

Sustainability at Hase Bikes – Responsibility at Every Level

Hase Bikes has always stood for long-lasting, high-quality bicycles that not only enable mobility but also make an active contribution to a more sustainable future.

1 STRATEGY

Sustainability is firmly embedded in our code of conduct and has shaped our day-to-day operations for years – from product development and manufacturing to administration. A comprehensive **sustainability strategy** will be fully integrated from 2026, but we are already guided by the UN Sustainable Development Goals, implementing measures in areas such as health, education, equality, clean energy, and sustainable production. Our **materiality analysis** shows that the most important topics for Hase Bikes are employees, innovation, climate protection, supply chain workers, and corporate governance. This gives rise to ambitious **sustainability targets**, including a fully CO₂-neutral and energy-self-sufficient production site in Waltrop by 2030 (Scope 1 and 2). Further targets include expanding training and development opportunities, transparent pay structures, a significantly higher share of women in technical roles at Hase Bikes, and climate-friendly, reusable packaging. Progress will in future be systematically coordinated by dedicated sustainability officers. Across the entire **value chain**, Hase Bikes ensures fair working conditions, resource-efficient processes where possible, and sustainable transport routes, keeping product longevity at the forefront. In this way, sustainability is becoming increasingly embedded across all areas of the company and continuously developed with a future-oriented perspective.

2 PROCESS MANAGEMENT

We take **responsibility** for sustainability at every level – from management through the sustainability officer to all employees. The central sustainability officer handles operational coordination. From 2026, departmental

sustainability officers will support the implementation of specific measures. The code of conduct sets binding **rules** for resource-efficient work, open communication, and continuous improvement. Employees are actively involved in the further development of sustainable practices and encouraged to contribute their own ideas.

To **monitor** progress, Hase Bikes systematically collects key figures in the areas of environment, social issues, and economics. These include energy and resource consumption, waste generation, complaints, and health and personnel statistics. This data collection ensures transparency and enables meaningful evaluation of sustainability targets.

Rather than financial bonuses, we rely on non-monetary **incentives** to encourage employees to act sustainably. Benefits include a free Hase Bikes bicycle for personal use, JobRad leasing, subsidised public transport tickets, and a bicycle-friendly infrastructure at the site. External **stakeholders** are already partially integrated into the sustainability process. Following the publication of the DNK report, regular updates on sustainability targets and activities are planned for the website and, where appropriate, via newsletter.

As the key to sustainable development, longevity, repairability, and resource efficiency are at the heart of Hase Bikes product development. New models are developed using state-of-the-art technology such as 3D printing, tested for everyday use, and refined in close collaboration with customers. This makes our products genuine **drivers of sustainable mobility**.

3 ENVIRONMENT

Environmental protection is not an optional extra at Hase Bikes – it is part of our corporate philosophy. We aim to design products that are modular, repairable, and fit for the future, using long-lasting materials.

A central focus is the transparent management of the **consumption of natural resources**. Key figures on energy, material, and water consumption as well as waste generation are systematically recorded to make progress

measurable. As part of our resource management, we take a wide range of concrete measures across all our departments. To reduce overall resource consumption, we prioritise the maximum extension of product lifespan as the primary goal in resource conservation. This significantly reduces the need for new materials. We continue this commitment consistently by supplying spare parts even for models whose production was discontinued more than 20 years ago. Hase Bikes also attaches great importance to the fair and sustainable selection of suppliers, ensuring compliance with high ecological, social, and technological standards – including frame manufacturing in Taiwan. We maintain long-standing partnerships with European and international suppliers, ensure fair working conditions, and favour the lower-CO₂ option of shipping by sea. In the medium term, we plan to shift our supply chain further towards Europe.

Internally, packaging is being reduced to minimal, resource-efficient materials made from recycled cardboard, and supplier packaging is being reused to save materials. The site's electricity supply is fully covered by renewable energies. Heating currently relies partially on gas in Halls 1 and 2; however, a phased replacement of older systems with efficient heat pump systems is planned to further improve energy efficiency.

In terms of climate-relevant emissions, Hase Bikes has set clear targets. These include a fully CO₂-neutral electricity and gas supply at our site, as well as full on-site electricity self-sufficiency through our own photovoltaic installation. The vehicle fleet will be fully electrified by 2028.

Hase Bikes publishes its own greenhouse gas emissions in accordance with the GHG Protocol. For 2023, due to limited capacity and data availability, only emissions from the vehicle fleet, gas heating, and international business travel were calculated, while electricity from renewable sources is counted as emissions-free. While existing data gaps in the supply chain pose a challenge, we plan to close these systematically in order to document and reduce emissions in a targeted manner over the long term.

4 SOCIETY

The social responsibility of Hase Bikes is rooted in our belief that fair conditions and an active role in the community are essential.

At the centre of this is our commitment to employees. Hase Bikes ensures fair working conditions and promotes the loyalty and satisfaction of our staff through health initiatives, ergonomic workplaces, and flexible working time models. Equal opportunity is a particular priority – we actively promote diversity (people with disabilities and migrant backgrounds) and aim to increase the share of women in technical roles. Transparent pay structures and training budgets further support the long-term motivation and employability of our workforce.

This ethical approach extends across the entire supply chain. In terms of human rights, Hase Bikes ensures fair and safe working conditions at all partners, particularly internationally. In Taiwan, long-standing partnerships maintain social standards and safe working conditions. In the medium term, all of our Taiwanese partners are expected to join the Taiwanese "Bicycle Alliance for Sustainability" and commit to its standards.

Beyond our core business, Hase Bikes is actively engaged in the community. The company's own "Schaltwerk" serves as a venue for cultural events and political dialogue. We also support schools through workshops and regularly donate to social organisations that matter to us. Hase Bikes exerts political influence through membership of cycling associations, working to establish the bicycle as an equal mode of transport and improve the conditions for sustainable mobility. Fairness and transparency – both internally and externally – are of great importance to us. Legal and regulatory compliance is ensured through a zero-tolerance policy on corruption, clear data protection rules, and systematic training of our employees in compliance standards.

Our goal: to shape mobility sustainably – for people, the environment, and society. Whoever rides a Hase Bikes bicycle is choosing not just quality and comfort, but a piece of lived responsibility.

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