



DISCLOSURE OF SHAREHOLDINGS

Zurich, Switzerland, 4 December 2020: 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): 2.79%
3. Identity of those involved:
Norges Bank, Oslo, Norway
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		4'546'421	2.79
I.1. Equity securities (Adecco registered shares)	4'546'421	4'546'421	2.79
I.2. Securities lending and comparable transactions in equity securities (included in I.1.)	305'503		0.19

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

3 December 2020

The obligation to notify was triggered by collateral shares returned.

7. Representative: Norges Bank
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Norway

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