

DEUTSCHE POST AG ANNUAL GENERAL MEETING

Report of Dr. Nikolaus von Bomhard, Chairman of
the Supervisory Board
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Dr. Nikolaus von Bomhard
Chairman of the Supervisory Board

Ladies and Gentlemen,

On the occasion of this Annual General Meeting, we can once again look back on a challenging and eventful year. The recently adopted Strategy 2030 and alignment of Group structure, the adoption of which you will decide upon at the upcoming Annual General Meeting, will visibly move the company forward and further improve the Group's earnings position. The clear strategic focus and the great commitment of the Board of Management and all Group employees are what keeps your company on a promising path, even in light of the major challenges we face due to current global economic developments. On behalf of the entire Supervisory Board, I would like to extend my thanks to all employees and all members of the Board of Management for their enormous personal commitment.

Once again this past fiscal year, cooperation with the members of the Board of Management has been characterized by a high level of trust. The Board of Management involved us in all issues and decisions of importance to the company at an early stage. As a matter of course, we discussed Strategy 2030 with the Board of Management on several occasions over the past year and put forward our suggestions before its joint adoption in September. The respective members attended almost all plenary and committee meetings of the Supervisory Board. An individualized statement of participation can be found on page 10 of the Annual Report. The Supervisory Board also met regularly without the members of the Board of Management in attendance, for example on matters pertaining to the Board of Management, and to assess the effectiveness and efficiency of its work in plenary sessions and committees. We also spoke with the auditor about individual issues relating to our duties without the Board of Management in attendance.

In October of last year, I again held talks with a number of investors and proxies on issues relating to the Supervisory Board's area of responsibility. Discussions focused on succession planning and the skills profile for the Board of Management as well as, most recently, the new remuneration system for the Board of Management – which you will be voting on today. The composition of the Supervisory Board, particularly with regard to the qualifications and independence of its members, was another important topic of this exchange. It was also welcomed that today's meeting will again be held in person.

In all of our meetings, we have concerned ourselves with the reports from the respective members of the Board of Management with regard to the situation of the individual divisions, the company and the Group. The chairs of the Supervisory Board committees have reported on their respective meetings. We have discussed significant business measures and transactions in detail in advance and – subject to the situation – have approved them.

The highly relevant developments in the field of digitalization and questions relating to the use of artificial intelligence also remain topics that we are following particularly closely. In this context, the risks to which we are exposed in the area of cybersecurity play a major role.

We continue to be well-positioned in this important area of responsibility, an area which is also relevant to the remuneration of the Board of Management. This assessment is in line with rating agency BitSight's evaluation of our cybersecurity, which corresponded to 750 out of 820 achievable points at the end of the year, and is therefore at the upper end of the peer group.

We are proposing various resolutions on capital measures under agenda items 7 to 10 today. In addition to the renewal of the authorized capital and the creation of contingent capital, the authorization to buy back treasury shares is also to be renewed.

The new contingent capital is intended to enable the servicing of a remuneration program for the Group's managers, the main objectives and parameters of which will be aligned with the new remuneration system for the Board of Management from next year. This ensures that the members of the Board of Management and the Group's managers have a remuneration system with a comparable incentive structure and assessment criteria.

The revised remuneration system for the Board of Management, which we are presenting to you for approval under agenda item 11, includes various simplifications as well as the introduction of share purchase and holding obligations for the Board of Management and the inclusion of ESG targets in the long-term component. Overall, the revised remuneration system provides the right incentives for the successful implementation of corporate strategy and thus for sustainable corporate development. It is also geared toward long-term value creation for shareholders.

As you know, good corporate governance is of central importance to us. In the reporting year, your company once again fully complied with all suggestions and recommendations of the German Corporate Governance Code and intends to do so in future. We are delighted to report that we have also been ranked in the top quartile of the 40 DAX companies in an external evaluation by the German Association for Financial Analysis and Asset Management (DVFA).

There were no changes in personnel on the Board of Management last year. The following changes are to be made to the Supervisory Board:

The terms of office of Ms. Deltenre, Mr. Rosen and myself will end as planned at the end of today's Annual General Meeting. We are proposing Ms. Deltenre and Mr. Rosen for reelection today. Over the past few years, both have provided formative support to the Supervisory Board through their expertise and entrepreneurial experience, both in committee work and in plenary sessions. We would be delighted to retain their expertise on the Supervisory Board in the coming years.

After many years on the Supervisory Board, I have decided not to stand for reelection for personal reasons. Following this Annual General Meeting, the Supervisory Board intends to elect Dr. Katrin Suder as its Chair, an appointment that I strongly support.

I would also like to take this opportunity to thank you, ladies and gentlemen, for your trust and confidence over the past few years. It has been my great pleasure and honor to accompany your company, together with the Board of Management and my colleagues on the Supervisory Board, through some challenging times. I am more than confident that the company will continue to develop successfully in the coming years.

In addition to the reelection of Ms. Deltenre and Mr. Rosen, we are also proposing the election of Professor Dr. Pölzl to the Supervisory Board today. Prof. Pölzl brings with him experience from other supervisory bodies. However, as the former longstanding CEO of Austrian Post, he is equipped with particularly valuable knowledge which will enable him to provide expert support to the Board of Management and advise on strategic decisions as a member of your company's Supervisory Board.

