

Update of the Declaration of compliance pursuant to Section 161 of the German Stock Corporation Act (AktG)

Since 15 September 2023, LPKF Laser & Electronics SE (hereinafter: LPKF) complies with all recommendations of the "Government Commission on the German Corporate Governance Code" in the version dated 28 April 2022 ("Code") published by the Federal Ministry of Justice in the official section of the Federal Gazette and will continue to comply with them in the future.

Since issuing the last declaration of compliance on 16 February 2023, LPKF has complied with the recommendations of the Code with the exceptions stated and justified therein. These have now been removed as follows:

The exception to Code Section D.3 sentence 5 no longer applies because since 19 July 2023, Ms. Alexa Hergenröther has chaired the Audit, Risk & ESG Committee instead of the Chairman of the Supervisory Board.

The remuneration system for the members of the Management Board approved by the Annual General Meeting on 17 May 2023 and the Management Board service contracts updated since 15 September 2023 now fully comply with the recommendations in Code Sections G.1 to G.16.

On 17 May 2023, the Annual General Meeting also resolved a remuneration of the Supervisory Board members which also takes into account the separate remuneration for membership of Supervisory Board committees, so that since it became effective there is no exception from the recommendation in Code Section G.17.


Garbsen, 24 October 2023

On behalf of the Supervisory Board



Jean-Michel Richard

On behalf of the Management Board



Dr. Klaus Fiedler