



THE ADECCO GROUP

Minutes of the voting results
of the
Annual General Meeting of Shareholders
of
Adecco Group AG
held on
20 April 2017
in
Lausanne

| Adecco Group AG; AGM 20 APRIL 2017; Agenda items | | Relevant number of votes | Yes | No | Abstentions | Yes in % |
|--|--|--------------------------|-------------|------------|-------------|----------|
| 1.1. | Approval of the Annual Report 2016 | 113'925'555 | 113'791'934 | 57'192 | 76'429 | 99.88 |
| 1.2. | Advisory vote on the Remuneration Report 2016 | 113'925'555 | 109'673'019 | 4'124'733 | 127'803 | 96.27 |
| 2.1. | Appropriation of available earnings 2016 and dividend | 113'925'555 | 107'043'435 | 6'803'622 | 78'498 | 93.96 |
| 2.2. | Capital reduction through nominal value reduction | 113'925'555 | 106'998'817 | 6'830'464 | 96'274 | 93.92 |
| 2.3. | Amendment to the Articles of Incorporation related to the capital reduction | 113'925'555 | 106'645'139 | 403'220 | 6'877'196 | 93.61 |
| 3. | Granting of discharge to the members of the Board of Directors and of the Executive Committee | 113'743'908 | 112'379'379 | 1'183'109 | 181'420 | 98.80 |
| 4.1. | Approval of Maximum Total Amount of Remuneration of the Board of Directors | 113'739'700 | 105'434'452 | 8'305'248 | 185'855 | 92.70 |
| 4.2. | Approval of Maximum Total Amount of Remuneration of the Executive Committee | 113'735'325 | 107'189'706 | 6'545'619 | 190'230 | 94.24 |
| 5.1. | Election of the members of the Board of Directors and of the Chairman | | | | | |
| 5.1.1 | Re-election of Rolf Dörig as member and Chairman of the Board of Directors | 113'925'555 | 108'609'819 | 5'035'061 | 280'675 | 95.33 |
| 5.1.2 | Re-election of Jean-Christophe Deslarzes as member | 113'925'555 | 109'705'349 | 4'182'181 | 38'025 | 96.30 |
| 5.1.3 | Re-election of Alexander Gut as member | 113'925'555 | 108'206'569 | 5'543'647 | 175'339 | 94.98 |
| 5.1.4 | Re-election of Didier Lamouche as member | 113'925'555 | 93'496'123 | 20'318'821 | 110'611 | 82.06 |
| 5.1.5 | Re-election of David Prince as member | 113'925'555 | 106'280'850 | 7'403'420 | 241'285 | 93.29 |
| 5.1.6 | Re-election of Wanda Rapaczynski as member | 113'925'555 | 109'763'469 | 4'113'627 | 48'459 | 96.35 |
| 5.1.7 | Re-election of Kathleen Taylor as member | 113'925'555 | 108'297'937 | 5'591'086 | 36'532 | 95.06 |
| 5.1.8 | Election of Ariane Gorin as member | 113'925'575 | 110'070'223 | 3'749'750 | 105'602 | 96.62 |
| 5.2. | Election of the members of the Compensation Committee | | | | | |
| 5.2.1 | Re-election of Alexander Gut | 113'925'575 | 111'710'156 | 2'148'337 | 67'082 | 98.05 |
| 5.2.2 | Re-election of Jean-Christophe Deslarzes | 113'925'575 | 113'082'588 | 785'414 | 57'573 | 99.26 |
| 5.2.3 | Re-election of Wanda Rapaczynski | 113'925'575 | 112'998'225 | 864'905 | 62'445 | 99.19 |
| 5.2.3 | Election of Kathleen Taylor | 113'925'575 | 111'455'102 | 2'393'645 | 76'828 | 97.83 |
| 5.3. | Election of the Independent Proxy Representative | | | | | |
| 5.3. | Re-election of Andreas G. Keller | 113'925'175 | 113'844'589 | 4'070 | 76'516 | 99.92 |
| 5.4. | Election of the Auditors | | | | | |
| 5.4. | Re-election of Ernst & Young Ltd, Zurich | 113'925'175 | 112'814'154 | 1'034'718 | 76'303 | 99.02 |
| 6.1. | Partial deletion of Conditional Capital | 113'924'775 | 113'782'611 | 42'855 | 99'309 | 99.87 |
| 6.2. | Creation of Authorized Capital | 113'924'775 | 103'053'551 | 3'985'854 | 6'885'370 | 90.46 |
| 7. | Amendment of Art. 16 para. 1 of the Articles of Incorporation (Maximum Number of Board members) | 113'924'725 | 65'700'250 | 48'111'271 | 113'204 | 57.67 |
| 8. | Amendment of Art. 1 para. 2 of the Articles of Incorporation (Change of registered office from Opfikon (Zurich) to Zurich) | 113'924'725 | 107'009'490 | 32'148 | 6'883'087 | 93.93 |