



**Important Notice**  
The Depository Trust Company

<b>B #:</b>	21899-25
<b>Date:</b>	April 23, 2025
<b>To:</b>	All Participants
<b>Category:</b>	Tax Relief, Distributions
<b>From:</b>	International Services
<b>Attention:</b>	Operations, Reorg & Dividend Managers, Partners & Cashiers
<b>Subject:</b>	<p><b><u>Tax Relief Country:</u></b> SWITZERLAND</p> <p><b><u>Security Name:</u></b> ADECCO GROUP AG                      <b><u>CUSIP:</u></b> 006754204</p> <p><b><u>Record Date:</u></b> 04/24/2025                      <b><u>Payable Date:</u></b> 05/09/2025</p> <p>*****NOT CA WEB ELIGIBLE*****</p>

Participants can use DTC's Corporate Actions Web (CA Web) service to certify all, or a portion of their position entitled to the applicable withholding tax rate. Participants are urged to consult TaxInfo respectively before certifying their instructions over the CA Web.

Important: Prior to certifying tax withholding instructions, participants are urged to read, understand, and comply with the information in the Legal Conditions category found on TaxInfo on the CA Web.

Questions regarding this Important Notice may be directed to GlobeTax 212-747-9100.

**Important Legal Information:** The Depository Trust Company ("DTC") does not represent or warrant the accuracy, adequacy, timeliness, completeness, or fitness for any particular purpose of the information contained in this communication, which is based in part on information obtained from third parties and not independently verified by DTC and which is provided as is. The information contained in this communication is not intended to be a substitute for obtaining tax advice from an appropriate professional advisor. In providing this communication, DTC shall not be liable for (1) any loss resulting directly or indirectly from mistakes, errors, omissions, interruptions, delays, or defects in such communication, unless caused directly by gross negligence or willful misconduct on the part of DTC, and (2) any special, consequential, exemplary, incidental, or punitive damages.

To ensure compliance with Internal Revenue Service Circular 230, you are hereby notified that: (a) any discussion of federal tax issues contained or referred to herein is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties that may be imposed under the Internal Revenue Code; and (b) as a matter of policy, DTC does not provide tax, legal or accounting advice and accordingly, you should consult your own tax, legal and accounting advisor before engaging in any transaction.

DTCC offers enhanced access to all important notices via a Web-based subscription service. The notification system leverages RSS Newsfeeds, providing significant benefits including real-time updates and customizable delivery. To learn more and to set up your own DTCC RSS alerts, visit [http://www.dtcc.com/subscription\\_form.php](http://www.dtcc.com/subscription_form.php).

**SWISS** issuer, **ADECCO GROUP AG**, has announced a cash dividend and JPMorgan Chase Bank, N.A. acts as one of the Depositaries for the company's Depositary Receipt ("DR") program.

On DR Pay Date, all holders received the dividend net of the full statutory 35% withholding tax. Eligible holders may claim back the difference between the 35% tax rate withheld and the most favorable rate available to the beneficial holder based upon their country of residence and entity type. By filing, Participants agree to the "Agreements, Fees, Representations and Indemnification" below.

All holders, resident in treaty eligible countries, may reclaim via the long form process. The "Eligibility Matrix" outlines the appropriate tax rate for various countries, as well as, the required documentation.

DISCLOSURE OF BENEFICIAL OWNER ACCOUNT NUMBERS, UNIQUE PER LINE ITEM, IS REQUIRED. EXCEPTIONS INCLUDE TRANSPARENT ENTITIES WHERE THE ACCOUNT NUMBER AT THE ENTITY LEVEL MAY BE PROVIDED. THE ACCOUNT NUMBER DISCLOSED ON ESP MUST MATCH EXACTLY HOW IT APPEARS ON THE BENEFICIAL OWNER'S CREDIT SLIP. FURTHER, A SCREENSHOT OF THE CREDIT SLIP MAY BE REQUESTED BY THE SWISS TAX AUTHORITY. FAILURE TO PROVIDE A CREDIT SLIP SCREENSHOT UPON REQUEST WILL RESULT IN SUSPENSION OF A BROKER'S ABILITY TO PARTICIPATE IN THE RAS/QR PROCESS. PLEASE READ FAQ AND REACH OUT IF NECESSARY.

IRAs WILL NOT BE ABLE TO RECLAIM AT THE EXEMPT RATE DUE TO THE DETERMINATION THAT THE "FORM 6166 EXCLUDES BENEFITS UNDER ARTICLE 10 (3) OF THE SWISS-US DOUBLE TAX TREATY." ALL IRA CLAIMS MUST BE SUBMITTED UNDER THE INDIVIDUAL ENTITY TYPE AND RECLAIM AT THE FAVORABLE RATE.

THE USE OF A P.O. BOX AND/OR C/O ADDRESS IS NOT VALID FOR ESTABLISHING RESIDENCY IN THE UNITED STATES. NO REFUND CAN BE CLAIMED IF ONLY A P.O. BOX AND/OR C/O ADDRESS IS USED. THE SWISS FEDERAL TAX ADMINISTRATION RESERVES THE RIGHT TO HAVE THE COMPETENT AUTHORITY IN THE UNITED STATES VERIFY THE RESIDENCE OR REGISTERED OFFICE ADDRESSES PROVIDED.

## DIVIDEND EVENT MATRIX

ISSUE	CUSIP#	UNDERLYING ISIN	DR RECORD DATE	ORD PAY DATE	DR PAY DATE	RATIO (DR to ORD)	ORD RATE
ADECCO GROUP AG	006754204	CH0012138605	APRIL 24, 2025	APRIL 25, 2025	MAY 9, 2025	2 : 1	CHF 1.00

## FEES & DEADLINES

FILING METHOD	BATCH	PAYMENT METHOD	CUSTODIAL FEE	TAX RELIEF FEE	MINIMUM FEE PER BENEFICIAL OWNER	FINAL SUBMISSION DEADLINE
LONG FORM	POST PAY DATE; ONGOING	CHECK OR ACH	NO FEE	UP TO \$0.015 PER ADR	\$125.00	DECEMBER 1, 2028

### **Agreements, Fees, Representations and Indemnification from Participants and Beneficial Owners**

The undersigned hereby indemnifies J.P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas and its affiliates, agents, directors or employees acting in their capacities as such (each an "Indemnified Party"), for any losses or liabilities suffered by an Indemnified Party on account of (i) a failure to secure a refund; or (ii) funds erroneously received by J.P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas or the undersigned or their clients; or (iii) funds claimed as a refund by J.P. Morgan or the undersigned or their clients, including any tax charges, penalties, interests that is or becomes payable by an Indemnified Party in respect thereon, (iv) funds claimed by any statutory or government authority or administrative department or tax authority as charges, penalties, interests or otherwise in respect of a tax reclaim by the undersigned, and agree that such amounts shall be promptly remitted by the undersigned to J. P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas on request. This indemnity shall survive any termination of the letter.

For the avoidance of doubt and notwithstanding the above, J. P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas shall be entitled to require a prompt remittance by the undersigned of any amounts claimed by any statutory or government authority or administrative department or tax authority as charges, penalties, interests or otherwise in respect of a tax reclaim by the undersigned. J.P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas is not liable for failure to secure a refund or for any charges, penalties, interests or otherwise payable or paid in respect of a tax reclaim by the undersigned. Any funds erroneously claimed or received shall be immediately returned to J.P. Morgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas including any interest, additions to tax or penalties or charges in respect thereon. Nothing herein constitutes tax advice. Please consult your tax advisor prior to engaging our services.

## **ELIGIBILITY MATRIX**

**Note:** All information related to eligibility and documentation requirements can be found on the [ESP](#) site by visiting the relevant event and viewing the Eligibility Matrix. If you need access to ESP, please complete the [New User Registration](#) form, and our team of market experts would be pleased to help you get set up.

For each Country's general Eligibility Matrix, please see ESP's [Reference Guide](#).

JPMorgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas offers **ESP** powered by GlobeTax, an electronic withholding tax submission system. This system allows for the secure and simplified transfer of beneficial owner level data from the Participant to GlobeTax and creates applicable documentation on the Participants' behalf.

Submit the data online through the web site below, print out the documents on letterhead, sign them, and mail them to GlobeTax, along with the necessary required documents.

These claims should be submitted through the following website.

<https://ESP.GlobeTax.com>

Please contact us via the [ESP Service Desk](#) at 212-747-9100 if you have any questions about this process.

## CONTACT DETAILS

<b>DOMESTIC PHONE (U.S.)</b>	1-800-929-5484
<b>DOMESTIC FAX (U.S.)</b>	1-800-929-9986
<b>INTERNATIONAL PHONE</b>	1-212-747-9100
<b>INTERNATIONAL FAX</b>	1-212-747-0029
<b>GROUP EMAIL</b>	<a href="mailto:SWITZERLANDESP@GLOBETAX.COM">SWITZERLANDESP@GLOBETAX.COM</a>
<b>COMPANY</b>	GLOBETAX SERVICES INC.
<b>STREET ADDRESS</b>	ONE NEW YORK PLAZA - 34TH FLOOR
<b>CITY/STATE/ZIP</b>	NEW YORK, NY 10004

## FREQUENTLY ASKED QUESTIONS (FAQs)

### GENERAL QUESTIONS

<b>What is the statute of limitations for filing Swiss reclaims?</b>	It is at the end of the year, 3 years from the record date. Please see the Fees & Deadlines matrix for more details on when the submission deadlines are.
<b>Are there any additional eligibility requirements I should know about?</b>	Yes. If the beneficial owner is engaged in a trade or business in Switzerland or has a permanent establishment in Switzerland, they are ineligible to claim through this process.
<b>For non-U.S. claims, can I submit a stand-alone certification of residence rather than have the tax form signed by the beneficial owner's local tax office?</b>	No, unless the tax authority of the beneficiary's country of residence does not provide stamp certification. The Swiss do not accept any forms for non-U.S. entities that are not signed by the beneficial owner's local tax office.
<b>Will JPMorgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas accept claims filed directly to them by the beneficial owners?</b>	Claims must be filed by the DTC participant who was holding the securities through DTC and only to the extent that DTC has reported these holdings to us as valid record date holdings. Beneficial owners are required to file their claims through the custody chain to the DTC participant of record. All claims not received directly from the DTC participant will be returned to the beneficial owner.

<b>Is this long form process free of charge?</b>	No. This tax reclaim assistance service is wholly voluntary, discretionary, and outside the terms and conditions of any applicable deposit agreement. Fees will be charged for this assistance service of up to \$0.015 per depositary receipt for standard long form reclaims with a minimum of \$125.00. Reclaims received post deadline cannot be assured and may be subject to a per beneficiary fee as well as other charges, fees or expenses payable by or due to JPMorgan Chase Bank, N.A., BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas, or its agents, including the custodian or tax authorities. In addition, charges may apply to any long form claims rejected or not accepted by the custodian. Fees paid to JPMorgan Chase Bank, N.A, BNY Mellon, Citibank, N.A., and/or Deutsche Bank Trust Company Americas may be shared with its agents and affiliates.
<b>Why are account numbers being requested?</b>	The SFTA reserves the right to request additional information to support your claim; this includes, but is not limited to, receiving confirmation that the payment was made to the beneficial owner's account which was provided during your ESP Submission.  Any broker who does not comply with the request will be blocked from future submissions.
<b>Can I provide partial account numbers?</b>	No, partial account numbers are not accepted. The SFTA requires the full account number of the beneficial owner. The account number provided on ESP must match exactly to the account provided on the credit slip.
<b>Will I be requested to provide credit slips for all of my clients?</b>	No. It will be a small sample size but not less than one.
<b>What is a credit slip?</b>	A credit slip is a screenshot, or file, which validates the payment of the dividend into the beneficial owner's account.
<b>What information could the SFTA ask for after I file a claim?</b>	Claims may potentially be audited. The Swiss Federal Tax Administration may choose to ask for further information within 3 years of a dividend event. By filing a reclaim, you agree to comply with any requests made by the tax authority. Requests for further information may include, but are not limited to, full ownership disclosure, transaction history including borrowing and lending, and cash flow analysis of any hedging transactions using financial derivatives.

***Warning and Disclaimer:***

THE INFORMATION AND DATA CONTAINED IN THIS NOTICE IS BASED ON INFORMATION OBTAINED FROM MULTIPLE SOURCES BELIEVED TO BE RELIABLE. HOWEVER, JPMORGAN CHASE BANK, N.A., DEUTSCHE BANK TRUST COMPANY AMERICAS, CITIBANK, N.A., AND BNY MELLON DO NOT WARRANT OR GUARANTEE THE ACCURACY OR COMPLETENESS OF, NOR UNDERTAKE TO UPDATE OR AMEND THIS INFORMATION OR DATA. WE AND OUR AGENTS EXPRESSLY DISCLAIM ANY LIABILITY WHATSOEVER FOR ANY LOSS HOWSOEVER ARISING FROM OR IN RELIANCE UPON ANY OF THIS INFORMATION OR DATA. THE INFORMATION CONTAINED IN THIS NOTICE IS SUBJECT TO CHANGE AND SUBJECT TO DISCRETION AND/OR PRE-EMPTION BY LOCAL MARKET RULES, PRACTICES OR ACTIONS TAKEN BY NON-U.S. AGENTS OR TAX AUTHORITIES. DEADLINES OFTEN DIFFER FROM STATUTORY DEADLINES. YOU SHOULD FILE CLAIMS AS SOON AS POSSIBLE AND AT LEAST SIX MONTHS PRIOR TO THE SPECIFIED DEADLINE.