HUMAN RIGHTS AND LABOR

1.0 PURPOSE

This policy establishes Coherent's commitment to respect and uphold internationally recognized human rights and fair labor practices across all of its operations, workforce, and business relationships. This policy sets clear expectations to prohibit forced labor, child labor, human trafficking, and harassment, and to promote a respectful working environment, safe working conditions, fair wages, and lawful working hours.

2.0 SCOPE

This policy applies to all employees, officers, directors, independent contractors, agents, representatives, and other intermediaries of Coherent Corp. ("Coherent" or the "company") and its subsidiaries and affiliates. All covered individuals are expected to comply with this policy when performing services for or representing the company.

3.0 REQUIREMENTS

Coherent supports fundamental human rights and is committed to creating a workplace environment that upholds our values of respect and dignity for all individuals. We prohibit any form of physical abuse, physical or mental coercion, harassment, threats, or corporal punishment. We believe in promoting non-violent forms of conflict resolution and progressive counseling to create a safe and collaborative workplace culture that supports the well-being and job satisfaction of all employees. We ask that our suppliers and contractors do the same, to care for the health and safety of their workers, and to comply with our supplier requirements, including compliance with the Responsible Business Alliance (RBA) Code of Conduct[1] and applicable human rights laws and regulations.

3.1 Forced Labor

All work for and on behalf of Coherent must be voluntary. Coherent prohibits the use of slave, forced, bonded, indentured, or prison labor. Involuntary labor includes the trafficking, transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

Coherent prohibits the withholding of worker's original government issued identification, personal and travel documents, unless the holding of such documentation is required by law. The Company will clearly convey all offers and conditions of employment in a language understood by the individual, including employment contracts for foreign migrant workers.

The Company will not impose unreasonable restrictions on movement within the workplace or upon entering or exiting company-provided facilities, including worker's accommodation and use of company's provided facilities.

Workers should never pay employers or their agents recruitment fees or other similar fees to obtain, or continue, their employment. If such fees are found to have been paid by workers, such fees will be repaid to the worker.

[1] References in this document to the Responsible Business Alliance ("RBA"), the RBA Code of Conduct, or other RBA requirements apply only to the extent permitted by applicable law and governmental requirements. Where application of an RBA requirement is prohibited or restricted by applicable law or governmental requirements (**as is the current situation in China**), that requirement will not apply to the affected location or operation to the extent of such prohibition or restriction. In the event of any conflict, applicable law and governmental requirements will control. Nothing in this provision limits or supersedes Coherent policies, standards, or requirements for environmental, social, ethical, governance, and other topics that apply independently of the RBA, or any obligations arising under applicable law or binding contractual commitments.

3.2 Child Labor

Coherent abides by local child labor laws. Coherent will not use child labor in reference to employment of a person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Coherent has implemented a mechanism to verify the age of workers and a procedure is in place if child labor is identified. We support workplace learning programs, which comply with all laws and regulations, such as Career Practicum, internship, apprentice, and summer youth work study employment, and/or other limited situations as may be authorized by the HR Manager on a case-by-case basis. These programs for educational benefit are consistent with all laws and regulations (concerning hours of work, duties, learning objectives, potential hazards and pay) applicable to such programs. In no case should employment requirements interfere with the minor's schooling, health, or well-being.

3.3 Humane Treatment

We expect all individuals doing work for or on behalf of Coherent to treat one another with respect and dignity in accordance with our I CARE values. Any form of physical abuse, physical or mental coercion, harassment, bullying, public shaming or threats, or corporal punishment are explicitly prohibited.

3.4 Work Week and Overtime for Non-Exempt Employees

Coherent will not exceed maximum hours of work prescribed by law and will appropriately compensate for overtime. Employees will not be required to work more than 60 hours per week, or the maximum set by applicable law, including overtime, except in extraordinary business circumstances with their consent and required approval for the deviation from the General Manager, Vice President of Operations, or other officer of the company with the designated authority to approve hours of work deviations. In countries where the maximum work week is shorter, that standard shall apply. Employees will be allowed at least one day off per seven-day week.

When management determines that overtime is required to meet customer needs, overtime will be scheduled. This scheduled overtime may be worked for an extended period of time. All overtime is voluntary, and employees are never punished for not electing to work overtime. The company will never impose punitive measures for not volunteering for overtime (such as denying future opportunities for overtime, salary reductions or deductions, or disciplinary actions of any kind).

3.5 Wages and Benefits

Wages are paid timely and regularly for time worked and based on the experience and qualifications of the employee, along with scope of job assignment responsibility. Our minimum wage requirement is at least the statutory minimum wage, the prevailing industry wage or the wage negotiated in a collective agreement, whichever is higher. All other types of legally mandated benefits and compensations shall be paid. Deductions from wages as a disciplinary measure, or any other type of unfair deduction, are not allowed. Each pay period, employees receive a timely statement of how their wage has been calculated. All use of temporary or outsourced labor will be in accordance with local law.

3.6 Freedom of Association

In conformance with local law, Coherent respects the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. Coherent also respects the right of workers to refrain from such activities. Workers and their representatives are encouraged to communicate with management and share their ideas and concerns without fear of discrimination, reprisal, intimidation, or harassment.

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

Coherent Corp.'s I CARE Values
HR-014 Anti-Discrimination, Harassment, and Bullying Policy HR-018 Inclusive Culture and Merit-Based Advancement Policy
LAW-012 Speaking Up and Non-Retaliation Policy

7.0 REVISION HISTORY

Revision	Date	Description of Change	Requested By
Original	March 16, 2023	Initial Release	Pamela Jennett
Revision 1	September 8, 2023	Add paragraph on wages and benefits	Pamela Jennett
Revision 2	April 5, 2024	Remove HR-017 US Policy from reference	Angelica Woodward
Revision 3	December 12, 2024	Revise title and department references	Grace Lee
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
Revision 5	September 22, 2026	Added footnote for RBA Code of Conduct.	Rich Marino