

ESG DIALOGUE 2023

RESPONSIBLY
INTO THE FUTURE



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From left to right
Ralf Humpert & Wilhelm Humpert



Dear readers,

"Responsibly into the Future" – this headline adorns our sustainability brochure, which we produced to mark the publication of our first DNK (German Sustainability Code) Sustainability Report for the year 2023. Our company history, which goes back for more than 100 years, shows that sustainable management forms the basis for a successful future. All of our activities are carried out in line with an integrated approach that is based on the belief that business success can only be achieved by taking account of the environment and social responsibility.

As the fourth generation in our family business, we grew up with the company around us. Through close contact with our employees, we gained an understanding of social responsibility at a relatively young age. The products we develop, produce and distribute have always been an integral part of our lives, and our professional training focused on this aspect. The company's location near the Ruhr River has always obligated us to operate in an environmentally responsible manner, especially with regard to electroplating surface finishing. Given our business success, we decided to implement our first environmental management system (EMAS) at the beginning of the 2000s. In this connection, we also published our first environmental statement in 2000.

With this brochure and the reference to our DNK Sustainability Report 2023, we would like to offer you some insights into our Sustainability Strategy. We believe that this type of transparency is essential for ensuring our continued success on the market. The DNK Sustainability Report was prepared and published on a voluntary basis, as our company does not yet meet the stringent criteria that require such report to be issued. Still things tend to change very quickly these days...

We hope you enjoy reading this brochure.

Best regards,

Wilhelm Humpert
Commercial Managing Director

Ralf Humpert
Technical Managing Director

HIGHLIGHTS

Energy savings

-20%



Compared to the previous year, we significantly reduced our energy consumption in 2023 through energy reduction and optimisation measures.

Total energy consumption 3,9 GWh

- > Electricity 1, 526,852 kWh
- > Gas 1,883,862 kWh
- > Diesel 369,068 kWh
- > Petrol 32,827 kWh
- > Liquefied gas 21,254 kWh

Our long-term goal is climate neutrality, which we aim to achieve by 2045 with the help of continuous measures to reduce our CO₂ emissions.

Climate neutrality by

2045

Company: Physical size



Workforce

103

 employees

77



26



5




 countries

The proportion of women in the company will continue to increase through measures to promote equal opportunities and diversity, - we are looking to achieve a share of women at the company of 35% by 2025.

GHG balance

Targeted measures, will help us continue to determine and also reduce our indirect emissions in the Scope 3 supply chain as well.

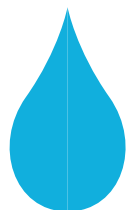


-  **Scope 1**
568 t CO₂e
-  **Scope 2**
859 t CO₂e
-  **Scope 3**
5574 t CO₂e

> Total of approx. 7,000 tonnes CO₂e

Drinking water stations for employees

In 2023, 12,000 litres of water were consumed by employees with the re-usable water bottles the company provided. This is the equivalent of 12,000 plastic bottles or water bottles, or around 1,000 crates of mineral water.



2023

Certifications for our integrated management system

These international certifications underline our commitment to quality, environmental protection and energy efficiency.

- > ISO 14001 Environmental Management
- > ISO 9001 Quality Management
- > ISO 50001 Energy Management



Switch to chromium 3

Starting in 2025, we will no longer be using chromium 6 / chromium trioxide as a process chemical in our double nickel-chrome electroplating operations, as this substance is on the banned list in the REACH chemicals regulation. Instead, we will use the more environmentally friendly chromium 3 process.



ergotec Experience Hub

The development, testing and training centre, which opened in 2023, is used to share information on products, new technologies and sustainable practices. It also promotes dialogue and knowledge transfer between employees, customers and partners.

**ERGOTEC
EXPERIENCE
HUB**



Contract extension for the Ruhrtalradweg

The continuation of the partnership between ergotec and the Ruhrtalradweg bicycle route organisation promises further successful collaboration for the benefit of all cycling enthusiasts who travel along this cycle path on the Ruhr River.



Outstanding family business

Since 2019, Humpert has been recognised as a "Family-Friendly Company" by the Wirtschaftsförderung Soest (Soest Economic Development Agency). In 2023, Humpert also received the "From the Best Family" award, which is given to family-owned businesses that are among the top companies in Germany.



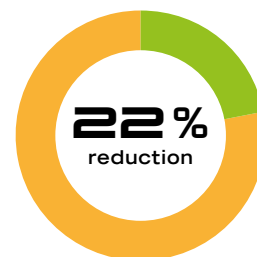
IGR Innovation Award 2023

The "Institut für Gesundheit und Ergonomie - IGR" (Institute for Health and Ergonomics - IGR) presented Humpert with its Ergonomics Innovation Award 2023.



Packaging concept

By optimising our packaging concept, we were able to reduce material consumption by 22% in 2023. Like the product packaging, the outer packaging is also FSC certified.



VALUES VISION MISSION

> Our company values form the foundation upon which we formulate and consistently pursue our mission.

Values

- H** HONESTY
- U** UNDERSTANDING
- M** MOTIVATION
- P** PASSION
- E** EFFICIENCY
- R** RESPONSIBILITY
- T** TRUST

Vision

> **Cycling for everyone's enjoyment - safe, pain-free and sustainable.**

As a family-owned company with a long tradition, and a global market leader from southern Westphalia, we want to contribute to making bicycles, with all their different models and variations, a leading means of transportation on both the national and international level.

Our goal is to inspire people to experience the bicycle as the healthiest, most environmentally friendly, and most enjoyable mode of transportation.

With over 100 years of experience as a renowned manufacturer of bicycle components, we want to help shape the future of mobility and ensure that every point of contact between people and bicycles is perfectly designed. To do this, we seek to establish 100 per cent awareness of our ergotec brand on the European market and ensure continuous growth on the global market.

"Two years ago, I joined our family business as a member of the fifth generation, after gaining five years of valuable experience in a medium-sized management consultancy. Since then, I have enjoyed being part of the CSR team, where I have taken responsibility for managing the development of our company's vision and mission. Working in the CSR team is not only fun; it also gives me the opportunity to actively contribute to the sustainable strategic development of our company and help shape long-term, positive change."

Dennis Humpert, Business Development

Mission

> The ergotec brand strategy **PERFECT FIT and FULL PERFORMANCE** optimises products for the three areas of contact between people and bicycles.

As an experienced and recognised specialist for the development, production, and sale and distribution of safe and ergonomically designed bicycle components for steering, sitting and pedalling, we want to be the **first point of contact for national and international bicycle manufacturers**. The expansion and strengthening of national and international sales, combined with project-based development tailored to the specific needs of the OEM market, are very important in this regard.

The growing **focus of the ergotec brand on the national and international aftermarket** is directed at the consumer. With easily accessible and understandable interactive ergonomic and pain advice for cyclists, we ensure that everyone can enjoy cycling safely and comfortably.

Further development of the **Safety Level concept** will keep cycling safety at the highest possible level.

Research and development are central pillars of our success. Our products are developed and, where possible, manufactured in Germany with the utmost precision. Made in Germany stands for innovation, quality and reliability. The integrated management system provides the necessary basis for this and is continuously improved and expanded.

Social responsibility with regard to our team, as well as family friendliness and sustainability, are commitments that we are passionate about. At the same time, we are driving the growth of our business in order to expand the international presence of our brand and inspire people around the world to cycle safely and comfortably so that we can serve as one of the drivers of the mobility revolution.

In order to increase the **transparency of the company**, we have committed voluntarily to reporting on our ESG efforts. The publication of our DNK Declaration is an important part of this. Our seven official corporate values are an integral part of our corporate philosophy and are visibly embraced in the measures we take to achieve our corporate goals.

ABOUT THIS REPORT

Our reporting standard

The German Sustainability Code (DNK) is an internationally applicable standard for reporting on environmental and social aspects of sustainability. It was developed by the German Council for Sustainable Development and introduced in 2011. Since then, the Code has been regularly updated to reflect the latest sustainability reporting requirements.

The report produced in accordance with the Sustainability Code standard is the DNK Declaration - formerly known as the Sustainability Code Declaration of Conformity. This Declaration takes the form of a comprehensive report on non-financial key figures relating to social and environmental aspects. Compared to other reporting standards, the DNK standard is easier to use and also clearer, with its 20 criteria.

In September 2023, the company received approval from the DNK organisation for its first Sustainability Report in accordance with the German Sustainability Code standard. The report was published shortly afterwards, and the company now has a transparent sustainability reporting system in place.



[View the DNK Declaration 2023 >](#)

Our management system

CSR Manager Jennifer Schmitte and the CSR team are responsible for the extensive preparation and the completion of the Sustainability Report. Our integrated management system, which has been operating for many years now, also plays an important role in the preparation of the Sustainability Report.

For more than two decades, the integrated management system has included a quality system and an environmental management system, in accordance with ISO 9001 and ISO 14001, respectively. In 2022, the management system was expanded to include energy management in accordance with ISO 50001.

Decades of extensive collaboration with our external environmental consultants have also played a key role in the development of our integrated management system and the preparation of the Sustainability Report.

In addition, important aspects of the company's certification as a family-friendly company have proved useful. We received our first certification back in 2019.

"Since 2008, the environmental consultancy Nüchel GmbH has been providing Humpert with comprehensive support in connection with all environmentally relevant issues. The consulting activities revolve around consistently focusing on environmental aspects and incorporating such aspects into the existing management systems in order to create a holistic, environmentally oriented system."

Ina Nüchel, Umweltberatung Nüchel GmbH



We are certified according to the following standards:

- > **ISO 14001** – Internationally recognised standard for environmental management systems.
- > **ISO 9001** – Internationally recognised standard for quality management systems.
- > **ISO 50001** – Internationally recognised standard for energy management systems.
- > Quality seal **“Family-Friendly Company”**
- > Quality seal **“From the Best Family”**



SUSTAINABILITY GOALS



Environment



Social issues



Governance

Climate neutrality by 2045



Our long-term goal is to reduce our CO2 emissions and make full use of climate-friendly technologies. To achieve this, we invest in advanced technologies, such as energy-efficient machinery and systems, and continually optimise our production processes.

Expansion of the Humpert Family Programme



We are expanding the Humpert Family Programme in line with the needs of our employees.

Privacy and information security



We have implemented stringent data protection policies and security standards in order to protect the data of our employees, customers and partners.

Increasing the proportion of women in management positions to 20% by 2030



We actively promote equal opportunities and diversity in management positions.

Responsible management



Our Sustainability Strategy is firmly embedded in our management processes, and periodic evaluations ensure that business success and sustainability go hand in hand.

Going 100% renewable by 2030



We aim to generate all our electricity from renewable sources by 2030.

Expanding employee training programmes



Our range of training programmes is being expanded in order to ensure the continuous development of our employees' skills.

Developing a communication strategy for sustainability performance



All sustainability issues and projects are presented and reported on transparently

Halving Scope 1 and 2 emissions by 2035



We aim to reduce our emissions by 50% by optimising our production processes and using energy-efficient technologies.

Monitoring and adjusting targets

We regularly review the progress we have made with regard to achieving our sustainability targets, and we adjust measures as needed. Monthly meetings between executive management and the sustainability team allow for flexible responses to new developments. In addition, an annual comprehensive management review assesses progress and enables strategic adjustments to be made in order to respond effectively to both internal and external changes.

“We have identified 12 of the 17 SDGs where we see opportunities to contribute to sustainable development.”

Jennifer Schmitte, CSR-Manager



SUSTAINABILITY STRATEGY

Our Sustainability Strategy is based on three areas of action: economic, environmental, and social. We believe that long-term business success can only be achieved if sustainable practices are incorporated into all business processes.

Our DNK Declaration which was prepared in accordance with GRI standards is the key component of our Sustainability Strategy and ensures transparent reporting on our measures goals and targets.

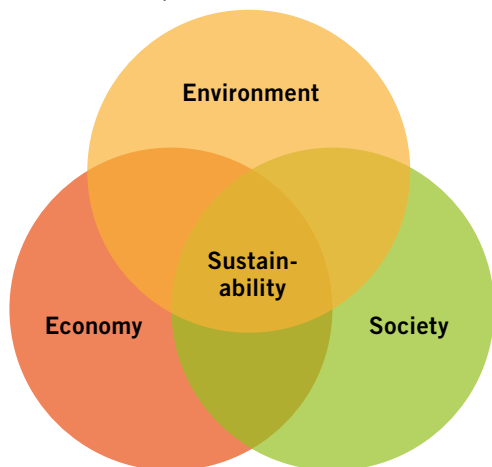


[View the DNK Declaration 2023 >](#)

Sustainability as a management principle

Sustainability is firmly embedded in ergotec's management processes. Through a top-down approach, we ensure that sustainability issues are taken into account in all organisational units throughout the company with the full support of executive management. Regular meetings between management and our sustainability team enable us to monitor our progress here and adjust our measures as needed.

Our Sustainability Manager oversees the implementation of measures for achieving all of our sustainability targets and reports regularly to the executive management team. This close collaboration ensures that sustainability remains an integral part of our corporate strategy and that our approach here is continuously further developed.





Our 5 key sustainability topics

1

Energy

Reducing our emissions and the path to climate neutrality by 2045.

2

Occupational health and safety

The health and safety of our employees is at the heart of everything we do.

3

Developing the bicycle ecosystem

We promote sustainable innovations that strengthen the role of bicycles as an environmentally friendly mode of transportation.

4

Privacy and information security

We have stringent data protection policies in place and utilise state-of-the-art security standards in order to protect the data of our employees, customers and partners.

5

Strategy and business success

Our strategy combines business growth and social and environmental responsibility, with the aim of ensuring long-term business success and sustainable development.

ENVIRONMENT

Our commitment to the environment is reflected by the improvements we make to all of our business processes, as well as by the technologies we currently use and plan to adopt in future in line with. Our company's commitment to achieving climate neutrality by 2045.

We comply with all environmental laws and regulations that apply to our operations and we seek to continuously improve our environmental performance in a targeted manner, whereby our goal here is to minimise the ecological impact of our activities as much as possible.

Energy efficiency

The use of energy-efficient machinery and processes has led to substantial reductions in energy consumption in recent years and 2023 was no exception in this regard. We continue to invest in advanced technologies in order to further optimise our energy consumption.

- › During the construction of the new Ergotec Experience Hub, a photovoltaic system was installed on the building's roof, making the facility - home to our product exhibition centre, our training academy, and our testing centre - fully energy self-sufficient.

Emissions

Reducing emissions is a core objective of our environmental strategy. We aim to cut our Scope 1 and Scope 2 emissions by 50% by 2035 and achieve climate neutrality by 2045. This will be accomplished through a transition to renewable energy, enhanced energy efficiency, and targeted measures to lower Scope 3 emissions in our supply chain.

Resource efficiency

In order to further reduce our ecological footprint, we have optimised resource efficiency in all production areas. By switching over to energy-efficient machinery, lowering material consumption, and improving recycling processes, we are actively supporting environmental protection.

- › For example, we use a centralised air supply system with state-of-the-art Atlas Copco VSD+ compressors. This technology automatically adjusts the speed of the compressor motor in real time according to the demand for compressed air. Exhaust air from the compressor unit is reused to heat our facilities, and an integrated heat recovery system supports the heating of galvanising baths.
- › In our electroplating plant, a chromium vacuum evaporator allows chromic acid to be recycled back into the electroplating process.
- › Additionally, we are progressively transitioning our vehicle fleet to hybrid and electric vehicles, with eight charging points now available on site.

REACH

ergotec products are REACH-compliant and fulfil the requirements of the EU Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals for protecting people and the environment.

Switch to chromium 3

A key milestone in our environmental strategy is the transition to chromium 3 in our electroplating operations. We will be using a parallel process in 2024, leading to the exclusive use of chromium 3 from 2025 onwards. This more environmentally friendly approach will reduce emissions of dangerous chemicals and improve worker safety.

ergotec after-sales packaging concept

While developing the ergotec packaging concept, we focused on a minimalist layout design with the aim of using as little packaging material as possible.

- > Our packaging is made from certified mono-material sourced from sustainable forestry, thereby ensuring easy recyclability.
- > The dispersion paints and varnishes we use do not interfere with the recycling process. This approach enabled us to reduce our packaging materials by more than 22% in 2023.



Packaging material

-22%

Waste management system

Our waste management system precisely records generated waste, which is categorised into dangerous and non-dangerous waste. External experts have evaluated the environmental impact of both types and confirmed that they do not pose an uncontrollable risk to the environment.

- > Dangerous waste primarily arises from surface finishing operations. Most of this waste - around 60% on average - consists of filter cake, which is produced in the wastewater treatment process during desludging in a chamber filter press. The sludge has a water content of around 65% and this water content contains no dangerous substances. The solid portion (around 35%) consists mainly of lime and precipitated metal hydroxides. For years now, Humpert has worked continuously to further reduce the volume of filter cake sludge. Improvements in electroplating processes, such as the recycling of metals back into the process baths through multiple rinses, have contributed to reductions achieved. Additional processes are being developed to further minimise waste.
- > Scrap metal is the largest component of non-dangerous waste. Metal waste is sorted by type and undergoes high quality recycling in smelting processes. The second largest component of non-dangerous waste is paper and cardboard packaging, which is also collected separately and sent to external high-quality recycling facilities in the paper industry.
- > Currently, the rate of separate collection in accordance with the requirements of the German Commercial Waste Ordinance (GewAbfV) is approx. 80%. **One of Humpert's primary environmental goals is to increase this separate collection rate to 90%.**

Separate collection rate

80%

ECOLOGICAL FOOTPRINT

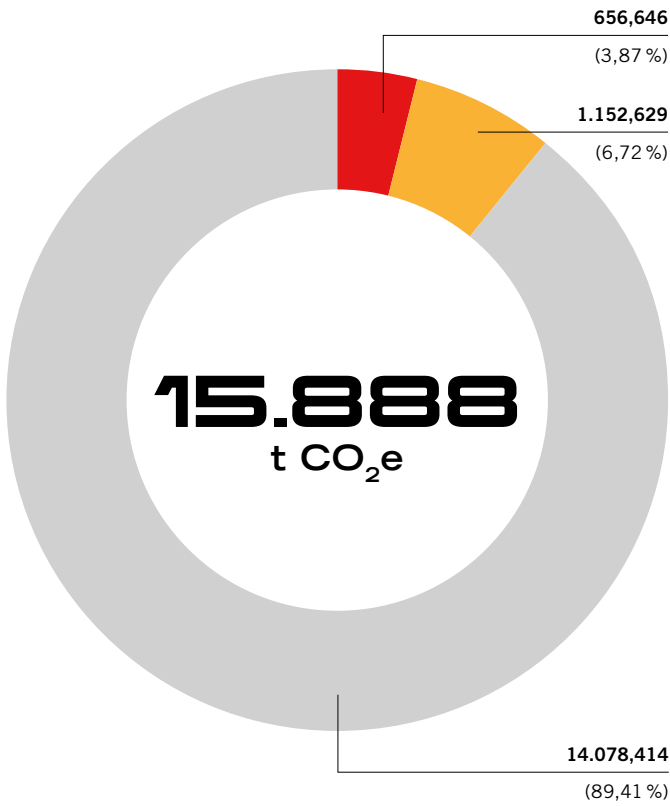
Greenhouse gas balance

Our greenhouse gas (GHG) balance was recorded for the first time in 2022. This means a comparison can now be made with the new GHG balance for 2023.

The data for 2023 shows that the largest share of emissions comes from indirect Scope 3 emissions (79.62%). This is followed by Scope 2 emissions (12.27%) and Scope 1 emissions (8.11%), which make up the smallest proportion of total emissions. All in all, Humpert generated 7,000 tonnes of CO₂e across all scopes in 2023, excluding any safety margin.

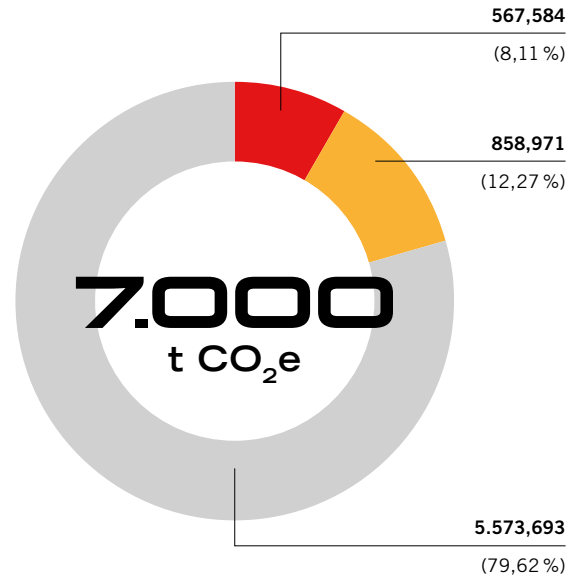
Compared to the base year 2022, the percentage shares of Scope 1 and 2 emissions have increased slightly. However, in absolute terms they have decreased. The increase in percentage is mainly due to a significant reduction in Scope 3 emissions. Specifically, Scope 3 emissions have decreased by around 60% due to reduced shipping from Asia.

2022



2023

-56 %



● Scope 1 ● Scope 2 ● Scope 3

GHG balance (total emissions in tonnes of CO ₂ e)	2022	2023
Scope 1		
1.1 Direct emissions from stationary combustion processes	515,109	404,149
1.2 Direct emissions from mobile combustion processes	132,646	133,312
1.3 Direct volatile gas emissions	8,870	30,075
1.3 Direct emissions from processes	0,021	0,048
Total	656,646	567,584
Scope 2		
2.1 Indirect emissions from purchased electricity	1.152,629	858,971
Total	1.152,629	858,971
Scope 3		
3.1.1 Purchases of chemical raw materials	271,544	196,281
3.1.2 Purchases of wood, paper or cardboard	64,695	31,098
3.1.4 Metals	1.115,353	921,389
3.1.7 Drinking water	1,091	1,008
3.1.8 Other auxiliary and operating materials	1,035	0,404
Emissions	185,496	141,632
3.4 Upstream transport and distribution	12.330,887	4.169,731
3.5 Waste generation at the company	15,759	14,267
3.6 Business travel	6,542	9,003
3.7 Employee commuting	86,011	88,881
Total	14.078,414	5.573,693
Total amount without safety margin	15.887,690	7.000,248
Total amount with safety margin (5%)	16.682,074	7.350,260

› Handlebar production – Made in Germany Now with a CO₂ footprint

CO₂-Product carbon footprint

As part of our reshoring efforts to bring essential parts of handlebar production back to Germany from Asia, it is now also possible to calculate carbon footprints that are comprehensible and reliable. For example, the “Ladytown Bügel” handlebar made of aluminium with black UV-resistant outdoor structure powder has CO₂e emissions of 4.295 kg.

Our next major project will be the implementation of production of handlebar stems in Germany and Europe.

**MADE IN
GERMANY** 



Ladytown Bügel CO₂e of 4.295 kg

AL 6061T6 | Safety Level 5 | Wall thickness: 2,5 mm |
Width: 620 mm | Backsweep: 30° | Rise: 15 mm

SOCIAL ISSUES

Company management attaches great importance to social responsibility. We promote the well-being of our employees, promote equal opportunities and make an active contribution to the community. For us, social commitment is a responsibility that focuses on both the company and society.

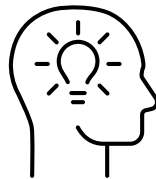


Dennis Humpert and Jennifer Schmitte at the award ceremony for the “Family-Friendly Company” certificate at the Soest Economic Development Agency.



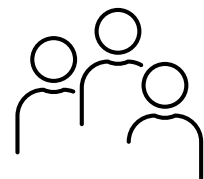
Family programmes

The Soest Economic Development Agency has once again recognised Humpert as a “Family-Friendly Company”. We received this award for the first time in 2019. In addition to the usual forms of work-life balance, such as part-time work and flexitime in areas where this is possible, employees with children are given priority when it comes to organising holidays. Specific solutions are also offered to prospective parents, depending on the nature of the business and the size of the company.



Continuing education

The professional development of our employees is central to our corporate philosophy. We have expanded our training programmes in order to continuously further develop our employees professional and social skills. Regular training on topics such as sustainability, leadership and technical skills ensures that our employees are always up to date.



Diversity

When recruiting new employees, Humpert focuses on candidates’ professional, social and personal skills. Gender, religion and ethnic or national origin do not play any role here. Employees from five nations currently work together in our company in a spirit of respect and partnership. If necessary, the respective divisional management team helps employees overcome language barriers in order to ensure their best possible integration into the day-to-day business of the company.

“It has been an honour for me to have helped shape Humpert’s development over 46 years, which have included milestones such as the introduction of double nickel-chrome frame plating, the success of the “Alu-Look” and, most recently, the successful switch from chromium 6 to chromium 3. Although I am now retiring, I am very pleased to be able to remain involved with the company as a consultant and a friend.”

Manuel Chaves, former Head of Surface Technology



Manuel Chaves retires as Head of Surface Technology after 46 years in a ceremony with the workforce.

Community involvement and charitable activities

The company is actively involved in the community. Among other things, we provide financial and material support to charitable organisations.

- > In addition, our collaboration with various universities, offers students an insight into both our production company and the bicycle industry.
- > Our company is also actively involved in regional associations and industry organisations such as the Central Association for Surface Technology and the Bicycle Industry Association (ZIV).
- > The company is a business partner of the ADFC cyclists’ association as well.
- > Through the MyBoo project, the company supports four children in Ghana who receive monthly donations that enable them to attend school.
- > We are represented on the advisory board of the 'Aktion Fahrrad cyclists’ association', and we also regularly support local projects such as holiday camps, clubs, etc.

Employees

103

Of which 77 are men and 26 are women

5

Nationalities

3

Trainees

2

Working students

13

Ø Number of years with the company



INTERVIEW

with CSR-Manager
Jennifer Schmitte

“For me, sustainability means acting responsibly so as not to harm people or the environment. It sounds simple, but it's not.”

Jennifer Schmitte, CSR-Manager

➤ **What is your position in the company and how did you become the CSR Manager?**

I was trained as a banker and I wanted a new challenge, so I joined Wilhelm Humpert GmbH & Co. KG in 2020. Project work is one of my jobs in my capacity as Willi Humpert's assistant. One of the first projects I worked on was the introduction of an energy management system in accordance with DIN EN ISO 50001. My interest in the topic of sustainability developed almost automatically from many projects like that first one. I attended seminars, trained as a CSR manager and through networking – for example within the ZIV and the Soest Economic Development Agency - I quickly found others who were facing the same challenges.

➤ **Sustainability is a broad term – what exactly does it mean to you?**

For me, sustainability means acting responsibly so as not to harm people or the environment. It sounds simple, but it's not. Achieving sustainable business success requires a long-term perspective and a holistic approach that considers every aspect of the value chain as well. Often this doesn't require significant changes within the business; sometimes it's the small adjustments that move a business towards greater sustainability. In fact, a series of small efforts can ultimately lead to significant success.

➤ **How long did you spend preparing the DNK Sustainability Report, and what approach did you take?**

The first step towards the calculation of a GHG balance was our implementation of an energy management system in accordance with DIN EN ISO 50001. We prepared the balance calculations for 2022 and 2023 with external support, thereby laying the foundation for the sustainability report. In 2023, ZIV developed DNK-based guidelines tailored to the bicycle industry, and these guidelines and workshops at the Soest Economic Development Agency were incredibly helpful. The whole process then took about six months to complete. We owe this achievement to the excellent teamwork of Humpert employees and the support of the company BN Compliance from Lippstadt.

➤ **What role does sustainability play in customer requirements? What is the connection between quality and sustainability?**

Humpert manufactures ergonomic products for the bicycle industry, and consumers have correspondingly high expectations regarding our bicycle parts. In addition to classic quality attributes such as functionality and design, these include "sustainability features" such as energy efficiency, durability ("for a lifetime"), repairability and recycling, in other words returning products and parts to the economic and value chain. In this sense, sustainability is part of an extended quality promise.

"Since I started my apprenticeship as a warehouse logistics specialist at Humpert in 2000, I have continued to develop my skills. This has included, training as a logistics foreman and eventually taking on the position of Divisional Head of Warehouse Logistics. In this role, I am responsible for tasks such as route planning. By optimising our route planning, in particular by efficiently combining transport assignments with our own vehicle fleet, I have made a significant contribution to the sustainability of our logistics processes. Recently, I have also started to contribute my expertise to the CSR team to help develop and implement additional measures that promote sustainability."

Max Schindler,
Divisional Head of Warehouse Logistics

➤ **What are you most proud of as Sustainability Manager and what are your hopes for the future?**

As the company's Sustainability Manager, I am particularly proud to be working in such a great team. Sustainability is fully integrated at Humpert and has become a natural part of the company. My wish for the future is that we at Humpert will remain open to exploring new opportunities for greater sustainability and that we will organise these in such a way that our employees and suppliers will be happy to support them.

OUTLOOK



"In the coming years, we will further intensify our commitment to sustainable business development. Our focus is on optimising production processes in order to reduce energy consumption, and increasing the use of renewable energy, especially in connection with photovoltaics systems. At the same time, we are strengthening Germany as a production location and promoting sustainable mobility solutions in order to harmonise environmental, economic and social responsibility."

Wilhelm Humpert, Managing Director

"After completing my training as an industrial management assistant at Humpert in 2010, I spent many years working in the procurement department. I am now responsible for this area as Head of Procurement and Authorised Company Representative. As a member of the CSR team, I have been able to contribute to the promotion of sustainability at the company. For example a project to significantly reduce the carbon footprint of ergotec products by switching to environmentally friendly packaging and relocating production from Asia to Germany led to more efficient use of container shipments from Asia and a significant reduction in packaging material."

Mathias Lehmann, Head of Procurement and Authorized Company Representative



©RuhrtalRadweg

Outlook for the coming years

In the coming years, we will remain committed to sustainable and future-oriented corporate development. A key focus here will be the further reduction of our energy consumption by continuously optimising our manufacturing processes. Through targeted efficiency improvements and the use of innovative technologies, we aim to further minimise our ecological footprint.

Simultaneously, we are continuing with the expansion of the use of renewable energy, particularly in the form of photovoltaic systems. These investments in clean energy sources are a vital part of our strategy to ensure we can meet our energy needs sustainably and reduce our dependence on fossil fuels.

Another step towards sustainability is the expansion of our “Made in Germany” production. By relocating handlebar production from Asia back to Germany, we not only strengthen Germany as a production location but also reduce transport operations and the associated emissions. This

helps safeguard regional jobs and enables us to exercise better control over production processes in line with our sustainability goals.

We also plan to increase our influence in the political realm in order to improve the framework conditions for bicycle use as a mode of transport. As a pioneer in the bicycle industry, we consider it our responsibility to actively contribute to the development of eco-friendly mobility and support the shift toward sustainable transport solutions.

These measures are part of our long-term goal to align economic, environmental, and social responsibility and actively shape the future of mobility.



ergotec



PERFECT FIT
FULL PERFORMANCE

Wilhelm Humpert GmbH & Co. Kommanditgesellschaft
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