

DGAP-Ad-hoc: Heidelberger Druckmaschinen AG / Key word(s): Agreement

Heidelberger Druckmaschinen AG: Heidelberg restructures company pension scheme via collective agreement with uniform dynamization of company pensions and strengthens equity through income of around € 65 million

30-Jun-2020 / 11:06 CET/CEST

Disclosure of an inside information acc. to Article 17 MAR of the Regulation (EU) No 596/2014, transmitted by DGAP - a service of EQS Group AG.

The issuer is solely responsible for the content of this announcement.

The Management Board and employee representatives of Heidelberger Druckmaschinen AG (Heidelberg) and the IG Metall trade union today reached agreement on the restructuring of the company pension scheme for the employees in German companies. A collective bargaining agreement brings together the previous pension arrangements of the German Heidelberg Group. In addition, a uniform dynamization of company pensions was agreed upon, which is based on the expected lower inflation. This makes the development of pensions more predictable for employees, pensioners and the company and at the same time reduces administrative costs.

The new regulation leads to a reduction in the expected future pension increases and, with a positive effect of around €65 million on the operating result (EBITDA), strengthens the company's equity in the current first quarter of the financial year. Until July 24, 2020, the contract is subject to a committee reservation by IG-Metall.

Contact:

Heidelberger Druckmaschinen AG

Corporate Public Relations

Thomas Fichtl

Phone: +49 (0)6222 82-67123

Fax: +49 (0)6222 82-67129

E-mail: thomas.fichtl@heidelberg.com

Investor Relations

Robin Karpp

Phone: +49 (0)6222 82-67120

Fax: +49 (0)6222 82-99 67120

E-Mail: robin.karpp@heidelberg.com

End of ad hoc announcement

Information and Explanation of the Issuer to this News:

Heidelberg standardizes company pension scheme

- **Bundling of pension schemes reduces administrative burden**
- **Agreed collective agreement with uniform dynamization of company pensions creates planning security**
- **New regulation leads to income of around € 65 million and strengthens the company's equity**

The Management Board and employee representatives of Heidelberger Druckmaschinen AG (Heidelberg) and the IG Metall trade union today reached agreement on the restructuring of the company pension scheme for the employees in German companies. A collective bargaining agreement brings together the previous pension arrangements of the German Heidelberg Group. In addition, a uniform dynamization of company pensions was agreed upon, which is based on the expected lower inflation. This makes the development of pensions more predictable for employees, pensioners and the company and at the same time reduces administrative costs.

The new regulation leads to a reduction in the expected future pension increases and, with a positive effect of around €65 million on the operating result (EBITDA), strengthens the company's equity in the current first quarter of the financial year.

'The adjustment of the company pension plan is the next important step, which on the one hand provides clarity and predictability for our deserving employees and on the other hand contributes to the sustainable financial stabilization of Heidelberg,' said Marcus A. Wassenberg, CFO and Labor Director of Heidelberg.

With this new regulation, IG Metall and Heidelberg are addressing the structural problems of the existing company pension system. 'The legal framework conditions and the continuing low interest rate phase are presenting many companies in Germany with major challenges, including Heidelberg. With this step, we have fundamentally addressed the structural challenges in connection with the company pension system. With our agreement, we have now reached a sustainable arrangement for all employees and pensioners alike,' said Mirko Geiger, First Senior Representative of IG Metall, Heidelberg. 'The agreements that have now been reached are a good example of how companies can solve the existing challenges with regard to company pensions.'

With this step, the company is also reacting to the historically low interest rates in the euro area, which will lead to further increases in provisions for pension obligations in the future. Damping future pension increases therefore has a positive effect on rising pension obligations.

'With the revision of the company pension scheme, employee representatives and the Management Board have once again reached a constructive agreement that contributes to the future viability of our company. We are thus addressing structural problems in the pension system that are placing a significant burden on the company, while at the same time making the system future-proof,' said Ralph Arns, Chairman of Heidelberg's Works Council.

Until July 24, 2020, the contract is subject to a committee reservation by IG-Metall.

For image material and additional details about the company, please visit the Press Lounge of Heidelberger Druckmaschinen AG at www.heidelberg.com.

Heidelberg IR now on Twitter:

Link to the IR Twitter channel: https://twitter.com/Heidelberg_IR

On Twitter under the name: @Heidelberg_IR

For additional information:**Corporate Communications**

Thomas Fichtl

Telefon: +49 6222 82- 67123

Telefax: +49 6222 82- 67129

E-Mail: Thomas.Fichtl@heidelberg.com

Investor Relations

Robin Karpp

Tel: +49 (0)6222 82-67120

Fax: +49 (0)6222 82-99 67120

E-Mail: robin.karpp@heidelberg.com

Important note:

This press release contains forward-looking statements based on assumptions and estimations by the Management Board of Heidelberger Druckmaschinen Aktiengesellschaft. Even though the Management Board is of the opinion that those assumptions and estimations are realistic, the actual future development and results may deviate substantially from these forward-looking statements due to various factors, such as changes in the macroeconomic situation, in the exchange rates, in the interest rates, and in the print media industry. Heidelberger Druckmaschinen Aktiengesellschaft gives no warranty and does not assume liability for any damages in case the future development and the projected results do not correspond with the forward-looking statements contained in this press release.