



Riese & Müller Code of Conduct for Business Partners

Our Code of Conduct for Business Partners 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 accord to the principle of being **"good and healthy for people and the environment"**. Our principles for our business partners 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 business partners (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 that it contains. Where business partners 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.



People – Our principles

Riese & Müller was born out of friendship, fairness, mutual respect and trust – and not least out of a love of cycling. These are values that connect Markus Riese, Heiko Müller and Sandra Wolf. All three are committed to ensuring that these values are given the necessary space in a fast-growing company and are practised when working with others.

Specifically, we expect our business partners to adhere to the following principles:

Human rights

Riese & Müller business partners respect the globally prevailing provisions on protecting human rights. This specifically means that our business partners will not tolerate any forced or child labour within their business operations. Specifically here is meant compliance with the provisions of ILO Conventions 138 and 182 on the minimum legal age for the employment of children.

Equal opportunities and non-discrimination

Our business partners strive to ensure that no one is discriminated against on the basis of ethnic, national or social origin, skin colour, gender, religion, ideology, age, disability, sexual orientation or political views.

Freedom of association

Our business partners respect the fundamental right of every employee to form and join trade unions and employee representative associations. If local legislation restricts this right, alternative means of employee representation that comply with the law are to be facilitated.

Workplace safety and working hours

Our business partners comply with the applicable legal requirements for occupational health and safety. They help to further develop and improve working conditions. Working hours comply as a minimum with the respective national legal requirements or the minimum standards of their industry.

Minimum wage

Our business partners ensure that their employees are paid appropriately, in accordance with the legally stipulated and guaranteed minimum wage. In the absence of statutory or collectively agreed regulations, pay is based on standard local wage rates and benefits for the specific sector, and at rates that ensure an adequate standard of living for employees and their families.



Environment – Our principles

As part of our "Responsibility 2025" sustainability strategy, our vision is to be the most sustainable company in the E-Bike industry. In this way, we want to significantly contribute to environmental and climate protection. We define targets each year to bring us closer to achieving this vision. Success is often achievable only by working closely with business partners and requires everyone involved to be willing to change, to be open and transparent.

Specifically, we expect our business partners to adhere to the following principles:

Compliance with legal provisions

Our business partners take responsibility for their environment and for protecting the environment. They comply with every legal provision on environmental protection and sustainability.

More efficient use of energy and resources

Our business partners minimise the environmental impact of their production processes and products. They help to reduce energy consumption and CO₂ emissions.

Business relations – Our principles

For us, openness and transparency are key to establishing credible and trusting relationships with our business partners.

Specifically, we expect our business partners to adhere to the following principles:

Avoidance of conflicts of interest

Decisions made by our business partners are based exclusively on factual and professional criteria and are not influenced by personal interests and relationships.

Prevention of corruption

Our business partners do not tolerate any corruption. They ensure that their employees, subcontractors and agents do not give, offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to customers, public officials or other third parties.



Gifts, hospitality and invitations

Our business partners do not offer, either directly or indirectly, inappropriate benefits to Riese & Müller employees or third parties in the form of gifts, hospitality or invitations that are intended to exert undue influence. Riese & Müller employees may not accept these gifts, hospitality or invitations.

The state as a customer and dealings with public authorities

Our business partners comply with the stringent legal provisions on dealings with governments, authorities and public institutions. When tendering for public contracts, our business partners observe the respective legal provisions and the rules of free and fair competition.

Market conduct – Our principles

Riese & Müller acts fairly and responsibly in the market and adheres to contractual obligations.

Specifically, we expect our business partners to adhere to the following principles:

Free competition

Our business partners comply with the applicable antitrust laws and, in particular, do not enter into any anti-competitive agreements.

Export controls

Our business partners ensure compliance with all applicable laws governing the import and export of goods, services and information.

Money laundering

Our business partners ensure that the respective applicable legal provisions against money laundering are not violated.

Business information

Our business partners publish business information and report on their business activities truthfully and in accordance with the applicable laws.



Data, trade secrets, corporate property – Our principles

Confidential data, trade secrets and company property must be protected.

Specifically, we expect our business partners to adhere to the following principles:

Data protection

Our business partners comply with all applicable laws on protecting the personal data of employees, customers, business partners and other data subjects.

Protecting know-how, patents, and business and trade secrets

Our business partners respect the know-how, patents, business and trade secrets of Riese & Müller and third parties. They do not disclose this information to third parties without the prior express written consent of Riese & Müller.

Compliance with the Riese & Müller Code of Conduct for Business Partners

Riese & Müller has the right to periodically check that business partners are complying with the principles set out in its Code of Conduct. Business partners therefore grant Riese & Müller, or a third party commissioned by Riese & Müller and bound to confidentiality, access to their premises and access to documents relating to their compliance with the principles set out in this Code of Conduct. Access and inspection will follow only after giving prior notice and arranging a date, in the presence of representatives of the business partner, and during regular business hours in accordance with the applicable law.

Adherence to the principles of our Code of Conduct is an integral part of Riese & Müller maintaining good and trusting business relationships with its business partners. Adherence is demonstrated by business partners in an appropriate way whenever requested to do so by Riese & Müller.

If a business partner is not adhering to the principles set out in this Code of Conduct or if it becomes evident that third parties employed within the scope of the business relationship are not committed to these principles, the business partner must provide us with information, immediately and without having to be requested to do so, about the situation as well as about any corrective measures that have been taken.



Non-adherence may entitle Riese & Müller to extraordinarily terminate the business relationship with the business partner concerned. Riese & Müller has the discretion to avoid such consequences and instead take alternative action if the business partner provides credible assurances and can demonstrate that appropriate immediate countermeasures have been taken to prevent future violations. This will not affect any other right and entitlement available to Riese & Müller in respect of violations.

Place, date

Place, date

Signature

Riese & Müller GmbH