1.0 PURPOSE

Coherent Corp. is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible business conduct in global supply chains. Coherent has committed to complying with the RBA Code of Conduct and to integrating sustainability into all aspects of our operations, ensuring environmental stewardship, social responsibility, and strong governance. This policy outlines our approach to sustainable business practices, aligning with our corporate values and long-term commitment to minimizing our environmental impact while fostering a positive social and economic contribution. Furthermore, customers and regulators around the world are increasingly placing sustainability requirements on Coherent and it is a business imperative to meet those requirements.

We have established this document to clarify our expectations with regard to sustainability.

For purposes of this policy, "sustainability" means the integration of policies and responsible practices into the company's daily business operations and performance related to issues such as the environment, employee health and safety, human rights, community involvement, and ethical behavior.

2.0 SCOPE

This policy applies to all operations, locations, employees, officers, directors, contractors, suppliers, agents, representatives, and other intermediaries of Coherent Corp. ("Coherent" or the "company") and its subsidiaries and affiliates on a global basis with no exceptions. All covered individuals are expected to comply with this policy when performing services for or representing the company.

At Coherent, sustainability is an all-hands responsibility. It is not a siloed effort but a core part of our business strategies and decision-making processes. All of Coherent – from our Board of Directors to our newest employees – is expected to support our sustainability strategy.

Furthermore, sustainability is a whole-supply-chain issue, extending beyond the boundaries of our operations to our supply chain. We expect our partners and suppliers to support our sustainability efforts and work with their own supply chains in support of these efforts.

3.0 REQUIREMENTS

Given the business imperative of sustainability, and our desire and commitment to have a positive influence on the world, the Coherent sustainability policy statement is:

Integrating ethical, environmental, social, and governance principles into our decisions and actions, and continually improving.

It is Coherent's policy to conduct all business operations in a manner consistent with, or as appropriate and necessary to meet or exceed, industry, environmental, health, safety, labor, and employment standards, and to comply with the letter and the spirit of all laws and regulations that govern our operations. Additionally, Coherent promotes business practices and accountability that help ensure adherence to the policy. It is the expectation that each employee and our total business behave consistently with our global I CARE values – Integrity, Collaboration, Accountability, Respect, and Enthusiasm – with the people in our communities and around the globe.

3.1 Expectations of All Employees and Contractors

Each employee and contractor is responsible for acting in accordance with this policy. Likewise***, all individual Coherent functions and organizations*** are expected to contribute to our results across the full range of sustainability endeavors.

3.2 Responsibilities of Chief Supply Chain Officer

The Chief Supply Chain Officer is responsible for communicating Coherent's sustainability expectations to our supply base and ensuring that those expectations are met by factoring sustainability criteria appropriately into procurement decisions. Suppliers are responsible for adhering to the Coherent Supplier Code of Conduct and other Coherent sustainability-related requirements per contractual terms and conditions.

3.3 Responsibilities of Coherent Sustainability Team

A cross-functional ***Coherent Sustainability Team*** established by the Chief Legal and Global Affairs Officer and led by the Director of Sustainability will provide specific recommendations on, and leadership of, the day-to-day initiatives. This team may include individuals from Operations; Quality; Procurement; Human Resources; Environment, Health, and Safety (EHS); Facilities Management; Engineering; Legal; Compliance; Internal Audit; Product Management; Sales; Finance; and other functions as appropriate.

More specifically, the Coherent Sustainability Team will:

- Recommend business practices, metrics, and targets that promote continuous improvement in our sustainability performance. Sustainability is a whole-supply-chain issue, and Coherent will establish, monitor, and enforce sustainability performance on its suppliers as well as in its own internal operations. Sustainability performance areas may include but are not limited to:
    - Environmental Protection
        - Reducing greenhouse gas emissions and energy consumption.
        - Promoting energy and water conservation.
        - Implementing waste reduction, recycling, and circular economy principles.
    - Social Responsibility
        - Prioritizing employee health, safety, and well-being.
        - Upholding human rights and fair labor practices.
        - Creating an inclusive culture and promoting belonging across the organization.
        - Engaging with local communities through social impact initiatives.
    - Governance and Ethical Business Practices
        - Complying with all applicable laws and regulations.
        - Conducting business with integrity, transparency, and accountability.
        - Establishing and monitoring sustainability goals to drive continuous improvement.
        - Ensuring that sustainability considerations are integrated into risk management and business decision-making processes.
- Identify, evaluate, and monitor sustainability trends from Coherent's customers, competitors, shareholders, employees, suppliers, governments, and the general public and develop action plans to address these trends in order to continue the company's positive impact on the local and worldwide communities in which we operate.
- Evaluate and periodically report Coherent's performance against previously established sustainable business practice initiatives and metrics, in line with major sustainability reporting frameworks. Communicate sustainability-related information internally to employees, executive leadership, and the Nominating and Corporate Governance Committee of the Board of

Directors, and externally to customers, suppliers, investors, government agencies, rating agencies, and others as appropriate.

- Develop, validate, and publish an annual sustainability impact report for Coherent.
- Have oversight authority for the sustainability-related content on Coherent's website and the websites of any of the company's majority-owned subsidiaries.
- Be responsible for engaging third-party consultants, if necessary, to monitor the performance of and make improvements to certain sustainability programs.
- Carry out additional sustainability-related duties that may from time to time be delegated by the CEO or the Nominating and Corporate Governance Committee of the Board of Directors.
- Review and recommend updates to sustainability-related company policies periodically, in general at least every two years.

3.4 Oversight and Governance

This policy and our sustainability efforts are governed by the Nominating and Corporate Governance Committee of the Board of Directors of Coherent. The Committee provides guidance on, and oversight of, the company's sustainability vision and goals. Operationally, sustainability efforts are under the direction of the Chief Legal and Global Affairs Officer and the Director of Sustainability.

4.0 CONSEQUENCES FOR POLICY VIOLATIONS

If you violate this policy, you may be subject to disciplinary action, up to and including termination.

5.0 REPORTING CONCERNS

Violations of this policy should be reported to the Coherent Compliance Hotline (www.coherent.ethicspoint.com) or to the Chief Legal and Compliance Officer (CLCO).

6.0 ADDITIONAL RESOURCES

N/A

7.0 REVISION HISTORY

Revision	Date	Description of Change	Requested By
Original	July 29, 2013	Initial Release	
Revision 1	July 15, 2015	Converted to corporate format	VP, HR
Revision 2	February 28, 2023	Rebranded, renamed from HR-003 to ESG-001, and updated	Director of Sustainability
Revision 3	December 15, 2025	Provided additional detail on purpose and clarified governance. Combined with the Sustainability Management Approach.	Director of Sustainability
Revision 4	July 23, 2026	Updated for formatting and alignment with new policy template as part of enterprise-wide effort to update Policy Center.	Corporate Compliance