

LPKF Laser & Electronics SE

2026 Annual General Meeting

Counter-Motions and Nomination Proposals from Shareholders (as of 18 May 2026)

Below you will find the counter-motions and nominations submitted to us by shareholders within the deadline specified in Sections 126(1) and 127 of the German Stock Corporation Act (AktG). The counter-motions and nominations, as well as their justifications, reflect the views of their respective authors. Factual claims and references to other websites have also been included without verification. LPKF Laser & Electronics SE assumes no responsibility for the content of the counter-motions and nominations submitted by shareholders, nor does LPKF Laser & Electronics SE endorse other websites or their content. Personal data has been redacted for data protection reasons.

If you wish to support the counter-motions, you may do so by voting “No” on the relevant agenda item, i.e., against the management’s proposal. Counter-motions intended not only to reject the management’s proposal but also to bring about a resolution with different content, as well as nominations, are marked below with a capital letter. If a separate vote is held on such counterproposals and election proposals at the Annual General Meeting, you may support or reject them by voting for or against the counterproposal or election proposal.

Attn: Radatz [REDACTED]

LPKF Laser & Electronics SE
Investor Relations
Osteriede 7
30827 Garbsen
Email: investor-relations@lpkf.com

[REDACTED] 15 May 2026

Re: Counter-motion regarding Agenda Item 3 (Discharge of the Management Board)
Annual General Meeting of LPKF Laser & Electronics SE on 4 June 2026

Dear Sir or Madam,

I hereby move to deny discharge to the Executive Board.

Reason:

At this historic moment, LPKF needs a capital increase, not a cost-cutting program. The 2025 Annual Report and the Executive Board's current strategic direction—particularly the "North Star" project (p. D) aimed at improving operational efficiency—reflect a risky, defensive stance. While the Executive Board is attempting to stabilize the core business through cost cuts, the historic opportunity for a breakthrough in LIDE (Laser Induced Deep Etching) technology in the field of advanced packaging (p. 10) is not being pursued with the necessary aggressiveness.

We are currently in a geopolitical "sweet spot" that LPKF will not experience a second time: The blockade of the Strait of Hormuz has led to a global shortage of helium, which is often indispensable for cooling and the process environment in traditional silicon lithography and deep reactive ion etching (DRIE). Conventional processes are reaching their physical and economic limits. The physical disruption of conventional semiconductor manufacturing creates the perfect conditions for LPKF to provide a solution with its innovative LIDE technology at a time when the market will demand it. Because LIDE does not require helium.

During his trip to China, President Trump apparently abandoned the U.S. chip embargo in front of President Xi in order to keep China at the negotiating table. This makes the development of proprietary, independent high-performance technologies such as LIDE in Europe and Asia all the more a matter of survival.

LIDE enables the processing of glass core substrates with a precision and speed that represents a massive competitive advantage in a resource-constrained environment. Glass is not only the superior material for AI chips

and co-packaged optics (CPO), but the LIDE process is less dependent on those specialized gases whose supply chains are currently collapsing.

The danger of Asian “good-enough products”: The history of German industry is rich in examples where technological excellence has been undermined by a lack of speed. If LPKF now—as suggested in the report—merely proceeds with the market launch “step by step” (p. 10), we are leaving the door open for competitors from Asia. They will occupy the market with technologically inferior but readily available products before LPKF has scaled up the “perfect” solution.

To secure this advantage, LPKF must put everything else on the back burner. I call on the Executive Board to abandon the caution described in the annual report and initiate a substantial capital increase. These funds must not be used to gloss over systemic problems, but must be used exclusively for a “LIDE acceleration offensive.” We must now massively ramp up production capacity for high-volume systems worldwide.

In the current global situation, “stabilization” is synonymous with retreat. German companies must learn to become faster, not just better. At this historically favorable moment, we do not need “North Star” cost-cutting programs; we need the courage to scale up.

Sincerely, Prof. Dr. Hans-
Ingo Radatz

Management's Statement on the Counter-Proposal

Dear Prof. Dr. Radatz,

You are proposing to deny discharge to the Management Board because, instead of a cost-cutting program, you are calling for an immediate capital increase to enable more aggressive exploitation of opportunities in advanced packaging.

The Management Board recommends rejecting this counter-motion.

Our key message: We are acting with financial discipline and strategic aggressiveness. The efficiency and cost-saving measures we have initiated are intended to make LPKF more efficient and resilient so that we can thrive in an increasingly volatile global environment and continue to generate the financial resources needed for world-leading innovations.

1. From the Management Board's perspective, the cost-saving programs under "North Star" are necessary to sustainably secure the profitability of our existing business and strengthen our independence. They are a prerequisite for being able to finance growth areas on our own and are not a substitute for them.

2. We will continue to make all investments in the Advanced Packaging sector that are necessary and economically sensible from today's perspective without hesitation. This is part of our financing plan through 2028 and also includes the organic expansion of our portfolio in this growth area.

3. The Management Board expressly does not rule out a capital increase to finance internal and external growth. Both for the accelerated organic expansion of our Advanced Packaging business and for a potential major transaction that exceeds our existing financial resources, we will carefully examine all financing instruments—including a capital increase—and communicate them openly to the capital market. It is crucial for us that every measure serves a clear, value-creating purpose and is carried out in the interest of our shareholders.

This is how we ensure that LPKF capitalizes on the exceptional market opportunities in Advanced Packaging while at the same time managing shareholders' capital responsibly.

The Management Board considers the counter-motion submitted by shareholder Prof. Dr. Radatz to be unfounded and stands by its proposed resolution regarding Agenda Item 3.

LPKF Laser & Electronics SE

The Management Board