

Report on diversity and gender balance on the Board of Directors of Logwin AG

Fiscal year 2025

Legal basis

This report is based on Article 68ter (1) g) of the amended law of December 19, 2002, regarding the commercial and company register, accounting, and annual financial statements of companies. Logwin AG has a monistic management system. The statutory administrative and management body within the meaning of Article 68ter (1) g) is the Board of Directors. Accordingly, the Board of Directors is obliged under the above-mentioned article to describe the diversity policy pursued for the composition of the Board of Directors.

In addition, the report takes into account the provisions of the Act of December 19, 2025, implementing Directive (EU) 2022/2381, which sets quantitative targets for gender balance on the boards of directors of listed companies.

Description of the diversity policy

When composing the Board of Directors, the company takes diversity aspects into account, particularly with regard to gender, age, professional qualifications, professional experience, and relevant industry and international expertise.

The diversity policy serves as a framework for the composition of the Board of Directors and is intended to promote a balanced composition of the board. It does not represent a rigid set of criteria, but is applied taking into account the respective requirements of the body.

Objectives of the diversity policy

The objective of the diversity policy is to ensure that the Board of Directors performs its duties appropriately and effectively by ensuring an appropriate diversity of skills, professional backgrounds, and personal experience.

With regard to gender diversity in particular, the Law of December 19, 2025, implementing Directive (EU) 2022/2381 requires that as from June 30, 2026, members of the underrepresented gender occupy at least 33% of all director positions, both executive and non-executive. For a Board of Directors composed of four members, the law stipulates that the minimum number of directors of the underrepresented gender necessary to meet the quantitative objective is one member, which constitutes 25% of all director positions.

Implementation of the diversity policy

The composition of the Board of Directors is reviewed regularly to ensure that the legal requirements and the objectives of the diversity policy are taken into account. The selection and re-election of Board members is based on professional and personal suitability.

Diversity aspects are taken into account as part of an overall assessment of the candidates. When selecting candidates for the Board of Directors, Logwin AG systematically reviews their professional qualifications, work experience, and personal suitability. If qualifications are equal, the underrepresented gender is specifically taken into account. In addition, age structure and diversity of professional backgrounds and experience are included in the decision-making process in order to bring different perspectives to the Board of Directors. All selection criteria are defined in advance of the appointment process and formulated in a neutral manner. The measures are reviewed regularly to ensure that they contribute effectively to the achievement of objectives and comply with legal requirements and internal diversity targets.

Results in the reporting period and gender balance

In fiscal year 2025, the Board of Directors consisted of four male members. The proportion of the underrepresented gender on the Board of Directors was therefore 0%. The Board is however broadly diversified in terms of age, professional background, experience and expertise.

In the reporting year, there were no new appointments to the Board of Directors at Logwin AG, only the re-election of existing Board members. In accordance with the legal requirement, as of June 30, 2026, the underrepresented gender must hold at least 25% of the positions on the Board of Directors, which has four members. The company intends to comply with the legal requirement for gender balance by the deadline of June 30, 2026.

Grevenmacher, March 9, 2026

The Board of Directors