

Adecco

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| Country | Switzerland |
| Meeting date | 15 April 2026 11:00 |
| Meeting location | Beaulieu, Centre de Congrès et d'Expositions, Avenue des Bergières 10, 1004 Lausanne |
| Meeting type | Annual General Meeting |
| Securities | ISIN CH0012138605, Valor number 1213860 |

Meeting Agenda

| Item | Proposal | Ethos voting position |
|-------|--|-----------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR |
| 1.2 | Advisory vote on the remuneration report | OPPOSE |
| 1.3 | Approve sustainability report | OPPOSE |
| 2 | Approve allocation of income and dividend paid in cash or in shares | FOR |
| 3 | Discharge board members and executive management | FOR |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | OPPOSE |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | OPPOSE |
| 5.1 | Elections to the board of directors | |
| 5.5.1 | Re-elect Mr. Jean-Christophe Deslarzes as board member and chair | FOR |
| 5.1.2 | Re-elect Ms. Rachel Duan | FOR |
| 5.1.3 | Re-elect Ms. Martine Ferland | FOR |
| 5.1.4 | Re-elect Mr. Stefano Grassi | FOR |
| 5.1.5 | Re-elect Ms. Sandhya Venugopal | FOR |
| 5.1.6 | Re-elect Ms. Regula Wallimann | FOR |
| 5.1.7 | Elect Mr. Tobias Knechtle | FOR |
| 5.1.8 | Elect Mr. Matthias Rebellius | FOR |
| 5.1.9 | Elect Dr. Jacques Sanche | FOR |
| 5.2 | Elections to the remuneration committee | |
| 5.2.1 | Re-elect Ms. Rachel Duan to the remuneration committee | FOR |
| 5.2.2 | Re-elect Ms. Martine Ferland to the remuneration committee | FOR |
| 5.2.3 | Elect Dr. Jacques Sanche to the remuneration committee | FOR |
| 5.2.4 | Elect Ms. Sandhya Venugopal to the remuneration committee | FOR |
| 5.3 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR |
| 5. | Re-elect PricewaterhouseCoopers as auditors | FOR |
| | Transact any other business | OPPOSE |

Report issued:

24.03.2026

About Ethos

The Ethos Foundation aims at promoting socially responsible investment as well as a stable and prosperous socio-economic environment. Ethos is composed of more than 250 Swiss pension funds and other tax-exempt institutions. Its subsidiary Ethos Services is an acknowledged provider of consulting services comprising socially responsible investment (SRI) funds, proxy voting reports, investor engagement programmes, sustainability analyses, as well as climate analyses & reporting. For further information: www.ethosfund.ch.



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