

Sustainability Report 2025

HACO AG

Haco ^{swiss}

A **HACO** Foods Company

FOREWORD

Our sustainability efforts are guided by the Group-wide sustainability strategy. This strategy forms the foundation for our shared understanding of sustainable development and sets out the overarching priorities. This report builds on the Group's overarching understanding of sustainability as well as the HACO Group's sustainability report, and illustrates how we implement and further develop the Group-wide objectives and priorities within our company.

Building on this shared foundation, we are consistently continuing our long-standing commitment to responsible, ethical, and sustainable practices. We define sustainability as taking on responsibility for the long term. As a food producer that is directly dependent on natural resources, we bear and assume responsibility for our employees, partners, customers, and the environment. However, we also view sustainability as an opportunity: an opportunity to improve processes, strengthen partnerships, and create long-term value for all our stakeholders.

For us, it is clear: The conservation and responsible use of natural resources form the foundation of sustainable development. To contribute to shaping a responsible future, we constantly strive to implement targeted measures and embed them in our day-to-day work at all levels. Last year, too, we did not stand still; instead, we took action and made progress.

At the same time, we are already looking ahead. For 2026, we plan to further develop our organizational structure with a revised framework and realigned business units. These changes will also shape the framework for our future sustainability efforts and create new opportunities.

This report invites you to take a look at our developments and understand how we are actively shaping our responsibility and seizing opportunities for the future. We thank all employees, partners, and stakeholders who accompany us on this journey.



Bernhard Jäggi
Head of Operations



Luca Ialuna
HSE Specialist

Nachhaltigkeitsbericht 2025

Foreword	2
Our Values	5
Food Safety Culture	5
Our contribution to a world worth living in	6
KPI Highlights - Indicators for Safety, Health & Environment	7
Highlights of the 2025 financial year	8
Sustainability management at HACO AG	10
Ethics	11
Environment	13
Labour and Human Rights	15
Sustainable Procurement	17

our locations



HACO AG - Gümligen
Narida AG - Lanzenhäusern

1922

Founding of HACO AG

Corporation (Corp.)

> 400 employees

Gümligen & Lanzenhäusern location

over 100

years of experience

180 Mio.

CHF revenue

26'000

metric tonnes of output 2025

Our Values

Appreciation

To foster productive collaboration, we treat people with respect, take different perspectives into account, and celebrate our achievements together.

Cohesion

With reliability, understanding, and a willingness to help, we work together across departments to ensure the success of our customers and HACO.

Enthusiasm

Driven by our own motivation, we are enthusiastically committed to a successful future for HACO.

Dynamism

As the foundation for our innovations, we constantly learn from our mistakes and remain flexible, adaptable, and curious.

Food Safety Culture

Food safety is a top priority for us and is underpinned by exemplary leadership and clear core principles such as responsibility and reliability. Through open communication, targeted training, and a strong focus on risk awareness, we foster awareness and active participation among all employees. Our food safety culture is measured, regularly evaluated using key performance indicators, and continuously improved as part of a process of continuous improvement.



Our contribution to a world worth living in



Labour and human rights

Through our Vision Zero, we are consistently working towards our goal of zero workplace accidents from 2029 onwards. We are taking targeted measures and pursuing clearly defined interim targets to achieve this goal step by step.

Through an established employee forum, we ensure that concerns and ideas are recorded, reviewed and further developed in consultation with senior management.

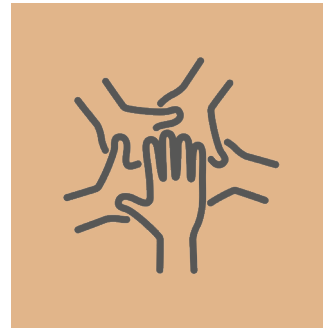
Based on internal feedback, we have enthusiastically implemented measures for the benefit of our staff – ranging from refurbished changing rooms to additional discounts in the Haco Shop.



Sustainable procurement

Through our Supplier Code of Conduct, we set out environmental and social requirements that form the basis for our collaboration with our partners.

We use specialised risk assessment software to classify our suppliers. This gives us an overview of our procurement activities.



Ethics

Our core values and ethical standards form an integral and carefully considered part of our corporate culture.

Through the Haco Integrity Line, we provide a trusted channel for the (anonymous) reporting of compliance breaches and promote transparency and responsible conduct.



Environment

In collaboration with the Energy Agency for Industry (EnAW), we are taking targeted steps to improve our energy efficiency and reduce our CO₂ emissions.

We monitor our resource consumption and take it into account in our decision-making processes.

KPI Highlights - Key Performance Indicators for Safety, Health & the Environment 2025



Labour and human rights

- ▲ Our current staff have reported over 300 unsafe situations – slightly more than last year and well above the target.
- ▲ A total of 10 workplace accidents – significantly fewer than in the previous year (21).
- ▲ We have once again improved our EcoVadis rating. As a result, we are now among the top 5 per cent of the companies assessed in our sector.



Sustainable procurement

- ▶ Suppliers are assessed in relation to their risk assessments using specialised software.
- ▶ Over 40% of the products we transport in Switzerland are delivered in an environmentally friendly manner by rail.



Ethics

- ▶ During the reporting year, no compliance cases were reported by either internal or external bodies.
- ▶ With our digital learning system, easylearn (just under 900 hours), and other training and further education programmes (over 950 hours), more than 1,800 training hours were completed in 2025 – slightly fewer than in the previous year.



Environment

- ▲ Our continuous improvement measures are proving effective: compared with last year, energy efficiency has risen by around one percentage point, whilst CO₂ intensity has fallen by over three percentage points.
- ▲ We update our hazardous substances register regularly. It now covers more than 500 substances.
- ▲ The PINCH II analysis, carried out in collaboration with Lucerne University of Applied Sciences and Arts, was successfully completed.

Highlights of the 2025 financial year



EcoVadis Results 2025/2026

In 2025/2026, we once again had our sustainability performance assessed by EcoVadis. We were able to improve our score once more and further strengthen our position in the industry benchmark. Being awarded the Silver medal once again which places us amongst the top 15% of assessed companies and our ranking amongst the top 5% in our sector confirm the continuous improvement in our sustainability performance. This result spurs us on to further develop our measures in a targeted manner and to continue along the path we have chosen.



First-time CCF registration

In 2025, we successfully calculated our Corporate Carbon Footprint (CCF) for the first time. This has given us greater transparency regarding the greenhouse gas emissions we generate and provides a sound basis for planning our next steps and developing measures to reduce our CO₂ emissions.



NARIDA: 16 new product launches

In 2025, our subsidiary NARIDA once again succeeded in launching a number of new products onto the market. We are particularly proud of the development of a vegan, high-protein, vitamin-enriched dietary supplement bar. This is fully in line with the strategy and the direction NARIDA intends to take in the future.

Jede Meldung zählt...

Unsichere Situation entdeckt?
Verbesserungsvorschlag?
Mangel vorhanden?



Implementation of Vision ZERO

To ensure the health and wellbeing of our staff as effectively as possible, we launched our Vision ZERO last year. With the aim of achieving zero workplace accidents from 2029 onwards, we have implemented measures this year in line with our plan, and further measures are being planned for the coming years.



NARIDA: Implementation of the master plan, including a reduction in CO₂ emissions of over 100 tonnes

By replacing the oil-fired steam boiler with electric steam generators, NARIDA's CO₂ emissions have been reduced by 100 tonnes. This measure contributes to the further decarbonisation of the site's energy supply and improves the energy efficiency of the plant. Following the successful commissioning of the photovoltaic system in 2024, this represents a further significant step in the implementation of the master plan to achieve fossil-free operations.

Sustainability management at HACO AG

Sustainability-related developments at global and national level, as well as the current political framework, have both direct and indirect effects on our business activities. In a dynamic environment characterised by growing environmental and social challenges, we see it as our responsibility to make our contribution to sustainable development. The overarching framework for this is provided by the HACO Group's sustainability strategy. Our understanding of sustainability is guided by the United Nations' Sustainable Development Goals (SDGs) set out in the 2030 Agenda. We expressly support this Agenda and are committed to long-term development that treats environmental, social and economic aspects as equally important and brings them into harmony. In doing so, we focus on the key issues that the HACO Group considers to be particularly relevant.

For operational implementation, we have derived four key areas of action from this framework: labour and human rights, ethics, the environment and sustainable procurement. These form the basis for, and provide the structure for, all objectives and measures. Responsibilities and accountabilities are defined internally, and progress is monitored.

Ethics



Labour & Human Rights



Environment



Sustainable Procurement



Our certificates

Our certificates underscore our commitment to quality, safety and sustainability standards. They confirm our compliance with recognised norms and standards and are regularly verified by independent testing bodies. In this way, we build trust in our services amongst our customers.



SDG 10 – Reduced inequalities

Measures and objectives

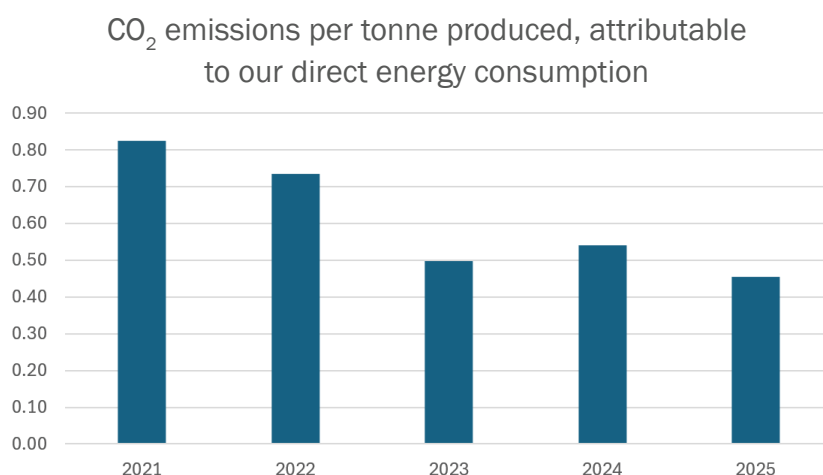
- We intend to continue strengthening our collaboration with certified partners.
- We have a zero-tolerance policy towards discrimination. Our Code of Ethics sets out clear guidelines for respectful, fair and non-discriminatory behaviour in our day-to-day working lives.
- We will continue to carry out regular reviews of relevant key performance indicators (equal pay, market-based remuneration, proportion of women in management positions, etc.) to ensure a fair and equitable working environment.
- We intend to continue promoting equal opportunities and access to training and further education in the future.

SDG 12 – Sustainable consumption and production

Measures and objectives

- Once again this year, biogas was produced from our coffee grounds, which are a by-product of production. Over 6,000 tonnes were processed.
- This year, we calculated our Corporate Carbon Footprint (CCF) for the first time.
- Building on this, we are reviewing our own Scope 1 and 2 CO₂ emissions and reducing them wherever possible.
- We are continuing to improve our energy efficiency and CO₂ intensity on an ongoing basis. This year, for example, we were able to significantly reduce our CO₂ emissions per tonne, partly through measures implemented as a result of the PINCH analyses.

year	CO ₂ emissions per tonne produced (in tonnes t)
2021	0.82
2022	0.74
2023	0.50
2024	0.54
2025	0.45



SDG 17 - Partnerships to achieve objectives

Measures and objectives

- We intend to continue our collaboration with Lucerne University of Applied Sciences and Arts (HSLU).
- The Pinch 2 analysis carried out with HSLU in 2025 has highlighted further potential for improvement in our use of resources. Our aim is to implement as many of these as possible within the scope of our capabilities.
- We use software to gain an overview of the potential risks associated with our suppliers. We intend to use these insights to weigh up our commercial relationships more carefully in future.

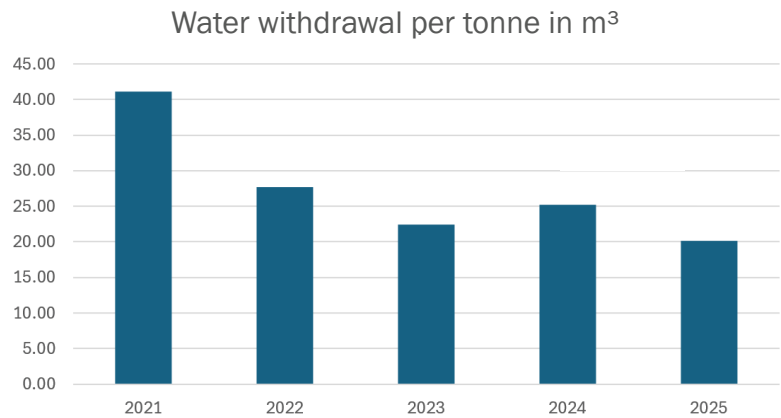


SDG 6 – Clean drinking water

Measures and objectives

- We continuously monitor our water consumption, the volume of our wastewater and its quality.
- Since 2021, we have been able to reduce our water withdrawal per tonne produced by over 50 per cent through more efficient use.
- Through targeted internal communication, we aim to further raise awareness of the importance of using water wisely.

year	Water withdrawal in m³ per tonne produced
2021	41.16
2022	27.74
2023	22.41
2024	25.20
2025	20.11

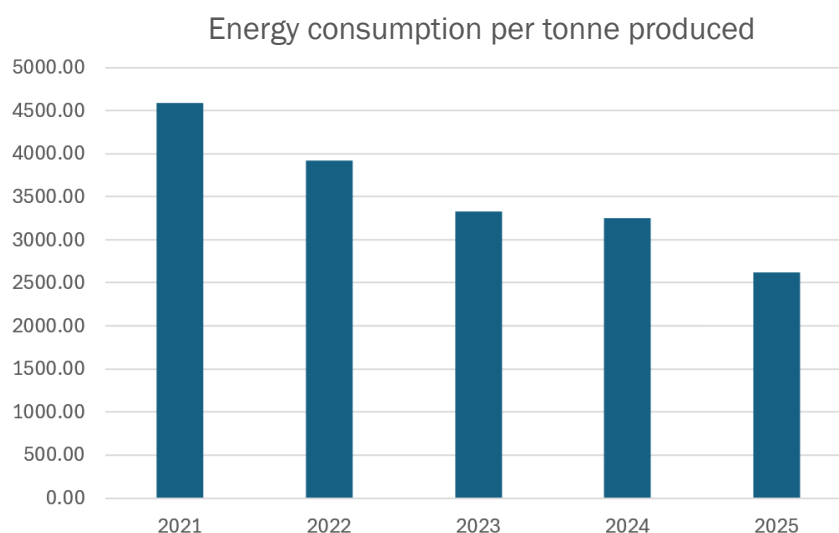


SDG 7 – Affordable and clean energy

Measures and objectives

- Through operational optimisations, we have been able to reduce our direct energy consumption per tonne produced by just under 20 per cent compared with last year.
- We are able to feed some of our waste heat into the district heating network. In doing so, we are promoting the use of existing resources for energy purposes.
- We analyse our energy mix on a regular basis. This also includes assessing the procurement of renewable energy sources.

year	Energy consumption per tonne produced (in kWh/t)
2021	4'586.45
2022	3'921.70
2023	3'329.13
2024	3'249.80
2025	2'619.92



SDG 13 – Climate change mitigation measures

Measures and objectives

- We regularly review our processes, infrastructure, logistics operations and waste management, and strive to improve them.
- We aim to adopt a circular economy approach as far as possible in our investments and solutions.
- We are increasingly exploring ways to reuse water in order to make more efficient use of this resource too.
- We aim to continuously reduce our waste and continue to optimise our recycling methods.

Labour and human rights



SDG 5 - Gender equality

Measures and objectives

- We ensure a non-discriminatory working environment in which diversity and equal opportunities are put into practice.
- We track various KPIs in this area (the number of women in the company, in management positions, and the gender pay gap) in order to monitor developments transparently and identify targeted measures.
- Flexible working arrangements are designed to support our employees in achieving a good work-life balance.
- Equal pay is guaranteed at our company. We also have this regularly audited by an external body.

year	2021	2022	2023	2024	2025
Gender Pay Gap	2.0%	-	1.4%	-	1.4%
Proportion of women across the entire organisation	23%	24%	26%	27%	28%
Proportion of women at senior management level (Executive Board)	20%	28%	17%	17%	17%
Proportion of women on the board of directors	14%	20%	17%	17%	17%

SDG 3 – Health and Wellbeing

Measures and objectives

- Through initiatives such as ‘Bike to HACO’ and subsidised public transport season tickets, we promote sustainable mobility.
- We support and promote the physical and mental well-being of our staff through a range of support and preventative measures.
- We intend to continue actively supporting health promotion and team spirit through joint activities such as taking part in the ‘B2Run’.
- Our aim is to continue developing health initiatives and expanding the range of services on offer.

SDG 8 – Decent work and economic growth

Measures and objectives

- The health and safety of our staff is a top priority for us.
- Our Code of Ethics forms the basis for a respectful, safe and responsible working environment.
- By reporting unsafe situations, we aim to prevent potential causes of accidents and ensure even safer workplaces.
- Through our ‘Vision ZERO’ initiative, we are pursuing the long-term goal of zero workplace accidents from 2029 onwards. We aim to move closer to this goal step by step through targeted measures.

year	2021	2022	2023	2024	2025
Reported unsafe situations	57	89	149	298	312
Annual target: uncertain situations	36	72	108	120	180
Number of workplace accidents	17	14	17	21	10



Sustainable procurement



SDG 9 – Industry, Innovation and Infrastructure

Measures and objectives

- Our rail transport enables us to carry out part of our transport by rail. We aim to maintain this proportion in future and, where possible, increase it.
- Through continuous improvement processes, we are constantly refining our production and operational procedures.
- We are gradually modernising our infrastructure and processes, within the limits of our capabilities, by making more efficient use of resources.

Mode of transport	Proportion of the total quantity transported by us (kg)
Rail transport	21.5%
Export by lorry	56.1%
Lorries in Switzerland	15.7%
Air freight	0.2%
Post	0.2%
Sea freight	6.3%

SDG 16 – Peace, justice and strong institutions

Measures and objectives

- Our Code of Conduct and our Supplier Code set out requirements and guidelines for responsible, ethical and legally compliant behaviour within our company and in our dealings with our partners.
- An internal reporting system enables staff to report concerns about misconduct – such as corruption, bribery, human rights violations, data protection breaches or anti-competitive behaviour – freely and, if desired, anonymously.
- We do not tolerate such behaviour, either within our own organisation or amongst our business partners.
- We also maintain an open dialogue with the local community surrounding our site. We take reports from the neighbourhood – for example, regarding noise or odours – seriously and investigate them thoroughly.



Legal Notice – Reporting Methodology

General Information

This report is intended to provide a brief overview of the development of our sustainability activities. It was produced by the Health, Safety and Environment (HSE) and Communications departments in collaboration with other internal departments.

Unless otherwise stated, the key figures relate to the Gümligen site and the financial year 2025. NARIDA, based in Lanzenhäusern, is part of HACO AG.

Data sources

All reported data is sourced from internal information systems and from documents provided by external partners (e.g. EnAW).

United Nations Sustainable Development Goals

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States (www.un.org/sustainabledevelopment).

Gümligen, July 2026

Haco^{swiss}

A **Haco** Foods Company

HACO AG, Worbstrasse 262, Postfach, CH-3073 Gümligen
Tel. +41 31 950 11 11, www.haco.ch