

Counter-motions and election proposals

Dear Shareholder,

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 to facilitate voting and/or issuance of instructions – in the event that they are intended not merely to reject the management proposals. You can vote for those motions and/or nominations not marked with a letter by marking the “Against” box next to the corresponding agenda item. The motions and/or nominations can only be voted on if they are also raised at the Annual General Meeting.


Motion concerning item 3 and 4

From shareholder Bernd Kevesligeti

Bernd Kevesligeti



Shareholder number

 April 2024

Countermotion to the Annual General Meeting of Deutsche Post AG on May 3, 2024 in accordance with sections 125 and 126 of the German Stock Corporation Act (AktG)

The actions of the Management Board and the Supervisory Board are not to be ratified.

Deutsche Post AG makes considerable profits. Turnover amounted to 86.09 billion euros and EBIT to 6.53 billion euros. In recent years, 20,000 letterboxes have been taken down and 5,000 branches closed, a development that continues. In many rural areas, there is no longer a post office. According to an inquiry by dpa to the Federal Network Agency, 125 mandatory locations have no post office. The distance requirement of 2 kilometers to a store is also not being met. The planned extension of letter delivery times to 3 days for 95 percent of letters and to 4 days for 99 percent of letters is also hostile to consumers and customers.

For decades, the day of posting plus 1 day was considered the term. Today, this is obviously no longer tenable. It also shows who is on the decline. Almost 2 billion euros will go towards pay increases. This also shows that more would have been possible. The CEO, on the other hand, receives more than a few crumbs. While the average pay gap in German companies between board members and workers/employees is 71 to 1, the CEO here receives several hundred times as much as the ordinary employee (after the state sell-off). Most recently, there was talk of EUR 9.7 million for the CEO and EUR 1.4 million upwards for the members of the Executive Board. That doesn't sound like a company with social responsibility.

And despite the increase in operating profit, service is not improving. The delivery continues to fail from time to time. In 2021, there were 15,000 complaints to the Federal Network Agency. In 2023 it was already 41,589. Among the employees, there are top-up workers (part-time and on-call workers) due to their low earnings.

Deutsche Post/DHL is also making its contribution to the issue of climate change. But unfortunately not one that is characterized by environmental responsibility. They are not above supporting Formula 1. The DHL logo is still emblazoned on advertising posters.

Bernd Kevesligeti - Shareholder

A

Motion concerning item 2

From shareholder Hendrik Kölsch

Hendrik Kölsch [REDACTED]

Deutsche Post AG

[REDACTED], 08.04.2024

Zentrale Vorstand

Stichwort: Hauptversammlung

53250 Bonn

Shareholder number: [REDACTED], Countermotion to the Annual General Meeting of Deutsche Post AG, on 3 May 2024 pursuant to Sections 125 and 126 of the Stock Corporation Act. Amendment of agenda item 2 "Use of the balance sheet profit"

Ladies and Gentlemen

Fortunately, Deutsche Post AG continues to generate high profits.

In my opinion, employees and customers should benefit from this participate additionally. Therefore, I propose the administration proposed appropriation of retained earnings as follows:

- a. (unchanged) Distribution of the retained profit to the shareholders by
Distribution of a dividend of EUR 1.85 per Dividend-bearing share.
- b. EUR 10,000,000.00 will be donated to the Erholungswerk Post Postbank
und Telekom e. V. to increase the subsidy for the Employees of Deutsche Post AG and

- implementation of the Other statutory tasks of the Erholungswerk paid out, EUR 10,000,000.00 will be transferred to the Betreuungswerk Post Postbank und Telekom paid out and another EUR 20,000,000.00 to the Deutsche Post Stiftung. Through these additional Payments may not include other grants and payments to the respective institutions may not be reduced. Sum of b: EUR 40,000,000.00
- c. EUR 90,000,000.00 will be paid as a one-off payment to all employees of salary groups 1 to 7 and civil servants of salary groups A2 to A10 in equal parts, regardless of the collective agreements. Payment will be made as quickly as possible.
 - d. EUR 100,000,000.00 will be paid within 2 financial years additionally invested in improving customer service (e.g. by investing in additional packing stations, investing in the Equipping branches and recruiting staff
 - e. Transfer to other retained earnings: EUR 1,000,000,000.00
 - f. Profit brought forward: EUR 5,905,778,791.76

I would be pleased if the majority of shareholders would accept my proposal would follow.

Hendrik Kölsch

House address

Telecontact



Motion concerning item 7

From shareholder Dachverband der kritischen Aktionäre



Countermotion of the Dachverband der Kritischen Aktionärinnen und Aktionäre to the Annual General Meeting of Deutsche Post AG on May 3, 2024

Agenda item 7: Approval of the remuneration report

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the remuneration report pursuant to Section 162 AktG for the 2023 financial year not be approved.

Justification:

DHL's Board of Management and Supervisory Board are rewarded for their performance, including in relation to the performance indicator "employee engagement", despite significant labor disputes that pose a material risk to shareholders.

Employees of Unite the Union at DHL Aviation in the UK are currently in a pay dispute. This dispute has been unnecessarily escalated by DHL Aviation (UK) management by bullying union representatives and imposing their own pay offer rather than negotiating a settlement. One Unite member was dismissed and another was suspended due to false accusations. Disciplinary proceedings were also initiated against another Unite member at a neighboring DHL warehouse for supporting the workers on the picket line. DHL even prevented an employee from taking part in the London Marathon.

These measures constitute a violation of Principle 3 of the UN Global Compact, to which DHL is a signatory. They also violate ILO Convention 98 on the Right to Organize and Collective Bargaining, which DHL claims to respect.

The measures in the UK follow major disputes at key DHL Express hubs in Leipzig and Miami. DHL Express is the division that generates 50 percent of the Group's profits, and the third major wage dispute in twelve months raises questions about governance and management vis-à-vis the DHL workforce.

The remuneration report proposes that bonuses for senior management be awarded not least on the basis of compliance with ESG standards throughout the company. The "social" element of these bonuses is based exclusively on the assessment of employee commitment according to the annual Group-wide Employee Opinion Survey (EOS). The use of such key figures for executive remuneration has been criticized by corporate governance consultants as lacking credibility. One criticism is that the survey methods and evaluation lack rigor.

The employee engagement target set in DHL's remuneration policy for 2023 is 80 percent, although the company achieved a target of 80 percent in the three previous years 2020 (83percent)

Percent), 2021 (84 percent) and 2022 (83 percent) reported values above this level. Although the value in 2023 has not improved compared to the three previous years, the social target was considered to be met under the non-financial criteria.

And this despite the strikes in both Germany and the USA in 2023 before the Unite dispute in the UK. This shows how imprecise and crude this indicator is, as it accounts for a third of the total weighting of non-financial factors. DHL Group management is rewarded for its performance in the area of employee engagement, even though members of its own workforce are taking industrial action at key profit locations of the Group. This raises questions about the monitoring of remuneration within the company and the lack of understanding of actual working conditions - both of which point to wider governance issues. A true demonstration of successful engagement with and on the part of the employees would be for the Board of Directors and Supervisory Board to take the necessary steps to ensure that local management stops the harassment of union activities and Unite members and negotiates a solution to the conflict.

The German Corporate Governance Code states that both employee remuneration and extraordinary developments should be taken into account when making remuneration decisions, including when deciding whether variable remuneration is justified. In this case, the Supervisory Board could have determined that the ongoing wage disputes represent both an extraordinary development and a more meaningful expression of the mood among the workforce than a simple survey result, and could have adjusted the bonus award accordingly.

In view of ongoing wage disputes and the fundamental weakness of the approach to assessing "social" performance, shareholders should reject the remuneration report.

Motion concerning item 3 and 6 c

From shareholder Dachverband der kritischen Aktionäre



Counter motions of the Dachverband der Kritischen Aktionärinnen und Aktionäre to the Annual General Meeting of Deutsche Post AG on May 3, 2024

Agenda item 3: Discharge of the members of the Executive Board

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the actions of the members of the Board of Directors be denied discharge.

Justification:

The Executive Board has once again failed to implement effective measures to protect the climate and human rights.

Human rights: Unacceptable working conditions and suppression of trade union activities

There are increasing indications that the Executive Board is not adequately addressing human rights risks in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG), even in its own business area. This seems to be particularly true with regard to the prohibition of disregarding freedom of association, according to which employees may freely form or join trade unions, which may not be used as a reason for unjustified discrimination or retaliation, as well as the right to strike and the right to collective bargaining. We have received alarming information on this from trade unions in the UK and the USA:

Workers from the Unite the Union union at DHL Aviation in the UK are currently involved in a pay dispute. This has been unnecessarily escalated by DHL Aviation (UK) management by bullying union representatives and imposing their own pay offer rather than negotiating a settlement. One Unite member was dismissed and another was suspended due to false accusations. Disciplinary proceedings were also initiated against another Unite member in a neighboring DHL warehouse for supporting the workers during the strike. DHL even prevented an employee from taking part in the London Marathon (see also our counter motion to agenda item 7).

Over the past two years, employees at DHL's largest hub in the US, CVG Airport in Kentucky, have formed a union. Supervisors refer to employees as "prisoners" and treat them as if they were running a prison.¹ Employees live in a culture of intimidation, fear and disrespect. For example, they are not even allowed to use the toilet without permission. Some even wear diapers when sorting parcels. In 2023, an African-American worker was pulled from his forklift and physically assaulted by his white supervisor (who still works for DHL with impunity).

¹ <https://www.youtube.com/watch?v=PQBn91SJWkk>

Occupational health and safety is inadequate, which leads to dangerous situations on a daily basis. Workers have been crushed by airplanes, impaled by metal crates, suffered broken bones and other serious injuries so common that a tent hospital has been set up to respond to injuries. Employees even had to be flown out on rescue flights several times a month!

Faced with these conditions, the employees began to form a trade union. The Ramp & Tug employees initially applied for an election, but had to endure months of legal challenges from DHL. During this time, local management waged an aggressive anti-union campaign and tried to intimidate workers into not voting for the union.

Despite this campaign, the employees prevailed, but were only able to conclude a collective agreement after a strike paralyzed DHL operations in the USA a few weeks before Christmas. This collective agreement only applied to the employees of Ramp & Tug - a further 1,500 employees are still fighting for recognition of their union despite the ongoing threats and intimidation.

Climate protection: Reduction of emissions not sufficient

Business practices geared towards further growth are contributing to the failure to meet the 1.5 degree target of the Paris climate protection agreement. The Executive Board urgently needs to explain transparently and comprehensibly 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 transportation will somehow work out.

Although logistics-related greenhouse gas emissions fell by 9.1% between 2022 and 2023, they remain at an enormously high level of 36.7 million tons of CO₂e. DHL itself describes the problem very aptly in its current annual report: The reduction in emissions is primarily due to fewer shipments and shipments, but not primarily to DHL's climate protection measures. These have only resulted in a reduction of 1.3 million tons of CO₂e, hardly more than in the previous year.² At this rate, the 2030 climate target could not be achieved even if the development of shipment volumes were to stagnate at the 2023 level. The Executive Board still fails to provide evidence of how its own growth targets, which mean more transportation, are to be reconciled with its own climate targets for 2030.

² DHL Group Annual Report 2023, p. 66

Agenda item 6c: Elections to the Supervisory Board, Dr. Heinrich Hiesinger

The Dachverband der Kritischen Aktionärinnen und Aktionäre proposes that the proposal of the Supervisory Board to re-elect Dr. Heinrich Hiesinger to the Supervisory Board be rejected.

Justification:

Dr. Heinrich Hiesinger can neither credibly nor independently monitor the work of the Executive Board with regard to respect for fundamental human rights.

We have been alarmed to learn about unacceptable working conditions at DHL and the current labor struggles of DHL workers in Kentucky from the International Brotherhood of Teamsters, the largest transportation workers union in the U.S. and Canada with thousands of members at DHL. Given the current situation of the workers at CVG Airport in Kentucky, DHL must act to support them and end the campaign against them.

In view of DHL's disastrous record on human rights on the ground, we do not consider Heinrich Hiesinger suitable to continue to exercise appropriate control over the Board of Management, especially in view of his membership of the important Strategy and Sustainability Committee.

During his time as Vice Chairman and then Chairman of Thyssenkrupp, Mr. Hiesinger led an anti-worker and aggressive anti-union campaign that trampled on basic worker rights in the United States. The story of the Thyssenkrupp workers in Alabama is reminiscent of what DHL workers in Kentucky are currently experiencing.

Dr. Heinrich Hiesinger and the Thyssenkrupp employees in Alabama

When Thyssenkrupp employees began to organize in the USW union in 2010/2011, the company responded with an aggressive campaign to break it up. The management of the steel mill told new workers that the company was and would remain non-union and held meetings with anti-union speeches. The company overstepped legal boundaries with the campaign - a complaint was filed with the National Labor Relations Board. It was found that management had threatened workers and lied to them about losing benefits; not only spied on workers' union activities, but also prohibited workers from talking about the union at work and punished union supporters if they did so.

Current struggle of DHL employees

Over the past two years, employees at DHL's largest hub in the US, CVG Airport in Kentucky, have formed a union. Supervisors refer to employees as "prisoners" and treat them as if they were running a prison.³

The Employees live in a culture of intimidation, fear and disregard. For example, they are not even allowed to use the toilet without permission. Some even wear diapers when sorting parcels. In 2023, an African-American worker was pulled from his forklift and physically assaulted by his white supervisor (who still works for DHL with impunity).

Occupational health and safety is inadequate, which leads to dangerous situations on a daily basis. Workers have been crushed by airplanes, impaled by metal crates, suffered broken bones and other serious injuries so common that a tent hospital has been set up to respond to injuries. Employees even had to be flown out on rescue flights several times a month!

Faced with these conditions, the employees began to form a trade union. The Ramp & Tug employees initially applied for an election, but had to endure months of legal challenges from DHL. During this time, local management waged an aggressive anti-union campaign and tried to intimidate workers into not voting for the union.

Despite this campaign, the employees prevailed, but were only able to conclude a collective agreement after a strike paralyzed DHL operations in the USA a few weeks before Christmas. This collective agreement only applied to the employees of Ramp & Tug - a further 1,500 employees are still fighting for recognition of their union despite the ongoing threats and intimidation.

Violations of laws, corporate policy and international human rights

DHL in Kentucky violates DHL's own Code of Conduct, which states: "Our employees are free to join or not join a trade union or employee representative body of their choice without being threatened or intimidated." In addition, DHL has signed several agreements at the national level in the US and internationally in which it commits to respect workers' freedom of association and basic human rights as guaranteed by US and German labor law, supply chain law and the International Labor Organization.

³ <https://www.youtube.com/watch?v=PQBn91SJWkk>

Motion concerning item 7

From International Brotherhood of Teamster's General Fund

Counter-motion: The Compensation Report highlights the employees who make up DHL's success.

Item 7 on the agenda: Approval of the remuneration report

The International Brotherhood of Teamsters is the largest union for transportation workers in the U.S. and Canada and has thousands of members at DHL. As shareholders, we are outraged by this remuneration report and propose that it be rejected. In particular, the report outlines a remuneration structure in which a significant proportion of bonuses for managers are linked to environmental, social and governance performance indicators. As a union, we are concerned about DHL's performance from a social perspective and strongly oppose the awarding of bonuses to top executives based on a flawed and poorly disclosed Employee Engagement Score. This metric accounts for 10% of the executive's bonus target and was routinely paid above target. DHL is fast becoming an employer to avoid - known for anti-worker tactics and poor working conditions - at least where there are no unions. It is at the discretion of the Board to cancel this payment, but it has chosen to ignore the realities on the ground and reward management for its failed people management strategy.

Shameful working conditions and violations of employee rights

Over the past two years, employees at DHL's largest hub in the US, CVG Airport in Kentucky, have formed a union. Supervisors refer to employees as "prisoners" and treat them as if they were running a prison. Employees live in a culture of intimidation, fear and constant disregard. In the sorting sector, for example, workers have no guaranteed hours, are given little to no notice of work schedule changes, and must work long, grueling hours with no breaks, in violation of state and federal laws. Employees are not even allowed to use the toilet without permission. ***Some of them wore diapers while sorting parcels.*** Ramp and Tug workers faced equally miserable conditions before organizing. In 2022, an African-American worker was pulled from his forklift and physically abused by his white supervisor (who still works for DHL with impunity). This is shocking and unacceptable behavior for a global company like DHL.

Occupational health and safety in the workplace is inadequate, which leads to dangerous situations for employees on a daily basis. Workers have been crushed by airplanes, impaled by metal crates, suffered broken bones and other serious injuries so frequently **that a nurse works on the site to look after and to react to these injuries. The injured are sometimes treated several times a month or taken from work by air ambulance!**

Faced with these conditions and the lack of respect, the workers began to form a union.

Initially, the Ramp & Tug employees applied for an election, but had to endure months of legal challenges from DHL. During this time, local supervisors ran an anti-union campaign and tried to pressure workers not to vote for the union. Despite this campaign, the employees prevailed, but were only able to conclude a collective agreement after a strike paralyzed DHL operations in the USA a few weeks before Christmas. However, this collective agreement only applied to the employees of Ramp and Tug - a further 1,500 employees are still fighting for recognition of their union despite the ongoing threats and intimidation.

Violations of the law, company policy and international human rights law

DHL violates DHL's own Code of Conduct in Kentucky, which states: "Our employees are free to join or not join a trade union or employee representative body of their choice without being threatened or intimidated." In addition, DHL has signed agreements at the national level in the US (with the Teamsters) and at the international level (with global union federations) in which it pledges to respect the freedom of association of employees and the fundamental human rights guaranteed by US and German labor law, the German Supply Chain Act and the International Labor Organization.

It is inexplicable that the Board ignored these facts when granting bonuses to senior executives for DHL's human resources management practices. These bonuses should be rejected.

B

Motion concerning item 6

From shareholder Georgiadis, Savvas

Dear Deutsche Post AG,

I would like to propose myself for election to the Supervisory Board at the upcoming Annual General Meeting on May 3, 2014 (agenda item 6). I hereby give my consent to the publication of the election proposal.

My election proposal contains the following information:

"Last name, first name: Georgiadis, Savvas

Profession: Electrical engineer (Dipl.-Ing.) (FH)), Managing Partner

Place of residence: Nuremberg

Year of birth: 1979

Place of birth: Cologne

Nationality: German, Greek

Professional career: Since 2008, Managing Partner, IngSG GmbH, Nuremberg

Education: Studied electrical engineering with a specialization in vehicle electronics at the Cologne University of Applied Sciences

Honorary posts: Honorary judge, Nuremberg Fiscal Court; member of the IHK expert committee for trade and services; member of the IHK expert committee for securing skilled workers

Memberships in statutory supervisory boards of domestic commercial enterprises::

Memberships in comparable domestic and foreign supervisory bodies of commercial enterprises:

-

I have sufficient capacity to carry out my duties. You can count on my independence, as I have not been active on the Supervisory Board for more than 10 years.

I also request a compliance check for the election proposal with feedback to me as soon as the result of the check is available.

I thank you in advance and remain at your disposal.

Kind regards

Savvas Georgiadi

C

Motion concerning item 3

Vote on the individual discharge of the members of the Executive Board

From shareholder Hans Oswald

Post Annual General Meeting 3.5.2024, at 10am,
Oswald2024

Copyright1

Motions / counter motions / approval of the agenda items TOP No.1
Agenda items 1 to 7

Shareholder Oswald

I ask the shareholders to support my proposals and counter motions!

I hereby submit the motion / Counter motion / Approval No. 1 see remuneration report

We request the Supervisory Board, or rather the Supervisory Board should decide,
the Management Board members for the coming financial year

to half, until further notice, provisionally on probation and parole,

also in the times of Corona, these remunerations were inappropriate and disrespectful, especially if you were still in Corona times.

Compensation increases!

EUR 8.15 million in maximum remuneration only for the CEOs without fringe benefits and without the high pension costs.....

that is over **400 times** of a seller,

that is over **390 times** the amount of a minimum wage recipient,

that's a daily wage per working day of **over €38,000**, that's over €4800 per hour

Once again by way of comparison, the Chairman of the Executive Board treats himself to **over 28 times the maximum remuneration** than our Federal President Frank-Walter Steinmeyer,
and the **over 31 times the maximum remuneration**, like our Federal Chancellor ...Olaf Scholz

Furthermore, it is objectionable and incomprehensible that a whole host of lawyers and the like in the back office answer shareholder questions for the Management Board and Supervisory Board members and that our Management Board and Supervisory Board members, who only read out shareholder

questions, **what other lawyers have written. What are the management and supervisory boards afraid of...? Or is that incompetence....?**

Our Federal Chancellor ...Olaf Scholz has to answer his own questions at his press conferences **and for much, much less money....?**

Are the Post

Management and supervisory boards unable to answer shareholders' questions themselves.... ?

I hereby submit the motion / countermotion No. 2 for agenda item 3

to refuse to discharge the members of the Management Board.

I would like to request an individual vote from all **Management Board and Supervisory Board members .**

Many shareholders, including those around us, are of the opinion that the remuneration report **could also be described as a fairytale report, a fairytale lesson? The Brothers Grimm would be delighted ?** Mr. CEO, can you actually still calculate your remuneration yourself, or do you need a remuneration consultant to do so? In order to justify their excessive remuneration, board members are always happy to consult a remuneration consultant in order to have the horizontal and vertical appropriateness confirmed in a **remuneration report ! The costs are always borne by the shareholders and are usually around EUR 100,000!**

I hereby submit the motion / countermotion No. 3 to the agenda items

The chairman of the meeting should read out the election results of today's Annual General Meeting slowly, loudly and clearly so that all shareholders can understand and clearly perceive the election results .

Again and again election results of 99% is that even possible, or is something not quite right...?

Once upon a time, this is how all fairy tales begin, the **Post** share reached an all-time high of around **60€ (according to onvista), after which the share price plummeted to its current level of 38€.**

Many, many shareholders have lost a lot of money with the **Post** share.

In recent years, the share price of the **Post** share has often only moved slowly downwards or sideways.

The management team is made up of many PhDs, some of whom have been with the company for over years, but they have not managed to do anything significant or decisive to move the **Post share price forward. At **Post** we finally need movers and shakers, not just title holders who rip off utopian salaries. The **maximum remuneration now amounts to EUR 8.15 million (EUR 8,150,000) plus other high fringe benefits,****

Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.

Again and again there are heavy media reports where in politics now also in AG's plagiarism false Dr. titles are uncovered and Dr. titles must be returned ,

this damages not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this damage to your image?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism namely, Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO of the joint venture Volkswagen Anhui Automotive Company Ltd. Credit: Porsche Consulting.....?

How does your AG feel about this? How do you want to avoid this damage to your image? What are you arranging as a preventive measure in our AG...?

Just think of the blue-blooded CDU /CSU chancellor candidate Karl - Theodor Freiherr von und zu Guttenberg, he too had copied plagiarism and had to go....usw...?

We kindly ask you to answer our motion as a question at the Annual General Meeting and to make a detailed statement on this...?

**Thank you in advance for your efforts and understanding!
Yours sincerely from the snow-white town of Lohr am Main**

.....
Oswald

D

Motion concerning item 4

Vote on the individual discharge of the members of the Supervisory Board

From shareholder Hans Oswald

**Post Annual General Meeting 3.5.2024, at 10am,
Oswald2024**

Copyright1

Motions / countermotions / approval of the agenda items TOP No.1
Agenda items 1 to 7

Shareholder Oswald

**I ask the shareholders to support my proposals and
countermotions!**

**I hereby submit the motion / Countermotion / Approval No. 1 see remuneration
report**

We request the Supervisory Board, or rather the Supervisory Board should
decide,
the Management Board members for the coming financial year

to half, until further notice, provisionally on probation and parole,

also in the times of Corona, these remunerations were inappropriate and
disrespectful, especially if you were still in Corona times.

Compensation increases!

EUR 8.15 million in maximum remuneration only for the CEOs without fringe
benefits and without the high pension costs.....

that is over **400 times** of a seller,

that is over **390 times** the amount of a minimum wage recipient,

that's a daily wage per working day of **over €38,000**, that's over €4800 per hour

Once again by way of comparison, the Chairman of the Executive Board treats
himself to **over 28 times the maximum remuneration** than our Federal President
Frank-Walter Steinmeyer,
and the **over 31 times the maximum remuneration**, like our Federal Chancellor
...Olaf Scholz

**Furthermore, it is objectionable and incomprehensible that a whole host of
lawyers and the like in the back office answer shareholder questions for the
Management Board and Supervisory Board members and that our Management**

Board and Supervisory Board members, who only read out shareholder questions, **what other lawyers have written. What are the management and supervisory boards afraid of...? Or is that incompetence....?**

Our Federal Chancellor ...Olaf Scholz has to answer his own questions at his press conferences **and for much, much less money....?**

Are the Post

Management and supervisory boards unable to answer shareholders' questions themselves.... ?

I hereby submit the motion / counter-motion No. 2 for agenda item 3

to refuse to discharge the members of the Management Board.

I would like to request an individual vote from all **Management Board and Supervisory Board members** .

Many shareholders, including those around us, are of the opinion that the remuneration report **could also be described as a fairytale report, a fairytale lesson? The Brothers Grimm would be delighted ?** Mr. CEO, can you actually still calculate your remuneration yourself, or do you need a remuneration consultant to do so? In order to justify their excessive remuneration, board members are always happy to consult a remuneration consultant in order to have the horizontal and vertical appropriateness confirmed in a **remuneration report ! The costs are always borne by the shareholders and are usually around EUR 100,000!**

I hereby submit the motion / counter-motion No. 3 to the agenda items

The chairman of the meeting should read out the election results of today's Annual General Meeting slowly, loudly and clearly so that all shareholders can understand and clearly perceive the election results .

Again and again election results of 99% is that even possible, or is something not quite right...?

Once upon a time, this is how all fairy tales begin, the **Post** share reached an all-time high of around **60€ (according to onvista), after which the share price plummeted to its current level of 38€.**

Many, many shareholders have lost a lot of money with the **Post** share.

In recent years, the share price of the **Post** share has often only moved slowly downwards or sideways.

The management team is made up of many PhDs, some of whom have been with the company for over years, but they have not managed to do anything significant or decisive to move the **Post share price forward. At **Post** we finally need movers and shakers, not just title holders who rip off utopian salaries. The maximum remuneration now amounts to EUR 8.15 million (EUR 8,150,000) plus other high fringe benefits,**

Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.

Again and again there are heavy media reports where in politics now also in AG`s plagiarism false Dr. titles are uncovered and Dr. titles must be returned , this damages not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this damage to your image?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism namely, Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO of the joint venture Volkswagen Anhui Automotive Company Ltd. Credit: Porsche Consulting.....?

How does your AG feel about this? How do you want to avoid this damage to your image? What are you arranging as a preventive measure in our AG...?

Just think of the blue-blooded CDU /CSU chancellor candidate Karl - Theodor Freiherr von und zu Guttenberg, he too had copied plagiarism and had to go....usw...?

We kindly ask you to answer our motion as a question at the Annual General Meeting and to make a detailed statement on this...?

**Thank you in advance for your efforts and understanding!
Yours sincerely from the snow-white town of Lohr am Main**

.....
Oswald

Post Annual General Meeting 3.5.2024, at 10am,

Copyright1 Oswald2024

Motions / counter motions no. 2 to the agenda items 1 to 7

Shareholder Oswald

I ask the shareholders to support my proposals and counter motions!

I hereby submit the motion/counter-motion on agenda item 4

to refuse to discharge the members of the Supervisory Board.

I request that all Supervisory Board members vote on this individually.

Also on the agenda

On the continuation of Annual General Meetings in hybrid form ! To this end, the agenda must be legally amended and adapted, so that future Annual General Meetings are held in hybrid form . To ensure that every shareholder has the opportunity to attend the Annual General Meeting, either virtually or in person.

For future Annual General Meetings, I propose/ counter motion that they be held in hybrid form.

Reasons:

1. Even in Corona times, when virtual Annual General Meetings were introduced, **was repeatedly promised and conveyed to** shareholders by meeting chairmen and board members of the Annual General Meetings that they were looking forward to holding face-to-face Annual General Meetings again after Corona. Which Swiss Post has also delivered.

2. **The exclusion of shareholders(shareholder groups) from the Annual General Meetings takes place and is also obviously intentional if a shareholder is unable or unwilling to use the internet for a variety of reasons, or is abroad or not mobile, etc....**
3. **The reasons repeatedly put forward by meeting chairmen and management boards that hybrid annual general meetings are too expensive are wrong. We propose a very simple and straightforward counter-financing solution. To reduce the excessive remuneration paid to members of the Management Board and Supervisory Board by the costs of the hybrid Annual General Meetings.**
4. **Once again for comparison, the POST CEO allows himself more than 28 times the maximum remuneration than our Federal President Frank-Walter Steinmeyer, and over 31 times the maximum remuneration, like our Federal Chancellor Olaf Scholz.. And that is simply exaggerated, unrealistic and just extortionate! Usury could also be a criminal offense....?**
5. **So in that respect, it doesn't hurt the management and supervisory boards too much..**
6. **Hybrid general meetings would be too legally complicated. With their legal staffs this should not be a problem. At the expense of the shareholders, it would be an indictment of poverty if you or your resourceful lawyers could not manage this. After all, when it comes to proving excessive remuneration, your lawyers are always able to find fabulous, obedient experts who actually manage to calculate the horizontal and vertical remuneration comparisons. As always, the shareholders have to pay the costs.**
7. **As we have repeatedly seen that more than 90% of shareholders and shareholder representatives demand hybrid or virtual Annual General Meetings, I call on all like-minded shareholders and shareholder representatives to keep submitting similar proposals to until the shareholders follow the bosses. It is unacceptable that employees, by which I mean board members and supervisory board members, refuse to work and that the bosses of public limited companies exclude shareholders from exercising their rights . Management and supervisory boards want to generate supplicants from the shareholders, the actual bosses, the owners of the stock corporations.**
8. **ING in the Netherlands shows that hybrid AGMs work, as ...in 2023... a hybrid AGM took place. In addition, Supervisory Board meetings are already being held in hybrid form.**
9. **At many annual general meetings, special unacceptable forms have crept in over the years in virtual form among management and supervisory boards to the detriment of shareholders, to circumvent the actual bosses, the shareholders to circumvent them, in particular with expressive trolling, exclusion of larger groups of shareholders from the general meetings, also in order to influence and manipulate the election results.**
10. **Many shareholders are disappointed that shareholder protectors such as SdK and DSW are not able to assert themselves with hybrid annual general meetings and that they are being downright shown up by the stock corporations**
The remuneration professor Dr. Nikolaus von Bomhard sends his regards... he actually managed to increase his remuneration 5 times by 100%, as a pioneer of the horizontal remuneration spiral, so that the other AGs can follow suit...?

Is this procedure agreed among the AGs with the remuneration professor Dr. Nikolaus von Bomhard, despite active data protection...?

11. Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.

Again and again there are heavy media reports, where in politics now also in AG`s plagiarism, false Dr. titles are uncovered and Dr. titles must be returned , this harms not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this damage to your image?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism, namely,

Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO of the joint venture Volkswagen Anhui Automotive Company Ltd. Credit: Porsche Consulting.....?

How does your AG feel about this? How do you want to avoid this damage to your image? What are you arranging as a precaution...?

12. We kindly ask you to answer our proposal as questions at the Annual General Meeting and to make a statement on this...?

Yours sincerely from the snow-white town of Lohr am Main

**.....
Oswald**

Post Annual General Meeting 3.5.2024, at 10am, Copyright1 Oswald2024
Motions / countermotions / approval of the agenda items TOP No. 3
On the agenda items TOP 1 to 7

Shareholder Oswald

I ask the shareholders to support my proposals and countermotions!

Proposal 3

I hereby submit the motion/counter-motion regarding agenda item 4

to refuse to discharge the members of the Supervisory Board.

I request that all Supervisory Board members vote on this individually at .

**Furthermore the
Dissolution of the Investor Relations department and
Dissolution of the Compliance department.
The many millions in savings were to be distributed
to shareholders as a special dividend, annually.**

Reasons:

- 1. These two departments are not in a position to send out the admission tickets for shareholders in such a timely manner that the shareholders' rights under the German Stock Corporation Act are safeguarded and legally supported and underpinned. My personal admission ticket has not arrived by today's submission deadline of 18.4.2024. We heard similar things from other shareholders.**
- 2. Different fax and e-mail addresses do not work.**
- 3. Both departments are difficult to reach.... ?**
- 4. Motions and election proposals from shareholders in accordance with Sections 126 and 127 AktG.
Every shareholder has the right to submit motions, countermotions and election proposals to the Annual General Meeting, these must be submitted at least 14 days before the Annual General Meeting in accordance with the German Stock Corporation Act.**

5. **Requests for additions to the agenda pursuant to Section 122 (2) AktG**
Every shareholder (with a corresponding number of shares) has the right to request additions to the agenda. **According to the AktG, these must be submitted at least 30 days before the Annual General Meeting.**
6. In order to be able to exercise these shareholder rights with the appropriate legal certainty and not stand before the **Management Board and Supervisory Board** as a supplicant, it is essential to receive the admission tickets with access data to the portal before these dates.
7. **Even a shareholder is not a superhuman and needs approx. 14 days to prepare sufficiently** to exercise their rights, submit motions, countermotions and election proposals etc.. To this end, the admission ticket must and should be sent out in good time, which is actually a trifle. However, **management boards and supervisory boards are constantly trying to curtail and restrict shareholders' rights with their trickery.**
8. The many, many doctor board members and supervisory boards generally maintain entire legal teams at the expense of the shareholders , **usually between 20 and 150 lawyers and external law firms, depending on the size of the AG, in order to obtain appropriate advice. A shareholder has to do and manage all of this on their own, and at their own expense.**
9. These deceitful management boards and supervisory boards then repeatedly use **as a pretext for any costs, savings, etc. in order to restrict shareholders in their shareholder rights, to cheat them, or that the shareholders do not even participate in the Annual General Meeting.**
10. Many shareholders are disappointed that shareholder protectors such as SdK and DSW are not able to assert themselves with **hybrid annual general meetings and that they are being downright shown up by the stock corporations**
Remuneration professor Dr. Nikolaus von Bomhard sends his regards... he actually managed **to increase his remuneration 5 times by 100%, as a pioneer of the horizontal remuneration spiral. Is it also the horizontal remuneration ambition of POST to achieve this and drive it even higher.....?**
Is this procedure agreed among the AGs with the remuneration professor Dr. Nikolaus von Bomhard, despite active data protection...?
11. **According to the AktG and ARUX II, a separate remuneration report must be prepared by the AG and delivered to the shareholders....!**
12. In our opinion, the shareholder rights of the Stock Corporation Act are completely sufficient, if correctly applied and implemented. Management and supervisory boards and their **environment and service providers are constantly trying to curtail and circumvent shareholders' rights. This can only happen on the instructions of the AG, i.e. the Management Board and the Supervisory Board....?** The aforementioned are working against their bosses, the owners of the AG, the shareholders....? The shareholders' money is thrown out with full hands , **also to gain personal advantages...?**
13. Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.
Again and again there are violent media reports, where in politics now also in AG`s plagiarism false Dr. titles are uncovered and Dr. titles must be returned , this harms not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this image damage?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism, namely,

Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO of the joint venture Volkswagen Anhui Automotive Company Ltd. Credit: Porsche Consulting.....?

How does your AG feel about this? How do you want to avoid this damage to your image? What are they arranging as a precaution...?

14. We kindly ask you to answer our motion as a question at the Annual General Meeting and to make a detailed statement on this...?

Thank you in advance for your efforts and understanding!
Yours sincerely from the snow-white town of Lohr am Main

.....
Oswald

E

Motion concerning item TOP 6

From shareholder Hans Oswald

Post Annual General Meeting 3.5.2024

Copyright1 Oswald 2024

Election proposal1 to TOP 6 New election of the Supervisory Board
Shareholder 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 in the same way as your own candidates in accordance with the German Stock Corporation Act?
Or will you favor your own candidates again?

Reasons:

The share price and the development are shameful! From 60€ to now 38€

Many shareholders have lost a lot of money....?

Many shareholders are disappointed that shareholder protectors such as SdK and DSW are not able to assert themselves with **hybrid annual general meetings and that they are being downright shown up by the stock corporations** The reasons repeatedly put forward by meeting chairmen and management boards that hybrid annual general meetings are too expensive are wrong.

We propose a very simple and straightforward counter-financing solution.

To reduce the excessive remuneration paid to members of the Management Board and Supervisory Board by the costs of the hybrid Annual General Meetings.

Board members repeatedly treat themselves to 20 to 50 times more remuneration than our Federal Chancellor Olaf Scholz receives.

And that is simply exaggerated, unrealistic and just extortionate!

Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.

Again and again there are heavy media reports where in politics now also in AG`s plagiarism false Dr. titles are uncovered and Dr. titles must be returned , this damages not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this damage to your image?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism namely,

Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO.

How does your AG feel about this? What are you arranging as a preventive measure in our AG...?

Is the remuneration professor Dr. Nikolaus von Bomhard the pioneer / role model for the horizontal upward remuneration spiral, who actually managed it, to increase its remuneration 5 times by 100%, as a pioneer of the horizontal remuneration spiral, so that the other AGs can follow suit with their remuneration increases !

With your approval rates in the supervisory board elections, even Erich Honecker would turn in his grave if he received these bombastic rather communist approval rates of 98% or even 99,...%, as with your AG. This was not even the case in the Volkskammer elections for the Chairman of the State Council of the GDR...how can this be explained with the current majority ratios, how do you manage that, (someone help)...where is the notary?

I would ask you to make my election proposals, which have been submitted on time, available to the shareholders in accordance with AktG.

We attach great importance to the entry of the election proposals in the notarial record.

Please send me the minutes of the AGM as soon as possible.

Agenda item TOP 6 Resolution on new elections to the Supervisory Board

Election proposals from shareholders pursuant to Section 127 AktG

I ask the shareholders to support my election proposal!

I propose the following candidates for election to the Supervisory Board:



Prof. Dr. Hans-Jochen Schneider

Short curriculum vitae (Curriculum)

D-70565 Stuttgart

- 1958-1967** Mathematics studies and doctorate (Dr. rer. nat.)
- 1968-1974** Development of the computer science program as research group leader and institute director at the University of Stuttgart
- 1974-1987** Full professor of computer science at the Technical University of Berlin, editor of two scientific journals
- 1975-1992** Foundation and development of the software company Actis to 200 employees in Stuttgart, Berlin and Frankfurt together with Dr. G. Stübel. 1975 - 1987 Member of the Extended Management Board and partner. 1987 - 1992 Managing Partner. 1989/1992 Sale of the shares to the French software company Sligos, a subsidiary of the French state bank Crédit Lyonnais (now Atos Origin)
- From 1990** Foundation of Umweltschutz- und Entsorgungsgesellschaft mbH & Co. KG in Taucha near Leipzig, shareholder and limited partner, expansion to 300 employees in Taucha and Kosel
- 1992-2019** Managing partner and limited partner of the UWE Group, which now (1995) has around 300 employees in eight companies in Taucha and Poland, construction of a high-tech factory with a chemical-physical treatment plant for inorganic industrial wastewater. From 1995 Sale of individual subsidiaries, including through MBO:

1995 UWE-Bau & Sanierung GmbH
1995 UWE-Recultivation & Earthworks GmbH
2000 UWE ECO in Poland
2001 UWE Entsorgung GmbH
2002 ABT Agrar-Biotechnologie Taucha GmbH

From 2019 Only active in an advisory capacity for UWE.

1996-2011 Marketing of a 100,000^m2 property on the B87 and at the mining school around the Döbitz quarry lake as the Taucha Ecological Residential and Commercial Park as part of the first ecological model town in Taucha, Saxony

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 Network Germany (BAND), an initiative of executives from industry and finance/economics, 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

Best wishes from the snow-white town of Lohr

.....

Hans Oswald

F

Motion concerning item 6

From shareholder Hans Oswald

Post Annual General Meeting 3.05.2024

Copyright1 Oswald 2024

Election proposal2 to TOP 6 New election of the Supervisory Board
Shareholder Oswald

Every shareholder has the right to nominate candidates for election to the Supervisory Board.

Reasons:

The share price and the development are shameful!

From 60€ to now 38€

Many shareholders have lost a lot of money....?

Many shareholders are disappointed that shareholder protectors such as SdK and DSW are not able to assert themselves with **hybrid annual general meetings and that they are being downright shown up by the stock corporations** The reasons repeatedly put forward by meeting chairmen and management boards that hybrid annual general meetings are too expensive are wrong.

We propose a very simple and straightforward counter-financing solution.

To reduce the excessive remuneration paid to members of the Management Board and Supervisory Board by the costs of the hybrid Annual General Meetings.

Board members repeatedly treat themselves to 20 to 50 times more remuneration than our Federal Chancellor Olaf Scholz receives.

And that is simply exaggerated, unrealistic and just extortionate!

Is the **remuneration professor** Dr. Nikolaus von Bomhard

the pioneer / **role model for the horizontal upward remuneration spiral**, who actually managed it,

to increase its remuneration 5 times by 100%, so that the other AGs can follow suit with **their remuneration increases** !

Dr. Grimberg is considered an expert in the political and economic context of companies and has extensive contacts in politics and business. This makes her a

sought-after lecturer at universities and colleges, particularly for interdisciplinary topics.

I ask the shareholders to support my election proposal!

I propose the following candidates for election to the Supervisory Board:

Dr. rer. oec. Barbara Grimberg,

CURRICULUM VITAE

Personalia:

Place of birth: Herne/Westphalia

Nationality: German

Education:

Studied economics at the Ruhr University Bochum -- Degree: Graduate economist

Postgraduate course in ergonomics

Doctorate (Dr. rer. oec.) at the Ruhr University Bochum

11/2020 25. Anniversary year Doctorate Dr. rer. oec.

Professional activity:

11/1982-12/1986 Wissenschaftl. Researcher at the Chair of National and International Agricultural Policy at Ruhr University (Prof. Dr. Ringer); cooperation with the Institute for Development Research and Policy

1984 - 1987 Observing examiner for the final examinations at the Academy of Administration and Economics in Bochum and Dortmund in the Diploma in Business Administration program

4/1985-10/1988 Lecturer at the advertising faculty. Lehrinstitut Marquardt, Dortmund - Economic Theory and Economic Policy - Fundamentals and Special

1/1987-12/1988 Wissenschaftl. Employee at the Institute for Applied Innovation Research e.V. (IAI) Bochum (Prof. Dr. Dr. Staudt) - Extended profitability analyses for SMEs and local public transport

- 1/1990-3/1996 freelance scient. Employee at the Institute for Applied Innovation Research e.V. Bochum - Creation and 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 investments at the Landesnahverkehrsgesellschaft Niedersachsen, Hanover
- 7/1998 - 11/1998 academic employee of DMT-Gesellschaft für Lehre und Bildung mbH Bochum - EU project "Qualification network of European grain storekeepers" - 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 wissenschaftl. Cooperation partner of the Institute for Science Consulting Dr. Frank Grätz, Bergisch Gladbach private science and management consultancy since 1975
Project areas: Marketing, profitability analyses, company valuation, trade, teleworking, nutritional supplements
- 11/1999 - 12/1999 Economic Consultant at European Economic & Marketing Consultant, Brüggen, field of activity: Mergers & Acquisitions – automobile manufacturers, logistics
- 2/2001 - 6/2005 Fern-Fachhochschule Hamburg, Düsseldorf Study Center; teaching assignments for the subjects: Management of complex problem situations; representation: Fundamentals of Corporate Management and International Corporate Management, Marketing, Microeconomics, Fundamentals of Business Administration
- 3/2001- 8/2003 University of Applied Sciences Erfurt: Department of Traffic and Transportation, contract professorship for Transport 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 wissenschaftl. Cooperation partner of the Institut für Wissenschaftsberatung Dr. Frank Grätz und Dr. Martin Drees GmbH, Bergisch Gladbach; project areas: Management remuneration systems, profitability analyses
- 7/2003 - 12/2004 Fern-Fachhochschule Hamburg, Essen Study Center; Lecturer in Finance; Substitute: Accounting - Company valuation - Controlling

since 9/2003

Free-Lancer Scientific and Management Consultant - Strategic and process-oriented technical management for SMEs, transportation, trade

10/2004 - 12/2004

Verwaltungsakademie Wuppertal, Wuppertal; teaching assignment for the subject Accounting and Profit and Loss Accounting

Exhibition:

Yes

Writings:

1989

Hafkesbrink, J.; Treichel, H.-R.; Grimberg, B.: Economic efficiency calculations in public transportation - literature review and annotated bibliography, Bochum 1989

Best wishes from the snow-white town of Lohr

.....
Oswald

G

Motion concerning item 6

From shareholder Hans Oswald

Post Annual General Meeting 3.05.2024

Copyright1 Oswald 2024

Election proposal3 to TOP 6 New election of the Supervisory Board

Shareholder 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 in the same way as your own candidates in accordance with the German Stock Corporation Act?

Or will you favor your own candidates again?

Reasons:

The share price and the development are shameful! From 60€ to now 38€

Many shareholders have lost a lot of money....?

Regarding your many flagship and image doctorate holders, you should ask what you actually need them for. As a showcase, for image cultivation or to promote ongoing business.

Again and again there are heavy media reports where in politics now also in AG`s plagiarism false Dr. titles are uncovered and Dr. titles must be returned , this damages not only the person, but above all the society of the AG enormously. How does your AG feel about this? How do you want to avoid this damage to your image?

As has now been reported in the media and via the plagiarism platform VroniPlag®, a high-ranking VW manager also has a Dr. Plagiarism namely,

Dr. Dr. Erwin Gabardi, he is on the road at VW to help Volkswagen's e-cars achieve a breakthrough in China - as CEO.

How does your AG feel about this? What are you arranging as a preventive measure in our AG...?

Is the **remuneration professor** Dr. Nikolaus von Bomhard the pioneer / **role model for the horizontal upward remuneration spiral**, who actually managed it, **to increase its remuneration 5 times by 100%**, so that the other AGs can follow suit with **their remuneration increases** !

Many shareholders are disappointed that shareholder protectors such as SdK and DSW are not able to assert themselves with **hybrid annual general meetings and that they are being downright shown up by the stock corporations** The reasons repeatedly put forward by meeting chairmen and management boards that hybrid annual general meetings are too expensive are wrong.

We propose a very simple and straightforward counter-financing solution.

To reduce the excessive remuneration paid to members of the Management Board and Supervisory Board by the costs of the hybrid Annual General Meetings.

Board members repeatedly treat themselves to 20 to 50 times more remuneration than our Federal Chancellor Olaf Scholz receives.

And that is simply exaggerated, unrealistic and just extortionate!

With your approval rates in the elections, even Erich Honecker would turn in his grave if he received these bombastic **rather communist approval rates of 98% or even 99,...%**, like your AG. This was not even the case in the Volkskammer elections for the Chairman of the State Council of the GDR...how can this be explained with the **current majority ratios**, how do you manage that, where is the notary....?

I would ask you to make my election proposals, which have been submitted on time, available to the shareholders in accordance with AktG.

Election proposals from shareholders pursuant to Section 127 AktG

I ask the shareholders to support my election proposal!

I propose the following candidates for election to the Supervisory Board:

Ralf Schirmacher - Management Consultant - Internationally active

CURRICULUM

Ralf Schirmacher

D-63263 Neu-Isenburg



Personal data

Date of birth	16.07.1961
Nationality	German
Marital status	Married

Expertise

Business and management consulting,
Corporate Advisory and Interim Management

Professional career

- 01/2015 - today** **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 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 AG, 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 Airport AG
 - Vice President, debis-FRA GmbH (*joint venture between Flughafen Frankfurt Main AG and Daimler-Benz Interservices (debis) AG, now 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, formerly a subsidiary of ADV/Orga AG**

today GFT Technologies AG

Consultant for innovation management and technology transfer

Education

1982 - 1987 Studied computer science and business administration at the
Technical University of Berlin with a degree in Computer Science (TU)

1981 - 1982 Military radio material mechanic
Officer training course and Lone fighter training

1981 Abitur with general higher education entrance qualification at
Mariengynasium Jever

Special expertise

Mergers & 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, e.g. McKinsey, KPMG, BCG

Lecturer for aviation (e.g. Airport Academy Frankfurt, TU Darmstadt)

Lecturer in management information systems (University of Münster, ETH Zurich)

Limited partner in various companies

Board of Directors of Schweizer AG

Best wishes from the snow-white town of Lohr

.....

Oswald