



2020 CASE ANALYSIS: THIRD PARTY COMPLAINTS

CASELOAD OVERVIEW FY2020

In 2020 adidas handled 22 cases using its third-party complaint mechanism of which 16 were new and 6 were carried over from FY2019. SEA closed 10 of these cases during the year. We did not disqualify any request that was deemed suitable for assessment under our protocol.

A summary of the individual cases and their resolution is posted on our corporate website at www.adidas-group.com/en/sustainability/managing-sustainability/human-rights/. Within our reporting, we have included instances where we have input to Fair Labor association (FLA) Third Party Complaint cases, as well as one case that has been managed through the OECD National Contact Point complaint mechanism.

STATUS OF CASES HANDLED

| Status | No of cases | % |
|--------------|-------------|----|
| Closed | 10 | 45 |
| Ongoing | 12 | 55 |
| Disqualified | 0 | 0 |

% - rounded off

NEW COMPLAINTS

16 new complaints were received during the year and 6 were carried forward from FY2019. adidas has examined, investigated, and responded to all complaints received by it.

GEOGRAPHIC COVERAGE

| Region | No of Cases | % |
|-------------------------|-------------|----|
| Europe | 0 | 0 |
| Middle East & Africa | 3 | 14 |
| Asia Pacific | 14 | 63 |
| North America | 0 | 0 |
| South & Central America | 5 | 23 |

% - rounded off

PROFILE OF CASES

| Complainant | No of Cases | % |
|--|-------------|----|
| Individual | 0 | 0 |
| Community Group | 0 | 0 |
| Local NGO or Trade Union | 12 | 54 |
| International NGO or Trade Union | 5 | 23 |
| Joint Local + international NGO or union | 5 | 23 |

% - rounded off