



## **Nominating and Corporate Governance Committee Committee Charter**

### **I. PURPOSE**

The Nominating and Corporate Governance Committee (the “Committee”) of IPG Photonics Corporation (the “Company”) shall: (1) identify, review and recommend qualified individuals to the Board of Directors (the “Board”) for nomination as members of the Board, consistent with criteria approved by the Board; (2) consider director nominees recommended by security holders of the Company for election to the Board; (3) oversee the self-assessments of the Board and its committees; (4) recommend to the Board director nominees for each committee; (5) oversee matters of corporate governance set forth in this Charter, and (6) undertake such other duties as may be delegated to it from time to time.

### **II. COMMITTEE MEMBERSHIP AND ORGANIZATION**

The Committee shall be comprised of no fewer than two (2) directors appointed by the Board. The Committee shall be constituted in a manner that meets the applicable requirements of The Nasdaq Stock Market, LLC. (“Nasdaq”). The members and the chairperson of the Committee shall be appointed and replaced by the Board.

### **III. MINUTES AND REPORTS**

Minutes of each meeting will be kept and distributed to each member of the Committee, and the Secretary of the Company. The chairperson of the Committee (or any acting chairperson in the absence of the chairperson) will report to the Board at least once per quarter, or whenever so requested by the Board.

### **IV. COMMITTEE RESPONSIBILITIES AND AUTHORITY**

The responsibilities of the Committee shall include the following:

1. Make recommendations to the Board from time to time as to changes that the Committee believes to be desirable with regard to the appropriate size, functions and other requirements of the Board.
2. Establish the criteria for membership to the Board and make recommendations for any changes to such criteria, in each case, subject to approval by the Board.
3. Conduct appropriate inquiries into the backgrounds and qualifications of possible candidates, including candidates recommended by the Company’s stockholders.

4. Identify, review and recommend to the Board individuals that the Committee believes to be qualified to become Board members to stand for election as directors at the annual meeting of stockholders. In the case of any vacancy occurring on the Board, when requested by the Board the Committee shall review and recommend to the Board an individual to fill such vacancy through appointment by the Board, as provided by the By-Laws.
5. Identify Board members qualified to fill vacancies on any committee of the Board and to recommend that the Board appoint the identified member or members to the respective committee, taking into account any factors set forth in such committee's charter and any other factors the Committee deems appropriate.
6. In the case of a director nominee to fill a Board vacancy created by an increase in the size of the Board, review and make a recommendation to the Board as to the class of directors in which the individual should serve, if necessary.
7. Engage in Board succession planning to ensure that boardroom skills are aligned with long-term strategy of the Company.
8. Review the orientation program for each new director.
9. Assist the Board in assessing whether individual members of the Board are independent within the Nasdaq listing standards and the applicable rules of the Securities Exchange Commission.
10. Review and make recommendations to the Board regarding the outside activities of, and consider questions of possible conflicts of interest of, Board members and senior executives, including, without limitation, corporate opportunities made available thereto.
11. Develop and recommend to the Board a set of corporate governance principles for the Company, review those principles at least annually, and recommend any proposed changes to the Board as the Committee deems advisable.
12. At least annually, review and reassess the adequacy of this Charter and recommend any proposed changes to the Board as the Committee deems advisable.
13. Oversee periodic self-assessments of the performance of the Board and each committee thereof and the non-executive Chair of the Board.
14. Develop and recommend to the Board stock ownership guidelines for the Board and certain key officers, an insider trading policy and practices regarding Rule 10b5-1 trading plans and hedging and pledging of Company stock by the Board and certain key officers, review them periodically, and recommend any proposed changes to the Board as the Committee deems advisable. Oversee compliance with such stock ownership guidelines.

15. Form and delegate the Committee's authority to one or more subcommittees when appropriate.
16. Review the disclosure in the Company's proxy statement for its annual meeting of stockholders and inform management whether there are any changes that are necessary or appropriate with respect to disclosure in the proxy statement regarding: (i) the Committee's process for identifying and evaluating nominees for director, including nominees recommended by security holders; (ii) any minimum qualifications that the Committee believes must be met by nominees recommended by the Committee; (iii) any specific qualities or skills that the Committee believes are necessary for one or more of the Company's directors to possess; (iv) the procedures to be followed by security holders in submitting director recommendations or nominations; and (v) the policy of the Committee with regard to the consideration of director candidates recommended by security holders.
17. Review and recommend to the Board for approval the frequency with which the Company will conduct Say on Pay votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay vote and the frequency of the Say on Pay vote to be included in the Company's proxy statement.
18. Establish, to the extent deemed appropriate by the Committee, any rules, practices or policies governing the administration of any meeting of stockholders.
19. Oversee engagement with stockholders or other key stakeholders.
20. Oversee political spending policies, reporting and receive reports related thereto.
21. Review and recommend to the Board risk oversight responsibilities and allocation among the Board and committees thereof and independent directors as a group.
22. With respect to environment, social and governance matters, review and recommend to the Board oversight responsibilities and allocation among the Board and committees thereof and independent directors as a group.
23. Discuss policies and guidelines with respect to risk assessment and risk management as delegated to the Committee by the Board, and the steps management has undertaken to control them.
24. Undertake such additional activities within the scope of its functions as the Committee may from time to time determine or as may otherwise be required by law, the Company's By-Laws or Charter or by directive of the Board.

## **V. RESOURCES AND AUTHORITY OF THE COMMITTEE**

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to obtain advice and assistance from internal or outside legal, accounting or other advisors. The Committee shall have the sole authority to retain and terminate any search firm to be used to identify director candidates and shall have sole authority to approve the search firm's fees and other retention terms.

## **VI. MISCELLANEOUS**

Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the Board members or Committee members. The purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules and the Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities

Amended: October 25, 2024