

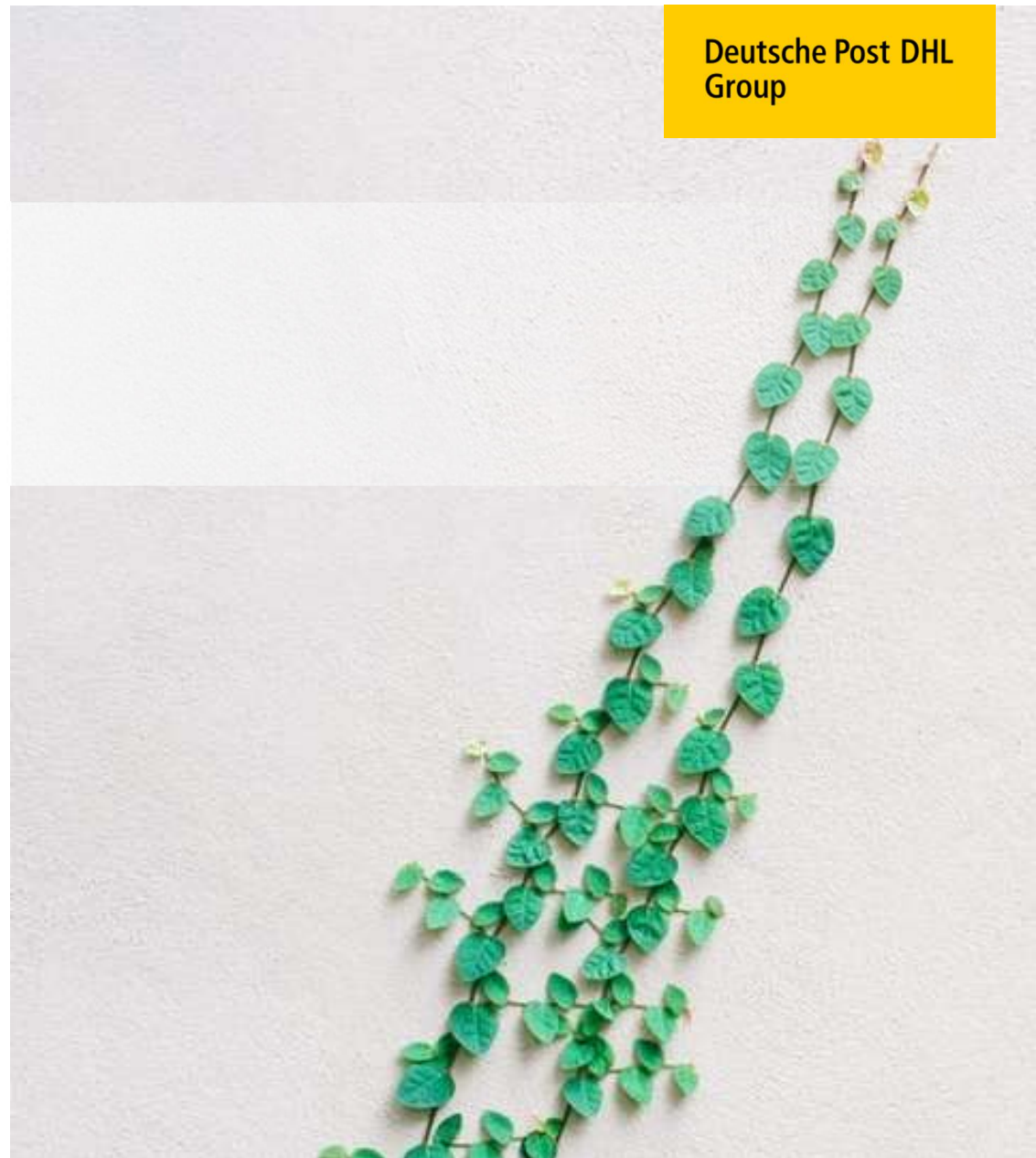
DPDHL Group ESG Presentation

Investor Relations

October 2019

MISSION 2050
NULL EMISSIONEN
GO GREEN

Please consider your environmental
responsibility before printing this
document





DPDHL GROUP ESG PRESENTATION 2019

1

Why sustainability matters for DPDHL GROUP

2

Sustainability at DPDHL Group (E)

3

Sustainability at DPDHL Group (S)

4

Sustainability at DPDHL Group (G)

Sustainability is One of the Four Addressable Global Mega Trends With Rising Attention by all

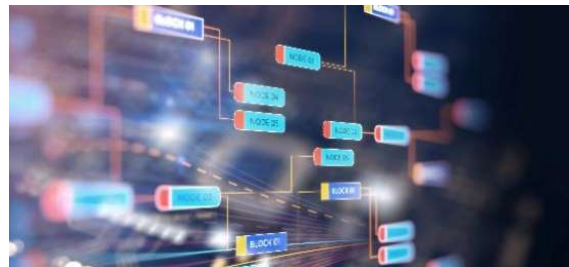
Deutsche Post DHL
Group



Globalization



E-Commerce



Digitalization



Sustainability



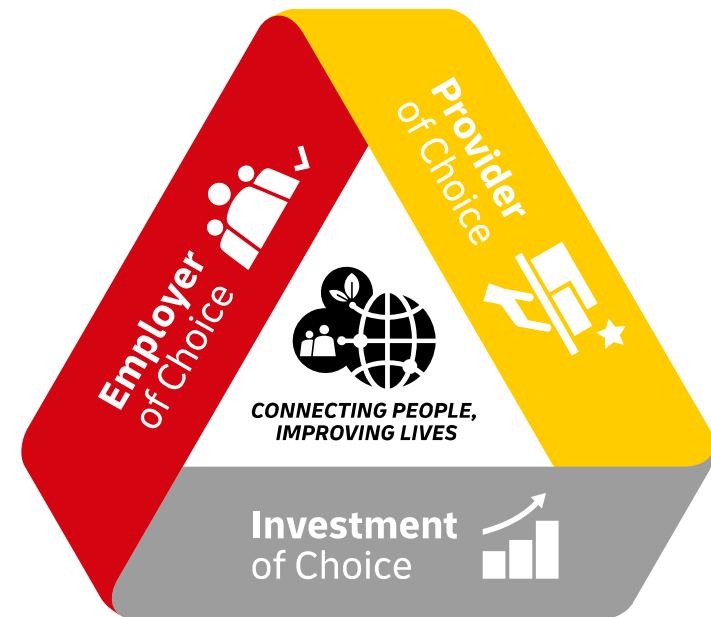
› OUR PURPOSE **CONNECTING PEOPLE, IMPROVING LIVES**

We exist to connect people and improve their lives.
We enable trade and help businesses and people grow.
And we are taking responsibility for the world we live in.

Our Strategy 2025 will focus on performing at best in class standards across the three bottom lines within the profitable core of each BU, **in a sustainable way.**

Sustainability in our 3 Bottom Lines

- We become
 - **Employer of Choice** by assuming social responsibility for our employees and society
 - **Provider of Choice** by offering green solutions to help our Customers become environmental leaders
 - **Investment of Choice** by establishing governance structures to minimize risks and ensure high ethical standards



DPDHL Group has Embedded Sustainability Since a Long-time in its Strategy/Execution

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Unlocking
our Potential
STRATEGY 2015

Start of systematic sustainability activities exploration, “do good and talk about it”, establishment of first standards

2009 – 2015

STRATEGY 2020
Focus. Connect. Grow.

Closer conjunction of sustainability with the business and articulation of bolder vision (mission 2050)

2014 – 2020

STRATEGY 2025
Delivering excellence in a digital world

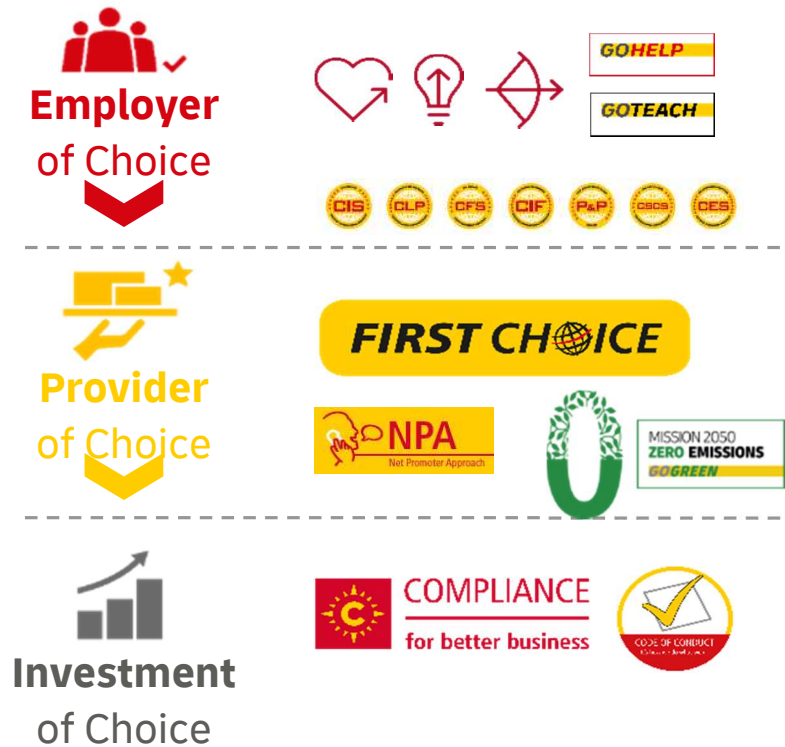
Sustainability as strategic differentiator - we are now ready to shift boundaries again

2020 – 2025

Our Common DnNA is a Set of Behaviors, Tools and Programs that we Put Into Practice Everyday

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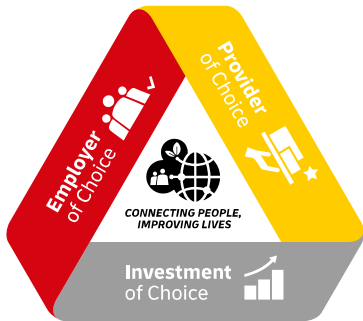
Our connecting cultural layer for delivering excellence along the 3 bottom lines



Sustainability

Deutsche Post DHL
Group

THE TANGIBLE OUTCOME OF OUR PURPOSE
FOR LONG-TERM VALUE CREATION





Excellence. Simply delivered. along the three bottom lines in a *sustainable way*



E ENVIRONMENTAL IMPACT

- Mission 2050
- Green solutions
- Green policies & guidelines
- Carbon-efficient delivery solutions
- Tree planting

S SOCIAL IMPACT

- Employee Engagement (EOS, EOY, GVD...)
- Certified
- Safety First
-  
- Diversity & Inclusion
- Explore introduction of additional “Go”-programs

G GOVERNANCE STRUCTURES

- Codes of Conduct and Supplier Code of Conduct
- Compliance Management
- Employee Relations
- Internal Audit
- Data Protection Management

Sustainability/Responsibility Embedded In Structures & Processes

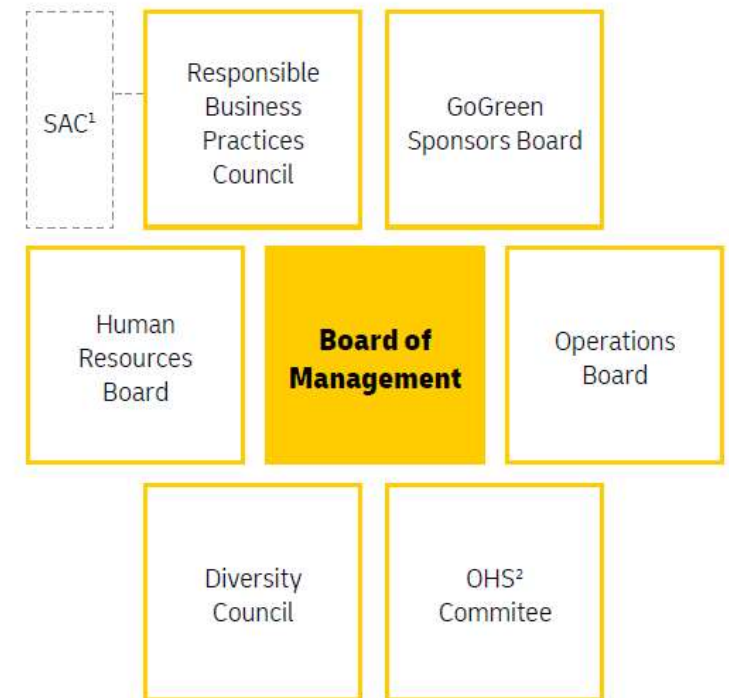
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Target settings for topics such as CR, remuneration, occupational safety and health management are defined by Corporate Center and Global Business Services.

The divisions are responsible for implementing our strategic, ethical and environmental guidelines in line with customer needs.

CR focus areas are managed by specialist committees, with review by the Board of Management as needed.

External expertise is provided by members of the Sustainability Advisory Council (SAC).



1 Sustainability Advisory Council
2 Occupational Health & Safety

Current SAC Members and Their Fields of Expertise and Backgrounds

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Sustainability Advisory Council Members



Prof. Dr. Günter Bentele

Professor of Public Relations at University of Leipzig and Professor of Corporate Media at Leipzig School of Media, Leipzig/Germany



Kristian Heydenreich

Senior Director, Global Head Compliance & CSR at Vestas Wind Systems A/S, Copenhagen, Denmark



Valerie Mocker

Head of Development & European Digital Policy at Nesta, London, UK



Michael Schmidt

Chief Investment Officer, Lloyd Fonds – Frankfurt, Germany



Changhua Wu

Chair of China Redesign Hub and China/Asia Director of Office of Jeremy Rifkin, Beijing/China



Dr. Catherine Bragg

Adjunct Professor at Centre for Humanitarian Action, Former Assistant Secretary-General for Humanitarian Affairs and Deputy Emergency Relief Coordinator in the United Nations, Toronto/Canada



Naazneen Karmali

India Editor of Forbes Asia and Mumbai Bureau Manager of Forbes, Mumbai/India



Prof. Dr. Eberhard Sandschneider

Professor of Political Science at Free University Berlin and Director of the German Council of Foreign Relations, Berlin/Germany



Prof. Dr. habil. Josef Wieland

Chair for Institutional Economics, Organizational Governance, Integrity Management & Transcultural Leadership at the Zeppelin University Friedrichshafen/Germany



Dr. Monika Wulf-Mathies

CEO of WULF.MATHIES.CONSULT. Beratung für Politik und nachhaltige Unternehmensführung, Former member of the European Commission, Bonn/Germany



Sofía García García

SOS Children's Villages Representative to the United Nations in New York, US



Dr.-Ing. Peter E. Kruse

Independent consultant, Wollerau/Switzerland



Daniel Schmid

Chief Sustainability Officer of SAP, Walldorf/Germany

Our Commitment To The UN Sustainable Development Goals

We have selected five focus SDGs, reflecting our company's responsibility and best possible impact on solving sustainable development challenges



We seek to make quality education and lifelong learning opportunities accessible for all



We support growth by facilitating global trade in a responsible manner



We minimize (transportation-induced) air pollution in cities and support disaster-affected communities



We seek to minimize our business' impact on the environment with our environmental protection program



We collaborate with the UN and other partners to ensure the sustainable impact of our activities

Sustainable Development Goals

- The Go programs are part of our DNA and make a positive impact on the communities we operate in
- This underlines our commitment to the United Nations' Sustainable Development Goals, the blueprint to achieve a more sustainable future





DPDHL GROUP ESG PRESENTATION 2019

1 Why sustainability matters for DPDHL GROUP

2 Sustainability at DPDHL Group (E)

3 Sustainability at DPDHL Group (S)

4 Sustainability at DPDHL Group (G)

ISS QualityScore

ENVIRONMENTAL

Highest Rating By
INSTITUTIONAL SHAREHOLDER SERVICES



DPDHL Group Aim is: Become the First Fully CO2 Neutral Logistics Company in the World

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Environmental focus of importance for our customers

- 100% of our largest customers already have environmental protection programs in place.
- 82% of our largest customers have set their own environmental targets.
- 66% of our largest customers have set their own carbon targets.

- 1. Mission 2050& 2025 sub-targets**
- 2. Carbon efficiency index (CEX)**
- 3. Use of Green Energy**
- 4. Offsetting Projects**
- 5. Electro Mobility**
- 6. Synthetic Fuels**

1 –Mission 2050 and Sub-Targets 2025

Global Target

By 2025, we will **increase our carbon efficiency by 50% over 2007 levels** to support the global ambition to limit global warming to well below 2°C.

Local Target

Deliver 70% of our own first and last mile services with clean pick-up and delivery solutions.

People Target

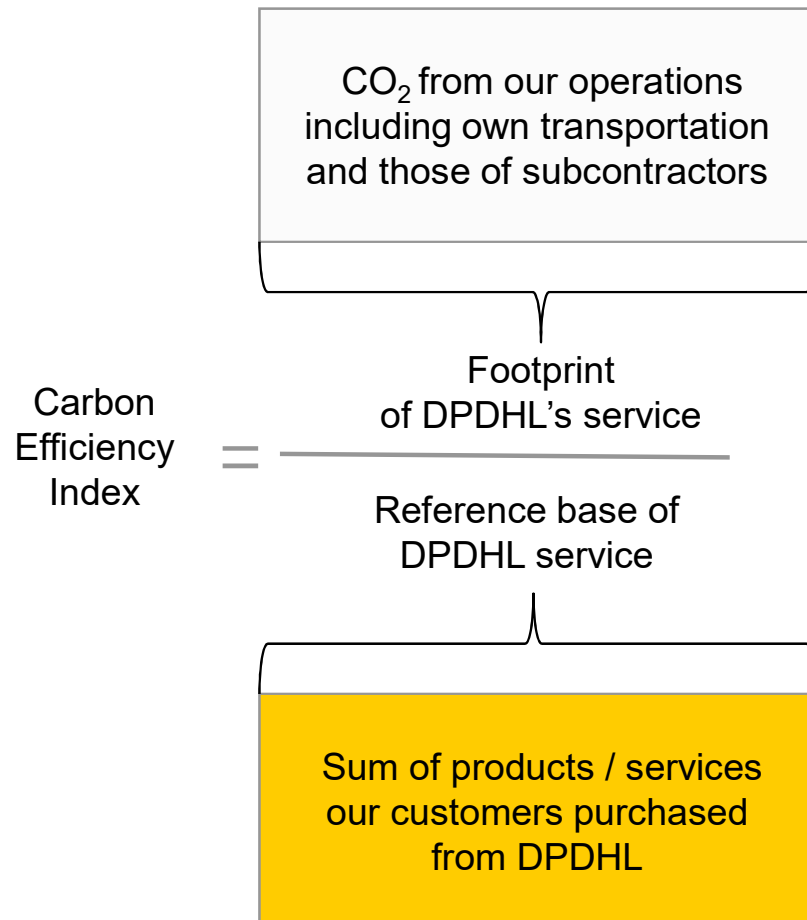
>80% of our employees to become certified GoGreen specialists. **Plant one million trees a year with partners by 2025**



2 - Carbon Efficiency Index: Definition of CEX



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Division	Main Reference base
Post & Paket	CO ₂ e per Liter (physical volume)
Express	CO ₂ e per Ton km
Global Forwarding, Freight	CO ₂ e per Ton km CO ₂ e per TEU km
Supply Chain	CO ₂ e per Transportation revenue CO ₂ e per m ² operational space
eCommerce Solutions	CO ₂ e per pieces

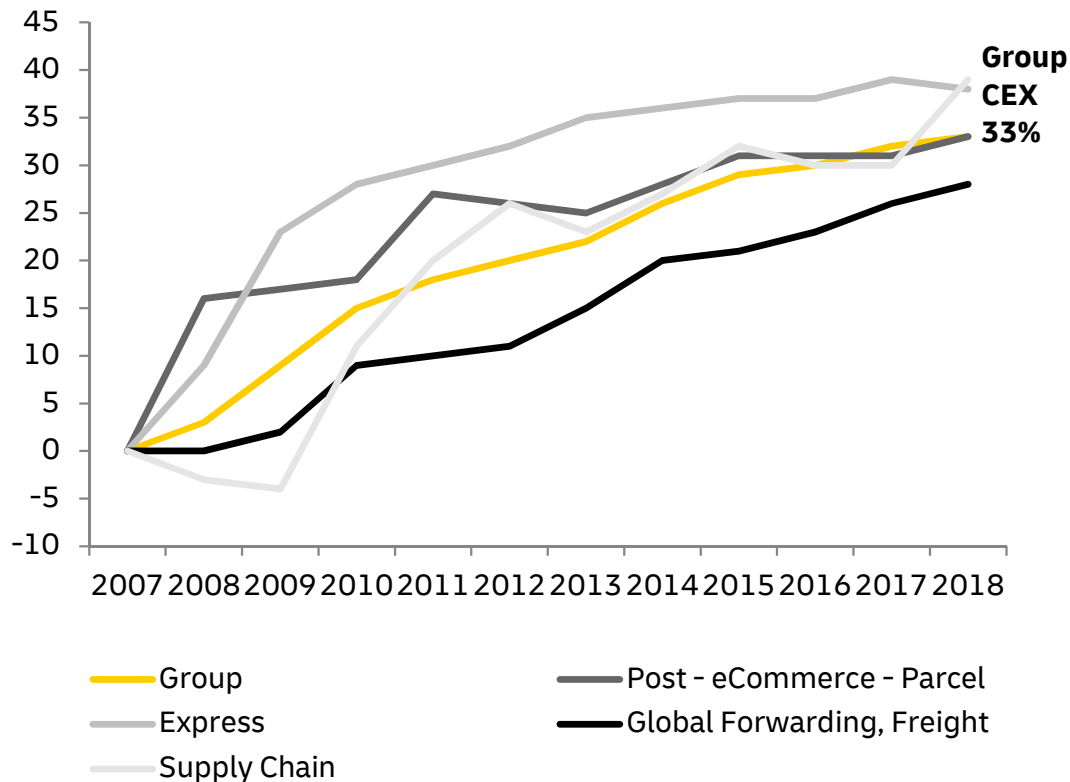
2 - CEX: 50% Efficiency Improvement by 2025



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DPDHL Carbon Efficiency Index



We control the development of greenhouse gas emissions using greenhouse gas efficiency, by measuring CO2 Efficiency Index (CEX).

We use internationally recognized standards such as the Greenhouse Gas Protocol (GHG) and also include emissions from our transport subcontractors (GHG-Scope 3).

Total 29.48 million tonnes CO₂e



64% Air transport



21% Road transport



13% Ocean transport



2% Buildings

2 - CEX: Carbon Emission and Volume Development



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Scope 1-3 Emissions 2013-18

	2013*	2018	CAGR	2018 yoy
Total emissions	28.31	29.48	0.8%	3.7%
Scope 1	5.13	6.3	4.2%	6.8%
Scope 2	0.49	0.27	-11.2%	-38.6%
Scope 3	22.69	22.91	0.2%	3.7%

Divisional Volume Development

	CAGR 2013-18	2018 yoy
TDI	8.2%	7.4%
Parcel	7.6%	7.5%
Mail	-3.1%	-4.2%
Ocean	2.8%	-1.0%
Air	-0.8%	-3.9%

Scope 1-3 Emissions 2018 development

Scope 1: Increase in transport volumes drives emission increase, only partially offset by efficiency measures.

Scope 2: Increased use of renewable energies in accordance to our Green Electricity Policy

Scope 3: First-time application of the 15% mark-up for indirect routes for ocean freight

*as reported in 2013

3 - Use of Green Electricity and Alternative Fuels



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Total electricity consumption in 2018

1.732m kWh

77% Green
Electricity

23% Standard
Electricity

Alternative fuels used for road transport in 2018

2 million liters
of Biodiesel and bioethanol

0.3 million kg
of Bio natural gas

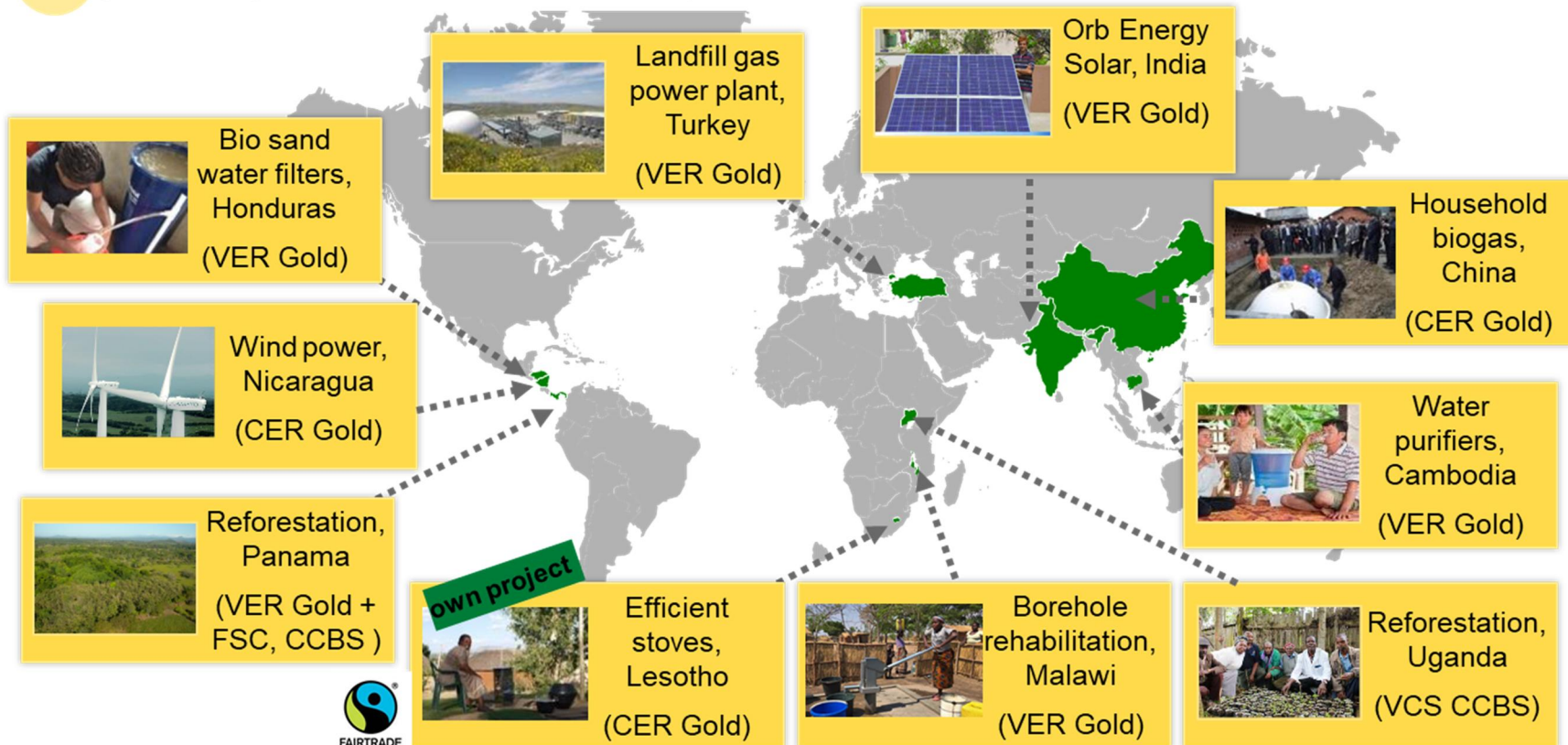
4 – Offsetting Projects



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High-quality climate protection projects – for a better climate and the local people.



By purchasing CO₂ credits, we support carbon offset projects around the world, ensuring carbon offsetting for customers using our carbon neutral GoGreen products and services.

In 2018, we transported some 2 billion climate neutral shipments, which offset approx. 250,000 tons CO₂e



Source: Shared Value | GoGreen, Deutsche Post DHL Group; Project portfolio 2017; **CER**: Certified Emission Reduction from CDM projects (Kyoto protocol); **VER**: Verified Emission Reduction; **Gold Standard**: High quality carbon credit label; **VCS**: Verified Carbon Standard; **CCBS**: The Climate, Community and Biodiversity Project Design Standards

5 - Electro Mobility: City Logistics Concepts



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Urban Container Cubes / DHL Cubicycles

- The eco-friendly DHL Cubicycle can carry 125-kg containers for inner-city deliveries across several European cities
- This optimized container format replaces 60% of inner-city vehicle journeys
- Custom dimensions enable quick and easy transfer across different modes of transport (vehicles or cycles)
- Container can also be reloaded for outbound shipments, increasing sustainability and enabling circular economy concepts
- 1 Cubicycle substitutes 1 delivery truck = -8t CO2 per year. 85 Cubicycles already in use

5 - Electro Mobility: Electric Last Mile Delivery With Streetscooter



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StreetScooter

- Fast achievement of target costs
- Guarantee of optimal ergonomics
- Better visibility conditions and robustness
- Reduction of CO₂, local emissions and noise
- Hydrogen fuel cells and autonomous driving piloted in 2019

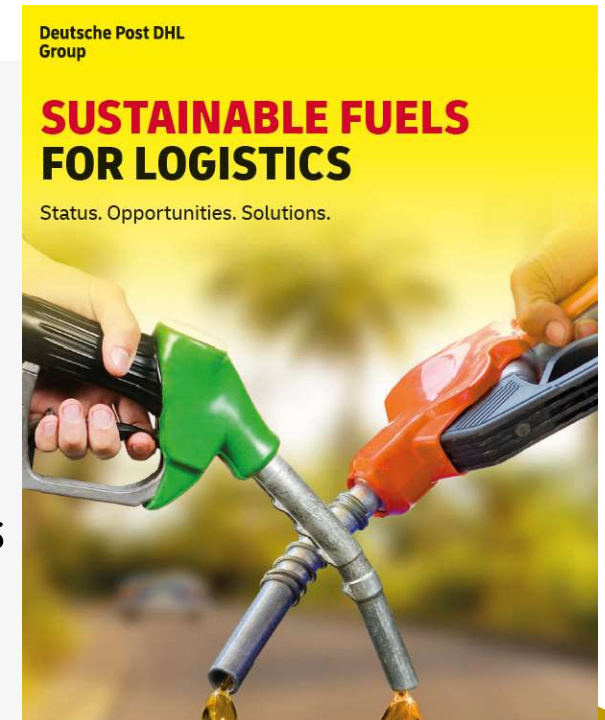
Economics

- 60-80% less fuel costs
- 60-80% less maintenance and repair costs
- Subsidized and no motor vehicle tax in Germany

6- Sustainable Synthetic Fuels: Looking for the Next Horizon

- Long-term competitiveness and “right to play”
- Customers increasingly demand sustainable logistics
- Economic value lever
- Power to liquid fuels close to mass market viability
- Increased availability urgently needed
- Engagement in initiatives and partnerships necessary

Production of plan-based biofuels should not lead to monocultures and destruction of crop land and rain forests.





DPDHL GROUP ESG PRESENTATION 2019

1 ESG framework at DPDHL Group

2 Sustainability at DPDHL Group (E)

3 **Sustainability at DPDHL Group (S)**

4 Sustainability at DPDHL Group (G)

ISS QualityScore

SOCIAL

Highest Rating By
INSTITUTIONAL SHAREHOLDER SERVICES



Intro Social: Becoming the Community “Provide of Choice”

1. Employee relations

Respect and fairness
at workplace.
Institutionalized
through Employee
Relations
Management System

2. Health & Safety

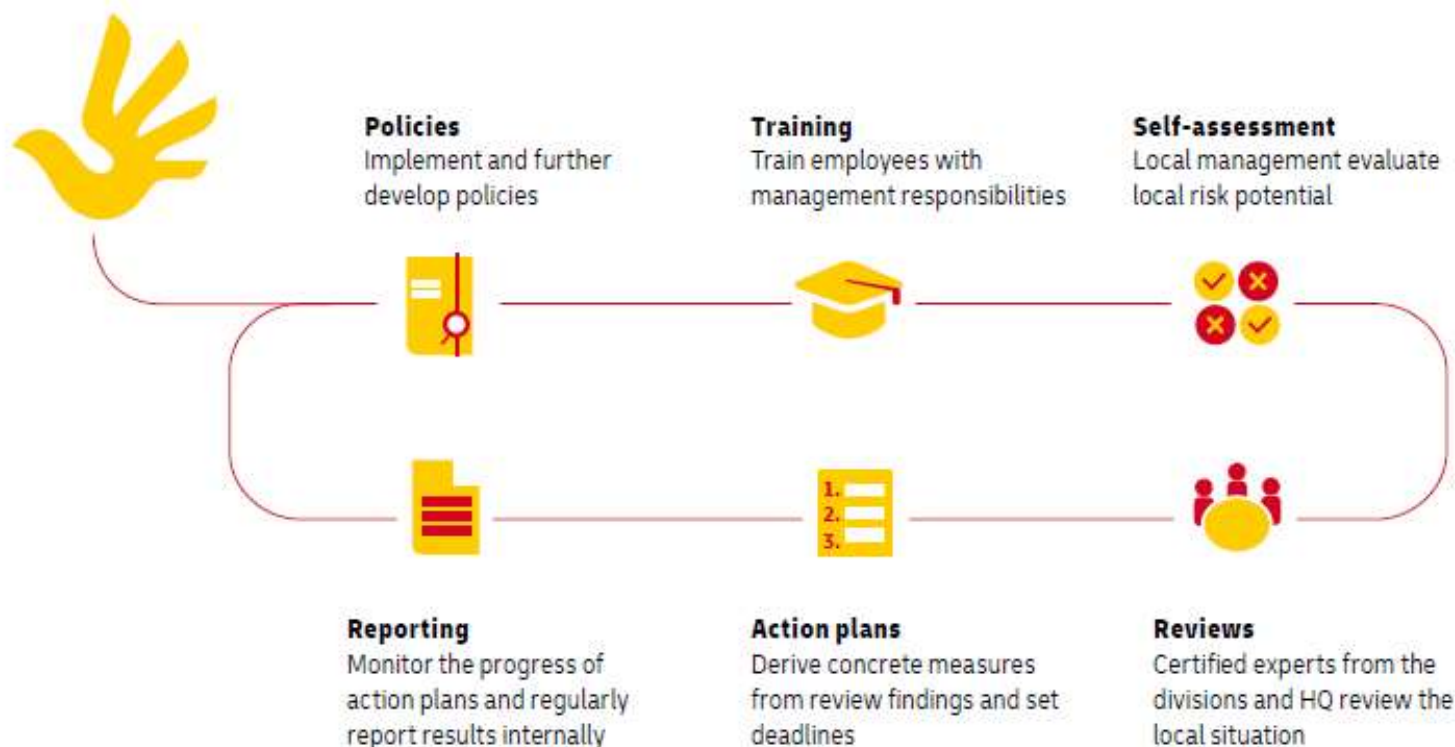
Providing a safe work
environment – what
do we do for health
and well-being

3. Supporting Employees & the Community

We give back to
communities with our
corporate citizenship
programs GoHelp,
GoTeach

1- Employee Relations: Management System

Our ER Management System helps ensure consistent implementation of our human rights policy and the same processes in all countries and cultures throughout the Group and to satisfy the requirements of the UN Guiding Principles on Business and Human Rights

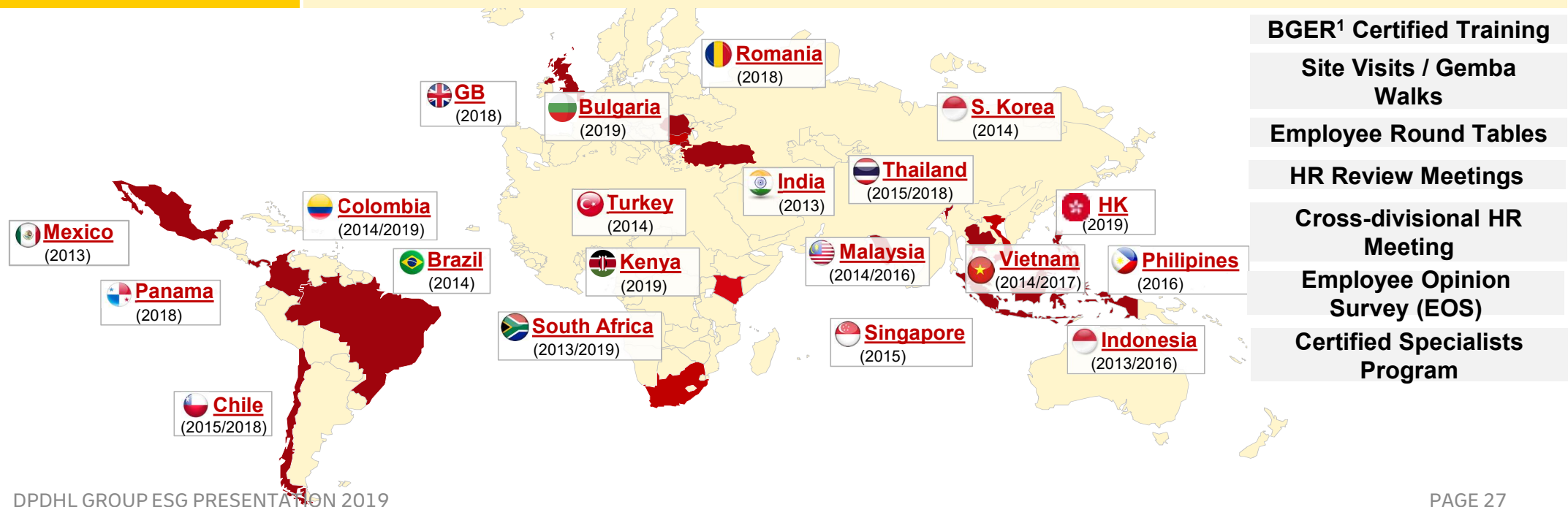


1- Employee Relations / Human Rights Due Diligence

The “Employee Relations (ER) Reviews” are a part of our ER Management System and the due diligence process in line with the UN Guiding Principles on Business and Human Rights issued in 2011

Objectives

- Anticipate ER risks in one business before it impacts another
- Proactively manage local ER issues before they escalate globally
- Show customers and investors we take ER seriously
- Adhere to international standards (UN Guiding Principles, SDGs, German NAP)



1-Employee Relations: Dialogue with Global Union Federations

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Group

- For more than ten years we have exchanged information with global union federations UNI Global Union (UNI) and the International Transport Workers' Federation (ITF).
- Since 2016 we conduct regular dialogue under the protocol of the German National Contact Point for the OECD discussing and resolving Employee Relations matters
- Today, we are discussing challenges and opportunities, in particular innovations and trends that transform work as well as responsibility in the supply chain.
- Currently, we are jointly reviewing the terms of the OECD protocol mirroring the positive development in the relationship.

Press release

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Group

Deutsche Post DHL Group and ITF and UNI Global Union give positive outlook for meetings in 2019

• Commitment to explore topics such as future of work, digitization and responsible supply chain standards

Bonn, 13.12.2018: The Global Union Federations, the International Transport Workers Federation 'ITF' and UNI Global Union 'UNI' and Deutsche Post DHL Group 'DPDHL' recently met for the fourth time in 2018. The parties worked towards building a constructive and solution-oriented approach during 2018, by following the agreed procedure of the OECD Protocol first established in July 2016.

Under the terms of the Protocol, ITF, UNI and DPDHL met four times in 2018, including one with high-level representatives – the General Secretaries and the DPDHL corporate board member of Human Resource. The meetings and dialogue serve to further build trust and a sustainable relationship, as well as addressing labour relations issues around the world.

In addition, the Parties encouraged improvements in the relationships on a regional and local level. For the first time the parties convened a joint visit to Panama in April 2018 to facilitate improved relationships at a local level in the Latin American region. The parties continue to work on building trust and sustainable relationships at local level across the globe.

At a high-level meeting hosted by the German National Contact Point of the OECD in October 2017, DPDHL, UNI and ITF requested the Protocol to be extended through to December 2019. On the agenda for the 2019 meetings, the Parties agreed to explore expanding the content of the regular meetings to be more functional, constructive and a reference guide for industrial issues for all parties. In addition, ITF, UNI and DPDHL agreed to discuss and exchange views on future of work, digitalization and responsible supply chain standards.

1 - Employee Relations in Germany: Model of Social Partnership

Common understanding of social partnership - part of our DNA

> Key elements

- Operational co-determination
- Corporate co-determination
- Autonomous tariff policy

> Our understanding

- Digitalization shapes tomorrow's world of work, so constant development of social partnership is particularly important and our common responsibility as social partners



2 – Safety: OHS and LTIFR



Reduce accident rate versus 2017 level by 30% until 2025

- In line with the Group's "Safety First" approach, our occupational health and safety organization has made accident prevention its top priority
- Within this framework we empower and engage managers as well as employees in recognizing workplace hazards and taking appropriate action
- While legal compliance will always have the highest priority, we are determined to apply international standards for workplace safety

Our internal guidelines/programs

- OHS Mission Statement
- Road Safety Code
- DPDHL Group Health and Safety Awards

3 - Supporting Employees & the Community:

GOHELP

Deutsche Post DHL
Group



GoHelp

Humanitarian assistance through our global presence, logistics network and the know-how of our employees

- > Since 2005
- > 40+ DRT deployments & 50+ GARD workshops in partnership with the United Nations

3 - Supporting Employees & the Community:

GOTEACH

Deutsche Post DHL
Group



GoTeach

Our employees are contributing their time and expertise through activities in cooperation with local partners

- > 10 years
- > Partnerships with SOS Children's Villages and Teach For All in 50+ different countries



DPDHL GROUP ESG PRESENTATION 2019

1 ESG framework at DPDHL Group

2 Environment

3 Social / People

4 Sustainability at DPDHL Group (G)

Intro Governance - Becoming a Role Model for Responsible Business Practice

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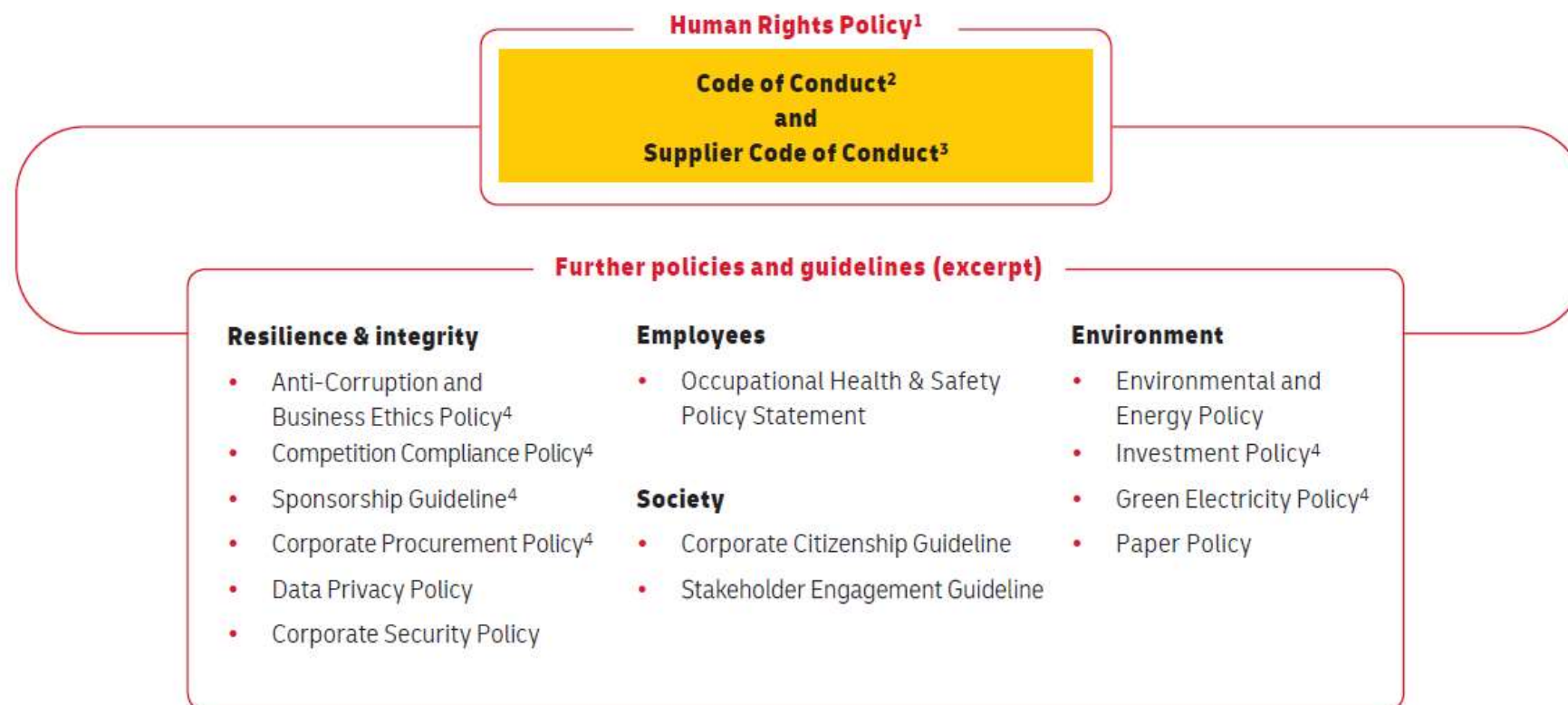
Internal Governance

- 1. Code of Conduct and other guidelines**
- 2. Internal Control Systems & Compliance**
- 3. Data Protection & Security**

Corporate Governance

- 4. Governance Structure**
- 5. Management Remuneration**

1- Code Of Conduct & The Supplier Code of Conduct – Constitute Our Human Rights Policy.



1 Together, the two codes constitute our human rights policy. We have therefore foregone formulation of a separate policy. 2 Guided by the principles of the Universal Declaration of Human Rights and the UN Global Compact with reference to the international Labour Organization (ILO) Declaration on the Fundamental Principles and Rights at Work from 1998 and the OECD Guidelines for Multinational Enterprises. 3 The term suppliers also refers to our transportation subcontractors. 4 Not available to the public.

1- Code Of Conduct is our Guide for Good Business Practice



Code of Conduct

The key pillars are **respect, tolerance, honesty and candor as well as willingness to assume social responsibility**. The guidelines apply to all employees, irrespective of their place in the Group's hierarchy, and to divisions. Fundamental principles are **observance of human rights, equal opportunity, transparency, and clear stands in the battle against discrimination, bribery and corruption**

1- Our Ethical Standards: Examples from Supplier Code of Conduct

Freedom of association and collective bargaining

Suppliers' employees are free to join or not to join a union or employee representative body of their choice. In addition, suppliers shall recognize and respect the right to collective bargaining within the framework of the applicable law.

Diversity

Suppliers shall promote an inclusive work environment in which the diversity of its employees is valued. Suppliers shall not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, national origin or any other characteristic protected by law.

Compensation and working hours

National laws and binding industry standards apply with regard to working hours, overtime and compensation. Suppliers must pay employees promptly and provide them with clear and concise information about the basis on which they are paid.

Forced labor

Suppliers shall not use any form of forced, bonded, or involuntary labor. Suppliers shall ensure that employees are not required to pay fees or make payments of any kind in return for employment. Punishments and physical and mental coercion are prohibited.

Child labor

Suppliers shall not employ children under the prevailing legal age of employment. In countries where no legal provisions exist, the minimum hiring age for minors shall be 15.

2- Internal Control Systems - Compliance Management

Code of Conduct introduced in 2006

The rules for ethical conduct defined in our Code of Conduct are broken down in more detail in our Anti-Corruption Policy

The aim is to prevent violations of our own standards and legal requirements

Compliance hotline

- Available 24 hours a day worldwide
- Anonymous tips are possible – where permitted by law
- Accessible in some 150 countries
- Web application and telephone hotline
- >30 languages

Elements of the Compliance Management System



3- DPDHL Group Data Protection and Data Security



DPDHL Group Data Privacy Policy is aligned with GDPR

- Policy, embedded in Code of Conduct, and rules are applied globally and every employee needs to go through training to be familiar with the requirements of the policy and GDPR
- GDPR leads to an extension of information obligation and an adjusted request management
- To ensure application we do audits on the level of implementation of the GDPR requirements and verifying their conformity (through Privacy Impact Assessments)
- Distinct roles and bodies within data protection Management (Including: Corporate data protection officer, Data protection officials and Country Data Protection Counsels, Data privacy circles, Data protection steering committee and Data protection network)

4- German 2-tier Board System / Supervisory Board

Two-tier system



Targets for the Supervisory Board's composition and skills profile

- ✓ Reflect DPDHL's international activities adequately
- ✓ Independence¹ of at least 75 % helps to guarantee integrity of accounting process and ensure independence of auditors.
- ✓ Independence Avoid conflicts of interest affecting Supervisory Board members
- ✓ At least 30 % women
- ✓ Particular international knowledge and experience either by origin, education or professional experience
- ✓ Provide competent advice on fundamental future issues, in particular digital transformation.
- ✓ Sufficient expertise of accounting or financial statement audits incl. international developments in accounting.

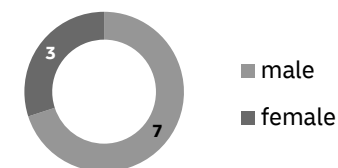
¹as defined in number 5.4.2 of the German Corporate Governance Code
DPDHL GROUP ESG PRESENTATION 2019

4 - Supervisory Board, Shareholder Representatives

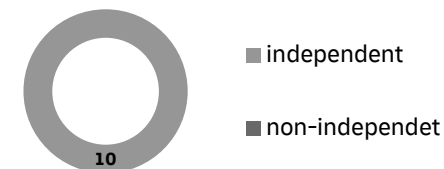
Director	Independence*	Gender	Outside Boards**	Executive Committee***	Finance and Audit Committee***	Personnel Committee***	Mediation Committee***	Nomination Committee***	Strategy Committee***
Dr. Nikolaus von Bomhard	●	M	0	C		x	C	C	C
Dr. Günther Bräunig	●	M	1						
Dr. Mario Daberkow	●	M	0						
Ingrid Deltenre	●	F	3	x					
Werner Gatzert	●	M	0	x	x			x	
Dr. Heinrich Hiesinger	●	M	1						x
Simone Menne	●	F	2		x				
Roland Oetker	●	M	0			x	x		x
Dr. Stefan Schulte	●	M	0		C				
Prof. Dr.-Ing. Katja Windt	●	F	1						

*Independence definition according to number 5.4.2 of the German Corporate Governance Code; **Number of mandates at external public company Boards; *** C = Chairman

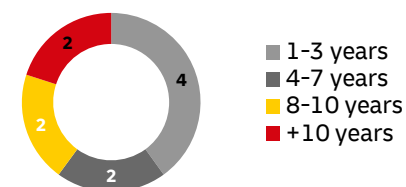
Gender diversity



Independence



Tenure



4 - DPDHL Group: Board of Management

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CFO DPDHL GROUP



Melanie Kreis

Member since Oct 14
Appointed until Jun 2022

CEO DPDHL GROUP



Frank Appel

Member since Nov 2002
CEO since Feb 2008
Appointed until Oct 2022

**HR, Corporate
Incubations**



Thomas Ogilvie

Member since Sep 2017
Appointed until Aug 2025

P&P Deutschland



Tobias Meyer

Member since Apr 2019
Appointed until Mar 2022

Express



John Pearson

Member since Jan 2019
Appointed until Dec 2021

**Forwarding,
Freight**



Tim Scharwath

Member since Jun 2017
Appointed until May 2025

**Supply
Chain**



Oscar de Bok

Member since Oct 2019
Mandate until Sept 2022

**eCommerce
Solutions**



Ken Allen

Member since Feb 2009
Appointed until Jul 2022

5- Board of Management Remuneration Components

Total compensation
(without fringe benefits and occupational pension plan)

Variable compensation

Long-term component

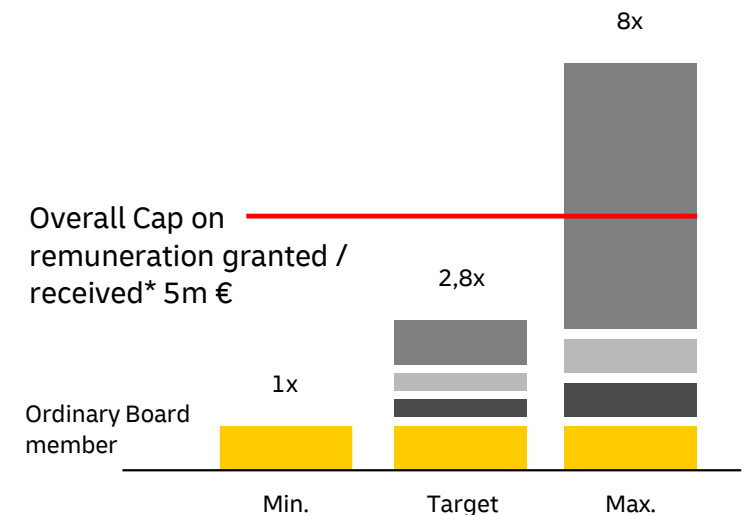
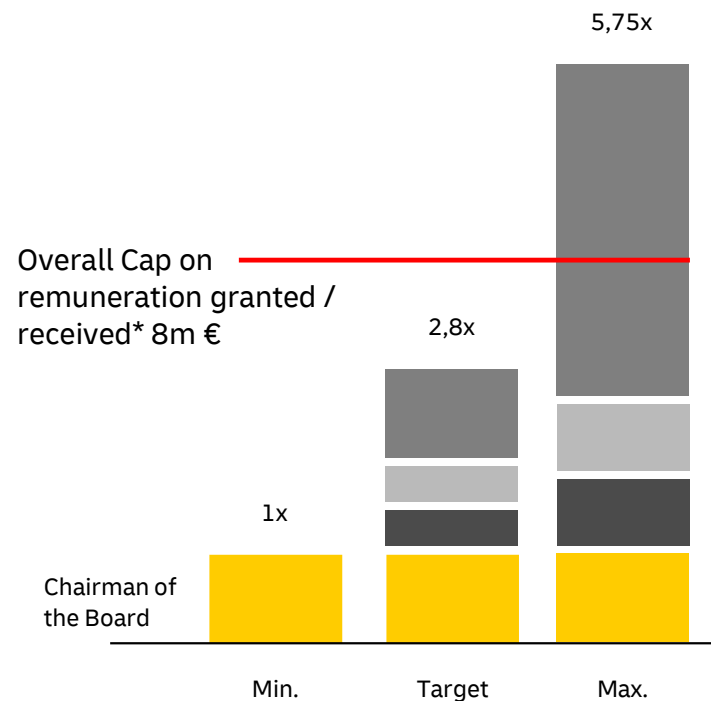
Medium-term component

Annual bonus

Fix annual compensation

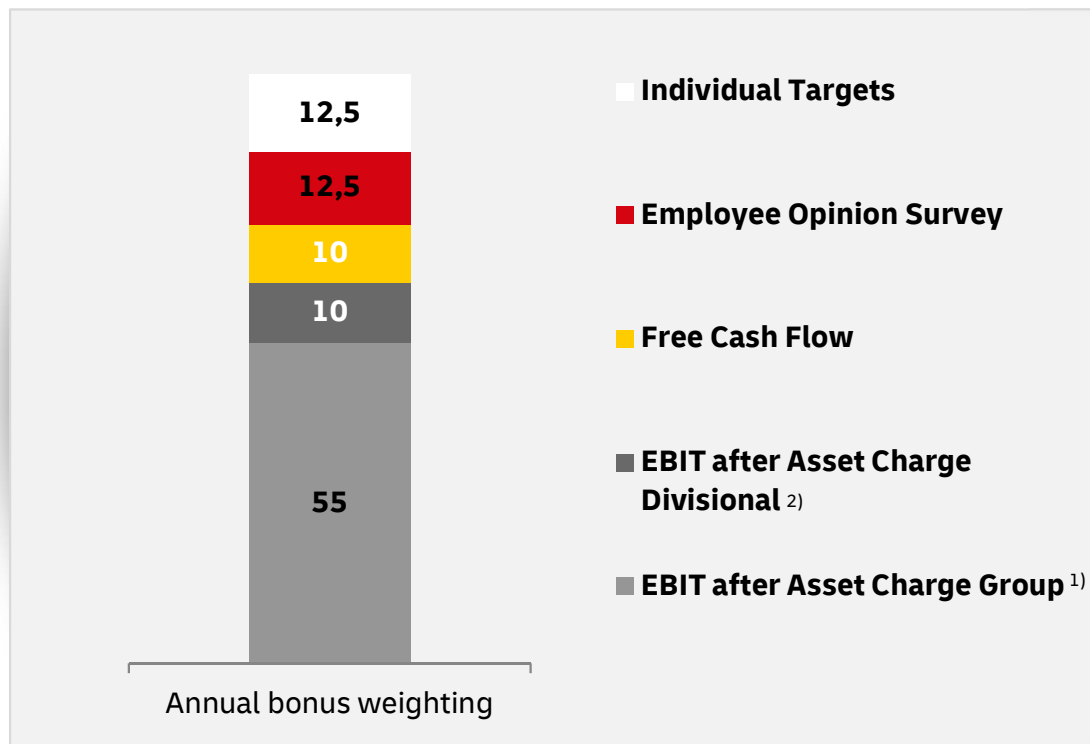
FIX: Base salary

*starting 2022



5- Board of Management Remuneration: Annual Bonus & Deferral

Annual bonus criteria



Bonus payment schedule

**50% paid in current year when
bonus criteria achieved**

**50% payout of achieved bonus
deferred by additional 2 years**

**Medium-term component will only be
paid out if EBIT after Asset Charge
(EAC) target is reached during the
sustainability phase; at least the cost of
capital was covered**

¹For Dr Frank Appel, Melanie Kreis and Dr Thomas Ogilvie, the weighting is 65%.

²Only for the Board of Management members responsible for the Post - eCommerce - Parcel, Express, Global Forwarding, Freight and Supply Chain divisions.

5- Board of Management Remuneration: Long-term Component

Cash remuneration linked to the company's share price performance

Participation in **Long-Term Incentive Plan (LTIP)** requires personal investment of 10% of annual base salary

We comply with the requirement regarding the ability to retain or reclaim (clawback) variable remuneration in justified cases by making the granting of LTIP components (SARs) dependent upon the attainment of previously stipulated goals

1- Allocation of LTIP

1/3 Share price performance vs competitors

1/3 Strategic individual targets

1/3 Digital transformation targets

2- Exercisable Options

SAR performance targets	Thresholds	Number of exercisable SARs
Performance versus STOXX Europe 600	+10%	1/6
	+0%	1/6
Absolute increase in share price	+25%	1/6
	+20%	1/6
	+15%	1/6
	+10%	1/6

5- Board of Management Remuneration: Remuneration Caps

Total caps limit the maximum annual payout

- Remuneration granted in financial year capped to €8 million for CEO, €5 million for ordinary board members (excluding fringe benefits)

Adjusted methodology from 2022 includes 2nd cap

- Remuneration received in a single financial year does not exceed €8 million for CEO, €5 million for ordinary board member, caps on received remuneration

Overall cap on remuneration granted Example: 2018

Remuneration components included

- 2018 base salary
- Proportion of 2018 annual bonus for immediate payout
- Deferral from 2018 annual bonus
- Long-Term Incentive Plan 2018 tranche
- 2018 pension expense (service cost)

Overall cap on remuneration received Example: 2022

Remuneration components included

- 2022 base salary
- Proportion of 2022 annual bonus for immediate payout
- Deferral from 2020 annual bonus
- Long-Term Incentive Plan 2016/2017/2018 tranches¹
- 2022 pension expense (service cost)

¹The time the tranches are paid depends on when they are exercised within the two-year period.

Way Forward

- Embrace the holistic definition of sustainability along ESG criteria
- Develop an ESG roadmap to meet investors' demands on non-financial targets and KPIs and shape our sustainability 2.0 agenda
- Capture new opportunities to leverage our core business to contribute to the SDGs





1 Why sustainability matters for DPDHL GROUP

2 Sustainability at DPDHL Group (E)

3 Sustainability at DPDHL Group (S)

4 Sustainability at DPDHL Group (G)

5 Appendix: Rankings, SDG's, IR Contacts

DPDHL Performs Very Well On Key Investor And Supplier Platform Ratings

Deutsche Post DHL Group

Key rating organizations



FTSE4Good



Rating results

CR Rating/Index	Rating 2018
CDP	• Rating: A-
FTSE4Good	• Listed
MSCI	• Rating: AAA
Oekom research	• Prime status: C+
RobecoSam (DJSI Rating)	• DJSI World and Europe
Supplier platforms	Rating 2019
EcoVadis	• "Gold" category (Top 1%)
Responsible Business Alliance (formerly EICC)	• 92% ("Low risk")



Our Track Record as a Responsible Logistics Provider

Deutsche Post DHL
Group

4.7 mn hours
of employee
education and
training

1st
global logistics
company to
provide climate-
friendly products



33%
carbon efficiency
improvement
since 2007

77%
green electricity
worldwide

Global
**Compliance
Management
System**

290,000
employees
certified as experts

**Zero
emissions
by 2050**
Ambitious
environmental
protection target

Since
2014
manufacturer of
electric delivery
vehicles

Note: 2018 data. Deutsche Post DHL Group has set itself a zero net emissions target for 2050 for all transport-related emissions

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