

Remuneration Report 2019

Logwin AG

Grevenmacher, 28 February 2020

REMUNERATION OF THE BOARD OF DIRECTORS IN THE FINANCIAL YEAR 2019

This remuneration report for the financial year 2019 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.

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 2020 or 2021, 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	373,604 ⁽¹⁾		373,604		373,604		373,604
Sebastian Esser CFO Vice-Chairman of the Board of Directors	220,000	36,925	256,925	217,400	474,325	19,200 ⁽²⁾	493,525
Dr. Michael Kemmer Non-executive member	60,000		60,000		60,000		60,000
Philippe Prussen Non-executive member	60,000		60,000		60,000		60,000

(1) Payment for services delivered on the basis of agreements on personnel recruitment and services.

(2) 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 2019, no consultancy contracts existed with members of the Board of Directors.

Loans to members of the Board of Directors In the financial year 2019, members of the Board of Directors received no advances and no loans.

Remuneration Policy In the financial year 2019, 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 2019, 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 2019, no shares or share options were provided or offered.

Reclaiming of variable components of remuneration In the financial year 2019, no variable components of remuneration were reclaimed.