SUSTAINABILITY ROADMAP
FACTS & FIGURES

ACCELERATING SUSTAINABLE BUSINESS 2021-2030
• <29m tonnes CO₂e by 2030: science-based target for carbon reduction
• up to €7bn spend on sustainable technologies and fuels by 2030
• 30% ESG-related targets in the Corporate Board’s annual bonus

GROUP STRATEGY 2025
With around 600,000 employees in 220 countries and territories we are an essential driver of global trade, economic growth, and individual prosperity. Sustainability is our responsibility and well embedded in Strategy 2025.

SUPPORTING UN SUSTAINABLE DEVELOPMENTS GOALS
As a longstanding partner to the United Nations (UN), the Group supports the UN Sustainable Development Goals (SDGs), focusing on 6 in particular.

SUSTAINABILITY MILESTONES
From programs and philanthropy over responsible business practices to sustainability embedded in the Strategy 2025.

ENVIRONMENT
Our aspirations by 2030:
We will invest up to €7 billion until 2030 in clean operations to reduce our logistics-related GHG emissions from 33 million tonnes CO₂e in 2020 to <29 million tonnes CO₂e by 2030 – despite the expected further growth in our global logistics activities. By 2022 we already invested €284 m in sustainable technologies and fuels, of which €66 m are attributed to fuels. We thereby commit to Science-Based Targets initiative (SBTi).

GREEN LAST-MILE & LINE-HAUL
• Electrify 60% of first and last-mile delivery vehicles
• 27,800 E-Vehicles for pickup and delivery in operation

LEADER IN SUSTAINABLE FUELS
• Increase the use of sustainable fuels in air, ocean and road transportation to >30% by 2030
• €66 million added expenditures for sustainable fuels in 2022 (+136%)

CARBON NEUTRAL BUILDINGS
• Design 100% of all new owned buildings to be carbon neutral

PRODUCT PORTFOLIO
• Offer sustainable alternatives for 100% of all core products & solutions
• GoGreen Plus products available in EXP, GFF, eCS, P&P
DHL Group: World’s 11th largest private employer

Workforce: 600,278 headcount at year-end 2022

<table>
<thead>
<tr>
<th>Region</th>
<th>Employees</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>126,800</td>
<td>21.1%</td>
</tr>
<tr>
<td>Europe</td>
<td>362,400</td>
<td>60.4%</td>
</tr>
<tr>
<td>Asia/Pacific</td>
<td>90,500</td>
<td>15.1%</td>
</tr>
<tr>
<td>Middle East/Africa</td>
<td>20,600</td>
<td>3.4%</td>
</tr>
</tbody>
</table>

Great company to work for all

Our aspirations:
We take action to provide a safe, inclusive and engaging working environment for all our employees.

ATTRACTION & RETAIN THE BEST TALENT
Maintain a consistent >80% score on Employee Engagement (2022: 83%)

OCCUPATIONAL HEALTH & SAFETY
Reduce accident rate (LTIFR) per 200k hours worked* to <3.1 by 2025 (2022: 3.4 LTIFR)

DIVERSITY & INCLUSION
Increase share of women in upper and middle management to at least 30% by 2025 (2022: 26.3%)

SOCIAL

Our aspirations:
We take action to provide a safe, inclusive and engaging working environment for all our employees.

GOVERNANCE

Highly trusted company

Our aspirations:
We act as a role model for responsible corporate governance.

COMPLIANCE MANAGEMENT
• Values anchored in Code of Conduct and supplemented by topic-specific policies
• Policies and guidelines reviewed regularly
• Internal audits assess the implementation of our policies and the compliance with applicable laws and own policies

EFFECTIVE ESG GOVERNANCE
• ESG metrics and targets are completely integrated into our financial systems and reporting/planning processes
• As of 2022, ESG areas were incorporated into target portfolio for annual bonus calculation of the Board of Management
• From 2023 on, ESG metrics will also be included in the annual bonus for executives in upper management

ROBUST SUPPLIER MANAGEMENT
• Clear expectations on suppliers along ESG dimensions
• Assess high-risk suppliers based on structured due diligence process
• In 2022, the supplier spend covered by an accepted SCoC was at >€27 billion
• >2,700 potential high-risk suppliers assessed in 2022

RESPECT HUMAN RIGHTS
Embed human rights awareness in day-to-day work to prevent human rights violations

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OUR PEOPLE. OUR COMMUNITIES. OUR IMPACT.

We contribute to the socioeconomic development of the regions in which we operate through our sites, our employees and our business partners, thereby making a contribution to social and individual prosperity. As part of our corporate citizenship initiatives, we are leveraging our global network and the expertise of local employees in line with our purpose: Connecting people, improving lives

GO GREEN
Have additional 5 million trees planted by 2025

GO TRADE
Facilitate cross-border trade for sustainable and inclusive growth

GO HELP
Localize and digitalize disaster management

GO TEACH
Expand GoTeach to improve employability