



OVERVIEW CASE ANALYSIS 2018

THIRD PARTY COMPLAINTS ON LABOR AND HUMAN RIGHTS

In 2018 adidas handled 15 cases using its third-party complaint mechanism of which 12 were new and 3 were carried over from FY2017. SEA closed four of these cases during the year. A summary of the individual cases and their resolution is posted on our website at adidas-group.com/s/human-rights. % figures given in tables below are rounded figures.

| STATUS OF CASES HANDLED | | |
|-------------------------|-------------|----|
| Status | No of cases | % |
| Closed | 4 | 27 |
| Ongoing | 10 | 66 |
| Unresolved | 1 | 7 |

| GEOGRAPHIC COVERAGE | | |
|-------------------------|-------------|----|
| Region | No of Cases | % |
| Europe | 0 | 0 |
| Middle East & Africa | 1 | 7 |
| Asia Pacific | 11 | 73 |
| North America | 0 | 0 |
| South & Central America | 3 | 20 |

NEW COMPLAINTS

12 new complaints were received during the year and 3 were carried forward from FY2017. adidas did not disqualify any complaint submitted for its consideration. It has examined, investigated and responded to all complaints received by it.

| PROFILE OF CASES | | |
|--|-------------|----|
| Region | No of Cases | % |
| Individual | 0 | 0 |
| Community Group | 1 | 7 |
| Local NGO or Trade Union | 7 | 46 |
| International NGO or Trade Union | 4 | 27 |
| Joint Local + international NGO or union | 3 | 20 |