

## **Biographies of the Board Nominees at Adecco's AGM of 29<sup>th</sup> June, 2004**

### **Dr. Jakob Baer (1944)**



- Swiss nationality
- Graduated Dr.iur. University of Berne.
- Began his career at the Swiss Ministry of Finance (1971 – 1975) before moving to professional services firms where he acted first as a consultant and then from 1982 in various managerial functions. Mr Baer was instrumental to the management-buy-out in 1991/92 that created today's partner-owned KPMG Switzerland and between 1992 and 1994 he was a member of the Executive Team.
- In 1994 he was then appointed as KPMG's Chief Executive Officer and as such has been a member of KPMG's European and International Leadership Board.
- Mr Baer retires from his position as CEO of KPMG Switzerland on 30 September 2004.

### **Jürgen Dormann (1940)**



- German nationality.
- Holds a Masters Degree in Economics from the University of Heidelberg.
- Mr Dormann held a series of positions at Hoechst AG before becoming a member of the Hoechst management board in 1984.
- He was Chief Executive Officer of Hoechst from 1994-1999.
- With the creation of Aventis in 1999, Mr Dormann was appointed Chairman of the Management Board in 1999. In May 2002, he was elected Chairman of the Supervisory Board of Aventis.
- In 1998 Mr Dormann was elected as a member of the Board of Directors of ABB Ltd. He was appointed Chairman of the Board in November 2001. In September 2002 he also became ABB President and Chief Executive Officer.



**Philippe Foriel-Destezet (1935)**



- French nationality.
- Graduated from HEC Paris. Awarded Chevalier de la Légion d'Honneur.
- Member of the Board of Directors since August 1996. Joint Chairman of the Board of Directors of Adecco S.A. from August 1996 to April 2002.
- Founder of Ecco S.A. in France in 1964.
- Board memberships: Akila Finance S.A., Luxembourg (Chairman); Securitas AB, Sweden (Member until April 2004); Carrefour S.A., France (Member until April 2004).

**Klaus J Jacobs (1936)**



- Joint Chairman of the Board of Directors of Adecco S.A. from August 1996 to April 2002.
- Swiss nationality
- Attended school in Germany; studied in Germany and at Stanford University, United States.
- From 1962 Mr Jacobs acted as the Director of Purchasing and Marketing for Jacobs AG, before becoming its General Manager in 1973. Then in 1982 the merger with Interfood formed Jacobs Suchard.
- In 1990 Mr Jacobs went on to sell Jacobs Suchard and founded Barry Callebaut in the same year.
- Mr Jacobs acquired Adia personnel services in 1992 and was instrumental in its subsequent merger with Ecco in 1996 to form Adecco.
- Board memberships: Member of the board of Jacobs Foundation since 1998, Member of the World Scout Foundation since 1986, Founder and member of the National Park of Hohe Tauern and Member of the board of Zurich Opera.



### **Philippe Marcel (1953)**



- French nationality
- Graduated from EM Lyon (Ecole de Management), France.
- Member of the Board of Directors since April 2002.
- Until his board appointment in 2002, Mr Marcel was a member of the Senior Management Team of the Adecco Group when he acted as Zone Manager for France, Morocco and South Africa. He was Chairman of Adecco South Africa and Adecco Morocco and CEO of Adecco France.
- Board memberships: Adecco France (Chairman); Adecco Germany (Chairman); April Group, France (Member); GL Events, France (Member).

### Francis Mer (1939)



- French nationality.
- Graduate of École Polytechnique. Also pursued further engineering studies at the École des Mines.
- Mr Mer joined the Saint-Gobain group in 1970 where he was responsible for Industries Strategic Planning, then Manager of Saint-Gobain Industries (1974-1978) before being appointed in September 1978 Vice-President of Saint-Gobain Pont-à-Mousson, in charge of industrial policy. In July 1982, he was then promoted Chairman and Chief Executive Officer of Pont-à-Mousson S.A. and head of Saint-Gobain's Pipe and Engineering Division.
- In 1986 when the French State merged Usinor and Sacilor, Francis Mer became Chairman of the new steel group. He carried out the privatisation of Usinor Sacilor, which was achieved in 1995, before going on to be elected Chairman of the Board of Directors.
- He was appointed Chairman of Cockerill Sambre in April 1999, and from 1990 to 1997 acted as Chairman of Eurofer, before being appointed Chairman of the International Iron and Steel Institute (October 1997 to October 1998).
- He was President of the French Steel Federation (FFA) from 1988 to 2002, President of the National Technical Research Association (ANRT) from 1991 to 2002, the EPE (Entreprise pour l'environnement), and the Cercle de l'Industrie.
- Mr Mer was elected Co-Chairman of the Board of Arcelor in March 2002.
- Then in May 2002 Mr Mer was appointed French Minister of Economy, Finance and Industry, a position he held until March 2004.

### Thomas O'Neill (1945)



- Canadian Nationality.
- Graduated from Queen's University in Kingston, Ontario, with a Bachelor of Commerce degree in 1967 and received his Chartered Accountants designation in 1970.
- Mr. O'Neill joined the audit staff of Price Waterhouse, Toronto, in 1967 and was admitted to the partnership of the firm in 1978.
- From 1990-1996 Mr O'Neill acted as Chief Operating Officer for Price Waterhouse before being appointed Chief Executive Officer, a role that he held until 1998 when the firms of Price Waterhouse and Coopers & Lybrand merged their practices. Mr O'Neill then became CEO of the new PricewaterhouseCoopers LLP in Canada (1998-2000).
- In 2000 he assumed the role of Chief Operating Officer of the PricewaterhouseCoopers LLP global organization and served as a member of PwC's Global Oversight Board, before assuming the role of Chief Executive Officer in January 2002. In May 2002 he was appointed Chairman of PwC Consulting, a role that he held until October 2002 when the business was acquired by IBM.
- Board memberships: BCE Inc.; Dofasco Inc.; Loblaw Companies Limited; Nexen Inc. and Ontario Teachers' Pension Plan. Not-for-profit board memberships include: Vice Chairman of Queen's University, Kingston, Canada and St Michael's Hospital (Member).

### David Prince (1951)



- British nationality.
- Associate Member of the Chartered Institute of Management Accountants.
- Mr Prince's early career included four years at Cable & Wireless in both General Management and Group marketing roles before going on to spend some 12 years working in the Hong Kong telecommunications market, where he held a variety of senior management and public company board positions.
- From 1994 to 2000 he was Group Finance Director and latterly Deputy CEO of Hong Kong Telecom.
- In 2000 he went on to join PCCW plc as Group CFO before becoming Group Finance Director of Cable & Wireless in 2002, a position he held until his recent retirement from the Board.
- Board memberships: Chairman of the Audit Committee for ARK Therapeutics (United Kingdom).



**Peter V. Ueberroth (1937)**



- American nationality.
- Graduated San Jose University, California. Awarded the French Légion d'Honneur and received the Olympic Order-Gold from the International Olympic Committee.
- In 1962 Mr. Ueberroth founded First Travel Corporation, which became the second largest travel business in North America, with over 300 wholly owned retail travel agencies, before he sold the company in 1980.
- From 1980 to 1984 Mr. Ueberroth served as President of the Los Angeles Olympic Organizing Committee (LAOOC).
- He served as the sixth Commissioner of Major League Baseball from 1984-1989.
- Mr Ueberroth served as Co-Chairman of Doubletree Corporation from 1993-2000 and since 1999 has served as Owner and Co-Chairman of the Pebble Beach Company.
- Since 1990 he has acted as the Managing Director of Contrarian Group, Inc., an investment and management company, which invests in small and medium size companies, taking management roles and providing strategic guidance.
- Board memberships: Chairman of the Board of Ambassadors International (AMIE); Member of the Board of Directors of The Coca-Cola Company and Hilton Hotels Corporation.
- Chairman 2004 United States Olympic Committee.