

Top Employers Institute honors all Deutsche Post DHL Group divisions for outstanding employee conditions

- DHL Global Forwarding, Freight and DHL Express certified as Top Employer Global 2022
- Business and HR strategy as well as leadership culture highly valued
- Board Member for HR Thomas Ogilvie: "Our dedicated team is our greatest asset and the key to our success"

Bonn, January 20, 2022: Deutsche Post DHL Group (DPDHL) is one of the world's largest employers with 570,000 employees. With the current Top Employers Institute certification of all divisions in many countries around the globe and the divisions DHL Global Forwarding, Freight and DHL Express being awarded as Top Employer Global 2022, the logistics group consolidates its position as one of the world's best employers. In total, over 110 DPDHL national companies in 69 countries have been certified as Top Employer. These include all of the Group's divisions from DHL Supply Chain, DHL Express, DHL Global Forwarding, Freight and DHL eCommerce Solutions to Post & Parcel Germany. Compared to the previous year, DPDHL once again achieved improvements in many assessment criteria. The experts gave particularly high ratings for the business and HR strategies of the DPDHL divisions and its management and corporate culture as well as in the area of business ethics. The Top Employers Institute also attests to DPDHL's above-average employee engagement. This is also confirmed by the Group's recent global employee survey. With an approval rating of 84 percent in the "Employee Engagement" category, DPDHL achieved its best result ever in this dimension. The Group thus exceeded its target value of consistently over 80 percent.

"I am very pleased that our people management and engagement approach have received such an outstanding rating from the Top Employers Institute," says Thomas Ogilvie, CHRO of Deutsche Post DHL Group. "For us as a logistics provider, our employees, who are daily connecting people and improving their lives, are our greatest asset and the most important success factor. That's why we do

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everything we can to be a fair and attractive employer of choice." Ogilvie added that he was particularly proud of the work done during the pandemic: "To ensure excellent service quality in times of rising shipment volumes, we have created around 20,000 additional jobs. But we couldn't have managed the tasks without the huge commitment of all our employees."

The globally operating Group employs people in more than 1,000 professions, from parcel delivery staff to aircraft mechanics, network planners or financial experts. Equal opportunities, further training and lifelong learning are central elements of the DPDHL human resources strategy. An integral part of employee development is the internal training initiative "Certified", under which all employees are qualified by managers through inspirational training courses to become "certified specialists" in their respective areas of responsibility. Since 2018, the company has also been rolling out a Group-wide qualification program for the 35,000 team leaders worldwide to become "Certified Supervisors," in which leadership and management skills are taught as part of an 18-month learning journey. The Top Employer certifications confirm that the personnel and economic effort is highly valued in the competition for the best candidates and for the long-term retention of employees. DPDHL has been externally certified by the Top Employers Institute since 2011.

The Top Employers Institute, based in Amsterdam, was founded 30 years ago and enables companies to gain a neutral view of working conditions by means of a certification program and to derive improvements from this. Companies are evaluated in 20 categories, ranging from attracting and promoting talent to leadership behavior and the company's performance in the area of sustainability to dealing with employees who leave the company. The surveys allow DPDHL to compare individual national companies within the Group on the one hand and to compare its own performance as an employer with that of other companies on the other.

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You can find the press release for download as well as further information on dpdhl.com/pressreleases

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Deutsche Post DHL Group is the world's leading logistics provider. The Group connects people and markets and enables global trade. It pursues the strategic goals of being the first choice for customers, employees and investors worldwide. With responsible corporate action and a commitment to society and the environment, the Group makes a positive contribution to the world. Deutsche Post DHL Group is aiming for zero-emissions logistics by 2050.

The Group combines two strong brands: Deutsche Post is Europe's leading postal service provider, DHL offers a comprehensive service portfolio of international express shipping, freight transport, supply chain management and e-commerce solutions. Deutsche Post DHL Group employs around 570,000 people in more than 220 countries and territories around the world. In 2020, the Group generated sales of more than 66 billion euros.

The logistics company for the world.