Invitation to the Annual General Meeting on 5 June 2024 LPKF Laser & Electronics SE, Garbsen ISIN DE0006450000

Dear Shareholders,

We hereby invite you to this year's Annual General Meeting, which will be held on

Wednesday, 5 June 2024, at 10:00 a.m. (CEST)
(= 8:00 a.m. UTC (coordinated universal time))
in the auditorium ("Aula") of
Johannes Kepler Gymnasium,
Planetenring 7, 30823 Garbsen, Germany.

I. AGENDA

1. PRESENTATION OF THE ADOPTED ANNUAL FINANCIAL STATEMENTS AS OF 31 DECEMBER 2023, THE APPROVED CONSOLIDATED FINANCIAL STATEMENTS AS OF 31 DECEMBER 2023, THE COMBINED MANAGEMENT REPORT AND GROUP MANAGEMENT REPORT AND THE SUPERVISORY BOARD'S REPORT FOR THE 2023 FINANCIAL YEAR, AS WELL AS THE EXPLANATORY REPORT OF THE MANAGEMENT BOARD ON THE DISCLOSURES UNDER SECTIONS 289A AND 315A OF THE GERMAN COMMERCIAL CODE (HGB).

The documents provided for agenda item 1 can be viewed on the company's website at

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

from the time the Annual General Meeting is convened. These documents will also be accessible at the Annual General Meeting and will be explained verbally.

The Supervisory Board has approved the annual financial statements prepared by the Management Board and the consolidated financial statements under Sections 171 and 172 of the German Stock Corporation Act (AktG). The annual financial statements are thus adopted. In accordance with the statutory provisions, a resolution of the Annual General Meeting on agenda item 1 is therefore not scheduled.

2. RESOLUTION REGARDING THE USE OF THE NET PROFIT FOR THE 2023 FINANCIAL YEAR

The Management Board and the Supervisory Board propose that the entire net profit of EUR 22,371,228.93 reported in the annual financial statements of LPKF Laser & Electronics SE for the 2023 financial year be carried forward to new account.

3. RESOLUTION REGARDING THE RATIFICATION OF THE ACTS OF THE MANAGEMENT BOARD FOR THE 2023 FINANCIAL YEAR

The Management Board and the Supervisory Board propose that the acts of the members of the Management Board be ratified for the 2023 financial year.

4. RESOLUTION REGARDING THE RATIFICATION OF THE ACTS OF THE SUPERVISORY BOARD FOR THE 2023 FINANCIAL YEAR

The Management Board and the Supervisory Board propose that the acts of the members of the Supervisory Board be ratified for the 2023 financial year.

5. RESOLUTION REGARDING THE APPROVAL OF THE REMUNERATION REPORT FOR THE 2023 FINANCIAL YEAR

Pursuant to Section 162 of the German Stock Corporation Act (AktG), the Management Board and Supervisory Board of LPKF Laser & Electronics SE must prepare a Remuneration Report on the remuneration granted and owed to each member of the Management Board and Supervisory Board in the 2023 financial year. The Remuneration Report was audited by the auditor pursuant to Section 162, Paragraph 3 of the German Stock Corporation Act (AktG) to determine whether the legally required disclosures pursuant to Section 162, Paragraphs 1 and 2 of the German Stock Corporation Act (AktG) were made. The auditor of the annual financial statements also reviewed the content in excess of the legal requirements. The note regarding the audit of the Remuneration Report is attached to the Remuneration Report.

The Remuneration Report for the 2023 financial year, which has been prepared and reviewed pursuant to Section 162 of the German Stock Corporation Act (AktG), has been printed in its entirety in Section II under II.1. and can be accessed on the company's website at

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

from the time the Annual General Meeting is convened, including during the Annual General Meeting.

The Management Board and Supervisory Board propose the adoption of the following resolution:

The Remuneration Report prepared and audited under Section 162 of the German Stock Corporation Act (AktG) for the 2023 financial year is approved.

6. SUPERVISORY BOARD ELECTION

In accordance with Article 40, Paragraphs 2 and 3, and Article 9, Paragraph 1 (c) of Council Regulation (EC) No. 2157/2001 (SE Regulation) in conjunction with Section 17 of the SE Implementation Act (SEAG) and Article 10, Paragraph 1 of the Articles of Incorporation, the Supervisory Board of the company consists of five members elected by the Annual General Meeting.

Prof. Ludger Overmeyer's term of office will end at the end of the Annual General Meeting on 5 June 2024 and a new election will therefore have to be held.

On the recommendation of its Remuneration and Nomination Committee, the Supervisory Board proposes

> that Prof. Ludger Overmeyer, a resident of Wunstorf, Germany, Professor and Head of the Institute of Transport and Automation Technology at Leibniz University of Hanover,

be elected to the Supervisory Board as a shareholder representative for a term of office beginning at the end of the Annual General Meeting on 5 June 2024 and ending upon conclusion of the Annual General Meeting that adopts a resolution ratifying the acts of the Supervisory Board for the 2027 financial year.

The nomination submitted takes the target defined by the Supervisory Board for its composition into account and aims to further broaden the skills profile of the Supervisory Board as a whole. The skills profile and the target composition of the Supervisory Board are reported in the corporate governance declaration (corporate governance report) pursuant to Section 289f and Section 315d of the German Commercial Code (HGB) for the 2023 financial year, which is available on the company's website at:

www.lpkf.com/en/investor-relations/corporate-governance.

The assignment of the qualifications listed in the Supervisory Board's skills profile to the proposed candidate is based on the qualification matrix that is part of the corporate governance declaration mentioned above.

The Supervisory Board has ascertained that the proposed candidate is able to fulfill the expected time commitment.

The CV of the candidate and other additional information related to agenda item 6 can be found under II.2 in Section II.

7. ELECTION OF THE AUDITORS OF THE ANNUAL FINANCIAL STATEMENTS AND THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE 2024 FINANCIAL YEAR

The Supervisory Board proposes that Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Dortmund, Germany, be elected auditor of the annual financial statements and consolidated financial statements of the company for the 2024 financial year.

This proposal is based on the recommendation of the Audit Committee.

The Audit Committee has declared that its recommendation is free from undue influence by third parties and that no clause of the type referred to in Article 16, Paragraph 6 of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC ("Statutory Audit Regulation") has been imposed on it.

Additional explanations can be found under II.3 in Section II.

8. RESOLUTION TO CREATE AUTHORIZED CAPITAL WITH THE OPTION TO DISAPPLY SUBSCRIPTION RIGHTS AND TO AMEND THE ARTICLES OF INCORPORATION ACCORDINGLY

The Annual General Meeting on 20 May 2021 authorized the Management Board to increase the company's share capital on one or more occasions with the consent of the Supervisory Board by up to a total of EUR 4,899,309.00 by issuing new no-par value bearer shares in return for contributions in cash and/or in kind. This authorization has not yet been utilized. The authorization will expire on 19 May 2024 and a new authorization is to be created. The volume of the new authorized capital should be substantially the same as the previous authorized capital and limited to 20% of the share capital. The option to disapply subscription rights for capital increases from authorized capital is again to be limited to a total of 10% of the share capital, taking into account shares that are to be issued or are issued or sold without subscription rights on the basis of another authorization.

The Management Board and Supervisory Board propose the adoption of the following resolution:

a) Creation of new authorized capital

The Management Board is authorized to increase the share capital on one or more occasions until 4 June 2029 with the consent of the Supervisory Board by up to a total of EUR 4,899,309.00 by issuing up to 4,899,309 new no-par value bearer shares in return for contributions in cash and/or in kind (authorized capital).

Shareholders shall generally be granted a subscription right. The shares may also be acquired by one or more banks or companies within the meaning of Section 186, Paragraph 5 sentence 1 of the German Stock Corporation Act (AktG) designated by the Management Board with the obligation to offer them to the shareholders for subscription (indirect subscription right).

However, the Management Board is authorized, with the consent of the Supervisory Board, to disapply shareholders' subscription rights

— to exclude fractional amounts from shareholders' subscription rights;

— if the new shares are issued for cash contributions and the issue price of the new shares is not significantly lower than the market price of the shares already listed on the stock exchange at the time of the final determination of the issue price. The total number of shares issued without subscription rights may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. Other shares issued or sold without subscription rights during the term of this authorization in direct or analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG) must be counted towards the maximum limit of 10% of the share capital. Shares to be issued to service warrant and/or conversion rights and/or obligations arising from convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants must also be counted if such bonds or participation certificates were issued without subscription rights during the term of this authorization in analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG);

— if the capital increase in return for contributions in kind is made for the purpose of acquiring companies, parts of companies, equity in companies, other assets in connection with an acquisition project or as part of business combinations, or for the purpose of acquiring industrial property rights, including copyrights and know-how, or rights to use such rights;

— to the extent necessary to grant warrant or conversion rights to bearers – and/or impose warrant or conversion obligations on creditors – of convertible bonds or bonds with warrants issued or to be issued by the company or companies in which the company directly or indirectly holds a 100% interest, a right to subscribe for new shares to the extent to which they would be entitled after exercising the warrant or conversion rights or after fulfilling the warrant or conversion obligations;

— if the new shares are issued to individuals who are in an employment relationship with the company or one of its affiliates. The total number of shares issued without subscription rights may not exceed a pro rata amount of the share capital totaling EUR 200,000.00.

The authorization to disapply shareholders' subscription rights is in any case limited to the extent that, after the authorization has been exercised, the total number of shares issued without shareholders' subscription rights in return for contributions in cash and/or in kind under this authorized capital may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. The above 10% limit includes the following:

— own shares without subscription rights sold during the term of this authorization,

— new shares to be issued on the basis of convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants that were issued without subscription rights during the term of this authorization and

— new shares issued without subscription rights on the basis of any other authorized capital during the term of this authorization.

The 10% limit does not, however, include shares that are to be issued to service subscription rights from a performance stock option plan offered by the company to members of the Management Board, employees of the company and employees and members of the management of affiliated companies.

The Management Board is authorized, with the consent of the Supervisory Board, to determine the content of the share rights, the further details of the capital increase and the conditions of the share issue, in particular the issue price.

The Supervisory Board is authorized to amend the wording of the Articles of Incorporation after all of the authorized capital has been issued or the period for issuing the authorized capital has expired.

b) Amendment of the Articles of Incorporation

Article 4, Paragraph 6 of the Articles of Incorporation shall be amended and reworded as follows:

"(6) The Management Board is authorized to increase the share capital on one or more occasions until 4 June 2029 with the consent of the Supervisory Board by up to a total of EUR 4,899,309.00 by issuing up to 4,899,309 new no-par value bearer shares in return for contributions in cash and/or in kind (authorized capital).

Shareholders shall generally be granted a subscription right. The shares may also be acquired by one or more banks or companies within the meaning of Section 186, Paragraph 5 sentence 1 of the German Stock Corporation Act (AktG) designated by the Management Board with the obligation to offer them to the shareholders for subscription (indirect subscription right).

However, the Management Board is authorized, with the consent of the Supervisory Board, to disapply shareholders' subscription rights

— to exclude fractional amounts from shareholders' subscription rights;

— if the new shares are issued for cash contributions and the issue price of the new shares is not significantly lower than the market price of the shares already listed on the stock exchange at the time of the final determination of the issue price. The total number of shares issued without subscription rights may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. Other shares issued or sold without subscription rights during the term of this authorization in direct or analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG) must be counted towards the maximum limit of 10% of the share capital. Shares to be issued to service warrant and/or conversion rights and/or obligations arising from convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants must also be counted if such bonds or participation certificates were issued without subscription rights during the term of this authorization in analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG);

— if the capital increase in return for contributions in kind is made for the purpose of acquiring companies, parts of companies, equity in companies, other assets in connection with an acquisition project or as part of business combinations, or for the purpose of acquiring industrial property rights, including copyrights and know-how, or rights to use such rights;

— to the extent necessary to grant warrant or conversion rights to bearers – and/or impose warrant or conversion obligations on creditors – of convertible bonds or bonds with warrants issued or to be issued by the company or companies in which the company directly or indirectly holds a 100% interest, a right to subscribe for new shares to the extent to which they would be entitled after exercising the warrant or conversion rights or after fulfilling the warrant or conversion obligations;

— if the new shares are issued to individuals who are in an employment relationship with the company or one of its affiliates. The total number of shares issued without subscription rights may not exceed a pro rata amount of the share capital totaling EUR 200,000.00.

The authorization to disapply shareholders' subscription rights is in any case limited to the extent that, after the authorization has been exercised, the total number of shares issued without shareholders' subscription rights in return for contributions in cash and/or in kind under this authorized capital may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. The above 10% limit includes the following:

— own shares without subscription rights sold during the term of this authorization,

— new shares to be issued on the basis of convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants that were issued without subscription rights during the term of this authorization and

— new shares issued without subscription rights on the basis of any other authorized capital during the term of this authorization.

The 10% limit does not, however, include shares that are to be issued to service subscription rights from a performance stock option plan offered by the company to members of the Management Board, employees of the company and employees and members of the management of affiliated companies.

The Management Board is authorized, with the consent of the Supervisory Board, to determine the content of the share rights, the further details of the capital increase and the conditions of the share issue, in particular the issue price.

The Supervisory Board is authorized to amend the wording of the Articles of Incorporation after all of the authorized capital has been issued or the period for issuing the authorized capital has expired.

The Management Board's written report pursuant to Section 203, Paragraph 2 sentence 2 of the German Stock Corporation Act (AktG) in conjunction with Section 186, Paragraph 4 sentence 2 of the German Stock Corporation Act (AktG) on the reasons for authorizing the Management Board to disapply shareholders' subscription rights when using authorized capital is available on the company's website at

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

from the time the Annual General Meeting is convened.

Please note that the company will not have any further authorized or contingent capital in addition to the authorized capital proposed above and the contingent capital proposed under agenda items 9, 10 and 11. Based on the resolution of the Annual General Meeting on 4 June 2020, there is an authorization to acquire own shares of up to EUR 1,959,723.00 until 3 June 2025. Own shares acquired on the basis of this authorization can be sold to the same extent without granting shareholders subscription rights. Own shares sold without subscription rights during the term of the new authorized capital would count towards the above capital limit for disapplications of subscription rights of 10% of the new authorized capital unless they are to be used to service subscription rights from a performance stock option plan offered by the company to members of the Management Board, employees of the company and employees and members of the management of affiliated companies.

9. RESOLUTION REGARDING THE CREATION OF AN AUTHORIZATION TO ISSUE WARRANT BONDS AND/OR CONVERTIBLE BONDS WITH THE OPTION TO DISAPPLY SUBSCRIPTION RIGHTS, THE CANCELLATION OF CONTINGENT CAPITAL 2021/I AND THE CREATION OF CONTINGENT

CAPITAL 2024/I AND THE CORRESPONDING AMENDMENT TO THE ARTICLES OF INCORPORATION

The Annual General Meeting on 20 May 2021 authorized the Management Board, with the consent of the Supervisory Board, to issue registered or bearer warrant bonds and/or convertible bonds (collectively the "bonds") with a total nominal value of up to EUR 200,000,000.00 on one or more occasions until 19 May 2024 and to grant the bearers of the bonds warrant and/or conversion rights and impose on the creditors of the bonds warrant and/or conversion obligations for no-par value bearer shares of the company representing a pro rata amount of the share capital of up to EUR 4,899,309.00 in accordance with the terms and conditions of the bonds. Contingent Capital 2021/I of up to EUR 4,899,309.00 was created to secure warrant and/or conversion rights or warrant and/or conversion obligations from bonds issued on the basis of the existing authorization. No use was made of the existing authorization to issue bonds. The Contingent Capital 2021/I and the existing authorization to issue bonds will expire on 19 May 2024. It is proposed to adopt a new authorization to issue warrant bonds and/or convertible bonds with a total nominal value of up to EUR 200,000,000.00 with the option to disapply subscription rights. To secure the new authorization to issue bonds, it is proposed to create Contingent Capital 2024/I of up to 20% of the share capital, replacing Contingent Capital 2021/I. The option to disapply subscription rights when issuing warrant bonds and/or convertible bonds is to be limited to shares totaling 10% of the share capital, taking into account shares that are issued or sold without subscription rights on the basis of another authorization.

The Management Board and Supervisory Board propose the adoption of the following resolution:

a) Authorization to issue warrant bonds and/or convertible bonds and to disapply subscription rights

(1) Authorization period, scope of authorization, term

The Management Board is authorized, with the consent of the Supervisory Board, to issue registered or bearer warrant bonds and/or convertible bonds (collectively the "bonds") with or without a maturity cap with a total nominal value of up to EUR 200,000,000.00 on one or more occasions until 4 June 2029 and to grant the bearers of the bonds warrant and/or conversion rights and impose on the creditors of the bonds warrant and/or conversion obligations for no-par value bearer shares of the company representing a pro rata amount of the share capital of up to EUR 4,899,309.00 in accordance with the terms and conditions of the warrant bonds and/or convertible bonds (collectively the "bond terms").

The bonds can only be issued for cash. The bonds can be issued not only in euros but also in the legal currency of an OECD country, limited to the equivalent value in euros. For the purpose of calculating the maximum total nominal value of this authorization, the nominal value of the bonds must be converted to euros on the date of the resolution to issue them if they are issued in a foreign currency.

The bonds can also be issued by Group companies domiciled in Germany or abroad in which the company holds a direct or indirect 100% equity interest. In this case, the Management Board is authorized, with the consent of the Supervisory Board, to assume the guarantee for the bonds on behalf of the company and to grant the bearers of the bonds warrant and/or conversion rights and impose on the creditors of the bonds or warrant and/or conversion obligations in respect of no-par value bearer shares of the company.

The individual issues can be subdivided into partial bonds with equal rights.

(2) Subscription right and disapplication of subscription right

The shareholders generally have a subscription right to the bonds. The statutory subscription right can also be granted to the shareholders by transferring the bonds to one or more banks or companies within the meaning of Section 186, Paragraph 5 sentence 1 of the German Stock Corporation Act (AktG) designated by the Management Board with the obligation to offer them to the shareholders for subscription (indirect subscription right). If the bonds are issued by Group companies in which the company directly or indirectly holds a 100% interest, the company must ensure that shareholders are granted subscription rights in accordance with the above sentences.

However, the Management Board is authorized, with the consent of the Supervisory Board, to disapply shareholders' subscription rights for the following purposes:

— to exclude fractional amounts from shareholders' subscription rights;

— if the bonds are issued for cash and the issue price of the bonds is not significantly less than the theoretical market value of the bonds as determined by accepted quantitative finance methods. The total number of shares to be issued in order to service bonds so issued without subscription rights may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. Shares issued or sold without subscription rights during the term of this authorization in direct or analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG) must be counted towards the maximum limit of 10% of the share capital. Shares to be issued to service warrant and/or conversion rights or obligations arising from convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants must also be counted if such bonds or participation certificates were issued without subscription rights during the term of this authorization in analogous application of Section 186, Paragraph 3 sentence 4 of the German Stock Corporation Act (AktG);

— to the extent necessary to grant warrant and/or conversion rights to bearers – and/or impose warrant and/or conversion obligations on creditors – of warrant bonds and/or convertible bonds, issued or to be issued by the company or Group companies in which the company directly or indirectly holds a 100% interest, a right to subscribe for new bonds to the extent to which they, as shareholders, would be entitled after exercising the warrant or conversion rights or after fulfilling the warrant or conversion obligations.

The authorization to disapply shareholders' subscription rights is in any case limited in that the total number of shares issued to service option or conversion rights and/or option or conversion obligations under warrant and/or convertible bonds issued without shareholders' subscription rights may not exceed 10% of the share capital, neither at the time this authorization becomes effective nor at the time it is exercised. The above 10% limit includes the following:

— own shares without subscription rights sold during the term of this authorization,

— new shares that are issued during the term of this authorization from the authorized capital without shareholders' subscription rights and

— new shares to be issued on the basis of convertible bonds, convertible participation certificates, bonds with warrants or participation certificates with warrants issued during the term of this authorization, which were issued without subscription rights on the basis of another authorization.

The 10% limit does not, however, include shares that are to be issued to service subscription rights from a performance stock option plan offered by the company to members of the Management Board, employees of the company and employees and members of the management of affiliated companies.

(3) Warrant rights and/or obligations, conversion rights and/or obligations

If warrant bonds are issued, one or more warrants are attached to each partial bond, entitling the bearer or creditor to subscribe for bearer shares of the company in accordance with the warrant terms and conditions to be determined by the Management Board. The warrant terms and conditions may stipulate that the strike price may also be paid in whole or in part by transferring partial bonds and, if applicable, making an additional cash payment. The subscription ratio may be rounded up or down to the nearest whole number, and an additional cash payment may be required. Fractional amounts may also be required to be pooled and/or settled in cash. The pro rata amount of the share capital represented by the shares to be subscribed for each partial bond may not exceed the nominal amount of the partial bond. Section 9, Paragraph 1 in conjunction with Section 199, Paragraph 2 of the German Stock Corporation Act (AktG) must be observed. The bond terms may also stipulate a warrant obligation at the end of the term (or at another time) or the right of the company to grant the bearers or creditors of the warrant bonds shares in the company or another listed company in lieu of part or all of the cash amount due at final maturity (including maturity due to termination). The pro rata amount of the share capital represented by the shares to be issued for each partial bond may not exceed the nominal amount of the partial bond in this case, either. Section 9, Paragraph 1 in conjunction with Section 199, Paragraph 2 of the German Stock Corporation Act (AktG) must be observed.

If convertible bonds are issued, their bearers or creditors receive the right to convert their partial bonds into no-par value bearer shares in the company (conversion right) in accordance with the terms and conditions of the convertible bonds to be determined by the Management Board. The conversion ratio is calculated by dividing the nominal amount or issue price of a partial bond, whichever is less, by the fixed conversion price for one no-par value bearer share of the company. The conversion ratio may be variable and/or the conversion price may be fixed within a still-undetermined range depending on the performance of the company's share price during the term of the convertible bond or may be modified as a result of dilution protection provisions. The conversion ratio may be rounded up or down to the nearest whole number, and an additional cash payment may be required. Fractional amounts may also be required to be pooled and/or settled in cash. The pro rata amount of the share capital of the shares to be issued per partial bond in the event of conversion may not exceed the nominal amount of the partial bond. Section 9, Paragraph 1 in conjunction with Section 199, Paragraph 2 of the German Stock Corporation Act (AktG) must be observed. The bond terms may also stipulate a conversion obligation at the end of the term (or at another time) or the right of the company to grant the bearers or creditors of the convertible bonds shares in the company or another listed company in lieu of part or all of the cash amount due at final maturity (including maturity due to termination). The pro rata amount of the share capital represented by the shares to be issued for each partial bond may not exceed the nominal amount of the partial bond in this case, either. Section 9, Paragraph 1 in conjunction with Section 199, Paragraph 2 of the German Stock Corporation Act (AktG) must be observed.

The bond terms may also entitle the company or the Group company issuing the Bond to pay a cash amount in the event of conversion or exercise of the warrant instead of granting some or all of the bearer shares; the cash amount is to be determined for the number of undelivered shares in accordance with agenda item 9 a) (4). The bond terms may also stipulate that, in the event of conversion or exercise of the warrant, the bonds may, at the discretion of the company or the Group company issuing the bonds, be serviced with no-par value bearer shares from authorized capital or with existing or acquired own shares of the company or with shares of another listed company instead of with new no-par value bearer shares from contingent capital.

(4) Strike and conversion price

The strike or conversion price to be determined for a share must – even in the case of a variable strike or conversion price and subject to the following provision for bonds with a warrant or conversion obligation, a right of substitution or a pro rata put option held by the issuer of the bonds to deliver shares – be at least 80% of the volume-weighted average market price of the company's shares in the Xetra closing auction (or a comparable successor system) on the Frankfurt Stock Exchange

(i) on the ten trading days prior to the date of the final resolution by the Management Board on the issuance of respective bonds or

(ii) if subscription rights to the bonds are traded, on the days on which subscription rights are traded, with the exception of the last two trading days of subscription rights trading, or, if the Management Board definitively sets the strike or conversion price prior to the commencement of subscription rights trading, in the period pursuant to (i).

In the case of bonds with a warrant and/or conversion obligation, a right of substitution or a pro rata put option held by the bond issuer to deliver shares, the strike and/or conversion price must be at least equal to either the above-mentioned minimum price or the volume-weighted average market price of the company's shares in the Xetra closing auction (or a comparable successor system) on the Frankfurt Stock Exchange on the ten trading days before or after the final maturity of the bonds, even if the last-mentioned average price is below the above-mentioned minimum price.

In this case, the pro rata amount of the share capital represented by the shares to be issued for each partial bond may not exceed the nominal amount of the partial bond in this case. Section 9, Paragraph 1 in conjunction with Section 199, Paragraph 2 of the German Stock Corporation Act (AktG) must be observed.

(5) Dilution protection

Notwithstanding Section 9, Paragraph 1 of the German Stock Corporation Act (AktG), the strike and/or conversion price may be reduced because of a dilution protection clause in accordance with the more detailed provisions of the bond terms by payment of a corresponding amount in cash upon exercise of the warrant or conversion right or fulfillment of the warrant or conversion obligation or by reduction of the additional payment if the company increases the share capital during the warrant or conversion period while granting subscription rights to its shareholders or issues or guarantees further convertible bonds, convertible participation certificates, warrant bonds or participation certificates with warrants, and the bearers of the warrant or conversion rights or the creditors of the warrant or conversion obligations are not granted a subscription right to the extent to which they would be entitled after exercising the warrant or conversion right or fulfilling the warrant or conversion obligation. Instead of a cash payment or a reduction of the additional payment, the subscription or conversion ratio may, to the extent possible, also be adjusted by dividing it by a reduced strike or conversion price. The bond terms may also provide for an adjustment of the warrant and/or conversion rights or warrant and/or conversion obligations in the event of a capital reduction or other extraordinary measures or events (such as exceptionally high dividends, acquisition of control by third parties). If control is acquired by third parties, the strike and/or conversion price may be adjusted in line with market conditions.

(6) Other issue details and terms

The Management Board is authorized, with the consent of the Supervisory Board, to determine the further details of the issue and terms of the bonds, in particular the volume, date, interest rate, type of interest, issue price, maturity and denomination, dilution protection provisions as well as the strike or conversion price and warrant or conversion period, and/or to stipulate them in agreement with the executive bodies of the Group companies issuing the bonds.

b) Termination of Contingent Capital 2021/I

The Contingent Capital 2021/I adopted by the Annual General Meeting of 20 May 2021 will be canceled as of the time when the Contingent Capital 2024/I to be adopted under c) below becomes effective.

c) b) Creation of Contingent Capital 2024/I

The share capital will be conditionally increased by up to EUR 4,899,309.00 through the issuance of up to 4,899,309 new no-par value bearer shares (Contingent Capital 2024/I). The purpose of the contingent capital increase is to grant new no-par value bearer shares to the bearers and/or creditors of warrant bonds and/or convertible bonds (together "bonds"), each bearing warrant and/or conversion rights or warrant and/or conversion obligations, which are issued by the company or by a Group company in which the company holds a direct or indirect 100% equity interest until 4 June 2029 on the basis of the authorization granted by the Annual General Meeting on 5 June 2024 under agenda item 9. The new shares will be issued at the strike or conversion price to be determined in accordance with the authorization under agenda item 9 a) above. The contingent capital increase will only be implemented to the extent that the bearers or creditors of bonds exercise their warrant and/or conversion rights or fulfill their warrant and/or conversion obligations or to the extent that the company or the Group company issuing the bonds exercises its option to grant, in whole or in part, no-par value shares in the company instead of paying the owed cash amount and to the extent that no cash settlement is granted or the bonds are serviced using own shares or shares from authorized capital or shares of another listed company. The new shares will participate in profit starting from the beginning of the financial year in which they are created through the exercise of warrant and/or conversion rights or the fulfillment of warrant and/or conversion obligations. The Management Board is authorized, with the consent of the Supervisory Board, to determine the further details of the implementation of the contingent capital increase.

The Supervisory Board is authorized to amend the wording of the Articles of Incorporation in accordance with the issuance of subscribed shares and to make all other related amendments to the Articles of Incorporation which only affect the wording. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/I after the end of the periods for the exercise of warrant or conversion rights or for the fulfillment of warrant or conversion obligations.

d) Amendment to the Articles of Incorporation

Article 4, Paragraph 7 of the Articles of Incorporation shall be amended and reworded as follows:

"(7) The share capital is conditionally increased by up to EUR 4,899,309.00 through the issuance of up to 4,899,309 new no-par value bearer shares in the company (Contingent Capital 2024/I). The purpose of the contingent capital increase is to grant new no-par value bearer shares to the bearers and/or creditors of warrant bonds and/or convertible bonds (together "bonds"), each bearing warrant and/or conversion rights or warrant and/or conversion obligations, which are issued by the company or by a Group company in which the company holds a direct or indirect 100% equity interest until 4 June 2029 on the basis of the authorization granted by the Annual General Meeting on 5 June 2024 under agenda item 9. The new shares will be issued at the strike and/or conversion price to be determined in accordance with the above authorization granted under agenda item 9 a). The contingent capital increase will only be implemented to the extent that the bearers or creditors of bonds exercise their warrant and/or conversion rights or fulfill their warrant and/or conversion obligations or to the extent that the company or the Group company issuing the bonds exercises its option to grant, in whole or in part, no-par value shares in the company instead of paying the owed cash amount and to the extent that no cash settlement is granted or the bonds are serviced using own shares or shares from authorized capital or shares of another listed company. The new shares will participate in profit starting from the beginning of the financial year in which they are created through the exercise of warrant and/or conversion rights or the fulfillment of warrant and/or conversion obligations. The Management Board is authorized, with the consent of the Supervisory Board, to determine the further details of the implementation of the contingent capital increase.

The Supervisory Board is authorized to amend the wording of the Articles of Incorporation in accordance with the issuance of subscribed shares and to make all other related amendments to the Articles of Incorporation which only affect the wording. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/I after the end of the periods for the exercise of warrant or conversion rights or for the fulfillment of warrant or conversion obligations."

The Management Board's written report pursuant to Section 221, Paragraph 4 and Section 186, Paragraph 4 sentence 2 of the German Stock Corporation Act (AktG) on the reasons for authorizing the Management Board to disapply shareholders' subscription rights when issuing warrant bonds and/or convertible bonds is available on the company's website at

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

Please note that, at the time of the Annual General Meeting, the company will not have any further authorized or contingent capital in addition to the Contingent Capital 2024/I proposed above, the contingent capital proposed under agenda items 10 and 11 and the authorized capital proposed under agenda item 8. Based on the resolution of the Annual General Meeting on 4 June 2020, there is an authorization to acquire own shares of up to EUR 1,959,723.00 until 3 June 2025. Own shares acquired on the basis of this authorization can be sold to the same extent without granting shareholders subscription rights. Own shares sold without subscription rights during the term of the authorization pursuant to agenda item 9 would count towards the above 10% capital limit for disapplications of subscription rights during the issuance of warrant bonds and/or convertible bonds unless they are to be used to service subscription rights from a performance stock option plan offered by the company to members of the Management Board, employees of the company and employees and members of the management of affiliated companies.

10. RESOLUTION ON THE AUTHORIZATION TO ISSUE SHARE OPTIONS TO MEMBERS OF THE COMPANY'S MANAGEMENT BOARD AND THE CREATION OF CONTINGENT CAPITAL 2024/II AS WELL AS THE CORRESPONDING AMENDMENT TO THE ARTICLES OF INCORPORATION

The company's Annual General Meeting approved the remuneration system for members of the Management Board resolved by the Supervisory Board (2023 Remuneration System) in accordance with Section 120a, Paragraph 1 of the German Stock Corporation Act (AktG) on 17 May 2023, with 97.65% of votes in favor. Among other things, this remuneration system provides for a long-term incentive (LTI) in the form of share options that is generally paid in the form of shares in the company. For this reason, the company intends to introduce a stock option program to be able to grant members of the Management Board of the company subscription rights for a total of up to 950,000 company shares as a remuneration component. The stock option program has been designed as a *performance stock option plan*. Management Board members are entitled to variable remuneration when they achieve challenging financial and ESG targets. The stock option program supports the long-term and sustainable development of LPKF Laser & Electronics SE and the Group in a comprehensive manner. The program serves as a targeted incentive to promote the successful development of the LPKF Group.

To this end, a resolution should be adopted which confers authorization to grant subscription rights in the form of performance stock options to members of the Management Board of the company under a stock option program ("2024 Performance Stock Option Plan (Management Board)") and creates corresponding contingent capital ("Contingent Capital 2024/II").

The Management Board and Supervisory Board propose the adoption of the following resolution:

a) Authorization to issue performance stock options with subscription rights for shares

The Supervisory Board is authorized to issue a total of up to 950,000 subscription rights in the form of *performance stock options* ("subscription rights") for a total of up to 950,000 no-par value bearer shares in the company with a pro rata interest in the share capital totaling up to EUR 950,000.00 to members of the Management Board of the company ("beneficiaries") on one or more occasions until the end of 4 June 2029 (the "authorization period"), in accordance with the detailed provisions of the terms and conditions of the 2024 Performance Stock Option Plan (Management Board). The shareholders of the company are not entitled to subscription rights.

The key points for the issuance of subscription rights on the basis of the 2024 Performance Stock Option Plan (Management Board) are defined as follows:

(1) Beneficiaries and allocation of subscription rights

Based on the 2024 Performance Stock Option Plan (Management Board), subscription rights may only be issued to members of the Management Board. The Supervisory Board determines the exact cohort of beneficiaries and the respective scope of subscription rights to be allocated to them. The maximum overall volume of the 2024 Performance Stock Option Plan (Management Board) that can be issued to members of the Management Board is 899,500 subscription rights.

In the event that granted subscription rights are forfeited during the authorization period due to the departure of beneficiaries from LPKF Laser & Electronics SE, an equivalent number of additional subscription rights may be issued to beneficiaries.

(2) Issuance of subscription rights (acquisition period)

Subscription rights can be issued in annual tranches within the authorization period. The individual tranches of subscription rights can be offered to beneficiaries for acquisition within a period of three months from the beginning of each financial year and allocated as a provisional number of performance stock options ("acquisition period"). Notwithstanding the foregoing provision, the first tranche of subscription rights (2024) can be issued within a period of three months after the Annual General Meeting adopts a resolution on the authorization under agenda item 10 (a). In the case of beneficiaries who conclude an employment contract with the company for the first time, arrangements can also be made to issue subscription rights within three months of the beginning of the employment relationship. Commitments to grant subscription rights at a later time during the aforementioned acquisition period can also be made to such individuals when concluding an employment contract.

The final number of performance stock options that can be exercised in accordance with the terms and conditions of the 2024 Performance Stock Option Plan (Management Board) ("plan terms and conditions") will be defined in relation to the attainment of performance targets (section (6)) after the end of a three-year performance period.

This has no effect in regard to the provisions of the applicable law on insider trading, namely Regulation No. 596/2014 of the European Parliament and of the Council of 16 April 2014 (Market Abuse Regulation), other applicable provisions of German or foreign law, the applicable rules of any markets to which the shares or Company rights or certificates representing them have been admitted for trading, and all internal provisions on insider trading established by the company. The acquisition period can be extended to an appropriate extent by the Supervisory Board in the event that allocation within the acquisition period proves impossible in individual cases due to such statutory or internal provisions.

The relevant provisions will be defined by the Supervisory Board of the company.

(3) Content of subscription rights

A subscription right confers the right to purchase a share in the company against payment of the exercise price insofar as the exercise conditions under the plan terms and conditions have been fulfilled, subject to any forfeiture or adjustment by provisions on protection against dilution under the plan terms and conditions.

To service the 2024 Performance Stock Option Plan (Management Board), the plan terms and conditions can allow the company the option of granting treasury shares to beneficiaries instead of new shares from the contingent capital or a combination of the two or of fulfilling subscription rights fully or partially by means of cash settlement. The acquisition and use of treasury shares for alternative fulfillment of subscription rights must take place in compliance with the relevant statutory requirements; this resolution does not grant authorization to acquire or use treasury shares. The decision on which alternative the company will choose in individual cases is made by the Supervisory Board of the company.

If the company chooses to settle the 2024 Performance Stock Option Plan (Management Board) in cash instead of delivering all or some of the shares, the cash settlement will be equivalent to the difference between (i) the product of the closing price of the shares in Xetra trading (or a comparable successor system) on the regulated market of the Frankfurt Stock Exchange as of the date the exercise declaration is received (the "decisive closing price") multiplied by the total number of shares to be settled in cash and (ii) the exercise price multiplied by the total number of shares to be settled in cash.

(4) Vesting period and term of validity

Subscription rights can be exercised by beneficiaries for the first time after the end of a vesting period of four years from the respective allocation date ("vesting period"). The "allocation date" is the time at which the company extends the offer to acquire performance stock options to beneficiaries, regardless of the time at which the offer is received or accepted. Another time within the acquisition period for the respective tranche can be designated as the allocation date in the context of the offer.

Subscription rights can be exercised within four years after the end of the vesting period at latest, after which they will be forfeited without compensation.

(5) Exercise period and exercise price

After the end of the vesting period, the subscription rights from a given tranche can be exercised only until the end of the term of validity, i.e. within four years after the end of the vesting period ("exercise period").

Subscription rights from performance stock options can generally be exercised at any time within the exercise period, subject to any restrictions under insider trading law or locked periods. Locked periods particularly include periods covered by trading bans (*closed periods)* in accordance with Regulation No. 596/2014 of the European Parliament and of the Council of 16 April 2014 (Market Abuse Regulation) and related delegated legal acts or corresponding successor provisions; in addition, subscription rights cannot be exercised during the period from a week before the Annual General Meeting to one day after it.

This has no effect in regard to the further provisions of the applicable law on insider trading, other applicable provisions of German or foreign law, the applicable rules of any markets to which the shares or company rights or certificates representing them have been admitted for trading, and all internal provisions on insider trading established by the company. Additional locked periods can be specified in accordance with the plan terms and conditions, particularly in order to enable "*bulk issuance*" of shares.

The relevant provisions will be defined by the Supervisory Board of the company.

The exercise price per share to be paid when exercising subscription rights is a EUR-denominated amount that corresponds to the average price of the company's share in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange over the 30 trading days preceding the respective allocation date of the subscription rights ("exercise price"). In each case, the minimum exercise price corresponds to the pro rata amount of the share capital attributable to the individual no-par share as of the time subscription rights are exercised, which is currently EUR 1.00.

(6) Performance targets

Subscription rights from a given tranche can be exercised after the end of the vesting period only if greater than 0% attainment is achieved for at least one of the following performance targets, whereby the number of subscription rights that can be exercised is determined on the basis of the level of attainment reached for the performance targets:

The performance targets for the calculation of overall target attainment ("overall target attainment") are relative total shareholder return ("relative TSR") with a weighting of 40%, return on capital employed ("ROCE") with a weighting of 40%, and ESG-related targets ("ESG goals") with a weighting of 20%. Overall target attainment determines the final number of performance stock options (section (7)) a beneficiary is entitled to for a tranche at the end of the performance period.

The performance period is three years starting from January 1 of the financial year in which the respective tranche of subscription rights is issued ("performance period").

"Relative TSR" performance target

Total shareholder return represents the return on the LPKF share, whereby the share price is taken into account under the assumption of reinvested dividends. In order to determine the level of attainment for the relative TSR performance target, the TSR performance of LPKF Laser & Electronics SE and relevant companies for peer group comparison (collectively the "peer group") over the performance period is calculated. The peer group consists of selected competitors of the company and is generally defined by the Supervisory Board at the beginning of the performance period on the basis of the following comparative group of companies.

Unternehmen, Standort	**Unternehmen, Standort**
AIXTRON, Deutschland	Manz, Deutschland
Basler, Deutschland	SMA Solar Technology, Deutschland
centrotherm, Deutschland	SÜSS MicroTec, Deutschland
Comet, Schweiz	technotrans, Deutschland
Dr. Hönle, Deutschland	Viscom, Deutschland

The Supervisory Board has the option to adjust the peer group as needed, e.g. in the event that individual companies are no longer relevant for peer comparison, other competitors become more significant, or a company is delisted from the stock exchange.

In each case, TSR performance refers to share price performance plus notionally reinvested gross dividends during the performance period and is calculated on the basis of data from a well-known data provider. To calculate TSR performance, the difference between the share price at the beginning of the performance period ("opening price") and the share price at the end of the performance period ("final price") is calculated subject to notional reinvestment of the gross dividends distributed during the performance period, and the result is divided by the opening price. In order to compensate for any potential price fluctuations on individual days, the opening price and final price are calculated on the basis of the average closing price for the last 30 trading days in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange before the beginning and end of the respective performance period.

In order to determine the relative TSR performance of LPKF Laser & Electronics SE, LPKF Laser & Electronics SE and all peer group companies are ranked according to TSR performance and the relative positioning of the TSR performance of LPKF Laser & Electronics SE within the peer group is determined on the basis of the percentile achieved.

Target attainment is 100% if the relative TSR performance of LPKF Laser & Electronics SE is at the median of the target group ("relative TSR target"). If the relative TSR performance of LPKF Laser & Electronics SE is in the 25th percentile of the peer group ("relative TSR lower threshold"), target attainment is 50%. If the relative TSR performance of LPKF Laser & Electronics SE is in the 75th percentile of the peer group ("relative TSR upper threshold"), target attainment is 150%. Linear interpolation is carried out between these figures. Target attainment is rounded to two decimal places in accordance with standard commercial practice. In the event that the relative TSR performance of LPKF Laser & Electronics SE is below the relative TSR lower threshold or above the relative TSR upper threshold, target attainment will be 0% or 150%, respectively.

"ROCE" performance target

ROCE refers to the ratio of the LPKF Group's operating earnings before interest and taxes (EBIT) to the capital employed. The decisive figure here is the average ROCE over the three financial years of the performance period ("three-year average ROCE"), which is calculated on the basis of the audited and approved consolidated financial statements of the company for the relevant financial years.

In order to determine target attainment for the ROCE performance target, the Supervisory Board generally defines a lower threshold ("ROCE lower threshold"), a target figure ("ROCE target") and an upper threshold ("ROCE upper threshold") at the beginning of the performance period in consideration of the corporate planning adopted by the Management Board with the consent of the Supervisory Board. If the three-year average ROCE is less than or equal to the ROCE lower threshold, target attainment is 0%. If the three-year average ROCE is equal to the ROCE target, target attainment is 100%. If the three-year average ROCE is equal to or greater than the ROCE upper threshold, target attainment is 150%. Linear interpolation is carried out between these figures. Target attainment is rounded to two decimal places in accordance with standard commercial practice.

"ESG goals" performance target

The relevant criteria and their respective weighting for the evaluation of performance in the area of environment, social matters, and corporate governance (ESG) are generally defined by the Supervisory Board at the beginning of the performance period on the basis of the sustainability-related targets specified in the corporate planning. The Supervisory Board is bound by the following list of criteria from which it can select ESG targets:

- Environmental protection
- Energy efficiency
- CO2 reduction
- Sustainable supply chain
- Diversity
- Recycling rate
- Employee commitments
- Employee training
- Occupational health and safety
- Corporate governance

Corresponding target figures and upper and lower thresholds will be defined for each ESG goal and used to calculate target attainment at the end of the performance period. Target attainment can be between 0% and 150% for each ESG goal. Overall target attainment for the ESG goals performance target corresponds to the weighted average of target attainment for the individual ESG goals and is limited to 150%. In each case, target attainment is rounded to two decimal places in accordance with standard commercial practice.

Adjustments and further requirements

In special cases like mergers and acquisitions that were not taken into account when defining the targets or in the event of unforeseeable changes to accounting requirements, the Supervisory Board is authorized to retroactively adjust the ROCE results or the results for ESG goals. Such adjustments can be made both upwards and downwards. The exceptional cases referred to here do not include unfavorable market developments in general.

The plan terms and conditions may define further requirements for the full or partial exercise of subscription rights in addition to fulfillment of the performance targets.

(7) Calculation of the number of subscription rights per tranche that can be exercised after the vesting period

The number of performance stock options in a tranche that can be exercised which are still subject to the exercise conditions under the plan terms and conditions is calculated by multiplying the number of non-forfeitable performance stock options by the overall target attainment ("final number of performance stock options"). Overall target attainment corresponds to the weighted average of the target attainment figures calculated for the performance targets. Overall target attainment is limited to 150%. The final number of performance stock options is rounded up to the next whole number and is limited to 150% of the performance stock options provisionally allocated on the allocation date.

(8) Limitation option (cap)

The Supervisory Board defines a limitation option (cap) for extraordinary developments. The total remuneration of Management Board members is also limited by the maximum remuneration pursuant to Section 87a (1) sentence 2(1) AktG. The plan terms and conditions can define further limitation options.

(9) Forfeitability

Questions regarding the forfeiture of allocated subscription rights upon termination of the employment relationship and the (potentially staggered) non-forfeitability of subscription rights after the end of certain vesting periods are governed by the Supervisory Board within the framework of the plan terms and conditions. Special provisions can be adopted in special cases regarding the departure of beneficiaries, particularly in the event of death or due to a change of control. In any event, subscription rights can no longer be exercised in cases where the employment relationship with the company has ended due to extraordinary termination by the company for cause (Section 626, Paragraph 1 of the German Civil Code [BGB]) for which the beneficiary is responsible.

(10) Authorization to define further details

The further details on the issuance and fulfillment of subscription rights, the issuance of shares from the Contingent Capital 2024/II, and the further plan terms and conditions including the usual dilution protection clauses are defined by the Supervisory Board.

Further provisions particularly include the decision on the one-time or repeated issuance of annual tranches to utilize the authorization to issue subscription rights, provisions on the transferability of subscription rights, provisions on the implementation of the 2024 Performance Stock Option Plan (Management Board) and the annual tranches and the procedure for the allocation and exercise of subscription rights, the allocation of subscription rights to individual beneficiaries, and provisions on any retroactive full or partial reduction of the number of subscription rights granted in the event of certain breaches of duty or other justified cases (clawback/penalty) and eligibility to exercise subscription rights in special cases, particularly in the event of the departure of beneficiaries from the employment relationship, death, change of control, the conclusion of an inter-company agreement, or a delisting, and in order to fulfill statutory requirements.

(b) Contingent Capital 2024/II

The share capital of the company will conditionally be increased by up to EUR 899,500.00 through the issuance of up to 899,500 new no-par value bearer shares of the company (Contingent Capital 2024/II). The Contingent Capital 2024/II exclusively serves the purpose of the settlement of subscription rights which are issued to members of the Management Board of the company on the basis of the authorization granted under agenda item 10 (a) until 4 May 2029.

The contingent capital increase will be implemented only to the extent that subscription rights are issued, the holders exercise their subscription rights to company shares, and the company does not settle the subscription rights through the delivery of treasury shares or cash settlement in accordance with the plan terms and conditions. The issuance of shares from the Contingent Capital 2024/II is carried out with the exercise price defined under agenda item 10 (a) of the authorization as the issuance amount. The new shares will participate in profit starting from the beginning of the financial year for which the Annual General Meeting has not yet adopted a resolution on the appropriation of balance sheet profit as of the time the new shares are issued.

The Supervisory Board is authorized to determine the further details of the contingent capital increase and its implementation.

The Supervisory Board is also authorized to adjust the wording of the Articles of Incorporation in accordance with the respective utilization of the Contingent Capital 2024/II through the issuance of subscribed shares. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/II after the end of the periods for the exercise of subscription rights.

c) Amendment of the Articles of Incorporation

Article 4 of the Articles of Incorporation (share capital) shall be supplemented with a new paragraph 8 worded as follows:

"(8) The share capital of the company is conditionally increased by up to EUR 950,000.00 through the issuance of up to 950,000 new no-par value bearer shares of the company (Contingent Capital 2024/II). The Contingent Capital 2024/II exclusively serves the purpose of the settlement of subscription rights which are issued to members of the Management Board of the company on the basis of the authorization granted by the Annual General Meeting of 5 June 2024 under agenda item 10 (a) until 4 June 2029.

The contingent capital increase will be implemented only to the extent that subscription rights are issued, the holders exercise their subscription rights to company shares, and the company does not settle the subscription rights through the delivery of treasury shares or cash settlement in accordance with the plan terms and conditions. The issuance of shares from the

Contingent Capital 2024/II is carried out with the exercise price defined in accordance with the authorization granted by the Annual General Meeting of 5 June 2024 under agenda item 10 (a) as the issuance amount. The new shares will participate in profit starting from the beginning of the financial year for which the Annual General Meeting has not yet adopted a resolution on the appropriation of balance sheet profit as of the time the new shares are issued. The Supervisory Board is authorized to determine the further details of the contingent capital increase and its implementation. The Supervisory Board is also authorized to adjust the wording of the Articles of Incorporation in accordance with the respective utilization of the Contingent Capital 2024/II through the issuance of subscribed shares. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/II after the end of the periods for the exercise of subscription rights."

Please note that, at the time of the Annual General Meeting, the company will not have any further authorized or contingent capital in addition to the Contingent Capital 2024/II proposed above, the contingent capital proposed under agenda items 9 and 11 and the authorized capital proposed under agenda item 8. Based on the resolution of the Annual General Meeting on 4 June 2020, there is an authorization to acquire own shares of up to EUR 1,959,723.00 until 3 June 2025, and regarding the use of such shares.

11. RESOLUTION ON THE AUTHORIZATION TO ISSUE SHARE OPTIONS TO EMPLOYEES OF THE COMPANY AND TO EMPLOYEES AND MEMBERS OF THE MANAGEMENT OF AFFILIATED COMPANIES AND THE CREATION OF CONTINGENT CAPITAL 2024/III AS WELL AS THE CORRESPONDING AMENDMENT TO THE ARTICLES OF INCORPORATION

In addition to the share option program for members of the Management Board (agenda item 10), the company intends to introduce another, separate stock option program in order to also be able to grant subscription rights for a total of up to 1,490,000 company shares to members of the management of affiliated companies of the company and selected employees of the company and of affiliated companies of the company in Germany and abroad as a remuneration component. Unlike the share option program for members of the Management Board, where the Supervisory Board must provide for a cap for extraordinary developments and a limit is set by the maximum remuneration (agenda item 10), the share option program for employees must provide for an absolute limit (cap) on the profit that can be achieved by exercising the share option rights. The stock option program has been designed as a *performance stock option plan*. When participants attain challenging financial and ESG-related targets, they are entitled to variable remuneration that can be granted in the form of shares. The stock option program supports the long-term and sustainable development of LPKF Laser & Electronics SE and the Group in a comprehensive manner. The program serves as a targeted incentive by creating strong sources of motivation to work together as a team and jointly promote the successful development of the LPKF Group. At the same time, it should also have a positive effect on participants' loyalty to the Group.

To this end, a resolution should be adopted which confers authorization to grant subscription rights in the form of performance stock options to members of the management of affiliated companies of the company as well as selected employees of the company and affiliated companies in Germany and abroad under the framework of a stock option program ("2024 Performance Stock Option Plan (Employees)") and creates corresponding contingent capital ("Contingent Capital 2024/III").

The Management Board and Supervisory Board propose the adoption of the following resolution:

a) Authorization to issue performance stock options with subscription rights for shares

The Management Board is authorized to issue a total of up to 1,490,000 subscription rights in the form of *performance stock options* ("subscription rights") for a total of up to 1,490,000 no-par value bearer shares in the company with a pro rata interest in the share capital totaling up to EUR 1,490,000.00 to members of the management of affiliated companies and selected employees of the company and affiliated companies in Germany and abroad ("beneficiaries") with the consent of the Supervisory Board on one or more occasions until the end of 4 June 2029 (the "authorization period"), in accordance with the detailed provisions of the terms and conditions of the 2024 Performance Stock Option Plan (Employees). The shareholders of the company are not entitled to subscription rights.

The key points for the issuance of subscription rights on the basis of the 2024 Performance Stock Option Plan (Employees) are defined as follows:

(1) Beneficiaries and allocation of subscription rights

On the basis of the 2024 Performance Stock Option Plan (Employees), subscription rights are permitted to be issued only to members of the management of affiliated companies of the company and to selected employees of the company and affiliated companies of the company in Germany and abroad. The precise definition of the cohort of beneficiaries and the respective scope of subscription rights to be allocated to them will be determined by the Management Board.

The maximum overall volume of the 2024 Performance Stock Option Plan (Employees) that can be issued is allocated across the beneficiary groups as follows:

- Management personnel at affiliated companies of the company can receive a combined total of up to 180,000 subscription rights
- Employees of the company can receive a combined total of up to 780,000 subscription rights

- Employees of affiliated companies of the company can receive a combined total of up to 530,000 subscription rights

In the event that beneficiaries belong to multiple groups, they will receive subscription rights only on the basis of their inclusion in one of these groups (no double entitlements).

In the event that granted subscription rights are forfeited during the authorization period due to the departure of beneficiaries from LPKF Laser & Electronics SE or an affiliated company or due to the departure of an affiliated company from the LPKF Group, an equivalent number of additional subscription rights may be issued to beneficiaries in the same group.

(2) Issuance of subscription rights (acquisition period)

Subscription rights can be issued in annual tranches within the authorization period. The individual tranches of subscription rights can be offered to beneficiaries for acquisition within a period of three months from the beginning of each financial year and allocated as a provisional number of performance stock options ("acquisition period"). Notwithstanding the foregoing provision, the first tranche of subscription rights (2024) can be issued within a period of three months after the Annual General Meeting adopts a resolution on the authorization under agenda item 11 (a). In cases of beneficiaries who conclude an employment contract with the company or an affiliated company for the first time, arrangements can also be made to issue subscription rights within three months of the beginning of the employment relationship. Commitments to grant subscription rights at a later time during the aforementioned acquisition period can also be made to such individuals when concluding an employment contract.

The final number of performance stock options that can be exercised in accordance with the terms and conditions of the 2024 Performance Stock Option Plan (Employees) ("plan terms and conditions") will be defined in relation to the attainment of performance targets (section (6)) after the end of a three-year performance period.

This has no effect in regard to the provisions of the applicable law on insider trading, namely Regulation No. 596/2014 of the European Parliament and of the Council of 16 April 2014 (Market Abuse Regulation), other applicable provisions of German or foreign law, the applicable rules of any markets to which the shares or Company rights or certificates representing them have been admitted for trading, and all internal provisions on insider trading established by the company. The acquisition period can be extended to an appropriate extent by the Management Board in the event that allocation within the acquisition period proves impossible in individual cases due to such statutory or internal provisions.

The relevant provisions will be defined by the Management Board of the company.

(3) Content of subscription rights

A subscription right confers the right to purchase a share in the company against payment of the exercise price insofar as the exercise conditions under the plan terms and conditions have been fulfilled, subject to any forfeiture or adjustment by provisions on protection against dilution under the plan terms and conditions.

To service the Performance Stock Option Plan (Employees) 2024, the plan terms and conditions can allow the company the option of granting treasury shares to beneficiaries instead of new shares from the contingent capital or a combination of the two or of fulfilling subscription rights fully or partially by means of cash settlement. The acquisition and use of treasury shares for alternative fulfillment of subscription rights must take place in compliance with the relevant statutory requirements; this resolution does not grant authorization to acquire or use treasury shares. The decision on which alternative the company will choose in individual cases is made by the Management Board of the company.

If the company chooses to settle the 2024 Performance Stock Option Plan (Employees) in cash instead of delivering all or some of the shares, the cash settlement will be equivalent to the difference between (i) the product of the closing price of the shares in Xetra trading (or a comparable successor system) on the regulated market of the Frankfurt Stock Exchange as of the date the exercise declaration is received (the "decisive closing price") multiplied by the total number of shares to be settled in cash and (ii) the exercise price multiplied by the total number of shares to be settled in cash.

(4) Vesting period and term of validity

Subscription rights can be exercised by beneficiaries for the first time after the end of a vesting period of four years from the respective allocation date ("vesting period"). The "allocation date" is the time at which the company extends the offer to acquire performance stock options to beneficiaries, regardless of the time at which the offer is received or accepted. Another time within the acquisition period for the respective tranche can be designated as the allocation date in the context of the offer.

Subscription rights can be exercised within four years after the end of the vesting period at latest, after which they will be forfeited without compensation.

(5) Exercise period and exercise price

After the end of the vesting period, the subscription rights from a given tranche can be exercised only until the end of the term of validity, i.e. within four years after the end of the vesting period ("exercise period").

Subscription rights from performance stock options can generally be exercised at any time within the exercise period, subject to any restrictions under insider trading law or locked periods. Locked periods particularly include periods covered by trading bans (*closed periods)* in accordance with Regulation No. 596/2014 of the European Parliament and of the Council of 16 April 2014 (Market Abuse Regulation) and related delegated legal acts or corresponding successor provisions; in addition, subscription rights cannot be exercised during the period from a week before the Annual General Meeting to one day after it.

This has no effect in regard to the further provisions of the applicable law on insider trading, other applicable provisions of German or foreign law, the applicable rules of any markets to which the shares or company rights or certificates representing them have been admitted for trading, and all internal provisions on insider trading established by the company. Additional locked periods can be specified in accordance with the plan terms and conditions, particularly in order to enable "*bulk issuance*" of shares.

The relevant provisions will be defined by the Management Board of the company.

The exercise price per share to be paid when exercising subscription rights is a EUR-denominated amount that corresponds to the average price of the company's share in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange over the 30 trading days preceding the respective allocation date of the subscription rights ("exercise price"). In each case, the minimum exercise price corresponds to the pro rata amount of the share capital attributable to the individual no-par share as of the time subscription rights are exercised, which is currently EUR 1.00.

(6) Performance targets

Subscription rights from a given tranche can be exercised after the end of the vesting period only if greater than 0% attainment is achieved for at least one of the following performance targets, whereby the number of subscription rights that can be exercised is determined on the basis of the level of attainment reached for the performance targets:

The performance targets for the calculation of overall target attainment ("overall target attainment") are relative total shareholder return ("relative TSR") with a weighting of 40%, return on capital employed ("ROCE") with a weighting of 40%, and ESG-related targets ("ESG goals") with a weighting of 20%. Overall target attainment determines the final number of performance stock options (section (7)) a beneficiary is entitled to for a tranche at the end of the performance period.

The performance period is three years starting from January 1 of the financial year in which the respective tranche of subscription rights is issued ("performance period").

"Relative TSR" performance target

Total shareholder return represents the return on the LPKF share, whereby the share price is taken into account under the assumption of reinvested dividends. In order to determine the level of attainment for the relative TSR performance target, the TSR performance of LPKF Laser & Electronics SE and relevant companies for peer group comparison (collectively the "peer group") over the performance period is calculated. The peer group consists of selected competitors of the company and is generally defined by the Management Board at the beginning of the performance period on the basis of the following comparative group of companies.

Unternehmen, Standort	Unternehmen, Standort
AIXTRON, Deutschland	Manz, Deutschland
Basler, Deutschland	SMA Solar Technology, Deutschland
centrotherm, Deutschland	SÜSS MicroTec, Deutschland
Comet, Schweiz	technotrans, Deutschland
Dr. Hönle, Deutschland	Viscom, Deutschland

The Management Board has the option to adjust the peer group as needed, e.g. in the event that individual companies are no longer relevant for peer comparison, other competitors become more significant, or a company is delisted from the stock exchange.

In each case, TSR performance refers to share price performance plus notionally reinvested gross dividends during the performance period and is calculated on the basis of data from a well-known data provider. To calculate TSR performance, the difference between the share price at the beginning of the performance period ("opening price") and the share price at the end of the performance period ("final price") is calculated subject to notional reinvestment of the gross dividends distributed during the performance period, and the result is divided by the opening price. In order to compensate for any potential price fluctuations on individual days, the opening price and final price are calculated on the basis of the average closing price for the last 30 trading days in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange before the beginning and end of the respective performance period.

In order to determine the relative TSR performance of LPKF Laser & Electronics SE, LPKF Laser & Electronics SE and all peer group companies are ranked according to TSR performance and the relative positioning of the TSR performance of LPKF Laser & Electronics SE within the peer group is determined on the basis of the percentile achieved.

Target attainment is 100% if the relative TSR performance of LPKF Laser & Electronics SE is at the median of the target group ("relative TSR target"). If the relative TSR performance of LPKF Laser & Electronics SE is in the 25th percentile of the peer group ("relative TSR lower threshold"), target attainment is 50%. If the relative TSR performance of LPKF Laser & Electronics SE is in the 75th percentile of the peer group ("relative TSR upper threshold"), target attainment is 150%. Linear interpolation is carried out between these figures. Target attainment is rounded to two decimal places in accordance with standard commercial practice. In the event that the relative TSR performance of LPKF Laser & Electronics SE is below the relative TSR lower threshold or above the relative TSR upper threshold, target attainment will be 0% or 150%, respectively.

"ROCE" performance target

ROCE refers to the ratio of the LPKF Group's operating earnings before interest and taxes (EBIT) to the capital employed. The decisive figure here is the average ROCE over the three financial years of the performance period ("three-year average ROCE"), which is calculated on the basis of the audited and approved consolidated financial statements of the company for the relevant financial years.

In order to determine target attainment for the ROCE performance target, the Management Board generally defines a lower threshold ("ROCE lower threshold"), a target figure ("ROCE target") and an upper threshold ("ROCE upper threshold") at the beginning of the performance period in consideration of the corporate planning adopted by the Management Board with the consent of the Supervisory Board. If the three-year average ROCE is less than or equal to the ROCE lower threshold, target attainment is 0%. If the three-year average ROCE is equal to the ROCE target, target attainment is 100%. If the three-year average ROCE is equal to or greater than the ROCE upper threshold, target attainment is 150%. Linear interpolation is carried out between these figures. Target attainment is rounded to two decimal places in accordance with standard commercial practice.

"ESG goals" performance target

The relevant criteria and their respective weighting for the evaluation of performance in the area of environment, social matters, and corporate governance (ESG) are generally defined by the Management Board at the beginning of the performance period on the basis of the sustainability-related targets specified in the corporate planning. The Management Board is bound by the following list of criteria from which it can select ESG targets:

- Environmental protection
- Energy efficiency
- CO2 reduction
- Sustainable supply chain
- Diversity
- Recycling rate
- Employee commitments
- Employee training
- Occupational health and safety
- Corporate governance

Corresponding target figures and upper and lower thresholds will be defined for each ESG goal and used to calculate target attainment at the end of the performance period. Target attainment can be between 0% and 150% for each ESG goal. Overall target attainment for the ESG goals performance target corresponds to the weighted average of target attainment for the individual ESG goals and is limited to 150%. In each case, target attainment is rounded to two decimal places in accordance with standard commercial practice.

Adjustments and further requirements

In special cases like mergers and acquisitions that were not taken into account when defining the targets or in the event of unforeseeable changes to accounting requirements, the Management Board is authorized to retroactively adjust the ROCE results or the results for ESG goals. Such adjustments can be made both upwards and downwards. The exceptional cases referred to here do not include unfavorable market developments in general.

The plan terms and conditions may define further requirements for the full or partial exercise of subscription rights in addition to fulfillment of the performance targets.

(7) Calculation of the number of subscription rights per tranche that can be exercised after the vesting period

The number of performance stock options in a tranche that can be exercised which are still subject to the exercise conditions under the plan terms and conditions is calculated by multiplying the number of non-forfeitable performance stock options by the overall target attainment ("final number of performance stock options"). Overall target attainment corresponds to the weighted average of the target attainment figures calculated for the performance targets. Overall target attainment is limited to 150%. The final number of performance stock options is rounded up to the next whole number and is limited to 150% of the performance stock options provisionally allocated on the allocation date.

(8) Cap

The Management Board stipulates a cap in the plan terms and conditions for the profit that can be achieved by exercising the performance stock options. The plan terms and conditions can define further limitation options.

(9) Forfeitability

Questions regarding the forfeiture of allocated subscription rights upon termination of the employment relationship and the (potentially staggered) non-forfeitability of subscription rights after the end of certain vesting periods are governed by the Management Board with the consent of the Supervisory Board within the framework of the plan terms and conditions. Special provisions can be adopted in special cases regarding the departure of beneficiaries, particularly departure due to death, a reduction in earning capacity, dismissal for operational reasons, or a change of control, and the departure of business units or sub-units from the Company. In any event, subscription rights can no longer be exercised in cases where the employment relationship with the company or an affiliated company has ended due to extraordinary termination by the company or the affiliated company for cause (Section 626, Paragraph 1 of the German Civil Code [BGB]) for which the beneficiary is responsible.

(10) Authorization to define further details

The further details on the issuance and fulfillment of subscription rights, the issuance of shares from the Contingent Capital 2024/III, and the further plan terms and conditions including the usual dilution protection clauses are defined by the Management Board of the company.

Further provisions particularly include the decision on the one-time or repeated issuance of annual tranches to utilize the authorization to issue subscription rights, provisions on the transferability of subscription rights, provisions on the implementation of the 2024 Performance Stock Option Plan (Employees) and the annual tranches and the procedure for the allocation and exercise of subscription rights, the allocation of subscription rights to individual beneficiaries, and eligibility to exercise subscription rights in special cases, particularly in the event of the departure of beneficiaries from the employment relationship, death, departure of an affiliated company, business unit, or business sub-unit from the LPKF Group, change of control, the conclusion of an inter-company agreement, or a delisting, and in order to fulfill statutory requirements.

(b) Contingent Capital 2024/III

The share capital of the company will conditionally be increased by up to EUR 1,490,000.00 through the issuance of up to 1,490,000 new no-par value bearer shares of the company (Contingent Capital 2024/III). The Contingent Capital 2024/III exclusively serves the purpose of the settlement of subscription rights which are issued to members of the management of affiliated companies of the company and to selected employees of the company and affiliated companies in Germany and abroad by the Company on the basis of the authorization under agenda item 11 (a) until 4 June 2029.

The contingent capital increase will be implemented only to the extent that subscription rights are issued, the holders exercise their subscription rights to company shares, and the company does not settle the subscription rights through the delivery of treasury shares or cash settlement in accordance with the plan terms and conditions. The issuance of shares from the Contingent Capital 2024/III is carried out with the exercise price defined under agenda item 11 (a) of the authorization as the issuance amount. The new shares will participate in profit starting from the beginning of the financial year for which the Annual General Meeting has not yet adopted a resolution on the appropriation of balance sheet profit as of the time the new shares are issued.

The Management Board is authorized, with the consent of the Supervisory Board, to determine the further details of the contingent capital increase and its implementation.

The Supervisory Board is authorized to adjust the wording of the Articles of Incorporation in accordance with the respective utilization of the Contingent Capital 2024/III through the issuance of subscribed shares. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/III after the end of the periods for the exercise of subscription rights.

c) Amendment of the Articles of Incorporation

Article 4 of the Articles of Incorporation (share capital) shall be supplemented with a new paragraph 9 worded as follows:

"(9) The share capital of the company is conditionally increased by up to EUR 1,490,000.00 through the issuance of up to 1,490,000 new no-par value bearer shares of the company (Contingent Capital 2024/III). The Contingent Capital 2024/III exclusively serves the purpose of the settlement of subscription rights which are issued to members of the management of affiliated companies of the company and to selected employees of the company and affiliated companies in Germany and abroad by the company until 4 June 2029, as authorized by the Annual General Meeting on 5 June 2024 under agenda item 11 (a).

The contingent capital increase will be implemented only to the extent that subscription rights are issued, the holders exercise their subscription rights to company shares, and the company does not settle the subscription rights through the delivery of treasury shares or cash settlement in accordance with the plan terms and conditions. The issuance of shares from the Contingent Capital 2024/III is carried out with the exercise price defined in accordance with the authorization granted by the Annual General Meeting of 5 June 2024 under agenda item 11 (a) as the issuance amount. The new shares will participate in profit starting from the beginning of the financial year for which the Annual General Meeting has not yet adopted a resolution on the appropriation of balance sheet profit as of the time the new shares are issued. The Management Board is authorized, with the consent of the Supervisory Board, to determine the further details of the contingent capital increase and its implementation. The Supervisory Board is authorized to adjust the wording of the Articles of Incorporation in accordance with the respective utilization of the Contingent Capital 2024/III through the issuance of subscribed shares. The same applies in the case of non-utilization of the authorization to issue subscription rights after the end of the authorization period and in the case of non-utilization of the Contingent Capital 2024/III after the end of the periods for the exercise of subscription rights."

Article 4 of the Articles of Incorporation will remain unchanged in all other regards.

Please note that, at the time of the Annual General Meeting, the company will not have any further authorized or contingent capital in addition to the Contingent Capital 2024/III proposed above, the contingent capital proposed under agenda items 9 and 10 and the new authorized capital proposed under agenda item 8. Based on the resolution of the Annual General Meeting on 4 June 2020, there is an authorization to acquire own shares of up to EUR 1,959,723.00 until 3 June 2025, and regarding the use of such shares.

12. RESOLUTION ON AN AMENDMENT TO THE ARTICLES OF INCORPORATION TO ADAPT TO A CHANGE IN THE LAW AS OF THE RECORD DATE

The statutory provision on the record date in Section 123, Paragraph 4 sentence 2 of the German Stock Corporation Act (AktG) was amended by the German Financing for the Future Act (ZuFinG) (Federal Law Gazette I 2023 No. 354) in order to align it with the definition of the record date pursuant to Article 1 No. 7 of the Implementing Regulation (EU) 2018/1212, without this resulting in a material change of the deadline. The amendment entered into force on 15 December 2023.

Article 21, Paragraph 1 sentence 2 of the Articles of Incorporation of the company, which determines the record date in accordance with the wording of Section 123, Paragraph 4 sentence 2 of the German Stock Corporation Act (AktG), is to be amended to the effect that in the future only the date specified by law will be referenced.

The Management Board and Supervisory Board propose the adoption of the following resolution:

Article 21, Paragraph 1 sentence 2 of the Articles of Incorporation shall be amended and reworded as follows:

"Evidence of shareholdings must be furnished by means of a certificate of share ownership issued in text form by the last intermediary in accordance with Section 67c, Paragraph 3 of the German Stock Corporation Act (AktG). The last intermediary can also send the certificate directly to the company. This certificate must pertain to the date specified by law prior to the Annual General Meeting."

Article 21 of the Articles of Incorporation will remain unchanged in all other regards.

II. FURTHER INFORMATION RELATED TO THE AGENDA ITEMS AND REPORTS

1. REMUNERATION REPORT PURSUANT TO SECTION 162 OF THE GERMAN STOCK CORPORATION ACT (AKTG) INCLUDING AUDIT OPINION (AGENDA ITEM 5)

Auditor's report of the auditor

To LPKF Laser & Electronics SE

We have audited the accompanying remuneration report of LPKF Laser & Electronics SE, Garbsen, for the financial year from January 1 to December 31, 2023, prepared in accordance with section 162 AktG, including the related disclosures.

Responsibility of the Management Board and the Supervisory Board

The Management Board and the Supervisory Board of LPKF Laser & Electronics SE are responsible for the preparation of the remuneration report, including the related disclosures, in accordance with the requirements of Section 162 AktG. The Management Board and the Supervisory Board are also responsible for such internal control as they have determined necessary to enable the preparation of a remuneration report that is free from material misstatement, whether due to fraud or error.

Responsibility of the auditor

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the remuneration report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the remuneration report, whether due to fraud or error. This includes the assessment of the risks of material misstatement of the remuneration report, whether due to fraud or error, including the related disclosures. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the remuneration report and related disclosures. The objective is to plan and perform audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the company's internal control system. An audit also includes assessing the accounting principles used and the reasonableness of accounting estimates made by the Management Board and the Supervisory Board, as well as evaluating the overall presentation of the remuneration report, including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit opinion

In our opinion, based on the findings of our audit, the remuneration report for the financial year from January 1 to December 31, 2023, including the related disclosures, complies in all material respects with the accounting provisions of Section 162 AktG.

Other matters - Formal audit of the remuneration report

The content audit of the remuneration report described in this auditor's report comprises the formal audit of the remuneration report required by § 162 Abs. 3 AktG, including the issue of a report on this audit. Since we express an unqualified opinion on the content of the remuneration report, this opinion includes that the disclosures pursuant to § 162 Abs. 1 and 2 AktG have been made in all material respects in the remuneration report .

Note on limitation of liability

The engagement in the performance of which we provided the aforementioned services for the Supervisory Board of LPKF Laser & Electronics SE, Garbsen, was based on the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms) in the version dated January 1, 2017. By taking note of and using the information contained in this note, each recipient confirms that they have taken note of the provisions contained therein and acknowledges their validity in relation to us.

Dortmund, March 19, 2024

Baker Tilly GmbH & Co KG, auditing company, (Düsseldorf)

Brokemper Auditor	Dr. Sommerhoff Auditor

Remuneration Report

Introduction

The remuneration report outlines the principles and the structure of remuneration for the Management Board and Supervisory Board of LPKF Laser & Electronics SE (“LPKF”) and reports on the remuneration granted and owed to current and former members of the Management Board and the Supervisory Board in the 2023 financial year. The report was prepared by the Management Board and the Supervisory Board in accordance with the requirements of Section 162 of the German Stock Corporation Act (AktG).

The content of the remuneration report was audited by Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft in accordance with the requirements of Section 162 (3) of the German Stock Corporation Act.

1. REVIEW OF THE 2023 FINANCIAL YEAR

1.1 APPROVAL OF THE 2022 REMUNERATION REPORT

The remuneration report prepared in accordance with the requirements of Section 162 of the German Stock Corporation Act on the remuneration granted and owed to the current and former members of the Management Board and Supervisory Board in the 2022 financial year was approved by 39.66% of the vote at the Annual General Meeting and thus was not adopted. The Supervisory Board addressed in depth the feedback from shareholders and voting rights consultants who had looked through the remuneration report in the course of the vote. The main criticism related to the underlying remuneration system for 2022 and the remuneration that resulted from it:

- The fixed remuneration exceeded the variable remuneration in the target remuneration.
- The variable remuneration resulting from the achievement of long-term targets did not exceed the proportion resulting from short-term targets.
- The long-term variable remuneration had the same performance targets as the short-term variable remuneration.
- It was not possible to reclaim the long-term variable remuneration granted (clawback).
- No share ownership guidelines were in place for the members of the Management Board.

The Supervisory Board considered these points of criticism in full when adjusting the remuneration system, as described below. Furthermore, a more detailed disclosure is to allow for a better assessment of the relationship between LPKF's performance in the respective financial year and the resulting remuneration.

1.2 REVIEW OF THE MANAGEMENT BOARD REMUNERATION SYSTEM

In light of LPKF's future growth ambitions, the approval rates for the remuneration system at the 2021 Annual General Meeting and the feedback on the 2021 remuneration report, the Supervisory Board carried out an extensive review of the Management Board remuneration system in 2022 in consultation with its Remuneration and ESG Committee at that time. The Supervisory Board adjusted the remuneration system as a result of the review. The Supervisory Board also considered feedback from investors and appropriate recommendations from voting rights consultants in its review. The revised remuneration system was approved at the 2023 Annual General Meeting with a majority of 97.65% of the vote and became effective for all Management Board members retroactively for the 2023 financial year.

An overview is presented below of the core elements of the revised remuneration system and the significant changes and additions to the remuneration system used in 2022. A detailed description of the revised remuneration system can be found in the invitation to the 2023 Annual General Meeting.

The most significant changes and additions relating to the revised remuneration system can be summarized as follows:

- Reinforcement of long-term orientation

To enhance the orientation toward LPKF's long-term and sustainable development even further, the ratio between the short-term and long-term variable remuneration components is to be shifted in favor of the LTI. From now on, the ratio between the target amount for the STI and the target amount for the LTI will be 40% to 60% (previously 50% to 50%).

- Alignment of the LTI to the corporate strategy and investor expectations

The former LTI was designed as an equity deferral and had the same performance targets as the STI. This is being replaced by a completely new LTI. The new LTI is designed as a performance stock option plan that is linked to both financial targets and ESG targets. The Supervisory Board believes that the use of a performance stock option plan is best placed to support LPKF's corporate strategy and long-term development. In line with LPKF's growth ambitions, use of a performance stock option plan provides a strong incentive to increase the company's value, thus bringing the interests of the

Management Board and the shareholders of LPKF into alignment. Taking performance targets into account will also ensure that the corporate strategy is implemented in full. This includes outperforming relevant competitors on the capital market as well as achieving key financial and ESG targets derived from the corporate strategy. The performance stock option plan therefore sets balanced incentives for LPKF's successful development over the long term.

As an internal financial target, ROCE is being moved from the STI to the new LTI (weighting: 40%). Furthermore, relative total shareholder return (TSR) is being implemented as an additional financial performance target with a weighting of 40%. The financial targets are being supplemented with measurable ESG targets (weighting: 20%), which are derived from the sustainability strategy and are established by the Supervisory Board for each tranche on an annual basis. Achievement of the described performance targets will be measured over a period of three years and is in line with LPKF's medium-term planning, which will determine the final number of performance stock options. The performance stock options have to be held for four years after allocation; the value of the stock options depends on the performance of the share price. This means that the performance stock options may be exercised four years after allocation at the earliest. The subsequent exercise period is four years, which means that the plan term for the new LTI is up to eight years. The new LTI will generally be settled in shares. In exceptional cases, the Supervisory Board has the option to service the LTI in cash instead.

- Introduction of penalty and clawback provisions

In line with the expectations of investors and voting rights consultants, the revised remuneration system contains penalty and clawback provisions for the variable remuneration components. These cover instances where variable remuneration was paid on the basis of misstatements in the annual financial statements (performance clawback) and instances where intentional gross breaches of material obligations were committed by a Management Board member (compliance penalty/clawback).

- Introduction of share ownership guidelines

The revised remuneration system also implements share ownership guidelines (SOG) to tie the interests of the Management Board and shareholders more closely together. Under the share ownership guidelines, members of the Management Board are required to invest at least 50% of their net STI payment in shares of the company each year until the SOG target of 100% of the relevant gross basic salary is met. These shares must be held until the end of the employment contract. As a further restriction, the performance stock options from the LTI cannot be exercised if the SOG target is not met.

- Adjustment of maximum remuneration to the new LTI and the remuneration structure

As the new LTI in the form of a performance stock option plan presents a different risk profile from the former LTI, the maximum annual remuneration has been adjusted. Firstly, payment depends on fulfillment of the newly introduced performance targets, including a relative performance measurement for total shareholder return. Secondly, a payment is only made if the share price goes up. If this stipulation is not met, there is no payment. In view of this changed risk profile compared with the former LTI and considering the new remuneration structure outlined above, the Supervisory Board has deemed it necessary to adjust the maximum remuneration in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act. From 2023 onward, the maximum annual remuneration will be EUR 2 million for each member of the Management Board. In determining the maximum remuneration, the Supervisory Board has also taken into account the level of maximum remuneration in companies that are comparable in terms of size, sector and geography.

The significant changes and additions relating to the present remuneration system are as follows:

	Component	Remuneration system in 2022	Remuneration system from 2023 on

Performance-based	Short-term variable remuneration (STI)	Target amount: 50% of base salary
		Performance criteria:
		• 75% corporate targets
		  • 25% Revenue
		  • 25% ROCE
		  • 25% EBIT margin
		• 25% personal targets
			Target amount: 40% of base salary
			Performance criteria:
			• 75% corporate targets
			  • 37.5% Revenue
			  • 37.5% EBIT margin
			• 25% personal targets

	Long-term variable remuneration (LTI)	Plan type: Equity Deferral Target amount: 50% of base salary Plan term: Four years • One-year basis for assessment • Subsequent three-year holding period for shares Performance criteria: • As for STI	Plan type: Performance Stock Option Plan Target amount: 60% of base salary Plan term: Eight years • four-year waiting period (of which a three-year performance period) • Subsequent four-year exercise period Performance criteria: • 40% ROCE • 40% Relative TSR • 20% ESG targets
Other key regulations	Maximum remuneration	EUR 1.1 million per Management Board member	EUR 2 million per Management Board member
	Malus and Clawback	-	Performance and compliance malus / clawback provisions applying to all variable remuneration components.
	Share Ownership Guideline	-	SOG target: 100% of gross base salary Holding period: Until end of service Additional provisions: • Each year, at least 50% of the net STI payout must be invested until the SOG target is met • Exercisable Stock Options from the LTI cannot be exercised until the SOG target is met

1.3 PERSONNEL CHANGES

In the 2023 financial year, there were no personnel changes in the Management Board of LPKF.

The term of office of all members of the Supervisory Board ended at the close of the Annual General Meeting on 17 May 2023. It was thus necessary to hold a new election. Mr. Jean-Michel Richard, Dr. Dirk Rothweiler and Prof. Ludger Overmeyer were reelected on the recommendation of the Nomination Committee. Ms. Julia Kranenberg did not stand for reelection. Ms. Anka Wittenberg was elected as a new member of the Supervisory Board to take the place of Ms. Kranenberg. In addition, Ms. Alexa Hergenröther was elected to take up the newly created position on the Supervisory Board.

In accordance with the recommendations of the German Corporate Governance Code, at its meeting of 20 July 2023 the Supervisory Board formed and assigned members to the following new committees:

- Audit, Risk and ESG Committee: Alexa Hergenröther (Chairwoman), Jean-Michel Richard, Anka Wittenberg
- Remuneration and Nomination Committee: Anka Wittenberg (Chairwoman), Dirk Rothweiler, Jean-Michel Richard
- Strategy Committee: Dirk Rothweiler (Chairman), Alexa Hergenröther, Ludger Overmeyer

2. REMUNERATION OF THE MANAGEMENT BOARD

2.1 PRINCIPLES OF MANAGEMENT BOARD REMUNERATION

The remuneration of the Management Board is a key control element in the implementation of LPKF's corporate strategy and growth ambitions. This includes providing the right incentives for implementing and executing the corporate strategy in full. With this in mind, the performance targets for the performance-based remuneration components include financial and sustainability-related targets. To increase the focus on LPKF's long-term development, the LTI is the largest component of the performance-based remuneration. In order to support the share culture at LPKF and bring the interests of the Management Board into alignment with those of shareholders and stakeholders, the LTI is designed as a share-based remuneration component and share ownership guidelines are in place for the Management Board.

2.1.1 PROCESS FOR DETERMINING MANAGEMENT BOARD REMUNERATION

The Supervisory Board determines the remuneration system for members of the Management Board in consultation with its Remuneration and Nomination Committee. The remuneration system adopted by the Supervisory Board is submitted to the Annual General Meeting for approval. If significant changes have been made, and at least once every four years, the Supervisory Board resubmits the remuneration system to the Annual General Meeting for approval. The current remuneration system was approved by the 2023 Annual General Meeting and applies retroactively for the 2023 financial year as well as to all new and renewed employment contracts for members of the Management Board. The current remuneration system therefore applied to both members of the Management Board in the 2023 financial year.

2.1.2 APPROPRIATENESS OF THE MANAGEMENT BOARD'S REMUNERATION

The remuneration for Management Board members is determined by the Supervisory Board. In alignment with the German Stock Corporation Act, the Supervisory Board ensures that the remuneration is proportionate to the duties and performance of the individual Management Board member and commensurate with the company's economic situation. It also ensures that the remuneration does not exceed the level that is customary for the market unless there is a specific reason. With that in mind, the Supervisory Board regularly performs a horizontal comparison of remuneration. The horizontal comparison compares the remuneration of the LPKF Management Board with the Management Board remuneration of comparable companies (peer group). In the most recent horizontal comparison in 2021, the following European companies of a similar size, primarily from the semiconductor industry and the electronic equipment sector, were used as a peer group:

Company, Location	Company, Location
Aixtron, Germany	Manz, Germany
Basler, Germany	Mühlbauer, Germany
centrotherm, Germany	Nynomic, Germany
Comet, Switzerland	Oxford Instruments, United Kingdom
Dr. Hönle, Germany	PVA TePla, Germany
Elmos Semiconductor, Germany	SAF Holland, Germany
First Sensor, Germany	SMA Solar Technology, Germany
Isra Vision, Germany	SÜSS MicroTec, Germany
Jenoptik, Germany	technotrans, Germany
Judges Scientific, United Kingdom	Viscom, Germany
Lumibird, France	X-FAB Silicon Foundries, Belgium

The main criteria used for identifying suitable peer companies were industry, revenue and market capitalization. Based on its positioning at that time, LPKF was at the 25th percentile in terms of revenue and the 70th percentile in terms of market capitalization.

The revision of the remuneration system and determination of the amount of Management Board remuneration in March 2023 also involved an assessment of Management Board remuneration in relation to the remuneration structures within LPKF. This involved comparing the development of Management Board remuneration with the remuneration of senior management (defined as the first tier of management below the Management Board) and the remuneration of the workforce as a whole (defined as the average remuneration of full-time employees of LPKF SE in Germany). When doing so, the Supervisory Board did not find any indication that it had developed disproportionately or establish any grounds for adjusting it.

2.1.3 TARGET REMUNERATION

The employment contract for each member of the Management Board sets out their target remuneration, which is paid for 100% achievement of the targets set for the performance-based remuneration components. The target remuneration amount is based on standard market rates and is largely dependent on the knowledge and experience relevant for the role of the respective Management Board member.

Target remuneration

	Dr. Klaus Fiedler (CEO) (since 1 January 2022)				Christian Witt (CFO) (since 1 September 2018)			
	2023		**2022**		**2023**		**2022**	
	in €k	**in %**	**in €k**	**in %**	**in €k**	**in %**	**in €k**	**in %**
Base salary	325	49	300	49	300	48	296	49
Fringe benefits [1)]	9	1	7	1	30	5	28	5
Total non-performance-based target remuneration	**334**	**50**	**307**	**50**	**330**	**52**	**324**	**53**
Short-term variable remuneration (STI)	130	20	150	25	120	19	143	23
Long-term variable remuneration (LTI)	195	30	150	25	180	29	143	23
Total performance-based target remuneration	**325**	**50**	**300**	**50**	**300**	**48**	**286**	**47**
Total target remuneration	**659**	**100**	**607**	**100**	**630**	**100**	**610**	**100**

[1)] The values for fringe benefits reflect the fringe benefits actually incurred in the fiscal year.

2.2 OVERVIEW OF REMUNERATION FOR THE MANAGEMENT BOARD IN THE 2023 FINANCIAL YEAR

The remuneration system for members of the Management Board of LPKF is geared toward long-term and sustainable company development. The total remuneration comprises non-performance-based and performance-based (variable) components. The non-performance-based components include a fixed annual salary (basic salary) as well as incidental benefits and benefits in kind.

The performance-based components consist of annual variable remuneration (STI), which relates to the achievement of economic targets within a year, and long-term variable remuneration (LTI), which is measured over several years and based on shares. Penalty and clawback provisions, share ownership guidelines and maximum remuneration are further key components of the remuneration system. The company does not offer any pension or early retirement schemes for members of the Management Board.

	Component	Parameter	Objective
Non-performance based	Base salary	Paid in equal monthly installments at the end of each month	• Reflects the role on the Management Board, experience, area of responsibility and market conditions • Ensures adequate income, to prevent inappropriate risks from being taken
	Fringe benefits	Benefits in kind, company car (alternatively, cash allowance or flat rate for a rental car), insurance premiums	• Grant of market customary fringe benefits in order to offer an attractive remuneration package

Performance-based	Short-term variable remuneration (STI)	Target amount: approx. 40% of performance-based remuneration
		Plan type: target bonus
		Performance criteria:
		• 75% corporate targets
		  • 37,5% Revenue
		  • 37,5% EBIT margin
		• 25% personal targets
		Cap: 200% of target amount
			• Incentivizing the (over)achievement of annual corporate targets
			• Implementation of important milestones of the corporate strategy and sustainability aspects through personal targets
			• Rewarding the individual contribution to success and sustainability

	Long-term variable remuneration (LTI)	Target amount: approx. 60% of performance-based remuneration Plan type: Performance Stock Option Plan Plan term: Eight years • Four-year waiting period (including a three-year performance period) • Four-year exercise period Performance criteria: • 40% Relative TSR • 40% ROCE • 20% ESG-targets Exercise price: average closing price during the last 30 trading days before allocation Cap: • The final number of performance stock options is limited to 150% of the provisionally allocated performance stock options. • The payout is limited by the maximum remuneration. Servicing: in shares	• Promoting the long-term growth of LPKF and incentivizing the creation of long-term shareholder value • Linking the interests of the Management Board members with those of the shareholders • Incentive to (over)achieve long-term financial and sustainability targets • Promoting the share culture at LPKF
Other key regulations	Maximum remuneration	EUR 2.0 million per Management Board member	• Limiting the total remuneration for a financial year
	Share Ownership Guidelines	SOG target: 100% of gross base salary 2022 Build-up: obligation to invest in LPKF shares amounting to at least 50% of the net STI payout per year until the SOG target is reached Condition: Performance stock options can only be exercised once the SOG target has been reached	• Linking the interests of the Management Board members with those of the shareholders • Promoting the share culture at LPKF
	Malus / Clawback	Partial or full reduction / clawback of performance-related remuneration possible Compliance malus and clawback as well as performance clawback implemented	• Strengthening the position of the Supervisory Board in the event of incorrect financial statements and intentional gross breaches of material duties by a member of the Management Board
	Severance payment cap	Maximum severance payments of two years' basic remuneration; may not exceed the remuneration for the remaining term of the contract	• Prevents inappropriately high payments due to premature termination of the Management Board contract
	Company pension scheme	No company pension scheme for the members of the Management Board and therefore no pension or early retirement arrangements	

2.3 APPLICATION OF REMUNERATION COMPONENTS IN THE 2023 FINANCIAL YEAR

The components of the remuneration system and their specific application in the 2023 financial year are explained in detail below.

2.3.1 NON-PERFORMANCE-BASED REMUNERATION COMPONENTS

2.3.1.1 BASIC REMUNERATION

The members of the Management Board receive basic remuneration, which is paid in equal monthly installments at the end of each month. It is reviewed at regular intervals by the Supervisory Board and adjusted where necessary.

In line with contractual agreements, during the financial year the basic remuneration increased by EUR 25,000 in the case of Dr. Fiedler and EUR 15,000 in the case of Mr. Witt. The Supervisory Board considered this necessary in order to offer the Management Board members remuneration that is both in line with the market rate and competitive to enable it to continue to attract exceptional individuals in the future and retain them within the company for the long term.

2.3.1.2 FRINGE BENEFITS

In addition to basic salary, incidental benefits are granted to each member of the Management Board. These benefits include benefits in kind provided by the company, the use of a company car, contributions to health and care insurance and other types of insurance as well as absorption of other costs as is customary for the market.

The company car is also intended for personal use. As an alternative to a company car, Management Board members may also be offered a cash allowance or a flat rate for a rental car.

In the 2023 financial year, a directors' & officers' (D&O) insurance policy was also taken out for Management Board members with a deductible in accordance with the German Stock Corporation Act.

2.3.2 PERFORMANCE-BASED REMUNERATION COMPONENTS

2.3.2.1 SHORT-TERM VARIABLE REMUNERATION (STI)

How it works

The STI is designed as a target bonus and the target amount is set at around 40% of the performance-based remuneration. The payout amount depends on the achievement of corporate targets, which are based on the company's financial performance, and on the achievement of personal targets.

The corporate targets comprise two key financial figures used for the corporate management of LPKF and are weighted at 75% (37.5% each):

- Revenue in accordance with LPKF's audited, consolidated annual financial statements
- Consolidated operating EBIT (earnings before interest and taxes) as a percentage of consolidated revenue in accordance with LPKF's audited, consolidated annual financial statements (EBIT margin)

The personal targets for the respective Management Board member are weighted at 25% and are agreed annually at the start of the respective financial year. Up to four personal targets may be set. Using personal targets enables the Supervisory Board to provide incentives for achieving important strategic objectives which may also be non-financial in nature and include, for example, environmental, social or governmental aspects (ESG targets). Both personal and corporate targets may be achieved within a range agreed each year between the Supervisory Board and the Management Board, which has a floor and a cap. With regard to the achievement of targets, the following percentages of the agreed target amount will be paid:

Below the lower threshold: 0%

Equal to the lower threshold: 25%

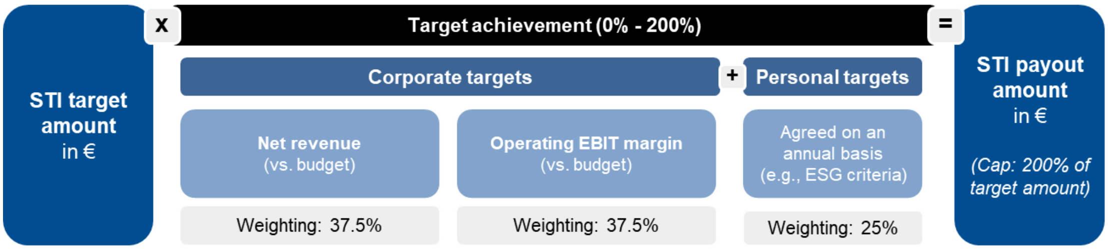
Target: 100%

Equal to the upper threshold: 200%

Above the upper threshold: 200% (maximum amount)

A linear adjustment will be carried out for figures in between.

To calculate overall target achievement, the average of the respective target achievement for personal and corporate targets is determined in each case. The average figures calculated in this way are then multiplied by the respective weighting factor and added together to calculate overall target achievement.



Targets and extent to which targets were achieved for the 2023 financial year

At the beginning of the 2023 financial year, the Supervisory Board stipulated the following target figures and thresholds for the corporate targets and calculated the following target achievement levels based on actual figures:

Performance criteria	Lower threshold (25 % target achievement)	Target (100 % target achievement)	Upper threshold (200 % target achievement)	Target achievement
Net revenue (k€) Actual: 124,337	125,000	140,254	147,900	0%
Operating EBIT margin Actual: 3.8%	4%	6%	8%	0%
			Corporate targets	**0%**

On the basis of target achievement for the individual performance criteria, the target achievement level for the corporate targets was set at 0% for the 2023 financial year.

The personal targets for the 2023 financial year set by the Supervisory Board were derived from the corporate strategy and include implementation and operationalization of the strategy.

The table below shows the personal targets for the members of the Management Board in the 2023 financial year:

Name	Personal targets	Assessment	Target Achievement
Dr. Klaus Fiedler	• Achievement of defined milestones in the development, coordination and introduction of a strategic framework and corporate values • Achievement of defined milestones in the development, coordination and implementation of a marketing and brand strategy, an IP strategy and an organizational structure to improve operational excellence • Achievement of defined milestones in the development of an ESG strategy, in the improvement of the carbon footprint and in the strengthening of personnel development	• Target exceeded • Target achieved • Target partially achieved	105%
Christian Witt	• Development of fixed costs vs. budget • Achievement of defined milestones in commissioning an ERP system, setting up a new BI landscape, implementing a customer satisfaction survey and a process owner structure • Achievement of defined milestones in expanding the shared services approach, improving the shareholder structure and planning and analyzing by product line • Achievement of defined milestones in developing an ESG strategy, improving the carbon footprint and strengthening personnel development	• Target partially achieved • Target clearly exceeded • Target achieved • Target partially achieved	71%

On the basis of this Supervisory Board's assessment, the target achievement levels for the personal targets were set at 105% for Klaus Fiedler and 71% for Christian Witt.

Based on the individual target amounts and the target achievement levels for corporate and personal targets, this resulted in the following payments from the STI for the 2023 financial year:

STI payout 2023

STI payout for 2023 financial year

	Target amount in €k	**Target achievement**			**Payout amount** in €k
		Corporate targets (Weighting: 75%)	**Personal targets** (Weighting: 25%)	**Overall**	
Dr. Klaus Fiedler	130	0%	105%	26%	34
Christian Witt	120	0%	71%	18%	21

The payment will be made in April 2024.

2.3.2.2LONG-TERM VARIABLE REMUNERATION (LTI)

How it works

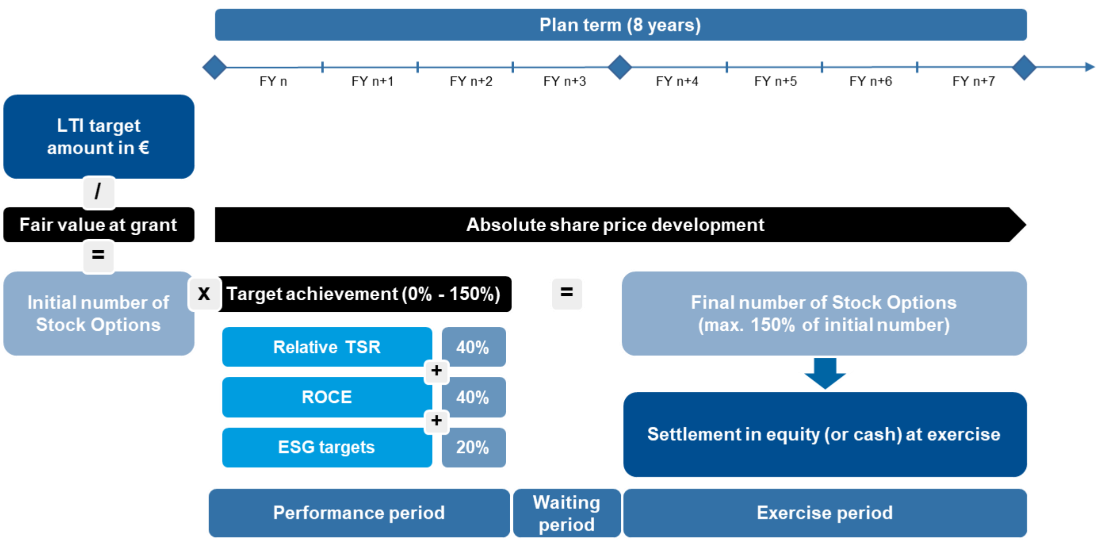
The LTI is designed as a performance stock option plan that is allocated on an annual basis with a target amount of around 60% of the performance-based remuneration and a plan term of eight years.

At the beginning of the LTI tranche, the Management Board members are allocated a provisional number of performance stock options (PSO) that is calculated by dividing the LTI target amount by the fair value of a performance stock option at the time of allocation.

The final number of performance stock options depends on the achievement of financial and ESG targets during a three-year performance period. The Supervisory Board set the development of LPKF's total shareholder return (TSR) compared to an individually determined peer group and the return on capital employed (ROCE) as financial targets, both weighted at 40%. The ESG targets are weighted at 20% and are determined annually for each LTI tranche using a predefined catalog of ESG criteria. The final number of performance stock options can be between 0% and 150% of the provisional number of performance stock options. The provisionally allocated performance stock options must be held for four years ("waiting period"). The waiting period is followed by an exercise period of four years. Accordingly, the final number of performance stock options can be exercised four years after the allocation date at the earliest.

The value of each performance stock option at the time of exercise is the difference between the LPKF share price on the exercise date and the average closing price of LPKF shares on the last 30 trading days prior to the allocation date ("exercise price"). In addition to the limit on the final number of performance stock options, the payout amount for each LTI tranche is limited by the maximum remuneration defined in the "maximum remuneration" section in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act.

In light of the 2023 Annual General Meeting's rejection of a contingent capital increase to service subscription rights, the Supervisory Board resolved to make use of the exemption provided in the remuneration system and service LTI 2023 in cash. Therefore, phantom performance stock options were allocated in the year under review.



Allocations from the long-term incentive (LTI) in the 2023 financial year

On 24 October 2023, the members of the Management Board were allocated a tranche of the LTI ("LTI 2023").

LTI 2023 - 2030

Overview LTI 2023 - 2030	LTI target amount in €k	Fair Value at allocation in €	Number of provisional PSO	minimal number PSO	maximum number PSO	Exercise price
Dr. Klaus Fiedler	195	1,02	191.177	0	286.766	6,93
Christian Witt	180	1,15	156.522	0	234.783	6,93

Achievement of the target for the LTI is based on the total shareholder return (TSR) and return on capital employed (ROCE) financial performance criteria as well as on sustainability-related targets.

The TSR represents the return on LPKF shares; the share price is taken into account on the assumption that dividends will be reinvested. LPKF's TSR performance is measured in comparison with the peer group below, as determined by the Supervisory Board and comprising selected competitors:

Company, Location	Company, Location
Aixtron, Germany	Manz, Germany
Basler, Germany	SMA Solar Technology, Germany
centrotherm, Germany	SÜSS MicroTec, Germany
Comet, Switzerland	technotrans, Germany
Dr. Hönle, Germany	Viscom, Germany

In order to measure relative TSR performance, LPKF's TSR performance and that of the comparable companies is ranked over the three-year performance period. Achievement of the target is calculated based on the resulting positioning of LPKF within the peer group.

The ROCE refers to the ratio between consolidated operating EBIT and capital employed. The decisive factor is the average ROCE over the three financial years of the performance period. Prior to commencing allocation, the Supervisory Board determined a target value and lower and upper thresholds. Achievement of the target is calculated based on the actual three-year average ROCE.

In addition to financial performance criteria, the LTI contains 20% ESG targets in order to anchor LPKF's sustainability strategy firmly in the remuneration system for the Management Board. To this end, prior to issuing the 2023 LTI tranche allocated in the reporting year the Supervisory Board selected the following two equally weighted specific ESG targets as performance criteria with regard to the recycling rate and employee engagement:

- Increasing the average recycling rate at Group level to 75% during the performance period (weighting: 10%)
- Increasing the share of business-critical positions at Group level with at least one potential successor who would be ready for deployment within six months to 30% (weighting: 10%)

LTI 2023 - 2030

	Targets and thresholds LTI 2023 - 2030			
	Weighting	**Lower threshold (50% target achievement)**	**Target value (100% target achievement)**	**Upper threshold (150% target achievement)**
TSR	40%	25th percentile	50th percentile	-2.148

	Weighting	**Lower threshold (0% target achievement)**	**Target value (100% target achievement)**	**Upper threshold (150% target achievement)**
ROCE	40%	8%	12%	16%
ESG: Recycling rate	10%	70%	75%	80%
ESG: Share of successors	10%	25%	30%	35%

Long-term variable remuneration granted and due in the 2023 financial year

Due to the transition from a former LTI with a three-year performance period to an LTI with a one-year performance period in the 2021 financial year, the payment from two LTI tranches, which were allocated in different financial years, shall be considered remuneration granted and owed in the 2023 financial year.

LTI 2022 (no longer in effect)

The LTI allocated in the 2022 financial year ("LTI 2022") was based on an earlier remuneration system in effect at that time and was linked to overall target achievement for the STI for the respective financial year and to the performance of the share price for the following three years. It was not possible to conclusively assess all the performance criteria for LTI 2022 until after the first quarter of 2023. The remuneration resulting from LTI 2022 shall therefore be considered remuneration granted and owed in the 2023 financial year within the meaning of Section 162 (1) of the German Stock Corporation Act. The relevant LTI plan can be summarized as follows: The LTI was allocated in annual tranches with a target amount of 50% of the basic salary.

The target amount for the respective year of allocation was multiplied by a performance factor corresponding to the overall target achievement for the STI in the year of allocation (performance amount). The absolute share price performance served as an additional performance target, which was implemented in the form of a second multiplier. This multiplier was calculated by dividing LPKF’s average share price in the first quarter of the year following the year of allocation (closing share price) by the average share price in the first quarter of the year of allocation (opening share price).

The LTI payout amount was limited to no more than 300% of the target amount and was paid out in cash. The net amount received from the LTI had to be invested in LPKF shares immediately afterwards. These shares had to be held for at least three years after purchase.

A payment from the LTI was also subject to a share price exercise threshold. If the average LPKF share price in the fourth quarter of the year of allocation and in the first quarter of the following year dropped below 90% of the opening share price, no LTI was paid.

The share price exercise threshold for LTI 2022 was not reached. Both the average share price in the fourth quarter of 2022 (EUR 9.74) and the average share price in the first quarter of 2023 (closing share price: EUR 11.42) were below 90% of the average share price in the first quarter of 2022 (opening share price: EUR 16.05), so there was no payment from LTI 2022.

LTI 2022

	Overview LTI 2022				
	LTI target amount in €k	**Overall STI target achievement 2022**	**Closing share price / Opening share price**	**Performance hurdle met?**	**LTI payout amount in €k**
Dr. Klaus Fiedler	150	74%	61%	No	0
Christian Witt	143	78%	61%	No	0

LTI 2020-2022 (no longer in effect)

The LTI allocated in the 2020 financial year ("LTI 2020-2022") was based on an earlier remuneration system in effect at that time and was linked to a value-oriented performance criterion ("value contribution") and to the absolute performance of the share price. It was not possible to conclusively assess all the performance criteria for LTI 2020-2022 until after the first quarter of 2023. The remuneration resulting from LTI 2020-2022 shall therefore be considered remuneration granted and owed in the 2023 financial year within the meaning of Section 162 (1) of the German Stock Corporation Act. The relevant LTI plan can be summarized as follows: The Management Board members were allocated phantom stocks annually on a provisional basis. The number of phantom stocks allocated on a provisional basis corresponded to the individual target amount divided by the average closing price of LPKF shares in the first quarter of the year of allocation. The term of the plan was three years. Following the end of the plan term, the Management Board members were entitled to a payout whose amount depended on the final number of phantom stocks. The final number of phantom stocks was calculated by multiplying the phantom stocks allocated on a provisional basis by a performance factor based on LPKF's average value contribution during the three-year performance period. The target value contribution resulted in a performance factor of 1. Each full EUR 1 million value contribution above or below this target value resulted in 10% increase or decrease in the performance factor. The amount to be paid out was then calculated by multiplying the final number of phantom stocks by the average price of LPKF shares for the first quarter of the year following the end of the three-year performance period. A full entitlement only arose if the average share price in the payout year was greater than the average share price in the allocation year and the employment contract of the respective Management Board member did not end before the end of the plan term. The payout amount was limited to four times the target amount.

The performance period for the 2020 tranche began on 1 January 2020 and comprised three financial years in total (2020 to 2022). The average value contribution actually achieved in the financial years concerned amounted to EUR -2,148 thousand, resulting in 10% target achievement.

LTI 2020 - 2022

	Target achievement LTI 2020 - 2022				
	Lower threshold (0% target achievement)	Target value (100% target achievement)	Upper threshold (200% target achievement)	Actually achieved	Target achievement
Average value added 2020 - 2022(in €k)	-3.411	7.589	18.589	-2.148	10%

The share price exercise threshold for LTI 2020-2022 was not reached. The average share price in the first quarter of 2023 (closing share price: EUR 11.42) was below the average share price in the first quarter of 2020 (opening share price: EUR 19.18), so there was no payment from LTI 2020-2022.

LTI 2020 - 2022

	Overview LTI 2020 - 2022						
	LTI target amount in €k	Avg. share price in Q1 2020 in €	Number of provisional phantom stocks	Target achieve-ment	Final number of phantom stocks	Avg. share price in Q1 2023 in €	Payout amount in €k
Christian Witt	65	19,18	3.389	10%	339	11,42	0

2.4 UPPER LIMITS ON REMUNERATION (“CAP”) AND MAXIMUM REMUNERATION

Remuneration for members of the Management Board is limited in two respects. Firstly, the performance-based remuneration components are subject to an upper limit. The STI is limited to 200% of the target amount and the maximum number of performance stock options is limited to 150% of the performance stock options originally allocated.

Secondly, the Management Board members’ total remuneration, i.e. total non-performance-based remuneration (basic salary and incidental benefits) plus performance-based remuneration components (STI and LTI), is limited by the maximum remuneration under Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act. The maximum remuneration limits the total remuneration paid out for one financial year irrespective of the actual payout date. It thus also represents an absolute limit on possible payouts under the LTI.

The maximum remuneration per Management Board member is set at EUR 2 million. As can be seen from the “remuneration granted and owed” table, the maximum remuneration of EUR 2 million provided for in the remuneration system was complied with for all members of the Management Board for the 2023 financial year.

2.5 SHARE OWNERSHIP GUIDELINES

The remuneration system contains share ownership guidelines (SOG) in order to further align the interests of Management Board members and shareholders and to strengthen the share culture at LPKF. The members of the Management Board are required to invest 100% of their gross basic remuneration in LPKF shares (SOG target) and to hold these shares until they leave the Management Board or begin a release from duties. The SOG target is calculated based on the gross basic remuneration at the beginning of the period of service as a Management Board member or the gross basic remuneration on the date the SOG came into effect.

An SOG target of EUR 300,000 was agreed for Dr. Fiedler. This amount corresponds to 100% of the gross base salary at the beginning of his term of office as CEO in the 2022 financial year. In deviation from the provisions of the remuneration system, an SOG target of EUR 285,000 was agreed with Mr. Witt. This figure also corresponds to the gross base salary for the 2022 financial year (excluding additional remuneration for the temporary appointment as CEO).

Until the SOG target is met, the Management Board members must invest at least 50% of the net STI payout per year. As a further restriction, the Management Board members may only exercise performance stock options from the LTI if the SOG target has been met, even if the waiting period for such performance stock options has already expired.

The SOG came into effect for both Management Board members on 1 January 2023. STI payouts that first become due for payment for the 2023 financial year in April 2024 are relevant in terms of the annual purchasing obligation.

2.6 PENALTIES/CLAWBACK

The remuneration system for the Management Board also contains penalty and clawback provisions. Under certain circumstances, the Supervisory Board is authorized to reduce performance-based remuneration that has not yet been paid out (penalty) or reclaim performance-based remuneration that has already been paid out (clawback).

If performance-based remuneration was calculated and paid out on the basis of misstatements in the annual financial statements, the Supervisory Board can reclaim the difference to the relevant performance-based remuneration as calculated on the basis of the corrected annual financial statements.

In the event of an intentional breach of duty by a Management Board member in the form of

- non-compliance with material provisions of the LPKF code of conduct and/or a material obligation under the employment contract or
- a material breach of due diligence obligations within the meaning of Section 93 of the German Stock Corporation Act,

the Supervisory Board can reduce or reclaim performance-based remuneration at its reasonable discretion.

The possibility of reclaiming performance-based remuneration that has already been paid out applies to payouts that have been made no more than three years previously.

In the 2023 financial year, the Supervisory Board did not establish any reason to make use of the possibility provided by the remuneration system to reduce or reclaim variable remuneration components.

2.7 REMUNERATION-RELATED EVENTS

2.7.1 BENEFITS UPON DEPARTURE

When appointing Management Board members and with regard to the duration of Management Board employment contracts, the Supervisory Board complies with the provisions of Section 84 of the German Stock Corporation Act and with the recommendations of the German Corporate Governance

Code. Management Board employment contracts are concluded for the period of the respective appointment. Initial appointments are generally for three years, while the maximum period for a reappointment is five years. Management Board employment contracts can include an ordinary option of termination on both sides. The mutual right to terminate employment contracts without notice for cause always remains unaffected.

2.7.1.1 SEVERANCE PAYMENT

The Management Board employment contracts may provide for severance payments in the event that the company terminates the employment contract early without good cause for which the Management Board member is responsible or in the event that the Management Board member terminates the employment contract early for good cause for which the company is responsible. In such a case, the Management Board member may receive a severance payment of two years' annual remuneration, up to a maximum amount of the remuneration due for the remaining term of the contract after the end of the notice period. This severance payment will count toward any compensation that may be granted in connection with the post-contractual non-competition clause.

The Management Board employment contracts do not provide for severance payments in the event that the company terminates the employment contract early for good cause for which the Management Board member is responsible or in the event that a Management Board member initiates the termination themselves without good cause for which the company is responsible. Furthermore, all vested and non-vested performance stock options allocated in connection with the LTI shall be forfeited without compensation. In the interests of attracting the best possible candidate for the position of Chief Executive Officer and thus safeguarding the long-term wellbeing of the company, on the first-time appointment of Dr. Klaus Fiedler his employment contract made provision for a severance payment in the event of effective dismissal and effective resignation. No severance payments were made in the 2023 financial year.

If the Management Board contract is terminated, the outstanding variable remuneration components not yet paid relating to the period before the end of the contract will generally be paid in accordance with the originally agreed targets and comparative parameters and in accordance with the due dates or holding periods stipulated in the contract. A pro rata share of the entitlement to STI will be deducted in these cases. LTI entitlements are dependent on the circumstances of the departure. A pro rata share of the entitlement to LTI will be deducted in a contractually defined "good leaver event," and all rights and entitlements will be lost in a "bad leaver event."

2.7.1.2 CHANGE OF CONTROL

In the event of a change of control, Management Board members have a one-time special right to terminate their employment contract with a notice period of six months, to end at the end of a month, and the option to step down from their mandate on the termination date. If the contract is terminated in this way, the Management Board member is entitled to the severance payment described above.

The contractually agreed provisions, dates and holding periods shall continue to apply to any performance stock options already vested at the time of the termination. Other provisions may apply in the event that the LTI can no longer reasonably be continued, e.g. in the case of a delisting.

2.7.1.3 RELEASE FROM DUTIES

In the event of termination of an appointment as a member of the Management Board or as CEO for cause in accordance with Section 84 (3) of the German Stock Corporation Act or in the event of resignation, the company may immediately release the Management Board member from the obligation to perform their duties while continuing to pay their salary.

2.7.1.4 POST-CONTRACTUAL NON-COMPETITION CLAUSE – COMPENSATION

All members of the Management Board must observe a post-contractual non-competition clause lasting for six months after the end of their employment contracts. LPKF has an obligation to pay Management Board members monthly compensation of 50% (gross) of the average monthly basic remuneration they received in the last 12 months prior to their departure for the duration of the post-contractual non-competition clause. Other payments made by LPKF to Management Board members, such as temporary allowances and severance payments, shall count toward this compensation.

No compensation on the basis of a non-competition clause was paid in the 2023 financial year.

2.7.1.5 PROVISIONS ON PENSIONS AND EARLY RETIREMENT

LPKF does not offer any pension or early retirement schemes for members of the Management Board.

As such, there were no pension commitments for members of the Management Board who were in office in the 2023 financial year.

2.7.1.6 CONTINUED PAYMENT OF REMUNERATION IN THE EVENT OF DEATH

If the appointment of a member of the Management Board ends early on account of their death while in office, the fixed monthly remuneration shall still be paid to their heirs for a period of three months.

All current LTI tranches will be paid out immediately if the appointment ends due to permanent disability or death.

2.7.2 PAYMENTS FROM THIRD PARTIES

No members of the Management Board were promised or granted payments from a third party in respect of their work as a member of the Management Board in the past financial year.

2.7.3 REMUNERATION FOR WORK ON SUPERVISORY BOARDS OR SIMILAR BODIES

The tasks of Management Board members also include the fulfillment of executive duties at affiliated companies within the meaning of Section 15 et seq. of the German Stock Corporation Act. The performance of such activities is fully covered by the remuneration provided.

2.8 REMUNERATION GRANTED AND OWED IN THE 2023 FINANCIAL YEAR

2.8.1 CURRENT MEMBERS OF THE MANAGEMENT BOARD

The following tables show the remuneration granted and owed to the current members of the Management Board, including the relative share of the remuneration components in accordance with Section 162 of the German Stock Corporation Act. Remuneration granted and owed in accordance with Section 162 (1) sentence 1 of the German Stock Corporation Act is stated in the financial year in which the underlying activity for the remuneration was fully completed (“granted”) or became due but has not yet been fulfilled ("owed"). This includes basic salary paid in the financial year, incidental benefits accrued in the financial year and STI earned in the financial year. The LTI, on the other hand, is not included in total remuneration until the year in which a payable amount is reached.

Accordingly, the remuneration presented for the 2023 financial year is comprised as follows:

- Basic salary paid in the 2023 financial year;
- incidental benefits received in the 2023 financial year;
- the STI set for the 2023 financial year, which will be paid in the 2024 financial year;
- LTI 2022 and LTI 2020-2022, both based on performance criteria that elapsed at the end of the first quarter of 2023 and due for payment in the 2023 financial year.

Remuneration awarded and due according to § 162 AktG - Current Management Board members

	Dr. Klaus Fiedler (CEO) (since 1 January 2022)				**Christian Witt (CFO)** (Management Board member since 1 September 2018)			
	2023		**2022**		**2023**		**2022**	
	in €k	**in %**	**in €k**	**in %**	**in €k**	**in %**	**in €k**	**in %**
Base salary	325	88%	300	72%	300	85%	296	60%
Fringe benefits	9	2%	7	2%	30	9%	28	6%
Total non-performance-based remuneration	**334**	**91%**	**307**	**73%**	**330**	**94%**	**324**	**65%**
Short-term variable remuneration (STI)								
STI 2022	-	-	111	27%	-	-	111	22%
STI 2023	34	9%	-	-	21	6%	-	-
Long-term variable remuneration (LTI)								
LTI 2019 - 2021	-	-	-	-	-	-	62	12%
LTI 2020 - 2022	-	-	-	-	0	0%	-	-
LTI 2021	-	-	-	-	-	-	0	0%
LTI 2022	0	0%	-	-	0	0%	-	-
Total performance-based remuneration	**34**	**9%**	**111**	**27%**	**21**	**6%**	**173**	**35%**
Total remuneration awarded and due according to Section 162 AktG	**368**	**100%**	**418**	**100%**	**351**	**100%**	**497**	**100%**

The remuneration individually granted and owed fully corresponds to the remuneration system presented.

2.8.2 FORMER MEMBERS OF THE MANAGEMENT BOARD

In the 2023 financial year, no remuneration was granted or owed to former members of the Management Board in accordance with Section 162 of the German Stock Corporation Act.

3. REMUNERATION OF THE SUPERVISORY BOARD

The current remuneration system for members of the Supervisory Board and the amount of Supervisory Board remuneration have been reviewed with the support of an external independent expert to assess whether they are in line with the market and competitive. Having considered the findings of the review, the Management Board and the Supervisory Board reached the conclusion that an adjustment was necessary to ensure the Supervisory Board remuneration was appropriate and competitive. The revised remuneration system was approved by the 2023 Annual General Meeting with a majority of 97.45% of the vote and became effective on 18 May 2023.

An overview is presented below of the core elements of the revised remuneration system and the significant changes and additions to the previous remuneration system. A detailed description of the revised remuneration system can be found in the invitation to the 2023 Annual General Meeting.

	Remuneration system in 2022			Remuneration system from 2023		
Fixed basic remuneration	Chairman of the Supervisory Board Deputy Chairman of the Supervisory Board Member of the Supervisory Board Ratio		EUR 64,000 EUR 48,000 EUR 32,000 2 : 1.5 : 1	Chairman of the Supervisory Board Deputy Chairman of the Supervisory Board Member of the Supervisory Board Ratio		EUR 70,000 EUR 52,500 EUR 35,000 2 : 1.5 : 1
Committee remuneration		Chairman	Member		Chairman	Member
	Audit Committee	EUR 5,000	--	Audit, Risk & ESG Committee	EUR 15,000	EUR 7,500
	Nomination Committee	EUR 3,500	--	Remuneration and Nomination Committee	EUR 10,000	EUR 5,000
	Remuneration and ESG Committee	EUR 3,500	--	Strategy Committee	EUR 10,000	EUR 5,000
Attendance fee				EUR 1,000 for attending a meeting of the Supervisory Board and EUR 500 for attending a meeting of the Supervisory Board Committee, whether in person, by telephone or virtually. Attendance fees are only paid once for several meetings held on the same day.		

The remuneration system for the Supervisory Board takes account of the responsibilities and scope of activities of the members of the Supervisory Board. By monitoring the Management Board's consultation on and management of the company as incumbent upon it, the Supervisory Board helps to promote the business strategy and the company's long-term development.

The remuneration system for the Supervisory Board is regulated in Article 18 of the Articles of Incorporation. The respective level of fixed remuneration takes into account the specific role and responsibility of members of the Supervisory Board. The greater amount of time required by the Chairman of the Supervisory Board and the Deputy Chairman of the Supervisory Board to carry out their work is adequately reflected in higher basic remuneration. In addition, the greater amount of time required by the members of the committees of the Supervisory Board to carry out their work is adequately reflected in additional remuneration. The chair of a committee receives greater additional remuneration on account of the greater amount of work and additional responsibility. A distinction is made here between the Audit, Risk and ESG Committee and other committees.

Each member of the Supervisory Board receives fixed basic remuneration of EUR 35,000 for each full financial year of membership of the Supervisory Board. The Chairman of the Supervisory Board receives double the amount (EUR 70,000) and the Deputy Chairman receives one-and-a-half times the amount (EUR 52,500) of the fixed basic remuneration. Members of the Audit, Risk and ESG Committee receive additional remuneration of EUR 7,500 and members of other committees each receive additional remuneration of EUR 5,000. The chair of the respective committee receives double the amount of the additional remuneration in each case.

Members of the Supervisory Board who have not belonged to the Supervisory Board for a full financial year or who have been Chair or Deputy Chair of the Supervisory Board or who have chaired or been a member of a committee receive pro rata remuneration.

Furthermore, for each attendance – whether in person, by telephone or online – at a meeting of the Supervisory Board or at a meeting of its committees, members of the Supervisory Board receive an attendance fee of EUR 1,000 or EUR 500, respectively. The attendance fee is only paid once in the case of several meetings taking place on one day.

In addition, the members of the Supervisory Board have all expenses and any VAT payable on their remuneration and expenses reimbursed.

Liability insurance can be taken out to protect Supervisory Board members from risks arising in connection with the performance of their duties as members of the Supervisory Board (directors' and officers' liability insurance – D&O insurance) with a total premium of up to EUR 30,000.

Remuneration granted and owed in the 2023 financial year

The remuneration components granted and owed to current and former Supervisory Board members in the 2023 financial year, including the respective relative share in accordance with Section 162 of the German Stock Corporation Act, are shown below.

Remuneration awarded and due according to § 162 AktG - Supervisory Board members

	Fixed remuneration			Committee remuneration			Attendance fee			Total remuneration	
	2023		2022	2023		2022	2023		2022	2023	2022
	in €k	in %	in €k	in €k	in %	in €k	in €k	in %	in €k	in €k	in €k
Jean-Michel Richard Chairman	68	81%	64	10	12%	5	7	8%	0	84	69
Dr. Dirk Michael Rothweiler Deputy Chairman	51	74%	48	11	16%	4	7	10%	0	68	52
Prof. Ludger Overmeyer	34	78%	32	4	9%	0	6	13%	0	43	32
Alexa Hergenröther (since 8 June 2023)	20	56%	-	10	27%	-	6	16%	-	36	-
Anka Wittenberg (since 17 May 2023)	23	59%	-	10	26%	-	6	15%	-	40	-
Julia Kranenberg (until 17 May 2023)	12	90%	32	1	10%	4	0	0%	0	13	36

The remuneration individually granted and owed fully corresponds to the remuneration system presented.

4. COMPARISON OF THE DEVELOPMENT OF REMUNERATION AND INCOME

The table below shows a comparison of the development of Management Board and Supervisory Board remuneration with the development of LPKF's income and the development of average remuneration for employees on a full-time equivalents basis.

The disclosures for the Management Board and Supervisory Board are based on remuneration granted and owed within the meaning of Section 162 (1) sentence 1 of the German Stock Corporation Act.

The remuneration for employees takes into account the average remuneration for staff of the LPKF Group in Germany. To ensure comparability, only employees and executives within the meaning of Section 5 (3) of the German Works Constitution Act (BetrVG) who are employed in Germany were taken into account. In addition, remuneration for part-time staff has been extrapolated into full-time equivalents.

On the basis of Section 26j (2) sentence 2 of the Introductory Act to the German Stock Corporation Act (EGAktG) and the interpretation variants of the Institute of Public Auditors in Germany (IDW), the comparison will gradually be expanded over future reporting years and will cover the full five-year period for the first time in the 2025 remuneration report.

Comparable Presentation

	Annual change in remuneration and earnings				
	2023	2022	Change	Change 2021 / 2022	Change 2020 / 2021
	in €k	in €k	in %	in %	in %
Current members of the Management Board					
Dr. Klaus Fiedler (since 1 January 2022)	368	418	-11,9%	-	-
Christian Witt	351	497	-29,3%	13,7%	98,7%
Former members of the Management Board					
Dr. Götz M. Bendele (until 30 April 2021)	-	-	-	-100,0%	43,2%
Britta Schulz (until 31 December 2021)	-	-	-	-100,0%	-
Members of the Supervisory Board					
Jean-Michel Richard (since 24 November 2020)	84	69	21,3%	5,7%	994,6%
Dr. Dirk Michael Rothweiler	68	52	31,0%	5,4%	1,8%
Prof. Ludger Overmeyer	43	32	35,3%	0,0%	0,0%
Alexa Hergenröther (since 8 June 2023)					
Anka Wittenberg (since 17 May 2023)					
Former members of the Supervisory Board					
Julia Kranenberg (since 14 June 2021)	13	36	-63,0%	81,4%	-
Development of earnings					
Net revenue in €m (Group)	124.337	123.699	0,5%	32,2%	-2,8%
EBIT in €m (Group)	3.693	6.779	-45,5%	11312,5%	-99,2%
Net income according to HGB in €m (LPKF SE)	-1.210	0	-1210200,0%	319,7%	-63,5%
Average remuneration of employees					
Employees (FTE) in Germany	59	54	9,3%	6,6%	-2,1%

5. OUTLOOK FOR THE 2024 FINANCIAL YEAR

Target total remuneration and maximum remuneration

Dr. Fiedler's base salary will increase by € 25,000 in the 2024 financial year on the basis of a contractual agreement. This annual adjustment was agreed when the employment contract was concluded in order to attract Dr. Fiedler to the position of CEO and to offer him remuneration that is both in line with the market and competitive.

The total target remuneration for Mr. Witt for 2024 remains unchanged from the current total target remuneration.

The maximum remuneration for the members of the Management Board remain unchanged compared to the 2023 financial year. On the one hand, the performance-based remuneration components are capped. The STI is limited to 200% of the target amount and the maximum number of performance stock options is limited to 150% of the performance stock options originally allocated. The maximum remuneration in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act also remains at € 2 million for all members of the Management Board as the upper limit in relation to the financial year.

Structure and targets for 2024

The current remuneration system approved by the 2023 Annual General Meeting is not to be adjusted in the 2024 financial year.

The amount of the short-term performance-related remuneration (STI) for the 2024 financial year remains unchanged at 40% of the total variable target remuneration and is based on the individual degree of achievement of personal and company targets. The personal targets will focus on ESG aspects. The exact targets for the short-term component for 2024 will be disclosed retrospectively in the 2024 remuneration report.

The long-term performance-related remuneration (LTI) will continue to account for 60% of the total variable target remuneration and will consist of long-term financial and ESG targets that are closely linked to LPKF's corporate strategy. The weighting of the ROCE, TSR and ESG targets will remain unchanged in 2024. The exact target and threshold values of the LTI tranche for 2024 will be disclosed retrospectively in the 2024 Remuneration Report. If the 2024 Annual General Meeting approves a conditional capital increase to service subscription rights, the 2024 LTI will be serviced in shares. Otherwise, the Supervisory Board will make use of the exception provided for in the remuneration system and service the 2024 LTI in cash.

Garbsen, March 19, 2024

LPKF Laser & Electronics SE

The Management Board

Dr. Klaus FiedlerChristian Witt

Chairman of the Supervisory Board

Jean-Michel Richard

2. CV OF THE CANDIDATE FOR ELECTION TO THE SUPERVISORY BOARD, INCLUDING THE INFORMATION PURSUANT TO SECTION 125, PARAGRAPH 1 SENTENCE 5 OF THE GERMAN STOCK CORPORATION ACT (AKTG) AND PARAGRAPH C.13 OF THE GERMAN CORPORATE GOVERNANCE CODE (DCGK) (AGENDA ITEM 6)

Name: Prof. Ludger Overmeyer, Member of the Supervisory Board

Born: 1964

Nationality: German

Initial appointment: 2019

Appointed until: 2024

Current position: Professor and Head of the Institute of Transport and Automation Technology at Leibniz University Hanover, Germany

MEMBER OF SUPERVISORY BOARD COMMITTEES
Strategy Committee

PROFESSIONAL BACKGROUND
Since 2018: Member of the Scientific Directorate of Laser Zentrum Hannover e.V. (LZH)

2018 - 2023: Chair of the Scientific Directorate of Laser Zentrum Hannover e.V. (LZH)

2013 - 2018: Executive member of the Management Board of Laser Zentrum Hannover e.V. (LZH)

2010 - 2023: Member of the Management Board of Laser Zentrum Hannover e.V. (LZH)

Since 2007: Managing Partner at IPH, Institut für Integrierte Produktion GmbH, Hanover, Germany (not operationally active)

Since 2002: University professor and Head of the Institute of Transport and Automation Technology at Leibniz University Hanover, Germany

2001: Appointment to the Professorship for Automation Technology at TU Cottbus

1999 - 2001: Head of Research and Development for the areas of construction, electronics, software, and process development, Mühlbauer AG

1998 - 1999: Division Head, 'Semiconductor Backend Automation', Mühlbauer AG

1997: Joined Mühlbauer AG as Project Manager, Development

1994 - 1997: Head of the 'Machinery and Control Systems' department at Laser Zentrum Hannover e.V. (LZH)

1991 - 1993: Research Associate at Laser Zentrum Hannover e.V. (LZH)

QUALIFICATIONS

1996: Doctorate, University of Hannover, degree: 'Dr.-Ing. Maschinenbau'

1984 - 1991: Degree in Electrical Engineering, University of Hanover, degree: 'Dipl.-Ing. Elektrotechnik'

SPECIFIC QUALIFICATIONS INCLUDED IN THE SKILLS PROFILE OR QUALIFICATION MATRIX

- **Laser technology**
  Expert in the field of laser technology and optics (member and chairman of the scientific board and (executive) member of the Scientific Directorate of Laser Zentrum Hannover e.V. (LZH), Managing Partner at IPH, Institut für Integrierte Produktion GmbH, Professor and Head of the Institute of Transport and Automation Technology at Leibniz University Hanover, Germany)
- **Electronics market/semiconductor market**
  Over 20 years of experience in the leadership of a large number of national and international research projects in the areas of automation technology, electronics manufacturing, and laser technology (Mühlbauer AG, Leibniz University Hanover)
- **Mechanical engineering**
  Experience in the management and on the board of major institutions (Laser Zentrum Hannover e.V., IPH, Institut für Integrierte Produktion GmbH) and supervisory board member at a major listed company in the field of plant engineering (member of the Supervisory Board of Viscom AG), member of other statutory supervisory boards

MEMBERSHIP IN OTHER STATUTORY SUPERVISORY BOARDS

Member of the Supervisory Board of Viscom AG, Hanover, Germany since May 2014 (listed company)

MEMBERSHIP IN COMPARABLE GERMAN AND FOREIGN SUPERVISORY BODIES OF BUSINESS ENTERPRISES

None

SIGNIFICANT ACTIVITIES IN ADDITION TO THE AFOREMENTIONED MANDATES AND THE SUPERVISORY BOARD MANDATE

None

Information pursuant to recommendation C.13 of the German Corporate Governance Code (GCGC)

The Supervisory Board views Mr. Prof. Overmeyer as independent pursuant to recommendation C.6, Paragraph 2 GCGC. In the assessment of the Supervisory Board, there are no personal or business relationships between Prof. Overmeyer and the company, the governing bodies of the company, and any shareholders with a material interest in the company that should be disclosed pursuant to Section C.13 of the German Corporate Governance Code (DCGK).

3. FURTHER INFORMATION ON THE AUDITOR AND GROUP AUDITOR (AGENDA ITEM 7)

The Annual General Meeting on 17 May 2023 saw the initial appointment of Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, as the auditor of the annual and consolidated financial statements for the 2023 financial year. Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft has been auditing the annual and consolidated financial statements of LPKF Laser & Electronics SE since the 2023 financial year; the German Public Auditor responsible as of the 2023 financial year is Marco Brokemper.

III. FURTHER DETAILS REGARDING THE CONVENING OF THE MEETING

All times in this notice are Central European Summer Time (CEST). This is equivalent to UTC = CEST minus two hours in Coordinated Universal Time (UTC). The planned votes on agenda items 2 through 4 and 6 through 12 are binding. The planned vote on agenda item 5 is advisory. It is possible to vote yes, no or abstain (also by not casting a vote).

Conditions for participating in the Annual General Meeting and exercising voting rights

Shareholders who have registered for the Annual General Meeting and have submitted evidence of their shareholdings to the company shall have the right to participate in the Annual General Meeting and to exercise voting rights. Evidence of shareholdings must be furnished by means of a certificate of share ownership issued in text form by the last intermediary in accordance with Section 67c, Paragraph 3 of the German Stock Corporation Act (AktG). The last intermediary can also send the certificate directly to the company. This certificate must pertain to the date specified by law prior to the Annual General Meeting. Pursuant to Section 123, Paragraph 4 sentence 2 of the German Stock Corporation Act (AktG) as amended by the German Financing for the Future Act (ZuFinG) (Federal Law Gazette I 2023 No. 354), the record date is the close of business on the twenty-second day prior to the Annual General Meeting (i.e. Tuesday, 14 May 2024, 24:00 (CEST)). This essentially corresponds to the relevant date under the previous provision of Article 21, Paragraph 1 sentence 2 of the company's Articles of Incorporation, the beginning of the twenty-first day before the Annual General Meeting (Wednesday, 15 May 2024, 0:00 (CEST)). Both the registration and the evidence of shareholdings must be received by the company no later than six days prior to the Annual General Meeting (not including the day of the Annual General Meeting or the day on which the evidence is received), i.e. by no later than

Wednesday, 29 May 2024, 24:00 (CEST),

at the address specified below:

LPKF Laser & Electronics SE, c/o C-HV AG, Gewerbepark 10, 92289 Ursensollen

or fax : +49 (0)9628 9 24 90 01 or e-mail: anmeldestelle@c-hv.com

Significance of the record date

The record date is the decisive date in regard to the scope of participation and voting rights at the Annual General Meeting and the exercise thereof. Only those who have furnished evidence of shareholdings shall be considered shareholders in relation to the company for the purposes of participation in the Annual General Meeting and the exercise of voting rights. In this context, the right to participate in the Annual General Meeting and the scope of voting rights are determined exclusively according to the shareholdings of the shareholder as of the record date. The record date does not imply any limitation on the sale of shareholdings. Even in the event that some or all shareholdings are sold after the record date, the shareholder's shareholdings as of the record date shall be the only relevant factor in regard to participation and the scope of voting rights, i.e. sales or any other transfers of shares after the record date shall have no impact on the entitlement to participate in the Annual General Meeting or the scope of voting rights. The same applies to the acquisition of shares after the record date. Persons who do not own any shares as of the record date and only become shareholders after it are not entitled to participate or exercise voting rights unless they are authorized to vote or exercise rights as a proxy on behalf of someone else.

Broadcast of the Annual General Meeting

In accordance with the authorization under Article 21, Paragraph 3 of the Articles of Incorporation, the company intends to provide an audiovisual broadcast of the entire Annual General Meeting for properly registered shareholders, their proxies, and company-approved guests via our password-protected internet service, which is available at the web address below:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/.

Total number of shares and voting rights at the time the Annual General Meeting is convened

The company's share capital at the time the Annual General Meeting is convened amounts to EUR 24,496,546.00 and is divided into 24,496,546 no-par value bearer shares which all have the same voting rights and each grant one vote. The total number of shares and voting rights at the time the Annual General Meeting is convened is therefore 24,496,546.

Procedures for voting by absentee ballot and by proxy

1. PROCEDURE FOR VOTING BY ELECTRONIC ABSENTEE BALLOT

Shareholders have the option to cast their votes by electronic absentee ballot by following the procedure outlined below without participating in the Annual General Meeting. Timely registration for the Annual General Meeting and timely submission of evidence of shareholdings in accordance with the foregoing provisions are required in this case as well. Votes cast by absentee ballot that are not associated with a proper registration form shall be null and void. Voting by electronic absentee ballot can be performed using our password-protected internet service, which is available at the web address below:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/.

Log-in information for the internet service will be sent to shareholders together with the admission ticket after they have properly registered and submitted evidence of their shareholdings.

Notwithstanding the requirement to register on time and furnish evidence of share ownership, the password-protected internet service can be used to cast votes via electronic absentee ballot and to change or revoke votes already cast until the end of general debate during the Annual General Meeting on 5 June 2024 (whereby the chairperson of the meeting will announce that this time has been reached and have it recorded).

Authorized intermediaries (e.g. banks), individuals or institutions deemed equivalent to them in accordance with Section 135, Paragraph 8 of the German Stock Corporation Act (AktG) (proxy advisors, shareholders' associations, professional agents), and other proxies may also make use of electronic absentee voting.

2. PROCEDURE FOR VOTING BY COMPANY-APPOINTED PROXY

The company offers its shareholders the option of authorizing company-appointed proxies to exercise their voting rights within the following framework. Timely registration and timely submission of evidence of shareholdings by the shareholder in accordance with the foregoing provisions are required in this case as well. The proxies appointed by the company are available for the sole purpose of exercising voting rights and, if authorized, shall exercise those voting rights exclusively as instructed. The proxies appointed by the company are not authorized to vote without receiving prior instructions from the shareholders. Such authorization (with instructions) and any revocation thereof must be issued in text form. A form for assigning proxies and issuing instructions as well as other related details are contained in the materials mailed with the admission ticket, and are also available to download from the following site:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/.

Notwithstanding the requirement to register on time and provide proof of share ownership, the password-protected internet service can be used to issue, modify and revoke proxies and instructions to the proxies appointed by the company until the end of general debate during the Annual General Meeting on 5 June 2024 (whereby the chairperson of the meeting will announce that this time has been reached and have it recorded). Log-in information for the internet service will be sent to shareholders together with the admission ticket.

Notwithstanding the requirement to register on time and provide proof of share ownership, the issuing, modification and revocation of proxies and instructions intended for the proxies appointed by the company by means other than the internet service must be received by the company by mail, fax, or e-mail by no later than **4 June 2024, 24:00 (CEST)** (time of receipt) at the address below:

LPKF Laser & Electronics SE, c/o C-HV AG, Gewerbepark 10, 92289 Ursensollen
or fax : +49 (0) 96289 24 90 01 or e-mail: anmeldestelle@c-hv.com

In addition, we offer shareholders who have registered for the Annual General Meeting in time, have provided evidence of their shareholding in accordance with the above provisions and who attend the Annual General Meeting the opportunity to issue, revoke or amend proxies and instructions to the proxies designated by the company while at the Annual General Meeting.

Please note that the proxies appointed by the company will not accept any instructions to ask questions or to submit motions or procedural questions or to object to resolutions of the Annual General Meeting.

3. PROCEDURE FOR VOTING BY PROXY

Shareholders who do not want to participate in the Annual General Meeting personally can also have their voting rights exercised on their behalf at the Annual General Meeting by an authorized proxy, such as an intermediary (e.g. a bank), a shareholders' association, a proxy advisor, or another person of their choosing. Timely registration and timely submission of evidence of shareholdings by the shareholder in accordance with the foregoing provisions are required in this case as well.

If neither an intermediary (e.g. a bank), a shareholders' association, a proxy advisor, nor one of the other persons or institutions deemed equivalent under Section 135 of the German Stock Corporation Act (AktG) is assigned a proxy, a power of attorney must be granted in text form within the meaning of Section 126b of the German Civil Code (BGB). In such instances, revocation of a power of attorney and proof that a power of attorney has been granted must also be submitted to the company in text form.

Shareholders who wish to appoint a proxy may use the form for granting a power of attorney that the company provides for that purpose online at:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/.

The materials sent to shareholders together with their admission ticket also contain a proxy form. Proxies can also be assigned via our password-protected internet service at the following web address:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

The declaration of proxy authorization may be made either to the proxy or the company.

Documentary proof of the proxy must also be sent to the company at the address below:

LPKF Laser & Electronics SE, c/o C-HV AG, Gewerbepark 10, 92289 Ursensollen
or fax : +49 (0) 9628 9 24 90 01 or e-mail: anmeldestelle@c-hv.com

The aforementioned communication channels and the Internet service may also be used if the declaration of proxy authorization is submitted directly to the company. In this case, no separate evidence of the proxy authorization is required. The revocation of a previously issued proxy may also be submitted directly to the company by using the aforementioned communication channels or the Internet service.

In addition, a proxy may be granted, revoked or evidenced at the Annual General Meeting.

When assigning a proxy to an intermediary (e.g. a bank), a shareholder’s association, a proxy advisor, or a person or institution deemed equivalent under Section 135, Paragraph. 8 of the German Stock Corporation Act (AktG), and when revoking and providing proof of such authorization, special rules may apply. In such cases, shareholders are advised to coordinate with their intended proxy in advance to determine whether the proxy might require a special form for granting the proxy.

Banks, shareholder's associations, proxy advisors, and other intermediaries covered by Section 135 of the German Stock Corporation Act (AktG) as well as persons and institutions deemed equivalent under Section 135 of the German Stock Corporation Act (AktG) who represent multiple shareholders are advised to contact the following address in advance of the Annual General Meeting concerning the exercising of voting rights:

LPKF Laser & Electronics SE, c/o C-HV AG, Gewerbepark 10, 92289 Ursensollen
or fax : +49 (0) 9628 9 24 90 01 or e-mail: anmeldestelle@c-hv.com

If a shareholder appoints more than one person to serve as their proxy, the company may reject one or more of these appointments.

Having proxies exercise one’s rights via the internet service (no participating online) requires the shareholder to give the proxy the log-in information received with the admission ticket for the Annual General Meeting or the log-in information generated for the proxy upon assignment of authorization via the internet service.

4. ADDITIONAL INSTRUCTIONS, IN PARTICULAR CONCERNING THE EXERCISING OF VOTING RIGHTS BY SHAREHOLDERS BY ABSENTEE BALLOT AND THE ASSIGNING OF PROXIES AND ISSUING INSTRUCTIONS TO THE PROXIES APPOINTED BY THE COMPANY

Once shareholders have successfully registered and provided evidence of share ownership, they will have access to our internet service, in addition to the methods by mail, fax, and e-mail listed above, until **4 June 2024, 24:00 (CEST)** (time of receipt), for assigning proxies and issuing instructions to the proxies appointed by the Company, revoking or amending them, and casting their votes by absentee ballot and revoking or changing said votes until the end of general debate during the Annual General Meeting (whereby the chairperson of the meeting will announce that this time has been reached and have it recorded). The log-in information for the internet service will be sent together with the admission ticket.

If separate votes are taken on any of the items on the agenda without said vote having been announced in advance of the Annual General Meeting, then the vote cast or instructions issued concerning that item of the agenda shall also be counted overall as a corresponding vote or instructions regarding each point of the separate vote.

If more than one identical copy of the ballot is received, the final ballot (based on date of submission) shall prevail. If multiple copies of the ballot with varying instructions are received by different means and it cannot be determined which ballot was submitted last, they will take precedence in the following order: 1. Internet service, 2. e-mail, 3. fax, and 4. hard copy.

Shareholders' rights

Proposals to add items to the agenda in accordance with Article 56, sentences 2 and 3 of Council Regulation (EC) No. 2157/2001 (SE Regulation), Section 50, Paragraph 2of the SE Implementation Act (SEAG), and Section 122, Paragraph 2 of the German Stock Corporation Act (AktG)

Shareholders whose total shareholdings are equivalent to 1/20th of the company's share capital or the pro rata amount of EUR 500,000.00 may request to have items placed on the agenda and published in accordance with Article 56, sentences 2 and 3 of Council Regulation (EC) No. 2157/2001 (SE Regulation), Section 50, Paragraph 2 of the SE Implementation Act (SEAG), and Section 122, Paragraph 2 of the German Stock Corporation Akt (AktG). Every request for a new agenda item must be accompanied by an explanation of the reasons for it or a proposed resolution. The request must be sent in writing to the Management Board and must be received by the company at least 30 days prior to the date of the Annual General Meeting (excluding the day of the Annual General Meeting and the day the communication is received), in other words, by no later than

Sunday, 5 May 2024, 24:00 (CEST).

Please send such requests to the following address:

LPKF Laser & Electronics SE, Management Board
Osteriede 7, 30827 Garbsen, Germany

Any items added to the agenda and subject to disclosure shall be published promptly in the Federal Gazette upon receipt of the request and distributed to media outlets that can be expected to disseminate the information throughout the European Union. They will also be made available on the company's website at https://www.lpkf.com/en/investor-relations/annual-general-meeting/ and announced to shareholders.

Counterproposals and candidate nominations submitted by shareholders in accordance with Section 126 (1) and Section 127 AktG

In accordance with Section 126, Paragraph 1 and Section 127 of the German Stock Corporation Act (AktG), shareholders may send the company counterproposals to proposals made by the Management Board and/or Supervisory Board regarding a particular item on the agenda as well as make recommendations on the choice of members of the Supervisory Board and/or auditor. In accordance with Section 126, Paragraph 1 of the German Stock Corporation Act (AktG), the company publishes counterproposals including the name of the shareholder, potential reason(s) for the counterproposal and any comment by the management on the company's website at https://www.lpkf.com/en/investor-relations/annual-general-meeting/ if it receives the counterproposals, including potential reason(s), at least 14 days prior to the date of the Annual General Meeting (excluding the day of the Annual General Meeting and the day the submission is received), in other words, by no later than

Tuesday, 21 May 2024, 24:00 (CEST),

at the following address:

LPKF Laser & Electronics SE, Osteriede 7, 30827 Garbsen, Germany
Fax: +49 (0) 5131 7095-90, e-mail: investorrelations@lpkf.com

Applications not sent to this address will be disregarded. The company may refuse to publish a counterproposal if the conditions specified in Section 126, Paragraph 2 of the German Stock Corporation Act (AktG) apply, for instance, if the counterproposals could lead the Annual General Meeting to pass a resolution which violates the law or the Articles of Incorporation. It is not mandatory to publish the reasons provided for a counterproposal if they exceed 5,000 characters. Pursuant to Section 127 AktG, the aforementioned applies analogously to proposals submitted by shareholders for the election of members of the Supervisory Board and/or auditors. Except for the cases specified in Section 126, Paragraph 2 of the German Stock Corporation Act (AktG), publication of election proposals submitted by shareholders may also be refused when the proposal does not include the name, profession, and place of domicile of the proposed candidate. Nominations for the Supervisory Board do not need to be published if the proposal does not contain information about the nominee's membership of other statutory supervisory boards.

Right to information pursuant to Section 131, Paragraph 1 of the German Stock Corporation Act (AktG)

The Management Board must provide information on company affairs when such information is verbally requested by any shareholder at the Annual General Meeting, provided this information is necessary for the proper evaluation of the agenda item in question. The duty to provide information also encompasses the company's legal and commercial ties with affiliated companies as well as the situation of the Group and the companies included in the consolidated financial statements, since agenda item 1 also entails the presentation of the consolidated financial statements and the combined management report on the company and the Group to the Annual General Meeting.

The Management Board may refrain from answering individual questions pursuant to the reasons specified under Section 131, Paragraph 3 of the German Stock Corporation Act (AktG), e.g. in cases where the provision of information could be deemed to subject the company or an affiliated company to a significant disadvantage in accordance with prudent commercial discretion. Pursuant to Article 23 (2) of the Articles of Incorporation, the chairperson of the meeting can impose appropriate time limits on the shareholders' right to speak as well as their right to ask questions. In particular, the chairperson may define time limits for the entire course of the Annual General Meeting, for individual agenda items, or for individual questions and spoken contributions, and may define such limits at the beginning of the Annual General Meeting or while it is being conducted.

Additional explanations and information available on the company website

From the time the Annual General Meeting has been convened, information pursuant to Section 124a of the German Stock Corporation Act (AktG) will be made available to shareholders on the company's website at

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

Additional information concerning the rights of shareholders pursuant to Article 56, sentences 2 and 3 of the SE Regulation; Section 50, Paragraph 2 of the SE Implementation Act ("SEAG"); and Section 122, Paragraph 2; Section 126, Paragraph 1; Section 127; and Section 131, Paragraph 1 of the German Stock Corporation Act (AktG) can also be found at the web address below:

https://www.lpkf.com/en/investor-relations/annual-general-meeting/

All members of the Management Board and Supervisory Board intend to attend the Annual General Meeting for the entire duration.

Garbsen, Germany, April 2024
LPKF Laser & Electronics SE
The Management Board

Information for Shareholders of LPKF Laser & Electronics SE on Data Protection

LPKF Laser & Electronics SE ("LPKF") processes your personal data in connection with the Annual General Meeting. The controller responsible for data processing is LPKF Laser & Electronics SE, Osteriede 7, 30827 Garbsen, telephone: +49 (0) 5131 7095-0, e-mail: info@lpkf.com. You can reach our Data Protection Officer, Mr. Jürgen Recha, at interev GmbH, Robert-Koch-Strasse 55, 30853 Langenhagen, telephone: +49 (0) 511 – 89 79 84 10, Juergen.Recha@interev.de.

LPKF Laser & Electronics SE ("LPKF") processes your personal data in connection with the Annual General Meeting for the purposes of preparing and performing the Annual General Meeting, allowing shareholders and shareholder representatives to exercise their rights, and fulfilling other obligations under German corporate law. The legal basis for this is formed by the relevant provisions under the German Stock Corporation Act (AktG), particularly Sections 118 et seq. of the German Stock Corporation Act (AktG) in conjunction with Article 6, Paragraph 1 (c) of the General Data Protection Regulation (GDPR).

Further information on the processing of your personal data in connection with the Annual General Meeting as well as information on your rights (to information, rectification, restriction of processing, objection, erasure, the transfer of your data, and complaint to a responsible regulatory authority) can be found at www.lpkf.com/en/investor-relations/annual-general-meeting/. We would also be happy to send you this information via postal mail. If you have any questions, you can contact the Data Protection Officer via the contact details specified above at any time.