

Adecco S.A. (Holding Company) – Proposed appropriation of available earnings

in millions, except share and per share information

<i>in CHF</i>	2012	2011
Available earnings		
Available earnings of previous years	3,453	3,813
Net income/(loss)	351	(142)
Net movement in reserve for treasury shares	877	(218)
Transfer to capital contributions reserve	(2)	
Total available earnings to be carried forward	4,679	3,453

<i>in CHF</i>	2012	2011
General reserve from capital contributions		
General reserve from capital contributions of previous years	1,198	1,505
Dividend distribution of CHF 1.80 per share for 2011		(307)
Transfer from retained earnings	2	
Proposed allocation from reserve from capital contributions to free reserves and proposed dividend distribution of CHF 1.80 per share for 2012	(332) ¹	
Balance to be carried forward	868	1,198

¹ This represents the amount of dividends payable based on the total number of outstanding shares (excluding treasury shares) of 184,609,768 as of December 31, 2012.