

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

Dear Shareholder,

We have received the following motions and election proposals, which we are making available in accordance with the statutory provisions. They are marked with letters to facilitate voting or issuing instructions, unless they are merely directed at rejecting the management proposals. You can support the motions or election proposals not marked with letters by marking "no" in the corresponding agenda item. Motions or election proposals can only be voted on if they are also submitted at the Annual General Meeting.

**A**

## **Motion concerning item 2**

From shareholder Uwe Nowotnick

Dear Sir or Madam,

With respect to item 1 of the agenda, I wish to submit the following counter-motion: that two thirds of the net profit, however no less than EUR 2.50, be distributed to the shareholders.

Reason: I do not see how Deutsche Post AG can sensibly use the non-distributed part of the net profit for the year at the moment. This is our net profit, which is why the dividend distribution should be as high as possible. A high dividend may possibly even prevent the Board of Management from embarking on new adventures liable to result in heavy losses such as DHL's first attempt to gain a foothold in North America.

I send my regards to all the shareholders

Uwe Nowotnick

# Motion concerning item 3 and 4

## From shareholder Bernd Kevesligeti

Bernd Kevesligeti

Counter-motion for Deutsche Post AG's Annual General Meeting to be held on May 4, 2023, 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 2022, operating profit increased to EUR 8.6 billion. In contrast, 20,000 collection boxes have been dismantled and 5,000 retail outlets closed, a development that is continuing. There are many rural areas without any delivery to postal addresses. There are 140 mandatory sites (according to the statutory provisions) that have no postal representation. Really consumer-friendly measures. Nearly EUR 2 billion are going toward pay increases. This also shows that quite a bit more would have been possible. 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).

And the service does not improve in spite of the increase in operating profit. There still tend to be outages in delivery from time to time. Some 15,000 complaints were filed with the Federal Network Agency (Bundesnetzagentur) in 2021. In 2022, this number rose to 43,500. Among the employees, there are some who receive top-up social benefits because of their low earnings (part-time and on-call workers).

Deutsche Post/DHL is also making its contribution to the topic of climate change. Unfortunately not one that is shaped by environmental responsibility. They are not above supporting Formula 1. The DHL logo can still be seen on ad posters.

Bernd Kevesligeti – Shareholder

**B**

## **Motion concerning item 2**

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

From shareholder Michael Pertl

Shareholder Michael Pertl, shareholder number [REDACTED]

Resident:

Subject: Countermotions for the Annual General Meeting of Deutsche Post AG 20 on May 4, 2023, and with request of the announcement to the shareholders despite the exceeding of the 5,000 characters

Dear Shareholders,

With regard to **Agenda item 2**, appropriation of net income, I suggest that 2/3 of net income be distributed to shareholders.

With regard to **Agenda Item 3**, "Approval of the actions of the Board of Management," I suggest that the acts of the Executive Board be not discharged.

With regard to **Agenda Item 4**, "Approval of the actions of the Supervisory Board," I suggest that the acts of the Supervisory Board be not discharged.

**Justification:** I don't see any reason why the Post employees should receive a bonus and at the same time a nice salary increase and that more or less risk-free and for the noticeably decreasing quality of service and delivery. I would like to point out and remind you that the Post/DHL employees at Korona times have already received a bonus from the company management. But lately I make the experience that especially the package processing has noticeably weakened. I will gladly give you examples here from the past time and the recent time. Which have forced me among other things to contact BnetzA on 28.01.2023!

1. On 05.12.2021 3 packages were given to a DHL driver as a return, which also arrived at the parcel center. Only one strangely never arrived at the recipient and strangely according to the tracking at the time this was supposedly in the parcel center all the time. Inquiry at the support resulted in the fact that 1 day later it is not supposed to have been in the system anymore.

A package that was supposed to arrive on 01/16/2023 according to tracking arrived on 01/14/2023. Of course, I was not at home that day and there was no notification card in the mailbox as usual, but it was only visible via the DHL app. However, again, not at the post office with the delivery address, but at a neighboring post office. As a result, a 2nd delivery was posted for 01/18/2023, which was never picked up from this post office. But one had the kindness to send this back after 2 weeks then because of not collecting. Was also at that time where the dear employees thought they had to hold your warning strikes, but at that time no warning strike was announced and apparently thinks you can now also arbitrarily deal with orders.

3. On the other hand, a few weeks ago I came home with the car loaded with pallets as firewood, which were already deposited in front of the garage. And a DHL delivery driver of course stood in front of the garage entrance, [REDACTED]. Did not know himself also not particularly from what also where he would have to go with his deliveries in the street, which is also ok and one is gladly collaborative. He then went off to make his deliveries, until he finally drove off. In addition, there were definitely parking options on the street.

4. Allegedly, the letter post has so much to do that the meanwhile what one hears so also parcels partly process. I wonder only against it whether Post does not longer aim for a letter delivery on the next day?

Because the invitation to the AGM taking place was brought according to letter announcement in the DHL App on 11.04.2023 on the way, today on 13.04.2023 in any case so far still nothing there, so it seems to me that Post is quite overwhelmed with the letter delivery because of the packages. In addition, the express deliveries for private customers are to become more expensive, I wonder only what is now to become even more expensive again. Because the premium the employees receive now again and the salary increase must come also somehow probably in and with such a service with the packages, probably so some entrepreneurs will consider surely whether it still long with, if at all still so my fear.

Judge for yourself whether you consider it justified to pay a **proposed dividend** in the amount of **1.85 EUR** to the company's shareholders, who also bear entrepreneurial risk, compared to the **Previous year** in the amount of **1.80 EUR**.

In addition, the well-paid Board of Management, including the Supervisory Board (as the controlling body of the Board of Management), seems to be overburdened with the task of eliminating certain abuses, among other things, and the Board of Management also seems to be caving in to the demands of the employee representatives and giving in and agreeing to the exaggerated demands.

Thank you for your attention, with associated greetings to all shareholders. And with the associated request, act wisely in voting, thank you.

Michael Pertl, shareholder of Deutsche Post AG

C

## Motion concerning item 2

From shareholder Hendrik Kölsch

**Hendrik Kölsch**

Hendrik Kölsch [REDACTED]

Netphen, 12.04.2022

Deutsche Post AG  
Board of Management  
Keyword: Annual General Meeting  
53250 Bonn

**Shareholder number:** [REDACTED]

**Counter-motion to the Annual General Meeting of Deutsche Post AG, May 4 2023 in accordance with Sections 125 and 126 of the German Stock Corporation Act Amendment to agenda item 2 "Appropriation of net income"**

Fortunately, Deutsche Post AG continues to generate high profits. In my view, employees and customers should also benefit from this. I therefore propose to change the appropriation of net income proposed by the management as follows:

- a) (unchanged) Distribution of the unappropriated profit to the shareholders by payment of a dividend of EUR 1.85 per no-par value share entitled to dividend.
- b) 10,000,000.00 Euro shall be paid to the "Erholungswerk Post Postbank und Telekom e.V." to increase the allowance for Deutsche Post AG employees and to realize the other statutory tasks of the Erholungswerk, 10,000,000.00 Euro shall be paid to the "Betriebswerk Postbank und Telekom" and a further 20,000,000.00 Euro shall be paid to the "Deutsche Post Stiftung". These additional disbursements shall not reduce other grants and payments to the respective entities. Total to b: 50,000,000.00 Euro
- c) 90,000,000.00 Euro shall be paid out as an one-time payment to all salaried employees in wage groups 1 to 7 and civil servants in grades A2 to A10 in equal parts, regardless of the collective bargaining agreements. The payment shall be made as soon as possible.
- d) 100,000,000.00 Euro will be invested additionally within 2 fiscal years to improve customer service (e.g., by investing in additional parcel lockers, investing in equipment for branches, renewing and cleaning existing mailboxes)
- e) Transfer to retained earnings: 1,760,000,000.00 Euro
- f) Retained earnings (unchanged): 6,429,669,009.50 Euro

I would be pleased if the shareholders would follow my proposal.

Hendrik Kölsch

# Motion concerning item 2, 3 and 9b

From shareholder

Dachverband der kritische Aktionäre



## Counter motions of the Dachverband der Kritischen Aktionärinnen und Aktionäre for the Annual General Meeting of Deutsche Post AG on May 4, 2023

### Regarding agenda item 2:..... Appropriation of net retained profit

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the appropriation of net retained profit proposed by the Executive Board and Supervisory Board be rejected. The unappropriated net income is not to be distributed as a dividend in the amount of EUR 2,205,096,642.35 (EUR 1.85 per dividend-bearing share) and no EUR 2 billion is to be transferred to retained earnings.

#### **Justification:**

Those who share responsibility for the climate crisis must also contribute financially to overcoming the consequences. Deutsche Post AG's business concept is global logistics and mail services. Sales are generated by road transport, as well as air and sea transport - sectors that are massively fueling the climate crisis due to their high CO2 emissions. Climate damage deprives millions of people of their livelihoods and increases global refugee movements.

This is why Deutsche Post AG is to invest the amount of EUR 4.2 billion earmarked for the dividend in sea rescue projects or climate protection projects.

### **Consequential climate costs of EUR 7.2 billion for 2022 emissions alone not taken into account**

Deutsche Post AG generates its profits at the expense of the environment, especially people affected by climate change in the Global South, MAPA (Most Affected People and Areas: groups and territories disproportionately affected by climate change, including women, ethnic minorities, young, elderly and poor people, and future generations). Consequently, dividends must be allocated to projects and measures to combat climate-related damage. In view of the fact that the Federal Environment Agency currently calculates the climate impact costs at EUR 201/ton of CO2, which would correspond to costs of EUR 7.2 billion for Deutsche Post AG for the 2022 emissions alone, the EUR 4.2 billion is the very least. After deducting the consequential climate costs, only EUR 3.4 billion would remain of the total net retained profit of EUR 10.6 billion in 2022.

According to its own figures, CO2 emissions by Deutsche Post AG totaled more than 39 million metric tons of CO2e in 2021, which would correspond to around 5 percent of the total emissions of the Federal Republic of Germany.<sup>1</sup> CO2 emissions increased from 27 million metric tons in 2020 to 36 million metric tons in 2022.<sup>2</sup> In addition, non-CO2 microparticles such as nitrogen oxides, water vapor, and sulfate and soot particles are released at high altitudes, which, according to a study

<sup>1</sup> <https://www.umweltbundesamt.de/daten/klima/treibhausgas-emissionen-in-deutschland>;  
<https://www.buendnislej.com/auf-kosten-von-mensch-und-umwelt/>

<sup>2</sup> Annual Report Deutsche Post AG: <https://www.dpdhl.com/en/press/mediathek.html>

of the European Aviation Safety Agency (EASA) have at least as great a climate impact as CO2 on its own.<sup>3</sup>

Although Deutsche Post AG is extremely energetic in its annual report about how it intends to adapt its corporate concept with a view to climate change ("climate neutrality, climate protection measures, decarbonization, resource efficiency"), the Group is shirking binding commitments. For example, the Paris climate agreement is mentioned only to the extent that global efforts to limit global warming are "shall be supported".<sup>4</sup> Net zero is not to be achieved until 2050. What about our planet then? The fires in California, floods in India and in the Ahr valley, and the drought disasters in Ethiopia, Eritrea or southern France are only a preliminary message.

### **Regarding agenda item 3:..... Discharge of the members of the Board of Management**

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the actions of the members of the Board of Management be refused.

#### **Justification:**

The Board of Management has once again failed to implement ambitious climate protection measures. Business practices designed to drive further growth are contributing to the failure to meet the 1.5 degree target of the Paris Climate Agreement. The Board of Management urgently needs to explain in a transparent and comprehensible manner how exactly the Group's own climate targets are to be achieved. Deutsche Post's entire climate protection strategy seems to be a single bet that sustainable fuels in air and sea freight transport will somehow work out.

In its annual report, the company itself claims to make a "positive contribution to the world, with sustainable actions and commitment to society and the environment". Yet at the same time, airport capacity is being massively expanded and democratic climate justice protest is being criminalized.

#### **Climate-damaging expansion of the LEJ Leipzig/Halle cargo airport**

DHL plans to expand aircraft capacity at Leipzig/Halle Airport from the current 60 to 96 slots, a 60 percent increase, as well as an increase in takeoffs/landings from approximately 79,000 (2019) to approximately 118,000 by 2032, a 50 percent increase. This will increase CO2 emissions (currently 6.2 million tons) to 10 million tons after expansion.

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<sup>3</sup> EASA, Updated analysis of the non-CO2 effects of aviation, 24.11.2020, available at:

[https://climate.ec.europa.eu/news-your-voice/news/up-dated-analysis-non-co2-effects-aviation-2020-11-24\\_en](https://climate.ec.europa.eu/news-your-voice/news/up-dated-analysis-non-co2-effects-aviation-2020-11-24_en); (see Bergero et al., Pathways to net-zero emissions from aviation, nature sustainability, Jan. 30, 2023, available at: <https://www.nature.com/articles/s41893-022-01046-9>)

<sup>4</sup> <https://www.dpdhl.com/content/dam/dpdhl/de/media-center/investors/documents/geschaeftsberichte/DPDHL-Geschaeftsbericht-2022.pdf> page 53



Civil society opposition to the expansion has been ongoing since 2004. For decades, citizens' initiatives fought for a ban on night flights, a fair planning approval process, and a climate-friendly change in transportation. However, requests from the population, petitions with over 10,000 signatures and demonstrations were unsuccessful.

### **Undemocratic: False statements and criminalization of climate protest**

In the summer of 2021, 54 activists gathered at the exit of a traffic circle to the DHL hub in Leipzig/Halle and demonstrated publicly against the expansion of the airport. The demonstration was authorized by the police - but Deutsche Post AG files a complaint. More than 50 people are taken into custody for two days because of an alleged coercion. In addition, DHL spreads false allegations and thus creates the basis for a smear campaign by politicians and the media. Initially, it was said that a loss of EUR 1.5 million had been incurred and, in addition, the transport of vaccines had been impaired. Later, however, the management of the DHL Hub Leipzig/Halle denied this to Der Spiegel: "Vaccines had not been affected at all. Rather, the closure had only "led to delays in operations with locally manageable effects." In principle, a globally active company that ascribes ambitious climate protection measures to itself would have to accept and accept responsibility if criticism is voiced by civil society. But Deutsche Post AG is taking a different approach and is trying to deflect attention from its own failures and criminalize climate protest by suing the protesters for damages of up to EUR 400,000.

By threatening repression, DHL is not only contradicting its greenwashing campaign, but also basic principles of the constitution, because whoever acts as a private actor in a politically sensitive area must also endure criticism. Deutsche Post AG is acting undemocratically and irresponsibly.

### **Glaring wage gap: Contradiction to the claim "Best employer for all"**

Deutsche Post postulates itself with "targeted measures to provide all employees with a safe, inclusive and motivating work environment".<sup>5</sup> But how does CEO Mr. Appel justify that he received almost EUR 7 million in compensation in the past fiscal year, which is more than 200 times of the employees? With regard to a fair performance principle and the knowledge of the work volume of parcel delivery staff, this remuneration is deterrent and testifies to an unfair and exploitative working environment. Such inequality cannot be justified by more responsibilities.

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<sup>5</sup><https://www.dpdhl.com/content/dam/dpdhl/de/media-center/responsibility/dpdhl-nachhaltigkeitsfahrplan-zahlen-fakten.pdf>

## **Regarding agenda item 9b: Amendment of the Articles of Association virtual Annual General Meeting**

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the resolution proposed by the Supervisory Board and the Board of Management to authorize the Board of Management to decide on the holding of a virtual shareholders' meeting be rejected.

### **Justification:**

The format and manner in which an Annual General Meeting is conducted affect elementary shareholder rights. Therefore, the Annual General Meeting and not the Board of Management should decide on the conditions or format of future Annual General Meetings. In addition, the AGM should also be allowed to decide whether a hybrid format should be implemented as a further option, combining the advantages of a face-to-face AGM with those of a purely virtual event.

**D**

**Motion concerning item 3 and 4**

**Voting on the individual discharge of the members of the Board of Management and Supervisory Board**

**Motion concerning item 2 to 9c**

From shareholder Hans Oswald

## Countermotions/proposals to the agenda

Copyright1 Oswald 2023

Post general meeting 4.5.2023, at 10am,  
Shareholder Oswald on items 1 to 11

**I ask the shareholders to support my motions / countermotions / approval!**

I hereby make motion/countermotion No.1,

the gentlemen of the Management Board and the Supervisory Board  
to refuse to grant discharge. Regarding agenda items 3 + 4

**And request an individual vote on this from all board members and supervisory board members.**

### Justifications:

With your approval rates in the elections, even Erich Honecker would turn in his grave if he could see these bombastic **rather communists approval rates of 98% or even 99,...%**, as with your AG would receive. This was not even the case in the elections to the GDR's Volkskammer (People's Chamber)...how can this be explained in view of the current **current majority ratios explain**, how do you manage that only, (does someone help there after all?)...where does the notary stand there?

Is the **Compensation Professor Dr. Nikolaus von Bomhard**  
the pioneer / **Role model for the horizontal compensation spiral** to the top,  
who actually managed to do it,  
**to increase its remuneration TWICE by 100%,**  
so that the other AG's with your **Compensation increases** can follow suit !!!

The management team is populated with many doctorate titles.

Some of these people have been with our **AG** but they bring the **AG** decisively forward. We need to work with our **AG** finally some movers and shakers, not just title holders who rip off utopian salaries. The doctorate titles are springing up like mushrooms, even in the administration's new proposals.

Important:

If you check with the **Post Office** the accuracy and correctness of the doctoral titles of new hires? Doctor title. In recent years, many doctoral titles have had to be returned by plagiarism hunters, which can cause enormous damage not only to the person but also to the **But also to the company**. How strict will this be at the **Post** regulated ? Are the doctor titles at our AG only for image maintenance, **or do they also do real work ?**

I hereby submit the motion / Countermotion / Approval No. 2 see Compensation Report

We request the Supervisory Board, or rather the Supervisory Board shall resolve to the compensation of the members of the Executive Board for the coming fiscal year

**to be reduced to half, until further notice, provisionally on probation and parole, also on ITEM 8,**

as well as the shareholders to refuse the approval of the agenda items 2 to 10 !

Many shareholders, also in our environment, are of the opinion that the compensation report could also be described as a fairy tale report, a fairy tale lesson? The Brothers Grimm would have your joy? Mr. Chairman of the Board of Management, can you actually still calculate your compensation yourself or do you need a compensation consultant to do so, as these compensation consultants are always **Justification compensation reports** to the shareholders? Their remuneration for a **Remuneration appraisal is in the RULE from about 100,000 euros!**

The justification of the remuneration is made vertically and horizontally !

Bill: Federal Government, Bundesrat, Prevention of tax avoidance, in tax havens. TEXT with 35 pages at the following Internet address [LINK2](#)

Does the Post engage in massive tax avoidance in tax havens, tax optimization, is that tax evasion? Info on this, " The DAX in tax havens study by the Author Steffen Redeker"

[LINK3](#)

[LINK4](#)

How long will it be before tax havens, Tax optimization profits disappear? If the federal government gets serious about tax loopholes. Are these comparable to the CUM EX stores? These too were only on the verge of legality, now there are billions in fines and imprisonment ! That's how times change !

According to investigations of the above-mentioned study (Internet link), is also the Post with 97 companies shareholdings in countries, tax havens for "tax optimization", etc. resident? Swiss Post generates / acquires equity interests in the 97 Swiss Post tax havens, 964 million € Tax optimization gains, (unconsolidated profit...? Without consideration of the individual tax), one calculates the of the Operating profit of the Post and subtract the dividend to be distributed, then it becomes very MIGHTY with the Post profit?

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

TAX OASES: THE TRICKS OF THE CORPORATIONS FOR BEGINNERS

Delaware, US State! Tax havens, tax optimization! The U.S. state of Delaware was the only non-independent state classified as a tax haven in this study.

Delaware has about 1million residents but 1.4million tax optimization holdings. [LINK9](#)

Wikipedia INFOs on money laundering tax havens, tax optimization, tax evasion? At

[LINK5](#)

[LINK6](#)

[LINK7](#)

[LINK8](#)

Mr Chairman of the Supervisory Board Dr. Nikolaus von Bomhard, I can still remember when you told the shareholders, **because of a Motion / Countermotion a motion / countermotion**, You had never received 10, 20, or even 30% or more in compensation increases. That was not so long ago and now I have already caught you.

Lt. Invitation Post AGM 6.5.2022 Page 45 TOP 11

Lt. **Compensation Report Post page 28 on agenda item 10, 11, do you want / demand 100% (Bomhard bonus...) for the Supervisory Board Chairman 100% (Bomhard bonus...?) MORE in remuneration** and for the deputy 50% MORE in remuneration, the same applies to the chairman of a committee **the remuneration increases by 100% .....usw.**

who do you think has OVERRIDENED ?

Yes, Dr. Nikolaus von Bomhard, Chairman of the Supervisory Board, this is the kind of game you are playing with us **Shareholders with the real bosses, the owners of Deutsche Post!**

What do you have to say about this?

Kind regards from the snow white city Lohr am Main

.....  
Oswald

## Counter motions/proposals to the agenda 2023

Copyright1 Oswald

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Is the **Compensation Professor** Dr. Nikolaus von Bomhard the pioneer / **Role model for the horizontal compensation spiral** to the top, who actually managed to do it, **to increase its remuneration TWICE by 100%**, so that the other AG's with your **Compensation increases** can follow suit !!!

### The management team is populated with many doctorate titles.

Some of these people have been with our **AG** but they bring the **AG** decisively forward. We need to work with our **AG** finally some movers and shakers, not just title holders who rip off utopian salaries. The doctorate titles are springing up like mushrooms, even in the administration's new proposals.

### Important:

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According to Invitation Post AGM 6.5.2022 Page 45 TOP 11

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**What do you have to say about this?**

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.....  
Oswald

**E**

## **Motion concerning item 5**

From shareholder Hans Oswald

**Post = P Annual General Meeting 5/4/2023, at 10AM,** Copyright 1 Oswald 2023  
**Election proposal for TOP 5 New election of the Supervisory Board**

Shareholder Hans Oswald

Every shareholder has the right to make nominations for the election of members of the Supervisory Board and/or auditors.

Will you treat our Supervisory Board candidates the same as you treat your own candidates, as required by the German Stock Corporation Act?  
**Or will you favor your own candidates again?**

**The management team is populated with many doctorate titles.**

Some of these people have been with our **AG** but they bring the **AG** decisively forward. We need to work with our **AG** finally some movers and shakers, not just title holders who rip off utopian salaries. The doctorate titles are springing up like mushrooms, even in the administration's new proposals.

Important:

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With a soccer club like Bayern München, quite a few title holders would have been exchanged several times by Ulli Hoeneß and thrown out the door. We need movers and shakers to support our **AG** decisively, hence my election proposals.

Is the **Compensation Professor** Dr. Nikolaus von Bomhard the pioneer / **Role model for the horizontal compensation spiral** to the top, who actually managed to do it, **to increase its remuneration TWICE by 100%**, so that the other AG's with your **Compensation increases** can follow suit !!!

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I would ask you to submit my election proposals, which were submitted in due time, to the shareholders in accordance with AktG to the shareholders.

**We attach importance to entry of the election proposals in the notarial protocol / minutes.**

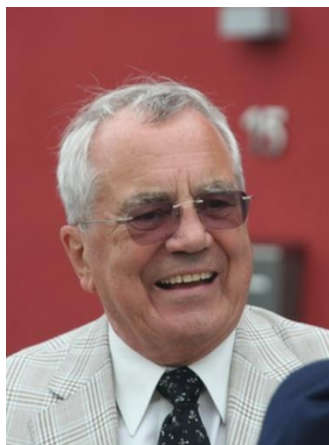
**I ask for timely sending of the HV notarial minutes, after the AGM.**

**Agenda item TOP 5 Resolution on new elections to the Supervisory Board**

**Election proposals by shareholders pursuant to Section 127 AktG**

**I ask the shareholders to support my election proposal!**

**I propose for election to the Supervisory Board:**



**Prof. Dr. Hans-Jochen Schneider**

**Short curriculum vitae**

from 18.03.2023

D-70565 Stuttgart

- 1958-1967** Mathematics studies and doctorate (Dr. rer. nat.).
- 1968-1974** Established computer science course as research group leader and institute director (1972/73) at the University of Stuttgart
- 1974-1987** Full University Professor (C4) of Computer Science at the Technical University of Berlin, Editor of two scientific journals
- 1975-1992** Foundation and development of the software company Actis up to 200 employees in Stuttgart, Berlin and Frankfurt together with Dr. G. Stübel. 1975 - 1987 Member of the Extended Management Board and shareholder. 1987 - 1992 Managing Partner. 1989/1992 Sale of shares to the French software house Sligos, subsidiary of the French state bank Crédit Lyonnais (today Atos Origin)
- From 1990** Foundation of Umweltschutz- und Entsorgungsgesellschaft mbH & Co. KG (UWE) in Taucha near Leipzig, shareholder and limited partner, build-up to 300 employees in Taucha and Kosel (PL)
- 1992-2019** Managing partner and limited partner of the UWE Group with in the meantime (1995) approx. 300 employees in eight companies in Taucha and Poland, construction of a high-tech factory with chemical-physical treatment plant for inorganic industrial waste water. From 1995, sale of

individual subsidiaries, including by MBO:  
1995 UWE Bau & Redevelopment Ltd  
1995 UWE Recultivation & Erdbau GmbH  
2000 UWE ECO in Poland  
2001 UWE Disposal Ltd  
2002 ABT Agrar-Biotechnologie Taucha GmbH (today: BioWellFood)

**As of 2019** Only working for UWE in an advisory capacity.

**1996-2011** Marketing of a 100.000<sup>m2</sup> real estate at the B87 respectively at the mining school, around the quarry lake Döbitz as an ecological residential and commercial park Taucha within the first ecological model town Taucha in Saxony (ecological architect competition)

**2009-2019** Founder and Managing Director of EnergieCity Leipzig GmbH (ECL):  
Marketing concepts for sustainable energy use with partners

### **Memberships and roles (excerpt)**

**1995-1999** Co-founder of the Business Angels Netzwerk Deutschland (BAND), an initiative of executives from industry and finance/business, research and politics to promote small and medium-sized enterprises.

**From 1996** Member of the Leipzig Business Club

**1997-2007** Head of Working Group 4 Environmental Technology in the Green Ring Leipzig

**Yours sincerely from the Snow White town of Lohr am Main**

.....  
**Hans Oswald**

**Post = P Annual General Meeting 5/4/2023, at 10AM,  
Election proposal for TOP 5 New election of the Supervisory Board**

Copyright 1 Oswald 2023

Shareholder Hans Oswald

Every shareholder has the right to make nominations for the election of members of the Supervisory Board and/or auditors.

Will you treat our Supervisory Board candidates the same as you treat your own candidates, as required by the German Stock Corporation Act?

**Or will you favor your own candidates again?**

**The management team is populated with many doctorate titles.**

Some of these people have been with our **AG** but they bring the **AG** decisively forward. We need to work with our **AG** finally some movers and shakers, not just title holders who rip off utopian salaries. The doctorate titles are springing up like mushrooms, even in the administration's new proposals.

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Does the **Post** check the accuracy and correctness of the doctoral titles of new hires? In recent years, many doctoral titles have had to be returned by plagiarism hunters, which can cause enormous damage not only to the person but also to the **But also to the company**. How strict will this be at the **Post** regulated? Are the doctor titles at our AG only for image maintenance, **or do they also do real work?**

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**Kind regards from the Snow White town of Lohr am Main**

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**Hans Oswald**

**F**

## **Motion concerning item 5**

From shareholder Hans Oswald

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**Election proposal for Agenda item TOP 5 New election of the Supervisory Board**

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I ask for timely sending of the HV notarial minutes, after the AGM.

Agenda items TOP 5 Resolution on new elections to the Supervisory Board

**Election proposals by shareholders pursuant to Section 127 AktG**

Dr. Grimberg is considered a pronounced expert in the political-economic context of companies and has extensive contacts in politics and business. This makes her a sought-after lecturer at universities and colleges, especially on interdisciplinary topics.

**I ask the shareholders to support my election proposal!**

**I propose for election to the Supervisory Board:**

**Dr. rer. oec. Barbara Grimberg,**

## **CURRICULUM VITAE**

### **Personalia:**

Date of birth: 27.04.1956  
Place of birth: Herne/Westphalia  
Nationality: German  
Marital status: single

### **Training:**

Studied economics at the Ruhr University in Bochum --  
Degree: Graduate economist  
Advanced study course in industrial science  
Doctorate (Dr. rer. oec.) at the Ruhr University Bochum  
11/2020 25. Anniversary Year Doctorate Dr. rer. oec.

### **Professional activity:**

11/1982-12/1986 Sci. Assistant at the Chair for National and International Agricultural Policy at the Ruhr University (Prof. Dr. Ringer); cooperation with the Institute for Development Research and Policy  
1984 - 1987 Assistant examiner for the final examinations at the Verwaltungs- und Wirtschaftsakademie in Bochum and Dortmund in the course of studies Dipl. Betriebswirt (VWA)  
4/1985-10/1988 Lecturer at the Werbefachl. Lehrinstitut Marquardt, Dortmund - Theory of Economics and Economic Policy - Fundamentals and Special

- 1/1987-12/1988 Sci. Staff member at the Institute for Applied Innovation Research e.V. (IAI) Bochum (Prof. Dr. Dr. Staudt) - Extended economic efficiency analyses for SMEs and local public transport
- 1/1990-3/1996 freelance scientific. Staff member at the Institute for Applied Innovation Research e.V. (IAI) Bochum - Creation & Protection of New Products - Competition
- 10/1996-6/1998 State employee in the field of "Transport Economics and Finance" with the field of activity Evaluation of transport-related investments at the Landesnahverkehrsgesellschaft Niedersachsen, Hanover
- 7/1998 - 11/1998 academic employee of DMT-Gesellschaft für Lehre und Bildung mbH Bochum (Cubis-Group) - EU-Project "Qualification network of European grain storage companies" - Logistics
- WS 1998/99 Fulda University of Applied Sciences: Department of Home Economics and Nutrition, teaching assignment for the subject "Economics I" 3 SWS
- 7/1998 - 3/2001 scientific cooperation partner of the Institute for Science Consulting Dr. Frank Grätz, Bergisch Gladbach  
  
private science and management consulting since 1975  
Project Areas: Marketing, profitability analysis, business valuation, trade, telecommuting, nutritional supplement products
- 11/1999 - 12/1999 Economic Consultant at European Economic & Marketing Consultant, Brüggen, Field of activity: Mergers & Acquisitions - Automotive Manufacturers, Logistics
- 2/2001 - 6/2005 Fern-Fachhochschule Hamburg, Study Center Düsseldorf; Teaching assignments for the subjects: Management of complex problem situations; representation: Fundamentals of Business Management and International Business Management, Marketing, Microeconomics, Fundamentals of Business Administration
- 3/2001- 8/2003 Erfurt University of Applied Sciences: FB Traffic and Transportation, Contract Professor of Transportation Economics 18 SWS; Subjects: Public transport marketing, cost-performance accounting, financing/investment, quality management, trade, economic theory, transport policy, competition, capital goods, foreign trade
- 3/2002 - 12/2002 scientific cooperation partner of the Institute for Science Consulting Dr. Frank Grätz and Dr. Martin Drees GmbH, Bergisch Gladbach; project areas: Management compensation systems, profitability analyses

- 7/2003 - 12/2004 Fern-Fachhochschule Hamburg, Study Center Essen; Lectureship in Finance; Substitute: Accounting - Business valuation - Controlling
- since 9/2003 Free-Lancer Scientific and Business Consultant - Strategic and Process-oriented Technical Management for SMEs, Transport, Trade, Location, Competition
- 10/2004 - 12/2004 Verwaltungsakademie Wuppertal, Wuppertal; Lectureship in Accounting and Income Statement

**Exhibition:**

- 3/1985-4/1987 Conception of an exhibition for the Barmer Ersatzkasse Wuppertal Bochum "Healthy and fit - through proper nutrition" - cereal products

**Writings:**

- 1989 Hafkesbrink, J.; Treichel, H.-R.; Grimberg, B.: Economic efficiency calculations in local public transport - literature survey and annotated bibliography, Bochum 1989
- 1995 The Seed Cereal and Seed Corn Market in West Germany since 1949 - Effects of Regulations on Production and Marketing (Bochumer Wirtschaftswissenschaftliche Studien, Vol. 143) published by Universitätsverlag Dr. N. Brockmeyer, Bochum 1995
- 1997 Environmentally Oriented Marketing in Retailing - History, Causes, Areas of Design (Deutsche Hochschulschriften, Vol. 2397) published by Dr. Markus Hänsel-Hohenhausen, Egelsbach, Frankfurt a.M. 1997 (microedition)
- 1996-1998 Production of various Writings for the Landesnahverkehrsgesellschaft Niedersachsen (not published) on the topics:  
 Estimation of the SPNV and ÖPNV demand potential, eligibility of park-and-ride facilities, cost recovery rates of transport associations, maximum subsidy amounts according to the federal state-specific design of the GVFG (Municipal Transport Financing Act) along with guidelines

**Kind regards from the snow white city Lohr am Main**

.....  
**Hans Oswald**

Shareholder Hans Oswald

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**Exhibition:**                      yes

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# G

## Motion concerning item 5

From shareholder Hans Oswald

**Post = P Annual General Meeting 4.5.2023, at 10am,** Copyright 1 Oswald 2023  
**Election proposal for Agenda item TOP 5 New election of the Supervisory Board**

Shareholder Hans Oswald Shareholder No.: .....

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**We attach importance to entry of the election proposals in the notarial protocol / minutes.**

I ask for timely sending of the HV notarial minutes, after the AGM.

Agenda items TOP 5 Resolution on new elections to the Supervisory Board

Election proposals by shareholders pursuant to Section 127 AktG

**I ask the shareholders to support my election proposal!**

**I propose for election to the Supervisory Board:**

**Ralf Schirmacher - Business Consultant - Internationally active**

**Advantages of our candidate compared to a candidate from our own company or environment:**

1. Time flexible, unrestricted objective supervision
2. Independent of economic interests, including those of other corporations
3. Motivation as an executive coach and mediator
4. Broad spectrum of knowledge, as can also be seen from the curriculum vitae
5. Diverse international experience not only in the EU area
6. Familiar with international (contract) law.
7. Special experience in the economic-technical environment
8. Familiar with the IT and telecommunications industry
9. Mastering regulatory issues
10. Understanding of socio-political aspects, e.g. in the context of social  
Responsibility in the company



# CURRICULUM VITAE

**Ralf Schirmmacher**

## Expertise

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**Management consulting / corporate advisory; coaching; mediation;  
Interim Management; Restructuring**

## Professional career

---

- 01/2015 - today**      **ad rem Management Consulting 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 Business Development International.
- 01/2008 - 12/2008**    **Goldman Sachs Group, Inc, Investment Mgmt. & Securities, USA**  
Corporate Advisor Asset Management for the APAC Region
- 01/2006 - 01/2008**    **SIEMENS USA**  
Director Aviation Competence Center North America
- 02/1996 - 02/2006**    **Fraport AG and investments,  
formerly FLUGHAFEN FRANKFURT MAIN AG**
- Director Consulting, AirIT International GmbH (Fraport Group)
  - Head of Consulting, Fraport AG vorm. Frankfurt Main Airport AG
  - Vice President, debis-FRA GmbH (*Joint-Venture of the Airport Frankfurt Main AG with Daimler-Benz Interservices (debis) AG, today T-Systems*)
  - Head of Project Office, Frankfurt Airport AG
- 04/1994 - 12/1995**    **ORACLE (Switzerland) AG**  
Principal Consultant Business Process Reengineering
- 09/1988 - 03/1994**    **WEIDMÜLLER Group, Germany**
- Coordinator 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

## Training

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<b>09/1982 - 12/1987</b>	Studies of Computer Science and Business Administration at the Technical University of Berlin, graduating with a degree in Computer Science (TU)
<b>1981 - 1982</b>	Military service
<b>1981</b>	Abitur with general university entrance qualification at Mariengymnasium Jever

## Language skills

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German	Mother tongue
English	Business fluent
Spanish/French/Italian	Colloquial

## Special expertise

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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 functions

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Internationally recognized aviation expert  
Engagement Manager on behalf of consulting companies, such as McKinsey, KPMG, BCG  
Lecturer for aviation topics  
Lecturer Management Information Systems  
Limited partner in various companies

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**Kind regards from the snow white city Lohr am Main**

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**Hans Oswald**

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Ralf Schirmacher

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|-------------------|--|
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| 07/2010 - 12/2014 | <b>Focus Asia Consult Pte. Ltd, Singapore</b><br>Managing Consultant & Partner   |
| 07/2008 - 10/2010 | <b>flyport Entwicklungs- u. Betreuungsgesellschaft mbH, Berlin</b><br>Vice President Business Development International.   |
| 01/2008 - 12/2008 | <b>Goldman Sachs Group, Inc, Investment Mgmt. &amp; Securities, USA</b><br>Corporate Advisor Asset Management for the APAC Region  |
| 01/2006 - 01/2008 | <b>SIEMENS USA</b><br>Director Aviation Competence Center North America  |
| 02/1996 - 02/2006 | <b>Fraport AG and investments,<br/>formerly FLUGHAFEN FRANKFURT MAIN AG</b> <ul style="list-style-type: none"><li>• Director Consulting, AirIT International GmbH (Fraport Group)</li><li>• Head of Consulting, Fraport AG vorm. Frankfurt Main Airport AG</li><li>• Vice President, debis-FRA GmbH (<i>Joint-Venture of the Airport Frankfurt Main AG with Daimler-Benz Interservices (debis) AG, today T-Systems</i>)</li><li>• Head of Project Office, Frankfurt Airport AG</li></ul> |
| 04/1994 - 12/1995 | <b>ORACLE (Switzerland) AG</b><br>Principal Consultant Business Process Reengineering  |
| 09/1988 - 03/1994 | <b>WEIDMÜLLER Group, Germany</b> <ul style="list-style-type: none"><li>• Coordinator Management Information Systems</li><li>• Project Management Computer Integrated Factory Automation</li></ul>  |
| 12/1987 - 09/1988 | <b>ADV/Orga Tech GmbH, today GFT Technologies AG,<br/>former subsidiary of ADV/Orga AG</b><br>Consultant for innovation management and technology transfer   |

## Training

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<b>09/1982 - 12/1987</b>	Studies of Computer Science and Business Administration at the Technical University of Berlin, graduating with a degree in Computer Science (TU)
<b>1981 - 1982</b>	Military service
<b>1981</b>	Abitur with general university entrance qualification at Mariengymnasium Jever

## Language skills

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German	Mother tongue
English	Business fluent
Spanish/French/Italian	Colloquial

## Special expertise

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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 functions

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Internationally recognized aviation expert  
Engagement Manager on behalf of consulting companies, such as McKinsey, KPMG, BCG  
Lecturer for aviation topics  
Lecturer Management Information Systems  
Limited partner in various companies

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**Yours sincerely from the snow white city Lohr am Main**

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**Hans Oswald**