

SASB INDEX

The Sustainability Accounting Standards Board (SASB) is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in 77 industries. adidas reports according to the SASB Standard describing the Consumer Goods Sector / Apparel, Accessories & Footwear.

In 2022, adidas has applied the SASB Standards for the second time. Since many years, we report our sustainability-relevant information with reference to the Global Reporting Initiative (GRI) that has developed comprehensive sustainability reporting guidelines. This allowed us to reference mainly to our Annual Report 2021 (AR 2021) as well as to our own corporate website for the required information.

adidas - SASB Index Table as of April 2022

	Topic, Accounting Metric & Unit of Measure	SASB Code	Reference to adidas Annual Report 2021 / Website	Comment
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	AR 2021 - Chemical Management adidas Website - Chemicals and Water	
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	AR 2021 - Environmental Impact AR 2021 - Product Safety adidas Website - Chemicals and Water adidas Website - Product Safety	
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	AR 2021 - Chemical Management adidas Website - Chemicals and Water adidas Website - Supply Chain Approach	In 2021, we observed a significant improvement with 87% of our suppliers achieving ZDHC Wastewater 'foundational level'.
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	AR 2021 - Supply Chain Performance Data	We have developed and implemented our own equivalent methodology measuring supplier performance consistent with Higg FEM. We collect relevant data and set reduction targets for 100% of our Tier 1 and strategic Tier 2 suppliers accordingly. We audit the correctness of the data on a regular basis either ourselves or through third-party auditors.

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	Topic, Accounting Metric & Unit of Measure	SASB Code	Reference to adidas Annual Report 2021 / Website	Comment
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	AR 2021 - Working Conditions in our Supply Chain adidas Website - Code of Conduct for Suppliers 'Workplace Standards'	
Labor Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CG-AA-430b.2	AR 2021 - Working Conditions in our Supply Chain	We audit our suppliers regularly against our 'Workplace Standards' (Supplier Code of Conduct).
			AR 2021 - Global Operations - Relationships with independent manufacturing partners	With our cKPI tool, we measure the social compliance of our suppliers, and assess their performance and progress towards our targets.
			adidas Website - Code of Conduct for Suppliers 'Workplace Standards'	
			adidas Website - Human Rights Due Diligence	In general, self-governance audits as well as collaboration audits are conducted. When a factory reaches a certain compliance maturity level, we empower them to conduct their own self-governance audits and develop appropriate remediation plans, which we periodically review. Collaboration audits are conducted in partnership with other brands, or as part of joint remediation exercises.
			adidas Website - Training and Empowering Suppliers	
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	AR 2021 - Working Conditions in our Supply Chain	
adidas Website - Supply Chain Approach - Risk Mapping				
adidas Website - Environmental Good Practice Guide & Toolkit				
adidas Website - Environmental Guidelines				
			adidas Website - Health & Safety Guidelines	

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	Topic, Accounting Metric & Unit of Measure	SASB Code	Reference to adidas Annual Report 2021 / Website	Comment
	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	AR 2021 - More Sustainable Materials AR 2021 - Human Rights adidas Website - More Sustainable Materials adidas Website - Factory Workers	
Raw Materials Sourcing	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	AR 2021 - More Sustainable Materials adidas Website - More Sustainable Materials	<ul style="list-style-type: none"> - Share of more sustainable cotton in 2021: we sourced 100% more sustainable cotton - Share of recycled polyester in 2021: 91% - Share of certified leather in 2021: ~ 99% of all leather is sourced from suppliers who have been assessed and certified by the Leather Working Group
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA-000.A	AR 2021 - Factory Performance adidas Website - Global Factory Lists	At the end of 2021 adidas worked with 509 independent supplier facilities (Tier 1).