

# **Remuneration Report 2022**

**Logwin AG**

**Grevenmacher, 28 February 2023**

This remuneration report for the financial year 2022 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 2022

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 2022 or 2023, 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	273,604 <sup>(1)</sup>		273,604		273,604		273,604
<b>Sebastian Esser</b> CFO   Vice-Chairman of the Board of Directors	250,000	27,989.44	277,989.44	385,200	663,189.44	22,800 <sup>(2)</sup>	685,989.44
<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 2022, no consultancy contracts existed with members of the Board of Directors.

**Loans to members of the Board of Directors** In the financial year 2022, members of the Board of Directors received no advances and no loans.

**Remuneration Policy** In the financial year 2022, 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 2022, 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 2022, no shares or share options were provided or offered.

**Reclaiming of variable components of remuneration** In the financial year 2022, 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		2022 vs. 2021
Dr. Antonius Wagner	CEO   Chairman of the Board of Directors	0.0%
Sebastian Esser	CFO   Vice-Chairman of the Board of Directors	0.6%
Andreas Kurtze	Non-executive member of the Board of Directors	n/a
Philippe Prussen	Non-executive member of the Board of Directors	0.0%
Development of key financial figures		
Net result		16.4%
Free cash flow		50.1%
Average salary of Logwin AG employees (Full time equivalents)		
Change in average salary of Logwin AG employees		5.5%