

**MEYLE AG's
Report and Progress for
UN Global Compact 2023/24**



MEYLE

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01.

Introduction by the Executive Board

Ladies and Gentlemen,

It is a key priority for us to play our part in forging a bright, prosperous future. As a member of the Wulf Gaertner Autoparts AG group of companies, MEYLE AG has a systematic approach to sustainability. Since joining the UN Global Compact Germany, we have focused on issues such as human rights and climate change. We are dedicated to upholding the ten principles of the UN Global Compact and to integrating them into our business activities. Last year, we continued to place a particular emphasis on integrating and implementing the principles and on raising our employees' awareness of this approach.

As members of the Executive Board of MEYLE AG, we are committed to maintaining the highest standards of ethical conduct and to ensuring that there is no tolerance for any form of corruption. We act in accordance with the highest ethical values and implement clear guidelines and control mechanisms to minimise corruption risks. By acting transparently and taking consistent action against violations, we demonstrate our commitment to preventing all forms of corruption and fostering trust among our stakeholders.

In the coming year, we will continue to integrate sustainability into our core business operations and align our practices with the tenets of the UN Global Compact. In order to achieve our long-term strategic objectives in the field of corporate responsibility, we are working on defining and refining our strategic goals. In recent years, we have set ambitious climate targets for MEYLE AG and, as a first step, have also invested in compensation. The next step will be to develop an overarching sustainability strategy for the Wulf Gaertner Autoparts AG Group, based on these targets. We will conduct a materiality analysis to further refine our targets and key figures, and we will report transparently for MEYLE and the entire group of companies. We will also drive forward targeted transformation and innovation to make a meaningful contribution beyond legal requirements and send a clear signal for the independent aftermarket.

In the following pages, we will take you on our sustainability journey. We would be delighted if you would accompany us.

Hamburg, July 31, 2024

Dirk Damaschke, Marc Siemssen



Dirk Damaschke
Executive Board



Marc Siemssen
Executive Board



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

02.

MEYLE AG

Better parts and solutions for the independent aftermarket

This is the guiding principle of MEYLE AG. Our company was founded on the principle of forming partnerships, which we believe is the foundation of our success. Our business relationships are equally strong with both trade partners and independent workshops. This exemplifies our approach to collaborating with our partners to provide support to drivers globally. Our manufacturing expertise, technical know-how, and products enable vehicles around the world to remain on the road for longer and with greater reliability.

At our company headquarters in Hamburg, we guarantee that we meet our high-quality standards for superior parts and solutions for the independent aftermarket. Our services include development and production coordination, as well as logistics and customer services.

As an independent manufacturer, we collaborate with trade partners, workshops, and mechanics in over 120 countries to develop new, innovative parts and solutions in line with current and future market requirements.

Partner for all in a market on the move

The independent aftermarket is undergoing significant changes that present challenges to all stakeholders, including manufacturers like us, wholesalers, and independent workshops. In collaboration with our partners, we are striving to enhance the efficiency of our value chain and to operate in a more sustainable manner. The necessity for action is greater than ever before due to a number of factors, including climate change and the energy transition, scarcity of resources, increased sustainability awareness, and alternative drive systems.

The current climate of competitive consolidation, digitalization and connectivity, electromobility, sustainability and regulatory changes is compelling us to consider the future with greater urgency than ever before. At the beginning of 2024, we initiated the IAM:CONNECT stakeholder dialogue to identify perspectives, problems, and solutions. We facilitate discussions between independent partners to identify potential future developments for the aftermarket. Furthermore, the objective is to align the human, environmental, and economic dimensions.

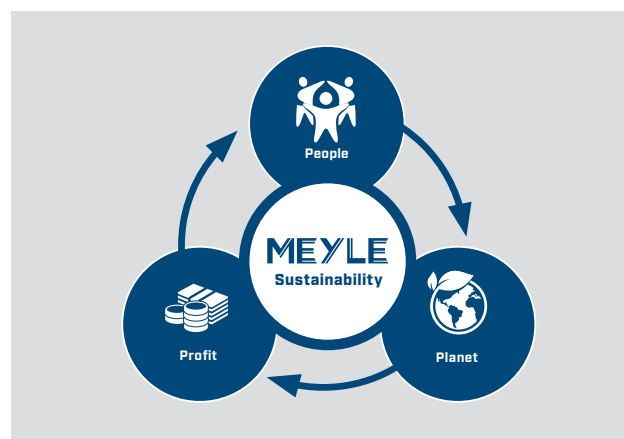
MEYLE AG's three strategic corporate responsibility goals

People: This is about all of us. This area includes measures for our employees, their families, the Group and social commitment in the form of donations and collaborations.

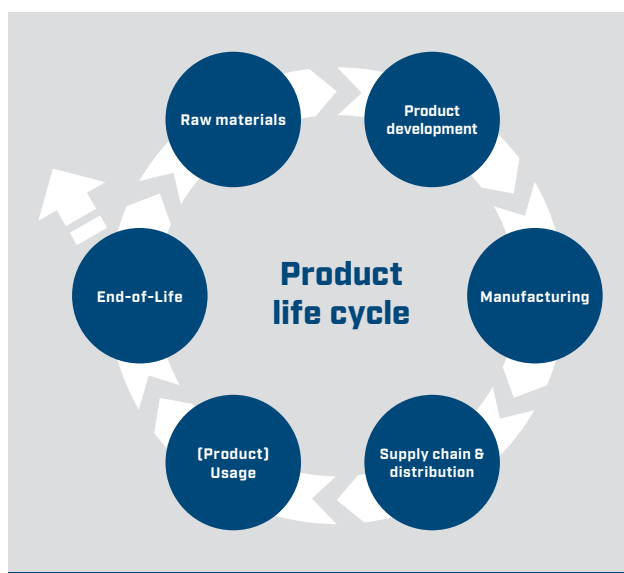
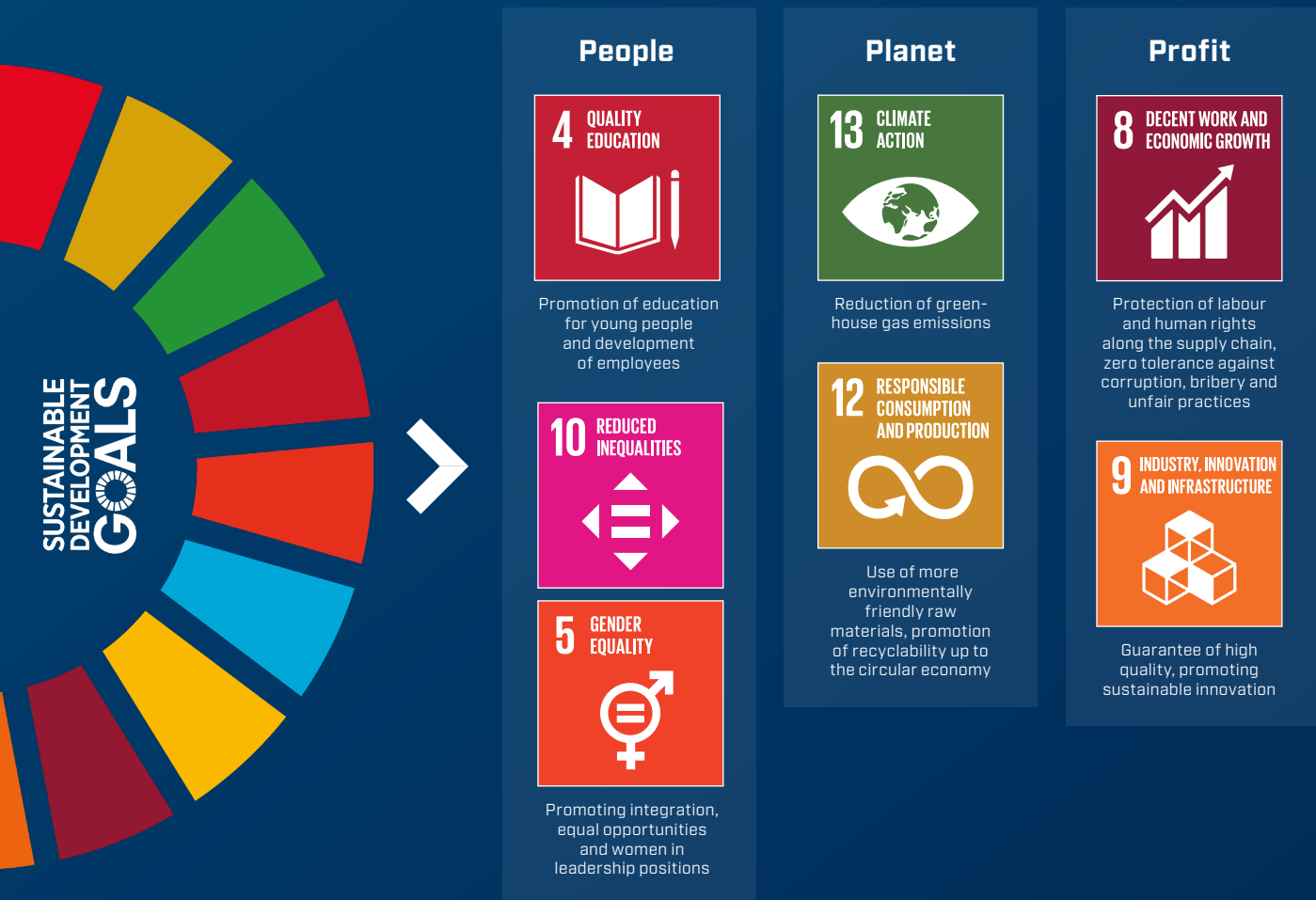
Planet: The goal of a sustainable value chain is closely linked to ecological factors and the impact on our planet. This includes all environmental and climate protection measures, such as the sustainable use of resources, waste avoidance and the use of renewable energies in the company.

Profit: At MEYLE, the focus of economic sustainability is on the development of sustainable and more durable parts so that vehicles stay on the road longer and new vehicle purchases can be delayed. In this way, we offer drivers more sustainable solutions

for car repairs and maintenance and support the efficient use of resources in vehicles. This includes MEYLE-HD parts, for example, which simply last longer thanks to their optimized design.



Our activities contribute in particular to the following seven of the United Nations' 17 Sustainable Development Goals.



Our objective

Sustainable development and action that runs through our entire value chain: from product development and manufacturing to procurement logistics, distribution and use. That's an ambitious aim. That's why we work every day to become even better and to make processes and procedures even more sustainable and efficient, as well as to focus on the circular economy in the long term - for us and for future generations.

03.

Human rights

The protection of international human rights is a fundamental principle for us. Even before we joined the UN Global Compact, these requirements were addressed in our employee code of conduct and the general purchasing terms and conditions for suppliers. Initiatives such as supplier management measures

and a whistle-blower system for reporting compliance violations have been introduced. A range of other measures based on the German Supply Chain Due Diligence Act (LkSG) are already being prepared.

Principle 1

Businesses should support and respect the protection of international human rights within their area of influence.

Principle 2

Businesses should ensure they are not complicit in human rights violations.

a) Measures

- All new employees learn about the employee code of conduct, which can be found on the intranet.
- A whistle-blower system for reporting compliance violations has been introduced for employees and external persons and is also available on our home page.
- When working with temp agencies, a mechanism for assessing human rights compliance was introduced as defined by the International Labour Organization (ILO).
- A supplier self-disclosure addressing criteria such as human rights and the environment was introduced in the area of supply chain management and must be completed by potential suppliers.
- The areas of human rights and environmental protection have been incorporated into our supplier audits.
- The results of the supplier audits are included and considered in the supplier assessment. Environmental and human rights violations must be corrected within the stipulated period of time.
- As part of an ongoing improvement process, our supplier management department works with suppliers to correct any environmental or human

rights violations or problems.

- Support of more than ten aid organisations and social institutions.
- We have adapted our Supplier Code of Conduct to the German Supply Chain Due Diligence Act (LkSG).
- Implementation of an ESG rating (Ecovadis).
- Implementation of a training course on sustainable procurement in the area of strategic and operational purchasing.
- Group-wide guideline for sustainable procurement introduced.

b) Findings

- No employees, suppliers or customers were found to have violated human rights.
- As part of the Supply Chain Due Diligence Act (LkSG) and the future implementation of the European Supply Chain Directive (CSDDD), a series of further measures to safeguard human rights in the supply chain are continuously being prepared.

KPIs that were measured:

- Number of suppliers who have signed the Code of Conduct.
- Number of suppliers who have participated in an audit with CR content.
- Number of purchasers who have completed training on sustainable procurement.

c) Aims

- Continue the risk analysis of our supply chain and the resulting derivation of further measures to comply with due diligence in the area of human rights.
- Implementation of supplier audits and the resulting management of measures to ensure human rights in the supply chain.
- Focus more on diversity and inclusion.

04.

Labour standards

MEYLE AG is governed by the laws of Germany and the EU. Our national companies are subject to local legislation. It goes without saying that our employees have the right to collective bargaining and freedom of association. MEYLE rejects any form of forced labour, child labour or discrimination.

This is a legal framework in Germany and the EU, and is a matter of course for our company. Nevertheless,

MEYLE is committed to promoting and disseminating these objectives in all business contacts. The focus of our measures in the area of labour standards is therefore concentrated on the areas of corporate culture, management principles & cooperation, health protection and the promotion of a work-life balance.

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Zero tolerance of forced labour.

Principle 5

The abolition of child labour.

Principle 6

Zero tolerance of discrimination in respect of employment and occupation.

MEYLE has an open corporate culture characterised by a very positive working atmosphere and flat hierarchies. All employees are given the opportunity to take on responsibility and develop personally. Everyone is part of this culture and brings the company to life. Only together can we achieve the goals and challenges we set for ourselves.

Friendly cooperation has always been a cornerstone at MEYLE. Not only among colleagues, but also with our stakeholders such as suppliers and customers. In the words of the company's founder: 'The friendship of those we serve is the foundation of our success'. This attitude characterises and guides our daily actions.

Guiding principles of leadership and cooperation!

CLARITY BEFORE HARMONY

Know and live our vision and mission.



Credibly identify with our company, brand and products.



Communicate clearly about the issue and with respect for the person.



Do what you say and act purposefully in the implementation.

CONSISTENTLY GOOD LEADERSHIP

Consistent leadership also means demonstrating and implementing consequences.



Consistently good management behaviour ensures reliability and trust among colleagues.

There is always a person in charge and a timing for a specific goal.



CHALLENGE & ENCOURAGE

Agree and regularly review clear and realistic objectives with colleagues across the hierarchy that are aligned with company and departmental goals.



Develop yourself and your colleagues individually for the benefit of the company. Practice constructive criticism and never criticise individuals in front of others.



And don't hold back on recognition when things go well and smoothly.



BE A ROLE MODEL

Model what you expect from others.



EVIDENCE-BASED DECISIONS

Focus on the customer benefit when making decisions and act in a considered and cost-conscious manner (Figures, data, facts).



Depending on the situation, the Pareto principle can help focus, whereby 80% benefit can be achieved with 20% effort.



Hold your decision and check the result.

We have also made great efforts to give our life and work at MEYLE a clear direction. To this end, we have developed a MEYLE target culture in several working groups and with all hierarchical levels.

Which serves as the basis and framework for action for all employees. It reflects our efforts to shape the future of MEYLE together:



#YOU COUNT!

... stands for ALL employees, without whom we would not be where we are today.



#EYE LEVEL

... stands for trusting, cross-division and reliable cooperation at eye level.



#ENTHUSIASM FOR MEYLE

... stands for the passion we put into our work every day.



#COMMUNICATIVE

... stands for the way we communicate with each other - we communicate promptly, openly, clearly, appreciatively and comprehensibly.



#RESPONSIBLE

... stands for the fact that all our actions are long-term, sustainable and conscientious in terms of responsible corporate development.



#ENTREPRENEURIAL SPIRIT

... stands for our DNA. For us, it goes without saying that we inspire our customers with the more innovative solutions and the better parts.

“MEYLE’s family and life-stage-conscious corporate culture aims to ensure a healthy work-life balance for its employees.”



As much as our employees care about MEYLE, MEYLE endeavours to ensure the well-being and healthy balance between work and private life for our employees.

That’s why MEYLE supports them with a programme that is tailored to their wishes and needs. Ideas, priorities and goals change with each stage of life. MEYLE sees itself in the role of a prudent partner, offering advice and support to employees in their life and career planning. Employees can choose from a wide range of working models.

Everyone is expected to treat each other and third parties in a respectful, friendly, objective and fair manner. Discrimination or any form of harassment will not be tolerated.

If such behaviour is observed, the Code of Conduct requires employees to report it immediately. MEYLE is committed to detecting, stopping and taking appropriate action to prevent such incidents in the future.

We see ourselves as a family-run business where the interests of the community are valued and individual problems are taken into account as far as possible. We live in a challenging world and have the ambition to meet changing demands. We strive to find helpful and supportive solutions for all employees based on the premises outlined above. In addition to a profit-sharing scheme in the form of a company-wide MEYLE bonus

in 2023, an inflation compensation payment has also been made to provide additional financial support, particularly for colleagues in the warehouse. These examples underline the fact that MEYLE AG does not aim to maximise profits. We take our responsibility towards our employees very seriously and stand by them, especially in difficult times.

We’re a global company with a clear commitment to our local roots and thus our employees, which is why we support local clubs and institutions in our employees’ environments. We made a conscious decision to support amateur sport and charitable organisations, as we wholeheartedly believe that assistance is desperately needed in these areas. We also continuously support humanitarian measures which help people in need to alleviate distress and overcome their difficult situations themselves.

a) Actions

- **Incorporate labour standards into the Code of Conduct:** The Code of Conduct is presented and distributed to all employees during induction and is also available on the intranet.
- **Sabbatical programme:** As an opportunity for an individual sabbatical.
- **Whistleblower system:** Introduced for employees and external parties to report compliance breaches, also available on the website.
- **Use of temporary employment agencies:** A mechanism has been put in place to verify that human rights are respected in accordance with the International Labour Organisation (ILO).
- **Introduction of mobile working in 2020 and mobile working in other EU countries from 2024:** The aim is to allow the best possible work-life balance. The regulation stipulates that work can be carried out at any time and from anywhere in the world. Working hours are organised in a results-oriented way and in consultation with the manager. We offer support in managing mobile work.
- **Continue to reduce temporary work:** This gives us flexibility in dealing with irregular order processing. However, it is our declared aim to recruit even more of our own employees and to jointly develop more flexible shift systems in connection with the necessary shift work. We now recruit more than a third of our warehouse staff from temporary agencies.

• Sustainable company catering “SchlemmerMEYLE”:

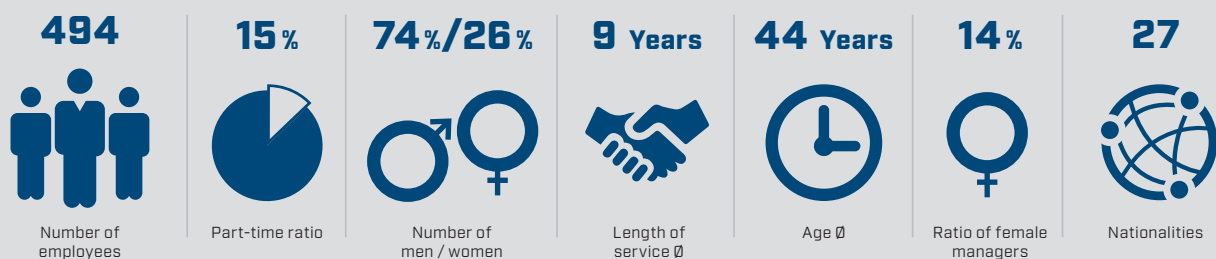
Since January 13, 2020, our restaurant has been DE ÖKO 039 certified for the first time and has recently been awarded the organic seal again. We also offer a ‘climate plate’ almost every day to raise awareness of the importance of reducing greenhouse gas emissions.

- **Health management:** We all spend a lot of time at work. So what could be more natural than creating a healthy working environment and raising awareness of health issues? Specifically, it is about strengthening the resources and health skills of our employees and recognising health risks in the workplace. MEYLE offers a wide range of workplace health promotion programmes. On the one hand, there are preventive measures such as free massages for all employees, massage chairs, football, lectures on health topics (previous topics: Flu vaccinations, blood donations, bowel cancer screening, workplace counselling for offices and logistics, ‘Fit for the shift’ workshops specifically for the logistics sector, individual psychological counselling, individual counselling by the company doctor (preventive medical check-ups, vaccination advice, individual counselling), company bike leasing, the opportunity to take a sabbatical, subsidies for healthy food at SchlemmerMEYLE and heart saver courses. But MEYLE is also there for its employees after longer periods of illness, for example by offering a professional integration management programme or by supporting an individual return to work.



- **Health survey:** The initial implementation has been very intensive and will be followed up. The lessons learnt will feed into a wide range of activities.
- **Social benefits and supplements:** Business Integration Management (BEM). With the introduction of BEM in 2019, three employees were comprehensively trained as BEM officers and the BEM process was introduced and established within the company. Employees who meet the requirements for BEM are assessed on a monthly basis and invited to an information meeting. To date, 110 employees, most of whom have been on long-term sick leave, have participated in the BEM process and received extensive support from the BEM team to help them return to work. In many cases, with the support of the company doctor or network partners, we have found individual solutions to help employees cope better with everyday working life.
- **MEYLE "Breakdown service":** Life has its ups and downs. It can happen to any of us that we suffer an accident or find ourselves in a situation from which there seems to be no way out. MEYLE AG wants to provide help and support in such cases
- **Supplementary disability and health insurance:** These represent a significant improvement in protection in the event of a claim. It is available to all, and the feedback from employees who have used it has been overwhelmingly positive.
- **The payment of kindergarten subsidies:** This support, up to the maximum taxable amount, provides essential financial support for our families. The costs are still very high and pose a great challenge to families.
- **Various other services and surcharges:** For example, insurance subsidies, the HVV-Proficard and the Deutschlandticket. Mobility cooperation with MOIA (ridesharing service in Hamburg) to make commuting easier for all employees.
- Sustainable ideas for our employees and the company are incorporated via the suggestion scheme.
- Increasing the visibility of the range of family-conscious measures on offer to employees (intranet) and applicants.

b) Findings



Top Job 2024: MEYLE AG received this award in 2024 for the 8th time in a row. Once again, we received a comprehensive report on the results of the employee survey. We use these results to continuously develop ourselves.



c) Aims

- We want to further strengthen and promote the understanding of sustainability within the company so that we become a truly sustainable employer. Further promote employee training and development, particularly in the area of sustainability.
- Conduct salary structure analyses to identify unintentional pay gaps [e.g. in the case of extended

absences such as parental leave) and develop compensation concepts.

- Introduction of exoskeletons for logistics employees to improve back health.
- We want to appoint a permanent contact person for our employees for equality and inclusion.

05.

Environmental Protection

The development of a sustainability strategy for MEYLE and the Wulf Gaertner Autoparts AG group of companies is the next logical step, as sustainability has a long tradition at MEYLE. MEYLE AG's goal is to support car drivers around the world with sustainable repairs and to keep vehicles on the road longer with clever solutions and durable car parts. In 2002, we launched

the MEYLE-HD product line with parts that are "better than OE". Since then, we have continued to expand the range with resource-saving MEYLE-KITS. The aim is always to maximise the potential for waste reduction and resource conservation throughout the entire development process.

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Businesses should take initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

MEYLE AG focuses on resource conservation and energy efficiency. Strategic decisions are aimed at aligning MEYLE AG's value creation with the requirements of CO₂ neutrality and the transition to alternative drive systems. These high standards apply both to the company's own processes and to the procurement of processes and the procurement of materials. High quality, sustainability and compliance with ethical principles - MEYLE AG applies these standards not only to itself, but to the entire supply chain.

Our vision is to be **"the ones with the better and more sustainable car parts"**. To slow down climate change, it is important that we all set ourselves ambitious targets for reducing greenhouse gas emissions.

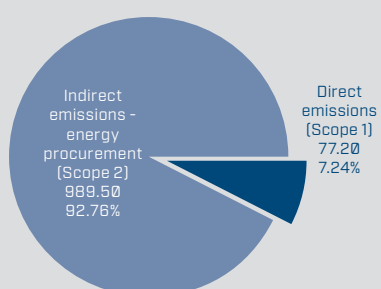
We support the European Green Deal to achieve climate neutrality by 2050. To achieve this, we are taking a structured approach to sustainability: In the past, we have offset some of our CO₂ emissions by investing in and reporting on climate change projects

This has been an important step in the short term, but we now want to go further and are developing a clear roadmap for reducing emissions for MEYLE and the entire Group.

This is how we will proceed:

1. measure greenhouse gas emissions: Scope 1-3 emissions according to the Greenhouse Gas Protocol (GHG Protocol).
2. implement measures to reduce greenhouse gas emissions.
3. develop a roadmap for the sustainable management of unavoidable emissions in 2025.

Our carbon footprint for GHG emissions in 2022



| | GHG-emissions (t CO ₂ e) | Proportion (%) |
|--|-------------------------------------|----------------|
| Direct emissions (Scope 1) | 77.20 | 7.24 |
| Indirect emissions - energy procurement (Scope 2)* | 989.50 | 92.76 |
| Total | 1,066.70 | 100.00 |

*Market-based calculation, based on the energy audit DIN EN 16247-1 with the underlying emission factors CO₂-equivalent electricity: 0.427kg/kWh, CO₂-equivalent district heating: 0.280kg/kWh



a) Actions

- Measurement of greenhouse gas emissions (Scope 1 & 2 according to the GHG Protocol).
- Since 2019, we have calculated our greenhouse gas emissions and are constantly working to reduce them further by using green electricity at our headquarters in Hamburg.
- **MEYLE Code of Conduct on Compliance:** Every employee shares responsibility for environmental protection in their area of work and is obliged to comply with environmental protection laws, regulations and standards.
- **Environmental protection in the workplace:** The document is included in the induction documents for new employees.
- **Donation of used materials:** From the logistics area for our employees.
- **Measures to reduce CO₂ emissions when travelling to and from work:**
 - MEYLE promotes electromobility among its employees and provides electric vehicles and charging infrastructure in the car pool.
 - Specification of CO₂-saving field service vehicles, pool vehicles and company cars.
 - Reduction of the internal car pool and more sustainable capacity adjustment through the use of flexible offers such as car subscription or leasing.
 - Subsidisation of job bike leasing.
 - Subsidisation of the HVV ticket and the Germany ticket.
 - Carpool service for commercial employees outside bus times.
 - Mobility cooperation with MOIA (ridesharing service in Hamburg).
- **Green electricity from the energy cooperative:** since 2019, MEYLE AG has saved around 860 tonnes of CO₂ per year compared to the German electricity mix.
- **LED lighting to increase energy efficiency:** 100% of the warehouse lighting in the 1st to 4th construction phases has already been converted to LED. This will be gradually implemented in phase 5.
- **MEYLE honey from our own natural meadows:** We support a local apiary, its bees and the pollination of flowers around the MEYLE headquarters in Merking. The honey is offered to colleagues at cost price and used as a customer gift.
- **Green roofs on company buildings:** Our roof garden with litter meadow vegetation is one of the very few in Hamburg's industrial areas. Our aim is to contribute to the biodiversity of the site and the well-being of our employees.
- **Organic certification for staff restaurant "SchlemmerMEYLE":**
 - BIO certificate: 20% organic products.
 - Organic quality is subsidised separately.
 - Deposit system for to-go containers, to-go containers made from sustainable raw materials.
 - Introduction of the Klimateller.
- **CO₂ neutral website certificate:** This certificate confirms MEYLE AG's participation in the 'CO₂-neutral website' programme. The certificate states that the CO₂ emissions caused by the site and its users have been neutralised through measurable CO₂ reductions. The reductions are achieved through the use of renewable energy sources (e.g. wind turbines) and participation in controlled, CO₂-reducing projects.
- **Office and coffee shop materials:** Almost 100% switched to sustainable options such as fair trade, organic or Blue Angel.
- **Reduction in marketing items:** And the requirement to always choose the most sustainable option. A separate budget has been set up for this.
- **Reduction of plastic in logistics:** Since an initial change in packaging and shipping materials, around 4 tonnes (over 550 km of plastic in the form of stretch film and plastic tape) have been saved each year. As an alternative, we use paper tape and mailing bags.
- **Reducing paper through digitalisation.**
- **Group-wide sustainable procurement policy introduced.**
- **Reducing 'Made in China' products in favour of EU production where possible.**

b) Findings

- Our racing sponsorship is not yet 100% sustainable. However, we are working with a racing team that is committed to sustainability and is already compensating CO₂ emissions in the racing sector.

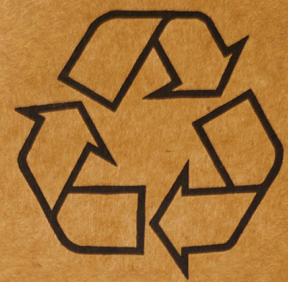
c) Aims

- Extend CR indicators to other areas - to measure our environmental progress.
- By 2025, develop a roadmap to address unavoidable

emissions and further reduce CO₂ in all areas, including: Making supply chains more sustainable, for example through supplier management and the use of green, low CO₂ aluminium and steel.

- Further reducing paper through internal digitisation.
- Reducing product packaging and increasing the use of sustainable alternatives.

“We have saved around 4 tonnes of plastic per year since an initial change in packaging and shipping materials.”



06.

Anti-corruption

Principle 10

Businesses should take a stand against all forms of corruption, including extortion and bribery.

MEYLE AG is unreservedly committed to fair competition, transparency and, in particular, strict compliance with antitrust and other relevant competition laws.

a) Measures

- **Inclusion of the prohibition of corruption in the Code of Conduct:** The Code of Conduct is part of every induction process. It is given to all new employees and is available on the intranet.
- **Compliance training:** Mandatory annual compliance training provides employees with a thorough explanation of the legal framework and the distinction between customer care and corruption. This includes topics and issues relevant to their day-to-day work, such as invitations to business lunches or specific aspects of dealing with gifts from suppliers. Employees are encouraged to contact the Legal and Compliance department with any questions or concerns.
- **Statutory whistleblower system:** A whistleblower system has been put in place to ensure that fraud and other illegal business practices are detected and stopped at an early stage and that damage to all parties involved is avoided. As a neutral point of contact, the Compliance Processing Centre receives reports and treats them with the necessary confidentiality. The whistleblower system in accordance with the Whistleblower Directive (EU) 2019/1937 is accessible via a platform-based software solution and all reports are submitted anonymously. This is to ensure that the whistleblower cannot be traced back to the whistleblower.
- MEYLE AG has established a compliance department and a comprehensive compliance management system.

• Integrating anti-corruption into supplier management:

We have implemented targeted measures in our supplier management processes to effectively prevent corruption in our upstream supply chain. First, suppliers are asked to complete a self-disclosure questionnaire. Each supplier is immediately audited by us. This includes environmental, human rights and labour standards. Suppliers are also audited and assessed to determine the extent to which they take action against corruption in their own supply chain and systematically derive measures. In addition, MEYLE AG has adopted a Code of Conduct for Suppliers 2024 and requires suppliers to comply with human rights, social and environmental standards.

b) Findings

No violations of criminal corruption/competition law have been identified in the company.

c) Aims

With the introduction of the Code of Conduct for Suppliers, MEYLE AG has achieved the goal set in the previous year. In addition, training was provided in the area of compliance. The new objective for 2024/2025 is to extend the compliance management system to the entire Group as part of Group Governance (with a particular focus on the requirements of the current 14th EU Sanctions Package against Russia).

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MEYLE AG

Merkurring 111, 22143 Hamburg, Germany
phone +49 40 67506 510, fax +49 40 67506 506
contact@meyle.com

www.meyle.com

MEYLE