

Counter-motions and election proposals

Dear Shareholder,

Motions and nominations that are required to be made available shall be deemed to have been presented to the Annual General Meeting if the shareholder submitting the motion or nomination is duly authorized and registered for the Annual General Meeting.

We have received the motions and nominations listed below, which we are making available in line with statutory provisions. They have been allocated a letter in the event that they are intended not merely to reject the management proposals but to bring about a resolution that differs in terms of content. You can select how you would like to vote on these motions and nominations via the online service or reply form directly by marking the voting box of the corresponding letter. You can vote against those motions not marked with a letter by marking the “Against” box next to the corresponding agenda item.

Motion concerning item 3 and 4

From shareholder Bernd Kevesligeti

Bernd Kevesligeti

XXXXXXXXXXXXXXXXXXXX

Shareholder number XXXXXX

Cologne, March 28, 2022

Counter-motion for Deutsche Post AG's Annual General Meeting to be held on May 6, 2022 under sections 125 and 126 of the Stock Corporation Act (*Aktiengesetz*)

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

Deutsche Post AG generates considerable profits. According to the annual results for 2021, revenue increased by 22.5% to €81.7 billion. Net profit is €5.1 billion, up 70%.

In contrast, 20,000 collection boxes have been dismantled and 5,000 retail outlets closed, a development that is continuing. Really consumer-friendly measures. By 2023, the company forecasts EBIT of more than €7.4 billion. Of this, the employees receive only a few crumbs. This is surely due in part to a hardly proactive collective bargaining policy. The CEO receives more than a few crumbs, however. While on average, the difference in remuneration between members of Boards of Management of German companies and workers/employees is in the range of 71 to 1, the CEO here gets 268 times the amount received by an ordinary employee (according to *Staat im Ausverkauf*).

Yet despite that, it was not possible to forgo an increase in charges as of January 1, 2022.

And there has been no indication to date that this has led to any improvement in the service, perhaps that deliveries fail to be made on fewer days. That applies equally to the working and social conditions of employees, some of whom receive top-up social benefits because of their low earnings.

Bernd Kevesligeti – Shareholder

[signature]

A

Motion concerning item 2

From shareholder Hendrik Kölsch

Hendrik Kölsch

Hendrik Kölsch • XXXXX

Netphen, April 12, 2022

Deutsche Post AG Zentrale ,
Vorstand Stichwort:
Hauptversammlung 53250 Bonn

Shareholder number: XXXXX

Countermotion for Deutsche Post AG's Annual General Meeting to be held on May 6, 2022, under sections 125 and 126 of the Stock Corporation Act (Aktiengesetz)

Amendment to agenda item 2 "appropriation of available net earnings"

Deutsche Post AG has generated considerable profit facilitated by the coronavirus pandemic. Employees in direct contact with customers and those in the logistics centers have "delivered" exceptional service under difficult conditions, and continue to do so. The employees should also benefit from net earnings. As such, I propose that the dividend payout proposed by management be reduced as follows:

- 1. Distribution of net earnings to shareholders by means of a dividend payout of EUR 1.70 (instead of EUR 1.80). This would free up net earnings to be paid out as follows:**
 - a. 2.1% to Erholungswerk Post Postbank und Telekom e.V. (Erholungswerk Recreation Services) to increase the subsidy for Deutsche Post AG employees, and to facilitate further Erholungswerk duties under the Articles of Association**

- b. **The remaining 97.9% should be paid out equally to all employees in pay groups 1 to 7 and civil servants in remuneration groups A2 to A10 in the form of a one-off payment. Payment should be made without delay.**



Hendrik Kölsch

Address
Contact info

XXXXXXXXXX
XXXXXXXXXX

Motion concerning item 3

From shareholder Dachverband Kritische Aktionäre



Counter-motion of the Dachverband der Kritischen Aktionärinnen und Aktionäre (Association of Ethical Shareholders Germany) at the General Meeting of Deutsche Post AG on May 6, 2022

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

The *Dachverband der Kritischen Aktionärinnen und Aktionäre* (Association of Ethical Shareholders Germany) proposes that the actions of Board of Management members not be approved.

Reasons:

The Board of Management of Deutsche Post AG has not adequately fulfilled its responsibility to take more effective action to protect the environment.

Dependency on fossil fuels: 17% increase in greenhouse gas emissions since 2021

Deutsche Post AG continues to rely primarily on fossil fuels, and as such its climate protection efforts cannot be credibly reconciled with its growth targets. Last year, for example, an increase in transport volumes (primarily in the air freight sector) also led to a 17% rise in greenhouse gas emissions to the tune of almost 40 million metric tons of CO₂e. With such a substantial carbon footprint, the Group-sponsored planting of over 1 million trees per year is far too little.

While it is commendable that Deutsche Post is calling upon politicians to reduce the need for letter transport flights within Germany, the Board of Management's own responsibility to promote alternative transport solutions (e.g. by rail) wherever possible, and to drive such cooperative ventures should not be forgotten.

Deutsche Post's entire climate protection strategy seems to be based on the belief that sustainable fuels will somehow be the silver bullet needed in air and ocean freight transport. It is a matter of urgency that the Board of Management must transparently and comprehensibly explain precisely how the Group's own climate targets are to be achieved.

Offsetting greenhouse gas emissions: too little, ineffective, and lacking in transparency

In comparison with 24 other major companies, Deutsche Post has come off poorly in the current Corporate Climate Responsibility Monitor 2022 conducted by NewClimate Institute and Carbon Market Watch. Other companies have proven themselves to be significantly more transparent, and indeed are undertaking more effective climate protection measures – be it in the reduction or offsetting of their own emissions. While Deutsche Post is transparent about how compensation works with regard to its "climate neutral" letter and parcel delivery offering, this can easily be misleading when it comes to the actual carbon footprint. In 2020, Deutsche Post offset 356 kilotons of CO₂. This corresponds to only 0.9% of total emissions that year.

Formula 1 partnership negates credibility of company commitment to climate protection

It is no longer appropriate for Deutsche Post or DHL to be the official logistics partner of the expensive and environmentally harmful sport that is Formula 1. Here, the bulk of the emissions are caused by transporting vehicles, equipment and employees around the globe. The emissions generated by these activities should not be compensated – but avoided altogether by withdrawing from Formula 1.

Statements about how the racing series can supposedly be made climate-friendly through the use of synthetic fuels and the purchase of pollution certificates are mere greenwashing. Indeed, racing powered by combustion engines and climate protection are nothing short of irreconcilable. Synthetic fuels cannot be a solution for the future, not least because of their high energy requirements during production.

B

Motion concerning item 3 and item 4

Vote on individual approval of the actions of the Members of the Board of Management and Supervisory Board

Motion concerning items 3, 4, 5, 6, 7, 10 and 11

From shareholders T. and H. Oswald

Counter motions/Motions No. 1 for the agenda item Approval of the Remuneration Report

Post Annual General Meeting May 6, 2022, at 10 a.m.,

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2022

Shareholder Oswald Shareholder no. for agenda items 1 to 11

I request that the shareholders support my counter motions!

And that they withhold approval of agenda items 3, 4, 5, 6, 7, 10, 11!

We will raise these motions again in question form during the Q&A round at the Annual General Meeting on May 6, 2022. We request that the following also be considered as questions and answered!

NEW Stock Corporation Act approval of remuneration

In the upcoming 2022 AGM season, the ordinary annual general meetings of listed companies must, for the first time, resolve on the approval of the remuneration report which is to be prepared for the 2021 financial year for the first time in accordance with the new provisions of the Second Shareholder Rights Directive (ARUG II). This contribution provides an overview of the new legislation on the remuneration report and the expectations of investors and proxies for remuneration reporting.

Preparing the remuneration report under stock corporation law...

The board of management and supervisory board of a listed company now must prepare an annual **(combined) “clear and understandable report on the remuneration granted and owed in the past financial year to each of the individual current and former members of the company’s board of management and the supervisory board, and those of the companies of the same corporation (Section 290 of the German Commercial Code)”** (Section 162 of the German Stock Corporation Act), for the first time for the financial year beginning after December 31, 2020, (see Section 26j (2) p. 1 of the Introductory Act to the German Stock Corporation Act).....

Many shareholders even in our environment are of the opinion that the remuneration report could be called a fairy tale, a sort of story time? The Brothers Grimm might enjoy that? Mr Chairman of the Board of Management, are you actually still able to calculate your remuneration yourself or do you need a remuneration consultant, similar to how the remuneration consultants are called upon time and time again to prepare **expert-remuneration-justification-opinions** for the shareholders? Their remuneration for an **expert opinion on remuneration USUALLY starts at around 100,000 euros!** Justification for the remuneration is done vertically and horizontally!

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!

I herewith submit motion/countermotion/approval no. 1

Remuneration report=RR page 1–32 in the RR.

We request the Supervisory Board to resolve, or the Supervisory Board should resolve

to reduce the remuneration for the Members of the Board of Management by half for the upcoming financial year,

for the time being, temporarily on a trial basis.

Over €11.88 million in total remuneration despite the capped amount of €8.15 million for the Chairman of the Board of Management

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!**

Total remuneration of more than €11.88 million just for the Chairman of the Board of Management Frank Appel, that is more than **560 times the pay of** a salesperson, that is more than **700 times the pay 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**

Stock packages, Frank Appel, annual report, remuneration report = RR page 1 to 32
Pension Defined Benefit Obligation (DBO) as of Dec. 31, 2020 is **€31,533,867 RR page 9**
Pension Defined Benefit Obligation (DBO) as of Dec. 31, 2021 is **€28,122,547 RR page 9**
Pension DBO increased in the 2020 FY by approx. **€5 million, by €3.4 million in 2021**
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**
Shares total SAR tranche 1,409,484 units 12/31/2021 with a share value of €49 = **€69,064,716 p.15**

These generally even earn a good interest rate before they mature...?

Once again, for comparison.

The Chairman of the Deutsche Post Board of Management, Dr. Frank Appel, is paid **more than 41 times the remuneration of our Federal President Frank-Walter Steinmeier,**
and **more than 47 times more remuneration than our Chancellor Angela Merkel...**
No further comment is necessary... simply disgraceful...!
And so on and so on. I won't even mention the lesser forms of remuneration and fringe benefits of €30, €50, or €100 thousand.

In Bavaria
we call
this a self-
service
store....

What do
you have
to say
about
this?

I herewith submit Motion/Countermotion 2:

to refuse to discharge the Members of the Bboard of Management and Supervisory Board.

For the agenda items 3 + 4

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.

On this item, we would like to remind you of the Stock Corporation Act Section 400, Section 131, Section 162, Section 331 of the Stock Corporation Act

What do you have to say about this?

Mr. Chairman of the Supervisory Board Dr. Nikolaus von Bomhard, I can still remember quite well when, **due to this motion/countermotion, you tried to persuade shareholders that you had never received 10, 20, or even 30% and more in remuneration increases. That is not very long ago and now I have caught you out. According to the Deutsche Post remuneration report page 28 on agenda item 10, 11, you want/propose 100% MORE (a Bomhard bonus...?) remuneration for the Chairman**

of the Supervisory Board and 50% MORE remuneration for the Deputy Chairman, who do you think 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!**

**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,**

.....
Oswald

C

Motion concerning item 5 and item 6

From shareholders T. und H. Oswald

Counter motions/Motions No. 2 for agenda item 5, 6

Post Annual General Meeting May 6, 2021, at 10 a.m.

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Motions/Counter motions for agenda items 1 to 11 April 20, 2022

Shareholder representative Oswald Shareholder no. xxx

I request that the shareholders approve/support my counter motions/motions!

Agenda item 5 Appointment of the auditor and the Group auditor

For the appointment of the auditor and the Group auditor, I propose:

Rödl & Partner GmbH Wirtschaftsprüfungsgesellschaft, Nuremberg or KPMG.

Deutsche Post has been audited by PwC Wirtschaftsprüfungsgesellschaft for many years now.

When an audit engagement goes on for too long, there is a risk of cronyism and irregularities. In the future, audit engagements should be kept to shorter lengths. There were many losers, including some of the shareholders, in the wake of the Wirecard scandal.

Were there irregularities on the board of management and/or the supervisory board?

Some effects and examples might include the tax havens described below, where **Deutsche Post** also does business according to the study “Der DAX in Steueroasen” [The DAX in Tax Havens]? Excessive remuneration, too, as described in my counter motion no. 1?

Is that also a reason why legislators put the decision in the hands of the shareholders' AGM? And removed it from the purview of the supervisory board?

Section 11 of the Financial Market Integrity Strengthening Act (Finanzmarktintegritätsstärkungsgesetz) of June 3, 2021 (Federal Gazette [BGBl.] I p. 1534) changed the rules for appointing the auditor so that in the future, even for insurance companies, the appointment of the auditor is the responsibility of the annual general meeting (so, the shareholders, the actual owners of Deutsche Post) and no longer, as previously, the responsibility of the supervisory board.

Federal Government, Bundesrat, NEW draft legislation: Prevention of Tax Evasion in Tax Havens (Verhinderung der Steuervermeidung, in Steueroasen). TEXT with 35 pages at the following internet address [LINK2](#)

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

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

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 location that is not an independent country to be classified as a tax haven in this report.

Is Deutsche Post evading taxes on a massive scale in tax havens; tax optimization – is it tax evasion? Information on this: “The DAX in Tax Havens, a study by author Steffen Redeker”

[LINK3](#)

[LINK4](#)

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.?

In the 97 Deutsche Post tax havens, Deutsche Post generates/acquires interests,

€964 million in tax optimized profits, (unconsolidated profit...? not taking individual taxes into account); if that amount is offset against Deutsche Post's operating profits and the dividend to be distributed is deducted from the remaining amount, then Deutsche Post's profits look quite MEAGER?

What consequences could that have for dividends in later years? Might Deutsche Post be unable to pay a dividend at all, or much less? **Will the Deutsche Post share price go into a free fall?**

How much longer will it take until the tax havens, tax optimization profits cease to exist? When the Federal Government gets serious about tax loopholes. Are

they comparable to the transactions in the Cum-Ex scandal? These, too, were technically legal and yet now there are billions in fines and prison sentences! That's how times change!

According to Dr Nikolaus von Bomhard, chairman of the supervisory boards of Münchner Rück, Post DHL, and Athora Holding Ltd., Bermuda, around 250 insurance companies are incorporated in Bermuda.

Are they all WELL connected with each other there, even the Post Group, who also has quite a few interests in tax havens.

How does this affect the dividend? Will **Deutsche Post** have to stop distributing a dividend? **Will the Deutsche Post share price go into a free fall?**

The company's top leadership divvies up the most highly paid positions among themselves, is it possible in such cases to rule out negative interrelationships...???

Agencies and control mechanisms contradict each other, even significantly in some cases, and that is putting it mildly?

Our question to the Deutsche Post AGM on May 6, 2021, the answers to many questions were inadequate or not thorough, why do you have problems with answering my questions...? This is an issue of interest to very many shareholders, especially when you refuse to answer the questions and don't want to provide information, one has to assume that there are irregularities occurring behind the scenes?? PLEASE provide clarification, without the ifs and buts.

Or do you have something to hide again? You should be open with your shareholders, because you are obligated to disclose? Those who won't talk, who are covering something up, do they have something to hide? What should BaFin be investigating here?

**The motto of Deutsche Post: let's just sit this one out! As is so often the case, Deutsche Post just goes quiet!
Once you have lost your reputation, you have nothing left to lose.**

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

Statement on the Countermotion by Shareholder Oswald on agenda item 5 and 6:

The aforementioned countermotion is published for our shareholders' information. The Meeting Chairman might possibly choose not to put the motion to a vote because the countermotion does not clarify which of the two auditing firms named should be elected. We recommend that shareholders wishing to join the countermotion to decide separately whether they would like to also vote for or against the Supervisory Board proposed resolutions on the agenda items 5 and 6.

D

Motion concerning item 7

From shareholders T. and H. Oswald

Post = P Annual General Meeting May 6, 2022, at 10 a.m.,
Agenda items (1 to 11) Concerning item 7
Shareholder Oswald, shareholder no. as per letter

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Concerning item 7: Resolution on the by-elections/election to the Supervisory Board. Shareholder election nominations pursuant to section 127 of the Aktiengesetz (AktG – German stock corporation act).

Every shareholder has the right to submit nominations for the election of Supervisory Board members and/or auditors (provided these are agenda items).

I ask the shareholders to support my nomination.

For election to the Supervisory Board, I nominate the following person:

Ralf Schirrmacher – management consultant with international experience

Reasons our candidate is superior to in-house or local candidates:

1. Flexible schedule, purely objective oversight
2. Free from economic interests including those of other companies
3. Good source of motivation as leadership coach and mediator
4. Broad range of knowledge, as can be seen in CV
5. Diverse international experience in the EU and beyond
6. Familiar with international law and international contract law

7. **Special experience in the economic-technical sphere**
8. **Familiar with the IT and telecommunications industries**
9. **Well-versed in regulatory topics**
10. **Understanding of sociopolitical aspects in general and with regard to corporate social responsibility**

CURRICULUM VITAE

Ralf Schirmacher

Expertise

**Management consulting/corporate advisory services; coaching; mediation;
interim management; restructuring**

Professional experience

01/2015 – now ad rem Unternehmensberatung GmbH

Managing Partner

07/2010 – 12/2014 Focus Asia Consult Pte. Ltd. Singapore

Managing Consultant & Partner

07/2008 – 10/2010 flyport Entwicklungs- u. Betreuungsgesellschaft mbH, Berlin

Vice President of International Business Development.

- 01/2008 – 12/2008** **Goldman Sachs Group, Inc., Investment Mgmt. & Securities, USA**
Corporate Advisor in Asset Management for the APAC Region
- 01/2006 – 01/2008** **SIEMENS USA**
Director of the Aviation Competence Center North America
- 02/1996 – 02/2006** **Fraport AG and holdings,**
formerly FLUGHAFEN FRANKFURT MAIN AG
- Director of Consulting, AirIT International GmbH (Fraport Group)
 - Head of Consulting, Fraport AG (formerly Flughafen Frankfurt Main AG)
 - Vice President, debis-FRA GmbH (*joint venture of Frankfurt Main AG with Daimler-Benz Interservices AG (Debis), today T-Systems*)
 - Head of Project Office, Flughafen Frankfurt/Main AG
- 04/1994 – 12/1995** **ORACLE (Switzerland) AG**
Principal Consultant, Business Process Re-engineering
- 09/1988 – 03/1994** **WEIDMÜLLER Group, Germany**
- Coordinator of Management Information Systems
 - Project Management (computer integrated factory automation)
- 12/1987 – 09/1988** **ADV/Orga Tech GmbH, today GFT Technologies AG,**
former subsidiary of ADV/Orga AG
Consultant for innovation management and technology transfer

Education

- 09/1982 – 12/1987** Degree in IT and Business Administration (Diplom-Informatiker TU),
Technical University of Berlin
- 1981 – 1982** Military service

1981

University-entrance high school diploma (Abitur mit allgemeiner Hochschulreife), Mariengynasium, Jever

Language skills

German

Native speaker

English

Business fluency

Spanish/French/Italian Colloquial

Special expertise

Merger & acquisitions, exit management

Change management, coaching, mediation

Innovation management and IT

Strategic program/portfolio management

Outsourcing/offshoring

Compliance and corporate governance

International contract law

Investment banking & asset management

Specific roles

Internationally recognized aviation expert

Engagement manager on behalf of management consultancies such as McKinsey, KPMG, BCG

Lecturer on aviation topics

Lecturer on management information systems

Limited partner in various companies

Thank you for your support!

Best regards from Lohr am Main, known as the home of Snow White,

.....

Hans Oswald

E

Motion concerning item 7

From shareholders T. und H. Oswald

**Post = P Annual General Meeting May 6, 2022, at 10 a.m.,
2022**

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Agenda items (1 to 11) Concerning item 7
Shareholder Oswald, shareholder no. as per letter

Concerning item 7: Resolution on the by-elections/election to the Supervisory Board. Shareholder election nominations pursuant to section 127 of the Aktiengesetz (AktG – German stock corporation act).

Every shareholder has the right to submit nominations for the election of Supervisory Board members and/or auditors (provided these are agenda items).

I ask the shareholders to support my nomination.

For election to the Supervisory Board, I nominate the following person:

Prof. Dr. Anja Jetschke, Professor of Political Science

CURRICULUM VITAE

Professor Dr. Anja Jetschke

Personal data

Year of birth	1969
Nationality	German
Independence	(+)

Expertise

International relations; emerging economies; global risk assessment; political consulting

Current occupation and professional career

2001 – 2011 Assistant Professor, Department of Political Science, University of
Freiburg
2012 – 2015 Head of the Research Program at the GIGA German Institute of Global
and Area Studies, Hamburg
Since April
2012 Professor of Political Science at the University of Göttingen

Education

1989 – 1995 Political Science, Free University of Berlin
1995 – 2001 PhD in Political Science from the European University Institute in
Florence

Positions of leadership

2021 – today Elected Member, Executive Council International Political Science
Association (IPSA)
2016 – 2018 Co-director of the German Political Science Association (DVPW)
Since 2017 Co-director (since 2019) and Board Member of the Center for Global
Migration Studies, University of Göttingen

Secondary activities

2007 – 2008 Postdoctoral Fellow, Mershon Center for International Security Studies,
Ohio State University
2017, 2018 Research Consultant, National University of Singapore, Faculty of Law
2017 Visiting Scholar, Stanford University, Asia-Pacific Research Center of the
Freeman Spogli Institute for International Studies

Thank you for your support!

Best regards from Lohr am Main, known as the home of Snow White,

.....

Hans Oswald