1. PURPOSE AND INTRODUCTION

Coherent Corp. and its subsidiaries ("Coherent" or the "Company") is committed to protecting and preserving the environment. Our comprehensive Environmental Health & Safety ("EHS") program 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 EHS awareness into all aspects of our operations. To support this commitment, the Company has established the following Environmental 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 14001 certification. Sites that are certified (an "ISO Certified Site"), or intend to obtain ISO 14001 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 Environmental Management System (ISO 14001) 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 14001** means Environmental Management System.

5. THE POLICY

Fully satisfying environmental requirements, protecting the environment and continually improving.

Coherent is committed to improving its environmental performance by minimizing impact on the global and local environment 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 sustainability and minimizing negative impacts on the environment are everyone's responsibility.

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- protecting the environment, preventing pollution, and reducing waste by reusing and recycling.
- maximizing the use of renewable energy and reducing greenhouse gas emissions.
- promoting a culture of continual improvement.

The following supplementary elements are essential to fulfil ISO 14001 requirements. These elements are mandatory for ISO Certified Sites**.**

Management at each ISO Certified Site shall:

- establish a framework to identify EMS aspects, setting objectives and targets and regularly review performance to achieve environment-related Key Performance Indicators (KPIs).
- monitor overall environmental impact related to our activities, products, and services.

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, 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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