Counter-motions and election proposals

Dear Shareholders,

We would like to announce the following motions regarding the Annual General Meeting of Deutsche Post AG. Unless their objective is only to reject management's proposal, the motions are designated with letters in order to facilitate proxy voting. You can support those motions which are not designated by letters, by voting against the corresponding agenda item. The motions can only be voted on if they are also raised at the Annual General Meeting.
Motion concerning item 6
From shareholder Helga Kraft-Sandte

From: [Redacted]
Sent: Saturday, 9 March, 2019 17:49
To: Hauptversammlung, Abt 631, Bonn
Subject: Elections to the Supervisory Board

Dear Ladies and Gentlemen,

as a shareholder of Deutschen Post I would like to nominate myself for the elections to the Supervisory Board.

Which documents do I need to make available to you and until when??

I am awaiting your valued reply.

Mit freundlichen Grüßen
Sinceres Salutations
Best regards

Kraft-Sandte Helga
Personal profile

Helga Kraft-Sandte

Fully Qualified Attorney (Volljuristin) and Human Resources Advisor

Date of birth: July 4, 1957

Professional experience

12/2012 – 11/2015  Employee – Workplace assistance for visually impaired attorneys

03/2001 – 11/2012  SAP – Human Resources Advisor for national and international projects

11/2000 – 12/2003  Freelance activities – Adjunct lecturer, IBQ

07/1997 – 09/1999  Head of Legal (leitende Juristin), InkassoVertriebs GbR

Education

05/1994 – 08/1996  Law Intern at the Kassel Regional Court

Second State Exam as Fully Qualified Lawyer (Volljuristin)

10/1986 – 04/1994  Law Degree Program at the Georg-August-University Göttingen and First State Exam as graduate attorney (Jurist)

04/1980 – 09/1984  Social Services Program at the University of Applied Sciences, Hildesheim, with a nationally accredited degree as a qualified social education worker (Diplom-Sozialpädagogin)
Volunteering

Since 2007  Volunteer caregiver for the mentally/physically disabled

Other activities

Since 2002  Advisory board member at Windwärts GmbH & Co. KG, Hanover, Germany
Candidacy for election to the Supervisory Board

Pursuant to sections 126 and 127 of the Aktiengesetz (German stock corporation act), I hereby submit my application for a seat on the Supervisory Board of Deutsche Post at the upcoming Annual General Meeting 2019 and consent to the publication of my data.

Personal profile:

I have been a fellow Deutsche Post shareholder since the initial IPO and have closely followed the development of Deutsche Post DHL Group. My professional career as an attorney (Jurist) as well as my interest in the business activities of Deutsche Post AG qualify me for this responsibility.

Sincerely,

Kraft-Sandte, Helga

Information on the part of the Board of Management according to section 127 sentence 4 no. 1 to 3 German Stock Corporation Act (Aktiengesetz, "AktG"):

In accordance with Section 96 (2) of the German Stock Corporation Act (Aktiengesetz, "AktG") the Supervisory Board consists of at least 30% women and at least 30% men. We point to the requirements of Section 96 (2) of the German Stock Corporation Act (Aktiengesetz, "AktG").

The statutory minimum quota shall be met by the Supervisory Board as a whole, since neither the shareholder representatives nor the employee representatives objected to meeting the quota on a plenary basis.

Therefore the Company’s Supervisory Board must have at least six female and six male members. The composition of the Supervisory Board already meets the statutory minimum quota requirements for men and women without taking into account the persons standing for election at the Annual General Meeting on May 15, 2019.
B

Motion concerning item 6
From shareholder Dr. Alexander Steinhart

From: Tierarztpraxis Dr. Steinhart
Sent: Monday, 22 April 2019, 11:37
To: Hauptversammlung, Abt 631, Bonn
Subject: Proposal for Supervisory Board member elections

Dear Sir or Madam

I hereby nominate Günther Steinhart (Dipl.-Ökonom) for election to the Supervisory Board.

With best regards

Dr. Alexander Steinhart

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Information on the part of the Board of Management according to section 127 sentence 4 no. 1 to 3 German Stock Corporation Act (Aktiengesetz, "AktG"):  

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Therefore the Company's Supervisory Board must have at least six female and six male members. The composition of the Supervisory Board already meets the statutory minimum quota requirements for men and women without taking into account the persons standing for election at the Annual General Meeting on May 15, 2019.
C
Motion concerning item 6
From shareholder Benjamin Kerber

From: Benjamin Kerber
Sent: Tuesday, 23 April, 2019 09:39
To: Hauptversammlung, Abt 631, Bonn
Subject: Supervisory Board elections - application

Dear Sir or Madam

As a shareholder of Deutsche Post DHL Group I hereby nominate myself for election to the Supervisory Board.

Benjamin Kerber

Personal data

Year of birth: 1995
Citizenship: German

Selected expertise

Start-ups, digital ventures; organization development; company management; finance; logistics; intercultural skills; innovation management; New Work; HR management

Current occupation and career

12/2018 – now Founder of TBA

09/2017 – now Founder and CEO of FINANU

Publisher of Finanu.blog

07/2016 – now Investor in a major German venture capital fund

Education

2021 Business management studies, University of Bamberg, Germany

Kind regards

Benjamin Kerber

Information on the part of the Board of Management according to section 127 sentence 4 no. 1 to 3 German Stock Corporation Act (Aktiengesetz, "AktG"): In accordance with Section 96 (2) of the German Stock Corporation Act (Aktiengesetz, "AktG") the
Supervisory Board consists of at least 30% women and at least 30% men. We point to the requirements of Section 96 (2) of the German Stock Corporation Act (Aktiengesetz, “AktG”).

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Motion concerning item 2 and 3
From shareholder Stefan Perthen

From: Stefan Perthen
Sent: Tuesday, 23 April, 2019 10:36
To: Hauptversammlung, Abt 631, Bonn
Subject: Countermotions AGM 2019 item2 & item3

Dear Sir or Madam

Countermotions for the 2019 Annual General Meeting (AGM) on May 15, 2019.

D

Item 2: Appropriation of net income:

I propose appropriating the net income of the 2018 financial year, amounting to €5,652,974,286.83, as follows:

- Distribution to shareholders €1,295,478,855.30 through payment of a dividend of €1.05 per entitled share
- Payment of a tax-free special bonus into the occupational pensions (in accordance with the German retirement savings act (AvmG)) for all employees in pay groups 1-3 and technical pay groups 1-2 (with equivalent arrangements for employees in the other divisions/throughout the world), totaling: €123,378,938.60
- Transfer to retained earnings €0.00
- Profit carryforward €4,234,116,492.93

As the dividend is paid in full from the tax contribution account as defined in section 27 of the German corporation tax act (KStG) (contributions not paid in to nominal capital), no capital gains tax or solidarity surcharge is deducted. For German shareholders, the dividend is not subject to taxation. There are no tax refund/tax credit arrangements associated with the dividend. The dividend payment is treated for tax purposes as repayment of contributions and – in the opinion of the financial authorities – reduces the acquisition costs of the shares. The number of shares entitled to the dividend may change before the date of the AGM. In this case, a new income appropriation proposal, amended accordingly, will be submitted to the AGM, with an unchanged dividend per entitled share and an adjusted profit carryforward.

This special bonus is intended to remunerate those employees who are under the most pressure, especially but not exclusively in delivery, and who make a crucial contribution to the success of the company.

Item 3: Discharge of members of the Board of Management:

I propose not to grant discharge to members of the Board of Management.

In the 2018 financial year it failed to initiate/implement a clear, positive change of direction in various areas.

- The number of customer complaints relating to quality of delivery has risen dramatically and makes a mockery of the Board's public statements.
Replacing the Board member Gerdes did not bring about any significant improvement in his division, PeP.

The restructuring of the StreetScooter department gives the impression that a business unit is being beautified to be sold for a one-off boost to the balance sheet. This process might be subtly influenced by the Board members’ target agreements and by the share options currently held by members of the Board of Management and Supervisory Board.

With best regards

Stefan Perthen
Motion concerning item 3
From Dachverband der Kritischen Aktienärinnen und Aktionäre

Countermotion of the Dachverband der Kritischen Aktienärinnen und Aktionäre
(German Association of Ethical Shareholders Germany) at the General Meeting
of Deutsche Post AG on May 15, 2019

For agenda item 3: approval of the actions of the members of the Board of Management

The Dachverband der Kritischen Aktienärinnen und Aktionäre (German association of ethical shareholders) proposes that the actions of Board of Management members not be ratified.

Justification:

The Board of Management of Deutsche Post AG has not adequately fulfilled its responsibility to take effective actions to combat climate change as defined in the Paris Climate Agreement.

Net CO₂ rise in 2018: inadequate measures to improve CO₂-efficiency

In 2018, Deutsche Post AG registered a 2.1% year-on-year increase in its carbon emissions, from 28.86 million tons to 29.48 million tons. The Corporate Responsibility Report 2018 presented this rise as a success, given that the company’s own self-imposed carbon efficiency target – improving the internally developed Carbon Efficiency Index (CEX) by one percentage point compared with the prior year – had been successfully met. Further, as of 2018, the company had improved its carbon efficiency by 33% compared with the base year of 2007.

It is unclear why a 1% year-on-year improvement in carbon efficiency in 2018 is supposed to be a success. For Deutsche Post AG to reach its own self-imposed global interim target of improving the CEX by 50% by 2025 compared with the base year of 2007, the CEX must be improved by an average of approximately 3% each year starting in 2019. In light of the acute threat posed by climate change, it is incomprehensible that the company only aims at a one-index point improvement to the CEX in 2019. Significantly more robust ambitions are required. In the Corporate Responsibility Report 2018, Tim Scharwath is quoted as saying the following: “Selecting the best carrier for our customers is not always a question of cost but also of environmental criteria.” In light of Deutsche Post AG’s interim targets for 2025, the primacy of environmental and climate protection over the maximization of profit must be taken seriously throughout the company and not just in the Corporate Responsibility Report.

Carbon neutral grown instead of mere efficiency improvements

To make a more effective contribution to climate protection and do justice to its own ambitions, Deutsche Post AG should stop whitewashing its higher CO₂ emissions in 2018 with talk of minor efficiency improvements.

The global climate target of a net zero carbon footprint in 2050 is both a laudable and remote goal. Nevertheless, instead of sugarcoating and setting targets for the distant future, the Deutsche Post AG Board of Management should focus on preventing the current growth in carbon emissions. Transport volumes continue to rise and the conversion to sustainable transport practices is making slow progress. As a result, it will be impossible for Deutsche Post AG to achieve carbon neutral growth over the next few years. However, the company could offset growth-related carbon emissions with the voluntary acquisition of emission reduction units. This approach to carbon neutral growth is recommended by such bodies as The International Civil Aviation Organization (ICAO) for all aviation operators starting in 2020. Wedding the goal of carbon neutral growth to a more systematic pursuit of the current carbon efficiency targets would make Deutsche Post AG’s efforts to fight climate change more credible.
Motion concerning item 6  
From shareholder Ralf Pfeiffer

From: buergermeister.pfeiffer@email.de  [mailto:buergermeister.pfeiffer@email.de]  
Sent: Tuesday, 30 April, 2019 22:09  
To: Hauptversammlung, Abt 631, Bonn  
Subject: Application for a seat on the Supervisory Board

Dear Ladies and Gentlemen,

attached please find my application for a seat on the Supervisory Board.  
Please add my application to the agenda of the Annual General Meeting 2019.

Personal information:  
55 years old  
Married  
Part time university lecturer  
B.S. Applied Administrative Sciences  
former Mayor  
Nebenamtlicher Hochschuldozent  
Diplom Verwaltungswirt  
Bürgermeister a.D.  
Vorstandsvorsitzender einer Bürgerstiftung  
Chairman of the Board of a community foundation

I agree with the publication of my data in relation with the election 2019.

The picture from my application is attached.

Best regards,  
Ralf Pfeiffer

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This message is confidential. A transfer to third parties is illegal.
Ralf Pfeiffer, former Mayor of Bad Emstal, Diplom Verwaltungswirt (B.S. Applied Administrative Sciences)

Amselstrasse 12, 34308 Bad Emstal, Germany

April 30, 2019

Deutsche Post AG
Headquarters
Investor Relations
Annual General Meeting 2019
53250 Bonn
Germany

Application for a seat on the Supervisory Board

Dear Sir or Madam,

As a Deutsche Post AG shareholder, I hereby submit my application for a seat on the Supervisory Board of Deutsche Post AG.

Please add my application to item 6 of the agenda of the Annual General Meeting 2019.

I am applying for this office because my professional experience as an administrative expert and a city mayor for many years enables me to make an outstanding contribution to the structural change of the company.

I consent to the publication of my data.

Ralf Pfeiffer
Information on the part of the Board of Management according to section 127 sentence 4 no. 1 to 3 German Stock Corporation Act (Aktiengesetz, "AktG"):

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