Q3 2013 Results

Adecco Group

Zurich, November 6, 2013

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. as of the date of this release, and we assume no duty to update any such forward-looking statements. 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. 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 operates; integration of acquired companies; changes in the Company's ability to attract and retain qualified internal and external personnel or clients; the potential impact of disruptions related to IT; any adverse developments in existing commercial relationships, disputes or legal and tax proceedings.

Operational review

Financial review

Strategy & Outlook

Appendix

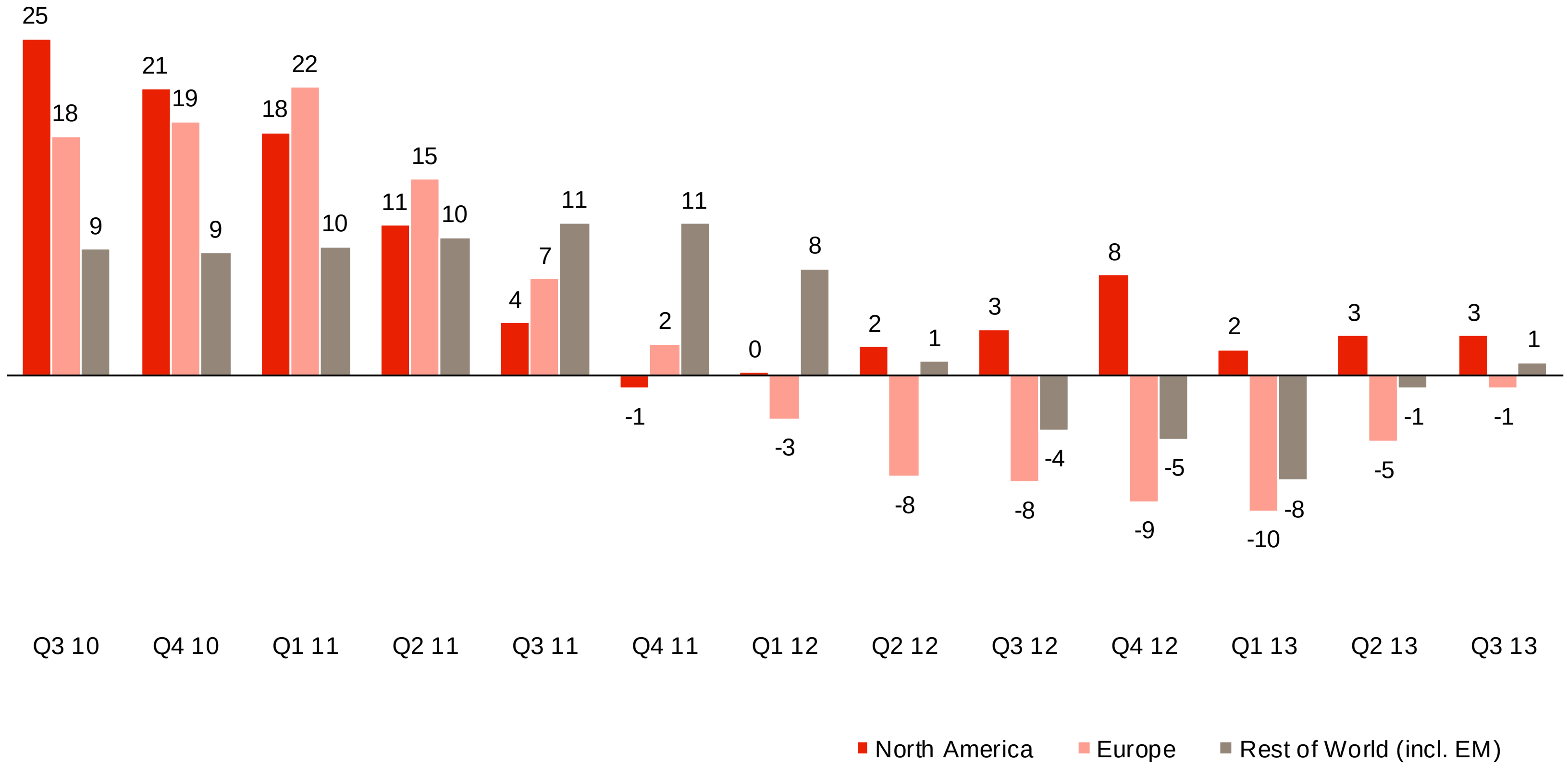
Operational review

Highlights
Q3 2013 and Outlook

- Revenues flat yoy in constant currency with clear improvement in momentum in Europe
- Gross margin at 18.7%, up 80 bps
- SG&A down 2% yoy in constant currency and excluding restructuring costs
- EBITA margin excluding restructuring costs up 110 bps to 5.5%, including a 50 bps benefit from reassessment of the French CICE relating to prior periods
- Net income up 61%, basic EPS up 71%
- Revenues down 1% in September and returned to growth in October, in constant currency and adjusted for trading days

Revenue development by region[1)]

Organic year-on-year change in percent

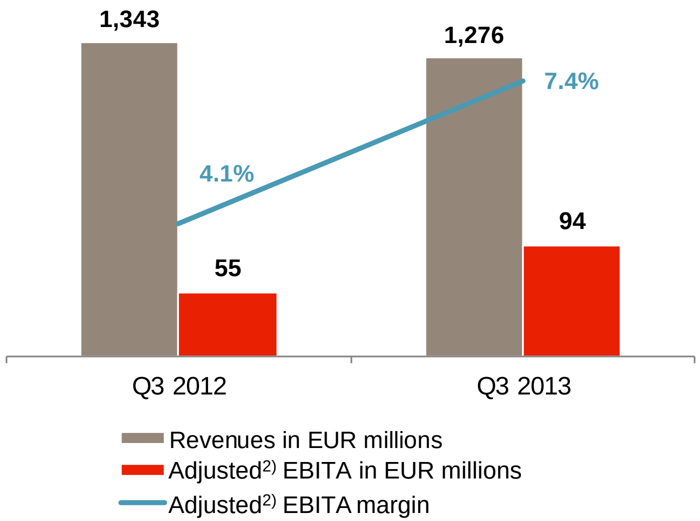


1) Excluding LHH

France

25% of group revenues in Q3 2013

Q3 2013 yoy revenue[1] decline: 5%



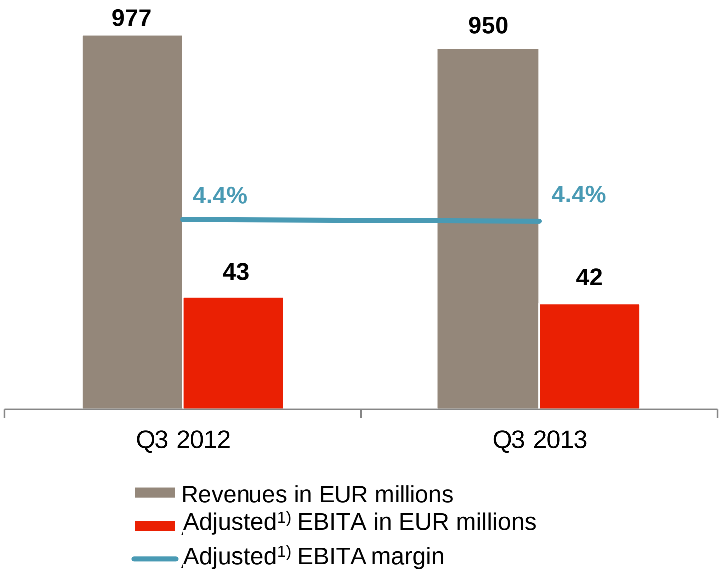
- Revenues down 5% vs. down 12% in Q2, driven by improvement in the early-cyclical Industrial business
- Adjusted EBITA margin up 330 bps, positively impacted by reassement of CICE relating to prior periods
- Revenues in September down 6%, adjusted for trading days

1) As of January 2013, Morocco and Tunisia, previously within France, are reported under Emerging Markets. The 2012 information has been restated to conform to the current year presentation.
2) Q3 2013 excludes EUR 1 million restructuring costs and Q3 2012 excludes EUR 19 million restructuring costs.

North America

19% of group revenues in Q3 2013

Q3 2013 yoy constant currency revenue growth: 3%



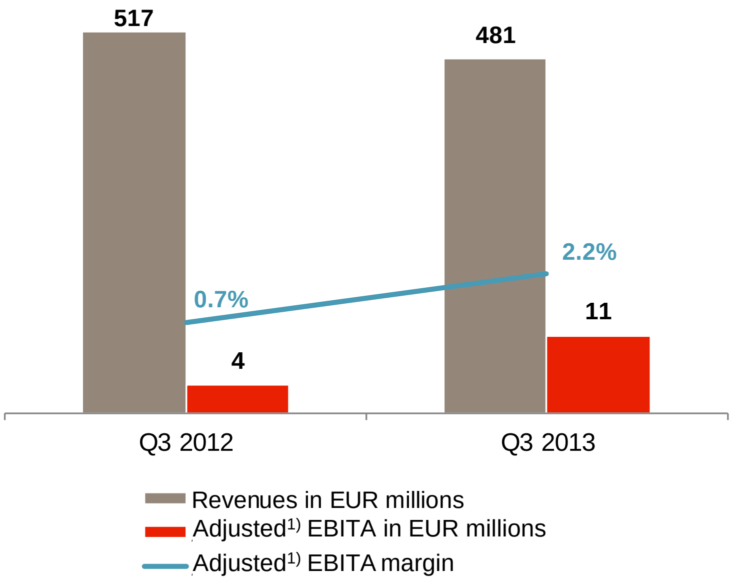
- Revenues up 3% in constant currency driven by growth in Industrial (7%) and IT (5%)
- Strong growth in perm revenues, accelerating to 20% yoy in constant currency
- Revenues in September up 2% in constant currency, adjusted for trading days

1) Q3 2012 excludes EUR 2 million restructuring costs.

UK & Ireland

10% of group revenues in Q3 2013

Q3 2013 yoy constant currency revenue growth: 1%

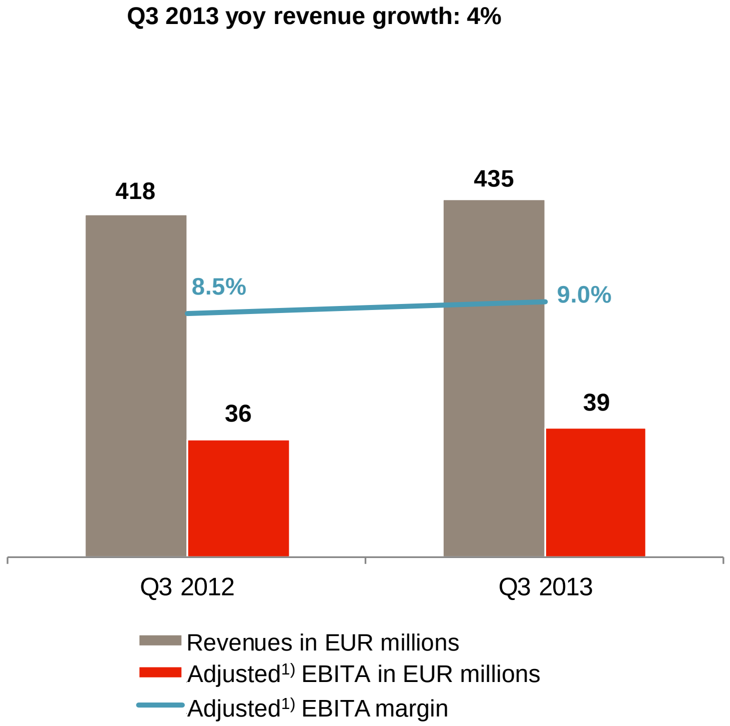


- Revenues up 1% in constant currency, or up 7% in constant currency excluding the impact of the 2012 London Olympics
- Perm revenues were down 6% in constant currency
- Revenues in September up 2% in constant currency, adjusted for trading days

1) Q3 2013 excludes EUR 1 million restructuring costs.

Germany & Austria

9% of group revenues in Q3 2013



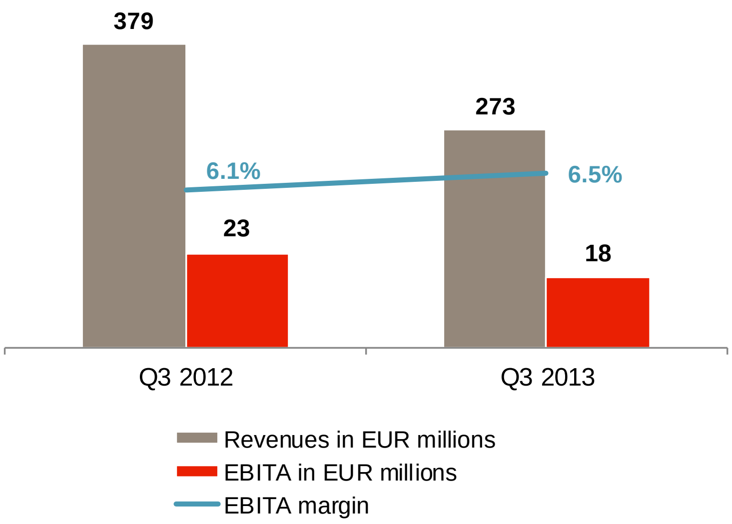
- Revenues up 4%, driven by accelerating growth in General Staffing
- Strong adjusted EBITA margin, up 50 bps
- Revenues in September up 7%, adjusted for trading days

1) Q3 2012 excludes EUR 1 million restructuring costs.

Japan

5% of group revenues in Q3 2013

Q3 2013 yoy constant currency revenue decline: 5%

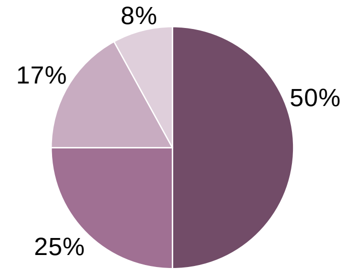


- Revenues down 5% yoy in constant currency (down 9% in Q2 13)
- Perm growth, price discipline and cost control drove strong profitability
- Revenues in September down 6% in constant currency, adjusted for trading days

Revenue development by business line

Q3 2013 vs. Q3 2012

	Revenues[1)] EUR m	Revenue growth in %, constant currency
Office	1,233	-3
Industrial	2,568	1
General Staffing	**3,801**	**0**
Information Technology	564	4
Engineering & Technical	285	0
Finance & Legal	192	4
Medical & Science	89	-11
Professional Staffing	**1,130**	**2**
Solutions	**102**	**10**
Adecco Group	**5,033**	**0**



1) Breakdown of staffing revenues into Office, Industrial, Information Technology, Engineering & Technical, Finance & Legal and Medical & Science is based on dedicated branches. Solutions include revenues from Career Transition & Talent Development (CTTD), Managed Service Programmes (MSP), Recruitment Process Outsourcing (RPO) and Vendor Management System (VMS).

Financial review

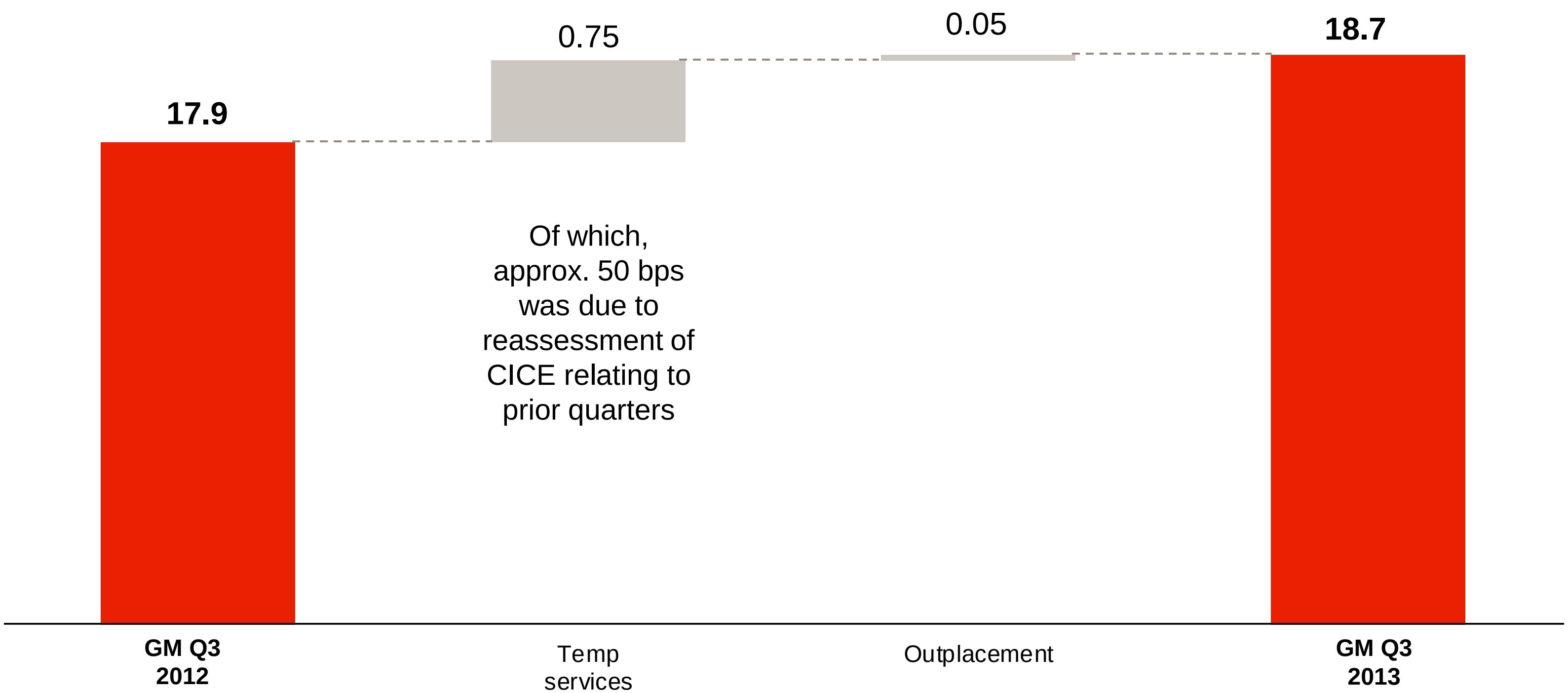
Q3 2013 Results in detail – P&L

In EUR millions

	Q3 2013	Q3 2012	Variance %		9M 2013	9M 2012	Variance %	
			EUR	Constant Currency			EUR	Constant Currency
Revenues	5,033	5,279	-5%	0%	14,520	15,509	-6%	-4%
Direct costs of services	(4,091)	(4,332)			(11,873)	(12,729)		
Gross profit	**942**	**947**	-1%	5%	**2,647**	**2,780**	-5%	-2%
Gross margin	*18.7%*	*17.9%*			*18.2%*	*17.9%*		
Selling, general, and administrative expenses	(669)	(737)	-9%	-4%	(2,047)	(2,203)	-7%	-4%
As a percentage of revenues	*13.3%*	*14.0%*			*14.1%*	*14.2%*		
EBITA[1)]	**273**	**210**	30%	38%	**600**	**577**	4%	8%
EBITA [1)] margin	*5.4%*	*4.0%*			*4.1%*	*3.7%*		
Amortisation of intangible assets	(10)	(13)			(31)	(40)		
Operating income	**263**	**197**	33%	41%	**569**	**537**	6%	10%
Operating income margin	*5.2%*	*3.7%*			*3.9%*	*3.5%*		
Interest expense	(20)	(19)			(58)	(56)		
Other income / (expenses), net	1	(1)			(1)	(12)		
Income before income taxes	**244**	**177**	38%		**510**	**469**	9%	
Provision for income taxes	(53)	(59)			(126)	(126)		
Net income	**191**	**118**	61%		**384**	**343**	12%	
Net income attributable to noncontrolling interests	(1)				(1)	(1)		
Net income attributable to Adecco shareholders	**190**	**118**	61%		**383**	**342**	12%	
Net income margin attributable to Adecco shareholders	*3.8%*	*2.2%*			*2.6%*	*2.2%*		

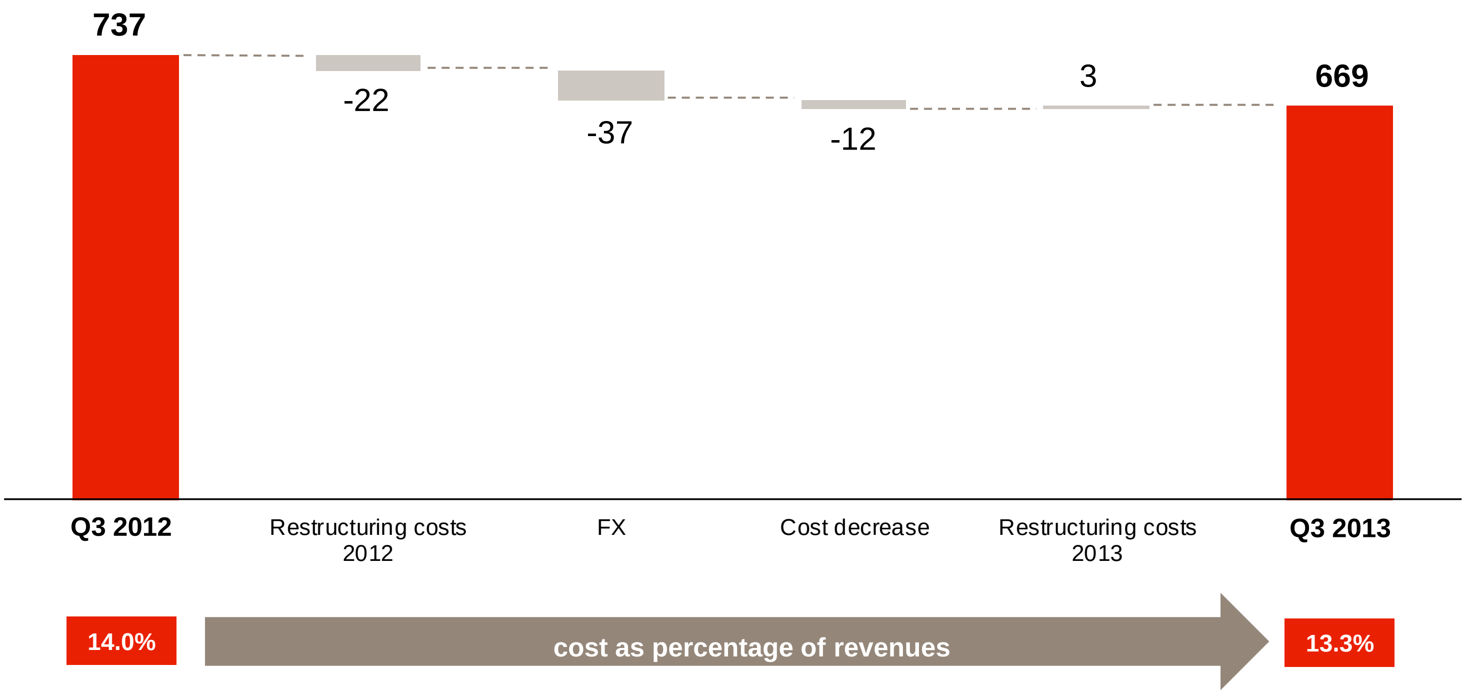
1) EBITA is a non US GAAP measure and refers to operating income before amortisation of intangible assets.

Q3 2013 gross margin drivers
As percentage of revenues



Q3 2013 SG&A movements

In EUR millions



Balance sheet
In EUR millions

Assets	Sep 30 2013	Dec 31 2012
Cash and cash equivalents	816	1,103
Short-term Investments	-	2
Trade accounts receivable, net	3,628	3,492
Other current assets	288	308
Property, equipment, and leasehold improvements, net	252	291
Other assets	407	331
Goodwill and intangible assets, net	3,969	4,087
Total assets	**9,360**	**9,614**
Liabilities and shareholders' equity		
Accounts payable and accrued expenses	3,444	3,332
Short- and long-term debt	2,100	2,077
Other liabilities	373	506
Total Adecco shareholders' equity	3,439	3,696
Noncontrolling interests	4	3
Total liabilities and shareholders' equity	**9,360**	**9,614**
Net Debt[1)]	1,284	972

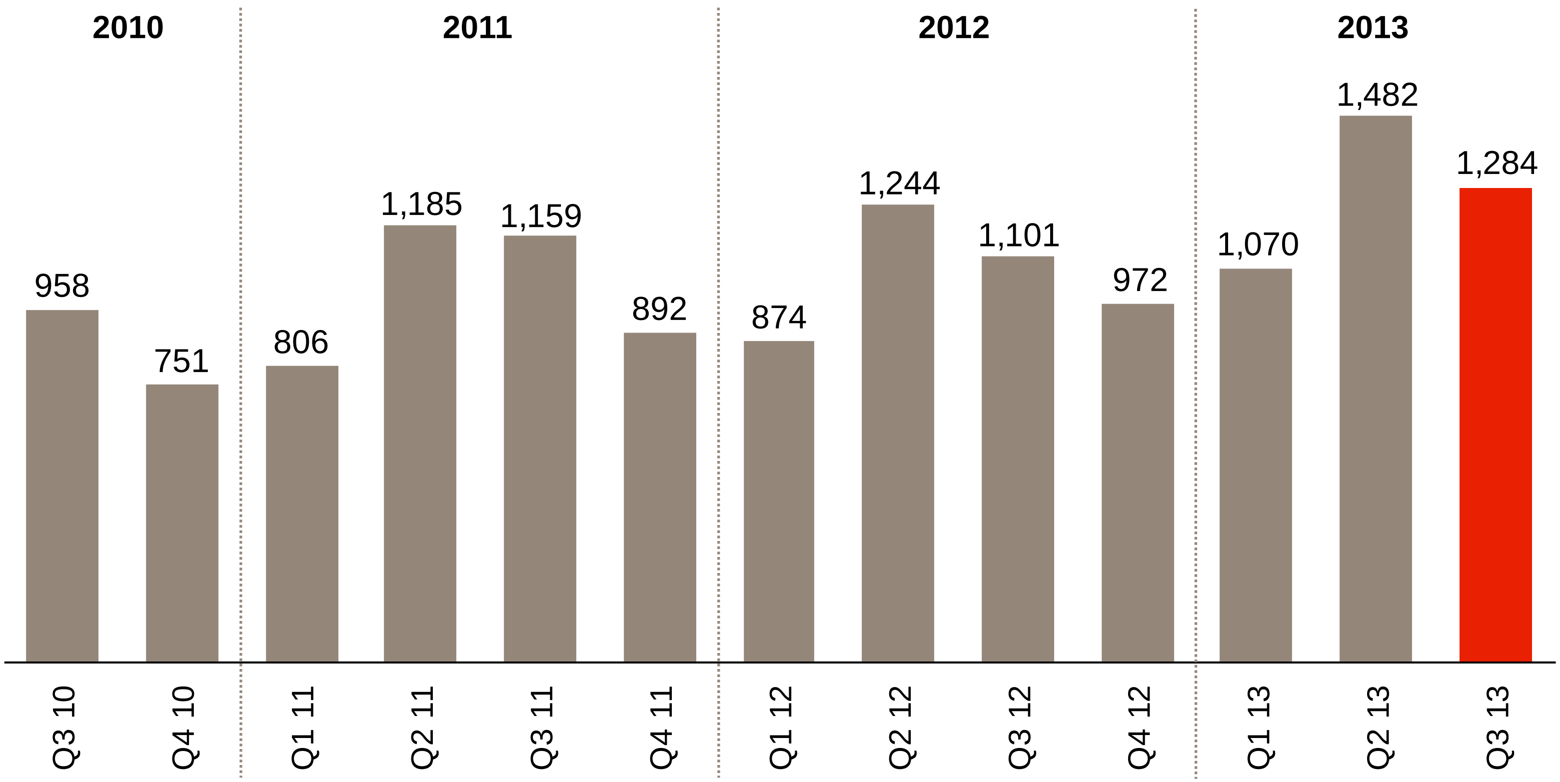
1) Net debt is a non US GAAP measure and comprises short-term and long-term debt less cash and cash equivalents and short-term investments.

Cash flow statement
In EUR millions

	Q3		9M	
	2013	**2012**	**2013**	**2012**
Net income	191	118	384	343
Adjustments to reconcile net income to cash flows from operating activities:				
– Depreciation and amortisation	35	38	107	119
– Other charges	12	43	20	56
Changes in operating assets and liabilities, net of acquisitions:				
– Trade accounts receivable	4	48	(235)	(107)
– Accounts payable and accrued expenses	86	(24)	110	(51)
– Other assets and liabilities	(47)	(20)	(116)	(76)
Cash flows from operating activities	**281**	**203**	**270**	**284**
Cash flows from/(used) in investing activities	**(15)**	**10**	**(23)**	**(164)**
Cash flows from/(used) in financing activities	**183**	**279**	**(510)**	**268**
Effect of exchange rate changes on cash	(6)	(33)	(24)	(14)
Net increase/(decrease) in cash and cash equivalents	**443**	**459**	**(287)**	**374**

Net debt[1)] development since Q3 2010

In EUR millions



1) Net debt is a non US GAAP measure and comprises short-term and long-term debt less cash and cash equivalents and short-term investments.

Financial Guidance
Full year 2013

Capex	Approximately EUR 90 million
Interest expense	Approximately EUR 80 million
Corporate costs	Approximately EUR 95 million
Amortisation	Approximately EUR 45 million

Strategy & Outlook

We strive to reach an EBITA margin above 5.5% in 2015

1. Retention
2. IT
3. Professional Staffing & Services
4. Segmentation
5. BPO solutions
6. Emerging Markets

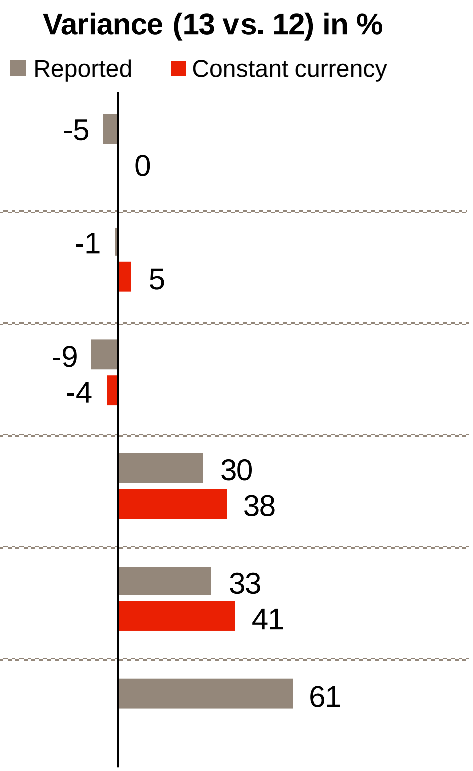
EBITA margin >5.5%

- Top line growth
- Pricing discipline
- Cost control

Appendix

Q3 2013 results summary

	Reported EUR m	% of rev.
Revenues	**5,033**	
Gross profit	**942**	18.7%
SG&A	**669**	13.3%
EBITA[1)]	**273**	5.4%
Operating income	**263**	5.2%
Net income attributable to Adecco shareholders	**190**	3.8%

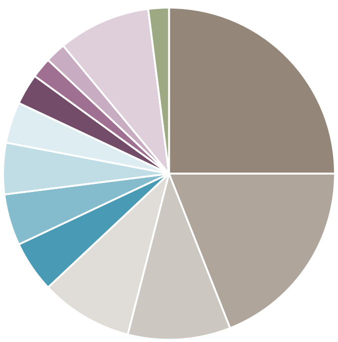


1) EBITA is a non US GAAP measure and refers to operating income before amortisation of intangible assets.

Revenues and EBITA by segment

Q3 2013 vs. Q3 2012

Revenues in percent



		Revenues		EBITA[1), 2)]	
		EUR m	constant currency yoy growth	EUR m	margin
25%	France[3)]	**1,276**	-5%	**93**	7.3%
19%	North America	**950**	3%	**42**	4.4%
10%	UK & Ireland	**481**	1%	**10**	2.1%
9%	Germany & Austria	**435**	4%	**39**	9.0%
5%	Japan	**273**	-5%	**18**	6.5%
5%	Italy	**242**	8%	**17**	6.8%
5%	Benelux	**251**	3%	**14**	5.5%
4%	Nordics	**203**	-1%	**8**	4.3%
3%	Iberia	**173**	4%	**5**	3.1%
2%	Australia & New Zealand	**99**	-10%	**2**	2.3%
2%	Switzerland	**109**	-4%	**9**	8.6%
9%	Emerging Markets[3)]	**467**	8%	**18**	3.8%
2%	LHH	**74**	4%	**20**	27.2%
	Corporate			**(22)**	
	Adecco Group	**5,033**	0%	**273**	5.4%

1) EBITA is a non US GAAP measure and refers to operating income before amortisation of intangible assets.
2) Including restructuring costs of EUR 1 million in France, EUR 1 million in the UK & Ireland and EUR 1 million in LHH.
3) As of January 2013, Morocco and Tunisia, previously within France, are reported under Emerging Markets. The 2012 information has been restated to conform to the current year presentation.

Developments in the Emerging Markets

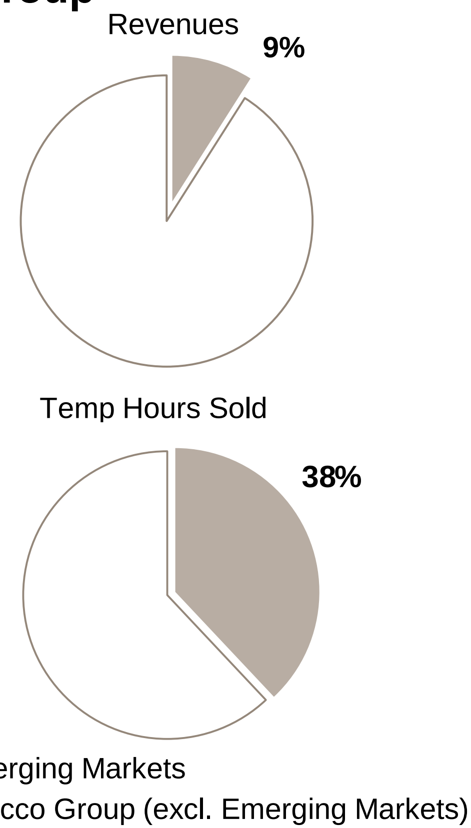
Q3 2013 revenues by geography

Revenue split / growth

yoy growth, in constant currency[1)]

43%	■	Latin America	*8%*
29%	■	Eastern Europe & MENA	*20%*
18%	■	Asia	*1%*
10%	■	India	*-3%*

Emerging Markets compared to Adecco Group



1) As of January 2013, Morocco and Tunisia, previously within France, are reported under Emerging Markets. The 2012 information has been restated to conform to the current year presentation.

Debt and cash & short term investments

As of September 30, 2013

	Principal at maturity	Maturity	Fixed interest rate	Total in EUR million
8-year Swiss Franc fixed rate notes	CHF 125	2020	2.625%	**102**
6-year guaranteed Euro medium term notes	EUR 400	2019	2.750%	**400**
7-year guaranteed Euro medium term notes	EUR 500	2018	4.750%	**493**
5-year Swiss Franc fixed rate notes	CHF 350	2017	1.875%	**287**
4-year Swiss Franc fixed rate notes	CHF 350	2016	2.125%	**286**
5-year guaranteed Euro medium term notes	EUR 346	2014	7.625%	**347**
Committed multicurrency revolving credit facility	EUR 600	2018	Variable rate	**0**[1)]
French Commercial Paper program				**163**
Other				**22**
Short & long term debt				**2'100**
Cash & short term investments				**816**
Net Debt				**1'284**

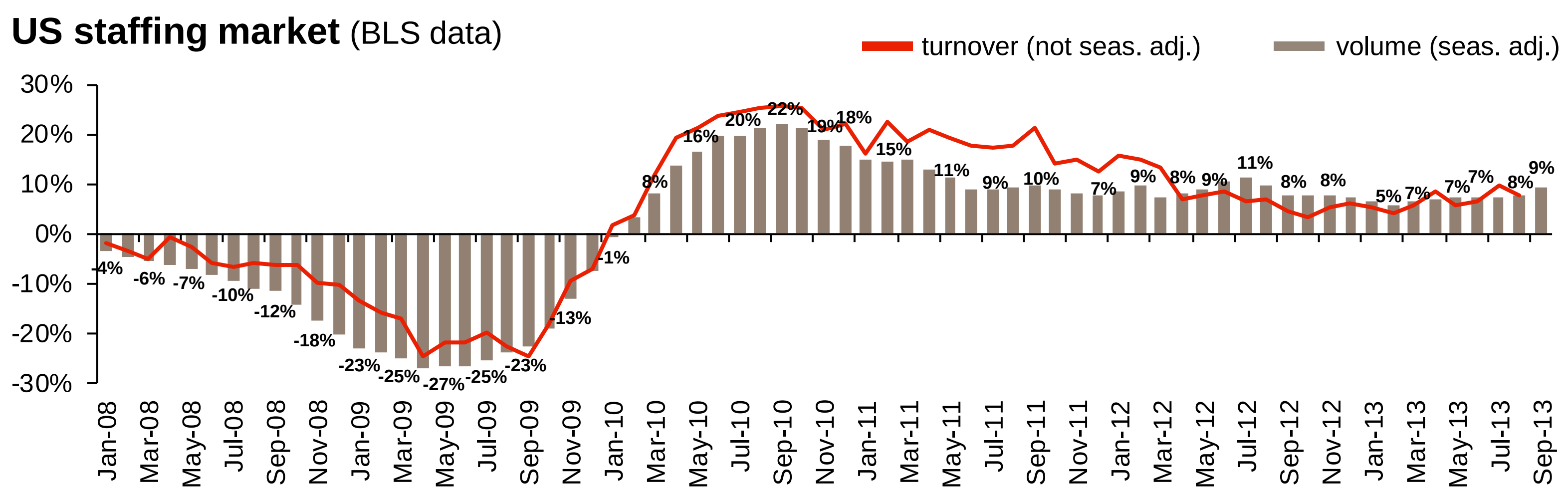
1) EUR 68 million used for letters of credit

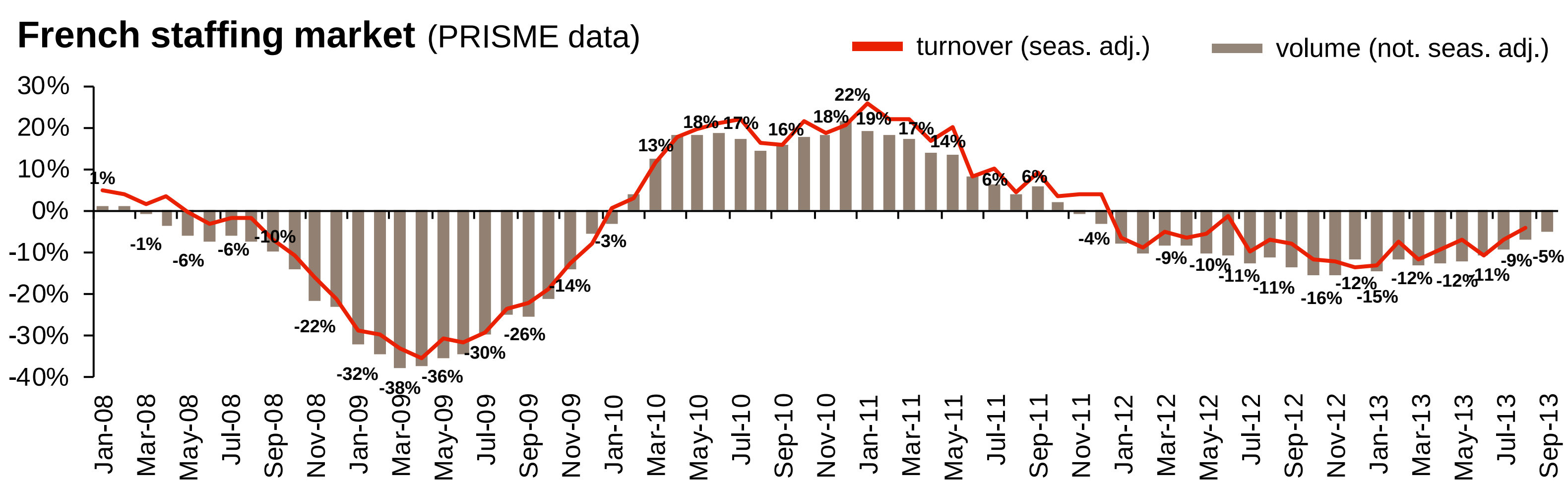
Sequential revenue analysis

Adecco Group	Q1	Q2	Q3	Q4
2007	=	=	-	=
2008	+	--	-	---
2009	---	---	=	=
2010	++	+	+	+
2011	+	=	=	=
2012	-	-	-	-
2013	=	=	=	

Development of US and French staffing market

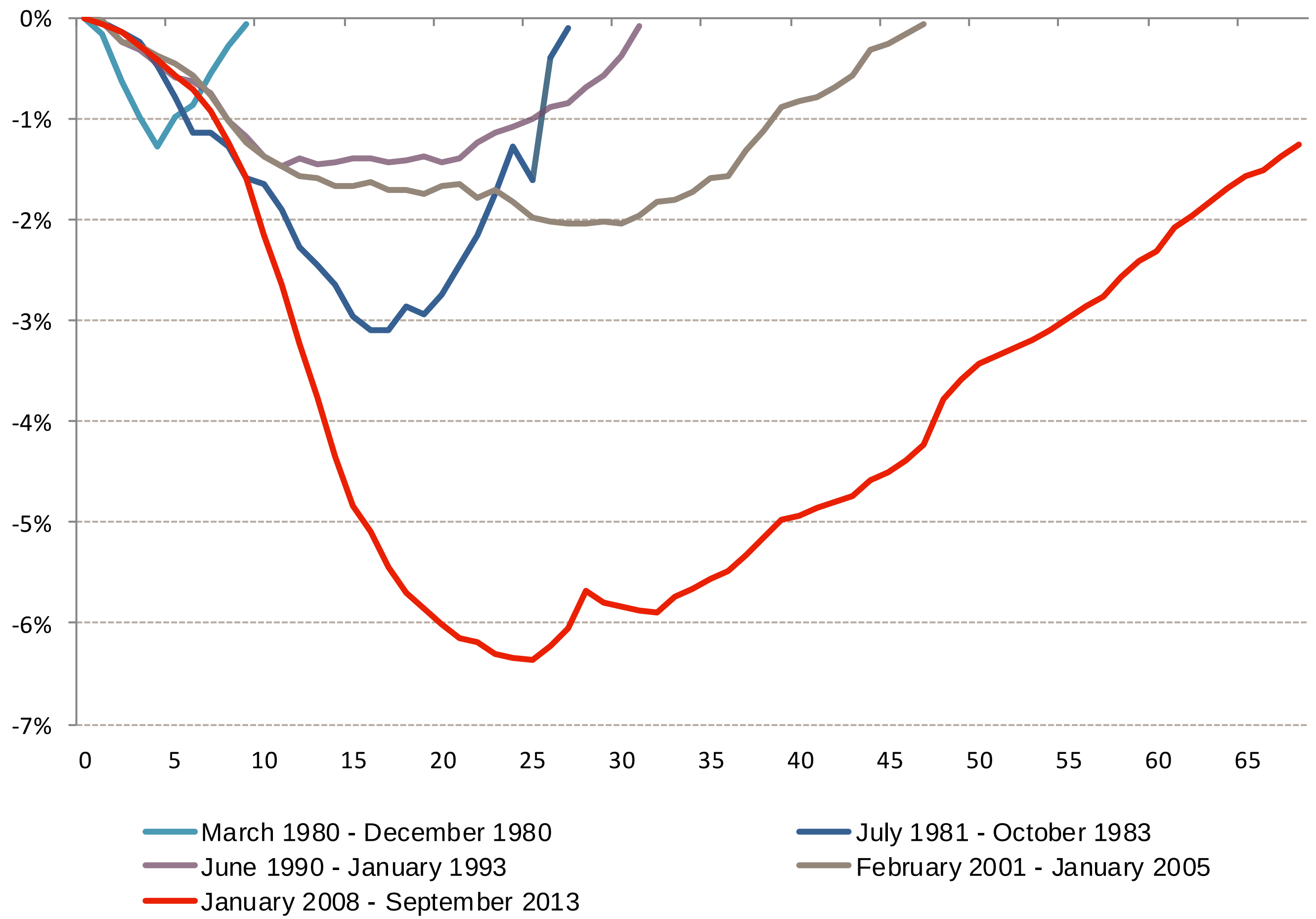
Year-on-year growth





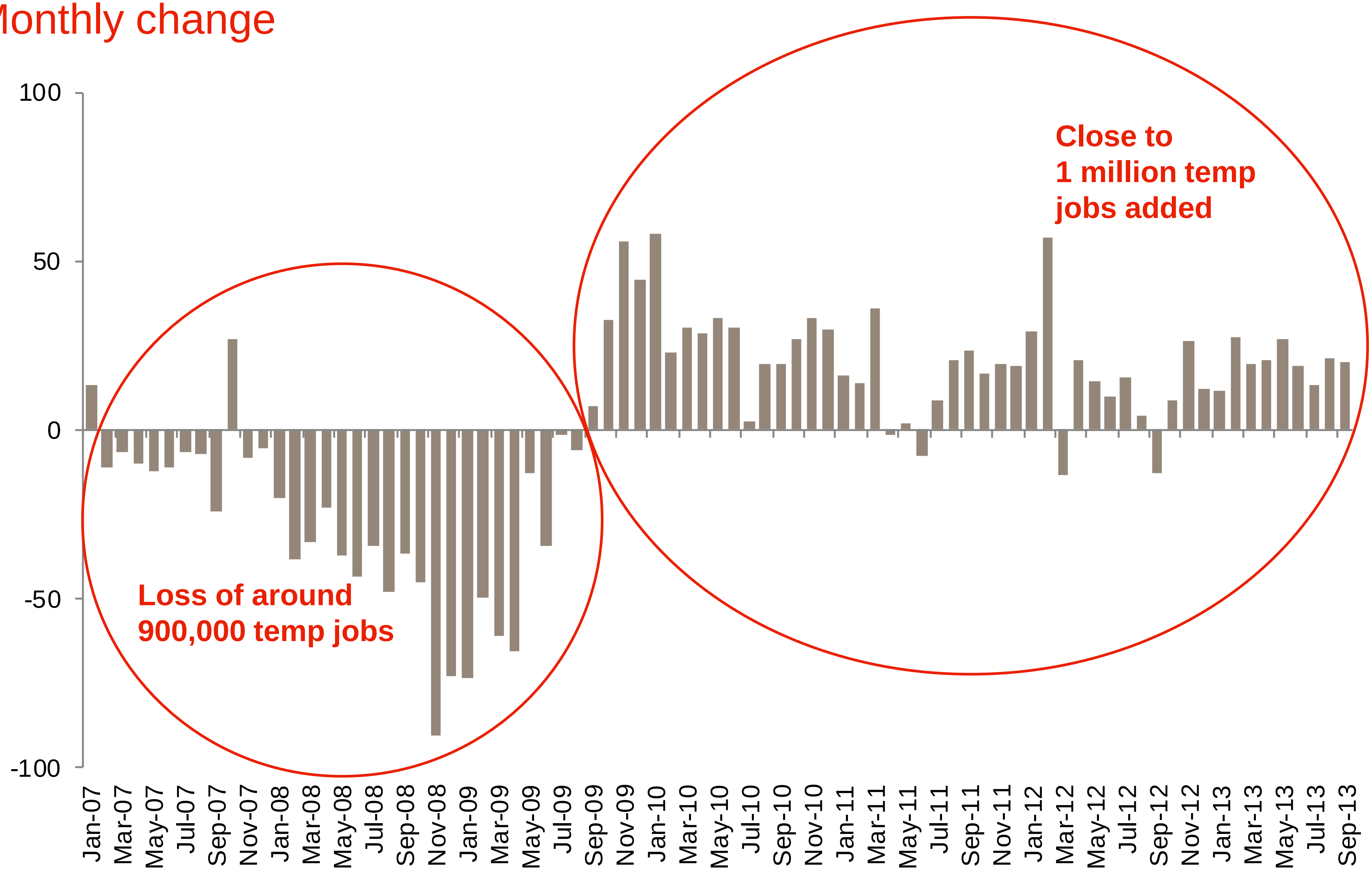
US is in a slow recovery mode

After more than 5.5 years, employment is still 1.3% below pre-crisis level



(Source: US Bureau of Labor Statistics; McKinsey Global Institute analysis)

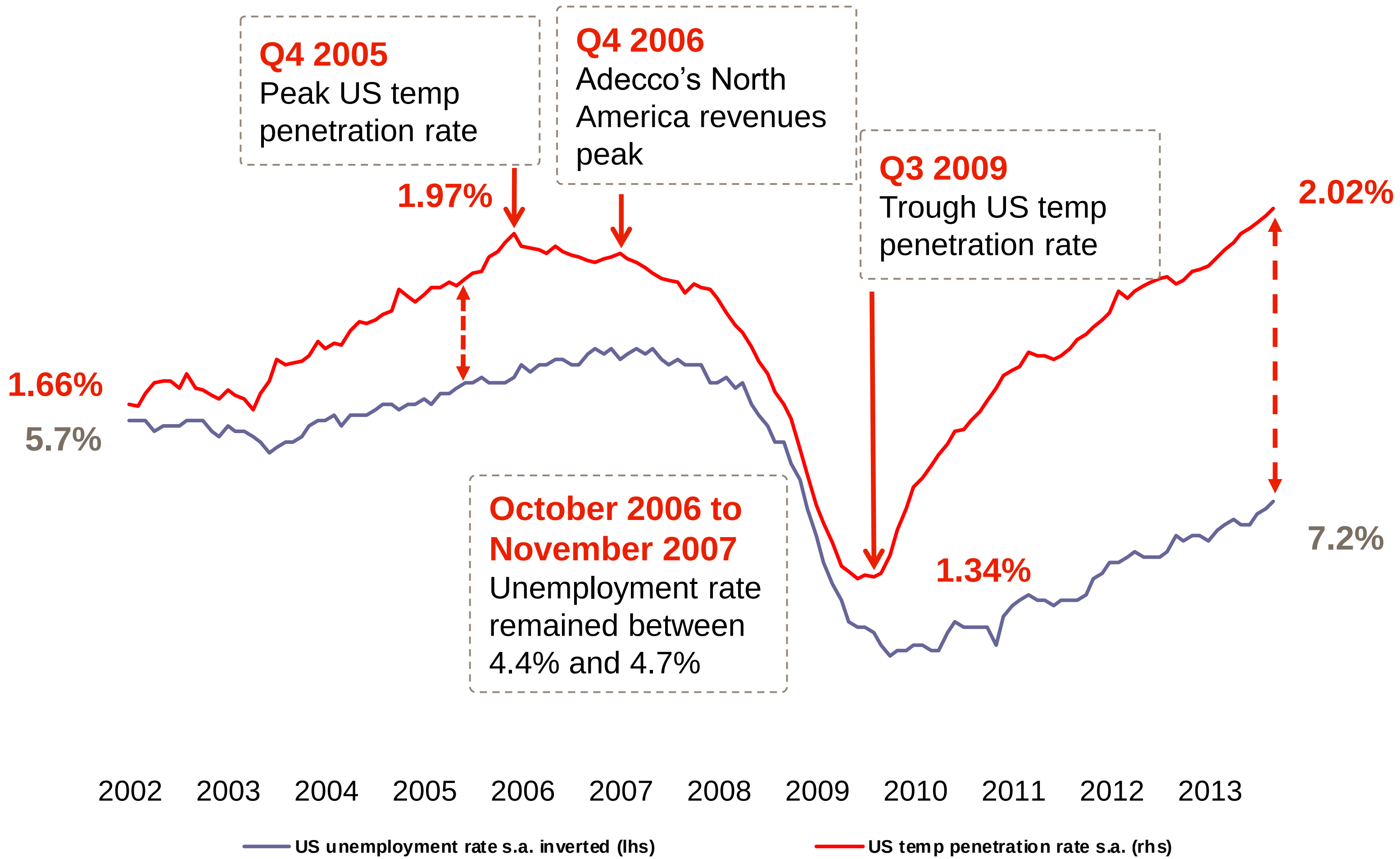
US temporary job market
Monthly change



Source: Bureau of Labor Statistics (BLS)

Structural shift to temporary staffing in current upturn

US temporary penetration rate vs. unemployment rate



Source: Bureau of Labor Statistics (BLS)

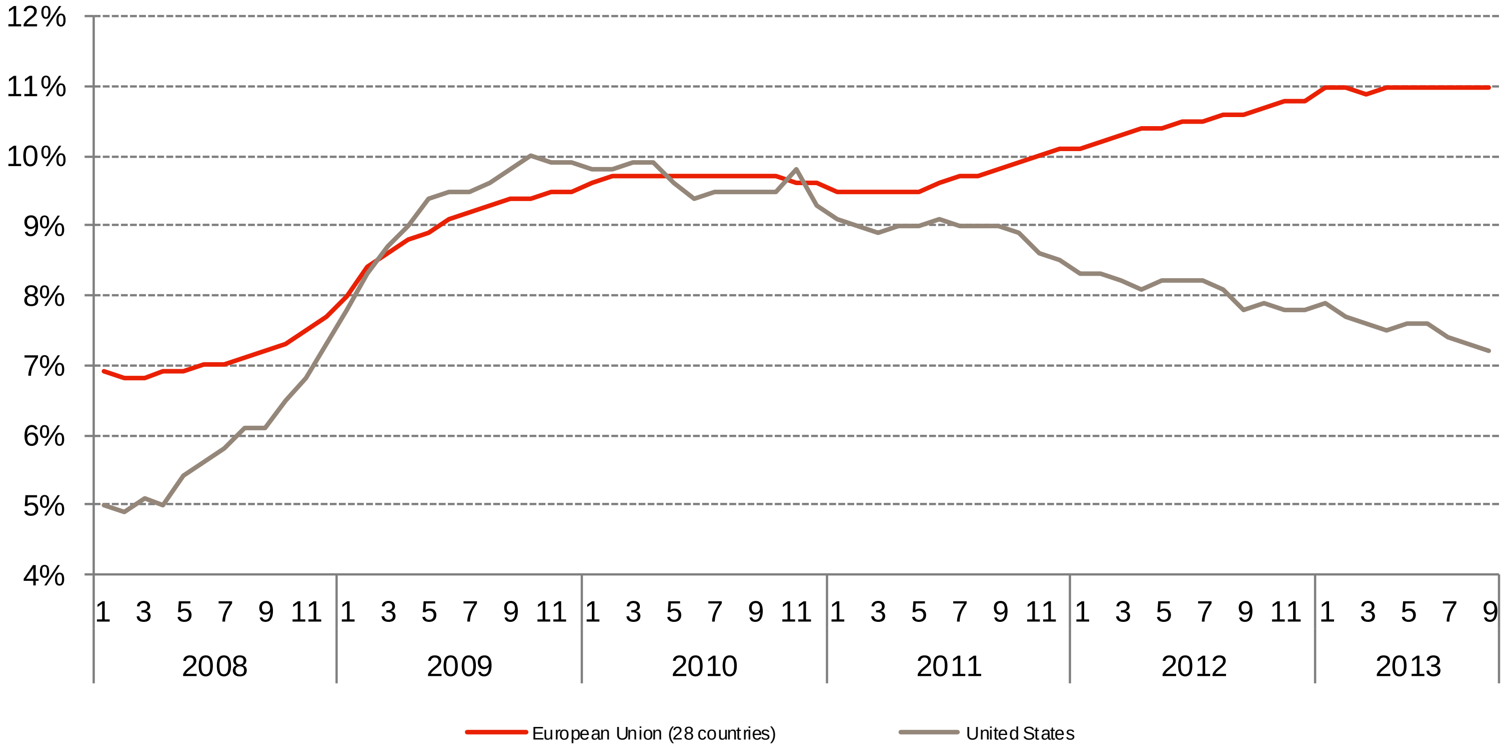
Key market trends

The environment we live in and the potential for our industry

Trend 1	**High unemployment here to stay**
Trend 2	**Production shifts which changes labour needs**
Trend 3	**The increasing skills gap – jobs don't get filled**
Trend 4	**Mobility will start off**
Trend 5	**Towards more flexibility**

Diverging unemployment trends between the US and Europe

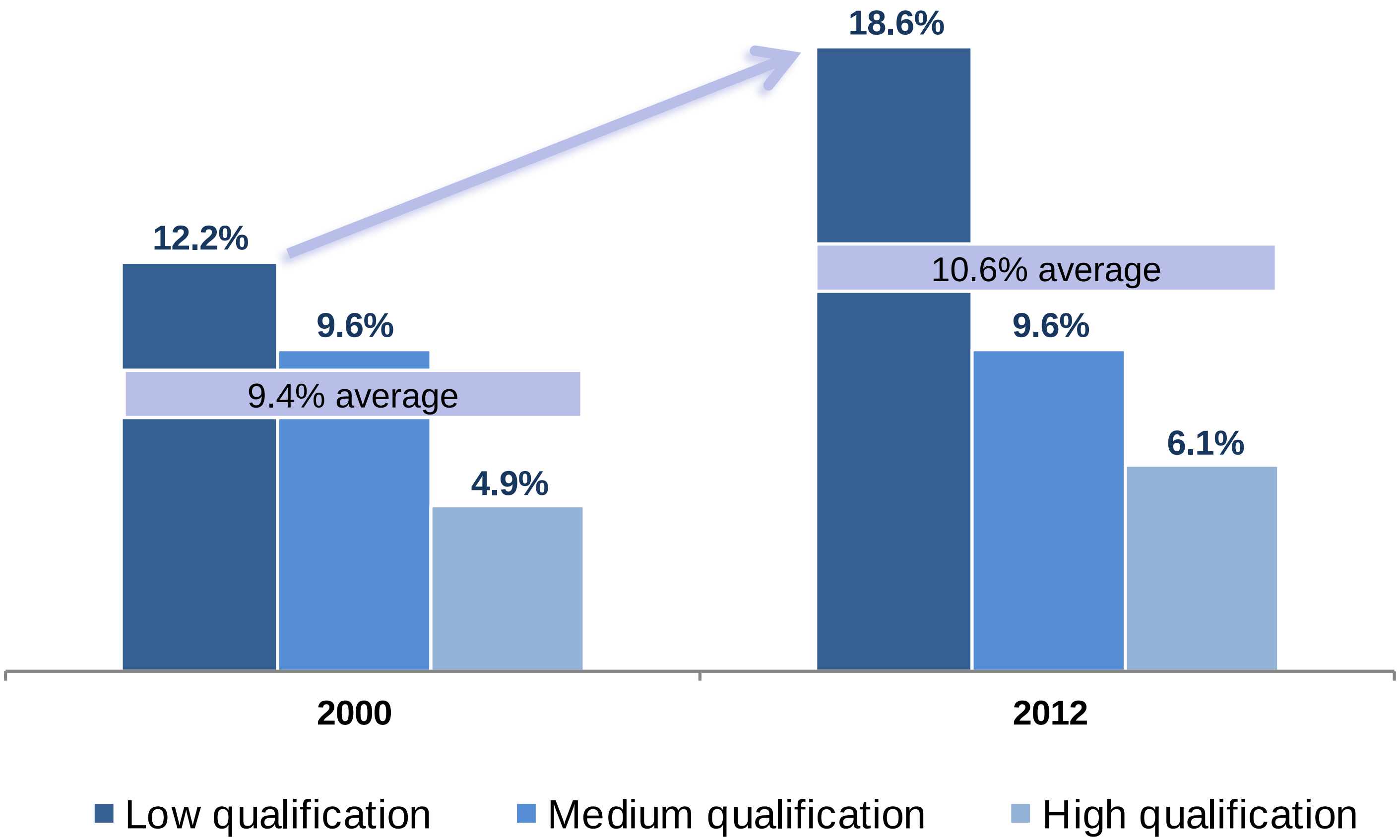
In Europe unemployment still high



Source: US Bureau of Labor Statistics; Eurostat

Production shifts change labour needs

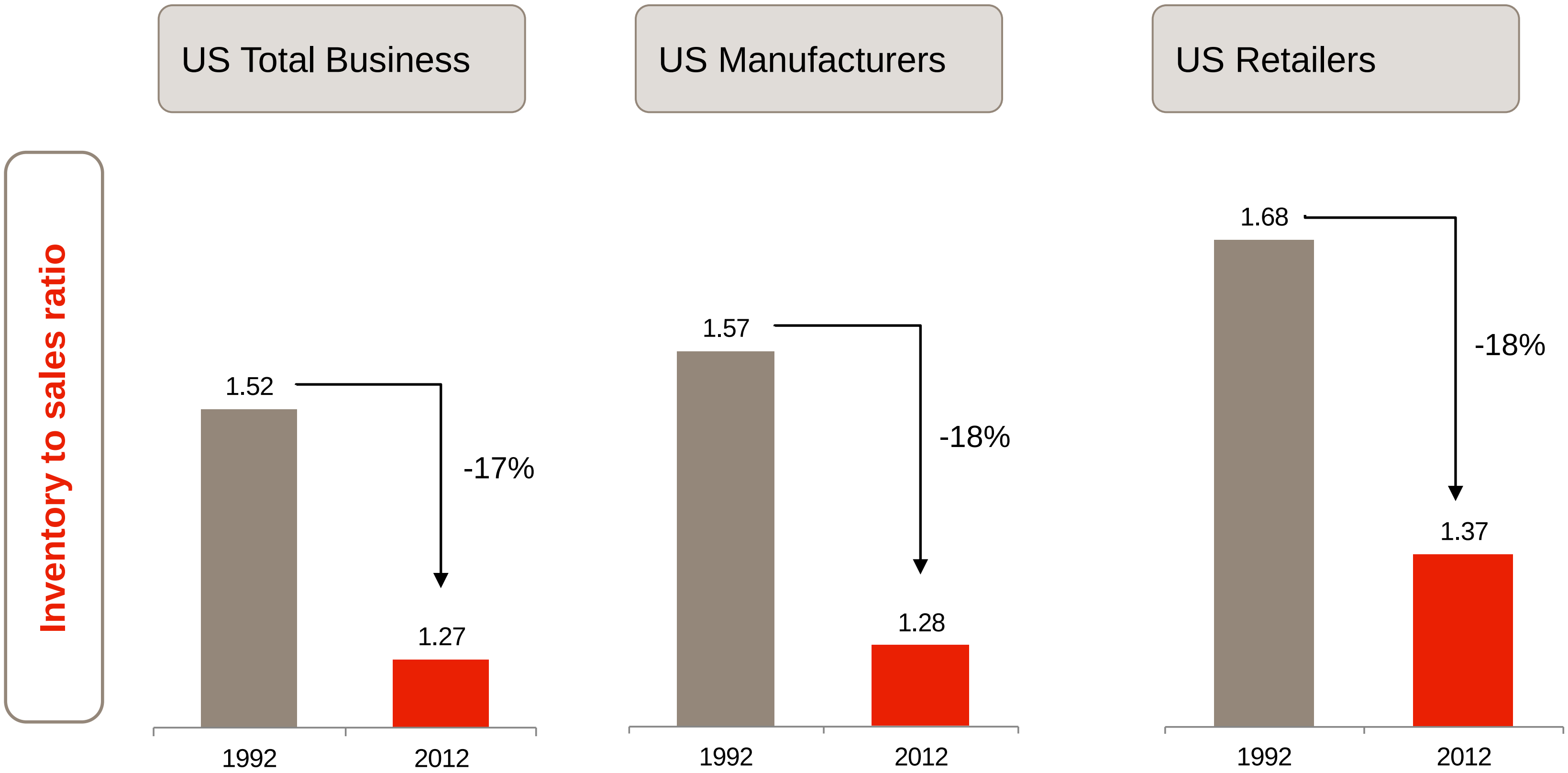
Strong increase in unemployment among low qualifications in the EU



Source: Eurostat

More made to order

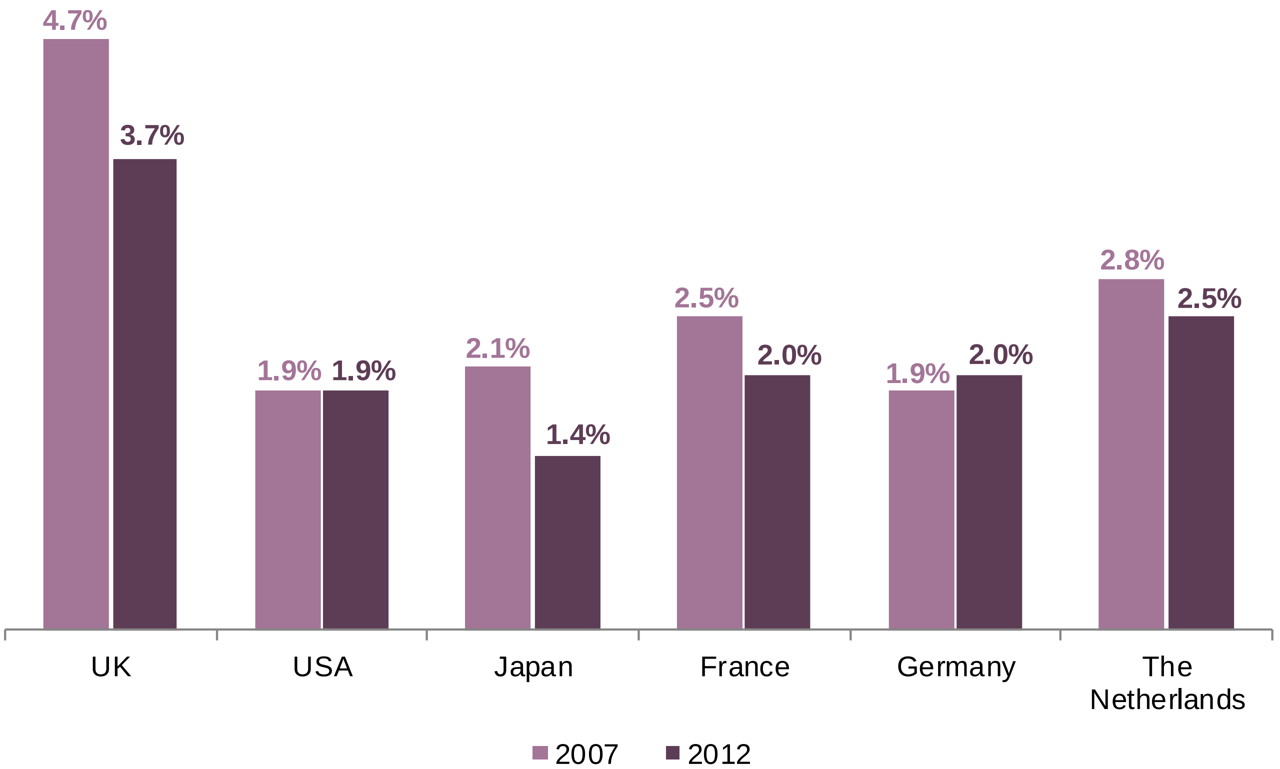
US example: Inventory to sales ratio declining 1992 – 2012



Source: US Inventory to Sales ratio; US Manufacturing and Trade Inventories and Sales report

Penetration rates

Main markets



Source: Eurociett, Bureau of Labor Statistics and Adecco estimate

Adecco's market position in FY 2012
Based on revenues

	percent of Adecco revenues	Market share[1)] in percent	Market position[1)]
France	**25%**	**28%**	**1**
North America	**18%**	**4%**	**3**
UK & Ireland	**9%**	**6%**	**1**
Germany & Austria	**8%**	**9%**	**2**
Japan	**8%**	**3%**	**4**
Italy	**5%**	**17%**	**1**
Benelux	**4%**	**6%**	**3**
Nordics	**4%**	**13%**	**2**
Iberia	**3%**	**24%**	**2**
Australia & New Zealand	**3%**	**4%**	**4**
Switzerland	**2%**	**15%**	**1**
Emerging Markets	**9%**	**6%**	**1**
LHH	**2%**	**15%**	**1**

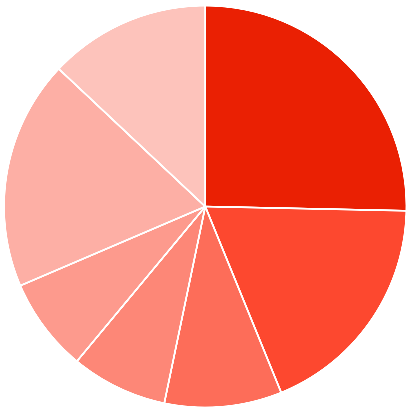
1) Adecco estimate

Market potential for Professional and General staffing

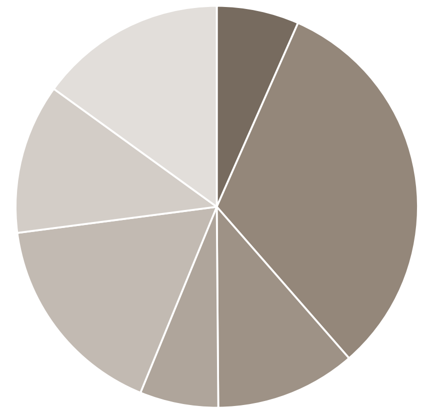
Market size and FY 2012 revenues of Adecco

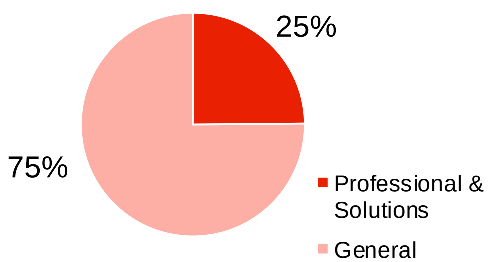
Adecco FY 2012 revenues: EUR 20.5bn

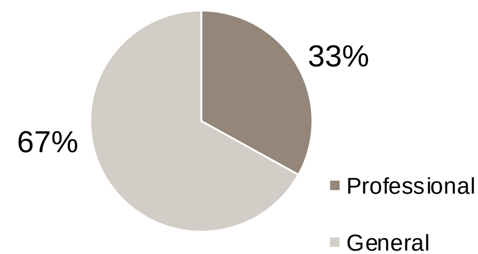
Global market 2012: Approx. EUR 278bn



Adecco FY 2012 revenues		Global market 2012
25%	France	7%
18%	North America / USA	32%
9%	UK & Ireland	11%
8%	Germany & Austria	6%
8%	Japan	17%
18%	Rest of Europe[1)]	12%
14%	Other	15%





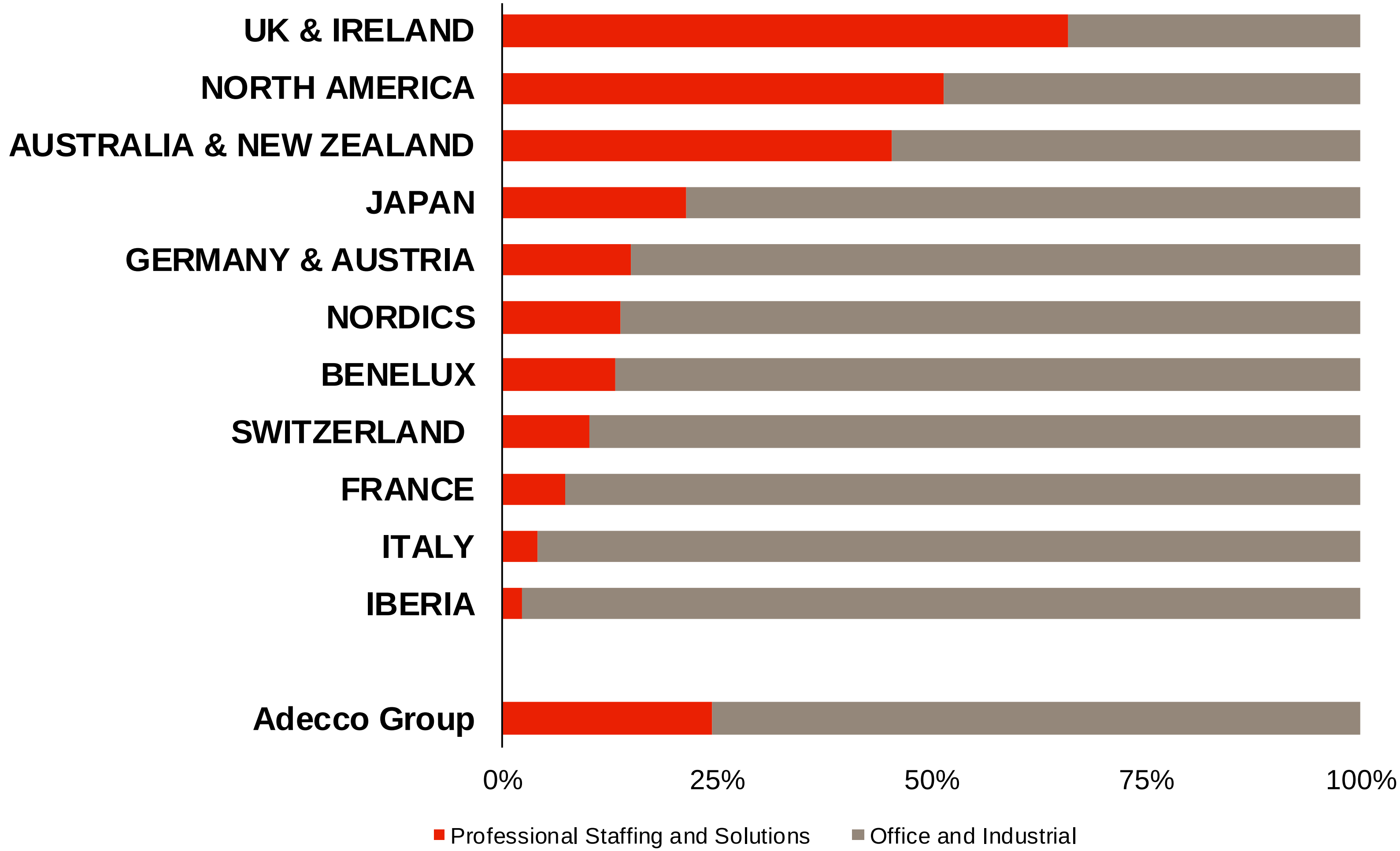


1) Excluding Emerging Markets

Source: National statistics and Adecco estimates

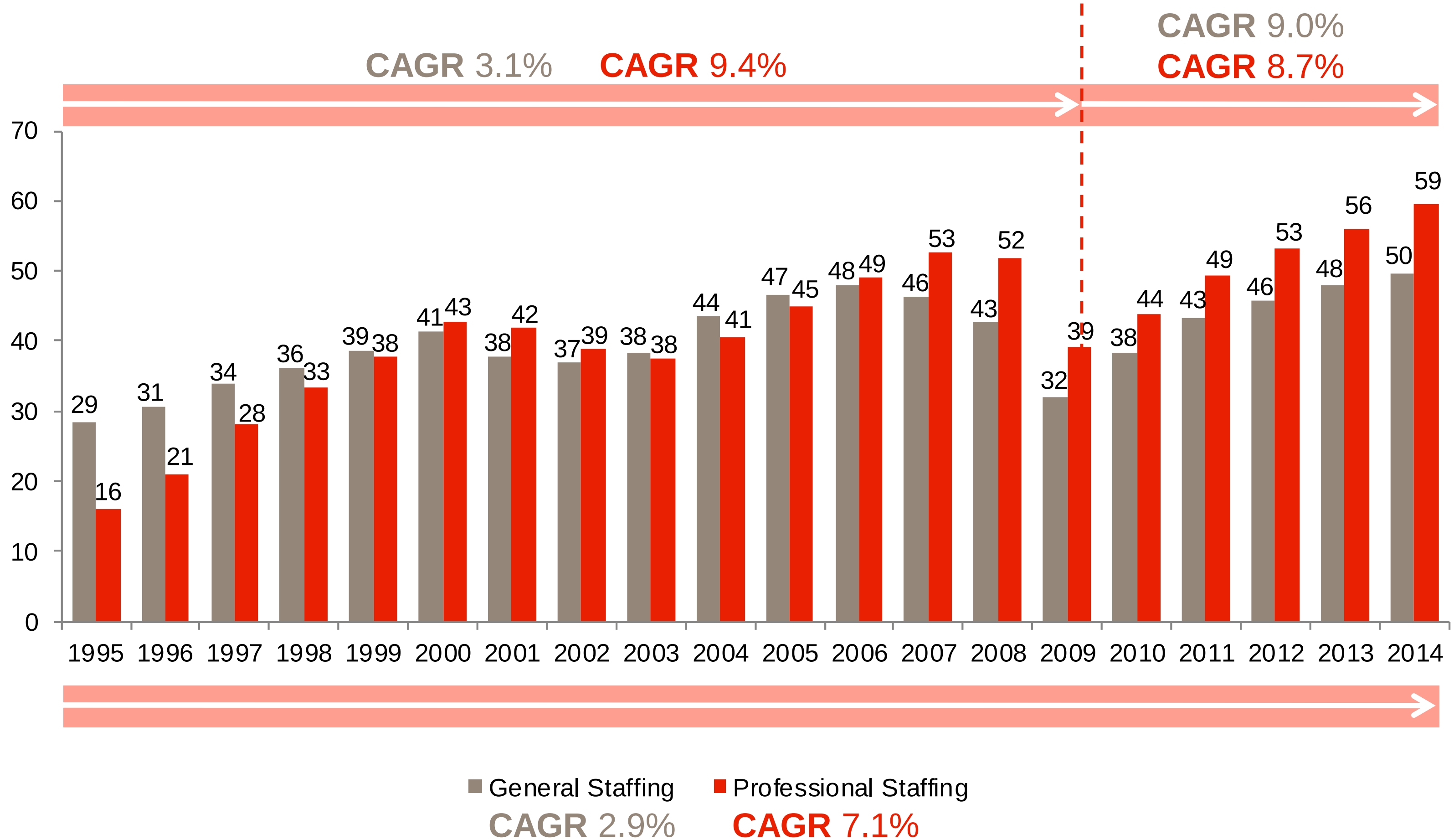
Revenues – General vs. Professional Staffing and Solutions

Based on dedicated branches in Q3 2013



Professional staffing outgrowing general staffing

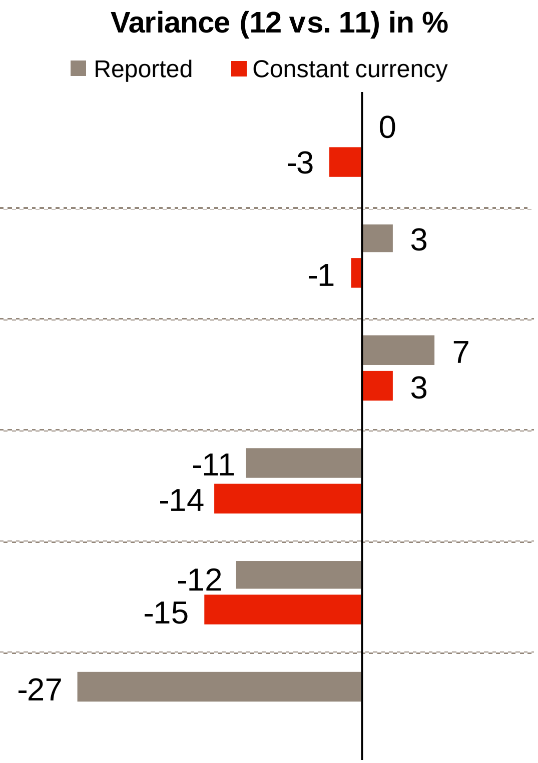
US temporary staffing market, based on revenues in USD billion



Source: Staffing Industry Analysts Inc., U.S. Census Bureau, Bureau of Labor Statistics, public company results

FY 2012 results summary

	Reported EUR m	% of rev.
Revenues[1]	**20,536**	
Gross profit[1]	**3,674**	17.9%
SG&A[1]	**2,949**	14.4%
EBITA[1), 2)]	**725**	3.5%
Operating income	**673**	3.3%
Net income attributable to Adecco shareholders	**377**	1.8%

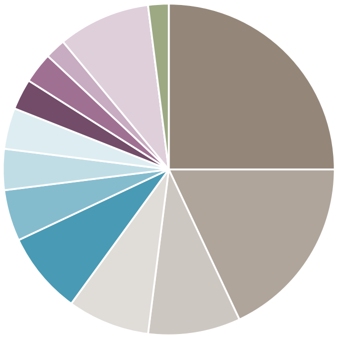


1) In 2012 organic revenues changed by -4%, Gross Profit by -3%, SG&A by 1% and EBITA by -17%.
2) EBITA is a non US GAAP measure and refers to operating income before amortisation of intangible assets.

Revenues and EBITA by segment

FY 2012 vs. FY 2011

Revenues in percent

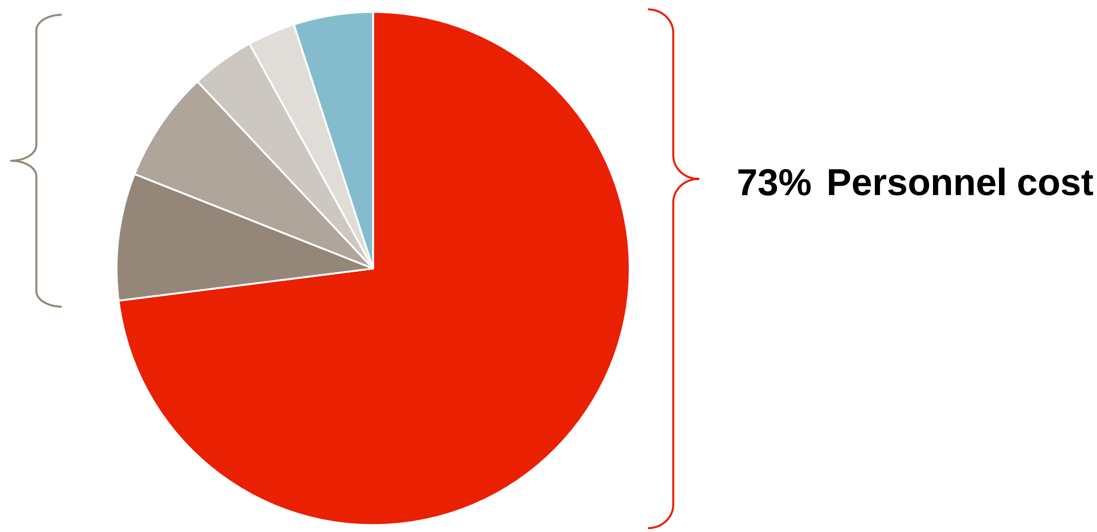


		Revenues		EBITA[2), 3)]	
		EUR m	organic[1)] yoy growth	EUR m	margin
25%	France	**5,203**	-14%	**103**	2.0%
18%	North America	**3,800**	3%	**161**	4.2%
9%	UK & Ireland	**1,936**	6%	**32**	1.6%
8%	Germany & Austria	**1,591**	1%	**90**	5.6%
8%	Japan	**1,550**	-10%	**91**	5.8%
5%	Italy	**934**	-10%	**51**	5.4%
4%	Benelux	**922**	-4%	**40**	4.3%
4%	Nordics	**840**	2%	**30**	3.6%
3%	Iberia	**657**	-11%	**20**	3.0%
3%	Australia & New Zealand	**531**	-4%	**17**	3.2%
2%	Switzerland	**437**	-10%	**42**	9.7%
9%	Emerging Markets	**1,825**	10%	**63**	3.5%
2%	LHH	**310**	3%	**82**	26.6%
	Corporate			**(97)**	
	Adecco Group	**20,536**	-4%	**725**	3.5%

1) Organic growth is a non US GAAP measure and excludes the impact of currency, acquisitions and divestitures.
2) EBITA is a non US GAAP measure and refers to operating income before amortisation of intangible assets.
3) Including restructuring costs of EUR 60 million in France, EUR 6 million in North America and EUR 17 million in other European countries and Japan and integration costs of EUR 5 million in LHH.

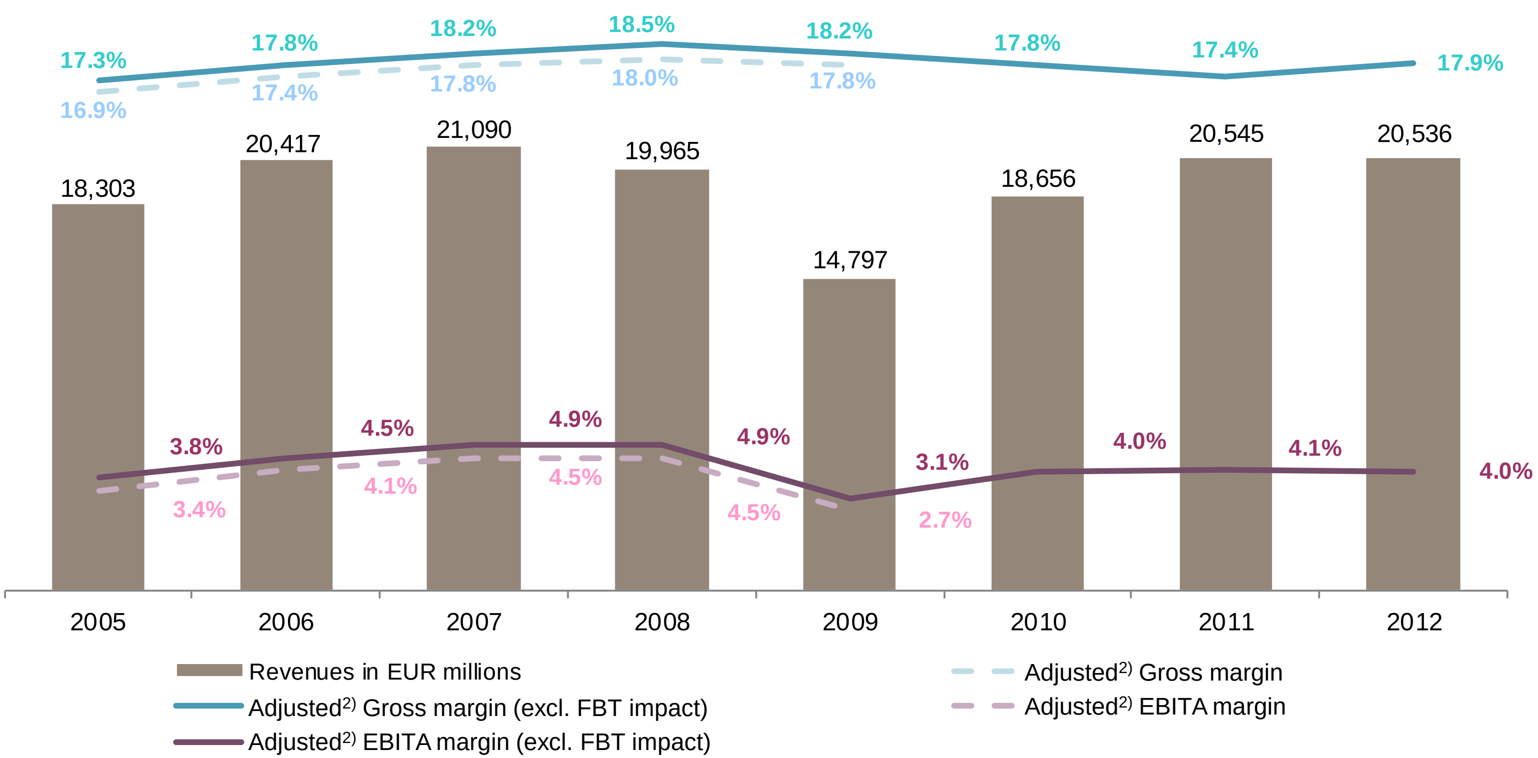
SG&A breakdown
FY 2012

Premises Expenses	8%
Office & Admin. Expenses	7%
Depreciation	4%
Marketing	3%
Bad Debt Expense	0%
Other	5%



What we have achieved

Financial performance since 2005



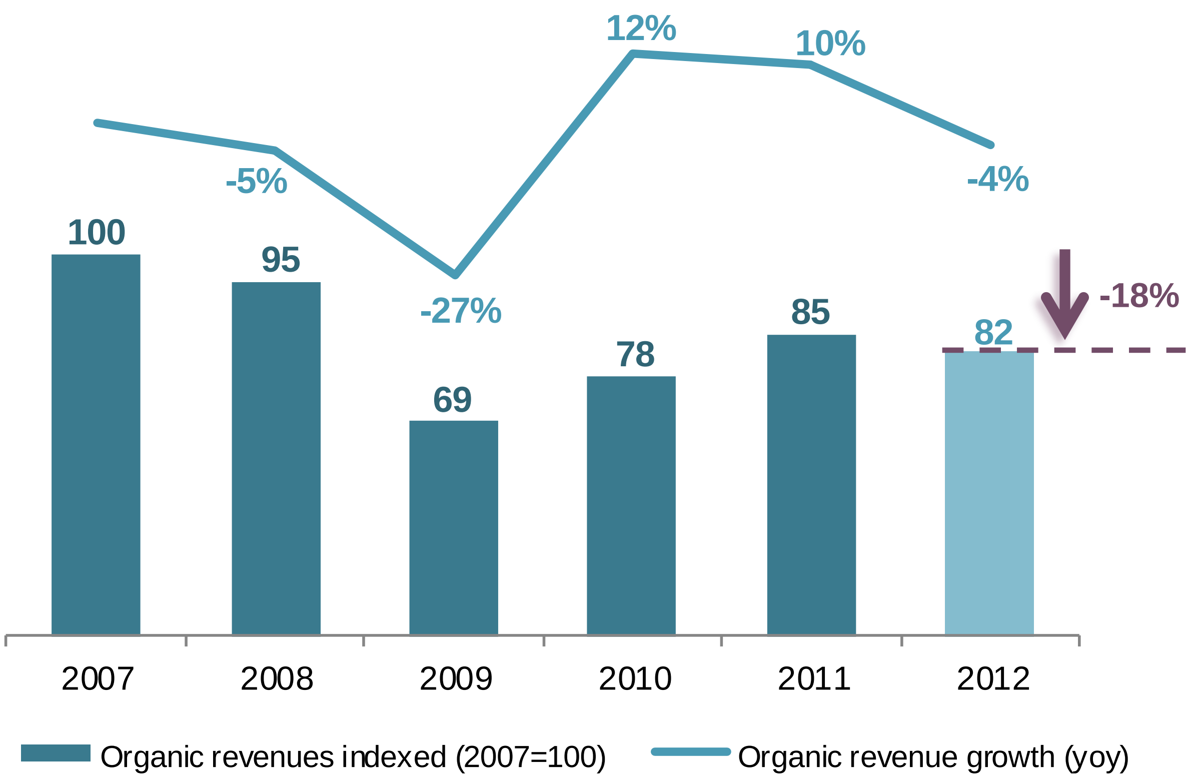
2) Please refer to slide 55.

Revenue development since the Group's peak in 2007

A look at the main markets – gap against the peak on an organic basis

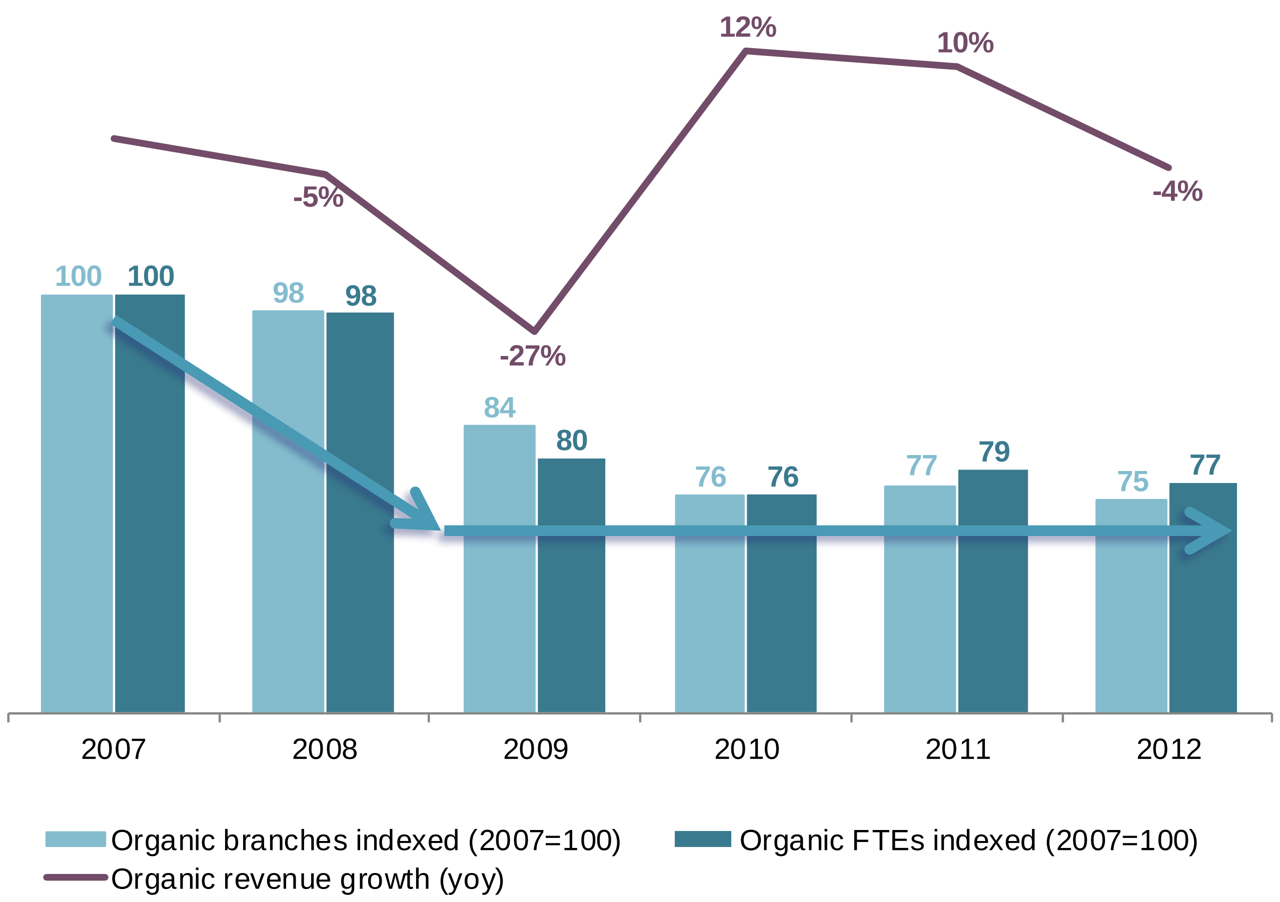
Revenue development since the peak in 2007

We are still 18% below the peak organically

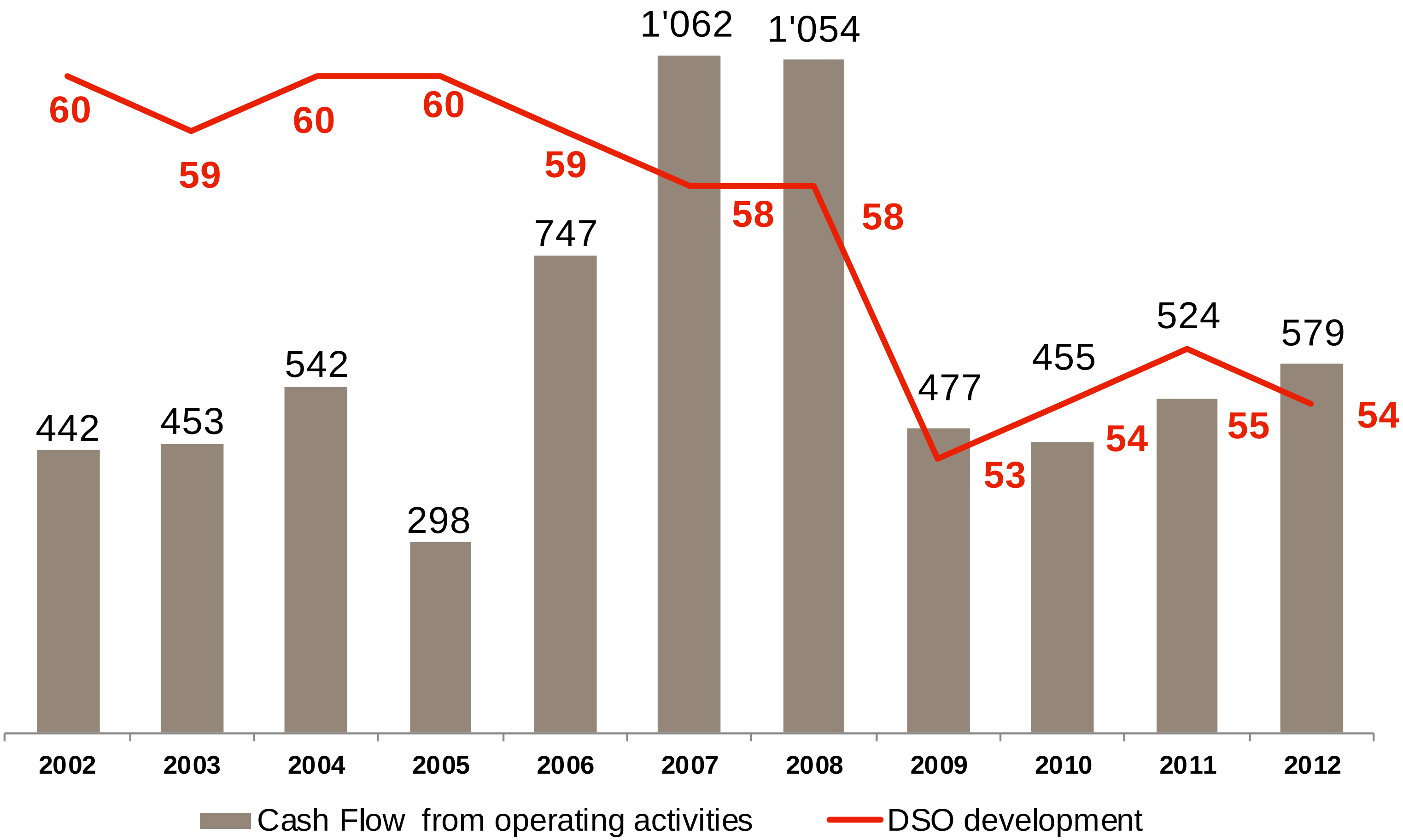


Revenues, branches and FTEs

Organic development (indexed)

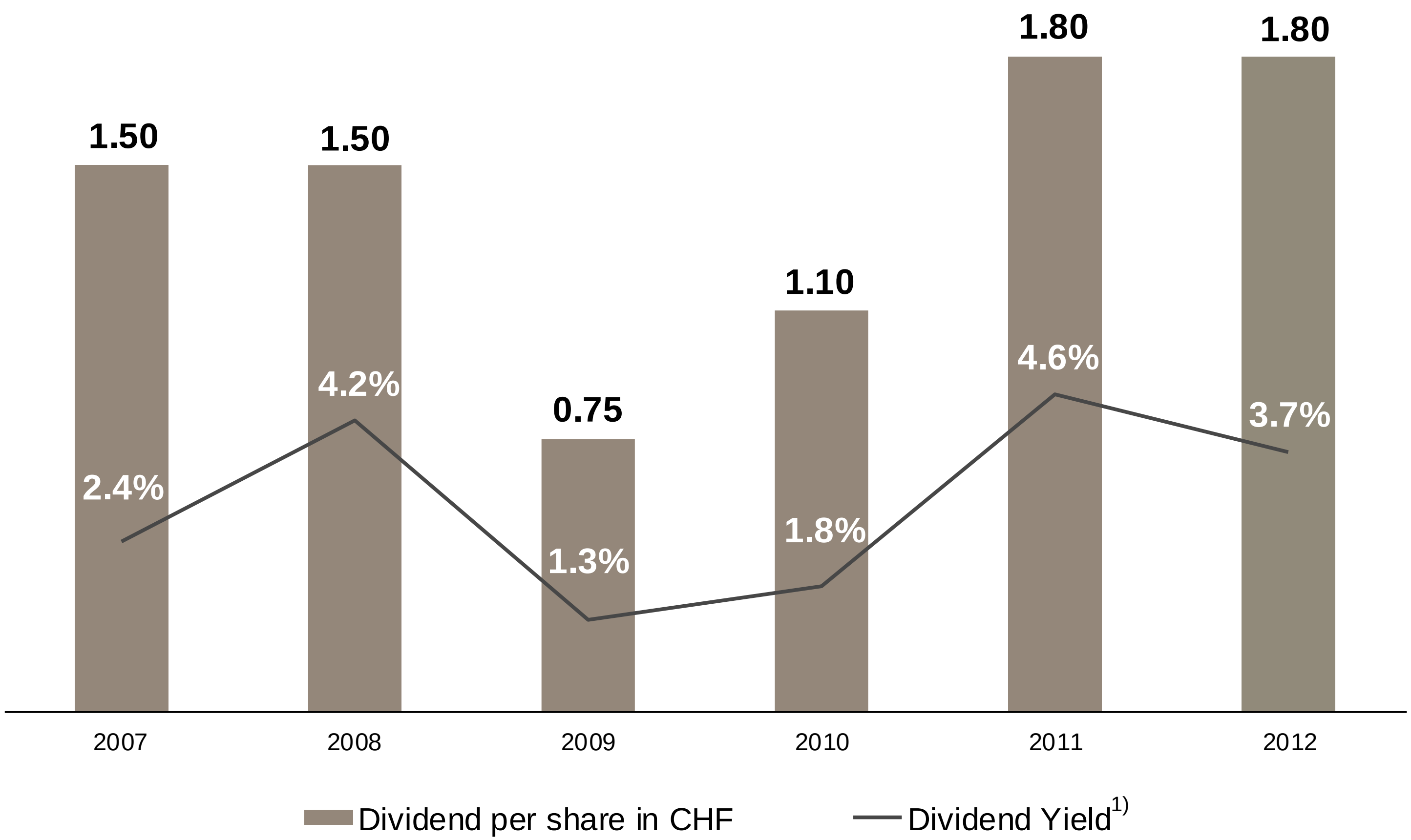


Cash flow and DSO development



A sustainable increase in the pay-out to shareholders

Dividend payments since 2007



From 2011, the target pay-out range has been increased to 40-50% from historically 25-30%

1) Dividend yield is based on the relevant year end share price for 2007 to 2012.

The success of EVA

A major achievement - comparison of KPIs during the last two downturns

2002		→	2009	
Revenue decline yoy in constant currency	**-3%**	→	**-27%**	**Revenue decline yoy** organically
Gross margin yoy	**-100 bps**	→	**-20 bps**	**Gross margin adjusted**[1] **yoy**
SG&A in % of revenues	**15.1%**	→	**15.1%**	**Adjusted**[1] **SG&A** in % of revenues
EBITA margin yoy	**-160 bps**	→	**-180 bps**	**EBITA margin adjusted**[1] **yoy**
EBITA margin	**2.7%**	→	**2.7%**	**EBITA margin adjusted**[1]

1) Please refer to slide 55.

Centralisation of our IT division

Six key focus areas, from local to global

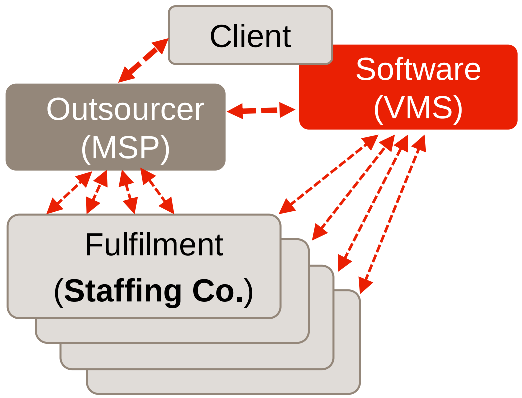
Key focus areas	Targeted outcome
Client management	• Consistent CRM practice • Better tailored client service
Candidate management	• A consistent and personalised experience • Access to all jobs globally
Search & Match	• Optimise matching through better use of hard and soft factors • Integration with social networks
Finance & Reporting	• Common platforms • High quality business intelligence
Colleague management	• Leverage talents • Increase retention
Infrastructure & Operations	• Consolidation of data centers • Standardisation of IT services

MSP, RPO, VMS…

Can someone help with the definitions please!

Managed Service Programmes (MSP)

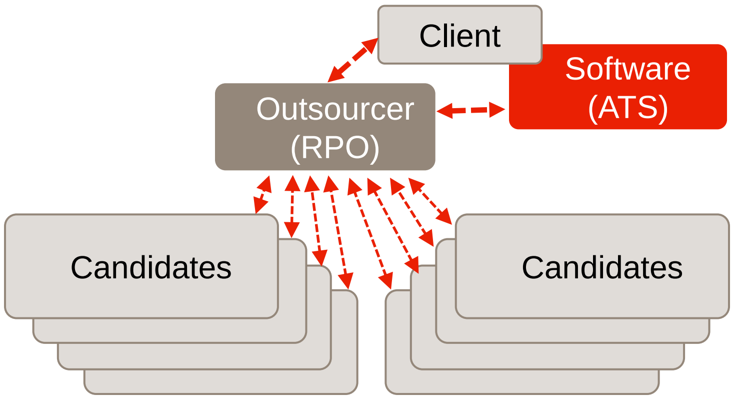
Clients outsource the management of contingent workforce to MSPs



- Outsourced procurement function, distinct from Master Vendor model
- MSP manages contingent workforce/staffing vendors
- Mostly works in conjunction with a VMS tool
- A VMS automates the processes of procuring people from staffing vendors, provides transparency into vendor costs and performance

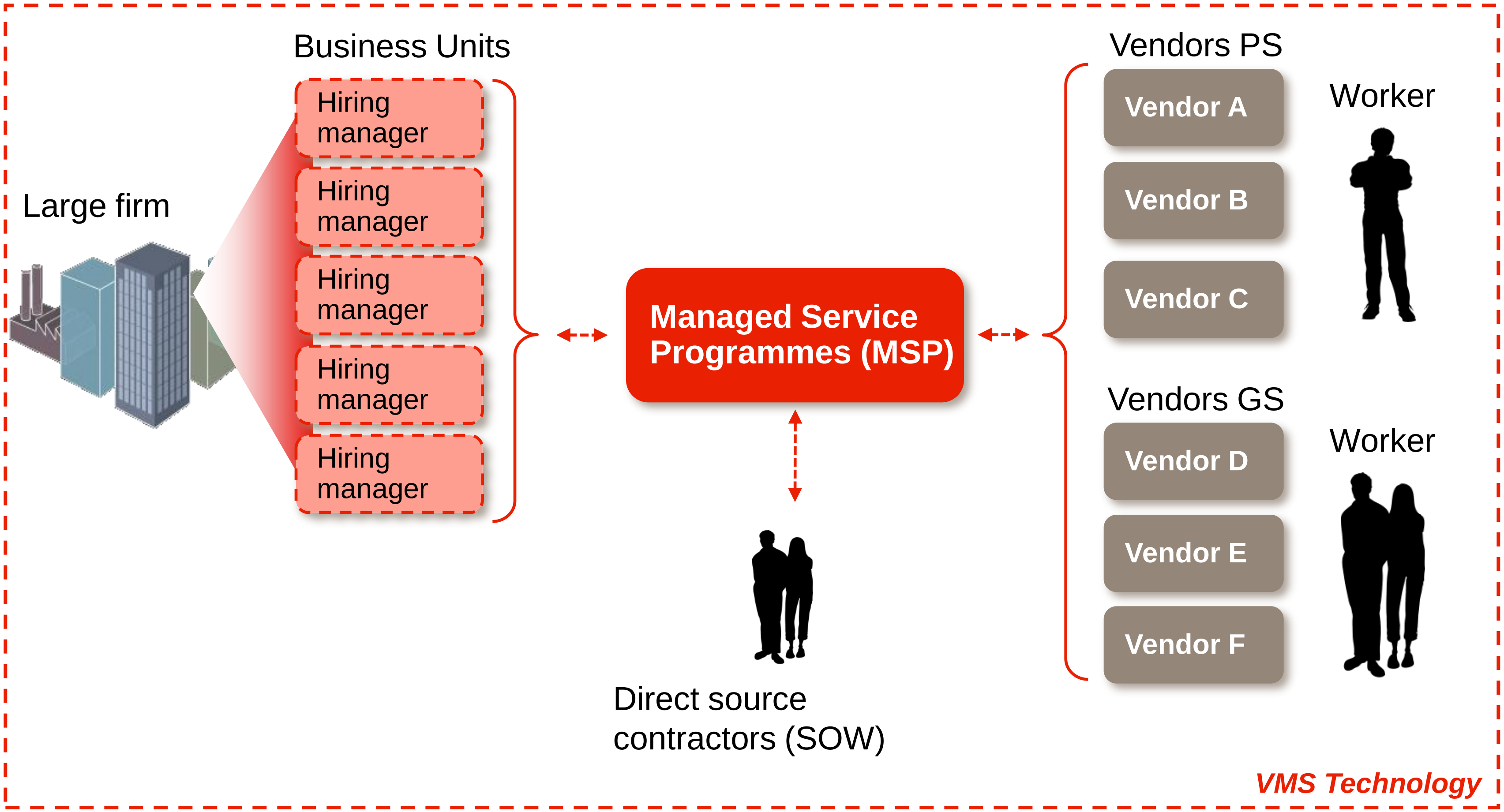
Recruitment Process Outsourcing (RPO)

Clients outsource the permanent recruiting process to RPOs



- Outsourced HR function, distinct from executive search and traditional permanent staffing
- RPO provides any or all in-house/corporate recruiting department services
- Mostly works in conjunction with a ATS tool
- An ATS collects and tracks candidate data, interview scheduling, reporting, provides transparency into candidate pipelining, hiring effectiveness

MSP Programmes manage the staffing supply chain



Notes to the slides

Details on sources, estimates, adjustments and other

1) 2009 figures exclude on gross profit the positive impact of EUR 25 million due to favourable developments in France resulting in the reassessment of existing accruals and the negative impact of EUR 7 million due to a sales tax accrual in the UK related to prior years. 2009 figures exclude on EBITA the positive impact of EUR 25 million due to favourable developments in France resulting in the reassessment of existing accruals, the negative impact of EUR 7 million due to a sales tax accrual in the UK relating to prior years and the negative impact of EUR 121 million associated with restructuring costs. 2008 figures exclude on gross profit the positive impact of the modified calculation of the French social charges of EUR 63 million and from restructuring charges of EUR 8 million. 2008 figures exclude on EBITA the positive impact of the modified calculation of the French social charges of EUR 63 million and the negative impact associated with headcount reductions and branch optimisation in France and other European countries of EUR 32 million and the provision of the French antitrust procedure of EUR 19 million.

2) For better comparison, figures for 2005, 2006, 2007, 2008 and 2009 are excluding the impact of the French business tax (FBT), which as of January 1, 2010 was reclassified as income tax under US GAAP.
2005 figures exclude on gross profit the negative impact of the French business tax of EUR 80 million and on EBITA the negative impact of the French business tax of EUR 84 million.
2006 figures exclude on gross profit the negative impact of the French business tax of EUR 86 million and on EBITA the negative impact of the French business tax of EUR 91 million.
2007 figures exclude on gross profit the positive impact of the modified calculation of the French social charges of EUR 172 million and exclude the negative impact of the French business tax of EUR 88 million. 2007 figures exclude on EBITA the positive impact of the modified calculation of the French social charges of EUR 156 million and the negative impact of expenses related to the French antitrust proceedings of EUR 15 million and of the French business tax of EUR 93 million.
2008 figures exclude on gross profit the positive impact of the modified calculation of French social charges of EUR 63 million and from restructuring charges of EUR 8 million as well as the negative impact of the French business tax of EUR 84 million. 2008 figures exclude on EBITA the positive impact of the modified calculation of the French social charges of EUR 63 million, the negative impact associated with headcount reductions and branch optimisation in France and other European countries of EUR 32 million and of the provision for the French antitrust procedure of EUR 19 million and of the French business tax of EUR 89 million.
2009 figures exclude on gross profit the positive impact of EUR 25 million due to favourable developments in France resulting in the reassessment of existing accruals and the negative impact of EUR 7 million due to a sales tax accrual in the UK related to prior years and of the French business tax of EUR 61 million. 2009 figures exclude on EBITA the positive impact of EUR 25 million due to favourable developments in France resulting in the reassessment of existing accruals, the negative impact of EUR 7 million due to a sales tax accrual in the UK related to prior years, the negative impact of EUR 121 million associated with restructuring costs and of the French business tax of EUR 65 million.
2010 figures exclude on EBITA the negative impact of EUR 33 million associated with integration costs of MPS in NA and the UK and integration costs of Spring in the UK.
2011 figures exclude on EBITA the negative impact of EUR 20 million associated with integration costs of MPS and DBM.
2012 figures exclude on EBITA the negative impact of EUR 83 million associated with restructuring costs in France and other countries as well as integration costs of EUR 5 million related to DBM.