

Biographies, Executive Committee

Adecco Group

Patrick De Maeseneire

Chief Executive Officer and member of the Executive Committee since June 2009.

Belgian national, born 1957. Patrick De Maeseneire joined the Adecco Group as CEO in June 2009. He trained as a commercial engineer at the Solvay Business School of Brussels University (ULB), Belgium, and studied marketing management at Ghent University. Patrick De Maeseneire also completed studies in business management at the London Business School and INSEAD, Fontainebleau, France. From 1980 to 1997, he held executive positions at Sun International and Apple Computer, as well as senior positions at Wang in Belgium and Arthur Andersen Consulting. Patrick De Maeseneire held leading positions within the Adecco Group between 1998 and 2002, starting as country manager for the Benelux region before leading the Adecco Group's worldwide professional staffing business from New York. He served as Chief Executive Officer of Barry Callebaut from June 2002 to May 2009. In 2007, Patrick De Maeseneire was granted the title of Baron by King Albert II of Belgium.

Photographs of Patrick De Maeseneire (high and low resolution) are available on adecco.com.

Dominik de Daniel

Chief Financial Officer and member of the Executive Committee since April 2006.

German national, born 1975. Dominik de Daniel joined the Adecco Group as Chief Financial Officer in April 2006, following Adecco's acquisition of DIS Deutscher Industrie Service AG. Dominik de Daniel was a bank trainee at Deutsche Bank AG before completing vocational studies in banking and business administration at the Bankakademie. Starting in 1993, he worked for Deutsche Bank in Germany in various roles, including stock analyst. Dominik de Daniel joined DIS AG in 2000, and was appointed to the Executive Board in 2001 with responsibility for Investor Relations, M&A and Strategic Controlling, and became Chief Financial Officer in 2002.

Photographs of Dominik de Daniel (high and low resolution) are available on adecco.com.

Christian Vasino

Chief Human Resources Officer and member of the Executive Committee since April 2007.

Italian national, born 1972. Christian Vasino holds a law degree from Turin University, Italy, and started his career as a lawyer. From 1998 to 2001, he held various management functions in HR management and from 2001 to 2003, he was Director of Human Resources of Irisbus Italy (IVECO Group). In December 2003, he joined Adecco Italy as HR Director, based in Milan. In May 2005, he became Vice-President Group Human Resources. Christian Vasino was appointed Chief HR Officer in April 2007.

Photographs of Christian Vasino (high and low resolution) are available on adecco.com.

Sergio Picarelli

Chief Sales Officer and member of the Executive Committee since October 2009.

Italian national, born 1967. Sergio Picarelli graduated in business administration from Bocconi University, Milan, Italy. In 1993, Sergio Picarelli joined Adecco in Italy, starting as Managing Director of an Adecco Group Company (Permanent Placement). In 1997, he was appointed Chief Sales and Marketing Director Italy. From 2002 to 2004 Sergio Picarelli served as Regional Head for Central Europe and was thereafter appointed Chief Operating Officer of Adecco Staffing Division Worldwide. From 2005 to 2009 he served as Country Manager of Adecco Italy & Switzerland (Switzerland until the end of 2008). From January 2009 until his appointment as Chief Sales Officer in October 2009, he served as Chief International Sales Officer of the Adecco Group.

Photographs of Sergio Picarelli (high and low resolution) are available on adecco.com.

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Alain Dehaze

Country Manager of France and member of the Executive Committee since October 2009.

Belgian national, born 1963. Alain Dehaze joined the Adecco Group in September 2009 as Regional Head of Northern Europe. He was appointed Regional Head of France in July 2011. He trained as a commercial engineer at the ICHEC Brussels Management School, Belgium. From 1987 until 2000, Alain Dehaze held senior positions in a number of European countries at Henkel and ISS. In 2000, he became Managing Director of Creyf's Interim in Belgium (now Start People). From 2002 to 2005, he was Chief Executive Officer of Solvus. Following the acquisition of Solvus by USG People, the Netherlands, in 2005, he became the Chief Operating Officer of USG People, with overall responsibility for operations, including the integration of Solvus. From September 2007 until joining Adecco, he was CEO of the staffing services company Humares, the Netherlands. Mr. Dehaze is Vice President of the Board of the European Confederation of Private Employment Agencies (Eurociett). He is a member of the Board of the International Confederation of Private Employment Agencies (Ciett).

Photographs of Alain Dehaze (high and low resolution) are available adecco.com

Robert P. (Bob) Crouch

Regional Head of North America and Member of the Executive Committee as of May 2012.

United States national, born 1968. Bob Crouch holds a Bachelor of Science from the University of Florida and a master's degree in Accounting from the University of North Carolina at Chapel Hill. He was a Senior Auditor with Arthur Andersen LLP between 1992 and 1995. Thereafter, he joined Accustaff (later MPS Group). From 2001 until 2010, Bob Crouch was Chief Financial Officer of MPS Group Inc. and was elected to the Board of MPS in 2008. Bob Crouch played a key role in developing MPS Group into the leading provider of Professional Staffing solutions in North America. From January 2011 until

May 2012, he was the President of RPC Partners Inc., a consulting services firm with a primary emphasis on Financial & Management Consulting.

Photographs of Robert P. Crouch (high and low resolution) are available on adecco.com.

Marfin Alonso

Regional Head of Northern Europe and member of the Executive Committee since August 2011.

Spanish national, born 1964. Marfin Alonso joined Adecco Spain in 1993 as Branch Manager. In 1998, after having held various operational positions, he was appointed as the Finance Manager for Adecco Spain and Portugal. From 2003 to 2005, he was the Regional Finance Manager for Adecco Central Europe. As of 2007, he also took on the role of Operational Manager for Adecco Portugal. Since 2009, he has held the position of Finance Manager for Iberia & South America.

Photographs of Marfin Alonso (high and low resolution) are available adecco.com.

Mark Du Ree

Regional Head of Japan & Asia and member of the Executive Committee since October 2009.

United States national, born 1961. Mark Du Ree holds a BA in International Relations and Asian Studies from Brigham Young University, USA. He began his career at Adecco Japan (formerly Adia) in 1985 as a sales representative and held various functions before transferring to the USA in 1993 to work in strategic planning for the Adia Group. In 1996, he became Director of Strategic Planning and Financial Planning & Analysis, including responsibility for coordination of Adecco's M&A activities.

In 1999, he returned to Japan to manage the acquisition and integration of Career Staff into Adecco Japan. He has been the Country Manager of Adecco Japan since January 2002, serving concurrently from July 2002 to December 2005 as Zone CEO

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Asia Pacific. Since 2006, Mark Du Ree has been a Visiting Professor at Ritsumeikan Asia Pacific University, Japan. Mark Du Ree is member of the board of Japanese staffing organisations.

Photographs of Mark Du Ree (high and low resolution) are available on adecco.com.

Andreas Dinges

Regional Head of Germany & Austria and member of the Executive Committee, both since October 2009.

German national, born 1959. Andreas Dinges graduated in business administration from the University of Cologne, Germany. Andreas Dinges started his career at 3M Company in 1988, working in various positions, with a focus on marketing and sales. From 2002 to 2006, he was the spokesman of the Executive Board of 3M ESPE AG, assuming responsibility for 3M's dental business in Europe, including Eastern Europe, the Middle East and Africa. He joined the Adecco Group in 2006 as CEO of DIS Deutscher Industrie Service AG. In January 2009, he was appointed Country Manager for Germany. Andreas Dinges is a commercial judge at the district court in Dusseldorf, Germany. He is a member of the board of the Bundesverband Zeitarbeit Personal-Dienstleistungen, Germany .

Photographs of Andreas Dinges (high and low resolution) are available on adecco.com.

Federico Vione

Regional Head of Italy, Eastern Europe, India & the Middle East and member of the Executive Committee since October 2009.

Italian national, born 1972. Federico Vione graduated in economics from Università G. D'Annunzio in Pescara, Italy. He joined Adecco in 1999 as Branch Manager and was soon appointed Manager of the

Abruzzo-Molise area. In 2001, he became the first National Key Account Manager for the Chemical and Pharma sector, and subsequently for the Large-Scale Trade sector. In 2002, he was appointed General Manager of the newly created Professional Staffing business Ajilon S.r.l., and in 2004 he became General Manager of Ajilon Switzerland. In 2005, Federico Vione was appointed Project Leader Global Account Management Adecco Group and subsequently Head of Eastern Europe Adecco Group. In January 2009, he was appointed Country Manager Adecco Italy and in September 2011, he also took responsibility for India. Federico Vione is President of Assolavoro (Associazione Nazionale delle Agenzie per il Lavoro), Italy.

Photographs of Federico Vione (high and low resolution) are available on adecco.com.

Enrique Sanchez

Regional Head of Iberia & South America and member of the Executive Committee since October 2009.

Spanish national, born 1967. Enrique Sanchez obtained a degree in psychology at Complutense University, Madrid, Spain, and holds an MBA from IESE, Madrid (Spain). Enrique Sanchez joined Adecco Spain in 1993 as Branch Manager. In 1995, he became Regional Manager of the Central Region. Two years later, he was appointed Operations Manager, and in 2001 President and General Manager of Adecco Spain and Portugal. From 2003 to 2005, Enrique Sanchez was General Manager for Spain and Portugal, and was also responsible for the development of the company in Latin America and Eastern Europe. In 2005, he returned to Spain, becoming responsible for Adecco Group Iberia. He was appointed Regional Head of Iberia & South America in October 2009.

Photographs of Enrique Sanchez (high and low resolution) are available on adecco.com.

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Peter Searle

Regional Head of UK & Ireland and member of the Executive Committee since October 2009.

British national, born 1962. Peter Searle rejoined the Adecco Group in October 2009 as Regional Head of UK and Ireland. Peter Searle holds an honours degree in business and a post-graduate diploma in marketing. Following Adecco's acquisition in 1999 of Delphi Group, of which he was Group Managing Director, Peter Searle took on responsibility for all the European and Asia Pacific offices of the professional services companies of the Adecco Group, under the brand name of Ajilon. In 2005, he became Chief Executive of Adecco UK in a role that covered a variety of sectors, including general recruitment, IT, engineering, finance and Recruitment Process Outsourcing (RPO). From 2006, he was Chief Executive Officer of Spring Group which was acquired by Adecco in 2009.

Photographs of Peter Searle (high and low resolution) are available on adecco.com.