

Press Release

Adecco completes share buyback programme of EUR 250 million

Zurich, Switzerland, January 21, 2016: the Adecco Group, the world's leading provider of Human Resources solutions, today announces that it has completed the EUR 250 million share buyback programme launched in November 2014.

Under this share buyback programme, the Adecco Group repurchased 3,895,500 of its shares (equal to 2.18% of the share capital at launch of the share buyback programme) via a second trading line on SIX Swiss Exchange. The average purchase price per share excluding commissions was CHF 70.22.

The shareholders of Adecco S.A. will resolve on the reduction of share capital through cancellation of the remaining 3,318,750 repurchased shares that were not already cancelled by the Annual General Meeting 2015 (576,750 shares).

For further information please contact:

Adecco Investor Relations

Investor.relations@adecco.com or +41 (0) 44 878 89 89

Adecco Corporate Press Office

Press.office@adecco.com or +41 (0) 44 878 87 87

Financial Agenda

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|--------------------------|------------------|
| • Q4 2015 results | March 9, 2016 |
| • Annual General Meeting | April 21, 2016 |
| • Q1 2016 results | May 10, 2016 |
| • Q2 2016 results | August 10, 2016 |
| • Q3 2016 results | November 8, 2016 |

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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 32,000 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 around 700,000 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).