

## Diversity Concept of Logwin AG

**As of March 2025**

According to article 68 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 2024.

### 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 2024, Logwin AG made an internal replacement to the position of an executive member of the Board of Directors. Due to the internal change of the previous Chief Financial Officer, the position was taken over by an existing member of the Executive Board. This member was elected by the Annual General Meeting on April 16, 2024 as a result of taking over the position as a member of the Board of Directors. As the company didn't aim to expand the Board of Directors, it wasn't possible to include women on the Board of Directors in the financial year 2024. 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 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.

Two members of the Executive Committee left the company at the end of the 2024 financial year. Due to the adjustments made to responsibilities within the Executive Committee over the course of the year, the decision was made to fill only one of the two positions. With the support of a renowned external personnel consultant, suitable candidates were sought for the vacant position. The replacement of the position was considered with the aim of further diversifying professional experience and age. After weighing up all the relevant criteria for filling the position, the male candidate was considered. Logwin AG intends to continue to specifically consider applications from suitable female candidates in the selection process when filling new positions on the Executive Committee in the future. The selection decision will continue to be based primarily on the personal and professional qualifications of the candidates.

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, 19 March 2025

The Board of Directors