

Press Release

Adecco Board appoints Alain Dehaze as Chief Executive Officer

Patrick De Maeseneire, CEO Adecco Group, will hand over his duties at the end of August, 2015

Zurich, Switzerland, May 7, 2015: Adecco Group, the world's leading provider of Human Resources solutions, today announced that CEO Patrick De Maeseneire has decided to leave the Adecco Group and will hand over his duties at the end of August, 2015. The Board of Directors has appointed Alain Dehaze as the new Chief Executive Officer as of September 1, 2015. Alain Dehaze is currently Regional Head of France and member of the Executive Committee since 2009. Dominik de Daniel, CFO, has decided to leave the Company at the end of July, 2015.

Patrick De Maeseneire, CEO of the Adecco Group for the past 6 years, has decided to leave the Company and will hand over his responsibilities to Alain Dehaze at the end of August, 2015. "The Board and the senior leadership team are grateful to Patrick for his outstanding contribution to the success of the company," Rolf Dörig, Chairman of the Board of Directors said. "Patrick strengthened the Group's leading position globally, accelerated the growth into Professional Staffing and prepared Adecco for the digital transformation with the launch of the global IT platform. He increased Adecco's profitability to a historic record and laid the foundation for future growth. The Board thanks Patrick for his personal commitment and dedication to Adecco and wishes him all the best in his future endeavours."

The Board of Directors has appointed Alain Dehaze as the new Chief Executive Officer of the Adecco Group. Alain Dehaze is currently Regional Head of France and member of the Executive Committee since 2009. He will take up his new role as of September 1, 2015.

"The fact that the Board decided for an internal successor stands for continuity. Alain Dehaze is a proven leader, with an international track record and profound industry knowledge", said Rolf Dörig. "Alain Dehaze led his team to successfully turn around the business in France, Adecco's largest market, in a very challenging environment. With his combination of strong leadership and people skills and his operational experience, Alain Dehaze will lead the Adecco Group to the next stage of success."

"I am honoured to be appointed CEO of the world's leading provider of Human Resources solutions – a company with strong core values, a great leadership team and more than 31,000 passionate colleagues around the world," Alain Dehaze said. "The opportunities ahead of Adecco are vast. Indeed with increasingly volatile economies, there is a crucial need for more flexible innovative human resources solutions. At the same time, our candidates are looking for a career-long mentor in their professional development. Together with the senior leadership team and all our talented colleagues, I look forward to leading Adecco and seizing the opportunities for future growth."

Alain Dehaze (51) is a Belgian national. He joined the Adecco Group in 2009 and since August 2011 has successfully led Adecco France – the Group's largest market with 23% of total sales and 27% of EBITA in 2014. Between 2009 and 2011, Alain Dehaze was Regional Head of Northern Europe (comprising the Benelux and Nordic regions). From 2007 until joining Adecco, he was CEO of Humares, an international Professional Staffing company based in the Netherlands. From 2002 to 2005, he was CEO of the listed company Solvus. Following the acquisition of Solvus by USG People in 2005, Alain Dehaze was appointed COO and deputy CEO of USG People, with responsibility for operations and the

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successful integration of Solvus. Prior to that, Alain Dehaze held executive positions in a number of European countries for Henkel and ISS.

Dominik de Daniel, Chief Financial Officer, has decided to leave Adecco at the end of July, 2015. He joined the Group as CFO in April 2006 following Adecco's acquisition of DIS AG, Adecco's Professional Staffing business in Germany. With the introduction of the Economic Value Added (EVA) approach he built the foundation for strong financial discipline, industry-leading profitability and strong cash flow generation. In addition to his role as Group CFO he successfully led Adecco's Global Solutions businesses, comprising Lee Hecht Harrison, Beeline and Pontoon, and was instrumental in the successful development of the FESCO Adecco joint venture in China. "Dominik established and led a strong Finance organisation globally and made an outstanding contribution to Adecco's profitable growth," Rolf Dörig said. "I thank Dominik for his exceptional contribution to Adecco's success. The Board wishes Dominik all the best personally and professionally."

The Board of Directors will appoint the new Group CFO and Regional Head of France in the coming months.

[Link to CV](#)

[Download picture](#)

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Conference Call

There will be a media conference call with Rolf Dörig and Patrick De Maeseneire at 9 am CET. The investor and analyst conference call will take place at 11am CET. The conference calls can be followed either via webcast ([media conference](#), [analyst conference](#)) or via telephone call:

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The Q1 2015 results presentation will be available through the webcasts and will be published in the Investor Relations section on our [website](#).

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Financial Agenda

- Q2 2015 results August 11, 2015
- Q3 2015 results November 5, 2015
- Q4 2015 results March 9, 2016

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.

About the Adecco Group

The Adecco Group, based in Zurich, Switzerland, is the world's leading provider of HR solutions. With more than 31,000 FTE employees and around 5,100 branches in over 60 countries and territories around the world, Adecco Group offers a wide variety of services, connecting more than 650,000 associates with our clients every day. The services offered fall into the broad categories of temporary staffing, permanent placement, career transition and talent development, as well as outsourcing and consulting. The Adecco Group is a Fortune Global 500 company.

Adecco S.A. is registered in Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN).