



# Loacker

Update  
2024

## First-hand raw materials

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# Pure Goodness!

Sustainability at Loacker



# For three generations - confectionery craft with passion



**With a lot of passion, knowledge and exquisite confectionery craftsmanship, Alfons Loacker created, in his small pastry shop in Bolzano (South Tyrol) in 1925, a handy wafer specialty with a unique taste and a longer conservation than other bakery goods. Today, we are an international brand manufacturer of high-quality wafer and chocolate specialties, exporting to more than a hundred countries.**

**Our customers around the world** especially appreciate the crispy quality of our specialties made from carefully selected ingredients and the authentic taste - as if they had just been baked. At the same time, we have always remained a family-run company that adheres to its core corporate values: fair cooperation, responsibility towards our environment, the highest product quality, a conscious and careful use of resources and the safeguarding of our independence.

**For the love of nature**, we moved our production to the heart of the South Tyrolean Alps in the 1970s: to Unterinn, situated at 1,000 meters above sea level, facing the Sciliar mountain. We created a second production site in 1999 in Heinfels, East Tyrol, also at an altitude of 1,000 meters. We associate the choice of our production sites with proximity to the region, to nature, to simplicity, to fresh air and pure water. We think one can taste that also in our products.

## Corporate figures in 2023

**€ 435,45 million**  
Sales (excluding B2B retail)

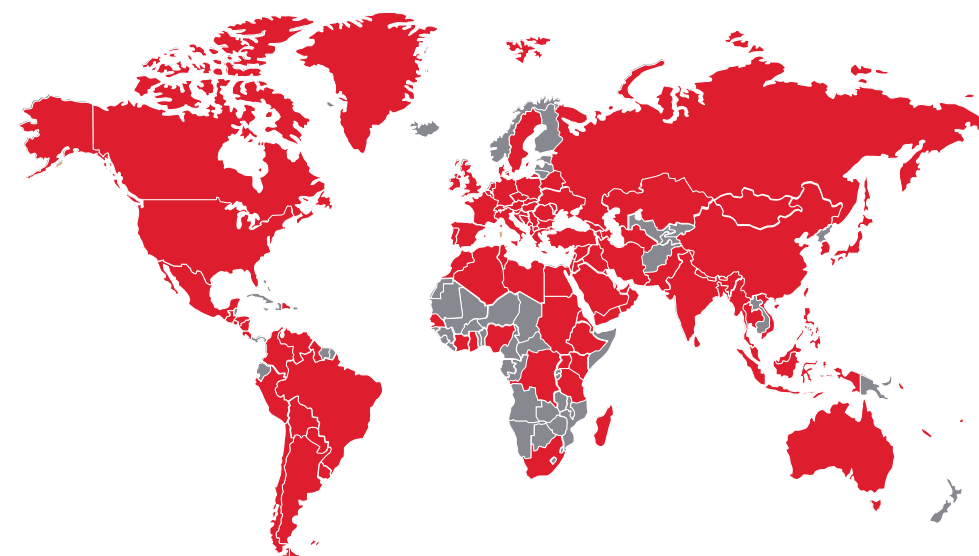


**1,03 million**  
Pieces produced  
**35,729 t**  
Products sold



## Natural enjoyment around the world

We are represented in more than 100 countries:



## TOP 5 Top-selling countries

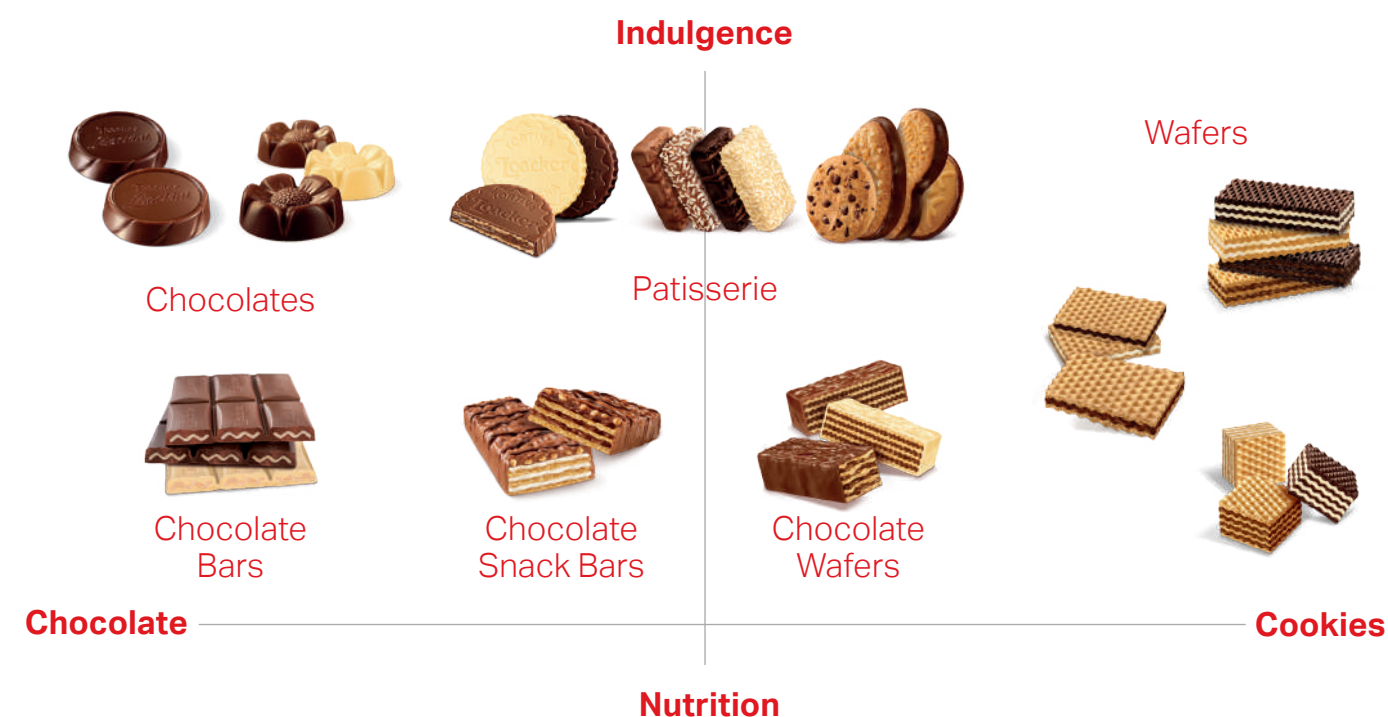
- Italy
- USA
- Saudi Arabia
- Israel
- China



## Our product portfolio

Starting with the classic wafer specialties, we have continuously expanded our product portfolio up to 200 items. It now includes also patisserie specialties, chocolate snack

bars, chocolates, biscuits and chocolate bars in a total of 46 different flavors. Our assortment is rounded off by seasonal and gift items.



## The story of a family business

<b>1925</b> Alfons Loacker establishes his own bakery in Bolzano.	<b>1925 - 1940</b> Production of the first packaged Loacker wafers.	<b>1958/68</b> Alfons' son Armin and daughter Christine join the company.	<b>1974</b> New production site in Unterinn (near Bolzano) at an altitude of 1,000m.	<b>1970s</b> Wafers from South Tyrol expand in Northern Italy and all over the world.	<b>1984</b> New brand ambassadors: the Gnometti contribute to the market leadership in Italy.	<b>1996</b> Alfons' grandsons Ulrich, Andreas and Martin carry on the family tradition.	<b>1999</b> Heinfels (East Tyrol, also at an altitude of 1,000m) becomes the second production site.	<b>2007</b> The first Loacker Café opens at the Brenner.	<b>2011 - 2014</b> Loacker launches "Italian hazelnut orchards program", its first proprietary orchards in Tuscany.	<b>2016</b> Loacker becomes the world's No. 1 wafer manufacturer.	<b>2021</b> Brand relaunch, new recipes, more sustainability, new logo, new packaging.
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# New challenges do need new strategies

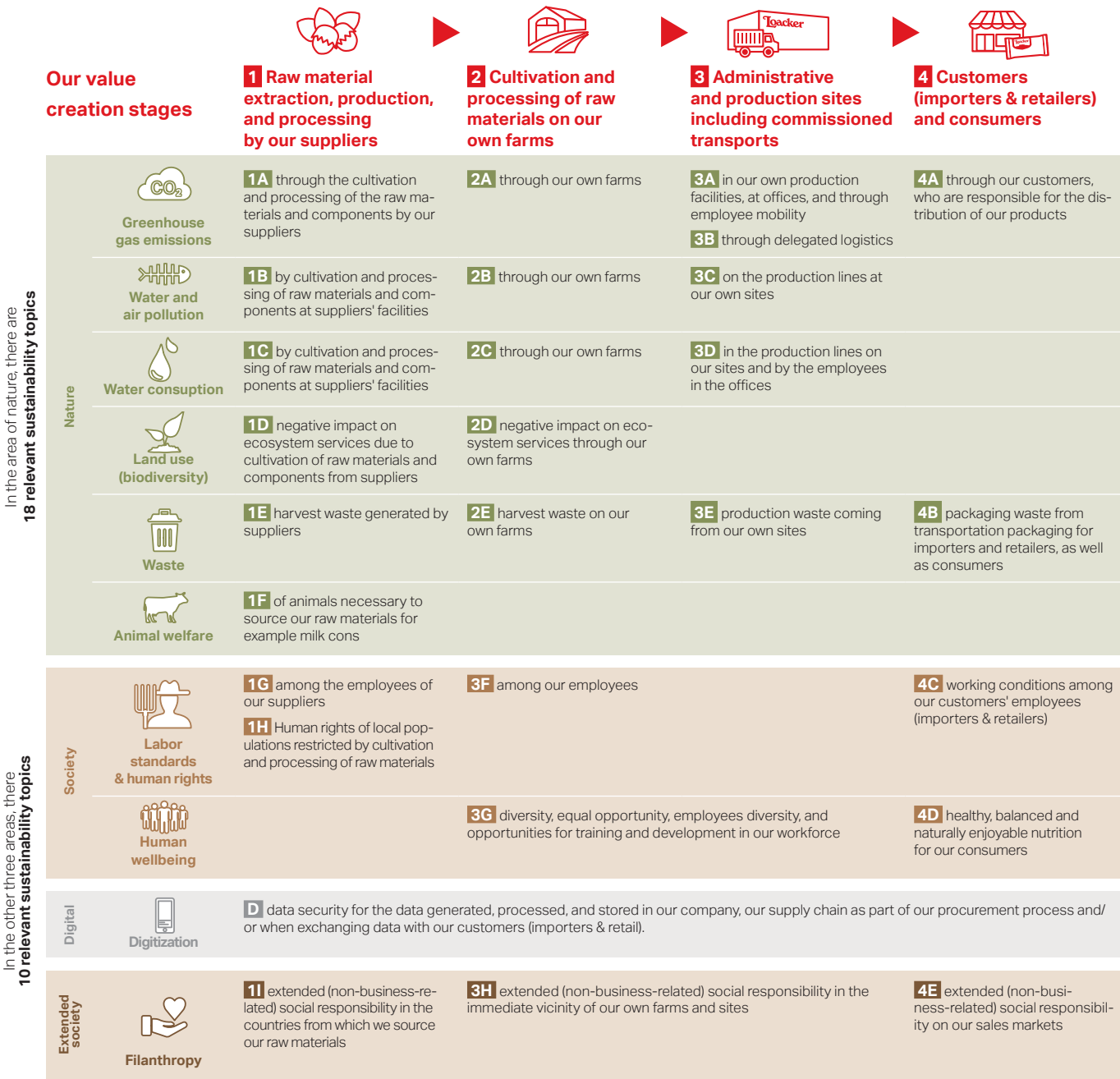
## Sustainability along the entire value chain

Using resources efficiently, taking ecological responsibility for the environment and keeping an eye on the well-being of employees: sustainable thinking and acting has always been a matter of course for the entrepreneurial family Loacker. Today, more than ever, act sustainably is essential to meet current challenges and remain fit for the future.

A few years ago, we therefore began to rethink our sustainability strategy, defining our key issues along our entire value chain and evaluating them with our stakeholders.

To do this, we divided the value chain into four stages:

- 1
- Raw material extraction, production and processing by suppliers,
- 2
- Cultivation and processing of raw materials on our own farms,
- 3
- Administration and production sites with upstream and downstream logistics and
- 4
- Customers (importers & retailers) as well as consumers.



## Materiality matrix (strategic framework)

We assigned topics from the categories Nature, Society, Digitization and Extended society that are relevant for sustainable business to these four levels.

We then assessed the importance of these sustainability issues for our company and for our internal and external stakeholders based on surveys and interviews.

We then clarified the issues with these stakeholders:

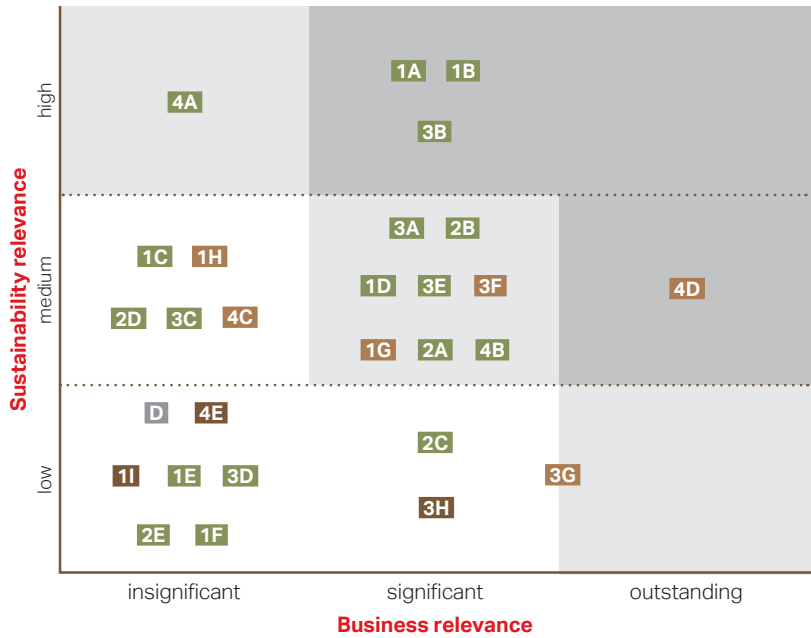
- What are the strengths and weaknesses of the Loacker company?
- What risks and what opportunities are there around sustainability and beyond?

Together with the managers, the cost factor was also evaluated. Based on the feedback and assessments, we were able to determine the relevance and value of certain sustainability topics.

Our materiality matrix illustrates these results.

### Our key stakeholders

- Suppliers & service providers
- Employees
- Consumers
- Ownership family
- Customers (importers & retailers)
- Science
- Politics



### Sustainability topics

- Nature
- Society
- Digitization
- Extended society

### Relevance

- High strategic intensity
- Medium strategic intensity
- Low strategic intensity



Sustainable supply chain

**First-hand**  
*raw materials*

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 Climate neutrality  
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 Sustainable packaging  
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 Responsibility towards  
 people in the company

**Working**  
*hand in hand*

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# Five topics — one strategy

Our sustainability strategy is based on our corporate values, our mission and vision, and our understanding of sustainable business practices.

With the aim to systematically carrying forward our sustainability agenda, five particularly important fields of action were identified based on our key sustainability topics. These fields of action are of high strategic importance to the company and are anchored in the Loacker 2030 corporate strategy.

These strategic fields of action are intended to guide us through the day-to-day business and serve as a compass for making the right decisions in the future.



Sustainable supply chain

# First-hand

*raw materials*

We take great social and ecological responsibility when dealing with our most important raw materials. In the way we fulfill this responsibility, we are unique and set new standards on the market.







Personal contact with our partners: in 2019, our team visited the village of Marofototra in Antalaha, Madagascar, for the launch of the vanilla program.

## Partnership & transparency: our supply chain

**Authentic, unmistakable taste and the highest quality for our specialties can only be achieved with the best, natural raw materials sourced in harmony with the environment and people. That is why we are so passionate about a safe and sustainable supply chain.**

We source as many of our raw materials as possible directly from the region or Europe - mainly from Italy, Austria and Germany. We source raw materials that do not grow in Europe mainly from West Africa, South America and South-east Asia. At the same time, we maintain direct contact with producers, pay attention to sustainably producing companies and agree long-term cultivation contracts with farmers.



### Our supplier's management

When sourcing our raw materials and selecting suppliers, a transparent supply chain is crucial for us. Thereby, we follow the two principles:

- Procurement of raw materials from our own programs, which we have partly established with the help of partners, or
- Sourcing raw materials from suppliers which takes responsibility for a transparent supply chain

Our goal is to incorporate a consistent sustainability assessment of suppliers into the selection process. In February 2023, we finalized a "Sustainability Evaluation Tool" in collaboration with the University of Padua. In the form of a questionnaire, our suppliers are evaluated according to a predefined standard and on the basis of a scientific approach.

We also share experiences with key organizations working to improve conditions on the ground in these countries, such as the Italian "Agenzia Italiana per la cooperazione allo sviluppo" - AICS.

Since we place the highest value on the origin of our raw materials, we take raw material production into our own hands wherever possible through cultivation programs. In this way, we can not only positively influence quality, but also make an important contribution to the sustainable development of the growing regions and creating value for the local people.

*"We strive to set standards in environmental and social responsibility in the use of key raw materials, on our market."*

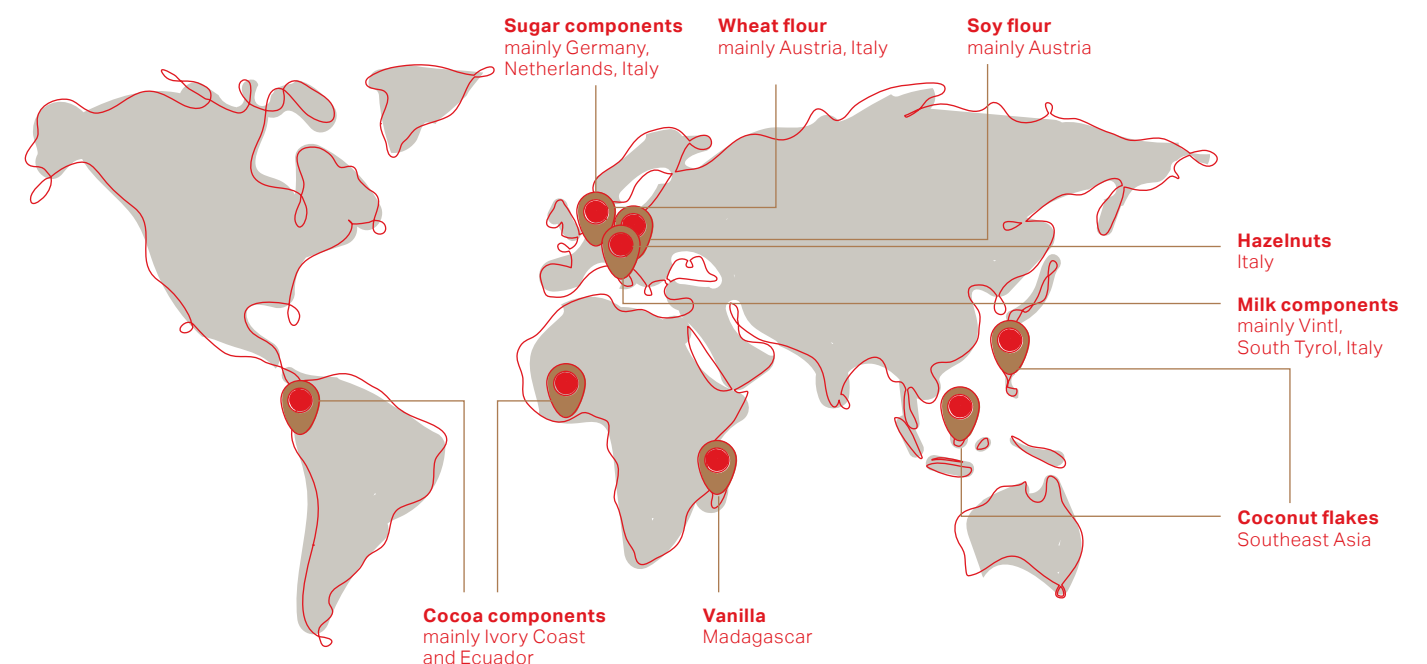


Wanda, Board Member and Managing Director Agriculture and Procurement

### Raw material database

We collect information on the origin of raw materials as well as on the supply chain in our raw materials database, which contains various data on ecological standards as well as risks. The database is an important tool in the management and control of the supply chain.

### Our strategic raw materials and their origins







# Hazelnuts from our own cultivation

**Hazelnuts are one of our most important raw materials. Therefore, we particularly value the origin and processing of our hazelnuts, which come 100% from Italy.**

**Italian hazelnut varieties** are considered particularly high in terms of quality and sensory properties. To ensure permanent access to high-quality hazelnuts in the future, the idea for our own cultivation program "Noccioleti Italiani" ("Italian Hazelnut Orchards") was already born in 2011. Specifically, in 2017, we started growing our own hazelnuts in Tuscany on two farms (Tenuta Corte Migliorina, Orbetello and Tenuta Collelungo, Roccastrada).

We now cultivate an area of around 275 hectares in this region. This is a forward-looking program that promotes regional agriculture, which we intend to expand further. From 2030, the program will cover most of our needs.

## Valuable partnerships with local producers

**In addition to our own growing operations,** we maintain long-term partnerships with farms in other Italian regions. Through direct supply contracts with these local producers, we guarantee the purchase of the entire production at an advantageous price model. Moreover, we offer farmers a wide range of services such as agronomic advice and the initial processing of nuts on site. On June 14, 2022, we launched a partnership with Bonifiche Ferraresi for the sustainable cultivation of Italian hazelnuts. The program covers a total area of 400 hectares for the cultivation of different varieties of hazelnuts.

*"I've learned the differences among the varieties of hazelnut trees planted here. For instance, here the Giffoni flourishes, the Romana takes a little longer but when it's ready it blossoms spectacularly, and the Romana needs less water"*



Alessio, contract supplier since 2019



**1,200 ha**  
contract cultivation  
areas in Italy

**500 t hazelnuts**  
(with shell) from own cultivation at full  
yield

**275 ha own  
cultivated areas  
by End 2024** in Tuscany

**Our goal: hazelnuts  
100% from  
own cultivation,  
contract cultivation and through  
long-term collaborations  
with cooperatives**

**Reduction of  
CO2 - emissions\***  
in our Corte Migliorina and Collelungo  
farms through leaf fertilization

**2019 by 91.34 %  
2020 by 75.13 %  
2021 by 38.69 %**

(The reference value is always the emissions of the previous year)  
\*compared to traditional fertilization method, following the official  
crop protocol (Disciplinare di Produzione Integrata Emilia Romagna - Lazio)



Of these, 300 hectares are located on Bonifiche Ferraresi's Cortona estate (155 of which have already been planted with hazel trees), while the remaining 100 hectares will be planted at Jolanda di Savoia, near Ferrara, the historic headquarters of the Bonifiche Ferraresi Group.

## Protecting soil & resources

**Hazelnuts are a relatively extensive crop,** but tend to have less interference with nature compared to other fruit crops. Through our commitment, we also try to make the cultivation of our hazelnuts even more environmentally friendly:

- At our Corte Migliorina farm, the hazelnut plants are supplied with underground drip irrigation - a method that irrigates both slowly and very precisely, exactly where the plant needs it. In this way, we can reduce water consumption to a minimum.
- We also follow sustainable paths when it comes to fertilizing the plants: through leaf fertilization, we have been able to achieve significant CO2 savings in 2019-2021 on the Corte Migliorina and Collelungo farms, which are accurately evaluated by EcoMethod on an annual basis. Emission reduction efforts have continued in the following years as leaf fertilization has been complemented by fertigation via the irrigation system, that reduce the use of tractors on the field
- In 2021, a 50-kWp photovoltaic system was installed on the orchards of Corte Migliorina, and in 2022, a 75-kWp system was installed in Collelungo - making our hazelnut orchards energy-independent.

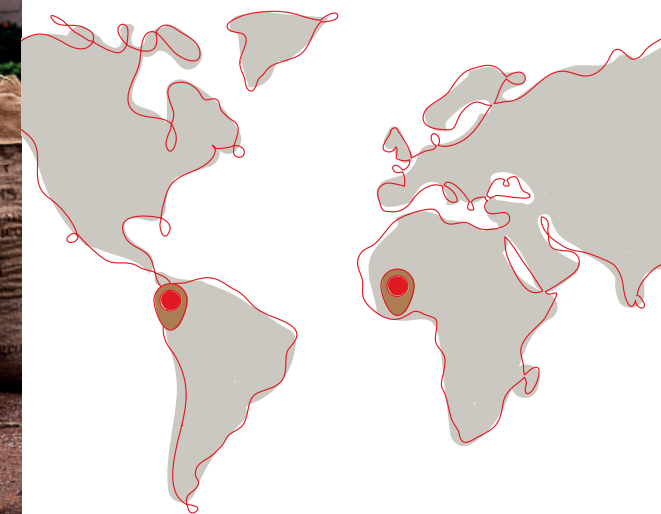
- To maintain soil health, we consistently avoid the use of chemical herbicides. Furthermore, the hazel trees planted by Bonifiche Ferraresi in Cortona, were positioned with wide spacing between each plant. Legumes such as alfalfa and clover thrive in these places between, fixing nitrogen and improving the soil in a natural way. We are therefore able to avoid the use of chemical preparations for soil cultivation.
- The cuttings from the hazelnut plants remain in the field and are then mulched. This helps to enrich the soil and increase the organic carbon content in the topsoil.







Images right side: Beatrice De Biasi, program by Altromercato



# Knowing where each cocoa bean comes from

**We are proud of the chocolate we use in our products.**

**To ensure they meet our high quality and sustainability standards, we work with organizations and local cooperatives in Ecuador and the Ivory Coast, which we select based on their community knowledge.**

It is precisely this expertise that is very valuable for our selection of sustainable cultivation programs - for example, which programs preserve resources, how we can ensure transparent supply chains and guarantee fair working conditions for local farmers.

Beside this, we have also opted for direct local cooperation and launched our own Cocoa Farming Program. The program gives us direct access to the highest quality cocoa and supports agricultural cooperatives in Ecuador and the Ivory Coast. Both countries of origin differ in terrain, climate, and social customs and provide two very different varieties of cocoa beans.

## Cocoa plantations on the Ivory Coast

**Ivorian cocoa** comes from deep forests on the Ivory Coast, is dark, strong and slightly earthy in taste - characterized by the aroma of the tree bark. Here we work with two local partners, Sucden and Agroforce, as well as cooperatives which include respectively 253 and 600 individual farmers. We trace the cocoa bean back to each farmer on the Ivory Coast. Through monitoring, the two programs also check that they are not sourcing beans from growers who are involved in de-

forestation or child labor.

Based on the conviction that farmers are the cornerstone of responsible and sustainable agriculture, we support them together with our partners. For example, training on agricultural practices is provided to cocoa farmers. Topics include the legally compliant use of pesticides or the composting of natural fertilizer. However, training programs also cover areas such as the prohibition of child labour, raising awareness and explaining why education is important for children and clarifying why child labour is not sustainable.

Special attention is also paid to helping women who often must raise children on their own and need support. How can one create its own vegetable garden? How can one breed animals for its own needs? All this knowledge that is important to ensure a balanced diet for the whole family.

By specific indicators, we can also directly evaluate the impact of the various measures - for example, whether violations of the rules against child labor continue to be detected. Every year, we agree on new investments to improve the living conditions of the local population, to increase women's participation in community's life, and to fight deforestation of the local rainforest.

## Fair cocoa cultivation in Ecuador

**In Ecuador**, we have established programs with the Altromercato and Minka organizations to provide sustainable trade opportunities for our farmers. For example, by improving the living conditions of local communities and their agricultural practices, optimizing product quality, or addressing the issue of traceability. The defined programs are evaluated every three months to verify their effectiveness. We pay an additional fee for the development of the programs, over and above the cost of the cocoa. Both Altromercato and Minka counts about 200 farmers each. Also in this case, each cocoa bean has a guarantee of origin.

Our fine-flavored cocoa from Ecuador, like other cocoa varieties from South America or Southeast Asia, is characterized by its floral aroma with mild, fruity bouquet - a special bean for real connoisseurs. The designation "fine flavor" stands for the excellent quality of the beans that results from the fermentation process.

From our Cocoa Farming Program, we source 100% of the cocoa liquor used in our products. In addition, 50% of the cocoa powder purchased is Rainforest Alliance certified (data 2023). The goal is to steadily increase the share of all cocoa semi-finished products from sustainable farming to 100% by 2030.

**We can trace**

**every cocoa bean back to the farmer on the Ivory Coast or in Ecuador.**

**In 2031,**

**100% of our cocoa will come from our own programs.**





# Our own milk powder production from alpine milk

Animal welfare, short distances and regional added value are at the forefront of the milk we use. By the way, this is Walter with his cow Wolke, he has already been part of the Brimi dairy cooperative since 2014.

**Whole milk, skimmed milk and whey powders are some of the basis ingredients for our creams. The milk we use for the production is of alpine origin and comes from animals fed exclusively with NON-GMO feed.**

Together with Brimi dairy, one of the most important regional dairy companies, we have built the "Dolomites Milk" plant in Vintl in South Tyrol - with the support of the Italian Ministry for Economic Development, the Autonomous Province of Bolzano, and the National Agency for Investment Incentives and Enterprise Development (INVITALIA). It became operative in 2019 and since then, has been processing most of the milk we need for our products.

By cooperating with the Brimi dairy cooperative, we exploit numerous synergies and verticalize our value chains. We promote local development and regional dairy farmers by relying entirely on milk from the alpine region. The dairy plant also produces the milk powder needed for our products, from whey, which is obtained from the cheese production by only South Tyrolean companies and is thus recycled efficiently and with added value.

Dairy farming and the production of dairy products have been

an important cultural heritage in the alpine region for generations and an important branch of the agriculture. More than a third of the approximately 1,530 cooperatives in the alpine region are dedicated to processing and marketing regionally produced milk and dairy products. In this way, they secure the livelihood of numerous farming families and thus the traditions and preservation of the unique natural and cultural landscape.

## Regional, sustainable, and ecological dairy farming

The South Tyrolean dairy farmers are part of the "South Tyrol Animal Welfare Project". This includes holistic animal health monitoring for all farmers active in the dairy industry in South Tyrol. The aim is to ensure and continuously optimize animal health and welfare in the herds over the long term. The program is initiated and accompanied by the independent Working Group for Farm Animal Science at the Faculty of Science and Technology of the University of Bolzano (UNIBZ) and the South Tyrolean Dairy Association.

Issues such as water supply, lying area use, body condition, spacing, skin damage, soiling, hoof condition, lameness, standing up behavior and critical birth rates are monitored and improved through targeted training, and implemented on all of the approximately 5,000 family farms in South Tyrol. Farms in South Tyrol count an average of 15 cows and 8 calves.



Our "Dolomites Milk" dairy plant in Vintl.

**Our alpine milk is 100 % NON-GMO\***

\*That comes from animals fed with NON GMO feeds.



# Vanilla cultivation strengthens a whole region

**We use precious bourbon vanilla beans from Madagascar, which stand for first-class quality and purity.**

Currently, we source the majority of our vanilla from two suppliers. Both are committed to sustainable vanilla cultivation by supporting small cooperatives of farming families with training and agronomic education. We also started our own cultivation program in the Sava region in northern Madagascar in 2019. In the three villages of Marofototra, Marofinatra and Andranalingoza, we maintain direct contact with the farming families - this means that the supply chain is absolutely transparent for us and we can guarantee the procurement of high-quality vanilla. However, our commitment in Madagascar goes far beyond the simple business relationship.

## Long-term commitment to people and the environment

Through numerous activities, we support the sustainable development of the region and the local people:

- Besides investing in new vanilla plantations, we have provided the region with water wells and sanitation facilities.
- Through the cooperation with ADES (Association pour le Développement de l'Energie Solaire Suisse-Madagascar), we have equipped the approximately 700 families in the three villages with solar stoves. This saves a large amount of wood and charcoal - protecting the climate, biodiversity, people's health and making an important contribution to fighting poverty.
- Training on environmental protection and rainforest conservation is offered to residents of the region. Environmentally friendly behavior such as cleaning rivers or collecting trash is additionally rewarded. Women in particular can earn an additional income this way.



**By 2030 100% of our needs will be met through the program.**

## Our own vanilla production

In Mananjary, a region on the east coast of Madagascar, Loacker is now becoming a vanilla producer itself. Loacker has purchased an approximately five-hectare plot of land there, for the extension and construction of the necessary infrastructure. The aim of this new venture is to build up the company's own vanilla production, which should cover Loacker's entire vanilla requirements in a few years' time. By doing so, we also create secure jobs for residents.



## Climate neutrality

# Preserving *our planet*

We actively assume responsibility for people and nature by avoiding negative impacts on the environment as much as possible and using resources efficiently. To this end, we are working hard on the transparent recording of our carbon footprint and corresponding reduction measures.





# Environmental and climate protection with a system

With our specialties, we also want to sweeten the lives of future generations without any bitter aftertaste. That is why the responsible use of our planet and its resources is of particular concern to us.

We keep an eye on the entire supply chain and regularly review it to further promote environmental and climate protection in all areas. Our greatest efforts currently lie in the transparent recording of our CO<sub>2</sub> - emissions along the entire value chain to derive concrete targets and measures for CO<sub>2</sub> - reduction.

## Using energy & resources efficiently

The production of our crispy, wafer sheets is a very good example of how we use energy and resources as efficiently as possible. After all, our wafers have to be baked, and that is an energy-intensive process. But baking also means: heat - and we use it very specifically at our production sites. Through heat recovery systems, the oven warmth is used to heat the production and administration rooms and provide hot water. Heating oil, on the other hand, is now only used to meet peak demand, saving around 1.9 million liters of it from 2021 to 2023, and thus around 5.060 tons of CO<sub>2</sub>.

We also purchase 100% green electricity from the renewable energy sources of water and wind. To produce our own electricity, we have photovoltaic systems at our Unterinn and Heinfels sites. The plant in Unterinn was installed back in 2011 and produces over 66,000 kilowatt hours annually. In 2021, the plant in Heinfels followed, which is significantly larger at around 500,000 kilowatt hours per year. It covers around 5% of the site's electricity consumption (data 2023). We have also been relying on an energy-efficient LED system for our lighting system for years.



## Making transport & logistics environmentally friendly

As a manufacturing company, we are naturally dependent on the supply of raw materials and other materials as well as the delivery of our products. The area of transport and logistics must therefore be organized with care. To make the process more environmentally friendly, we have already taken various measures and have thus been able to significantly reduce our CO<sub>2</sub> - emissions. One aspect of this, is also the use of trucks powered by natural gas as well as trucks powered by bio-liquid gas between our plants and logistics. To avoid trips in general, we rely on trailers with larger loading volumes, bundle inbound and outbound deliveries and pay attention to optimizing our capacity utilization. Precise scheduling also helps us to avoid waiting times, which eliminates the need for unnecessary, energy-intensive cooling of the trailers.

To reduce private transport as well, our employees can use a shuttle service at the Unterinn and Bolzano sites. Our fleet also includes three electric cars, which are charged with 100% green electricity and are used for the maintenance of our outdoor facilities and also for company trips. We minimize business travel between sites by video conferencing as often as possible.

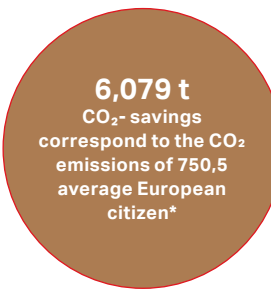
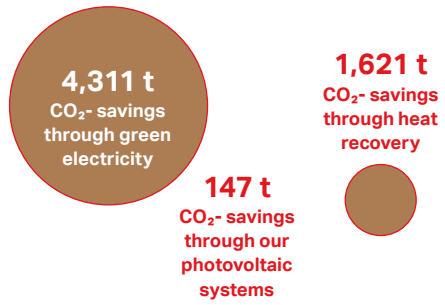
## Certified environmental management

Since 2001, our production sites have been certified according to the international environmental management standard ISO 14001 and are audited annually. This certification guarantees that the company has specifically defined an environmental policy and that our employees ensure compliance with the standards. Of course, we are also guided by and complying with national and region-specific requirements and regulations.

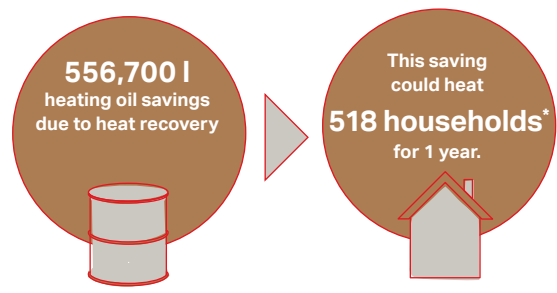


### Facts & Figures 2023

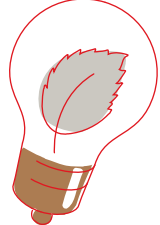
#### CO<sub>2</sub>- savings approximation



#### Heating oil savings



We use **100 % green electricity** in our production facilities.



Reducing emissions: some of the trucks for deliveries are powered by natural gas or bio-liquid gas, and we reduce the number of journeys we make by increasing the load volume.



\*Projection: 11,200 kWh / 70 m<sup>2</sup> ≈ 10.4 kWh = 1 l  
\*Source: <https://www.alpla.com/en/sustainability/co2-comparison-tool>



Mindful indulgence

# Taste the *goodness inside*

Well-being, joy of living and conscious, natural indulgence: we meet the needs of our time with high-quality ingredients and tasty recipes. We are also committed to promoting a healthy and balanced lifestyle with a new line of products.





# Enjoy naturally, live consciously

**Indulgence cannot be reduced to the sensory level alone, but can be defined much more broadly: excellent taste, enjoyment in moderation, leading a healthy and balanced lifestyle - all with the good conscience that the products were produced in a socially and ecologically sustainable manner. We meet this need with new product developments, sustainability along the entire production chain, and our diverse support of sports and health.**

**Crispy and fresh as straight from the oven:** our wafer products have stood for unique quality and taste since 1925. Although the process of recipe development has become much more complex in the meantime, the criteria have remained the same: natural high-quality raw materials, no added flavorings or colors, no genetically modified raw materials, a balanced composition and the best consumption properties are the basis for every recipe.

A large part of our products is manufactured at our own production sites in Unterinn and Heinfels. Thereby so, we give great importance to the careful handling of raw materials. The aim is to highlight the special characteristics of the ingredients and maintain their quality. Mindful processing also helps to minimize rejects and thus save resources. Short lead times guarantee that the products are always packed and delivered crispy and without any loss of quality.

## Recipes for contemporary needs



*We promote a balanced lifestyle and mindful indulgence*

There is a growing need among our consumers to do something good for themselves, to feel mentally and physically healthy, and to take a holistic approach to their own well-being - while at the same time enjoying everything in moderation. We are meeting these new requirements by optimizing existing recipes and developing new ones. In 2020, we revised all our recipes and were able to reduce the total sugar input by 4% overall (comparing the same products from 2018). At the same time, our wafer products have always been characterized by a balanced sugar content that is below the average of leading competitors in many parts of the world.

In 2022, we launched the new "Nutritional & Functional" product line with two products:

### Multigrain

- crispy wafers made of high-quality wholegrain flours (spelt, wheat and oats)
- in the variants Hazelnut and Chocolate
- fiber-rich pleasure, wholegrain goodness

### Less sugar

- crispy wafers with 30% less sugar in the cream filling than other wafer products in some countries
- recipe with the water-soluble dietary fiber of the chicory root (inulin), of 100% vegetable origin
- no sweeteners

## Carrying forward our philosophy

It is our pledge to promote a healthy and balanced lifestyle and to inspire people with our understanding of conscious enjoyment without regrets. To achieve this, we take various measures to actively share our ideas and develop new approaches and solutions in exchange with others. It is our goal to establish Loacker as a leading company for naturally good enjoyment.

**Our employees play an important role in this.** For example, we actively support Loacker leaders in positioning themselves as experts and role models in this field by sharing their experiences and ideas - via articles and blog posts, participation in events or podcasts.

We also promote movement in the form of sponsorships. We therefore support the Renon sports club (Italy) and the handball team of SSV Bolzano. One of our most important projects is the cooperation with 21 ski schools in Trentino and South Tyrol - here we carry out sponsorship activities, both with our products and with play and interaction materials, where the latter are used to design children's snow-parks. We are also a partner of the VVS (Association of Sports Clubs of South Tyrol) and sponsor races for adults and children.



## Loacker products

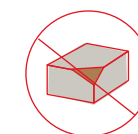
are made with NO:



**added flavorings  
or colors**



**preservatives**



**hydrogenated  
fats**



**genetically modified  
organisms**



## Sustainable packaging

# Conserving our goodness

We want to create future-proof packaging without reducing protection, shelf life and our unique taste experience. In doing so, we pursue two goals: the recyclability of our packaging and the avoidance of unnecessary packaging.





This completely new foil reduces the plastic content by 45%.



## Step by step to sustainable packaging

**Wafer specialties that are crispy and taste like freshly baked - that's what distinguishes our unique quality. Packaging is an important part of our quality assurance - and also of our sustainability strategy.**

Packaging meets many requirements: it must protect our sensitive products from moisture, light, or oxygen, compensate for temperature fluctuations, be transportable, guarantee shelf life and be informative. Moreover, it must comply with the legal requirements of various countries.

### Reducing waste, closing loops

Excellent product quality, legal regulations, and an environmentally friendly concept of packaging - we want to combine all of these characteristics. That is why we are rethinking packaging - without reducing product protection. To continuously develop our concepts further, we are in close and regular exchange with packaging manufacturers as well as research institutes and we are investing ourselves in research and development in this area.

We are pursuing two goals for the coming years:

#### 1. Improving the recyclability of packaging

- Converting plastic packaging to recyclable mono-materials
- Testing the use of recycled plastic

#### 2. Avoiding unnecessary packaging

Reducing or eliminating the use of paper, cardboard and plastic in primary and secondary packaging.

Other accompanying measures are also planned:

- Determination of the barrier properties of all our packages
- Revision of the architecture of our packaging specifications and determination of key performance indicators
- Establishment and maintenance of a legal tracking system

### Facts & Figures 2022

#### Foil savings

2018  
770 t  
plastic material

2022  
650 t  
plastic material

120 t  
saving

This is about the weight of 6 fully loaded school buses



Our focus is on the recyclability of materials and the avoidance of unnecessary material.



### Less is more

Particularly in the area of plastic foils, we have already succeeded in reducing material for several years. Wherever possible, we use cardboard instead of plastic foil. We also use thinner packaging foils - without reducing the protective effect for our products.

In 2022 we were also able to launch the first packaging with paper for our Nutritional & Functional "multigrain" and "30% less sugar" product line. This completely new foil reduces the plastic content by 45%.

Since the end of 2023, all packaging materials for primary and secondary packaging made of paper and cardboard purchased directly by us and used at our production sites are FSC®-certified. FSC® (Forest Stewardship Council) stands for products from forests that are responsibly managed according to strict ecological, social and economic standards.

### Outlook: recycling & Communication

We export our products to various countries, each with its own recycling regulations. In the coming years, the directives in the EU will change. We therefore see a uniform concept and the systematization of regulations as a very important task.

Currently, the recyclability symbol is only applied on certain packaging groups intended for specific groups of countries or regions.





Responsibility towards people  
in the company

# Working *hand in hand*

We foster a transparent, value-based, and inclusive corporate culture in a meaningful environment. We promote the development of each individual and the cooperation within the team. We create a joyful and sustainable work environment to provide a safe and attractive workplace now and in the future.







## Achieving more together

**Our company is characterized by people: by people who work in our company, by people with whom we have a partnership and by people to whom we want to delight with our natural, wholesome goodness.**

We define our corporate culture as an organic whole in which we are interconnected. It is based on transparency, participation, value orientation, inclusion, as well as integration and diversity. We want to be perceived as an attractive, sustainable employer that responds to the needs of its employees - both now and in the future.

### Participation, diversity & opportunities

**Shaping and taking part in the company** - this is the principle of our participative management style, in which we treat each other with appreciation and on an equal basis. Every person brings their own unique skills and talents to the table: we want to promote that and encourage employees to shape their own working environment and take responsibility for the whole. In annual employee performance reviews, individual goals and development potential are discussed and concrete further steps are defined. That is how we challenge and promote the professional and personal development of all our employees.

As a global company, we meet people from a diverse background and culture every day. Respect, tolerance, and openness to the world characterize our joint work. We practice integration and inclusion: for us, this means not only social responsibility,

*Respect, appreciation and honesty characterize our collaboration.*

but an enrichment for the diversity among all our employees. We deliberately use a standardized procedure to advertise new positions so that all interested parties are treated equally. Furthermore, we offer all employees the same employment and promotion opportunities and facilitate management and specialist careers.

**We offer young people** in particular a wide range of opportunities to get to know our divisions: as apprentices, vacation workers or interns. Through concrete projects and clear tasks, we want to give them the broadest possible insight into the processes and cooperation of our day-to-day business.

### Extensive information

**Information** is essential for the success of our togetherness. Our employee's newspaper "Loacker - My Journal" fulfills a particularly important task in our company: it informs and makes projects, developments, and processes transparent for all employees. It thus represents an important link between a

wide range of specialist departments and hierarchies within the company. In this way, a common knowledge and set of values is also built and strengthened. The magazine is published three times a year, while the internal online portal LINC provides ongoing updates.

In 2023,  
**862 students**  
visited our sites.



All employees completed 2.5 days of  
**continued education**  
(in 2023).



**123,186 meals**  
were served in employee  
dining halls in 2023.

Employees are directly involved in its reporting and design - in the editorial team, they are involved in inspiring new topics and conducting interviews.

### Creating places of encounter

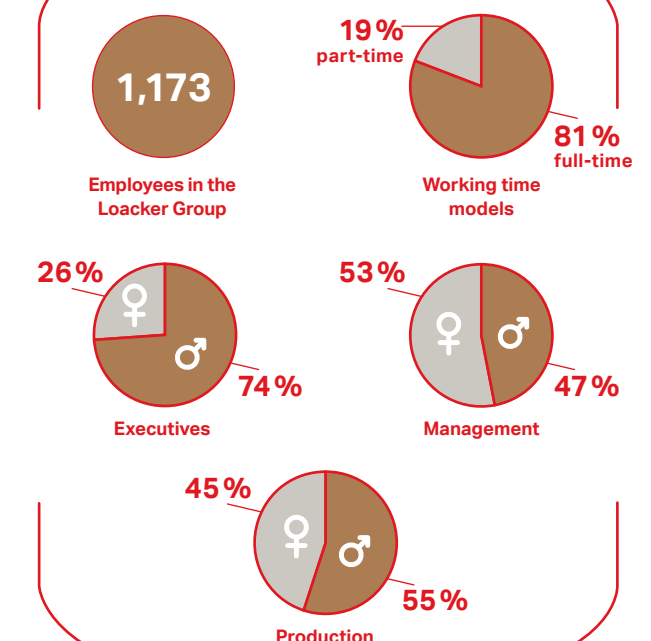
We give significant importance both to the summer and Christmas parties, where we toast achievements and honor longstanding colleagues. But also our canteen is a meeting place - across departments and hierarchies. Our kitchen teams in Unterinn and Heinfels prioritize regional and seasonal ingredients and also offer vegetarian options and dishes for people with food intolerances.

### Since 2019: Sustainability Trainings and Healthy Fridays

In 2019 we started transversal trainings about sustainability with conferences and meetings open to all employees, focused on a mix of theory on SDGs and similar concepts, combined with useful tips and tricks to make every-day-life more sustainable. In 2021 we started with our "Healthy Fridays - Healthy planet, healthy people", a company initiative that brings information, actions, impulses and even challenges around the topics of sustainability and health to the employees every Friday. The newsletter, employee magazine and our Intranet provide information about the events schedule. Some of the highlights of 2023 were the workshop on sustainable tourism, the focus training on the connection between climate change and health, the recycle-up Carnival-costume challenge and the "chair yoga", to stay mindful and connected to your body and health while working.



### Facts & Figures 2023



### Awards 2023

Heinfels site, Austria

#### "We are inclusive"

This is an award from the Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection, which we received in 2021. It has been awarded since 2015 to companies that are role models in the employment of people with disabilities.

#### "Excellent Tyrolean training company"

A distinction awarded by the Tyrolean Regional Government that recognizes companies that meet the highest quality criteria for apprenticeship training - for example, the design of detailed training plans and the implementation of extensive learning and support measures. The criteria are checked by the Austrian Chamber of Commerce at the site itself.



## Legal information

### **Publisher:**

Loacker AG  
Gastererweg 3  
39054 Unterinn  
Italy  
Tel. +39 0471 344000

### **Concept, text, graphics, and typesetting:**

Eberle GmbH Werbeagentur GWA  
Goethestraße 115  
73525 Schwäbisch Gmünd  
Germany  
[www.eber.de](http://www.eber.de)

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