

Declaration of conformity pursuant to Section 161 of the German Stock Corporation Act (AktG) dated February 18, 2025

The Management Board and Supervisory Board declare that LPKF Laser & Electronics SE (hereinafter "LPKF") has complied with all recommendations of the German Corporate Governance Code (hereinafter "Code") in the version dated April 28, 2022 published by the Federal Ministry of Justice in the official section of the Federal Gazette since its last Declaration of Conformity dated February 20, 2024 with the following exception and will fully comply with them in the future:

Recommendation on payments to the Management Board upon termination of contract (Code item G.12)

According to the code recommendation in section G.12, in the event of the termination of a Management Board contract, the payment of outstanding variable remuneration components that fall due up to the end of the contract should be made in accordance with the originally agreed targets and benchmarks and in accordance with the due dates or holding periods defined in the contract. In the course of the termination of the former CFO's Management Board activities communicated on 23 October 2024, a one-time early and lump-sum settlement of all outstanding short-term variable remuneration claims from the STI plan for the Management Board from August 2023 was made. In the opinion of the Supervisory Board, this was in the interest of the company in order to enable an amicable settlement and final settlement.

Garbsen, February 18, 2025

For the Supervisory Board



Jean-Michel Richard

For the Management Board



Dr. Klaus Fiedler

