



Coherent Corp.
375 Saxonburg Blvd.
Saxonburg, PA 16056-9499
USA

COMPANY STATEMENT STATEMENT ON THE PREVENTION OF MODERN SLAVERY AND HUMAN TRAFFICKING (THE “STATEMENT”)

Coherent Corp., including its subsidiaries, (“Coherent”) is dedicated to conducting business with the highest standards of ethics and integrity, as well as in a socially responsible manner. We support the protection of fundamental human rights and are committed to a work environment that is free from forced labor, slavery, and human trafficking both in our own operations, as well as in our supply chains. Our respect for human rights is reflected in our Code of Ethical Business Conduct (the “Code”), as well as in our other policies and practices described below, which constitute the steps we have taken against modern slavery in our business and supply chains during the fiscal year ending June 30, 2023.

ABOUT COHERENT AND OUR SUPPLY CHAINS

Coherent, a global leader in materials, networking, and lasers, is a vertically integrated manufacturing company that develops, manufactures, and markets engineered materials, optoelectronic components and devices, and lasers for use in the industrial, communications, electronics, and instrumentation markets. We are located in over 24 countries around the world, with our global headquarters located at 375 Saxonburg Boulevard, Saxonburg, Pennsylvania 16056, USA. As of fiscal year 2023, Coherent is divided into three reporting segments: (i) Materials, (ii) Networking, and (iii) Lasers.

Due to Coherent’s worldwide operations and varied product offerings, our global supply network is composed of thousands of suppliers across a broad range of industries and geographies, including:

- Contract manufacturers,
- Strategic suppliers, and
- Logistics service providers.

COHERENT’S POLICIES AND STATEMENTS ON ETHICAL CONDUCT AND PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING

The policies and statements below communicate our values and establish our expectations regarding human rights, forced labor and human trafficking, and the treatment of others:

- **[The Code of Ethical Business Conduct](#)**: The Code is a fundamental part of our culture and provides our employees, suppliers, and others with an understanding of the standards, principles, and expectations by which we conduct our business. The Code is designed to promote honest and ethical conduct, treating others with respect, and compliance with applicable laws, rules, and regulations, including human rights, labor, and anti-human trafficking laws.
- **[Human Rights and Labor Policy](#)**: At Coherent, our working environment is grounded in our values and should always be characterized by mutual trust and the absence of oppression and exploitation. Through the implementation of this policy, we strive to

protect the human rights of all workers, promote fair labor practices, and contribute to the eradication of forced labor and child labor in supply chains and operations globally.

- **Supplier Code of Conduct:** We have adopted the Responsible Business Alliance (RBA) Code of Conduct as our Supplier Code of Conduct. Our Supplier Code of Conduct details the labor, health and safety, environmental, and business ethics standards that we expect our suppliers to meet. The following labor topics are included in our Supplier Code of Conduct:
 - Freely chosen employment,
 - Young workers,
 - Working hours,
 - Wages and benefits,
 - Humane treatment,
 - Non-discrimination/non-harassment, and
 - Freedom of association.
- **Supplier ESG Standards Statement:** At Coherent, we understand the crucial role that our supply chain plays within our overarching Environmental, Social, and Governance (ESG) strategy. As a result, this statement details our standards in relation to ESG factors within our supply chain. Specifically, we expect our suppliers to:
 - Comply with applicable regulations,
 - Follow the Coherent Supplier Code of Conduct, and
 - Report on their ESG performance, as reasonably requested by Coherent.
- **Responsible Minerals Statement:** At Coherent, we strive to act in an environmentally and socially responsible manner by complying with applicable laws and regulations while meeting the needs of our customers and shareholders. This statement underscores our commitment to an ethical and transparent supply chain by increasing our supply chain due diligence measures and sourcing materials from suppliers that share our values around human rights, ethics, and environmental responsibility.

COHERENT'S OTHER EFFORTS TO PREVENT MODERN SLAVERY AND HUMAN TRAFFICKING

We have also implemented the practices below to prevent modern slavery and human trafficking in our business and supply chains:

- **Supplier Screening:** As part of our screening process, we check new suppliers against global sanctions and enforcement databases to identify international trade risks, including forced labor and human trafficking abuses.
- **Contractual Requirements:** We communicate our expectations regarding compliance with applicable laws and regulations, including anti-human trafficking and forced labor laws, to our suppliers through our contract clauses. Our standard Master Supply Agreement and Terms and Conditions require that our suppliers represent and warrant that, among other things:
 - All products that they supply to us will be manufactured and delivered in compliance with all applicable laws and regulations, including those related to forced and child labor;
 - Their suppliers manufacture or procure all materials or components provided to them in compliance with all applicable laws and regulations, including those related to forced and child labor;

- They will comply with our Supplier Code of Conduct and other compliance requirements applicable to them; and
- They will act in a manner consistent with our Code.
- **Reporting/Grievance Mechanism:** Our [Ethics Helpline](#) is a publicly available, third-party operated and multilingual reporting tool that allows for anonymous reporting (where legally permitted) of business conduct concerns. It is available 24 hours a day, seven days a week, worldwide.

This Statement is made on behalf of Coherent Corp. pursuant to section 54(1) of the United Kingdom's Modern Slavery Act 2015 and constitutes Coherent's modern slavery and human trafficking statement for the financial year ending June 30, 2023.

This Statement for the financial year ending June 30, 2023, has been adopted on behalf of the Board of Directors of Coherent Corp.



Walter R. Bashaw II
President
Coherent Corp.