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.

Counter-motions and election proposals
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 countermotion: 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

Countermotion 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: [Redacted]

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. 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
Countermotion 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 “Betreuungswerk 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

Countermotions 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.\(^1\) CO2 emissions increased from 27 million metric tons in 2020 to 36 million metric tons in 2022.\(^2\) 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

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of the European Aviation Safety Agency (EASA) have at least as great a climate impact as CO2 on its own.\(^3\)

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").\(^4\) 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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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".  
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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5https://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
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 / Rola 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 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 1 million residents but 1.4 million 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 OVERRIDE? 

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
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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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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 Remuneration Report
We request the Supervisory Board, or rather the Supervisory Board shall resolve
the compensation of the members of the Board of Management for the coming fiscal year

to be reduced to half, until further notice, provisionally on probation and parole, also on agenda item 8,
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the same applies to the chairman of a committee
the remuneration increases by 100% ........usw.

who do you think has OVERRIDEN?

Yes, Dr. Nikolaus von Bomhard, Chairman of the Supervisory Board, this is the kind of
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Post!

What do you have to say about this?

Kind regards from the snow white city Lohr am Main

.......................................
Oswald
E

Motion concerning item 5

From 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:

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 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?

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 !!!

With your approval rates in the Supervisory Board elections, even Erich Honecker would turn in his grave if he saw these bombastic rather communist approval rates of 98% or even 99...%, like your AG would get. 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 present majority relations explain, how do you manage that only, (helps there nevertheless someone after)...where stands there the notary. My people did not vote for them ! Does it all have a flavor....?

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


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 m² 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
Shareholder Hans Oswald

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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?

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

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


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:
1996 UWE Bau & Redevelopment Ltd
1996 UWE Recultivation & Erdbau GmbH
2003 UWE ECO in Poland
2004 UWE Disposal Ltd
2005 ABT Agrar-Biotechnologie Taucha GmbH (today: BioWellFood)

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

1996-2011 Marketing of a 100.000m² 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

Kind regards from the Snow White town of Lohr am Main

..................................
Hans Oswald
Motion concerning item 5

From shareholder Hans Oswald

Every shareholder has the right to make nominations for the election of members of the Supervisory Board and/or auditors (if these are on the agenda).

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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)

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


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


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


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


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:


1995 The Seed Cereal and Seed Corn Market in West Germany since 1949 - Effects of Regulations on Production and Marketing (Bochumer Wirtschaftswissenschaetskliche Studien, Vol. 143) published by Universitätsverlag Dr. N. Brockmeyer, Bochum 1995


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

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Hans Oswald
Shareholder Hans Oswald

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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


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Project Areas: Marketing, profitability analysis, business valuation, trade, telecommuting, nutritional supplement products.


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Kind regards from the snow white city Lohr am Main

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Hans Oswald
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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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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 Schirrmacher - 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 Schirrmacher

Expertise

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

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

09/1982 - 12/1987  Studies of Computer Science and Business Administration at the Technical University of Berlin, graduating with a degree in Computer Science (TU)

1981 - 1982  Military service

1981  Abitur with general university entrance qualification at Mariengymnasium Jever

Language skills

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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 functions

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

Kind regards from the snow white city Lohr am Main

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

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Strategic program/portfolio management
Outsourcing / Offshoring
Compliance and Corporate Governance
International Contract Law
Investment Banking & Asset Management

Specific functions

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

Yours sincerly from the snow white city Lohr am Main

..................................

Hans Oswald