

Remuneration Report 2024

Logwin AG

Grevenmacher, 19 March 2025

This remuneration report for the financial year 2024 was produced in accordance with article 7 of the revised law of 24 May 2011 pertaining to the exercise of certain rights held by shareholders in companies listed on the stock exchange.

REMUNERATION OF THE BOARD OF DIRECTORS IN THE FINANCIAL YEAR 2024

The following table displays the remuneration of the Board of Directors by name. Benefits also include deferred contributions for variable components of the remuneration that will be paid in 2025, or at a later date in the case of pension entitlements. Incidental benefits consist of employer social security payments, insurance contributions (such as group accident insurance, travel health insurance), and the use of company vehicles to the value of the taxable amount for private use.

in EUR	Basic remuneration	Incidental-benefits	Total	Variable components	Total	Pension expenses	Total remuneration
Benefits							
Dr Antonius Wagner CEO Chairman of the Board of Directors	273,604 ⁽¹⁾		273,604		273,604		273,604
Axel Steiner CFO from 1 May 2024 ⁽²⁾ Vice-Chairman of the Board of Directors	170,000.02 ⁽³⁾	17,254.45 ⁽³⁾	187,254.47 ⁽³⁾	263,061.33 ⁽³⁾	450,315.80 ⁽³⁾	16,100 ^{(3) (4)}	466,415.80 ⁽³⁾
Sebastian Esser CFO by April 30, 2024 ⁽²⁾ Vice-Chairman of the Board of Directors	83,333.32 ⁽³⁾	9,317.45 ⁽³⁾	92,650.77 ⁽³⁾	131,421.33 ⁽³⁾	224,072.10 ⁽³⁾	7,600 ^{(3) (4)}	231,672.10 ⁽³⁾
Andreas Kurtze Non-executive member	65,000		65,000		65,000		65,000
Philippe Prussen Non-executive member	65,000		65,000		65,000		65,000

- (1) Payment for services delivered on the basis of agreements on personnel recruitment and services.
- (2) The Annual General Meeting on April 16, 2024 appointed Mr. Axel Steiner as a member of the Board of Directors. In this context, Mr. Sebastian Esser resigned from the Board of Directors due to the change.
- (3) pro rata
- (4) The pension scheme is structured as a defined contribution plan via an external provident fund with matching reinsurance, and with a guaranteed contribution of 6% of the annual target income for the respective year. Contributions are provided by the company in addition to the remuneration. The pension services provided include a retirement pension, a surviving dependant's pension and disability benefits.

Consultancy contracts In the financial year 2024, no consultancy contracts existed with members of the Board of Directors.

Loans to members of the Board of Directors In the financial year 2024, members of the Board of Directors received no advances and no loans.

Remuneration Policy In the financial year 2024, all remuneration was in accordance with the Remuneration Policy with no deviations from its principles which aim to foster the company's long-term development.

Remuneration from companies in the same Group In the financial year 2024, no remuneration was received from companies in the same group as defined in article 1711-1 of the revised law of 10 August 1915 pertaining to trading companies.

Shares offered and share options In the financial year 2024, no shares or share options were provided or offered.

Reclaiming of variable components of remuneration In the financial year 2024, no variable components of remuneration were reclaimed.

DEVELOPMENT OF THE COMPENSATION OF THE BOARD OF DIRECTORS

In accordance with the legal requirements, the Board of Directors has reviewed the evolution of the remuneration of the members of the Board of Directors. The following table shows the development of the remuneration of the Board of Directors in accordance with the statutory requirements compared with the development of the company and the salaries of the employees (FTE) of Logwin AG.

Remuneration Members of the Board of Directors		2024 vs. 2023
Dr. Antonius Wagner	CEO Chairman of the Board of Directors	0.0%
Axel Steiner	CFO Vice-Chairman of the Board of Directors from May 1, 2024	n/a ⁽¹⁾
Sebastian Esser	CFO Vice-Chairman of the Board of Directors by April 30, 2024	n/a ⁽¹⁾
Andreas Kurtze	Non-executive member	0.0%
Philippe Prussen	Non-executive member	0.0%
Development of key financial figures		
Net result		-17.1%
Free cash flow		-6.2%
Average salary of Logwin AG employees (Full time equivalents)		
Change in average salary of Logwin AG employees		2.6% ⁽²⁾

(1) Due to the change in the Board of Directors during the year, there are no corresponding comparative values for 2024.

(2) Due to the sale of a sub-division and the associated transfer of the affected employees in the reporting year, a comparison with the previous year is only of limited use.