

***n*Logic Announces Planned Leadership Succession**

23 January 2026 — *n*Logic is pleased to announce the implementation of a planned leadership succession, reinforcing our commitment to long-term growth, continuity, and stability for our employee-owners.

Effective January 1, 2026, Kevin Langjahr has assumed the role of President & Chief Executive Officer, while continuing to serve on *n*Logic’s Board of Directors. Kevin has been with *n*Logic since the company’s inception and previously served as Vice President before being promoted to President and Board Member in 2024. His leadership has been instrumental in shaping *n*Logic’s culture, strategic direction, and commitment to employee ownership.

As part of this transition, Tim Thornton has moved from CEO to Strategic Advisor, supporting corporate development initiatives and continuing his service on the *n*Logic Board of Directors. This planned succession reflects *n*Logic’s focus on thoughtful leadership continuity and long-term stewardship of the company.

As a 100% employee-owned company, *n*Logic believes leadership transitions should strengthen—not disrupt—the culture, values, and shared ownership that define who we are. This update reflects our confidence in the future and our commitment to growing responsibly while honoring the trust placed in us by our employee-owners, customers, and partners.

From Kevin Langjahr:

I am truly honored and excited to step into the role of CEO. *n*Logic’s employee-owned culture is what makes this company special, and this transition reflects what ownership is meant to represent—continuity, shared responsibility, and long-term thinking.

*n*Logic was founded on principles that place employees and shared ownership at the center of everything we do. Our culture—built on trust, respect, accountability, and integrity—has been shaped by our employee-owners, whose talent and commitment support our customers’ most critical missions every day.

I am proud to lead this remarkable team and look forward to working alongside all our employee owners as we strengthen strategic partnerships, embrace change, and build the future of *n*Logic together.

From Tim Thornton:

I am excited to announce that Kevin Langjahr has been promoted to *n*Logic CEO effective 1 January 2026. This leadership change is a result of our detailed succession plan that has now been fully implemented. Kevin and I have worked together for over 26 years. Thus, I am confident in Kevin’s ability to lead the company to new heights. He brings the experience and vision to accomplish *n*Logic’s future goals. I will continue supporting the company as Strategic Advisor to ensure a smooth transition.