**Environmental, Social & Governance (ESG)**

We must contribute to healthy economies, sustainable environmental conditions for present and future generations.

### Section 1: Environment

Greenhouse gas emissions*

- **Scope 1**: 83,386 tCO2e
- **Scope 2**: 4,527,619 tCO2e
- **Scope 3**: 4,419,161 tCO2e

**Sustainable Packaging**

- **2022**: 2.7M sold units of sustainable packaging

**Climate Action**

- Delivery Hero has committed to setting science-based climate targets which will be published on the SBTi website upon validation. As prescribed by the Greenhouse Gas (GHG) Protocol, we will publish our emissions for 2022 and for the years to come.

In 2022, we primarily focused our efforts on the topics of greenhouse gas and sustainable packaging, as operationalized our sustainable packaging program based on the initial pilot.

### Section 2: Workforce

- **2022**: 51,118 employees

**Diversity and Inclusion**

- **Female representation**: 33.3%
- **Female representation in management**: 24%

**Employee Safety**

Out of all our global markets that were part of the DH Group at the end of 2021, 100% had been trained to use the rider safety data collection tool in 2022, and 98% reported on rider safety data for 2022.

At Delivery Hero, we want to contribute to sustainable, thriving local economies, especially in emerging regions. This means taking responsibility for the impact of our business, our community and our environment, and we believe that this focus will make our company more successful, part to make the UN Sustainable Development Goals (SDGs) a reality.

### Section 3: Governance

**Code of Conduct**

With 22,407 employees in Supervisory Board (DAB) members, the Code of Conduct is a valuable tool for employees to set clear and measurable goals to promote sustainable development.

**Data Privacy**

Internal and external anonymous whistleblower platform.

**EIC Compensation Targets**

In 2022, we continued to work on our Fair Pay Initiative, a project focused on comparing rider pay data to external parameters and we believe that this focus will make our company more successful.

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By engaging responsibly with our people and our environment, and doing business in a way that is both forward-thinking and caring, we are committed to promoting and encouraging human rights to be respected by our third parties, and we believe that this focus will make our company more successful.