

## Deutsche Post offers employees significant wage increases in 2018 and 2019

- **Wage increase of 3% beginning October 1, 2018, and 2.1% beginning October 1, 2019**
- **One-time payment of €250 in April 2018**
- **Around 60,000 employees will also be able to convert variable pay into fixed salary as of March 1, 2018.**
- **First-ever choice between wage increase and additional free time**
- **Collective agreement runs for 28 months until May 31, 2020**
- **Ogilvie (Board Member for Human Resources): “A viable result at the limit of our capacity“**

**Bonn, February 28, 2018:** At the close of the wage negotiations with the German trade union ver.di, Deutsche Post has made an extensive offer for its approximately 130,000 employees in Germany paid according to collective bargaining agreements. The employees would receive more money both this and next year. As of October 1, 2018, wages and salaries would rise 3%, and a further 2.1% one year later on October 1, 2019. The remuneration for trainees would also increase: between 3% and 4% as of October 1, 2018, and between 2.2% and 3% as of October 1, 2019. The collective agreement would run for 28 months until May 31, 2020.

In addition to the wage and salary increase, employees paid according to collective bargaining agreements would benefit directly from a one-time payment of €250 in April 2018.

For the first time, employees at Deutsche Post AG would be able to choose between the wage increase and the equivalent amount of additional free time.

Approximately 60,000 employees would also be able to have the variable component of their annual remuneration allocated to their fixed salary on a pro rata basis. Members of this pay group would thereby see an increase in their monthly fixed income.

For active civil servants at Deutsche Post, the so-called postal allowance would be continued

until May 31, 2020, the term of the collective bargaining agreement.

“We view this as a viable result at the conclusion to the negotiations, even if it reaches the limits of our financial capacity,” says Thomas Ogilvie, Board Member for Human Resources and Labor Director at Deutsche Post DHL Group. “Our employees would be clearly involved in the company's success. Over the past weeks during this year's collective bargaining negotiations we have intensively and constructively discussed all of ver.di's demands during four rounds of talks. If the offer is implemented, it will be possible to make existing regulations more flexible than before.”

“The ball is now in ver.di's court to create the conditions for employees to reap the benefits of the negotiated result as quickly as possible”, Ogilvie said

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