

PENSION FUND AND PENSION TRUST FUND USED TO COVER PENSION ENTITLEMENTS For the settlement of the pension entitlements acquired by our current Executive Board members through the end of 2006, adidas AG made a one-time payment of € 8.675 million into a pension fund in 2006. This reflected the cash value of future pension entitlements and shall be split among our Executive Board members in proportion to the existing provisions for pension obligations as at that date. adidas AG made payments for pension entitlements arising as of 2007 into an external pension trust fund and plans to continue this practice in the future. In 2007, a total contribution of € 545,219 was made. For future pension entitlements of our Executive Board members, adidas AG has established pension reserves. In the Consolidated Balance Sheet, plan assets which have arisen from the payments into the pension fund or pension trust fund are reported on a settled basis with assets offset against accruals.

PENSIONS FOR FORMER EXECUTIVE BOARD MEMBERS In 2007, former Executive Board members received pension payments totaling € 1.727 million (2006: € 1.906 million). Total pension provisions for pension entitlements of this group of persons amount to € 37.576 million (2006: € 42.105 million).

NO LOANS TO EXECUTIVE BOARD MEMBERS No members of the Executive Board were granted loans in 2006 and 2007.

SUPERVISORY BOARD COMPENSATION

COMPENSATION IN 2007 Supervisory Board compensation consisted of a fixed annual payment amounting to € 21,000 for each member. Twice this amount was paid to the Chairman and one and a half times this amount was paid to each Deputy Chairman. In addition, all costs and expenses related to attending Supervisory Board meetings were reimbursed. Supervisory Board members who were not in office for the entire fiscal year received a pro rata payment based on the number of days served. This also applied for the Chairman of the Supervisory Board and his Deputies.

COMPENSATION REDEFINED IN ARTICLES OF ASSOCIATION AS OF 2008 Supervisory Board compensation was resolved upon and newly structured by a resolution of the Annual General Meeting on May 10, 2007. The new regulation becomes effective in 2008. Fixed annual payments will be increased to reflect increasing supervisory functions of the Supervisory Board. The regulation also provides for additional compensation for membership in and chairmanship of particular Supervisory Board committees. With this change, we follow an additional recommendation of the German Corporate Governance Code.

COMPENSATION FOR ADVISORY CONTRACTS adidas AG had a project-related, fixed-term advisory contract with Dr. Hans Friderichs, which ended on June 30, 2007. Under this contract, Dr. Hans Friderichs received remuneration amounting to € 195,000 (2006: € 213,386). Henri Filho, who was paid € 285,100 in 2006, did not receive any remuneration for project-related advisory services in 2007 following the expiration of his advisory contract at the end of 2006.

NO LOANS TO SUPERVISORY BOARD MEMBERS No members of the Supervisory Board were granted loans in 2006 and 2007.

SUPERVISORY BOARD MEMBERS' COMPENSATION

in €

	2007	2006
Dr. Hans Friderichs ¹⁾	33,046	31,500
Igor Landau ²⁾	22,546	21,000
Fritz Kammerer	31,500	31,500
Sabine Bauer	21,000	21,000
Dr. Manfred Gentz	21,000	21,000
Roland Nosko	21,000	21,000
Hans Ruprecht	21,000	21,000
Willi Schwerdtle	21,000	21,000
Heidi Thaler-Veh	21,000	21,000
Christian Tourres	21,000	21,000
Klaus Weiß	21,000	21,000
Dr. Stefan Jentzsch ³⁾	3,092	0
Henri Filho ⁴⁾	35,816	42,000
Total	294,000	294,000

1) Dr. Hans Friderichs was elected Chairman of the Supervisory Board on November 7, 2007 for the remaining term of office until the Annual General Meeting of adidas AG in May 2009.

2) Igor Landau was elected additional Deputy Chairman of the Supervisory Board on November 7, 2007 for the remaining term of office until the Annual General Meeting of adidas AG in May 2009.

3) Dr. Stefan Jentzsch, previously a substitute member of the Supervisory Board, became a full member on November 7, 2007 for the remaining term of office until the Annual General Meeting of adidas AG in May 2009.

4) Henri Filho retired as a member and Chairman of the Supervisory Board on November 7, 2007.

2) For Robin Stalker, the severance payment amounts to 50%.

3) Herbert Hainer and Erich Stamminger were both appointed on April 1, 1997. Robin Stalker was appointed on January 1, 2001. For Glenn Bennett, January 1, 2000, instead of his appointment date (April 1, 1997), is used for the calculation of his pension entitlement. The base amount totals 20% of the pension entitlement.