

## **Counter-motions and election proposals**

Dear Shareholders,

We would like to announce the following motions regarding the Annual General Meeting of Deutsche Post AG.

## **Motion concerning item 3 and 4**

From shareholder Bernd Kevesligeti

Bernd Kevesligeti



Cologne, March 15, 2021

To:

Deutsche Post AG/Annual General Meeting  
Charles-de-Gaulle-Straße 20  
53113 Bonn, Germany

### **Counter-motion pursuant to sections 125 and 126 of the German Stock Corporation Act (Aktengesetz, AktG) at the Annual General Meeting of Deutsche Post/DHL on May 6, 2021**

**The actions of the members of the Board of Management and the Supervisory Board should not be formally approved.**

Deutsche Post AG has made exorbitant increases to the prices for mail, parcel and newspaper delivery. Prices have risen by up to 28%.

At the same time, the ratio of Board of Management remuneration to the pay of more humble employees – also known as the GAP – is approximately 159 to 1 according to media reports (manager magazin).

For CEO Frank Appel, that same ratio is 232 to 1 (Focus magazine).

The company has earned well during the Corona pandemic. DHL transported up to nine million parcels per day. That is approximately 40% more than before.

In 2020, profits were just under €3 billion. For the current year, the Group aims at increasing EBIT from €4.8 billion to €5.6 billion. Collective agreements, with a mere 2.14% per year, seem miserly by comparison and are due in part to a complaisant trade union.

With regard to working conditions, the sorting center at the DHL Leipzig hub alone had 240 workplace accidents in the past year. Bonuses were promised to departments there that reported no accidents. The “bonuses” consisted of stickers, snacks and jackets. As motivation for employees, the company projected an “inspirational” slogan on large screens: “Die Arbeitsbelastung ist sehr hoch, aber wir schaffen das” (tough jobs are what we do)!

For their failure to object to the conduct of the Board of Management, conduct which has been contrary to the interests of people who are less socially advantaged, Supervisory Board members and their actions should also not be formally approved.

Bernd Kevesligeti Aktionärsnummer: XXXXXXXX

# Motion concerning item 3 and 10

From shareholder Prof. Dr. Michael Seidel

Shareholder:  
Prof. Dr. Michael Seidel

Rösrath, April 12, 2021

## Resolution for the Annual General Meeting of Deutsche Post AG on May 6, 2021

### The Annual General Meeting is requested to resolve:

1. The actions of the Board of Management for financial year 2020 should not be formally approved.
2. Board of Management emoluments should be reduced by 5%. Alternatively, the Board of Management could voluntarily choose a 5% reduction in emoluments.

The exceptional situation caused by the coronavirus pandemic has generated a considerable amount of new business for Deutsche Post, as can be gleaned from the financial figures for 2020. While these results are indeed positive, they can be attributed only in part to the judicious decision-making of the Board of Management. The operational structure of some company areas has been in a sorry state for some time now. No-one is being reproached for occasional errors during delivery of such an enormous number of mail and parcel items. Deutsche Post can be criticized, however, for the way it has tended to handle these errors for years now. Complaining customers, some of whom are also shareholders, are directed from one supposedly responsible party or department to the next by complaints management. Digitized business processes lead to collective irresponsibility going nowhere. If you contact the Board's complaints management department, they fail to even confirm receipt of the complaint. Telephone queries frequently lead to conversations with annoyed employees who are unable to help you with the problem. Clearly, the structures and areas of responsibility at the company are not appropriate. The Board of Management is responsible for the situation.

DHL charges service and expense flat rates for services that were not even requested. While it is indeed possible to formally register for customs self-clearance at Deutsche Post, there is apparently no general operational structure at the company for handling this registration. Here too, the Board of Management has apparently simply looked on for some time.

Nearly 80% of Deutsche Post AG shares are in free float. For many shareholders, everyday experience shows how Deutsche Post conducts itself on the market. Can anything be changed? Most definitely yes. We shareholders have to put our voting rights to greater use and cannot let them lapse unused or pass them on to the custodian banks. Banks tend to vote in favor of management proposals, without a critical examination or discussion of the company's actions. Sustainably good results are in the interests of all shareholders. To achieve them, the company must be able to overcome the steady stream of new challenges it will face. For that, the company needs efficient structures and a company workforce motivated by its leadership. A Board of Management must not discernibly stand on the sidelines when changes need to be made in an area, but must be actively involved in and lead this process. I hope that all shareholders will be pleased when this warning shot leads to beneficial changes at Deutsche Post, and request they vote accordingly.

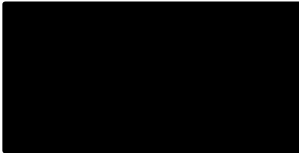
*M. Seidel*

**A**

**Motion concerning item 2**

From shareholder Achim Müller

Achim Müller



Deutsche Post AG

Bonn

Dear Sir or Madam,

I hereby request that the planned dividend of €1.35 be doubled to €2.70 per share.

Reason: Only 20.97% of the yield is to be distributed to shareholders from the good profit.

This is too little by far!!! It is economically viable to pay a dividend of €2.70 to shareholders, and it is also to be seen as a thank you to long-term shareholders who have stood by our Company, even in difficult times. And the distribution rate of 41.94% is then also good for all concerned.

I request you to process this.

Yours sincerely,

Achim Müller

## Motion concerning item 2

From shareholder Uwe Lünzmann

Uwe Lünzmann



April 18, 2021



By fax

Deutsche Post AG  
Charles-de Gaulle-Straße 20  
53113 Bonn, Germany

Tel. no.: 0228 18 22 41 04  
Fax no.: 0228 18 26 31 99  
E-mail: [hauptversammlung@dpdhl.com](mailto:hauptversammlung@dpdhl.com)  
Internet: [www.dpdhl.com](http://www.dpdhl.com)

Re.: Deutsche Post AG Annual General Meeting on May 6,  
2021

Here: Application in accordance with section 126 (1) and  
section 127 of the [illegible]  
Dividend approved

In the invitation of August 7, 2020 (date of receipt) to the Annual General Meeting on August 27, 2020, page 4 number 2, the tax situation concerning the payment of a dividend is not stated.

Since I, as a shareholder, was not informed beforehand, I submit the application under item 2 page of the Annual General Meeting on August 27, 2021 that the approval given be declared invalid and request other shareholders to approve this application.

Also, the Federal Government made an undertaking to German citizens in the calendar year 2020 that the dividend would be paid tax-free.

Yours sincerely,

Uwe Lünzmann

**B**

**Motion concerning item 2**

From shareholder Hermann Josef Abheiden

Dear Sir or Madam,

I request the conversion of the dividend into shares!

If that is not possible, please put on the agenda as a motion.

Please reply!

## **C**

### **Motion concerning item 2**

From shareholder Lothar Kunze

#### MOTION

The Board of Management and Supervisory Board must give reasons for the amount and purpose of the reserves of €6.3 billion (80% of profit!).

In addition, it is to be disclosed where the reserves have been deposited and the amount of possible negative interest.

It is requested that the Annual General Meeting approve the doubling of the dividend.

L. Kunze

## D

### Motion concerning item 2

From shareholder Sebastian Biehler

Sebastian Biehler (Shareholder number  


Illingen, April 15, 2021

Deutsche Post AG,  
Headquarters, Investor  
Relations  
Keyword: Annual General  
Meeting, 53250 Bonn,  
Germany

- 1) Countermotion on the appropriation of available net earnings (agenda item 2)
- 2) Participation of employees in the Group's success by means of a bonus payment

Dear Sir or Madam, I hereby apply

- 1) for the dividend payments to be increased within a band of between 35 and 50% of the available net earnings. The payout ratio of the current proposal is approximately 21%. Specifically, an increase on the basis of the current available net earnings would mean a payment of approximately €2.25 to €3.22 per share. For the last year, payments at the upper end of the proposed band should be made, also in consideration of the continuing very good business development. Such an adjustment will also increase the dividend yield, currently comparatively low in view of the increased share price, which will increase the appeal of investing in Deutsche Post AG.
- 2) for a special bonus to be paid to the employees not participating in performance-based remuneration programs. It is in particular the delivery service employees who are making a major contribution to the success of our Group through their reliable work under a very heavy workload. It was not the right time for the one-off payment of €1,000.00 called for in May 2020 by the communications union DPV (DPVKOM), according to Dr. Appel at the presentation of the quarterly figures at the time. Now, almost a year on, I believe that the time has come to pay at least this amount.

Yours sincerely,

**[signature]**

Sebastian Biehler



## Motion concerning item 6

From shareholder Prof Dr. Anja Jetschke

**Professor Dr. Anja  
Jetschke**

To  
Deutsche Post DHL Group  
Annual General Meeting  
Charles-de-Gaulle-Str. 20  
53113 Bonn

Date: April 21, 2021

### Counter-motion: Election to the Supervisory Board

I herewith submit a motion to reject the nomination for the Supervisory Board, but at least to withdraw the nomination in favor of another female candidate.

Reason:

With its proposal for the reelection of the candidates who are already Members of the Supervisory Board, Deutsche Post DHL Group is once again missing the opportunity to have equal representation of men and women. Essentially, I can repeat my arguments from last year on this matter, since the practice of Deutsche Post DHL Group has not changed.

The minimum percentage of women prescribed by law has already been met by Deutsche Post DHL Group – so much is true.

Firstly, however, the law prescribes only a minimum proportion of women. Yet the objective of the law is “equal representation of men and women in all decision-making bodies”<sup>1</sup>, or successively increasing the proportion of women by appropriately taking account of women in reelections, appointments and ~~secondments~~. The current proposal has fallen short of this goal, and an important opportunity to make progress toward parity has been wasted.

Second, the statutory minimum proportion is only met if the proportion of women on the Supervisory Board is viewed as a whole. This provision fails to address the fact that it is only the Supervisory Board’s shareholder representatives who are elected. Employee representatives on the Supervisory Board are appointed in accordance with the rules of the German Co-determination Act. It would be in the spirit of the law if both sections of the Supervisory Board followed the statutory provisions and, above all, the Supervisory Board as a whole moved closer to equal representation.

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<sup>1</sup> Article 1 (1) of the German Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors, Federal Law Gazette 2015, Part I, No. 17, April 30, 2015. URL: [https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger\\_BGBL&ciurnoTo=bgbl115s0642.pdf#bgbl\\_152F%2F\\*%5B%40attr\\_id%3D%27bgbl115s0642.pdf%27%5D.1596991528743](https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBL&ciurnoTo=bgbl115s0642.pdf#bgbl_152F%2F*%5B%40attr_id%3D%27bgbl115s0642.pdf%27%5D.1596991528743), last accessed on August 9, 2020.

The public discussion on the Second Leadership Positions Act showed how important it is, also from a business perspective, not only to fill positions in management bodies on equal terms in line with a quota for women, but also to fill such positions with greater diversity. In a 2019 study, the International Labour Organization lists the many advantages for companies: companies with equal (!) numbers of men and women in the boardrooms are more productive than those with a homogenous membership; they are more profitable, employees are more satisfied and they are more innovative.<sup>3</sup>

The fact that Deutsche Post DHL Group only implements what is required by law is not only disappointing, but also short-sighted. And if conduct in this area is taken as an indicator of a company's general capacity for innovation, the question must be raised as to how the much greater task of transformation to become a climate-neutral company within the required time is to be accomplished.

Thus, my request to shareholders: vote against the nomination for the Supervisory Board. That is a decision for the future of Deutsche Post DHL Group.

Sincerely yours,



Professor Dr. Anja Jetschke

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<sup>3</sup> International Labour Organization (2019). The business case for change. Geneva: ILO. URL: [https://www.ilo.org/wcmsp5/groups/public/-dsreports/-dcomm/-publ/documents/publication/wcms\\_700953.pdf](https://www.ilo.org/wcmsp5/groups/public/-dsreports/-dcomm/-publ/documents/publication/wcms_700953.pdf), last accessed on April 19, 2021.

**E**

**Motion concerning item 11**

**F**

**Motion concerning items 3 and 4**

**Voting to approve the actions of the members of the Board of Management and the Supervisory Board to be carried out on a Individual basis**

**Motion concerning item 3, 4 und 10**

From shareholder T. Oswald

**Deutsche Post Annual General Meeting May 6, 2021, at 11 a.m.**

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Motions/Counter motions on agenda items 2, 3, 4, 5, 6, 7, 8, 9, 10, 11

Shareholder T. Oswald Shareholder no. XXXXXXXX

**I request the shareholders to support my counter motions!**

**I herewith submit motion / counter motion no. 1 Remuneration report Page 77 - 99 of the annual report**

to **cut** the remuneration paid to the members of the Management Board and Supervisory Board by

**half for the coming financial year and to refuse approval of agenda items 10 + 11!**

Even during the coronavirus pandemic, these levels of compensation are unreasonable and disrespectful, especially when, during the pandemic, one even **indulges in increases in remuneration!**

**A maximum of more than €10.6 million** in benefits / remunerations for Chairman of the Board of Management Frank Appel - that is more than **560 times those of** a salesperson, that is more than **700 times those of** a minimum wage earner, that is a daily wage per working day of **more than €50,000**, that is **more than €6,300 per hour** **Equity shares, Frank Appel, annual report, remuneration report page 77 to 99**

Shares SAR tranche 210,276 units in 2020 with a share value of ~~€49~~ = €32,171,832

Shares SAR tranche 656,568 units in 2019 with a share value of ~~€49~~ = €10,303,524

Pension Defined Benefit Obligation (DBO) as of 31 Dec. 2020 is ~~€31,533,867~~ €

Pension Defined Benefit Obligation (DBO) as of 31 Dec. 2019 is ~~€26,570,584~~

Pension DBO increased in the business year 2020 by approx. **€ 5 million**  
As a rule, interest of 2 to 4% will be paid on this pension entitlement until it is due for payment...?

To make another comparison: the Chairman of the Board of Management **Frank Appel** indulges in remuneration that is **more than 36 times the remuneration of** our Federal President Frank-Walter Steinmeier,  
and approximately **40 times the remuneration** of our Federal Chancellor Angela Merkel...

I herewith submit motion/ countermotion no. 2  
to refuse to discharge the Members of the Board of Management and Supervisory Board. And also apply for individual votes to be taken for each Member of the Board of Management and each Member of the Supervisory Board separately.

I herewith submit motion / countermotion no. 3  
The maximum benefits of most Members of the Management Board and Members of the Supervisory Board already rose considerably in the last 10 business years, 10, 20, 30% and more; all that is in no way comparable with the increases of normal employees who fight for a few percent!  
Just think of your own exhausting, lengthy wage negotiations!

I respectfully ask for a personal justification from each of you explaining what you have additionally done to earn these increases..... as added value for the owners' dividends, for us shareholders.

Mr. Chairman of the Supervisory Board Dr. Nikolaus von Bomhard, I can well remember when, due to this motion / countermotion no. 3, you tried to persuade shareholders that you had never received 10, 20, or even 30% or more in remuneration increases. That is not very long ago and now I have caught you out. According to the invitation from Deutsche Post page 34 agenda item 10, you want/call for **Members of the Supervisory Board to get 100% MORE remuneration** and **deputies to get 50% MORE remuneration**, who has gone TOO FAR? Yes, Mr. Chairman of the Supervisory Board Dr. Nikolaus von Bomhard, that is the game you are playing with us shareholders, the real bosses, the owners of Deutsche Post!

Draft legislation: Federal Government, Bundesrat, Prevention of Tax Evasion in Tax Havens. TEXT of 35 pages as available on the following website [LINK2](#)

Is Deutsche Post avoiding tax on a massive scale in tax havens; tax optimization - is that tax evasion? Information on this: "The DAX in tax havens. Study by author Steffen Redeker"

[LINK3](#)

[LINK4](#)

How much longer will it take until the tax havens, tax optimization profits cease to exist? If the Federal Government gets serious about tax loopholes. Are they comparable with the cum-ex transactions? They, too, were on the fringes of legality and now there are fines of billions and prison sentences! That's how times change!

According to investigations by the study cited above (internet link), Deutsche Post is established with 97 corporate interests in countries, tax havens for "tax optimization" etc.? Deutsche Post gains / acquires interests in the 97 post office tax havens, €64 million tax optimization profits, (non-consolidated profits...? not taking individual taxes into account); if one sets that off against Deutsche Post's Operating Profits and deduce the dividend that has to be paid, Deutsche Post's profits become very SMALL?

What consequences could that have for dividends in subsequent years? Might Deutsche Post be unable to pay a dividend at all, or much less? **Will the price of Deutsche Post shares go**

into free fall?

PANAMA PAPERS: DIRTY MONEY AND TAX TRICKS [LINK10](#)

TAX HAVENS: CORPORATE GROUPS' TRICKS FOR BEGINNERS

The State of Delaware! Tax havens, tax optimization! The State of Delaware is the only non-independent state to be classified as a tax haven in this report.

Delaware has a population of approximately 1 million, but 1.4 million tax optimization investments. [LINK9](#)

[Wikipedia](#) INFO on money laundering, tax havens, tax optimization, tax evasion? Under  
[LINK5](#) [LINK6](#) [LINK7](#) [LINK8](#)

Thank you very much in advance for your efforts and your understanding!  
Best regards from Lohr am Main, known as the home of Snow White.

Yours sincerely,

.....  
Oswald