



DDK
MAKE A DIFFERENCE

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I. About us

Our Legacy and Heritage

Founded in 1970, DDK Group started as a modest motorcycle shop, manufacturing and repairing seating pads for motorcycles and sports equipment. Over the decades, the company evolved and expanded, officially entering the bicycle saddle industry in 1982. With nearly four decades of expertise, DDK Group has grown into one of the most trusted and innovative manufacturers in the global cycling industry. Our journey from a local business to a global leader is rooted in our unwavering commitment to quality, innovation, and customer satisfaction. users include internal staff, regulatory authorities, customers, and other stakeholders.

1. Vision and Mission

Our vision is to be a global leader in the cycling industry, recognized for innovation, quality, and sustainability. We aim to enhance the cycling experience by providing world-class products that prioritize comfort, safety, and performance. Our mission is to strengthen the company’s sustainability through continuous efforts in quality perfection, production excellence, and responsible business practices. We aspire to lead the industry by setting new standards in product design, environmental stewardship, and social responsibility. sustainability.



2. Core Values

TRUST

Building long-term relationships with our customers, partners, and employees through integrity and transparency. We believe that trust is the foundation of all successful partnerships.

QUALITY

Delivering superior products that meet international standards of excellence. Our commitment to quality extends from product development to customer service.

EXCELLENCE

Continuously improving our processes, products, and services. We strive for perfection in every aspect of our business.

INNOVATION

Leading the industry with Vacuum Bonding technology and creative solutions. We embrace change and are constantly exploring new ways to enhance our products and services.

3. Leadership Philosophy

At DDK Group, leadership is about inspiring and empowering people. Our leadership philosophy is built on the principles of visionary thinking, ethical governance, and strategic foresight. We believe in nurturing talent, encouraging creativity, and fostering a culture of collaboration and respect. Our leaders are dedicated to driving sustainable growth while upholding the highest standards of integrity and social responsibility.

4. Global Presence and Manufacturing Capabilities

With manufacturing facilities in Taiwan, Vietnam, Romania and China, DDK Group has expanded its global footprint, catering to diverse markets across Asia, Europe, and the Americas. Our advanced manufacturing capabilities include:

Product Development and Design: In-house research and development teams focused on innovation and customization.

Vertical Integration: End-to-end manufacturing processes, from design, molding and injection to assembly and quality control.

Quality Assurance: Comprehensive quality control systems certified by international standards such as ISO, CEN, JIS, NF, and REACH.

Sustainable Manufacturing: Implementation of energy-efficient technologies, waste reduction programs, and renewable energy initiatives.

5. Milestones and Achievements

Our journey of growth and innovation is marked by significant milestones:

- 1970: Founding of the DDK Group The original DDK Group was founded in 1970 as a motorcycle shop that manufactured and repaired seating pads for motorcycle and sport equipment.
- 1982: Officially joined the Bicycle Saddle Industry The DDK Group made its official announcement of entering the bicycle saddle industry.
- 1992: Made major achievement in the market & The expansion of the original factory DDK successfully became one of the major brands and saddle producers in Taiwan’s bicycle market through growing sales and marketing strategy. During this same year, DDK Group also expanded its original factory in Taiwan.
- 1996: The introduction of Brand name Active DDK Group officially introduced Active as the brand name to the Taiwan bicycle market.
- 1997: The merging with Alba Inc. & The certification of ISO 9001-2000 In 1997, the DDK Group has merged with Alba Inc., one of the competitors in the domestic market for company expansion. During the same year, the DDK Group also successfully obtained the ISO 9001-2000 certification.
- 1998: Establishment of the second factory A second factory for DDK Group was built in Taiwan.
- 1999 & 2000: Plan to expand and established factory in Vietnam Near the end of 1999, DDK Group went to Vietnam to evaluate the company’s expansion plan for a new factory due to growing customer demands. The factory began its construction in June of 2000.
- 2004: DDK established its Global Marketing Department in Taipei, Taiwan Due to the rising demands of the international market, DDK Group decided to establish a Global Marketing Department in Taipei, Taiwan.
- 2005: Vietnam factory successfully complied with the standards of ISO and SAI & Establishment of DDK China branch in Shenzhen, China. In 2005, DDK Group’s Vietnam factory successfully obtained the ISO Certificate from International Organization for Standardization and the SA8000 Certificate from Social Accountability International through its training of international standards. During the same year, the Vietnam factory also began its production process.
- 2006: Plan to expand and established factory in Cambodia & The introduction of the TPS system to the Vietnam factory. In 2006, DDK Group planned to establish a new factory in Cambodia. In the same year, Toyota Production System was introduced as the official manufacturing system for the Vietnam factory to boost production efficiency.
- 2007: Integrated R&D and established in-house molding
- 2008: Strengthened and established in-house stamping process
- 2009: Partnered with SMP Italy as alliance to offer grips and bike bags for European market
- 2010: SA8000 certified
- 2011: Setting up the 2nd factory in Vietnam; DDK’s own brand RASSO granted Germany IF Design Award
- 2012: New ERP system implemented for better information flow and management efficiency
- 2013: Established DDK CYCLE (NAN TONG) CO., LTD. and built production lines in Jiangsu Province to develop business in China market; Investing in Changhua Binhai Industrial Zone in Taiwan as our new factory (scheduled to setup in 2015); Set up our own screws and spring production lines to improve product quality and competitiveness.
- 2014: Granted the 23rd Best Model award for Overseas Entrepreneurs; Honorable earned the 23rd Model of Entrepreneurs Award
- 2015: Honorable earned the 23rd Model of Taiwan and Overseas Entrepreneurs Award
- 2016: Became the world's largest bike saddle manufacturer, achieving ISO 9001, ISO 14001, and ISO 45001 certifications.
- 2017: DDK Vietnam listed in top 100 companies in Binh Duong Province, Vietnam
- 2021: DDK Changhua Plant certified by ISO9001; Honorable earned the 1st Taiwan Prime Award; DDK saddle granted Taiwan Prime Awards from Overseas Chinese Committee.
- 2023: Honorable earned the Silver Award by Ministry of Education
- 2024: DDK comply the ISO 14064-1: 2018 Certification (Greenhouse Gases Emissions Verification Opinion) SBTI_ Signed I-REC Certificate; Honorable earned the 6th Golden Ship Awards
- 2025: Earned the TAIPEI CYCLE d&i Awards for innovative product design.

6. Commitment to Excellence and Customer Satisfaction

At DDK Group, customer satisfaction is at the heart of everything we do. We believe in building lasting relationships with our customers by understanding their needs and exceeding their expectations. Our customer-centric approach is supported by:

- **Comprehensive Product Range:** Offering a wide selection of saddles and accessories to meet the diverse needs of cyclists worldwide.
- **Customization and Flexibility:** Providing tailored solutions with customizable materials, colors, and designs.
- **After-Sales Support:** Ensuring customer satisfaction through responsive and reliable after-sales service.
- **Global Distribution Network:** Efficient supply chain management and distribution channels for timely product delivery.

7. Innovation and Technological Advancement

Innovation is the driving force behind DDK Group's success. We continuously invest in research and development to enhance product performance, safety, and sustainability. Our technological advancements include:

- **Ergonomic Design:** Collaborating with professional cyclists and engineers to develop ergonomically designed saddles.
- **Smart Cycling Solutions:** Integrating smart technologies for enhanced user experiences.
- **Sustainable Product Development:** Utilizing eco-friendly materials and adopting circular economy principles.
- **Digital Transformation:** Implementing ERP systems for better information flow and management efficiency.

8. Corporate Social Responsibility and Ethical Governance

DDK Group is committed to Corporate Social Responsibility (CSR) by integrating social, environmental, and ethical practices into our business model. Our CSR framework is based on:

- **Social Contribution:** Engaging in community development, educational programs, and charitable initiatives.
- **Environmental Responsibility:** Implementing sustainable manufacturing processes and promoting environmental awareness.
- **Ethical Governance:** Adhering to ethical business practices and international standards of compliance and transparency.
- **Stakeholder Engagement:** Collaborating with employees, customers, suppliers, and communities to create shared value.



Future Outlook and Vision 2030

Looking ahead, DDK Group is committed to sustainable growth and industry leadership. Our Vision 2030 outlines strategic goals, including:

Net-Zero Carbon Emissions

Achieving carbon neutrality by 2030 through renewable energy initiatives and carbon offset programs.

Digital Innovation

Expanding digital capabilities for smarter manufacturing and customer engagement.

Global Leadership

Strengthening our position as a global leader in the cycling industry.

Community Empowerment

Continuing to make positive social impacts through education, health, and community development programs.

II. Our Brands

Brand Philosophy and Vision

At DDK Group, our brands represent our commitment to excellence, innovation, and customer satisfaction. Our brand philosophy is centered around enhancing the cycling experience by delivering high-quality, comfortable, and performance-driven products. We aim to inspire a love for cycling, promote healthy lifestyles, and contribute to sustainable mobility solutions worldwide. Our vision is to be the most trusted and preferred brand in the cycling industry, recognized for superior craftsmanship, vacuum bonding technology, and sustainable practices.

1. Product Diversity and Customization

DDK Group offers a comprehensive range of bicycle saddles designed for various types of bicycles, including:

Racing Saddles	Mountain Bike (MTB) Saddles	Trekking & City Saddles
Classic Saddles	BMX Saddles	Junior/Kids Saddles

Our products are available in a wide variety of materials, colors, and designs, allowing customers to personalize their cycling experience. We offer customizable options for:

Cover Materials SEMI-PU, PU, Soft Lycra, Cowhide Leather, and Kevlar.	Padding and Cushioning High-Density foam, BIO GEL padding for extra comfort, Memory foam, EVA, and customizable thickness and shape.
Suspension Systems Double Coil Spring, Single Coil Spring, and Elastomer for vibration reduction.	Rails and Frames Made from premium materials such as Steel, Cromoly, Steel Stainless, Titanium, and Carbon, with customizable finishes.



2. Product Lines and Flagship Collections

(1) VMFit - Ergonomic Comfort Redefined

- o VMFit is designed with ergonomic principles to maximize comfort and reduce pressure points during long rides.
- o It features adjustable settings for personalized fit, ensuring optimal support and posture alignment.
- o Ideal for all types of cyclists, from beginners to professional riders.

(2) Apeiro R8 - Unleashing Speed and Performance

- o Specifically designed for racing enthusiasts, Apeiro R8 emphasizes aerodynamics and speed.
- o Crafted with lightweight materials such as Carbon and Titanium for enhanced agility and power transfer.
- o Integrated with anti-slip technology to ensure stability during high-speed maneuvers.

(3) Ergometrix - Long-Distance Touring Excellence

- o Engineered for endurance, Ergometrix provides maximum support for long-distance touring.
- o Features high-density foam padding with memory foam inserts for superior comfort and shock absorption.
- o Designed to minimize fatigue, making it the perfect choice for touring and trekking adventures.

(4) Comfort Plus - City Commuting Made Easy

- o Prioritizing comfort and practicality, Comfort Plus is designed for urban commuting and casual riding.
- o Equipped with elastomer suspension systems and memory foam to absorb vibrations from uneven city roads.
- o Stylish designs with soft cushioning for a smooth and enjoyable ride.

(5) Adjustable Saddle – B15

The B15 bicycle saddle won the TAIPEI CYCLE 2025 d&I Awards, featuring an innovative patented structure and specifically designed for children from childhood to adolescence. It solves the issue where traditional saddles cannot meet the riding needs of children across different age stages. Through a patented modular structure, it offers a greater range of height adjustment and flexibility while reducing weight and cost, allowing children of various ages to enjoy a safe, comfortable, and ergonomic riding experience.

3. Innovation and Technology

Innovation is at the heart of DDK Group's product development strategy. We continuously invest in research and development to enhance product functionality, safety, and sustainability. Our technological advancements include:

- **Ergonomic Design:** Collaborating with professional cyclists, engineers, and health experts to develop ergonomically designed saddles that reduce pressure and enhance comfort.
- **Smart Cycling Solutions:** Integrating smart technologies such as pressure sensors and connectivity features for real-time performance monitoring.
- **Advanced Materials:** Utilizing advanced materials such as memory foam, carbon fiber, and eco-friendly composites for enhanced durability and sustainability.
- **Vibration Reduction Systems:** Incorporating innovative suspension systems to minimize road vibrations and improve riding comfort.
- **Aerodynamic Engineering:** Designing lightweight and streamlined saddles for improved aerodynamics and speed.

4. Commitment to Quality and Safety

At DDK Group, quality and safety are non-negotiable. We are committed to delivering superior products that meet international safety and quality standards. Our comprehensive Quality Assurance Program includes:

- **In-House Testing Facilities:** Advanced testing labs for product evaluation, durability testing, and safety assessments.
- **International Certifications:** Compliance with ISO, CEN, JIS, NF, and REACH standards.
- **Customer Feedback and Continuous Improvement:** Regular feedback loops with customers and professional cyclists to enhance product design and performance.
- **Sustainable Manufacturing Practices:** Utilizing eco-friendly materials and energy-efficient manufacturing processes to minimize environmental impact.

5. Customer-Centric Design and Customization

We believe that every cyclist is unique, and our customer-centric design philosophy reflects this belief. We prioritize customization and personalization to meet the diverse needs of our global customer base. Our customer-centric approach includes:

- **Tailored Fit and Comfort:** Adjustable settings and ergonomic designs for personalized fit and enhanced comfort.
- **Aesthetic Customization:** Offering a wide range of colors, patterns, and artworks for personalized aesthetics.
- **Collaborative Design:** Collaborating with professional athletes, cycling communities, and designers to create products that resonate with different customer segments.

6. Global Market Presence and Distribution

DDK Group has established a strong global presence, catering to diverse markets across Asia, Europe, and the Americas. Our distribution network is supported by:

- **Multiple Manufacturing Facilities:** Located in Taiwan, Vietnam, and China, Romania for efficient production and distribution.
- **Global Supply Chain Management:** Robust supply chain systems ensuring timely delivery and operational efficiency.
- **Strategic Partnerships and Alliances:** Collaborations with leading retailers, distributors, and OEM partners.
- **Online and Offline Sales Channels:** Expanding our reach through e-commerce platforms and traditional retail outlets.

7. Awards and Recognition

DDK Group's excellence in product design and innovation is recognized globally. Some of our notable achievements include:

**Germany
IF Design Award**

**Taiwan
Prime Award**

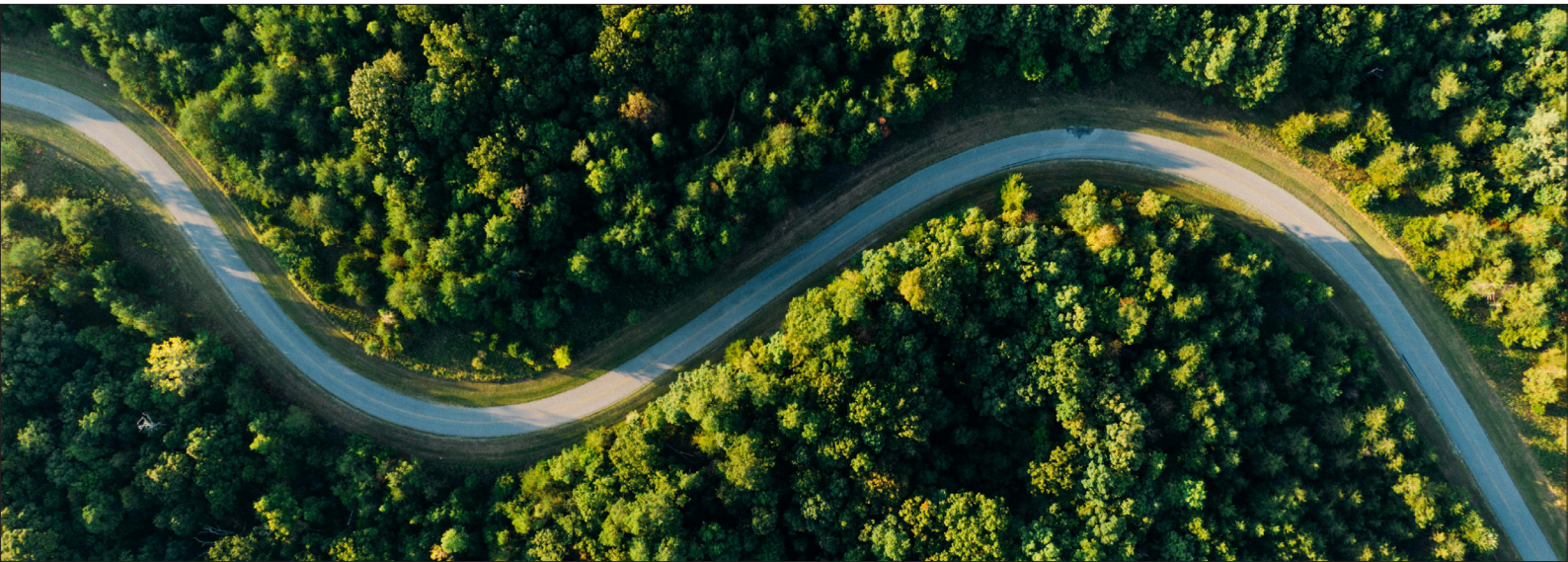
For outstanding manufacturing and product innovation.

**TAIPEI CYCLE
d&i Awards**

For innovative and eco-friendly product design.

**SA8000
Certification**

For social accountability and ethical manufacturing practices.





Future Product Development and Expansion

DDK Group is committed to continuous innovation and market expansion. Our future product development initiatives include:

Smart Saddles and Connected Cycling Solutions

Integrating IoT and wearable technology for enhanced rider experiences.

Sustainable Product Lines

Expanding our range of eco-friendly and recyclable products.

Global Market Expansion


Strengthening our presence in emerging markets and exploring new business opportunities.

Collaborative Innovations

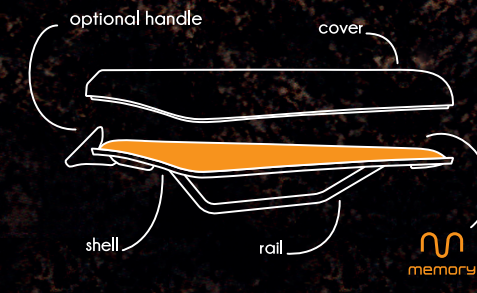
Partnering with tech companies and designers for next-generation cycling solutions.

mini ^{MA} — + ^m

LESS IS MORE SOFT



DDK's high-tech vacuum process, that bonds the cover to the base, meets the comfort of MEMORY FOAM. Try the second generation of the most beloved saddle!



optional handle
cover
shell
rail
memory

DDK
www.ddk-group.com

III. Our Sustainability Strategy

DDK Group has implemented a comprehensive sustainability framework that aligns with international standards and certifications, ensuring accountability and credibility. Our framework includes:

- ISO 14001 Environmental Management System: Establishes guidelines for environmental performance, waste management, and resource conservation.
- ISO 14064-1 Greenhouse Gas Emissions Verification: Ensures accurate measurement, reporting, and reduction of GHG emissions.
- ISO 9001 Quality Management: Maintains high standards of product quality and customer satisfaction.
- ISO 45001 Occupational Health and Safety: Ensures safe and healthy working conditions for all employees.
- REACH Compliance: Meets European standards for chemical safety, minimizing environmental and health risks.
- SA8000 Social Accountability: Guarantees ethical labor practices, human rights, and fair working conditions.
- ISO 14067: DDK Vietnam has completed and passed the carbon foot print measurement.



1. United Nations Sustainable Development Goals (SDGs)

DDK Group is committed to supporting the United Nations Sustainable Development Goals (SDGs), contributing to a better and more sustainable future. Our sustainability strategy aligns with the following SDGs:

SDG 7

Affordable and Clean Energy - Investing in renewable energy sources and energy-efficient technologies.

SDG 9

Industry, Innovation, and Infrastructure - Promoting sustainable industrialization and fostering innovation.

SDG 12

Responsible Consumption and Production - Implementing circular economy practices and sustainable product design.

SDG 13

Climate Action - Reducing carbon emissions and enhancing climate resilience.

SDG 15

Life on Land - Protecting biodiversity and minimizing environmental impact.

2. Climate Action and Carbon Neutrality

As a responsible corporate citizen, DDK Group is committed to combating climate change and achieving carbon neutrality. Our Climate Action Plan focuses on:

Carbon Footprint Reduction: Monitoring and reducing CO2 emissions across all production stages.

Carbon Offsetting: Partnering with environmental organizations to offset carbon emissions through reforestation and conservation projects.

Renewable Energy Initiatives: Investing in solar, wind, and other renewable energy sources to power our manufacturing facilities.

Energy Efficiency and Conservation: Implementing energy-efficient technologies and practices to optimize energy consumption.

Science-Based Targets (SBTi): Setting ambitious carbon reduction targets aligned with the Paris Agreement to limit global warming to 1.5°C.

3. Stakeholder Engagement and Collaboration

We believe that sustainability is a shared responsibility. DDK Group actively engages with stakeholders, including employees, customers, suppliers, communities, and investors, to foster collaboration and create shared value. Our engagement initiatives include:

- Supplier Sustainability Program: Collaborating with suppliers to ensure sustainable sourcing and ethical practices.
- Community Partnerships: Working with local communities and NGOs on environmental conservation and social development projects.
- Customer Education and Awareness: Educating customers on sustainable product use and recycling options.
- Employee Involvement and Training: Encouraging employee participation in sustainability initiatives through training and awareness programs.
- Industry Collaboration: Collaborating with industry leaders and organizations to promote sustainability in the cycling industry.

4. Performance Monitoring and Reporting

We are committed to transparency and accountability in our sustainability performance. Our monitoring and reporting practices include:

- Sustainability Performance Metrics: Tracking key performance indicators (KPIs) for energy consumption, carbon emissions, water usage, and waste reduction.
- Annual Sustainability Report: Publishing an annual report detailing our sustainability achievements, challenges, and future goals.
- Third-Party Audits and Certifications: Ensuring credibility and accuracy through third-party audits and certifications.
- Continuous Improvement and Feedback: Utilizing feedback from stakeholders to improve sustainability performance and practices.



Future Sustainability Goals and Vision 2030

Looking ahead, DDK Group is committed to sustainable growth and industry leadership. Our Vision 2030 outlines strategic goals, including:

Net-Zero Carbon Emissions

Achieving carbon neutrality by 2030 through renewable energy initiatives and carbon offset programs.

Digital Innovation

Expanding digital capabilities for smarter manufacturing and customer engagement.

Global Leadership

Strengthening our position as a global leader in the cycling industry.

Community Empowerment

Continuing to make positive social impacts through education, health, and community development programs.

IV. People

Our Commitment to People

At DDK Group, we recognize that our people are our most valuable assets. Our success is built on the passion, dedication, and expertise of our employees. We are committed to creating a positive, safe, and inclusive workplace where every employee can thrive and reach their full potential. Our people strategy is guided by the principles of Respect, Equality, Diversity, and Empowerment. We prioritize employee well-being, foster a culture of continuous learning, and promote social equity and community engagement.

1. Human Rights and Ethical Labor Practices

DDK Group is committed to respecting and protecting human rights across our operations and supply chain. We adhere to international human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO) Conventions. Our human rights and ethical labor practices include:

No Child Labor

Strictly prohibiting the employment of children in any form of work.

No Forced or Compulsory Labor

Ensuring that all work is voluntary and without coercion.

Freedom of Association and Collective Bargaining

Respecting employees' rights to form and join trade unions.

Anti-Discrimination and Equal Opportunity

Providing equal opportunities regardless of gender, race, age, religion, or disability.

Fair Wages and Benefits

Ensuring fair wages and benefits that meet or exceed local standards.

Ethical Governance

Maintaining transparency, integrity, and accountability in all business practices.



2. Diversity, Equity, and Inclusion (DEI)

At DDK Group, we believe that diversity drives innovation and growth. We are committed to fostering a workplace culture that values diversity, equity, and inclusion (DEI). Our DEI strategy includes:

Inclusive Culture

Promoting a culture of respect, acceptance, and belonging for all employees.

Equal Opportunities

Ensuring equal opportunities for career advancement and leadership roles.

Employee Resource Groups (ERGs)

Supporting ERGs that celebrate cultural diversity, gender equality, and inclusion.

Diverse Workforce

Actively recruiting and retaining a diverse workforce that reflects our global customer base.

Unconscious Bias Training

Providing training programs to address and reduce unconscious biases in the workplace.

Gender Equality and Women Empowerment

Promoting gender equality and supporting women in leadership positions.



3. Global Workforce and Cultural Integration

With manufacturing facilities and offices in Taiwan, Vietnam, and China, Romania, DDK Group embraces cultural diversity and global talent. We celebrate cultural differences and promote cross-cultural integration through:

- Multicultural Work Environment: Encouraging collaboration and communication across diverse cultural backgrounds.
- Cultural Awareness Programs: Organizing cultural exchange events and celebrations to foster understanding and inclusivity.
- Language and Communication Training: Providing language training programs to enhance cross-cultural communication.

4. Employee Well-being and Safety

The health, safety, and well-being of our employees are our top priorities. We are committed to creating a safe and supportive work environment that promotes physical and mental well-being. Our employee well-being strategy includes:

- Occupational Health and Safety (OHS): Compliance with ISO 45001 standards, ensuring safe and healthy working conditions.
- Workplace Safety Programs: Implementing comprehensive safety protocols, risk assessments, and emergency preparedness.
- Health and Wellness Initiatives: Offering wellness programs, including fitness activities, health screenings, and mental health support.
- Work-Life Balance: Encouraging flexible work arrangements and promoting a healthy work-life balance.
- Employee Assistance Programs (EAPs): Providing counseling and support services for personal and work-related challenges.
- COVID-19 Safety Measures: Ensuring a safe work environment with preventive measures, remote work options, and vaccination programs.

5. Occupational Health and Safety (OHS) Certification

DDK Group is certified under ISO 45001, reflecting our commitment to maintaining the highest standards of health and safety. Our OHS management system includes:

- Regular Safety Audits: Conducting internal and external safety audits to ensure compliance with safety regulations.
- Safety Training Programs: Providing comprehensive safety training for all employees, including hazard awareness and emergency response.
- Incident Reporting and Investigation: Ensuring transparent reporting, investigation, and resolution of safety incidents.

6. Talent Development and Continuous Learning

We believe in investing in our people to nurture talent, enhance skills, and promote career growth. Our talent development strategy focuses on:

- Skill Development and Training Programs: Offering continuous learning opportunities, technical training, and leadership development.
- Career Advancement Opportunities: Providing clear career pathways and promoting internal mobility for career growth.
- Leadership Development: Identifying and nurturing future leaders through mentoring and coaching programs.
- Digital Learning Platforms: Leveraging digital learning platforms for flexible and accessible learning experiences.
- Performance Management and Feedback: Implementing a transparent performance management system with regular feedback and recognition.

7. Employee Engagement and Satisfaction

We value our employees' voices and strive to create an engaging and positive work environment. Our employee engagement initiatives include:

- Employee Satisfaction Surveys: Conducting regular surveys to gather feedback and measure employee satisfaction.
- Open Communication and Dialogue: Fostering a culture of open communication and transparent decision-making.
- Employee Recognition and Rewards: Recognizing and rewarding outstanding performance and contributions.
- Team Building and Social Activities: Organizing team-building events, social gatherings, and cultural celebrations.





Future Goals and Vision 2030 for People

Looking ahead, DDK Group is committed to enhancing employee well-being, diversity, and community engagement. Our Vision 2030 includes:

POSITIVE Social Impact through community development and social responsibility initiatives.

0 Workplace Accidents through enhanced safety measures and training.

50% Gender Diversity in Leadership Positions.

100% Employee Engagement through continuous improvement programs



V. Planet



Our Commitment to Environmental Stewardship

At DDK Group, environmental stewardship is at the core of our business strategy. We recognize our responsibility to protect the planet and minimize our environmental footprint. Our commitment to the planet is guided by the principles of sustainability, resource efficiency, and biodiversity conservation. We are dedicated to reducing our carbon emissions, conserving natural resources, and promoting circular economy practices throughout our value chain. Our environmental strategy focuses on minimizing waste, conserving water, reducing energy consumption, and preserving biodiversity, while fostering innovation for sustainable product development.

1. Environmental Management Systems and Certifications

DDK Group is committed to maintaining the highest standards of environmental management. Our approach is guided by internationally recognized certifications, ensuring accountability and compliance with environmental regulations. Our certifications include:

ISO 14001 Environmental Management System	Ensures systematic environmental management practices and continuous improvement.
ISO 14064-1 Greenhouse Gas Emissions Verification	Accurate measurement, reporting, and reduction of greenhouse gas (GHG) emissions.
REACH Compliance	Meeting European standards for chemical safety and minimizing environmental and health risks.
SA8000 Social Accountability	Ensuring ethical practices throughout our operations and supply chain.

2. Climate Action and Carbon Management

Climate change is one of the most significant global challenges, and DDK Group is committed to playing a proactive role in addressing it. Our Climate Action Strategy focuses on:

- Carbon Footprint Reduction: Reducing carbon emissions across all stages of the product life cycle, from raw material sourcing to distribution.
- Science-Based Targets (SBTi): Setting ambitious carbon reduction targets aligned with the Paris Agreement to limit global warming to 1.5°C.
- Carbon Neutrality: Achieving carbon neutrality by 2030 through renewable energy initiatives and carbon offset programs.
- Renewable Energy: Investing in solar, wind, and other renewable energy sources to power our manufacturing facilities.
- Energy Efficiency and Conservation: Implementing energy-efficient technologies and practices to optimize energy consumption.
- Carbon Offsetting and Sequestration: Partnering with environmental organizations for reforestation, afforestation, and carbon sequestration projects.

3. Greenhouse Gas (GHG) Emissions Management

DDK Group actively monitors and manages GHG emissions through:

- ISO 14064-1 Compliance: Accurate measurement and reporting of GHG emissions.
- GHG Inventory and Reporting: Comprehensive GHG inventory, including Scope 1, Scope 2, and Scope 3 emissions.
- Emission Reduction Initiatives: Implementing energy-efficient equipment, renewable energy, and low-carbon technologies.
- Supply Chain Collaboration: Collaborating with suppliers to reduce GHG emissions throughout the value chain.
- Carbon Offsetting and Neutralization: Investing in carbon offset projects to neutralize unavoidable emissions.

4. Resource Efficiency and Circular Economy

We are dedicated to optimizing resource utilization and minimizing waste through circular economy principles. Our resource efficiency strategy includes:

- Material Efficiency: Utilizing sustainable and recyclable materials to reduce environmental impact.
- Waste Reduction and Recycling: Comprehensive waste management systems to maximize recycling rates and minimize landfill contributions.
- Closed-Loop Systems: Implementing closed-loop manufacturing processes to minimize material wastage.
- Water Conservation: Reducing water consumption through water recycling systems and efficient water management practices.
- Zero Waste to Landfill: Aiming for zero waste to landfill by optimizing resource utilization and waste diversion.



5. Circular Economy Initiatives

DDK Group is committed to promoting a circular economy by extending product life cycles and maximizing resource efficiency. Our circular economy initiatives include:

- **Product Life Cycle Management:** Designing products for durability, repairability, and recyclability to extend product life cycles.
- **Recycling and Reuse Programs:** Implementing take-back programs and recycling initiatives for end-of-life products.
- **Eco-Design and Modular Products:** Developing modular product designs that facilitate repair, upgrade, and recycling.
- **Upcycling and Material Innovation:** Exploring upcycling opportunities and developing innovative materials from waste.
- **Circular Supply Chain Collaboration:** Collaborating with suppliers and partners to create circular supply chains.

6. Sustainable Manufacturing and Eco-Friendly Practices

As a global manufacturer, DDK Group is committed to eco-friendly manufacturing practices that minimize environmental impact. Our sustainable manufacturing strategy includes:

- **Green Manufacturing Processes:** Utilizing energy-efficient equipment and cleaner production technologies.
- **Eco-Friendly Materials:** Sourcing sustainable and recyclable materials, including bio-based plastics, recycled metals, and eco-friendly composites.
- **Chemical Management:** Ensuring chemical safety through REACH compliance and responsible chemical management.
- **Sustainable Packaging:** Utilizing recyclable, biodegradable, and minimalistic packaging to reduce environmental impact.
- **Waste Management and Reduction:** Implementing waste reduction programs and maximizing recycling rates.

7. Life Cycle Assessment (LCA) and Sustainable Product Design

We are committed to sustainable product design by evaluating environmental impacts throughout the product life cycle. Our approach includes:

Life Cycle Assessment (LCA)	Comprehensive LCA to assess environmental impacts from raw material extraction to disposal.
Eco-Design Principles	Designing products for energy efficiency, durability, and recyclability.
Sustainable Product Lines	Expanding our range of eco-friendly products, including carbon-neutral saddles and sustainable cycling accessories.
Environmental Product Declarations (EPD)	Providing transparent environmental impact information for our products.

8. Biodiversity Conservation and Environmental Protection

DDK Group is dedicated to preserving biodiversity and protecting ecosystems. Our environmental protection strategy includes:

- **Biodiversity Conservation:** Protecting ecosystems near manufacturing plants through conservation programs.
- **Habitat Restoration and Reforestation:** Supporting habitat restoration and reforestation projects to promote biodiversity.
- **Pollution Prevention:** Implementing pollution prevention measures and ensuring responsible waste disposal.
- **Environmental Education and Awareness:** Raising environmental awareness among employees, customers, and communities.

9. Environmental Awareness and Stakeholder Engagement

We believe that environmental stewardship is a shared responsibility. DDK Group actively engages with stakeholders, including employees, customers, suppliers, communities, and investors, to promote environmental awareness and sustainability. Our engagement initiatives include:

- Environmental Education and Training: Educating employees on environmental best practices and sustainability.
- Customer Education and Awareness: Educating customers on sustainable product use and recycling options.
- Community and NGO Partnerships: Collaborating with environmental organizations for conservation and awareness programs.
- Industry Collaboration: Working with industry partners to promote sustainability and environmental responsibility.



Vision 2030 and Future Environmental Goals

Looking ahead, DDK Group is committed to leading the industry in environmental sustainability. Our Vision 2030 includes:

Net-Zero Carbon Emissions by 2030.	100% Renewable Energy in Manufacturing Facilities.
Zero Waste to Landfill.	Biodiversity Conservation and Environmental Restoration Projects.

VI. Participation

Our Commitment to Active Participation

At DDK Group, we believe that active participation is essential to driving positive social and environmental change. Our commitment extends beyond our business operations to engage with communities, industry partners, stakeholders, and society at large. We actively participate in initiatives that promote sustainable development, social equity, community well-being, and environmental stewardship. Our participation strategy is guided by the principles of collaboration, social impact, and global engagement. We are dedicated to building strong partnerships, empowering communities, and fostering a culture of sustainability and social responsibility.



1. Community Involvement and Social Impact

DDK Group is deeply committed to giving back to the communities where we operate. We believe in creating positive social impact by supporting local communities, promoting health and wellness, and empowering underprivileged groups. Our community involvement initiatives include:

- **Community Development and Empowerment:** Supporting local infrastructure development, educational programs, and health initiatives.
- **Charitable Contributions and Sponsorships:** Providing financial support, donations, and sponsorships to charitable organizations and community programs.
- **Volunteering and Employee Involvement:** Encouraging employees to participate in community service and volunteer programs.
- **Youth Empowerment and Education:** Offering scholarships, educational support, and skill development programs for underprivileged youth.
- **Health and Wellness Promotion:** Promoting active and healthy lifestyles through community cycling events, health workshops, and wellness programs.
- **Disaster Relief and Humanitarian Aid:** Providing emergency relief and humanitarian aid to communities affected by natural disasters and crises.

2. Educational Support and Youth Engagement

DDK Group is committed to supporting education and empowering future generations. Our educational initiatives include:

STEM Education Programs	Promoting Science, Technology, Engineering, and Mathematics (STEM) education to inspire innovation and creativity.
Scholarships and Financial Aid	Providing scholarships and financial aid to underprivileged students to support their education.
Internships and Career Development	Offering internship opportunities and career development programs to equip young talent with essential skills.
Cycling Safety and Environmental Education	Educating young cyclists on road safety, environmental awareness, and sustainable living.

3. Community Health and Wellness Initiatives

We believe that a healthy community is a thriving community. Our health and wellness initiatives include:

Cycling Events and Rides

Organizing community cycling events, fun rides, and health awareness campaigns.

Active Lifestyle Promotion

Encouraging active lifestyles through fitness programs, sports events, and wellness activities.

Mental Health Support

Promoting mental well-being through awareness programs and support networks.

Health Screenings and Medical Camps

Conducting health screenings, medical check-ups, and awareness programs for community members.

4. Industry Collaboration and Leadership

As a leading player in the cycling industry, DDK Group is committed to driving industry-wide change through collaboration and leadership. Our industry participation strategy includes:

- **Industry Partnerships and Alliances:** Collaborating with industry leaders, NGOs, and environmental organizations to promote sustainability and social responsibility.
- **Standards and Certifications:** Actively participating in the development and implementation of industry standards and certifications, including ISO, REACH, and SA8000.
- **Thought Leadership and Advocacy:** Advocating for sustainable practices, ethical governance, and social equity in the cycling industry.
- **Research and Development Collaboration:** Partnering with research institutions, universities, and tech companies for innovative product development.
- **Knowledge Sharing and Best Practices:** Sharing knowledge, best practices, and sustainability strategies with industry peers and stakeholders.

5. Sustainability Advocacy and Policy Support

DDK Group actively supports policies and regulations that promote sustainability, environmental protection, and social justice. Our advocacy initiatives include:

Climate Action and Environmental Advocacy

Supporting global climate action initiatives and environmental conservation programs.

Circular Economy Promotion

Advocating for circular economy principles and sustainable product life cycles.

Workplace Diversity and Inclusion

Promoting diversity, equity, and inclusion in the workplace and the broader community.

Ethical Governance and Human Rights

Supporting human rights, ethical governance, and fair labor practices.

6. Stakeholder Engagement and Collaboration

We believe that collaboration with stakeholders is essential for achieving sustainable growth and social impact. Our stakeholder engagement strategy includes:

Multi-Stakeholder Dialogue	Engaging with employees, customers, suppliers, communities, investors, and regulatory bodies.
Transparency and Accountability	Maintaining transparent communication and reporting practices to build trust and credibility.
Customer Education and Awareness	Educating customers on sustainable product use, recycling options, and environmental impact.
Supplier Collaboration and Ethical Sourcing	Collaborating with suppliers to ensure ethical sourcing and sustainability throughout the supply chain.
Community Partnerships and NGOs	Partnering with community organizations, NGOs, and social enterprises for impactful social programs.

7. Global Engagement and Cultural Exchange

DDK Group is committed to global engagement and cultural exchange, promoting diversity, understanding, and collaboration. Our global engagement initiatives include:

- **International Events and Expos:** Participating in global cycling events, trade shows, and industry expos.
- **Cultural Exchange Programs:** Promoting cultural exchange and collaboration across our global workforce.
- **Global Community Outreach:** Supporting social impact initiatives in the communities where we operate.
- **Cross-Cultural Learning and Collaboration:** Encouraging cross-cultural learning and collaboration through international partnerships.



Vision 2030 and Future Goals for Participation

Looking ahead, DDK Group is committed to enhancing social impact, community engagement, and global participation. Our Vision 2030 includes:

1 Million

Lives Impacted through community development, health, and education initiatives.

100%

Employee Participation in social impact and volunteering programs.

Global Leadership in **Sustainability** Advocacy.

Inclusive Growth and Social Equity through collaborative partnerships and empowerment programs.

