

## **Diversity Concept of Logwin AG 2018**

According to article 68 ter 1g) of the amended law of 19 December 2002 on the register of commerce and companies and the accounting and annual accounts of companies the board of directors of Logwin AG is obliged to describe the diversity concept applied with regard to the composition of the Board of Directors and the Executive Committee in the financial year 2018.

### **Board of Directors**

The Board of Directors currently consists of four male members. The Board shows a broad diversity regarding age as well as professional background of its members.

In the financial year 2018 a replacement of the position of one non executive member of the board of directors took place.

A female candidate and a male candidate with the necessary experience in the field of Luxembourg law were taken into consideration when filling the position. After weighing all criteria relevant for the replacement of the position, the male candidate was finally considered. In the future Logwin AG also strives to specifically consider applications of qualified women for the replacement of positions in the Board of Directors. However the decision for a candidate will be mainly based on the personal and professional qualification of the aspirant also in the future.

Regarding the age of the members of the Board of Directors Logwin AG strives for a well balanced representation of individuals of different age groups taking into consideration the necessary professional experience for such a position. This has been reflected in the composition of the Board of Directors in the financial year and was also taken into account when filling the position of a non-executive member of the Board of Directors in the current financial year. In the future Logwin AG intends to maintain the well balanced consideration of different age groups when replacing positions in the Board of Directors. However, the decision for a candidate likewise will be mainly based on the personal and professional qualification of the aspirant in the future.

### **Executive Committee**

The Executive Committee currently consists of five male members. The Board shows a broad diversity regarding age and different professional experience of its members appropriate to the different areas of responsibility.

For the Executive Committee, no replacement has taken place that would have allowed the consideration of female applicants in the financial year 2018. The diversity concepts which the company applies for the Board of Directors regarding the consideration of women and with respect to the composition with members of different age groups are valid for the Executive Committee as well.

Grevenmacher, 4. March 2019

The Board of Directors