

QUALIFICATION MATRIX OF THE SUPERVISORY BOARD OF LPKF LASER & ELECTRONICS SE IN ACCORDANCE WITH THE NOMINATION PROPOSAL FOR THE 2026 ANNUAL GENERAL MEETING

		Siebert	Overmeyer	Owsianowski	Wittenberg	Schneider
Governance	Member since:	June 2023	June 2019	June 2025	June 2023	June 2026
	Appointed until:	AGM 2027	AGM 2028	AGM 2029	AGM 2027	AGM 2030
Personal requirements	Independence	x	x	x	x	x
	from the company and the Management Board*	x	x	x	x	x
	from any controlling shareholder**	x	x	x	x	x
	No overboarding***	x	x	x	x	x
	International experience	x	x	x	x	x
Diversity	Year of birth:	1970	1964	1987	1963	1976
	Gender	F	M	M	F	M
	Nationality:	German	German	German	German	German
Professional experience						
	Management experience at international companies	x	x		x	x
	Experience on supervisory boards of listed companies	x	x	x	x	
	Knowledge of the issues relating to the internal control and risk management system	x	x	x	x	x
	Knowledge of the company's internal structures and operating principles	x	x	x	x	
	Knowledge of issues relating to business performance, business development and M&A	x	x	x	x	x
	Knowledge of issues relating to technology development and innovation management	x	x	x	x	x
	Knowledge of issues relating to AI and cybersecurity		x	x	x	x

	Expertise in the field of human resources				X	X
	Knowledge of the aspects of environmental and social sustainability	X		X	X	X
	Knowledge of issues relating to corporate governance and compliance and company law	X	X	X	X	X
	Expertise in the field of accounting ****	X		X	X	X
	Expertise in the field of auditing ****	X		X	X	X
Familiarity with the business sector						
	Technical expertise, especially in the areas of					
	- Lasers and optics		X			
	- Semiconductors		X			X
	- Specialized mechanical engineering		X			
	Market knowledge, especially in the areas of					
	- Lasers and optics		X	X		
	- Semiconductors		X			X
	- Specialized mechanical engineering	X	X			
	International corporate experience					
	EMEA	X		X	X	X
	Asia	X	X	X	X	X
	North America	X	X	X	X	X
Committees						
	Audit, Risk and ESG Committee	X		X	X	
	Nomination and Remuneration Committee	X			X	
*	as referred to in C.7 GCGC					
**	as referred to in C.9 GCGC					
***	as referred to in C.4 and C.5 GCGC					
****	as referred to in Section 100(5) AktG, D.3 GCGC					