

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 section contains the corporate governance statement pursuant to Sections 289f and 315d of the German Commercial Code (Handelsgesetzbuch – HGB). The corporate governance statement for the company and the Group is an integral part of the combined management and Group management report. The Management Board and the Supervisory Board also report on corporate governance at LPKF SE in this section.

CORPORATE GOVERNANCE STATEMENT

Declaration of compliance in accordance with Section 161 AktG of 10 February 2026:

The Management Board and the Supervisory Board declare that, since its last declaration of compliance dated 18 February 2025 and the updated version dated 4 June 2025, LPKF Laser & Electronics SE (hereinafter "LPKF SE") has complied with all recommendations of the German Corporate Governance Code (hereinafter the "Code") as amended on 28 April 2022 and 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 the chairmanship of the Audit Committee (Code section D.3 sentence 5)

The Supervisory Board has formed an Audit, Risk and ESG Committee, which fulfils all but one of the Code's recommendations regarding the Audit Committee. The only deviation is from the recommendation that the chair of the Supervisory Board shall not chair the Audit Committee as well. Alexa Siebert has been chair of the Audit, Risk and ESG Committee since 20 July 2023. In the opinion of the Supervisory Board, she fulfils the requirements regarding the special professional expertise that the chair of the Audit Committee shall have due to her professional background and practical experience. In order to ensure the continuity and efficiency of the monitoring work, the full Supervisory Board considers it appropriate, in deviation from recommendation D.3 sentence 5 of the GCGC, for the chair of the Supervisory Board to continue to chair the Audit, Risk and ESG Committee. The Supervisory Board is confident in its belief that the workload associated with chairing the Audit, Risk and ESG Committee can be handled by the chair of the Supervisory Board. The deviation is therefore in the best interests of the company.

Garbsen, 10 February 2026

For the Supervisory Board



ALEXA SIEBERT

For the Management Board



DR. KLAUS FIEDLER

REMUNERATION REPORT AND REMUNERATION SYSTEMS

The remuneration report for the 2025 financial year, the auditor's report on the audit of the remuneration report and the remuneration system applicable to the members of the Management Board and Supervisory Board are available on the LPKF Laser & Electronics SE website at <https://www.lpkf.com/en/investor-relations/corporate-governance>.

DISCLOSURES ON RELEVANT CORPORATE GOVERNANCE PRACTICES

OPPORTUNITY AND RISK MANAGEMENT

The Management Board of LPKF SE has set up a Group-wide reporting and control system to record, assess, monitor and manage opportunities and risks. The internal control system and the opportunity and risk management system also cover sustainability objectives, including processes and systems for collecting and processing sustainability data, and incorporate a compliance management system. The system is continuously evolving and adapted to changing conditions and is 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 opportunity and risk management in the LPKF Group are presented in the opportunity and 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 – PRINCIPLES OF BUSINESS ACTIVITIES AND PRACTICES

Sustainable economic, environmental and social action that complies with applicable law is an essential element of LPKF SE's corporate culture. This includes trust, respect and integrity in our interactions with each other. It is expressed in exemplary conduct towards employees, business partners, shareholders and the public. LPKF SE 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 the 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 issues. This serves to prevent compliance violations throughout the Group, minimize risks and identify potential breaches early and efficiently. Clearly defined and transparently communicated reporting channels for internal and external stakeholders help to ensure that potential irregularities can be reported confidentially and, if desired, anonymously. LPKF SE provides internal and external whistleblowers with channels for contacting LPKF SE, which are listed on the website (<https://www.lpkf.com/en/company/compliance-management>). These channels can be used to contact both the Chief Compliance Officer and an independent attorney of trust in complete confidence if required. Other internal points of contact for employees are communicated in the Compliance Code, on the intranet and on noticeboards within the company.

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 comprising 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 company's Management Board consisted of just one person at times during the 2025 financial year. The specific composition of the Management Board in the 2025 financial year and the disclosures pursuant to Section 285 no. 10 HGB 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 social and environmental impacts of LPKF SE's activities. In addition to long-term economic objectives, the corporate strategy also gives appropriate consideration to environmental and social objectives. Corporate planning includes relevant financial and sustainability objectives.

The Management Board performs its management duties as a collegial body. Notwithstanding the overall responsibility, the Management Board members are individually responsible, within the framework of the Management Board resolutions, for managing the departments assigned to them. The allocation of responsibilities between the Management Board members is set out in the executive organization chart. Information on the areas of responsibility of the members of the Management Board and also their curricula vitae can be found on the company's website at <https://www.lpkf.com/en/company/management>. The Management Board meets regularly for joint meetings.

The rules of procedure for the Management Board are published on the company's website (<https://www.lpkf.com/en/investor-relations/corporate-governance>).

SUPERVISORY BOARD

The Supervisory Board consists of five members, who are elected individually by the Annual General Meeting. The specific composition of the Supervisory Board in the 2025 financial year and the disclosures pursuant to Section 285 no. 10 HGB can be found in the combined management and Group management report in this Annual Report. The CVs of the Supervisory Board members can be found on the company's website at <https://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 chair 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 regularly, promptly and comprehensively in writing and at their regular meetings about all issues relevant to the company. These include, in particular, the strategic planning, the business performance, the Group's situation, opportunity and risk management and compliance. The Supervisory Board is informed immediately of any significant incidents; if necessary, an extraordinary meeting is convened. The Supervisory Board has adopted rules of procedure for its work, which are published on the company's website (<https://www.lpkf.com/en/investor-relations/corporate-governance>).

The Supervisory Board regularly reviews the efficiency of its own work and of its committees (efficiency review). The efficiency review is generally conducted annually and is based on a structured and detailed questionnaire that is sent to all members of the Supervisory Board. The efficiency review focuses in particular on the working methods of the Supervisory Board and its committees, their composition and structure, the quality of the advisory and monitoring work, the cooperation within the Supervisory Board and with the Management Board and the provision of information by the Management Board.

The last efficiency review of the Supervisory Board and its committees was conducted in December 2025. The results were discussed by the Supervisory Board. They confirmed the efficiency and effectiveness of the work of the Supervisory Board and its committees, the constructive cooperation in a spirit of trust within the Supervisory Board and with the Management Board as well as the appropriate, timely and comprehensive provision of information. There were no indications of any significant need for improvement.

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

The nominations 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 of the Supervisory Board's composition in accordance with the objectives for its composition explained below. With regard to its nominations for the election of new Supervisory Board members that are presented to the Annual General Meeting, the Supervisory Board must ascertain from the candidates that they are able to devote the expected amount of time.

Detailed CVs of all the Supervisory Board members are published on the company's [website](#).

SUPERVISORY BOARD COMMITTEES

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

The Audit, Risk and ESG Committee consists of three Supervisory Board members. These are currently Alexa Siebert (chair), Anka Wittenberg and Paul Owsianowski.

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 educational qualifications as a business economist and tax consultant, her professional background as a manager and, in particular, her experience as chair of the audit and risk committee of the listed company SMA Solar Technology AG, a proven financial expert with special knowledge and experience in the areas of financial statement audits, 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.

As a chair and non-executive director in various national, international and global roles and by virtue of her degree in economics, Anka Wittenberg, who is also independent, has particular knowledge in the area of the auditing of financial statements. 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.

Paul Owsianowski is independent and a recognized financial expert thanks to his extensive expertise in finance, accounting and the auditing of financial statements. He brings valuable knowledge from his mandates at listed companies as well as capital market expertise in the areas of law, corporate governance and compliance. Paul Owsianowski has a deep understanding of the markets in which the LPKF Group operates, particularly the semiconductor market. His profile is complemented by his experience in M&A, financing and corporate strategy, including investment decisions and corporate development, which enables him to provide targeted support for strategic and operational requirements.

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 the accounting records, the monitoring of 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. The accounting includes in particular the consolidated financial statements and the Group management report (including the sustainability report), the interim financial information and the HGB single-entity financial statements.

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 on the determination of the key audit areas, the issuing of the audit engagement to the auditor and the fee agreement. In this connection, it also examines 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 opportunity and risk assessment, strategy, planning and results of the audits. The chair of the Audit, Risk and ESG Committee regularly discusses the progress of the audit

with the auditor and reports on this 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 adoption of the annual financial statements and the consolidated financial statements.

Furthermore, the Audit, Risk and ESG Committee also examines 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. It is responsible in particular for preparing the audit of the sustainability report pursuant to the CSRD.

The Remuneration and Nomination Committee consists of three Supervisory Board members, who are currently Anka Wittenberg (chair, independent), Dr Dirk Rothweiler and Alexa Siebert. Meetings of the Remuneration and Nomination Committee are held at least twice per calendar year. The Remuneration 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 the long-term succession planning for the Management Board on behalf of the Supervisory Board, examines the personnel policy and the principles and structures of personnel development and planning at the executive level 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 regularly reviews this system. In addition, the committee examines and assesses the appropriateness of the total remuneration 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 relevant 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 it to propose to the Annual General Meeting for the election of Supervisory Board members.

The Strategy Committee was dissolved on 22 July 2025. In future, the relevant topics will be discussed and deliberated directly by the Supervisory Board as a whole at its meetings.

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

As a listed European Company that is not subject to the German Co-Determination Act (Mitbestimmungsgesetz), LPKF SE is legally obliged to set targets for the proportion of women on the Supervisory Board, the Management Board and the two management levels below the Management Board.

The Supervisory Board redefined the target for the proportion of women on the Supervisory Board at 40% and the target for the proportion of women on the two-member Management Board at zero (corresponding to a target quota of 0%) on 20 February 2024 and updated it on 18 March 2024. The deadline for achieving both new targets is 19 February 2029.

As at 31 December 2025, the proportion of women on the Supervisory Board was 40% and this target was therefore achieved. The proportion of women on the Management Board was 0% as at the same date 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 the 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 members who are both men and whose current service contracts run until 31 December 2028 (Dr Klaus Fiedler) and March 2028 (Peter Mümmler). 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. This, however, would hardly be possible in the case where the Management Board consists of only two members and the target for the proportion of women is more than 0%. The Supervisory Board currently sees no need to expand the Management Board. It will, however, continue to monitor the legal requirements.

When filling the position of the CFO on the Management Board, which continues to have two members, the Supervisory Board decided independently of the question of gender to select the most suitable candidate (Peter Mümmler) in due consideration of his professional qualifications and personal suitability for the purposes of the company and its stakeholders. In the course of the new appointment, the Supervisory Board also reviewed the defined target for the proportion of women on the Management Board and ultimately decided that this should remain unchanged, as the considerations involved when the target was defined in 2024 continue to apply.

Should the Management Board be enlarged 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 if the Management Board has more than two members. Furthermore, the Supervisory Board will re-examine the target for the proportion of women on the Management Board if a new appointment to the two-member Management Board is to be made.

For the future proportion of women in the two management levels below the Management Board, the Management Board set targets in 2022 that are to be achieved by 30 June 2027. These targets are 30% at the first management level and 20% at the second management level below the Management Board and are based on the forecast development of the size of the workforce at the management levels up to 30 June 2027. As at 31 December 2025, the proportion of women was 30% at the first management level and 13.4% at the second management level.

LONG-TERM SUCCESSION PLANNING, DIVERSITY CONCEPT

For the purposes of the continuous succession planning for the Supervisory Board, the Supervisory Board follows what is known as the staggered board concept when appointing its members. The terms of office of the Supervisory Board members do not run in parallel but are staggered 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 adopted by the Supervisory Board for the composition of the Management Board. Taking the specific qualification requirements and the aforementioned criteria into consideration, the Supervisory Board first develops an ideal candidate profile and then 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 requirements profile 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 shall additionally 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.
- Attention should be paid to diversity when looking for qualified individuals for the Management Board. The extent to which different, mutually complementary professional profiles, professional and life experiences and an appropriate representation of both genders benefit the work of the board should also be recognized.
- As a rule, only people who have not yet reached the age of 65 should be members of the Management Board. The age of the Management Board members shall therefore also be taken into account in the appointment.
- With regard to the proportion of women on the Management Board, the Supervisory Board has set the previously described target and deadline for achieving this.

Diversity is intended to benefit the work of the board as a whole. The Supervisory Board decides which personality should fill a specific Management Board position in the best interests of the company and in due consideration of all the circumstances of the individual case.

From 1 April 2025 to 31 December 2025, the Management Board of LPKF SE consisted of two members who were professionally and personally qualified in different areas. In the opinion of the Supervisory Board, the diversity concept for the Management Board was complied with during the reporting period and is also complied with at present.

LPKF SE has developed a high-potential system for the 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 relevant incumbents.

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

With the support of the Remuneration and Nomination Committee, the Supervisory Board has set targets for its composition and defined a skills profile that takes diversity aspects into account. The skills profile has been reviewed and refined and is applied to nominations for the election of new Supervisory Board members.

The Supervisory Board as a whole has the knowledge, skills and professional experience necessary to properly fulfil its duties. The members of the Supervisory Board are generally familiar with the sector in which the company operates. In accordance with the legal requirements of Section 100(5) AktG and the recommendations of the German Corporate Governance Code, at least one member of the Supervisory Board has expertise in the field of accounting and at least one other member has expertise in the field of auditing; the expertise in each case also extends to sustainability reporting.

a) Independence and avoidance of potential conflicts of interest

The Supervisory Board shall include an appropriate number of independent members from among the shareholders as referred to in 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 they are independent of the company and its Management Board and independent of any (possible) controlling shareholder. The Supervisory Board has set the following minimum 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 in recommendation C.7 GCGC 2022, a Supervisory Board member is independent of the company and its Management Board if they have no personal or business relationship with the company or its Management Board that may constitute a substantial and not merely temporary conflict of interest. The Supervisory Board takes into account the indicators listed in recommendation C.7 GCGC 2022 when assessing independence.

At least one shareholder representative shall be independent of any (possible) controlling shareholder. According to recommendation C.9 GCGC 2022, a Supervisory Board member is independent of the controlling shareholder if they or a close family member are or is neither a controlling shareholder nor a member of the controlling shareholder's executive body and does not have a personal or business relationship with the controlling shareholder that may constitute a substantial and not merely temporary conflict of interest.

The Supervisory Board shall not include any member who exercises an executive or advisory function at a significant competitor of the company or the Group or who has a personal

relationship with a significant competitor. The same shall apply to executive or advisory functions at major customers or suppliers of the company or the Group as well as to personal relationships with such companies if this may constitute a significant and not merely temporary conflict of interest

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

b) Age limit

The age limit for the members of the Supervisory Board has been set in the rules of procedure of the Supervisory Board at a maximum age of 72 years at the time they are elected.

c) Determination of a standard limit for the length of service on 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 a member takes office.

d) Consideration of diversity

Attention should also be paid to diversity when looking for qualified individuals for the Supervisory Board. 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 should also be recognized. With regard to the proportion of women on the Supervisory Board, the Supervisory Board has set the previously described target and deadline for achieving this.

e) Further requirements

With regard to the requirements of individual Supervisory Board members, the Supervisory Board has set out the following in its skills profile:

- Supervisory Board members shall have business and operational experience, ideally also in management functions or on supervisory bodies of national or international companies.
- They shall be able to assess the economic viability, appropriateness and legality of the business decisions to be evaluated in the course of the Supervisory Board's work. This includes in particular the ability to assess key accounting documents, the internal control system, the opportunity and risk management system and compliance structures, if necessary with the assistance of the auditor.
- Members should be in a position to identify and assess on a well-informed basis the economic, strategic and technological challenges facing the company and thus make appropriate monitoring and advisory decisions.
- They shall be prepared to commit sufficient time and substantive engagement in order to perform the tasks of their mandate.
- The international activities of LPKF Laser & Electronics SE have been taken into account in the composition of the Supervisory Board to date and will continue to be taken into account in the Supervisory Board's nominations to the Annual General Meeting. In addition to a very good command of English, international professional experience in

management or control functions and an understanding of global economic relationships are particularly important here. Foreign nationality is not a prerequisite for having international experience. The Supervisory Board shall include at least one member with relevant international experience.

- At least one member of the Supervisory Board shall have expertise in the areas of environmental, social and corporate governance (ESG), particularly in respect of key sustainability issues affecting the company.
- The Supervisory Board as a whole shall have technological and market-related expertise in the business segments relevant to the company. This includes in particular knowledge in the field of laser technology, the electronics and semiconductor market and related technologies, such as specialized mechanical engineering. It is sufficient if at least one member has the relevant knowledge and experience.
- In addition, the Supervisory Board shall have knowledge in the areas of corporate governance, technology and business development, digitalization, artificial intelligence and cybersecurity.
- The personal requirements for Supervisory Board members also include independence within the meaning of the German Corporate Governance Code and the absence of overboarding conflicts.

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 the qualification matrix below. Based on this matrix, the Supervisory Board as a whole meets the targets that have been set and fulfils the diversity concept as well as the skills profile in its current composition. At least one Supervisory Board member has relevant knowledge and/or experience in each of the fields of competence.

In particular, the Supervisory Board considers all of its current members – Alexa Siebert, Anka Wittenberg, Paul Owsianowski, Dr Dirk Michael Rothweiler and Prof. Ludger Overmeyer – to be independent, meaning that the Supervisory Board has the required number of independent members.

QUALIFICATION MATRIX OF THE SUPERVISORY BOARD OF LPKF LASER & ELECTRONICS SE, NOVEMBER 2025

		Siebert	Rothweiler	Overmeyer	Owsianowski	Wittenberg
Governance	Member since:	June 2023	June 2017	June 2019	June 2025	June 2023
	Appointed until:	AGM 2027	AGM 2026	AGM 2028	AGM 2029	AGM 2027
Personal requirements	Independence	x	x	x	x	x
	from the company and the Management Board*	x	x	x	x	x
	from any controlling shareholder**	x	x	x	x	x
	No overboarding***	x	x	x	x	x
	International experience	x	x	x	x	x
Diversity	Year of birth:	1970	1963	1964	1987	1963
	Gender	F	M	M	M	F
	Nationality:	German	German	German	German	German
Professional experience						
	Management experience at international companies	x	x	x		x
	Experience on supervisory boards of listed companies	x	x	x	x	x
	Knowledge of the issues relating to the internal control and risk management system	x	x	x	x	x
	Knowledge of the company's internal structures and operating principles	x	x	x	x	x
	Knowledge of issues relating to business performance, business development and M&A	x	x	x	x	x

		Siebert	Roth-weiler	Overmeyer	Owsianowski	Wittenberg
	Knowledge of issues relating to technology development and innovation management	x	x	x	x	x
	Knowledge of issues relating to AI and cybersecurity			x	x	x
	Expertise in the field of human resources		x			x
	Knowledge of the aspects of environmental and social sustainability	x	x		x	x
	Knowledge of issues relating to corporate governance and compliance and company law	x	x	x	x	x
	Expertise in the field of accounting ****	x	x		x	x
	Expertise in the field of auditing ****	x			x	x
Familiarity with the business sector						
	Technical expertise, especially in the areas of					
	- Lasers and optics		x	x		
	- Semiconductors		x	x		
	- Specialized mechanical engineering		x	x		
	Market knowledge, especially in the areas of					
	- Lasers and optics		x	x	x	
	- Semiconductors		x	x		
	- Specialized mechanical engineering	x	x	x		
International corporate experience						
	EMEA	x	x		x	x
	Asia	x	x	x	x	x
	North America	x	x	x	x	x

		Siebert	Roth- weiler	Over- meyer	Owsia- nowski	Witten- berg
Committees						
	Audit, Risk and ESG Committee	x			x	x
	Nomination and Remuneration Committee	x	x			x
*	as referred to in C.7 GCGC					
**	as referred to in C.9 GCGC					
***	as referred to in C.4 and C.5 GCGC					
****	as referred to in 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 and which decides 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 the instructions they receive, 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 (absentee ballot) and, in the case of Annual General Meetings that generally require attendance in person, for shareholders to take part 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 SE 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 using appropriate electronic media, such as by e-mail and on the Internet. The website at 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 earnings calls – are compiled in a financial calendar. The calendar is published at a sufficient time in advance and made available on LPKF SE's website.

SHARE TRADING OF MEMBERS OF THE COMPANY'S EXECUTIVE BODIES

Information on directors' dealings is published by LPKF SE on the Internet (<https://www.lpkf.com/en/investor-relations/publications/mandatory-publications>) and reported to the responsible 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 adopted in the European Union. The annual financial statements of LPKF SE are prepared in accordance with German commercial law (HGB – Commercial Code). 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 and its Audit, Risk and ESG Committee as well as with the Management Board before they are published. The consolidated financial statements and the annual financial statements of LPKF SE were audited by the statutory auditor and Group auditor of the company elected by the Annual General Meeting on 4 June 2025 for the 2025 financial year, Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Düsseldorf, Germany. Baker Tilly GmbH & Co. KG has audited the annual and consolidated financial statements of LPKF SE since the 2023 financial year. The responsible auditor since the 2023 financial year has been Marco Brokemper. 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 the requirements relating to the corporate governance statement pursuant to Section 161 AktG.

It was also contractually agreed with the auditor that they would inform the Supervisory Board immediately of any possible grounds for exclusion or indications of bias as well as of significant findings and incidents during the audit. There was no reason to do so during the audits for the 2025 financial year.

Garbsen, 10 February 2026

For the Supervisory Board



ALEXA SIEBERT

For the Management Board



DR. KLAUS FIEDLER