

# Because we CARE

**Sustainability Report  
2022**

**[Wolford]**



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[[Wolford]]



# 01

## The COMPANY

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# The MISSION

**Our focus is on people, whose well-being and sound future depend on the decisions we make today in our daily lives – in the interests of the climate, of society and of the company. We embrace this responsibility. Day by day.**



# Letter From the Management Board



The Wolford AG Management Board:  
Paul Kotrba (COO) and Silvia Azzali (CCO)

## Dear readers,

We are pleased to present Wolford AG's Sustainability Report for 2022.

As an international company in the field of high-quality skinwear, we are very aware of our responsibility toward our customers, employees, shareholders, suppliers, business partners, the public, and the environment.

We continuously pursue our environmental, social and governance goals in order to make an active contribution to better protection of the environment and the climate, as well as to fair working conditions and respect for human rights.

Our motto “because we care”, clarifies our intention to produce fashion that has a less harmful impact on the environment and enables consumers to choose more sustainable products and to wear them for longer. The Wolford Code of Conduct commits our suppliers to environmental, social and governance issues.

We set out to be part of the change several years ago. With the support of EPEA Switzerland, we have developed products that conform to Cradle to Cradle® design principles, and which have been optimized in terms of their material health and recyclability. The successful implementation is demonstrated by our current 59 Cradle to Cradle® Gold-certified articles. The products are made of sustainable materials that can be returned to circulation.

## **We set out to be part of the change several years ago.**

We are continuously working on new developments and ideas in this area, drawing on the expertise and commitment of our employees, who are committed to a sustainable approach to the environment.

We are currently undergoing an intensive review of our materials strategy, which will bring us closer to our goal of making half of our products recyclable by 2025. Caring for the environment also includes the responsible treatment of animals. For example, we aim to offer wool that is 100% mulesing free from 2024.

The 2030 Agenda commits us to protecting the planet so that future generations can live a good life in an intact environment. Due to our geographic location next to a water conservation area, we are very conscious of water conservation and we are proud to be able to act as a bluesign system partner, which means responsibly handling the chemicals we use and thus significantly improving the wastewater load. In order to report transparently on our goals and actions, we are currently working on implementing the new CSRD directive.

Following the pandemic-related decline in our sales, we are pleased to announce a positive increase in sales for 2022. This shows the loyalty of our customers to the brand and the demand for circular products of the highest quality, high level of wearing comfort and timeless elegance. We thank you for your trust and assure you that we will do our best to set further milestones on this journey.

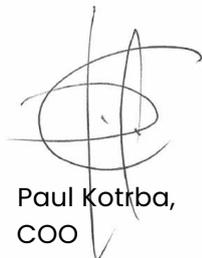
We would like to thank our employees for their commitment on the path to greater sustainability and climate change mitigation. Thanks are also due to our suppliers and business partners for their good cooperation and willingness to continually rethink and improve processes to support us in our goals.

Please visit our website [www.wolford.com](http://www.wolford.com) to learn more about the world of Wolford.

We thank you for your interest and welcome any positive feedback, as well as comments and criticism.

Yours sincerely

Bregenz, April 28th, 2023

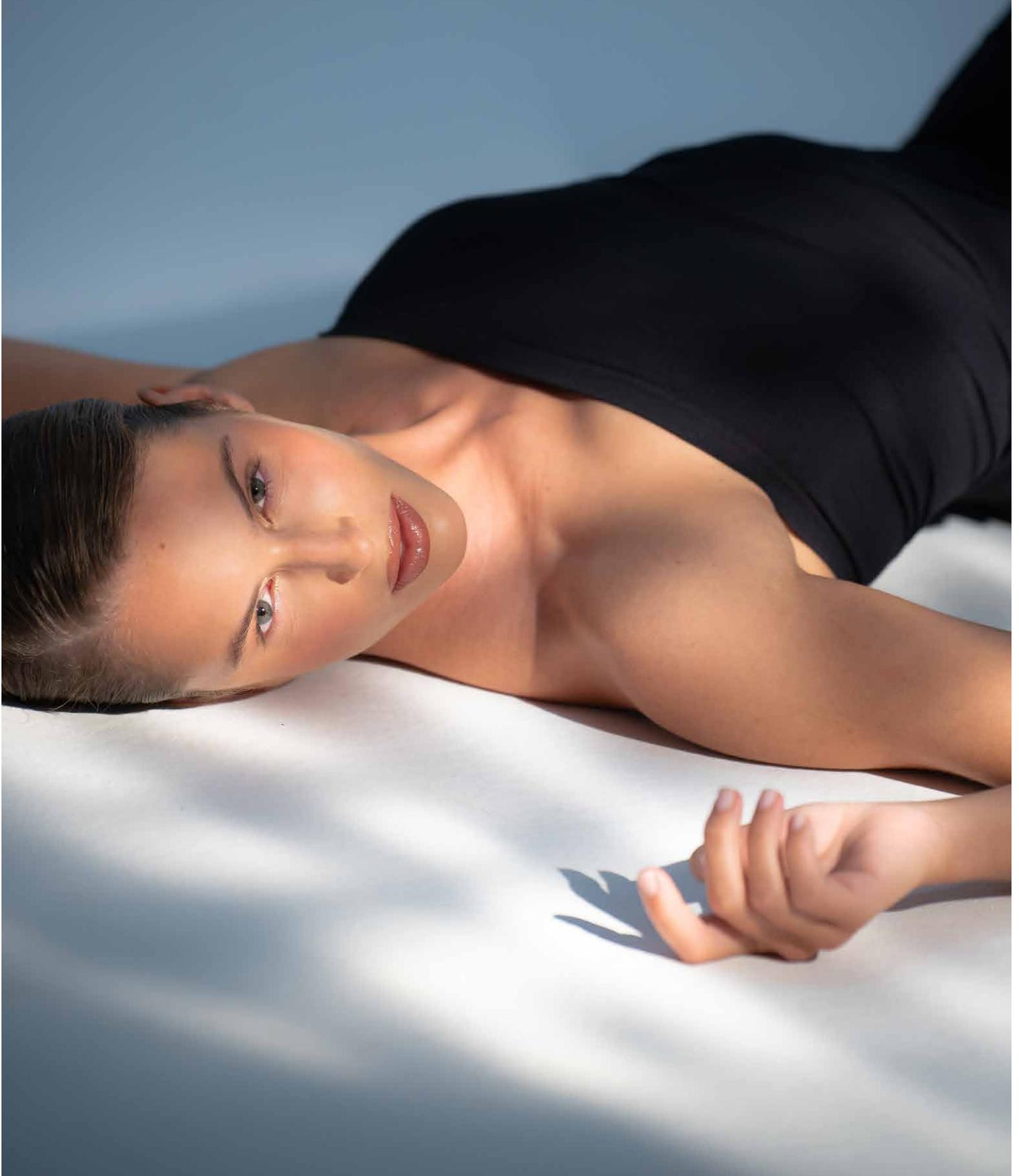


Paul Kotrba,  
COO



Silvia Azzali  
CCO

(2-22)



# General Information About This Report

This report is the consolidated non-financial report (Sustainability Report) for the 2022 financial year (January 2022 through December 2022) for the Wolford Group (in accordance with Section 267a UGB) and for Wolford AG (in accordance with Section 243b UGB). The 2022 financial year is the second time our financial year has aligned with a calendar year, covering the period January 1, 2022, through December 31, 2022. Wolford AG's financial report covers the financial year 2022 (January 1 through December 31). This report will be published on April 28, 2023. (2-3)

The statements in the report make reference to the Wolford Group ("Wolford"). Any deviations are disclosed separately below. All descriptions of management approaches and concepts on key sustainability issues (with respect to environment, social and employee matters, respect for human rights and the combating of corruption and bribery) relate to both the Wolford Group and the parent company Wolford AG. (2-3)

This report presents the material topics that are relevant to the future growth of the company. They were determined on the basis of their economic, ecological and social impacts, taking account of the points of view held by different stakeholders. (3-1)

The topics of "Environment" and "Supply chain" were identified as material topics only for our manufacturing sites (Wolford AG Bregenz [AT] and Wolford proizvodnja in trgovina d.o.o. Murska

Sobota [SI]). This is due to the fact that the energy consumption and potential for emissions that are harmful to the climate are comparatively low there, which is why they are not taken into account in the external reporting. The indicators disclosed for these topics therefore refer exclusively to the manufacturing sites. (2-2)

This report is oriented to Wolford's value chain and addresses all stakeholders: employees, of the Wolford Group, customers, partners/suppliers, NGOs, shareholders and the general public.

The Wolford AG Sustainability Report was compiled on the basis of the international Global Reporting Initiative (GRI) standards. In the past financial year, there were restatements of information. The disclosure according to the EU Taxonomy (2021) was added to the requirements. (2-4) Wolford is reporting in accordance with the GRI Standards for the period January 1, 2022, through December 31, 2022. You will find a detailed GRI index in the Annex (page 066). Reports are issued annually. The numbers in parentheses refer to the relevant disclosures in accordance with GRI requirements. (2-3) The content of this sustainability report has not been externally reviewed. (2-5)

For the sake of readability all gender-specific formulations are to be understood as neutral. Feminine, male as well as genderqueer people are addressed equally.

# Company Profile and Business Model

## KEY FACTS ABOUT WOLFORD

Wolford AG, founded in 1950 in the Austrian city of Bregenz, where it is still based today, develops, produces and markets high quality skinwear (legwear and bodywear), exclusive lingerie and selected accessories. (2-1, 2-3)

In compliance with the highest environmental standards, Wolford designs and manufactures its products at two sites in Austria and Slovenia. The brand is part of the global luxury fashion conglomerate Lanvin Group, which was founded by Wolford's Chinese majority shareholder Fosun.

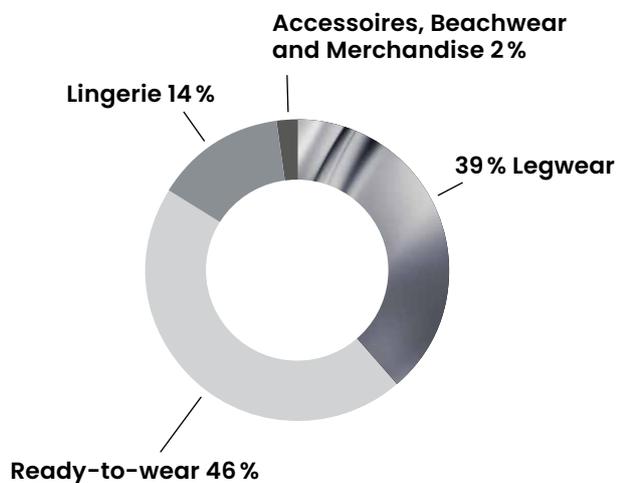
Wolford is represented in 55 countries worldwide and has a well-connected network of monobrand boutiques in prestigious locations in the world's fashion capitals – a mix of partner boutiques and its own locations in strategically relevant cities. In late December 2022, the company had 215 monobrand points of sale, of which 161 were in Europe, 28 were in North America and 26 were in Asia. 55 of these stores are operated by business partners.

Added to this are our own online boutiques in 16 countries and ten travel retail sites, for example, at airports. Wolford also distributes its products via approximately 1,900 wholesale partners, such as department stores and specialist retail stores. (2-3, 2-6)

In the 2022 financial year, Wolford achieved sales of € 125.5 million and an

operating loss (EBIT) of € –28.6 million. The balance sheet total amounted to € 128.517 million, equity equaled € –19.053 million and net debt totaled € 147.57 million. Wolford is an incorporated company that has been listed on the Vienna Stock Exchange since 1995 and has been on the Standard Market since September 2018. (2-1)

## NET SALES BY PRODUCT CATEGORY, in percent



### Contact:

Investor Relations &  
Corporate Communications  
+43 5574 6900  
[investor@wolford.com](mailto:investor@wolford.com)

Fosun Fashion Group Wisdom (Luxembourg) S.à r.l. is the majority shareholder holding around 58% of the shares in Wolford. The private investor Ralph Bartel holds 28.27% of the bearer shares. Wolford AG owns almost 2% of the shares as treasury shares. The remaining almost 12% of shares are in free float. (2-1, 2-6)

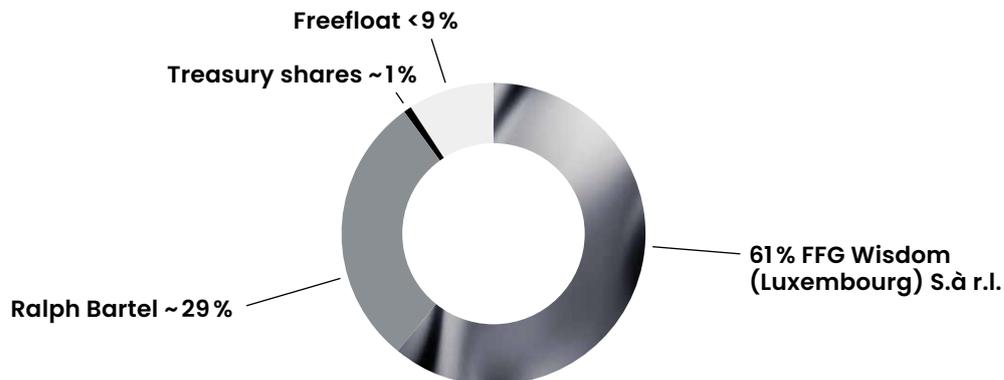
Of the average of 1,100 employees (FTE) around the world, 628 employees (FTE) were employed at the two sites (Bregenz and Murska Sobota in Slovenia), with 374 (FTE) at the headquarters in Bregenz. 17 people also work for Wolford as freelancers. An overview of the Wolford Group is shown in the Service chapter of the 2022 Annual Report. (2-2, 2-6, 2-7, 2-8, 2-30)

	Male employees		Female employees		TOTAL
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	
Wolford Slovenia	13	0	221	10	244
Subsidiaries (sales)	20	2	298	325	645
Wolford AG (Bregenz)	152	10	150	118	430
<b>Total</b>	<b>185</b>	<b>12</b>	<b>669</b>	<b>453</b>	<b>1,319</b>

\* Head count as of December 31, 2022

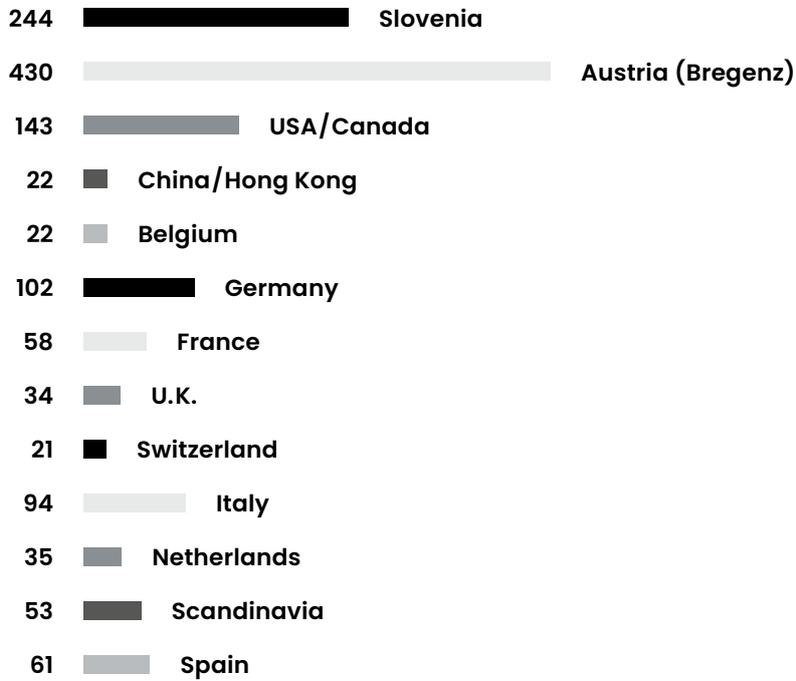
(2-7)

**OWNERSHIP STRUCTURE OF THE WOLFORD SHARE, in percent**

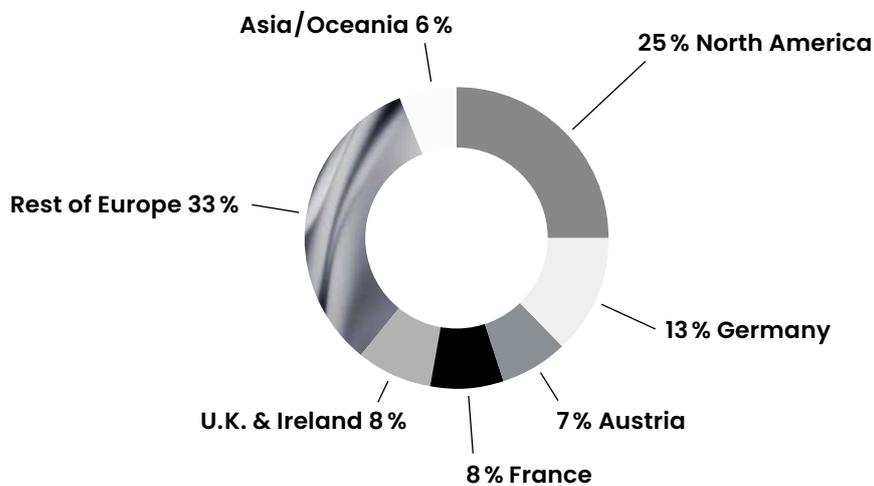


As of March 31st 2023

## EMPLOYEES PER REGION



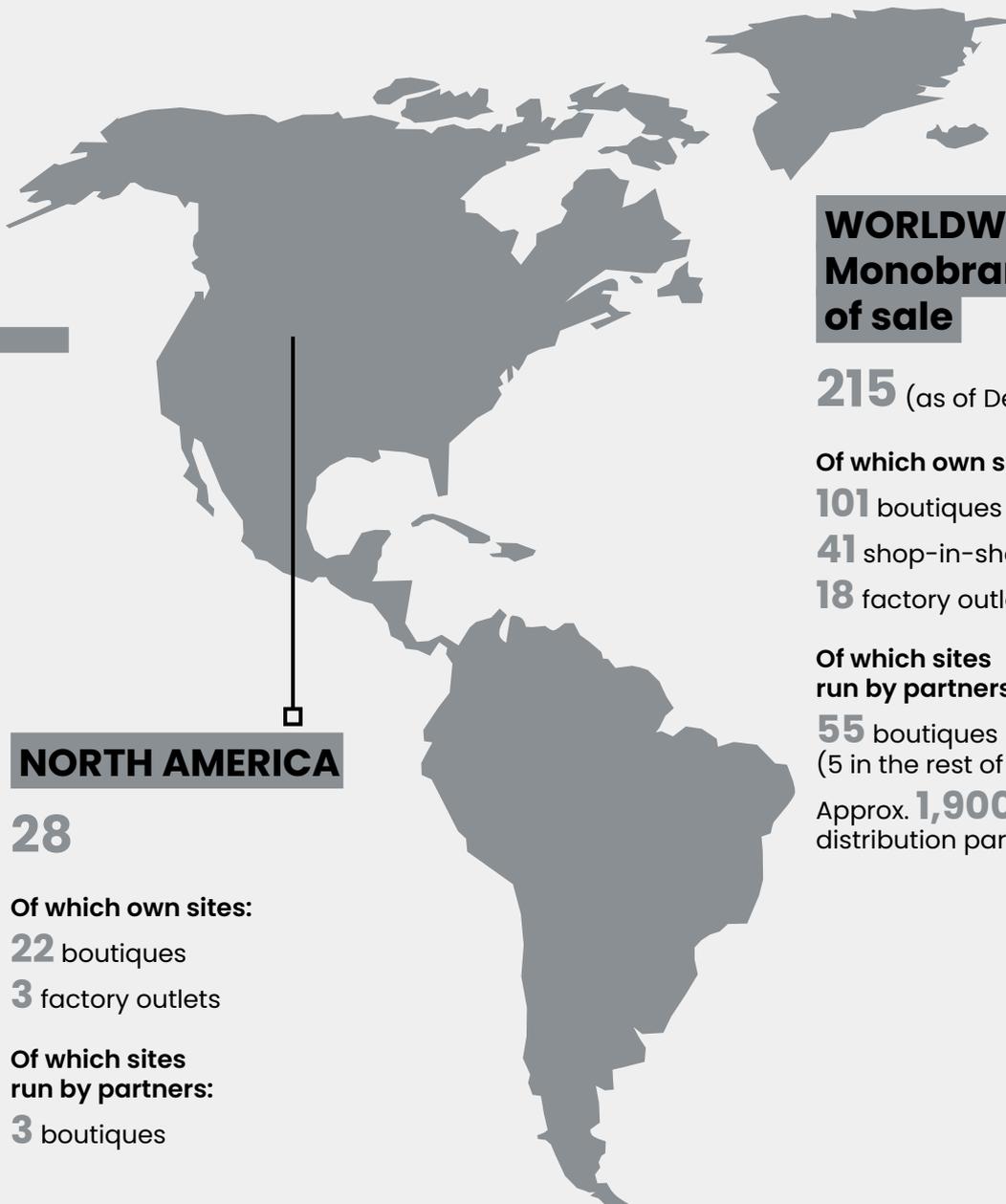
## SALES BY MARKET, in percent



Note on data basis: actual geographical allocation compared with segment reporting (consolidated financial statements), which reports by local units.

# Global *PRESENCE*

**Wolford has a well-connected network** of monobrand boutiques in prestigious locations in the world's fashion capitals – a mix of partner boutiques and its own locations in strategically relevant cities. In late December 2022, the company had 215 monobrand points of sale, of which 161 were in Europe, 28 were in North America and 26 were in Asia. 55 of these stores are operated by business partners.



## WORLDWIDE Monobrand points of sale

**215** (as of December 31, 2022)

Of which own sites:

**101** boutiques

**41** shop-in-shops

**18** factory outlets

Of which sites  
run by partners:

**55** boutiques  
(5 in the rest of the world)

Approx. **1,900** other  
distribution partners

## NORTH AMERICA

**28**

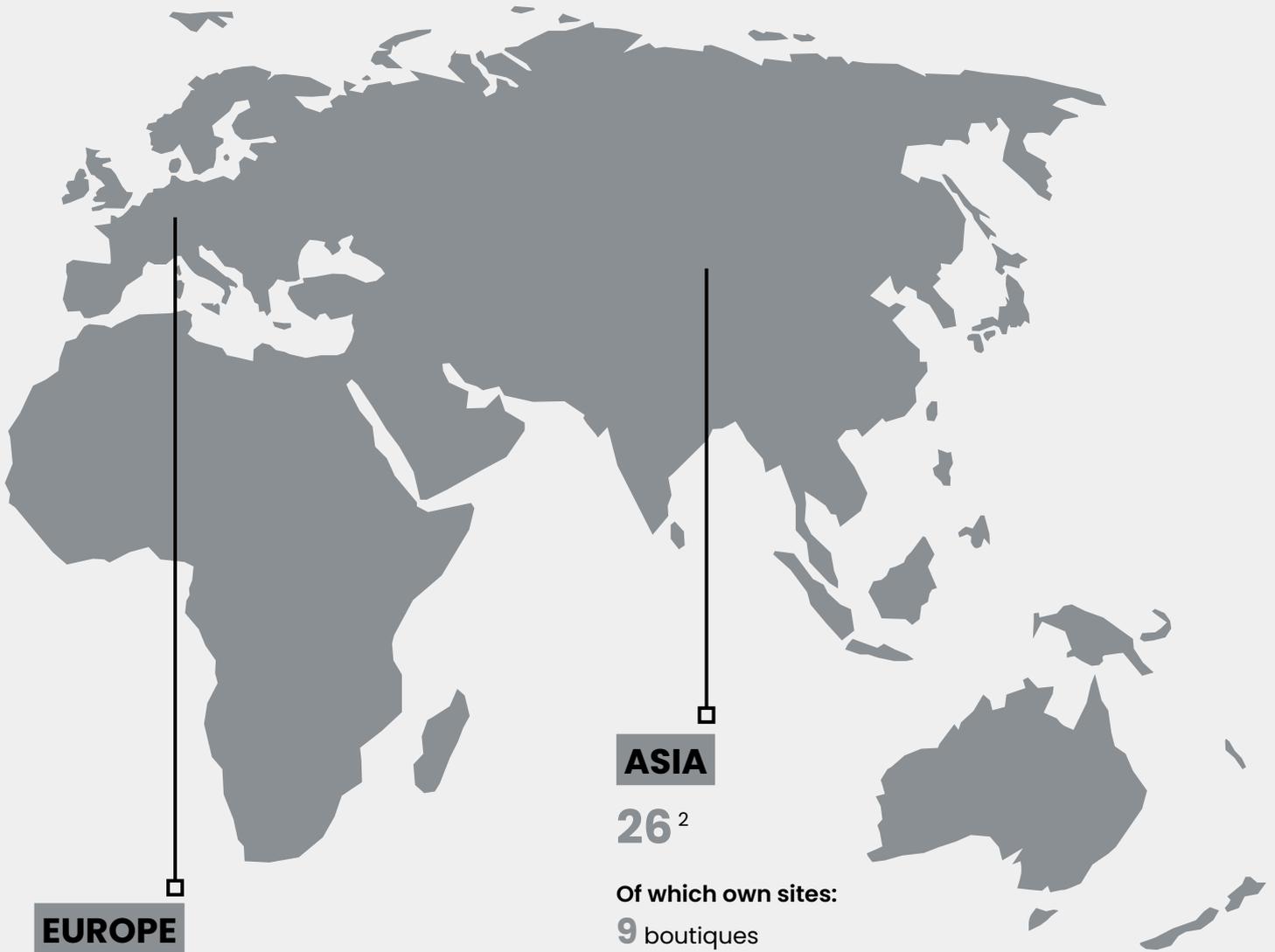
Of which own sites:

**22** boutiques

**3** factory outlets

Of which sites  
run by partners:

**3** boutiques



**EUROPE**

**161**<sup>1</sup>

**Of which own sites:**

- 70** boutiques
- 41** shop-in-shops
- 13** factory outlets

**Of which sites run by partners:**

**37** boutiques

<sup>1</sup> Excluding Russia and Ukraine.

**ASIA**

**26**<sup>2</sup>

**Of which own sites:**

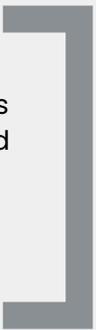
- 9** boutiques
- 2** factory outlets

**Of which sites run by partners:**

**15** boutiques

<sup>2</sup> Excluding Russia.

Added to this are our own online boutiques in 16 countries and ten travel retail sites, for example, at airports. Wolford also sells its products via approximately 1,900 wholesale partners, such as department stores and specialist retail stores. (2-6)



# 02

## The SUSTAINABILITY

**Responsible Corporate Governance  
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**Conclusions for the Sustainability Strategy**

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**Disclosure According to the  
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**Wolford is an industry  
pioneer in the implemen-  
tation of high sustainability  
standards**





[[Wolford]]

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**GOLD CERTIFICATIONS**

Since launching its Cradle to Cradle collection in 2018, Wolford has launched 59 Gold-certified styles to date.

# Responsible Corporate Governance and Compliance

As a responsible company, Wolford’s top priority is long-term value creation. This is the principle underpinning both the corporate strategy and our products and processes. Wolford does not just limit itself to economic value creation, but also keeps the environmental and social impacts of its actions in mind for all of its activities.

## THE BUSINESS MODEL

The Wolford Group business model, and therefore its USP, is based on covering the majority of the value chain – from design and development to parts of the manufacturing process to global omnichannel distribution, including its own boutiques. This makes the company highly independent and enables it to respond quickly to the latest fashion trends, for example. In some areas, Wolford is supported by external partners and select suppliers.

When developing a new collection, product management, the design team,

and product development all work together hand in hand. Product management analyzes trends and which products will be in demand on the market, and these findings form the working basis for the design team. The close cooperation between the design team and product development in turn results in a stream of new products, often based on new production methods and materials.

The integration of the 3D process not only facilitates a more efficient development cycle but also opens up more options in terms of product presentation. Design decisions can be made directly on the screen from anywhere. Different colors, patterns and shapes can be implemented at short notice. This not only reduces the number of physical prototypes but also shortens process times and opens up a broader range of possibilities. Our team is also working on the presentation of photo-realistic collections. This may reduce the need for photo shoots. A digital studio has neither physical nor creative restrictions.

## PRODUCT DEVELOPMENT



One core topic is the project to develop recyclable, sustainable products. Cradle to Cradle® (C2C) pursues the vision of establishing closed material cycles for products, thus helping to make waste absolutely avoidable in the future.

Cradle to Cradle Certified® is a comprehensive, one-standard solution for achieving the critical sustainability goals that will define the products of tomorrow. Cradle to Cradle Certified® helps Wolford align its business strategy,

operations and partnerships across the value chain beyond common goals.

Cradle to Cradle® certification evaluates and verifies the safety, circularity, and responsibility of materials and products according to the five sustainability performance categories of the Cradle to Cradle Certified® product standard: Material Health, Product Circularity, Clean Air and Climate Protection, Water and Soil Stewardship, and Social Fairness.

**CRADLE TO CRADLE®**





## material health

Material Health: Ensuring materials are safe for people and the environment



## product circularity

Product Circularity: enabling a circular economy through regenerative products and process design



## clean air & climate protection

Clean Air & Climate Protection: Protecting clean air, promoting renewable energy, and reducing harmful emissions



## water & soil stewardship

Water & Soil Stewardship: ensuring clean water and healthy soils



## social fairness

Social Fairness: respecting human rights and contributing to a fair and just society

Wolford AG now offers a wide range of certified Cradle to Cradle® products. Wolford AG has 59 Gold-certified styles, both in the biological and in the technical cycles, which means that the five criteria of the Cradle to Cradle® Gold standard are being fulfilled.

The products for the biological cycle are made from a biodegradable elastane developed specially for Wolford (ROICA™, produced specially for Wolford by the Japanese Asahi Kasei Group), from a suitably modified polyester fiber made by German company Lauffenmühle, and from a TENCEL™ modal fiber, which is obtained from sustainable forestry and supplied by the Austrian fiber manufacturer Lenzing.

For the technical cycle, they are produced from a polyamide 6 (Aquafil) together with elastane (ROICA™) developed for Wolford.

Purchasing is almost all about the materials. The raw materials, in particular yarns, fabrics and semi-finished products for ready-to-wear, are procured from longstanding partners that share the same quality and innovation standards as Wolford. 90% of the yarns/fabrics are procured in Europe. As a result of the supply bottlenecks currently affecting global trade, we are at a clear advantage here in terms of faster decision-making and shorter transportation routes. Some of the yarns/fabrics are sourced from Japan, a country known for its innovative materials.

Finished products are stored in three central warehouses: the central warehouse, which was moved from Bregenz to Peine/Hanover in 2021 and which also supplies the online business in Europe, and two other warehouses in the U.S. and China. The warehouse in the USA supplies the American market with the online business, while the warehouse in China handles distribution in the Chinese region.



Knitting factory room in Bregenz

**FOCUSING ON CUSTOMER AND EMPLOYEE HEALTH**

We attach great importance to implementing comprehensive precautionary measures to protect the health of the people who work for us and for those who come into contact with our products. They range from extensive workplace safety precautions and in-house health promotion programs to the systematic avoidance of health risks related to Wolford’s brand-name products, i.e., ensuring textile safety. Great attention is paid to ensuring that the materials and chemicals used in production and in processing remain harmless to human health.

There were no violations of any kind against the relevant regulations or code of conduct that we set for ourselves during the reporting period. (416-2, 417-2)

**TRAILBLAZER IN SUSTAINABLE PRODUCTION**

Wolford is an industry pioneer in the implementation of high sustainability standards and corresponding pilot projects. Innovation is at the heart of our product range and is part of our DNA. The product portfolio is clearly aligned to the company’s core area of expertise – the creation of figure-hugging round-knit products, such as legwear and bodies that offer great comfort and premium quality.

### FIRST PANTYHOSE MANUFACTURER TO BECOME A BLUESIGN® SYSTEM PARTNER

The fact that Wolford’s production process meets the highest global standards for sustainability in the textile industry is proved by the partnership concluded in April 2015 with bluesign® technologies AG, a globally active network. Its system stands for safe textiles, environmentally compatible production and the prudent use of natural resources.



As such, the focus is not only on evaluating individual end products, as is the case for many eco-labels, but also on ensuring transparency along the entire textile value chain. After Wolford underwent an elaborate auditing process in the 2014/2015 financial year, the company became the world’s very first manufacturer of tights which can call itself a systems partner of bluesign®. Furthermore, all legwear products knitted and dyed by Wolford on a cotton or polyamide basis for its Essentials collection are bluesign® approved. In 2023 the certificate will be confirmed for another three years. (3-3)

### SOCIAL RESPONSIBILITY

Wolford is committed to behaving responsibly toward political parties, associations and NGOs. In particular, the company is actively involved in the fields of safe textiles and environmental protection. In addition to its commitment to the Cradle to Cradle® initiative and the partnership with bluesign®, Wolford is also an active member of the Austrian Economic Chambers as part of the Austrian Association of the Textile, Clothing, Shoe and Leather Industry and DTB Dialog Textil Bekleidung e.V. (2-24, 2-28)

As a responsible “corporate citizen,” Wolford also promotes the positive development of the communities in which it operates. This is not only ensured through safe and environmentally friendly business operations and fair employment practices, but also by making contributions to local economic development and social life. Local charitable activities are supported with regular donations and contributions in kind. (2-28)

### COMPLIANCE

Integrity and conduct in conformity with legal regulations are essential requirements for sustainable business practices and are a matter of course for Wolford. The management and employees are aware that unethical behavior and violations against statutory regulations damage the image of the company and can also have substantial financial consequences and thus directly jeopardize the viability of the company. Thanks to its adherence to the Austrian Corporate Governance Code, Wolford ensures a high level of transparency for all stakeholders of the company. Wolford has been committed to the principles of the

Code since the 2002/03 financial year (see Corporate Governance Report in the 2022 Annual Report). (3-3)

### **GROUP GUIDELINES WITH INTERNAL CODE OF CONDUCT**

To prevent any potential wrongdoing, Wolford issued clear rules which have been binding for all employees in the Wolford Group since June 2012. These Group Guidelines define legally compliant behavior guided by integrity and are handed out to each new employee as part of a basic information package. The rules emphatically reject bribery and corruption. The guidelines state that: "Employees are not permitted to directly offer or promise personal or inappropriate financial benefits or other benefits either directly or to third parties via intermediaries, or to accept these benefits themselves, in order to initiate or continue a business relationship. Furthermore, such benefits are also not to be offered or accepted as compensation for preferential treatment of third parties." Money, loans, commissions or privileges based on cash equivalents are explicitly listed as being prohibited. In addition, the company relies on practical principles, such as systematic adherence to the dual control, principle before a signature is put on a business transaction.

There were no known cases of corruption in the Wolford Group during the period under review. No relevant fines or non-monetary penalties were imposed against Wolford in the 2022 financial year as a result of violations against valid laws or regulations. There were also no known infringements of the company's obligations in terms of environmental protection requirements. (205-3, 2-27, 3-3)

### **COMPLIANCE FOR WOLFORD AS A SHARE ISSUER**

As Wolford's shares are listed on the Vienna Stock Exchange, the company is required to organize its management activities to ensure compliance with the European Union's Market Abuse Regulation. This regulates the handling of inside information in capital market-oriented companies in order to avoid undue benefits being gained by exploiting this information. Wolford implements all the structures and measures contained in this regulation, for example keeping insider lists and specifying blocking periods in which predefined groups of people are forbidden from trading in Wolford shares. A Group-wide compliance directive has been issued by Wolford. Every employee who has or could have access to confidential information is obliged to acknowledge receipt of this directive.

### **DATA PROTECTION AND DATA SECURITY**

The new General Data Protection Regulation (GDPR) took effect in the EU in May 2018. As a consequence, Wolford AG appointed a certified data protection officer in accordance with Art. 39 GDPR, including a deputy, and invested in data protection management software.

All processes in which personal data is processed and stored are identified and depicted by this management software. The new data protection management system automatically conveys different tasks to the designated person in charge and monitors their implementation. There is also a separate feature to support process flows to identify the misuse of data. In addition, intercompany contracts have been drawn up to regulate data protection between Wolford AG and its subsidiaries.

Staff training at all levels and in all business areas has been carried out to raise awareness of the issue of data protection. Information was sent to employees, and the training content was made available on the intranet for all employees. The Wolford Group Guidelines also provide details about company policies as well as general data protection information.

To monitor internal data protection, processes are continuously optimized and adapted to the changing circumstances. Since 2021, people have been able to provide anonymous information to an external whistleblowing site via a link on the Wolford corporate website. There were no data privacy violations in the financial year 2022.

A specially appointed Compliance Officer and a Data Protection Officer are responsible for all relevant issues relating to the above matters. Both of them report directly to the Management Board. (3-3)

## WOLFORD'S MANAGEMENT

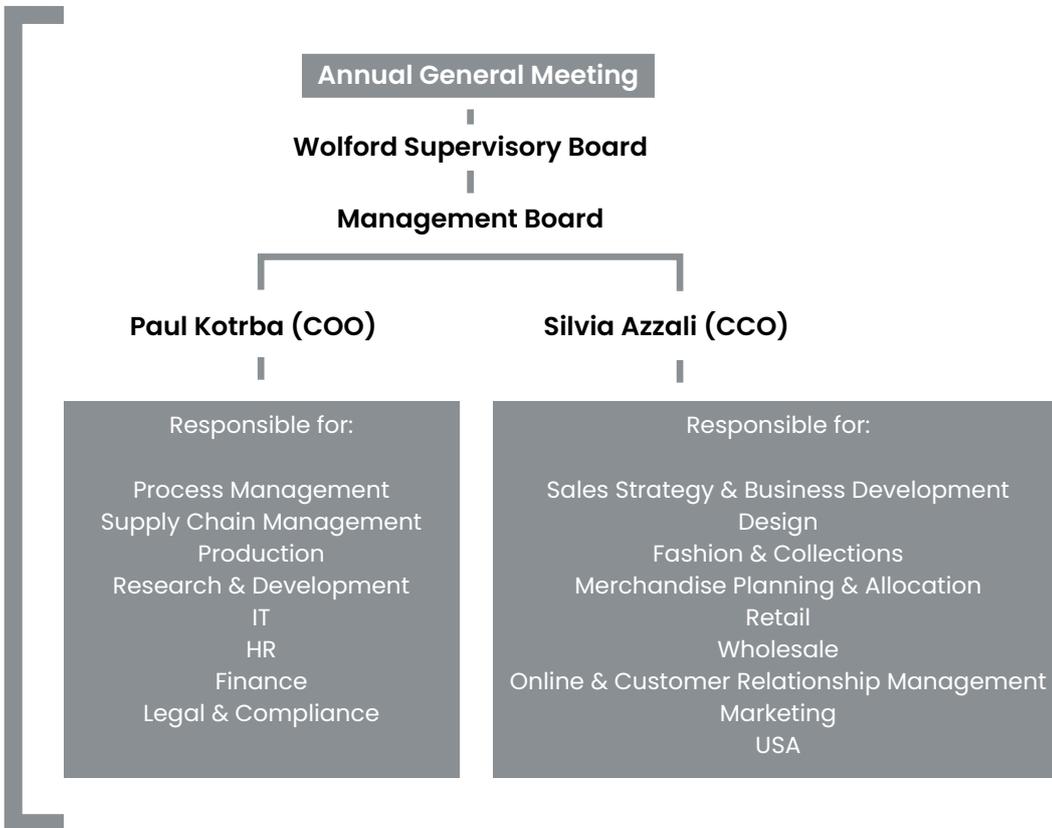
The Management Board consists of two members: Paul Kotrba (COO) and Silvia Azzali (CCO).

Paul Kotrba (born in 1973) has been an interim member of the Management Board since August 1, 2022. He was appointed until June 30, 2023, and is responsible for Supply Chain & Production, Legal & Compliance, Investor Relations, IT & Digital and Project Management Office.

Silvia Azzali (born in 1971), was appointed until December 31, 2024. She has been a member of the Management Board since November 1, 2019, and is responsible for Sales, Merchandising, Brand & Marketing, Design, Research & Development and Sustainability, Human Resources and Finance. She was promoted to the Management Board from her former position as Global Sales & Merchandising Director at Wolford.

The Supervisory Board consists of four members elected by the Annual General Meeting and two representatives delegated by the Works Council. As of December 31, 2022, one of the six members of the Supervisory Board was female and 50% of the Management Board was female. Overall, just under 85% of the company's employees are women (see Corporate Governance Report in the 2022 Annual Report). (2-9)

The Management Board engages in regular dialogue with the Supervisory Board on the subject of sustainability. The topics are currently being defined. For further information on corporate governance, please refer to the 2022 Corporate Governance Report on the website at [company.wolford.com/investor-relations/corporate-governance](https://company.wolford.com/investor-relations/corporate-governance). (2-9)



## RISK MANAGEMENT

For Wolford, effective risk management and the corresponding precautionary measures comprise a key success factor in ensuring the company's long-term success. The risk management system includes all relevant areas of the company's business operations, from minimizing procurement risks via the systematic quality auditing of suppliers to the ongoing optimization of the company's network of proprietary retail stores.

The Management Board of Wolford AG has the overall responsibility of ensuring an effective risk management system. The central risk management unit is tasked by the Management Board with coordinating the implementation and ongoing further development of the risk management system. It also reports directly to the Chair of the Supervisory

Board's Audit Committee. The Supervisory Board of Wolford AG has the task of monitoring the effectiveness of the risk management system. This responsibility is assumed by the Supervisory Board's Audit Committee. (2-23, 205-3, 3-3)

In issuing the company's risk report, the most important opportunities and risks relating to sustainability are also extensively discussed and evaluated by the Management Board and the first management level. In particular, manufacturing activities in Bregenz, including dyeing processes and the resulting wastewater, are associated with potential risks for people and the environment. These potential impacts could have a negative effect on the company's success and its reputation. As a consequence, the safety precautions taken in this regard are quite extensive. (3-3)

[[Wolford]]



# Key Sustainability Topics and Stakeholders Involved

Material sustainability issues of relevance to Wolford’s business operations were defined by the company on the basis of a materiality analysis. The results of the in-house assessment, also compiled on the basis of an internal workshop, were combined with the conclusions of a survey of internal and external stakeholders, culminating in a corresponding materiality matrix.

## APPRAISAL

Wolford succeeded in obtaining a comprehensive overview of relevant sustainability issues after carrying out a media analysis, an internal analysis of the impacts of the company’s own business operations, as well as conducting an analysis of the competition. An analysis of business activities in the individual business areas and subsidiaries facilitated the identification of potential problems and relevant stakeholder groups.

## KEY SUSTAINABILITY TOPICS AND STAKEHOLDERS INVOLVED



**INTERNAL MATERIALITY WORKSHOP**

These issues were discussed by senior executives from all business areas (Product Development, Supply Chain, Human Resources, Investor Relations, and Technology) at a workshop, and potential indicators were also debated. (3-2)

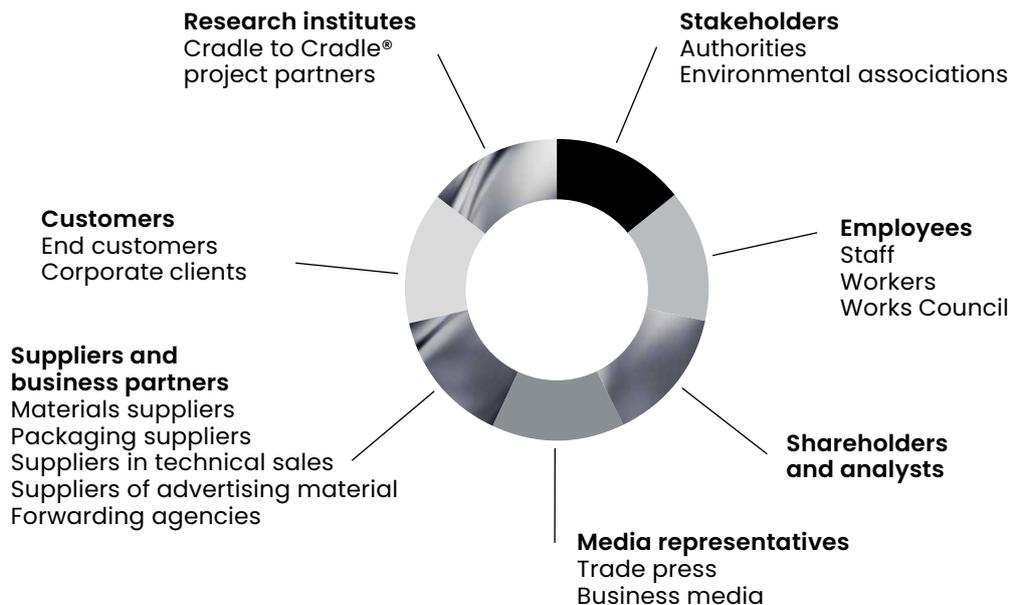
**SURVEY OF STAKEHOLDERS**

Wolford specifically determined the relevant stakeholders for the reporting process by directly assigning every impact of business operations to the affected stakeholder groups. In this way, all stakeholders are considerably affected by activities, products and services.

Based on the results of the stakeholder survey and the internal analysis of business relevance, the 15 issues could be classified within the materiality matrix according to their strategic importance (very high, high, average, low). The results are the subject of ongoing discussion, with associated measures planned and implemented. These topics were still identified as relevant for the 2022 financial year. A revision of the materiality matrix is planned for the coming year. Likewise, a validation of the sustainability report will take place with regard to upcoming reporting requirements. (2-29)

**WOLFORD STAKEHOLDERS**

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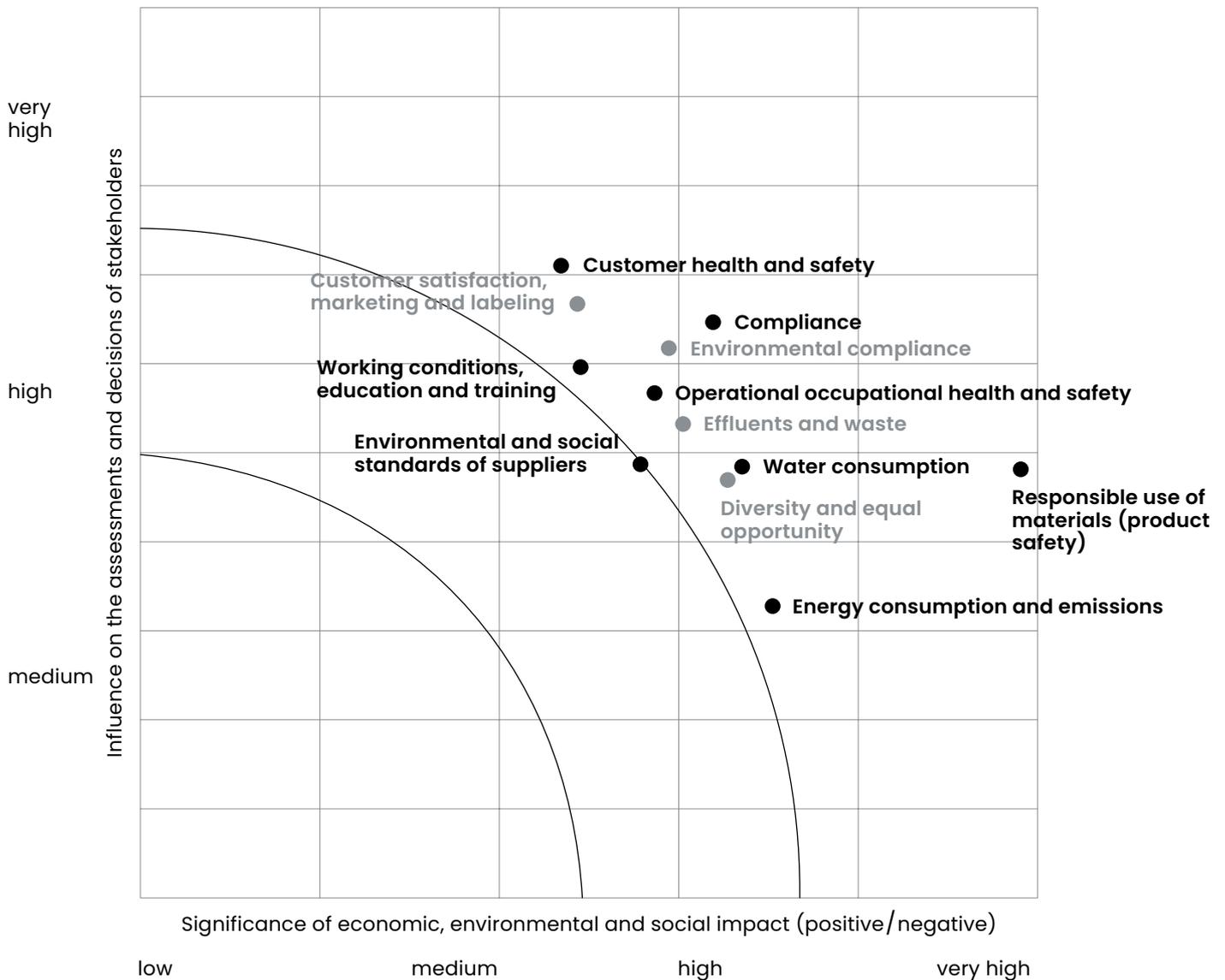


## MATERIALITY MATRIX

The specified issues were consolidated into twelve overarching issues and then revalidated so that they could be used in Wolford’s sustainability reporting. This process of consolidation mainly serves to adapt material issues to internal management guidelines and approaches, so that they can be better integrated into corporate processes.

The issues are summarized as “Environmental impact” and “Supplier social assessment,” “Energy” and “Emissions,” as well as “Employment” and “Education and training.” The issues identified through the materiality analysis apply equally to both the Wolford Group and the parent company Wolford AG. (2-29, 3-2)

## MATERIALITY MATRIX





# Conclusions for the Sustainability Strategy

Wolford's sustainability strategy is being continuously developed. This process also involves the definition and implementation of specific targets. These targets are based on the United Nation's SDGs, which focus on achieving the circular economy as one of the key components of the European Green Deal – Europe's new agenda for achieving sustainable growth.

Our strategy focuses on the following topics:

- ❑ **Climate action**
- ❑ **Responsible consumption and production**
- ❑ **Good health and well-being**
- ❑ **Reduced inequalities**

Generating added value for people and the environment is a clear objective of our innovation and business activities. The special feature of the business model is clearly for Wolford's benefit, given that Wolford manufactures a lot of its products itself. 90% of its suppliers are also based in Europe. All of Wolford's suppliers have to fulfill prevailing social and environmental standards. Wolford has employed environmentally friendly practices for many years.

The importance that Wolford attributes to the issue of sustainability is not only demonstrated by its partnership with bluesign®, but also by its pioneering work in the development of recyclable products in line with the Cradle to Cradle® approach. In terms of material use, the main aim is the gradual switch-over of all Wolford products. The goal is for 50% of all Wolford products to be recyclable by 2025, i.e., either biodegradable or technologically recyclable.

Highly motivated staff play a key role in achieving the goals set – they are the basis for Wolford's business success. Employees who assume responsibility and feel they are able to have a positive impact are the drivers of change toward a more sustainable society and economy. For this reason, Wolford gives its staff the relevant leeway for shaping processes and making decisions. Last year, a sustainability team was set up and several employees took part in sustainability training in order to build on the relevant expertise internally, and to pass it on. This will be continued on an ongoing basis, and employees will also be kept informed about the topics and involved in joint actions via information offerings such as an internal sustainability newsletter and notices on the bulletin board.



## NEW REPORTING REQUIREMENTS

The Corporate Sustainability Reporting Directive (CSRD) adopted by the EU Parliament in November 2022 will profoundly change the scope and nature of sustainability reporting by companies. To firmly integrate the requirements of the Corporate Sustainability Reporting Directive into the organization, several processes are currently being revised and measures adapted. (404-2)

In addition to fulfilling the highest environmental standards within the context of its own production operations, Wolford's current strategic focus is mainly on implementing the sustainable use of materials. In the future, only sustainably manufactured or recycled materials are to be selected for use in new fabrics.

Compliance with the Wolford Code of Conduct and externally audited environmental standards, such as the Standard 100 by OEKOTEX®, is essential when selecting suppliers.

The Wolford strategy is based on a comprehensive approach that uses the company's innovative prowess to ensure more sustainable manufacturing practices. We are always in touch with the latest trends and combine the incomparable standard of Wolford design with the highest quality in order to bring to market durable and recyclable products that can satisfy our customers' increasing requirements for sustainable products.

# Disclosure according to the EU taxonomy (2022)

## BACKGROUND

As part of the EU Action Plan on Sustainable Finance, the redirection of capital flows to sustainable investments is a key objective. In this context, Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereinafter Taxonomy Regulation) entered into force in mid-2020 as a uniform and legally binding classification system to determine which economic activities are considered “environmentally sustainable” in the EU. The results of this classification shall be reported annually for each company.

Section 9 of the Taxonomy Regulation identifies the following six environmental objectives:

- a) Climate change mitigation
- b) Climate change adaptation
- c) The sustainable use and protection of water and marine resources
- d) The transition to a circular economy
- e) Pollution prevention and control
- f) The protection and restoration of biodiversity and ecosystems

To supplement the requirements for sustainable economic activities as defined in the Taxonomy Regulation, the Commission has adopted delegated acts. In this regard, Delegated Regulation (EU) 2021/2139 of June 4, 2021 (Del. VO TB)

establishes the technical assessment criteria for the two environmental objectives of “climate change mitigation” and “climate change adaptation”, which are used to determine under which conditions an economic activity can be considered to make a significant contribution to climate change mitigation or adaptation, and to determine whether that economic activity avoids significant adverse effects on any of the other environmental objectives. The Delegated Regulation (EU) 2021/2178 on Content and Presentation of July 6, 2021 (Del. VO I&D), on the other hand, specifies the content and presentation of information to be disclosed in relation to environmentally sustainable economic activities, as well as the method to be used to ensure compliance with the disclosure obligation.

In terms of classifying an economic activity as “environmentally sustainable” within the meaning of the Taxonomy Regulation, it is necessary to distinguish between taxonomy eligibility and taxonomy alignment. Only those economic activities described in the Delegated Acts on the technical evaluation criteria are considered taxonomy-eligible.

If an economic activity is classified as taxonomy-eligible, the next step is to assess whether the economic activity makes a significant contribution to an environmental objective, does not significantly harm another environmental objective, and is carried out in compliance with the minimum safeguards in accordance with the OECD Guidelines

for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Core Labor Standards, and the International Bill of Human Rights. Provided that these criteria are all met collectively, the economic activity may be classified as taxonomy-aligned.

Wolford AG’s obligation to publish a non-financial report means that it is required to apply the regulatory provisions of the Taxonomy Regulation. Based on Section 8(1) of the Taxonomy Regulation in conjunction with Section 243b and Section 267a Austrian Company Code (UGB), the model company must apply the regulatory provisions of the Taxonomy Regulation. In accordance with Section 245a(1) UGB, the consolidated financial statements of the model company were prepared as of the closing date in accordance with IFRS. The amounts used for the calculation of the turnover, CapEx and OpEx KPIs are therefore based on the figures reported in the consolidated financial statements.

In the reporting year 2021, mandatory reporting was limited to the taxonomy-eligible part of turnover, capital expenditures (CapEx) and operating expendi-

tures (OpEx) in accordance with the two environmental goals of “climate change mitigation” and “climate change adaptation”.

Based on this, Wolford AG is required to disclose additional information on taxonomy alignment for the reporting year 2022. As the expansion of the EU Taxonomy to include the Delegated Acts for the remaining four environmental targets, which was planned for 2022, has been postponed, mandatory reporting still covers only the first two environmental targets.

The amounts used for the calculation of the turnover, CapEx and OpEx KPIs are therefore based on the figures reported in the consolidated financial statements. In principle, all fully consolidated Group companies are included in this analysis.

Based on a complete analysis of the company’s activities, the proportion of taxonomy-eligible and taxonomy-aligned turnover/CapEx/OpEx in the respective overall totals of the Group for the financial year 2022 is disclosed.

KPIs IN %	TAXONOMY-ALIGNED	TAXONOMY-ELIGIBLE	NON TAXONOMY-ELIGIBLE
Turnover	0	0	100
CapEx	0	0.5	99.5
OpEx	0	1	99

## TURNOVER KPI

The turnover KPI is calculated as the ratio of turnover from taxonomy-eligible or taxonomy-aligned economic activities in a financial year to the total revenue in that financial year. Turnover is based on the net sales of goods or services, including intangible assets in accordance with IAS 1.82(a).

Total revenue of € 125.5 million for the financial year 2022 form the denominator of the turnover KPI and can be taken from the consolidated statement of income (page 060).

The companies' revenue of € 125.5 million (page 060) reported in the consolidated income statements is analyzed across all Group companies to determine whether this was generated with taxonomy-eligible or taxonomy-aligned economic activities in accordance with Annex I (Significant contribution to climate change mitigation) and Annex II (Significant contribution to climate change adaptation) of Delegated Regulation 2021/2139 of the Taxonomy Regulation. A detailed analysis of the items included in revenue is used to classify the respective turnover into taxonomy-eligible and taxonomy-aligned economic activities. This results in a taxonomy-eligible turnover KPI of 0% and a taxonomy-aligned turnover KPI of 0%.

Based on the current state of regulation, none of the economic activities of Wolford AG have been identified as significant revenue-generating activities within the meaning of the Delegated Acts (Annex I/Annex II).

No significant changes were recorded in the turnover KPI compared to the previous year.



## CAPEX KPI

In accordance with subsection 1.1.2.2 of Annex I of the Del. Reg. I&D, CapEx:

- ❑ relates to either assets or processes associated with a taxonomy-eligible and taxonomy-aligned economic activity, or
- ❑ relates to the acquisition of products and services from a taxonomy-eligible and taxonomy-aligned economic activity.

Capital expenditure (CapEx) is based on additions to property, plant and equipment and intangible assets during the financial year in question, before depreciation, amortization and any revaluations for the relevant financial year. It also includes additions to property, plant and equipment and intangible assets resulting from business combinations (application of IFRS [IAS 16, 38, 40, 41, IFRS 16]; and national accounting policies). Any acquired corporate goodwill is not taken into account in this context.

Wolford AG identifies the total capital expenditures according to the EU Taxonomy Regulation for the reporting year to be € 4.91 million.

Based on the description of the project accesses, an analysis is carried out regarding the taxonomy eligibility and taxonomy alignment as well as a comparison with Annex I (significant contribution to climate change mitigation) and Annex II (significant contribution to climate change adaptation) of the Taxonomy Regulation.

The total of acquisitions reflecting a taxonomy-eligible investment forms the numerator of the CapEx KPI in the amount of € 22.8 thousand from investments related to transport by vehicle and related to the acquisition and ownership of buildings (6.5. Transportation by motorcycles, passenger cars and light commercial vehicles), buildings (7.7. Acquisition and ownership of buildings). In this context, investments related to building activities for a reduction of the climate impact of the real estate sector in particular contribute to the environmental goal of climate change mitigation and together form the numerator of the taxonomy-aligned CapEx in the amount of € 0. This results in a taxonomy-aligned CapEx KPI of 0%.

No significant changes were recorded in the CapEx KPI compared to the previous year.



## OPEX KPI

In accordance with subsection 1.1.3.2 of Annex I of the Del. Reg. I&D, OpEx:

- ❑ relates to either assets or processes associated with a taxonomy-eligible and taxonomy-aligned economic activity,
- ❑ is part of a CapEx plan to expand a sustainable economic activity, or
- ❑ relates to the acquisition of products and services from a taxonomy-eligible and taxonomy-aligned economic activity.

Operating expenses (OpEx) are based on the direct, non-capitalized costs of research and development, building renovation measures, short-term leases, maintenance and repair, and all other direct expenses incurred for the ongoing maintenance of property, plant and equipment by the Company or by third parties that are necessary to ensure the continued and effective functioning of these assets.

To determine the denominator, the sum of the above costs was calculated using a detailed analysis according to accounts and cost centers. The total operating expenses according to Taxonomy Regulation Section 8 Annex I subsection 1.1.3.1 of Annex I of Del. Reg. I&D amount to € 60.04 million.

The numerator of the OpEx KPI in accordance with subsection 1.1.3.2. of Annex I of the Del. Regulation I&D corresponds to the part of the operating expenses included in the denominator that relates

to assets or processes associated with taxonomy-eligible economic activities according to Annex I (Significant Contribution to Climate Change Mitigation) and Annex II (Significant Contribution to Climate Change Adaptation) of the Taxonomy Regulation.

The taxonomy-eligible OpEx in the amount of € 307.3 thousand consists of non-capitalized expenses for economic activity 6.5 (Transportation by motorcycles, passenger cars and light commercial vehicles). In this respect, the analysis of the taxonomy eligibility or taxonomy alignment of the transportation expenditures is essential for the determination of the OpEx KPI. The share of OpEx comes to 1%. The share of taxonomy-aligned OpEx comes to 0%.

In determining the above-mentioned KPIs, any double-counting of economic activities was avoided by implementing various checks, including documenting data generation and ensuring reconciliation with other financial information.



# 03

## The **RESPONSIBILITY**

**Responsibility to Our Environment**

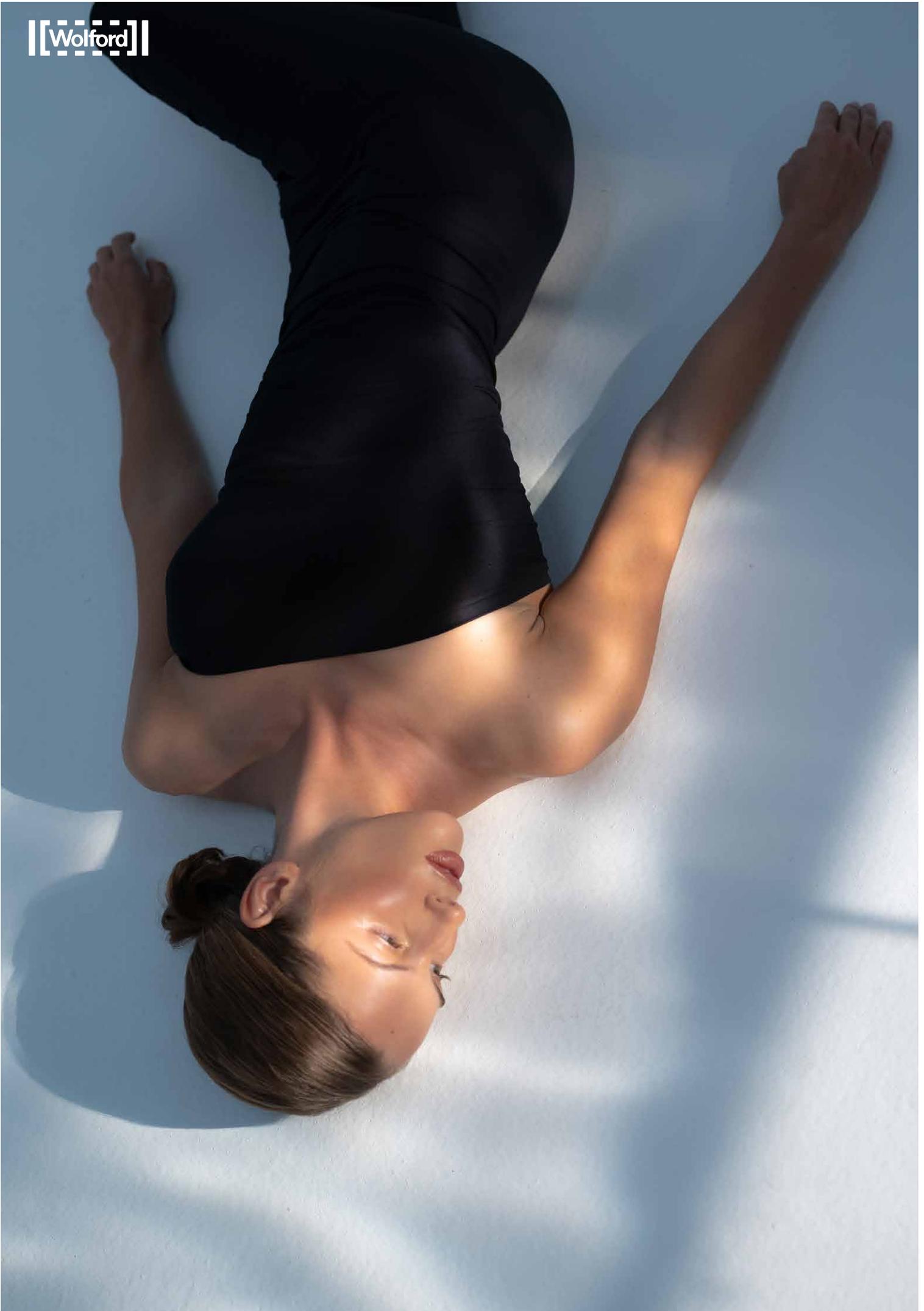
**45**

**Responsibility to Our Employees**

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**Responsibility to Our Supply Chain**

**61**



[[Wolford]]



# Responsibility to Our Environment

## MINIMIZING EMISSIONS AND ENERGY CONSUMPTION

To mitigate the consequences of global warming, statutory regulations exist in Europe which specify the permissible energy consumption per sector and call for a general reduction of CO<sub>2</sub> emissions.

Under the Austrian Energy Efficiency Act (EEffG), Wolford was required to regularly analyze its energy consumption and continuously improve its energy performance by 2020. Currently, a new version of the act is being drafted. The new law is expected to take effect in 2023. Despite this transitional phase, Wolford continued to work on continuously improving its energy efficiency in 2021 and 2022. (3-3)

Both production facilities in Bregenz and Murska Sobota account for the majority of the energy consumed by Wolford. For this reason, they are subject to continuous monitoring and evaluation.

The administration and production building at the Bregenz site was sold in its entirety to the hardware manufacturer Blum based in Vorarlberg in 2020, which has since been responsible for all

areas of management. Wolford AG is accommodated as a tenant in parts of the building and obtains all its energy from Blum. The actual annual consumption figures for 2022 will only be made available to Wolford by the landlord with the ancillary cost statement, probably at the beginning of August 2023. As such, Wolford is not yet able to present this at the time of publication of the report. The figures for 2022 are therefore based on estimated values based on the payments on account made to the landlord in the reporting year. In order to continue to make progress in the area of energy efficiency, there is regular discussion with Blum to facilitate the implementation of further relevant measures.

The largest single producer of emissions is the Bregenz site due to the two steam boilers it uses for production purposes. The boilers at the Bregenz site, with an output of 7.9 and 4.5 MW respectively, generate steam for the dyeing and molding processes as well as for heating purposes. In contrast, the potential to reduce energy consumption and climate-damaging emissions is comparatively low at Wolford's points of sale. For this reason, they are not included in the company's external reporting.

ENERGY CONSUMPTION, in megajoules	WOLFORD AG		GROUP	
	2021	2022	2021	2022
Fuel consumption from non-renewable sources <sup>1</sup>	344,339	551,181	344,339	551,181
Fuel consumption from renewable sources				
Electricity consumption	23,238,432	20,840,213	26,452,462	24,109,924
Steam consumption <sup>2</sup>	44,152,348	52,287,689	44,152,348	52,287,689
<b>Total energy consumption<sup>3</sup></b>	<b>67,735,119</b>	<b>73,679,083</b>	<b>70,949,149</b>	<b>76,948,794</b>

- 1) At present, the company's fuel requirements are completely met by non-renewable sources. Fuel consumption encompasses all company vehicles (company vehicles in Murska Sobota are centrally managed in Bregenz).
- 2) In Murska Sobota groundwater heat pumps are used instead of steam boilers. Steam consumption also includes gas consumption in production.
- 3) Figures for 2022 are based on estimates (except for fuel consumption) based on payments on account to the landlord.

(302-1)

GREENHOUSE GAS EMISSIONS, in t CO <sub>2</sub> e	WOLFORD AG		GROUP	
	2021	2022	2021	2022
Direct greenhouse gas (GHG) emissions, i.e. Scope 1 <sup>1</sup>	3,004	3,537	3,004	3,537
Indirect greenhouse gas (GHG) emissions, i.e. Scope 2 <sup>2</sup>	154	-	344	718
<b>Total greenhouse gas emissions<sup>3</sup></b>	<b>3,158</b>	<b>3,537</b>	<b>3,348</b>	<b>4,255</b>

- 1) Includes emissions from gas-fired steam boilers and emissions from the company's own vehicles at both production sites (central recording and classification of emissions in Bregenz); emission factors pursuant to the Austrian Federal Environment Agency.
- 2) Emission factors pursuant to data provided by electricity providers at both production sites. For simpler presentation purposes, the individual pollutant emissions are calculated as "CO<sub>2</sub> equivalents" and stated as number of tons of CO<sub>2</sub> equivalents (t CO<sub>2</sub>e).
- 3) Figures for 2022 are based on estimates based on payments on account to the landlord.

(305-1, 305-2)

### Concept and Implementation

The 2019 energy audit highlighted several long-term measures, such as switching over to LEDs in warehouses and manufacturing facilities, which have been implemented in some areas. Further retrofitting in the dye works and in parts of the factory outlet is planned for 2023.

The aim of the external audit is to continuously improve energy efficiency and reduce emissions. To this end, appropriate targets and measures were defined and implemented as part of the audit. An external energy consultant was brought on board for this purpose with whom we regularly engage in dialogue. (302-4, 302-5, 305-5)

Wolford also galvanizes its employees with regard to the topic of "energy and the environment" so that they too can make a contribution to climate change mitigation. The sustainability team regularly provides information on sustainability topics and offers tips and suggestions for environmentally friendly behavior.

Taking into account the economic aspects, potential optimizations are implemented either during operations or as part of maintenance and repairs. The company also has an economic interest in sustainably reducing energy and maintenance costs. Groundwater is used for cooling in both Bregenz and in Murska Sobota. For this reason, no electric-powered air-conditioning devices are in operation for the cooling of buildings. Groundwater in Slovenia is an energy source that is used to heat and cool the production area and offices all

year long by means of a geothermal heat pump. This means that no fossil fuels are used at these sites at all, thus fundamentally reducing the impact on the environment.

As Wolford is now a tenant in the factory building, the choice of energy provider is dictated by the landlord, the Blum company. Blum also obtains energy from Vorarlberger Kraftwerke AG (VKW), a well-known supplier of sustainable energy. It primarily focuses on hydropower, alongside other low-emission forms of power generation.

Further partial areas will be handed over to Blum in 2023, which will lead to a further energy reduction.

The strategy of enhancing energy efficiency and avoiding harmful emissions in production also entails the increased use of waste heat recovery methods. In the past, Wolford specifically implemented measures at the Bregenz site to increase the share of usable waste heat derived from the air compressors. As a consequence, the company not only decreased its energy costs but also cut back on emissions from fossil fuels.



## Mobility Breakfast 2022

### Green Mobility

When it comes to business trips, the emphasis is on low-emission means of transport, such as traveling by train, or, if possible, holding video conferences instead of in-person meetings, especially between employees of the two production sites. Besides that, alternative drive systems, such as electric technology, are gradually being introduced to the vehicle fleet while keeping economic factors in mind.

Employees also have the opportunity to borrow from the company's own fleet of six conventional or electric bicycles for short distances.

To raise awareness of the topic of climate-friendly mobility, we regularly hold events such as e-bike tests or our regular mobility breakfast for all employees who come to work on foot, by bike or using public transport.

The mobility concept will be further expanded by the sustainability team. An analysis of employee mobility and the creation of additional incentives to switch to environmentally friendly means of transport are planned.

### Responsibilities and Reporting

An energy management officer has been appointed at the Bregenz facility to coordinate with the external energy consultant. That officer also regularly reports to the Management Board about progress made and any deviations from the requirements. If there is a deviation, the cause is quickly analyzed and the underlying issue resolved. In addition, Wolford makes human resources (the energy team consists of technical employees and the external consultant) and financial resources available for investments in measures to improve energy efficiency. (302-1, 302-5)

As part of the new overall approach, a sustainability team consisting of four employees was established to address all of the issues and to develop and advance the sustainability strategy together with the Management Board. Expertise is continuously built up through various training measures. Through internal events, such as the mobility breakfast and waste collection campaigns, as well as communication tools such as the sustainability newsletter and notices on the information board,

the workforce will also be regularly informed and involved in this topic in the future.

### AVOIDING WASTEWATER AND WASTE

The issue of wastewater has been of central importance to Wolford for years, given that its production operations include a dye works that uses chemicals as well as dyes. The production site in Bregenz is located about 1,500 meters from Lake Constance, whose shores are a nature reserve. Furthermore, the premises of the company borders a water protection area that supplies drinking water to Bregenz.

This makes the topic of water highly significant. As a result of the chemically and biologically safe wastewater it produces, Wolford is able to pump the wastewater from its dye works directly to the Bregenz wastewater treatment plant (ARA Bregenz). Moreover, air-conditioning systems use large amounts of water in the summer months. The water is fed into a closed system and is, in part, directly returned to the groundwater in compliance with strict legal requirements.

WASTEWATER, in m <sup>3</sup>	WOLFORD AG		GROUP	
	FY2021	FY2022	FY2021	FY2022
Other (industrial water, etc.)	21,596	14,431	23,745	16,216
Wastewater from dye works	89,040	139,589	89,040	139,589
<b>Total wastewater <sup>1</sup></b>	<b>110,636</b>	<b>154,020</b>	<b>112,785</b>	<b>155,805</b>

1) Figures for 2022 are based on estimates based on payments on account to the landlord.

(303-1, 303-2, 303-3, 304-4, 303-5)



C2C: the dyeing machine

Wastewater from the dye works is continuously monitored internally and externally. Wolford has been using an in-house wastewater control system since 1994. Important wastewater parameters include chromaticity, conductivity, pH value, proportion of heavy metals, chemical oxygen demand (COD), biochemical oxygen demand (BOD) after five days. Furthermore, wastewater parameters that the company is unable to analyze by itself are regularly determined by an accredited environmental laboratory.

Wolford AG fulfills all the legal requirements stipulated in the “Ordinance on the Limitation of Wastewater Emissions

from Textile Finishing and Treatment for Direct and Indirect Discharges” issued by the Federal Ministry of Agriculture, Forestry, Environment and Water Management. As a result, Wolford concluded a long-term wastewater agreement with ARA Bregenz. Statutory obligations primarily relate to compliance with pollutant limits or staying below these thresholds to ensure effective wastewater treatment and thus safeguard local and regional conservation areas. After adjusting the pH value to prevent any harmful impact on the pipeline network, Wolford AG discharges the wastewater directly into the network of ARA Bregenz. After clarification of the wastewater, it is discharged into Lake Constance. This is

done in accordance with legal requirements such as the Lake Constance Discharge Ordinance.

Because Wolford AG has been a system partner of bluesign® technologies ag since 2015, it uses only chemicals and dyes that meet these high standards in terms of human ecology and the environment.

The manufacturing operations at Wolford generate waste at its sites, which is removed by qualified waste disposal com-

panies. The refuse primarily consists of textile waste along with commercially mixed paper and residual waste, which is recycled or reused by these waste management companies depending on the specific type of waste. Hazardous waste materials, such as old knitting oil, oily compounds or laboratory and chemical residues, are also taken away by waste management companies in compliance with legal stipulations and properly disposed of.

WASTE GENERATED, in t	WOLFORD AG		GROUP	
	FY2021	FY2022	FY2021	FY2022
Total weight of hazardous waste	12	124	12	124
Total weight of non-hazardous waste	212	4	212	4
<b>Total waste <sup>1</sup></b>	<b>224</b>	<b>128</b>	<b>224</b>	<b>128</b>

1) Waste is classified as either hazardous or non-hazardous depending on the prevailing regulations. The waste disposal methods correspond to the standard organizational methods of the waste disposal company.

(306-2, 306-3, 306-5)

With respect to waste, the company focuses on waste prevention, waste separation and recycling. All employees are urged to minimize the quantities of waste they generate and to properly separate their garbage. Residual materials are to be recycled if possible.

Wolford is required to present a waste management concept to the local authorities (district administration). (306-1)

A wastewater manager at the Bregenz site regularly reports to the Management Board. Wolford ensures that sufficient human and financial resources are available for appropriate wastewater

testing. Regular external controls, sometimes in the form of unannounced inspections, are carried out by the Vorarlberg State Institute for the Environment and Food Safety in addition to Wolford's in-house controls. The test results are communicated to Wolford's Management Board and to the Vorarlberg Regional Water Authority. There have been no issues reported to date.

**EFFICIENT USE OF WATER**

From the very beginning, Wolford AG has been aware of its great responsibility with regard to water as a resource and acts accordingly in a sustainable manner.

Wolford uses groundwater at both of its production facilities for its processes and for climate control purposes in buildings. Groundwater in Bregenz is derived from two wells (owned by Blum) and is mostly utilized for cooling buildings. Excess groundwater seeps back into the ground. The remaining water is

chemically treated (softened) once again to fulfill the special quality requirements of the dyeing process and subsequently made available for various process steps. Some of the water needed is obtained via the pipeline network of the city of Bregenz and is used for steam generation as well as public-use water.

WATER WITHDRAWAL BY SOURCE, in m <sup>3</sup>	WOLFORD AG		GROUP	
	2021	2022	2021	2022
Groundwater <sup>1</sup>	189,551	139,589	355,189	245,943
Municipal water supply	47,644	41,031	49,793	43,303
<b>Total water consumption<sup>2</sup></b>	<b>237,195</b>	<b>180,620</b>	<b>404,982</b>	<b>289,246</b>

1) Other sources of water than the ones indicated here are not used.

2) Figures for 2022 are based on estimates based on payments on account to the landlord.

(303-1)

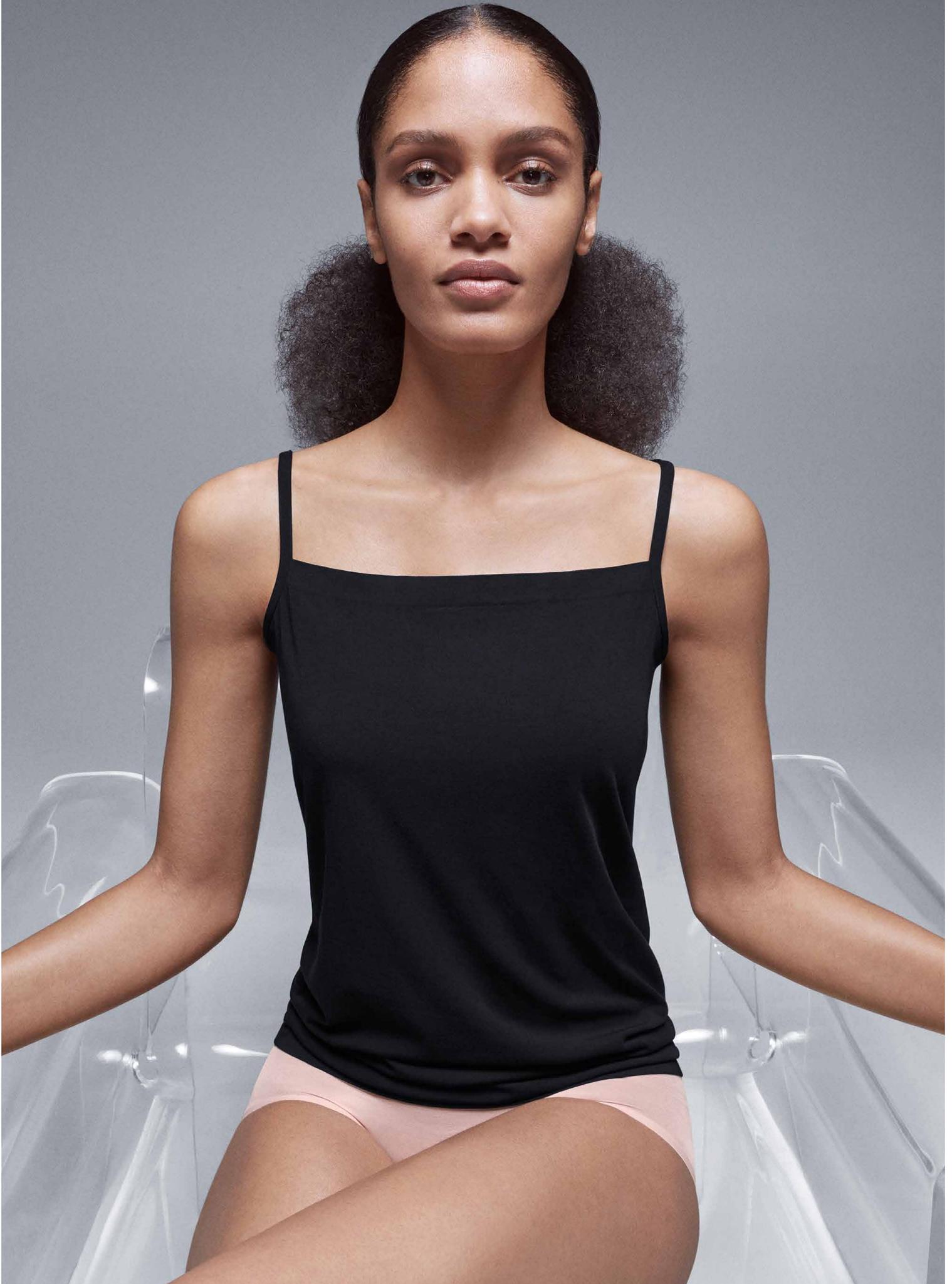
### Concept and Implementation

Most of the water is used for dyeing and finishing in the company's own dye works. On average, Wolford requires approximately 450 m<sup>3</sup> of softened process water per day. In the summer months, the production facility in Bregenz and the administrative offices are exclusively cooled using groundwater. Wolford has operated without energy-intensive electric air-conditioning systems since the company was established, enabling it to make a major contribution to reducing emissions. The volume of extracted water and the temperatures are prescribed by government authorities and have to be issued annually to civil engineers and the responsible authorities (district administration). Wolford ensures there are sufficient human and financial resources available to monitor water use.

Water is also extracted from four proprietary wells in Murska Sobota and fed into a groundwater heat pump. This volume of water is limited by public authorities to a maximum of 120,000 m<sup>3</sup> annually and is subject to ongoing monitoring. The heat pump uses the temperature of the water throughout the year to heat or cool the entire facility. Cooler temperatures at night are also utilized in a controlled manner. The water is subsequently released into the ground in compliance with contractually specified limit values. A solar energy system covering an area of 25 m<sup>2</sup> heats the water in the break room, changing rooms, and restrooms.

Drinking water at both sites is supplied by the respective municipal network and discharged into the sewage system. (303-1)

[[Wolford]]



# Responsibility to Our Employees

## PROTECTING AND SUPPORTING EMPLOYEES

For Wolford it is only natural to protect and support its employees, since they have a decisive impact on long-term corporate success.

Working conditions and employee qualifications influence productivity and performance in product development and production, as well as success at the point of sale. Well-trained sales personnel have a substantial impact on revenue development.

However, more than anything else, Wolford relies on the recognized quality of the products it manufactures itself. This is, of course, closely linked to working conditions in production at its two plants in Austria and Slovenia. In addition to providing safe workplaces, the protection of employees also requires us to respect rest periods, avoid overtime, and optimize workplace design. This also includes specific training and education. In this way Wolford ensures it will have a sufficient pool of junior employees to draw upon. It also serves the purpose of increasing employee motivation. Wolford's objective is to keep sick leave and staff turnover at a low level, position the company as an attractive employer brand and thus acquire and retain highly qualified employees.

## Management of Material Topics

Wolford considers the training and education of its employees to be a supportive human resources method focusing on career development goals that are individually agreed upon by executives and employees. We attach just as much importance to personal development and the development of management skills as we do to specialized training. The range of possibilities is correspondingly diverse. All required investments and, if necessary, the temporary release of employees from their normal duties require the individual to agree to a mutually defined career development path and to contribute the acquired qualifications to the benefit of the company. Group guidelines as well as regular performance appraisals with employees provide the necessary guidance, followed by a multi-stage internal process to approve specific training and continuing education measures. In each case, it must be determined whether on-the-job training directly at the employee's workplace is possible or whether external offerings are needed. Different approaches also oriented to the Group guidelines are used to ensure suitable working conditions.

One important aspect is the time management system used to monitor working hours. Overtime is largely avoided due to the warning system which is activated when employees work more than ten hours per day.

Wolford attaches great importance to fair pay. All salaried and hourly workers are 100 % covered by a collective agreement. Flexible working time models and an appropriate work-life balance are an important factor in employee satisfaction. Included in this is the canteen as well as the in-house restaurant, where meals are offered to employees at reduced prices. (2-30, 401-2)

The human resources department provides a framework for continuing education and professional development measures. However, it is executives who are responsible for the implementation of programs and the provision of trainers for the respective trainees. In addition to that, a central coordination unit has been established in the Human Resources department. There is one instructor for each of the five vocational qualifications offered at Wolford. The apprentice program itself also includes general training, excursions are organized, and job rotation programs allow apprentices to get to know other Wolford departments.

Naturally, this is accompanied by compliance with legal regulations such as the Austrian Working Time Act and Maternity Protection Act, or the Child and Youth

Employment Act. In addition, the Employee Protection Act, the Workplace and Work Equipment Ordinance and the General Employee Protection Ordinance must also be complied with, including detailed ordinances on protection against explosive atmospheres (VEXAT) or the protection of employees from the hazards of noise and vibration.

The quality of working conditions is measured by the monthly absence rates and a regular staff turnover report. Working time management is continually monitored, and salaries are reviewed using general salary benchmarking. Wolford works continuously to improve working conditions and maintains an ongoing dialogue with the members of the Works Council. Working conditions are also regularly discussed at meetings of the management team. All proposed improvements are communicated to the respective executives. (401-1, 403-1)

The turnover rate at the Bregenz site is primarily due to restructuring measures implemented over the last two financial years. Employee turnover in the retail segment, i.e., in the sales companies is higher, for example, than in administrative operations. (401-1)

NEW EMPLOYEES AND STAFF TURNOVER*	NEW EMPLOYEES		RATE OF EMPLOYEE TURNOVER	
	2021	2022	2021	2022
Wolford AG (Bregenz)	72	90	16%	27%
Wolford Slovenia	4	9	2%	5%
Subsidiaries (sales)	170	264	29%	46%
<b>Total</b>	<b>246</b>	<b>363</b>	<b>19%</b>	<b>32%</b>

\* Head count as of December 31, 2022.

## FOCUS ON OCCUPATIONAL HEALTH AND SAFETY

There is a risk of occupational accidents in a production plant. To counteract this risk, appropriate systems to prevent accidents have been implemented at both of Wolford's production facilities.

New employees are given initial training when they start work in production and administration. This includes information on health and safety, the environment and mobility. Work-specific hazards are then pointed out in the individual departments. Evacuation drills are carried out under the leadership of the company fire department. In contrast, employees at the sales outlets are faced with a lower risk of accidents. For this reason, no specific safety management system has been established there. The Wolford Group conforms with the legal regulations in place in all the countries

in which it operates. This includes all preventive measures to maintain and promote the health of employees.

Such measures have been standard practice at Wolford for decades. It is clear that only healthy employees are motivated and capable of successfully performing their assigned tasks and meeting the high qualitative standards of Wolford products. Wolford places particular focus on creating optimal working conditions for pregnant employees. If the workplace in question does not provide sufficient special protection for pregnant employees, Wolford will transfer the employee to a substitute workplace as soon as the company is notified of the pregnancy. Pregnant employees are instructed on conduct and how to protect their unborn child. Fundamental risks also include the psychological stress of working under pressure or intensified performance pressure. In such



First Responder

cases, the danger of occupational accidents increases, as does the threat of a corresponding drop in productivity or of diminished employee performance.

In 2022, all governmental regulations relating to Covid-19 were also implemented consistently at Wolford and in full in their respective areas of application. With regard to Covid-19 cases worldwide at Wolford, central monitoring has been introduced. There is also the option of having a rapid antigen test for Covid-19 carried out by the company doctor in case of a suspected infection. Employees can also be vaccinated against Covid-19.

### Management of material topics

Wolford combats such risks with systematic occupational health and safety measures. Each workplace is evaluated in terms of the goal of maintaining employee health and is subject to a reassessment if working conditions change substantially. Cases of “near-accidents” are systematically reported and documented, resulting in a follow-up workplace inspection. Wolford’s safety management system also stipulates an annual workplace inspection. For example, the generation of heat at workplaces in the Bregenz molding shop is checked to determine whether the temperature is at a tolerable level, whereas the evaluation of administrative offices is designed to determine whether ergonomic requirements are fulfilled.

Prevention specialists work together to focus on workplace safety, with two trained occupational safety specialists at the company’s headquarters in Bregenz to ensure safety at work, ten safety officers, 32 first-aiders and the plant’s own fire service and integrated team of first responders.

Two company physicians carry out all necessary occupational safety examinations and monitor all preventive health measures. All employees at the production sites are continuously trained to identify potential accident hazards. Equipment and machinery are also regularly checked to ensure compliance with all safety standards. The company attaches great importance to the ongoing optimization of all tools, equipment, and materials in use.

### Wolford Collects Detailed Accident Statistics

A systematic analysis and appraisal of accident statistics is carried out to determine in which areas and under which conditions accidents more frequently occur. Special preventive measures are then implemented, e.g., special training to improve the handling of tools and equipment or to optimize workflows.

The respective managing director is responsible under trade law for ensuring compliance with all legal regulations and internal directives. The internal occupational safety committee convenes once a year to discuss potential optimization measures. Compliance with all legal requirements in Austria is monitored by the General Accident Insurance Institution (AUVA) and by the Labor Inspectorate (a higher-level state authority for monitoring compliance with legal regulations on employee protection) as well as the local fire prevention office. (403-1, 403-2, 403-3, 403-4, 403-5, 403-6)

KEY FIGURES FOR OCCUPATIONAL SAFETY	WOLFORD AG		GROUP	
	2021	2022	2021	2022
Lost days*	4	39	4	39
Occupational disease rate	0	0	0	0
Work-related fatalities	0	0	0	0

\* Lost days as of the time of the accident.

The injury rate in the Wolford Group stood at 1.9 % in the 2022 financial year (previous year: 1.7%). (403-4, 403-9)

## DIVERSITY AND EQUAL OPPORTUNITIES

Wolford believes that diverse teams have greater innovative strength and effectiveness, and thus achieve better results than homogeneous working groups. Thanks to the exchange of different points of view and arguments, diverse leadership teams also practice more thorough and critical decision-making.

Cultural diversity has a major impact on the business success of an internationally operating company. For example, the closer the cultural proximity of Wolford's sales personnel is to local customers, the more likely they are to understand customer requirements, and customer satisfaction is also more likely to be higher. The closer product development is to the needs of the predominantly female customer base, the more likely it is that new products will be successful on the marketplace. Last but not least, the culture of equal opportunities that exists at Wolford is an important factor contributing to employee satisfaction. The employer brand also benefits from this culture of equal opportunities.

### Diversity in Practice at Wolford

The diverse composition of the workforce means not only a good gender balance but also the inclusion of different nationalities and a balanced age structure. In this regard, diversity and equal opportunities have been embedded at Wolford for decades, even without the existence of a precisely formulated diversity concept. The Management Board duo consists of one male and one female member. The BCG Gender Diversity Index Austria 2022 confirms that Wolford is well positioned when it comes to diversity. The Index reflects the analysis of the gender ratio in the management and supervisory boards of the 50 largest listed companies in Austria, with Wolford still ranking among the top ten at number 7, and even at number 2 in a five-year comparison. On a Group level, the proportion of women in the workforce is also disproportionately high at 80 %, given that the product portfolio caters mainly to women and that the sales staff at the point of sale are generally female. Against this background, Wolford has a strong commitment to offering flexible parental leave and part-time working models to its employees so that they can achieve a positive balance between their professional and family lives. (401-3)



“Without women, nothing works” was the motto under which 16 Wolford employees took part in the Women’s Run in Bregenz. As every year, the many female participants are not just there to run, but also to set an example. Solidarity, courage, recognition and visibility of women can all be achieved with a strong community.

A total of 48 nationalities are represented at the Wolford Group. People of 29 different nationalities work for Wolford AG. About 35% of the staff are not Austrian nationals. Six nationalities are represented at the executive level. All age groups between 20 and 60 years old are almost equally represented in the sales subsidiaries. About 42% of the employees at the Murska Sobota plant are women between the ages of 40 and 50.

DIVERSITY IN LEADERSHIP*, in percent	NUMBER OF EMPLOYEES	WOMEN	AGED <30 YEARS	AGED 30-50 YEARS	AGED <50 YEARS
Wolford AG (Bregenz)	23	30%	0.47%	9.4%	0.47%
Wolford Slovenia	0	0.0%	0.0%	0.0%	0.0%
Subsidiaries (sales)	24	70%	1.41%	9.4%	0.94%
<b>Total</b>	<b>47</b>	<b>49%</b>	<b>1.88%</b>	<b>18.8%</b>	<b>1.41%</b>

\* Employees working as directors or heads of positions as of December 31, 2022 (head count).

The remuneration policy is described in Wolford AG’s Corporate Governance Report. (2-19, 2-20, 2-21)

DIVERSITY OF EMPLOYEES*, in percent	NUMBER OF EMPLOYEES	WOMEN	AGED <30 YEARS	AGED 30-50 YEARS	AGED <50 YEARS
Wolford AG (Bregenz)	430	62.09%	14.19%	78.43%	6.67%
Wolford Slovenia	244	94.67%	6.15%	93.44%	0.41%
Subsidiaries (sales)	645	99.52%	27.44%	64.50%	8.22%
<b>Total</b>	<b>1,319</b>	<b>84.91%</b>	<b>20.08%</b>	<b>74.68%</b>	<b>6.29%</b>

\* Head count as of December 31, 2022, excluding long-term leave.

(405-1)

[[Wolford]]



# Responsibility to Our Supply Chain

## ENSURING ECOLOGICAL AND SOCIAL STANDARDS FOR SUPPLIERS

Wolford covers a large part of the supply chain and produces its own circular-knitted products and some of its yard-age itself. However, in some areas, the company also relies on external partners. To be able to manufacture products of the highest quality, the company requires equally reliable suppliers. Product defects pose a potential risk. They could massively and lastingly damage the image of the company and negatively impact customer satisfaction and health. For Wolford it is also of particular importance to avoid risks which could trigger negative ecological and social consequences (especially when it comes to respecting human rights).

For this reason, Wolford focuses both on establishing longstanding partnerships with suppliers with the same standards of quality and innovation for their own products as does Wolford, and also on its Made in Europe claim.

### Responsibility in Procurement

Wolford is very aware of its responsibility within the supply chain. All suppliers with whom Wolford works in direct and indirect purchasing have signed the Wolford Code of Conduct, meaning that the principle relating to respect for human rights is also observed by suppliers.

In addition, legal regulations on the use of chemicals (REACH regulation) and compliance with Wolford's quality specifications are agreed upon. All materials used are Oeko-Tex 100 certified, ensuring human ecology. The majority of production is carried out in Europe and is therefore subject to strict regulations in labor, social and environmental law. (308-1)

The majority of production (87%) takes place at the company's own production facilities at Wolford AG in Bregenz and Wolford d.o.o. in Murska Sobota/Slovenia. Wolford Bregenz is both a Bluesign® system partner and Cradle to Cradle® certified and is audited by both organizations. Wolford d.o.o is Cradle to Cradle® certified and is also audited by this organization. This ensures a very high standard of labor, social and environmental protection.

The company also works with partners (outward processing). Ten percent of the volume produced is finished at these partner sites, which are all located in Europe (Italy, Croatia and Slovenia). A small part of the production volume (3%) is purchased in full from trading partners. Of these partners, five are located in Europe, six in Turkey and four in China.

The outward processing partners receive regular visits from the company's own travel department and compliance with the Code of Conduct is checked at the production sites.

In Turkey, Wolford also has its own team that regularly visits the production facilities of its retail partners to check not only the quality of the products but also compliance with the Code of Conduct.

The licensing business for the development and production of lingerie and swimwear articles is the responsibility of the license partner. Here, too, there is a signed Code of Conduct and an assurance that the specifications will be complied with.

The procurement of the main materials is divided into fabrics and yarns. Wolford works predominantly with European partners for the procurement of fabrics. Of the ten main suppliers, eight come from Europe (Austria, Italy, Portugal), one from Japan and one from Korea. These suppliers are long-standing partners and are regularly visited by our buyers in Europe.

The yarn manufacturers are also long-term partners. Of the 18 main suppliers, 15 are located in Europe (Austria, Germany, Italy, Switzerland, Spain), one in Israel, one in Japan for specialty yarns and one supplier in Peru for high quality cotton. Our buyers regularly visit the suppliers, including also in East Asia, and get a very good overview of the companies.

The suppliers of materials for our Cradle to Cradle® line (finished products, fabrics, yarns) are also audited by an independent institute.

Wolford is aware of the need to extend its knowledge beyond the first stage of the supply chain (tier 1). The strategy is that by the end of 2023, not only the garment factories but also the finishers

(wet processing) and the producers of the materials used (tier 2) will be known, and will have signed the Wolford Code of Conduct.

For this reason, transparency along the supply chain with respect to safe textiles also plays an important role. This is due to the fact that following a complex certification process in the 2014/2015 financial year, Wolford became the first hosiery producer in the world which is allowed to call itself a partner of the bluesign® system. Furthermore, all legwear products knitted and dyed by Wolford on a cotton or polyamide basis for its Essentials collection have been granted bluesign®-approved status, and the certificate was confirmed in 2023 for another three years. (3-3)

A total of 41.7 metric tons of yarn processed by Wolford are renewable materials such as cotton yarn and FSC®-certified cellulose fibers, as well as regenerated and recycled yarns. This corresponds to about 20.7% of its entire requirement of 201 metric tons of yarn in the 2022 financial year. (301-1)

An audit system is currently being set up, which will make it possible to better assess the risk in the supply chain and respond to deviations. This opening up of supply chain knowledge also affects our license partner for lingerie and swimwear. In 2023, the Supply Chain Sourcing Obligations Act (LkSG) will come into force in Germany and Wolford is already preparing for the new requirements in the supply chain. (308-2, 414-1, 414-2)



# 04

## Additional INFORMATION

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[[Wolford]]



# GRI Index 2022

## GENERAL STANDARD INFORMATION

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
<b>General Disclosures</b>				
2-1	Organizational details	Company Profile and Business Model	11, 12	
2-2	Entities included in the organization's sustainability reporting	General Information About This Report	10, 12	
2-3	Reporting period, frequency and contact point	General Information About This Report, Company Profile and Business Model	10, 11	
2-4	Restatements of information	General Information About This Report	10	There was one correction for the previous financial year. The EU Taxonomy report was added at a later date.
2-5	External assurance	General Information About This Report	10	
2-6	Activities, value chain and other business relationships	Company Profile and Business Model	11, 12, 14, 15	
2-7	Employees	Company Profile and Business Model	12	The remuneration policy is described in Wolford AG's Corporate Governance Report.
2-8	Workers who are not employees	Company Profile and Business Model	12	
2-9	Governance structure and composition	Responsible Corporate Governance and Compliance	25	
2-10	Nomination and selection of the highest governance body			Corporate Governance Report in the 2022 Annual Report
2-11	Chair of the highest governance body			Corporate Governance Report in the 2022 Annual Report
2-12	Role of the highest governance body in overseeing the management of impacts			Corporate Governance Report in the 2022 Annual Report
2-13	Delegation of responsibility for managing impacts			Corporate Governance Report in the 2022 Annual Report
2-14	Role of the highest governance body in sustainability reporting			
2-15	Conflicts of interest			

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
2-16	Communication of critical concerns			
2-17	Collected knowledge of the highest governance body			The Sustainability Team regularly informs and reports to the Management Board and Supervisory Board on sustainable development
2-18	Evaluation of the performance of the highest governance body			Corporate Governance Report in the 2023 Annual Report
2-19	Remuneration policies	Responsibility to Our Employees	59	The remuneration policy is described in Wolford AG's Corporate Governance Report.
2-20	Process to determine remuneration	Responsibility to Our Employees	59	The remuneration policy is described in Wolford AG's Corporate Governance Report.
2-21	Annual total compensation ratio	Responsibility to Our Employees	59	The remuneration policy is described in Wolford AG's Corporate Governance Report.
2-22	Statement on sustainable development strategy	Letter From the Management Board	8	The strategy is currently being revised and will be updated along with the stakeholder analysis and materiality matrix over the next year.
2-23	Policy commitments	Responsible Corporate Governance and Compliance	26	
2-24	Embedding policy commitments	Responsible Corporate Governance and Compliance	23	
2-25	Processes to remediate negative impacts			The topic is in development.
2-26	Mechanisms for seeking advice and raising concerns			The topic is in development.
2-27	Compliance with laws and regulations	Responsible Corporate Governance and Compliance	24	
2-28	Membership associations	Responsible Corporate Governance and Compliance	23	
2-29	Approach to stakeholder engagement	Key Sustainability Topics and Stakeholders Involved	29, 30	
2-30	Collective bargaining agreements	Company Profile and Business Model, Responsibility to Our Employees	12, 55	

## MATERIAL TOPICS

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
<b>Material Topics</b>				
3-1	Process to determine material topics	General Information About This Report	10	
3-2	List of material topics	Key Sustainability Topics and Stakeholders Involved	29, 30	
203-2	Significant indirect economic impacts			Data is currently being collected.
<b>GRI 205: Anti-corruption 2016</b>				
3-3	Management of material topics			
205-3	Confirmed incidents of corruption and actions taken	Responsible Corporate Governance and Compliance	24, 26	There were no incidents.
<b>GRI 302: Energy 2016</b>				
3-3	Management of material topics			
302-1	Energy consumption within the organization	Responsibility to Our Environment	46, 49	
302-4	Reduction of energy consumption	Responsibility to Our Environment	47	
302-5	Reductions in energy requirements of products and services	Responsibility to Our Environment	47, 49	
<b>GRI 303: Water and Effluents 2018</b>				
3-3	Management of material topics			
303-1	Interactions with water as a shared resource	Responsibility to Our Environment	49, 52	
303-2	Management of water discharge-related impacts	Responsibility to Our Environment	49	
303-3	Water withdrawal	Responsibility to Our Environment	49	
303-5	Water consumption	Responsibility to Our Environment	49	

<b>GRI STANDARDS DISCLOSURE NUMBER</b>	<b>DISCLOSURE TITLE</b>	<b>REFERENCE TO THE CHAPTER</b>	<b>PAGE</b>	<b>SPECIFICATIONS</b>
<b>GRI 305: Emissions 2016</b>				
3-3	Management of material topics	Responsibility to Our Environment	45	
305-1	Direct (Scope 1) GHG emissions	Responsibility to Our Environment	46	
305-2	Energy indirect (Scope 2) GHG emissions	Responsibility to Our Environment	46	
305-5	Reduction of GHG emissions	Responsibility to Our Environment	47	
<b>GRI 306: Waste 2020</b>				
3-3	Management of material topics			
306-2	Management of significant waste-related impacts	Responsibility to Our Environment	51	
306-3	Waste generated	Responsibility to Our Environment	51	
306-5	Waste diverted to disposal	Responsibility to Our Environment	51	
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
3-3	Management of material topics	Responsibility to Our Supply Chain	62	
308-1	New suppliers that were screened using environmental criteria	Responsibility to Our Supply Chain	61	
308-2	Negative environmental impacts in the supply chain and actions taken	Responsibility to Our Supply Chain	62	

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
<b>GRI 401: Employment 2016</b>				
3-3	Management of Material Topics			
401-1	New employee hires and employee turnover	Responsibility to Our Employees	55	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Responsibility to Our Employees	55	
401-3	Parental leave	Responsibility to Our Employees	58	
<b>GRI 403: Occupational Health and Safety 2018</b>				
3-3	Management of Material Topics			
403-1	Occupational health and safety management system	Responsibility to Our Employees	55, 57	
403-2	Hazard identification, risk assessment, and incident investigation	Responsibility to Our Employees	57	
403-3	Occupational health services	Responsibility to Our Employees	57	
403-4	Worker participation, consultation, and communication on occupational health and safety	Responsibility to Our Employees	57, 58	
403-5	Worker training on occupational health and safety	Responsibility to Our Employees	57	
403-6	Promotion of worker health	Responsibility to Our Employees	57	
403-9	Work-related injuries	Responsibility to Our Employees	58	
<b>GRI 404: Training and Education 2016</b>				
3-3	Management of Material Topics			

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
404-1	Average hours of training per year per employee			Data is currently being collected.
404-2	Programs for upgrading employee skills and transition assistance programs	Conclusions for the Sustainability Strategy	33	
404-3	Percentage of employees receiving regular performance and career development reviews			Data is currently being collected.
<b>GRI 414: Supplier Social Assessment 2016</b>				
3-3	Management of Material Topics	Responsible Corporate Governance and Compliance	23	
414-1	New suppliers that were screened using social criteria	Responsibility to Our Supply Chain	62	
414-2	Negative social impacts in the supply chain and actions taken	Responsibility to Our Supply Chain	62	
<b>GRI 416: Customer Health and Safety 2016</b>				
3-3	Management of Material Topics			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible Corporate Governance and Compliance	22	There were no incidents of non-compliance concerning the health and safety impacts of products and services in the reporting period.
<b>GRI 417: Marketing and Labeling 2016</b>				
3-3	Management of Material Topics			
417-2	Incidents of non-compliance concerning product and service information and labeling	Responsible Corporate Governance and Compliance	22	There were no incidents of non-compliance with regulations or voluntary codes of conduct concerning product and service information and labeling in the reporting period.



# Contact & Imprint

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## IMPRINT

**Publisher:**

Wolford AG

**Responsible for content:**

The Management Board of Wolford AG

**Date of publication:**

April 28th, 2023

**Concept, texts, design:**

berichtsmanufaktur GmbH, Hamburg

**Notice:**

This 2022 Sustainability Report is available online at [company.wolford.com](https://company.wolford.com) in the Investor Relations section.

For the sake of readability all gender-specific formulations are to be understood as neutral. Feminine, male as well as genderqueer people are addressed equally.

## DISCLAIMER

This sustainability report was prepared with the greatest possible care and all data were subjected to multiple reviews by Wolford AG. Nevertheless, rounding, typesetting and printing errors cannot be excluded. This report is also published in English, but only the German text is binding. Certain statements in this Sustainability Report are forward-looking. These forward-looking statements reflect the opinions and expectations of the Management Board as of the respective date and are subject to risks and uncertainties that could have a significant impact on actual results. Readers are therefore cautioned not to place undue reliance on these forward-looking statements. Wolford AG is not required to publish any updates or revisions of the forward-looking statements contained in this report unless required by law.

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# Because we CARE

**Sustainability Report  
2022**

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