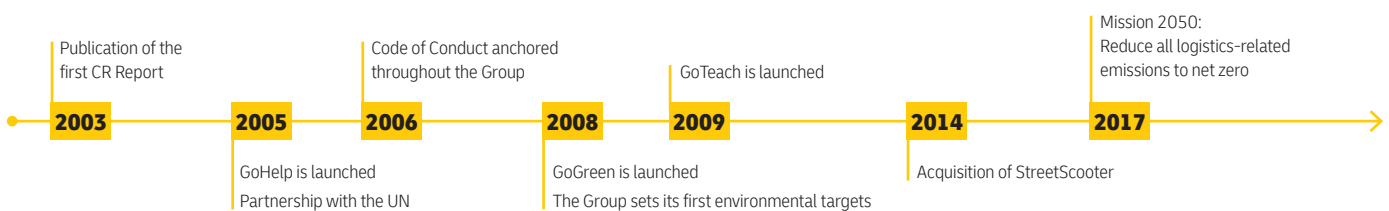


FACTS AND FIGURES

ON CORPORATE RESPONSIBILITY*

Our Group strategy is focused on sustainability and corporate responsibility. We are committed to meeting not only our own operational requirements and the interests of our stakeholders but also to addressing the needs of society and the environment. Our core objective is to become the Provider, Employer and Investment of Choice, and a benchmark company for responsible business.



MATERIAL ISSUES

As part of a materiality analysis, we have identified eight material issues that are key both for us and for our stakeholders.

Environment

- Energy Efficiency & Climate Change
- Air Pollution

Social/Employees

- Employee Engagement
- Employee Development
- Respect for Human Rights
- Occupational Health & Safety

Corporate governance

- Compliance
- Standards in the Value Chain
- Data Protection & Data Security

ENVIRONMENT – OUR TARGETS

We want to reduce our logistics-related emissions to net zero by the year 2050 and have set four interim targets for 2025.

Global target

Increase our carbon efficiency by **50%** over 2007 levels.

Local target

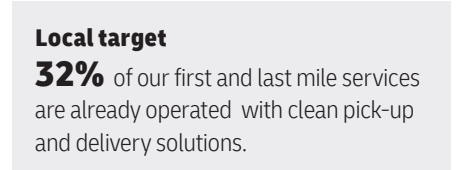
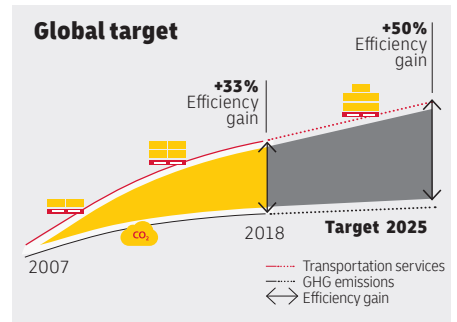
Operate **70%** of our own first and last mile services with clean pick-up and delivery solutions.

Economic target

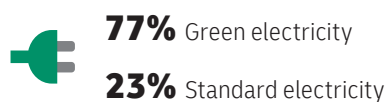
Have more than **50%** of our sales incorporate green products and solutions.

People target

- Certify **80%** of our employees as GoGreen specialists.
- Plant **one million** trees each year in cooperation with partner organizations.

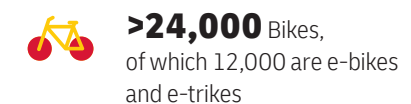


Use of green electricity Group-wide



Use of green electricity up **14 percentage points** on prior year

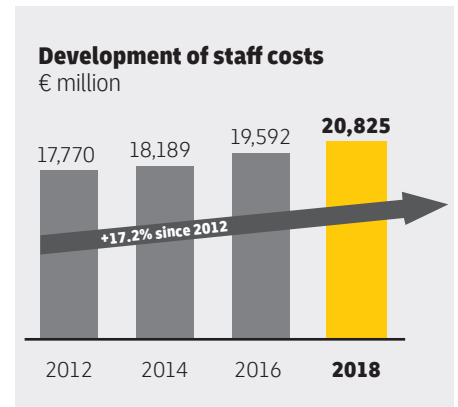
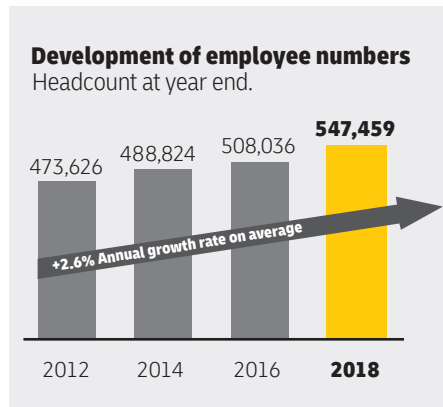
Group fleet



* Unless otherwise noted, these facts and figures are valid as of Dec. 31, 2018.

EMPLOYEES

Our company's high-quality service and overall success depend on the engagement, skills, talents and expertise of our employees. With some 550,000 employees, Deutsche Post DHL Group is one of the world's largest employers in the transportation and logistics industry.



Employees: Issues and targets	Status quo
<p> Employee engagement: The results of the annual EOS are used to determine employee engagement levels.</p>	<p>→ 76% Employee Engagement confirmed.</p>
<p> Employee development: As part of our Certified initiative, we train employees to become specialists in their respective areas of work.</p>	<p>→ < 290,000 employees have already participated in the Certified training initiative.</p>
<p> Occupational safety: Accident prevention – and establishing a “Safety First” culture – are priorities for the Group.</p>	<p>→ By 2025, we want to reduce the Group-wide accident rate by 30%. It was 4.3% in 2018.</p>
<p> Respect for human rights: Establishing a common understanding of human rights in our employee relations, and raising awareness of the topic.</p>	<p>→ Around 9,000 employees have already taken part in trainings.</p>

SOCIETY (CORPORATE CITIZENSHIP)

By making our global network and the know-how of our employees available, we make a positive contribution to society and the environment.



Disaster management (GoHelp)

- With the United Nations
- Get Airports Ready For Disaster (GARD)
- Disaster Response Teams (DRTs)



Improving employability (GoTeach)

- Partnership with Teach For All
- Partnership with SOS Children's Villages
- Refugee aid



Local projects

- Employee volunteering
- Financial support
- Employees support employees

More detailed information on our CR programs and activities is available online.

Group website



2018 CR Report



2019 Factbook

