

## **Diversity Concept of Logwin AG**

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 2021.

### **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 2021 no replacement of non-executive member of the board of directors but only the reelection of incumbent members for a period of another year took place. Since the consideration of women in the Board of Directors insofar would have led to an extension of the Board of Directors or the retirement of a previous member, which was not desired by the company, no consideration of women in the Board of directors was made in 2021. In the future Logwin AG strives to specifically consider applications from qualified women for the replacement of positions in the Board of directors. The selection decision will continue to be based primarily on the personal and professional qualifications of the candidates.

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. 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 four 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 2021. The position of a member of the Executive Committee who left during the financial year was not reoccupied again. 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, 3 March 2022

The Board of Directors