

Deutsche Post and ver.di reach an agreement for future growth and employment

- **Changes to the collective company agreement enable the transfer of 13,000 DHL Delivery GmbH employees to Deutsche Post AG**
- **The new wage structure is a further step towards long-term competitiveness**
- **Redundancy protection for pay scale staff extended by an additional three years to December 31, 2022**

Bonn, March 27, 2019: At the end of their recent round of collective bargaining, Deutsche Post DHL Group and German labor union ver.di agreed to make a forward-looking change to Deutsche Post AG's collective company agreement. "Against the background of the ongoing restructuring of the German mail and parcel business, we have reached an important milestone which means security for employees and offers long-term opportunities for the company. This agreement is a further step towards competitive wage structures in the mail and parcel market, building a foundation for sustainable business success. We are also consciously distancing ourselves from low-wage competition in the sector," explains Frank Appel, CEO of Deutsche Post DHL Group.

The agreement establishes a uniform collective company agreement allowing the company to consolidate its position as the best employer in the sector. At the heart of the agreement is an amendment which builds on the existing collective company agreement, and will enable the company to continue moving towards competitive wages for all new employees while allowing regional differences to be taken into account. The new arrangements also allow the 13,000 DHL Delivery GmbH employees covered by the regional collective agreements for freight forwarding and logistics to be transferred to Deutsche Post AG's collective company agreement on July 1, 2019.

"As we restructure our mail and parcel business in Germany, planning certainty is important not just for us as a company, but also for our employees – who are, after all, our most important asset. The agreement provides this certainty. Taken as a whole, the agreements reached enable us to boost our attractiveness as an employer while achieving a financially sustainable solution for the company," says Thomas Ogilvie, Board Member for HR and Labor Director, about the agreement.

Both sides agreed to extend the company's outsourcing moratorium on mail and combined mail and parcel delivery services, which was due to expire on March 31, 2019, to December 31, 2020.

Redundancy protection, which was due to expire at the end of 2019 under the old arrangements, was also extended to 31 December, 2022.

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You can find the press release for download on dpdhl.com/pressreleases

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Deutsche Post DHL Group is the world's leading mail and logistics company. The Group connects people and markets and is an enabler of global trade. It aspires to be the first choice for customers, employees and investors worldwide. The Group contributes to the world through responsible business practices, corporate citizenship and environmental activities. By the year 2050, Deutsche Post DHL Group aims to achieve zero emissions logistics.

Deutsche Post DHL Group is home to two strong brands: Deutsche Post is Europe's leading postal service provider. DHL offers a comprehensive range of international express, freight transport, and supply chain management services, as well as e-commerce logistics solutions. Deutsche Post DHL Group employs approximately 550,000 people in over 220 countries and territories worldwide. The Group generated revenues of more than 61 billion Euros in 2018.

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