

## GRI STANDARD CONTENT INDEX IN ACCORDANCE "CORE" FULL YEAR 2018 REPORTING

GENERAL DISCLOSURES	LOCATION IN ANNUAL REPORT (AR)	PAGE(S) ONW.	COMMENTS
<b>ORGANIZATIONAL PROFILE</b>			
GRI 102-1	AR 2018, Cover	Cover	
GRI 102-2	AR 2018, Our Company, Corporate Strategy	62-73	
GRI 102-3	AR 2018, Shareholdings	226-230	
GRI 102-4	AR 2018, Financial Review, Business Performance	106	
GRI 102-5	AR 2018, Shareholdings	226-230	
GRI 102-6	AR 2018, Our Share	57	
GRI 102-7	AR 2018, Financial Review, Business Performance	106	
GRI 102-8	AR 2018, Financial Review, People and Culture	81	
GRI 102-9	AR 2018, Our Company, People and Culture	106	
GRI 102-10	AR 2018, Our Company, Global Operations	74	Currently we do not report the number of employees by type of employment contract.
GRI 102-11	AR 2018, Our Company, Corporate Strategy	62	
GRI 102-11	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
GRI 102-11	AR 2018, Financial Review, Risk and Opportunity Report	131	
GRI 102-11	AR 2018, Our Company, Sustainability, Product Safety	89	
GRI 102-11	AR 2018, Our Company, Sustainability, Chemical Management	93	
GRI 102-12	AR 2018, Our Company, Sustainability, Stakeholder Dialogue and Transparency	88	
GRI 102-13	AR 2018, Our Company, Sustainability, Stakeholder Dialogue and Transparency	88	
<b>STRATEGY AND ANALYSIS</b>			
GRI 102-14	AR 2018, Letter from the CEO	18	
<b>ETHICS AND INTEGRITY</b>			
GRI 102-16	AR 2018, Financial Review, Risk and Opportunity Report	131	
<b>GOVERNANCE</b>			
GRI 102-18	AR 2018, Executive Board	21	
<b>STAKEHOLDER ENGAGEMENT</b>			
GRI 102-40	AR 2018, Our Company, Sustainability, Stakeholder Dialogue and Transparency	88	
GRI 102-41			adidas is committed to an open and constructive dialogue with its employees and, if applicable, with their representatives. adidas respects the freedom of employees to join or not join trade unions and right to collective bargaining. Employees are free to join organizations of their choice that represent them in accordance with local organizing laws. These organizations may, if recognized as the appropriate agent, engage in collective bargaining according to the applicable legal regulations. We currently do not track the figure of employees concerned on a global level.
GRI 102-42	AR 2018, Our Company, Sustainability, Stakeholder Dialogue and Transparency	88	
GRI 102-43	AR 2018, Our Company, Sustainability, Stakeholder Dialogue and Transparency	88	
GRI 102-44	AR 2018, Financial Review, Risk and Opportunity Report	131	Anonymous grievance mechanisms in place for own employees and workers in supplier factories. Disclosure of received complaints from third parties details name of complainant, complaint outcome and status. Due to confidentiality reasons, no details are disclosed.
GRI 102-44	AR 2018, Our Company, Sustainability, Worker Empowerment	97	
<b>REPORTING PRACTICES</b>			
GRI 102-45	AR 2018, Shareholdings	226-230	
GRI 102-46	AR 2018, Our Company, Sustainability, Material Topics	88	
GRI 102-47	AR 2018, Our Company, Non-Financial Statement	101	
GRI 102-47	AR 2018, Our Company, Sustainability, Material Topics	88	
GRI 102-48	AR 2018, Our Company, Non-Financial Statement	101	
GRI 102-49			There have not been major changes in our reporting approach compared to the previous reporting year.
GRI 102-50	AR 2018, Cover	Cover	There have not been major changes in our reporting approach compared to the previous reporting year.
GRI 102-51	AR 2018, Cover	Cover	
GRI 102-52	AR 2018, Cover	Cover	
GRI 102-53	AR 2018, Contact Information	249	
GRI 102-54	AR 2018, Our Company, Non-Financial Statement	101	
GRI 102-55	AR 2018, Our Company, Non-Financial Statement	101	GRI content index
GRI 102-56	AR 2018, Independent Auditor's Assurance Report	237	
<b>TOPIC-SPECIFIC STANDARDS</b>			
<b>GRI 200 ECONOMIC</b>			
<b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</b>			
GRI 103	AR 2018, Financial Review, Business Performance	106	Material aspects identified are applicable for adidas AG and the Group.
GRI 201-1	AR 2018, Financial Review, Business Performance	106	
<b>ANTI-CORRUPTION</b>			
GRI 205-1	AR 2018, Financial Review, Risk and Opportunity Report	133-135	
GRI 205-2	AR 2018, Financial Review, Risk and Opportunity Report	133-135	
GRI 205-3	AR 2018, Financial Review, Risk and Opportunity Report	133-135	
<b>GRI 300 ENVIRONMENTAL</b>			
<b>MATERIALS</b>			
GRI 103	AR 2018, Our Company, Sustainability, Sustainable Materials	94	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 301-2	AR 2018, Our Company, Sustainability, Sustainable Materials	94	We track the use of recycled polyester in our products. Currently, we do not report the percentage of recycled polyester used.
<b>ENERGY</b>			
GRI 103	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 302-1	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Energy consumption is tracked in detail for natural gas, diesel, heating oil, other direct energy consumption (e.g. wood pallets) as well as electricity, district heat and renewable energy sources. The split into scope 1 and scope 2 is reported as part of selected corporate sustainability assessments, including our publically available submission to the Carbon Disclosure Project. Energy consumption for adidas own sites globally totaled 200,948 MWh in 2018.
GRI 302-3	AR 2018, Our Company, Sustainability, Environmental Impacts	91	As the environmental footprint in our supply chain is bigger than our own operational footprint, we have set energy reduction intensity targets for our strategic Tier 1 and strategic Tier 2 apparel material suppliers. Progress towards these targets is tracked and reported annually.
<b>WATER AND EFFLUENTS</b>			
GRI 103	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 303-5	AR 2018, Our Company, Sustainability, Environmental Impacts	91	We track municipal water, groundwater and well as surface and rainwater usage at adidas own sites. Primary water usage is reported as the sum of all types in alignment with our KPI, namely water usage per employee. Absolute water consumption totaled 298,487 m <sup>3</sup> in 2018. In addition, for strategic Tier 1 and strategic Tier 2 apparel material suppliers we set water consumption intensity reduction targets. Progress towards these target is tracked and reported annually. As part of our approach to water quality, in 2017/2018, we did a water risk assessment to check the specific risk exposure of our own sites and key suppliers. We use the results to raise awareness and inform discussions to further initiate improvements within our company.
<b>EMISSIONS</b>			
GRI 103	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 305-1	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Combined reporting of scope 1 and scope 2 carbon net emissions. The split is disclosed for selected corporate sustainability assessments, including our publically available submission to the Carbon Disclosure Project. Calculation of carbon net emissions are based on the reduction in overall energy consumption for adidas own sites. We use local emission factors and the data base of the GHG protocol/IEA (05/2018) in order to calculate the global warming potential of the energy consumption automatically. Carbon net emissions for adidas own sites totaled 44,700 tonnes CO <sub>2</sub> e in 2018.
GRI 305-2	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Combined reporting of scope 1 and scope 2 carbon net emissions. See GRI 305-1
GRI 305-5	AR 2018, Our Company, Sustainability, Environmental Impacts	91	
<b>EFFLUENTS AND WASTE</b>			
GRI 103	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.

GRI 306-2	AR 2018, Our Company, Sustainability, Environmental Impacts	91	We track different types of waste streams, covering domestic waste landfilled and incinerated, recycled waste and total other waste. As coverage for different waste streams is often not fully available, e.g. for leased or shared buildings, we report waste efficiency. Detailed waste data is available for our biggest global sites internally, and reported in our Green Company Report 2018 on our website [available as of April 2019]. In addition, we report progress toward waste volume reduction targets for strategic Tier 1 suppliers.
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
GRI 103	AR 2018, Our Company, Sustainability, Environmental Impacts	91	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 308-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
GRI 308-2	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>GRI 400- SOCIAL</b>			
<b>EMPLOYMENT</b>			
GRI 103	AR 2018, Our Company, People and Culture	81	Material aspects identified are applicable for adidas AG and the Group.
GRI 401-2	AR 2018, Our Company, Wages, Benefits and Incentives	85	
<b>TRAINING AND EDUCATION</b>			
GRI 103	AR 2018, Our Company, People and Culture, Role Model Leadership	81	Material aspects identified are applicable for adidas AG and the Group.
GRI 404-1	AR 2018, Our Company, People and Culture, Employee Collaboration and Learning	83	Employees are offered a wide variety of learning and development opportunities that build on their strengths, grow their skills and help them to achieve their best. Our highest priority is to ensure employees are not only constantly improving their performance but also learning to support their future careers within our company. We report the number of employees who accessed our digital Learning Campus and participated in in-person activities. In addition, average number of minutes spent on self-directed learning is disclosed.
GRI 404-3	AR 2018, Our Company, People and Culture, Culture	84	All employees receive a Performance Standard at least annually, figure is tracked internally.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
GRI 103	AR 2018, Our Company, People and Culture, Diversity and Inclusion	83	Material aspects identified are applicable for adidas AG and the Group.
GRI 405-1	AR 2018, Our Company, People and Culture, Diversity and Inclusion	83	Currently we report diversity by gender and nationality. In addition, we report our employee resource groups such as the 'Experienced Generation' group.
	AR 2018, Our Company, Global Employee Population	87	
<b>NON-DISCRIMINATION</b>			
GRI 103	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 406-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
GRI 103	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 407-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>CHILD LABOR</b>			
GRI 103	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 408-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>FORCED OR COMPULSORY LABOR</b>			
GRI 103	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 409-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>HUMAN RIGHTS ASSESSMENT</b>			
GRI 103	AR 2018, Our Company, Sustainability, Approach to Human Rights	95	
GRI 412-1	AR 2018, Our Company, Sustainability, Approach to Human Rights	95	
GRI 412-2	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	We report the number of employees being given Modern Slavery training.
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
GRI 103	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Material aspects identified are applicable for adidas AG and the Group. Direct supply chain of the company with risk based approach for extended supply chain where relevant and applicable.
GRI 414-1	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	Assessments cover both, environmental and social compliance performance.
GRI 414-2	AR 2018, Our Company, Sustainability, Working Conditions in our Supply Chain	95	
<b>CUSTOMER HEALTH AND SAFETY</b>			
GRI 103	AR 2018, Our Company, Sustainability, Product Safety	89	Material aspects identified are applicable for adidas AG and the Group.
GRI 416-2	AR 2018, Our Company, Sustainability, Product Safety	89	Due to small amount of product affected, the overall figure is not reported.