



## Deutsche Post DHL Group - 2020 GRI content index including the 10 principles of the UN Global Compact (UNGC)

The following table is based on the material topics of Deutsche Post DHL Group as identified together with stakeholders on the basis of the materiality analysis 2019. The ESG presentation referred to was prepared in accordance with the GRI standards (core option). In parallel, this table is used for UN GC communication on progress.

GRI Content Index and UN Global Compact Communication on Progress				
UNGC Principle	GRI Standard	General Disclosures	Page number(s) and/or URL(s)	Omission
1, 2	GRI 102	<b>Organizational profile</b>		
		102-1 Name of the organization	<a href="#">2020 Annual Report, page 14</a>	
		102-2 Activities, brands, products, and services	<a href="#">2020 Annual Report, pages 14 - 22</a>	
		102-3 Location of headquarters	<a href="#">2020 Annual Report, page 14</a>	
		102-4 Location of operations	<a href="#">2020 Annual Report, page 12</a>	
			<a href="#">2020 Annual Report, page 106, note 2</a>	
			<a href="#">2020 List of shareholdings</a>	
		102-5 Ownership and legal form	<a href="#">2020 Annual Report, page 12</a>	
			<a href="#">2020 Annual Report, page 75</a>	
		102-6 Markets served	<a href="#">2020 Annual Report, page 15</a>	
		102-7 Scale of the organization	<a href="#">2020 Annual Report, pages 14 - 22</a>	
			<a href="#">2020 Annual Report, pages 27 - 44</a>	
			<a href="#">2020 Balance sheet, Annual Report, page 101</a>	
			<a href="#">2020 Income statement; Annual Report, page 100</a>	
			<a href="#">2020 List of shareholdings</a>	
		102-8 Information on employees and other workers	<a href="#">2020 Annual Report, page 53</a>	Our reporting structure and HR systems track employees by employment type and by
			<a href="#">Tab Social Data Group</a>	
		102-9 Supply chain	<a href="#">2020 Annual Report, pages 14 - 22</a>	
19		102-10 Significant changes to the organization and its supply chain	<a href="#">2020 Annual Report, page 15</a>	Significant organizational changes are presented on page 15 of the Annual Report. Changes that affect data are disclosed directly in the context of the information.
		102-11 Precautionary Principle or approach	<a href="#">2020 Annual Report, page 68</a>	
		102-12 External initiatives	<a href="#">Corporate Website</a>	
		102-13 Membership of associations	<a href="#">Corporate Website</a>	
1, 2		<b>Strategy</b>		
		102-14 Statement from senior decision-maker	<a href="#">2020 Annual Report, pages 4 -5</a>	
1, 2		<b>Ethics and integrity</b>		
		102-16 Values, principles, standards, and norms of behavior	<a href="#">2020 Annual Report, page 49</a>	
			<a href="#">2020 ESG Presentation, page 8, 9, 33</a>	
20		<b>Governance</b>		
		102-18 Governance structure	<a href="#">2020 ESG Presentation, page 62</a>	

## 2020 ESG StatBook

21		<b>Stakeholder engagement</b>		
		102-40 List of stakeholder groups	<a href="#">2020 ESG Presentation, page 10</a>	
		102-41 Collective bargaining agreements	<a href="#">2020 Annual Report, page 54</a>	
			<a href="#">2020 ESG Presentation, page 41</a>	
			<a href="#">2020 ESG Statbook, Tab Social data group</a>	
		102-42 Identifying and selecting stakeholders	<a href="#">2020 ESG presentation, page 10</a>	
		102-43 Approach to stakeholder engagement	<a href="#">2020 ESG presentation, page 10</a>	
		102-44 Key topics and concerns raised	<a href="#">2020 ESG presentation, page 11</a>	
		<b>Reporting practice</b>		
		102-45 Entities included in the consolidated financial statements	<a href="#">2020 Financial statements, note 2, Annual Report page 106</a>	
			<a href="#">2020 List of shareholdings</a>	
		102-46 Defining report content and topic Boundaries	<a href="#">2020 Annual Report, page 13</a>	
			<a href="#">2020 ESG presentation pages 11, 14, 20, 36, 87</a>	
		102-47 List of material topics	<a href="#">2020 ESG Presentation, page 11</a>	
		102-48 Restatements of information	<a href="#">2020 Annual Report</a>	In general, we follow the continuity approach in reporting. If adjustments to information were nevertheless necessary, these are transparently marked and explained directly in context.
			<a href="#">2020 ESG Presentation</a>	
			<a href="#">2020 ESG StatBook, footnotes</a>	
		102-49 Changes in reporting	<a href="#">2020 Annual Report, page 48</a>	2021, we have changed our sustainability reporting: Expectations for sustainable business practices have become more prominent than ever not only amongst employees, customers and capital market actors, but also amongst members of society and politics. In order to appropriately depict this development for our company, we revised our reporting effective as of the start of financial year 2020. The non-financial statement has been moved to the 2020 Annual Report with further material ESG information. The reporting is supplemented by the ESG Presentation 2020 and the ESG Statbook 2020. In the ESG Presentation, we bundle all relevant ESG information for fiscal 2020 and present the programs with the progress made. The ESG StatBook includes all available ESG data from 2016 as well as the GRI and SASB index.
		102-50 Reporting period	<a href="#">2020 Annual Report, page 13</a>	
		102-51 Date of most recent report	March 9, 2021	
		102-52 Reporting cycle	1 Jan to 31 Dec 2020	
		102-53 Contact point for questions regarding the report	<a href="#">IR Team</a>	
		102-54 Claims of reporting in accordance with the GRI Standards	<a href="#">2020 ESG StatBook, Tab GRI Index</a>	
		102-55 GRI content index	<a href="#">2020 ESG StatBook, Tab GRI Index</a>	

## 2020 ESG StatBook

Material Topics				
200 series (Economic topics)				
12, 13, 14	<b>GRI 205</b>	<b>Anti-corruption</b>		
	<b>GRI 103:</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 56</a>	
	<b>Management</b>	103-2 The management approach and its components	<a href="#">2020 Annual Report, page 56</a>	
	<b>Approach 2016</b>	103-3 Evaluation of the management approach	<a href="#">2020 Annual Report, page 56</a>	
	<b>GRI 205-2</b>	Communication and training about anti-corruption policies and procedures	<a href="#">2020 Annual Report, page 56</a>	Our reporting is mainly qualitative.
			<a href="#">2020 ESG Presentation, page 63, 64</a>	
300 series (Environmental topics)				
9, 10, 11	<b>GRI 305</b>	<b>Emissions</b>		
	<b>GRI 103:</b> <b>Management</b> <b>Approach 2016</b>	Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 49</a>	
			<a href="#">2020 ESG Presentation, pages 14 - 15, 20</a>	
		The management approach and its components	<a href="#">2020 Annual Report, page 49</a>	
			<a href="#">2020 ESG Presentation, pages 14 - 15, 20</a>	
		Evaluation of the management approach	<a href="#">2020 Annual Report, page 49</a> <a href="#">2020 ESG Presentation pages 17 - 18, 21 - 22</a>	
	<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	<a href="#">2020 ESG Presentation, page 18</a>	305-1, c: Other emissions are not material for our logistics business, but are included in our total CO <sub>2</sub> e emissions. They arise as by-products of fuel combustion. Therefore, they are not emitted individually, but follow a mainly fuel-dependent stochastic distribution.
			<a href="#">2020 ESG StatBook, Tab Environment</a>	
	<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	<a href="#">2020 ESG Presentation, page 18</a>	
			<a href="#">2020 ESG StatBook, Tab Environment</a>	
	<b>GRI 305-3</b>	Other indirect (Scope 3) GHG emissions	<a href="#">2020 ESG Presentation, page 18</a>	305-1, c: Other emissions are not material for our logistics business, but are included in our total CO <sub>2</sub> e emissions. They arise as by-products of fuel combustion. Therefore, they are not emitted individually, but follow a mainly fuel-dependent stochastic distribution.
			<a href="#">2020 ESG StatBook, Tab Environment</a>	
	<b>GRI 305-4</b>	GHG emissions intensity	<a href="#">2020 ESG Presentation, page 18</a>	
			<a href="#">2020 ESG StatBook, Tab Environment</a>	
	<b>GRI 305-5</b>	Reduction of GHG emissions	<a href="#">2020 ESG Presentation, page 18</a>	
			<a href="#">2020 ESG StatBook, Tab Environment</a>	
	<b>GRI 305-7</b>	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">2020 ESG StatBook, Tab Environment</a>	We report NOx, SOx and PM <sub>10</sub> only, because POP, VOC, HAP are not material for our business.
11	<b>GRI 308</b>	<b>Supplier Environmental assessment</b>		
	<b>GRI 103:</b>	Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 56</a>	
	<b>Management</b>	The management approach and its components	<a href="#">2020 ESG Presentation, page 65, 66</a>	
	<b>Approach 2016</b>	Evaluation of the management approach	<a href="#">2020 Annual Report, page 56</a>	Qualitative information only.
	<b>308-1</b>	New suppliers that were screened using environmental criteria	<a href="#">2020 Annual Report, page 56</a>	Qualitative information only.
			<a href="#">2020 ESG Presentation, page 65, 66</a>	
400 series (Social topics)				
Occupational Health and Safety				
2, 6, 7,	<b>GRI 103:</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 55</a>	

	<b>Management</b>	103-2 The management approach and its components	<a href="#">2020 Annual Report, page 55</a>	
	<b>Approach 2018</b>	103-3 Evaluation of the management approach	<a href="#">2020 Annual Report, page 55</a>	
	<b>403-1</b>	Occupational health and safety management system	<a href="#">2020 ESG Presentation, page 43</a>	Qualitative information only.
	<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	<a href="#">2020 ESG Presentation, page 42, 43, 44</a>	
	<b>403-3</b>	Occupational health services	<a href="#">2020 Annual Report, page 55</a>	
			<a href="#">2020 ESG Presentation, page 45 -46</a>	
	<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	<a href="#">2020 ESG Presentation, page 46</a>	Qualitative information on best practices only.
	<b>403-5</b>	Worker training on occupational health and safety	<a href="#">2020 ESG Presentation, page 46</a>	OHS training is part of the business routine in our operations and takes place regularly. The occupational safety officers conduct regular site visits and inform employees or point out misconduct. These briefings are not recorded at Group level.
	<b>403-6</b>	Promotion of worker health	<a href="#">2020 ESG Presentation, page 43</a>	We meticulously analyze and document the cause of each accident to prevent any repetition of such incidents. Our findings are then used to design and implement corrective measures.
	<b>403-7</b>	Prevention and mitigation of OHS impacts directly linked by business relationships	<a href="#">2020 ESG Presentation, page 42, 65, 66</a>	With our Supplier Code of Conduct (the Code) we implement our values in our supplier base. Acceptance of the Code is a requirement of suppliers doing business with DPDHL Group.

## 2020 ESG StatBook

	<b>GRI 403-9: Occupational Health and Safety 2018</b>	403-9 Work-related injuries	<a href="#">2020 Annual Report, page 5</a>	Our OHS KPI is LTIFR per 200,000 hours worked. We report this according to our reporting structures by division and region. The majority of temporary external workforce we employ in our Supply Chain division. The LTIFR data of this division reported includes the temporary external workers, but is not reported separately.
		<a href="#">2020 ESG StatBook 2020, Tab Social</a>		
4, 7, 10, 13	<b>Training and Education</b>			
	<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 51</a>	
			<a href="#">2020 ESG Presentation, page 47</a>	
		103-2 The management approach and its components	<a href="#">2020 Annual Report, page 51</a>	
			<a href="#">2020 ESG Presentation, page 47, 48</a>	
		103-3 Evaluation of the management approach	<a href="#">2020 Annual Report, page 51</a>	
	<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">2020 ESG Presentation, page 47</a>	Equal treatment of our employees is one of our key principles - regardless of origin, gender, education. Therefore, we do not consider it useful to record and report training hours by gender and employee type. In some countries there are also restrictions due to data protection.
		<a href="#">2020 ESG StatBook 2020, Tab Social</a>		
3, 4, 5	<b>Human Rights</b>			
	<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 52</a>	
			<a href="#">2020 ESG presentation, page 38 - 41</a>	
		103-2 The management approach and its components	<a href="#">2020 Annual Report, page 52</a>	
			<a href="#">2020 ESG Presentation 2020, page 38 - 41</a>	
		103-3 Evaluation of the management approach	<a href="#">2020 Annual Report, page 52</a>	
	<b>GRI 412: Human Rights Assessment 2016</b>	412-2 Employee training on human rights policies or procedures	<a href="#">2020 ESG presentation, page 38</a>	We report on the total no. of employees and manager trained since the rollout of this training program.
5, 8, 13	<b>Supplier Social Assessment</b>			
	<b>GRI 103 Management approach</b>	Explanation of the material topic and its Boundary	<a href="#">2020 Annual Report, page 56</a>	
		The management approach and its components	<a href="#">2020 ESG Presentation, page 65, 66</a>	
		Evaluation of the management approach	<a href="#">2020 Annual Report, page 56</a>	Qualitative information only.
	<b>GRI 414-1</b>	New suppliers that were screened using social criteria	<a href="#">2020 Annual Report, page 56</a>	Qualitative information only.
		<a href="#">2020 ESG Presentation, page 65, 66</a>		
	<b>Data Protection</b>			
	<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">2020 ESG Presentation, page 67</a>	
		103-2 The management approach and its components	<a href="#">2020 ESG Presentation, page 68</a>	
		103-3 Evaluation of the management approach	Not disclosed	
	<b>GRI 418: Customer Privacy</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2020 ESG Presentation, page 67 - 68</a>	Qualitative information only.