

DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 21 April 2022: 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): 10.04%
3. Identity of those involved:

Silchester International Investors LLP – London, United Kingdom

Silchester International Investors LLP ("Silchester") acts as investment manager for a number of commingled funds (our "Clients"). Silchester is given full discretion over Client investments and the authority to vote proxies on their behalf. However, Silchester does not act as custodian and therefore shares are not held in Silchester's name but in the name of each Client's custodian. The Clients currently are:

- Silchester International Investors International Value Equity Taxable Trust, c/o Silchester International Investors, Inc., 780 Third Avenue, 42nd Floor, New York, NY10017, USA
- Silchester International Investors International Value Equity Trust, c/o Silchester International Investors, Inc., 780 Third Avenue, 42nd Floor, New York, NY10017, USA
- Silchester International Investors International Value Equity Group Trust, c/o Silchester International Investors, Inc., 780 Third Avenue, 42nd Floor, New York, NY10017, USA
- Silchester International Investors Tobacco Free International Value Equity Trust, c/o Silchester International Investors, Inc., 780 Third Avenue, 42nd Floor, New York, NY10017, USA
- The Calieva Trust, c/o Northern Trust Fiduciary Services (Ireland) Limited, George's Court, 54-62 Townsend Street, Dublin 2, Ireland.

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 (%) |
|--|------------------|-------------------------|---------------------------------|
| Equity securities (Adecco registered shares) | 17,052,333 | 17,052,333 | 10.04 |

6. Time (date) of acquisition, sale or understanding through which the shareholding reached, exceeded or fell below the percentage threshold: 20 April 2022, Acquisition

7. Representative: Silchester International Investors LLP
Time & Life Building, 1 Bruton Street
London W1J 6TL, UK

Adecco Group AG
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