

# 2022

## Annual General Meeting

Counterproposal  
May 25th, 2022



Investors for a new now

## Counterproposal

### for the Annual General Meeting of DWS Group GmbH & Co. KGaA on 9 June 2022

Resolution on agenda item 4: Ratification of the acts of members of the Supervisory Board for the 2021 financial year

I hereby deny the members of the Supervisory Board of DWS Group GmbH & Co. KGaA the ratification of their acts for the 2021 financial year.

#### Reasons

I propose that the members of the Supervisory Board of DWS Group GmbH & Co. KGaA (DWS) be denied the ratification of their acts because DWS, through its real estate fund RREEF America REIT II (RAR II), possibly is not in compliance with its own Responsible Contractor Policy (RCP) in the United States of America. According to the Service Employees International Union, Local 32BJ (SEIU Local 32BJ), the real estate fund uses a cleaning company for several of its properties that has, in several instances, disregarded basic hygiene and safety rules and has also intimidated and threatened employees who have participated in union activities.

DWS's PARII fund has adopted an RCP for its office properties, and the fund's conduct in Florida could cause it to violate its own RCP. The RCP states that the fund adopts a union-neutral stance when it comes to contractors on its properties. The DWS RCP also states that the fund supports fair wages and benefits determined by local market factors and comparable real estate projects. The anti-union activities of its South Florida contract cleaning company and its failure to join the industry-wide collective bargaining agreement that sets the new market standard indicate that DWS is in conflict with its own RCP.

Real-estate investors in the U.S. are increasingly using RCPs to identify high-quality contract cleaning and maintenance companies. Investors should endorse RCPs because they support fair wages as well as health and safety measures for contractors and subcontractors. Better working

conditions attract more talented employees and reduce attrition levels, which in turn can lead to higher service quality. The use of irresponsible contractors to maintain and repair properties in the United States should therefore raise concerns among investors.

DWS controls office buildings in South Florida as part of its North American real estate portfolio. SEIU Local 32BJ has conducted a successful campaign to raise labour standards for nearly 1,000 office cleaners in the region. Contractors which cover most of the commercial office market in the region, now adhere to a collective bargaining agreement.

However, at four properties in South Florida, DWS uses a contractor that is not bound by collective bargaining agreements. Since 2019, this contractor has threatened and intimidated cleaners and maintenance workers who engaged in union activities. The contractor has already been charged with three counts of unfair labour practices under U.S. labour law. The U.S. National Labour Relations Board (NLRB) found merit in these three separate claims by SEIU Local 32BJ regarding intimidation and surveillance of workers for union activity, whereupon the Board settled with the contractor, requiring it to inform workers of their rights and to notify them that the contractor would not interfere with union organizing (NLRB Case Nos. 12-CA-245064, 12-CA-245906, and 12-CA-279037).

The contractor has also previously maintained unsafe working conditions and poor cleaning standards at various buildings in South Florida and was recently involved in a complaint filed with the U.S. Department of Labour by SEIU Local 32BJ on behalf of office cleaning and maintenance workers because the contractor required them to perform work without being remunerated or given credit for hours worked.

Failure to comply with a company's own RCP can also impact investors. Employing a responsible contractor can improve the quality of services provided for DWS properties. Lower turnover of contractors, building more positive relationships with tenants, investing in training for employees, and maintaining a property have all been shown to lead to

positive long-term outcomes. Investors in DWS real estate in South Florida deserve to enjoy these benefits as well.