

CORPORATE GOVERNANCE

LONG-TERM VALUE CREATION AND EFFICIENT COOPERATION

The principles of responsible and good corporate governance guide the actions of the LPKF Group's management and supervisory bodies. The statements apply to LPKF Laser & Electronics SE (hereinafter also referred to as "LPKF SE") and its group companies, unless otherwise stated below. This chapter contains the corporate governance declaration pursuant to Sections 289f and 315d of the German Commercial Code (HGB). The corporate governance declaration for the company and the Group is part of the combined management and Group management report. The Management Board and the Supervisory Board also report on corporate governance at LPKF in this chapter.

CORPORATE GOVERNANCE DECLARATION

Declaration of Conformity in accordance with Section 161 of the Stock Corporation Act (AktG) of 18 February 2025: The Management Board and the Supervisory Board declare that, since its last declaration of conformity dated 20 February 2024, LPKF Laser & Electronics SE (hereinafter "LPKF") has complied with all recommendations of the German Corporate Governance Code (hereinafter "Code") in the version dated 28 April 2022 published by the Federal Ministry of Justice in the official section of the Federal Gazette, with the following exception, and will comply with them in full in the future:

Recommendation on services to the Management Board upon termination of the contract (Code section 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, 18 February 2025

On behalf of the Supervisory Board



Jean-Michel Richard

On behalf of the Management Board



Dr. Klaus Fiedler

REMUNERATION REPORT AND REMUNERATION SYSTEMS

The Remuneration Report for the 2024 financial year, the auditor's report on the audit of the Remuneration Report, the compensation system applicable to the members of the Management Board and the Supervisory Board, and the recent resolutions of the Annual General Meeting on the compensation system of the Management Board and the Supervisory Board as well as the remuneration of the Supervisory Board are available on the website of LPKF Laser & Electronics SE at www.lpkf.com/en/investor-relations/corporate-governance.

Disclosures on relevant corporate governance practices

RISK MANAGEMENT

The Management Board of LPKF SE has set up a Group wide reporting and control system to record, assess, monitor and manage risks. The internal control system and the risk management system also cover sustainability-related objectives including processes and systems for collecting and processing sustainability related data and comprise a compliance management system. The system is continuously evolving and adapted to changing conditions and periodically reviewed by the auditor. The Management Board regularly informs the Supervisory Board and more specifically its Audit, Risk and ESG Committee about existing risks and their development. Details on risk management in the LPKF Group are presented in the risk report as part of the Group management report. This contains the report on the entire internal control and risk management system, including a statement on the appropriateness and effectiveness of these systems.

COMPLIANCE – FUNDAMENTALS OF ENTREPRENEURIAL ACTION AND MANAGEMENT

Sustainable economic, environmental and social action that complies with applicable law is an essential element of LPKF's corporate culture. This includes trust, respect and integrity in dealing with each other. It is expressed in exemplary conduct towards employees, business partners, shareholders and the public. LPKF defines compliance as adherence to the law, the Articles of Association and internal regulations as well as voluntary commitments. LPKF SE attaches particular importance to raising awareness of compliance among all employees in the Group. Compliance is anchored in internal processes and a Group-wide compliance structure has been established. Employee training is provided on the Group-wide Compliance Code and on general compliance topics. In this way, potential breaches in compliance can be prevented for the benefit of the entire Group. Reliable reporting channels for internal and external stakeholders help to ensure that possible irregularities can be reported confidentially and also anonymously, if desired. In order to uncover any compliance violations, LPKF provides internal and external whistleblowers with contact channels that are listed on the homepage (www.lpkf.com/en/company/compliance-management). Both the Chief Compliance Officer and an independent confidential counsel can be reached in this way, in a completely confidential manner if desired. Other contact points for employees can be found in the Compliance Code, on the intranet and on notice boards within the company. Group auditing, which is carried out by a reputable and internationally recognized auditing company as an external service provider, also plays an important role in ensuring compliance. The corresponding audits are also used with regard to the further development of the internal control system.

WORKING METHODS AND COMPOSITION OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD AND THEIR COMMITTEES

LPKF SE is a publicly listed European Company (Societas Europaea, SE) and has a dual management system with a Management Board and a Supervisory Board.

The Management Board and the Supervisory Board of LPKF SE work closely together in managing and monitoring the company.

MANAGEMENT BOARD

The Management Board of LPKF SE consists of two members, with one acting as Chief Executive Officer (CEO). The specific composition of the Management Board in the 2024 financial year as well as the disclosures pursuant to Section 285 no. 10 of the German Commercial Code can be found in the combined management and group management report in this Annual Report. As the management body, it is the responsibility of its members to manage the company's business with the aim of creating long-term sustainable value and in the company's best interests. The Management Board systematically identifies and assesses the risks and opportunities associated with social and environmental factors, as well as the ecological and social impacts of the activities of LPKF SE. In addition to long-term economic objectives, the corporate strategy also gives appropriate consideration to ecological and social objectives. Corporate planning includes corresponding financial and sustainability-related objectives.

The Management Board performs its management duties as a collegial body. Notwithstanding the overall responsibility, the individual Management Board members manage the departments assigned to them on their own responsibility within the framework of the Management Board resolutions. The allocation of responsibilities between the Management Board members is set out in the business distribution plan. Information on areas of responsibility, as well as curricula vitae of the Management Board members, is available on the company's website at www.lpkf.com/en/company/management. The Management Board meets regularly for joint meetings.

The rules of procedure of the Management Board are available on the company's website (www.lpkf.com/en/investor-relations/corporate-governance).

SUPERVISORY BOARD

The Supervisory Board consists of five members elected by the Annual General Meeting by way of individual election. The specific composition of the Supervisory Board in the 2024 financial year, as well as the disclosures pursuant to Section 285 no. 10 of the German Commercial Code, can be found in the combined management and group management report in this Annual Report. The CVs of the Supervisory Board members are available on the company's website at www.lpkf.com/en/company/management.

The Supervisory Board advises and monitors the Management Board in the management of the company, including sustainability issues. It is involved in strategy and planning as well as in all issues of fundamental importance to the company. The Articles of Association and the rules of procedure require the Management Board to obtain the approval of the Supervisory Board for major business transactions. The chairman of the Supervisory Board coordinates the work of the Supervisory Board, chairs its meetings and represents the interests of the board externally.

The Management Board informs the Supervisory Board promptly and comprehensively in writing as well as in the regular meetings about the planning, the business development and the situation of the

Group, including matters related to risk management and compliance. In the event of significant incidents and if required, an extraordinary meeting of the Supervisory Board is convened. The Supervisory Board has established rules of procedure for its own work. The rules of procedure of the Supervisory Board are available on the company's website (www.lpkf.com/en/investor-relations/corporate-governance).

As a matter of principle, on an annual basis, the Supervisory Board reviews how effectively the Supervisory Board and its committees perform their duties. A survey is prepared with detailed questions and sent to all members of the Supervisory Board. The survey contains questions on the organizational, personnel and content-related performance of the body and on the structure and processes of cooperation in the Supervisory Board and its committees, as well as on the provision of information, in particular by the Management Board. The last self-assessment of the work of the Supervisory Board and its committees took place by means of a survey in December 2024. The results of the audit were presented and discussed in the Supervisory Board and confirmed a professional, constructive cooperation within the Supervisory Board and its committees and with the Management Board. The results also confirmed the efficient organization and conduct of meetings and the appropriate provision of information.

LPKF SE has taken out property damage liability insurance (D&O insurance) for all members of the Management Board and the Supervisory Board.

The proposals for the election of Supervisory Board members take into account the knowledge, skills and professional experience required to perform the tasks. This also applies to the diversity in composition in accordance with the objectives for the composition of the Supervisory Board explained below. For its proposals for the election of new Supervisory Board members to the Annual General Meeting, the Supervisory Board shall ascertain from the respective candidate that he/she is able to devote the expected amount of time.

Detailed CVs of all Supervisory Board members are published on the company's website (www.lpkf.com).

SUPERVISORY BOARD COMMITTEES

The Supervisory Board has formed an Audit, Risk and ESG Committee, a Remuneration and Nomination Committee and a Strategy Committee.

The Audit, Risk and ESG Committee consists of three Supervisory Board members. These are currently Alexa Siebert (formerly Hergenröther) (Chair), Jean-Michel Richard and Anka Wittenberg.

The members of the Audit, Risk and ESG Committee are, as a group, familiar with the sector in which the company operates.

Alexa Siebert is independent and, due to her training as a business economist and tax consultant, her professional background as a manager and, in particular, her experience as chairwoman of the audit and risk committee of the listed SMA Solar Technology AG, a proven financial expert with special knowledge and experience in the areas of financial statement auditing, accounting (including special knowledge and experience in the application of accounting principles and internal control and risk management systems) and ESG, where her accounting and financial statement audit knowledge also includes sustainability reporting and its audit and assurance services.

Jean-Michel Richard is also independent and a proven financial expert who, due to his professional background and practical experience as chairman of the audit committee of other international companies and, among other things, as CFO of Dialog Semiconductor Plc, has extensive expertise in the field of accounting, including special knowledge and experience in the application of accounting principles and internal control and risk management systems, as well as in the field of financial statement auditing, where his accounting and financial statement audit knowledge also includes sustainability reporting and its audits and assurance services.

As a chair and non-executive director in various national, international and global roles and due to her degree in economics, Anka Wittenberg, who is also independent, has particular knowledge in the area of auditing. She also has many years of experience in the areas of sustainability, ESG and CSR, both in terms of implementation as well as from a strategic and financial perspective.

Meetings of the Audit, Risk and ESG Committee take place at least once every calendar quarter.

The Audit, Risk and ESG Committee is responsible for the audit of accounting, monitoring the accounting process, the effectiveness of the internal control system, the risk management system and the internal audit system as well as the audit of the financial statements and compliance. It also prepares the necessary resolutions of the Supervisory Board in this context. In particular, the accounting includes the consolidated financial statements and the group management report (including the sustainability report), interim financial information and the individual financial statements in accordance with the HGB.

In particular, the Audit, Risk and ESG Committee prepares the proposal of the Supervisory Board to the Annual General Meeting for the election of the auditor as well as the resolution of the Supervisory Board for the determination of the audit priorities, the issuance of the audit mandate to the auditor and the fee agreement. To this end, it also deals with the prescribed independence of the auditor. The Audit, Risk and ESG Committee decides on whether to approve the provision of permissible non-audit services by the auditor and regularly assesses the quality of the audit. It also prepares the selection and commissioning of any external audit of any non-financial (Group) statement or separate non-financial (Group) report by the Supervisory Board. The Audit, Risk and ESG Committee discusses with the auditor the audit risk assessment, the audit strategy and audit planning, and the audit results. The Chairwoman of the Audit, Risk and ESG Committee regularly discusses the progress of the audit with the auditor and reports thereon to the committee. The Audit, Risk and ESG Committee consults with the external auditors on a regular basis without the Management Board.

The Audit, Risk and ESG Committee issues recommendations to the Supervisory Board to facilitate and prepare the decision of the Supervisory Board on the approval of the annual financial statements and the approval of the consolidated financial statements.

Furthermore, the Audit, Risk and ESG Committee also deals with environmental, social, governance, sustainability, health and safety, and social responsibility topics (together, the "ESG topics"). It advises the Supervisory Board and the Management Board on ESG Topics and supports and monitors the measures taken by the Management Board to implement them. In particular, it is responsible for preparing the audit of the sustainability report under CSRD.

The Remuneration and Nomination Committee consists of three Supervisory Board members, currently Anka Wittenberg (Chairman, independent), Jean-Michel Richard and Dr. Dirk Rothweiler.

Meetings of the Remuneration and Nomination Committee are held at least twice per calendar year. The Compensation and Nomination Committee is responsible for supporting and preparing decisions of the Supervisory Board on Management Board members; in particular, it makes proposals for the appointment, reappointment and dismissal of Management Board members. In addition, the Remuneration and Nomination Committee prepares long-term succession planning for the Management Board on behalf of the Supervisory Board, deals with personnel policy and the principles and structures of personnel development and planning in the area of executives, and consults with the Management Board and the Supervisory Board on these issues.

The Remuneration and Nomination Committee prepares the Supervisory Board's resolution on the remuneration system for the Management Board and reviews it regularly. In addition, the committee examines and assesses the appropriateness of the total compensation of the individual members of the Management Board and the establishment and review of the target objectives for variable compensation by the Supervisory Board. In this context, the committee prepares the corresponding resolutions of the Supervisory Board as well as the resolution of the Supervisory Board on the annual Remuneration Report. The Remuneration and Nomination Committee nominates suitable candidates to the Supervisory Board for its proposals to the Annual General Meeting for the election of Supervisory Board members.

The Strategy Committee consists of three Supervisory Board members. These are currently Dr. Dirk Rothweiler (Chairman, independent), Prof. Ludger Overmeyer and Alexa Siebert. Meetings of the Strategy Committee are held at least twice per calendar year. The Strategy Committee advises the Management Board on fundamental issues pertaining to corporate strategy and the company's ongoing strategic development as well as on projects of strategic relevance and prepares Supervisory Board resolutions on such matters, particularly Supervisory Board resolutions on acquisitions, investments, divestments or changes in company structure requiring the approval of the Supervisory Board in accordance with the Articles of Incorporation or Management Board rules of procedure or as determined by the Supervisory Board.

SETTING TARGETS FOR THE PROPORTION OF FEMALE MEMBERS ON THE SUPERVISORY BOARD, THE MANAGEMENT BOARD AND THE TWO MANAGEMENT LEVELS BELOW THE MANAGEMENT BOARD

LPKF SE, as a listed European company not subject to the Co-Determination Act, is legally obliged to set target figures for the proportion of women on the Supervisory Board, the Management Board and the two management levels below the Management Board.

On 20 February 2024, with an update on 18 March 2024, the Supervisory Board redefined the target of 40% for the share of women on the Supervisory Board and the target of zero (corresponding to a target quota of 0%) for the share of women on the two-member Management Board. The deadline for achieving both new targets is 19 February 2029.

As of 20 February 2024 and 31 December 2024, the proportion of women on the Supervisory Board reached 40% and thus the target was achieved. On the Management Board, the proportion of women was 0% at both times and thus met the target.

In setting the target figure of zero for the Management Board in 2024, the Supervisory Board was guided by the following considerations and justified this decision as follows:

"The Supervisory Board respects the objectives pursued with the introduction of a quota for women and attaches great importance to equal treatment and equal opportunities for women and men as well as further diversification. The Management Board currently consists of two male members, whose current service contracts as members of the Management Board run until 31 December 2024 (Dr. Klaus Fiedler) and until 30 April 2025 (Christian Witt) and in respect of which a decision on an extension will have to be made in the course of 2024. The Supervisory Board would like to appoint the most suitable candidates in the best interests of the company, taking into account their professional qualifications and personal suitability, irrespective of gender. However, this would hardly be possible in the case of a Management Board consisting of only two members with a target size for the proportion of women of more than 0%. The Supervisory Board currently sees no need for a personnel expansion of the Management Board. However, the Supervisory Board will continue to monitor the business requirements. Should it become necessary in the future to expand the Management Board by additional persons, the Supervisory Board will review the target size and intends in this case to stipulate a new target size of at least one woman for a Management Board with more than two members. In the event of a new appointment to the two-member Management Board, the Supervisory Board will review the target size for the proportion of women again."

The Board service contract of Dr. Klaus Fiedler was extended in April 2024 until 31 December 2028. The employment contract with Christian Witt was terminated prematurely by mutual agreement on 31 December 2024. The Supervisory Board has appointed Peter Mümmler as the new CFO, who will take up the position from 1 April 2025. When filling the position of the CFO on Management Board, which still has two members, the Supervisory Board decided independently of the question of gender for the most suitable candidate considering his professional qualifications and personal suitability in the sense of the company and its stakeholders. In the context of the new appointment, the Supervisory Board has also reviewed the defined target size of women on the Management Board, with the result that this should remain unchanged, as the considerations in the context of the definition in 2024 continue to apply.

Should the Management Board be expanded in the future, the Supervisory Board will review the targets and intends in such a case to set a new target of at least one woman on any Management Board with more than two members. In addition, the Supervisory Board will re-examine the target figure for the proportion of women on the Management Board if there is a new appointment to the two-member Management Board.

For the future proportion of women in the two management levels below the Management Board, the Management Board has set target figures for 2022, which are to be achieved by 30 June 2027. They amount to 30% at the first and 20% at the second management level below the Management Board, based on the forecasted development of the number of employees at the management levels up to 30 June 2027. As of 31 December 2024, the proportion of women in the first management level was 36% and in the second management level, 17%.

LONG-TERM SUCCESSION PLANNING, DIVERSITY CONCEPT

In the interest of continuous succession planning for the Supervisory Board, the Supervisory Board follows the so-called staggered-board concept when appointing its members. The terms of office of the Supervisory Board members do not run in parallel but in stages for a term of office of usually four years each.

One of the tasks of the Supervisory Board is to work together with the Management Board to ensure the long-term succession planning of the Management Board. In addition to the requirements of the German Stock Corporation Act and the Code, the succession planning takes into account the diversity concept as adopted by the Supervisory Board for the composition of the Management Board. Taking into account the specific qualification requirements and the aforementioned criteria, the Supervisory Board develops an ideal candidate profile and draws up a shortlist of available professionals. Structured interviews are conducted with these candidates. If necessary, the Supervisory Board is supported by external consultants in the development of the candidate briefs and the selection of candidates.

With regard to the composition of the Management Board, the Supervisory Board pursues a diversity concept and fully embraces diversity, taking into account the following aspects:

- The members of the Management Board must have the necessary knowledge, skills and professional experience to properly perform their duties.
- The members of the Management Board must be familiar with the relevant industrial environment. At least some members of the Management Board should also have knowledge in the field of laser technology and in the areas of capital markets and financing. At least the member of the Management Board responsible for finance must have expertise in the fields of accounting or auditing and individual members of the Management Board should have experience in managing a medium-sized company.
- When looking for qualified individuals for the Management Board, attention should be paid to diversity. The extent to which different, mutually complementary professional profiles, professional and life experiences, as well as an appropriate representation of both genders benefit the work of the board should also be appreciated.
- As a rule, only members of the Management Board who have not yet reached the age of 65 should be members. The age of the Management Board members shall therefore also be taken into account in the appointment.
- For the share of women on the Management Board, the Supervisory Board has set the previously described target size and deadline for achieving it.

Diversity is intended to benefit the work of the board as a whole. The Supervisory Board decides with which individual a specific Management Board position should be filled in the best interest of the company and under consideration of all the circumstances of the individual case.

In the reporting period (from 1 January 2024 to 31 October 2024), the Management Board of LPKF SE consisted of two members who were qualified in different areas, both professionally and personally. In the opinion of the Supervisory Board, the diversity concept for the Management Board was complied with during the reporting period and is also currently being complied with.

LPKF has developed a high-potential system for succession planning for key positions in order to identify and evaluate suitable candidates for management roles worldwide. These candidates are discussed and finally confirmed in cascading integration rounds. Individual personnel development measures are defined and implemented for the respective position holders. In addition, there is a junior management program that prepares international junior staff for future leadership roles in three modules and is supported by projects and close supervision from the Management Board.

OBJECTIVES FOR THE COMPOSITION OF THE SUPERVISORY BOARD, COMPETENCE PROFILE, DIVERSITY CONCEPT

The Supervisory Board, with the support of the Remuneration and Nomination Committee, has set objectives regarding its composition and has prepared a competence profile including diversity that is taken into account when proposing new candidates for the Supervisory Board.

The Supervisory Board as a whole shall have the knowledge, skills and professional experience necessary to perform its duties. The members of the Supervisory Board as a whole shall be familiar with the sector in which the company operates. At least one member of the Supervisory Board must have expertise in the field of accounting and least one further member of the Supervisory Board must have expertise in the field of auditing.

a) Independence and avoidance of potential conflicts of interest

The Supervisory Board shall include an appropriate number of independent members on the shareholder side within the meaning of Recommendation C.6 of the German Corporate Governance Code of 28 April 2022 (GCGC 2022). A member of the Supervisory Board shall be considered independent within the meaning of this recommendation if he or she is independent of the company and its Management Board and independent of a (possible) controlling shareholder. The Supervisory Board has set the following lower thresholds for an appropriate number of independent members:

More than half of the shareholder representatives shall be independent of the company and the Management Board. According to the definition of recommendation C.7 GCGC 2022, a Supervisory Board member is independent of the company and its Management Board if he or she has no personal or business relationship with the company or its Management Board that could constitute a material and not merely temporary conflict of interest. In assessing independence, the Supervisory Board takes into account the indicators listed in recommendation C.7 GCGC 2022.

At least one shareholder representative shall be independent of a (possible) controlling shareholder. According to recommendation C.9 GCGC 2022, a Supervisory Board member is independent of the controlling shareholder if he or she or a close family member is neither a controlling shareholder nor a member of the controlling shareholder's executive body nor has a personal or business relationship with the controlling shareholder that may give rise to a material and not merely temporary conflict of interest.

No member shall be a member of the Supervisory Board who exercises an executive or advisory function at a significant third-party competitor of the company or the Group or who has a personal relationship with a significant third-party competitor.

The Supervisory Board shall not include more than one former member of the Management Board.

b) Setting an age limit

The age limit for the members of the Supervisory Board was set in the rules of procedure of the Supervisory Board at not older than 72 years at the time of election.

c) Determination of a standard limit for the length of membership in the Supervisory Board

In order to ensure a balanced mix of experience and renewal on the Supervisory Board, the Supervisory Board has set a standard limit for the average length of service on the Supervisory Board of ten years from the date of taking office.

d) Consideration of diversity

In the search for qualified individuals for the Supervisory Board, attention shall also be paid to diversity. The extent to which different, mutually complementary professional profiles, professional and life experience as well as an appropriate representation of both genders on the Supervisory Board benefit the work of the Supervisory Board shall also be acknowledged. For the proportion of women on the Supervisory Board, the Supervisory Board has set the target described above and the above deadline for achieving it.

e) Further requirements

With regard to the requirements of individual Supervisory Board members, the Supervisory Board determined the following in its competence profile:

- Supervisory Board members shall have entrepreneurial or operational experience.
- They shall be able to assess the economic efficiency, expediency and legality of the business decisions to be evaluated in the course of the Supervisory Board's work as well as the material accounting documents, where appropriate with the support of the auditor. They should be in a position to assess any economic challenges faced by the company so as to be able to make well-informed decisions.
- They shall be prepared to engage substantively to a sufficient degree.
- The international activities of LPKF Laser & Electronics SE have been taken into account so far in the composition of the Supervisory Board and will continue to be taken into account in the Supervisory Board's nominations to the Annual General Meeting. In addition to knowledge of spoken and written English, professional experience gained in other internationally active German or foreign companies, whether in management or in supervisory bodies, as well as an understanding of global economic contexts, is essential. The criterion of internationality for the composition of the Supervisory Board does not necessarily require one or more Supervisory Board members with a foreign nationality, as German nationals can also contribute the desired level of experience. This said, the Supervisory Board should have at least one member with international experience.
- At least one member of the Supervisory Board should have expertise in the environmental, social, governance (ESG) field including, in particular, in the key sustainability matters affecting the company.
- At least one member of the Supervisory Board should have knowledge of the Laser Technology business field and at least one member of the Supervisory Board should have knowledge in the electronics market/semiconductor market business field. It is sufficient for one member of the Supervisory Board to have the relevant knowledge.

The implementation status regarding the profile of skills and expertise for the entire Supervisory Board and other objectives for the composition of the Supervisory Board is set out in following qualification matrix. According to this, in its current composition the Supervisory Board as a whole meets the targets

set and fulfills the diversity concept as well as the competency profile. At least one Supervisory Board member has relevant knowledge and/or experience in each of the competency fields.

In particular, the Supervisory Board considers all of its current members – Jean-Michel Richard, Alexa Siebert, Anka Wittenberg, Dr. Dirk Michael Rothweiler and Prof. Dr.-Ing. Ludger Overmeyer – as independent, so that the Supervisory Board has the required number of independent members.

Qualification matrix of the Supervisory Board of LPKF SE

Financial year 2024		Jean-Michel Richard (Chairman)	Dr. Dirk Rothweiler (Deputy Chairman)	Alexa Siebert	Prof. Ludger Overmeyer	Anka Wittenberg
Affiliation	Member since	2020	2017	2023	2019	2023
	Elected until	2025	2026	2027	2028	2027
Personal suitability						
Independence of the Company and the Management Board*		✓	✓	✓	✓	✓
Independence from any controlling shareholder**		✓	✓	✓	✓	✓
No overboarding***		✓	✓	✓	✓	✓
Diversity	Year of birth	1963	1963	1970	1964	1963
	Gender	m	m	w	m	w
	Nationality	Swiss	German	German	German	German
	International experience	✓	✓	✓	✓	✓
Professional suitability and company-specific knowledge						
Business areas	Laser technology		✓		✓	
	Electronics market / semiconductor market	✓	✓		✓	
General	Environmental, Social and Governance (ESG)	✓	✓	✓		✓
	Legal, Corporate Governance & Compliance	✓		✓		✓
	Business Administration, Financing & Investment	✓	✓	✓		✓
	Personnel / Remuneration		✓			✓
Special knowledge	Financial Experts	✓		✓		
	Accounting expert****	✓	✓	✓		
	Auditing expertise****	✓		✓		✓
Committees						
	Audit, Risk and ESG Committee	✓		Chair		✓
	Remuneration and Nomination Committee	✓	✓			Chair
	Strategy Committee		Chair	✓	✓	
*within the meaning of C. 7 DCGK						
**within the meaning of C. 9 DCGK						
***within the meaning of C. 4 and C. 5 GCGC						
**** within the meaning of Section 100 (5) AktG, D. 3 GCGC						

SHAREHOLDERS AND ANNUAL GENERAL MEETING

The shareholders of LPKF SE exercise their co-determination and control rights at the Annual General Meeting, which is held at least once a year. This resolves on all matters determined by law. Each share entitles the holder to one vote.

Every shareholder who registers in good time is entitled to attend the Annual General Meeting. Shareholders who are unable to attend in person have the option of having their voting rights exercised by a bank, a shareholders' association, the proxies appointed by LPKF SE who are bound by instructions, or another proxy of their choice. The Management Board may provide for shareholders to cast their votes in writing or by way of electronic communication (postal vote) and, in case of General Meetings with physical attendance in general, for shareholders to participate in the Annual General Meeting without being present on-site and to exercise all or some of their rights, in whole or in part, by way of electronic communication. The invitation to the Annual General Meeting and the reports, documents and information required by law for the Annual General Meeting are published in accordance with the provisions of the German Stock Corporation Act and made available on LPKF SE's website in German and English.

TRANSPARENCY

LPKF regularly informs capital market participants and the interested public about the Group's economic situation and important developments. The annual report, the half-yearly financial report and the quarterly financial reports are published within the prescribed deadlines. Press releases and, if necessary, ad hoc announcements provide information on current events and new developments. All information is published via suitable electronic media such as e-mail and the internet. The website www.lpkf.com also provides extensive information on the LPKF Group and LPKF shares.

The planned dates of the main recurring events and publications – such as the Annual General Meeting, annual report, quarterly financial reports and analysts' conferences – are compiled in a financial calendar. The calendar is published sufficiently in advance and made available on LPKF SE's website.

SHARE TRADING OF MEMBERS OF THE COMPANY'S CORPORATE BODIES

Information on insider transactions by executives (Directors' Dealings) are published by LPKF SE on the Internet (www.lpkf.com/en/investor-relations/publications/mandatory-publications) and reported to the relevant supervisory authorities.

ACCOUNTING AND AUDITING

LPKF SE prepares its consolidated financial statements and the interim consolidated financial statements in accordance with the International Financial Reporting Standards (IFRS) as applicable in the European Union. The annual financial statements of LPKF SE are prepared in accordance with the German Commercial Code (HGB). The annual and consolidated financial statements are prepared by the Management Board, reviewed by the Audit, Risk and ESG Committee and the Supervisory Board and audited by externally appointed auditors. The interim reports and the half-year financial report are discussed by the Supervisory Board, its Audit, Risk and ESG Committee and with the Management Board prior to publication. The consolidated financial statements and the annual financial statements of LPKF SE were audited by the auditor and consolidated auditor of the Company for the financial year 2024, elected by the Annual General Meeting on 5 June 2024 and audited by Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Düsseldorf. Baker Tilly GmbH & Co. KG has audited the annual and consolidated financial statements of LPKF SE since the 2023 financial year. The auditor in charge has

been Marco Brokemper since the 2023 financial year. The audits were conducted in accordance with German auditing regulations and the generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany). They also covered risk management and compliance with corporate governance declaration requirements pursuant to Section 161 of the German Stock Corporation Act (AktG).

It was also contractually agreed with the auditor that he would inform the Supervisory Board immediately of any possible grounds for exclusion or partiality as well as of significant findings and incidents during the audit. There was no reason to do so during the audits for the 2024 financial year.

Garbsen, 18 February 2025



JEAN-MICHEL RICHARD
for the Supervisory Board



KLAUS FIEDLER
for the Management Board