



REFERENCE LETTER

Mr. Silas Yelich, born in New York on 11.10.1999, joined our company as Intern in the department Running Apparel on 01.09.2025. Based on his performance, he had developed into the position of Intern Product Management Apparel in the department Running Apparel. He was employed until 28.02.2026.

In his position as Intern Product Management Apparel, the main task handled by Mr. Yelich were as follows:

TASKS & PROJECTS

- Category Knowledge Growth - Learn and understand the product range, market dynamics, and consumer behavior to contribute valuable insights.
- Project Planning & Execution - Contribute to key projects aimed at achieving future goals, collaborating with cross-functional teams for successful implementation.
- Marketing Strategy Support - Assist in developing marketing plans, analyzing market trends, and coordinating communication activities to enhance brand exposure.
- Operational Coordination - Manage data, support logistical tasks, assist in sales-related analyses, and handle administrative duties to ensure smooth operations within the team.
- Teamwork & Innovation - Build cross-functional relationships, suggest improvements, and embrace new ideas.

Mr. Yelich fulfilled the tasks in the working area assigned to him in a very satisfactory way. He expanded his knowledge on his own initiative and therefore has in-depth expertise. Due to his quick understanding of the essentials, he was able to familiarize himself with new tasks on his own initiative.

Mr. Yelich was always capable of working well under pressure, and his quality of work was invariably satisfactory, even under changing requirements. He performed

ADIDAS AG

ADI-DASSLER-STRASSE 1
91074 HERZOGENAUERACH
GERMANY

ADIDAS-GROUP.COM

Chairman of Supervisory Board: Thomas Rabe / Chief Executive Officer: Bjørn Gulden /
Executive Board: Harm Ohlmeyer, Michelle Robertson, Mathieu Sidokpohou
Local Court Fuerth HRB 3868 / VAT ID NO: DE 132490588

Deutsche Bank, Nürnberg: BLZ 760 700 12 / KTO 764 003 000 / IBAN DE95 760 700 120 764 003 000 /
SWIFT DEUTDEMM760

GBS Operations T: +49 9132 84-3000 F: +49 9132 84-3427 HR_Services@adidas-group.com

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his tasks with care and accuracy. We would like to highlight, in particular, his commitment and initiative.

Additionally, Mr. Yelich proved to be a dependable employee who always adhered to timelines and agreements.

Additionally, he always distinguished himself through excellent communication and presentation skills.

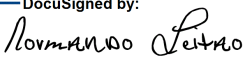
Mr. Yelich handled the tasks related to his position to our full satisfaction and met the requirements in every aspect.

His conduct was always faultless. Mr. Yelich is valued as a diligent and friendly associate by superiors, colleagues and co-workers.

Mr. Yelich is leaving our company on 28.02.2026. We greatly regret his departure and thank him for the active and productive work, his consistently good performance and the invariably agreeable working relationship. We wish him all the best in his future professional and private life, along with much continued success.

Herzogenaurach, 28.02.2026

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i.V. Normando Leão
Team Lead GBS HR Services

DocuSigned by:

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i.V. Telma Moreira
Team Lead GBS HR Services