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On the move together

Responsibility Report 02



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A view of our Logistics Centre in Mühlthal.



Dr. Sandra Wolf, CEO at Riese & Müller, Board Member of the German Sustainable Business Association (BNW) and responsible for the company's sustainability strategy.

Transparency

This year in our Responsibility Strategy, we have committed ourselves to "transparency" – this is an incontrovertible prerequisite for a profound sustainability agenda focussed on change.

Transparency starts with clear commitments: What do we stand for as a company? To what are we committed?

Signing the Statement by the Business & Human Rights Resource Centre with over 50 companies to strengthen the German Supply Chain Act, publication of the Cycling Climate Commitment by Shift Cycling Culture or Bike Brainpool's Bike Charter demonstrate our commitments: to a sustainable supply chain, environmental and social transformation, and determined, joint action to drive forward change.

I am particularly pleased about being elected to the Board of Management of the German Sustainable Business Association (BNW). With 10 other women and men and over 500 member companies, I am campaigning for a new form of economy.

It is against this background that we have begun targeting our global supply chain over the past twelve months. We want to understand where the cycling sector is currently positioned, where there are opportunities for improvement, and where there is a need for action. Our collaboration with sustainabill, a cloud platform for transparent and sustainable procurement, marks the beginning of this journey. We have continued this journey with photographer Lars Schneider to give us a personal impression of some of our European suppliers. We have continued to work on our targets at our site in Mühlthal in the Central German Odenwald region, expanded existing connections and cooperative partnerships, and have continued learning what we can do better. All with the aim of ensuring that we have a good world, one that we can explore together by bike.

We are on the move. Together.

Dr. Sandra Wolf



Markus Riese and Heiko Müller, Founders and CEOs of Riese & Müller.

Mission Mobility

Since we were founded in 1993, we have been looking at ways we can shape everyday cycling mobility to enable people to easily get around without a car. Today, our mission is to actively help to shape mobility and, above all, drive forward the "transport revolution" worldwide.

That is why we build E-Bikes and folding bikes that can replace cars, and regard ourselves as the "creators of tomorrow's mobility".

But we also want to take responsibility for our corporate activities, at our production site as well as along our global supply chains.

We want to be the most sustainable company in the E-Bike sector by 2025. This is not a competition but a call to action: It is aimed at all the stakeholders in the value chain, whether they are manufacturers, suppliers, logistics partners, dealers or employees. If we all focus on this in our daily working lives, we will be able to establish a sustainable and environmentally and socially just industry.

"Our founding idea was to achieve meaningful everyday mobility that relieves pressure on our towns and cities and this still remains our mission today."

Markus Riese and Heiko Müller





Transparency along the supply

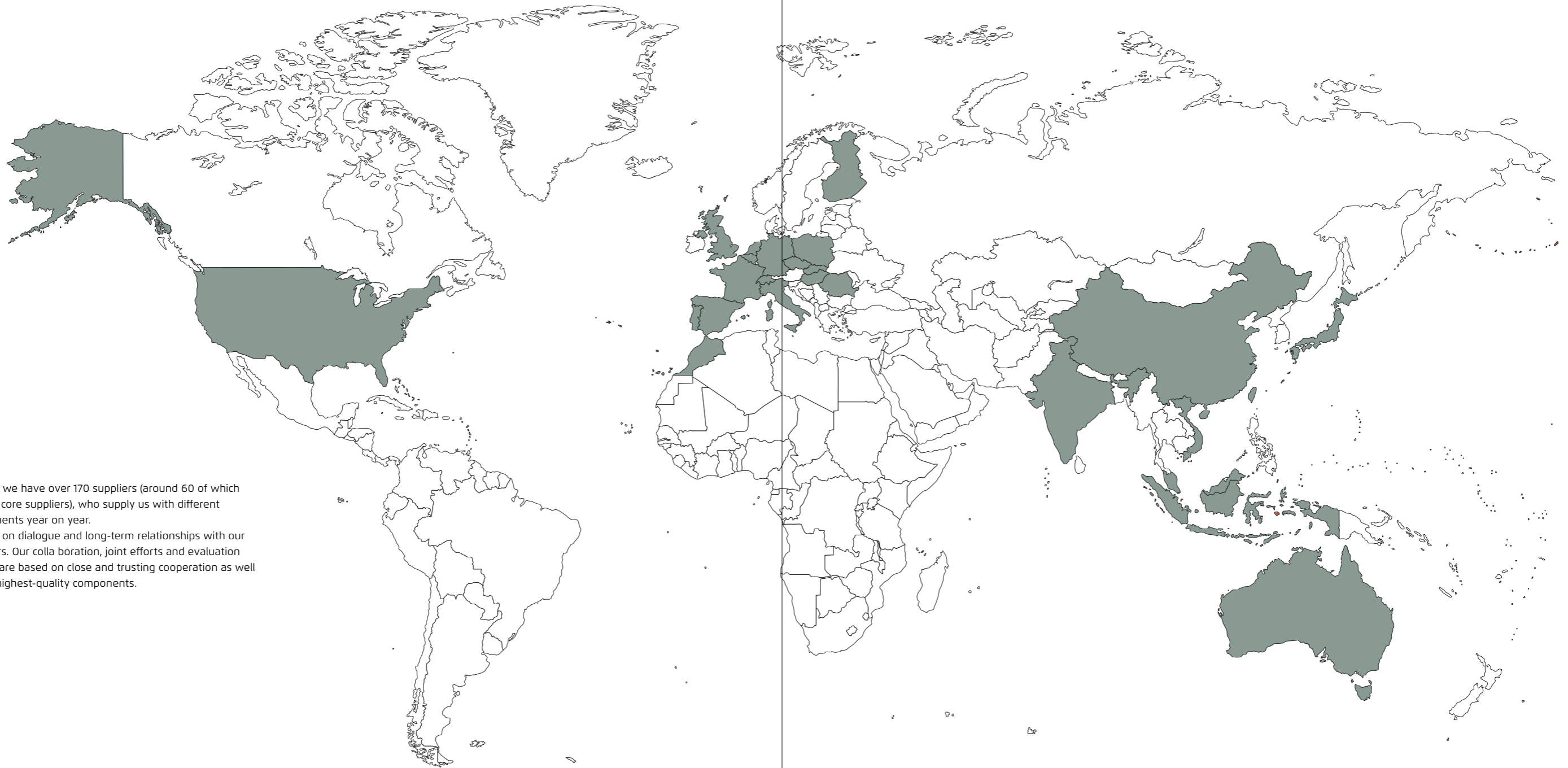
An E-Bike consists of up to 120 individual components that we purchase from suppliers worldwide. We need to understand this global supply chain to exercise a proper duty of care. Transparency begins with our own attitude and requires the will and patience to understand things.

Our goals:

1. Do the groundwork
2. Set up networks for joint industry targets
3. Analyse supply chains
4. Promote internal awareness of issues

What have we achieved in 2021:

- ☑ Signing of a Declaration of Principles on the Observance of Human Rights
- ☑ Establishment of a complaints mechanism at compliance@r-m.de
- ☑ Membership of the World Federation of the Sports Goods Industry (WFSGI)
- ☑ Creation of a Code of Conduct for our suppliers
- ☑ Internal training for Riese & Müller employees on the Code of Conduct for Suppliers
- ☑ Dialogues with suppliers and signing of the Riese & Müller Code of Conduct by our suppliers
- ☑ Collaboration on and signing of the Cycling Industry Climate Commitment
- ☑ Collaboration on and signing of the Bike Charter
- ☑ Start of collaboration with sustainabill and completion of our joint pilot project



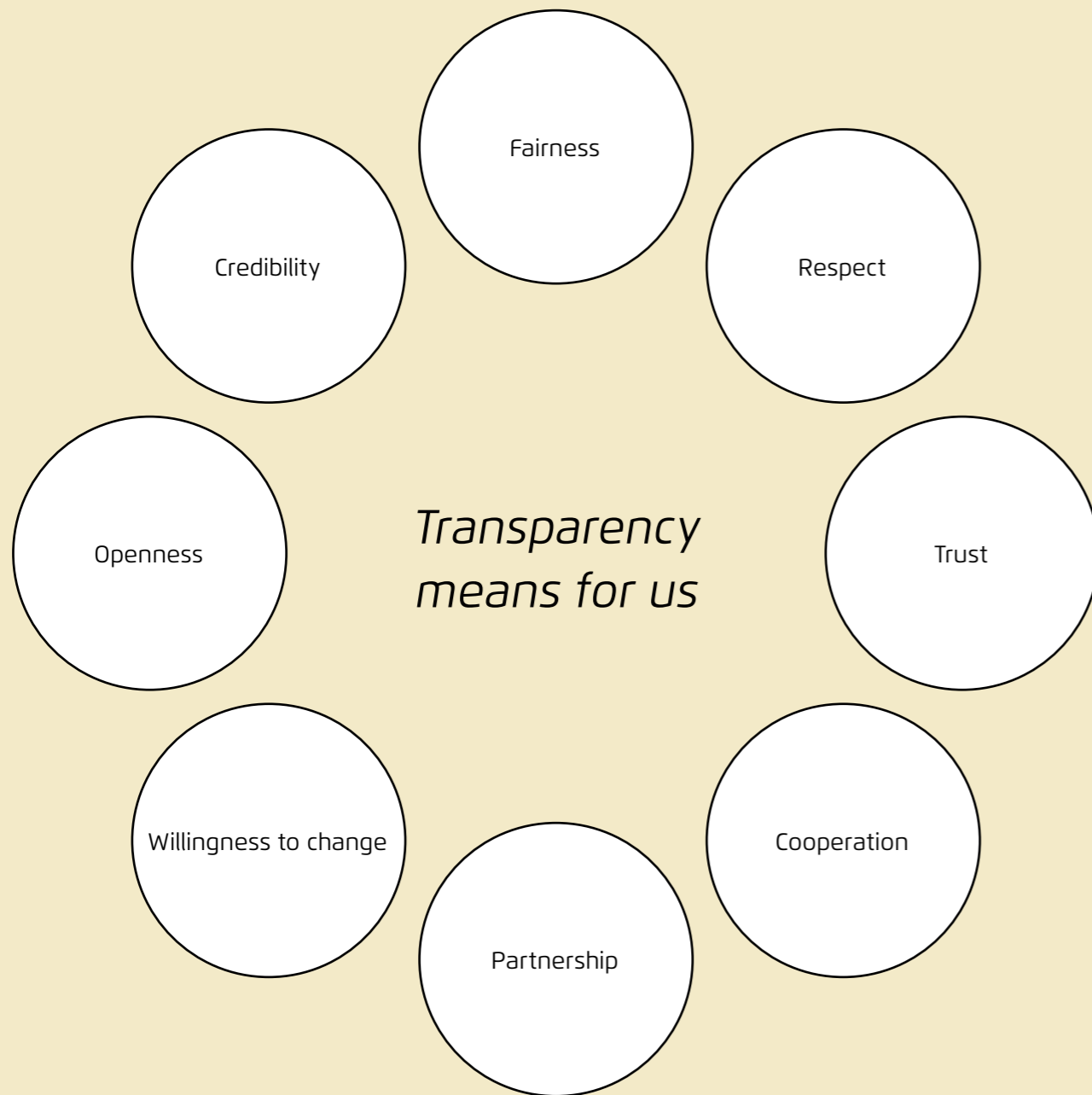
In total, we have over 170 suppliers (around 60 of which are our core suppliers), who supply us with different components year on year. We rely on dialogue and long-term relationships with our suppliers. Our collaboration, joint efforts and evaluation criteria are based on close and trusting cooperation as well as the highest-quality components.

Challenges in the supply chain

Our vision is to be the most sustainable company in the E-Bike sector by 2025. We do not regard this task as a competition – after all, when it comes to climate change, we can only win by working together. A sustainable cycling sector can only be achieved if all stakeholders work together – from suppliers to logistics partners, manufacturers to retailers.

That is why we wish to take along as many market players as possible on this journey. We wish to identify where the cycling sector is currently positioned and, together with our partners, identify shortcomings, and address the potential for improvement. In our view, it is not enough to produce a product that is essential for a transition in the mobility sector and, in turn, to achieve climate targets.

We are aware that we are also part of the system. Our products consist of many parts that are manufactured internationally, travel long delivery routes and not all of them can be produced ecologically or be 100 % recycled.



“Our supplier base is characterised by long-standing, trusting and cooperative partnerships. Many of our suppliers are family businesses with goals that span generations, and roots in Europe.”

Markus Riese, Founder and CEO

Our understanding of transparency

We have defined our values for the path to a transparent, global supply chain. It is important for us to have fair working relationships, mutual respect, and a permanent partnership in the industry.

We expect our suppliers to be credible combined with a willingness to change. This is needed to make the value chain sustainable.

Working together with our business partners is a key factor in the broad field of environmental, resource and climate protection in the supply chain.

This is not primarily about a supplier’s current sustainability performance but, above all, about the willingness to come on board with us and be open to improvements.

We rely on long-term business relationships in which we grow with our partners and learn from each other.

Supply Chain Act Initiative

In April 2021, together over 50 renowned companies, we signed a call to strengthen the German Duty of Care Act through the Business & Human Rights Centre (www.business-humanrights.org). We expect this to define clear framework conditions and parameters that will make it easier for us as a company to act diligently on a global scale. We are also convinced that it will provide us with greater security.

Commenting on the statement, Dr. Sandra Wolf said: "Taking responsibility is a central role and strength of business people. That is why it is critical that we also take responsibility for the duty of care in our global supply chain. Riese & Müller is clearly committed to strengthening the German Duty of Care Act."

↓ Find more information on this here

For an effective Supply Chain Law that is closely aligned with international standards, the law should strengthen the rights of affected people and create a level playing field. We are strongly in support of mandatory human rights and environmental due diligence legislation. Therefore, we welcome that the (German) Federal Government has agreed to discuss the draft law in the Bundestag. This is a step in the right direction, as it sends a strong signal that corporate responsibility for human rights and the environment is a voluntary matter.

This law can bring about a paradigm shift if it both widely establishes responsibilities and leads to concrete improvements for people and the environment along the value chain. However, if the law is to achieve this, and to make a substantial contribution to a sustainable economy, crucial aspects of the draft need to be strengthened. In our view, the law falls well short of the standards set out in the UN Guiding Principles. The EU Parliament's proposal for a future EU-wide regulation, however, seems more consistent.

Important points for strengthening the existing draft:

- The German Supply Chain Law should apply the risk-based approach consistently and, in particular, extend due diligence obligations along the entire value chain.

In our view, the UN Guiding Principles already account for the complexity of supply networks: following these standards, companies can prioritise, where appropriate, to focus first on the most salient issues for people and the environment. This prioritisation lies in the continuous and proactive analysis of potential risks along the entire value chain, given that severe issues can occur anywhere in the value chain and in any country, in the company's own operations and relationships. Moreover, our experience shows that the risk of human rights abuses increases further down the supply chain. Regular identification and assessment of environmental risks in value chains can provide starting points for appropriate measures if individual production sites are not yet known at every stage. At the same time, more complex supply chains form important building blocks for companies to meet their environmental due diligence.

Through a risk-based approach, companies take appropriate measures where the most urgent need for action exists, regardless of where in the value chain the risk occurs. In the current draft law, the obligations to conduct risk analysis and follow-up are limited to operations and tier 1, except in cases of "substantiated knowledge" of potential risks. This means there are large gaps in terms of preventing and addressing human rights abuses and the proposals for EU regulation entail a proactive risk-based approach through the entire value chain.

We unequivocally welcome the draft law's reference to the key role of the Business & Human Rights Centre in preventing human rights abuses. At the same time, we are disappointed that the law is too heavily on mere control measures and the contractual enforcement of the Supply Chain Act. In practical terms, this would lead companies to focus on control measures rather than on preventing human rights abuses.

It is high time that Germany, as one of the most important players in global trade, takes the step towards a truly effective Supply Chain Law, thus paving the way for an ambitious EU regulation. "Divestment" from poorer countries in the global South, occasionally purported as a side-effect of mandatory due diligence legislation, is not realistic. Rather, sustainable development only happens when working conditions and investments respect human rights and are in line with environmental standards. A strengthened law would, through its implementation, make a tangible contribution to improving human rights along global value chains. At the same time, it would help companies become resilient and future-oriented. Business must not be done at the expense of people and the environment.

As of: 28 April 2021 (English translation as of August 2021)

Declaration of Principles

E-Bikes and Cargo-Bikes are products that inspire people all over the world, and are associated with positive feelings and experiences. By using our bikes, our customers are doing something positive for the environment and for their own health.

It is therefore important to us that our products are in harmony with people and nature, but also that people with whom we work are governed by "good, fair and healthy" standards. People are at the heart of everything we do, and this is firmly enshrined in our corporate culture.

↓ Read the full document here

Code of Conduct

Our Code of Conduct for Suppliers forms the basis for cooperating in ways that respect human rights and avoid environmental damage – both at home and abroad – and for enabling us to conscientiously meet our global duty of care. It is based on the values we have been practising since 1993. There are five principles enshrined in the Code of Conduct that are crucial to our relationship with our business partners: protection of human rights, responsible use of resources, transparent business relations, fair market behaviour, and confidential handling of data.

Our principles for our suppliers are based on the guidelines in our Declaration of Principles on the Observance of Human Rights. The actual content of the code is based on the Code of Conduct of the World Federation of the Sports Goods Industry (WFSGI). In line with our Responsibility Strategy, at Riese & Müller we expect our business partners and their employees to act responsibly and adhere to our Code of Conduct and the principles enshrined in it.

↓ Read the full document here

RIESE & MÜLLER

Riese & Müller Code of Conduct for Suppliers

Our Code of Conduct for Suppliers is the basis for working together in ways that respect human rights and avoid environmental damage – both at home and abroad – and for enabling us to conscientiously meet our global duty of care.

The Code of Conduct is rooted in the values we have been practising since 1993. The core of our actions is based on the principle of being "good and healthy for people and the environment". Our principles for our suppliers are based on the guidelines in our Declaration of Principles on the Observance of Human Rights. The actual content of the code is based on the Code of Conduct of the World Federation of the Sports Goods Industry (WFSGI).

In accordance with our Responsibility Strategy, Riese & Müller also expects suppliers (i.e. any contractual partner who supplies Riese & Müller with goods, materials or services) and their employees to act responsibly and to be guided by this Code of Conduct and the principles contained within it. Where suppliers engage third parties (subcontractors or agents) in the course of business relations, Riese & Müller expects that these third parties are also obliged to adhere to these principles.

Data, trade secrets, corporate property - Our principles
Confidential data, trade secrets and company property must be protected. Specifically, we expect our suppliers to adhere to the following principles:

Confidentiality
Suppliers must not disclose confidential information to third parties without the prior express written consent of Riese & Müller. This includes, but is not limited to, trade secrets and confidential information. Suppliers must also ensure that their employees and subcontractors are aware of and bound by these confidentiality obligations.

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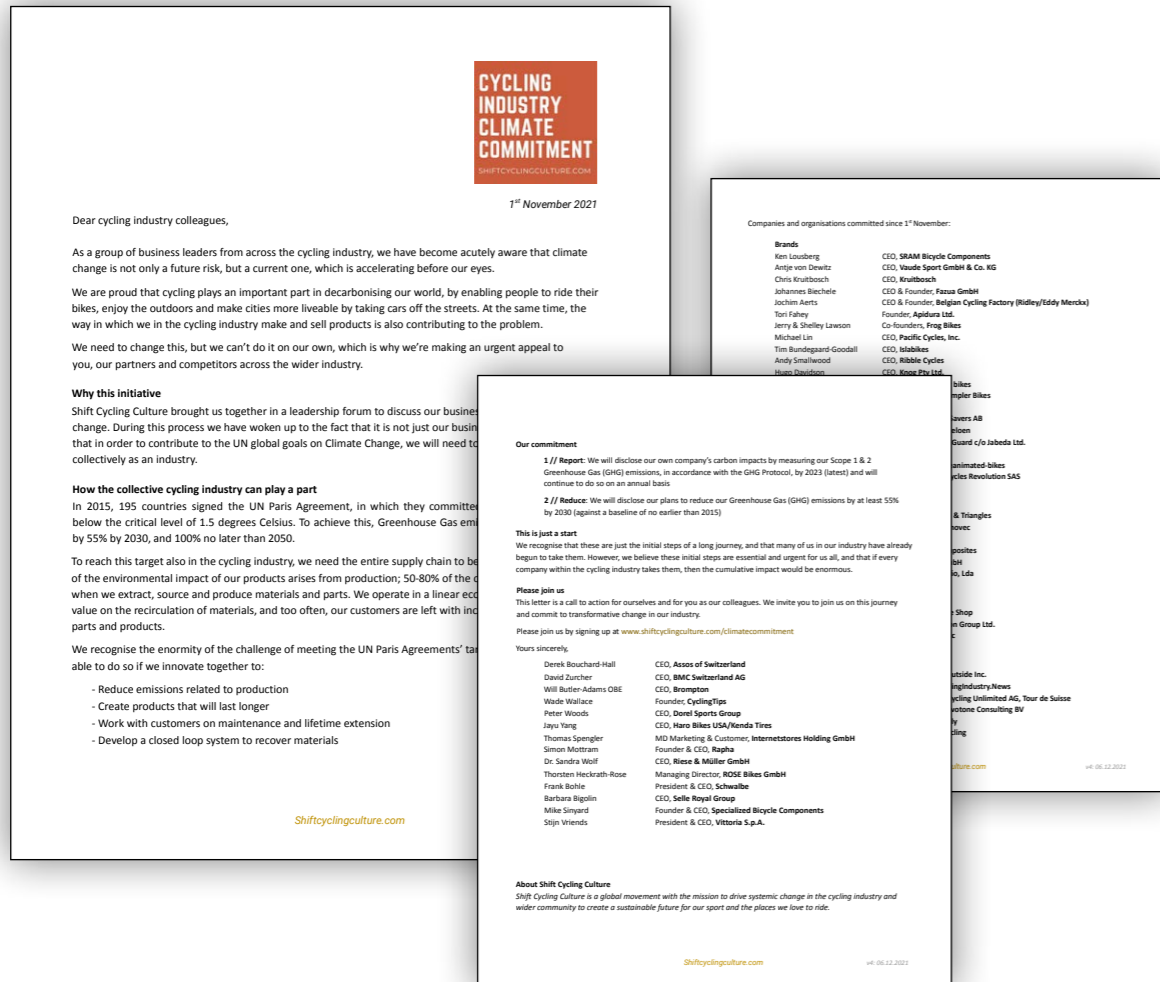
Showing strength together

As an industry, we have achieved much this year. Together with other companies, we have helped to shape Shift Cycling Culture's Cycling Industry Climate Commitment and Bike Brainpool's Bike Charter, and have signed both documents. It is a clear commitment: the industry is ready to change!

Shift Cycling Culture – Cycling Industry Climate Commitment

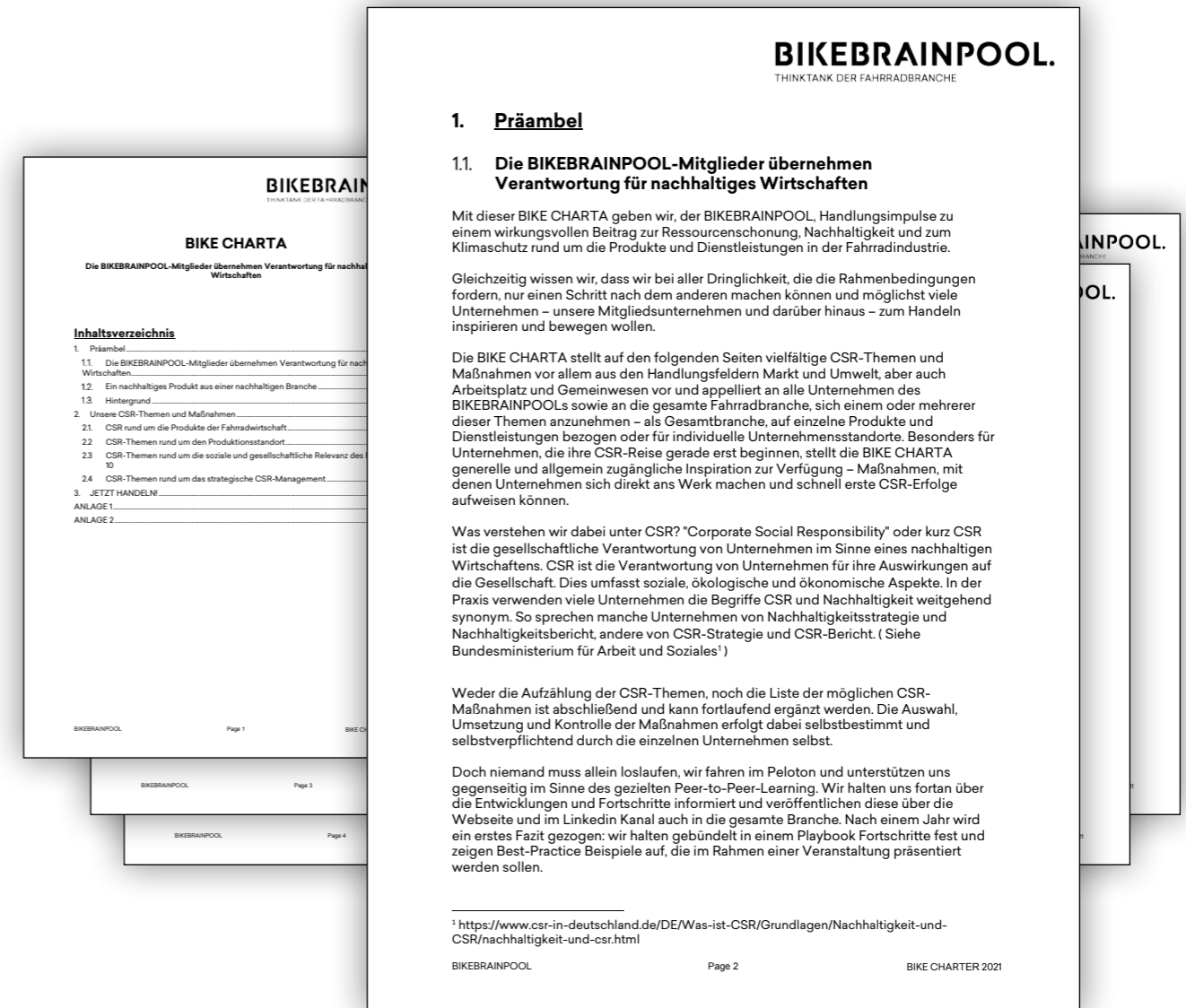
Shift Cycling Culture is a global non-profit movement that aims to unite the collective power of cycling to mobilise positive climate change action. As part of this initiative, CEOs from leading global companies in the cycling sector, including Strava, Rapha and Brompton, regularly meet to consider and plan a more sustainable future.

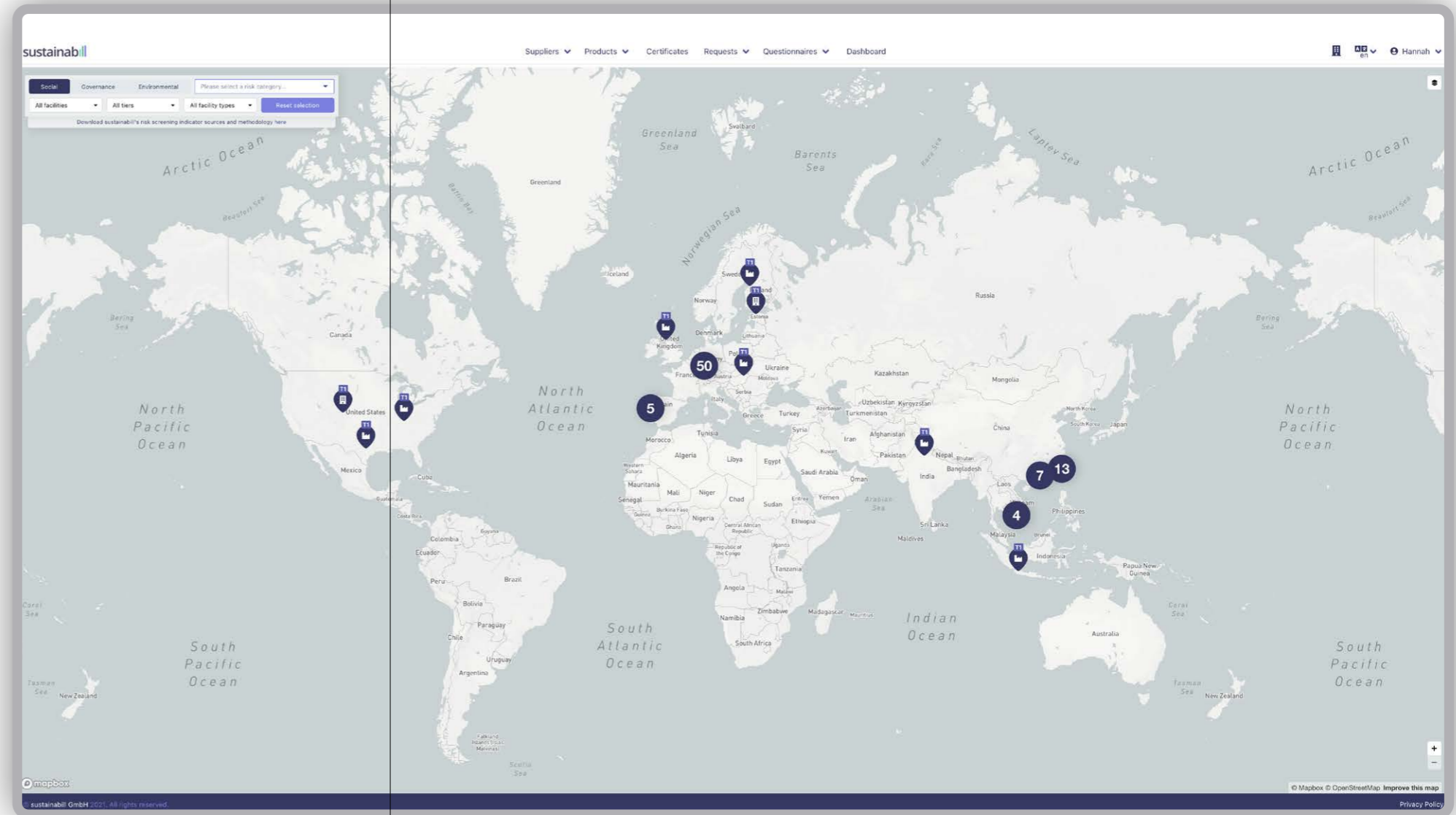
Dr. Sandra Wolf is a member of this body. The idea of a global call to action originated here along with a letter to industry CEOs.



Bike Brainpool – Bike Charter

Bike Brainpool is the think tank of the German cycling sector. There has been a CSR satellite within Bike Brainpool for some time now. The Bike Charter was developed within this group and is intended to motivate companies in the cycling industry to actively work and commit to specific sustainability issues. Riese & Müller has been actively involved in shaping the charter.





sustainabill – Our partner for a transparent supply chain

We use sustainabill to gain a comprehensive overview of our complex global supply and value chain.

sustainabill is a cloud platform for transparent and sustainable procurement. The company enables buyers and suppliers to collaborate responsibly with each other to manage risks, ensuring that human rights are upheld and emissions reduced.

Riese & Müller’s suppliers can create a profile on the platform, demonstrating their commitment to sustainability. The information is based on certification and suppliers’ voluntary disclosures, which are then validated by sustainabill. The platform also takes into account the upstream supply chain. Best practices, risks and transparent activities are therefore quickly visible to all parties involved.

Together with our suppliers, this enables us to generate transparency upstream of Tier 1 suppliers. This is the basis for actively and specifically analysing and shaping the supply chain in a responsible manner.

16 of our high-volume suppliers, including well-known brands such as Supernova and Enviolo, have already uploaded their data onto the cloud platform as part of the pilot project with sustainabill. The platform has been opened to other suppliers and has succeeded in encouraging 63 partners to fully register. The aim is to integrate all suppliers by 2023 and, at the same time include Tier 2 suppliers

So far, 60 suppliers have signed up to the sustainabill platform, which equates to 92 % of our purchasing volume. The map shows our suppliers’ locations.

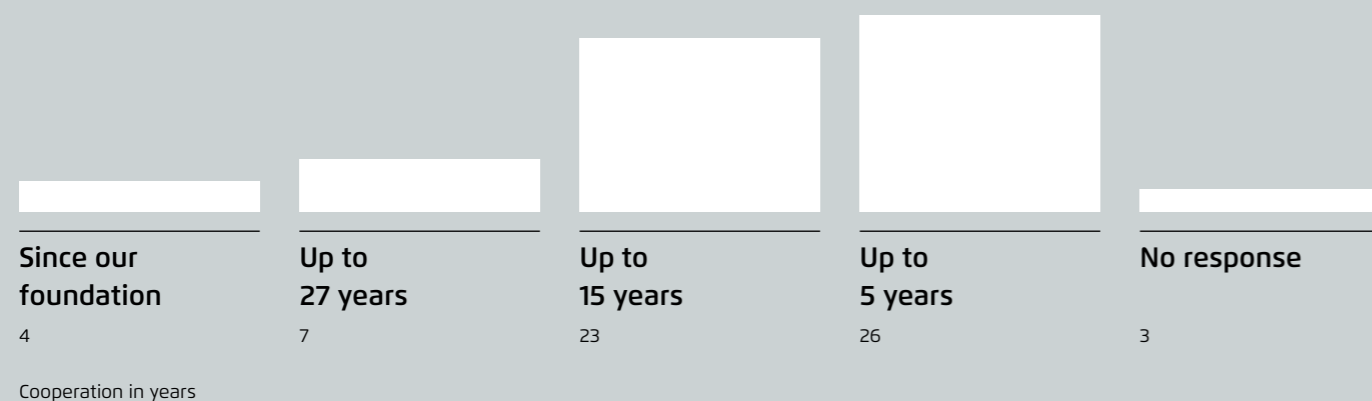
“Introducing greater transparency into the supply chain is important for us and we are pleased to be taking an important step forward through the cooperation with Riese & Müller and sustainabill.”

Marcus Wallmeyer, Founder and Managing Director of Supernova, which has signed up to sustainabill

Results of the survey

Long-standing partnerships

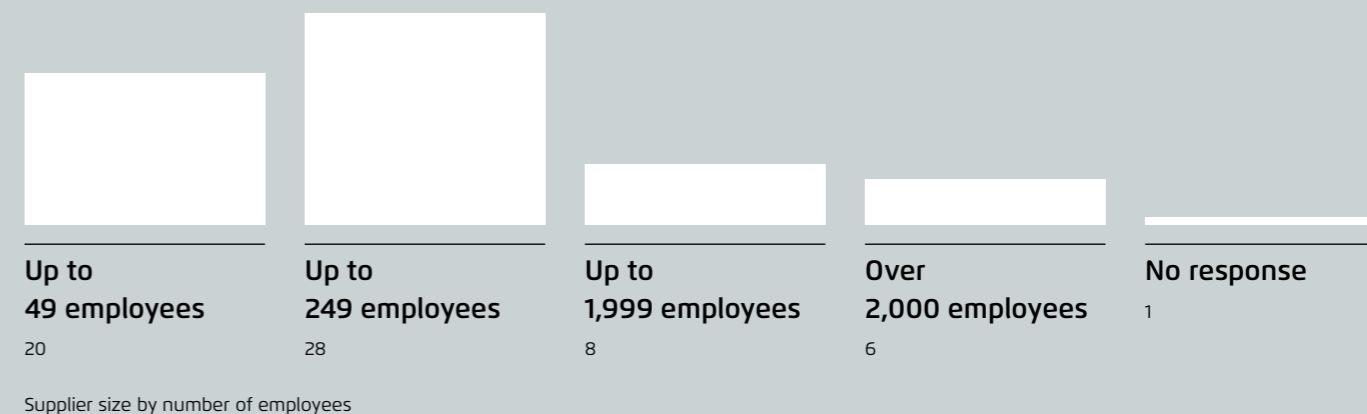
We attach great importance to long-term and trusting partnerships. This is the only way we can drive forward innovation together and guarantee maximum quality.



Cooperation in years

The sector predominantly consists of SMEs

Strong small and medium-sized businesses typify the cycling sector – in Germany, Europe and worldwide.



Supplier size by number of employees

Typified by family-owned companies

Many of our suppliers are family-owned companies with goals and values that span generations, and which are well trusted in the industry and beyond.



Company ownership structure

Focus on Europe

Although our supply chain is very global, over 50% of our components come from Europe and thus have shorter transport routes.



Supplier locations

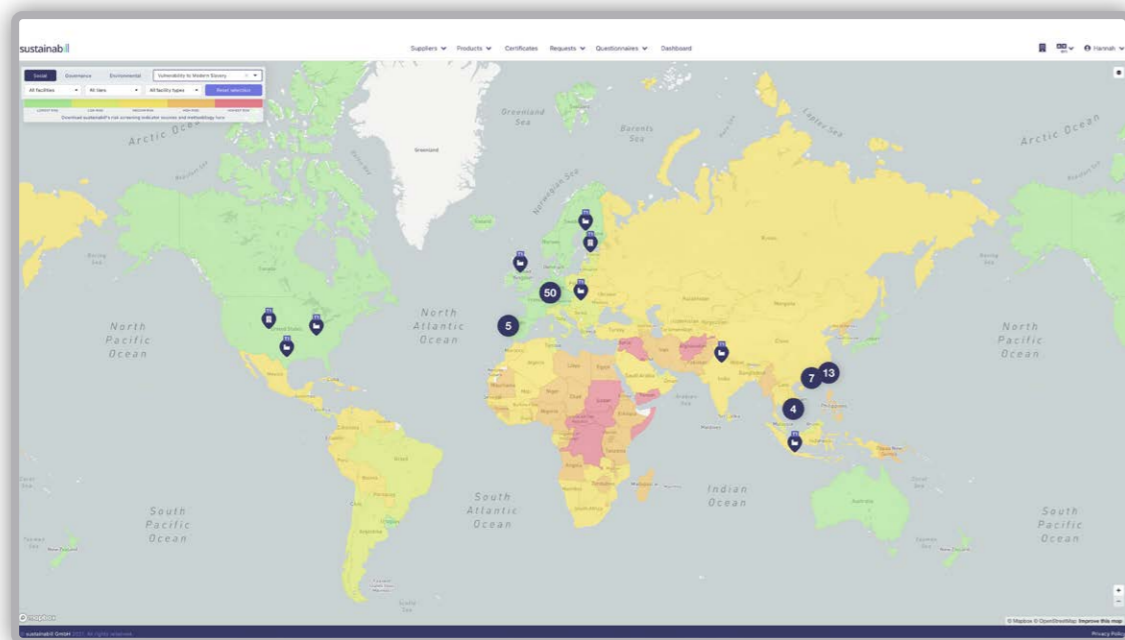
Risk screening

Risk screening is a key analysis tool on the sustainabill platform. It enables companies to check their supply chain against certain risks. The maps show the risks prevalent in different countries across the world. It does not mean that suppliers in risk countries operate according to the risk, but we are then able to carry out special checks on companies in these risk countries.

Risk screening provides an initial overview of potential risks in the supply chain, enabling us to set priorities and conduct specific risk assessments of countries identified as potential hotspots.

Risk screening differentiates between three main categories: environmental, social and governance indices. The sources on which the risk analysis is based are Transparency International's Corruption Index, the Global Slavery Index, and the World Bank's emissions figures.

Facility maps show risk heat maps based on risk intervals with colours varying from green (low risk) to red (high risk). We have established that our suppliers are predominantly located in low- to medium-risk countries.



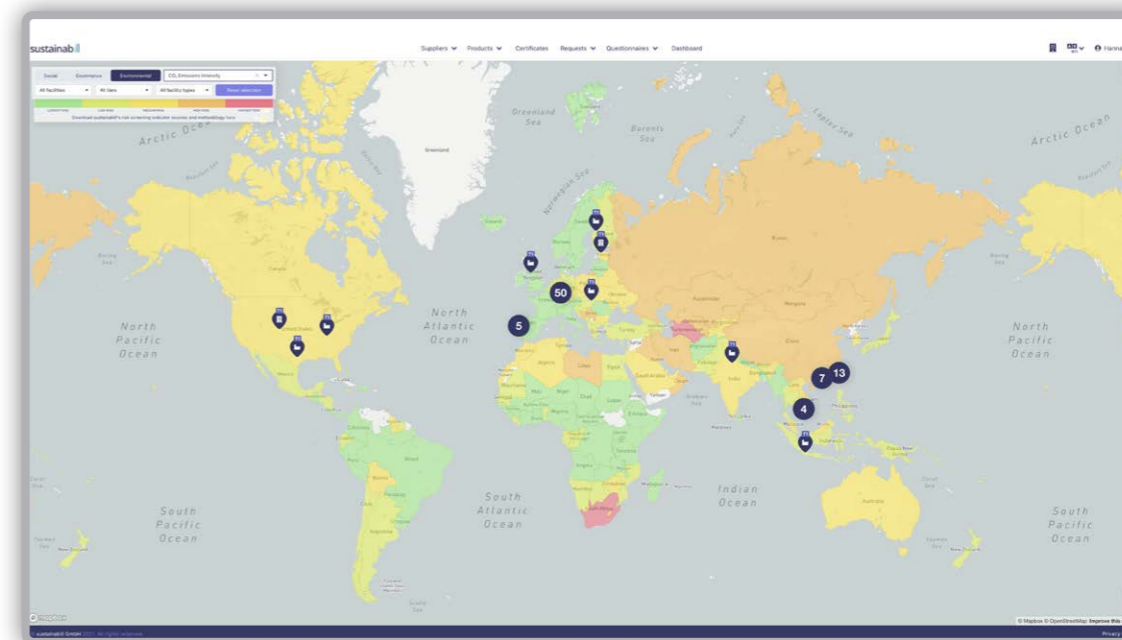
Vulnerability to modern Slavery (Social category¹ facility map)

The prevention of modern slavery is also part of duty of care in terms of human rights. This includes various forms of worker exploitation, such as human trafficking, forced labour or child labour.



Corruption Perception Index (Governance category² facility map)

Corruption is a risk in the global supply chain and leads to a violation of human rights when environmental, quality or human rights-related duties of care are circumvented by bribery, corruptibility or kickbacks.



CO₂ Emission Intensity (Environmental category³ facility map)

The intensity of the CO₂ emissions in the supply chain are not directly assigned to social risks in the supply chain. Nevertheless, it is important for Riese & Müller to also consider environmental protection and resource conservation in the supply chain as an environmental risk factor.

Pilot project with 16 suppliers

The first project phase with sustainability started in April 2021. A total of 16 suppliers participated in this pilot project, reflecting the breadth of our supplier portfolio, and affording us an initial verifiable insight into our supply chain. The suppliers include some of our most high-volume suppliers, benchmark suppliers in the sustainability area, and companies from various industries – ranging from the textile and electronics industries through to our frame manufacturers. In total, these 16 suppliers account for over 70 % of our purchasing volume.

All suppliers have registered on the platform and completed a survey of their company's sustainability performance in terms of management, climate, social and purchasing practices. The suppliers whose components contain critical raw materials also disclosed their upstream suppliers.

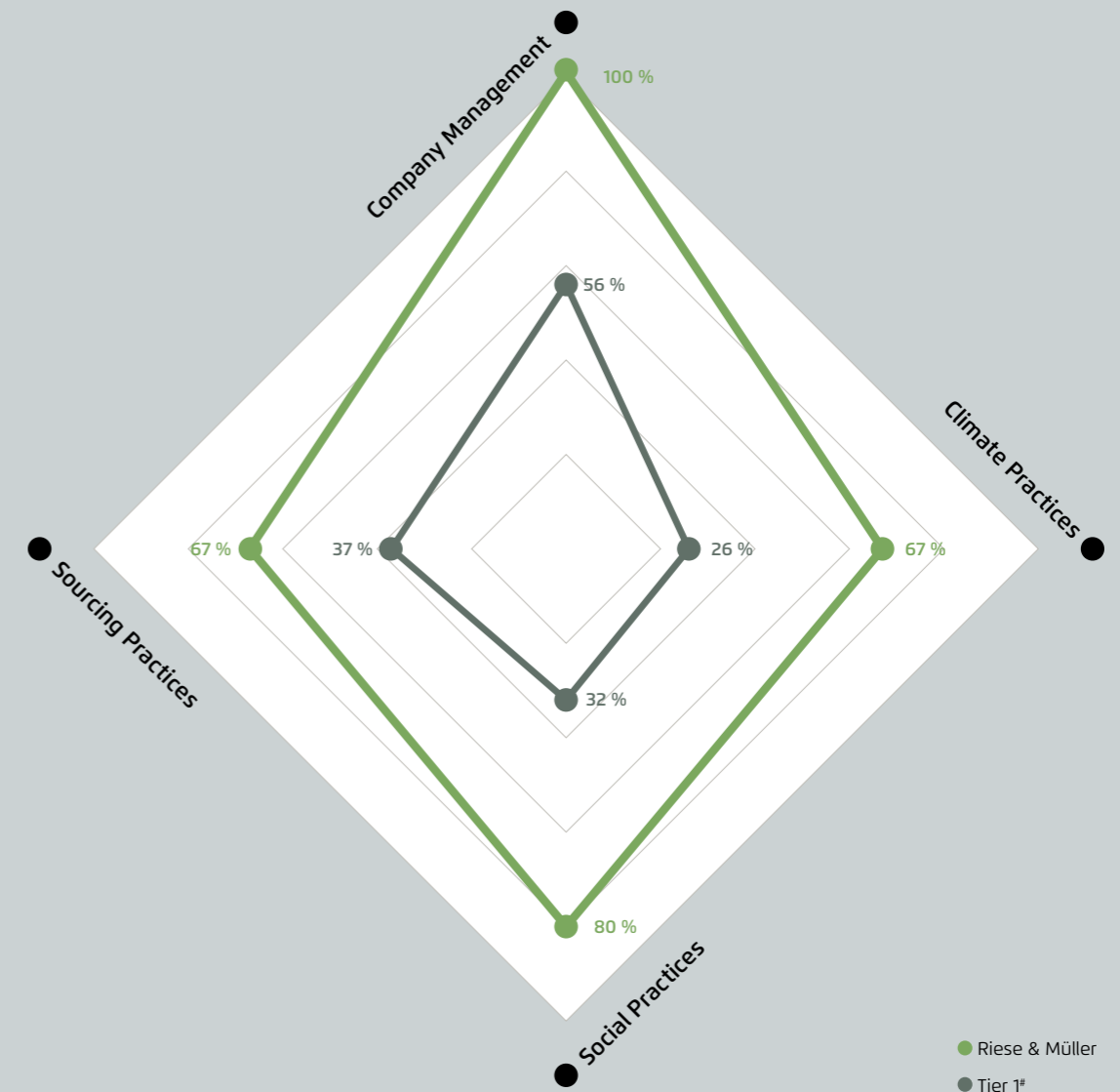
The results of the pilot project are shown in the diagram below. It reveals that companies in the cycling sector have recognised the challenge of protecting the environment and conserving resources, and are defining targets, assigning responsibilities, and incorporating sustainability into their corporate strategy (Company Management = 56 %). However, there is still a lack of specific implementation measures in relation to climate-related, social and purchasing practices. There is considerable potential for improvement (Climate Practices = 26 %) especially in relation to the climate, including calculating the company's carbon footprint, defining reduction targets and possible offsetting programmes.

Not all companies have the capacity to collect environmental data, but still promote a socially and environmentally sound culture and are very committed to sustainability.

In the project, Riese & Müller specifically stresses the United Nations' Sustainable Development Goal 17, "Partnership for the goals". It is not a matter of categorising suppliers as "good" and "bad" and eliminating them from the portfolio if they perform badly, but rather about tackling projects with them and promoting a willingness to change.

Sustainability survey

Suppliers answered over 20 questions about their sustainability performance. The percentage indicates the percentage of all participating suppliers (N = 16) that met the requirements.



Company Management

The Company Management section indicates to what extent sustainability is anchored in the company's strategy. Among other things, companies were asked whether they had already defined responsible employees for this issue, anchored the issue in their corporate strategy, and adopted concrete goals.

Climate Practices

The Climate Practices section shows the implementation of measures relevant to climate protection. Among other things, companies were asked whether they are pursuing emission reduction targets and whether they are calculating their greenhouse gas emissions in line with the Greenhouse Gas Protocol.

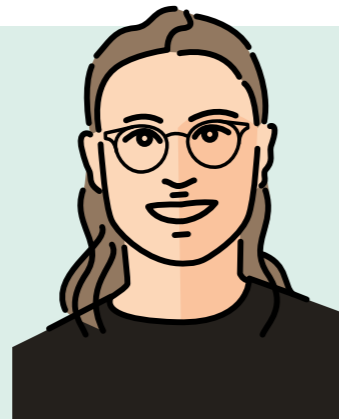
Social Practices

The Social Practices section presents the measures taken by companies to guarantee good working conditions for their employees and respect for human rights. Among other things, companies were asked whether they had a strategy for compliance with good working conditions and human rights.

Sourcing Practices

The Sourcing Practices section aims to understand companies' responsible sourcing practices in their supply chain. Companies were asked whether they have a purchasing strategy in place and conduct audits.

*tier 1 means the first supplier in the supplier pyramid.



In conversation: Hannah Müßener, Sustainability Manager at Riese & Müller

“In a transparent system, shortcomings become very obvious.”

Hannah, why use a cloud platform to track the supply chain?

We noticed that we weren't making any progress with Excel spreadsheets and came across sustainabill when looking for a provider. The platform, the visualisation and the processes persuaded us immediately.

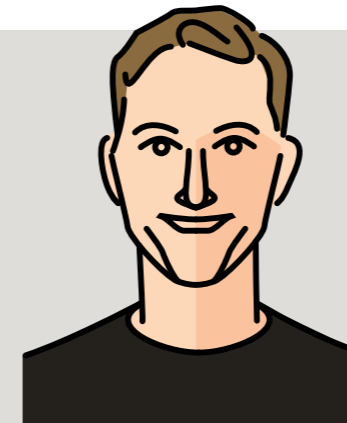
What surprised you most about the results?

On the one hand, I was surprised by the high level of motivation on the part of our suppliers. We received great feedback and considerable approval. On the other hand, I was pleased that so many companies are already taking action. However, it is also clear that we still have a long way to go and that shortcomings are, of course, much more obvious in a transparent system.

What are sustainabill's and Riese & Müller's joint targets in the coming year?

Of course, we intend to continue to try to analyse all suppliers, then also their upstream suppliers, and optimise them together. We have already delved quite deeply into the supply chain with certain products, such as aluminium. It would also be nice if other companies in the cycling sector were to sign up to sustainabill so that we could then define an industry solution. But that is still quite a long way off.

“The platform instantly impressed us.”



In conversation: Klaus Wiesen, Co-founder and CEO of the cloud platform sustainabill

“Without including supply chains, any sustainability efforts will only scratch the surface.”

Klaus, you co-founded sustainabill in 2017. How did it come about?

Before I set it up, I was working at the Wuppertal Institute, a think tank for application-based sustainability research. I was researching methods for assessing sustainability, and found that from a company's point of view, the biggest environmental impacts usually come from the supply chain – but companies do not know enough about their supply chain to enable them to deal with such risks. I thought that there was massive potential in helping companies to make their supply chain transparent, at the same time contributing to their sustainable growth and development.

Why is there increasing focus on the supply chain in terms of sustainability?

Many companies now appreciate that sustainability has become a factor in competition.

But without including supply chains, their sustainability efforts will usually only scratch the surface.

Consumers are now also demanding sustainable products and there are the regulatory requirements of the Supply Chain Act that comes into effect in Germany in 2023.

What benefits does sustainabill offer companies in getting their supply chains transparent and sustainable?

On the one hand, companies benefit considerably from the knowledge and expertise incorporated in the platform: How do I proceed, what processes do I need to set up, how do I assess the sustainability of a supplier or raw material? What data do I need to collect? On the other hand, the platform creates efficiency through automation and the option to share information with all customers with a single click.

How central is a common approach to creating transparency in the supply chain?

Of course, this generates significant synergies: when you agree standards for collecting data from suppliers, the supplier only has to answer an enquiry once and can then make it available to other customers. But that takes time and will not happen of its own accord. Companies, like Riese & Müller, need to lead the way. Our platform combines both: one company can lead the way and other companies can gradually join in and benefit from the preparatory work. Each company can specifically define the exact scope of its sustainability work, which then differentiates the pioneers in the industry.

Identification of risk materials in the supply chain

We have defined three risk materials in cooperation with sustainabill about which we would seriously like to gain greater transparency: aluminium, cobalt and copper.

Aluminium is mainly found in our bike frames, which are made entirely of aluminium. There are also components, such as suspension forks, mudguards, bike stands, rear derailleurs and carriers, that are either fully or partly made of aluminium. The weight of the frame alone means that aluminium makes up the largest risk material by percentage in our products. Cobalt and copper are mainly found in electronic components, for example in the bike's drive system or lighting.

These raw materials have very good properties in the components in which they are used. However, the Federal Environment Agency^{4,5,6} has classified them as critical, because the countries in which these metals are mined often lack a duty of care on human rights, the environment and social issues.

In 2022, we will focus more on the wider supply chains of suppliers whose components contain critical materials. At the same time, we will delve more deeply into the recycling of these materials and set new recycling targets for aluminium etc.



Supplier profiles

You have to see it to understand it –
that's why our photographer Lars Schneider
visited and documented three suppliers in Europe.

Triangle's Cycling Equipments S.A.
Borralha, Portugal

Selle Royal S.p.a.
Pozzoleone, Italy

Hebie GmbH & Co. KG
Bielefeld, Germany



Aluminium E-bike frame – Tier 1

Triangle's Cycling Equipments S.A.
Borralha, Portugal

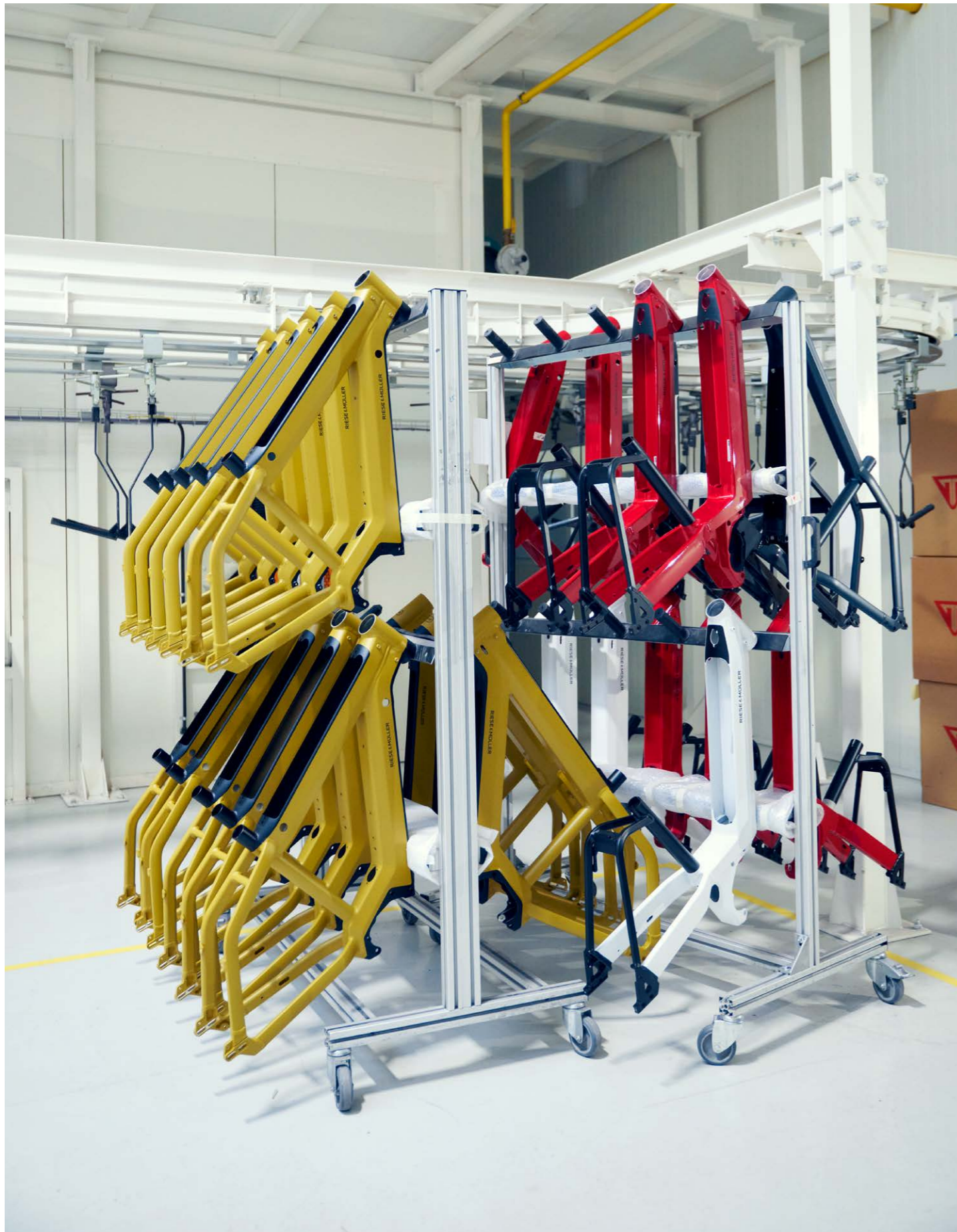
Armando Levi Silva, President

Triangle's was a newcomer in 2015 as a cooperation project between three Portuguese component suppliers. Since then, the company has been manufacturing aluminium frames in an automated large-scale production plant – the first company to do so worldwide. On average, a high-quality aluminium frame comes off the belt every minute on two production lines with welding robots. A total of around 200,000 components are produced here every year, and the company is growing.

Triangle's is thus aiming to become a reference company and European market leader in this sector. Riese & Müller has been cooperating with the Portuguese manufacturer since 2018, which supplies frames for the Nevo, Charger3 and Supercharger. Triangle's has managed to return high-quality frame-building back to Europe, benefiting Riese & Müller and the entire industry.



A Charger3 frame being inspected by the team leader.



Ready-painted Triangle's frames for the Riese & Müller Nevo, Charger3 and Supercharger models before packaging.

In conversation: Armando Levi Silva, President of Triangle's Cycling Equipments S.A.

"We are committed to being a sustainable company."

Why is production in Europe important to you?

Currently, around 85% of our suppliers are based in Europe, which is an important factor for us. This means that we have shorter distances to our customers, which reduces the lead time of all supply chains, and enables us to maintain close contact with suppliers. It also guarantees that all products and production processes comply with European guidelines, which helps us to become more and more environmentally friendly.

How would you describe your working relationship with us?

Our relationship with Riese & Müller is very important for both sides, because we are pursuing the same goal: creating added value through a circular economy. Both companies share the same mindset.

You are part of our sustainability project.

What insights have you gained from it?

Triangle's is committed to the sustainability project, which aims to make our supply chain transparent. As an important supplier, we support the common goal of becoming an increasingly sustainable company.

What are the most important sustainability projects in your company?

At the moment, we are running various projects. For example, we are endeavouring to reduce our energy consumption as much as possible and use green electricity. Today, we produce a good 20% of our electricity needs ourselves. To achieve this, we have installed a photovoltaic plant with some 1,000 panels on our premises. We are planning to double this number in the next two years.

Overall we are committed to being a sustainable company and are guided by the United Nations Sustainable Development Goals. We are convinced that we can make our contribution by using clean energy, handling resources responsibly, producing sustainably and creating decent working conditions.

You signed the Shift Cycling Culture's Cycling Industry Climate Commitment. What was your motivation for doing so?

We are very proud to support this commitment by the cycling industry. We want to play an active role in raising awareness and encouraging all stakeholders to modify their behaviour. By doing so, we hope to help reduce greenhouse gas emissions by at least 55% by 2030, to create a better, more environmentally-friendly and sustainable world for future generations.



After heat treatment, the frames need to be precisely aligned.



An employee oversees the milling process (top); finishing in the grinding process (bottom).



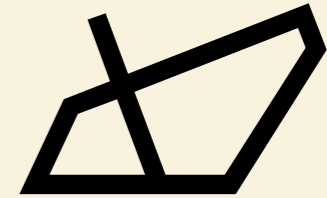
Masking work in the paint shop.

Triangle's Cycling Equipments S.A.

2015

Founded in Borralha, Portugal

Manufacturer of 200,000 aluminium frames per year for high-quality bike brands



Around 250 employees at the site



Riese & Müller partner since

2018

Europe-based suppliers:

85%



Signatory of the Shift Cycling Culture's "Cycling Industry Climate Commitment"



Final inspection in the paint shop before the frames are packed.



The ready-to-ship boxes.



Navarra – Extrusão de Alumínio, S.A., the upstream supplier of Triangle's frame profiles, is located only 150 km away in the town of Braga.



Bike saddles – Tier 1

Selle Royal S.p.a.
Pozzoleone, Italy

Riccardo Losio, Strategy & Innovation Director and
Barbara Bigolin, CEO of Selle Royal

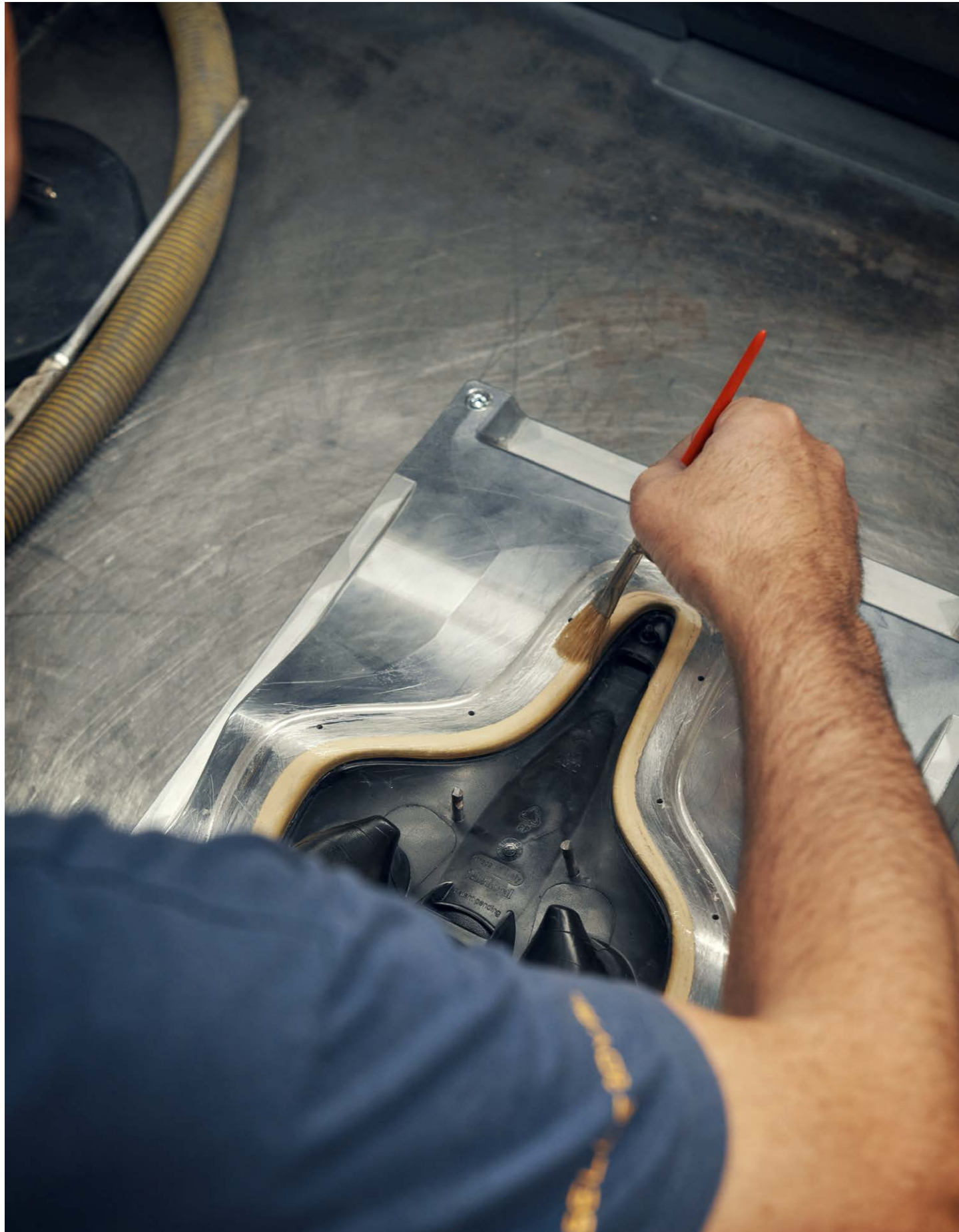


Precise stitching of a saddle by the subsidiary brand fizik.

Since it was established in 1956, Selle Royal has established itself as one of the world's leading manufacturers of bike saddles. The company is run by Barbara Bigolin and her son Riccardo Losio, the second and third generations of the family. The company currently has over 50 different models in its range and exports them to around 100 countries.

Selle Royal saddles have garnered numerous international design awards and are the first choice of many bike manufacturers and professional athletes. The company, based in northern Italy, has been cooperating with Riese & Müller since 2001, and currently supplies seven different saddle models for almost the entire range of bikes, from the Birdy to the Load.

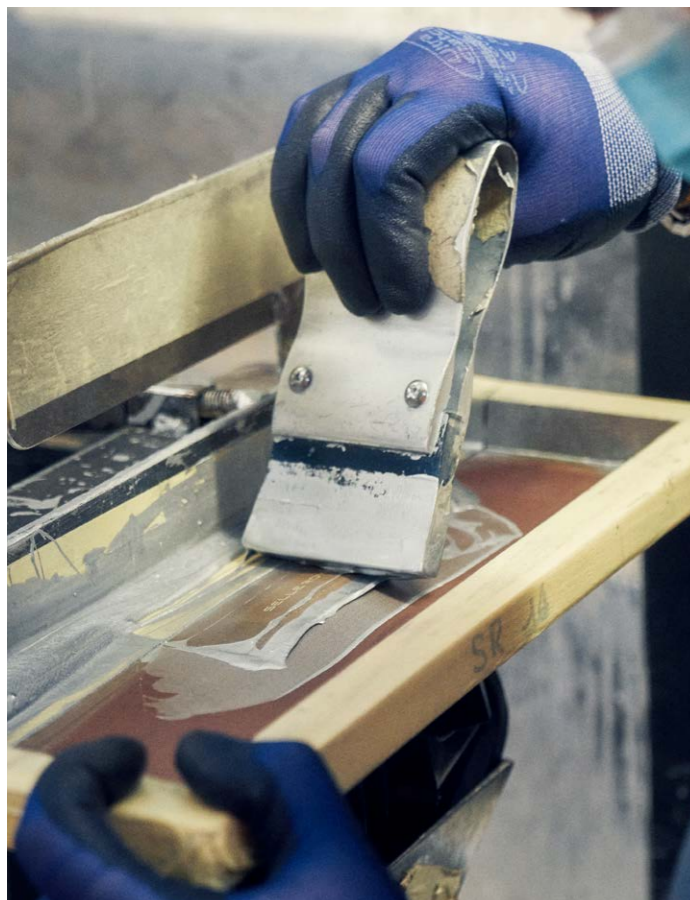
You sense a spirit of "supporting cyclists" throughout the company, because every cyclist knows that riders truly value a properly selected, high-quality saddle.



An employee prepares a saddle mould for production.



An illustration by the artist Cento Canesio, which is intended to symbolise the diversity of people working at Selle Royal with Chinese zodiac symbols.



The saddles are manufactured at numerous individual workstations with continuous quality control.

In conversation: Riccardo Losio, Strategy & Innovation Director, Selle Royal S.p.a.

“Systemic changes are needed to drive forward climate protection.”

Why is production in Europe important to you?

We are not only proud of producing our saddles here in Europe, but also of the fact we purchase most of the materials from European suppliers. The covering material, the PP body of the saddle, the saddle struts and the packaging all come from Europe. We only procure around 30% of screws and nuts from Asia through European suppliers, and only about 10% of polyurethane foam and gel from the USA or Asia.

How would you describe your working relationship with us?

We have a really excellent working relationship with Riese & Müller. We have been collaborating constantly since Riese & Müller first fitted our Lookin saddle on the Culture model in 2001, and have witnessed and supported the company's success story at first hand. We are proud of that.

Today, Riese & Müller not only uses Selle Royal saddles on almost all models, but is also an active partner when it comes to feedback about our products. Our development team in Italy is now working directly with colleagues from Riese & Müller in the development of new saddles. We couldn't ask for more.

You are part of our sustainabil project. What insights have you gained from it?

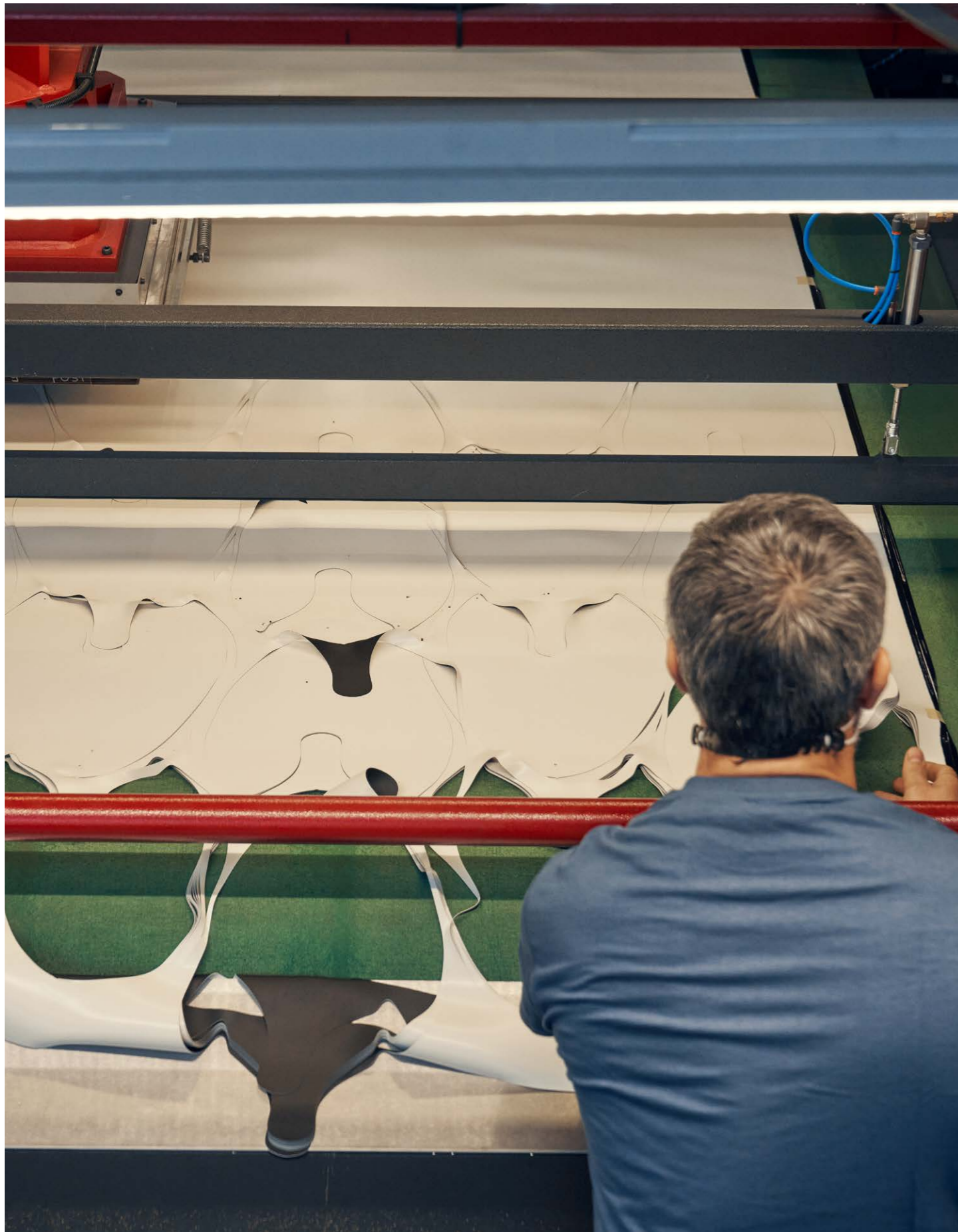
Sustainabil is a marvellous tool that lets us test our supply chain against environmental and social governance criteria: from social, environmental and responsible corporate governance aspects. We hope to do the same for our own supply chain in the near future. It would be best if such a process were standardised in line with international standards. Then we could identify commitment across the entire supply chain.

What are the most important sustainability projects in your company?

description for sustainability. Etymologically, it includes the aspect of “response”, an action that involves a proactive approach. We have done much in relation to culture and education, as sustainability is not just an environmental issue. Eight years ago, for instance, we launched “iCARE”. The project aims to enable all employees to participate in corporate social responsibility targets. These might be measures that deal with people, participation in the workplace and outside, or simply relating to our planet. That is why we have decided to take action with two main projects. Firstly, with the development of products typified by an environmental approach, such as the Lookin Eco. It is made of 100% recycled plastic and the upper is 40% organic. Secondly, we are committed to a new type of environmental assessment at our production site, which will use the processes to develop action plans for improvement.

You signed the Shift Cycling Culture's Cycling Industry Climate Commitment. What was your motivation for doing so?

We firmly believe that systemic changes are needed to decisively push ahead with climate protection measures. Therefore, as an industry, we need to define an overarching vision – and strategies for achieving it. To do this, we need to share our experiences and use our respective skills to kick-start viable and effective projects.



The cover material for different saddle shapes is punched with minimal loss of material. Offcuts are returned to an internal recycling process.

Selle Royal S.p.a.

1956

Founded in Pozzoleone, Italy

14 million bike saddles sold annually



Four production sites worldwide: in Brazil, China, England and Italy with approximately 1,400 employees, 450 of them based in Pozzoleone



Riese & Müller partner since

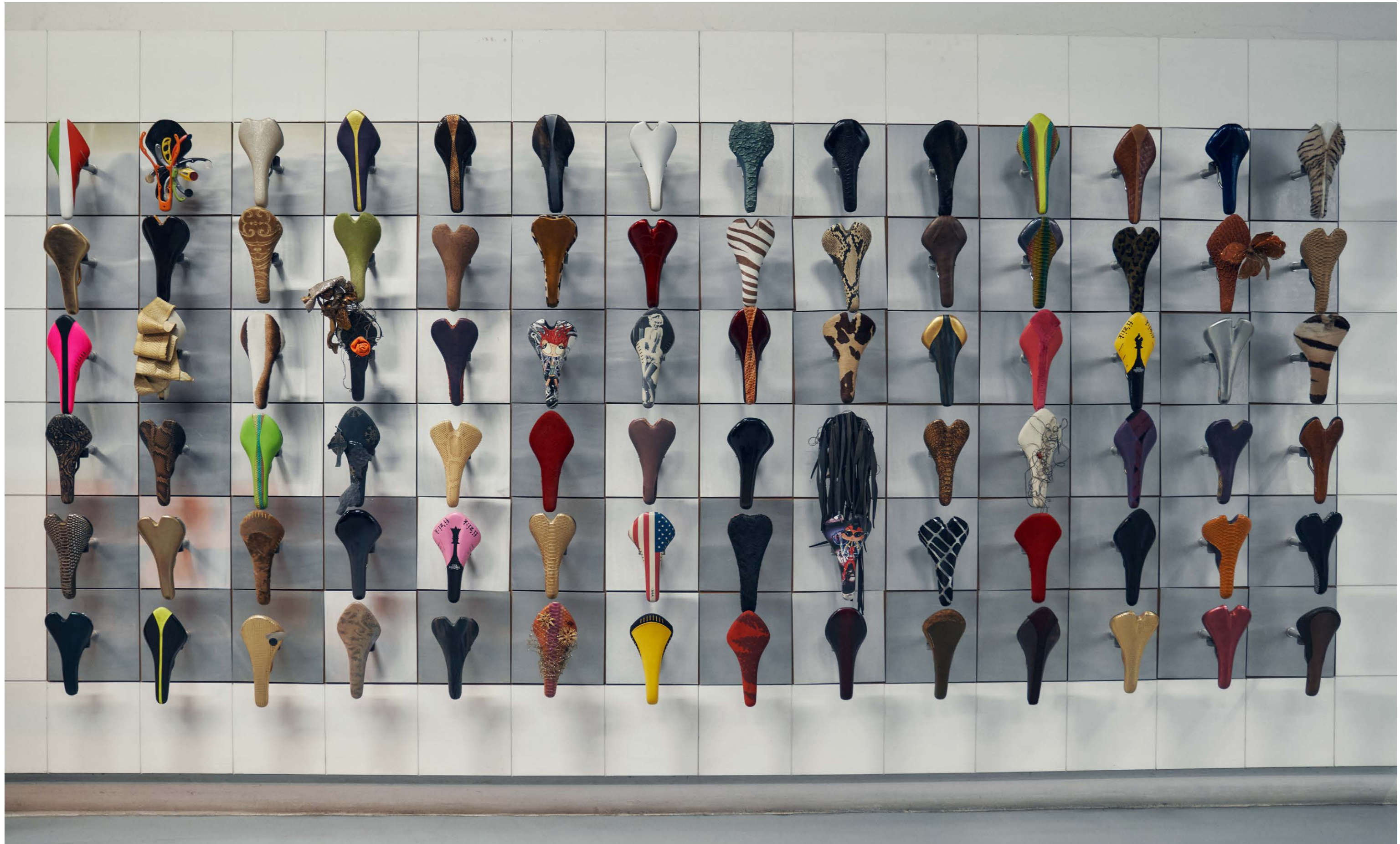
2001

Europe-based suppliers to the Italian site:

100%



Signatory of the Shift Cycling Culture's "Cycling Industry Climate Commitment"



The saddles are artistically designed by Selle Royal staff.



Portrait of the company founder Riccardo Bigolin, who died in 2014 (above); historic templates in the saddle mould archive (below).



Bike components – tier 1

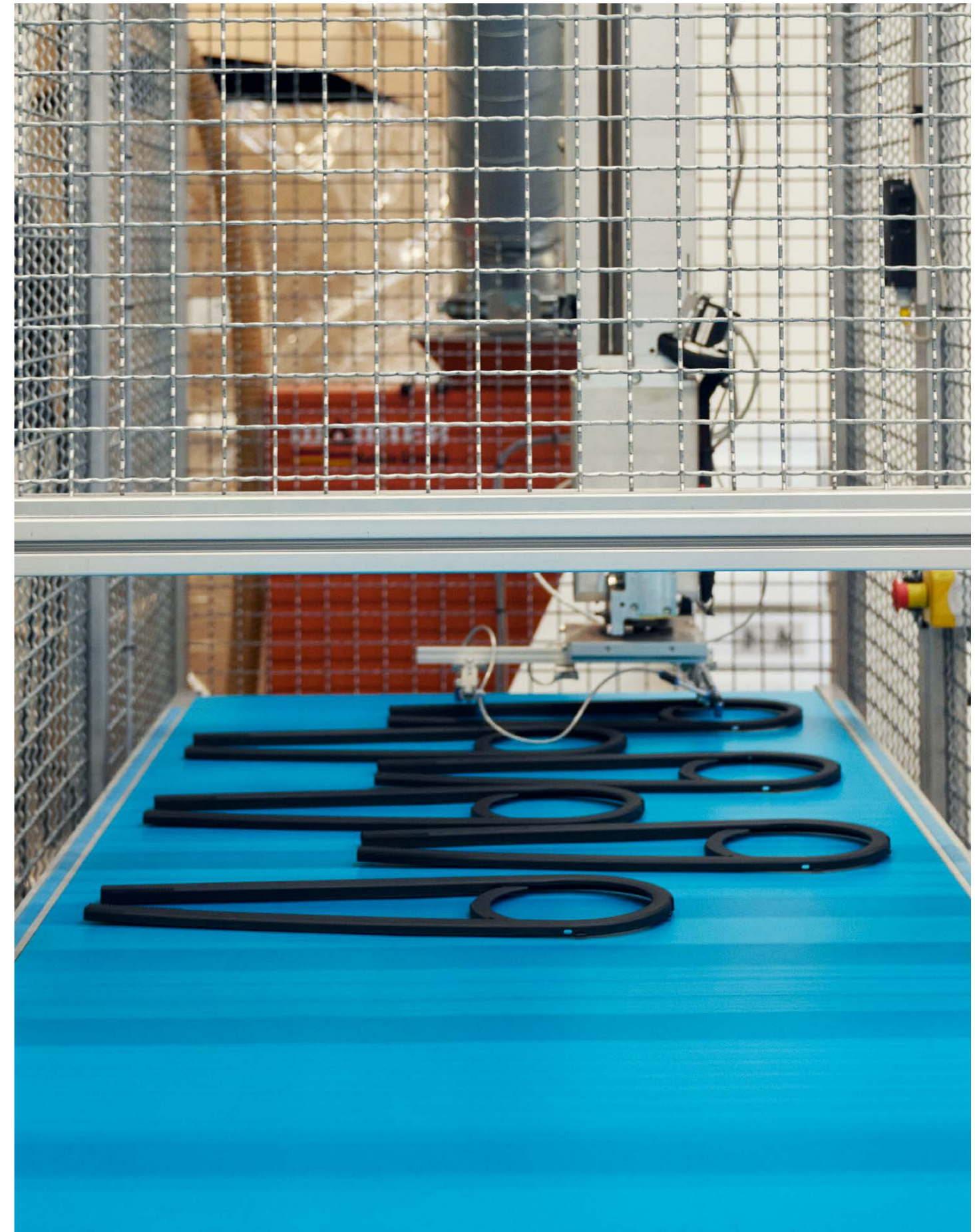
Hebie GmbH & Co. KG Bielefeld, Germany

Christian Junker, CEO, and Dirk Niermann,
Head of Automation & CSR, Hebie GmbH & Co. KG

The long-established Bielefeld-based company, now in the sixth generation of the family, has been manufacturing bike components for over a century. Initially it produced cork and celluloid handles, later chain guards and tyre pumps, and has also been machining metal parts since 1914. Numerous inventions and patents established the name Hebie in the industry, but the manufacturer is also known for its expertise and individual solutions. Today, the specialist with 119 employees at two sites produces mudguards, kickstands, carriers and chain guards for numerous manufacturers. Hebie has been associated with Riese & Müller since 1994. Currently, the Bielefeld company is supplying components for the Cruiser, Swing and Tinker models, among others. Hebie is an active advocate of the Bike Brainpool Bike Charter.



The anvil, which is over 100 years old, is still used by fitters for metalworking.



Chain gliders are manufactured by a robot in an injection moulding process. The material is partially recycled.



Rear kickstands are mounted on a specially designed mechanism.



The "stands, tubes, spring" assembly for rear kickstands.



An employee with around 57 service years working on the lathe (top); production of chain bars, the cover for belt drives (bottom).

In conversation: Christian Junker, CEO of Hebie GmbH & Co. KG

“It makes sense to question your own measures and successes.”

Why is production in Europe important to you?

Production in Europe is extremely important to us. About 80% of the goods we purchase directly come from European suppliers. We regard this as a strategic advantage – from a social, environmental and economic point of view

First of all, our employees are of paramount importance to us. The same should apply to our suppliers' employees. We therefore commit our business partners along the value chain to respect internationally recognised human rights through our Code of Conduct. We ask them to act in accordance with legal requirements and expect their working conditions to meet minimum standards. Of course, we can track this more easily with suppliers in Europe.

We can also more easily guarantee the absence of pollutants in our upstream products in Europe. The same applies to tracking product safety issues and compliance with environmental regulations. And the reduced logistics costs due to shorter distances result in a significantly lower environmental impact.

And ultimately product sourcing within Europe gives us better control over the supply chain. It is much easier to make enquiries to upstream suppliers when they are not based overseas. Our customers also benefit from these shorter distances, because it means that we have considerably faster response times in development and sample processes. This pays off particularly with short-notice market changes, upcoming product adaptations, model changes and changes in demand.

How would you describe your working relationship with us?

We have a long-standing and exciting working relationship with Riese & Müller. From the very outset, we have followed the rapid and bold growth of the company. Over the years, we have been able to support Riese & Müller with excellent components and fair conditions. The company is a good partner for us, and we constantly incorporate its suggestions and criticisms into the further development of our products.

But we especially value the very trusting and personal relationship we have with them. This gives rise to excellent collaboration, far beyond normal day-to-day business. We have been collaborating with commitment, lots of trust and fun in a number of working groups for many years.

You are part of our sustainabill project. What insights have you gained from it?

Sustainabill is a great tool. It has enabled us to have our company's sustainability status verified by an independent third party. We think it makes great sense to question our own measures and successes. This is particularly good on a neutral platform. Transparency in the supply chain is an essential tool for us to protect the climate and respect human rights. We are relying on more and more manufacturers using platforms, such as sustainabill, in future to select their suppliers according to sustainability aspects.



Colourful stands from the "Turrix" range in the sales office. The unique patterns are created when the colour changes in production.

What are the most important sustainability projects in your company?

We are currently preparing a detailed sustainability report. In doing so, we have analysed the social and environmental measures within our company. In this context, we have carefully considered which issues have a significant impact on our business operations at present and looking to the future. This has resulted in us concentrating on selected goals from the United Nations Sustainable Development Goals catalogue. These Sustainable Development Goals enable us to pursue clearly formulated goals with operationally-based targets. We can also measure the success of individual measures, which then allows us to accurately determine progress. This then lets us develop new measures and new goals as part of our annual update.

We are also working on our carbon footprint with the objective of reducing avoidable emissions and offsetting the remaining impact. Our intention: we wish to be classified as a "climate-conscious company" by the 1st quarter of 2023.

And finally, we are currently working on certifying our site in Münster in line with the Ecoprofit® programme. Our factory in Bielefeld has been certified since 2010. The aim of the project is the sustainable economic and environmental strengthening of the company by increasing its environmental efficiency. This is achieved, among other things, by reducing waste and energy consumption, as well as by increasing material efficiency.

You signed the Bike Brainpool Bike Charter.

What was your motivation for doing so?

A jointly signed charter for the industry not only makes sense, we consider it to be an imperative. The bike sector is part of a modern and clean intermodal mobility and bikes are the most sustainable mode of transport. It is therefore important that bikes are also produced with consideration of the most exacting environmental and social aspects. Production needs to be able to withstand an audit by external stakeholders.

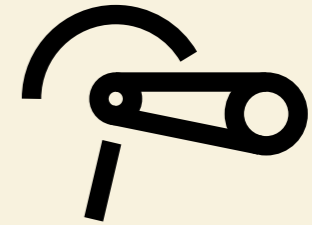
We hope that our commitment will also inspire other companies to take measures for sustainable corporate management or further underpin their existing activities – and also make them transparent to the outside world.

Hebie GmbH & Co. KG

1868

founded in Bielefeld, Germany

3,310,000 bike components produced annually



119 employees in Bielefeld and Münster



Riese & Müller partner since

1994

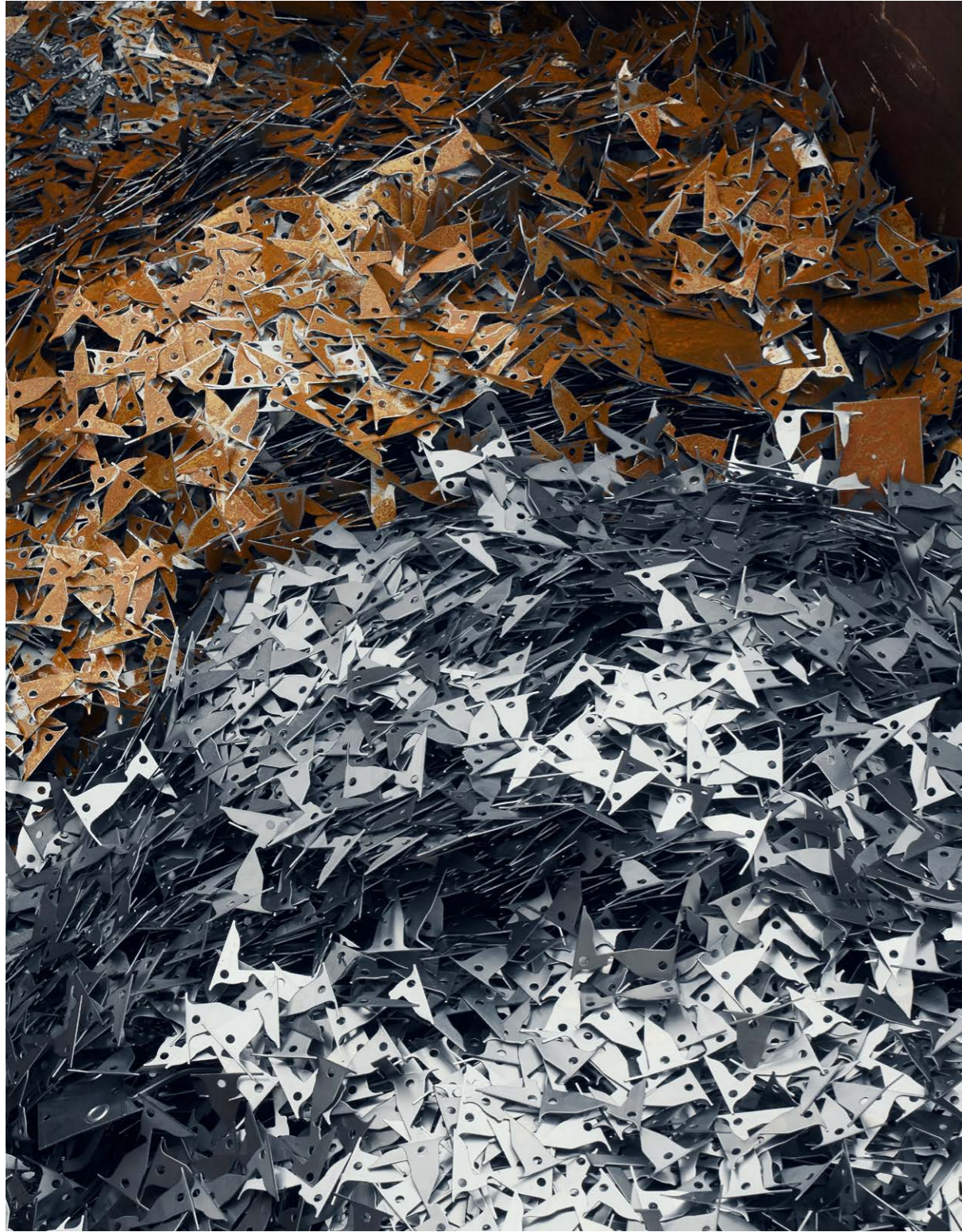
Europe-based suppliers:

80%

Signatory of the Bike Brainpool Bike Charter



BIKEBRAINPOOL.
THINKTANK DER FAHRRADBRANCHE



Sorted punched waste from production is recycled.

Responsibility at the site

In 2021, we continued to intensively pursue our Zero Emission and Zero Waste targets and embraced and developed a "people culture" at our site.

We are very proud of many of these projects, particularly as they presented major challenges to us in 2021.





Ecology



Economics



Social



Culture

Taking responsibility together.

Levels of responsibility

Responsibility is an integral part of our corporate strategy. Our corporate operations are based on four levels of responsibility.

Economics

Efficient use of high-quality materials, avoidance of unnecessary waste and the use of natural alternatives for an environmentally-friendly production process and sustainable economic efficiency.

Ecology

Sustainable energy production, avoidance of CO₂ emissions, resource conservation and sensible waste management for a healthy interaction between our company and the environment.

Social

Social commitment and promotion of community as a prerequisite for good cooperation. Meaningful activities and new work models that put people first.

Culture

Creativity and ideas form an effective corporate and product culture in harmony with nature. We take responsibility for a future worth living in.

Responsibility structure

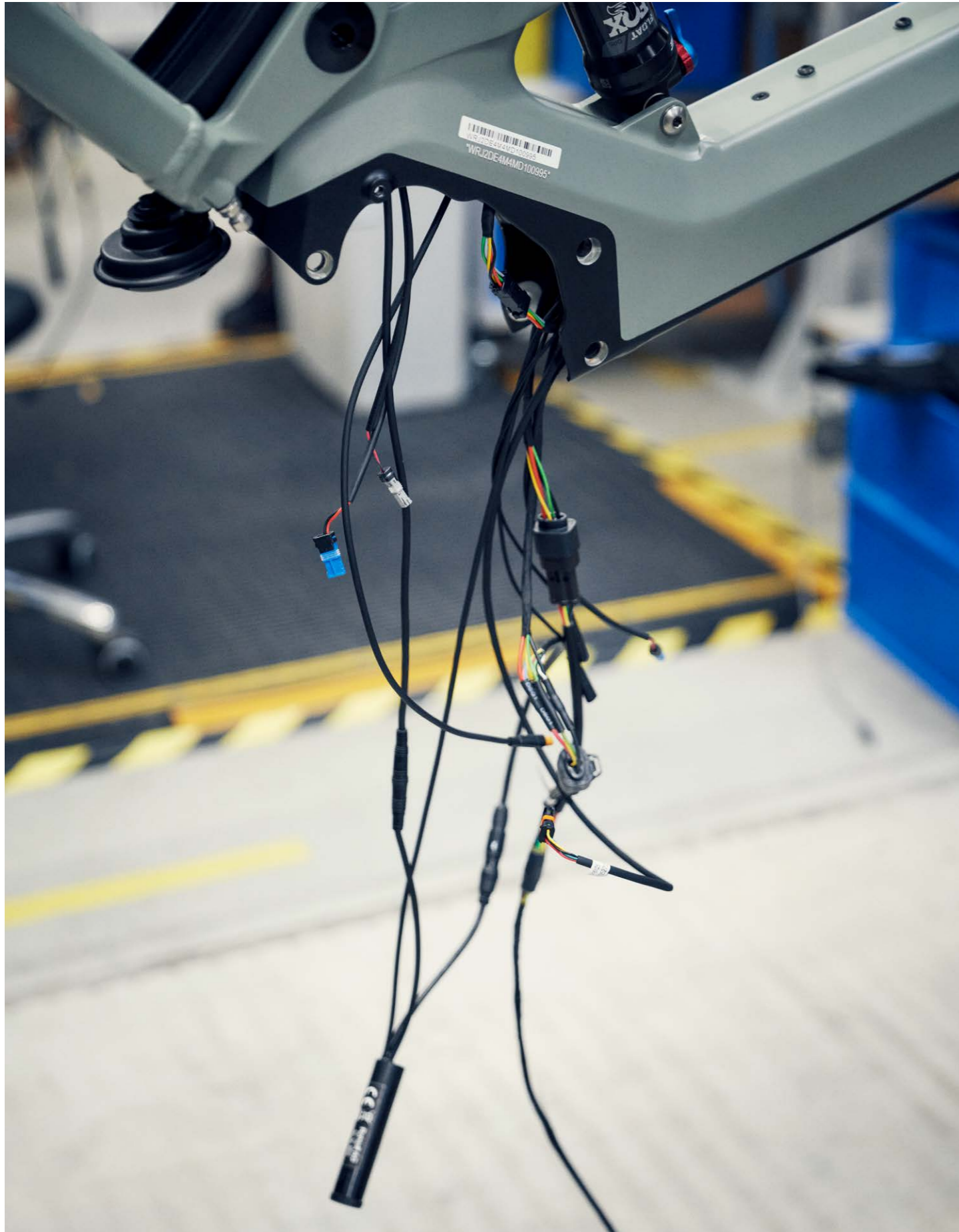
Responsibility requires a pooling of expertise. That's why our interdisciplinary "Responsibility" team is made up of employees from different departments. At its core are colleagues from Supply Chain Management, Communication and the Board of Management. Additional expertise from other departments is brought in for specific projects. The issues dealt with extend from internal matters to external value creation and cover a wide range of departments – Production, as well as the Buying and Supply Chain, Logistics, Communication, Innovation and Human Resources departments.



The Corner Café is the central meeting place for our employees, where the focus is on meeting people, but also on good and healthy food.



The organic products served are vegetarian or vegan and are predominantly sourced locally. The coffee sold is also sustainably and fairly produced.



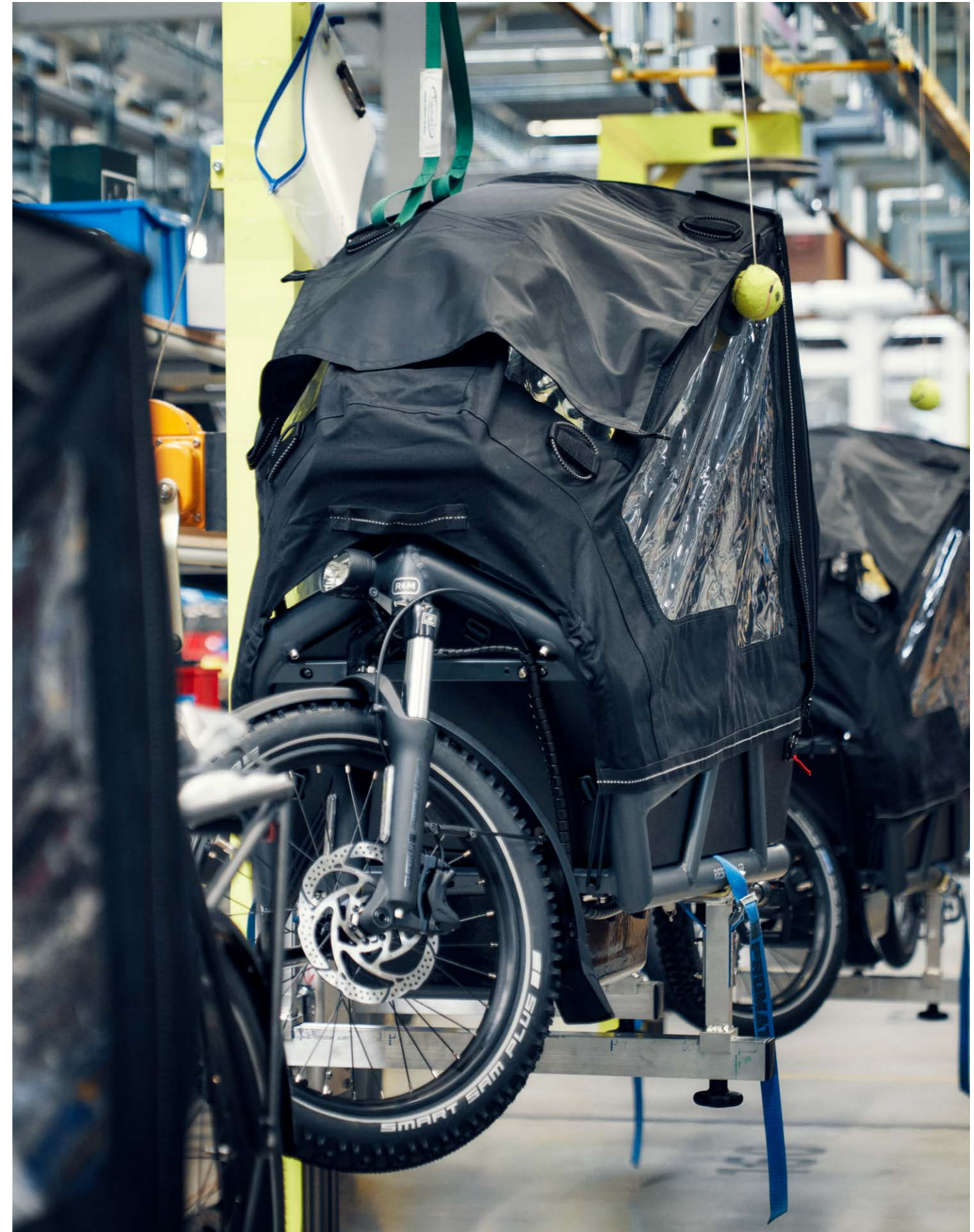
The cables for the motor control and lighting system are routed cleanly inside the frame.



Expertise and skill are essential in the assembly of our bikes.



Wheels are made by hand and adjusted manually.



Our Cargo Bikes are assembled and prepared for our customers in the Cargo Unit.

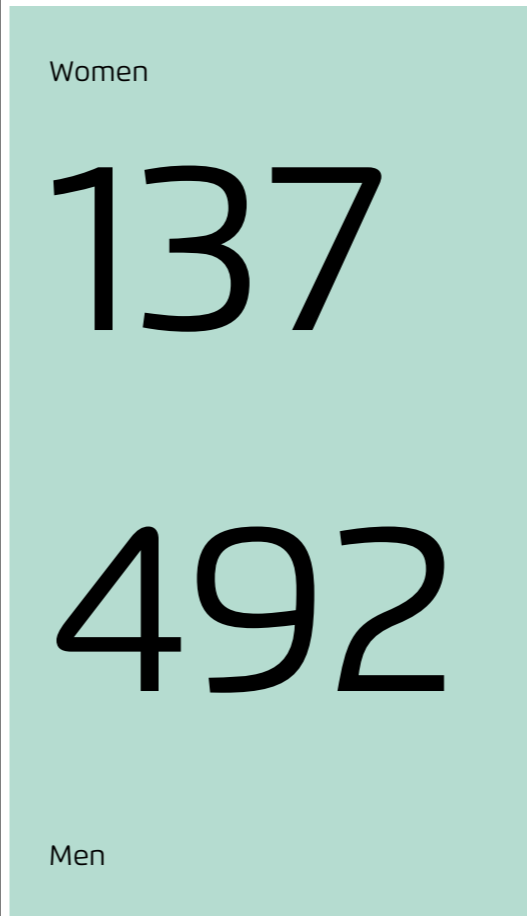
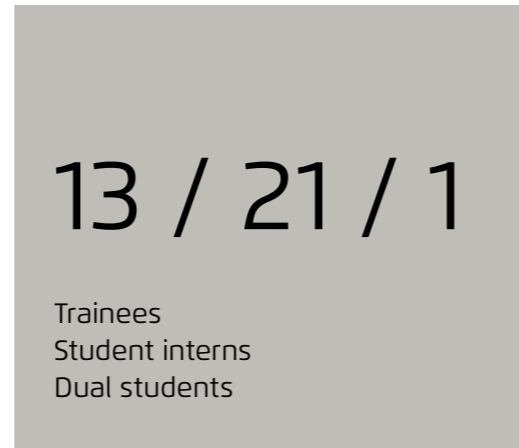
Culture & diversity

New points of view

Common paths provide room to develop. This also applies to the development paths of the employees in the company. Some of them have been part of our team for over 20 years and have gained experience in different departments. Making personal and individual growth possible is one of the cornerstones that Riese & Müller has been developing over the years.

On their career paths, colleagues get to know new points of view and enrich the company with their knowledge, expertise, personalities, origins and culture. A total of 48 different nations are represented at Riese & Müller. Whatever origin, the career path being pursued, or the history that brings people to Riese & Müller, we believe diversity means strength.

It hones our focus on responsibly making small and large decision – within the company itself, in discussions with other companies, organisations and partners



Support, communication & culture

Diversity needs intermediaries

In 2021, we created two new positions in the company and appointed a psychologist and a social educator. Supporting co-workers in integrating into the Riese & Müller corporate culture is at the core of the two newly created positions.

Their roles also include the promotion of intercultural understanding and conflict-free diversity as well as a culture of communication.



Gela Fee Fischer

“What is the role of a psychologist at Riese & Müller?”

“My focus is on personnel development and, when necessary, psychological coaching for any employee. I organise workshops, among other things on good communication and feedback culture. It’s all about how we talk to each other and also the personal approach people can adopt to communicate well with other people. Together with Martin Heyd, our Integration Team Leader, I am the main contact for the Anti-discrimination Office. A person can contact us if they feel unfairly treated or discriminated against. We then talk to all those involved in order to find a solution together based on an open and respectful approach. I am also the contact for any employees experiencing problems of a professional or personal nature and who are seeking advice to find a solution. If the causes are more deep-rooted, then I can support them in finding therapeutic support.”

Before she was permanently appointed, she was responsible for the anonymous helpline. Today, she is grateful to be on site to hold face-to-face discussions with people at any time, whilst maintaining total confidentiality



Julia Seldenreich

“What is the role of a social educator at Riese & Müller?”

“I see my role as being a mediator and, in a figurative sense, also a ‘translator’”. My role goes beyond the purely linguistic and involves translating processes and cultures. The people I come into contact with at Riese & Müller are highly motivated to be involved with and help to shape our culture. There is a great willingness to promote integration here. If employees with a migrant background join Riese & Müller, then I can assist them in identifying their own resources and responsibilities by offering them help to help themselves. For example, by assisting them in getting their residence permits or helping to overcome a bureaucratic obstacle with a tenancy agreement, so that taking responsibility goes full circle. In my view, responsibility is sustainability viewed holistically. And social sustainability is also a prerequisite for the successful growth of a company.”

Apart from supporting employees, her remit also includes traditional social work. Among other things, providing support to people with personal, social, family problems – or being available for a quick confidential chat.



Our partnership with the Nieder-Ramstadt Church Social Welfare Organisation (NRD)

Integrated employment

A long-term and trust-based cooperation with the NRD has developed through the company’s integrated employment policy. Currently there are five people from the NRD Disability Workshop working in the company. They work in different departments depending on their personal interests and abilities, but also on their individual limitations: in our in-house Corner Café or in wheel-building, incoming goods or in waste management.

Cargo Bikes for the NRD

Riese & Müller is supporting the NRD with three high-quality Cargo Bikes as part of a pilot project. During a four-week test period, they were used in the Facilities Management department to make the distances travelled for work easier and more environmentally friendly. It quickly became clear that the church welfare organisation does not want to give up its Loads and it is taking the next step to become a bike-friendly employer.

Milk from the Sonnenhof farm

Sonnenhof is an organic farm operated by the NRD, which is run on Naturland organic guidelines and is located very close to the Riese & Müller site in Mühlthal. Alongside eight employees, the farm employs 40 people with impairments who make a valuable and meaningful contribution to their work. Our employees can drink the locally produced organic milk from the Sonnenhof farm in their coffees – or they can buy it directly from the Corner Café to use at home.

Passing on values

We regularly visit the NRD and Sonnenhof farm with our trainees and school interns to enable them to experience important values and principles.

“For us, the cooperation is absolutely a matter close to our heart and one of the central building blocks of meaningful cooperation. The welfare association’s employees make a valuable contribution to the working atmosphere in the company, enrich our culture and are highly motivated and willing to learn.”

Dr Sandra Wolf, CEO at Riese & Müller

10,000 trees for the Darmstadt Forest.

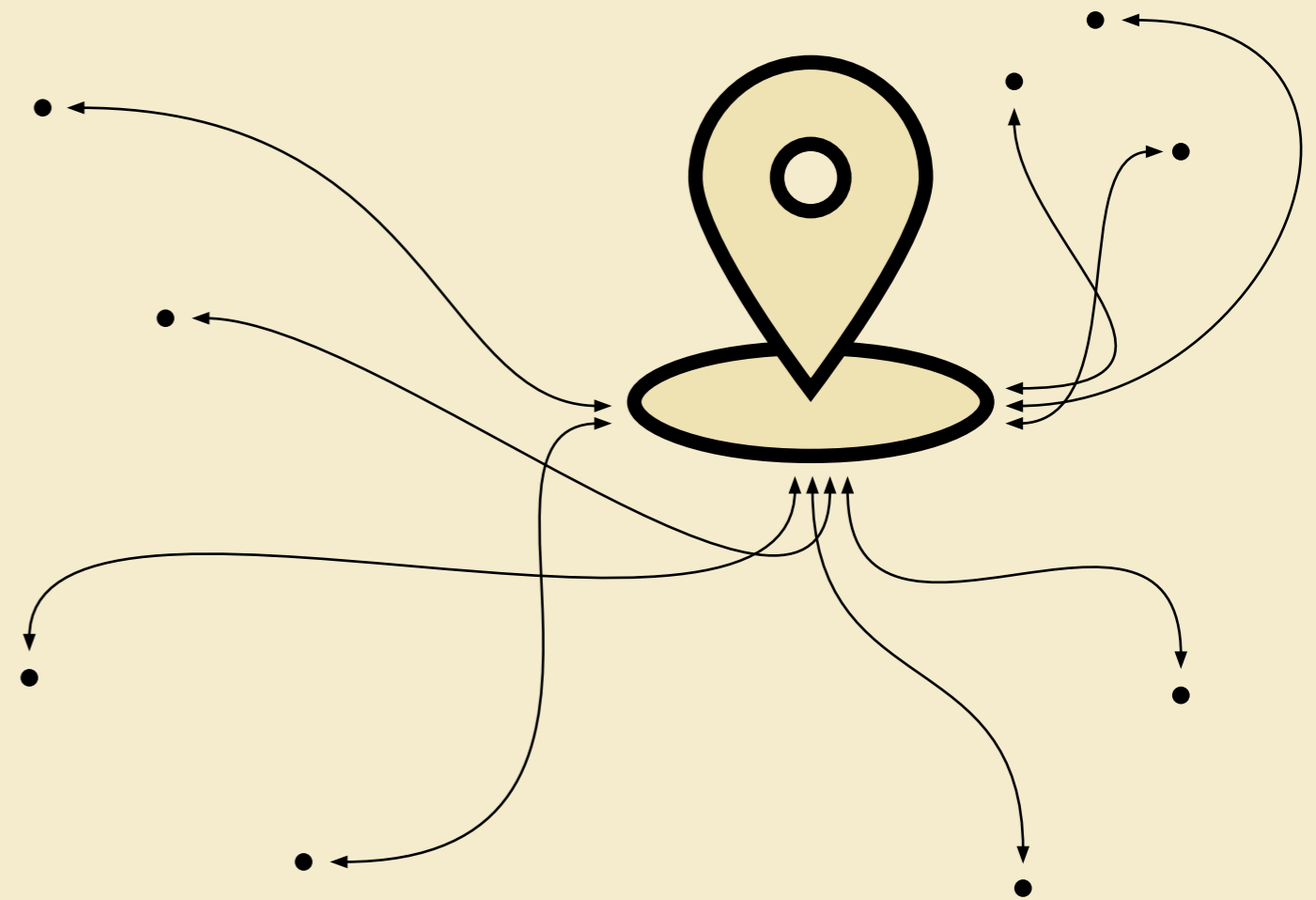
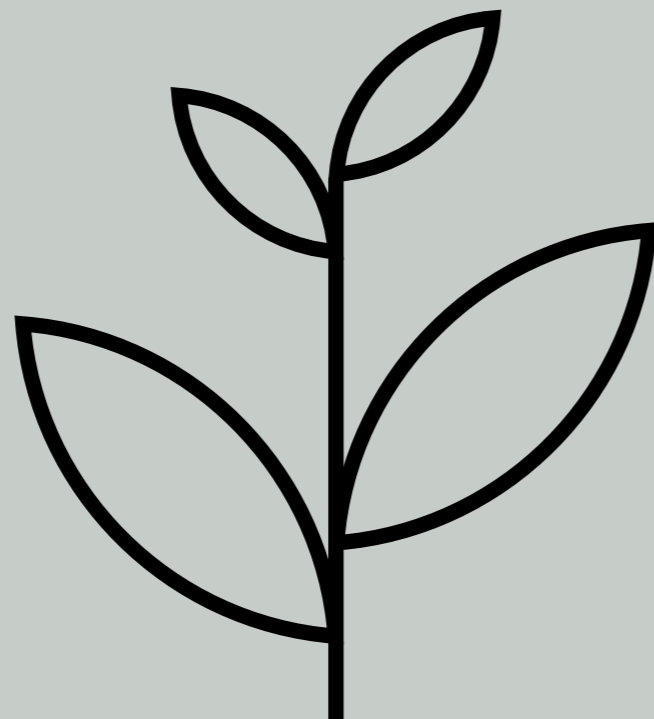
It is up to us to counteract the destruction caused by climate change. That's why we donated 10,000 climate-stable seedlings for the reforested areas of the Darmstadt Forest⁷. The seedlings were planted by HessenForst on an area of woodland covering 1.3 hectares. Different species, some of which are new to the region, were selected to withstand changing climatic conditions.

People who plant trees think in the long term – there are no quick fixes here. The result will only be visible to future generations, but will have a lasting positive impact.

We would also like to pass on this awareness to our trainees. In autumn 2021, we hiked through the forest marked by storm damage together with them and Hendrik Barthelmes, senior forest inspector and forest educator. The day allowed our trainees to experience the complex interactions of man, nature and climate.

In our online magazine, we talked to Hendrik Barthelmes about the current challenges in forest management, the planting campaign with Riese & Müller, and his work as a forest educator.

[Read the full interview here](#)



The Climate Bet: individuals can do more.

"The Climate Bet" assessed the situation at the end of the UN Climate Change Conference in Glasgow in the autumn of 2021. In parallel to the big Summer Tour, Riese & Müller supported the climate protection project over 100 days with a company-wide team cycle, and is one of the top supporters of the Climate Bet.

One million tonnes of CO₂ were to be saved up to the UN Climate Change Conference in Glasgow – that was the ambitious goal of the Climate Bet. The result is far from being achieved, but is still worthy of recognition.

Total Climate Bet

Period: 100 days in the summer/autumn of 2021

- 95.6 million car kilometres saved
- 20,072 tonnes of CO₂ saved
- €300,000 donated to certified climate protection projects

Riese & Müller

Period: 100 days in the summer/autumn of 2021

- 60,129 car kilometres saved
- 12.6 tonnes of CO₂ saved
- €3,025 donated

Zero-waste projects

We began significantly reducing our waste back in 2020.

Our long-term goal: zero waste!

We tackled this goal with new projects in 2021.



New E-Bike packaging and sleeves for owner's manuals

Our packaging now carries the "PAP" recycling symbol – the corrugated cardboard is therefore 100% recyclable. The E-Bike shipping box is made of approximately 80% recycled corrugated cardboard. We have also introduced a reduced design with less colour.

Our document pouch contains all the key information the customer needs to know about their new bike, including key and operating manuals. We are now using a new, more sustainable solution in the form of a grass paper envelope instead of a film and polyester pouch.

Grass paper is produced without the use of chemicals, uses less water, and causes considerably less CO₂ than the production of conventional paper.

Conversion to reusable pallets at Bosch

In a joint project with Riese & Müller, our drive manufacturer Bosch has converted all its pallets to Euro pallets. All motors and batteries supplied by Bosch from its factory in Hungary are now supplied using the EPAL European pallet system[®]. This system has been in place for over 50 years in national and international supply chains and ensures that pallets remain in circulation and can be reused.

Bosch's conversion to the EPAL reusable pallet system ensures that less wood waste is produced. Overall, we save over 3,000 single-use pallets, which equates to over 15 tonnes of waste wood. However, the results of this project will not appear in our analysis until the next business year.

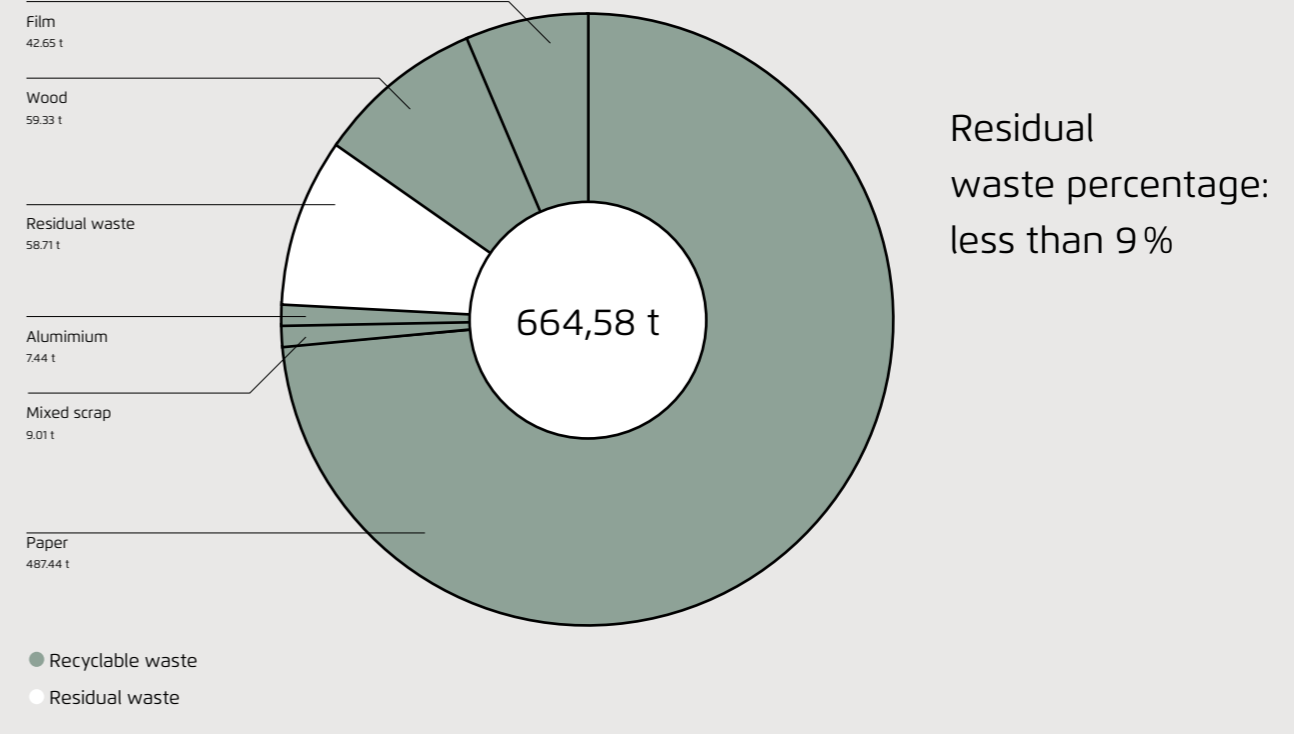


Bosch supplies motors without polystyrene packaging in easy-to-recycle cardboard.



Cardboard and film are generated when parts are delivered, which is then separated and recycled. The components are stored in wooden crates.

Waste generated at the Riese & Müller site in Mühlthal in the 2020/21 business year



Waste management

Almost 90% of the waste generated at the site itself comes from shipping packaging, i.e. cardboard, film and wood waste, which can be recycled. The absolute volume has increased compared to the previous business year. The volume of waste produced per bike is 6.26 kg, which is roughly the same as in the previous financial year. However, our waste management goal is to decouple our business growth from the volume of waste. We have not yet managed to do so, but are continuing to focus on this, both through projects at our site in Mühlthal and in cooperation with our suppliers.

It is important to us that unavoidable waste is correctly separated and properly disposed of so that our waste systems achieve a higher recycling rate. Last year, we completely revised our waste management approach at the Riese & Müller site. We introduced an improved waste separation concept in production, which involves all employees and is therefore easily accessible. This allowed us to increase our percentage of recycled waste by 1% compared to the previous year. Proportionally more waste has therefore been recycled and thus reused. It is the first time that we have succeeded in reducing our residual waste percentage to below ten percent.

In the coming years, we must continue to systematically avoid waste.

Our carbon footprint in the 2020/21 business year

Despite the special challenges, Riese & Müller continues to drive forward the "mobility revolution". We had to accept increased emission levels in the past financial year, particularly in logistics, to ensure reliability of delivery. Shipping by sea freight or rail is always our first choice to keep emissions as low as possible despite everything. We only resort to air freight when no other mode of transport is feasible. We have had to resort to air freight more often than we would have wanted due to the freight situation in the global logistics market. However, we are increasingly relying on a combination of air and sea freight, known as "Sea & Air logistics", to reduce emissions in this case as well.

Climate-neutral site and climate-neutral sales logistics

Working in collaboration with the climate protection consultancy myclimate, we fully offset all emissions incurred in the past financial year at our production site in Mühlthal and in sales logistics. Emissions at the site include business travel, staff commutes, our fleet and waste. In total, we offset 1,547 tonnes of CO₂e by investing in a climate protection project with myclimate. The climate protection project is certified (Gold Standard certification by the Gold Standard Foundation non-profit organisation). It contributes to reducing greenhouse gas emissions, as well as making a contribution to sustainable development in local regions in accordance with the United Nations Sustainable Development Goals.

In future, we wish to increasingly offset through our own regional projects. The planting of seedlings with HessenForst is a start, but is not yet included in our carbon footprint.

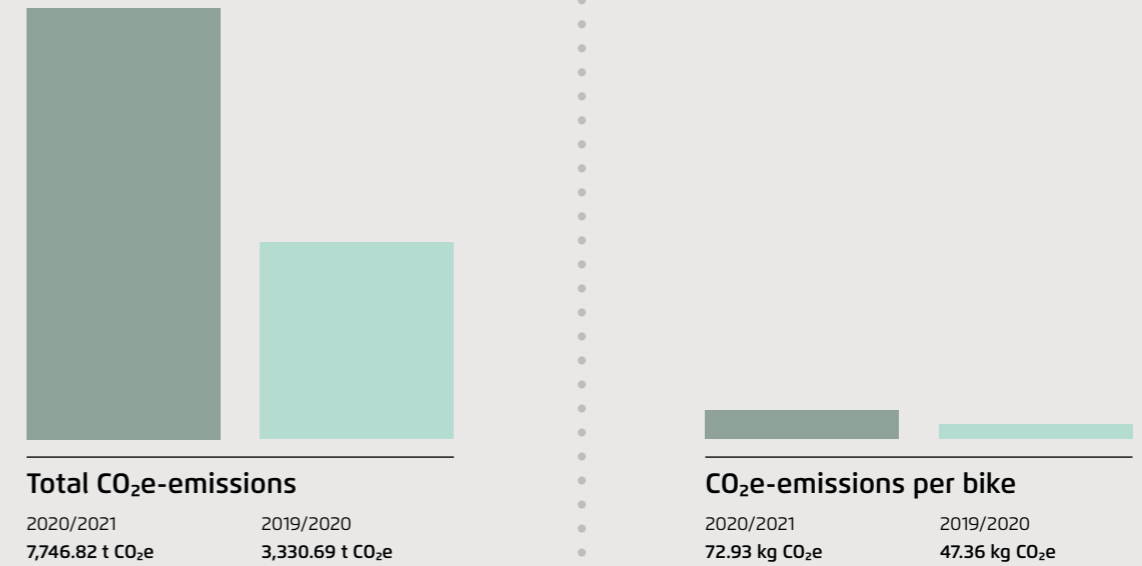


Distribution of CO₂e emissions by category

Scope 1: Direct emissions (t CO₂e)	238.29	134.59
Mobile combustion (fleet)	134.59	134.59
Stationary combustion (green natural gas)	103.70	0 ⁹
Scope 2: Indirect emissions from energy provided (t CO₂e)	0	0
Purchased green electricity	0	0 ¹⁰
Scope 3: Other indirect emissions (t CO₂e)	7,657.90	7,612.23
Fuel and energy-related emissions	97.89	72.22¹¹
Transport and distribution	6,673.00	6,653.00 ¹²
Waste produced	30.97	30.97
Business travel	7.75	7.75
Commuting	843.50	843.50
Digital working	4.79	4.79
Total (t CO₂e)	7,896.19	7,746.82
	Gross	Net

The gross emissions include all emissions reported in accordance with the Greenhouse Gas Protocol (GHG). The GHG is an international standard for accounting a company's greenhouse gas emissions. The emissions already offset are then deducted to arrive at the net emissions – for instance, we purchase climate-neutral natural gas, which has already been offset by our supplier ENTEGA.

By comparison



Frames are transported by the OCS transport system. Two photovoltaic plants produce almost 100% of the electricity consumed at the site.

Product carbon footprint

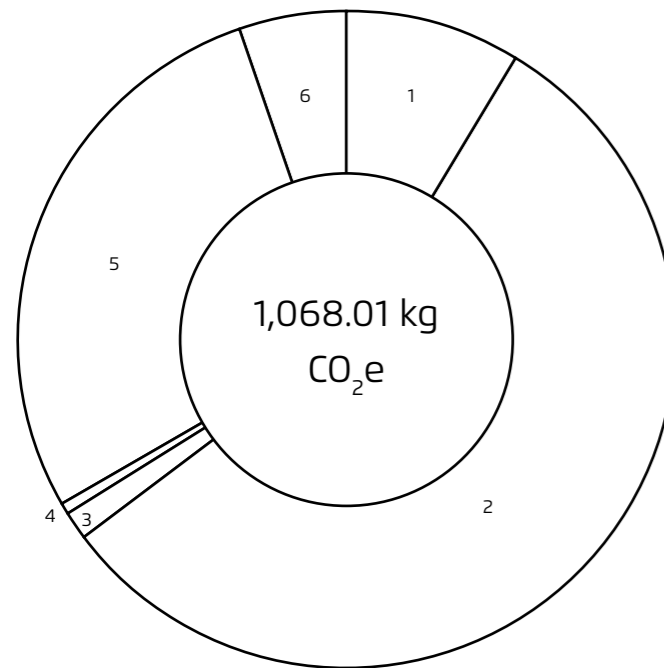
Improvement over the previous year

The product carbon footprint (PCF) indicates the carbon footprint of a product throughout all its value-added phases, illustrating the impact that the product has on the climate.

The result shows that the highest emission value occurs in the production phase, i.e. in the extraction of raw materials and production of components. The value for the metals is crucial here. The second highest emission value occurs during the usage phase – the more carefully and longer a bike is ridden, the more environmentally friendly it is. Of course, the electricity mix in the respective country also plays a role here.

We were able to slightly improve the PCF of our reference product, the Load 75, compared to the previous year (2019/2020 business year). This is partly due to the zero-waste projects implemented over the past two years. They allowed us to significantly reduce the amount of polystyrene used in packaging, particularly with the frames supplied to us.

Taking into account the entire value-added chain of our Load 75 Cargo Bike, we total around 1,068.03 kg of CO₂e-missions.



1. Delivery 74.71 kg CO₂e
Delivery logistics value for all individual components based on the country of origin and the type of freight.

2. Production 696.64 kg CO₂e
Breakdown of components into material categories (metals, plastics, textiles and electronics) and identification of the individual component weights.

3. Packaging 10.07 kg CO₂e
Identification of the packaging materials, weight of the component packaging, and end customer packaging of the Cargo Bike.

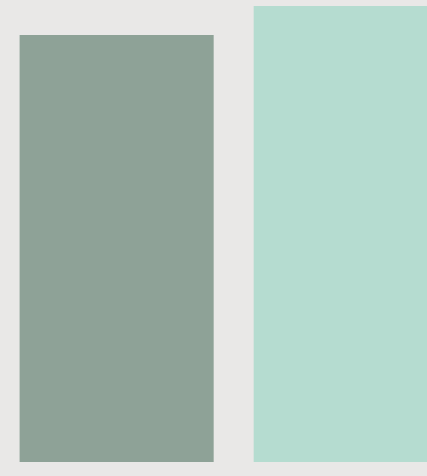
4. Shipping 4.82 kg CO₂e
Delivery logistics value based on the average sales figures of the Load 75 in the 2019/2020 business year.

5. Usage 237.94 kg CO₂e
Assumption of an average riding style with a Cargo Bike service life of around 45,000 kilometres.

6. Disposal 43.83 kg CO₂e
Identification of the disposal processes for the individual material categories, including the average distances of the disposal facilities.



By comparison

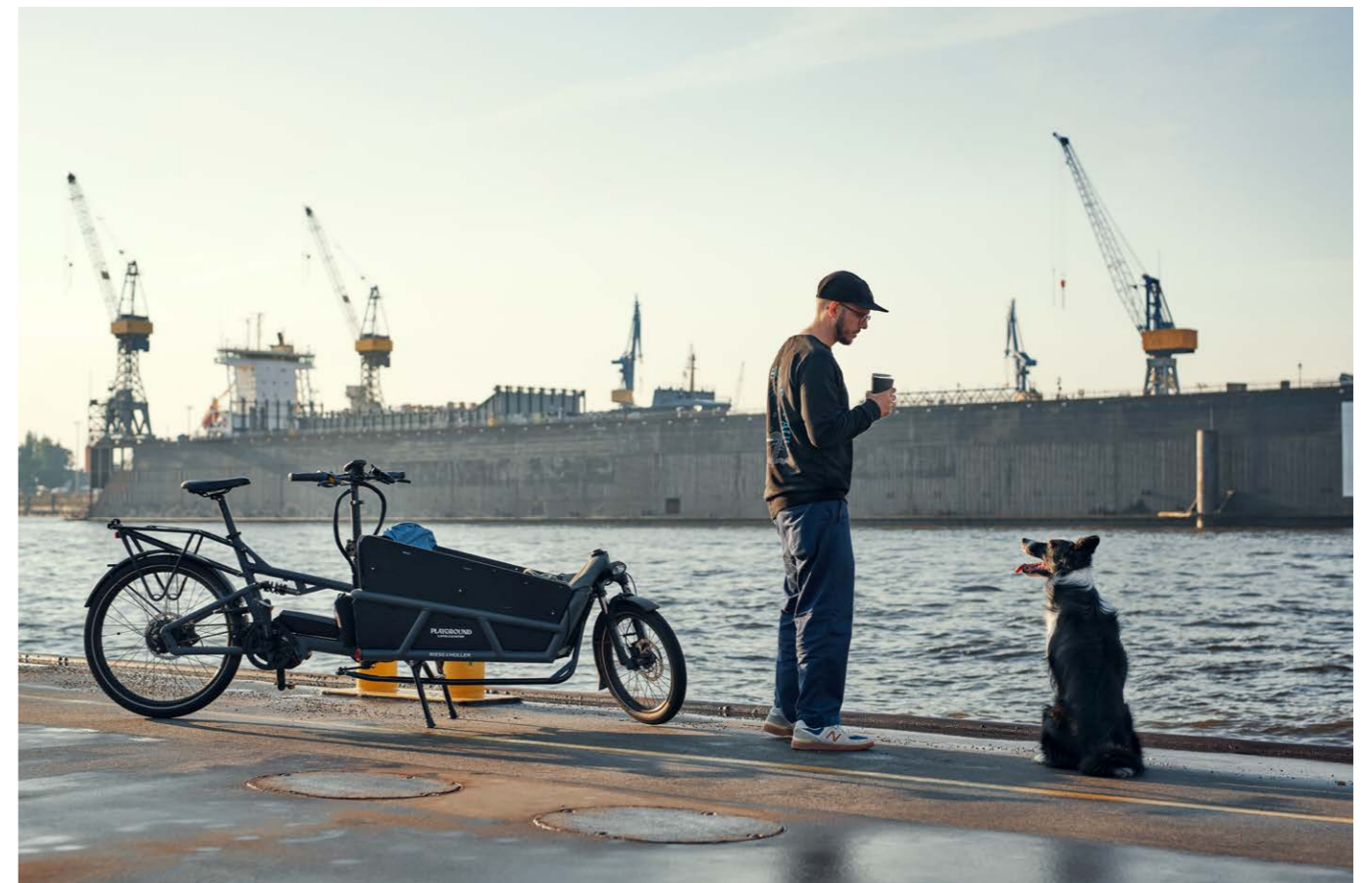


Product Carbon Footprint of the Load 75

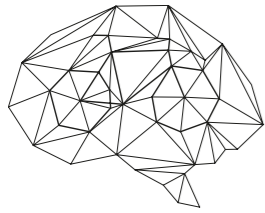
2020/2021: 1,068.01 kg CO₂e
2019/2020: 1,137.29 kg CO₂e

- Transport of the rear frame by sea freight: 66.88 kg CO₂e
- No polystyrene with delivery: 2.39 kg CO₂e

Total savings:
69.27 kg CO₂e per Load 75



Our Cargo Bikes encourage customers to forego a car and guarantee long-lasting riding enjoyment (Veljko Tatalovic of Playground Coffee with dog Fredo at Hamburg Harbour).



BIKEBRAINPOOL.
THINKTANK DER FAHRRADBRANCHE



BNW
Bundesverband
Nachhaltige
Wirtschaft e.V.



**Shift
Cycling
Culture**



**Business & Human Rights
Resource Centre**



Involvement in industry and business associations

Together we are stronger

We are convinced that economic performance, the protection of our environment and social responsibility must go hand in hand to make business truly sustainable. This requires a political framework and a common approach both within and outside the cycling industry. We have therefore been active members of associations and organisations for many years, supporting political progress of the "transport revolution", responsible management, and a sustainable and social economic policy. These organisations include industry associations, such as the Federal Association of Future Cycling (BVZF), and ecologically-orientated business associations, such as the German Sustainable Business Association (BNW).

This year, we have continued to expand our work in associations and non-profit organisations and, together with our partners in business and industry, we have launched important initiatives. With Dr. Sandra Wolf as a new member of the BNW Board, we are a driving force helping to shape the cross-sectoral environmental and social transformation of the economy.



Outlook 2022

In 2022, we will clearly be continuing to work towards a transparent supply chain. Above all, we aim to have completed our mapping of Tier 1 suppliers, but will also delve more deeply into upstream levels. It is also crucial for us to further analyse the risk materials identified and initiate projects that bring about improvements, such as the use of recycled aluminium.

One of our principle goals or wishes is to be out and about again in 2022 to visit our suppliers. Not just to conduct in situ audits but also to have social encounters with other people once again. After all, only by doing so will we be able to advance joint projects and work towards a sustainable cycling sector.

“To be continued...”

Markus Riese, Heiko Müller, Dr. Sandra Wolf – Riese & Müller CEOs

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[9] The gross emissions include gas consumption. Riese & Müller purchases green gas from the energy provider ENTEGA that has already been certified.

[10] Green electricity per se is calculated as being climate-neutral. Fuel and energy-related emissions.

[11] The "Fuel and energy-related emissions" includes the infrastructure provided for the purchased electricity, gas and raw materials supply of our fleet fuels. As our natural gas is totally climate-neutral, the gas infrastructure emissions totalling 25.67 t CO₂e are deducted here .

[12] Kühne & Nagel, our logistics partner's partial container loads (also known as Less-than-Container-Loads, LCL) are climate-neutral. 20 t CO₂e can therefore be deducted from the net emissions.

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