

LOOP® IMPACT REPORT

2025

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REPORT VERSION
YEAR
DATA PERIOD
UPDATE CYCLE
RESP. DEPT.

5.0
2025
2025
YEARLY
HEAD OF
SUSTAINABILITY

1 — FUNDAMENTALS AND GENERAL INFORMATION

We're a digital-first agency,
exploring the intersections
between design, digital
technology, and content
marketing for leading brands.

Our Global Footprint and Team

Strategically Located

Our strategic location enables us to maintain close relationships with key clients and deliver services beyond the borders of Austria, ensuring our success on a global scale.

Centralised Workflows

The implementation of a centralised workflow from our HQ in Salzburg ensures seamless collaboration across all our hubs*, fostering an integrated and efficient working environment.

*AVERAGE NUMBER OF TEAM MEMBERS: 379 TALENTS
*TOTAL NUMBER OF TEAM MEMBERS BY END OF THE YEAR: 379 TALENTS
*SALZBURG, NEW YORK CITY, VIENNA, COPENHAGEN, BERLIN, SYDNEY, BANGALORE



Offices worldwide

LOOP®

Client serving countries

*Digital talents from over 59 countries working together under one roof

Speaking languages

A Letter from our CEO

When founding LOOP® back in 1999, I never would have imagined that one day I'd have the opportunity to manage a company with such an incredible team, help young, talented people break into this thrilling industry and work with some of the most amazing clients.

As a company evolves, its priorities tend to transform. During our early years, our primary focus centered on delivering the best possible project outcomes. Today, our priority lies in creating an ideal work environment; one that has a positive impact on our clients, employees, and surroundings every day. We believe in leadership that exemplifies these priorities through action and value, continuously challenging ourselves to become better. If we can achieve that, great work follows.

We believe in leadership that leads by example, consistently striving to turn these priorities into actionable and valuable results.

Presently, we proudly work for some of the world's most exceptional brands, having experienced tremendous growth within the last three years. Our diversity and multinational presence allow us to make meaningful contributions while aiming to make a positive impact. We want to make a difference inside this buzzing industry.

For today's young talent, a job is more than the work they do. It's about purpose, enabling positive change, and playing a significant role in creating a better world. Our vision is to be an ambitious workplace, while at the same time creating a perfect environment for the future, one that promotes diversity, leaves a positive impact on every path we tread, as well as one that defines what it means to do so – and that inspires other companies to follow.

As we unveil our fifth impact report, our ambitious mindset and motivation continue to drive us and our clients and partners to create a better, more diverse, and sustainable future for LOOP®. Our unwavering commitment to this goal remains one of our top priorities.



MICHAEL JOHN
LOOP CEO

It's about shaping culture,
society, and making a
meaningful difference.
Every project is an
opportunity to infuse
purpose into our actions
and inspire change.



About this Report

At LOOP®, sustainability is not a separate initiative — it is part of our culture and how we think, create, and work every day. By combining creativity, digital innovation, and clear ESG ambitions, we aim to make sustainability a natural part of our decisions, projects, and partnerships.

LOOP® has reported in accordance with the GRI Standards for the reporting period from 1 January to 31 December 2025. This is our fifth Impact Report and highlights our contribution to the United Nations Sustainable Development Goals (SDGs).

We focused on the most important topics — those that we affect and that affect us — by conducting a materiality analysis based on LOOP®'s mission and main activities.

For us, sustainability is a shared commitment across the entire team because it reflects our values and the way we work. Strategic decisions, including those related to sustainability, are overseen by the CEO in collaboration with the Leadership Team.

Our Head of Sustainability leads and drives our sustainability strategy together with our team across the agency. Our CEO and Leadership Team oversee LOOP®'s sustainability priorities and regularly review our progress. We continue to strengthen the structures, processes, and tools that embed sustainability into our day-to-day decision-making.

We know that meaningful change does not happen overnight. Sustainability is a journey — one we are proud to continue together with our team, clients, and partners as we work towards a more positive future for our industry.

Reporting scope:

Unless otherwise stated, this report covers the operations of Agentur LOOP New Media GmbH across its international offices. The reporting scope may vary depending on data availability and the nature of the disclosure. Where environmental data (e.g. energy consumption, heating, waste generation) are available only for specific locations, this is indicated in the respective sections.

Publication date:

September 2026.

Our Mission and Sustainability Strategy

We ship some of the industry’s best and most forward - thinking work.

Driving innovation for a sustainable digital future that ensures economic stability and long-term client impact.

Digital Innovation, Client Relationships, Economic Stability, Data Privacy, Sustainable Products & IT Infrastructure

Our team is impressively uncomplicated and great to work with.

We build a diverse, inclusive, and skilled team driven by innovation, ethics, and seamless collaboration.

Diversity and Equal Opportunity, Training, Social Dialogue, Business Ethic

We run one of the best and most welcoming workplaces.

We aim to create the best workplace, prioritizing our team's well-being.

Flexible Work, Benefits and Team Well-Being

We make a positive impact

We aim for a positive impact on the environment, partnerships, and the community.

Environment, Sustainable Procurement, Partnerships & Community

Our Stakeholder Communication

Team	We cultivate open communication through meetings, tools, and surveys to stay connected.
Client	We drive daily alignment and close collaboration with clients to align objectives.
User	We analyze data, conduct surveys, and stay connected to understand user needs.
Partner and Communities	We prioritize direct communication and use surveys to gather feedback from our partners.





2 — INDUSTRY LEADING AND INNOVATIVE WORK

Digital Innovation

Economic Stability

Sustainable Product Development

Client Relationship

Sustainable Infrastructure

Data Privacy and Protection

Our Ambition

We figured out what the Internet can do 20 years ago, when 56k modems were the fastest connection available.

We'll still figure out what the Internet can do 20 years from today — being full of excitement about what the future will bring. We want to be seen as one of the companies that are responsible for unfolding the digital era — setting new standards in digital creative, design, brand communication, technology and marketing.



Key Facts Driving Innovation

100% Independent

Founded in 1999, at the beginning of the digital era.
100% independent and owner-managed.

Digital at Heart

Digital natives with a strong focus on connecting brands with their next generation of customers.

Team Structure

We embrace a flat hierarchy and direct communication. We are reactive and flexible, able to make decisions quickly and easily.

Team Diversity

International team of 400+ people from over 59 countries working in 7 locations.

Setting New Standards

Combining technology and marketing in a way that is unique in the industry.

Sustainable Ways of Working

All digital services are handled in-house for efficient, tailored production. Each project is strategically planned and aligned with our clients before we start the implementation.

With in-house content expertise and capabilities, we produce efficiently and minimize waste. Virtual collaboration and AI workflows cut travel and optimize resources.

Building Customer Relationships

We don't follow the typical client-agency model. Instead, we build dedicated teams tailored to each client's needs. Working closely together, we drive brands forward in the digital space. To stay fast and efficient, we rely on tools like Basecamp, Jira, and Slack for transparent collaboration.

Clients communicate directly with our experts, while a dedicated account or project manager ensures smooth coordination. This approach ensures we bring the right skills and experience to provide the best possible client support.

Cultivating Long-term Partnerships

We always aim for long-term partnerships with adventurous clients, striving to prepare their brands for the next generation by always thinking ahead.

The longer we work with a client, the better we understand their long-term goals and can support them in achieving those goals. We understand their products and workflows, allowing us to set up teams that 100% match their needs.



Relationship with Clients

5

No. of top 20 clients
who have been with us
for more than ten
years.

14

No. of top 20 clients
who have been with us
for more than five
years.

LOOP®

26

Cumulative years we
have worked with our
top three clients.

80%

Of top 50 clients who have
been with us for three years
or more.

100%

Of our services and
products are tailored to our
client's needs.

Industries Our Clients are in

Sportswear / Automotive / Fashion / Entertainment
/ Household Goods / FMCG / Retail / Manufacturing /
Pharmaceutical / Luxury Goods / Food and Beverage
/ Banking And Financial Services / Healthcare / Sports
Clubs / Leatherware / Tourism / Chemical / Transportation
/ Software / Social Networking / Pet / Insurance /
Consumer Goods / Communication / Agency / MedSpa
/ Infrastructure / Electricity / Coaching / Beauty /
Surgical Products / NGO / Sanitary Solutions / Prefab Housing
/ Gastronomy / Furniture / Commerce / Music / EdTech
Wholesale / Supplements / Public Sector / Product Design



Market Diversity and Sustainable Growth

Industry and Market Diversification

We serve clients from 31 countries across 40+ industries. This fosters deep knowledge of diverse markets and their needs, while ensuring economic stability through the diversification of our client industries.

Organization Scale

With over 20 years of experience in the digital world, we know how to set up teams that act as seamless extensions of our clients’ internal teams. As an independent, owner-operated business, we grow organically and adapt quickly to client needs and digital innovations. We build strong, long-lasting partnerships across industries.

Client Requirements

We don’t have specific client requirements, but most of the brands we work with are recognized leaders in their fields. We treat every client with the same passion, regardless of market, industry, or company size, and consider our clients as friends.

Market Diversity
and Sustainable
Growth

40+

No. Of client
industries we serve.

LOOP®

57%

Of our business
is from outside
of Austria.

6/10

Of our biggest clients
from 2025 are
international.

31

No. of countries we
serve our clients in.

We make use of the most innovative and ground breaking technologies to bring sophisticated digital solutions to life.

Sustainable IT Infrastructure

We continuously improve our IT infrastructure with a focus on reliability, efficiency and responsible resource use. By extending the lifecycle of our devices, selecting energy-efficient technologies where appropriate, and replacing hardware only when necessary, we aim to reduce electronic waste and minimise our environmental impact.

Our infrastructure is designed to support secure and efficient collaboration across our international teams. We regularly review our technology landscape to balance performance, resilience, security and sustainability.

Ongoing initiatives

- Extending the lifecycle of laptops and other IT equipment
- Replacing hardware based on operational needs rather than fixed schedules
- Improving the efficiency and resilience of our IT infrastructure
- Providing regular employee training on secure and responsible IT use

Data Protection and Security

Protecting the information entrusted to us by our clients, partners and employees is a fundamental part of how we operate. We maintain an Information Security Management System (ISMS) based on internationally recognised standards and continuously improve our security processes.

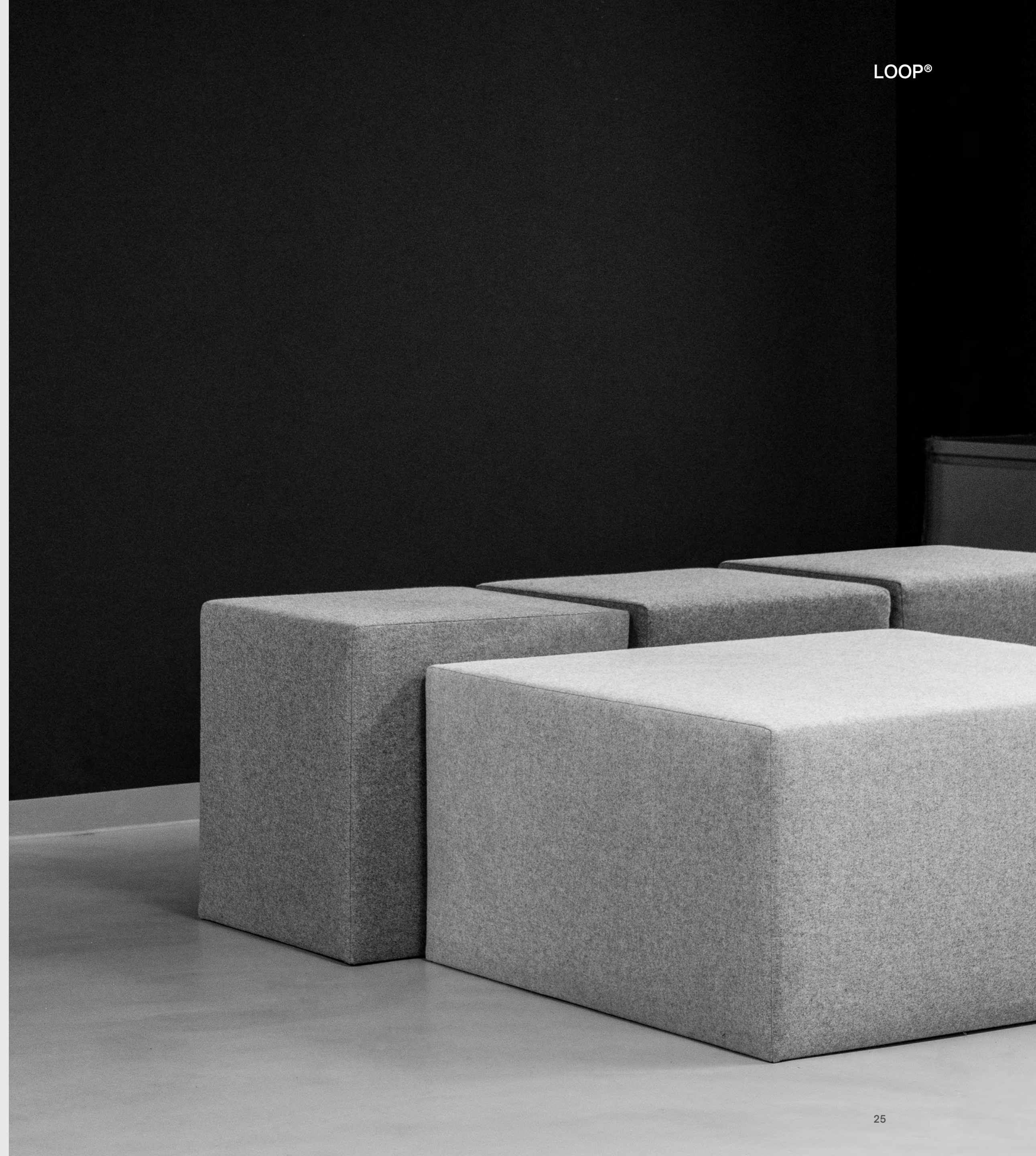
In 2024, LOOP® successfully completed a TISAX® assessment. In 2025, we initiated our ISO/IEC 27001 certification process, further demonstrating our commitment to information security and the protection of confidential information. These technical safeguards are complemented by regular employee awareness training and clearly defined internal policies, ensuring the secure and compliant handling of information across the organisation.

<https://www.agentur-loop.com/privacy-policy>

Accessibility and Inclusion

As a global digital agency, we acknowledge the importance of digital accessibility in inclusive and responsible service delivery. In 2025, we continued to integrate accessibility standards across relevant services, processes, and digital platforms, in line with the requirements of the European Accessibility Act.

We support our clients in understanding and addressing these requirements, helping them take appropriate action to improve the accessibility of their digital products and services.





3 — A COLLABORATIVE, DIVERSE AND SKILLED TEAM

Diversity and Equal Opportunity

Training

Social Dialogue

Initiatives Driving Diversity and Equality

Care + lead program

A self-leadership program for parents to support the parenting journey, find the best work model, and manage mental health and workload.

Trainings

Regular training on diversity, inclusion, and unconscious bias is provided to our team.

Family culture

We embrace a family culture and have implemented processes to support caretakers throughout their journey.

Language classes

To ensure inclusivity, english is our main company language. We also offer english and german language classes for the whole team.

Social dialogue

We offer direct communication channels and meetings to raise topics and address improvements with leadership, P&C, and the team.

Female leadership

We offer female leadership training with an external expert for our leadership team.

Policies and reports

Our policies ensure diversity and equality in hiring, promotions, and beyond. We regularly update our P&C report to track progress.

Role models

We believe in leadership that leads by example. True diversity and equality go beyond policies and training — they start with diverse leadership.

15 Work and Collaboration Principles

01 We reduce complexity wherever we can.

02 We treat money, material and time with care.

03 We aim to leave a positive footprint after each step.

04 We respect our co-workers and we respect their time.

05 If we break something, we fix it together.

06 To sound clear is better than to sound clever.

07 We run water through the pipes before we ship.

08 Version 1 is usually not our best work. Have fun iterating.

09 We avoid climbing the wrong mountain.

10 Attracting clients and great team members is everyone’s job.

11 If it feels too much like advertising, it must go.

12 We expect high moral standards from everyone.

13 Goals don’t guarantee results. Habits and actions do.

14 We don’t make project teams bigger than they need to be.

15 Successful agencies aren’t built in spreadsheets and meetings.

Our diversity and collaborations worldwide drive us to create positive change in our industry. We prioritize equality and diversity in everything we do.

Nationality Diversity and Equality

With 51% international employees,
we foster strong diversity within our team.

455

Talents

LOOP®

17

Nationalities in
leadership.

58

Nationalities

68

Languages

58 Nationalities

Albanian / American / Argentine / Armenian /
Australian / Austrian / Bangladeshi / Belarusian
/ Belgian / Brazilian / British / Bulgarian / Canadian /
Colombian / Costa Rican / Croatian / Cypriot / Danish
/ Dutch / Filipino / Finnish / French / German / Greek /
Hungarian / Indian / Indonesian / Iranian / Irish / Italian
/ Jordanian / Lebanese / Lithuanian / Luxembourger /
Malaysian / Maltese / Mexican / Montenegrin / New Zealander /
Norwegian / Pakistani / Peruvian / Polish / Portuguese
/ Romanian / Russian / Serbian / Slovakian / Slovenian /
South African / Spanish / Sri Lankan / Swedish / Swiss
/ Thai / Turkish / Ukrainian / Vietnamese



Gender Diversity and Equality

296

Female employees

LOOP®

1

Non-Binary on
the Team

158

Male employees

41

Male leads

42

Female leads

4

Male management

3

Female management

With a 50.6% women in Leadership,
We have a great balance in the leadership team.

Gender Diversity and Equality

Fairness Is Something We Build Every Day

Our 2025 gender pay gap was 1.45%, meaning on average, men earned slightly more than women across our agency.

We see this as a positive result of our commitment to fair pay. But numbers tell only part of the story. Behind every percentage are people with different careers, experiences, and valuable contributions.

Creating a fair workplace is an ongoing process. We continue to review how we hire, develop, promote, and reward our people. Our decisions are based on skills, performance, experience and potential.

We are proud of our progress and remain committed to improving. Because equality is not a one-time achievement – it is something we build together every day.

1.45%

Gender Pay Gap

LOOP®

5.2%

Men Average
Salary Raise

5.8%

Women Average
Salary Raise

We support unique career paths for our parents, by offering flexible work to balance family and career.

Care + Lead

A Program

for Parents

We teamed up with our long-term female leadership coaching partner, leadhers+ academy, to co-create the Care + Lead Program — designed especially for all our parents.

The program supports every step of the parenthood journey: before, during, and after parental leave. Each topic is led by top experts in their field.

We believe that balancing work and family is deeply personal — there’s no one-size-fits-all solution. That’s why this program helps both moms and dads explore the best work model for them, while also offering support for mental load and mental health.

Before parental leave

Preparation for parenthood and finding a good balance between work and personal life.

During parental leave

Resilience, self-organization, and mental health.

After parental leave

Returning to work, leading teams, and handling new challenges.

Parental Diversity and Equality

With a 44% parental leadership quota, we maintain a strong balance within our leadership team.

41%

Of our female leadership team are parents.

6

Dads took parental leave.

100%

Of our female management are parents.

60%

Of our male leadership team are parents.

75%

Of our male management are parents.

19%

Of our team are parents.



We hire with
purpose.
different voices,
same vision.

Inclusive Hiring: Building a Diverse Team

We embed diversity and equality into every step of our hiring process by crafting bias-free job descriptions that ensure accessibility for all, conducting structured interviews that focus on skills and potential, and leveraging job boards that actively connect underrepresented groups with meaningful career opportunities.

New Hires
— Diversity
and equality

New hires in 2025. LOOP®

56

International hires

53%

Female talents

77.9%

New Hires
— Diversity
and equality



Are parents

LOOP®

New talent retention
rate.

LOOP's 2025
attrition rate.

Shaping the digital landscape starts with ambition and people who never stop learning and growing.

Launching LOOP®'s new e-learning platform

We make knowledge accessible to everyone, creating equal opportunities to grow, innovate, and succeed.

In 2025, we combined our digital expertise and internal tech know-how to launch our new internal e-learning platform, hosted by our own AI training avatar, LUU. From now on, all onboarding sessions and trainings are accessible to the entire LOOP® team — enabling continuous learning, stronger knowledge transfer and equal access to development opportunities.

The platform is an add-on to our existing in-person and external programmes, creating a shared knowledge foundation. It allows us to scale deep-dive trainings and innovation sessions across the entire team — at a scope and frequency that would not have been possible before.

It is the digital go-to for learning — LOOP®'s knowledge hub for expertise, internal structures and processes, innovation, and AI-powered learning. Our team brings the brilliance, expertise, and experience — LUU supports us in sharing and scaling this knowledge across the entire team.

We strongly believe in equality and empowering our entire team with the same access to knowledge and training opportunities. This is an important step towards creating equal opportunities, enabling continuous growth and ensuring everyone at LOOP® has the chance to develop, succeed, and help shape the future of our digital landscape.

Goal

100% of our team will participate in regular annual training, ensuring equal access to knowledge and development opportunities.



SAY "HI", IT'S LUU —
YOUR PERSONAL VIRTUAL
TRAINING ASSISTANT.

Our Team Development

In 2025, we invested in team development through a new e-learning platform, training, structure, and trust — empowering everyone to take ownership of their growth.

93

Hours of 1:1
leadership coaching.

3,964

Training hours engaged
by the full team.

104

Skills-based trainings.

176

Onboarding hours
and sessions.

11.3

Average training
hours per employee.

LOOP®



Future-Focused Conversations

We use HiBob, an integrated people platform, to make feedback a natural part of everyday work. It helps us stay focused on learning, growing, and delivering high-quality results. Honest feedback, high standards, and strong team support shape the way we work.

360° annual performance reviews

Our performance reviews are team-wide and happen once a year. Leads, team members, and peers give structured feedback using the same set of questions — keeping things fair, clear, and transparent for everyone. In 2025, 100% of the team completed their performance review.

1:1 or team meetings

We use our daily meetings to track tasks and check progress. This improves communication and helps with better coaching from leads to the team.

Promoting instant feedback

We keep things open and uncomplicated. Our open-door approach lets you connect easily via slack, quick huddles, or meetings. We appreciate each other's work while giving honest feedback to push ourselves and set new standards.

Reviews

At LOOP®, we conduct various reviews at key milestones throughout the employee lifecycle, such as for team members in new leadership roles, resignation reviews, and reviews at work anniversaries or after trial periods.

If we build our agency on great people, impressive work and clients we didn't dream of working for will follow.

Keeping Dialogue Open

All-agency Meetings

We hold agency-wide meetings with our CEO to keep everyone informed.

Better Company

We invited our team to submit their ideas for how we could improve. We received 5 submissions in 2025, and 4 of them were implemented in 2025.

Internal Channels

We use slack for announcements shared by the CEO to ensure regular transparency across the team.

Social Buddy

In 2025, we welcomed 56 new team members and teamed them up with a social buddy.

Open Tuesday

Every tuesday, our people and culture team is available for private chats and support.

Reviews & Feedback

Regular check-ins, ongoing feedback, and an annual 360° feedback cycle for the entire team.

Surveys

To gather insights and ensure everyone's opinions are heard and considered. eg. offboarding surveys, leadership and reintegration surveys.

1:1 with Team Lead

Personalized one-on-one meetings with team leads to discuss progress and any needed support.

Anti-Discrimination and Harassment

Our Code of Conduct outlines our position on anti-discrimination and harassment. If any discrimination or harassment occurs or is witnessed, we have a whistleblower procedure in place. Of course, all reports will be treated confidentially, and the reporter shall not suffer any negative consequences. We reserve the right to take action to ensure LOOP remains a welcoming environment for all team members and everyone working with us.

This includes warning an offender, excluding them from LOOP or ending their relationship with LOOP if the situation does not improve. In 2025, no cases of discrimination were experienced.

Reporting of Harassment

With an international mindset, LOOP® enables collaboration with colleagues, clients, talents, partners, and stakeholders from around the globe. We strive for LOOP® to be a place where everyone can work efficiently, communicate seamlessly, and feel safe at all times.

With 455 talents representing 58 nations and speaking 68 languages under one roof, and with 57% of our business conducted outside of Austria, maintaining diversity, equality, and inclusivity is essential to us.

In the event that anyone within the company observes any form of harassment, there is a dedicated reporting email address available. It is expected that anyone asked to cease harassing behavior complies immediately to avoid consequences.

Anti-Corruption and Bribery

Corruption poses a global challenge, leading to economic harm and undermining fair competition. LOOP®, as a socially responsible company, is dedicated to combating corruption. We require our employees to refrain from offering or pledging any personal, financial, or other benefits directly or indirectly, through intermediaries, to secure or maintain business relationships or gain advantages from third parties. Additionally, our team members are prohibited from accepting any advantages in exchange for preferential treatment from clients or third parties. This commitment reflects our firm stance against corruption and our commitment to ethical business practices.

Whistleblower Procedure

We implemented a so-called Whistleblower Procedure, where our employees can report violations or critical situations in respect to anti-corruption, bribery, or conflicts of interest. Of course, all reporting will be treated confidentially, and the reporting person shall not suffer any negative consequences. So far, no incidents of corruption or bribery have ever been recorded or reported in connection with LOOP®.

Read our Whistleblower Procedure

<https://www.agentur-loop.com/whistleblower-system>

Conflict of Interest

Corruption frequently stems from conflicts of interest, where personal interests impact professional activities. At LOOP®, we mandate that our team members steer clear of situations that may give rise to personal conflicts of interest. They are expected not to exploit their position, company information, or assets for personal gain, nor to seek improper advantages from third parties. This policy underscores our commitment to maintaining integrity and preventing any misuse of influence or information within our organization.

Code of Conduct

The Code of Conduct serves as a formal expression of our dedication to integrity and ethical behavior, outlining the fundamental principles upheld by LOOP®. Every employee is accountable for adhering to legal, professional, and ethical standards pertinent to their role and level of responsibility. The Code emphasizes our commitment to delivering top-notch services to our clients, reflecting our unwavering dedication to maintaining high standards and ethical conduct in all aspects of our operations.

With each new employment contract, we dispatch the Code of Conduct to underscore its importance. We revisit the topic during onboarding and ensure it's readily available in our handbook for reference.

Read our Code of Conduct

<https://www.agentur-loop.com/code-of-conduct>



4 — BEST AND MOST WELCOMING WORKPLACE

Employee Health

Benefits

Flexible Work

Pioneering the workspace of the future, we're on a mission.

Benefits and Perks

Extra paid time-off

- Sunny hours or +20% extra vacation days
- Special leave

Professional Development

- Educational leave
- Learning and development
- Training budget
- Leadership coaching
- German class
- English class
- Audiobooks library
- E-learning certifications

Health and Wellness

- Headspace
- myClubs membership
- Urbansports membership
- Sportsupport
- Corporate doctor
- Psychologist
- Home-office furniture
- LOOP® Scoop

Travel and Transportation

- Klimaticket sponsorship
- Bike leasing
- Corporate train discount
- Vienna & Salzburg hotel
- City trains sponsorship
- Company pool car rental
- LOOP® limited edition car
- Audi corporate discount

Work Flexibility

- Hybrid or remote work
- 4-day work week
- Work from anywhere
- Marginal employment
- Office hopping
- Parental part-time
- Home-office

Rewards & Perks

- Referral bonus
- Coffee & Fruits
- Pension fund
- Standing desks
- Personal care products
- AI incentive bonus

Social & Recreational

- LOOP® SKI Day
- Q1 & Q2 Team social event
- Agency Summer Party
- Agency Winter Party
- Marathon sponsorships
- Football season ticket

Family Friendly Benefits

- Extended maternity leave
- Care & special Leave
- Flexible parental leave
- Reintegration programs
- Care+Lead coaching program
- Baby gift
- Kids birthday time-off

Benefits and Perks

32%

Of our team is on a 4-Day workweek. **LOOP®**

1,287

Days of Sunny Hours or +20% extra vacation.

2,855

Days work from anywhere.

Benefits and Perks

83

Klimaticket
contribution.

LOOP®

100%

Of our team works
hybrid or remotely.

32%

Use their free
MyClubs sport pass.



Work From
Anywhere

160
55

TEAM MEMBERS

LOOP®

DAYS

Top Countries

Spain / Germany / Denmark / Italy / Montenegro / Poland / Portugal / USA /
Australia / Mexico / Netherlands / Romania / Switzerland / Albania /
Argentina / Bangladesh / Bosnia / United Kingdom / Slovenia / South Africa /
UAE / Hungary / Thailand / France / Turkey / Croatia / Iran / Colombia /
Philippines / Austria / Taiwan / Ireland / Brazil / Norway / Belgium / Serbia /
Sri Lanka / Japan / Dominican Republic / Kyrgyzstan / Vietnam / Canada /
Greece /

4-DWWWW

4-Day Workweek Continues

Since launching in May 2022, our 4DWW has become a core part of life at LOOP. We successfully continued the model throughout 2025 — and it’s here to stay. Everyone on the team can switch between full-time and 4DWW twice a year, offering real flexibility and a better work-life balance.

What Makes It Different

Team members can choose to work four days instead of the usual five – enjoying a long weekend every week. They work Monday to Thursday at regular hours and are paid as if working 4.5 days. Participation is fully optional, giving everyone the freedom to choose the schedule that suits them best. We also reduce individual workloads across those four days to keep things balanced and fulfilling. Why? We believe this setup boosts both well-being, productivity and creativity.

4-day workweek

In 2025, 32% of our team worked 4 days/week and got paid 90% of the FTE salary.

Today, our priority is to
create an ideal work
environment that positively
impacts our team.

Prioritizing Mental Health

That's why we offer free Headspace access for daily mindfulness, meditation, and better sleep—helping create balance between personal and work life. Since 2022, our in-house psychologist has also provided free and confidential sessions.

In 2025, we went even further: We equipped our team leads with tools to support mental health and launched Care + Lead — a self-leadership program developed with external experts to help parents manage mental load, work, and family life.

Physical Health and Safety Update

These numbers reflect our commitment to a healthy and safe workplace. Our dedicated LOOP® company doctor offers on-site consultations in Salzburg and Vienna to support physical well-being. We also provide free access to sports programs like MyClubs, Urbansports, and Sportsupport, as well as bike leasing.

To promote healthy working habits, we offer ergonomic home office furniture and computer screens. We regularly conduct work safety trainings and have clear internal safety policies in place.

Together with a trained in-house safety team and certified first aiders, we focus on maintaining a safe and healthy work environment — even though workplace accidents are rare in a digital agency.

Physical Health and Safety Update

6.4

Average sick days
per employee.

LOOP®

0

Days work and
disability.

4

Team members
completed Health and
Safety Trainings 2025.

6%

Of our team made
use of our dedicated
company doctor.

0

Work accidents
in 2025.

23%

Of our team use
Headspace regularly.

SCOOP.



TOPPED BREAD
CURRY + DATE
3 PCS.

TOPPED BREAD
BUTTER + CRESS
3 PCS.

LOOP® Scoop.

We launched Scoop in 2024 with a Garden Fresh Veggie Lasagna and redefined what lunch means at LOOP® HQ. Since then, Scoop has become our in-house vegetarian bistro.

From sweets and snacks to daily lunch specials, lemonades, and little extras — everything is offered at cost price to keep our team happy, healthy, and well-fed.

LOOP® Scoop. Philosophy

Scoop aims to create a well-balanced, home-cooked, and flavorful meal offering that is both environmentally friendly and resource-efficient. The concept is entirely based on vegetarian and vegan dishes.

Scoop is committed to sustainability in meal preparation – from the careful selection of ingredients to the reduction of food waste. The focus on plant-based meals, local products, and creative reuse not only supports environmental goals but also promotes a forward-thinking and socially responsible approach to food.

Our key ingredients for a sustainable in-house bistro:

- Seasonal, regional, and organic ingredients
- Menus based on seasonal availability
- Avoiding food waste
- Reducing packaging waste

5 — MAKING A POSITIVE IMPACT

Environment

Sustainable Procurement

Partnerships and Community

Transparency

Our direct impact as a digital agency may be small, but we believe it's everyone's responsibility to help protect the environment.

Energy Consumption LOOP® Salzburg HQ

LOOP®

100%

The comprehensive overview of electricity labeling related to our energy supply is available at
www.salzburg-ag.at/strom/privat/stromprodukte.html
VERIFIED BY E-CONTROL.

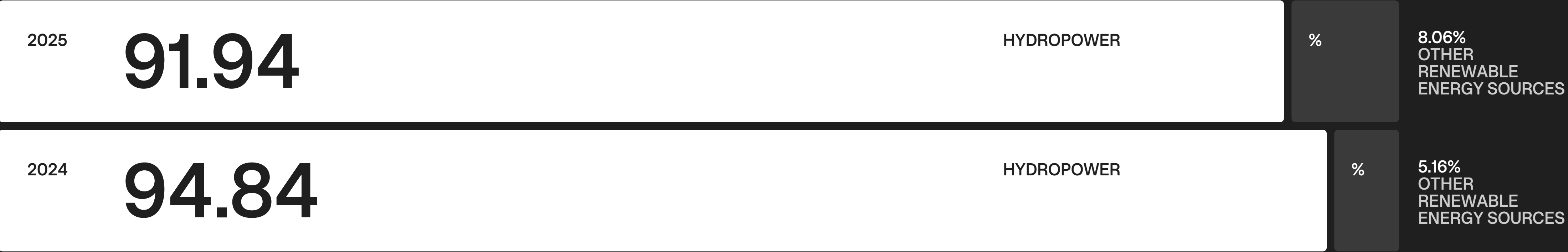
of our energy consumption is exclusively
from renewable energy sources supplied
by the local energy and infrastructure
service provider Salzburg AG.

Energy Consumption LOOP® Salzburg HQ

Comparison Total Consumption LOOP® HQ

2022	147,020	kWh
2023	151,424	kWh
2024	162,632	kWh
2025	150,073	kWh

LOOP®



Energy Consumption LOOP® Vienna

LOOP®

74.72%

The comprehensive overview of electricity labeling related to our energy supply is available at
<https://dokumente.wienenergie.at/link/stromkennzeichnung>
VERIFIED BY E-CONTROL.

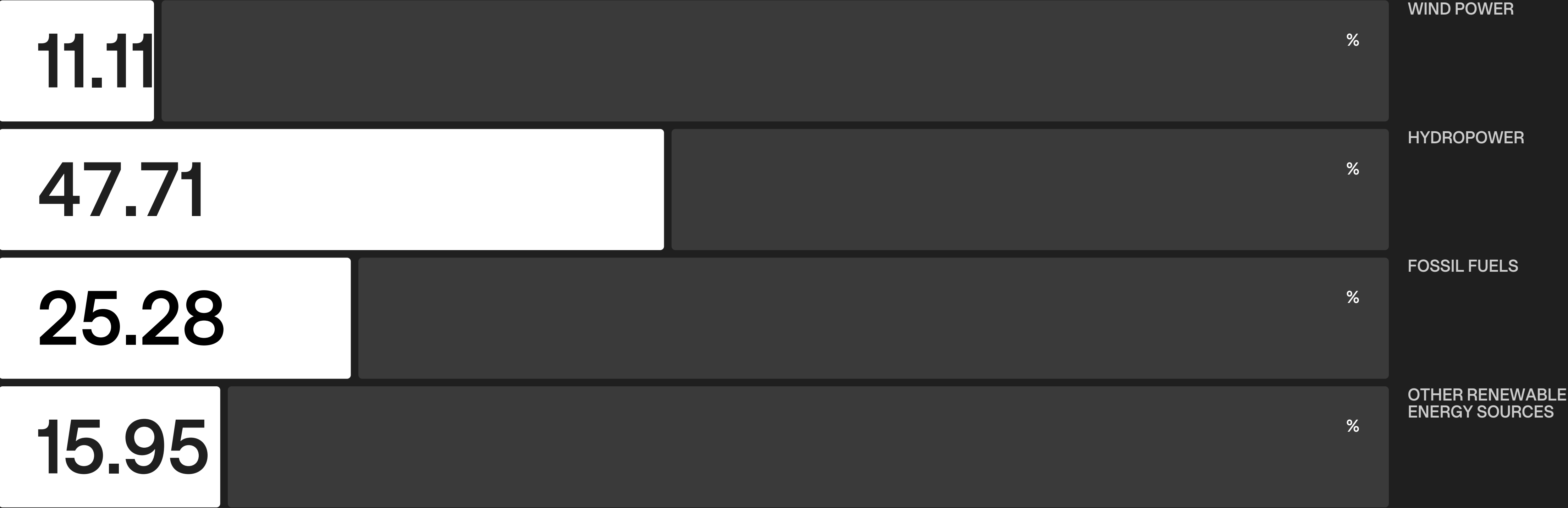
of our energy consumption is exclusively
from renewable energy sources supplied
by the local energy and infrastructure
service provider Wien Energie.

Energy Consumption LOOP® Vienna

Comparison Total Consumption LOOP® Vienna

2023	8,477	kWh
2024	5,651	kWh
2025	9,128	kWh

LOOP®



CO₂ Emissions Resulting From Car Usage

CO₂ Emissions

This data reflects carbon dioxide (CO₂) emissions from our company cars (including pool cars) and rental cars. We have also updated the 2022 data by filling in gaps, such as rental car CO₂ emissions and the CO₂ output from our production van.

From 2023 onwards, we integrated our data with the tool provided by our leasing partner, which significantly improves data quality and accuracy. Additionally, starting in 2023, we have included CO₂ emissions from rental cars booked through our travel provider, Perk.



Actual Car Park by Fuel Type

Overview	2022	2023	2024	2025
Electric	45% ⁽¹⁴⁾	65% ⁽²⁶⁾	75% ⁽³³⁾	81.3% ⁽³⁹⁾
Diesel	29% ⁽⁹⁾	22.5% ⁽⁹⁾	15.9% ⁽⁷⁾	12.5% ⁽⁶⁾
Petrol	23% ⁽⁷⁾	10% ⁽⁴⁾	6.8% ⁽³⁾	4.2% ⁽²⁾
Hybrid	3% ⁽¹⁾	2.5% ⁽¹⁾	2.3% ⁽¹⁾	2.1% ⁽¹⁾

81.3%

Electric
(39)

LOOP®

12.5%

Diesel
(6)

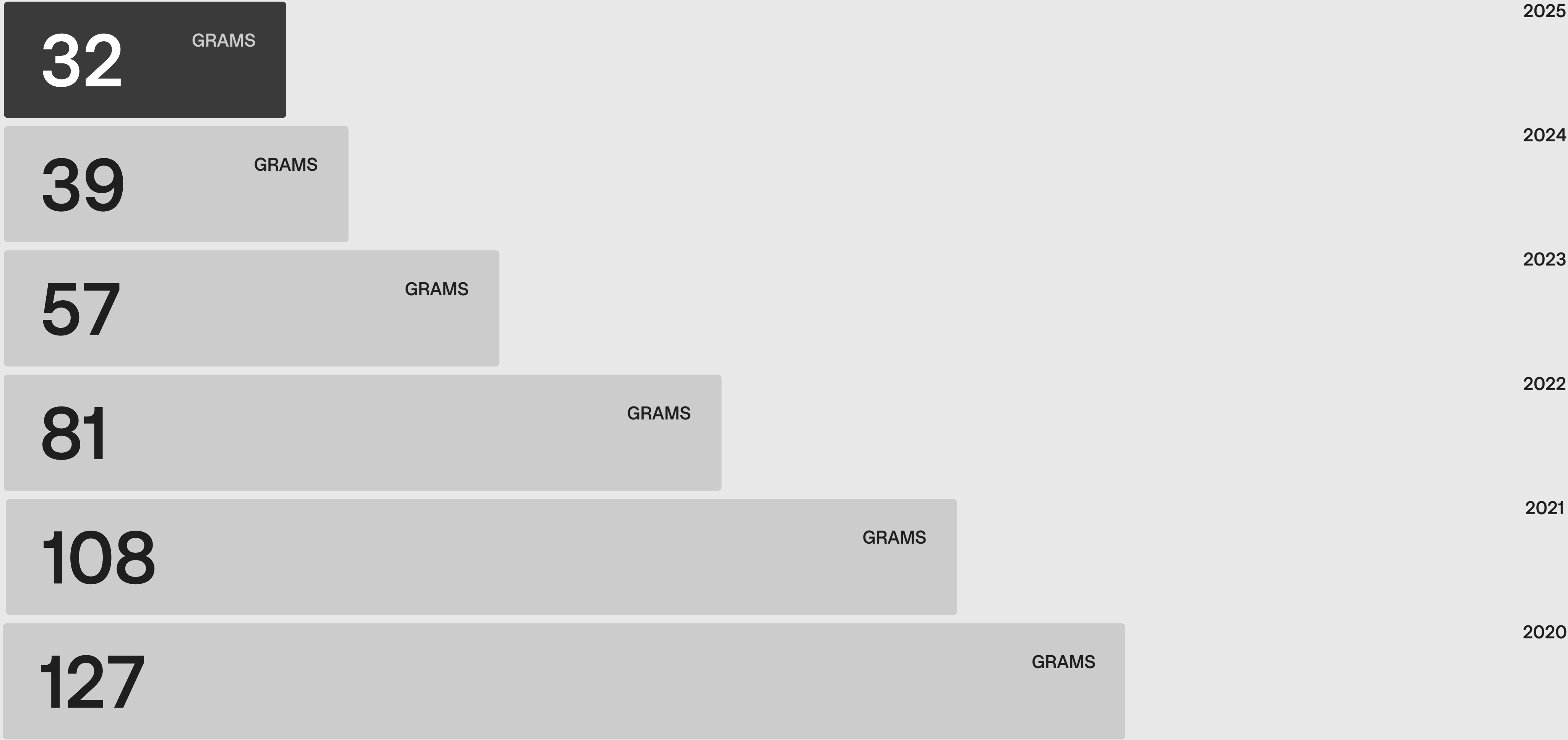
4.2%

Petrol
(2)

2.1%

Hybrid
(1)

Average CO₂ Emissions Total Fleet Grams



CO₂ Emissions Caused by Business Trips

CO₂ Business Trips

We started tracking travel emissions in 2022. With the help of a smart travel tool, we can now see our footprint and make better choices. In 2025, we reduced travel emissions — even with a bigger team.

Volume caused by business trips by plane, train and hotel stays:

- Total CO₂ emissions 2023: 375.11T
- Total CO₂ emissions 2024: 353.82T
- Total CO₂ emissions 2025: 269.56T

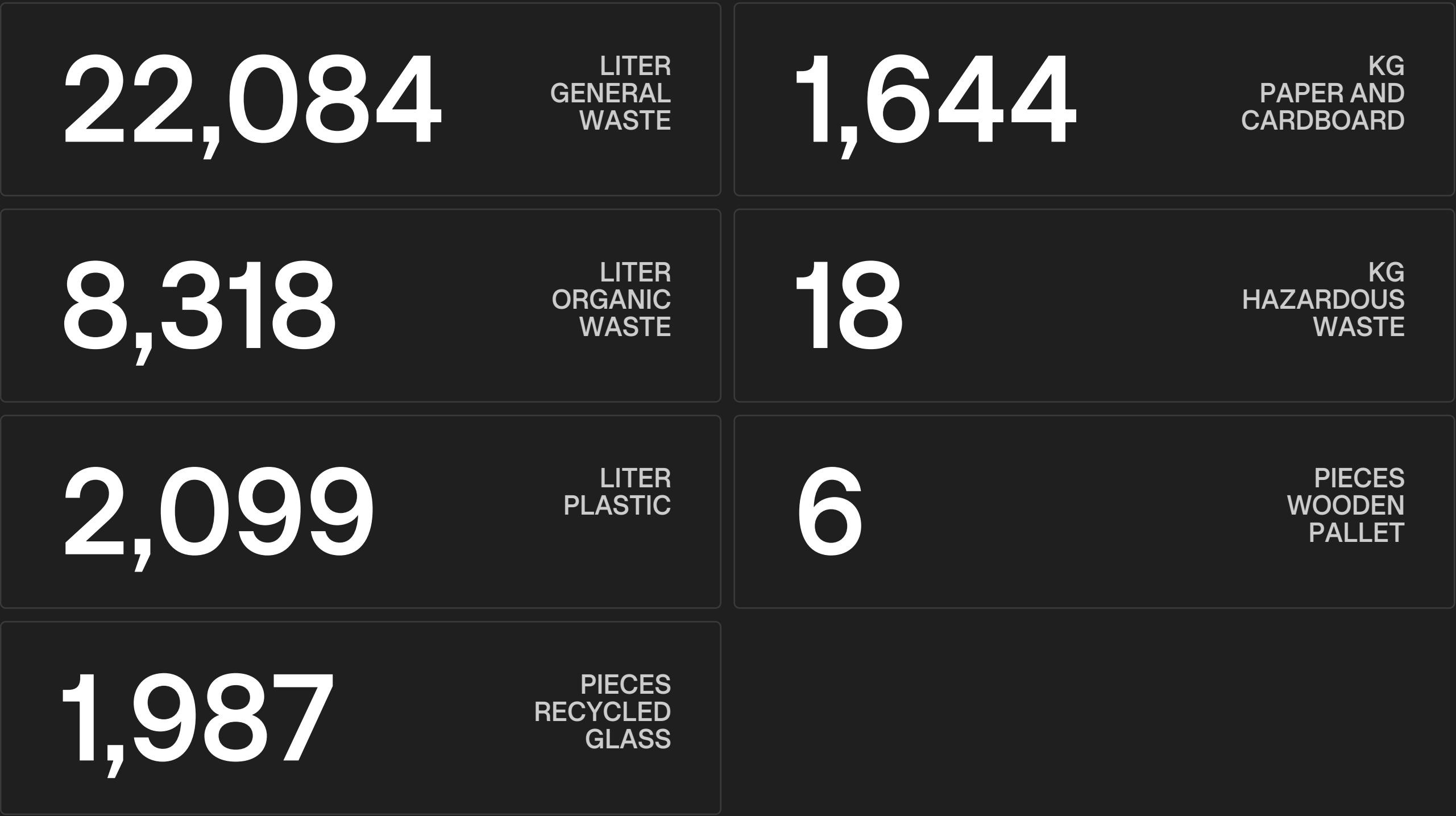


Waste Separation

LOOP® Salzburg HQ

LOOP®

In our mission to reduce our environmental footprint, we re-evaluated our waste separation system. We introduced improved systems on each floor and communicated the changes during an all-agency call, ensuring everyone understood the guidelines. A detailed article on our intranet also offers ongoing support for employees.



Waste Separation LOOP® Vienna

LOOP®

In our mission to reduce our environmental footprint, we re-evaluated our waste separation system. We introduced improved systems on each floor and communicated the changes during an all-agency call, ensuring everyone understood the guidelines. A detailed article on our intranet also offers ongoing support for employees.

16,330

LITER
GENERAL
WASTE

1,110

KG
PAPER AND
CARDBOARD

8,032

LITER
ORGANIC
WASTE

0

KG
HAZARDOUS
WASTE

10,883

LITER
PLASTIC

0

PIECES
WOODEN
PALLET

267

PIECES
RECYCLED
GLASS

Sustainable Procurement

We are committed to integrating environmental, social, and ethical considerations into our supply chain management. Our suppliers are our partners, and we will work together to support this mission.

ACTIONS

Questionnaire: Evaluate suppliers on sustainability, including energy use and labor conditions.

Code of Conduct: We have established a Supplier Code of Conduct that includes ethical business practices.

Supplier Evaluation: Regularly review supplier performance on sustainability criteria.

2025 GOAL ACHIEVED

Our goal was to achieve a 60% completion rate for signed Supplier Codes of Conduct and sustainability questionnaires by the end of 2025. We have already surpassed this target, with 67.09% of suppliers participating to date. In 2026, we will continue to keep supplier participation.

**We use our creativity to
drive initiatives that make
a real difference.**

**WARM
— A
SOUL**

**SPENDEN SIE
EINE JACKE.**

Eine Initiative von LOOP,
gemeinsam mit Caritas und
EUROPARK Salzburg.
Mit der Spende einer
warmen Winterjacke helfen
Sie Obdachlosen und
bedürftigen Mitmenschen
durch den kalten Winter.

**WARM
— A
SOUL**

JACKE HIER EINWERFEN

**SPENDEN SIE EINE WINTERJACKE.
FÜR JENE MITMENSCHEN, DIE DRINGEND
ETWAS WÄRME BENÖTIGEN.**

EUROPARK

5,500
JACKETS

Warm — A Soul

Every year, LOOP® runs Warm — A Soul , our in-house initiative collecting warm jackets for Caritas Austria to support people in need. What started as a small idea has grown significantly. With the support of SES Spar European Shopping Centers, we were able to place collection boxes in 8 shopping centers across Austria, making Warm — A Soul accessible in multiple cities.

Over a two-month period, visitors could donate their winter jackets by dropping them into the boxes. These jackets are now being distributed across Austria through Caritas. This winter, we broke all previous records by collecting an incredible 5,500 jackets. By comparison, we collected 3,200 jackets in 2024.

What began as a small in-house effort is evolving into a major movement for good. Inspired by this success, we implemented more charitable activities under the Warm — A Soul umbrella in 2025.

Support of Organisations and Universities

LOOP® maintains long-term partnerships and sponsorships with several universities and colleges. These collaborations allow us to support work-related education programs, host free student workshops, and connect with future talent.

Our CEO and management team also regularly take part in seminars, lectures, and startup talks — sharing their experience and offering hands-on advice for young businesses.

LOOP®'s ground floor in Salzburg often serves as a space for external events, like university presentations, startup meetups, and school talks. In 2025 we proudly supported nine universities and colleges — and we plan to continue these initiatives in 2026.

4900 SCHOOL BAGS

School Bag Monster

In 2025, LOOP® expanded its Warm — A Soul in-house initiative by launching the School Bag Monster for the first time – a project designed, created, and implemented together with SES Shopping Centers and Caritas Austria to collect pre-used school bags and help children from families in need get a good start to the new school year.

During the summer, from the beginning of the school holidays, School Bag Monster Boxes were waiting at four SES Shopping Centers across Austria. Visitors – especially kids – could simply drop their pre-used school bags into a School Bag Monster Box, giving them a second life.

In 2025, we collected 490 school bags, which are now being distributed by Caritas to children and families in need across Austria.

The success of the first School Bag Monster campaign shows how a simple idea can make a meaningful difference, and we look forward to growing this initiative in 2026.



**Sustainability is a journey,
and we'll transparently share
our goals and actions with
you – we'd love to have you
along for the ride.**

CDP Reporting 2024

A global disclosure system to effectively manage and report environmental impacts. Joining over 12,500 SMEs, we’re leading the way toward sustainability. This milestone shows our commitment to a positive future for the Earth and environmental transparency. We’re proud to share that we’ve achieved the highest rating through CDP's SME questionnaire.

CDP Score*:
B FOR CLIMATE



*The highest SME score in 2024 is SME B.

Ecovadis Score 2025

EcoVadis is one of the top global platforms that rates companies on sustainability in four areas: environmental impact, labor & human rights, ethics, and procurement. We participated for the first time in 2022 and have improved our scores each year. In 2025, we achieved an 84th percentile ranking and earned the Bronze EcoVadis Medal, which recognizes companies in the top 35%, with a score of 72/100 — up from 71/100 in 2024 and 63/100 in 2023. We’re excited to continue improving in 2026.

EcoVadis Score:
**BRONZE ECOVADIS MEDAL
72/100**



Wash Pledge

By signing the WASH Pledge, your company is committing to implement access to safe water, sanitation, and hygiene at the workplace at an appropriate level of standard for all employees in all premises under your control within three years of signature.

LOOP®

6 — GOALS

Our Long-Term Goals

Achieve net-zero emissions for Scope 1 and Scope 2 by 2035 by using only electric vehicles in our fleet and 100% renewable energy in our offices.

Reduce our CO₂ emissions from business travel by 30% by increasing partnerships with sustainable travel providers — such as accommodations, airlines and promote public transport — by 2030, using 2023 as the baseline.

Uphold our equality rate within our team and leadership at a level similar to that of 2024: **52% female leadership quota.**

Maintain our diversity rate of nationalities within our team at a level similar to 2023: **57 different nationalities within our team.**

SDGs We Are Committed to

SDG 5: Gender Equality At LOOP®, we embrace diversity and inclusion as core values in our team and leadership. We also support the work-life balance of parents by allowing everyone to choose an employment model that fits their personal and career goals.	SDG 7: Affordable and Clean Energy Promoting 100% renewable energy sources for our offices.	SDG 8: Decent Work and Economic Growth Our Code of Conduct applies to both our team and our suppliers. By following it, we promote diversity and inclusion in everything we do.
SDG 9: Industry, Innovation and Invest in sustainable, innovative, energy-saving, and long-lasting technologies to build a resilient IT infrastructure that addresses climate change risks and meets the changing demand for digital products, while reducing e-waste and environmental impact.	SDG 10: Reduced Inequalities We ensure that marketing and advertising content is free from bias and promotes equality.	SDG 12: Responsible Consumption and Production Prioritizing refurbished products, energy-efficient and long-lasting IT, sustainable office equipment, and catering to reduce waste, lower carbon footprints, and support a circular economy for workplace sustainability.
SDG 13: Climate Action Reduce GHG emissions by switching to electric vehicles, using renewable energy, prioritizing sustainable travel, and choosing low-carbon suppliers with energy-efficient equipment.	SDG 16: Peace, Justice and Strong Institutions Compliance with data protection and security standards is a core focus for us, ensuring that we build trust with our clients and partners while preventing Corruption.	SDG 17: Partnerships for Goals We team up with our clients, partners, and suppliers to tackle ethical challenges and support sustainable development. We partner with suppliers who care about eco-friendly products and work together to create innovative digital solutions.

Implemented Goals 2025

01 We implemented our internal E-Learning Platform.

02 Launched the School Bag Monster initiative, collecting 490 school bags.

03 53% of our recruitments were international.

04 Great balance of 50.6% female leadership quota.

05 In 2025, we started our ISO/IEC 27001 certification process.

06 We increased the number of electric company cars by approximately 18%.

07 Warm A Soul: We collected 5,500 jackets this winter for people in need.

08 Sustainable procurement: exceeded 2025 target with 67.09% supplier participation.

09 We reduced our CO₂ emissions from business travel by 23.8% in 2025 compared to 2024.

10 We introduced new benefits for parents and rolled out our Care+ Lead Program.

Our Goals For 2026

- | | | | | | |
|----|--|----|--|----|---|
| 01 | Further develop and expand our internal e-learning platform. | 06 | Keep equality strong in our team — similar to our 50.6% female leadership quota. | 11 | Continue EcoVadis assessments to ensure transparency. |
| 02 | Maintain an equal balance between local and international talent. | 07 | Keep offering our team the same benefits for health and flexible work. | 12 | Maintain >80% electric vehicles across our company car fleet. |
| 03 | Train and develop 100% of our leadership team. | 08 | Make public transport more interesting for our employees (e.G. Klimaticket bonus). | | |
| 04 | Keep our Gender Pay Gap within $\pm 2.5\%$. | 09 | Ongoing implementation of sustainable procurement. | | |
| 05 | Support work-parenting balance with tailored benefits for parents. | 10 | Hold on to our Warm A Soul and School Bag Monster projects. | | |



7 — APPENDIX AND GRI INDEX

Office Equipment Supplier And Digital Only Approach

Sustainable Refreshments

Our coffee supplier sources 100% Fairtrade beans, supports small farms in Ethiopia, and uses biodegradable coffee bags. They also promote charity projects to improve working conditions and reduce CO2 emissions. Our tea partner, ChariTea, is committed to organic and Fairtrade farming, supporting fair and dignified working conditions for tea growers. In addition, every bottle sold contributes 5 cents to the Lemonaid & ChariTea Foundation, helping fund social and environmental projects in the growing regions.

Internal Equipment

We keep our hardware (laptops, monitors, etc.) in action for at least five years. Once they're ready for a new chapter, employees can grab them for a donation, or we repurpose them for replacements or internships. Damaged gear? We fix it up whenever we can. Depending on its condition, we either recycle, resell, or replace. Refurbished products are our go-to choice whenever possible.

Data Only Approach

The "Paperless Rebels" are our printers who support a digital-only world and refuse to print. Our payslips are digital for easy access and no trees harmed. We also use DocuSign and last year, we reduced 456 kg of carbon emissions, saved 4.872 liters of water, 198 kg of wood, and eliminated 32 kg of waste.

Printers

Our printer partner, certified with the Blauer Engel eco-label, ensures high standards for health and environmental protection. 88% of printer bodies are made from recycled materials, and 40% of toner cartridges are produced using recycled milk bottles.

Copy Paper

We use copy paper from a brand committed to sustainability and recycling, using materials that are safe for people, animals, and the environment. By 2025, all materials will be reusable, recyclable, or compostable.

Office Furnishings

We choose suppliers with strong environmental practices. Our carpenter is part of the Umweltpakt Bayern, focusing on resource efficiency and eco-friendly tech. For office furniture, we select suppliers with long-lasting, eco-friendly products holding EU Ecolabel and Nordic Swan certifications. They minimize their carbon footprint using Eco Delivery. Our office chairs have the GREENGUARD Indoor Air Quality Certified Label, ensuring healthier interiors with strict chemical emissions limits.

GRI — INDEX

GRI 1:
FOUNDATION 2021

STATEMENT OF USE: GRI 1 USED

Agentur LOOP New Media GmbH has reported **in accordance with the GRI Standards** for the reporting period **1 January to 31 December 2025**.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	PAGE(S)	OMISSIONS/EXPLANATION
GRI 2: GENERAL DISCLOSURES 2021				
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	1, 5, 15, 108	
GRI 2: GENERAL DISCLOSURES 2021	2-2	Entities included in the organization's sustainability reporting	9	
GRI 2: GENERAL DISCLOSURES 2021	2-3	Reporting period, frequency and contact point	2, 9, 108	
GRI 2: GENERAL DISCLOSURES 2021	2-4	Restatements of information	73	2022 CO ₂ EMISSIONS WERE RESTATED DUE TO IMPROVED DATA COMPLETENESS.
GRI 2: GENERAL DISCLOSURES 2021	2-5	External assurance	-	NO EXTERNAL ASSURANCE CONDUCTED.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	PAGE(S)	OMISSIONS/EXPLANATION
GRI 2: GENERAL DISCLOSURES 2021	2-6	Activities, value chain and other business relationships	4–5, 15–24, 80, 98	
GRI 2: GENERAL DISCLOSURES 2021	2-7	Employees	5, 27–42	
GRI 2: GENERAL DISCLOSURES 2021	2-8	Workers who are not employees	-	INFORMATION NOT DISCLOSED.
GRI 2: GENERAL DISCLOSURES 2021	2-9	Governance structure and composition	6, 9, 25	
GRI 2: GENERAL DISCLOSURES 2021	2-10	Nomination and selection of the highest governance body	15	
GRI 2: GENERAL DISCLOSURES 2021	2-11	Chair of the highest governance body	6, 9, 15	
GRI 2: GENERAL DISCLOSURES 2021	2-12	Role of the highest governance body in overseeing the management of impacts	6, 9, 15	
GRI 2: GENERAL DISCLOSURES 2021	2-13	Delegation of responsibility for managing impacts	6, 9, 15	
GRI 2: GENERAL DISCLOSURES 2021	2-14	Role of the highest governance body in sustainability reporting	9	
GRI 2: GENERAL DISCLOSURES 2021	2-15	Conflicts of interest	50	
GRI 2: GENERAL DISCLOSURES 2021	2-16	Communication of critical concerns	50	

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	PAGE(S)	OMISSIONS/EXPLANATION
GRI 2: GENERAL DISCLOSURES 2021	2-17	Collective knowledge of the highest governance body	9, 24, 50	
GRI 2: GENERAL DISCLOSURES 2021	2-18	Evaluation of the performance of the highest governance body	47, 49	MEMBERS OF THE LEADERSHIP TEAM PARTICIPATE IN OUR ANNUAL PERFORMANCE REVIEW PROCESS, WHICH SUPPORTS ACCOUNTABILITY AND CONTINUOUS DEVELOPMENT.
GRI 2: GENERAL DISCLOSURES 2021	2-19	Remuneration policies	47, 49	LOOP® APPLIES AN INTERNALLY TRANSPARENT REMUNERATION FRAMEWORK, INCLUDING DEFINED SALARY RANGES. THE LEADERSHIP TEAM PARTICIPATES IN THE ANNUAL 360° PERFORMANCE REVIEW PROCESS, WHICH IS TAKEN INTO ACCOUNT IN REMUNERATION DECISIONS.
GRI 2: GENERAL DISCLOSURES 2021	2-20	Process to determine remuneration	47, 49	MEMBERS OF THE LEADERSHIP TEAM PARTICIPATE IN OUR ANNUAL PERFORMANCE REVIEW PROCESS, TO DETERMINE REMUNERATION.
GRI 2: GENERAL DISCLOSURES 2021	2-21	Annual total compensation ratio	-	REASON FOR OMISSION: CONFIDENTIALITY CONSTRAINTS. INFORMATION RELATING TO THE ANNUAL TOTAL COMPENSATION RATIO IS TREATED AS CONFIDENTIAL INTERNAL REMUNERATION INFORMATION AND IS NOT DISCLOSED EXTERNALLY.
GRI 2: GENERAL DISCLOSURES 2021	2-22	Statement on sustainable development strategy	6, 9–10	
GRI 2: GENERAL DISCLOSURES 2021	2-23	Policy commitments	10, 24, 28–29, 50, 80	
GRI 2: GENERAL DISCLOSURES 2021	2-24	Embedding policy commitments	9, 10, 14–16, 24, 28–29, 47, 50, 80	
GRI 2: GENERAL DISCLOSURES 2021	2-25	Processes to remediate negative impacts	50	
GRI 2: GENERAL DISCLOSURES 2021	2-26	Mechanisms for seeking advice and raising concerns	50	
GRI 2: GENERAL DISCLOSURES 2021	2-27	Compliance with laws and regulations	24, 25, 50	DURING THE REPORTING PERIOD, LOOP® WAS NOT SUBJECT TO ANY SIGNIFICANT FINES OR NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	PAGE(S)	OMISSIONS/EXPLANATION
GRI 2: GENERAL DISCLOSURES 2021	2-28	Membership associations	-	NOT APPLICABLE.
GRI 2: GENERAL DISCLOSURES 2021	2-29	Approach to stakeholder engagement	10-11, 16-17, 49, 80, 82-86	
GRI 2: GENERAL DISCLOSURES 2021	2-30	Collective bargaining agreements	-	EMPLOYEES WHOSE HABITUAL PLACE OF WORK IS AUSTRIA ARE SUBJECT TO THE APPLICABLE AUSTRIAN EMPLOYMENT LAWS AND, WHERE APPLICABLE, THE RELEVANT COLLECTIVE AGREEMENT. EMPLOYEES WHOSE HABITUAL PLACE OF WORK IS OUTSIDE AUSTRIA ARE SUBJECT TO THE MANDATORY EMPLOYMENT LAWS, APPLICABLE COLLECTIVE AGREEMENTS AND INDIVIDUAL CONTRACTUAL TERMS OF THE RELEVANT JURISDICTION

GRI 3:
MATERIAL TOPICS 2021

GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	9-11	
GRI 3: MATERIAL TOPICS 2021	3-2	List of material topics	9-10, 13, 27, 52, 67	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	9-10, 13-98	

GRI 200:
ECONOMIC TOPICS

GRI 205: ANTI-CORRUPTION 2016	205-2	Communication and training about anti-corruption policies and procedures	50	
GRI 205: ANTI-CORRUPTION 2016	205-3	Confirmed incidents of corruption and actions taken	50	

GRI 300:
ENVIRONMENTAL TOPICS

GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	69-72	
GRI 302: ENERGY 2016	302-4	Reduction of energy consumption	69-72	

GRI 305:
EMISSIONS 2016

GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	73-75	
GRI 305: EMISSIONS 2016	305-2	Energy indirect (Scope 2) GHG emissions	69-72	

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	PAGE(S)	OMISSIONS/EXPLANATION
GRI 305: EMISSIONS 2016				
GRI 305: EMISSIONS 2016	305-3	Other indirect (Scope 3) GHG emissions	76	
GRI 305: EMISSIONS 2016	305-5	Reduction of GHG emissions	73-75, 76	
GRI 306: WASTE 2020				
GRI 306: WASTE 2020	306-3	Waste generated	78 - 79	
GRI 401: EMPLOYMENT 2016				
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	5, 40-42	
GRI 401: EMPLOYMENT 2016	401-2	Benefits provided to full-time employees	53-66	
GRI 401: EMPLOYMENT 2016	401-3	Parental leave	54, 37, 38	

GRI 404:
TRAINING AND EDUCATION 2016

GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	28, 37, 43-45	
GRI 404: TRAINING AND EDUCATION 2016	404-2	Programs for upgrading employee skills and transition assistance programs	28, 37, 43-45, 54	
GRI 404: TRAINING AND EDUCATION 2016	404-3	Percentage of employees receiving regular performance and career development reviews	43-45, 47	

GRI 405:
DIVERSITY AND EQUAL OPPORTUNITY 2016

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	28, 30-32, 34-35, 38, 41-42	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-2	Ratio of basic salary and remuneration of women to men	35	

GRI 414:
SUPPLIER SOCIAL ASSESSMENT 2016

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers screened using social criteria	80, 98	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-2	Negative social impacts in the supply chain and actions taken	50, 80	

Agentur LOOP New Media GmbH
Siezenheimer Strasse 39C
5020 Salzburg / Austria

+43 (0) 662 8720 310
office@agentur-loop.com
www.agentur-loop.com