2003
First publication of CR report

2006
DPDHL signs UN Global Compact and embeds value in code of conduct

2007
First Innovation Center in Germany opened

2008
Launch of GoGreen

2013
First pilot test of Streetscooter is conducted in Bonn.

2017
New environmental target: Net zero emissions by the year 2050

2005 / 06
Launch of UN partnership and GoHelp / GoTeach

2006
Corporate values established in the Code of Conduct

2008
Supplier Code of Conduct integration into our supplier contracts

2011
Development of the StreetScooter begins in cooperation of RWTH Aachen

2016 Climate protection target achieved
The Group achieves its 2020 climate protection target of improving carbon efficiency by 30%
DPDHL GROUP ESG - OVERVIEW

1. ESG framework at DPDHL Group
2. Environment / GoGreen
3. Social / People / CoC / SCoC
4. Governance / 2 Tier / Remuneration
ESG INTEGRATION IN GROUP STRATEGY

Provider of Choice

Become the benchmark for responsible business

Investment of Choice

Employer of Choice
Standards 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).
SUSTAINABILITY IS ALSO IMPORTANT FOR CUSTOMER EXPECTATIONS

DPDHL offers its customers industry-leading solutions & meets high international standards in responsible business practice

Customers are asking about …

<table>
<thead>
<tr>
<th>Environment</th>
<th>People / Social</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td>• CO₂ footprint of their logistics</td>
<td>• Occupational Health &amp; Safety</td>
<td>• Compliance (CoC / SCoC)</td>
</tr>
<tr>
<td>• Environmentally-friendly logistics in cities</td>
<td>• Human Rights</td>
<td>• Standards in the value chain</td>
</tr>
<tr>
<td></td>
<td>• Social commitments</td>
<td>• Data protection and security</td>
</tr>
</tbody>
</table>
Together with 500 representatives, we defined the following issues:

**Environment (E)**
- Energy efficiency & climate change
- Air pollution

**Social/Employees (S)**
- Employee engagement
- Learning and development
- Human Rights
- Occupational health & safety

**Governance (G)**
- Compliance
- Standards in the value chain (suppliers and subcontractors)
- Data protection and security
FOUR STRATEGIC TARGETS FOR 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.

Economic Target

> 50% of our sales will incorporate Green Solutions

People Target

>80% of our employees to become certified GoGreen specialists. Plant one million trees a year with partners by 2025.
KEY EMISSION DRIVERS ARE REFLECTED IN CARBON EFFICIENCY INDEX

Carbon Efficiency Index

- CO₂ from our operations including own transportation and those of subcontractors
- Footprint of DPDHL's service
- Reference base of DPDHL service
- Sum of products / services our customers purchased from DPDHL

<table>
<thead>
<tr>
<th>Division</th>
<th>Main Reference base</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post &amp; Paket</td>
<td>CO₂e per Liter (physical volume)</td>
</tr>
<tr>
<td>Express</td>
<td>CO₂e per Ton km</td>
</tr>
<tr>
<td>Global Forwarding, Freight</td>
<td>CO₂e per Ton km</td>
</tr>
<tr>
<td></td>
<td>CO₂e per TEU km</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>CO₂e per Transportation revenue</td>
</tr>
<tr>
<td></td>
<td>CO₂e per m² operational space</td>
</tr>
<tr>
<td>eCommerce Solutions</td>
<td>CO₂e per pieces</td>
</tr>
</tbody>
</table>
50% EFFICIENCY IMPROVEMENT BY 2025

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).
## CARBON EMISSION AND VOLUME DEVELOPMENT

### Scope 1-3 Emissions 2013-18

<table>
<thead>
<tr>
<th></th>
<th>2013*</th>
<th>2018</th>
<th>CAGR 2018 yoy</th>
<th>2018 yoy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total emissions</td>
<td>28.31</td>
<td>29.48</td>
<td>0.8%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Scope 1</td>
<td>5.13</td>
<td>6.3</td>
<td>4.2%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Scope 2</td>
<td>0.49</td>
<td>0.27</td>
<td>-11.2%</td>
<td>-38.6%</td>
</tr>
<tr>
<td>Scope 3</td>
<td>22.69</td>
<td>22.91</td>
<td>0.2%</td>
<td>3.7%</td>
</tr>
</tbody>
</table>

### Divisional Volume Development

<table>
<thead>
<tr>
<th></th>
<th>CAGR 2013-18</th>
<th>2018 yoy</th>
</tr>
</thead>
<tbody>
<tr>
<td>TDI</td>
<td>8.2%</td>
<td>7.4%</td>
</tr>
<tr>
<td>Parcel</td>
<td>7.6%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Mail</td>
<td>-3.1%</td>
<td>-4.2%</td>
</tr>
<tr>
<td>Ocean</td>
<td>2.8%</td>
<td>-1.0%</td>
</tr>
<tr>
<td>Air</td>
<td>-0.8%</td>
<td>-3.9%</td>
</tr>
</tbody>
</table>

### 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
32% DECREASE OF EMISSIONS ON OWN FIRST AND LAST MILE SERVICES

<table>
<thead>
<tr>
<th>Group vehicle fleet in 2018¹</th>
<th>Vehicles by emission class in 2018¹</th>
<th>Use of green electricity in 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total 98,478 vehicles</td>
<td>Total 74,900</td>
<td>Total 1,732 million kWh</td>
</tr>
<tr>
<td>71% Vans</td>
<td>12% ZEV²</td>
<td></td>
</tr>
<tr>
<td>18% Cars</td>
<td>23% EURO 6</td>
<td>77% Green electricity</td>
</tr>
<tr>
<td>11% Trucks</td>
<td>47% EURO 5</td>
<td>23% Standard electricity</td>
</tr>
<tr>
<td></td>
<td>18% EURO 4³</td>
<td></td>
</tr>
</tbody>
</table>

1. Not subject to review. 2. Zero-emission vehicles. 3. Includes Euro 3 (587), 2 (10) and 1 (1) vehicles.

Vast majority of fuel costs passed on to customers via surcharges (EXP, DSC) or included in freight rates (DGFF) with no significant EBIT impact.
RESPONSIBILITY IN PRODUCTS AND SERVICES

Source: DHL Logistics Trend Radar 2018/19, download full report at dhl.com/trendradar

DPDHL GROUP ESG PRESENTATION 2019
Ensuring Responsible Supplier Behavior in Global Supply Chains

• DHL Supply Watch focuses on mitigating supplier risks in the supply chain, and ultimately encourages fair and responsible behavior from suppliers

• This system utilizes artificial intelligence (AI) to analyze vast and diverse data sources for telltale indicators of potential supplier problems

• Risks ranging from environmental to labor, social, and even crime are identified and used in strategic business continuity planning processes
Fair & Responsible Logistics

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.
StreetScooter

- Fast achievement of target costs
- Guarantee of optimal ergonomics
- Better visibility conditions and robustness
- Emotional enthusiasm of delivery staff
- Reduction of CO\textsubscript{2}, 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
Sustainability has become a clear business priority, placing green logistics solutions in high demand.

- 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.

Green products offered by Deutsche Post DHL Group

Green Optimization
- Carbon-efficient logistics
- Circular economy

Carbon Reports
- Reports
- Analyses
- Simulations

Climate Neutral
- Emission offsetting
- Climate protection projects
DPDHL GROUP ESG - OVERVIEW

1. ESG framework at DPDHL Group
2. Environment / GoGreen
3. Social / People / CoC / SCoC
4. Governance / 2 Tier / Remuneration
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.
DIVERSITY@DPDHL: FACTS & FIGURES

DPDHL’s workforce consists of a diverse range of employees

- **Diversity of our Workforce**
  - 65% men and 35% women in the global workforce
  - 4 generations in the global workforce
  - 150 nationalities working in Germany alone
  - 430 locations
  - 15,610 employees with disabilities at Deutsche Post AG in Germany
  - 78% of global workforce embrace diversity at the workplace

**Women in upper and middle management:**
- Average age: 41 years
- 22.1%

1Source: DPDHL Group Corporate Responsibility Report 2018; 2Source: DPDHL Group, Employee Opinion Survey 2018
Together, the two codes constitute our human rights policy. We have therefore foregone formulation of a separate policy. 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. The term suppliers also refers to our transportation subcontractors. Not available to the public.
Reduce accident rate 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
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)
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.
3 – COMPLIANCE MANAGEMENT SYSTEM

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

- **Culture**
  Create and foster a working environment based on a culture of compliance

- **Objectives**
  Define and implement compliance-specific objectives

- **Organization**
  Establish and foster the compliance organization throughout the Group

- **Risks**
  Identify compliance risks; continuously analyze them and amend as required

- **Monitoring and improvement**
  Monitor implementation of the compliance program and compliance reporting. Derive and implement improvement measures

- **Communication**
  Ongoing communication of compliance-relevant matters; develop and implement training concepts

- **Program**
  Create and update guidelines; evaluate business partners; develop and make available a system to facilitate whistle-blowing
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)
## 5 – Our Ethical Standards: Examples from Supplier COC

<table>
<thead>
<tr>
<th>Child labor</th>
<th>Forced labor</th>
<th>Compensation and working hours</th>
<th>Diversity</th>
<th>Freedom of association and collective bargaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
</tr>
</tbody>
</table>
DPDHL GROUP ESG - OVERVIEW

1. ESG framework at DPDHL Group
2. Environment / GoGreen
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4. Governance / 2 Tier / Remuneration
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: BOARD OF MANAGEMENT

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 2020

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 2020

Supply Chain
John Gilbert
Member since Mar 2014
Mandate until Mar 2022

eCommerce Solutions
Ken Allen
Member since Feb 2009
Appointed until Jul 2022
## DPDHL GROUP: SUPERVISORY BOARD

### Director

<table>
<thead>
<tr>
<th>Name</th>
<th>Independence*</th>
<th>Gender</th>
<th>Outside Boards**</th>
<th>Executive Committee***</th>
<th>Finance and Audit Committee***</th>
<th>Personnel Committee***</th>
<th>Mediation Committee***</th>
<th>Nomination Committee***</th>
<th>Strategy Committee***</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Nikolaus von Bomhard</td>
<td>●</td>
<td>M</td>
<td>0</td>
<td>C</td>
<td>x</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td></td>
</tr>
<tr>
<td>Dr. Günther Bräunig</td>
<td>●</td>
<td>M</td>
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<tr>
<td>Dr. Mario Daberkow</td>
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<td></td>
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<tr>
<td>Ingrid Deltenre</td>
<td>●</td>
<td>F</td>
<td>3</td>
<td>x</td>
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<td></td>
<td></td>
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<tr>
<td>Werner Gatzer</td>
<td>●</td>
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<td>0</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prof. Dr. Henning Kagermann</td>
<td>●</td>
<td>M</td>
<td>3</td>
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<tr>
<td>Simone Menne</td>
<td>●</td>
<td>F</td>
<td>2</td>
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<tr>
<td>Roland Oetker</td>
<td>●</td>
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<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Stefan Schulte</td>
<td>●</td>
<td>M</td>
<td>0</td>
<td>C</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prof. Dr.-Ing. Katja Windt</td>
<td>●</td>
<td>F</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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
- 7 female
- 3 male

### Independence
- 10 independent
- 0 non-independent

### Tenure
- 2 1-3 years
- 2 4-7 years
- 2 8-10 years
- 4 +10 years
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

**Fix: Base salary**

**Annual bonus**

**Long-term component**

**Medium-term component**

Overall Cap on remuneration granted / received* 5m €

Overall Cap on remuneration granted / received* 8m €

*starting 2022
For Dr Frank Appel, Melanie Kreis and Dr Thomas Ogilvie, the weighting is 65%.

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

**Annual bonus criteria**

- Individual Targets
- Employee Opinion Survey
- Free Cash Flow
- EBIT after Asset Charge Divisional 2)
- EBIT after Asset Charge Group 1)

**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.
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.
**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

<table>
<thead>
<tr>
<th>Overall cap on remuneration granted</th>
<th>Example: 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration components included</td>
<td></td>
</tr>
<tr>
<td>- 2018 base salary</td>
<td></td>
</tr>
<tr>
<td>- Proportion of 2018 annual bonus</td>
<td></td>
</tr>
<tr>
<td>- Deferral from 2018 annual bonus</td>
<td></td>
</tr>
<tr>
<td>- Long-Term Incentive Plan 2018 tranche</td>
<td></td>
</tr>
<tr>
<td>- 2018 pension expense (service cost)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overall cap on remuneration received</th>
<th>Example: 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration components included</td>
<td></td>
</tr>
<tr>
<td>- 2022 base salary</td>
<td></td>
</tr>
<tr>
<td>- Proportion of 2022 annual bonus</td>
<td></td>
</tr>
<tr>
<td>- Deferral from 2020 annual bonus</td>
<td></td>
</tr>
<tr>
<td>- Long-Term Incentive Plan 2016/2017/2018 tranches(^1)</td>
<td></td>
</tr>
<tr>
<td>- 2022 pension expense (service cost)</td>
<td></td>
</tr>
</tbody>
</table>

\(^1\)The time the tranches are paid depends on when they are exercised within the two-year period.
Rankings and SDG´s

1. ESG framework at DPDHL Group
2. Environment / GoGreen
3. Social / People / CoC / SCoC
4. Governance / 2 Tier / Remuneration
5. Rankings and SDG´s
## INDICES RANKS / SCORERS

### CR-rating-agencies

<table>
<thead>
<tr>
<th>Rating</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A−</td>
<td>Confirmed listing in FTSE Index series since 2002</td>
</tr>
<tr>
<td></td>
<td>Prima Status; Rating C+</td>
</tr>
<tr>
<td></td>
<td>AAA rating; listing in MSCI Index series</td>
</tr>
<tr>
<td></td>
<td>Listing in DJSI 1</td>
</tr>
<tr>
<td></td>
<td>Leader</td>
</tr>
</tbody>
</table>

### Topic-specific indices (focus diversity and inclusion)

<table>
<thead>
<tr>
<th>Provider</th>
<th>Rating</th>
<th>Follow-up confirmation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bloomberg Gender</td>
<td></td>
<td>Follow-up confirmation</td>
</tr>
<tr>
<td>Equality Index</td>
<td></td>
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<tr>
<td>Thomson Reuters</td>
<td>IX Global Diversity</td>
<td>Follow-up confirmation</td>
</tr>
<tr>
<td>&amp; Inclusion Index</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Provider ratings

<table>
<thead>
<tr>
<th>Provider</th>
<th>Rating</th>
<th>Follow-up confirmation</th>
</tr>
</thead>
<tbody>
<tr>
<td>EcoVadis</td>
<td>Gold Level: top 1% of suppliers assessed</td>
<td></td>
</tr>
<tr>
<td>Responsible</td>
<td>&quot;Low risk&quot; category</td>
<td></td>
</tr>
<tr>
<td>Business Alliance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

**SDG 4** Ensuring quality education and promoting lifelong learning opportunities for all.

**SDG 8** Promoting sustainable global trade and economic growth.

**SDG 11** Minimizing air pollution in cities and supporting recovery efforts following natural disasters.

**SDG 13** Minimizing the environmental impact of our business activity.

**SDG 17** Collaborating with the UN and other partners to ensure that the impact of our social and environmental activities is sustained over the long term.
INVESTOR RELATIONS CONTACTS

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m.ziegenbalg@dpdhl.com

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