Press release

DHL Express Named Best Company to Work for in Europe for the Fifth Year in a Row

- DHL Express tops Fortune and Great Place to Work's 100 Best Companies to Work for in Europe™ list for 2025.
- Recognition based on employee survey measuring employee experience and work culture.
- Europe-wide initiatives to foster wellbeing and diversity, equity, inclusion and belonging help to drive both culture and performance.

Bonn – October 9, 2025: DHL Express has once again been recognized as the #1 Best Workplace in Europe by Great Place to Work® and Fortune, marking the fifth consecutive year the company has earned this accolade. This continued recognition – based on confidential surveys of current employees – reflects DHL's unwavering commitment to a culture that prioritizes engagement, appreciation and development for people across its European operations.

With approximately 45,000 employees across Europe, DHL Express continues to invest in creating an inclusive, empowering, and engaging work environment. From its Certified International Specialist learning and development platform to regional wellbeing initiatives and its approach to diversity, equity, inclusion, and belonging, the company has established a comprehensive range of programs that reinforce shared values and a winning culture across more than 60 countries and territories.

Mike Parra, CEO of DHL Express Europe, said "Being recognized as the best workplace in Europe for the fifth consecutive year by Great Place to Work is an extraordinary honor and a testament to the passion, dedication, and spirit of our fantastic people across Europe. At DHL Express, we believe that creating a culture of trust, inclusion, and continuous growth is not just good for our employees – it's essential to delivering excellence for our customers and driving the highest standards of performance within our industry. This recognition is a great reflection of our commitment to putting our people first and continuing to build a workplace where everyone feels valued and empowered. I thank all of our 45,000 great colleagues who bring this winning culture to the workplace every day."

Eva Leitner, Senior Vice President HR, DHL Express Europe, said "People are the first pillar in our business strategy and the foundation of our success as a company. Our workforce in Europe is incredibly diverse, and we work hard to recognize that and to celebrate the power it gives us. Maintaining the number one position in the Great Place to Work rankings for yet another year shows we're taking the right steps to be a truly great employer."

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The Great Place to Work® 100 Best Companies list is based on confidential employee feedback and rigorous analysis of workplace culture, trust, and leadership. It is the only recognition that focuses on how employees feel about their workplace. Great Place To Work evaluates confidential feedback from employees, matching against HR data from participating companies. Only companies with consistently high survey responses across the 60 statements that comprise the Trust Index™ Survey are honored with placement on the list.

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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 – The logistics company for the world

DHL is the leading global brand in the logistics industry. Our DHL divisions offer an unrivalled portfolio of logistics services ranging from national and international parcel delivery, e-commerce shipping and fulfillment solutions, international express, road, air and ocean transport to industrial supply chain management. With approximately 400,000 employees in more than 220 countries and territories worldwide, DHL connects people and businesses securely and reliably, enabling global sustainable trade flows. With specialized solutions for growth markets and industries including technology, life sciences and healthcare, engineering, manufacturing & energy, auto-mobility and retail, DHL is decisively positioned as “The logistics company for the world”.

DHL is part of DHL Group. The Group generated revenues of approximately 84.2 billion euros in 2024. With sustainable business practices and a commitment to society and the environment, the Group

makes a positive contribution to the world. DHL Group aims to achieve net-zero emissions logistics by 2050.