



Media Release

Sergio Picarelli appointed Chief Operating Officer of Adecco Staffing Division

Chéserey, Switzerland, 3 December 2004. Adecco, the world's largest human resources solutions provider, today announced the appointment of Sergio Picarelli (37), most recently the Group's Zone Manager Central Europe, to Chief Operating Officer (COO) of the Group's Staffing Division. With immediate effect, Sergio Picarelli in this newly created position will assume responsibility for all operational matters at Adecco's largest business unit which represents 89% of the Group's revenues. He will report to Group Chief Executive Officer Jérôme Caille.

In 1993 Sergio Picarelli joined Adecco in Italy where as a Chief Sales and Marketing Director he contributed substantially to position Adecco as the undisputed leader of the Italian market and the second contributor of Adecco Group. He also played a key role in successfully developing other major European markets such as Germany, Belgium and the Nordics. Being promoted in 2001 to Head of Adecco Operations Central Europe he held responsibility over 23 countries.

Sergio Picarelli graduated at Bocconi University, Milan, in Business Administration. A former professional basketball player, Sergio is married and father of one child.

NOTES TO EDITORS

A portrait of Sergio Picarelli can be downloaded from the press office / photo library at www.adecco.com

About Adecco

Adecco S.A. is a Forbes 500 company and the global leader in HR Solutions. The Adecco Group network connects up to **700,000 associates** with business clients each day through its network of **29,000 employees** and **6,000 offices** in **71** territories around the world. Registered in Switzerland, and managed by a multinational team with expertise in markets spanning the globe, the Adecco Group delivers an unparalleled range of flexible staffing and career resources to corporate clients and qualified associates.

The Adecco Group comprises three Divisions: **Adecco Staffing**, **Ajilon Professional** and **LHH Career Services**. In Adecco Staffing, the Adecco network focuses on flexible staffing solutions for global industries in transition, including automotive, banking, electronics, logistics and telecommunications; Ajilon Professional offers an unrivalled range of



specialised branded businesses; LHH Career Services encompasses our portfolio of outplacement and coaching consultancy businesses.

Adecco S.A. is registered in Switzerland (ISIN: CH0012138605) and listed on the Swiss Stock Exchange with trading on Virt-x (SWX/VIRT-X:ADEN), the New York Stock Exchange (NYSE:ADO) and Euronext Paris - Premier Marche (EURONEXT: ADE).

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: the outcome of investigations by governmental agencies or stock exchanges; the assertion and resolution of US unemployment tax assessments; the pace of economic recovery in various regions and the demand for temporary staffing; the impact and result of any litigation (including US class action litigation); any adverse developments in existing commercial relationships, disputes or legal proceedings; volatility of the Company's stock price; intense competition in the markets in which the Company competes; and negative reactions from the Company's shareholders, creditors or vendors with respect to any of the foregoing matters.

The 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 Annual Report on Form 20-F for the year ended December 28, 2003, and other reports filed with or submitted to the U.S. Securities and Exchange Commission from time to time, for a further discussion of the factors and risks associated with our business.

Further information can be found at the Investor Relations page at www.adecco.com.

FOR FURTHER INFORMATION PLEASE CONTACT

Adecco Media Center

Vanessa Oakes

Media Relations Director

Tel: +41 1 878 88 32 / +41 1 878 8888

E-mail: vanessa.oakes@adecco.com