COMPENSATION SYSTEM FOR THE MEMBERS OF THE SUPERVISORY BOARD OF ADIDAS AG IN ACCORDANCE WITH §§ 113 SECTION 3, 87A SECTION 1 SENTENCE 2 GERMAN STOCK CORPORATION ACT (AKTIENGESETZ – AKTG)

The compensation system for the members of the Supervisory Board is set out in § 18 of the Articles of Association of adidas AG; there are no additional or supplementary agreements. With respect to the monitoring and advising of the Executive Board, the compensation received by adidas AG Supervisory Board members reflects the responsibility involved as well as individual workload and time required.

The wording of the provision of the Articles of Association is as follows:

§ 18 Compensation of the Supervisory Board

1) The members of the Supervisory Board shall receive a fixed compensation for each financial year in the amount of EUR 100,000, payable at the end of each financial year.

2) The compensation shall amount to three times the amount mentioned under section 1 above for the Chairman and twice the amount for each of his/her deputies.

3) Each member of a committee with exception of the committee formed pursuant to § 27 section 3 German Co-Determination Act (Mitbestimmungsgesetz – MitbestG), the Steering Committee, the Nomination Committee and the Audit Committee shall receive an additional compensation amounting to 50% of the compensation pursuant to section 1, the committee chairman shall receive an additional compensation amounting to 100% of the same.

4) The compensation paid for a committee chairmanship shall also cover the membership in such committee. If a member of the Supervisory Board is a member of several Supervisory Board committees, s/he shall be compensated only for the tasks performed in the committee with the highest payable additional compensation.

5) There is no additional compensation for membership in committees established ad hoc.

6) Furthermore, the members of the Supervisory Board shall receive an attendance fee amounting to EUR 1,000 for each personal attendance of a meeting of the Supervisory Board or one of its committees requiring such personal attendance. If several meetings take place on one day, the attendance fee shall only be paid once. Members of committees that are formed on an ad hoc basis shall not receive an attendance fee.

7) Supervisory Board members which have been members of the Supervisory Board or a Supervisory Board committee only during part of the financial year shall receive a pro-rata amount of compensation in accordance with the duration of their membership.

8) Moreover, the Supervisory Board members shall be reimbursed by the Company not only for any expenses but also for VAT, should any VAT be payable on their compensation.

When determining the compensation, particular consideration is given to ensure that it is appropriate and in line with current market levels in order to also attract suitable international candidates. This contributes to the execution of the strategy and promotes the long-term development of the Company.
The compensation for Supervisory Board members consists of a fixed compensation for their work on the Supervisory Board ('base amount') and an additional compensation for committee work as well as an attendance fee. The Supervisory Board members are not granted performance-related compensation. The granting of a fixed compensation corresponds to the usual predominant practice in other public-listed companies and has proved to be successful. The Executive Board and Supervisory Board are of the opinion that a fixed compensation for the Supervisory Board members is most suitable to strengthen the independence of the Supervisory Board and to take into account the advisory and supervisory function of the Supervisory Board, which have to be performed independently of the Company’s success.

In addition, the Supervisory Board members are reimbursed for expenses they incur in connection with their role.

**COMPENSATION FOR SUPERVISORY BOARD FUNCTION**

Each Supervisory Board member receives a fixed compensation for their work on the Supervisory Board, which is paid following the end of the respective financial year. The Chair of the Supervisory Board and the two deputies receive a higher fixed compensation in recognition of their additional responsibilities.

**COMPENSATION FOR SUPERVISORY BOARD FUNCTION**

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<thead>
<tr>
<th>Membership</th>
<th>Deputy Chair</th>
<th>Chair</th>
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<tr>
<td>€ 100,000</td>
<td>€ 200,000</td>
<td>€ 300,000</td>
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<tr>
<td>Base amount</td>
<td>200% of the base amount</td>
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**ADDITIONAL COMPENSATION FOR MEMBERSHIP IN A COMMITTEE**

Furthermore, the Supervisory Board members receive additional compensation for membership in certain committees; in this regard, too, compensation is increased if the committee chair is assumed. The amount of the respective additional compensation is based on the base amount determined for the Supervisory Board members and depends on the tasks and responsibilities connected with the respective committee membership.

**COMPENSATION FOR MEMBERSHIP IN A COMMITTEE**

<table>
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<tr>
<th>Membership</th>
<th>Chair</th>
<th>Membership</th>
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<tbody>
<tr>
<td>General Committee</td>
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<td>Audit Committee</td>
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<tr>
<td>€ 50,000</td>
<td>€ 100,000</td>
<td>€ 100,000</td>
<td>€ 200,000</td>
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<tr>
<td>50% of the base amount</td>
<td>100% of the base amount</td>
<td>100% of the base amount</td>
<td>200% of the base amount</td>
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</tbody>
</table>

The compensation paid for a committee chair shall also cover the membership in such committee. The members of the Steering Committee, the Mediation Committee, the Nomination Committee and committees which are established ad hoc do not receive additional compensation. If a Supervisory Board member is a member of more than one committee, the member only receives compensation for their task in the committee with the highest compensation.

**MATURITY AND PRO-RATED GRANTING**

The compensation is due after the end of the Company’s financial year. The granting of the compensation depends on the duration of the appointment of the Supervisory Board members. If a member belongs to the Supervisory Board or a committee for only part of a financial year, the fixed compensation for Supervisory Board membership and additional compensation for membership in a committee are reduced accordingly on a pro rata temporis basis.
ATTENDANCE FEE
For each personal attendance of meetings of the Supervisory Board and/or its committees requiring such personal attendance, Supervisory Board members receive an additional attendance fee of EUR 1,000. Members of committees that are formed on an ad hoc basis shall not receive an attendance fee. If several meetings take place on one day, the attendance fee is only paid once.

EXPENSES
The Supervisory Board members are reimbursed for necessary expenses and travel expenses incurred in connection with their mandates as well as for the VAT potentially payable on their compensation.

UPPER LIMIT
The upper limit for the compensation of the members of the Supervisory Board is determined by the fixed compensation, the amount of which individually depends on the duties assumed on the Supervisory Board or its committees, and the attendance fee, which is determined on the basis of the personal participation in Supervisory Board and committee meetings.

REVIEW AND ADJUSTMENT OF THE COMPENSATION
The compensation system for the Supervisory Board is resolved by the Annual General Meeting following an according proposal by the Executive Board and Supervisory Board. The compensation is regulated by the Company’s Articles of Association. The Annual General Meeting approves the compensation for the Supervisory Board members and the compensation system for the Supervisory Board at least every four years. The corresponding resolution may also confirm the current compensation. If an Annual General Meeting does not approve the compensation system, a reviewed version of the compensation system has to be presented no later than at the next Annual General Meeting.

At regular intervals, but no later than every four years, the Executive Board and Supervisory Board shall carry out a review as to whether the amount and structure of the compensation are still in line with market conditions and are appropriate for the tasks of the Supervisory Board and the situation of the Company.

To this end, the Supervisory Board conducts a horizontal market comparison. The compensation and employment conditions of the employees were and are irrelevant to the compensation system of the Supervisory Board. This is due to the fact that the Supervisory Board compensation is granted for an activity which is fundamentally different from that of the employees of adidas AG and a vertical comparison with employee compensation is therefore not meaningful in the Executive Board’s and the Supervisory Board’s opinion.

Any conflicts of interest in the examination of the compensation system are counteracted by the statutory rules of competence as the ultimate decision-making power on the Supervisory Board compensation is assigned to the Annual General Meeting and the resolution proposal is submitted to the Annual General Meeting by both the Executive Board and the Supervisory Board. Thus, a system of mutual control is already provided for in the statutory regulations. In addition, the general rules on conflicts of interest apply, according to which such conflicts of interest must particularly be disclosed and treated appropriately.