



## FOCAL ISSUES 2022

This year, the IVA has again worked out twelve focus questions together with partners and invites listed companies to answer them. The companies' answers will be published at [www.iva.or.at](http://www.iva.or.at).

### 1) Investments:

- a) Investments in the "collection of ESG-relevant data" 2020 and 2021: How high are the internal/external costs (consulting, lawyers, auditors, IT service providers)?

*All reporting was carried out with external support (auditor, marketing agency, tax advisor), therefore the costs for ESG reporting cannot be shown separately.*

- b) Investments in "social media" 2020 and 2021: How high are the internal/external costs (employees, media agency, strategy consulting, etc.)?

*250k EUR was spent on "influencer marketing" and 500k EUR on media amplification.*

Investments in the "further development of the ICS system" 2020 and 2021: What measures have been taken? How high are the internal/external costs (consulting, lawyers, auditors)?

*In this context, there were no external expenses. The existing system was expanded with our own employees.*

### 2) ESG reporting:

- a) How high are the ESG costs in reporting in 2021 (external consultants, service providers, etc.)?

*All reporting was carried out with external support (auditor, marketing agency, tax advisor), therefore the costs for ESG reporting cannot be shown separately.*

- b) How many employees are dedicated exclusively to these tasks?

*ESG reporting does not require a full-time position.*

- c) Are the UN PRI (Principles for Responsible Investment of the United Nations) complied with?

*Yes.*

### 3) Supervisory Board:

How high are the additional costs such as travel expenses, secretarial services, counselling, meetings, further training?

*EUR 20k p.a.*

### 4) Investor Relations activities:

- a) Number of roadshows at home and abroad?

*None.*



b) Number of contacts with institutional and private investors?

1

c) Effort for research and analyses?

0

d) Print circulation of the annual report and the sustainability report?

*The reports are published online in digital version only.*

e) Costs of publications in the "Wiener Zeitung"?

*EUR 30k.*

5) **Tax payments 2021:**

How high are the tax payments in Austria and in the three foreign markets with the highest turnover (state country, turnover, tax payment)?

<i>Country</i>	<i>Net sales in EUR</i>	<i>Taxes in EUR</i>
<i>Austria</i>	<i>30.446.807</i>	<i>5.250</i>
<i>USA</i>	<i>20.730.572</i>	<i>0</i>
<i>Germany</i>	<i>10.864.151</i>	<i>38.556</i>
<i>France</i>	<i>8.129.462</i>	<i>0</i>

6) **Supply chains:**

The example of the German Supply Chain Act seems to indicate the direction of the EU Commission with regard to the ESG factor "social". What operational and financial impact on your business model do you expect from such a (legal) requirement?

*This has a very high impact, operationally as well as financially. It will require the creation of a new department to deal with this issue. It will be necessary to conduct on-site audits to verify the social standards. The Supply Chain Act affects not only the direct suppliers but also the upstream suppliers, which of course makes it very complex. The financial effort will be in the low six-digit range. However, this is only an estimate.*

7) **Supporting young people:**

How many interns are working in your company (2020 and 2021)? How many interns receive remuneration and what is the average amount? Describe the age and education structure of the interns. In 2020 and 2021, 17 interns were employed:

*The interns were between 16 and 28 years old. Most of the interns are students who need an internship for educational purposes. Most of the interns were hired in the online sector. Depending on the internship (voluntary or compulsory), the interns are paid according to the collective agreement for the textile industry at KV level I in the 1st + 2nd year of employment or according to the apprenticeship salary.*



8) **Young Shareholders Austria - Questions on the labour market and education:**

The demand for skilled workers can currently hardly be met with workers resident in Austria, which is why the increase in leased workers from other EU countries, for example, is enormous.

- a) What concrete measures are you taking to be able to sustainably cover the demand for skilled workers in your company in the future?  
*We are in the process of setting up a talent management system and conducting annual performance reviews in order to evaluate and counteract the need for skilled workers and the shortage of skilled workers. In addition, recruiting has been strengthened in order to make targeted recruiting in the area of skills shortages.*
- b) How many apprentices are there in the company?  
*An average of 13 apprentices in 2020 and 2021.*
- c) How many leasing employees are working in the company?  
*In 2020 we had no leasing staff, in 2021 we had 10 leasing staff.*
- d) How high were the expenses for internal and external training and further education in total and per employee?  
*Education costs in 2020 were EUR 83.5k and in 2021 they were EUR 20k.*



In cooperation with the anti-corruption association Transparency International Austria two specific themes were selected:

9) **Whistleblowing:**

The Austrian legislator is still late in adopting the Whistleblowing Directive into national law.

- a) Has a whistleblowing system already been implemented in your company? If yes, does it also allow anonymous reporting?  
*A whistleblower system has not yet been implemented, but it is in preparation. It will also allow anonymous reporting.*
- b) What are your experiences with whistleblowing cases and do you collect statistics regarding the number of irrelevant reports?  
*Statistics will also be collected in the future.*



10) **Transparency:**

Can employees, investors or interested citizens view company information that goes beyond the legal disclosure requirements (e.g. salary data, ESG key figures, supply chains, compliance incidents, etc.)?

*No.*



In cooperation with the readers of the Börsen-Kurier medium, two topics were selected that were explicitly included in the focus questions as Börsen-Kurier reader questions:

11) **Shareholder friendliness:**

The federal government has recently put more focus on the domestic capital market again - keyword **financial education and reintroduction of the retention period**. What are your concrete plans for 2022 in terms of further optimising your transparency and shareholder-friendliness?

*Cf. other answers.*

12) **Blackout:**

What preparations have you made for a possible blackout, especially in terms of business continuity management, asset protection (not least IT), ensuring internal and external communication and raising awareness among employees?

*Wolford operates two physically separate data centres on the company premises, each with an independent UPS. In addition, there is a diesel generator that automatically steps in when the power supply is no longer available. Internet access is fully redundant via two separate fibre-optic connections with different providers. In addition, data backups are automatically stored in an external data centre at A1. Wolford uses the security awareness platform KnowBe4 with security-relevant training courses to raise awareness among employees.*

All terms are to be understood as gender-neutral.