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THE ADECCO GROUP

**Minutes of the voting results**  
**of the**  
**Annual General Meeting of Shareholders**  
**of**  
**Adecco Group AG**  
**held on**  
**16 April 2020**  
**in**  
**Zurich**

<b>Adecco Group AG; AGM 16 APRIL 2020; Agenda items</b>		<b>Relevant number of votes</b>	<b>Yes</b>	<b>No</b>	<b>Abstentions</b>	<b>Yes in %</b>
1.1.	Approval of the Annual Report 2019	104'044'644	103'824'015	62'226	158'403	99.79
1.2.	Advisory vote on the Remuneration Report 2019	104'044'644	82'878'320	20'620'164	546'160	79.66
2.	Appropriation of available earnings 2019 and distribution of dividend	104'044'644	97'545'416	6'421'174	78'054	93.75
3.	Granting of discharge to the members of the Board of Directors and of the Executive Committee	103'795'140	96'807'758	6'633'292	354'090	93.27
4.1.	Approval of Maximum Total Amount of Remuneration of the Board of Directors	103'709'840	97'820'803	5'889'037	334'804	94.32
4.2.	Approval of Maximum Total Amount of Remuneration of the Executive Committee	103'706'583	96'782'121	6'924'462	338'061	93.32
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	104'044'644	103'400'278	543'221	101'145	99.38
5.1.2	Re-election of Ariane Gorin as member	104'044'644	99'784'325	4'160'351	99'968	95.90
5.1.3	Re-election of Alexander Gut as member	104'044'644	95'121'529	8'822'893	100'222	91.42
5.1.4	Re-election of Didier Lamouche as member	104'044'644	102'488'341	1'452'693	103'610	98.50
5.1.5	Re-election of David Prince as member	104'044'644	88'896'232	15'043'536	104'876	85.44
5.1.6	Re-election of Kathleen Taylor as member	104'044'644	93'357'660	10'587'748	99'236	89.72
5.1.7	Re-election of Regula Wallimann as member	104'044'644	95'044'758	8'905'127	94'759	91.35
5.1.8	Election of Jean-Christophe Deslarzes as Chair of the Board of Directors	104'044'644	103'384'650	550'759	109'235	99.37
5.2.	Election of the members of the Compensation Committee					
5.2.1	Re-election of Kathleen Taylor	104'044'644	101'087'880	2'836'083	120'681	97.15
5.2.2	Re-election of Didier Lamouche	104'044'644	102'085'974	1'835'003	123'667	98.12
5.3.	Election of the Independent Proxy Representative					
5.3.	Re-election of the Law Office Keller Partnership, Zurich	104'044'644	103'920'365	48'988	75'291	99.88
5.4.	Election of the Auditors					
5.4.	Re-election of Ernst & Young Ltd, Zurich	104'044'644	102'354'757	1'605'379	84'508	98.38
6.	Capital reduction by way of cancellation of own shares after share buyback	104'044'644	103'691'262	235'014	118'368	99.66

Zurich, 16 April 2020