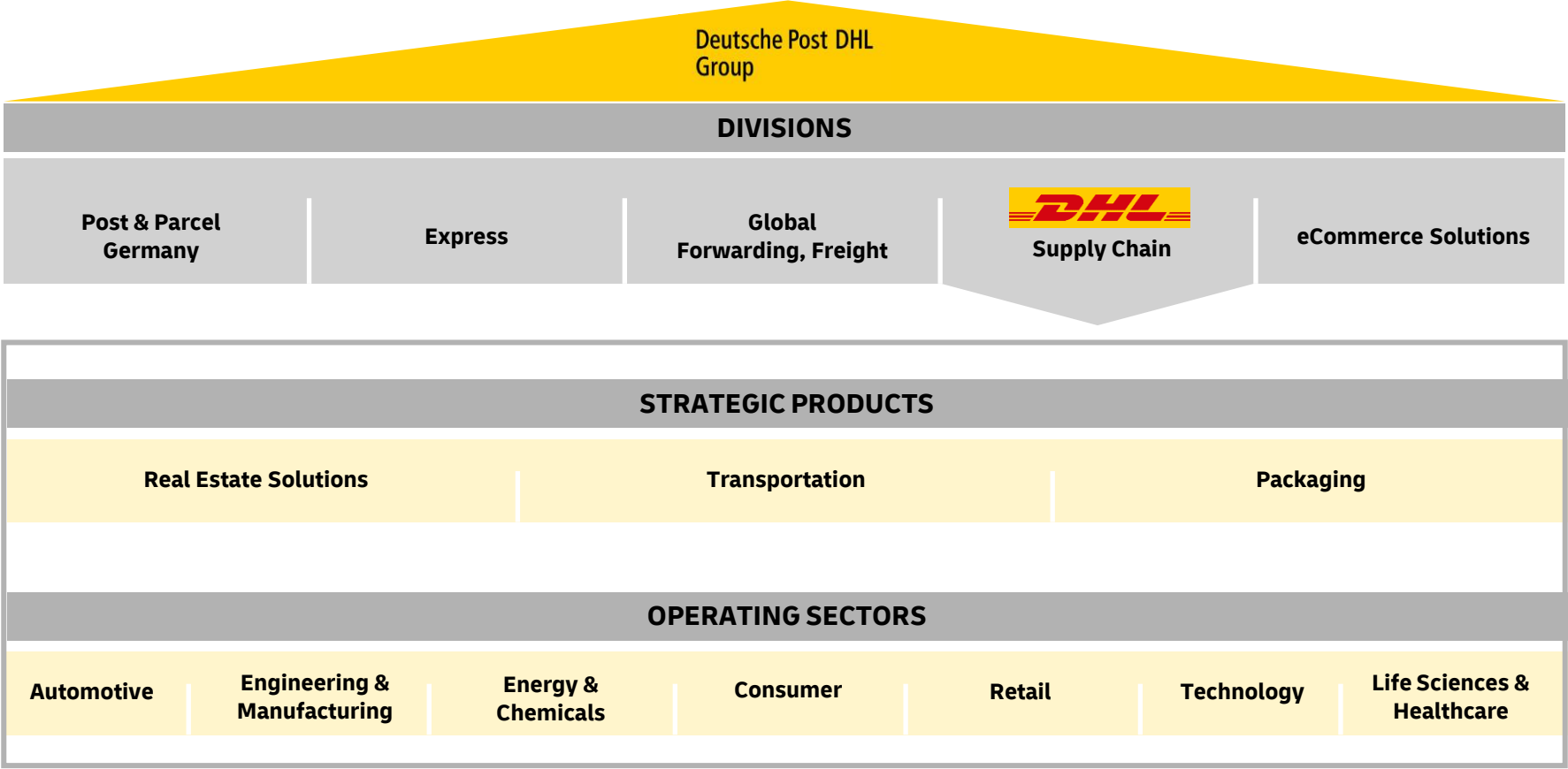




**DHL SUPPLY CHAIN OVERVIEW  
REDEVELOPMENT COMMISSION  
FRANKLIN, IN**

JANUARY 17, 2023

# ORGANIZATIONAL STRUCTURE



## NUMBER ONE CONTRACT LOGISTICS PROVIDER

### Getting you **AHEAD** of your competitors

- Excellent operations and innovative solutions across the Supply Chain
- Supply Chain solutions based on industries' requirements and needs
- ~ **157M square feet** DHL owned or leased warehouse space
- **47,000+ employees** across the US and Canada
- Over **250 customers** totaling **517 sites**

### KEY Industry Sectors

- Energy & Chemicals // Automotive // Engineering & Manufacturing // Retail // Life Sciences & Healthcare // Technology // Consumer

### Focus on **Environmental, Social & Governance**

- Our goal is to help customers meet and exceed their ESG targets. We open conversations early with customers so they can make big social and environmental steps during real estate development.



**47,000**  
Employees



**517**  
Locations



**~157M**  
Square feet





## INDIANA MARKET OVERVIEW



**16 Customers**

LOCATED IN INDIANA MARKET

**8.5 MM SF**

OF WAREHOUSE SPACE

**2,100 Jobs**

DHL SUPPLY CHAIN  
CURRENT LABOR



## PROPOSED BUILDING DESIGN





## PROPOSED SPECIFICATIONS

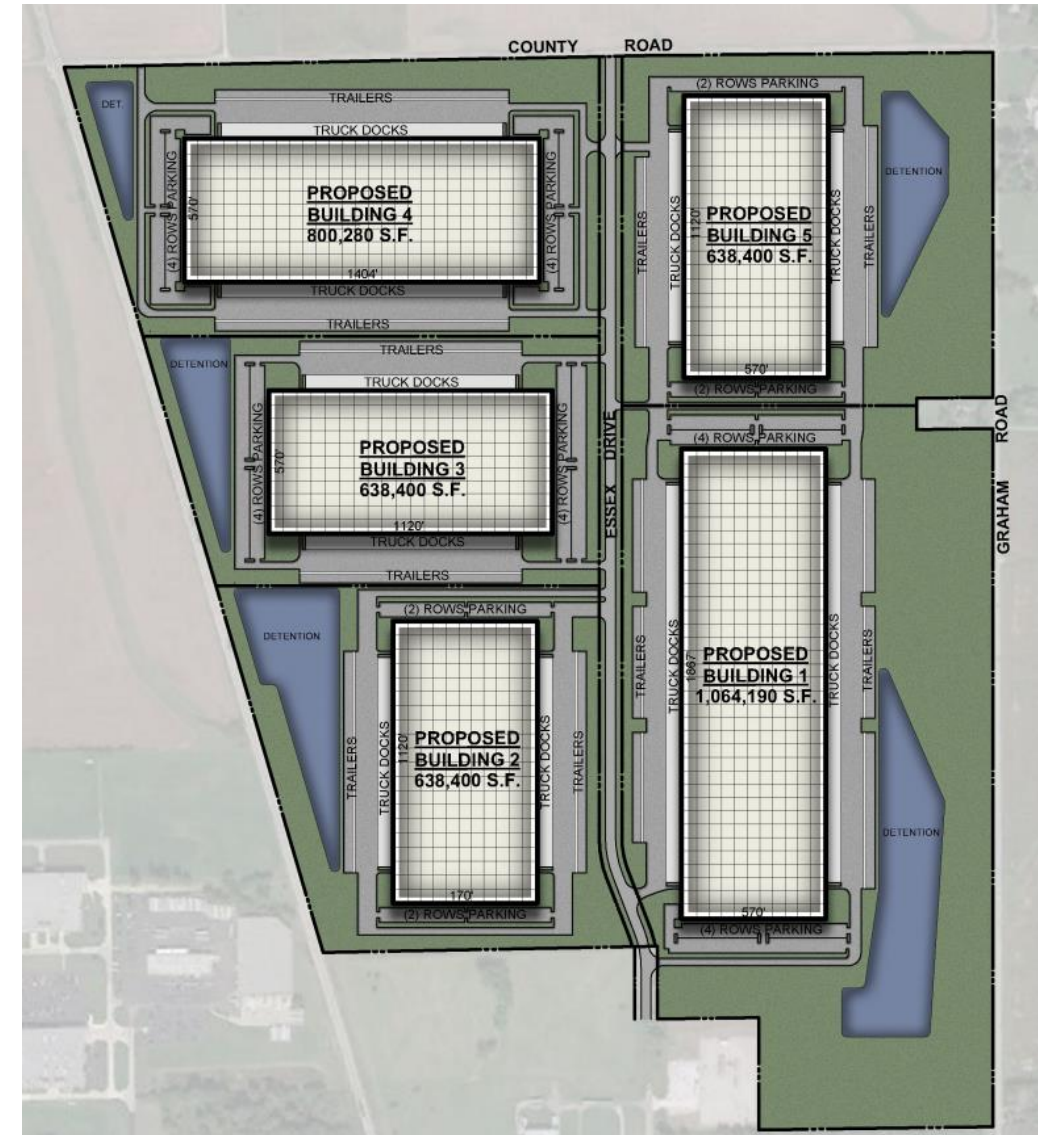
Building No. 1	1,064,190 SF
Car Parking	622
Drive in Overhead Doors	4
Total Trailer Parking	337
Total Exterior Docks	192
Clear Height*	40'

Building No. 2	638,400 SF
Car Parking	382
Drive in Overhead Doors	4
Total Trailer Parking	142
Total Exterior Docks	100
Clear Height*	40'

Building No. 3	638,400 SF
Car Parking	674
Drive in Overhead Doors	4
Total Trailer Parking	142
Total Exterior Docks	100
Clear Height*	40'

Building No. 4	800,280 SF
Car Parking	674
Drive in Overhead Doors	4
Total Trailer Parking	190
Total Exterior Docks	134
Clear Height*	40'

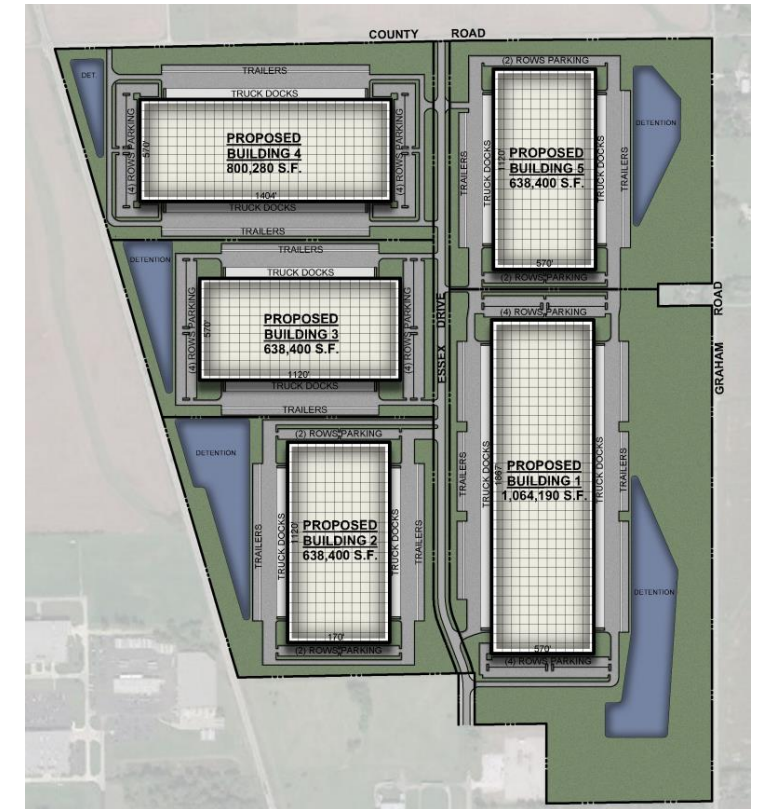
Building No. 5	638,400 SF
Car Parking	382
Drive in Overhead Doors	4
Total Trailer Parking	126
Total Exterior Docks	100
Clear Height*	40'



This shows a conceptual site plan only. The details, including, but not limited to, the size, number and layout of the buildings [and site improvements] (individually and in the aggregate), likely will be different than shown because of the need to react to market opportunities over a period of years for spec buildings, build-to-suit buildings, or some combination of spec and build-to-suit buildings.

## PROPOSED TIMELINE

Category	Building Size	Start	End	Investment
Park Infrastructure/Offsite Improvements	N/A	Q3 2023	Q3 2024	9,000,000
<span style="color: blue;">■</span> Building 1	1,064,190	Q3 2023	Q1 2025	67,000,000
<span style="color: green;">■</span> Building 2	638,400	Q2 2025	Q1 2026	43,000,000
<span style="color: green;">■</span> Building 3	638,400	Q2 2026	Q1 2027	43,000,000
<span style="color: purple;">■</span> Building 4	800,280	Q2 2027	Q1 2028	53,000,000
<span style="color: orange;">■</span> Building 5	638,400	Q2 2028	Q1 2029	43,000,000



This shows a conceptual site plan only. The details, including, but not limited to, the size, number and layout of the buildings [and site improvements] (individually and in the aggregate), likely will be different than shown because of the need to react to market opportunities over a period of years for spec buildings, build-to-suit buildings, or some combination of spec and build-to-suit buildings.

## PROJECT OVERVIEW

### Employment

- Job and wage progressions vary based on tenant sector
- Based on DHL's experience in the market, a project of this scope could produce 400 permanent full-time jobs with estimated annual payroll of \$19M.

### Location

#### Why Franklin, IN?

- Labor availability
- Amenities
- Access to I-65
- Distance to existing DHL operations





## CAREER DEVELOPMENT

- We value loyalty, nurture talent, and encourage progression. We aim to realize our employees' full potential and support them to become specialists in their area
- We look forward to partnership with the local school districts career development



Training and certification  
programs



Roles diversity, including  
international work  
opportunities



Mentorship & other  
development programs



Employee benefits, including  
flexible working hours

## COMPETITIVE EMPLOYEE BENEFITS

### Benefits

- Standard benefit package for all full-time associates
- Benefits include medical, dental and vision coverage (approx. \$60 bi-weekly deduction for family plan)
- Short and long-term disability is offered as well as options to purchase supplemental insurance
- Flexible spending plans are offered for medical expense savings and a 401(k) savings plan will be in place
- DHL has a matching program up to 6% of employee 401(k) contribution
- DHL Supply Chain funds 75% of the benefit program and the associates are asked to fund the remaining balance for the program
- The Education Reimbursement program is available to all full-time associates who have completed one year of continuous full-time service prior to the date on which the course begins. Education reimbursement is provided only for programs or courses of study that are relevant to job development and approved by the manager. The maximum reimbursement is \$3,200 annually for undergraduate degree programs and \$7,000 annually for graduate degree programs.



# CLEAN OPERATIONS FOR CLIMATE PROTECTION



## Net-Zero Carbon Warehouses

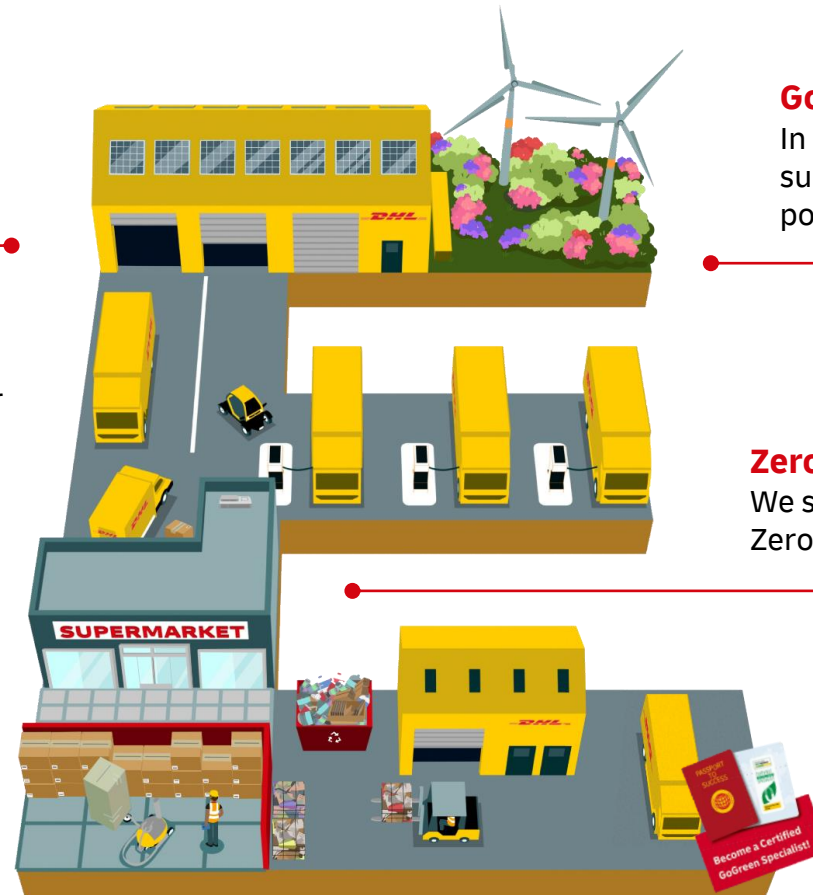
All our owned or leased facilities will operate at Net Zero Carbon by 2025.

## Reducing Transport Emissions

We drive increased efficiency and the use of cleaner fuels within our own fleet and with our subcontractors and are committed to the Science-Based Targets (SBTi).

## Packaging

We support customers with sustainable and optimized packaging solutions.



## GoGreen Solutions

In partnership with customers we design greener supply chains through our comprehensive portfolio of green solutions.

## Zero-Waste to Landfill

We support customers to achieve their Zero-Waste to Landfill (ZWL) goals.

## Sustainability culture

Our people are Certified GoGreen Specialists, ready to drive down CO<sub>2</sub>e, energy and waste.

# Real Estate Solution Transforms US Operations

## Customer Challenge

### Legacy Operations:

- « Spread across 3 legacy DHL Supply Chain multi-client buildings in the Mechanicsburg campus (651k SF)

### Supply Chain Objectives:

- « Reduce complexity in the supply chain
- « Optimize existing resources & costs
- « Reduce number of logistics suppliers and focus on key global partners
- « Compress time to market

## DHL Solution

### Build-To-Suit Development:

- « Early discussions and understanding of market enabled winning the opportunity
- « A Flexible and scalable solution that can be agile for future supply chain changes, such as e-commerce
- « Multi-client facility (1M SF) in Manchester (25 miles from legacy operations) for DSC sector growth

### Key Benefits of Real Estate Solutions Collaboration:

- « Timeline – Ability to deliver a 10 month timeline, RES had secured the land as part its Strategic Land Investment program based on early discussions with the Life Science & Healthcare sector
- « Financial structuring – compelling value proposition included sped up schedule and contribution to move and fit out costs
- « Customer benchmarked externally the RES solution and we won

## Case Study



### Customer Facts

<b>Geography</b>	Pennsylvania, USA
<b>Sector</b>	Life Science & Healthcare
<b>Solution</b>	Build-to-Suit



## Case Study

# Real Estate Solution Solves for E-Commerce Growth

## Customer Challenge

- « Needed to support a growth objective
- « Needed to cope with the explosive growth of e-commerce – direct to consumer
- « Lease terminating with their current provider and concern about engaging in a build-to-suit

## DHL Solution

- « Finding the right location for a build-to-suit facility of 90,300 square meters (972,000 square feet) with a good labor pipeline
- « Designing a highly efficient automated operation
- « Integrating sustainable features

### Benefits to Customer:

- « Certainty of availability – having the exact building they needed, at the right time
- « Consultation – holistically across many functions
- « Best location to meet labor availability requirements
- « Economic Incentives
- « Sustainable Design



### Customer Facts

<b>Geography</b>	Tennessee, USA
<b>Sector</b>	Consumer
<b>Solution</b>	Build-to-Suit