

SUSTAINABILITY ROADMAP FACTS & FIGURES

ACCELERATING SUSTAINABLE BUSINESS 2021-2030

- **<29m** tonnes by 2030: Science-based target for carbon reduction
- **€7bn** spend on green technologies by 2030
- **30%** ESG-related targets in the Corporate Board's annual bonus



GROUP STRATEGY 2025

With around 570,000 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.

Purpose: Connecting people, improving lives
Values: Respect & Results
Mission: Excellence. Simply Delivered. In a sustainable way.

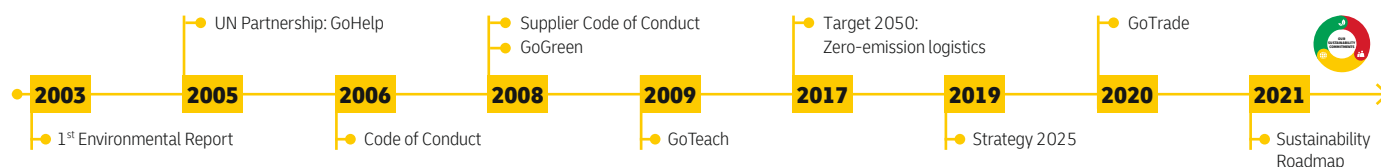
SUPPORTING UN SUSTAINABLE DEVELOPMENTS GOALS

As a longstanding partner to the United Nations, DPDHL 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 in Strategy 2025.



ENVIRONMENT

Clean operations
for climate protection



MISSION 2050
ZERO EMISSIONS
GOGREEN

Our aspirations by 2030:

We will invest €7 billion until 2030 in **clean operations** to reduce our emissions from 33 MT in 2020 to under 29 MT by 2030 – despite the expected further growth in our global logistics activities. We thereby commit to Science-Based Targets initiative (SBTi)*.

GREEN LAST-MILE & LINE-HAUL

Electrify **60%** of last-mile delivery vehicles and increase share of sustainable fuels in line haul to **>30%** by 2030

LEADER IN SUSTAINABLE AVIATION

Increase sustainable aviation fuel (SAF) blend to **>30%** by 2030

CARBON NEUTRAL BUILDINGS

Design **100%** of all new buildings to be carbon neutral

GREEN PRODUCT PORTFOLIO

Offer green alternatives for **100%** of all core products & solutions

*MT = million tonnes; We measure our carbon emissions (CO₂e) using the Well-to-Wheel (WtW) measurement logic.

SOCIAL

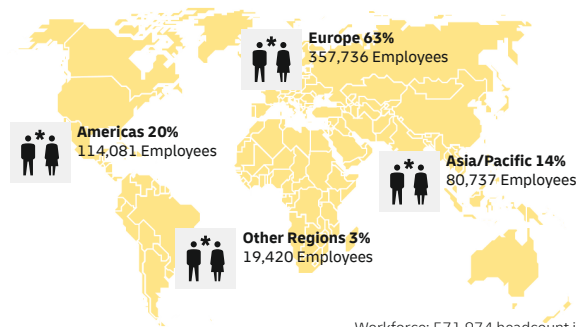
Great company to work for all



Our aspirations:

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

DPDHL Group: World's 11th largest private employer



Workforce: 571,974 headcount in 2020

ATTRACT & RETAIN THE BEST TALENT

Maintain a consistent
>80% score on
Employee Engagement
(2020: 83%)

"SAFETY FIRST" CULTURE

Reduce accident rate
(LTIFR) per 200k hours
worked to **<3.1** by 2025
(2020: 3.9 LTIFR)

DIVERSITY & INCLUSION

Increase share of women
in upper and middle
management to **30%** by
2025 (2020: 23,2%)

RESPECT HUMAN RIGHTS

Embed **human rights
awareness** in day-to-day
work to prevent human
rights violations

GOVERNANCE

Highly trusted company



Our aspirations:

We take action to ensure trusted, transparent and compliant business practices in all communities we operate in.

COMPLIANCE MANAGEMENT

- Values anchored in Code of Conduct and supplemented by topic-specific policies
- Policies and guidelines reviewed regularly
- Implementation and compliance assessed via audits

EFFECTIVE ESG GOVERNANCE

- ESG KPIs integrated into internal and external reporting
- From 2022, the proportion of ESG-related targets will be significantly increased for the Corporate Board*

*as suggested to AGM on May 6, 2021

ROBUST SUPPLIER MANAGEMENT

- Clear expectations on suppliers along ESG dimensions
- Assess high-risk suppliers based on structured due diligence process

OUR PEOPLE. OUR COMMUNITIES. OUR IMPACT.

Connecting people and improving their lives is what makes us get up and go every day. To live up to that purpose, we pledge to invest 1% of our net profit each year to create lasting impact for the people and the communities we operate in:

GOGREEN

Have additional 5 million
trees planted by 2025

GOTRADE

Facilitate cross-border trade for
sustainable and inclusive growth

GOHELP

Localize and digitalize
disaster management

GOTEACH

Expand GoTeach to
improve employability



**CONNECTING PEOPLE,
IMPROVING LIVES**