

Revenues and operating income by segment for 2011 and Q1 2012

2011 and Q1 2012 financial information reflecting the new reporting structure effective as of April 1, 2012

(unaudited)

EUR millions	Q1 2011	Q2 2011	H1 2011	Q3 2011	9M 2011	Q4 2011	FY 2011	Q1 2012
Revenues								
France	1,408	1,596	3,004	1,604	4,608	1,458	6,066	1,268
North America	874	854	1,728	848	2,576	866	3,442	909
UK & Ireland	411	406	817	424	1,241	466	1,707	459
Germany & Austria	356	382	738	413	1,151	393	1,544	400
Japan	352	330	682	350	1,032	374	1,406	431
Italy	237	283	520	259	779	253	1,032	232
Benelux	230	239	469	253	722	239	961	225
Nordics	200	200	400	194	594	201	795	198
Iberia	181	186	367	188	555	179	734	165
Australia & New Zealand	120	125	245	135	380	130	510	134
Switzerland	104	117	221	134	355	119	474	99
Emerging Markets	385	396	781	415	1,196	442	1,638	437
LHH	57	52	109	53	162	74	236	78
Adecco Group	4,915	5,166	10,081	5,270	15,351	5,194	20,545	5,035
Operating income¹								
France	37	57	94	64	158	62	220	27
North America	32	34	66	35	101	45	146	39
UK & Ireland	8	7	15	12	27	5	32	11
Germany & Austria	29	19	48	40	88	22	110	30
Japan	19	21	40	19	59	21	80	25
Italy	13	21	34	16	50	10	60	12
Benelux	11	9	20	13	33	11	44	7
Nordics	3	3	6	5	11	7	18	4
Iberia	5	6	11	5	16	8	24	4
Australia & New Zealand	3	4	7	5	12	6	18	5
Switzerland	9	11	20	14	34	16	50	7
Emerging Markets	11	17	28	11	39	19	58	14
LHH	11	10	21	8	29	7	36	21
Corporate Expenses	(19)	(20)	(39)	(21)	(60)	(22)	(82)	(24)
EBITA	172	199	371	226	597	217	814	182

1) Operating income before amortisation of intangible assets