

## CSR STATEMENT 2022-2024

### Introduction

We as **LaB/FAB Germany**, together with our sister companies of Pon Bike Mobility Services, want to become a leading example of providing zero-emission mobility solutions for our clients, as well as for society and the planet. Together with our employees and partners we will invest in the sustainability of our core business and support sustainable activities in local society. Various topics are important for BMS, such as climate change, gender equality and social responsibility. We want to contribute to solving these challenges and build a better world for future generations. Our sustainability statement will be updated each two years in which new goals are set. After each year we will report on the sustainable progress we have made.

### **Vision**

By enabling people to use zero-emission mobility services we strive to contribute to the solution for tomorrow's challenges.

### **Mission**

Our mission is – as a CO<sub>2</sub> neutral company from 2022 onwards – to make zero-emission mobility solutions easily accessible for a growing group of people. We strive to contribute to society and our planet by providing or supporting sustainable initiatives around cycling and health.

### Our CSR pledge

#### **Provide access to zero mobility solutions for a growing group of people**

1. We will donate 100 re-use (e-)bikes on BMS level each year to different NGO's that support improving access to mobility
2. We will support organizations that educate people to learn cycling or related to zero-emission mobility solutions

#### **We take responsibility for our business and supply chain to make it more sustainable**

3. We are CO<sub>2</sub>-neutral in 2022
  - We reduce our CO<sub>2</sub>-footprint per employee by 55% in 2030 in line with the Climate Agreement
  - We compensate our scope 1 & 2 CO<sub>2</sub>-emissions as of 2022
4. We will start three projects to improve our supply chain on sustainability on BMS level, with partnerships each two years. We will focus on: reducing packaging materials, increasing the lifespan of battery packs and behavioral change
5. We have an active yearly dialogue with our top 10-stakeholders on sustainability on BMS level
6. We plant trees for the (e-)bikes in our portfolio
7. In 2023 we are certified on sustainability

#### **We invest in our employees**

8. Our employees have access to education programs

9. Our employees can participate in a vitality program and make use of a sustainable mobility plan
10. We are committed to an inclusive and diverse culture

**We monitor our sustainability efforts and publish our progress on our websites**

10. We yearly report on our sustainability progress on our website
11. We are involved in local initiatives to stay on top of market and society developments