Logwin AG

Non-financial reporting 2024

Non-financial reporting

This document is a translation of the German original non-financial reporting of Logwin AG for the year ended 31 December 2024. In case of any deviation between the German original version and the translated version the German version prevails.

General Information

Principles of the non-financial reporting

Basis for reporting

(BP-1)
The Logwin Group has prepared a non-financial report for the financial year 2024, which is for the first time based on the European Sustainability Reporting Standards (ESRS). In most sections, the report follows the ESRS standards and thus largely takes into account the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

The report is prepared on a consolidated basis. It is based on the same scope of consolidation as the consolidated financial statements of the Logwin AG. This can be found in the notes to the consolidated financial statements as of December 31, 2024, which is published as part of the Annual Financial Report 2024 on the Logwin Group's website at https://www.logwin-logistics.com/company/investors/financial-reports. The sustainability statement covers both the own operations, as well as upstream and downstream value chain. In the financial year 2024, the Logwin Group did not make use of the option to omit certain information relating to intellectual property, know-how or the results of innovations.

(BP-2)
Disclosures on time horizons are defined as in ESRS 1. Accordingly, a short-term time horizon comprises a period of up to one year, a medium-term time horizon in accordance with the disclosures a period of one year to five years and a long-term time horizon a period of more than five years.

Estimates in the context of non-financial reporting

The financial information in this report is not subject to any significant discretionary judgments. The key figures provided under "Environment" and "Social" are partly based on assumptions and estimates. The methods and assumptions applied are described in detail in the respective sections of the report.

Sustainability control by the management and supervisory bodies

The role of the administrative, management and supervisory bodies (GOV-1)

Under Luxembourg company law and in accordance with the Logwin AG´s articles of association, the Board of Directors is the management and supervisory body of the Logwin Group. It is elected by the Annual General Meeting of the Logwin AG. In addition to the Chairman and the Deputy Chairman, the Board of Directors also had two non-executive, independent members in the 2024 financial year. In accordance with the Logwin Corporate Governance Charter, the Chief Executive Officer (CEO) is responsible for the management of the Executive Committee and the Appointments & Remuneration Committee. He is also responsible for ensuring that shareholders are adequately represented and, in his role, must ensure accessibility for auditors and the Compliance Chairman. For further information, please refer to the section "Corporate Governance" in the general part of the Annual Financial Report of the Logwin AG.

The Board of Directors is responsible for the management of the Group and acts as a collective body in the interests of the Group and its shareholders by ensuring sustainable development. The Board of Directors monitors and controls the management effectively and has adopted rules of procedure that govern its duties, working methods and the formation of committees. The committees perform specific functions on behalf of the Board of Directors in accordance with the rules of procedure. An Executive Committee, which is chaired by a member of the Board of

Directors and is responsible for the joint monitoring of the Group's impact, risks and opportunities, has been set up to manage the business and perform operational tasks.

In the financial year 2024, the Executive Committee was composed of six members whose responsibilities were allocated as follows:

Dr. Antonius Wagner
Chairman of the Board of Directors and the Executive Committee (CEO)

Axel Steiner
Member of the Board of Directors (since 16. April 2024)
Member of the Executive Committee (CFO, CCO)

Sebastian Esser
Member of the Executive Committee Air + Ocean
Member of the Board of Directors (until 16. April 2024)

Hauke Müller
Member of the Executive Committee Air + Ocean (until 31. December 2024)

Ralf Hubert
Member of the Executive Committee Air + Ocean

Christopher Müller
Member of the Executive Committee Solutions (until 31. December 2024)

The composition of the management and supervisory bodies (Board of Directors and Executive Committee) by age is shown in the following table.

	Quantity	Percent
Age: Under 30 years old	-	0%
Age: 30 - 50 years old	2	25%
Age: Over 50 years old	6	75%
Total	**8**	**100%**

All members of the management and supervisory bodies were male in the 2024 financial year. The proportion of independent board members was 25% in the 2024 financial year.

The Group's management plays a central role in the governance procedures, controls and processes for monitoring, managing and supervising impacts, risks and opportunities. Regarding the preparation of the non-financial Report, the CFO of the Logwin Group is directly involved in the process of the Double Materiality Assessment (DMA) and, through his function as Deputy Chairman of the Board of Directors and member of the Executive Committee, directly contributes the results and findings to the management level. The monitoring of future targets and their progress to take account of identified material opportunities, risks and impacts is carried out through exchanges between the relevant specialist department and the responsible member of the Executive Committee, as well as through the required approval of the Executive Committee. Employees and other workers are represented by works councils in accordance with legal requirements. This is discussed again at " Co-determination and employee participation ".

(G1-DR GOV-1)
The Executive Committee and the Board of Directors combine broad and well-founded expertise from various specialist areas. The members have both global and regionally focused professional experience and contribute a wide range of perspectives from their many years of professional experience within and outside the Logwin Group. This is completed by the non-executive members of the Board of Directors with broad expertise in the legal field. These diverse backgrounds contribute to making well-founded decisions and ensuring the long-term success of the Group.

In the reporting period, the topic of ESG (environmental, social, governance) and CSR (corporate social responsibility) was identified and addressed as a key challenge. In this context, a new specialist department was established to meet the reporting requirements in accordance with the relevant standards and regulations. This is an important step in addressing corporate responsibility in the area of ESG and forms the starting point for the systematic processing of the significant impacts, risks and opportunities in this area. It also serves to further establish sustainable processes and structures.

Access to sustainability-related knowledge and sector-specific expertise is provided by the relevant specialist department and through exchanges with specialized consulting companies. Sustainability-related expertise is closely linked to the Group's material impacts, risks and opportunities. This expertise was specifically incorporated in the double materiality assessment (Double materiality assessment - DMA, see section “Double materiality assessment”), in which the CSR department and the CFO were actively involved to ensure consistent and well-founded reporting.

Information and sustainability aspects dealt with by the administrative, management and supervisory bodies (GOV-2)

The Executive Committee and the Board of Directors are informed of any significant impacts, risks and opportunities once these have been identified. Based on the information provided, decisions are made, and further action discussed.

The significant impacts, risks and opportunities identified in the reporting period are listed and explained under “Significant impacts, opportunities and risks”.

Inclusion of sustainability-related performance in incentive systems (GOV-3 + E1 DR GOV-3)

No sustainability-related aspects or climate-related considerations are currently included in the existing incentive and remuneration system for the members of the Board of Directors and the Executive Committee.

Declaration on due diligence (GOV-4)

Due diligence refers to a company's responsibility to ensure that its business activities do not have a negative impact on the environment, society or human rights. The following overview shows where the application of the most important aspects and steps of the due diligence process are taken into account in this non-financial report sustainability statement.

Core elements of due diligence	Paragraphs in the declaration
Embedding due diligence in governance, strategy and business model	GOV-2, P.6; GOV-3, P.6; SBM-3, P.11
Engaging with affected stakeholders in all key steps of the due diligence	GOV-2, P.6; SBM-2, P.9; IRO-1, P.10; E1-1, P.20; S1-2, P.37
Identifying and assessing adverse impacts	IRO-1, P.10; SBM-3, P.11
Taking actions to address those adverse impacts	MDR-A, -; E1-3, P.20; S1-3, P.37
Tracking the effectiveness of these efforts and communicating	MDR-M, -; MDR-T, -; E1-4, -; S1-5, P.38

(GOV-5)
Risk management system

The company-wide risk management system established by the Logwin Group forms an important part of the planning and internal control system and is therefore a key element of corporate management and control. Risk management is ensured by group-wide guidelines and regulations, which are summarized in a risk management policy. So-called risk owners in the companies identify and assess the risks arising in their areas. These are systematically summarized and then - depending on defined reporting thresholds - communicated to the respective management levels of the business segments, the Executive Committee and the Board of Directors of the Logwin AG. In addition to financial risks, the present risk management system also covers so-called qualitative risks such as reputational risks.

Internal controls of non-financial reporting

The approach to ensuring integrity, completeness and risk minimization in the preparation of the non-financial report is based on a systematic and comprehensive process. In order to prepare the ESG report and comply with legal requirements, a company-wide, central IT platform was established in the reporting period to retrieve all relevant data points in accordance with the ESRS. This ensures complete and structured reporting. Data is collected at several levels: Firstly, centrally by the CSR, Legal, Human Resources and Finance departments, and secondly at the level of the global subsidiaries and their branches. To ensure the quality of the data collected, a dual control principle is in place, which enables every entry to be reviewed. In addition, the documented input history ensures complete traceability.

Another central component of the process is the training of Logwin Group employees who are responsible for data collection. These training sessions were held globally twice during the reporting period. The first session took place before the first data collection and focused on the technical basics of data collection in the software. The second session followed shortly after the first data collection and was designed to specifically minimize risks by addressing frequently occurring errors. For this purpose, queries and critical data gaps from the first round of data collection were analyzed. These gaps are prioritized according to frequency and at the discretion of the CSR department to ensure that the identified risk of incorrect or incomplete data entry is addressed and remedied at an early stage. This structured approach ensures that risks in reporting are minimized, and that the quality of the non-financial report is continuously guaranteed.

Strategy

Strategy and business model

Please refer to the "Business model" section in the general part of the Annual Financial Report of the Logwin AG for an explanation of the strategy and business model.

Value chain and stakeholders (SBM-1)

The Logwin Group combines the logistics services in the business segments Air + Ocean and Solutions on a customer-specific basis and manages the logistics chains between suppliers and customers in parts or as a complete solution, depending on requirements. The Logwin Group provides its customers with supply chain management, warehousing, value added services and transportation by road, rail, air and sea freight. A globally standardized IT infrastructure supports harmonized processes, simple customer connections and ensures compliance with the constantly increasing requirements for quality, security and compliance. Logwin serves a wide range of industries worldwide with customized logistics and forwarding solutions and individual solutions in contract logistics. For further information, please refer to the "Business model" section in the general part of the Annual Financial Report of the Logwin AG.

The Logwin Group's value chain incorporates a broad network of suppliers, service providers and business partners who make essential contributions to ensuring operational processes. Logwin's upstream value chain is based in particular on a strong network of business partners that supports operational processes. Close partnerships with shipping companies and airlines, as well as other transport service providers in the road and rail sector, play a central role in this, enabling the efficient global transportation of goods. Through cooperation, the smooth processing of supply chains can be ensured. In addition, the upstream value chain includes the procurement of office materials, IT equipment and other resources necessary for operations. Strategic supplier relationships also exist in areas such as insurance services for the protection of goods in transit and business premises, maintenance and facility management services, and the provision and maintenance of the IT and telecommunications infrastructure. Energy supply and services for the company's own vehicle fleet – from maintenance to administration – are also centrally coordinated to ensure smooth business operations.

Due to the Group's wide-ranging collaboration with service providers in the transportation sector, the ESRS Transportation Sector (according to SEC1 (Working Paper Draft ESRS SEC1 Sector Classification Standard)) is of significance for the Group with the following NACE codes:

- H.49.20 Freight rail transport
- H.49.41 Freight transport by road
- H.50.20 Sea and coastal freight water transport
- H.50.40 Inland freight water transport
- H.51.21 Freight air transport
- H.52.10 Warehousing and storage
- H.53.10 Postal activities under universal service obligation
- H.53.20 Other postal and courier activities
- N.77.12 Rental and leasing of trucks

The net sales of EUR 1,442,375k as reported in the consolidated financial statements of the Logwin AG for the financial year 2024 are fully attributable to the ESRS sector "Transportation".

The business model of the Logwin Group relates to sustainability aspects in the areas of environment, social and governance. Climate-related aspects include in particular the energy consumption resulting from the use of buildings (electricity, heating, air conditioning), the use of company vehicles and transportation by service providers. As an employer, the Logwin Group also influences the working conditions and well-being of its own employees. Furthermore, the Group's international activities require it to constantly monitor and address aspects of sustainability such as corruption and bribery through preventive measures. The Group has so far no strategy for sustainability-related goals in relation to significant product and service groups, customer categories, geographic areas or stakeholder relationships, in addition to the Code of Conduct and Supplier Code of Conduct. There is no evaluation of products, markets or customer groups in relation to sustainability goals beyond reporting on emissions.

As of December 31, 2024, the Logwin Group employed 3,777 people. These can be broken down by geographical region as follows as of the reporting date.

	Headcount
EMEA	2.525
Asia	1.113
Americas	139
Total	**3.777**

Stakeholder interests and perspectives (SBM-2)

The Logwin Group involves various stakeholders in the non-financial reporting process, particularly through the initial identification of material topics as part of the DMA. Experts from the Group, representing various stakeholders, were actively involved and contributed their expertise from their daily interactions with the respective stakeholders to the assessment.

The CFO of the Logwin Group plays a key role in integrating the perspectives and interests of stakeholders on sustainability-related topics into the decision-making processes of the management and control bodies. This ensures that sustainability aspects are an integral part of corporate management. The CFO's responsibility for non-financial reporting ensures that all relevant information is processed in a structured, comprehensive and transparent manner.

The following internal Logwin experts were involved as stakeholder representatives in identifying the material topics:

- **CFO** - Suppliers, Investors/Shareholders, Real Estate Operators, Politicians and Associations, Customers, the Public, Works Council, Employees in the Value Chain, Suppliers, Employees
- **Manager Quality, Safety and Environment** - Politics and Associations, Nature
- **Manager CSR Reporting** - Customers, Nature
- **Legal** - Customers, Employees, Politics and Associations, Employees in the Value Chain
- **Director Group Financial Reporting** - Investors/Shareholders

- **Group Controlling, Group Financial Planning -** Investors/shareholders, Risk Owners

To ensure a comprehensive and holistic approach, a specialized consulting firm was consulted to ensure that all relevant aspects were analyzed and considered. In the context of the double materiality assessment as described below, employees, politicians and associations were, in particular, identified as stakeholders with a high level of interest in the company's activities and significant influence on the Logwin Group's business operations.

Double materiality assessment

Double materiality assessment process (IRO-1)

So far, the Logwin Group has used a single materiality analysis as part of its CSR reporting. This is now being replaced by a double materiality analysis to ensure a more comprehensive assessment and monitoring of the relevant topics. To conduct the double materiality analysis according to ESRS, a structured and multi-level process was applied, led by an interdisciplinary core project team with comprehensive ESG expertise. The multi-level process provides internal control to ensure greater process security and accuracy. The process of identifying and evaluating as well as managing impacts, opportunities and risks is conducted separately from the general management process.

As part of the DMA, the Logwin Group's business activities and relationships were systematically analyzed. In addition, a peer screening was conducted to identify material topics of comparable companies and to take these into account as well if necessary. In addition, potentially affected stakeholders were identified and their viewpoints on the various topics considered in the DMA were taken into account by the experts listed above on behalf of all stakeholders (see also the section “Stakeholder interests and perspectives”). The basis for this is the regular exchange with the identified stakeholders. For these, the DMA determined what regular interaction with the Logwin Group looks like, whether and how they are directly affected by sustainability issues or whether they only use the sustainability information. Employees of the Logwin Group stand in the spotlight due to the direct employer-employee relationship and the desire for a secure job. The DMA also considers the impact on self-employed employees and those employed through third-party contractors. In addition, there is an ongoing interest in compliance with legal requirements on the part of politicians and associations.

A comprehensive and practical assessment of the materiality of relevant topics was ensured in several workshops. These were conducted jointly by the CSR department and the specialized consulting firm, which allowed the results of the analysis to be refined and, if necessary, adjusted by mutual agreement. The method, the process and the results were presented to the Executive Committee, approved by it and reviewed by the Group auditor.

Throughout the process, continuous alignment to regulatory updates, in particular the EFRAG's guidelines (IG1 to 3), was conducted. The tiered approach ensures a comprehensive and well-founded materiality assessment that both meets the requirements of the ESRS and considers the specific circumstances and priorities of the Logwin Group. The assessment is generally based on qualitative information and takes into account processes across the entire Group. The assumption is made that the various interests of the stakeholders can be adequately represented by the expertise of the involved experts.

The assessment of impacts, risks and opportunities (IRO) was carried out for the entire Logwin Group. All of the Group's business activities and geographical circumstances were taken into account. Depending on the type of IRO - whether positive or negative impact, opportunity or risk - different assessment factors were applied. The factors of scale, scope and range, actual or potential, probability of occurrence, and, in the case of negative impacts, the possibilities for remediation, were used to evaluate both positive and negative impacts. Opportunities and risks were evaluated based on the probability of occurrence and the range of the financial impact. The process was carried out independently of the existing risk management process.

The probability of occurrence was assessed on a scale of 1 to 4, where 1 is unlikely (<25 %) and 4 is very likely (>75 %). All other factors were assessed on a scale of 0 (none) to 5 (very high). For the financial impacts, the Group's internal risk management system and a flexible assessment based on Group performance were taken into account in this assessment. The EBITA of the previous financial year was used as a benchmark, where 0 in this case stood for none and 5 for >5% of EBITA.

Based on the individual assessments of the factors and the probability of occurrence, a uniform methodology was applied to the overall assessment of the respective IRO. An IRO was classified as material if a certain threshold value was exceeded after including all factors in an assessment formula. The result of the formula also offers an opportunity to prioritize the various IROs. The identified IROs were assigned to overarching topics and categorized, enabling disclosure requirements to be identified as material and subject to reporting obligations. The assessment did not differentiate between impacts on people or the environment and did not consider potential consequences of identified impacts on opportunities and risks. It did not examine the extent to which the Group's dependencies are linked to possible risks and opportunities.

The DMA's results show materiality of the general topics “energy”, “climate change mitigation”, “working conditions”, “other work-related rights” and “corruption or bribery”. The following ESRS disclosure requirements can be derived from these:

- E1 SBM-3, E1 IRO 1, E1 GOV-3, E 1-2, E1-3, E1-4, E1-5, E1-6, E1-7, E1-8,
- S1-DR SBM 3, S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-8, S1-10, S1-11, S1-14, S1-15, S1-17,
- G1-DR GOV1, G1-1, G1-3, G1-4.

The DMA is regularly subjected to a comprehensive review in accordance with the applicable legislation. Since material topics can change due to altered environmental, social and governance factors, as well as new regulatory requirements, an annual review is carried out for general changes to regulatory and ESG factors.

Significant impacts, opportunities and risks (SBM-3)

The double materiality analysis identified both positive and negative medium- to long-term impacts that are (potentially) related to the company's activities.

Positive effects were identified particularly in the area of climate protection. These include the reduction of harmful greenhouse gases by converting to renewable energies, decarbonizing the supply chain and day-to-day business, for example by using energy-efficient technologies such as LED lighting. In addition, social aspects such as occupational health and safety were highlighted as an impact on the entire workforce. Improved working conditions and employee development contribute significantly to motivation and productivity. At the same time, compliance with ethical standards, such as commitment to human rights and the manifestation of the compliance management system, enhances the Group's integrity and credibility. Its attractiveness as an employer is further strengthened by targeted measures to develop employees and by the acquisition of international personnel.

The existing effective compliance management system not only strengthens compliance with legal requirements, but also helps to promote a transparent and trustworthy corporate culture, which has a positive influence on both the Group's reputation and its relationships with business partners.

Some negative impacts (mostly potential) were also identified. For example, the growth of corporate activities, i.e. transport activities by service providers, leads to an increase in greenhouse gas emissions. The use of fossil fuels and non-renewable energies in day-to-day business also increases environmental impacts. Furthermore, insufficient decarbonization measures in the upstream and downstream supply chains could hinder the achievement of future climate targets. Another potential disadvantage is the so-called rebound effect: the switch to hybrid and electric vehicles could lead to an increase in electricity consumption, which could reduce the advantages of this technology if the electricity does not come from renewable sources. Social challenges, such as ensuring occupational health and safety, represent positive impacts on the company's own workforce. Overall, the analysis shows that both ecological and social and ethical aspects play a central role in maximizing the positive effects of corporate activities and minimizing the negative impacts in a targeted manner.

Influence of material impacts on the business model

Currently, the identified material impacts do not have a significant influence on the Logwin Group's business model or its value chain. Decision-making is also only influenced to a limited extent at present. However, the Executive Committee plans to develop specific climate targets and a climate strategy in the financial year 2025, which could have further implications in the future. At the same time, the compliance management system is being consistently pursued, in particular through the implementation of the Code of Conduct, the Policy Statement on Human Rights and Social Standards and the Supplier Code of Conduct to ensure transparency, sustainability and compliance in the supply chain. Further details can be found in the “Social” and “Governance” sections of the non-financial report.

Influence of significant impacts on employees

(S1-DR SBM 3)
The Logwin Group employs people on a full-time, part-time and temporary basis. The activities and functions range from industrial tasks through administrative and commercial activities to management functions. External staff employed by the Group are deployed on a temporary basis to provide support in industrial and commercial areas and as interim managers to fill vacancies or as external consultants.

No significant negative impacts on employees were identified as part of the double materiality assessment. Positive impacts are explained in more detail under "Significant impacts, opportunities and risks" and are listed below:

- Occupational health and safety
- Employer attractiveness
- Acquisition of international personnel
- Promotion of employees
- Code of Conduct
- Commitment to human rights
- Compliance with human rights

The Logwin Group has identified potential abstract risks related to forced labor in the transportation and logistics industry as part of its risk analysis and compliance with the Act on Corporate Due Diligence Obligations in Supply

Chains (LkSG). These risks were identified in the areas of temporary employment, freight exchanges and the cleaning sector, and were also addressed in the case of increased risks in certain countries.

In order to actively counter these risks, the Group uses a comprehensive internal compliance management system that takes preventative measures to minimize risk. This ensures that potential grievances can be identified and prevented at an early stage. As a result of these measures, no incidents relating to forced labor have occurred to date. Furthermore, these risks are considered largely irrelevant in most countries and sectors in which the Group operates.

With regard to the risk of child labor, no increased abstract risks were identified for the transport and logistics sector. A general risk of child labor exists in individual countries but does not affect the Group's activities in this sector.

The Logwin Group believes it has a responsibility to work towards improving human rights worldwide, including along the supply chain. In accordance with the Supplier Code of Conduct and the Policy Statement on Human Rights and Social Standards of the Logwin AG, Logwin is guided by the principles of the UN Global Compact Initiative and the standards of the International Labour Organization (ILO) and is committed to respecting, protecting and upholding the human rights of each individual. A central component of this commitment is ensuring fair wages, refraining from child and forced labor, and promoting appropriate and safe working conditions locally. In addition, the Group is committed to a working environment that is free of discrimination and based on mutual respect. Logwin does not employ children in any of its activities and ensures that the minimum age for employees complies with ILO standards. This commitment extends not only to its own business units, but also to all contracted service providers and business partners. These are obliged to comply with the same standards. Adherence to these standards is regularly demanded and monitored to ensure that all participants along the supply chain respect the rights of children and contribute to their protection. With these measures, the Logwin Group is emphasizing its responsibility to promote and adhere to social and ethical standards throughout the value chain.

Resilience analysis

(E1-DR SBM 3)
A resilience analysis was carried out for the business units Solutions and Air + Ocean to identify and assess the impact of climate change on the business continuation of the Logwin Group. The physical climate risks in accordance with the Delegated Regulation (EU) 2021/2139, as well as the climate-related transition risks identified for the Group in accordance with the TCFD (Task Force on Climate-related Financial Disclosures) classification, were considered from the reporting year for the next ten years. The results of the analysis are incorporated into the development of any adaptation strategies that may be required to sustainably strengthen the Group's resilience to climate risks.

The analysis also included a variety of scientific scenarios and forecasts of weather and climate change, as well as developments in the political, legal, technological, reputational and market environments that are relevant to the business units and activities of the entire Logwin Group. The value and supply chain were also fully incorporated into this analysis, including third-party goods and services procured by Logwin in the upstream and downstream supply chain (including, for example, suppliers and transportation service providers) or potential changes in consumer behavior. Based on this analysis, the resilience of the business units to the identified risks was evaluated.

Resilience, location and scenario analysis have not identified any significant risks for the Logwin Group, neither currently nor in the future. Both the business model and the strategies prove resilient to physical and transitory climate risks. Due to the analysis based on model assumptions, this is subject to a justified uncertainty. It is important to critically consider that simplified assumptions may not reflect the full complexity of reality. External influences such as unforeseeable environmental, social or economic factors can lead to uncertainties.

Disclosure requirements (IRO-2)

Disclosure Requirement and related datapoint		Data Point	SFDR – Reference	Pillar-3 reference	Benchmark Regulation – Reference	EU Climate Law – Reference	Page
ESRS 2 GOV-1	21 (d)	Board's gender diversity	x		x		5
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent			x		5
ESRS 2 GOV-4	30	Statement on due diligence	x				7
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	x	x	x		n.a.
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	x		x		n.a.
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	x		x		n.a.
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			x		n.a.
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x	n.a.
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks		x	x		n.a.
ESRS E1-4	34	GHG emission reduction targets	x	x	x		n.a.
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x				21
ESRS E1-5	37	Energy consumption and mix	x				21
ESRS E1-6	40-43	Energy intensity associated with activities in high climate impact sectors					21
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	x	x	x		24
ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x		24
ESRS E1-7	56	GHG removals and carbon credits				x	-
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		n.a.
ESRS E1-9	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk		x			n.a.
ESRS E1-9	66 (c)	Location of significant assets at material physical risk		x			n.a.
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		x			n.a.
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		n.a.
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	x				n.a.
ESRS E3-1	9	Water and marine resources	x				n.a.
ESRS E3-1	13	Dedicated policy	x				n.a.
ESRS E3-1	14	Sustainable oceans and seas	x				n.a.

ESRS E3-4	28 (c)	Total water recycled and reused	x				n.a.
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	x				n.a.
ESRS 2 IRO-1 E4	16 (a) i		x				n.a.
ESRS 2 IRO-1 E4	16 (b)		x				n.a.
ESRS 2 IRO-1 E4	16 (c)		x				n.a.
ESRS E4-2	24 (b)	Sustainable land / agriculture practices or policies	x				n.a.
ESRS E4-2	24 (c)	Sustainable oceans / seas practices or policies	x				n.a.
ESRS E4-2	24 (d)	Policies to address deforestation	x				n.a.
ESRS E5-5	37 (d)	Non-recycled waste	x				n.a.
ESRS E5-5	39	Hazardous waste and radioactive waste	x				n.a.
ESRS 2 SBM3 S1	14 (f)	Risk of incidents of forced labour	x				12
ESRS 2 SBM3 S1	14 (g)	Risk of incidents of child labour	x				13
ESRS S1-1	20	Human rights policy commitments	x				36
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			x		36
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x				37
ESRS S1-1	23	Workplace accident prevention policy or management system	x				37
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	x				37
ESRS S1-14	88 (b), (c)	Number of fatalities and number and rate of workrelated accidents	x		x		41
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	x				-
ESRS S1-16	97 (a)	Unadjusted gender pay gap	x		x		n.a.
ESRS S1-16	97 (b)	Excessive CEO pay ratio	x				n.a.
ESRS S1-17	103 (a)	Incidents of discrimination	x				41
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	x		x		-
ESRS 2 SBM3 S2	11 (b)	Significant risk of child labour or forced labour in the value chain	x				13
ESRS S2-1	17	Human rights policy commitments	x				n.a.
ESRS S2-1	18	Policies related to value chain workers	x				n.a.
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		n.a.
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			x		n.a.
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x				n.a.
ESRS S3-1	16	Human rights policy commitments	x				n.a.
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	x		x		n.a.

ESRS S3-4	36	Human rights issues and incidents	x				n.a.
ESRS S4-1	16	Policies related to consumers and end-users	x				n.a.
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x		x		n.a.
ESRS S4-4	35	Human rights issues and incidents	x				n.a.
ESRS G1-1	10 (b)	United Nations Convention against Corruption	x				43
ESRS G1-1	10 (d)	Protection of whistleblowers	x				38
ESRS G1-4	24 (a)	Fines for violation of anticorruption and anti-bribery laws	x		x		43
ESRS G1-4	24 (b)	Standards of anti- corruption and anti- bribery	x				-

The basis for determining the material information is the list of topics in AR 16 from ESRS 1, Appendix A. The assignment of the individual disclosure requirements to the material topics was based on the “ID 177 - Links between AR16 and Disclosure requirements” list from EFRAG from June 2024.

Full use is made of the practical expedients available for the phased introduction of the disclosure requirements of ESRS 1, Appendix C. In addition, the option of omitting information on parameters, measures and targets is used in accordance with Appendix E of ESRS 1, provided that the Group has not yet defined, taken or adopted them.

The remaining mandatory disclosure requirements and the corresponding data points are based on the IG 3 list published by EFRAG in February 2024, which is mapped in the software solution used by the Logwin Group.

Climate change disclosure requirement (E1-DR IRO 1)

Identifying significant climate-related impacts, risks and opportunities includes analyzing peer companies, industry studies, company- and sector-specific information, and the Logwin Group's value chain. The Group's value chain was discussed and documented in advance of the IRO identification and fully considered in the IRO validation workshops. In addition, energy consumption data and the results of previous greenhouse gas inventories for Scopes 1 and 2, as well as central aspects of Scope 3, were taken into account. Emission sources and drivers of impacts related to greenhouse gas emissions were discussed. Plans to identify and reduce existing and future greenhouse gas emissions were identified during the reporting process.

The identification of short-, medium- and long-term physical climate risks was carried out in accordance with the categories of climate hazards defined in the Delegated Regulation (EU) 2021/2139. Both acute physical climate risks (such as extreme weather events) and chronic physical climate risks (e.g. rising temperatures, rising sea levels or water scarcity) were examined and their potential impact on the Group's system elements was assessed. A location analysis and a scenario analysis were carried out to assess the Logwin Group's most important locations in terms of physical climate risks.

The Logwin Group has assessed short, medium and long-term transition risks that could arise from the dynamic requirements associated with climate change, including compliance with new emissions regulations and climate protection measures. The areas of policy and law, technology, reputation and market were examined and their potential impact on the business model and strategies of the individual segments analyzed.

To assess future physical climate risks, the climate scenario RCP8.5, which assumes a high level of emissions, was used to analyze the potential impacts of climate change in their most extreme form. To identify future transitory risks, a combination of the SSP1 and RCP1.9 scenarios was selected - two low-emission scenarios that are in line with the Paris Agreement and aim to limit global warming to 1.5°C. The results of the scenario analysis show that changes to individual parameters have no significant impact on the Logwin Group's system elements, either in the short term or in the long term.

The upstream and downstream value chain was also taken into account as part of the identification of physical climate risks. As a result, no physical climate risks with a potentially significant impact on the Logwin Group's system elements were identified. An assessment based on this was therefore not necessary.

The analysis is based, among other things, on the assumption that Logwin's business model is relatively independent of market dynamics and demand fluctuations due to the predominant use of external service providers for transport services. Changes in customer demand are seen primarily as a reaction to new regulatory requirements and legal requirements in the transport sector for more sustainable solutions. No critical assumptions were made for the further analysis. The results of the analyses described above were taken into account in the Group's resilience analysis. To date, no disclosures have been made in the financial statements regarding critical climate-related assumptions. Should this become necessary in the future, it will be ensured that the assumptions are consistent with the underlying climate scenarios.

Environmental pollution disclosure requirement (E2-DR IRO 1)

A detailed review of the most significant sites of the Logwin Group was carried out to identify significant impacts, risks and opportunities related to environmental pollution in accordance with ESRS E2. The methodology used, as well as the underlying assumptions and instruments, are explained in the ESRS 2 IRO-1, as is the consideration of affected communities and stakeholders. The focus here was particularly on the use or output of so-called "Substances of High Concern" (SHC) and "Substances of Very High Concern" (SVHC). These were analyzed in detail to ensure that all relevant risks and potential impacts of the company's own operations and those of the upstream and downstream value chain are fully identified.

The resulting assessment of possible impacts, risks and opportunities showed that the standard is not classified as material.

Water and marine resources disclosure requirement (E3-DR IRO 1)

In order to identify significant impacts, risks and opportunities in the area of water and marine resources in accordance with ESRS E3, the company's own business activities and the upstream and downstream value chain were analyzed. For the methodology used to identify and assess impacts, risks and opportunities, please refer to the IRO 1 disclosure under ESRS 2.

In the course of this analysis, no material impacts, risks or opportunities were identified in relation to the Logwin Group's assets and business activities that require consideration in the reporting. The Logwin Group generally has only an insignificant influence on water consumption, as water is used almost exclusively for drinking and household purposes in the properties. Where possible, water consumption is reduced by installing water-saving sanitary appliances and using rainwater for toilet flushing.

Biodiversity and ecosystems disclosure requirement (E4-DR IRO 1)

In order to identify significant impacts, risks and opportunities in the area of biodiversity and ecosystems in accordance with ESRS E4, Logwin's own business activities as well as the upstream and downstream value chain were analyzed. To identify actual and potential impacts on biodiversity and ecosystems, an analysis of the Logwin Group's locations was carried out. No locations were identified that are located in or near areas with biodiversity in need of protection. In addition, an analysis of the business activities was carried out to determine whether the Logwin Group and the upstream and downstream value chain show dependencies on biological diversity and ecosystems as well as on ecosystem services, which could result in risks and opportunities.

No significant actual nor potential negative or positive impacts on biodiversity and ecosystems were identified in the course of the analyses. Likewise, no dependencies, opportunities or risks with regard to these were identified.

Circular economy disclosure requirement (E5-DR IRO 1)

The Logwin Group's assets and business activities were reviewed to identify significant impacts, risks and opportunities in the context of ESRS standard E5 – Circular Economy. The Group's material flows (purchasing, recycling, waste) were examined in the area of circular economy.

During this analysis, no significant impacts, risks or opportunities were identified in relation to the assets and business activities of the Logwin Group.

Corporate policy disclosure requirement (G1-DR IRO 1)

The Logwin Group is involved in business activities around transportation in accordance with the ESRS sector classification. To ensure an appropriate assessment of the impacts, risks and opportunities, both the business activities and sector-specific information as well as the locations and their characteristics with regard to the inherent risks of corruption, bribery and similar behavior were taken into account. In the G1 standard, the subtopic 'Corruption & Bribery' was classified as material.

Environment

Climate strategy and emissions management

Climate strategy and targets of the Logwin Group (E1-1 and E1-2)

The goal of limiting the rise in global average temperature to +1.5°C above pre-industrial levels, in line with the Paris Agreement, is being given consideration by the Logwin Group. Possible targets and measures, along with the necessary financial resources, are to be identified, reviewed and defined. Sustainability aspects are taken into account in the strategic considerations, in particular environmental protection through the reduction of climate-damaging greenhouse gas emissions. So far, the first projects for sustainable development, for example in the form of precise emission reports for customers to identify potential savings, have been prioritized in the Group, which is why there are no uniform goals and strategies for the Group's emissions footprint yet.

In the future, a stronger focus on renewable energies and the gradual reduction of the use of fossil fuels, which contribute significantly to the release of harmful greenhouse gases, is being considered. Potential adjustments also include approaches and considerations for the decarbonization of the company's own business activities – for example, through more energy-efficient technologies such as LED lighting and optimized heating systems – as well as its upstream and downstream supply chains. The extent to which growing corporate activities, particularly in the area of freight transport, can be offset with appropriate measures to avoid additional emissions is being examined. Possibilities such as converting the fleet to hybrid or electric vehicles are being evaluated, although a potential rebound effect (increased consumption due to increased use) also needs to be considered. Through these strategic approaches, Logwin is striving to fulfill its responsibility for sustainable corporate governance and to contribute to limiting climate change. In doing so, all Scope 1 to 3 emissions are taken into account, as well as potential, included greenhouse gas emissions. For the Logwin Group, these are concentrated in the emissions resulting from the operation of a few company-owned buildings and trucks.

The Logwin Group is not exempt from the EU reference values agreed in Paris.

Climate protection measures (E1-3)

The Logwin Group sees sustainability as a central component of its corporate policy. A CSR department was set up during the reporting year to strengthen the Group's unified sustainability efforts. This is the first group-wide measure to create a basis for expanding sustainability in the Group with the help of non-financial. The expansion of sustainable activities planned for the coming year is dependent on the future development of the climate strategy, with the aim of further promoting and coordinating the implementation of the strategy and sustainable business practices.

In addition, measures to decarbonize supply chains have been continuously implemented and improved for several years. Since Logwin has little direct influence on technical conversion through the use of service providers, a central starting point is transparency regarding the emissions generated by transportation. Since customers choose the mode of transport – for example, between more emission-intensive air freight and the more climate-friendly sea freight – a key factor influencing the emission intensity of transportation is in their hands. By clearly identifying the emissions generated with the help of emissions reports, customers are empowered to make informed and sustainable decisions. They can also decide whether to support the use of sustainable fuels, although this is currently associated with higher costs.

Emissions reductions are expected for the coming years, particularly in connection with the reporting of emissions for the customers of the Logwin Group. This can be achieved through the option of choosing lower-emission transportation, which is supported by the transparency of the emissions generated through transportation. So far, however, no significant reduction in emissions has been measured as a result of this measure.

The Logwin Group is not dependent on the availability and allocation of resources such as affordable capital costs to implement further measures. In the reporting year, around EUR 460k was invested in the implementation and realization of sustainability-related measures, independently of a specific action plan. This corresponds to approximately 0.03% of the Group's revenue. (Operating) expenses are estimated to be around EUR 550k in 2025. The investments include both software solutions for reporting in accordance with CSRD requirements and for analyzing of customers' emissions. In addition, internal resources are maintained and expanded, and external support is included.

Energy management (E1-5)

In 2024, the Group's total energy consumption amounted to about 29,147 MWh. The total consumption is to be fully assigned to the activity in the climate-intensive transport sector in accordance with Regulation (EC) No. 1893/2006 and was obtained from the energy sources listed below. Assumptions and estimates for determining consumption are listed under “Energy consumption and Scope 2 emissions”.

Renewable energies in detail:

- 1,785 MWh were sourced externally from renewable sources
- 202 MWh were produced by own solar systems
- A total of approx. 6.82 % of total energy consumption

Fossil energies in detail:

- Coal energy: 192 MWh
- Natural gas: 14,261 MWh
- District heating from fossil sources: 12,175 MWh
- A total of approx. 91.36 % of total energy consumption

In addition, a total of 532 MWh (approx. 1.83 %) was generated by nuclear energy sources.

The energy intensity of the Group in relation to its revenue in 2024 is 0.02 kWh/ EUR. According to the annual report, this amounted to Mio. EUR 1,442.4 and corresponds entirely to net revenue from activities in climate-intensive sectors.

The exact number of contractual instruments used by the Group for the purchase of energy with bundled attributes for energy generation has not been evaluated. However, there is generally one contract for each location. These contracts either include energy bundled with energy generation attributes, which is done through direct agreements with energy suppliers, or energy without specific attributes. The latter often takes the form of flat rates in rental contracts, where the exact tariff and the underlying energy source are not always transparent. The national subsidiaries or branches are responsible for concluding the contracts.

Corporate carbon footprint and emissions management (E1-6)

In 2021, for the first time, the Corporate Carbon Footprint (CCF) was developed for the business segment Air + Ocean in collaboration with the Fraunhofer Institute for Intelligent Analysis and Information Systems (IAIS). The aim was to create a comprehensive and reliable basis for recording the group-wide CO_2 emissions. Since the initial calculation of the partial CCF, the system boundaries have been expanded to include the entire Logwin Group and continuous work has been carried out to improve the available data. Relevant consumption data from branches around the world has been successively recorded and integrated to increase the accuracy and informative value of calculations.

The CCF is determined based on the recognized standard of the Greenhouse Gas Protocol, which provides a comprehensive and transparent method for calculating and reporting greenhouse gas emissions. The calculation is carried out with the help of software, which enables efficient data collection and evaluation. The underlying emission factors come from various sources and are partly based on assumptions developed together with the Fraunhofer IAIS. No primary data was used.

Scope 1 emissions
The following assumptions were made in calculating the Group's Scope 1 emissions: where consumption data for the Group's passenger cars was available, fuel consumption was used directly to determine emissions. Otherwise, the kilometers traveled in the reporting year were used. For cars with combustion engines, the emission factor corresponding to an average gasoline engine was used. For forklift trucks, the emission factor was calculated as the mean of the Global Warming Potential (GWP) values of LPG and diesel-powered forklifts with an assumed load of 300 kg.

The following assumptions were made in calculating the fugitive emissions from the air conditioning systems in the office buildings: one air conditioning unit was assumed for every 10 m^2 of cooled floor space. The mean value of the Global Warming Potential (GWP) of the coolants R134a and R410a was used for the calculation. In addition, a typical output of 0.75 kW was assumed for the air conditioning units.

Energy consumption and Scope 2 emissions
Most of Logwin's office and warehouse buildings are rented and energy consumption is often included in the rent. In such cases, an energy mix based on national emission factors is applied. If no consumption data is available for the reporting year and there has been no significant change in local activities, the previous year's values are used. If these are not available, extrapolation is based on the number of employees or, for heating energy used, on the heated floorspace.

Scope 3 determination and estimates
The categories defined as material for the Logwin Group are identified under Scope 3. The following Scope 3 categories were defined as not material:

- 3.2 Capital goods,
- 3.3 Fuel- and energy-related activities
- 3.9 Downstream transportation and distribution
- 3.10 Processing of sold products
- 3.11 Use of products sold
- 3.12 End-of-life treatment of sold products
- 3.13 Downstream leased assets

- 3.14 Frenchises
- 3.15 Investments

For purchased goods such as office equipment and IT hardware (mouse, keyboard, computer, telephone, printer), assumptions are made regarding the number of units per employee and their life cycle. Similarly, for all vehicles, the emissions generated during production and disposal are taken into account, assuming a service life of 12 years. For waste, the assumption was made that paper and cardboard are recycled, while other waste streams are subject to thermal treatment. For future reporting cycles, the aim is to consider the actual waste treatment of the waste streams in the corporate carbon footprint (provided the information is available).

Employees' commuting distances are also taken into account in the Logwin Group's carbon footprint. For each branch, the average commuting distances are multiplied by the number of commuting employees, taking into account the average number of days of mobile working and the number of working days per year. Business trips are categorized according to distance (short, medium, long) and emissions are calculated using average values per trip by train or plane. Business trips by car are subject to the assumption that the routes traveled in the financial year are included in the routes traveled by company cars. Emissions from rented or leased assets, such as buildings, are estimated on the basis of the floor space, taking into account life expectancy, construction and disposal.

Emissions in the transport sector are determined using different approaches, depending on whether the company's own or third-party transport service providers are involved. Transportation carried out with the company's own trucks is determined and reported on the basis of the kilometers traveled under Scope 1. For transportation carried out by third-party providers, the emissions are included in Scope 3 and calculated by a specialized service provider using detailed transport data. This service provider uses a publicly accessible, regularly updated and scientifically sound methodology that meets the ISO 14083 requirements. Calculation errors are extrapolated using average emissions per shipment for the respective mode of transport and are also taken into account.

Data quality and continuous improvement
As part of the CCF calculation, all branches were requested to provide their consumption data on a software basis and all transportation carried out was systematically evaluated. Any data gaps were closed by extrapolation. These extrapolations were based on the number of employees or the office and storage space and, as far as possible, on the specific data of the respective country or region. Continuous improvement of the data basis and the use of modern calculation methods ensure that the Group's CCF is documented transparently and accurately. Training for operational employees and software-based data collection promote accurate calculation of the CCF. Minor estimation uncertainties in Scope 3 emissions along the supply chain are considered to be not material.

The Logwin Group does not cause any emissions from EU ETS installations, national ETS installations or non-EU ETS installations. Furthermore, the Logwin Group does not have significant quantities of biogenic CO_2 emissions from the combustion or biological removal of biomass in the upstream or downstream supply chain separate from the Scope 2 greenhouse gas emissions. Emissions of greenhouse gases other than CO_2 (in particular CH_4 and N2O) are not available for site-specific average emission factors of the grid or for the market-related method and are therefore excluded.

The net revenues used to calculate greenhouse gas intensity match the net revenues presented in the consolidated financial statements and can be found in the Annual Financial Report of Logwin AG.

Corporate carbon footprint

The Logwin Group's emissions for the reporting year 2024 broken down by scope and emission category, can be found in the following table. The Group's greenhouse gas intensity based on net sales revenue in the reporting year was 0.79 kg CO_2e/EUR. The total CCF of the Group is 1,135,657 t CO_2e. Of this, 7,524 t CO_2e, about 0.66 %, were in Scope 1. Scope 2 emissions accounted for 9,604 t CO_2e or ca. 0.84 % of total emissions. Approximately 98.49 % of the emissions, amounting to 1,118,530 tCO_2e, can be attributed to Scope 3, with about 97.62 % of these resulting from transportation carried out by service providers.

	emissions (kg CO_2e)
Scope 1 (total)	**7.524.139**
1.2 Mobile combustion	6.656.213
1.4 Fugitive emissions	867.926
Scope 2 (location-based, total)	**9.603.540**
Scope 3 (total)	**1.118.529.808**
3.1 Purchased goods and services	3.386.175
3.4 Upstream transportation and distribution	1.108.647.452
3.5 Waste generated in operations	704.523
3.6 Business travel	457.456
3.7 Employees commution	4.080.759
3.8 Upstream leased assets	1.253.443
Scope 1-3 (location-based) Total	**1.135.657.487**

To determine Scope 1 to 3 emissions, publicly available emission factors from the European Commission, the German Environment Agency, the UK's Department for Environment Food and Rural Affairs (Defra) and other environmental agencies in various countries were used. In addition, emission factors from Our World Data, Statista and, in some cases, other sources were used.

The emission factors used for the entire location-based CCF are shown in the following table.

	Emission factor	
Scope 1		
1.2 Mobile combustion		
Combustion car	0,167	kg CO_2e/km
Hybrid car	0,135	kg CO_2e/km
Electric car	0,110	kg CO_2e/km
Combustion truck	1,416	kg CO_2e/km
Fuel consumption	2,331	kg CO_2e/l
Industrial truck	1,199	kg CO_2e/km
1.4 Fugitive emissions	221,250	kg CO_2e/ Air conditioning
Scope 2 (location-based)	Electricity (kg CO_2e/kWh)	Heating (kg CO_2e/kWh)
Australia	0,5490	
Belgium	0,2085	
Brazil	0,0980	
Bulgaria	0,5403	
Chile	0,2910	
China	0,5820	
Germany	0,4385	
France	0,0865	
Hong Kong	0,6600	
India	0,7130	
Indonesia	0,6824	
Italy	0,3833	
Kenya	0,0700	
Colombia	0,2600	
Korea	0,4310	
Latvia	0,4369	
Luxembourg	0,3335	0,2024
Malaysia	0,5120	
Mexico	0,5070	
New Zealand	0,1130	
Netherlands	0,4065	
Austria	0,2813	
Peru	0,2660	
Philippines	0,6110	
Poland	0,8770	
Portugal	0,2481	
Romania	0,4182	
Sweden	0,0269	
Singapore	0,4710	
Slovakia	0,3959	
Spain	0,2364	
South Africa	0,7080	
Taiwan	0,6420	

Thailand	0,5500	
Czech republic	0,5897	
Turkey	0,3912	
Hungary	0,2656	
United Kingdom	0,2071	
United Arab Emirates	0,6580	
Vietnam	0,4750	
Scope 3		
3.1 Purchased goods and services		
Combustion car	12.800,00	kg CO_2e/ vehicle
Hybrid car	14.800,00	kg CO_2e/ vehicle
Electric car	23.300,00	kg CO_2e/ vehicle
Combustion truck	20.000,00	kg CO_2e/ vehicle
Combustion industrial truck	12.800,00	kg CO_2e/ vehicle
Electric industrial truck	23.300,00	kg CO_2e/ vehicle
Office equipment	187,50	kg CO_2e/employee
IT equipment	527,38	kg CO_2e/employee
Printer	959,04	kg CO_2e/printer
3.4 Upstream transportation and distribution		
3.5 Waste		
Paper and cardboard	6,411	kg CO_2e/ ton of waste
Residual waste	21,280	kg CO_2e/ ton of waste
Wood waste	69,000	kg CO_2e/ ton of waste
Packaging and plastic waste	21,280	kg CO_2e/ ton of waste
3.6 Business trips		
Train < 150 km	3,60	kg CO_2e/ trip
Train 150 - 500 km	11,60	kg CO_2e/ trip
Train > 500 km	24,90	kg CO_2e/ trip
Air travel under 2 hours	96,20	kg CO_2e/ flight
Flight 2 to 5 hours	411,00	kg CO_2e/ flight
Flight over 5 hours	708,40	kg CO_2e/ flight
3.7 Commuting of employees	0,167	kg CO_2e/km
3.8 Upstream leased assets		
Building substance cement	117,96	kg CO_2e/square meter
Building fabric Structural steel	182,17	kg CO_2e/square meter

There were no significant events between the reporting dates and the date of the Logwin Group's financial statements that affected the relevant circumstances in the value chain or the Logwin Group's greenhouse gas emissions. Furthermore, the Logwin Group has not acquired any CO_2 credits and does not intend to finance any. In addition, there is no internal CO_2 pricing system in place so far.

The Logwin Group implements measures to reduce and remove greenhouse gases both in its own operations and in the upstream and downstream value chain. These include the possibility of using sustainable fuel options such as Sustainable Aviation/Maritime Fuel and switching to alternative engines for company vehicles, including electric and hybrid models. The amount of emissions reduced by this is not measured.

Information according to the EU Taxonomy Regulation

As part of the Action Plan on Sustainable Finance, the redirection of capital flows into sustainable investments is an essential objective. In this context, Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter EU Taxonomy Regulation) has entered into force, which establishes a harmonized and legally binding classification system for determining which economic activities in the EU qualify as environmentally sustainable. The results of this classification are to be reported on annually.

The EU Taxonomy reporting is carried out in accordance with the mandatory disclosures pursuant to the EU Taxonomy Regulation, in particular Article 8, and the supplementary Delegated Acts, as well as taking into account the FAQ documents published by the EU Commission, which address questions of interpretation.

The EU Taxonomy Regulation defines the following six environmental objectives:

1. Climate protection
2. Adaptation to climate change
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Prevention and reduction of environmental pollution
6. Protection and restoration of biodiversity and ecosystems.

The description of the individual economic activities in the Delegated Acts to the EU Taxonomy Regulation shows which economic activities must be designated as taxonomy-eligible.

The following three requirements must be met for an economic activity to be recognized as taxonomy-compliant:

- Significant contribution: The economic activity makes a significant contribution to one of the environmental objectives by meeting the technical assessment criteria specified for this economic activity or environmental objective.
- Avoidance of significant harm: The economic activity does not result in significant harm to one or more environmental objectives by meeting the technical assessment criteria specified for that economic activity or environmental objective.
- (Social) Minimum safeguards: The economic activity must be carried out in compliance with minimum protection requirements for respecting human rights and workers' rights, as well as anti-corruption, fair competition and taxation.
- For the 2024 financial year, the Group-wide taxonomy-eligible and taxonomy-compliant shares of turnover as well as capital expenditure (CapEx) and operating expenses (OpEx) in connection with

assets or processes associated with economic activities that are considered environmentally sustainable must be determined and disclosed.

Procedure and methodology
The Logwin Group has established an interdisciplinary project team to ensure compliance with the reporting requirements. This team, which works in close consultation with representatives of the Air & Ocean and Solutions business segments, continuously analyzes the existence and extent of the taxonomy- eligible and taxonomy-compliant economic activities.

The key figures are determined on the basis of the financial reporting system and individual detailed queries in the operating segments. This is intended to ensure a complete and clear reconciliation to the corresponding items in the consolidated financial statements and at the same time avoid double counting. The amounts (denominators) used to calculate the turnover, CapEx and OpEx figures correspond to the figures contained in the consolidated financial statements. All consolidated Group companies were included in the analysis. In the 2024 financial year, activities with an immaterial scope were not reported.

To determine the taxonomy-compliant shares (numerator), the identified taxonomy-compliant turnover, CapEx and OpEx were checked for compliance with the technical assessment criteria of the respective economic activity and for compliance with the (social) minimum safeguard requirements. For this purpose, the products and services, investments and expenses were analyzed at the level of the business segments with technical experts. Compliance with the minimum (social) safeguard requirements was assessed across all economic activities using a Group-wide approach. For this purpose, and in line with the European Commission's recommendation, the Final Report on Minimum Safeguards from the Platform on Sustainable Finance from October 2022 was used to support the FAQs.

To this end, the descriptions of the economic activities from Annex I (Climate change mitigation) and Annex II (Climate change adaptation) of the Delegated Climate Change Act and from Annex I (Sustainable use and protection of water and marine resources), Annex II (Transition to a circular economy), Annex III (Pollution prevention and control) and Annex IV (Protection and restoration of biodiversity and ecosystems) of the Delegated Environmental Act were compared with the business model (products and services), investments and expenses of the business segments. For this purpose, information on the products and services, investments and expenses at the level of the business segments and their departments was discussed, collected and consolidated in a multi-stage process.

Turnover
Total revenur for the 2024 fiscal year forms the denominator of the turnover ratio and can be found in the consolidated income statement in the annual financial report 2024 of Logwin AG.

To determine the taxonomy-eligible share (numerator), the revenues of the operating segments were examined in more detail and allocated to the respective economic activities. Double counting was excluded by means of individual allocations. To determine the taxonomy-compliant share (numerator), the respective technical assessment criteria and the (social) minimum safeguard requirements were taken into account.

The turnover of EUR 1,442,375k in 2024 is attributable entirely to non-taxonomy-eligible economic activities.

CapEx
The amounts used to calculate the CapEx key figure (denominator) are based on the investments reported in the Annual Financial Report, which result from the additions to property, plant and equipment (IAS 16) and intangible assets (IAS 38) excluding goodwill in the financial year. The key figure also includes rights of assets (IFRS 16) and additions from business combinations (IFRS 3).

To determine the taxonomy-eligible share (numerator), the CapEx of the business segments was examined in more detail on the basis of this definition and allocated to the respective economic activities. In accordance with the CapEx definition of the EU Taxonomy Regulation and the supplementary Delegated Acts, both production- and service-related CapEx that can be directly allocated to a taxonomy-eligible sales activity (CapEx a) and CapEx associated with the purchase of products and services from a taxonomy-eligible economic activity (CapEx c) were determined. Double counting was excluded here by means of individual allocations. CapEx that is part of a plan to expand taxonomy-aligned economic activities or to transform taxonomy-eligible economic activities (CapEx b) is not available. To determine the taxonomy-compliant share (numerator), the respective technical assessment criteria and the (social) minimum safeguard requirements were taken into account.

Of the total CapEx of EUR 28,847k in 2024, EUR 23,281k are attributable to taxonomy-eligible but not taxonomy-compliant economic activities. No taxonomy-compliant CapEx was spent.

The taxonomy-eligible but non-taxonomy-compliant economic activities mainly relate to the economic activity acquisition and ownership of buildings (economic activity 7.7, environmental objective 1 - climate protection) with EUR 18,827k, the economic activity transportation by motorcycles, passenger cars and light commercial vehicles (economic activity 6.5, environmental objective 1 - climate protection) with EUR 3,901k and the economic activity transportation of goods by road (economic activity 6.6, environmental objective 1 - climate protection) with EUR 553k.

OpEx
The amounts used to calculate the OpEx key figure (denominator) are based on the direct, non-capitalized research and development costs reported in the consolidated financial statements of Logwin AG and the costs for short-term leases. In addition, the costs of building renovation, maintenance and repair, as well as all other direct expenses related to the day-to-day servicing of property, plant and equipment by the Group or third parties to whom activities are outsourced that are necessary to ensure the continuous and effective functionality of these assets, were determined from the local accounting systems of the operating segments as part of an account analysis.

To determine the taxonomy-eligible share (numerator), the OpEx of the operating segments were examined in more detail on the basis of this definition and allocated to the respective economic activities. In accordance with the OpEx definition of the EU Taxonomy Regulation and the supplementary Delegated Acts, both production and service-frelated OpEx that can be directly allocated to a taxonomy-eligible sales activity (OpEx a) and OpEx associated with the purchase of products and services from a taxonomy-eligible economic activity (OpEx c) were determined. Double counting was excluded through individual allocations. OpEx that are part of a plan to expand taxonomy-compliant economic activities or to convert taxonomy- eligible economic activities into taxonomy-compliant economic activities (OpEx b) are not available. To determine the taxonomy-compliant share (numerator), the respective technical assessment criteria and the (social) minimum safeguard requirements were taken into account.

The main OpEx components are the costs of short-term leases, building refurbishment, maintenance and repair, as well as all other direct expenses in connection with the day-to-day maintenance of property, plant and equipment by the Group or third parties to whom activities are outsourced that are necessary to ensure the continuous and effective functioning of these assets.

The OpEx of EUR 13.531k in 2024 is entirely attributable to taxonomy-compliant but non-taxonomy-compliant economic activities.

The taxonomy-eligible but non-taxonomy-compliant economic activities mainly relate to the economic activity acquisition and ownership of buildings (economic activity 7.7, environmental objective 1 - climate protection) with EUR 12.637k and the economic activity transportation of goods by road (economic activity 6.6, environmental objective 1 - climate protection) with EUR 894k.

Registration forms
The Logwin Group does not carry out any economic activities in the areas of nuclear energy and fossil gas. Therefore, reporting forms 2-5 of the Supplementary Delegated Climate Change Act have been omitted.

The following reporting forms result for the 2024 financial year.

Financial year	2024			Substantial contribution criteria						DNSH criteria (“Does Not Significantly Harm”) (h)									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		kEUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Ecologically sustainable activities (taxonomy-aligned)																			
Turnover from environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	E	
Of which transitional		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-aligned activities) (g)																			
				EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)										
Freight transport services by road	CCM 6.6	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL								0.6%		
Passenger and freight air transport	CCM 6.19	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Turnover of taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-compliant activities (A.2))		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.7%		
A. Turnover of taxonomy-eligible activities (A.1 + A.2)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.7%		
B. Taxonomy-non-eligible activities																			
Turnover of taxonomy- non-eligible activities		1,442,375	100.0%														99.3%		
Total Turnover		1,442,375	100.0%														100.0%		

Financial year		2024		Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm") (h)									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy- aligned (A.1.) or eligible (A.2.) CapEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		kEUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (taxonomy-aligned)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.2%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.1%	E	
Acquisition and ownership of buildings	CCM 7.7	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	6.5%		
Manufacture of electrical and electronic equipment	CE 1.2	0	0.0%	N/EL	N/EL	N/EL	N/EL		N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1.7%		
CapEx environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								8.5%		
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.1%	E	
Of which transitional		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (g)																			
				EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)										
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	3,901	13,5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.9%		
Freight transport services by road	CCM 6.6	553	1.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0	0.0%		N/EL	N/EL	N/EL	N/EL	N/EL								0.5%		

Acquisition and ownership of buildings	CCM 7.7	18,827	65.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	56.6%
Manufacture of electrical and electronic equipment	CE 1.2	0	0.0%	N/EL	N/EL	N/EL	N/EL		N/EL	7.4%
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		23,281	80,7%	100.0 %	0.0%	0.0%	0.0%	0.0%	0.0%	67.4%
A. CapEx of taxonomy- eligible activities (A.1+A.2)		23,281	80,7%	100.0 %	0.0%	0.0%	0.0%	0.0%	0.0%	75.9%
B. Taxonomy-non-eligible activities										
CapEx of Taxonomy-non- eligible activities		5,566	19,3%							24.1%
Total CapEx		28,847	100.0%							100.0%

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Financial year	2024			Substantial contribution criteria						DNSH criteria ("No significant impairment") (h)									
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy- aligned (A.1.) or -eligible (A.2.) OpEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		kEUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Ecologically sustainable activities (taxonomy-aligned)																			
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	E	
Of which transitional		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (f)																			
				EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)	EL: N/EL (f)										
Freight transport services by road	CCM 6.6	894	6.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8.5%		
Acquisition and ownership of buildings	CCM 7.7	12,637	93.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								91.4%		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		13,531	100.0%	100.0 %	0.0%	0.0%	0.0%	0.0%	0.0%								99.9%		
A. OpEx of taxonomy-eligible activities (A.1+A.2)		13,531	100.0%	100.0 %	0.0%	0.0%	0.0%	0.0%	0.0%								99.9%		
B. Taxonomy-non-eligible activities																			
OpEx of taxonomy-non-eligible activities		0	0.0%														0.1%		
OpEx total		13,531	100.0%														100.0%		

Line	Activities in the field of nuclear energy	Yes/No
1	The company is active in the research, development, demonstration and use of innovative power generation plants that generate energy out of nuclear processes with minimal waste from the fuel cycle, finances such activities or holds risk positions in connection with these activities.	No
2	The company is active in the construction and safe operation of new nuclear facilities for the generation of power or process heat – also for the supply of district heating or industrial processes such as hydrogen generation – and in their improvements in terms of safety using the best technologies available, finances such activities or holds risk positions in connection with these activities.	No
3	The company is active in the safe operation of existing nuclear facilities for the generation of power or process heat – also for the supply of district heating or industrial processes such as hydrogen generation – and in their improvements in terms of safety, finances such activities or holds risk positions in connection with these activities.	No
	Activities in fossil gas	
4	The company is active in the construction or operation of facilities for the generation of power from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No
5	The company is active in the construction, modernization and operation of facilities for combined heat, cooling and power with fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No
6	The company is active in the construction, modernization and operation of facilities for heat generation, generating heat and cooling from gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No

Social

Social responsibility and standards

(S 1-1)

Principles and Code of Conduct

As an international group of companies, Logwin has a special responsibility to respect, protect and comply with human rights. The Logwin Group is guided by the values and principles of the UN Global Compact and the conventions of the International Labour Organization (ILO). These values form the basis for a comprehensive strategy that is reflected, among other things, in the Logwin Group's Code of Conduct. This strategy is implemented worldwide and is binding for all employees of the Logwin Group and, in the form of a supplier code of conduct, for service providers working with the Group. These two codes and the Logwin Policy Statement on Human Rights and Social Standards describe the basis for responsible and value-based behavior in the entire Group. They reflect the fundamental statements of the Group and its management on compliance. The codes of conduct are published in their current versions on the Logwin website in several languages. The Policy Statement on Human Rights and Social Standards is available to all employees as a supplementary internal document (further information can be found under "Risks, goals and measures related to workforce" and "Whistleblower system").

The Logwin Code of Conduct prohibits any form of discrimination based on race, ethnic origin, skin color, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national origin, social origin and other forms of discrimination covered by EU and national law. Incidents can be reported anonymously at any time via a whistleblower channel or directly to the Chief Compliance Officer.

Employees and external third parties along the supply chain have access to internal complaints procedures and a whistleblower channel with the option of reporting human rights violations anonymously. Responsibility for the implementation, further development and monitoring of such information channels lies with the Chief Compliance Officer of the Logwin Group.

Strategy in relation to own workforce and respect for human rights

Logwin pursues a comprehensive strategy to effectively manage the key impacts, risks and opportunities associated with its own workforce. A central concern is to ensure occupational health and safety, whereby the protection of employees is always the top priority.

As an attractive employer, Logwin relies on cross-company initiatives in the area of human resources, such as joint participation in sports and team events, which are successfully implemented despite different conditions in the respective countries. Active cooperation with employee representatives, where they are present, and clear guidelines on working conditions and hours underline this commitment. Flexible working time models, including the possibility of mobile working, and the promotion of professional change – such as internal and cross-border exchanges – offer employees attractive prospects. Ergonomically designed workplaces and training to avoid stress at work also support the physical and mental health of the workforce. The focus is also on employee development. An employee referral program creates incentives for recruitment, while regular feedback and annual performance reviews promote personal and professional development. In addition, Logwin pursues targeted employee development through internal programs such as "Flourish@Logwin", "Abroad@Logwin" and "Connect@Logwin". These initiatives, among other things, promote international exchange and contribute to achieving strategic goals. These measures are central components of personnel development, both in the reporting year and for the future.

Logwin's actions are based on the binding Code of Conduct, which, among other things firmly anchors compliance with human rights and a commitment to their protection and promotion. This commitment is practiced in all areas of the Group and forms a central foundation of the corporate culture. Human trafficking, forced labor and child labor are also firmly anchored in the Logwin Group's human rights declaration. The Group places a high value on inclusion and the advancement of disadvantaged groups. This is emphasized by the obligation to comply with the Code of Conduct, which is signed with the employment contract. This highlights the relevance of these issues in the Group, which is also reflected in the support of charitable activities outside the Group. Compliance with the Code of Conduct shapes the daily behavior of the workforce and is consistently demanded and followed up. In this way, Logwin protects its employees in accordance with the political commitment under the General Act on Equal Treatment (AGG) and beyond. There are no additional political requirements for the Group regarding inclusion or support measures for specific groups of people.

Occupational safety

Logwin relies on a variety of additional measures and initiatives to achieve positive impacts for its employees. In the area of occupational health and safety, high standards are continuously implemented to ensure a safe and healthy working environment.

Quality, safety and environmental management is firmly anchored in the Group's processes and makes a significant contribution to business success. Health and safety in the workplace have the highest priority. This includes compliance with working time and occupational safety regulations as well as measures to maintain and promote the health of employees. Regular audits by Internal Auditors, the Quality, Safety, Environment (QSE) department or Process Management ensure continuous improvement, with results being presented to the respective management teams and jointly optimized.

Health and safety management training is carried out to prevent accidents at work in order to increase employee awareness and personal responsibility. The Group is also aiming to continuously expand its global OHSAS 18001 and ISO 45001 (certified occupational health and safety) certifications for its branches.

Co-determination and participation of employees

Logwin actively involves employee representatives where they exist. These include, for example, works councils in Germany, Luxembourg and Austria, which are involved in accordance with legal requirements. In addition to local works agreements, some legal entities also have general works agreements that are concluded with the relevant committees.

To cultivate the exchange with employees, structured performance reviews are held with the respective supervisors at least once a year. These meetings serve not only to clarify work objectives, but also to provide mutual feedback and identify areas for development. In addition, the effectiveness of the collaboration is systematically reviewed, for example through close cooperation with direct superiors and active monitoring of day-to-day work. Logwin also relies on various measures, particularly active communication from the probationary period onwards, to better understand the perspectives and needs of employees. These approaches help to continuously strengthen employee satisfaction and motivation.

Whistleblower system (S1-3)

Employees and external parties can report grievances completely anonymously using a whistleblower tool provided by an external provider. This tool also allows reports to be made in the respective native language. Alternatively, information or concerns can be addressed directly to the Chief Compliance Officer or to publicly designated confidential whistle-blowers. These reports are carefully reviewed by the Chief Compliance Officer, Group Internal Audit and, if appropriate, an independent whistle-blower (ombudsperson), and appropriate action is taken as needed.

Each employee is informed about the Code of Conduct and the available points of contact when they join the Group. This possibility is explicitly referred to there (as well as in the Supplier Code of Conduct and Logwin Policy Statement on Human Rights and Social Standards). Employees can also access and use the points of contact for reporting and further information about them at any time via the intranet. In addition, all information is also publicly available on the Logwin homepage. Protection of the whistleblower is guaranteed by the official procedure of the whistleblower system and is set out in Section 6 “Protection of the whistleblower and persons involved in the investigation” of the information on the use of a whistleblower system. This explicitly emphasizes protection against potential negative consequences for the whistleblower in accordance with EU Directive 2019/1937.

Risks, goals and measures related to workforce

As part of an annual global compliance risk survey, potential compliance risks in the national companies are identified. The survey is initiated by the Legal department and then evaluated together with the Chief Compliance Officer and Group Internal Audit. If necessary, targeted measures are derived on this basis. The approach and responsibility is anchored in the Logwin Policy Statement on Human Rights and Social Standards.

(S1-4)
For the reporting year, the double materiality analysis did not identify any significant negative impacts, financial risks or opportunities related to the Group's workforce. So far, no measures are required to actively address negative impacts or financial risks. However, identified positive impacts and associated measures, such as the compliance management system and the Code of Conduct, actively counteract any negative impacts at all times.

Logwin is also clearly committed to respecting human rights and acts in accordance with the principles of the Code of Conduct. These values are reflected in all the activities and measures mentioned and strengthen the trust of the workforce in the Group's management. The effectiveness of the measures and initiatives is not tracked directly. Instead, their success is evaluated at by analyzing the reports received via the whistleblower office in order to gain relevant insights and make adjustments where necessary.

(S1-5)
Thanks to the compliance management system, negative effects on the company's own workforce are counteracted at an early stage, so there has been no need to implement measurable, results-oriented and scheduled targets in relation to material sustainability aspects.

Employment structure and characteristics (S1-6)

The following provides information on the employment structure and characteristics of the Group's employees as of December 31, 2024.

The Logwin Group employs a total of 3,777 people worldwide, of whom 1,935 are female, 1,841 male and 1 diverse. The following table shows the number of employees by type of employment. Compared to the previous year, the Logwin Group had 13 fewer employees as of December 31, 2024. A total of 367 people left the Group voluntarily or due to dismissal, retirement or death during the reporting year, which corresponds to an employee turnover rate of around 9.7 %.

	Female	Male	Other	Total
Number of employees	1.935	1.841	1	3.777
Number of permanent employees	1.891	1.756	1	3.648
Number of temporary employees	44	85	-	129

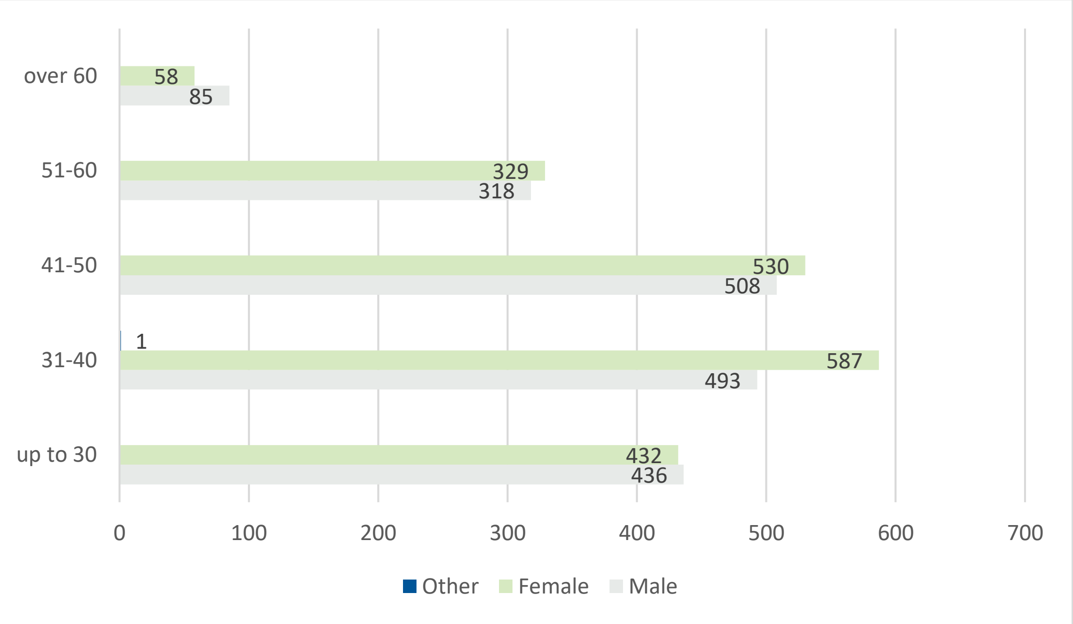
The breakdown by employment relationship is conducted below in accordance with the regions in which the respective employment relationship exists.

	EMEA	Asia	Americas	Total
Number of employees	2.525	1.113	139	3.777
Number of permanent employees	2.396	1.113	139	3.648
Number of temporary employees	129	-	-	129

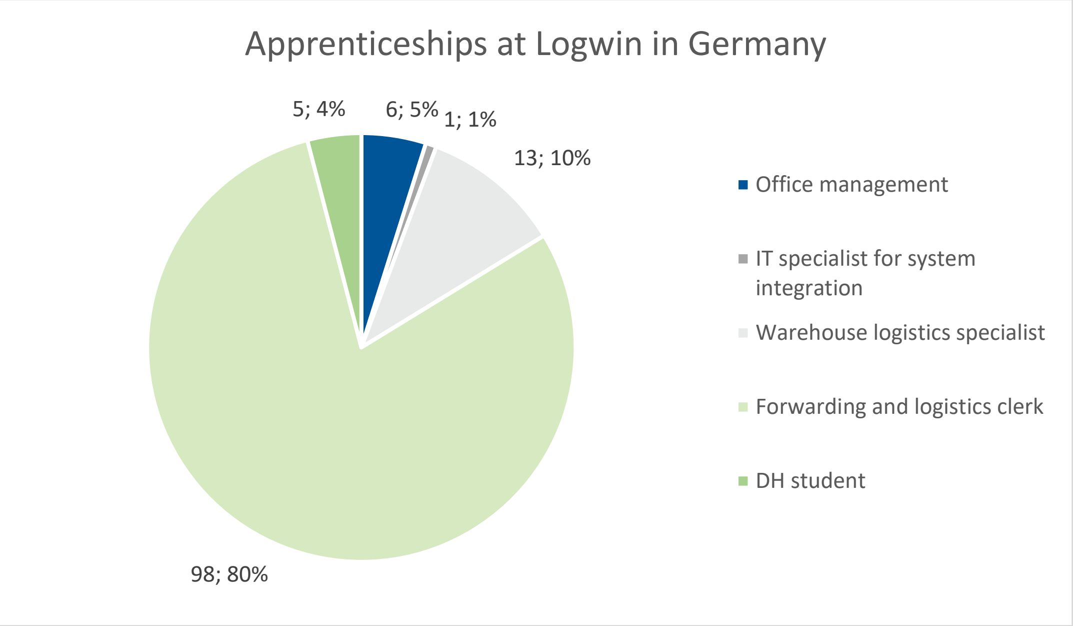
The following table shows the number of employees of the Group companies in countries with a significant number of employees.

	Number of employees (headcount)
Germany	1.217,00
Poland	549,00
Total	**1.766,00**

The diversity of the employment structure is reflected, among other things, in the age distribution of the employees, whose age structure can be seen in the following diagram.



In a highly competitive market, promoting young talent is essential. The Logwin Group therefore monitors the development of training figures and makes a positive local contribution to these. The following overview shows the broad range of training opportunities in Germany.



Social responsibility in the Logwin Group (S1-10)

All employees of the Logwin Group receive appropriate remuneration based on the respective reference values of the countries in which the employment relationship exists. This ensures that the remuneration always complies with the applicable legal requirements of the respective country.

(S1-14)

Coverage by the health and safety management system

In 2024, a total of 87.6 % of employees were covered by the health and safety management system. The system covered a total of 3,627 people, divided into

- 3,270 employees
- 357 non- employees

These figures illustrate the comprehensive integration of external workers, such as temporary and agency staff, into the Group's health and safety measures.

Accident reports and work-related injuries

In the reporting year 2024, no reportable work-related injuries, illnesses or deaths were reported – neither within the company's own workforce nor along the Group's value chain. However, there were a total of 31 reportable occupational accidents:

- 23 accidents involved employees directly employees;
- 8 accidents occurred with external workers.

Hours worked in the Group

The total number of hours worked in the Logwin Group in 2024 amounted to about 8,060 thousend hours, broken down as follows:

- About 7,360 thousand hours (approx. 91.32 %) were worked by employees directly employed by the Group;
- About 700 thousand hours were accounted for by external workers.

Data collection method

In some national organizations, the actual hours worked are not yet recorded. In these cases, the calculation is partly based on extrapolations. These are based on the number of full-time equivalents (FTE), daily working hours and average working days per year.

(S1-17)

During the reporting period, two complaints were submitted via the internal channels and complaints mechanisms. One of these complaints was treated and resolved as a case of discrimination. There were no serious incidents relating to human rights, such as forced labor, human trafficking or child labor, and no violations of the Guiding Principles. No significant fines, sanctions or compensation payments were recorded.

Governance

Responsible corporate governance

(G1-1)

Corporate policy and culture

On December 4, 2012, the Board of Directors of the Logwin AG approved a Corporate Governance Charter based on the "Ten Principles of Corporate Governance" of the Luxembourg Stock Exchange. This describes the self-image of good and responsible corporate governance. This includes aligning actions with corporate social responsibility.

The code of conduct for employees and suppliers is also an essential part of the Logwin Group's corporate culture. Please refer to the "Social" section of this non-financial report. Similarly, as with the information provided there and the procedure described below, there are no measurable, results-oriented and scheduled goals and measures defined in an officially referenced strategy for the area of governance either, due to the lack of cause to date.

The Logwin Group's corporate culture is also influenced by the fundamental values and behavior of the management. Integrity and responsible behavior should determine the actions of all employees in the Logwin Group. Lawful behavior is an integral part of business activities and an important precondition for ensuring business success. The primary goal is to confirm the trust of shareholders, customers, business partners and the public through daily actions. Accordingly, the Logwin Group has established a compliance management system to adequately address the resulting challenges and potential risks. The compliance management system supports the Board of Directors, the Executive Committee and the management of the Group companies in their management of the company.

Compliance management

As part of the compliance management system, the Group has clear mechanisms for identifying, reporting and investigating concerns and for combating corruption and bribery. An annual compliance risk (self-)assessment is carried out together with the Group Internal Audit in order to identify potential risks at an early stage. In addition, regularly scheduled audits are carried out by the Group Internal Audit in accordance with an audit plan. In the event of specific suspicious cases or special occasions, special audits are carried out to investigate concerns in a targeted manner. In addition, controls and compliance audits are carried out, in which specific queries and audits are conducted on corruption and bribery. The internal audit team also works with local lawyers in various countries.

In order to make well-informed decisions, the Logwin Group places a high value on a stable, consistent and transparent global organization. This structure, particularly in the areas of finance and IT, enables the continuous global control of data and processes. In addition, sample testing of operational employees is carried out by means of shipment inspections as part of process management, while simultaneously implemented IT systems ensure accessibility and systematic auditing of relevant data in the areas of human resources and finance. The risk of bribery or corruption is also actively minimized in the course of contact with third-party service providers. This is done by means of a comprehensive service provider audit (Approved Supplier List), coupled with the Logwin Supplier Code of Conduct, which every service provider for the Group must agree to.

The processing and derivation of measures in relation to any compliance violations is carried out in close coordination between the Chief Compliance Officer, Group Internal Audit and the relevant management team. These measures ensure independent, unbiased and systematic processing.

Group Audit

The Group Internal Audit supports the Chief Compliance Officer by reviewing the compliance management system as such. The results of the Audit's reviews are reported directly to the Chief Compliance Officer and followed up as necessary.

The Group Internal Audit also has the following tasks:

- Implementation of dedicated compliance audits,
- Carrying out random samples in the processes,
- Reporting of recognized facts.

In addition, compliance audits are carried out at regular intervals by the Group's Internal Audit Aepartment, supported by the CCO or the finance department if necessary, as a process-independent control. These compliance audits are supported by other external third parties, such as lawyers, as required.

Combating corruption and bribery (G1-3)

An important part of preventing corruption and bribery is the Code of Conduct, which all employees agree to follow when they join the company. In addition, all employees worldwide, regardless of their position, are required to complete a comprehensive e-learning program with the modules compliance and corruption in order to ensure that these contents are properly understood and retained. In recent years, about 5,500 online training programs on corruption and compliance issues have already been completed worldwide. In addition, workshops on compliance in webinar format are an integral part of management development in the Logwin Group.

It is generally assumed that functions that have direct contact with customers or suppliers or act as decision-makers are particularly exposed to the risk of corruption or bribery. However, due to the importance of the issue, all employees receive equally intensive training in compliance, corruption and bribery.

In addition to these extensive training measures, the Group also relies on targeted mechanisms to detect and investigate potential violations. These include the whistleblower channel, which employees and external parties can use to report possible suspicious cases confidentially and securely. In addition, transparent financial reporting structures, regular internal audits by the Group Internal Audit function, external audits by auditors, and a comprehensive control system help to ensure that irregularities are detected and addressed at an early stage. By combining mandatory training, an open corporate culture, effective reporting channels and strictly regulated financial reporting, the Group ensures that corruption and bribery are consistently prevented, detected and punished.

There were no cases of corruption or bribery during the reporting period.

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