

1.0 PURPOSE AND INTRODUCTION

Coherent Corp. and its subsidiaries (“Coherent” or the “company”) is committed to protecting and sustaining the environment and providing a safe and healthy workplace for all employees, contractors, visitors, and the community. Our comprehensive Environmental Health and Safety (EHS) program is not only central to our core values, but also vital to our sustained growth. Coherent requires the full participation and assistance of every employee to integrate environmental health and safety awareness into all our activities. In pursuit of this goal, we have established the following EHS policy.

2.0 SCOPE

This policy applies to all business activities within Coherent, including but not limited to manufacturing, research, testing, new products, supply chain, sales, service, and support activities.

3.0 RESPONSIBILITY

- The Senior Director of Worldwide EHS is responsible for ensuring that this policy is implemented and providing the resources necessary for its success.
- All employees are accountable for working in a safe and environmentally responsible manner and supporting the implementation of this policy.
- The EHS Team is responsible for implementing, maintaining, and continually improving our EHS program.
- The Environmental, Social, and Governance (ESG) Team is responsible for overall ESG performance, setting corporate-wide ESG priorities, cross-functional coordination and program management, and standardizing and prioritizing ESG communications to internal and external stakeholders.

4.0 KEY TERMS

- **EHS** – Environmental Health and Safety
- **ESG** – Environmental, Social, and Governance
- **OHS** – Occupational Health and Safety

5.0 THE POLICY

- We will comply with all applicable environmental health and safety laws, regulations, and standards.
- We make EHS an integral part of Coherent’s lifecycle of manufacturing, distributing, using, recycling, and disposing of our products and waste. We use sound maintenance and work practices, employee training, and quality assurance processes to implement EHS opportunities.
- We will act to eliminate hazards and reduce OHS risks for all stakeholders.
- We will relentlessly drive a culture of continual improvement to achieve energy- and EHS-related performance.
- We will take action to minimize natural resource use and impacts to the environment, including but not limited to the reduction of energy use, CO₂ emissions, water use, hazardous and non-hazardous solid waste, and other gaseous emissions and effluents.
- We will strive to prevent pollution and conserve natural resources through reducing waste, maximizing reuse and recycling, and the use of renewable energy.
- We will consider energy efficiency during design activities and the procurement of new systems, processes, services, and products.
- We will involve our employees in the development, implementation, training, and continual improvement of our EHS and ESG programs.



- We set goals to meet our objectives for continual improvement, and we regularly conduct EHS reviews and assessments to ensure that these management commitments are properly in place throughout the company.
- We will communicate regularly with our employees, customers, suppliers, the public, and other stakeholders about our EHS and ESG performance and initiatives.

6.0 RECORD RETENTION

Standard corporate record retention requirements apply.

7.0 IMPLEMENTATION

We will regularly review and update our policy and EHS program to ensure their ongoing effectiveness. The success of this policy will be regularly evaluated through internal and external audits and by tracking key performance indicators.

8.0 QUESTIONS AND REPORTS

Contact the EHS Team for related questions concerning this policy. If you believe this policy has been violated, you should discuss the situation with your manager, your local Human Resources representative, the approver of this policy, the Chief Legal and Compliance Officer, or call the Coherent Compliance Hotline at +1-866-829-3062.

9.0 COMMUNICATION

The Senior Director of Worldwide EHS is responsible for communicating this policy to all employees, contractors, and relevant stakeholders and making it readily available to the public.

This policy and any future changes will be communicated by the Senior Director of Worldwide EHS. The company reserves the right to modify this policy, as needed, to reflect changes in applicable laws or otherwise.

APPROVALS

APPROVALS COMPLETED DATE

Gary Kapusta, Chief Shared Services and Supply Chain Officer	March 17, 2023
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REVISION HISTORY

Revision	Date	Description of Change	Requested By
Original	3/14/2023		