Press release

Deutsche Post and ver.di Reach Agreement on New Collective Bargaining Agreement

- Approximately 170,000 employees will receive higher wages and additional vacation
- 5% wage increase and additional vacation for employees, trainees, and BA students
- **Thomas Ogilvie**: “In economically challenging times for Post & Parcel Germany, we are implementing wage increases that maintain our employees' purchasing power.”

Bonn, March 4, 2025: After difficult negotiations, Deutsche Post and ver.di labor union have reached an agreement on a new collective bargaining agreement for approximately 170,000 employees of Deutsche Post AG in the fourth round of negotiations. This agreement includes a total wage increase of 5% for all collective bargaining employees, trainees, and BA students: 2% effective April 1, 2025, and an additional 3% effective April 1, 2026. Furthermore, there will be changes to vacation entitlements, which was the union's key demand. All employees will receive an additional vacation day; from the 16th year of employment, employees will receive another additional day off.

The new collective bargaining agreement lasts 24 months and can be terminated at the earliest on December 31, 2026.

Thomas Ogilvie, Member of the Board of Management and Chief Human Resources Officer of Deutsche Post AG, said: “The negotiations with ver.di were extremely difficult. Given the business development at Post & Parcel Germany, there was little room for wage increases. Nevertheless, it was important for us to reach an agreement. Following a very high collective agreement in 2023, we are again implementing wage increases that will maintain our employees' purchasing power over the agreed duration of the collective bargaining agreement. This agreement also benefits our customers: The warning strikes are over, and the focus is once again fully on high service quality and reliability. However, this agreement does not resolve the structural problems affecting Post & Parcel Germany.”

Post & Parcel Germany is transitioning from a letter to a parcel business in a challenging environment: The structural decline in letter volumes has accelerated significantly, the regulatory environment is unfavorable, and the cost burden from recent collective agreements is substantial. The agreed wage increase will translate into an additional EUR 360 million in structural costs for the company in 2026 alone, and thus still within the current wage regulation period. At the same time, there is still a high

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investment need for the restructuring of the letter and parcel network as well as for the ecological sustainability of the business area.

Nikola Hagleitner, Board Member of Post & Parcel Germany said: “In this difficult environment, it is now our task to drive the restructuring of the business area and secure the profitability of Post & Parcel Germany, so that we can continue to invest in the restructuring of our networks and the quality of our services. In light of the environment and this collective agreement, we must consistently expand and accelerate our cost-cutting measures.”

– End –

You can find the press release for download as well as further information on group.dhl.com/pressreleases

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Post & Parcel Germany is a division of DHL Group with around 187,000 employees. Its core business is the transport, sorting and delivery of domestic letter mail and parcels in Germany. Post & Parcel Germany offers its comprehensive portfolio of products and services under DHL Group's two strong brands – Deutsche Post and DHL.

Powered by both brands, **Deutsche Post** and **DHL**, Post & Parcel Germany is the largest postal service provider in Europe, the market leader in the German mail and parcel market, and Provider of Choice for customers sending and receiving parcels. The division also operates the largest network of parcel lockers (Packstations and Poststations) in Germany. Post & Parcel Germany is an industry pioneer in environmental and social sustainability.

DHL Group generated revenues of approximately 84.2 billion euros in 2024. Through investment in green technologies and a commitment to society and the environment, the Group makes a positive contribution. DHL Group aims to achieve net-zero emissions logistics by 2050.