Average (Consensus)
Revenues	4,252
<i>Organic % change YoY Trading Days Adjusted</i>	9%
EBITA, adjusted	198
EBITA margin, adjusted	4.7%

Number of analysts participating for consensus: 8

TALENT SOLUTIONS

	Q3 2021
EUR millions	Average (Consensus)
Revenues	448
<i>Organic % change YoY Trading Days Adjusted</i>	13%
EBITA, adjusted	42
EBITA margin, adjusted	9.4%

Number of analysts participating for consensus: 8

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	Q3 2021
EUR millions	Average (Consensus)
Revenues	572
<i>Organic % change YoY Trading Days Adjusted</i>	12%
EBITA, adjusted	38
EBITA margin, adjusted	6.6%

Number of analysts participating for consensus: 8