

Declaration of conformity pursuant to Section 161 of the German Stock Corporation Act (AktG) dated February 20, 2024

The Management Board and the 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, as published by the Federal Ministry of Justice in the official section of the Federal Gazette since the update of its last regular Declaration of Conformity dated February 16, 2023, on October 24, 2023, and will continue to comply with them in the future.

In the period between the last regular Declaration of Conformity dated February 16, 2023 and the update of the Declaration of Conformity on October 24, 2023, LPKF complied with the recommendations of the Code with the following exceptions:

Recommendation on the chairmanship of the Audit Committee (Code item D.3, sentence 5)

The Supervisory Board had established an Audit and Risk Committee, which complied with all but one of the Code's recommendations regarding the Audit Committee. There was one deviation from the recommendation that the Chairman of the Supervisory Board should not chair the Audit Committee. In the opinion of the Supervisory Board, the Chairman of the Supervisory Board, Jean-Michel Richard, fully met the special professional requirements of the role of Chairman of the Audit Committee due to his professional background and practical experience and was best suited to this role among the incumbent members of the Supervisory Board until the election of Ms. Alexa Hergenröther.

The deviation from Code item D.3 sentence 5 no longer applies because the Chair of the Audit, Risk and ESG Committee is no longer held by the Chair of the Supervisory Board, but by Alexa Hergenröther since July 20, 2023.

Recommendations on the remuneration of the Management Board (Code items G.1 to G.16)

The remuneration system for the Management Board approved by the Annual General Meeting on May 20, 2021 and the Management Board contracts concluded on this basis complied with the recommendations of the Code in sections G.1 to G.16 with the following exceptions:

Contrary to section G.1, the remuneration system did not specify the relative share of fixed remuneration on the one hand and short-term variable and long-term variable remuneration components on the other in the target total remuneration. With regard to the long-term variable remuneration,

the remuneration system only stipulated a basic amount of 50% of the annual fixed salary (excluding fringe benefits). A relative share for the short-term variable remuneration was not defined in the remuneration system, but in the service contracts of the current members of the Management Board. The target amount of the short-term variable remuneration was also set at 50% of the annual fixed salary (excluding fringe benefits). In accordance with the service contracts, the short-term variable and long-term variable remuneration - measured against the target direct remuneration - were therefore equally weighted.

Contrary to section G.6, the variable remuneration resulting from the achievement of long-term targets did not exceed the share of short-term targets and, contrary to section G.10, sentence 1, the variable remuneration amounts were not predominantly invested in shares or granted on a share-based basis. In accordance with the employment contracts of the members of the Management Board, the short-term variable remuneration and the long-term variable remuneration to be invested in shares were each weighted equally at 50% - measured against the target direct remuneration. Due to the incentive effect, the Supervisory Board considered an equal weighting of the short-term and long-term variable remuneration components to be appropriate.

The recommendation in section G.11 to take account of extraordinary developments within an appropriate framework and to be able to withhold or reclaim variable remuneration in justified cases, was taken into account by the reduction option in accordance with Section 87 (2) AktG and, in financial terms, in the case of long-term remuneration, by the obligation to invest granted tranches of the long-term bonus in full in shares of the company after deduction of taxes and to hold them for at least three years. The previous remuneration system thus also created a stronger link between the variable long-term remuneration and the company's performance. The financial value of the variable long-term remuneration for the Management Board was directly linked to the value of the company as measured by the share price. Any further possibility of reclaiming the remuneration granted in this way was deemed impracticable, as the Management Board would have had to sell the acquired shares again in order to be able to implement a corresponding reclaim claim. Due to this special feature of the long-term bonus program, the Supervisory Board decided not to include an additional claw-back option in the narrower sense in order to avoid double discrimination.

The remuneration system for the members of the Management Board approved by the Annual General Meeting on May 17, 2023 and the Management Board service contracts updated since September 15, 2023 now fully comply with the recommendations in Code sections G.1 to G.16.

Recommendation on separate remuneration for membership of Supervisory Board committees (Code item G.17)

The provisions of the Articles of Association on the remuneration of Supervisory Board members took into account the greater time commitment of the Chairman and Deputy Chairman of the Supervisory Board and the chairmen of the committees. However, in deviation from item G.17, simple membership of the committees was not taken into account separately in the remuneration, as it was initially not possible to adequately estimate the time required for this.

On May 17, 2023, the Annual General Meeting resolved a remuneration for Supervisory Board members that also takes into account the separate remuneration for membership of Supervisory Board committees, meaning that there has been no deviation from the recommendation in Code item G.17 since it came into force.

Garbsen, February 20, 2024

For the Supervisory Board



Jean-Michel Richard

For the Executive Board



Dr. Klaus Fiedler