



THE ADECCO GROUP

In EUR millions unless otherwise stated

| | Q4 2022 | FY 2022 | FY 2023 |
|--|------------------------|------------------------|------------------------|
| | Consensus (average) | Consensus (average) | Consensus (average) |
| Revenues | 6,095 | 23,429 | 23,278 |
| Organic % change YoY Trading Days Adjusted | 3.5% | 4.4% | -2.1% |
| Reported % change YoY | 9.5% | 11.8% | -0.8% |
| Gross profit | 1,277 | 4,946 | 4,843 |
| Gross margin | 20.9% | 21.1% | 20.8% |
| SG&A ¹⁾ | -1,062 | -4,137 | -4,097 |
| Fesco JV | 7 | 24 | 23 |
| EBITA ¹⁾ | 222 | 833 | 768 |
| EBITA margin ¹⁾ | 3.6% | 3.6% | 3.3% |
| Net income attributable to Adecco shareholders | 116 | 398 | 368 |
| Basic EPS ²⁾ | 0.70 | 2.38 | 2.20 |

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

2) Basic weighted-average shares are 167,106,867 in Q4 2022 and 166,822,663 in FY 2022.

Number of analysts participating: 12

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| | Q4 2022 | FY 2022 | FY 2023 |
|---|------------------------|------------------------|------------------------|
| | Consensus (average) | Consensus (average) | Consensus (average) |
| Revenues | 4,625 | 18,111 | 17,648 |
| <i>Organic % change YoY Trading Days Adjusted</i> | 3.5% | 4.1% | -1.7% |
| EBITA ¹⁾ | 191 | 702 | 601 |
| EBITA margin ¹⁾ | 4.1% | 3.9% | 3.4% |

Number of analysts participating: 10

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In EUR millions unless otherwise stated

| | Q4 2022 | FY 2022 | FY 2023 |
|---|------------------------|------------------------|------------------------|
| | Consensus (average) | Consensus (average) | Consensus (average) |
| Revenues | 463 | 1,773 | 1,828 |
| <i>Organic % change YoY Trading Days Adjusted</i> | 0.7% | 1.5% | 0.4% |
| EBITA ¹⁾ | 21 | 87 | 104 |
| EBITA margin ¹⁾ | 4.6% | 4.9% | 5.7% |

Number of analysts participating: 10

AKKODIS

In EUR millions unless otherwise stated

| | Q4 2022 | FY 2022 | FY 2023 |
|--|------------------------|------------------------|------------------------|
| | Consensus (average) | Consensus (average) | Consensus (average) |
| Revenues | 1,029 | 3,832 | 4,127 |
| <i>Modis, organic % change YoY Trading Days Adjusted</i> | 5.9% | 9.6% | 1.4% |
| EBITA ¹⁾ | 65 | 223 | 268 |
| EBITA margin ¹⁾ | 6.3% | 5.8% | 6.5% |

Number of analysts participating: 10

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