

Adidas-Salomon AG

Country: Germany
 Meeting Type: AGM
 Meeting Date: 13 May 2004
 ISIN Code: DE0005003404

Item	Description	Issue	TMF Vote	Mgmt Vote
1	Receive Financial Statements and Statutory Reports	Non-voting		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	A. Annual Accounts, Discharge and Dividends	FOR	FOR
3	Approve Discharge of Management Board	A. Annual Accounts, Discharge and Dividends	FOR	FOR
4	Approve Discharge of Supervisory Board	A. Annual Accounts, Discharge and Dividends	FOR	FOR
5	Elect Henri Filho, Hans Friderichs, Manfred Gentz, Igor Landau, Willi Schwerdtle, Christian Tourres, and Stefan Jentzsch to the Supervisory Board	A. Annual Accounts, Discharge and Dividends	FOR	FOR
6	Approve Creation of EUR 11.6 Million Pool of Conditional Capital with Pre-emptive Rights	D. Share Capital and Shareholder Relations	FOR	FOR
7	Authorize Cancellation of 2001 AGM Issuance of Shares	D. Share Capital and Shareholder Relations	FOR	FOR
8	Approve Issuance of Convertible Bonds and/or Bonds with Warrants Attached up to Aggregate Nominal Amount of EUR 500 Million with Preemptive Rights; Approve Creation of EUR 9.1 Million Pool of Conditional Capital to Guarantee Conversion Rights	D. Share Capital and Shareholder Relations	FOR	FOR
9	Amend 1999 Stock Option Plan	B. Directors and Remuneration	AGAINST	FOR
	<i>The proposal gives the Management Board and the Supervisory Board the possibility of extending the terms of stock options, including those already granted, by increasing the number of exercise periods. Furthermore, performance targets are considered inadequate. The options do not have an absolute performance hurdle but only relative performance hurdles (annual increase of stock market price by 8% or by 1% above annual average of competitor group).</i>			
10	Authorize Share Repurchase Program and Re-issuance of Repurchased Shares	D. Share Capital and Shareholder Relations	AGAINST	FOR
	<i>The authorisation is until November 12, 2005, to repurchase up to 10% of its capital stock. Among others, authorisation is sought for a repurchase through a public tender offer with a tender share price that can be 15% higher than the closing share price. Tender share price potentially too high and does not meet local and international best practice.</i>			
11	Ratify KPMG Deutsche Treuhand Gesellschaft AG as Auditors	C. Auditors	ABSTAIN	FOR
	<i>The company does not disclose audit fees or non-audit fees paid to the audit firm.</i>			