

Revenues and operating income by geographies

	Q1 2004	Q2 2004	Q3 2004	Q4 2004*	FY 2004*	Q1 2005	Q2 2005	Q3 2005	Q4 2005	FY 2005
in EUR million										
Revenues										
France	1,337	1,533	1,632	1,677	6,179	1,414	1,610	1,656	1,618	6,298
USA & Canada	843	943	936	976	3,698	832	875	929	978	3,614
UK & Ireland	331	348	371	375	1,425	352	380	407	431	1,570
Japan	284	322	322	354	1,282	342	351	357	357	1,407
Italy	220	252	239	274	985	243	271	249	288	1,051
Iberia	147	164	184	186	681	163	209	265	252	889
Benelux	166	189	207	221	783	188	207	226	236	857
Nordics	86	98	106	128	418	112	139	147	161	559
Switzerland	65	79	97	95	336	73	97	107	99	376
Germany	65	77	89	93	324	77	85	98	108	368
Australia & New Zealand	99	102	104	117	422	104	110	113	110	437
Emerging Markets	157	173	181	195	706	186	206	230	255	877
Adecco Group	3,800	4,280	4,468	4,691	17,239	4,086	4,540	4,784	4,893	18,303
in EUR million										
Operating Income**										
France	45	68	82	90	285	47	59	69	63	238
USA & Canada	18	28	29	34	109	18	33	36	50	137
UK & Ireland	11	13	19	16	59	10	14	18	14	56
Japan	4	18	14	16	52	13	17	19	16	65
Italy	14	17	14	18	63	14	18	13	8	53
Iberia	9	12	13	12	46	9	15	13	16	53
Benelux	1	4	10	12	27	4	6	12	9	31
Nordics	2	2	6	1	11	1	7	9	10	27
Switzerland	4	4	9	9	26	6	8	9	13	36
Germany	3	9	10	8	30	4	5	11	14	34
Australia & New Zealand	3	2	3	3	11	3	2	3	2	10
Emerging Markets	5	6	4	0	15	6	5	5	-5	11
Total Operating Units	119	183	213	219	734	135	189	217	210	751
Corporate Expenses	-59	-69	-39	-36	-203	-27	-31	-31	-45	-134
Amortisation of Intangibles	0	-1	0	0	-1	0	-1	-1	-1	-3
Adecco Group	60	113	174	183	530	108	157	185	164	614

*) not adjusted for 14th week in Q4 2004

**) Contribution (Operating income before amortisation) on the operating unit level

YoY revenue and operating income growth in EUR by geographies

YoY % growth	Q1 2004	Q2 2004	Q3 2004	Q4 2004*	FY 2004*	Q1 2005	Q2 2005	Q3 2005	Q4 2005*	FY 2005*
Revenues										
France	4	5	2	17	7	6	5	1	-3	2
USA & Canada	-14	-1	-4	4	-4	-1	-7	-1	0	-2
UK & Ireland	2	12	14	11	10	7	9	9	15	10
Japan	3	12	16	14	11	20	9	11	1	10
Italy	12	18	13	17	15	11	7	4	5	7
Iberia	9	3	7	10	7	11	27	44	36	31
Benelux	0	14	17	20	13	13	9	9	7	9
Nordics	-3	11	13	32	14	30	42	38	25	34
Switzerland	-7	5	18	17	9	14	22	10	5	12
Germany	-2	14	18	30	15	19	10	11	16	14
Australia & New Zealand	17	15	7	13	13	5	8	8	-6	4
Emerging Markets	5	10	13	12	10	18	19	28	31	24
Adecco Group	-1	6	5	14	6	8	6	7	4	6
YoY % growth										
Operating Income**										
France	-25	3	-1	-26	-14	4	-12	-16	-30	-16
USA & Canada	-28	-15	5	n.m	157	4	17	25	45	26
UK & Ireland	19	47	10	28	23	-6	4	-8	-8	-5
Japan	-62	7	7	17	-5	204	0	30	3	26
Italy	25	49	45	102	53	4	3	-12	-56	-17
Iberia	52	-3	19	59	26	1	25	3	30	15
Benelux	-25	76	98	30	55	461	54	10	-21	15
Nordics	-15	-9	18	-68	-11	-52	212	65	n.m	152
Switzerland	-26	14	9	87	19	52	69	9	34	34
Germany	n.m	n.m	152	34	226	43	-52	16	79	13
Australia & New Zealand	26	22	0	304	45	3	-5	6	-38	-10
Emerging Markets	859	84	12	n.m	138	18	-12	13	n.m	-25
Total Operating Units	-11	13	12	54	17	14	3	2	-4	2
Corporate Expenses										
Amortisation of Intangibles										
Adecco Group	-47	-16	7	83	4	82	38	6	-11	16

*) not adjusted for 14th week in Q4 2004

**) Contribution (Operating income before amortisation) on the operating unit level

YoY revenue and operating income growth in constant currency (CC) by geographies

YoY % growth	Q1 2004	Q2 2004	Q3 2004	Q4 2004*	FY 2004*	Q1 2005	Q2 2005	Q3 2005	Q4 2005*	FY 2005*
Revenues										
France	4	5	2	17	7	6	5	1	-3	2
USA & Canada	1	6	4	12	6	3	-2	-2	-6	-2
UK & Ireland	5	8	10	11	9	8	11	12	14	11
Japan	10	11	15	19	14	22	13	13	3	12
Italy	12	18	13	17	15	11	7	4	5	7
Iberia	9	3	7	10	7	11	27	44	36	31
Benelux	0	14	17	20	13	13	9	9	7	9
Nordics	4	14	14	33	17	28	41	35	25	32
Switzerland	-1	9	17	16	11	12	22	12	6	13
Germany	-2	14	18	30	15	19	10	11	16	14
Australia & New Zealand	6	8	8	14	9	8	7	1	-12	0
Emerging Markets	17	19	21	18	19	19	20	21	21	20
Adecco Group	4	8	7	16	9	9	8	7	3	6
Operating Income**										
France	-25	3	-1	-26	-14	4	-12	-16	-30	-16
USA & Canada	-16	-9	15	n.m	190	8	23	24	36	25
UK & Ireland	19	40	6	28	21	-5	6	-6	-9	-4
Japan	-60	7	6	23	-3	203	4	32	-5	29
Italy	25	49	45	102	53	4	3	-12	-56	-17
Iberia	52	-3	19	59	26	1	25	3	30	15
Benelux	-25	76	98	30	55	461	54	10	-21	15
Nordics	-13	-7	18	-67	-9	-54	207	62	738	139
Switzerland	-21	17	7	86	21	49	69	11	36	36
Germany	n.m	n.m	152	34	226	43	-52	16	79	13
Australia & New Zealand	14	16	1	299	39	6	-8	-1	-42	-13
Emerging Markets	754	103	19	n.m	156	18	-10	14	n.m	-21
Total Operating Units	-8	15	13	51	18	15	4	2	-5	2
Corporate Expenses										
Amortisation of Intangibles										
Adecco Group	-45	-15	8	78	5	88	42	6	-12	16

*) not adjusted for 14th week in Q4 2004

**) Contribution (Operating income before amortisation) on the operating unit level