



The Companies of Schwarz Group are Increasing Their Pay for Apprentices, High School Graduate Program Participants and Integrated Degree Program Students

- Pay raise for all entry-level groups from April 1, 2025 onward
- Wages increase by EUR 150 gross per month
- Reflection of appreciation for entry-level professionals

Neckarsulm, January 14, 2025 – The companies of Schwarz Group are investing in the next generation of employees: From April 1, 2025 onward, Lidl, Kaufland, PreZero Stiftung, Schwarz Digits and Schwarz Corporate Solutions will increase the monthly pay of their apprentices, high school graduate program participants, and integrated degree program students by EUR 150 gross.

Accordingly, going forward, apprentices will earn EUR 1,250 gross per month in their first year of training, EUR 1,350 in their second year and EUR 1,500 in their third year. We are also increasing the pay for high school graduate program participants. Going forward, they will earn EUR 1,350 gross per month in year one of the program and EUR 1,500 in year two. Our integrated degree program students can also look forward to a pay raise and will earn EUR 1,650 per month in their first year, EUR 1,750 in their second year and EUR 1,950 in their third year. Furthermore, all three entry-level groups will continue to receive vacation and Christmas bonuses.

"A world in flux needs people to help shape it. For the companies of Schwarz Group, training is the foundation of a successful professional career. That is why we are fostering our talented up-and-coming employees. The pay raise underscores our commitment to paying fair wages and salaries and demonstrates our appreciation," said Roland Hehn, Chief HR Officer at Schwarz Corporate Solutions.

Regardless of whether they are participating in an apprenticeship, high school graduate program, or integrated degree program, all entry-level professionals at the companies of Schwarz Group receive extensive personal guidance and training. This provides them with the optimal environment to hone and promote their professional and personal development and prepare for the next steps in their career after their apprenticeship or studies. We offer our entry-level professionals a secure training opportunity. The goal of the companies of Schwarz Group is to ultimately hire the junior staff.

Further Information

For further information, please see www.gruppe.schwarz.

Visit www.berufseinstieg.schwarz to learn more about the many entry-level opportunities available at the companies of Schwarz Group.

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About Schwarz Group

Schwarz Group is an international leader in the retail industry with about 13,900 stores and 575,000 employees in 32 countries. In the 2023 fiscal year, the companies of Schwarz Group generated a total sales volume of 167.2 billion euros. Their unique ecosystem lets them cover the full value cycle: from production and retail to recycling and digitalization. They create solutions to make the lives of billions of people safer, healthier and more sustainable, both right now and in the future – they act ahead.

Lidl and Kaufland form the pillars of the food retail market and are an integral part of their 7.2 billion customers' daily lives. Many of the own-brand products and much of the sustainable packaging on their shelves come directly from Schwarz Produktion. Through its recycling management solutions, the environmental service provider PreZero promotes a functional circular economy and is investing in a clean future. The IT and digital division, Schwarz Digits, provides compelling digital products and services that meet the high German data protection standards, thus ensuring the maximum degree of digital sovereignty. As a partner service provider, Schwarz Corporate Solutions assist the companies of Schwarz Group with all matters related to administration, HR, operational activities and everything in between.