

BENEFITS

WORK LIFE INTEGRATION

We aim to harmonize the commercial interests of the company with the professional, private and family needs of our employees. Our work-life integration initiatives and programs include the provision of flexible working times and places, people development and leadership competences related to work-life integration, as well as specific family-oriented services. In addition to providing flexible working opportunities such as working remotely, sabbaticals and parent/child offices, we have two day-care facilities at our headquarters in Herzogenaurach.

Wages, benefits and incentives

We are committed to rewarding our employees with compensation, benefit and incentive programs that are competitive and aligned with our performance culture. Compensation throughout the company includes fixed and variable monetary compensation, non-monetary rewards as well as other intangible benefits.

The various variable compensation and benefits components we offer our employees include*:

- Bonus program – based on short term incentives

- Profit participation program – ‘Champions Bonus’ (Germany)

- Long-Term Incentive (LTI) plan for senior management and Executive Board members

- 401-K Retirement Plan (USA) and adidas Pension Plan

- adidas Stock Purchase Plan

**Compensation and benefits vary by location. To find out what benefits apply to what location check out details here.*