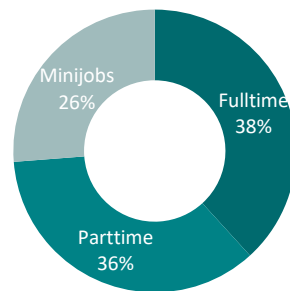


Retail in Germany

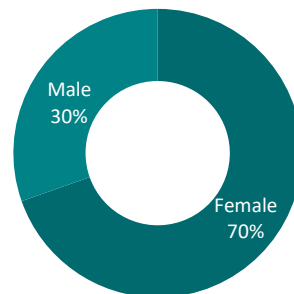
Collective Bargaining And Competitiveness

Retail sector as an employer

- Retail is the third biggest employer in Germany
- More than 300.000 companies
- More than 3 Mio. employees
- More than 150.000 in vocational training
- Parttime work above average (about 62%)
- Retail is a female branch (about 70%)



Quelle: Bundesagentur für Arbeit (Stichtag: 31.12.2017)
Klassifizierung: Einzelhandel ohne Kfz, Brennstoffe und Apotheken



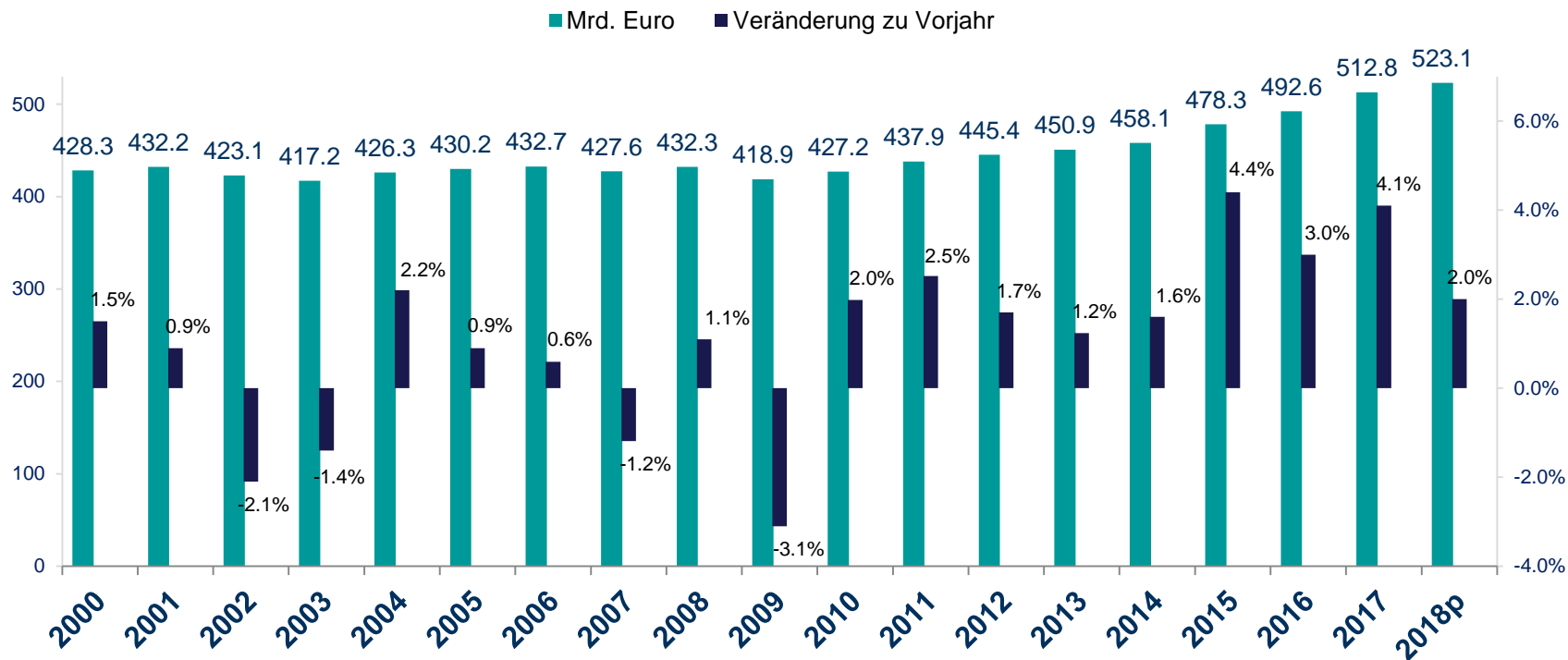
Quelle: Bundesagentur für Arbeit (Stichtag: 31.12.2017)
Klassifizierung: Einzelhandel (ohne Handel mit Kfz)

Retail sector is an economic factor

- Continuous sales growth since 2010
- Turnover now more than 500 Billion Euros
- Branch is dominated by SME's (94% have less than 20 employees), but 79% of turnover is generated by enterprises with more than 20 employees
- Online sales are growing faster than stationary sales

Ninth year with sales growth

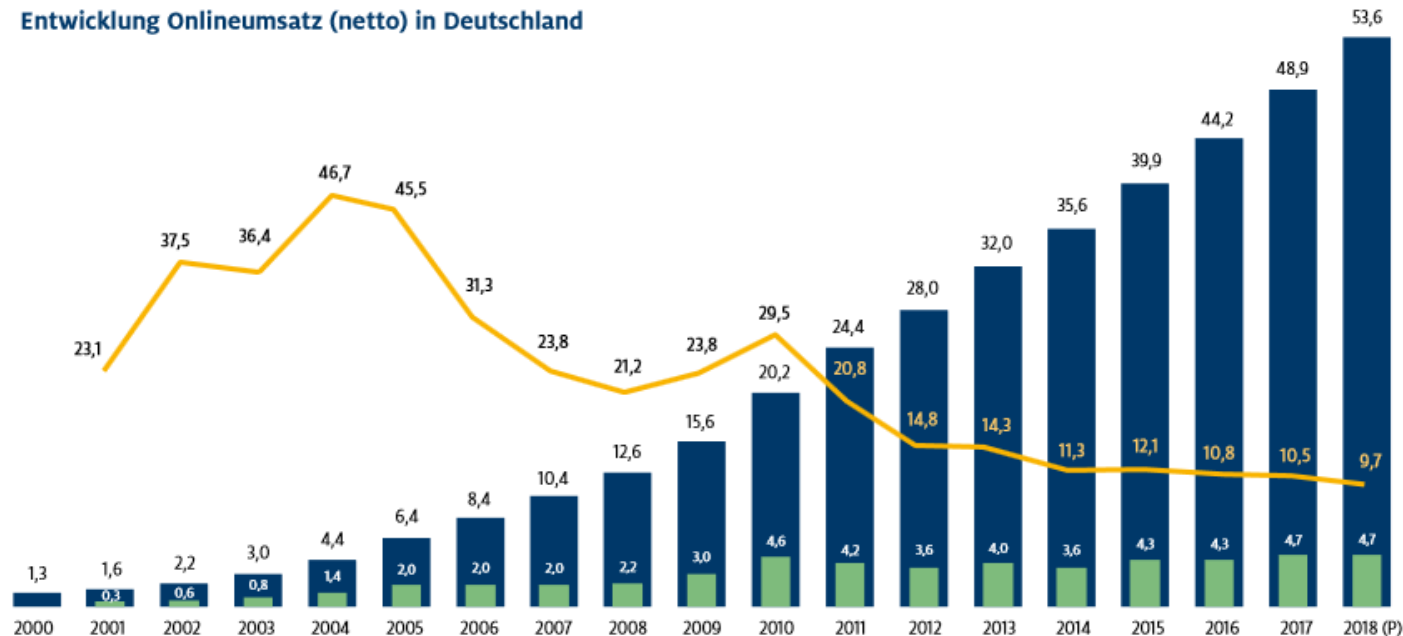
HDE forecast +2%



Online sales (net) in Germany

+10% in 2018

Entwicklung Onlineumsatz (netto) in Deutschland



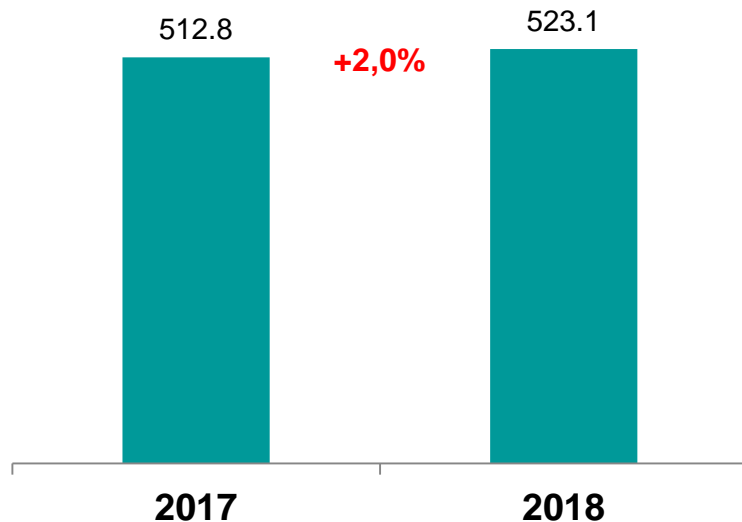
■ Onlineumsatz in Mrd. Euro ■ Veränderung zum Vorjahr in Prozent ■ Veränderung zum Vorjahr in Mrd. Euro

*Umsatzangaben netto: ohne Umsatzsteuer

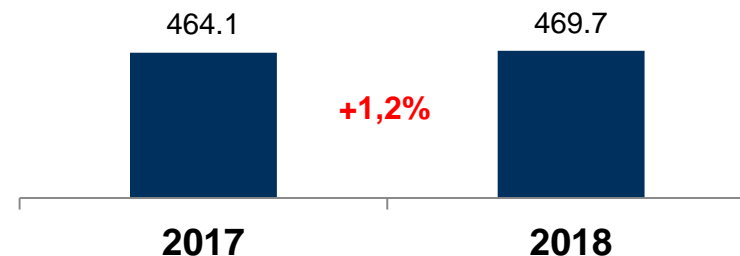
Retail in Germany

Data for 2018 shows growth difference

Retail total in billion Euro



Stationary retail



Online retail



Collective bargaining in the retail sector

- HDE is sole employers association for the retail sector in Germany
- 30% of companies, 40% of employers are bound by collective agreements with **ver.di** (trade union for the retail sector)
- Germany has 16 Federal states – the retail sector has 16 bargaining committees, coordinated by HDE
- Decentralized elements lead to (slightly) different wages and regulations (e.g. working time) in different states

Collective bargaining in the retail sector

- Regulations about pay groups, wages, weekly hours of work, annual leave, retirement provisions etc.
- Weekly hours of work between 37,5 and 39 hours
- German minimum wage is about 1.440 Euro
- Average wage (salesperson) is about 2.500 Euro
- Minimum annual leave by law is 20 days
- Annual leave in retail sector is 30 days

HDE goals 2018/19

Shaping the change to a technology industry

Ensuring fair terms of competition

Shaping the transformation in a responsible way



Action areas 2018/19

Employment

- Actively shaping the future world of work
- Skilled workers – qualifications for the digital world
- Dialogue about future employment opportunities for low-skilled people
- New vocational training for E-commerce-trader

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