

C Your confirmation

Please sign and date below

I agree to my employer applying a Penwise reduction to my salary equal to the amount stated in Section B in exchange for my employer making an extra employer contribution to my pension account equal to the amount of the Penwise reduction. I understand that participating in Penwise represents a change to my terms and conditions of employment and constitutes a change to my contract of employment.

I agree to be bound by the Trust Deed and Rules of the Defined Contribution Section of the DHL Group Retirement Plan and declare that to the best of my knowledge the statements I have made on this application form are true and complete.

My instructions on this form will override any previous instructions I have given, and will take effect from the salary date following receipt and processing of this form. I understand that my instructions cannot be backdated.

I understand that I cannot make any APCs via a Penwise reduction if this will take my salary below national minimum wage, national living wage or DHL's pay protection limit (information on the pay protection limit is available at <https://mypension.dhl.co.uk>). Should the need arise, therefore, I instruct DHL to make an Additional Voluntary Contribution ('AVC') equal to the amount stated in Section B and I understand AVCs will be made via a net pay arrangement, meaning the AVC will be taken from my pay before it's taxed and I will only pay tax on what's left. It may be the case, however, that my standard pension contributions can continue to be paid via Penwise in these circumstances.

The Trustee processes data relating to you for the purpose of administering and operating the Plan and paying benefits under the Plan. This may include passing on data about you to your employer, the Plan's pension administration team, auditor, administrator, investment providers, insurers and such other third parties as may be necessary for the administration, operation and investment of the Plan.

The Trustee is regarded as a Data Controller under data protection laws in relation to the data processing referred to above.

Full details of the personal data the Trustee holds, how it uses that information and who it shares it with are set out in the Trustee's privacy notice at <https://mypension.dhl.co.uk> (which is updated from time to time). The privacy notice also sets out your rights in connection with the personal data held about you by the Trustee, and who to contact if you want to exercise those rights, make a complaint, or generally have any questions.

If you would prefer to receive a hard copy of the notice, please contact the Pensions Department.

Signature: _____

Date:

D	D	/	M	M	/	Y	Y	Y	Y
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Please return your completed form via email to: IIPensionsAdmin@dhl.com

Or by post to: **DHL Group Pensions Department, Howard House, 40-64 St Johns Street, Bedford MK42 0DJ**

Your instruction will be passed to your payroll team to process at the next available salary date, according to their processing requirements.