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.

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

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.
Great company to work for all

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

**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

**SOCIAL**

DPDHL Group: World’s 11th largest private employer

Workforce: 571,974 headcount in 2020

**ATLANTIS 20%**
114,081 Employees

**EUROPE**
337,736 Employees

**ASIA/PACIFIC**
80,737 Employees

**OTHER REGIONS**
19,420 Employees

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**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*

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

* as suggested to AGM on May 6, 2021

**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:

**GO GREEN**
Have additional 5 million trees planted by 2025

**GO TRADE**
Facilitate cross-border trade for sustainable and inclusive growth

**GO HELP**
Localize and digitalize disaster management

**GO TEACH**
Expand GoTeach to improve employability

www.dpdhl.com/sustainability