

# **Remuneration Report 2020**

**Logwin AG**

**Grevenmacher, 4 March 2021**

This remuneration report for the financial year 2020 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 2020

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 2021 or 2022, 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
<b>Benefits</b>							
<b>Dr. Antonius Wagner</b> CEO   Chairman of the Board of Directors	373,604 <sup>(1)</sup>		373,604		373,604		373,604
<b>Sebastian Esser</b> CFO   Vice-Chairman of the Board of Directors	230,000	32,828.12	262,382.12	226,200	488,582.12	20,400 <sup>(2)</sup>	508,982.12
<b>Andreas Kurtze</b> Non-executive member	60,000		60,000		60,000		60,000
<b>Philippe Prussen</b> 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 2020, no consultancy contracts existed with members of the Board of Directors.

**Loans to members of the Board of Directors** In the financial year 2020, members of the Board of Directors received no advances and no loans.

**Remuneration Policy** In the financial year 2020, 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 2020, 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 2020, no shares or share options were provided or offered.

**Reclaiming of variable components of remuneration** In the financial year 2020, 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		2020 vs. 2019
Dr. Antonius Wagner	CEO   Chairman of the Board of Directors	0.0%
Sebastian Esser	CFO   Vice-Chairman of the Board of Directors	3.1%
Andreas Kurtze	Non-executive member	n/a
Philippe Prussen	Non-executive member	0.0%
Development of key financial figures		
Net result		-1.8%
Free cash flow		3.9%
Average salary of Logwin AG employees (Full time equivalents)		
Change in average salary of Logwin AG employees		2.9%