

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 14 September 2023: Pursuant to the provisions of FMIO-FINMA, Adecco Group AG has received the following notification:

1. Name of the listed company: Adecco Group AG
2. Proportion of voting rights held (total holdings in percent): 4.52%
3. Identity of those involved:

Franklin Resources, Inc., One Franklin Parkway, San Mateo, CA 94403, United States

- Franklin Advisory Services, LLC, One Franklin Parkway, San Mateo, CA, 94403, United States
- Franklin Advisers, Inc., One Franklin Parkway, San Mateo, CA, 94403, United States
- Fiduciary Trust Company International, 280 Park Avenue, New York, NY, 10017, United States
- Franklin Templeton Investments Corp. 200 King Street West, Suite 1500, Toronto, ON, M5H 3T4, Canada
- Franklin Templeton Investment Management Limited, Cannon Place, 78 Cannon Street, London, EC4N 6HL, England
- O'Shaughnessy Asset Management, L.L.C., 6 Suburban Avenue, Stamford, CT, 06901, United States
- Templeton Asset Management Ltd., 7 Temasek Blvd., Suntec Tower 1, #38-03, Singapore, 038987
- Templeton Global Advisors Limited, Box N-7759, Lyford Cay, Nassau, Bahama
- Templeton Investment Counsel, LLC, 300 S.E. 2nd Street, Fort Lauderdale, FL 33301, United States
- Fiduciary Trust International, LLC, 55 Old Bedford Road, Suite 302, Lincoln, MA, 01773, United States
- Franklin Templeton GSC Asset Management Sdn. Bhd., Suite 31-02, 31st Floor, Menara Keck Seng, 203 Jalan Bukit Bintang, Kuala Lumpur, 55100, Malaysia

4. Nature of the agreement: n.a.

5. Number and type of shares/rights:

Type of rights	Number of rights	Number of voting rights	Percentage of voting rights (%)
I. Purchase positions		7'620'372	4.52
I.1. Equity securities (Adecco registered shares)	7'204'480	7'204'480	4.28
I.3. Voting rights that can be exercised at one's own discretion		415'892	0.24

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold: 11 September 2023;

The obligation to notify is due to the fact that O'Shaughnessy Asset Management, L.L.C., now holds a position in Adecco Group AG.

7. Representative: Franklin Templeton
300 S.E. 2nd Street, Fort Lauderdale, FL 33301, United States.
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Adecco Group AG
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