	Coherent Corp. and its subsidiaries (Coherent, Inc.) *Subject:* **ENVIRONMENTAL MANAGEMENT SYSTEM POLICY** *Effective Date:* June 30, 2023	**Policy No.** **LS EHS-002**

1.0 PURPOSE AND INTRODUCTION

Coherent, Inc. is committed to protect and sustain the environment and provide is committed to providing a safe and healthy workplace for all employees, contractors, visitors, and the community. Our comprehensive Environmental Health & Safety (EHS) program is not only central to our core values, but we also recognize that it is vital to our sustained growth. Coherent, Inc. requires the full participation and assistance of every employee to integrate environmental, health and safety awareness into all our activities. In pursuit of this goal, we have established the following Environmental Policy.

2.0 SCOPE

All business unit activities within Coherent, Inc., Laser Segment - including but not limited to manufacturing, research, testing, new products, supply chain, sales, service, and support, who are certified according to ISO 14001.

3.0 RESPONSIBILITY

- Management is responsible for ensuring that this policy is implemented and for providing the resources necessary for its success.
- All employees are responsible for working in a safe and environmentally friendly manner and supporting the implementation of this policy.
- Cross functional collaboration between EHS and Quality to ensure the suitability, adequacy and effectiveness of the Environmental Management System and related processes are being maintained effectively.

4.0 KEY TERM

EHS – Environmental Health and Safety
EMS – Environmental Management Systems
ISO 14001 – Environmental Management System

5.0 THE POLICY

Coherent, Inc. is committed to improve the environmental performance by minimizing impact on the global and local environment and to comply with all applicable compliance obligations.

- We will provide a framework for setting EMS aspects, objectives and targets and regularly review performance.
- We will monitor overall environmental impact related to our activities, products, and services.
- We will relentlessly drive a culture of Continual Improvement of the environmental management system.
- We will protect the environment, prevent pollution, and reduce wastes by reusing and recycling.
- We will maximize the use of renewable energy and reduce greenhouse gas emissions.
- We will communicate the Environmental Policy to all employees and interested parties.
- We will promote awareness, that Sustainability is everyone's responsibility.

6.0 RECORD RETENTION

Standard policy retention requirements apply.

7.0 IMPLEMENTATION

- We will regularly review and update our policy and EHS program to ensure their ongoing effectiveness.
- The success of this policy will be regularly evaluated through internal and external audits and by tracking key performance indicators.
- If you violate this Policy, you may be subject to disciplinary action, including termination.

8.0 QUESTIONS AND REPORTS

Contact Quality or EHS for related questions concerning the Environmental Management System 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, the Chief Legal and Compliance Officer, or call the Coherent Compliance Hotline at +1.866.829.3062.

9.0 COMMUNICATION

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

This Policy and any future changes will be communicated by the Coherent, Inc. SVP Global Ops. The Company reserves the right to modify this Policy, as needed, to reflect changes in applicable laws or otherwise.

APPROVALS	APPROVALS COMPLETED DATE
Brad Dudschus, SVP Global Ops	

REVISION HISTORY

Revision	Date	Description of Change	Requested By
D121838revAF	6/14/2023	Template change and update	Thorsten Thomas