Adecco Group

Second Quarter 2005
Results Presentation

Jérôme Caille
Group CEO

Jim Fredholm
Group CFO

Adecco

Glattbrugg, August 17, 2005

Disclaimer

Forward-looking statements

Information in this release may involve guidance, expectations, beliefs, plans, intentions or strategies regarding the future. These forward-looking statements involve risks and uncertainties. All forward-looking statements included in this release are based on information available to Adecco S.A. (the "company") as of the date of this release, and we assume no duty to update any such forward-looking statements. Factors that could affect the company's forward-looking statements include, among other things: global GDP trends and the demand for temporary work; changes in regulation of temporary work; intense competition in the markets in which the company competes; changes in the company's ability to attract and retain qualified temporary personnel; the resolution of US state unemployment tax reviews; the resolution of a French anti-trust investigation; the resolution of the US class action litigation; and any adverse developments in existing commercial relationships, disputes or legal proceedings.

The forward-looking statements in this release are not guarantees of future performance and actual results could differ materially from our current expectations. Numerous factors could cause or contribute to such differences. Please refer to the company's most recent Annual Report on

Form 20-F and other reports filed with or submitted to the United States Securities and Exchange Commission from time to time, for a further discussion of the factors and risks associated with our business.

Today's Agenda

1.	**Operational Review**	Jérôme Caille
2.	**Financial Review**	Jim Fredholm
3.	**Outlook**	Jérôme Caille

1. Operational Review

Jérôme Caille
Chief Executive Officer

Q2 2005 Highlights

- Revenues of EUR 4.5 billion, up 6% (**8% in constant currency**)
- **Permanent placement revenues up 23%**
- Gross margin down 10 bps, but **stable on an underlying basis**
- Adecco **US** improves gross margin by **80 bps**
- Continued business investment in **branch openings, +370** to over 6,500, in growth markets e.g. Germany and Japan and **addition of 2,800 colleagues**
- Operating income of **EUR 157 million**, up 38%, 11% underlying
- Net income of **EUR 100 million**, up 5%
- Altedia and Humangroup **acquisitions completed**

H1 Highlights

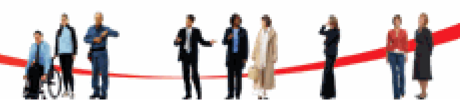
- Revenues of **EUR 8.6 billion increased 7%** (8% in constant currency)
- Overall gross margins **stable at 16.7%** on group level
- Reported gross margin remains flat in Adecco Staffing and increases in Ajilon Professional by 40 bps
- Operating income margin increases to 3.1% (H1 2004: 2.1%)
- **Net income of EUR 163 million**, up 31% (H1 2004: EUR 125 million)
- **Tax rate down to 30%** from 36%

Q2 2005 Results Summary

	EUR millions	% Variance (05 vs 04) Euro	% Variance (05 vs 04) Underlying **
Sales	4,540	6%	7%
Gross profit	760	6%	7%
SG&A *	603	0%	6%
Operating income	157	38%	11%
Net income	100	5%	

* Includes amortization of intangibles of EUR 1 million for Q2 2005 (Q2 2004: EUR 1 million)

** Underlying figures are adjusted in 2004 for constant currency, one-time items associated with the 2003 financial reporting delay (EUR 41 million in SG&A) and change in estimate of French payroll liability provisions (EUR 12 million in gross profit and EUR 1 million in SG&A); in 2005 for acquisitions



H1 2005 Results Summary

	EUR millions	% Variance (05 vs 04) Euro	% Variance (05 vs 04) Underlying **
Sales	8,626	7%	8%
Gross profit	1,437	7%	8%
SG&A *	1,172	0%	7%
Operating income	265	53%	13%
Net income	163	31%	

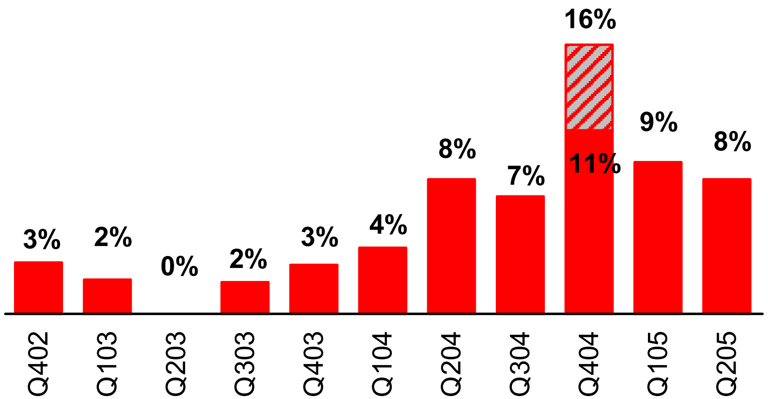
* Includes amortization of intangibles of EUR 1 million for H1 2005 (H1 2004: EUR 1 million)

** Underlying figures are adjusted in 2004 for constant currency, one-time items associated with the 2003 financial reporting delay (EUR 77 million in SG&A) and change in estimate of French payroll liability provisions (EUR 12 million in gross profit and EUR 1 million in SG&A); in 2005 for acquisitions

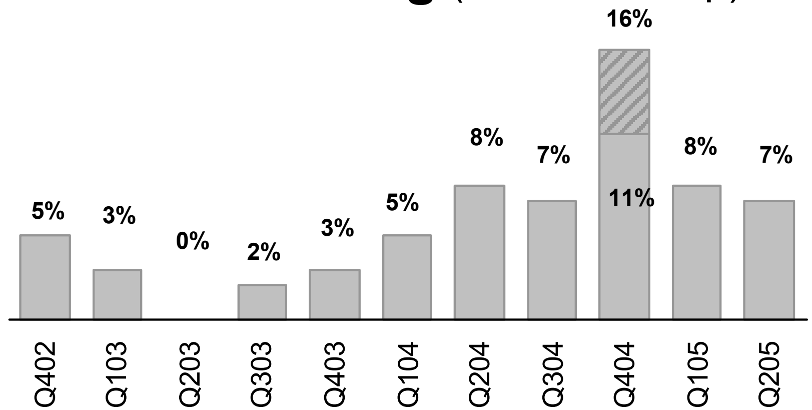
Over Two Years of Sales Growth

in constant currency

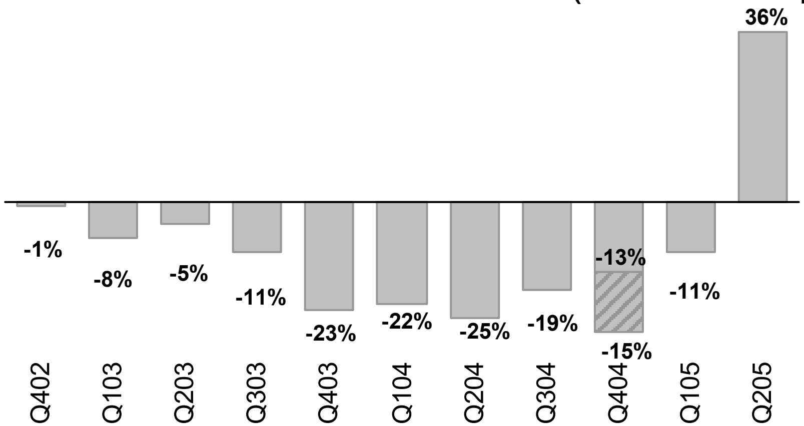
GROUP



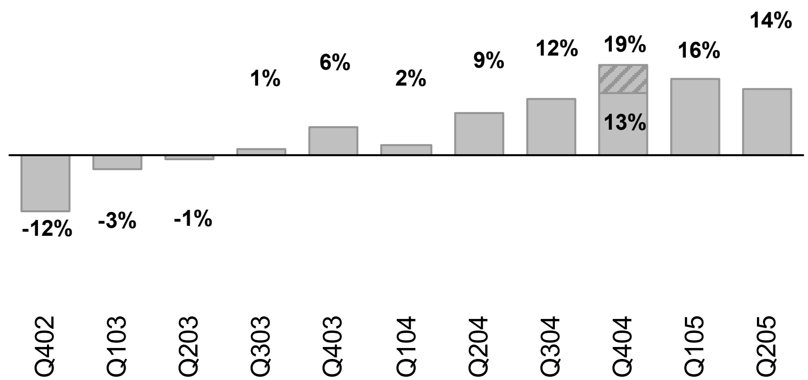
Adecco Staffing (88% of Group)



LHH Career Services (1% of Group)



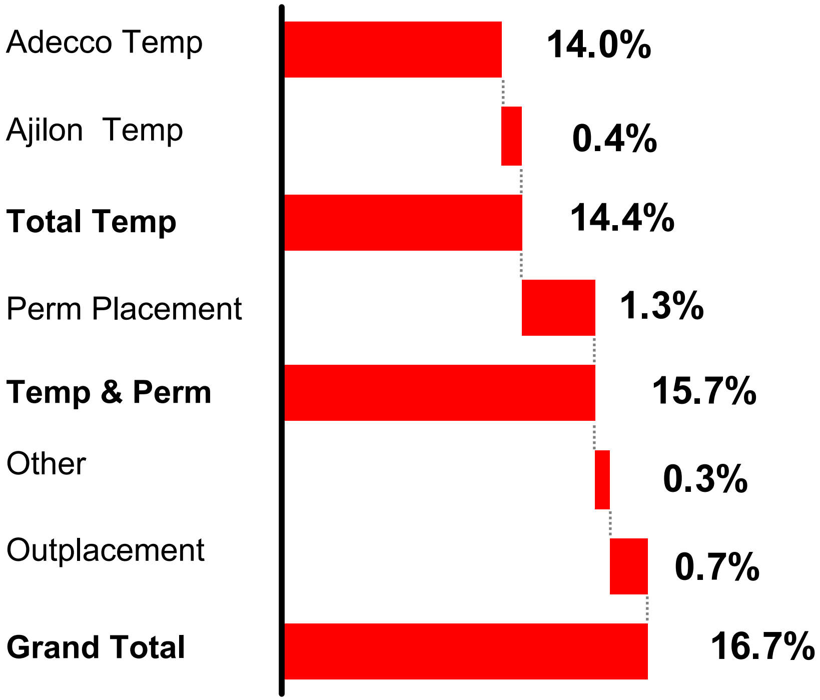
Ajilon Professional (11% of Group)



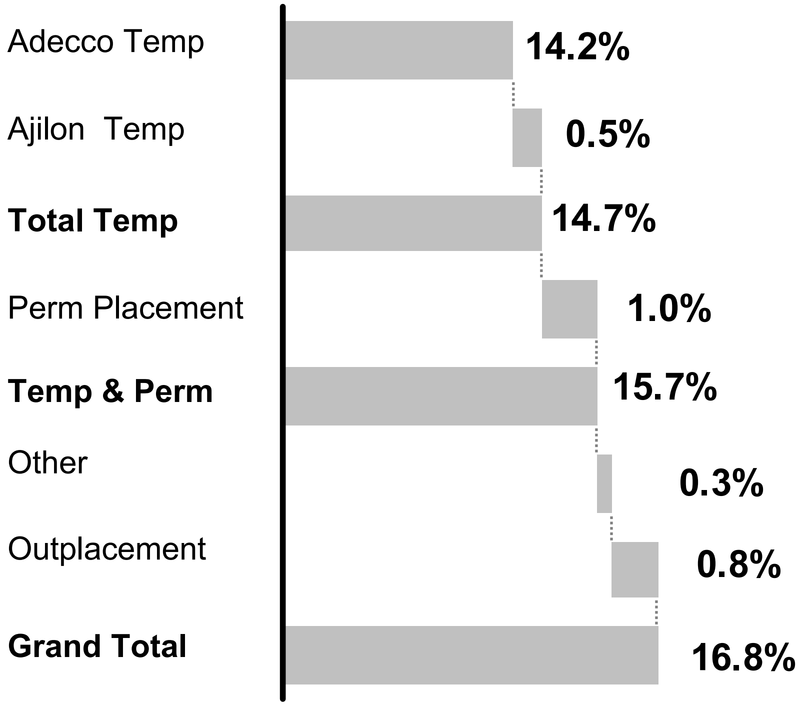
Impact 14th week

The Drivers for Change – Q2

Q2 2005

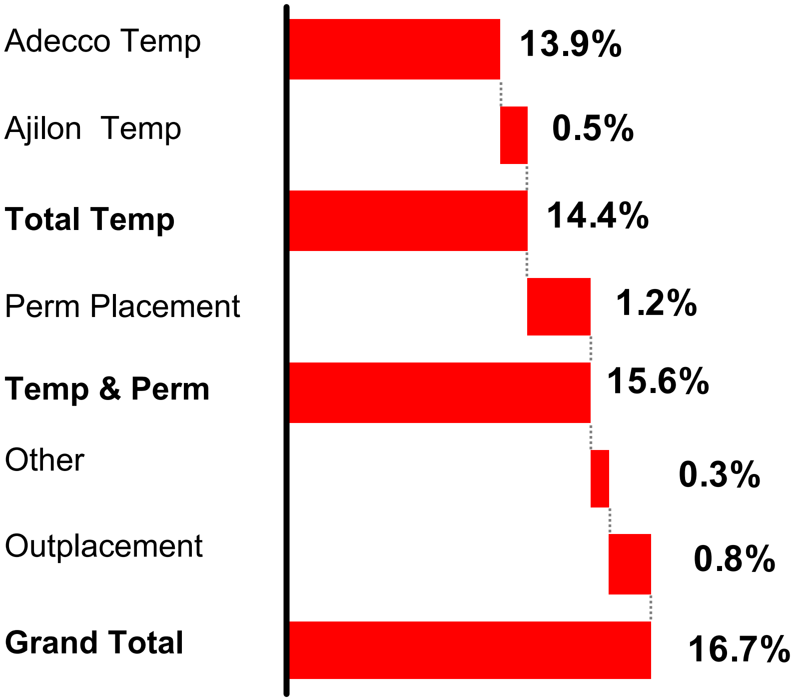


Q2 2004

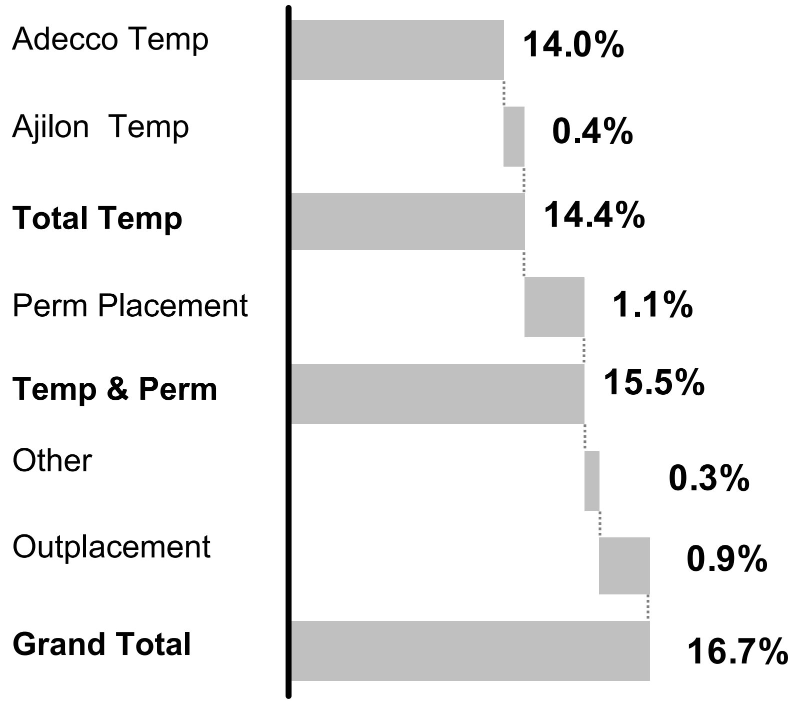


The Drivers for Change – H1

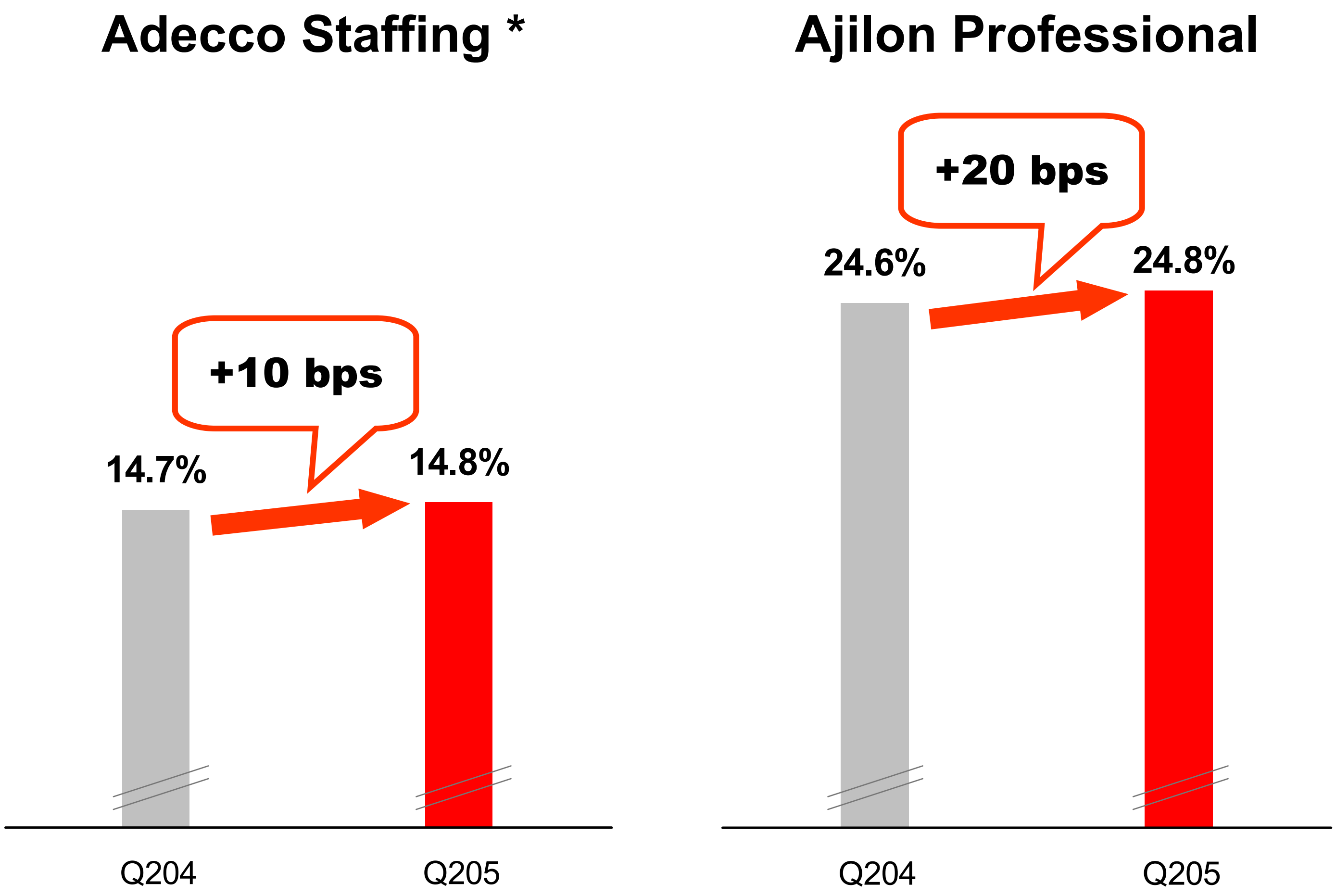
HY 2005



HY 2004



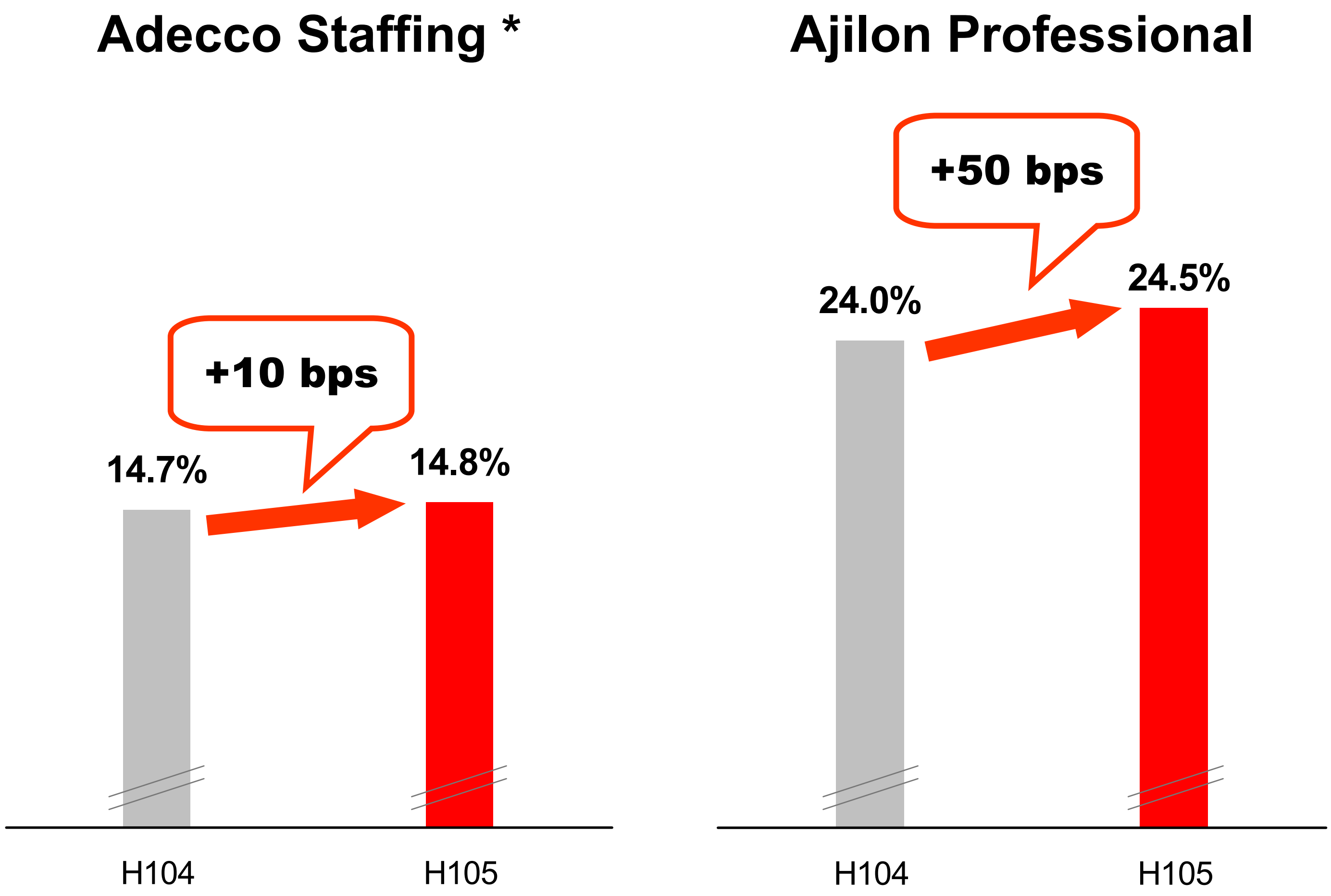
Underlying Q2 Gross Margin Development
in constant currency



* adjusted for Humangroup and EUR 12 million change in estimate of French payroll liability provision in 2004

H1 Gross Margin Development in Major Divisions

in constant currency



* adjusted for Humangroup and EUR 12 million change in estimate of French payroll liability provision in 2004

Sales and EBITA Growth at Major Business Units
in constant currency

Q2 2005 vs Q2 2004

	Sales Q205 EUR million	Sales Growth (%)	EBITA Growth (%)
Adecco France	1'563	+4%	-17%
Adecco North America	656	- 5%	59%
Adecco Japan	326	+14%	+8%
Adecco Italy	264	+7%	+1%
Adecco Iberia *	205	+27%	+25%
Adecco Benelux	196	+10%	+49%
Adecco UK	194	+11%	-5%
Ajilon North America	192	+14%	+30%
Ajilon UK	185	+11%	+12%
Adecco Nordics	131	+40%	NM
Adecco Switzerland	93	+22%	+60%
Adecco Germany	85	+10%	- 54%
LHH **	50	+36%	+8%

* Includes one month Humangroup
** Includes two months Altedia

Sales and EBITA Growth at Major Business Units

in constant currency

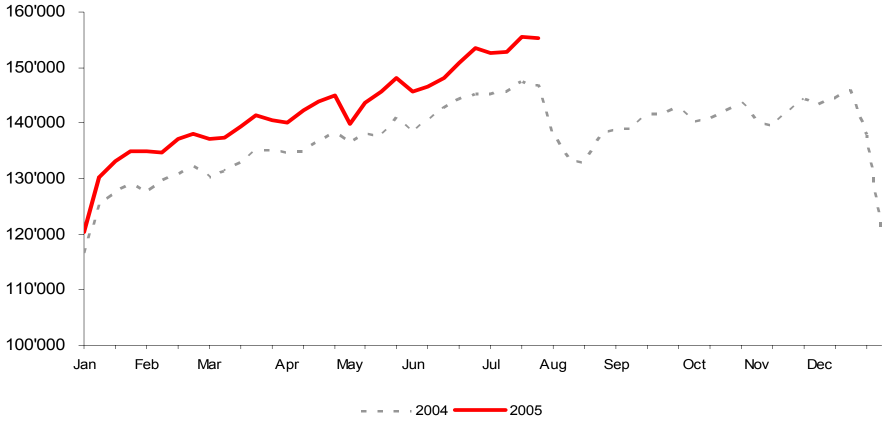
H1 2005 vs H1 2004

	Sales Q205 EUR million	Sales Growth (%)	EBITA Growth (%)
Adecco France	2,946	+5%	-7%
Adecco North America	1,273	-3%	+43%
Adecco Japan	643	+18%	+55%
Adecco Italy	503	+9%	+2%
Ajilon North America	376	+17%	+60%
Adecco UK	374	+8%	-12%
Adecco Benelux	374	+11%	+88%
Adecco Iberia *	365	+20%	+14%
Ajilon UK	358	+12%	+10%
Adecco Nordics	235	+34%	+88%
Adecco Switzerland	163	+18%	+51%
Adecco Germany	161	+14%	-31%
LHH **	87	+11%	-30%

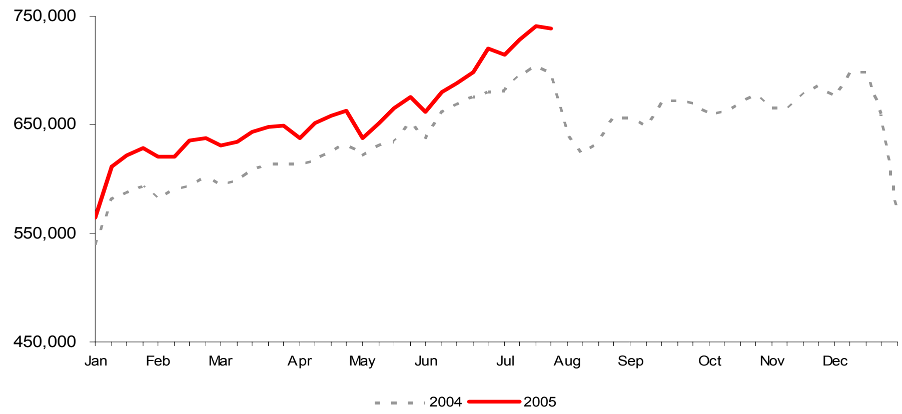
* Includes one month Humangroup
** Includes two months Altedia

Trading Update

Client Base

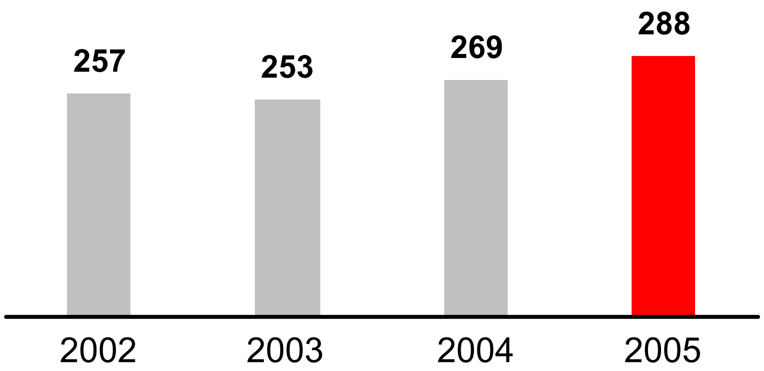


Number of Temporary Associates

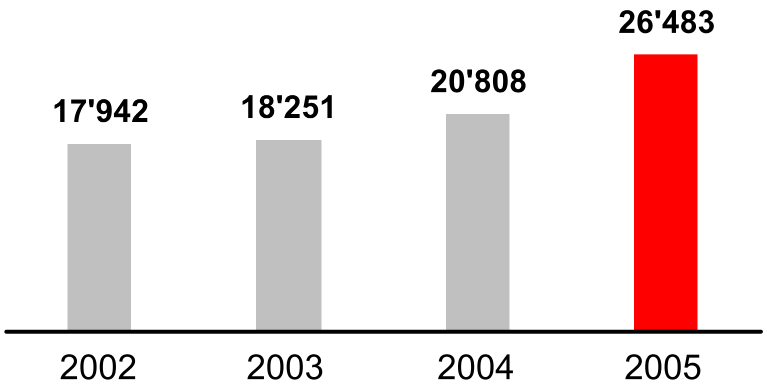


Key Indicators
June QTD

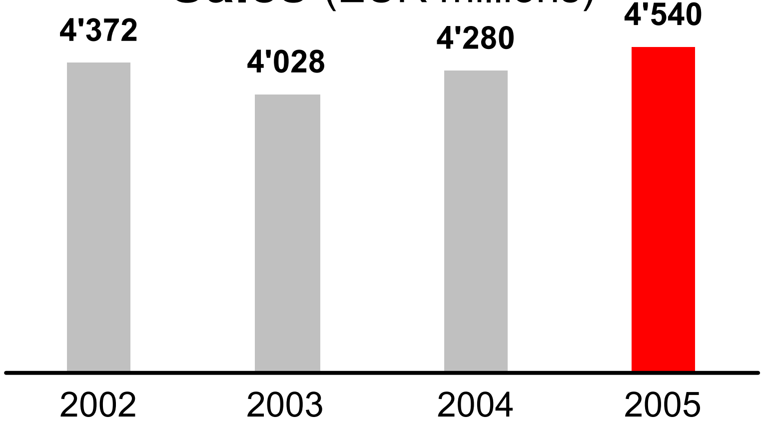
Temp hours (millions)



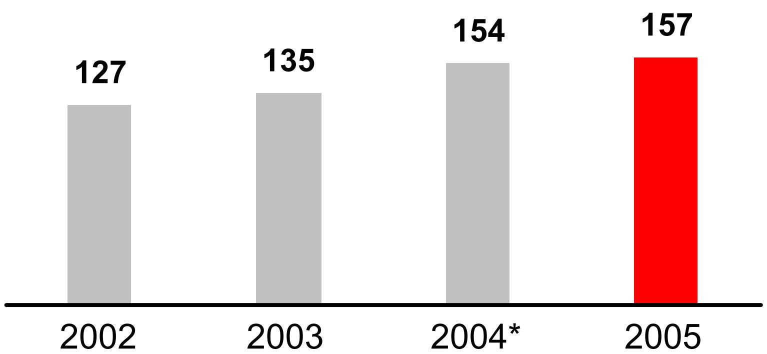
Perm Placements



Sales (EUR millions)



Operating Income (EUR millions)



* Excluding costs associated with 2003 financial reporting delay of EUR 41 million

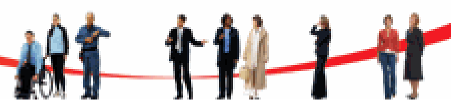
2. Financial Review

Jim Fredholm
Chief Financial Officer

Q2 2005 Results in Detail

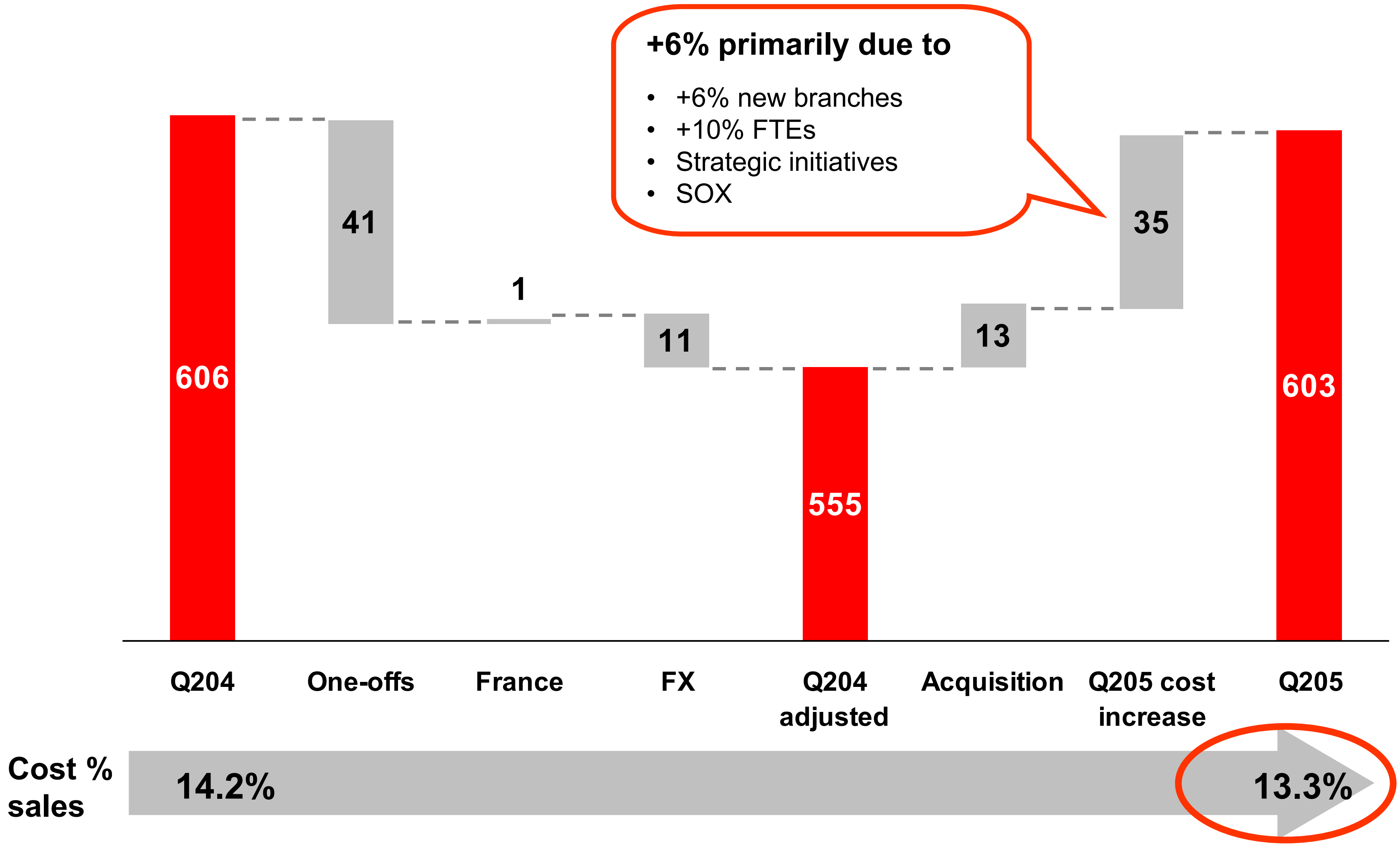
in EUR millions

	Three months ended				Six months ended			
	July 3, 2005	June 27, 2004	% change EUR	% change Constant	July 3, 2005	June 27, 2004	% change EUR	% change Constant
Revenues	**4,540**	**4,280**	6%	8%	**8,626**	**8,080**	7%	8%
Direct costs of services	(3,780)	(3,561)			(7,189)	(6,734)		
Gross margin	760	719	6%	8%	1,437	1,346	7%	9%
	16.7%	*16.8%*			*16.7%*	*16.7%*		
Selling, general & administrative expenses	(602)	(605)			(1,171)	(1,172)		
Amortisation of intangibles	(1)	(1)			(1)	(1)		
Operating income	**157**	**113**	38%	42%	**265**	**173**	53%	57%
%	*3.5%*	*2.6%*			*3.1%*	*2.1%*		
Interest and other expenses	(16)	(12)			(31)	(25)		
Income applicable to minority interests	(1)	-			(1)	-		
Provision for income taxes	(40)	(36)			(70)	(53)		
Income from continuing operations	**100**	**65**	54%		**163**	**95**	72%	
	2.2%	*1.5%*			*1.9%*	*1.2%*		
Income from discontinued operations	-	30			-	30		
Net income	**100**	**95**	5%		**163**	**125**	31%	
	2.2%	*2.2%*			*1.9%*	*1.5%*		



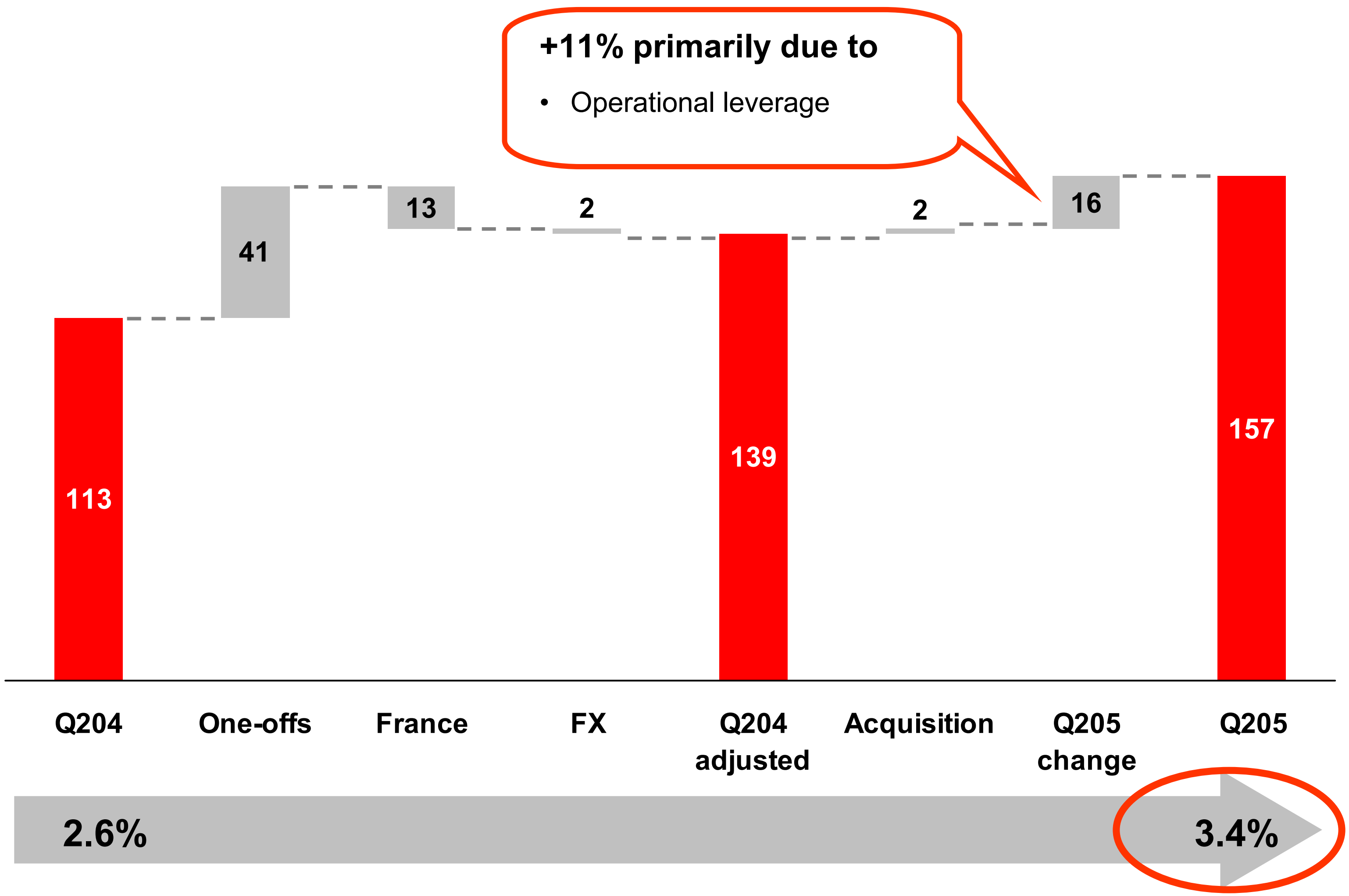
Cost Base Movement *

in EUR millions



* SG&A and amortization

Operating Income
in EUR millions



Operating margin %

Balance Sheet
in EUR millions

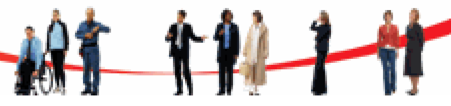
	July 3, 2005	January 2, 2005
ASSETS		
Cash and short-term investments	839	1,203
Trade accounts receivable, net	3,508	3,149
Other current assets	302	260
Property, equipment & leasehold improvements, net	258	261
Other assets	330	364
Goodwill & intangibles	1,453	1,204
Total assets	**6,690**	**6,441**
LIABILITIES & SHAREHOLDERS' EQUITY		
Accounts payable and accrued expenses	3,283	3,025
Short and long-term debt	1,431	1,502
Other liabilities	162	139
Minority interest	12	2
Shareholders' equity	1,802	1,773
Total liabilities & shareholders' equity	**6,690**	**6,441**
Net debt*	606	299

* Net debt comprises short-term and long-term debt as well as off balance sheet debt less cash and cash equivalents and short-term investments. The off balance sheet debt relates to the sale of receivables from Humangroup (EUR 14 million).

Cash-flow Statements

in EUR millions

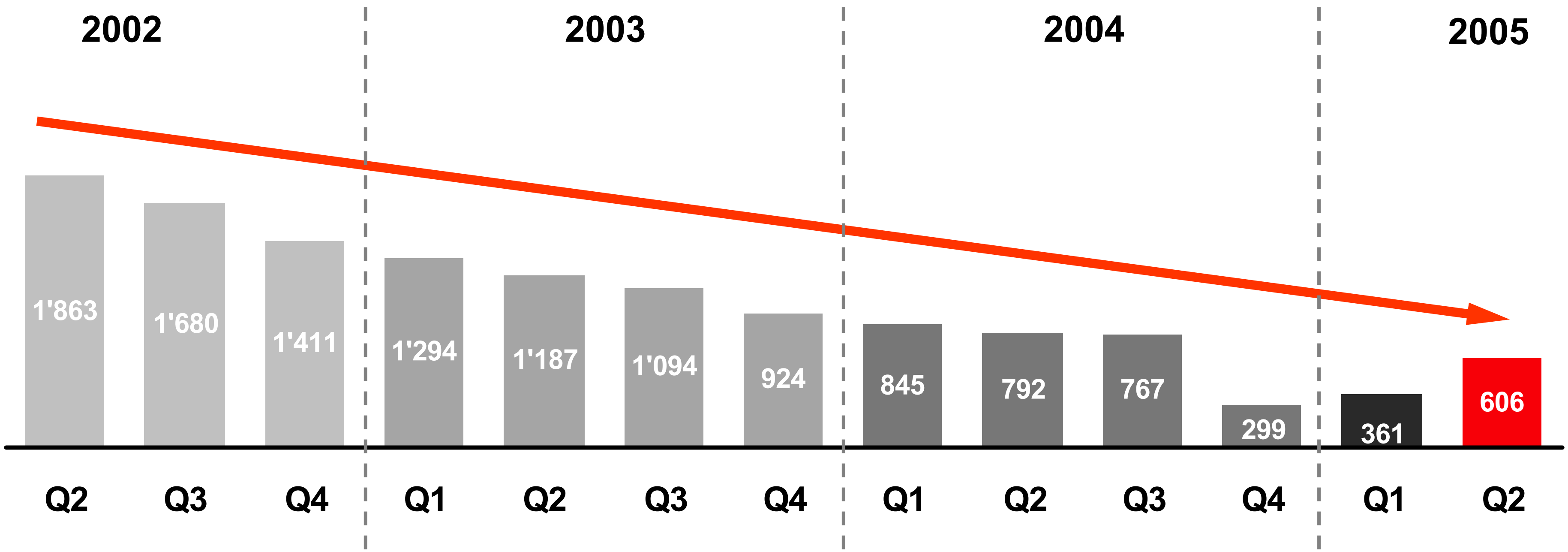
	Six months ended	
	July 3, 2005	June 27, 2004
Net income	163	125
Income from discontinued operations	-	(30)
Depreciation and amortisation	53	62
Change in operating assets/liabilities	(180)	(154)
Others	30	30
Cash flow from operations of continuing operations	**66**	**33**
Cash flow used in investing activities of continuing operations	**(49)**	**(3)**
Cash flow used in financing activities of continuing operations	**(258)**	**(34)**
Net proceeds from the sale of discontinued operations	-	64
Effects of exchange rate changes on cash	18	8
Net increase in cash and cash equivalents	**(223)**	**68**



Financial Strength

net debt in EUR millions*

Significant net debt reduction since 2002



* Includes off balance sheet debt (In EUR; 2002 Q2:52m Q3:61m Q4:59m; 2003 Q1:37m Q2:36m Q3:36m Q4:36m; 2004 Q1:37m; from Q2 2004 to Q1 2005 there is no off balance sheet debt due to the cancellation of the external financing of the securitization agreement; Q2 2005: 14m Humangroup sale of receivables)

Prior periods have been changed due to the reclassification effect of the discontinued operations of the jobpilot group.

3. Outlook

Jérôme Caille
Chief Executive Officer

Outlook

Sales growth, at or above market

- Long-term structural growth in industry
- Continued investment in branch network and sales force

Increase gross margin over medium term

- Pricing discipline
- Permanent placement services
- Business mix
- Further service specialization

Improve performance in key markets

- FRANCE – build higher margin growth channels
- US – resume market growth and continue with profitability improvement

Thank You!

Q&A session