



THE ADECCO GROUP

	Q4 2021	FY 2021
EUR millions except EPS and DPS	Average (Consensus)	Average (Consensus)
Revenues	5,484	20,923
<i>Organic % change YoY</i>	<i>1%</i>	<i>9%</i>
<i>Organic % change YoY Trading Days Adjusted</i>	<i>1%</i>	<i>9%</i>
<i>Reported % change YoY</i>	<i>2%</i>	<i>7%</i>
Gross profit	1,117	4,254
Gross margin	20.4%	20.3%
SG&A, adjusted ¹⁾	-875	-3,316
EBITA, adjusted ¹⁾	242	938
EBITA margin, adjusted ¹⁾	4.4%	4.5%
Net income attributable to Adecco shareholders, adjusted ¹⁾	163	639
Net income attributable to Adecco shareholders	131	546

1) Excluding one-offs and amortisation of intangible assets.

Number of analysts participating for consensus: 13 for Q4 2021, 15 for FY 2021

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