

# ESG DIALOGUE 2024/25

RESPONSIBLY  
INTO THE FUTURE



HUMPERC®



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Ruhr Tourismus GmbH,  
The 'New Target  
Groups' project is  
funded by the Federal  
Ministry of Transport  
using funds allocated  
for the implementation  
of the National Cycling  
Plan.

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from left to right  
Ralf Humpert, Dennis Humpert &  
Wilhelm Humpert



## Dear Readers,

for the year 2023, we published our first sustainability report in accordance with the German Sustainability Code and created the ESG Dialogue 2023 to provide a clearer overview of the various thematic areas. In addition to offering digital access via our website, we also decided to produce the ESG Dialogue in print — naturally offset through a financial climate contribution. At this point, we would like to express our sincere thanks to all readers for their interest in our company and for the excellent feedback on our sustainability reporting.

Our current impression is that sustainability has moved down the political agenda. As a medium-sized company whose main activities are in the forward-looking bicycle industry, this has only strengthened our commitment to consistently developing our sustainability topics further. We are therefore very pleased to present the ESG Dialogue 2024/25.

Our now 108-year company history has shown that forward-looking and sustainable business practices form the basis for successfully shaping the future of the family business. In all its activities, our company follows an integrated approach: economic success must go hand in hand with ecological responsibility and social commitment.

With Dennis Humpert, the fifth generation is now also active in the company. In the area of Business Development, one key focus is aligning economic and ecological objectives as part of the company's forward-looking orientation.

We are particularly proud to have celebrated the 25th anniversary of our environmental management system. Back in 2000, we successfully implemented and certified an environmental management system in accordance with EMAS and, in connection with this, published our first printed environmental statement. Unfortunately, the public response at the time was very limited, and we had to recognise that sustainability had not yet become part of the wider public debate. We therefore decided at the time to transition the EMAS environmental management system to ISO 14001.

With this brochure, we would like to give you an insight into our sustainability efforts and sustainability strategy. We are firmly convinced that this form of transparency and communication, both within and outside the company, will be essential if we are to continue to succeed in the market. We hope you find this brochure an engaging and informative read. Kind regards,

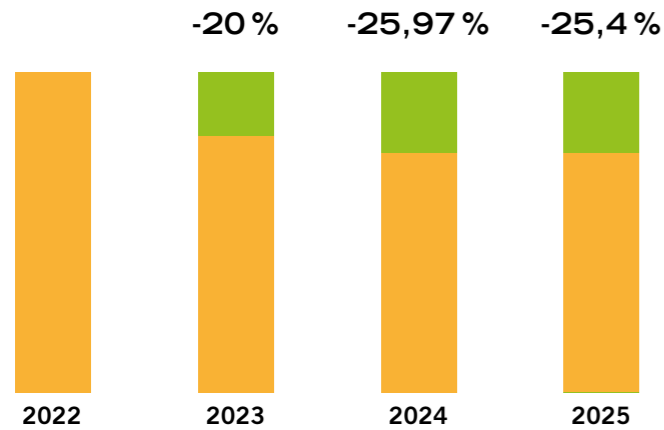
**Wilhelm Humpert**  
Managing Director,  
Commercial Area of Responsibility

**Ralf Humpert**  
Managing Director,  
Technical Area of Responsibility

**Dennis Humpert**  
Business Development

# HIGHLIGHTS

## Energy savings



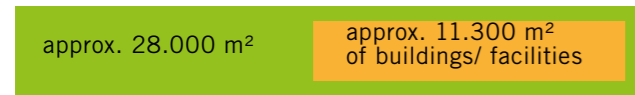
Through savings and optimisation measures, we have already achieved significant reductions in our energy consumption since the base year 2022.

## Total energy consumption

	2024	2025
Electricity	1.350.056 kWh	1.448.118 kWh
Gas	1.809.717 kWh	1.762.883 kWh
Diesel	368.137 kWh	309.905 kWh
Petrol	71.728 kWh	112.955 kWh
Liquefied gas	–	–
Electric car	–	16.962 kWh
<b>Total</b>	<b>3,6 GWh</b>	<b>3,65 GWh</b>

Our long-term goal is climate neutrality, which we aim to achieve through continuous measures to reduce our CO<sub>2</sub> emissions.

## Company: Physical size



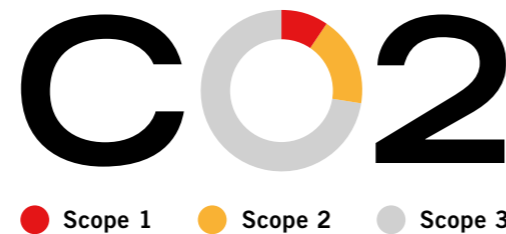
## Workforce



By promoting equal opportunities and diversity, the proportion of women in the company will continue to increase.

## GHG balance 2024/2025

We will help to further refine, systematically record and sustainably reduce indirect emissions in our supply chain (Scope 3).



	Scope 1	Scope 2	Scope 3
2024	479 t CO <sub>2</sub> e	814 t CO <sub>2</sub> e	3.453 t CO <sub>2</sub> e
2025	464 t CO <sub>2</sub> e	873 t CO <sub>2</sub> e	3.492 t CO <sub>2</sub> e
<b>&gt; Total 2024 rd. 4746 t CO<sub>2</sub>e / 2025 rd. 4.829 t CO<sub>2</sub>e</b>			

## Energy generation

### Energy generated by the photovoltaic system

2024	<b>23.000 kWh</b>
2025	<b>25.100 kWh</b>

## Drinking water stations for employees

In 2024/2025, employees drew 26.960 litres of water using the drinking bottles provided. This equates to approx. 2.246 crates of mineral water.

# 2024/25

## 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



Re-certification in 2024 and a surveillance audit in 2025 by

## Switch to chrome 3

The Humpert chrome 3 process was developed in collaboration with an internationally leading specialist company for use in the modernised electroplating facility. It is marketed both for bicycle handlebars and for surface coating applications in various industries under the name “Chrome 3 EcoShield”.



## Ergotec Experience Hub



Opened in 2023, the development, testing and training centre serves as a hub for exchange on products, new technologies and sustainable practices. It also promotes dialogue and knowledge transfer between employees, customers and partners. Since 2024, regular training sessions for dealers have been held there. The EEH is also used for events of all kinds.

## Contract extension for the Ruhrtalradweg

The ongoing partnership between ergotec and the RuhrtalRadweg is set to continue as a successful collaboration for the benefit of cycling enthusiasts along the RuhrtalRadweg.



## Outstanding family business

Humpert has been recognised as a “family-friendly company” by the Soest Economic Development Agency since 2019. Since 2024, a member of staff has supported the circle of assessors in cooperation with the Soest Economic Development Agency. In 2024, the Chamber of Industry and Commerce named Humpert a Hidden Champion company, a special award for global market leaders.



## IGR Innovation Award 2023

In 2024, the Institute for Health and Ergonomics (IGR) recognised the ergotec INTEGRA PERFORMANCE VARIO 31,8 for e-bikes and trekking bikes as an ergonomic product.



## German Brand Award 2025

With the development of ergotec’s new brand objectives, together with the corresponding development and comprehensive implementation of the ergotec brand transformation, ergotec was honoured with the German Brand Award by the German Design Council in the categories “Brand Innovation of the Year” and “Sports & Outdoor Goods”.



# VALUES VISION MISSION

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



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## 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.

„In my role as Business Development Manager, I was able to focus primarily on the double nickel chrome surface coating area during my first 4 years with the company. I played a key role in the comprehensive modernisation of the electroplating line and in the sustainable, process-reliable implementation of the REACH-compliant chrome 3 coating process. With our figurative mark Chrome 3 EcoShield, we were able to set new standards in the field of chrome 3 coating.“

Since mid-2025, I have been working on initiating the reshoring process for our handlebar production from Asia back to our main site in Wickede, with implementation scheduled for completion by the end of 2026. In addition to our customers' supply chain requirements, our CSR team has also identified this reshoring process as one of its key priorities. “

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 DNK has been updated regularly and adapted to current requirements for sustainability reporting.

In September 2023, the company received approval from the DNK for its first sustainability report in accordance with the standard of the German Sustainability Code. The corresponding publication followed shortly afterwards.

From 2025, the company will report in accordance with the Voluntary Sustainability Reporting Standard for SME (VSME). VSME is a voluntary reporting framework for SMEs that are not subject to CSRD reporting requirements.



View VSME reports >

## Our management system

CSR Manager Jennifer Schmitte, together with the CSR team, is responsible for the comprehensive development and completion of the sustainability report. The integrated management system, which has been implemented and embedded for many years, also plays an important role in preparing the sustainability report.

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



The long-standing and close collaboration with our external environmental consultancy has also been of significant importance for the further development of our integrated management system, as well as for the preparation and processing of the sustainability report.

Since 2025, the company has reported in accordance with the Voluntary Sustainability Reporting Standard for SME (VSME). VSME is a voluntary reporting framework for SMEs that are not subject to CSRD reporting requirements.



"I am very pleased to have been involved once again in development of the new ESG Dialogue 2024/25. Since 2008, Umweltberatung Nückel GmbH has been providing Humpert with comprehensive support on all environmental issues. The focus of this consultancy is to consistently place environmental aspects at the centre and, through an integrative approach, combine them with the existing management systems to create a holistic, environmentally oriented system."

Ina Nückel, Umweltberatung Nückel 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



**Climate neutrality** 


Our long-term goal is to reduce our CO<sub>2</sub> emissions and make full use of climate-friendly technologies. To achieve this, we invest in modern technologies, such as energy-efficient machinery and equipment, and continuously optimise our production processes.

**Going 100% renewable energy** 


We aim to generate all our electricity from renewable sources.

**Halving Scope 1 and 2 emissions** 


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

**Expansion of the Humpert Family Programme** 


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

**Increasing the proportion of women in management positions** 


We actively promote equal opportunities and diversity in management positions.

**Expanding employee training programmes** 

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

**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.

**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.

**Developing a communication strategy for sustainability performance** 

All sustainability issues and projects are presented and reported on transparently

## 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 13 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.

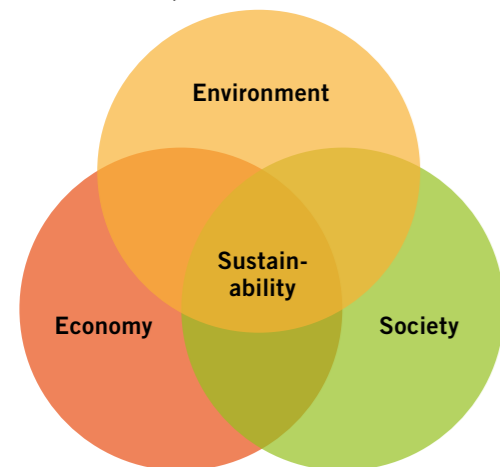


[View VSME report >](#)

## Sustainability as a management principle

Sustainability is firmly embedded in Humpert'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.



SPONSORED BY ERGOTEC

„The RuhrtaRadweg offers 240 kilometres of cycling enjoyment between the Sauerland and the Ruhr region – and right between the two, it passes by our ERGOTEC EXPERIENCE HUB in Wickede. Not least thanks to its 4-star classification by the ADFC, the RuhrtaRadweg is one of Germany's recognised cycle tourism destinations. It is therefore only natural that ergotec has been a reliable main sponsor for many years. The RuhrtaRadweg and our company do not just meet symbolically in Wickede; they also share many parallels when it comes to the proper and healthy use of bicycles and e-bikes. “

Katarina Humpert, Head of Marketing

## Our 5 key sustainability topics

**1 Energy**  
Reducing our emissions and the path to climate neutrality.

**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 environmental protection is reflected in the continuous improvement of all company processes, as well as the technologies currently in use and those planned for the future. In doing so, the company is pursuing the goal of becoming climate-neutral.

We are committed to complying with all environmental laws and regulations applicable to our operations. We aim to continuously improve operational environmental protection in an appropriate and focused manner, in order to keep the environmental impacts arising from our activities as low as possible.

## Energy Efficiency

- › The use of energy-efficient machinery and processes has led to significant savings in recent years. As a result, we have been able to substantially reduce our energy consumption. We continuously invest in advanced technologies to further optimise our energy use.
- › During the construction of the new ERGOTEC EXPERIENCE HUB, a photovoltaic system with corresponding storage units was installed on the building roof for the first time. This enables the building, including the product exhibition, training academy and test centre, to be supplied with energy independently.
- › Wallboxes at the EEH linked to photovoltaics: the field sales fleet now includes a large number of electric vehicles. To operate these sustainably, a modern charging infrastructure has been created at the ERGOTEC EXPERIENCE HUB. The new wallboxes are connected directly to the photovoltaic system, enabling charging with self-generated solar power.
- › To continue making optimum use of the benefits of self-supply, the existing energy storage system for the photovoltaic installation has also been expanded. This ensures that sufficient energy is available for the vehicles even when solar irradiation fluctuates. With this solution, another important step has been taken towards sustainable mobility and efficient energy use.

## Emissions

Reducing emissions is a central objective of our environmental strategy. We aim to halve our Scope 1 and Scope 2 emissions and become climate-neutral. This includes switching to renewable energy, improving our energy efficiency and implementing measures to reduce Scope 3 emissions in our supply chain.

## Resource Efficiency

To further reduce our environmental footprint, we have optimised resource efficiency across all production areas. By switching to energy-efficient machinery, reducing material consumption and improving recycling processes, we are actively contributing to environmental protection.

- › For example, we use a centralised air supply powered by state-of-the-art Atlas Copco compressors built to the VSD+ standard. This technology automatically adjusts the compressor motor speed in real time according to compressed air demand. The exhaust air from the compressor unit is also used to heat the production halls, while integrated heat recovery supports the heating of the galvanic baths.
- › We are also gradually converting our vehicle fleet to hybrid and electric vehicles. There are now 8 charging points available for this purpose.

## REACH

ergotec products are REACH-compliant and meet the requirements of the EU regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals, helping to protect people and the environment.

## Chrome 3 Coating

The conversion of the chrome-plating process from chrome 6 to chrome 3 is primarily necessary for reasons of health and environmental protection, as well as due to stricter legal requirements. In the EU, chrome 6 is largely subject to authorisation under the REACH Regulation and is intended to be replaced in the long term. chrome 6 is classified as carcinogenic and can cause damage to health if inhaled or in the event of skin contact. chrome 3 is less toxic and poses a significantly lower risk to employees in electroplating operations. Eliminating chrome 6 makes it easier to comply with current and future environmental standards. A major milestone in our environmental strategy was therefore the successful conversion of our coating process from chrome 6 to chrome 3 following several years of development work. After several years of parallel operation, we have been coating exclusively using the chrome 3 process since the beginning of 2025.

## Waste Management

The waste management system meticulously records the waste generated in corresponding balances, separated into hazardous and non-hazardous waste. The environmental compatibility of both hazardous and non-hazardous waste has been assessed by external experts and does not represent any uncontrollable environmental impact.

- › Hazardous waste is mainly generated in the surface finishing area. The largest share of hazardous waste is filter cake sludge, accounting for around 60% of the total volume on average. Filter cake sludge is produced during the wastewater treatment process when sludge is removed in a chamber filter press. The sludge consists mainly of a water content of around 65%, which no longer contains any hazardous substances. The solid fraction, at around 35%, consists mainly of lime and precipitated metal hydroxides.
- › For years, Humpert has been working to further reduce the quantity of filter cake sludge. This has already been successfully achieved through process optimisation in electroplating, including returning metals to the process baths through multiple rinsing stages. Further processes are planned to reduce this volume even more.

- › With regard to non-hazardous waste, metal scrap accounts for the largest share. Metal waste is separated by type and sent for high-quality recovery in melting processes. Paper and cardboard packaging make up the second-largest share of non-hazardous waste. These materials are also collected separately and sent to an external high-quality recycling process in the paper industry.

## ergotec After Sales Packaging Concept

When developing the ergotec packaging concept, care was taken to reduce the layout to the essentials and to use as little packaging material as possible.

- › A certified mono-material packaging solution is used, made from material sourced from sustainable forestry and easy to recycle via waste paper collection.
- › The inks and coatings used for the packaging are dispersion-based and do not interfere with the recycling process. Since 2023, this has enabled us to save more than 22% in packaging.



Packaging material  
**-22%**

# ECOLOGICAL FOOTPRINT

## Greenhouse gas balance

Our greenhouse gas inventory was prepared for the year 2022. With the preparation of the GHG inventories for the years 2023 to 2025, comparative data is now available for the first time.

The chart for 2025 shows that Scope 3 accounts for by far the largest share of emissions in the form of indirect emissions (72.31%). Scope 2 emissions (18.08%) represent the next-largest share. Scope 1 (9.6%) makes up the smallest share of total emissions.

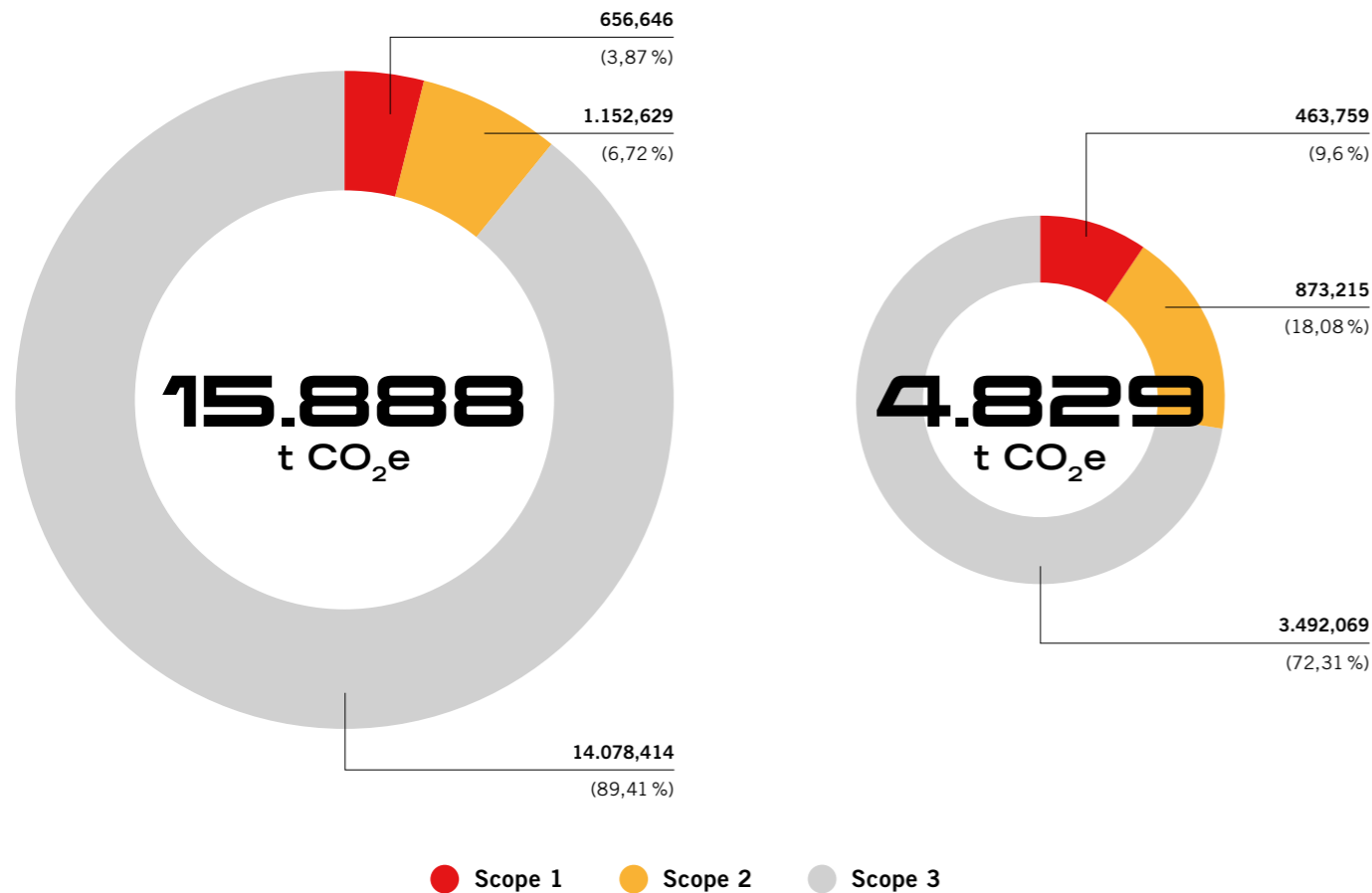
Across all scopes, Humpert generated approximately 4,829 t CO<sub>2</sub>e in 2025, excluding any safety margin.

Compared with the base year 2022, the percentage share of Scopes 1 and 2 has increased slightly. In absolute terms, however, the values have decreased. This means that the increase in the percentage share is mainly linked to the significant change in Scope 3. Here, emissions have fallen by around 70% due to reduced shipping from Asia.

2022

2025

**-69,61%**



## GHG-Balance (total emissions in t CO<sub>2</sub>e)

	2022	2023	2024	2025
<b>Scope 1</b>	<b>656,646</b>	<b>567,584</b>	<b>478,599</b>	<b>463,759</b>
1.1 Direct emissions from stationary combustion processes	515,109	404,149	329,568	321,039
1.2 Direct emissions from mobile combustion processes	132,646	133,312	148,983	142,696
1.3 Direct volatile gas emissions	8,870	30,075	-	0
1.4 Direct emissions from processe	0,021	0,048	0,048	0,024
<b>Scope 2</b>	<b>1.152,629</b>	<b>858,971</b>	<b>814,084</b>	<b>873,215</b>
2.1 Indirect emissions from purchased electricity	1.152,629	858,971	814,084	873,215
<b>Scope 3</b>	<b>14.078,414</b>	<b>5.573,693</b>	<b>3.453,002</b>	<b>3.492,069</b>
3.1.1 Purchases of chemical raw materials	271,544	196,281	269,158	286,727
3.1.2 Purchases of wood, paper or cardboard	64,695	31,098	32,909	39,797
3.1.4 Metals	1.115,353	921,389	1.109,307	1305,257
3.1.7 Drinking water	1,091	1,008	0,826	0,672
3.1.8 Other auxiliary and operating materials	1,035	0,404	3,656	5,077
3.3 Emissions	185,496	141,632	76,953	82,543
3.4 Upstream transport and distribution	12.330,887	4.169,731	1.849,508	1654,151
3.5 Waste generation at the company	15,759	14,267	7,806	27,726
3.6 Business travel	6,542	9,003	14,199	18,365
3.7 Employee commuting	86,011	88,881	88,680	71,754
<b>Total amount excluding the security surcharge</b>	<b>15.887,690</b>	<b>7.000,248</b>	<b>4.745,685</b>	<b>4829,043</b>
<b>Total amount including the security surcharge(5%)</b>	<b>16.682,074</b>	<b>7.350,260</b>	<b>4.982,969</b>	<b>5070,495</b>

## > Handlebar production – Made in Germany Now with a CO<sub>2</sub> footprint

### CO<sub>2</sub>-Product 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 footprints that are comprehensible and reliable. For example, the “Ladytown Bügel” handlebar made of aluminium with black UV-resistant outdoor structure powder has CO<sub>2</sub>e emissions of 4.185 kg.

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

MADE IN GERMANY



### Ladytown Bügel CO<sub>2</sub>e of 4.185 kg

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

# RESHORING- PROCESS



## Handlebar production at Wickede (Ruhr)

Global supply chains, long lead times and a high dependency on components from Asia are creating new challenges for the bicycle industry, too. At the same time, geopolitical changes are opening up opportunities to relocate production processes back to Germany.

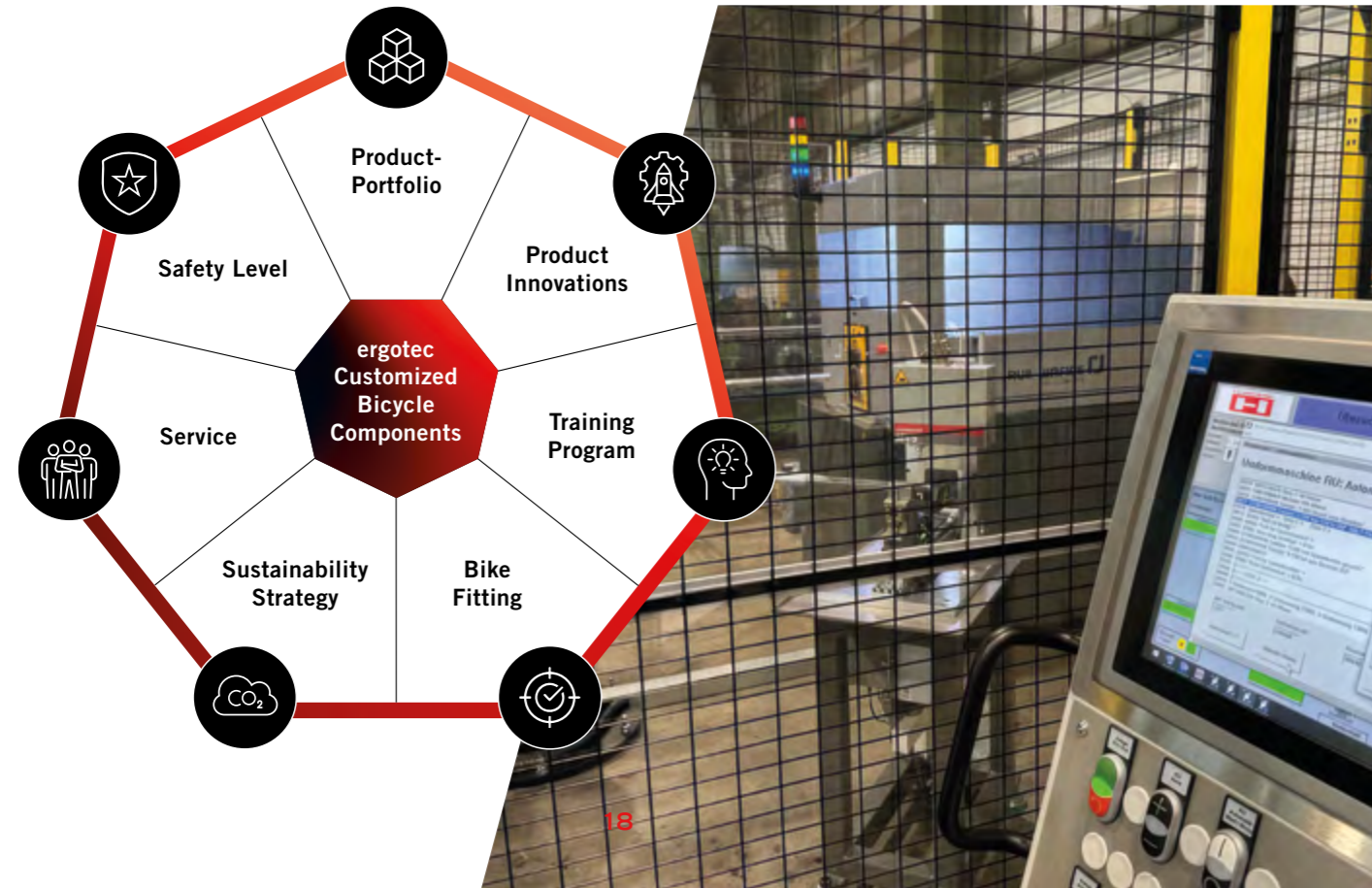
Against this backdrop, the company has decided to bring substantial parts of its handlebar production back to Germany. This reshoring process secures important jobs at the site while also offering clear benefits in terms of sustainability and security of supply.

With the success of the e-bike, requirements for the strength and design of many components have also increased. In aluminium handlebar production, a larger clamp diameter of 31.8 millimetres has become particularly established. This manufacturing process is significantly more technically demanding.

In collaboration with Transferverein Südwestfalen as part of its technology scouting activities, a partnership with South Westphalia University of Applied Sciences was established. As a result, a first new reducing system for handlebar tubes from 31.8 mm to 22 mm was developed and subsequently put into operation.

With the exception of powder coating for the aluminium handlebar, all production steps can now be carried out in-house.

The new “ergotec Customized Bicycle Components” project concept is based on seven central arguments for optimal and reliable project management. These are tailored individually to the requirements of the respective bicycle manufacturer. The success factors for the collaboration are presented in the form of a heptagon.



Video



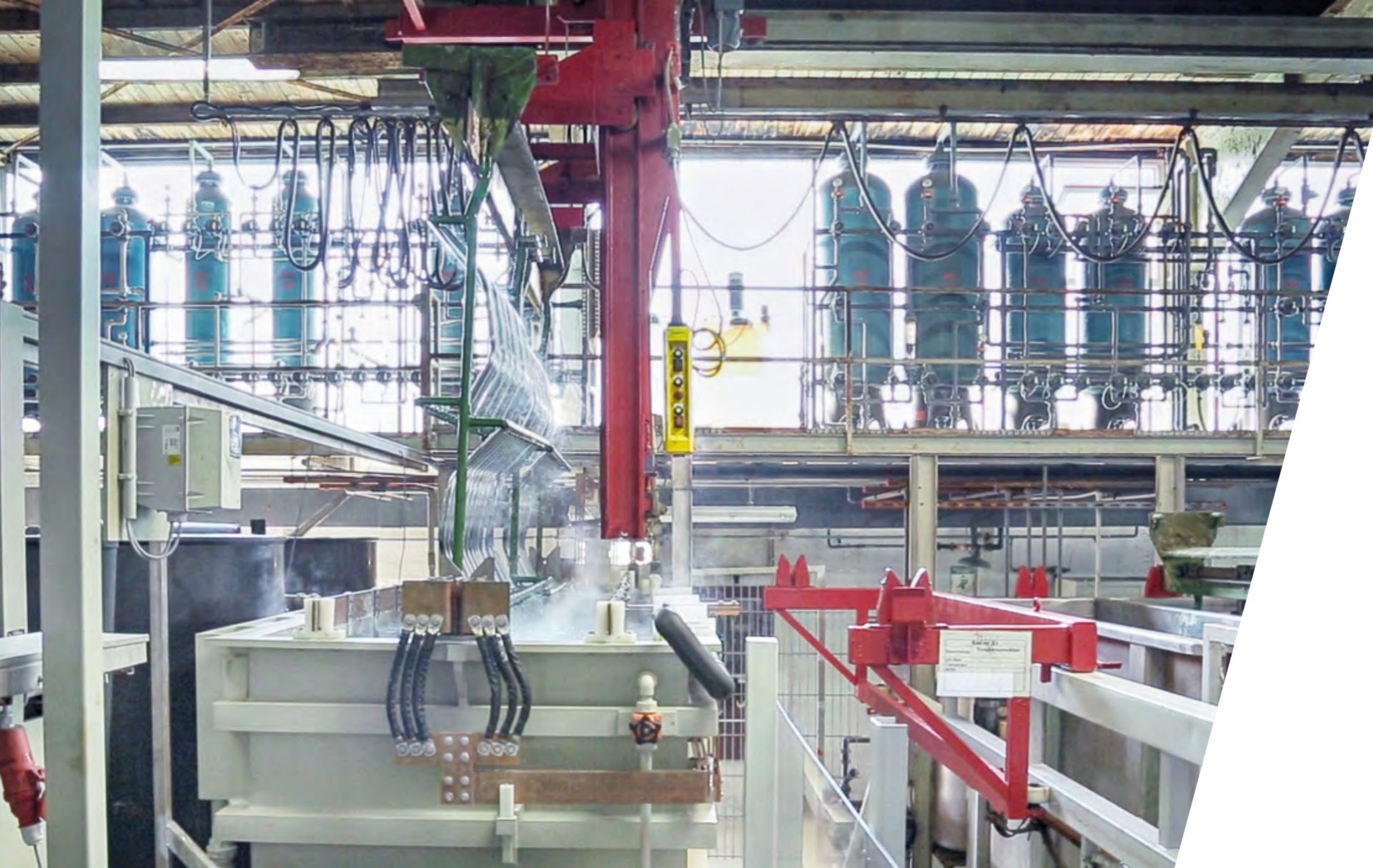
Transferverein  
Südwestfalen



B2C Video

„For more than ten years, I have held a management role within the company, with responsibility for work preparation and for controlling handlebar production. It was regrettable to see production being scaled back in the past due to strong cost pressure from Asia. The reshoring process that has now been initiated is leading to production figures rising once again. At the same time, we are working intensively to scale up production volumes, particularly in the area of aluminium handlebars. Further technological innovations are already being tested, meaning that we will soon be able to expand our product range.“

Andreas Klingler, Head of production and work planning



## Bright prospects

Since the company was founded, in-house chrome electroplating has been part of its manufacturing expertise. For many decades, bicycle handlebars were predominantly chrome-plated. However, with the rise of mountain bikes and new design requirements, additional surface coatings became established. As early as 1984, the electroplating operation was therefore expanded into a modern double nickel-chrome contract electroplating facility.

In both Asia and Europe, the process chemical chrome 6 is still frequently used in chrome-plating processes. It is suspected of being carcinogenic. For this reason, it was placed on the REACH restriction list some time ago.

The company began gradually introducing the chrome 3 process several years ago and has further optimised it in recent months through the renewal and expansion of its electroplating facility. A particular focus was placed on increasing corrosion resistance. As with the chrome 6 process, the chrome 3 surface coating also meets the ASTM 9 corrosion standard and passes a 96-hour salt spray test. This makes it fully suitable for outdoor use.

For consumers, the difference between the process chemicals chrome 6 and chrome 3 is barely noticeable in the finished product, as the chrome surface of the completed component transitions into a chrome 0 state in each case. However, handlebar bends with chrome plating based on chrome 3 help to better protect the health of employees involved in the electroplating process.

The chrome 3 process was developed in close cooperation with an internationally leading specialist company for use in the modernised electroplating facility. It is now being introduced to the market under the name "Chrome 3 EcoShield", both for bicycle handlebars and for surface coating applications in various industries.



„In mid-2024, we decided to switch the chrome plating of our ergotec bicycle handlebars to the REACH-compliant chrome 3 coating process. In terms of corrosion resistance, colour tone and gloss, there is now no discernible difference compared with the older chrome 6 process. Consumers are usually not informed which coating process has been used. Unfortunately, the lower-cost chrome 6 process is still in use, which may lead to market distortions.“

Klaus Daniel, Head of Surface Coating

# SOCIAL ISSUES



Presentation of the “Family-Friendly Company” certificates at Wirtschaftsförderung Kreis Soest GmbH.

The company management places great importance on social responsibility. We promote the wellbeing of our employees, are committed to equal opportunities and make an active contribution to the community. For us, social engagement is a responsibility that includes both the company and society.



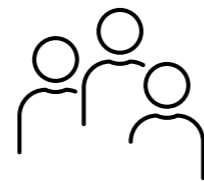
## Family programmes

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.



Ghana Kids Scholarships (photo provided by MyBoo)

## Charitable Engagement

The company is actively involved in the community through financial and material support for charitable organisations.

- > Through partnerships with various universities, we give students insights into our manufacturing company and the bicycle industry.
- > The company is also actively involved in regional associations and industry bodies such as the German Bicycle Industry Association.
- > The company acts as a Business Partner of the ADFC.
- > Through the MyBoo project, the company supports four sponsored children in Ghana, enabling them to attend school through monthly donations.
- > We are represented on the advisory board of “Aktion Fahrrad”. In addition, local projects such as holiday programmes, clubs and similar initiatives are supported on a regular basis.

## Employees

# 87

Of which 77 are men and 26 are women

# 5

Nationalities

# 2

Working students

# 2

Trainees

# 13

∅ Number of years with the company

# INTERVIEW

Jennifer Schmitte (CSR Manager) in an interview with Mathias Siegemund (head of purchasing) and Benedikt Söbbeler (deputy head of purchasing)

➤ **From your perspective, where do procurement and sustainability issues intersect?**

Sustainability is an integral part of our company and is deeply embedded in our processes and corporate culture. The Procurement department is closely connected with Production and Sales. Our role as an interface is to take into account customer requirements from Sales and possible implementation routes in Production. This means that, from the beginning of the procurement chain through to delivery to the customer, we have to consider every process in order to set it up sustainably. By this, we mean the interaction between people, machines and materials. The Sustainability team brings all the threads together and maintains an overall view of the company. The most central topic is the supply chain: this is where all areas work closely together to ensure that our suppliers comply with sustainable standards, whether in relation to environmental requirements, social responsibility or ethical procurement. Compliance with legal requirements, such as the REACH Regulation, is also ensured jointly in order to avoid the use of substances that are harmful to the environment and human health.

„I have spent my entire professional career to date at the family-owned company Humpert. After successfully completing my vocational training as an industrial management assistant, I was able to start my career in the Procurement department. In the first few years, my focus was on working with our Asian trading company, Humpert Asia. As part of our cooperation with Asian suppliers, we began incorporating sustainability issues many years ago. In 2024, following the departure of the authorised signatory in Procurement, I was also able to take on this position with power of attorney. As a member of the extended management team and the CSR team, I am therefore able to make binding and reliable commitments on the various sustainability topics across the different areas of procurement.“

Mathias Siegemund, Head of Purchasing

In addition, sustainability also plays an important role in purchasing processes, for example when selecting resource-efficient materials and machinery, sustainable packaging or avoiding unnecessary transport. The aim is to systematically integrate ecological and social criteria into procurement from the outset and thereby contribute to responsible corporate governance. Overall, we do not see sustainability as an isolated task, but as a shared responsibility that can only be implemented successfully when different departments work together closely.

➤ **How do you ensure that the materials you purchase are “sustainable”, and to what extent do you consider the supply chain?**

For us, sustainability does not begin with the finished product, but already in the earliest phases of the development process. Particular attention is paid at this stage to the selection of potential materials that should offer the longest possible service life and be easy to recycle afterwards. Supplier selection later on must therefore not only be assessed in terms of price, delivery time and quality, but always also in relation to the sustainability issues mentioned above. For this reason, we are working at full speed to bring parts of our value creation back to Europe, and particularly to Germany. This process, known as “reshoring”, is a central building block of our sustainability strategy. A particular focus is on expanding our own handlebar production. By relocating production to Germany, we are not only increasing the number of locally manufactured handlebars, but also gaining significantly greater influence over the entire supply chain. This enables us to work specifically with suppliers who share our values in the areas of environment, quality and energy, and who can also demonstrate this through corresponding certifications, such as ISO 14001, ISO 9001 and ISO 50001.

For our aluminium handlebars with the new, larger 31.8mm clamp diameter, self-produced at Humpert/ergotec in Wickede, for example, we use an extruded aluminium profile made from recycled aluminium and primary aluminium. The primary aluminium is largely produced using renewable energy. As a result, the aluminium profile already has a significantly lower CO2 footprint than conventional aluminium profiles. Our aim is to create a consistently sustainable product range through regional production, transparent supply chains and the responsible use of materials.

➤ **How critical do you consider sustainability to be in terms of its impact on prices?**

Sustainability is increasingly influencing the price structure along the entire value chain. When making new investments, we place a clear focus on energy efficiency and sustainable technologies. For example, we have invested in modern heat treatment in order to make processes on site more efficient and more resource-friendly. In addition, we select our suppliers specifically according to sustainability criteria. We are therefore increasingly sourcing materials that come from renewable sources or contain a high proportion of recycled material. Of course, many sustainable measures involve additional costs. Nevertheless, we see them as an investment in the future, both ecologically and economically. Ultimately, however, it is the customer who determines how far and how quickly this journey progresses. Demand for sustainable solutions is growing; the key factor is that customers recognise the added value and are also prepared to support it in terms of price.

➤ **What are your hopes for the future of sustainability within your company?**

For the future, we hope to continue consistently along this path. We want to secure jobs at our Wickede site in the long term, further strengthen our independence and thereby make an active contribution to the stability of Germany as a business location. In this context, we see sustainable action not only as an ecological responsibility, but also as an economic and social obligation towards our employees, the region and future generations.

„When we began to integrate sustainability more strongly into our business activities five years ago, I could not have imagined the far-reaching impact it would have on our procurement activities. Today, it is a matter of course to discuss the relevant topics with suppliers and implement them together.“

Benedikt Söbbeler,  
Deputy Head of Purchasing

# OUTLOOK



„After the high-revenue and high-margin years during the coronavirus period, we are now looking back on years marked by very weak sales and significant losses. Due to the resulting cost pressure, some sustainability topics could not be carried out and implemented to the extent and at the pace originally planned. Following the experiences during and after the coronavirus period, new requirements are being placed on the supply chain within the bicycle industry. In addition, geopolitical changes are also affecting supplier selection and the corresponding manufacturing countries. Two years ago, we therefore decided to carry out a reshoring process for handlebar production from Asia back to our company site in Germany. This is a complex process requiring considerable time and financial resources, but one that will ultimately secure the site and the associated jobs. Furthermore, many sustainability topics are linked to this process. For example, the CO<sub>2</sub> footprints of bicycle handlebars produced at the site will be significantly lower than those of imported competitor products from China.“

Wilhelm Humpert,  
Managing Director,  
Commercial Area of Responsibility

„Germany currently has an oversupply of chrome electroplating facilities. This is due, among other things, to the fact that chrome-plating costs have risen significantly as a result of higher nickel costs, combined with the sharp increase in the minimum wage and high energy prices. Many products therefore use substitute surfaces, such as bright zinc, for example. Other products are being relocated to Eastern Europe for cost reasons, as energy prices and labour costs are significantly lower there. In the recent past, this has led to insolvencies and closures among electroplating companies. Alongside the optimisation measures already initiated for our electroplating plant to increase efficiency, the focus is now on the increased use of renewable energies, particularly photovoltaic systems, at the company site. In the area of REACH-compliant chrome 3 plating, we have become one of the market leaders in Germany. Through further efficiency improvements in electroplating, combined with potentially lower energy costs, we see an opportunity to remain competitive in the market in the future.“

Ralf Humpert,  
Managing Director,  
Technical Area of Responsibility

## Outlook for the Coming Years

In the years ahead, we will continue to pursue sustainable and future-proof corporate development with a clear and consistent focus. Following the turbulent years during and after the coronavirus pandemic, we now expect a period of greater predictability.

One of our key tasks will be to secure and further develop our production site and the associated jobs. Both the electroplating area and tube processing, with a particular focus on bicycle handlebar production, will play a central role. In both product areas, it is essential to increase production efficiency through the use of innovative technologies. At the same time, we need to reduce our energy consumption noticeably in order to offset the sharp rise in energy costs over recent years. We currently do not expect energy prices to fall again in the coming years. We are therefore planning to drive forward the expansion of renewable energy at the site. In particular, further photovoltaic systems are to be installed for this purpose.

In our first ESG Dialogue, which we prepared in mid-2024, we reported, among other things, that we intend to strengthen handlebar production at the Wickede site again over the coming years. “Made in Germany” is to be brought back to the centre of our activities. The reshoring process already initiated, aimed at bringing handlebar production back from Asia to our company site in Wickede, is to be accelerated. To achieve this, we will work more closely in future with WFG Soest and with universities to develop new, high-performance production machinery. This process not only sa-

feguards the site and the associated jobs, but also reduces transport routes involving numerous overseas containers and the emissions linked to them.

A strong bicycle industry is a prerequisite for our growth in bicycle components under the ergotec brand. We will continue to seek to strengthen our influence in the political environment in order to further improve the framework conditions for using bicycles as a means of transport. As a well-established company with a long tradition in the bicycle industry, we see it as our responsibility to play an active role in shaping environmentally friendly mobility and supporting the transition towards sustainable transport solutions. Association work within the German Bicycle Industry Association is a key pillar in raising awareness of the bicycle industry and working together with business and politics at federal, state and municipal level to develop future-oriented solutions.



# ergotec



**PERFECT FIT  
FULL PERFORMANCE**

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