

Garbsen, May 4<sup>th</sup>, 2023

**Additional Shareholder Information relating to proposed agenda items for the 17 May 2023 Annual General Meeting of LPKF Laser & Electronics SE**

**Item 4 – Discharge of the Supervisory Board**

**Item 10.1 – Re-election of Jean-Michel Richard**

**Item 10.5 – Election of Alexa Hergenröther**

Following the 17 May 2023 Annual General Meeting and subject to her election by shareholders, Alexa Hergenröther will chair the audit committee, which will no longer be chaired by Jean-Michel Richard who continues to be the Chairman of the Supervisory Board. This was the reasoning behind her selection as a candidate.

Relating to her time commitment, Mrs. Hergenröther has confirmed that she will step down from her position at Novihum Technologies GmbH by the end of June 2023. In addition, her position at Sýn Consulting und Beteiligungsgesellschaft UG is her main profession (part-time), and the company has no additional employees, as such Mrs. Hergenröther should not be classified as an executive of the company.

**Item 13 - Stock Option Plan, Increase in Conditional Capital**

LPKF Laser & Electronics SE confirms that there are notable differences in the awards being provided to Management Board (“MB”) members versus those provided to eligible employees regarding the Stock Option Plan. Some of these differences include:

1. Options will comprise the largest proportion of the MB members’ total compensation opportunity. However, the employee’s total compensation opportunity will derive mostly from their fixed pay. Therefore, MB members have more ‘at-risk’ pay and will require the achievement of sufficiently challenging performance criteria.
2. MB members also have an implicit cap placed on the maximum compensation that can be provided to them under the plan, whereas no cap is applied for eligible employees.
3. Additionally, MB members will be granted a contractually agreed amount of options per annum, whereas there is more discretionary allocation for eligible employees.
4. MB members are subject to specific Share Ownership Guidelines whereby they must acquire and hold a significant amount of LPKF stock. Until these guidelines have been fulfilled, the MB members cannot exercise any of these options. Therefore, this serves to align with the long-term interests of its shareholders. Employees generally will not have Share Ownership Guidelines.