



Top Employer 2024: DHL Group confirms its status as one of the best global employers

- 128 Group entities in 69 countries certified as Top Employer
- Group's Sustainability roadmap, employee survey concept, and focus on diversity, equity, inclusion and belonging (DEIB) highlighted by Top Employers Institute
- CHRO Thomas Ogilvie: "Committed and motivated employees are the foundation for excellent service quality"

January 18, 2024: DHL Group strengthens its position as one of the world's best employers with the recent Top Employers Institute's certification in numerous countries. Overall, 128 DHL Group entities in 69 countries have received Top Employer certification. The DHL Express and DHL Global Forwarding, Freight divisions are delighted with the Top Employer Global 2024 (Gold) award. The certification reflects six key HR topics: Steer, Shape, Attract, Develop, Engage, and Unite.

Compared to the previous year, DHL Group's marks increased in numerous evaluation criteria. The Top Employers Institute praised DHL Group for implementing an "Employee Listening" concept and for the successful use of employee surveys. Other highlights include consistent goals and values in all departments, a strategic corporate focus on diversity, equality, inclusion, and belonging, and top marks for "Employer Branding". The Institute also recognizes DHL's "strong Sustainability roadmap," in which the HR department plays a central role. DHL Group has set a goal for 2025 that strives to have at least 90% of all employees working in workplaces that are certified as Top Employer or Great Place To Work. The company, which is one of the largest employers in the world with around 600,000 employees, is getting ever closer to achieving this goal.

Thomas Ogilvie, CHRO and Labor Director of DHL Group, says: "The certification is very important for us as an employer, because committed and motivated employees are the foundation for excellent service quality and satisfied customers. The results confirm that we are on the right track to being an Employer of Choice. We work every day to be better than we were yesterday."

For the tenth time in a row, DHL Express received the award as Top Employer Global. Overall, the business division leads the ranking again this year. DHL Express has been recognized in 50 countries across Asia-Pacific, Europe, Africa, the Middle East, and North Americas, including leading results in the areas of ethics and integrity, corporate strategy, leadership, purpose, and value. DHL Global Forwarding, Freight is a Top Employer in 49 national entities in Asia-Pacific, Europe, Africa, the Middle East and North America. For the fifth time, DHL Global Forwarding, Freight achieved the ranking as Top



Employer Global. Both Express and Global Forwarding, Freight received the Top Employers Institute's Gold Seal. Post & Parcel Germany made it into the top 20 of the participating companies for the first time. Compared to the previous year, Deutsche Post AG improved by four percentage points in the overall ranking. The Top Employers Institute particularly praised the results in the areas of personnel management and employee motivation. DHL eCommerce received awards from the Top Employers Institute for 17 entities in 16 countries, including regional recognition for Europe. DHL Supply Chain received eleven awards in the EMEA region. All mentioned business entities achieved significant improvements in the working environment category.

The Top Employers Institute is the global authority for recognizing excellent HR practices. Through the certification program, participating companies can be validated, certified, and recognized as "Employer of Choice." The program enables companies to assess and continuously improve their working environment. Founded 30 years ago, the Top Employers Institute identified and recognized over 2,200 top employers in 122 countries and regions in 2024. Together, these certified top employers have a positive impact on the lives of 8 million employees worldwide.

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You can find the press release for download as well as further information on group.dhl.com/pressreleases

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DHL Group is the world's leading logistics company. The Group connects people and markets and is an enabler of global trade. It aspires to be the first choice for customers, employees and investors worldwide. To this end, DHL Group is focusing on growth in its profitable core logistics businesses and accelerating the digital transformation in all business divisions. The Group contributes to the world



through sustainable business practices, corporate citizenship and environmental activities. By the year 2050, DHL Group aims to achieve net-zero emissions logistics.

DHL Group is home to two strong brands: DHL offers a comprehensive range of parcel and international express service, freight transport, and supply chain management services, as well as e-commerce logistics solutions. Deutsche Post is the largest postal service provider in Europe and the market leader in the German mail market. DHL Group employs approximately 600,000 people in over 220 countries and territories worldwide. The Group generated revenues of more than 94 billion Euros in 2022.

The logistics company for the world.