



Because we CARE

Sustainability Report 2025

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THE COMPANY

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THE MISSION

Born to empower. We are always on the side of women. For us, the status quo is always a challenge - but everything we do must be in the interests of climate, society and the company. Based on our core values, we continually strive for greater sustainability by promoting strategic initiatives and driving technological innovation. We take this responsibility seriously. Day by day.

Dear readers,

Sustainability at Wolford is far more than a strategic objective – it is a fundamental part of our corporate responsibility and deeply embedded in our daily actions. In a world facing significant environmental and social challenges, we see it as our duty to actively contribute to positive change. We are pleased to present the Wolford AG Sustainability Report for the year 2025.

Over the past financial year, we made meaningful progress on our journey toward greater sustainability. Our efforts have focused on reducing our environmental impact, ensuring the responsible sourcing of materials, and continuously enhancing our production processes.

At the same time, we recognize that sustainable business practices extend well beyond environmental considerations. Promoting fair working conditions, upholding the highest social standards, and valuing our employees across the entire value chain remain central to our approach.

A key milestone in this context was the successful achievement of OEKO-TEX® STeP certification for both of our production sites, reflecting our commitment to responsible manufacturing practices. Building on this, we are now working toward obtaining the OEKO-TEX® Standard 100 certification for our products, with the goal of labeling the majority of our portfolio with the trusted OEKO-TEX® MADE IN GREEN label.

Transparency is the foundation of our actions. With this sustainability report, we aim to provide clear and comprehensive insight into our progress, objectives, and challenges. We view sustainability as a continuous journey and remain committed to further improving our measures and unlocking new potential.

We would like to express our sincere thanks to our employees, partners, and stakeholders for their ongoing support and collaboration. Together, we can drive sustainable transformation and create long-term value for both society and the environment.

We are convinced that responsible conduct is essential to Wolford's future success and remain dedicated to firmly embedding sustainability within our corporate strategy.

Yours sincerely,

The Management Board
Wolford AG

General Information About This Report

This report is the consolidated non- fiscal report (Sustainability Report) for the 2025 fiscal year (January 2025 through December 2025) for the Wolford Group (in accordance with Section 267a UGB) and for Wolford AG (in accordance with Section 243b UGB). The first non-fiscal report was published within the fiscal year 2017/18.

The 2025 financial year covers the period from 1 January 2025 to 31 December 2025. The financial report of Wolford AG covers the 2025 financial year (1 January to 31 December). The report will be published on 28 April 2026. (2-3)

The statements in the report refer 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 based on 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 because the energy consumption and potential for emissions that are harmful to the climate are comparatively low there, which is why they are not considered in external reporting. The indicators disclosed for these topics therefore refer exclusively to the manufacturing sites. (2-2)

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

The Wolford AG Sustainability Report was compiled based on the international Global Reporting Initiative (GRI) standards. Wolford is reporting in accordance with the GRI Standards for the period January 1, 2025, through December 31, 2025. You will find a detailed GRI index in the Annex (page 41) 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.

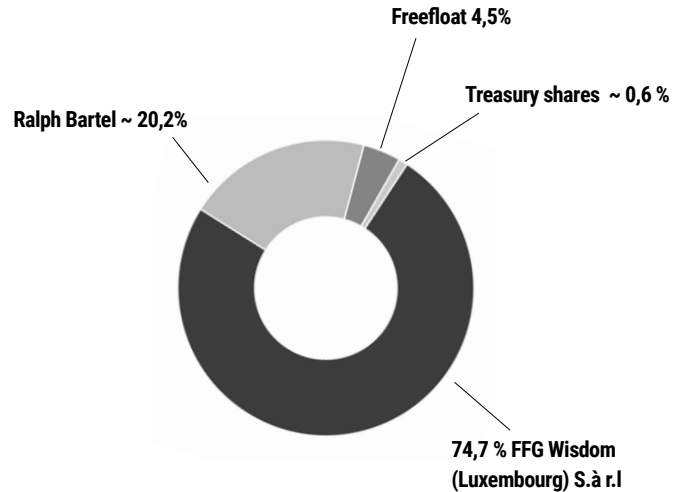
In compliance with the highest environmental standards, Wolford designs and manufactures its products at two sites in Austria and Slovenia. The brand is part of the global luxury fashion conglomerate Lanvin Group, which was founded by Wolford's Chinese majority shareholder Fosun.

Wolford is represented in 41 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 2025, the company had 132 monobrand points of sale, of which 94 were in Europe, 14 were in North America and 24 were in Asia. 43 of these stores are operated by business partners. (2-1, 2-3)

Added to this are our own online boutiques in 26 countries and 8 travel retail sites, for example, at airports. Wolford also distributes its products via approximately 1,068 wholesale partners, such as department stores and specialist retail stores. (2-3, 2-6)

In the 2025 financial year, Wolford achieved sales of € 75,586T and operating loss (EBIT) of € –40,164T. The balance sheet total amounted to € 87,135T and equity equaled € – 114,634T. 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)

OWNERSHIP STRUCTURE OF THE WOLFORD SHARE, in percent



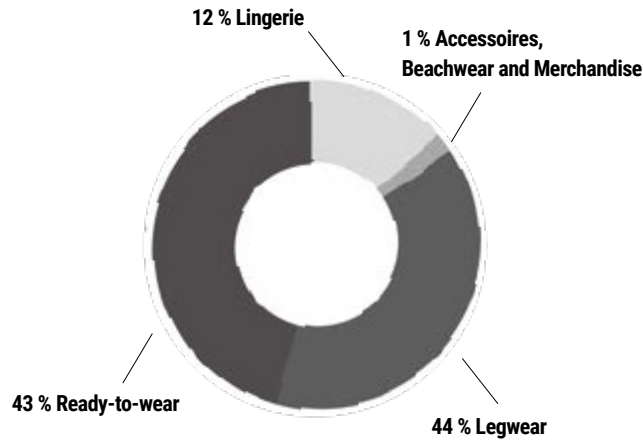
As of March 31st, 2026

As of March 31, 2026 Fosun Fashion Group Wisdom (Luxembourg) S.à r.l. is the majority shareholder holding around 74,7% of the shares in Wolford. The private investor Ralph Bartel holds 20,2% of the bearer shares. Wolford AG owns almost 0,6% of the shares as treasury shares. The remaining shares are in free float (2-1, 2-6). In total, the Wolford Group employed 642 people (FTE) at the end of the fiscal year, including 167 employees (FTE) at the corporate headquarters in Bregenz. Seven people also work for Wolford as freelancers. An overview of the Wolford Group is shown in the Service chapter of the 2025 Annual Report. (2-2, 2-6, 2-7, 2-8, 2-30)

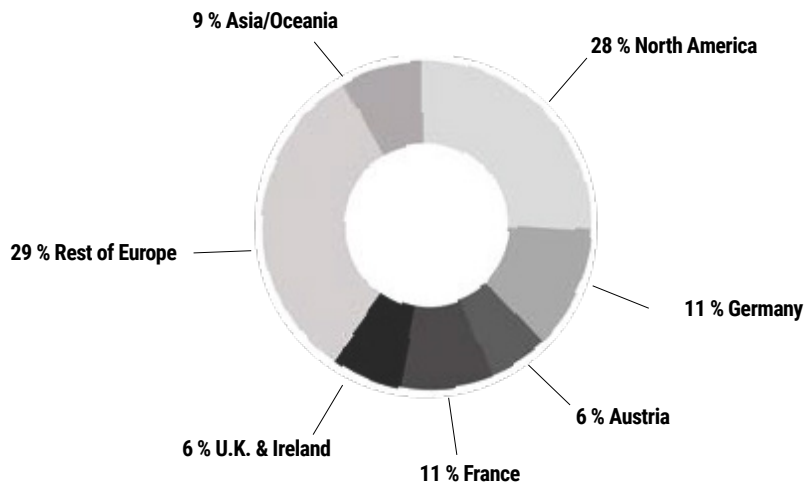
	Male employees		Female employees		TOTAL
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	
Wolford Slovenia	11	1	138	10	160
Subsidiaries (sales)	26	2	198	117	343
Wolford AG (Bregenz)	86	7	58	58	209
Total*	123	10	394	185	712

* Head count as of December 31, 2025(2-7)

SALES BY PRODUCT CATEGORY, in percent

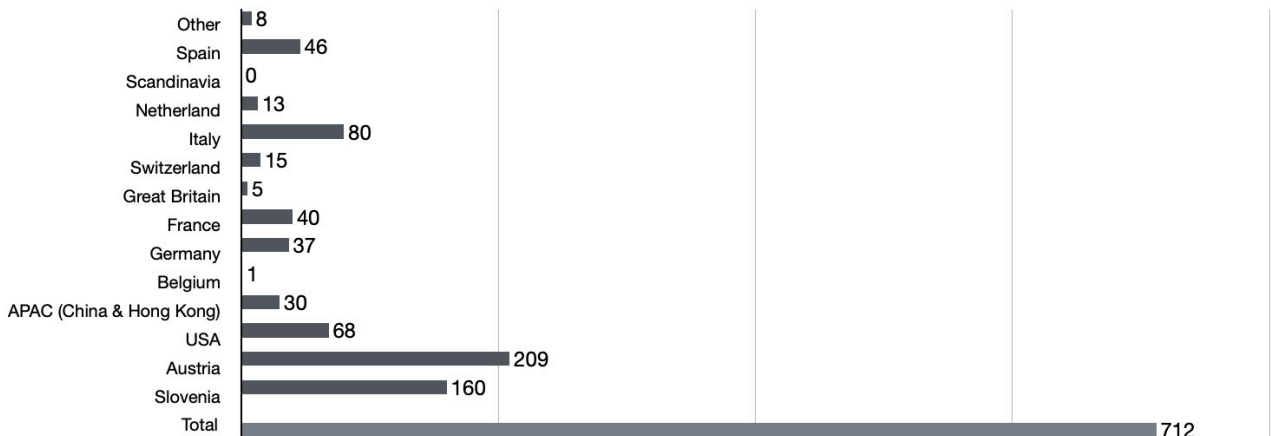


SALES BY MARKET, in percent



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

EMPLOYEES FOR REGION



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 2025, the company had 132 monobrand points of sale, of which 94 were in Europe, 14 were in North America and 24 were in Asia. 43 of these stores are operated by business partners.



WORLDWIDE MONOBRAND POINTS OF SALE

132

(as of December 31, 2025)

Of which own sites:

53 boutiques

4 shop-in-shops

32 factory outlets

Of which sites run by partners:

43 boutiques

Approx. **1.068** other distributions

NORTH AMERICA

14

Of which own sites:

12 boutiques

1 factory outlets

Of which sites run by partners:

1 boutiques



EUROPE

94¹

Of which own sites:

35 boutiques

31 shop-in-shops

2 factory outlets

Of which sites are run by partners:

26 boutiques

¹ Excluding Russia and Ukraine

ASIA

24²

Of which own sites:

6 boutiques

1 shop-in-shops

1 factory outlets

Of which sites are run by partners:

16 boutiques

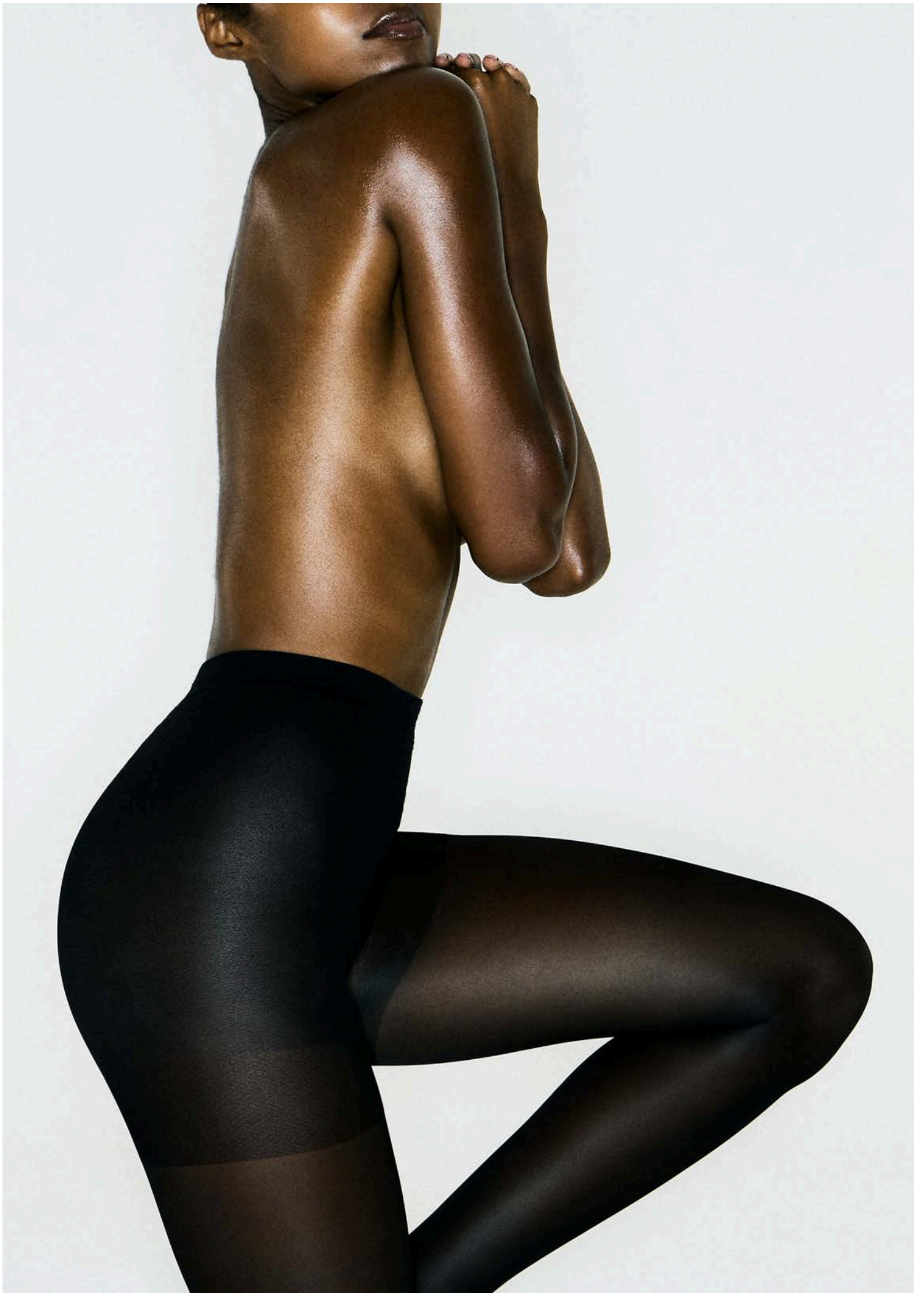
² Excluding Russia



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THE SUSTAINABILITY

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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 its activities.

THE BUSINESS MODEL

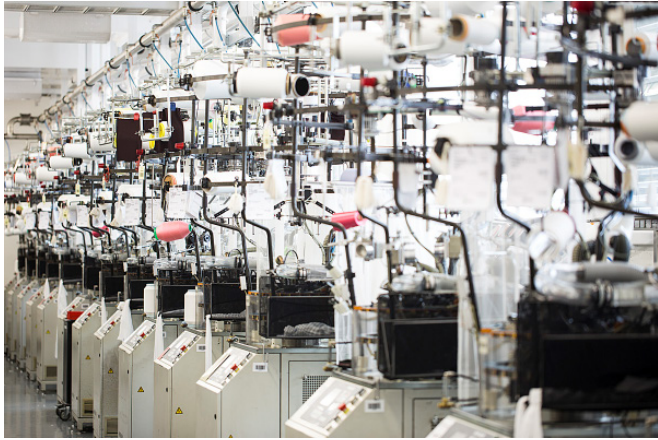
The Wolford Group business model, and therefore its USP, is based on covering most of the value chain – from design and development to parts of the manufacturing process to global omnichannel distribution, including its own boutiques. This makes the company highly independent and enables it to respond 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 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 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



The finished products are stored in three central warehouses: in the central warehouse, which was relocated to the greater Munich area in 2024. The logistics company pursues sustainable goals, e.g. all logistics locations are operated with 100% green electricity and various measures are implemented to increase energy efficiency and reduce greenhouse gas emissions. There are two other warehouses, one in the USA and one in China. The warehouse in the USA supplies the American market in the online business, while the warehouse in China handles distribution in the Chinese region.



Knitting machines 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 meet our products. They range from extensive work-place 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.

OEKO-TEX®: HOW TRACEABILITY LEADS TO TRANSPARENCY AND LONG-TERM TRUST



in 2025 Wolford gained the well-known certification STeP by OEKO-TEX® for both production sites in Bregenz/Austria and Murska Sobota/Slovenia. OEKO-TEX® STeP (Sustainable Textile & Leather Production) is a modular certification system for manufacturers, offering major advantages by verifying environmentally friendly processes, safe working conditions, and socially responsible labor practices. It improves production efficiency, aids in identifying improvement areas, enables chemical management compliance, and acts as a prerequisite for the MADE IN GREEN label. For spring 2026 we have planned to certify most of our products with the OEKO-TEX® Standard 100 and afterwards the labelling as "Made in Green".

OEKO-TEX® Standard 100 offers critical advantages by certifying that textiles are free from harmful substances, ensuring consumer safety (especially for sensitive skin) and boosting trust. It provides independent testing against strict, updated, global standards, enhancing brand credibility and simplifying supply chain management for manufacturers.

OEKO-TEX® stands for

- Environmentally friendly production
- Product and consumer safety
- Social responsibility
- Traceability & transparent supply chains

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 fiscal 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 was 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 OEKO-TEX® certification 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)

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 stake- holders of the company. Wolford has been committed to the principles of the Code since 2002/ 03 financial year (see Corporate Governance Report in the 2025 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. 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, 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 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 2025 fiscal year because 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 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

Wolford places great importance on ensuring that personal data is processed responsibly and in compliance with applicable law, in particular the General Data Protection Regulation (GDPR), and supports its compliance processes through the use of dedicated 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 processes 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 Intranet. There were no data privacy violations in the fiscal year 2025. (3-3)

WOLFORD'S MANAGEMENT

Ralf Polito

Ralf Polito (born 1975), has been a member of the Management Board since April 17, 2023. He was initially appointed for a term ending June 30, 2025. This mandate was first extended until 31 December, 2025 and, in December 2025, further extended through the end of 2026. Ralf Polito does not hold any Supervisory Board or comparable functions outside Wolford AG. Responsible for Supply Chain & Production, Legal & Compliance, Investor Relations, and the Project Management Office and Sustainability, Ralf Polito is a seasoned textile industry executive with 20 years' experience in finance and operations management. He first came into contact with fashion at Hugo Boss before holding various global management positions at Triumph International in Switzerland and India and at ETERNA in Germany. In addition to a degree in International Business, Ralf Polito has an MBA in Project Management. He is also a Chamber of Industry and Commerce-certified IFRS accountant.

Marco Pozzo

Marco Pozzo (born 1970) has been a member of the Management Board since 7 July, 2025 and was appointed for a three-year term, which runs through July 7, 2028. With effect from March 1, 2026, Marco Pozzo was appointed CEO and Chairman of the Management Board. Marco Pozzo holds an Executive MBA from Kellogg School of Management (Chicago) and HKUST (Hong Kong), and has built an international career across the luxury, design, and consumer goods sectors spanning in the areas of Retail, Wholesale, Operations, Manufacturing, Marketing and E-Business. Before joining Wolford, Marco Pozzo held senior leadership positions, including as CEO of Alessi and Italian Creation Group FontanaArte and Triade.

Regis Rimbart

Regis Rimbart (born 1971), had been a member of the Management Board since May 6, 2024, and stepped down from the Board effective January 17, 2025.

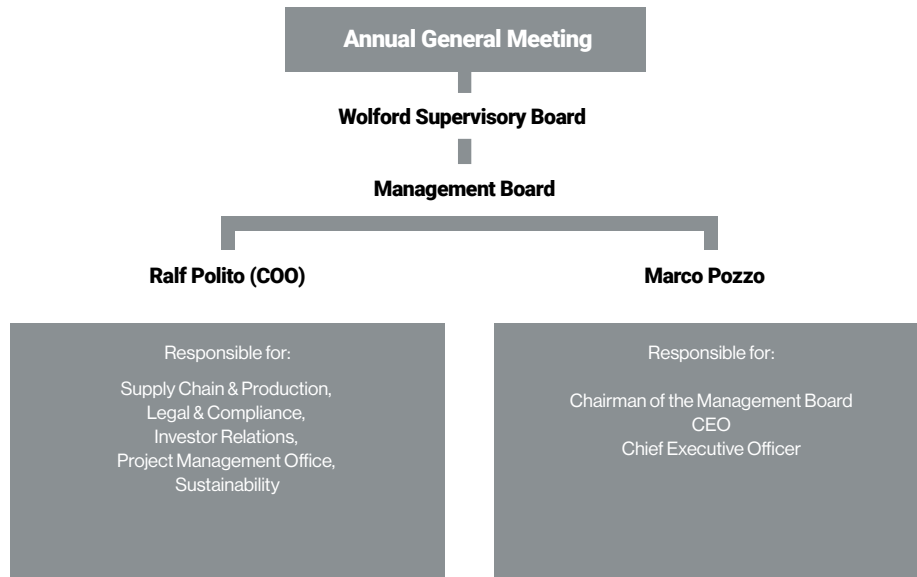
Domenico Giordano

Domenico Giordano (born 1971), was appointed as a member of the Management Board for a one-year term effective as of August 1, 2024, which concluded at the end of July 2025.

The Supervisory Board consisted of four members elected at the Annual General Meeting and two representatives delegated by the Works Council through the 2025 financial year.

As of 31 December 2025, the Supervisory Board and the Management Board of Wolford AG were composed exclusively of men. By contrast, the proportion of women in the total workforce (branches and head office) is 81%. For further topics relating to corporate governance, please refer to the Corporate Governance Report 2025 on the website at [\(2-9\)](https://company.wolford.com/en/investor-relations-2/corporate-governance).

The Management Board maintains a regular dialogue with the Supervisory Board on the topic of sustainability. The topics are defined on an ongoing basis. For further topics relating to corporate governance, please refer to the Corporate Governance Report 2025 on the website at [\(2-14\)](https://company.wolford.com/en/investor-relations-2/corporate-governance).



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. 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. Consequently, the safety precautions taken in this regard are quite extensive. (3-3)



Key Sustainability Topics and Stakeholders Involved

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

an internal analysis of the impact 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.

APPRAISAL

Wolford succeeded in obtaining a comprehensive overview of relevant sustainability issues after carrying out a media analysis,

KEY SUSTAINABILITY TOPICS AND STAKEHOLDERS INVOLVED



INTERNAL MATERIALITY WORKSHOP

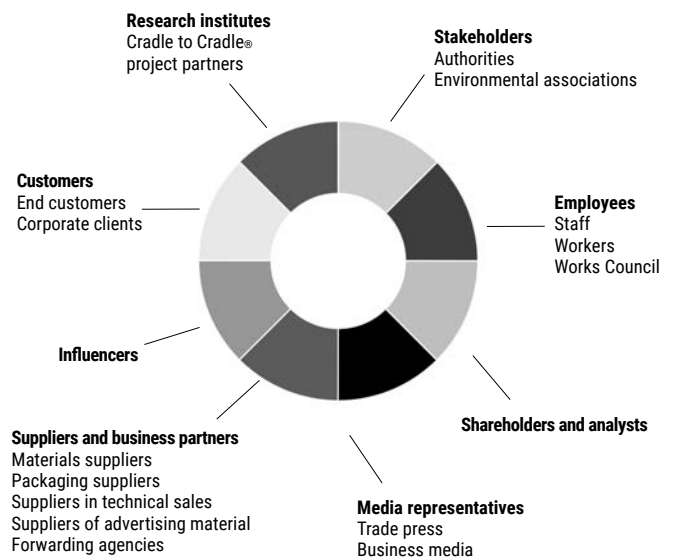
These issues were discussed by senior executives from all business areas (Product Development, Supply Chain, Human Resources, Investor Relations, and Technology) at a workshop, and potential indicators were also debated. (3-2)

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 2025 financial year. A revision of the materiality matrix is planned for the coming year. (2-29)

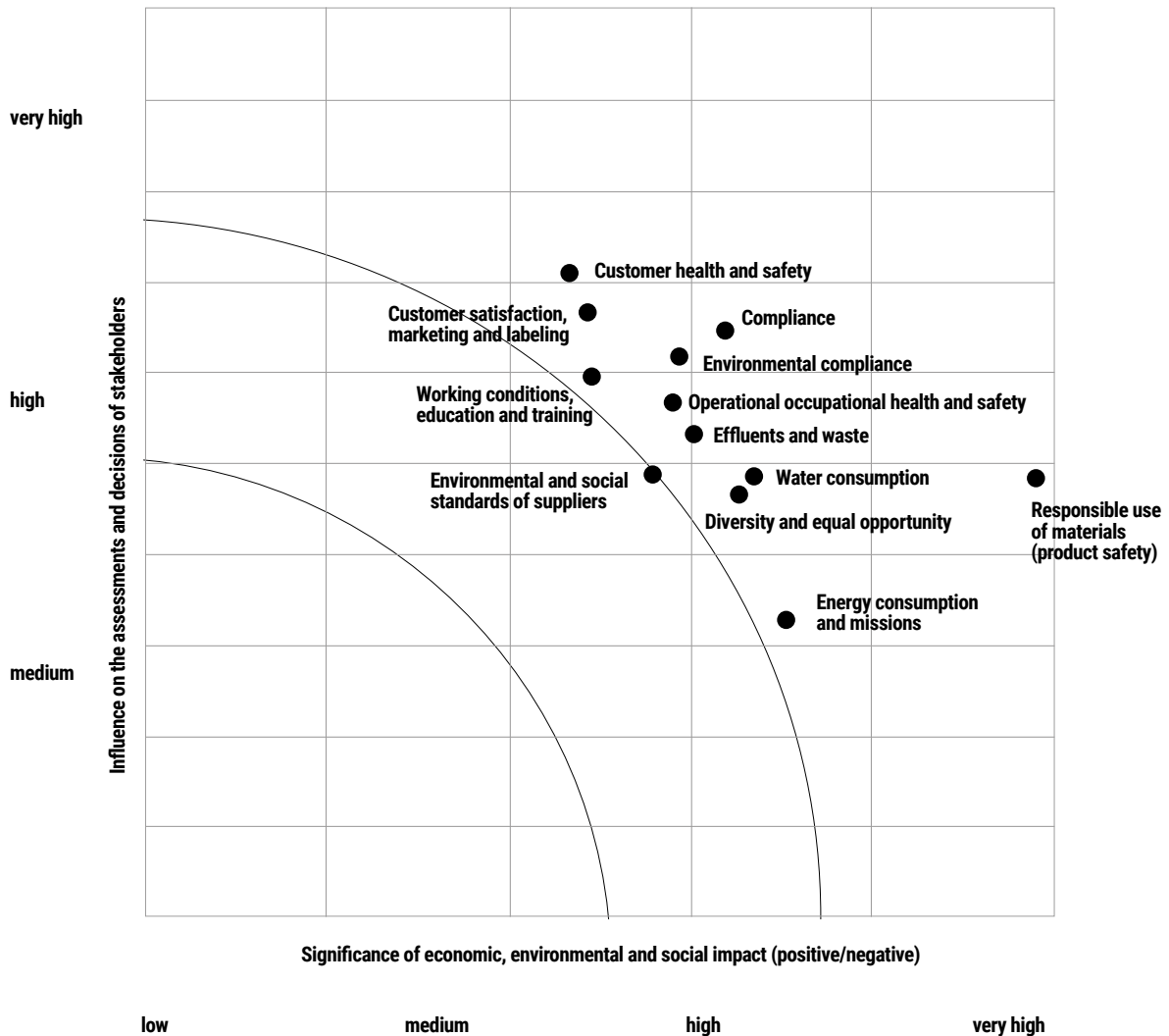
WOLFORD STAKEHOLDERS



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)





Conclusions on 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 themselves. 90 % of its suppliers are also based in Europe. All of Wolford's suppliers must fulfil 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 through our partnership with Hohenstein OEKO-TEX®. In 2025, we successfully obtained OEKO-TEX® STeP certification for both of our production sites.

We aim to label around 80% of our products with the OEKO-TEX® Made in Green label by May 2026. The OEKO-TEX® STeP certification of both our productions sites set the highest standards for both social and ecological aspects of textile and leather production. The modular certification system is a sign of responsibility towards employees and the environment and supports Wolford's move towards more sustainable production.

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 can 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. Our sustainability team is constantly undergoing further training to ensure it is well prepared for new challenges set

up and several employees took part in sustainability training 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.

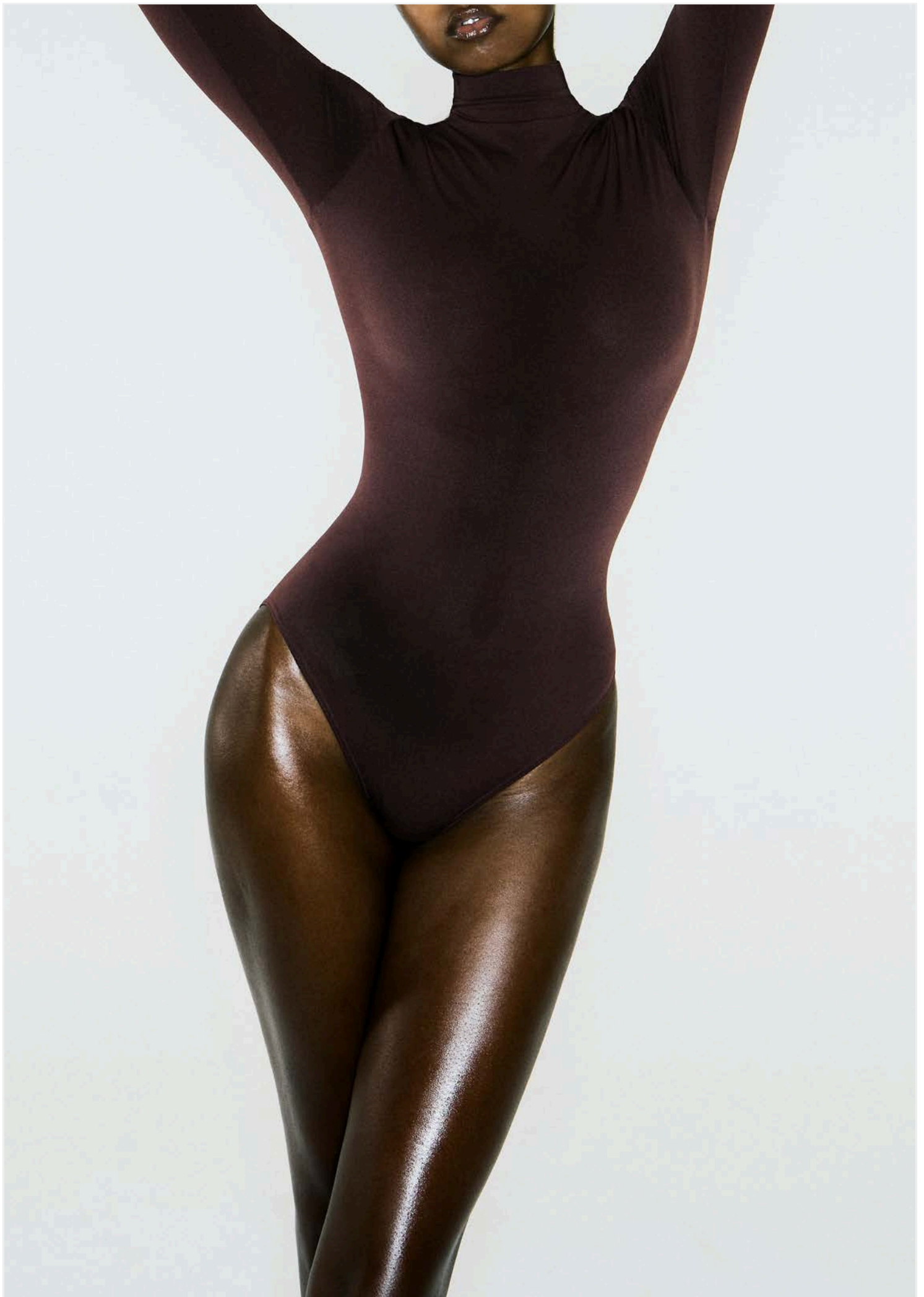


NEW REPORTING REQUIREMENTS

The Corporate Sustainability Reporting Directive (CSRD) will undergo significant changes for the 2025 reporting year (with reporting beginning in 2026), primarily aimed at simplification, reducing bureaucracy, and extending deadlines through the so-called "Omnibus Package." We are responding to these requirements and adjusting our reporting accordingly. In addition to fulfilling 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.

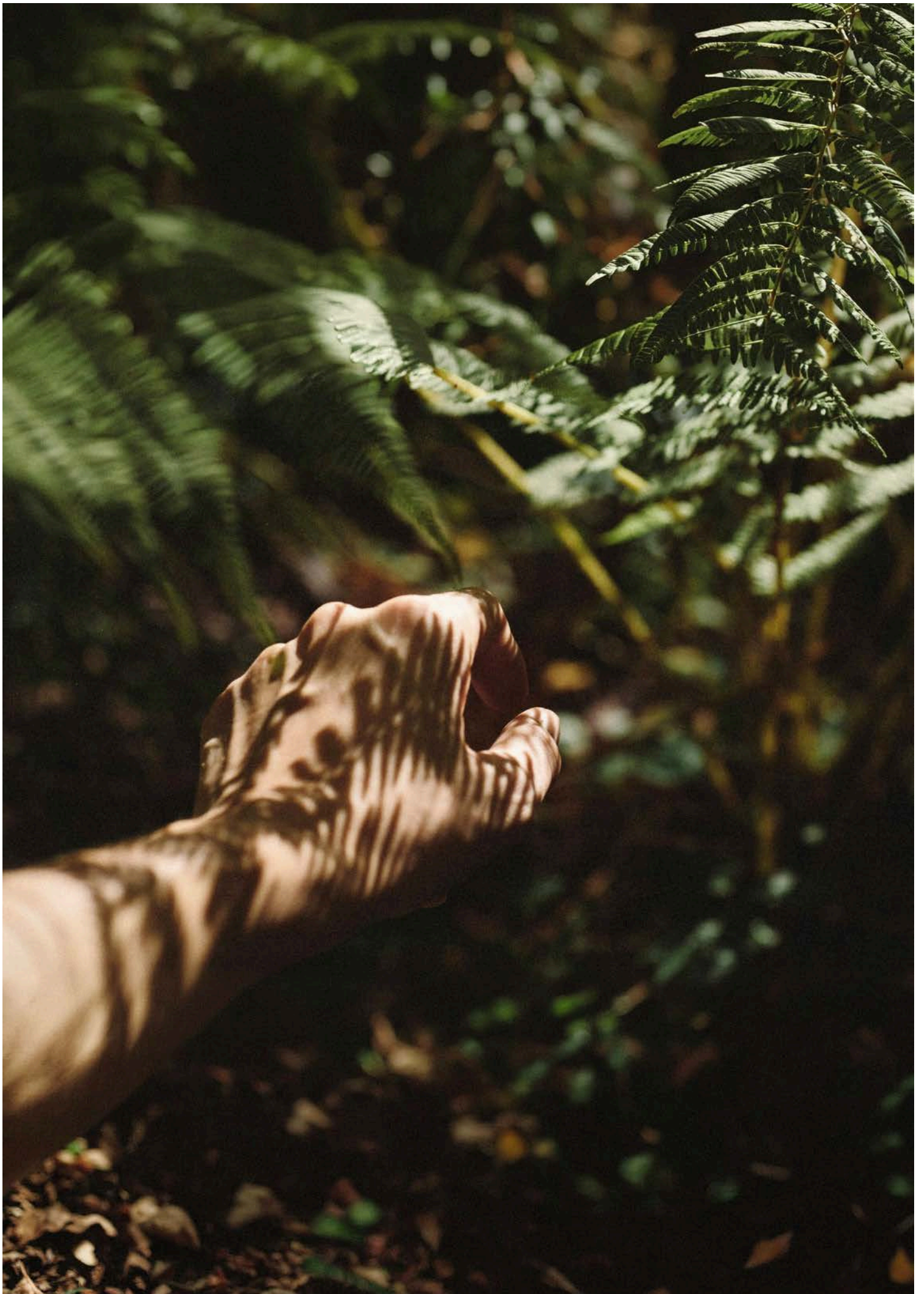
The Wolford strategy is based on a comprehensive approach that uses the company's innovative prowess to ensure more sustainable manufacturing practices. We are always in touch with the latest trends and combine the incomparable standard of Wolford design with the highest quality to bring to the market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



03

THE RESPONSIBILITY

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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 CO₂ emissions.

Both production facilities in Bregenz and Murska Sobota account for most of the energy consumed by Wolford. For this reason, they are subject to continuous monitoring and evaluation. (3-3)

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 annual consumption figures for 2024 were made available to Wolford by the landlord with the ancillary cost statement, in August 2025. As such, Wolford has corrected the figures for 2024 within this report. The figures for 2025 are again based

on estimated values based on the payments on account made to the landlord in the reporting year. To continue to make progress in 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.

	WOLFORD AG		GROUP	
ENERGY CONSUMPTION, in megajoules	2025	2024	2025	2024
Fuel consumption from non-renewable sources ¹	680,144	368,130	680,144	368,130
Fuel consumption from renewable sources	0	0	0	0
Electricity consumption	16,898,230	22,945,546	21,286,436	25,544,482
Steam consumption ²	30,860,573	22,502,104	30,860,573	22,502,104
Total energy consumption ^{3,4}	48,438,947	45,815,780	52,827,153	48,414,714

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 2025 are based on estimates (except for fuel consumption) based on payments on account to the landlord.
4. Figures for 2024 were corrected in July 2025 based on the figures from the real operating costs (reporting of the landlord) (302-1)

	WOLFORD AG		GROUP	
GREENHOUSE GAS EMISSIONS, in t CO ₂ e	2025	2024	2025	2024
Direct greenhouse gas (GHG) emissions, i.e. Scope ¹	1,282	1,749	1,282	1,749
Indirect greenhouse gas (GHG) emissions, i.e. Scope ²	0	0	609	167
Total greenhouse gas emissions ^{3,4}	1,282	1,749	1,891	1,916

- 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 "Co₂ equivalents" and stated as number of tons of Co₂ equivalents (t CO₂e).
- 3) Figures for 2025 are based on estimates (except for fuel consumption) based on payments on account to the landlord.
- 4) Figures for 2024 were corrected in July 2025 based on the figures from the real operating costs (reporting of the landlord) (305-1, 305-2)

CONCEPT AND IMPLEMENTATION

We have taken several long-term measures, such as switching over to LEDs in warehouses and manufacturing facilities, which have been implemented in some areas, for example in 2023, a complete conversion to LED was carried out in the dyeing plant. We work with an external energy consultant for this purpose. (302-4, 302-5, 305-5)

Considering 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 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 office 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 Bregenz 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.

In 2025, further areas were handed over to Blum, which led to a further reduction in energy consumption. The strategy of energy efficiency and avoiding emissions in production also includes the increased use of heat recovery methods. In the past, Wolford implemented targeted measures at the Bregenz site that have increased the proportion of usable waste heat from the air compressors. As a result, Wolford has not only reduced its energy costs, but also the emissions caused using fossil fuels.

Wolford also galvanizes its employees regarding the topic of “energy and the environment” so that they too can contribute to climate change mitigation. The sustainability team regularly provides information on sustainability topics and offers tips and suggestions for environmentally friendly behavior.

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.

For short distances, employees can hire bicycles with or without electric drive and e-scooters.

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 is planned.

Responsibilities and Reporting

At the Bregenz site, there is a responsible person who regularly liaises with the external energy consultant. In addition, he regularly reports progress and any deviations from targets to the Executive Board member with overall responsibility. (302-1, 302-5)

The sustainability team deals with all the issues and develops the sustainability strategy together with the Management Board. Expertise is continuously built up through various further training measures.

AVOIDING WASTEWATER AND WASTE

The issue of wastewater has been of central importance to Wolford for years, given that its production operations include dye works that use 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 border 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 can pump the wastewater from its dye works directly to the Bregenz wastewater treatment plant (ARA Bregenz).

WASTEWATER, in m ³	WOLFORD AG		GROUP	
	2025	2024	2025	2024
Other (industrial water, etc.)	698	477	3,407	2,453
Wastewater from dye works	128,882	68,765	128,882	68,765
Total wastewater^{1,2}	129,580	69,212	132,289	71,218

1. Figures for 2025 are based on estimates based on payments on account to the landlord. in Bregenz).

2. Figures for 2024 were corrected in July 2025 based on the figures from the real operating costs (reporting of the landlord) (303-1,303-2,303-5)

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 fulfils 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 companies. 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	
	2025	2024	2025	2024
Total weight of hazardous waste	1,91	2,08	1,91	2,08
Total weight of non-hazardous waste	107,13	98,02	183,36	156,32
Totalwaste 1	109,04	101,10	185,27	158,40

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). The concept was updated in 2025 (306-2)

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 regarding 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 only in Murska Sobota). Groundwater in Bregenz is derived from two wells (owned by Blum) and is chemically treated (softened) once again to fulfil 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.

	WOLFORD AG		GROUP	
	2025	2024	2025	2024
WATER WITHDRAWAL BY SOURCE, in m³				
Groundwater ¹	68,765	68,765	204,493	160,275
Municipal water supply ²	13,454	13,454	16,16	15,460
Total water consumption ^{2, 3}	82,19	82,219	220,656	175,735

1. Other sources of water than the ones indicated here are not used.
2. Figures for 2025 are based on estimates based on payments on account to the landlord.
3. Figures for 2024 were corrected in July 2025 based on the figures from the real operating costs (reporting of the landlord) (303-1; 303-4)

CONCEPT AND IMPLEMENTATION

Most of the water is used for dyeing and finishing in our own dye works. On average, Wolford requires approx. 300 m³ of softened process water per day. The quantities of water used, and the temperatures are specified by the authorities and must be reported annually to civil engineers and the authorities (district authorities). Wolford provides appropriate human and financial resources to monitor water utilization. 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 m³ 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 specific limit values. A solar energy system covering an area of 25 m² 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)

Responsibility to Our Employees

PROTECTING AND SUPPORTING EMPLOYEES

Wolford's employees are the company's most important resource. Protecting and promoting them is therefore a matter of course. The protection and promotion of employees is of fundamental importance to Wolford, as they are crucial to the long-term success of the company. The working conditions and qualifications of employees have a direct impact on development, production output and sales success.

A significant risk is not only the loss of key personnel, but also the challenge of attracting, recruiting and retaining well-trained and motivated employees. This challenge is exacerbated by the company's financial situation, staff reductions due to restructuring and cost pressure.

In Austria, we have implemented a professional outplacement program, including a handout and HR support in the preparation of application documents, to support employees affected by the reorganization.

Wolford operates in a dynamic and highly competitive environment in which the demands for flexibility, mobility and adaptability are evolving rapidly. To remain competitive, the company has refined its recruitment process to attract well-trained and adaptable employees in a highly competitive labor market.

To support our employees, we have introduced additional training initiatives for our retail teams. The focus here is on providing in-depth knowledge about our products and product quality in the form of 'learning nuggets'. Our aim is to offer customers a unique shopping experience. The training courses are conducted both online and in person.

We have also implemented an induction program for new employees, which includes practical training in our shops. This allows new employees to immerse themselves in the retail environment and experience the customer experience first-hand.

Wolford's success is based above all on the recognized quality of its products, which is closely linked to the working conditions in production and manufacturing at the two sites in Austria and Slovenia. In addition to safe workplaces, employee protection also includes observing rest periods, minimizing overtime and optimizing workplace design. In addition, there are targeted training and development programs aimed at keeping sickness rates and staff turnover low, strengthening the Wolford employer brand and attracting and retaining employees.

An important aspect of our concept is a time management system that monitors working hours and helps to avoid excessive overtime. The system alerts employees when they are working more than ten hours a day to ensure a healthy work-life balance. Wolford is also committed to fair remuneration, flexible working models and employee wellbeing. We continue to offer our employees in production breakfast and lunch catering.

To attract skilled labor, we invest in dual apprenticeship training. The HR department sets the framework for training and further education, while managers monitor its implementation. There is a dedicated trainer for each of the five Wolford apprentice programs. The training program also includes general training, organized excursions and job rotations where apprentices can gain experience in different departments. Since 2023, we have introduced regular feedback meetings with apprentices to discuss their training, gain an overview of the company and align mutual expectations.

Wolford ensures strict compliance with legal regulations, including the Working Hours and Maternity Protection Act, the Child and Youth Labor Protection Act and other workplace safety standards, such as the Employee Protection Act, the Workplace and Work Equipment Ordinance and the General Employee Protection Ordinance. These regulations cover various aspects, including protection against potentially explosive atmospheres (VEXAT) and protection against noise and vibrations.

Management of Material Topics

The quality of our working conditions is assessed through monthly reports on sickness-related absences and regular analyses of staff turnover. Wolford is constantly striving to improve working conditions and maintains an open dialogue with the works council. These issues are regularly discussed in management meetings and all suggestions for improvement are passed on to the company management.

At the Bregenz site, the fluctuation rate has been influenced primarily by the remodeling projects carried out in recent financial years. Staff turnover is naturally higher in retail than in the administrative departments. (404-1, 403-1)

NEW EMPLOYEES AND STAFF TURNOVER*	NEW EMPLOYEES		RATE OF EMPLOYEE TURNOVER	
	2025	2024	2025	2024
Wolford AG (Bregenz)	8	14	26%	32%
Wolford Slovenia	20	1	31%	10%
Subsidiaries (sales)	140	225	102%	113%
Total	168	240	65%	72%

* Head count as of December 31, 2025

FOCUS ON OCCUPATIONAL HEALTH AND SAFETY

There is always a risk of accidents at work in a production plant. To minimize this risk, Wolford has introduced comprehensive accident prevention systems at both production sites. New employees receive training on occupational safety, health protection, environmental protection and mobility when they join the production or administration departments. In addition, department-specific hazards are pointed out and regular evacuation drills are carried out to ensure preparedness.

In contrast, employees at the sales locations are exposed to a lower risk of accidents. In order to maintain the high safety standards, the internal safety expert visits the Austrian branches twice a year to assess and evaluate the safety measures. The Wolford Group strictly adheres to all applicable laws in the countries in which it operates and ensures that all necessary preventive measures are taken to protect and promote the health of its employees.

For decades, Wolford has attached great importance to safety in the workplace, as only healthy and motivated employees can guarantee the high-quality standard of Wolford products. Attention is paid to optimizing working conditions for pregnant employees.

If a workplace does not meet the necessary safety requirements for pregnancy, Wolford offers an alternative workplace as soon as the pregnancy becomes known. Pregnant employees are also informed about behavior in the workplace and safety measures to protect their unborn child.

Another major risk in the workplace is psychological stress, which can be caused by time pressure or increased performance requirements. Such stress not only increases the risk of accidents at work but can also lead to reduced productivity and a lower sense of well-being among employees. Wolford has introduced phased retirement schemes that enable a smooth transition into retirement and are beneficial for both employees and the company.

Wolford counters workplace risks with systematic occupational health and safety measures.

Every new workplace is subjected to a health and safety evaluation, which is repeated in the event of significant changes. Near misses are systematically reported, documented and used to re-evaluate health and safety measures. The company's safety management system also includes an annual workplace inspection.

In Bregenz, for example, regular checks are carried out to determine whether the heat in the molding department is still tolerable for employees and whether the ergonomic conditions in the administrative offices meet the requirements.

Wolford's occupational safety team consists of a trained specialist at the headquarters in Bregenz and Hard. Our safety team consists of an external safety specialist and eight safety officers, who are mainly employed in production. We also have 32 trained first aiders in all areas. In addition, we have a company doctor who carries out all necessary occupational medical examinations and monitors the preventive health measures.

Employees at the production sites receive ongoing training on potential accident hazards and all machines and systems are checked for safety.

Management of material topics

Wolford systematically collects and analyses accident statistics to evaluate the areas and circumstances in which occupational accidents occur. Based on this, targeted preventive measures are taken, such as special training programs to improve the handling of work equipment and to optimize work processes.

The managing director responsible for the commercial area ensures compliance with all legal and internal safety requirements. In addition, the internal occupational health and safety committee meets annually to discuss potential improvements and identify further optimization measures.

In Austria, compliance with legal regulations is monitored by the General Accident Insurance Institution (AUVA), the labor inspectorate (the regional authority responsible for monitoring employee protection regulations) and the local fire prevention authority. (403-1, 403-2, 403-3, 403-4, 403-5, 403-6)

KEY FIGURES FOR OCCUPATIONAL SAFETY	WOLFORD AG		GROUP*	
	2025	2024	2025	2024
Lost days*	6,7	32	6,7	32
Occupational disease rate	0	0	0	0
Work-related fatalities	0	0	0	0

* Lost days as of the time of the accident.
(403-4, 403-9)

DIVERSITY AND EQUAL OPPORTUNITIES

Diversity in Practice at Wolford

Wolford firmly believes that diverse teams are more innovative, resilient and effective, and ultimately achieve better results than homogeneous groups. Diversity within management and operational teams enhances the quality of decision-making by encouraging constructive dialogue, broadening perspectives and reducing the risk of blind spots or groupthink.

As an international company, Wolford particularly values diversity of cultural background, professional experience, age and gender. Teams composed of individuals with different experiences and viewpoints are better equipped to understand global markets, anticipate changing customer expectations and respond to complex business challenges. This diversity of thought strengthens problem-solving capabilities and fosters continuous improvement across the organization.

Equal opportunity is a fundamental principle of Wolford's corporate culture. The company is committed to providing a working environment in which all employees are treated fairly, can develop their potential and contribute their skills regardless of gender, nationality, age, ethnicity, disability, sexual orientation or any other personal characteristic. By promoting inclusion and merit-based development, Wolford enhances employee satisfaction, reinforces its employer brand and positions itself as an attractive workplace for top talent worldwide.

DIVERSITY IN LEADERSHIP*, in percent	NUMBER OF EMPLOYEES	WOMEN	AGED <30 YEARS	AGED 30–50YEARS	AGED >50 YEARS
Wolford AG (Bregenz)	9	33 %	0 %	33 %	67 %
Wolford Slovenia	1	0 %	0 %	0 %	0 %
Subsidiaries (sales)	228	45 %	0 %	90 %	10 %
Total	32	41 %	0 %	77 %	23 %

* Employees working as directors or heads of positions as of December 31, 2025 (head count).

The remuneration policy is described in Wolford AG's Corporate Governance Report 2025. (2-19, 2-20, 2-21)

DIVERSITY OF EMPLOYEES*, in percent	NUMBER OF EMPLOYEES	WOMEN	AGED <30 YEARS	AGED 30–50YEARS	AGED >50 YEARS
Wolford AG (Bregenz)	209	56 %	6 %	41 %	53 %
Wolford Slovenia	160	93 %	6 %	45 %	49 %
Subsidiaries (sales)	343	92 %	19 %	53 %	29 %
Total	712	81 %	13 %	48 %	39 %

* Head count as of December 31, 2025, excluding long-term leave.

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-knit products and some of its yardage 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 on 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. Most of the materials used are OEKO-TEX® Standard 100 certified ensuring human ecology. Most of the production is carried out in Europe and is therefore subject to strict regulations in labor, social and environmental law. (308-1; 308-2)

Most of the production (96 %) takes place at the company's own production facilities at Wolford AG in Bregenz and Wolford d.o.o. in Murska Sobota/Slovenia. Both sites are OEKO-TEX® STeP certified. Wolford Bregenz is also a Bluesign® system partner. The certificate sand are audited by both organizations. This ensures a very high standard of labor, social and environmental protection. The company also works with partners (outward processing). Two percent of the volume produced is finished at these partner sites, which are all located in Europe (Croatia and North Macedonia). A small part of the production volume (2%) is purchased in full from our trading partners.

Of these partners, two are in Europe, one o in Turkey and one 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.

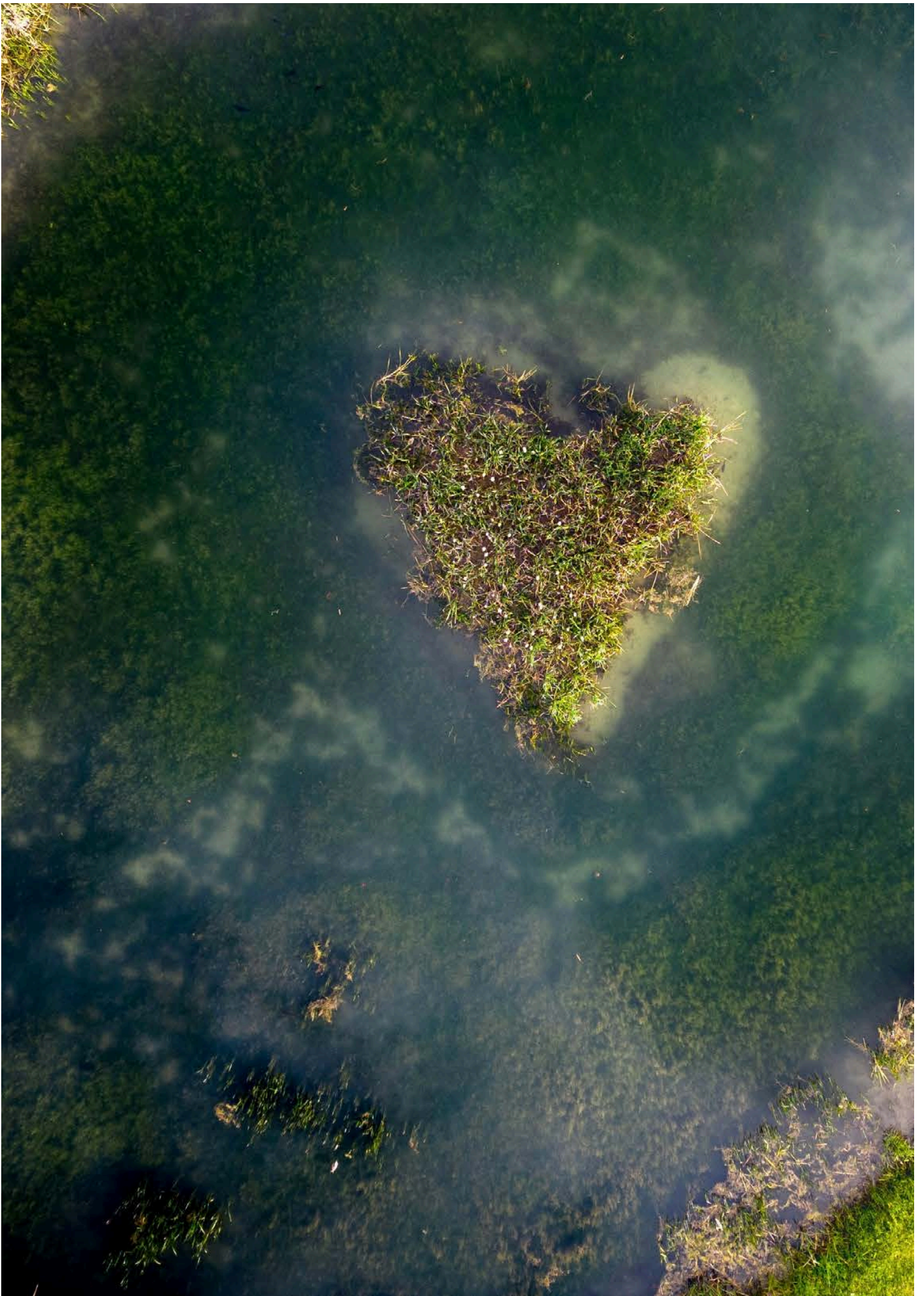
The licensing business for the development and production of lingerie and swimwear articles is the responsibility of the license partner. Here, too, there is a signed Code of Conduct and an assurance that the specifications will be complied with.

The yarn manufacturers are also long- term partners. Of the 18 main suppliers, 15 are 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.

Transparency along the supply chain regarding safe textiles is also important for the company because Wolford is the first hosiery manufacturer in the world to be authorized to call itself a partner of the bluesign® system following a comprehensive auditing process in the 2014/15 financial year. In addition, all cotton and polyamide-based legwear products knitted and dyed by Wolford itself from the Essential collection are 'bluesign® approved'. In April 2023, the certificate was confirmed for a further three years. (3-3)

In 2026 we want to obtain the OEKO-TEX® Standard 100 for our products to be able to label most of our products with the trustworthy label "OEKO-TEX® MADE IN GREEN".

A strategy was developed and a tool used to assess the material used. This enables us to demonstrate how many sustainable materials are in use and how further targets can be set.



04

ADDITIONAL INFORMATION

GRI Index 2025

041

Contact & Imprint

047



GRI Index 2025

GENERAL STANDARD INFORMATION

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
General Disclosures				
2-1	Organizational details	Company Profile and Business Model	8	
2-2	Entities included in the organization's sustainability reporting	General Information About This Report	7,8	
2-3	Reporting period, frequency and contact point	General Information About This Report, Company Profile and Business Model	7,8,47	
2-4	Restatements of information	General Information About This Report		
2-5	External assurance	General Information About This Report	7	
2-6	Activities, value chain and business relationships	Company Profile and Business Model	8,10,11	
2-7	Employees	Company Profile and Business Model	8	
2-8	Workers who are not employees	Company Profile and Business Model	8	The remuneration policy is described in Wolford AG's Corporate Governance Report.
2-9	Governance structure and composition	Responsible Corporate Governance and Compliance	14-17	
2-10	Nomination and selection of the highest governance body			Corporate Governance Report in the 2025 Annual Report
2-11	Chair of the highest governance body			Corporate Governance Report in the 2025 Annual Report
2-12	Role of the highest governance body in overseeing the management of impacts			Corporate Governance Report in the 2025 Annual Report
2-13	Delegation of responsibility for managing impacts			Corporate Governance Report in the 2025 Annual Report
2-14	Role of the highest governance body in sustainability		17	
2-15	Conflicts of interest			

GENERAL STANDARD INFORMATION

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 2025 Annual Report
2-19	Remuneration policies	Responsibility to Our Employees	44	The remuneration policy is described in Woford AG's Corporate Governance Report
2-20	Process to determine remuneration	Responsibility to Our Employees	44	The remuneration policy is described in Woford AG's Corporate Governance Report
2-21	Annual total compensation ratio	Responsibility to Our Employees	44	The remuneration policy is described in Woford AG's Corporate Governance Report
2-22	Statement on sustainable development strategy	Letter From the Management Board	6	The strategy is currently being revised and will be updated along with the stakeholder analysis and materiality matrix.
2-23	Policy commitments	Responsible Corporate Governance and Compliance	14-18	
2-24	Embedding policy commitments	Responsible Corporate Governance and Compliance	16	
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		
2-28	Membership associations	Responsible Corporate Governance and Compliance	16	
2-29	Approach to stakeholder engagement	Key Sustainability Topics and Stakeholders Involved	20,21	
2-30	Collective bargaining agreements	Company Profile and Business Model, Responsibility to Our Employees	8,34	

GENERAL STANDARD INFORMATION

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
Material Topics				
3-1	Process to determine material topics	General Information About This Report	20	
3-2	List of material topics	Key Sustainability Topics and Stakeholders Involved	20,21	
203-2	Significant indirect economic impacts			Data is currently being collected.
GRI 205: Anti-corruption 2016				
3-3	Management of material topics		16	
205-3	Confirmed incidents of corruption and actions taken	Responsible Corporate Governance and Compliance	16,18	There were no incidents.
GRI 302: Energy 2016				
3-3	Management of material topics			
302-1	Energy consumption within the organization	Responsibility to Our Environment	28,29	
302-4	Reduction of energy consumption	Responsibility to Our Environment	28	
302-5	Reductions in energy requirements of products and services	Responsibility to Our Environment	30	
GRI 303: Water and Effluents 2018				
3-3	Management of material topics			
303-1	Interactions with water as a shared resource	Responsibility to Our Environment	32,33	
303-2	Management of water discharge-related impacts	Responsibility to Our Environment	32	
303-4	Water withdrawal	Responsibility to Our Environment	33	
303-5	Water consumption	Responsibility to Our Environment	33	

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
GRI 305: Emissions 2016				
3-3	Management of material topics	Responsibility to Our Environment		
305-1	Direct (Scope 1) GHG emissions	Responsibility to Our Environment	29	
305-2	Energy indirect (Scope 2) GHG emissions	Responsibility to Our Environment	29	
305-5	Reduction of GHG emissions	Responsibility to Our Environment	29	
GRI 306: Waste 2020				
3-3	Management of material topics		41	
306-2	Management of significant wasterelated impacts	Responsibility to Our Environment	32	
306-3	Waste generated	Responsibility to Our Environment	32	
306-5	Waste diverted to disposal	Responsibility to Our Environment	32	
GRI 308: Supplier Environmental Assessment 2016				
3-3	Management of material topics	Responsibility to Our Supply Chain	37	
308-1	New suppliers that were screened using environmental criteria	Responsibility to Our Supply Chain	37	
308-2	Negative environmental impacts in the supply chain and actions taken	Responsibility to Our Supply Chain	37	

GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
GRI 401: Employment 2016				
3-3	Management of material topics			
401-1	New employee hires and employee turnover	Responsibility to Our Employees	34	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Responsibility to Our Employees		
401-3	Parental leave	Responsibility to Our Employees		

GRI 403: Occupational Health and Safety 2018

3-3	Management of material topics			
403-1	Occupational health and safety management system	Responsibility to Our Employees		
403-2	Hazard identification, risk assessment, and incident investigation	Responsibility to Our Employees	34,35	
403-3	Occupational health services	Responsibility to Our Employees	35	
403-4	Worker participation, consultation, and communication on occupational health and safety	Responsibility to Our Employees	35	
403-5	Worker training on occupational health and safety	Responsibility to Our Employees	35	
403-6	Promotion of worker health	Responsibility to Our Employees	35	
403-9	Work-related injuries	Responsibility to Our Employees	35	

Training and Education 2016

3-3	Management of material topics			
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GRI STANDARDS DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE TO THE CHAPTER	PAGE	SPECIFICATIONS
404-1	Average hours of training per year per employee			
404-2	Programs for upgrading employee skills and transition assistance programs	Conclusions for the Sustainability Strategy	34	
404-3	Percentage of employees receiving regular performance and career development reviews			
GRI 414: Supplier Social Assessment 2016				
3-3	Management of Material Topics	Responsible Corporate Governance and Compliance		
414-1	New suppliers that were screened using social criteria	Responsibility to Our Supply Chain	37	
414-2	Negative social impacts in the supply chain and actions taken	Responsibility to Our Supply Chain	37	
GRI 416: Customer Health and Safety 2016				
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		There were no incidents of non-compliance concerning the health and safety impacts of products and services in the reporting period.
GRI 417: Marketing and Labeling 2016				
3-3	Management of Material Topics	Responsible Corporate Governance and Compliance		
417-2	Incidents of noncompliance concerning product and service information and labeling	Responsible Corporate Governance and Compliance	16	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.

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Bregenz, April 28, 2026

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

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***Because we* CARE**

Sustainability Report 2025



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