

**Table W pay group W2,W3 and Standard benefits  
in the years 2019 - 2021**

| W pay group                | 2019<br>01.01.2019 - 31.12.2019 | 2020<br>(01.01.2020 - 31.12.2020) | 2021<br>(01.01.2021 - 31.12.2021) |
|----------------------------|---------------------------------|-----------------------------------|-----------------------------------|
| Increase of salary<br>by % | 3,0 %                           | 3,2 %                             | 1,4 %                             |
| <b>W2- basic salary</b>    | <b>5.163,26 €</b>               | <b>5.328,48 €</b>                 | <b>5.403,08 €</b>                 |
| <b>W3- basic salary</b>    | <b>6.237,48 €</b>               | <b>6.437,08 €</b>                 | <b>6.527,20 €</b>                 |
| <b>Standard benefits</b>   | <b>694,88 €</b>                 | <b>717,12 €</b>                   | <b>727,16 €</b>                   |

**Doris Harder, 03.12.2019**