



NEW SEGMENT REPORTING FROM Q1 2017

Zurich, Switzerland, 4 May, 2017: As announced with the Q4 results on 2 March 2017, from Q1 2017, The Adecco Group will adjust its segment reporting to align with recent changes in Executive Committee responsibilities. On pages 2 and 3 of this release, Figures for 2015 and 2016 are restated to conform to the new segment reporting structure.

The Adecco Group will release Q1 2017 results on 9 May, 2017.

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About The Adecco Group

The Adecco Group is the world's leading provider of workforce solutions, transforming the world of work through talent and technology. Each year, The Adecco Group provides over 1 million people around the world with career opportunities, guidance and insights. Through its global brands Adecco, Modis, Badenoch & Clark, Spring Professional, Lee Hecht Harrison and Pontoon, The Adecco Group offers total workforce solutions including temporary staffing, permanent placement, career transition, talent development, and outsourcing. The Adecco Group partners with employers, candidates, colleagues and governments, sharing its labour market expertise and insights to empower people, fuel economies, and enrich societies.

The Adecco Group is a Fortune Global 500 company, based in Zurich, Switzerland, with more than 33,000 FTE employees in 60 countries and territories around the world. Adecco Group AG is registered in Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN).



Revenues by segment

Revenues by segment EUR millions	2015					2016				
	Q1	Q2	Q3	Q4	FY	Q1	Q2	Q3	Q4	FY
France	1,038	1,221	1,259	1,196	4,714	1,105	1,261	1,301	1,280	4,947
N. America, UK & I. General Staffing	709	777	796	831	3,113	744	743	770	822	3,079
N. America, UK & I. Professional Staffing	923	973	976	970	3,842	950	962	944	913	3,769
Germany, Austria, Switzerland	518	544	579	549	2,190	509	553	564	549	2,175
Benelux and Nordics	418	450	472	475	1,815	436	473	487	501	1,897
Italy	293	344	330	333	1,300	319	374	372	399	1,464
Japan	274	281	275	289	1,119	300	312	334	330	1,276
Iberia	202	222	236	238	898	220	246	256	257	979
Rest of World	614	662	657	690	2,623	643	661	678	708	2,690
Lee Hecht Harrison	94	108	93	101	396	106	111	105	110	432
Adecco Group	5,083	5,582	5,673	5,672	22,010	5,332	5,696	5,811	5,869	22,708

2016 vs. 2015	Variance in EUR					Variance Organic				
	Q1	Q2	Q3	Q4	FY	Q1	Q2	Q3	Q4	FY
France	7%	3%	3%	7%	5%	7%	3%	3%	7%	5%
N. America, UK & I. General Staffing	5%	-4%	-3%	-1%	-1%	1%	0%	1%	3%	1%
N. America, UK & I. Professional Staffing	3%	-1%	-3%	-6%	-2%	0%	2%	1%	-2%	0%
Germany, Austria, Switzerland	-2%	2%	-3%	0%	-1%	-2%	3%	-2%	0%	0%
Benelux and Nordics	4%	5%	3%	6%	5%	5%	6%	2%	3%	4%
Italy	9%	9%	13%	20%	13%	9%	9%	13%	20%	13%
Japan	9%	11%	22%	14%	14%	2%	4%	2%	0%	2%
Iberia	9%	11%	8%	8%	9%	9%	11%	8%	8%	9%
Rest of World	5%	0%	3%	3%	3%	13%	12%	10%	10%	11%
Lee Hecht Harrison	13%	2%	13%	9%	9%	1%	0%	5%	2%	2%
Adecco Group	5%	2%	2%	3%	3%	4%	4%	3%	5%	4%



EBITA¹⁾ and EBITA margin by segment

EBITA by segment	2015					2016				
	Q1	Q2	Q3	Q4	FY	Q1	Q2	Q3	Q4	FY
EUR millions										
France	63	81	92	95	331	63	79	94	85	321
N. America, UK & I. General Staffing	21	29	32	35	117	26	25	27	36	114
N. America, UK & I. Professional Staffing	50	57	59	65	231	51	53	54	58	216
Germany, Austria, Switzerland	33	18	51	33	135	19	31	28	23	101
Benelux and Nordics	9	13	22	12	56	10	20	22	17	69
Italy	16	26	24	28	94	23	30	30	31	114
Japan	17	16	16	5	54	20	23	20	21	84
Iberia	9	9	10	11	39	7	12	9	14	42
Rest of World	19	21	22	20	82	16	19	14	20	69
Lee Hecht Harrison	30	27	22	25	104	33	29	24	25	111
Corporate Holding	(31)	(40)	(24)	(67)	(162)	(40)	(39)	(28)	(38)	(145)
Adecco Group	236	257	326	262	1,081	228	282	294	292	1,096

EBITA margin	2015					2016				
	Q1	Q2	Q3	Q4	FY	Q1	Q2	Q3	Q4	FY
France	6.0%	6.6%	7.3%	7.9%	7.0%	5.7%	6.2%	7.2%	6.7%	6.5%
N. America, UK & I. General Staffing	3.0%	3.7%	4.0%	4.2%	3.8%	3.4%	3.4%	3.5%	4.4%	3.7%
N. America, UK & I. Professional Staffing	5.4%	5.8%	6.1%	6.7%	6.0%	5.4%	5.5%	5.7%	6.4%	5.8%
Germany, Austria, Switzerland	6.4%	3.4%	8.8%	6.0%	6.2%	3.7%	5.7%	4.9%	4.1%	4.6%
Benelux and Nordics	2.2%	3.0%	4.6%	2.6%	3.1%	2.2%	4.3%	4.6%	3.3%	3.6%
Italy	5.6%	7.3%	7.4%	8.3%	7.2%	7.0%	8.1%	8.3%	7.6%	7.8%
Japan	6.3%	5.8%	5.8%	1.8%	4.9%	6.7%	7.2%	6.1%	6.4%	6.6%
Iberia	4.3%	4.3%	4.2%	4.7%	4.4%	3.4%	4.7%	3.4%	5.7%	4.3%
Rest of World	3.1%	3.1%	3.3%	3.0%	3.1%	2.5%	2.8%	2.0%	2.9%	2.6%
Lee Hecht Harrison	31.5%	25.5%	23.2%	24.7%	26.2%	31.5%	26.3%	22.1%	22.7%	25.6%
Adecco Group	4.6%	4.6%	5.7%	4.6%	4.9%	4.3%	4.9%	5.1%	5.0%	4.8%

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