



IMPORTANT NOTICE

April 9, 2026

To: Holders of Adecco

Re: Cash Dividend - **Approximate Rate**

Security Name: Adecco

Country of Incorporation: SWITZERLAND

CUSIP: 006754204

Ratio (Local Shares:DRs): 1:2

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Apr 21, 2026	Apr 21, 2026
Payable Date:	May 07, 2026	May 21, 2026
Approximate Exchange Rate:	0.7736	
Interim Dividend: Taxable	<u>CHF1.0</u>	
Gross Dividend Total:	<u>CHF1.0</u>	USD0.6463288
Dividend Fee:		USD0.08
Withholding Rate: 35.00%		<u>USD0.226214</u>
Net Dividend Rate:		<u>USD0.3401148</u>

Should you have any questions regarding this matter, please contact us at
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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