1. PURPOSE AND INTRODUCTION

Coherent Corp. and its subsidiaries ("Coherent" or the "Company") is committed to enhancing energy efficiency and reducing energy consumption. Our Energy Management System ("EMS") is central to our core values and essential to our continual growth and long-term success. Coherent requires the full participation of each Coherent employee and all personnel to integrate EMS awareness into all aspects of our activities. To support of this commitment, the Company has established the following Energy Management System Policy (the "Policy").

2. SCOPE

This policy applies to all Coherent sites (each, a "Site"), including but not limited to manufacturing, research, testing, new product development, supply chain, sales, service and support.
Note: This policy is applicable regardless of whether a Site holds formal ISO 50001 certification. Sites that are certified (an "ISO Certified Site"), or intend to obtain ISO 50001 certification, must comply with additional requirements beyond the baseline obligations outlined in this policy.

3. RESPONSIBILITIES

- Site-management is responsible for ensuring that this Policy is implemented and for providing the resources necessary for its success.
- All Coherent employees and personnel are responsible for working in a safe and environmentally friendly manner and supporting the implementation of this policy.
- Cross-functional collaboration between EHS, Facilities, ESG, and Quality to ensure the suitability, adequacy and effectiveness of the Energy Management System (ISO 50001) and related processes are being maintained effectively.

4. Key Terms

4.1. **EHS** means Environmental Health and Safety.
4.2. **ESG** means Environmental Social Governance.
4.3. **ISO 50001** means Energy Management System.

5. THE POLICY

Fully satisfying energy requirements, including performance, efficiency, use and consumption, and continually improving.

Coherent is committed to improving its energy efficiency and ensuring compliance with all applicable compliance obligations.

Management at each Site is responsible for:

- making this Policy publicly available to all Coherent employees and interested parties.
- encouraging the understanding that Energy Efficiency is everyone's responsibility.
- promoting a culture of continual improvement

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The following supplementary elements are essential to fulfil ISO 50001 requirements. These elements are mandatory for ISO Certified Sites.

Management at each ISO Certified Site shall:

- ensure the availability of information and necessary resources to achieve energy objectives and targets.
- regularly review Energy objectives, targets, and performances to achieve energy-related Key Performance Indicators (KPIs).
- take energy efficiency into account during the design and procurement of new systems, processes, services, and products.

6. IMPLEMENTATION

- Coherent will regularly review and update this policy and our EHS program to ensure their ongoing effectiveness.
- Coherent will regularly evaluate the success of this Policy through internal and external audits and by tracking KPIs.

7. QUESTIONS AND REPORTS

Contact Global Quality or Global EHS for 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, or report the violation by visiting the Coherent Compliance Hotline at https://coherent.ethicspoint.com.

8. COMMUNICATION

This Policy will be communicated to all Coherent employees, contractors, and relevant stakeholders and made readily available to the public.

The Company will communicate any future changes to this Policy. The Company reserves the right to modify this Policy, as needed, to reflect changes in applicable laws or otherwise.

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