Information on the Minimum Wage Act

PREMIUM LOGISTICS SERVICES

Change in calculation of fee for Minimum Wage Act as of 1st January 2027

In accordance with the Minimum Wage Act, which sets the general statutory minimum wage for employees in Germany, the minimum wage has been gradually and continuously adjusted in recent years.

Since 01.01.2026, the minimum wage in Germany has been €13.90 and will rise to €14.60 per hour with effect from 01.01.2027. **Accordingly, the surcharge will be 13.50% from 01.01.2027.**

nox Germany GmbH is your reliable business partner offering excellent services with a long-term perspective. Respect for the environment and sustainability are part of our culture, our way of thinking and our operational management. As a result, we take our responsibility towards our employees very seriously. We verifiably declare that all requirements of the German Minimum Wage Act are fulfilled for employees who are in a direct contractual relationship with nox Germany GmbH.

The Minimum Wage Act has resulted in increases in personnel costs for some of the transport partners we commission with transportation. If the new requirements are observed responsibly, this will lead to an increase in the remuneration of the commissioned transport services, which we will offset with a surcharge in accordance with the table below.
The development of the minimum wage and the corresponding surcharge in recent years is as follows:

Realization date	Minimum Wage	nox surcharge
01.01.2025	12,82 €	8,90%
01.01.2026	13,90 €	11,70%
01.01.2027	14,60 €	13,50%