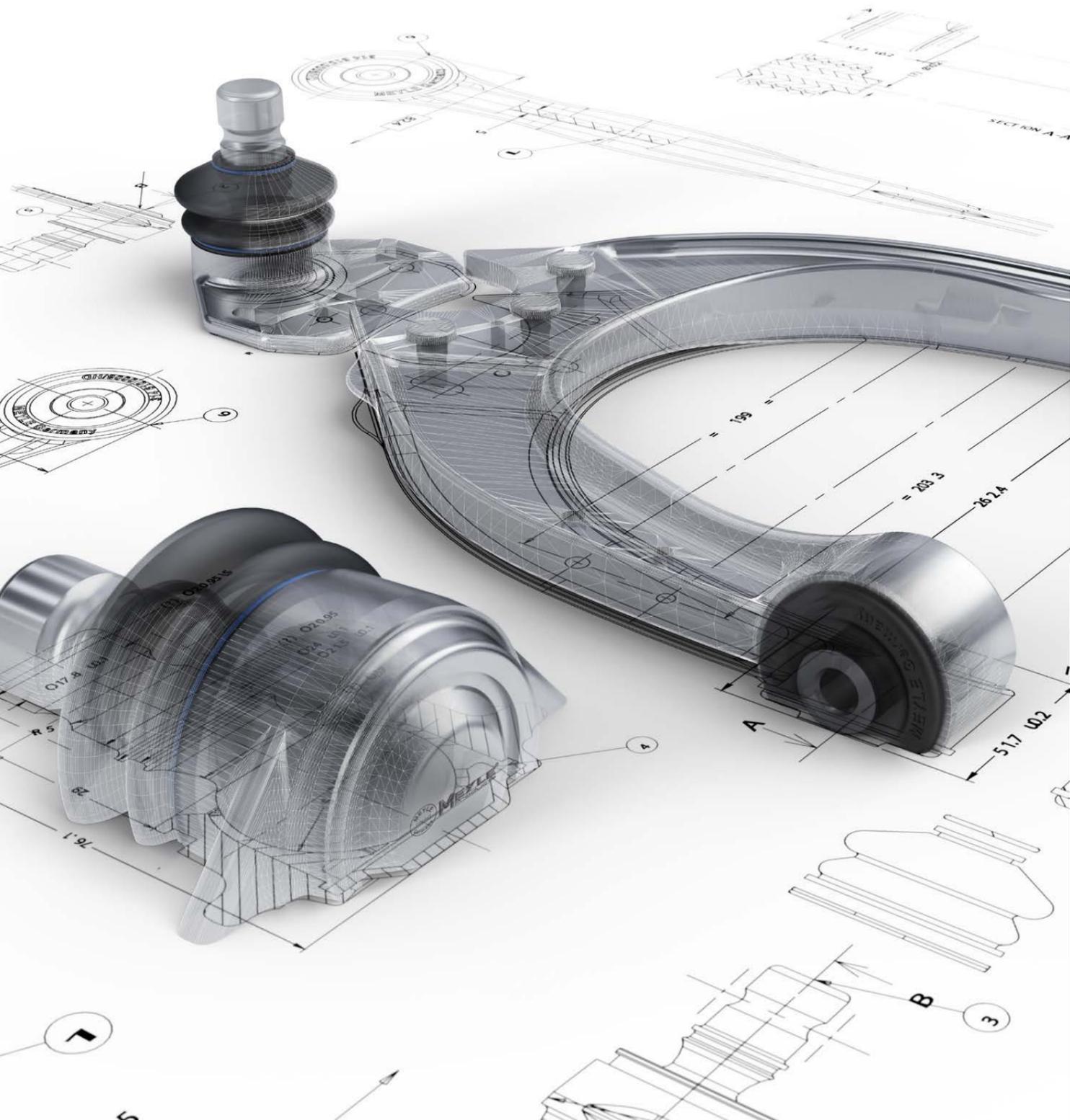




MEYLE – miles ahead.

NEXT-GENERATION spare parts



"WE are the ones with the BETTER PARTS"

What does Wulf Gaertner Autoparts AG stand for?

Dr. Karl J. Gaertner: Our product range of currently over 21,000 automotive spare parts caters for almost every vehicle application. At the same time, we distribute our products to over 120 countries and operate local offices worldwide. I think this clearly demonstrates the confidence our customers have in us. Confidence that we have earned through our MEYLE and MEYLE-HD brands: We set great store by premium-grade quality and a wide range of quality assurance tools. On the market our MEYLE-HD brand has become synonymous with technically enhanced automotive spares designed to outshine OE applications in terms of durability and reliability.

What are the processes behind MEYLE and MEYLE-HD parts?

Michael Knopf: Our product team engineers scrutinise original spares known to fail prematurely. Based on their findings they develop solutions designed to remedy the

shortcomings of their OE equivalents – a MEYLE-HD part in the making.

André Sobottka: But we are not content with just supplying „a better part“, we are also the ones who provide a „better service“. Our corporate philosophy centres on fostering personal relationships with our customers. Rather than pushing short-term success, we share an unyielding commitment to building and sustaining long-term alliances with our partners.

You started out as a small exporting business some 50 years ago – how did you manage to accomplish all this?

Marita Schwartze: We owe our success to our employees. Everybody goes the extra mile, driven by a clear vision: Delivering above-and-beyond customer service, inspiring enthusiasm for our products and making innovation and technological refinement our hallmark. In short: We will continue to be “the ones with the better parts”.



Members of the Board at Wulf Gaertner Autoparts AG:
Michael Knopf, Marita Schwartze, Dr. Karl J. Gaertner and André Sobottka

Our brands: MEYLE and MEYLE-HD

Under its MEYLE and MEYLE-HD brands Wulf Gaertner Autoparts AG manufactures and markets top-grade, quality-tested spare parts for the independent aftermarket.

The MEYLE brand supplies its customers with more than 21,000 extremely reliable and durable spare parts manufactured at our own production facilities or by trusted production partners. MEYLE offers a highly diversified product range.



MEYLE-HD: Simply LASTS LONGER!

Increasing costs, relentless time-to-market pressure and ever greater model variety – it's no surprise that many models which roll off the assembly lines still have teething problems. 2014 has seen around 45 million vehicle callbacks marking it a "record year of recalls"¹. And the trend is growing. With no end in sight!

And this is precisely where MEYLE-HD parts come into play: Engineered to last longer, these technically enhanced parts outshine OE designs. It's all in the name: HD in MEYLE-HD stands for "High Durability".

Because we are demonstrably "the ones with better parts" every MEYLE-HD part purchased comes with our special four-year warranty and a fourfold guarantee:

- > Extended spare part life
- > Increased driving safety
- > Cost- and time-effective repairs
- > Quality first-hand

Today, the MEYLE-HD brand enjoys an international reputation and profile, making HD parts the company's flagship products.



The MEYLE PRODUCT WORLD

Numerous product groups for passenger cars, vans and commercial vehicles featuring over 21,000 MEYLE and MEYLE-HD branded and detailed technical information to swift deliveries and in-depth training we offer tailor-made services developed to give our as company founder Wulf Gaertner put it: "The friendship of those we serve is the foundation of our success".

parts – our comprehensive range of spare parts caters for virtually all customer needs. Ranging from personal customer support customers definite added value. In all our business dealings, closeness to customers and straight communications are paramount – or

Steering and suspension



Brakes



Drive components



Damping parts



Filters



Cooling systems



Rubber-to-metal parts



Electrics and sensors



Engine and transmission



Fluids



¹ Automobilwoche magazine, issue 23, 3. November 2014, p. 2

Staying on the road to success: The rise from **EXPORTER** to **PREMIUM-QUALITY MANUFACTURER** with **OWN PRODUCTION FACILITIES**



In the early 1950s, Wulf Gaertner, a trained export merchant and enthusiastic amateur racer spends some years living in South America. The tremendous demand for German automotive spares on the market sparks a business idea: Back in Germany, on 11 July 1958 he founds his own exporting company: Wulf Gaertner GmbH.

Wulf Gaertner GmbH is transformed into a privately-held, unlisted public company: Wulf Gaertner Autoparts AG. Dr. Karl J. Gaertner is appointed chairman of the Board of the family-run company.

The MEYLE-HD brand is launched: Technically enhanced to outshine original spare parts, MEYLE-HD parts have become the company's flagship product, enjoying global success.

Marita Schwartze, Head of HR, is appointed to the Board.

Additions to the Board: Michael Knopf joins the Board for Company Organization, IT and New Business Fields; André Sobottka for Sales, Marketing and Communications.

1958

1995

1997

1997

2002

2008

2011

2013

2014

Today

Through the acquisition of the MEYLE spare parts brand a new business field unfolds. The former exporting business has evolved into a trading company operating its own production sites. The company founder's nephew, Dr. Karl J. Gaertner, is appointed Managing Director.

The company moves into its purpose-built headquarters at Merkuring in Hamburg-Rahlstedt. For the first time warehouse and offices are conveniently housed in a single building complex.

Wulf Gaertner Autoparts celebrates its golden anniversary: half a century of success and steady growth.

Hamburg central warehouse expansion to 29,000 sqm creates space for over 56,000 pallets. The annex building also includes new offices, a training centre and a modern staff restaurant.

Staying on the road to success: For over half a century family-run Wulf Gaertner Autoparts AG has been successfully operating on the independent aftermarket.



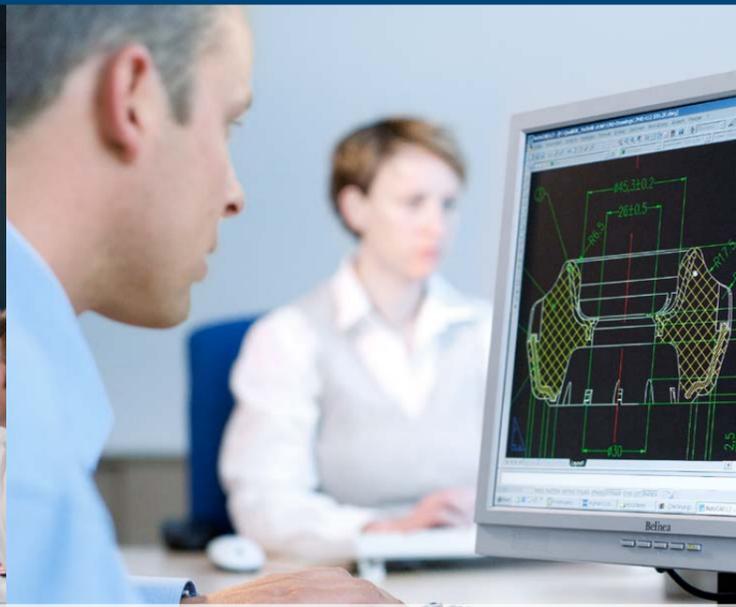
Strategic **CLOSENESS** to **CUSTOMERS**



- > MEYLE and MEYLE-HD parts are marketed in over 120 countries
- > 400 employees at the company's Hamburg headquarters
- > More than 10 logistic hubs worldwide
- > Approx. 1,000 employees worldwide
- > Eight locations around the globe
- > Over 21,000 parts to fit 1,000,000 passenger car and 665,000 commercial vehicle applications
- > Own steering and suspension manufacturing facility as well as other production sites



1. Scrutinising OE spares which fail prematurely



2. Identifying refinement potential and development stage



3. Production at company's own facilities



4. Testing phase in the quality laboratory and on test tracks

MEYLE-HD parts: From **ENGINEERING** to **INSTALLATION**



5. Mature MEYLE-HD part



6. Shipment to customers



7. After-sales product services

Business Development – **SCOUTING** for **SUSTAINABLE INNOVATION** trends is our future



FAR-SIGHTED investments in the **FUTURE**

At Wulf Gaertner Autoparts we demonstrate innovative power every single day: Our engineers create “better parts”. Committed to integrating environmentally sustainable and socially responsible practices, we are eager to explore unknown territories and lead by example. The cornerstones of social responsibility to which we subscribe were laid by the company founder: Wulf Gaertner was led by a deep-seated belief that trustful cooperation – both internally and externally – is first and foremost a matter of mutual give and take. Sustaining this tradition for more than half a century, balancing social, environmental and economic concerns is paramount. We see this conviction not only as self-

evident but also as an opportunity to sharpen our business processes and devise leading-edge products which put us miles ahead of our peers.

Rooted in our tradition, our employees are committed to the moral principles enshrined in our corporate conduct code. Our business ethics are more than mere theory: they form the underlying standard for everything we do. Reliability, mutual respect and trust are the core values that guide us in our day-to-day dealings with business partners and among colleagues. Like our business partners, our employees can fully depend on us to take care of all their needs.



PEOPLE

Our tradition of giving back to the community dates back to the very beginning of the company: In the 1950s, company founder Wulf Gaertner lived in South America, where he supported the charity SOS Children’s Villages in Guatemala. Even after returning to Germany he stayed in touch and visited the children every year. In 2004, the Board decided to carry on his legacy: Each year Wulf Gaertner Autoparts makes donations to fund SOS Children’s Villages in South America.



PLANET

An interdivisional project has been launched to foster environmental awareness and encourage our employees to implement projects on their own initiative, promoting a number of fundraising projects. These activities also gave rise to a range of ideas for sustainable exterior and interior design of the company’s new premises at Hamburg-Rahlstedt. In 2011 we became an official PARTSLIFE system partner and since 2014 we have been supporting the “CO₂-neutral website” initiative.



PRODUCT

Electric mobility is set to become ever more important. As a manufacturer of automotive spare parts, we embrace our responsibility to promote alternative drive concepts. The Business Development team is pushing the development of a new product group designed around the needs of electric vehicles – for example we already offer suitable charger cables. Our own Institute for Automotive Technology and Electric Mobility (IAE) collaborates closely with a number of German universities to offer a platform for sharing information on all aspects of e-mobility.



Natalia S., Logistics
“Thanks to the many social benefits and health-promoting incentives I feel very safe and secure – this means a lot to me and is not self-evident in this day and age.”



Marc H., IT
“I enjoy being part of a multicultural team, allowing me to use my foreign language skills.”



Martina S., Controlling
“Working with people of all ages, stages and nationalities is greatly rewarding and enriching not only for us as co-workers, but also for our business partners.”

Considerate **COLLABORATION** as the key to **SUCCESS**

We are a global family-run business employing some 400 people at our Hamburg premises alone. The backbone of our success, our entire workforce is driven by a collaborative effort to be and remain “the ones with better parts”.

We acknowledge the invaluable contribution made by our employees by providing them with a wealth of opportunities and benefits. Placing responsibility in their hands and giving them the chance to shape and develop operations encouraged by flat hierarchies is consistent with this policy. We reward them with a full range of social benefits including a monthly contribution to the pension fund, profit sharing plans or public transport allowances. Continuing staff development and training strategies ensure that our people remain at the cutting edge of professional expertise.

Healthy work-life balance

Flexible work schedules allow our employees to balance work and family life. We demonstrate our commitment to the well-being of our employees and a healthy work-life balance offering benefits such as annual workplace safety training, discounts for fitness studios and our own staff restaurant. And finally there is the vibrant metropolitan area of Hamburg, with its countless recreational opportunities.

Far-sighted HR policies and practices have repeatedly earned the company recognition: Since 2008, we have regularly been voted a top 100 SME employer in Germany in the independent “Top Job” company rating. The fact that these ratings are based directly on employee polls underlines their exceptional identification with and commitment to the company’s goals. We achieve this by taking a careful look at issues raised in the survey and finding ways to remedy them.



Cultural and social diversity

The people of Hamburg have a reputation for being dependable, sophisticated and honest – virtues that are also echoed in our corporate culture: We strive for sustained economic viability without compromising the long-term commitment and loyalty of our employees.

At our head offices in Hamburg people from 26 different nations work together, thereby exemplifying the cultural diversity and cosmopolitan spirit to which our corporate culture subscribes. We welcome people of all ages and stages to our team: Trainees and young professionals work side by side with their experienced 50+ peers, who account for 25 per cent of our workforce. The gender mix of staff is unusually balanced for a male-dominated industry: In our commercial departments we employ 48 per cent women and 52 per cent men. And: 24 per cent of the senior management are female!

Open doors philosophy

Mutual give and take as premise for successful collaboration. This is a mainstay of our corporate culture which creates a positive working climate characterised by considerateness, solidarity and a strong sense of togetherness. We operate an open-door philosophy to nurture a relaxed and informal atmosphere. Recognition is as natural an element of our corporate culture as is constructive criticism and objective feedback balanced with appreciation. This way we foster long-term trustful relationships regardless of hierarchies. Alongside our fervent sense of shared identity and purpose, tradition and progression are two fundamental drives, which complement each other perfectly. Parts and solutions which have proved their value in the course of half a century of the company’s existence are carefully translated into the demands of the present. At the same time we are keen to embrace the future and blaze new trails.



Matthias S., Product Management
“The targeted coaching which the company offers for executives was a tremendous help in preparation for my management role.”



Ping Z., Purchase
“As a mother, what I value most is my flexible work schedule – this helps me reconcile family and career.”



Niklas A., Trainee
“The staff restaurant provides healthy and varied food – even at a special price for trainees!”

TRAIN and WORK with a strong PARTNER

Promoting young professionals is an essential element of our staff development policy. We offer vocational training for nine commercial, technical and trade professions approved by the German Chamber of Industry and Commerce:

Commercial professions:

- > Dual Bachelor study programme (HSBA) Business Administration/International Trade
- > Dual Bachelor study programme Business Administration/Engineering
- > Business economist (foreign trade)
- > Wholesale and foreign trade (specialty: foreign trade)

Trade:

- > Warehouse logistics
- > Warehouse supervisor

Technical professions:

- > IT technology system integration specialist
- > IT technology application specialist

A fundamental goal of our trainee programmes is to prepare dedicated young people for a career, promote team spirit and encourage initiative. Trainees get individual support from our experienced supervisors while enjoying a wide and varied remit in the field of wholesale and foreign trade.

HAMBURG – gateway to the WORLD

From the outset, Wulf Gaertner Autoparts AG has been based in Hamburg. The metropolitan region offers an attractive working and living environment: a cosmopolitan city with maritime Hanseatic flair and a vibrant port, opening a gateway to the world.

As a manufacturer with a global footprint we are committed to liaising with our business partners preferably in their mother tongue, demonstrating intercultural awareness and open-mindedness. Designed to develop the intercultural skills of our trainees as well as their professional knowledge, our training programmes offer opportunities to work abroad: Many of our former trainees have taken advantage of this opportunity to acquire experience or launch their career at one of our international offices.

All other employees who take part in our in-house language courses benefit from our worldwide network of locations too: Based in Hamburg, they can communicate with customers and partners around the globe drawing on these linguistic skills to the benefit of both sides.

Besides offering classes to learn and improve language skills, we also provide career guidance to young people by means of internships and trainee programmes. We also offer Bachelor and Master students interesting topics for their dissertations. During this period they collaborate closely with the respective department and receive extensive support.



Dennis P.,
Office Manager at Wulf
Gaertner Autoparts AG
Shanghai, Head of Sales
and Purchasing

"After completing my training at Wulf Gaertner Autoparts I was sent to China in 2009 to help establish the company's Shanghai office. The confidence the company demonstrated in me by entrusting me with this task, the opportunity for personal growth and professional development in Asia and the family atmosphere which the company cultivates have made me an ardent 'Gaertnerian'."



Nele J.,
Project Management

"After completing my training and then a bachelor degree parallel to my job at Wulf Gaertner Autoparts AG I decided I wanted to go to China. I am currently spending a year with the office team in Shanghai. Through my work I gain useful insight into all aspects of business operations. My knowledge of the Chinese language, culture and way of life grows every day. It is an exciting experience, deeply enriching!"



Pierre H.,
Sales Latin America

"During my training in business administration/foreign trade I was offered the opportunity to work at the MEYCAR office in Spain for a couple of weeks. This allowed me to brush up my Spanish, get to know a lot of great colleagues and gain valuable experience."



Alexander M.,
Sales Eastern Europe

"I grew up bilingual with Russian as my mother tongue and always wanted a career in sales which would allow me to put my language skills to good use. My job at Wulf Gaertner Autoparts also gives me the opportunity to travel and talk to customers and business partners in their home countries."



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Our brands:



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