



Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A



Read the instructions before completing this form

Must be filed by March 31

Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.

Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required) Quality Bicycle Products, GBC

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

See attached

4. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

See attached

Signature of Public Benefit Corporation's Chief Executive Officer

3/22/2022

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

taxandcompliance@qbp.com

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Leigh Keatts

952-941-9391 ext. 1873

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

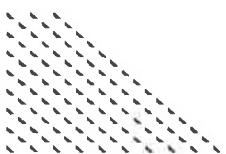
Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No



**QUALITY BICYCLE
PRODUCTS**

2021 Annual Benefit Report
Quality Bicycle Products, GBC
A MN General Public Benefit Corporation
Report Covers Period Jan 1, 2021 – Dec 31, 2021





**QUALITY BICYCLE
PRODUCTS**

Quality Bicycle Products, GBC, hereby referred to as “QBP” is filing this annual report pursuant to MN Statue 304A.301. QBP’s board certifies:

- QBP has selected B-Lab’s Impact Assessment as its independent third-party standard and determined that this organization that promulgated the third-party standard is independent.
- Approval of the annual report

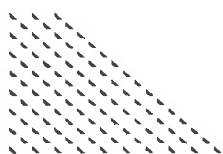
With regard to the period covered by the annual report:

- The identity of the third-party standard determined by the Board is B Impact Assessment, which is provided by B Lab, 15 Waterloo Ave Berwyn, PA 19312
- With reference to that third-party standard, QBP provided general public benefit in the following ways. We call these our B Impact Areas:

- **Governance- Be an extraordinary business**
- **Workers- Be a Great Place to Work**
- **Customers- Deliver Compelling Brands and Products**
- **Environment- Practice Environmental and Supply Chain Responsibility**
- **Community- Contribute to and “Bikeify” our Community**

The extent to which and the ways in which QBP created general public benefit for the reporting years is as follows:

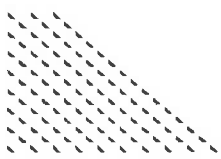
- **Workers- Be a Great Place to Work**
 - Employee ride incentives
 - Weekend shifts implemented for those who prefer. Pay differential offered to those who do these shifts.





**QUALITY BICYCLE
PRODUCTS**

- Opportunities for employees to travel and work at different DCs
- Very low overtime for the year- 3.5% of our labor
- Employee safety- A 50% reduction in worker's comp claims from 2020 to 2021
- OSHA injury rating decrease by 75% from 2020 to 2021
- Proactive Covid Response Team
- Introduction of DEI chats and the opportunity to be a part of 17 different employee support groups.
- Leadership Education Series focused on DEI. Included four 3-hour trainings.
- **Customers- Deliver Compelling Brands and Products**
 - Align, invest, and grow our proprietary P&A brands
- **Environment- Practice Environmental and Supply Chain Responsibility**
 - E-Bike battery recycling program implemented with fellow bike industry companies
 - Solar energy production on all owned distribution centers
 - Implemented employee carbon offset program
 - Restricted Substance List created and shared with Tier 1 suppliers
 - 2.3M miles avoided by remote work
 - Bike/apparel packaging reduction with a goal of 50% less poly bags in DC packaging by 2024
- **Community- Contribute to and "Bikeify" our Community**
 - Community Grants totaling over \$255k in 4 years which put an emphasis on disinvested communities. Goal of \$150k in grants for 2022 and \$1M goal in next 10 years
 - Have donated \$10M to bicycle non-profits since 1998
 - League Cycling Instructor scholarship classes. We are fully funding 4 classes throughout the US.
 - World Bicycle Relief School Adoption
 - Funding of Youth Cycling Coalition





**QUALITY BICYCLE
PRODUCTS**

- Break the Cycle and training opportunities for BIPOC in the areas of bike mechanic skills. 140 BIPOC trained in foundational skills and 68 BIPOC trained in intermediate bike mechanic skills. www.breakthecyclemn.com

There were no circumstances that hindered efforts to pursue or create general public benefit although supply chain and inventory security issues have been ongoing since the start of the pandemic.

If the report is the first delivered for filing by the general benefit corporation, explain how and why the board chose the 3rd party.

B Lab was chosen as the third-party because they demonstrated global best practices in assessing the development of QBP's desired core impact areas.

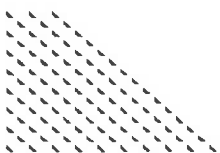
Rich Tauer

Rich Tauer (Mar 22, 2022 14:03 CDT)

Rich Tauer, President

Mar 22, 2022

Date








QBP 2021 Annual Benefit Report- for signature

Final Audit Report

2022-03-22

Created:	2022-03-22
By:	Leigh Keatts (lkeatts@qbp.com)
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"QBP 2021 Annual Benefit Report- for signature" History

-  Document created by Leigh Keatts (lkeatts@qbp.com)
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OFFICE OF THE SECRETARY OF STATE
FILED
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Steve Simon

Steve Simon
Secretary of State