

assigned to its subsidiary FFG Wisdom (Luxembourg) S.à.r.l. The remaining shares are held in free float by institutional and retail investors.

INVESTOR RELATIONS

As a listed company, Wolford accords high priority to communicating professionally and reliably with the financial markets. In organizational terms, this function reports directly to the Chief Financial Officer.

Wolford maintained a close dialog with retail and institutional investors once again in the past financial year. Here, the company adheres to the principles of continuity, equal treatment of all shareholders, and transparency and consistency of information. A wide range of communication measures provides detailed information on the company to existing shareholders and also targets potential new investors. In meetings held at the RCB Investors

Conference in Zürs, for example, the Management Board of Wolford AG explained the company's current performance and future strategy to analysts and to Austrian and international investors.

Wolford shares are regularly covered by an analyst at Raiffeisen Centrobank. The latest reports are available on Wolford's website.

Corporate Governance at Wolford

COMMITMENT TO THE CORPORATE GOVERNANCE CODE

Wolford is convinced that carefully implemented and actively practiced corporate governance can make an important contribution to enhancing the trust placed in the company by the capital markets. In September 2002, the Austrian Working Group for Corporate Governance issued a framework for responsible corporate management and control that is designed to support the sustainable creation of value. The goal of this guideline is to protect the interests of all stakeholders whose welfare is linked to the success of the company.

The Austrian Corporate Governance Code ensures a high degree of transparency for all of the company's stakeholders. Wolford has been committed to the principles of the code since the 2002/03 financial year. The Austrian Working Group for Corporate Governance is responsible for publishing the Corporate Governance Code in its respective versions. The current version is available at www.corporate-governance.at and at Wolford's website. The latest revision to the code, which took effect as of January 1, 2018, focuses on adapting the "L-Rules" (legal compliance) to statutory requirements

and Annex 2a (basic structure of the CG report) to the revised AFRAC statement concerning corporate governance reports. The code is based on the requirements of Austrian stock corporation, stock exchange and capital market law, the recommendations of the European Commission concerning the duties of the Supervisory Board and the compensation of Management Board members, and the corporate governance guidelines issued by the OECD. The code provides a framework for corporate management and control.

Boosting confidence

The guiding principles of the code are intended to enhance the trust placed by investors in the company – and in Austria as a place to do business. They include equal treatment of all shareholders, transparency, the independence of the Supervisory Board, open communication between the Supervisory Board and the Management Board, the avoidance of conflicts of interest on the part of directors and officers, and efficient control by the Supervisory Board and auditor. Compliance with the code, which goes beyond legal requirements, is voluntary, and takes the form of a self-imposed obligation on the part of the company. Observance of the code also means that any failure to meet C-Rules must be explained and disclosed (“comply or explain”). The Corporate Governance Report of Wolford AG forms part of this annual report (Pages 26 to 39) and is also available in the “Investor Relations” section of Wolford’s website.

To prevent insider trading, Wolford has issued a compliance guideline that implements the requirements of the Market Abuse Regulation issued by the European Union. Adherence to this guideline is monitored by the compliance officer. Wolford’s objective is to meet the expectations of capital market participants with respect to transparency and to provide shareholders with a true and fair view of the company. The Market Abuse Regulation issued by the European Union requires the simultaneous and identical communication of information. Wolford consistently meets this requirement by distributing the latest company news, including information with the potential to influence its share

price, in parallel to analysts, investors and the media. This information is also simultaneously published on the company website to provide private shareholders with equal access to the information.

One share – one vote

The company originally issued 5,000,000 zero par value common shares. By resolution of the extraordinary shareholders’ meeting on May 4, 2018, the number of shares increased to 6,719,151. There are no preferred shares or restrictions on the common shares. The principle of “one share – one vote” is therefore met in full. The Austrian Takeover Act ensures that every shareholder receives the same price for his or her Wolford shares in the event of a takeover (mandatory offer). The current shareholder structure is shown on Page 25 of this Annual Report.

Systematic risk management

The Management Board of Wolford AG bears overall responsibility for ensuring that an effective risk management system is in place at the company. Acting on its behalf, the central risk management function coordinates the implementation of the risk management system and ensures that this is continually updated and enhanced. This function has a direct reporting line to the Chairman of the Supervisory Board Audit Committee. The Supervisory Board of Wolford AG is responsible for monitoring the effectiveness of the risk management system. This responsibility is met by the Audit Committee.

Based on an internal audit plan approved by the Management Board and the Audit Committee, as well as a group-wide risk

assessment of all corporate activities, the Management Board and the internal audit function regularly review operating processes to identify potential risks and potential improvements. Adherence to legal requirements, internal guidelines, and processes is also monitored. To support the early identification and monitoring of risks, the internal control system is reviewed on a regular basis, improvements are implemented and the results are reviewed.

KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Porzellangasse 51, 1090 Vienna, was elected by the 31st Annual General Meeting (AGM) to audit the annual financial statements of Wolford AG and the consolidated financial statements of the Wolford Group for the 2018/19 financial year. There are no grounds for exclusion or prejudice that would be incompatible with a conscientious and objective audit by the group auditor, KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft. The fees for the audit of the consolidated financial statements and related services amounted to € 0.16 million. All mandatory disclosures required by §243a of the Austrian Commercial Code (UGB) can be found on Page 62 of the Management Report.

The Management Board

Axel Dreher

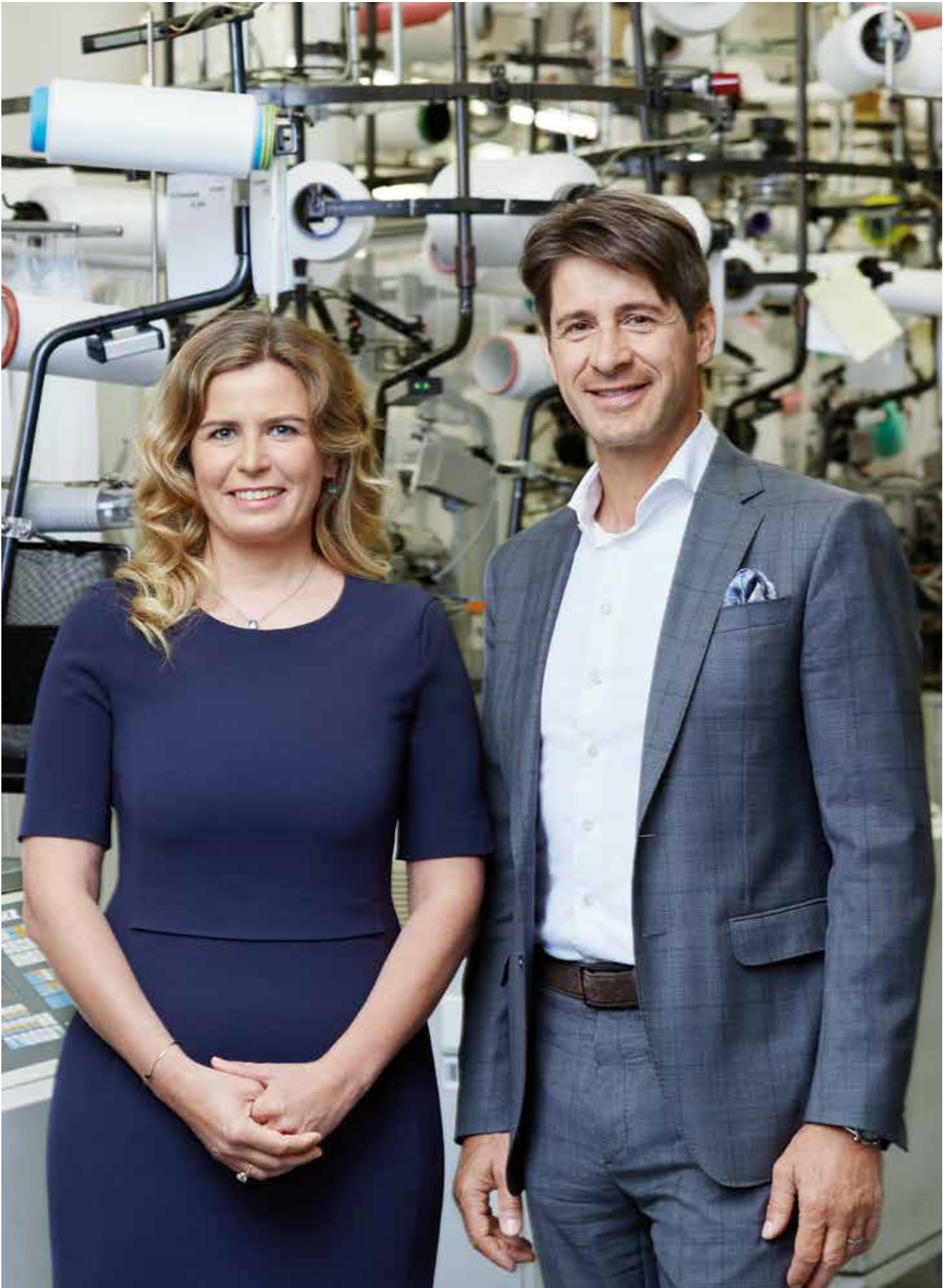
Axel Dreher (born in 1965) has been a member of the Management Board since March 1, 2013 and CEO since August 1, 2017. He is appointed through to April 30, 2021 and does not hold any supervisory board or comparable functions outside the company. He is responsible for Wolford's strategy, sales and marketing, and development, production, and logistics activities, as well as for human resources. Axel Dreher studied business administration and also received an MBA from the University of Pittsburgh with a major in finance. From 2005 to February 2013, he served on the Management Board of Triumph International AG in Wiener Neustadt, where he was responsible for all commercial and operating activities. During his time at the German Schaeffler Group/FAG Kugelfischer AG (2001 to 2005), Axel Dreher was responsible for finance and controlling, human resources, IT and procurement for FAG Austria AG,

as well as for finance, controlling, and procurement for the utility vehicle segment of FAG Kugelfischer AG. He then assumed global management responsibility for a business unit where his core duties involved sales, product engineering, purchasing and production, and also included further management and supervisory board positions in Hungary and India. He gained additional management experience in research and development, finance and controlling and operative management in the automotive components supply industry while working at ITT Automotive Europe (1995 to 1998) and BorgWarner (1998 to 2001).

Brigitte Kurz

Brigitte Kurz (born in 1974) has been a member of the Management Board since August 1, 2017 and is appointed through to April 30, 2021. She does not hold any supervisory board or comparable functions outside the company. She is responsible for

finance, investor relations, legal affairs, and IT. She has been responsible for all finance-related matters at the Wolford Group since September 2015 (then as Director of Corporate Finance). From 2010 to 2015, Brigitte Kurz acted as CFO of the Zurich-based machine tool engineering company DMG Mori Europe, where she was responsible for finance and controlling at a total of 12 sales locations across Europe. She previously worked for four years at the Carcoustics Group, an automotive supplier with global operations based in Leverkusen, initially as Commercial Director of Carcoustics Austria GmbH in Vorarlberg and from 2008 as Vice President Controlling at Carcoustics International. In this function, she was responsible for worldwide controlling. Born in Tyrol, Brigitte Kurz has lived in Vorarlberg for around 20 years and holds a master's degree in "International Corporate Management" from Dornbirn Technical College.



Brigitte Kurz and Axel Dreher

Supervisory Board Members and Committees

Supervisory Board

The Supervisory Board of Wolford AG currently comprises four members elected at the AGM and two

representatives delegated by the Staff Council. The Supervisory Board held five meetings during the 2018/19 financial year. No

Supervisory Board member was absent from more than half the meetings.

Name	End of period in function	Diversity factors ¹	Committee membership	Supervisory Board positions or comparable functions
<p>Dr. Junyang Shao Independent</p> <p>First appointed: 04.05.2018 Supervisory Board Chairwoman</p> <p>Vice President of Fosun Fashion Group, Managing Director of Koller Group</p>	Appointed through to 35th AGM (2021/22)	Female, born in 1981, Chinese	Chairwoman of the Presidium, the Personnel and Nomination Committee, the Compensation Committee, and Chairwoman of the Strategy and Marketing Committee	Supervisory Board Chairwoman of Tom Tailor Holding SE
<p>Thomas Dressendörfer Independent</p> <p>First appointed: 04.05.2018 Deputy Supervisory Board Chairman</p> <p>CFO of Tom Tailor Holding SE</p>	Appointed through to 36th AGM (2022/23)	Male, born in 1958, German	Member of the Presidium, the Personnel and Nomination Committee, the Compensation Committee, and Chairman of the Audit Committee	No additional positions at listed companies

Name	End of period in function	Diversity factors ¹	Committee membership	Supervisory Board positions or comparable functions
<p>Yun Cheng Independent</p> <p>First appointed: 13.09.2018</p> <p>Chairwoman of Fosun Fashion Group, Chairwoman of the Board of Jeanne Lanvin S.A.</p>	<p>Appointed through to 36th AGM (2022/23)</p>	<p>Female, born in 1976, Chinese</p>	<p>Since 31st AGM: Member of the Audit Committee</p>	<p>Supervisory Board member at Tom Tailor Holding SE</p>
<p>Birgit G. Wilhelm Independent</p> <p>First appointed: 12.09.2006</p> <p>Real estate manager</p>	<p>Appointed through to 35th AGM (2021/22)</p>	<p>Female, born in 1975, Austrian</p>	<p>Member of the Strategy and Marketing Committee</p>	<p>No additional positions at listed companies</p>
<p>Claudia Beermann Independent</p> <p>First appointed: 17.09.2013</p> <p>Managing Director of iSi Automotive Holding GmbH</p>	<p>Retired from Supervisory Board upon conclusion of 31st AGM (2017/18)</p>	<p>Female, born in 1966, German</p>	<p>Until 31st AGM: Member of the Audit Committee</p>	<p>No additional positions at listed companies</p>
<p>Anton Mathis² Independent</p> <p>First appointed: 16.12.1999</p>		<p>Male, born in 1960, Austrian</p>	<p>Member of the Personnel and Nomination Committee and of the Strategy and Marketing Committee</p>	<p>No additional positions at listed companies</p>
<p>Christian Medwed² Independent</p> <p>First appointed: 18.05.2017</p>		<p>Male, born in 1979, Austrian</p>	<p>Member of the Audit Committee</p>	<p>No additional positions at listed companies</p>

¹ Diversity factors include gender, age, and nationality.

² Delegated by Works Council.

The Supervisory Board has established five committees: the Presidium Committee, the Personnel and Nomination Committee, the Compensation Committee, the Audit Committee, and the Strategy and Marketing Committee.

In the 2018/19 financial year, the **Presidium** comprised the Supervisory Board Chairwoman Dr. Junyang Shao and her Deputy Thomas Dressendörfer. The Presidium represents the company's interests in all matters related to the Management Board; it also acts as the **Compensation Committee** in respect of Management Board compensation. In this function, it reviews the compensation policy for the Management Board members at regular intervals and ensures compliance with the relevant provisions of the Corporate Governance Code.

At Wolford, the Presidium, supplemented by the Works Council representative Anton Mathis, serves as the **Personnel and Nomination Committee**. This body is responsible for preparing all appointments to the Management and Supervisory Boards. Prior to the appointment of persons to these corporate bodies, the Personnel and Nomination Committee constructs a requirements profile and prepares resolutions for the Supervisory Board or AGM

based on a predefined selection process and succession planning. The Personnel and Nomination Committee is also responsible for taking decisions concerning personnel-related matters at the company to the extent that transactions requiring approval pursuant to § 95 (5) of the Austrian Stock Corporation Act (AktG) are involved or that such decisions are required by the articles of association or the Supervisory Board. It is to address these matters that the Works Council has a representative on the Committee. The Personnel and Nomination Committee held three meetings in the past financial year.

The **Audit Committee** deals with the audit of the Group's annual financial statements and supervises financial reporting. It also monitors the effectiveness of the internal control, internal audit, and risk management systems and reviews the independence of the auditor. In the 2018/19 financial year, the Audit Committee comprised Thomas Dressendörfer (Chairman), Yun Cheng, and Christian Medwed (until the 31st AGM: Thomas Dressendörfer [Chairman], Claudia Beermann, and Christian Medwed). The Audit Committee met twice in the 2018/19 financial year and primarily dealt with the following issues:

- The auditor's report on the audit of the annual financial statements for the 2017/18 financial year
- The preparation of a recommendation to the Supervisory Board for the selection of the (group) auditor for the 2018/19 financial year
- The company's performance through to the end of the 2018 calendar year
- The report by the Management Board on risk management at the Group

The **Strategy and Marketing Committee** comprised the following members in the 2018/19 financial year: Dr. Junyang Shao (Chairwoman), Birgit Wilhelm, and Anton Mathis. This committee held two meetings in the 2018/19 financial year and mainly dealt with marketing strategy and marketing organization.

Responsibilities and Working Methods of the Management and Supervisory Boards

The Management Board is responsible for conducting the company's business in compliance with the relevant laws, the articles of association of Woldorf AG, and the applicable rules of procedure. It manages the business to the benefit of the company, and in keeping with the interests of all shareholders, employees and the general public. The rules of procedure for the Management Board, which are issued by the Supervisory Board, regulate working procedures and responsibilities. Irrespective of the allocation of specific responsibilities, the Management Board bears joint responsibility for managing the company. Issues of fundamental importance must be approved by the full Management Board. In addition, the rules of procedure for the Management Board include a catalogue of measures that require the approval of the Supervisory Board.

There is a continuous flow of information among the members of the Management Board. This takes place formally in at least two monthly Management Board meetings.

At regular meetings (at least once per quarter), the Management Board provides the Supervisory Board with timely and comprehensive information on all issues that are relevant to the company's

economic and strategic development, including the risk situation and risk management at the company and major subsidiaries. Urgent information is communicated to the Supervisory Board Chairwoman immediately by the Management Board. Additional meetings are scheduled to deal with important issues such as the discussion of the company's strategy. The Management Board reports at least once a year to the Supervisory Board on the precautionary measures taken to combat corruption at the company. The Supervisory Board is thus furnished with all the information it requires to perform its advisory and supervisory functions. Consistent with the Corporate Governance Code, the Management and Supervisory Boards also hold regular discussions on the company's performance and strategic alignment outside the framework of Supervisory Board meetings.

The Supervisory Board performs its duties in accordance with legal requirements, the articles of association, and its rules of procedure. The Supervisory Board is responsible for decisions on issues of fundamental importance to the company and its strategic alignment. It establishes qualified committees appropriate for specific circumstances at the company and determines the number of members for

each. These committees are designed to increase the efficiency of the Supervisory Board's work and improve the resolution of complex issues. However, issues delegated to individual committees may still be handled by the full Supervisory Board. Each committee chairperson regularly reports to the full Supervisory Board on the work of his or her committee.

Employee participation on the Supervisory Board and its committees is a legally regulated aspect of the Austrian Corporate Governance system. Consistent with the Austrian Labor Constitution Act, employees are entitled to delegate one representative to the Supervisory Board and its committees for every two Supervisory Board members (shareholder representatives) elected by the AGM. Employee representatives exercise this function on an honorary basis and can be recalled by the Staff Council at any time. None of the Supervisory Board members has business or personal relationships with the company or the Management Board that could provide grounds for a material conflict of interest and therefore influence the behavior of the respective Supervisory Board member.

All members of the Woldorf AG Supervisory Board are considered independent according to the

criteria defined by the Austrian Corporate Governance Code. Statements to this effect were submitted by all Supervisory Board members. In determining the criteria used to assess the independence of its members, the Supervisory Board is guided by the independence guidelines set out in the Corporate Governance Code (Annex 1). In accordance with § 95 of the Austrian Stock Corporation Act, the Supervisory Board's main

responsibility is to supervise the work of the Management Board. The Supervisory Board members appointed met and meet this responsibility in full. The company has a free float component of less than 20%. Wolford AG has not granted any loans to members of the Supervisory or Management Boards.

Wolford AG evaluates compliance with the provisions of the

code each year based on a questionnaire developed by the Austrian Working Group for Corporate Governance. Based on the results of this evaluation, the deviations from the C-Rules are explained below.

Deviations from C-Rules Corporate Governance Code

C-Rule	Description
18, Question 1	The internal audit department is not (no longer) established as a Management Board staff office. In the course of restructuring the company, the agendas pursued by the internal audit department were allocated to other company departments. This is intended to enhance their integration within company structures and thus seize associated opportunities to continually and sustainably improve internal company processes. Internal audit tasks thus continue to be performed without restriction. Outsourcing these tasks to a stand-alone department would merely create unnecessary additional expenses. This decision was jointly taken by the Management and Supervisory Boards.
36, Question 3	The Supervisory Board forewent performing any self-evaluation in the past 2018/19 financial year. This was because the period in which its members, most of whom newly elected, had worked together was still too short for any self-evaluation to be effective.
43, Question 5	The principles underlying the compensation system are presented in great detail in the Compensation Report within the Corporate Governance Report. Additional reporting to the Annual General Meeting would therefore be superfluous. Potential questions about these principles at the Annual General Meeting are answered immediately. This decision was taken by the Supervisory Board.

62, Question 1

The company's compliance with the C-Rules of the code has not been evaluated by any external institution in the past three years. However, an annual review is carried out by the company departments entrusted with internal audit topics. A separate review by an external institution would not produce any different results and would only cause avoidable costs. The decision in favor of exclusively performing an internal audit of compliance with the C-Rules was taken by the Management Board following agreement with the Supervisory Board.

81a, Question 1

The (group) auditor was only invited to one of the two meetings held by the Audit Committee, since only this meeting dealt with topics relevant to the financial statements. This decision was taken by the Supervisory Board.

83, Question 1

The audit assignment did not include an evaluation of the effectiveness of the risk management system. The Supervisory Board took this decision in agreement with the Management Board. However, the auditor issued a management letter that reports on select aspects of the internal control system in respect of the financial reporting process. This letter was presented to the Chairwoman of the Supervisory Board and discussed in detail at a Supervisory Board meeting. The Audit Committee also held two meetings during the past financial year in which it addressed the findings of the company's risk management activities. In addition, there is a direct reporting line from the employees responsible for internal audit to the Chairman of the Supervisory Board Audit Committee. Overall, the Supervisory Board is thus able to form its own impression of the effectiveness of the risk management system.

Compensation Report

The Compensation Report summarizes the principles used to determine the compensation paid to the Management Board of Wolford AG and sets out the amount and structure of this compensation. It also describes the underlying principles and amount of Supervisory Board compensation. The Supervisory Board has assigned responsibility for determining the compensation of Wolford's Management Board to the Presidium, which also acts as the Compensation Committee.

Consistent with the requirements of the Austrian Stock Corporation Act, members of the Management Board are appointed for specific terms in office. The employment contracts with individual members of Wolford's Management Board – which set out the level and structure of compensation – have been concluded for these periods. The goal of the compensation system is to provide Management Board members with compensation that stands up to comparison with national and international practice

and adequately reflects the scope of their functions and responsibilities.

The Management Board compensation system comprises fixed and variable components. The fixed component reflects the respective area of responsibility of each Management Board member and, in line with standard practice in Austria, is retrospectively disbursed in the form of 14 monthly installments. The variable component is based on the company's

performance and on that of the individual Management Board member. It is linked in particular to the achievement of quantitative targets and sustainable, long-term and strategic goals, and at the same time take into account non-financial criteria. The total amount of compensation is appropriate to the duties and responsibilities of the individual Management Board members, as well as to the position of the company and compensation customary to the sector in which it operates.

The variable share of Management Board compensation is based on various criteria, including specifically

- the achievement of an EBITDA target,
- the achievement of a specific amount of earnings after taxes,
- non-financial criteria.

The variable compensation for the Management Board members Axel Dreher and Brigitte Kurz is capped at 118% of their respective fixed compensation.

Upon the termination of a Management Board contract, the respective member is entitled to severance pay with analogous application of the requirements of the Austrian Salaried Employees Act. There are no pension fund agreements or defined benefit commitments for active Management

Board members at Wolford AG. Expenses of € 0.10 million were recognized in the 2018/19 financial year for former Management Board members (2017/18: € 0.20 million). Members of the Management Board may only take on additional duties outside the company with the approval of the Supervisory Board. This ensures that neither the time involved nor the compensation received lead to any conflict of interest with the individual's responsibilities on behalf of the company.

The AGM determines the compensation paid to elected Supervisory Board members as well as meeting allowances. The 27th AGM approved a new compensation structure for the Supervisory Board that took effect from the 2014/15 financial year and applies until further notice:

Compensation for the function assumed and for preparing and attending four regular Supervisory Board meetings each financial year: Chair(wo)man: € 50,000; Deputy Chair(wo)man: € 35,000; members: € 25,000.

Committee members receive the following additional compensation:

- Audit Committee with two regular meetings per financial year: Chair(wo)man: € 5,500 and members € 5,000 each

- Strategy and Marketing Committee with two regular meetings per financial year: Chair(wo)man: € 5,500 and members € 5,000 each
- Unscheduled meetings are compensated with € 4,000 per member and meeting.

The compensation for the year under report totaled € 0.18 million (2017/18: € 0.19 million) and was structured as is described in the table on Page 37.

No pension commitments have been made to Supervisory Board members at Wolford AG. Wolford AG has concluded directors and officers (D&O) insurance with coverage of € 25 million for the members of the Supervisory and Management Boards, key employees, and the managing directors of subsidiaries. The company covers the cost of this insurance. Purchases and sales of treasury stock by members of the Management and Supervisory Boards and closely related individuals ("directors' dealings") are made public in accordance with Article 19 of the Market Abuse Regulation and are published in the "Investor Relations" section of the Wolford AG website pursuant to the Austrian Corporate Governance Code.

Management Board compensation in €	2018/19 Fixed	2018/19 Variable*	2018/19 Total	2017/18 Total
Axel Dreher	430,000	0	430,000	525,000
Brigitte Kurz	298,000	0	298,000	283,500
Ashish Sensarma (until July 31, 2017)	0	0	0	162,500
Total	728,000	0	728,000	971,000

* The variable compensation will be measured in the course of the 2019/20 financial year. The Management Board intends to defer payment of the variable compensation to the 2020/21 financial year.

Supervisory Board compensation in €	2018/19	2017/18
Dr. Junyang Shao, Chairwoman (5 Supervisory Board meetings ¹ , 3 Personnel Committee meetings ² , and 2 Strategy and Marketing Committee meetings)	63,500	0.00
Thomas Dressendörfer, Deputy Chairman (5 Supervisory Board meetings ¹ , 3 Personnel Committee meetings, 2 Audit Committee meetings)	48,500	0.00
Claudia Beermann (prorated compensation from May to September: 2 Supervisory Board meetings, 1 Audit Committee meeting)	15,000	60,754
Yun Cheng (prorated compensation from September to April: 3 Supervisory Board meetings ³ and 1 Audit Committee meeting)	19,000	0.00
Birgit G. Wilhelm (5 Supervisory Board meetings ¹ and 2 Strategy and Marketing Committee meetings)	34,000	34,000
Antonella Mei-Pochtler (retired as of the 2018/19 financial year)	0.00	21,668
Thomas Tschol (retired as of the 2018/19 financial year)	0.00	34,086
Lothar Reiff (retired as of the 2018/19 financial year)	0.00	34,500
Total	180,000	185,008

1 Four regular meetings and one unscheduled meeting.

2 Two Personnel Committee meetings were held on days on which other Supervisory Board meetings also took place. In view of this, no separate compensation was paid for these Personnel Committee meetings (unscheduled meetings).

3 Attendance at an unscheduled meeting of the Supervisory Board.

Diversity Concept and Measures to Promote Women

Mutual respect, diversity, and inclusivity are integral and indispensable components of the corporate culture at Wolford AG and are accounted for when identifying candidates for all functions at the company. With regard to the candidates proposed to the Annual General Meeting for election to the Supervisory Board and the nomination of Management Board members, the company pays due attention to achieving a balance in terms of specialist skills and diversity. After all, this can play a key role in ensuring the professionalism and effectiveness of the activities of the Supervisory and Management Boards. Alongside specialist and personal qualifications, the company also takes due account of aspects such as the age, background, gender, professional training, and previous experience of potential candidates.

At the end of the 2018/19 financial year, the Supervisory Board of Wolford AG comprised four members, of which three were women. Three Supervisory Board members are of non-Austrian nationality.

As of the balance sheet date, the Supervisory Board members were aged between 38 and 61. In terms of their professional skills, they covered areas including

business administration, finance, production and process management, and law. Furthermore, they can contribute experience gained in a variety of industries, including fashion and real estate, as well as in corporate strategy.

The Management Board of Wolford AG comprised one male member (aged 54) and one female member (aged 45) at the end of the 2018/19 financial year. One member, namely the CEO, has non-Austrian roots. The Management Board members together have business administration and production expertise, as well as long-standing management experience gained both within the Group and at competitors as well as in other industries.

Unlike at many other listed companies, three out of four of the Supervisory Board members elected by the AGM at Wolford AG in the 2018/19 financial year were women. This corresponds to a female quota of 75%. Since August 2017, the Management Board of Wolford AG has been 50% female. Women made up around 40% of the extended management team in the 2018/19 financial year. The company nevertheless does not have any specific plan for the promotion of women on the Management Board, Supervisory Board, or in other key

functions at the company and its subsidiaries. The best possible candidates are selected for available positions, irrespective of their gender, age, religion, or ethnic origin. Many of the leading positions at Wolford AG and its subsidiaries are held by women. Attractive part-time models are offered to mothers returning from maternity leave, thus helping them to meet both their family and professional commitments. The Wolford Group focuses on its own retail locations, and its product line chiefly targets female customers. These factors are reflected in its workforce, in which women make up more than 80% of employees.

Events After the Balance Sheet Date

In June 2019, Wolford AG reached an agreement with its financing banks to extend its credit lines – which were originally due to mature on June 30, 2019 – through to June 30,

2021. For this period, the company will continue to pay interest, but the banks will forego the principal repayments agreed for the former financing facilities. Furthermore, Fosun Fashion

Investment Holdings (HK) Limited has granted a shareholder's loan of € 10,000,000 to the company. This too has a term extending through to June 30, 2021.

Supervisory Board Report

Wolford AG is reporting on a year that was both eventful and challenging, and one in which the Supervisory Board closely accompanied developments at the company. In the year under report, the Supervisory Board held five meetings together with the

Management Board. At these, it held in-depth discussions about all major events, the company's business situation, the implementation of its restructuring program, and the measures taken to increase revenues. At all of these meetings and in its regular

reporting, the Management Board provided the Supervisory Board with detailed information about the business and financial situation of the Group and its investments, as well as additional information about special developments.