

Health and Safety at Coherent

Coherent is committed to providing a safe and healthy workplace for employees, contractors, visitors, and the communities in which we operate. Health and safety are core elements of how we manage our global operations and support our long-term business performance. Our approach focuses on risk reduction, regulatory compliance, and continuous improvement across our manufacturing and research facilities.

Governance and Accountability

Companywide oversight of Environmental, Health, and Safety (EHS) is led by the Vice President of Worldwide EHS, who is responsible for ensuring compliance with Coherent's global [EHS Policy](#) and standards. Sites implement these requirements locally and maintain procedures that align with our global EHS framework.

The Board-level Nominating and Corporate Governance Committee provides oversight of our sustainability priorities, including health and safety, and reviews EHS performance as part of broader corporate governance.

EHS Management System

Coherent maintains a global EHS Management System that establishes consistent expectations for incident prevention, hazard identification, and regulatory compliance. Core elements of the system include:

- Site-level procedures aligned to the global EHS Policy
- Regular risk assessments, including job hazard and process hazard analyses where required
- Documentation of safe work practices for relevant activities
- Collection and review of key EHS indicators such as injuries, illnesses, training, inspections, and compliance findings
- Corrective and preventive action management
- Monthly or quarterly self-inspections at operating sites
- Annual verifications to confirm that program requirements are functioning effectively

Strategic Safety and Risk Management

Through our Strategic Safety and Risk Management (SSRM) program, Coherent evaluates and manages high-hazard elements associated with our operations, including hazardous gases and chemicals, laser safety, radiation, electrical hazards, and hazardous waste.

A Baseline Assessment Gap Analysis (BAGA) tool supports the identification of gaps in the management of high-risk elements and helps prioritize corrective actions across sites.

Employee Participation and Engagement

Coherent encourages employee involvement in maintaining a safe workplace. Many of our research and manufacturing sites operate joint health and safety committees that include representation from both management and employees. These committees review safety performance, improvement opportunities, and results from inspections and investigations. Employees are expected to proactively identify hazards and contribute to improvements, consistent with our values and culture.

Reporting Concerns

Coherent provides multiple channels for employees to report workplace hazards or concerns. Reported items are reviewed, documented, and tracked to completion. Employees are encouraged to speak up and stop work when they identify unsafe conditions. Coherent maintains a non-retaliation policy for all good-faith reporting.

Training and Awareness

All new employees receive a safety orientation upon hire. Additional training is provided based on job roles, tasks, and potential exposure to hazards. Manufacturing employees, office employees, contractors, and visitors receive training consistent with their activities. Training hours and completion rates are part of site-level performance monitoring.

Continuous Improvement

Coherent regularly evaluates the effectiveness of its EHS programs and makes improvements through updated training, enhanced audit tools, process reviews, and risk-based assessments. This work supports safer operations across our global footprint and reinforces our commitment to regulatory compliance and responsible operations.

Learn More

[Charter of the Nominating and Corporate Governance Committee](#)
[Environmental, Health, and Safety Policy](#)
[Occupational H&S Management System Policy](#)

Revision History

Revision	Date	Description of Change	Requested By
Original	Dec 17, 2025		