



Coherent Corp.
375 Saxonburg Blvd.
Saxonburg, PA 16056-9499
USA

COHERENT CORP. APPLICANT PRIVACY NOTICE

Effective Date: November 1, 2024

1.0 INTRODUCTION

Coherent Corp. and its Affiliates (as defined below) worldwide, (collectively referred to hereinafter as “**Coherent**” or the “**Coherent Group**,” “**we**,” “**our**,” or “**us**”) are committed to privacy and transparency. In this Applicant Privacy Notice (the “**Notice**”) we describe how we processes personal information about candidates and applicants for job openings or positions with Coherent (“**Applicants**,” “**you**,” or “**your**”) and related rights you may have.

For the purpose of this Notice, the “**Affiliates**” includes subsidiaries, entities worldwide in which Coherent Corp. owns, directly or indirectly, at least 30% of the voting shares, and other entities that Coherent Corp. controls.

2.0 SCOPE

This Notice applies to the personal information we process about Applicants, and explains how the Coherent Group, collect, uses, retains, transfers and otherwise processes personal information about Applicants, as well as the choices Applicants have regarding their personal information.

Personal Information. In this Notice, “personal information” means any information that identifies or could be used to identify a particular individual (whether directly, indirectly or in combination with other information), or is otherwise linked or reasonably linkable to a particular individual, and any information otherwise defined as “personal information,” “personal data” or equivalent terms under applicable privacy and data protection laws.

Additional Notices. Section 12.0 ‘Specific Information for Certain Jurisdictions’ at the end of this Notice contains additional information applicable to specific jurisdictions; we also may provide Applicants with additional notices about our information collection practices (collectively the “**Additional Notices**”). Unless otherwise noted, these Additional Notices supplement this Notice. In the event anything in one of these Additional Notices conflicts with this Notice, the Additional Notice will prevail, unless otherwise noted.

Other Versions. We make this Notice available in English, as well as a number of other languages; in the event of conflict between the English and any local language version of this Notice, this English version shall prevail.

3.0 RESPONSIBILITY

The responsible party (the ‘**Controller**’) for your personal information will be the Coherent entity who is the employer for the position(s) for which you have applied, together with Coherent Corp. (the parent



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company for the Coherent Group). You can find a list of Coherent entities and their contact details at: <https://www.coherent.com/legal/list-of-the-subidiaries>.

4.0 NOTICE

4.1 Personal information we collect about you.

The types of personal information we collect about you, may vary depending upon the job position(s) or location, as well as the associated qualifications and responsibilities of the role you apply for and how you submit your application.

4.1.1. Directly from you.

We generally collect personal information when you provide it to us, including for example through online profile creation or account registration in recruiting platforms or our recruiting mobile app, completion of (online) application forms in connection with your job application process and registration for employment offers on Coherent's career site(s) or our recruiting mobile app. Where we ask you for personal information, we will indicate to you what information is mandatory and what is optional to provide.

4.1.2. From third parties

In some cases, we may also collect certain personal information about you from third parties, including from recruiters and agencies we work with, references you provide, publicly available sources and other third parties (such as our service providers, representatives and agents) including where necessary to: (1) verify information about your credentials, such as education and prior employment, (2) follow-up on and contact references that you may provide, and (3) conduct background checks and screenings, including criminal background checks, to the extent permitted or required by applicable law.

4.2 The purposes for collecting and using personal information

Coherent collects and uses your personal information, subject to applicable legal restrictions and as permitted, within Coherent's global recruitment for the purposes set out below, including determining your qualifications for employment and reaching a hiring decision, documenting and maintaining records related to our recruitment procedures, responding to and processing your application for a particular job as well as to comply with applicable laws and regulations. In this section we describe the purposes of use and where applicable, the legal bases we rely upon when processing your personal information. Coherent may, subject to applicable laws, collect and use your personal information for purposes of:

Recruiting, hiring, and evaluating applicants: to review, assess, recruit, consider or otherwise manage applicants, candidates and job applications, including:

- administrating and managing your user account if you register with us on our Career site(s) or our recruiting mobile app;



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- scheduling and conducting interviews;
- identifying candidates, including by working with external recruiters;
- reviewing, assessing and verifying information provided, to conduct criminal and background checks, and to otherwise screen or evaluate Applicants' qualifications, suitability and relevant characteristics;
- extending offers, negotiating the terms of offers, and assessing salary and compensation matters;
- satisfying legal and regulatory obligations;
- communicating with Applicants regarding their applications and about other similar position(s) for which they may be interested;
- maintaining Applicant personal information for future consideration; and
- in support of our equal opportunity employment policy and practices

Security and monitoring: to monitor and secure our resources, network, premises and assets, including:

- monitoring for, preventing and investigating suspected or alleged misconduct or violations of work rules;
- monitoring for, preventing investigating and responding to security and privacy incidents;
- providing and managing access to physical and technical access controls;
- monitoring activities, access and use to ensure the security and functioning of our systems and assets;
- securing our offices, premises and physical assets, including through the use of electronic access systems and CCTV and video monitoring systems; and
- Conducting appropriate screenings of individuals prior to entering or accessing certain locations or premises.

Auditing, accounting and corporate governance: relating to financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

Mergers and acquisitions and other business transactions: for planning, due diligence and implementation of commercial transactions, for example mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions.

Defending and protecting rights: to protect and defend our rights and interests and those of third parties, including to manage and respond to applicant and other legal disputes, to respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Complying with legal obligations: relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to such legal obligations, including under employment and labor laws and regulations, Social Security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.



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Health and safety: for health and safety purposes, including conducting appropriate screenings of Applicants prior to entering or accessing certain locations or premises, to the extent permitted or required by applicable law.

Coherent Applicant Pool: If you have given your consent your personal information will be added to Coherent's Applicant Pool and will be used for the purpose of considering whether your (online) applicant profile is suitable for other job opportunities at Coherent or where appropriate for notifying you about new job opportunities you may be interested in.

Special categories of personal information: subject to applicable law, personal information may also include sensitive personal information, also referred to as "special categories of personal information". This is defined under applicable data protection laws, for example in the EU this includes data such as: physical or mental health personal information and other special categories of personal information such as the commission or alleged commission by you of any offence; and any proceedings for any offence committed or alleged to have been committed by you, the disposal of those proceedings or the sentence of any court in those proceedings. Processing of such sensitive personal information will, where required by law, rely on the legal bases set out below.

4.3 Legal bases for processing of the personal information.

We collect and use your personal information in accordance with applicable data protection and privacy laws. To the extent, applicable law requires, this section sets out the general legal bases we rely on for each of the purposes for which we process the personal information.

4.3.1 Where required and to the extent permitted by applicable law, we generally rely on the following legal bases: (if allowed under applicable laws):

- Necessary for the performance of a contract or pre-contractual obligations to which you are a party: in order to take steps to assess your suitability for the vacancy prior to entering into an employment contract or necessary for hiring decisions.
- Necessary for assessment of working capacity: the processing is necessary for the assessment of your working capacity, medical diagnosis, or for the provision of health or social care or treatment
- Our legitimate interest: where it is necessary to serve our legitimate interests, and your interests and fundamental rights do not override those interests. Legitimate interest, as used herein, means our interest to monitor and secure our resources, network, premises and assets and to hire qualified and appropriate people, to find the right candidate for future vacancies and to secure, defend and develop our business.
- Necessary to comply with a legal obligation: where we are required to fulfill legal obligation under the respective law(s) of the UK, EU or EU Member State, the People's Republic of China (excluding for the purpose of this Notice Hong Kong SAR, Taiwan SAR, and Taiwan) (the "PRC" or "China"), South Korea, or other applicable jurisdictions to which we are subject. This may include, for example, verifying eligibility for work, addressing occupational health matters, or complying with legal requirements related to health and social care.

- Our legitimate interest to establish, defend and protect legal rights: where processing is necessary for the purposes of carrying out the obligations and exercising your or Coherent's rights in the field of employment law, Social Security and social protection law and there is no reason to believe that you have an overriding legitimate interest in us not processing the personal information
- Your consent: where your consent is required under applicable law to process your personal information; or otherwise, where we obtain your free and explicit consent, for example, if you choose to provide the relevant personal information to us voluntarily. You may withdraw your consent at any time with effect for the future as set forth in the "What are your rights" section below. Your vital interest: In exceptional circumstances, where necessary to protect your vital interests and you are incapable of giving consent in a timely manner.

4.3.2. For special categories of personal information, we rely (where applicable) on the following legal grounds (if allowed under applicable laws):

Applicants located in the EEA or UK, please note, that special categories of personal information will only be collected and used in so far as such is necessary for the purposes of carrying out an obligation under applicable law (see below) or when the use is authorized by UK, Union or Member State law providing appropriate safeguards for the rights and freedoms of an Applicant.

- Necessary to comply with legal obligations and rights of the Controller or your in the field of employment and social security and social protection law: to carry out legal obligations in the field of employment law, disability and social protection law, as well as complying with regulations, for example making reasonable adjustments for Applicant disabilities and implementing health and safety measures;
- Necessary to comply with a legal obligation and/or rights you or we may have in the field of employment, Social Security and social protection law: such as for the purposes of occupational medicine or the assessment of your working capacity, to the extent permitted by applicable laws. For example undertaking health assessments;
- Establish, defend and protect legal rights: where necessary to establish, exercise or defend our or third party legal rights, for example conducting litigation;
- Your explicit consent: in some cases, your explicit consent, but only where your participation in an activity or providing personal information to us is entirely voluntary.
- Your vital interest: in exceptional circumstances, where necessary to protect your vital interests and you are incapable of giving consent in a timely manner.

The personal information requested as mandatory in your application process is required in order to assess your application for employment with us. Failure to provide any mandatory information will mean that we cannot carry out certain processes. For example, if you do not provide us with your contact information or proof of qualifications, we will not be able to consider you properly for the role that you are applying for.

5.0 DO WE DISCLOSE YOUR PERSONAL INFORMATION?

We may disclose your personal information for the purposes listed above in the following ways:



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- Affiliates and subsidiaries: among the Coherent companies, including the parent, its subsidiaries and affiliates.
- Service providers: with service providers who act and process the personal information on our behalf. For example, we disclose personal information to our suppliers who require such personal information to assist us with establishing, managing or processing your application with us or to provide information technology services to us so that we may operate our business.
- Third parties: we also share personal information with other companies, vendors and business partners to perform functions for us, including banks involved in processing reimbursements or with accountants, auditors, lawyers and other outside professional advisors.
- Clients and customers: we may share information about you (typically contact information, but in certain limited cases (as permitted or required by law) potentially also background check information) with a customer or client of Coherent, where permitted by law and where necessary in order to operate our business.
- Legal Compliance and security: to respond to a government or regulator request, where required or otherwise permitted by law; to law enforcement or intelligence agencies, where required by law or where we believe doing so is necessary in the pursuit of justice or for national security reasons;
- Exercise and defend legal claims: a court or parties to litigation, in order to assist with the establishing exercising or defending of our or a third party's rights; and
- Business transfer: as part of an actual or potential business transfer, such as where Coherent sells or transfers part or all of our business, or if Coherent is combined with or merged into another company (including as part of any negotiations in preparation of any such business transfer).

6.0 DO WE TRANSFER PERSONAL INFORMATION INTERNATIONALLY?

Coherent is headquartered in the United States of America (the "US") and, as such, certain transfers of your personal information to the US will be necessary to manage your employment with us. From time to time, for the purposes set out in Section 4.2 'The purposes for collecting and using personal information', we may also need to transfer your personal information to other members of the Coherent Group which are also located outside the jurisdiction in which you reside or work (as listed at: <https://www.coherent.com/legal/list-of-the-subsidiaries>). These third-party countries, including the US, may not provide the same level of data protection as your home jurisdiction. Within the Coherent Group, the transfer of your personal information outside your home jurisdiction will be made on the basis of our Global Intra-Group Personal Information Transfer and Processing Agreement, which incorporates the relevant Standard Contractual Clauses as approved by relevant regulators and complies with other applicable requirements, or other legally acceptable transfer mechanisms.

Outside of the Coherent Group, we generally rely on the approved EU Standard Contractual Clauses, or other legally acceptable mechanisms, to transfer your personal information to service providers located outside your home jurisdiction, if so required by law. Where applicable, you may be entitled, upon request to receive a copy of the appropriate safeguards that have been taken to protect your transferred personal information. You can make such request by making a submission at: [Privacy Request Form](#)



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7.0 HOW LONG IS PERSONAL INFORMATION RETAINED?

Generally, we retain your personal information as long as is necessary to fulfil the purposes outlined in this Notice unless a longer retention period is required or permitted by local law or necessary to protect our legal interest. If you are applying for a position in the EEA or the UK or the PRC or South Korea, this period is generally up to one year, unless you are hired by us, or you otherwise consent to our retention of your personal information for purposes of identifying additional positions for which you may be qualified, or you are interested in. Please note that we may continue to retain your personal information if you have provided information in other applications that have been submitted to us or are in progress.

Further, if we elect to make you an offer of employment, or if you are hired your personal information may be incorporated into Coherent's human resources system and will become part of your human resources file which may be used for other employment and/or work-related purposes.

8.0 HOW IS YOUR PERSONAL INFORMATION PROTECTED?

In compliance with applicable laws and regulations, Coherent strives to maintain legal, physical, technical and procedural safeguards that are appropriate in relation to the sensitivity of the personal information in question. These safeguards are designed to keep your personal information confidential and to protect your personal information from unauthorized and unlawful processing, accidental loss, destruction or damage, as well as unauthorized access, copying, use, modification or disclosure. Unfortunately, communications over the Internet can never be fully secure. Coherent cannot accept responsibility for any unauthorized access or loss of personal information that is beyond our control.

9.0 WHAT ARE YOUR PRIVACY RIGHTS?

Subject to the conditions set forth under applicable law, you may have the right to access, correct, or delete your personal information. Coherent will take reasonable steps to keep your personal information up to date. When requesting access to your personal information, please note that Coherent may request specific information from you to confirm your identity and right to access, as well as to search for and provide you with the personal information you requested. Your right to access the personal information that Coherent holds about you is not absolute. There are instances where applicable law or regulatory requirements allows or requires us to refuse to provide some or all of your personal information. If Coherent cannot provide you with access to your personal information, Coherent will strive to inform you of the reasons why, subject to any legal restrictions. Where our processing of personal information relies on your prior consent, you may withdraw such consent at any time. However, we may not be able to process your application if you do so. Please also note that we may need to retain certain personal information for recordkeeping purposes and/or to complete any transactions that you began prior to requesting a change or deletion.

Please also see the Additional Information for certain jurisdictions section below for more information on rights you may have. For further information regarding your rights, or to exercise any of your rights, please contact us as set forth below.



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10.0 CONTACT US

If you have questions or concerns about this Notice or Coherent's practices for handling Applicant personal information or would like to exercise your privacy rights, please contact us at: [Privacy Request Form](#).

11.0 CHANGES TO THIS NOTICE

Coherent reserves the right to modify this Policy, as needed, to reflect changes in applicable laws or otherwise. We may change, update, or modify this Notice from time to time. If we make any changes to this Notice that materially affect our practices regarding the personal information, we have previously collected from you, we will endeavor to provide you with notice in advance of such change.

12.0 ADDITIONAL INFORMATION FOR CERTAIN JURISDICTIONS

12.1 Information for Applicants in Singapore

If you are located in Singapore, you may also have, subject to, and to the extent permitted by, applicable law, the right to information about how we have used or disclosed your personal information in the previous 12 months, in each case subject to any conditions set out in applicable law and the right to (1) request deletion of your personal information in certain circumstances; (2) withdraw your consent to processing of your personal information; (3) request your personal information in a structured, commonly used and machine-readable format; and (4) lodge a complaint with us and/or a supervisory authority if you consider that the processing of your personal information infringes applicable data protection laws and regulations.

You can contact our Singapore Data Protection officer at privacy@coherent.com, with the subject line "ATTN: Singapore DPO."

12.2 Information for EEA/UK Applicants

If you are located in the EEA/UK, you may, subject to certain exemptions, and in some cases dependent upon the legal basis we rely upon (see Section 4.3 above), you have the following rights regarding your personal information:

Access: you have the right to obtain from us: confirmation that personal information is being processed and to request access to and a copy of the personal information we hold about you.

Portability: you may receive a copy of the personal information that you have provided to us, in a structured, commonly used and machine-readable format and require us to transmit it to other personal information controllers where this is technically feasible, if the processing of your personal information is based on your consent or a contract and the processing is carried out by automated means.



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Rectification: you have the right to the request that we rectify (i.e., correct) any inaccurate personal information and to have incomplete personal information completed.

Objection: to the extent we rely on our legitimate interest to use your personal information, you have the right to object to the processing of your personal information unless we can demonstrate that our compelling legitimate grounds for the processing outweigh your interests, rights, and freedoms or where we need to process the personal information to establish, exercise or defend legal claims.

Restriction: you may request to restrict our processing of your personal information:

- if you contest the accuracy of your personal information, the restriction period will extend at least for the time we need to verify your request;
- if you assert the processing is unlawful, you oppose the erasure of it and request restriction instead;
- we no longer need it, but you tell us you need it to establish, exercise or defend a legal claim; or
- if you object to processing based on a public or legitimate interest, the restriction period will extend at least for the time we need to verify your request.

Erasure: you may request us to erase your personal information:

- if it is no longer necessary for the purposes for which we have collected it;
- you have withdrawn your consent and no other legal ground for the processing exists
- you objected and no overriding legitimate grounds for the processing exist;
- the processing is unlawful; or
- erasure is required to comply with a legal obligation.

Right to lodge a complaint: you have the right to lodge a complaint with a supervisory authority, in your jurisdiction of residence, place of employment, or the location where the issue that is the subject of the complaint occurred.

Right to refuse or withdraw consent: if our processing of your personal information is based on your consent, you are free to withdraw your consent at any time by contacting us as set forth below. The lawfulness of any processing of your personal information that occurred prior to the withdrawal of your consent will not be affected.

Digital legacy: if you are an Applicant in France, you also have the right to issue directives relating to the disposition of your personal information after your death.

If you like to submit a request pursuant to your privacy rights, you may contact us as set out above in the 'Contact Us' section. If you are an Applicant in Germany, you may also contact our DPO:

FIRST PRIVACY GmbH – Peter Suhren
Konsul-Smidt-Str. 88, 28217 Bremen, Germany
www.first-privacy.com
Phone: +49 421 69 66 32-878
Fax: +49 421 69 66 32-81



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office@first-privacy.com

12.3 Information for PRC Applicants

This Section 12.3 applies if you are a resident of PRC, or your personal information is processed by us in the PRC or otherwise subject to the PRC data protection laws.

12.3.1 Purpose

If we decide to offer you a position and enter into employment relationship with you, we may process your personal information for creating an employee profile and preparing and executing employment contracts and other onboarding materials.

12.3.2 Legal basis

We rely on your consent for processing.

12.3.3 Your Rights to Your Personal Information

In addition to your rights mentioned above, you may also have, subject to and to the extent permitted by, applicable law, the right to: (1) request deletion of your personal information in certain circumstances; (2) withdraw your consent to processing of your personal information; (3) restrict or object to processing of your personal information in certain circumstances; (4) request copies of your personal information and information about how your personal information has been processed; (5) request de-registration of your user account if you have registered one with us on our Career site(s) or on our recruiting mobile app; and (6) lodge a complaint with us and/or a supervisory authority if you consider that the processing of your personal information infringes applicable data protection laws and regulations. We may use automated decision-making algorithm (by us or by a third-party service provider) to filter your application, which we will disclose separately to you in the respective submission channel. You are entitled to request elaboration on this in each single case and may refuse to accept a decision which is solely based on automated decision making.

12.3.4 Disclosure of Personal Information.

You may contact us at privacy@coherent.com if you would like to know the following details about the separate data controllers with whom we share your personal information: names, contact information, types of personal information shared and the purposes of sharing.

12.3.5 International Transfer of Personal Information

With your separate consent, we may transfer your personal information to Coherent entities or third parties outside of PRC. We will take measures as required by applicable law to ensure that the recipients



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provide an adequate level of data protection that is at least comparable to that required under applicable PRC laws to protect the integrity and security of your personal information.

We mainly transfer your personal information to the following overseas affiliates:

- Coherent Corp., with address at 375 Saxonburg Blvd., Saxonburg, PA 16056-9499, USA, whose contact information is +1 724 352 4455;
- Finisar Corporation, with address at 375 Saxonburg Blvd., Saxonburg, PA 16056-9499, USA, whose contact information is +1 724 352 5281; and
- Other group entities that you can find a full list of them in Section 3.

Such overseas affiliates may also transfer the received personal information to subsequent recipients and the relevant subsequent transfer details are set below:

- Our workforce management and human capital management service supplier: Automatic Data Processing, Inc.
- Our time and access control management and workforce management service supplier: Kronos Incorporated
- Our human resources management service supplier: Oracle America, Inc.
- Other external service providers engaged by group affiliates in overseas jurisdictions from time to time.

For more information about the transfers to these affiliates and the external service providers, please contact us via privacy@coherent.com.

12.3.6 Changes to this Notice

If we update this Notice due to changes to any processing activities that are based on your consent as the legal basis or require your separate consent, we will notify the update to you and obtain your consent.

12.4 Additional information for Applicants in California

This California Applicant Notice (“**CA Applicant Notice**”) describes how we collect, use, disclose and otherwise process personal information (as defined under the California Consumer Privacy Act (“**CCPA**”)) relating to external job applicants and potential candidates for positions with Coherent, who are California residents (“**California Applicants**,” “**you**,” or “**your**”), and is intended to satisfy our applicable notice requirements under the CCPA. We may provide California Applicants additional notices about our data collection practices that are covered by other laws.

The information in this CA Applicant Notice is intended to provide an overall description of our processing of California Applicant personal information. We may also provide California Applicants additional notices about our data practices, such as those covered by other laws (e.g., if we conduct a background check). We encourage you to carefully read this CA Applicant Notice, together with any other



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privacy notice we may provide to you.

The personal information that we collect, and our use and disclosure of such California Applicant personal information may vary depending on the circumstances, such as the position(s) or location for which you apply, as well as the associated qualifications and responsibilities. In addition, if you visit one of our offices or locations, we may collect information as part of our onsite security. The information in this CA Applicant Notice is intended to provide an overall description of our processing of personal information about California Applicants.

12.4.1 Scope

This CA Applicant Notice applies, generally, to the personal information that we collect and otherwise process about California Applicants, in the context of reviewing, assessing, considering, managing, storing or processing their applications or otherwise considering them for a position with us.

This CA Applicant Notice does not address or apply to our collection of personal information that is not subject to the CCPA, such as consumer credit reports and background checks, publicly available data, or other information that is exempt under the CCPA. This CA Applicant Notice also does not apply to the personal information we collect from contractors or employees, which is subject to different privacy notices, or to the personal information we collect about customers subject to the Coherent Privacy Policy (posted at [Privacy Statement | Coherent Corp.](#)).

12.4.2 Categories of Personal Information Collected

While our collection, use and disclosure of personal information varies based upon the job you apply for and our relationship and interactions with you, the table below, generally, identifies the categories of personal information about California Applicants that we collect and have collected in the prior twelve (12) months, as well as the categories of third parties to whom we may disclose this information for a business or commercial purpose. In addition to the third parties listed in the table below, we disclose your personal information to our service providers, who process the information on our behalf, other third parties as required by law, or otherwise with your consent. In some cases (or example where required by law), we may ask you to consent or give you certain choices prior to collecting or using certain personal information.

Categories of Personal Information	Third party disclosures for business or commercial purposes
Identifiers: such as a real name, aliases, postal address, unique personal identifiers, online identifiers, Internet Protocol addresses, email addresses, account names, Social Security number, driver’s license number, passport number or other government identifiers.	<ul style="list-style-type: none"> • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms
Categories of personal information described in Cal. Civ. Code § 1798.80: records containing	<ul style="list-style-type: none"> • advisors and agents • recruiters



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<p>personal information, such as name, signature, photo, contact information, education and employment history, Social Security number and other government identifiers, insurance policy numbers, financial and payment information, medical information, and health insurance information.</p>	<ul style="list-style-type: none"> • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Characteristics of protected classifications under California and federal law: such as race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, citizenship status, military/veteran status, marital status, medical conditions or other characteristics of protected classifications under California or US federal law. (Note: generally, this information is collected on a voluntary basis and is used in support of our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law.)</p>	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law
<p>Commercial information: such as records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms
<p>Biometric information: physiological, biological or behavioral characteristics that can be used alone or in combination with each other to establish individual identity (e.g., fingerprint, faceprints or voiceprints), where permitted by and in accordance with applicable laws.</p>	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms
<p>Internet or other electronic network activity information: such as browsing history, search history, and information regarding interactions with an internet website, application, or advertisement, as well as physical and network access logs and other network activity information related to use of a company device, network or other information resource.</p>	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Geolocation data: precise location information about a particular individual or device.</p>	<ul style="list-style-type: none"> • advisors and agents • recruiters



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	<ul style="list-style-type: none"> • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Audio, electronic, visual thermal, or similar information: audio, electronic, visual, thermal, olfactory, or similar information, such as CCTV footage, photographs, and call recordings and other audio recordings (e.g., recorded meetings and webinars).</p>	<ul style="list-style-type: none"> • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Professional and Employment related information: such as performance information, professional membership records, references, assessment records, resumes, cover letters and work history.</p>	<ul style="list-style-type: none"> • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Education information: information about education history or background that is not publicly available, personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).</p>	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries
<p>Inferences: inferences drawn from any of the information identified above to create a profile about an individual regarding her or his preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>	<ul style="list-style-type: none"> • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms
<p>Sensitive personal information: we may collect limited ‘sensitive personal information’ (as defined by the CCPA) from California Applicants, including: (a) Social Security number and other government identifiers (e.g., as part of the application and verification process); (b) racial or ethnic origin, or sexual orientation (e.g., on a voluntary basis to support of our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law); (c) citizenship and immigration status; (d) union membership; and (e) health and disability information (e.g., as necessary to provide reasonable accommodations).</p>	<ul style="list-style-type: none"> • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries



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12.4.3 Sources of personal information

In general, we may collect the categories of California Applicant personal information identified in the table above directly from California Applicants, related to California Applicants' use of company IT and other resources, our affiliated and subsidiaries, and in some cases also from the following categories of third party sources:

- Recruiters and recruiting platforms;
- Referrals and references;
- Employees;
- Your former employer;
- Publicly available information, data brokers, and other third party sources;
- Service providers, representatives and agents;
- Affiliates and subsidiaries; and
- Others as directed by you.

12.4.4 Retention

We retain your personal information as long as is reasonably necessary to fulfil the purposes described below or otherwise disclosed to you at the time of collection, unless a longer retention period is required or permitted by local law or necessary to protect our legal interest. For example, we will retain your application information as necessary to comply with our tax, accounting and recordkeeping obligations, as well as an additional period of time as necessary to protect, defend or establish our rights, defend against potential claims, and comply with our legal obligations. Please note that we may continue to retain your California Applicant personal information if you have provided information in other applications that have been submitted or are in progress.

12.4.5 Purposes for collecting and using personal information:

Generally, we may use the California Applicant personal information identified in the table above, for the following purposes:

- | |
|---|
| <p>Recruiting, hiring, and evaluating applicants: to review, assess, recruit, consider or otherwise manage job applications, including:</p> <ul style="list-style-type: none">• scheduling and conducting interviews• identifying candidates, including by working with external recruiters• reviewing, assessing and verifying information provided |
|---|



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- conducting criminal and background checks, and otherwise screening or evaluating qualifications, suitability and relevant characteristics
- extending offers, negotiating the terms of offers, and assessing salary and compensation matters
- satisfying legal and regulatory obligations
- communicating with applicants regarding their applications and other similar position(s) for which they may be interested
- maintaining personal information for future consideration
- in support of our equal opportunity employment policy and practices

Contacting you about potential positions: to identify other positions for which an applicant may be suited or interested, and to contact applicants about such positions. (If you do not wish to be contacted about potential positions, please let us know using the contact information below.)

Health and safety: for health and safety purposes, including conducting appropriate screenings of applicants prior to entering or accessing our premises.

Security and monitoring: to monitor and secure our resources, network, premises and assets, including:

- monitoring for, preventing, investigating and responding to security and privacy incidents
- providing and managing access to physical and technical access controls
- monitoring activities, access and use to ensure the security and functioning of our systems and assets; securing our offices, premises and physical assets, including through the use of electronic access systems and video monitoring
- conducting screenings of individuals before they enter our premises.

Auditing, accounting and corporate governance: for financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

M&A and other business transactions: for planning, due diligence and implementation of commercial transactions, for example mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions.

Defending and protecting rights: to protect and defend our rights and interests and those of third parties, including to manage and respond to applicant and other legal disputes, to respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Complying with legal obligations: relating to compliance with legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to those legal obligations, including under employment and labor laws and regulations, Social Security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.

12.4.6 Sensitive personal information

Notwithstanding the purposes described above, we do not collect, use or disclose of sensitive personal information about California Applicants beyond the purposes authorized by the CCPA (pursuant to Cal Civ.



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Code § 1798.121 and § 7027(l) of the CCPA regulations). Accordingly, we only use and disclose sensitive personal information about California Applicants as reasonably necessary and proportionate: (i) to perform our services requested by you; (ii) to help ensure security and integrity, including to prevent, detect, and investigate security incidents; (iii) to detect, prevent and respond to malicious, fraudulent, deceptive, or illegal conduct; (iv) to verify or maintain the quality and safety of our services; (v) for compliance with our legal obligations; (vi) to our service providers who perform services on our behalf; and (vii) for purposes other than inferring characteristics about you.

12.4.7 Sales and sharing of personal information

We do not 'sell' or 'share' (as defined under the CCPA) personal information or sensitive personal information related to California Applicants, including those we know to be under the age of sixteen.

12.4.8 Your CCPA rights

California Applicants, generally, have the following rights under the CCPA with respect to their personal information processed by us, subject to certain limitations and exceptions:

- Deletion: the right to request deletion of their personal information that we have collected about them.
- Know/access: the right to know what personal information we have collected about them, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom we disclose personal information, and the specific pieces of personal information we have collected about them.
- Correction: the right to request correction of inaccurate personal information we maintain about them.
- Opt out of sale and sharing: the right to opt-out of the sale and sharing of their personal information by us. However, as discussed above we do not sell or share California Applicant personal information.
- Limit use/disclosure of sensitive personal information: the right to request to limit certain uses and disclosures of sensitive personal information. However, as discussed above, we do not use or disclose Applicant personal information beyond the purpose authorized by the CCPA.
- Right to non-discrimination: the right not to be subject to discriminatory treatment for exercising their rights under the CCPA.

Submitting requests to know, correct and delete. California Applicants may submit requests to know, correct and delete their personal information through:

- Our online [Privacy Request Form](#)
- Via email to privacy@coherent.com



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We will take steps to verify your request by matching the information provided by you with the information we have in our records. Your request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative (*i.e.*, by completing all required fields on our webform if you choose to submit a request in that manner).
- Describe your request with sufficient details that allows us to properly understand, evaluate, and respond to it.

In some cases, we may request additional information in order to verify your request or where necessary to process your request. Authorized agents may initiate a request on behalf of another individual through one of the above methods; authorized agents will be required to provide proof of their authorization and we may also require that the relevant consumer directly verify their identity and the authority of the authorized agent.

12.4.9 Contacting us

If you have any questions regarding our use of personal information as described in this CA Applicant Notice, please contact privacy@coherent.com.

12.5 Information for Applicants in Vietnam

This Section applies if you are a resident of Vietnam or your personal information is processed by Coherent Services Vietnam Limited Liability Company in Vietnam.

12.5.1 Personal information we collect about you

Notwithstanding the above, we may collect, use or disclose personal information, including both basic and sensitive personal information, about you, for the purposes listed out above. The types of personal information we collect about you may vary depending upon the job position(s) or location, as well as the associated qualifications and responsibilities of the role you apply for and how you submit your application. The list below generally identifies the categories of personal information about Vietnamese Applicants that we may collect.

Categories of Personal Information	Third party disclosures for business or commercial purposes
Identifiers: such as a real name, aliases, postal address, unique personal identifiers, online identifiers, Internet Protocol addresses, email addresses, account names, signature, photo, contact information, education and employment history, Social Security number, driver’s license number, passport number or other government	<ul style="list-style-type: none"> • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms



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identifiers, insurance policy numbers, and health insurance information.	<ul style="list-style-type: none"> • others as required by law
Personal characteristics: such as sex, age, national origin, citizenship status, military/veteran status, marital status, or other characteristics.	<ul style="list-style-type: none"> • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law
Commercial information: such as records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	<ul style="list-style-type: none"> • service providers • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms • others as required by law
Internet or other electronic network activity information: such as browsing history, search history, and information regarding interactions with an internet website, application, or advertisement, as well as physical and network access logs and other network activity information related to use of a company device, network or other information resource.	<ul style="list-style-type: none"> • service providers • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law
Audio, electronic, visual thermal, or similar information: audio, electronic, visual, thermal, olfactory, or similar information, such as CCTV footage, photographs, and call recordings and other audio recordings (e.g., recorded meetings and webinars).	<ul style="list-style-type: none"> • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law
Professional or Employment related information: professional or employment-related information.	<ul style="list-style-type: none"> • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law
Education information: information about education history or background that is not publicly available.	<ul style="list-style-type: none"> • advisors and agents • regulators, government entities and law enforcement • affiliates and subsidiaries



<p>Inferences: inferences drawn from any of the information identified above to create a profile about an individual regarding her or his preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>	<ul style="list-style-type: none"> • others as required by law • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • internet service providers, operating systems and third party platforms • others as required by law
<p>Sensitive personal information: we may collect limited ‘sensitive personal information’ (as defined under applicable laws) from Applicants, including: (a) sensitive personal characteristics, such as: race, color, sexual orientation, gender identity, religion, disability, medical conditions (b) financial and payment information, (c) medical information, health and disability information (e.g., as necessary to provide reasonable accommodations); (d) biometric information: physiological, biological or behavioral characteristics that can be used alone or in combination with each other to establish individual identity (e.g., fingerprint, faceprints or voiceprints), where permitted by and in accordance with applicable laws; (e) criminal records; and (f) geolocation data: precise location information about a particular individual or device.</p>	<ul style="list-style-type: none"> • service providers • advisors and agents • recruiters • regulators, government entities and law enforcement • affiliates and subsidiaries • others as required by law

12.5.2 Purposes for collecting and using personal information:

Generally, we may use Vietnam Applicant personal information for the following purposes:

- Recruiting, hiring, and evaluating Vietnamese Applicants: to review, assess, recruit, consider or otherwise manage job applications, including:
 - scheduling and conducting interviews;
 - identifying candidates, including by working with external recruiters;
 - reviewing, assessing and verifying information provided;
 - conducting criminal and background checks, and otherwise screening or evaluating qualifications, suitability and relevant characteristics;
 - extending offers, negotiating the terms of offers, and assessing salary and compensation matters;

- satisfying legal and regulatory obligations;
- communicating with California Applicants regarding their applications and other similar position(s) for which they may be interested;
- maintaining personal information for future consideration; and
- in support of our equal opportunity employment policy and practices.
- Contacting you about potential positions: to identify other positions for which an applicant may be suited or interested, and to contact applicants about such positions. (If you do not wish to be contacted about potential positions, please let us know using the contact information below.)
- Health and safety: for health and safety purposes, including conducting appropriate screenings of Applicants prior to entering or accessing our premises.
- Security and monitoring: to monitor and secure our resources, network, premises and assets, including:
 - monitoring for, preventing, investigating and responding to security and privacy incidents
 - providing and managing access to physical and technical access controls;
 - monitoring activities, access and use to ensure the security and functioning of our systems and assets; securing our offices, premises and physical assets, including through the use of electronic access systems and video monitoring; and
 - conducting screenings of individuals before they enter our premises.
- Auditing, accounting and corporate governance: for financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.
- M&A and other business transactions: for planning, due diligence and implementation of commercial transactions, for example mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions.
- Defending and protecting rights: to protect and defend our rights and interests and those of third parties, including to manage and respond to applicant and other legal disputes, to respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.
- Complying with legal obligations: relating to compliance with legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to those legal obligations, including under employment and labor laws and regulations, Social Security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.

12.5.3 Your Rights to Your Personal Information

If you are located in Vietnam, in addition to your rights mentioned above, you may also have, subject to and to the extent permitted by, applicable law, the following rights: (i) right to know; (ii) right to consent; (iii) right to access; (iv) right to withdraw consent; (v) right to delete data; (vi) right to restrict data processing; (vii) right to be provided with data; (viii) right to object data processing; (ix) right to complain, to denounce, to initiate lawsuit; (x) right to claim for damages; and (xi) right to self-protection. These additional rights are subject to entitlements and exceptions under applicable laws. For example, we may



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not be able to honor certain rights requests without taking steps to verify your identity.

While we respect your rights, you understand that the personal information requested as mandatory in your application process is required in order to assess your application for employment with us. Failure to provide any mandatory information will mean that we cannot carry out certain processes.

12.5.4 Our Processing methods

We may process your application by ourselves or by our processor, manually or using automated algorithm.

12.5.5 Potential unwanted consequences

In compliance with applicable laws and regulations, Coherent strives to maintain legal, organizational, physical, technical and procedural safeguards that are appropriate in relation to the sensitivity of the personal information in question. These safeguards are designed to keep your personal information confidential and to protect your personal information from unauthorized and unlawful processing, accidental loss, destruction or damage, as well as unauthorized access, copying, use, modification or disclosure. Unfortunately, no safeguards can be fully secured, and incidents may happen. In such a case, Coherent cannot accept responsibility for any unauthorized access or loss of personal information that is beyond our control.

12.5.6 Processing duration

We may start processing your personal information upon our receipt of your personal information, pursuant to the legal bases for processing of the personal information, until the expiry of the personal information retention period above.

12.5.7 Other person's Personal Information

You understand that you may provide to us other person's personal information in the course of your application, such as referee's information, and we will process such Personal Information in pursuant to this Notice. You understand and agree that you have the sole responsibility to (i) obtain all necessary consents; and (ii) notifying this Notice to such person, before providing such Personal Information to us.

12.6 Information for Applicants in South Korea

12.6.1 Disclosures of Personal Information to Third Parties

As described in more detail in [Section 5](#). above, we disclose your personal information for the purposes listed in [Section 4.2](#). We do not process your personal information beyond the original scope or provide personal information to a third party without your prior consent, unless otherwise permitted under the Personal Information Protection Act ("**PIPA**"). In such case, we will determine with due care whether to use or provide your personal information considering the overall circumstances, including the relevant



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laws and regulations, such as the PIPA, purpose of using or providing your personal information, how your personal information will be used or provided, types of personal information to be used or provided, matters to which you have provided consent or which were notified or informed to you, impact on you upon the use or provision of your personal information, and measures taken to protect your personal information. If you do not wish to have your personal information transferred overseas, please contact Data Privacy Office via email at privacy@coherent.com. In such case, however, you may not be able to enter into or maintain an agreement with us.

12.6.1.1 Third Party Provision:

Coherent Group provisions personal information of the applicants to countries outside of the Republic of Korea as follows:

Recipient Name (Contact Information)	Recipient's Purpose of Using the Personal Information	Items of Personal Information to be Provided	Period of Retention and Use by Recipient
Coherent Group Entities (for a full list of Coherent Group Entities see https://coherent.com/legal/list-of-the-subidiaries/ .)	As listed under Section 4.2 above	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection
Very Good Tour	Travel Management	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection
Korea Medical Institute	EH&S consulting, Health examination institution	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection
GCi-med & CHA medical center	Conducting health assessments	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection

12.6.1.2 Third Party Delegation:

Coherent Group delegates personal information of the applicants to countries outside of the Republic of Korea as follows:



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Delegatee	Country where Delegatee is Located	Timing and Method of Transfer	Purpose of the Delegated Tasks	Items of Personal Information to be Delegated	Period of Retention and Use by Delegatee
Coherent Corp.	USA	Transferred through telecommunication network from time to time as needed	As listed under Section 4.2 above	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection
Oracle HR	USA	Transferred through telecommunication network from time to time as needed	As listed under Section 4.2 above	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection
Salesforce	USA	Transferred through telecommunication network from time to time as needed	As listed under Section 4.2 above	As listed under Section 4.1 above	As reasonably necessary for the purposes described above or otherwise disclosed to you at the time of collection

12.6.2 Retention.

We retain your personal information as long as is reasonably necessary to fulfil the purposes described below or otherwise disclosed to you at the time of collection, unless a longer retention period is required or permitted by local law or necessary to protect our legal interest. For example, we will retain

your application information as necessary to comply with our tax, accounting and recordkeeping obligations, as well as an additional period of time as necessary to protect, defend or establish our rights, defend against potential claims, and comply with our legal obligations. Please note that we may continue to retain your personal information if you have provided information in other applications that have been submitted or are in progress.

12.6.3 How to Exercise Your Privacy Rights.

You can exercise your rights under the PIPA, including your right to access, correction, deletion, or request that we restrict certain processing of your personal information by submitting a request yourself, through a legal representative or a delegate. If you use a representative or delegate, you must submit a power of attorney in accordance with Annex Form No. 11 of the Notification on Processing of Personal Information (Notification No. 2020-7).

12.6.4 Destruction of Personal Information.

Once the purpose(s) of collecting and using personal information are fulfilled, Coherent will delete your personal information without undue delay, unless we are required to retain the personal information to comply with other laws and regulations. In such case, we will only retain such personal information and files for such limited purpose and store and manage it separately from other personal information we process. When deleting your personal information, we will take reasonable and technically feasible measures to ensure that the personal information is irrecoverable. For example, electronic files which contain personal information will be deleted permanently using a technical method which makes the files irrecoverable, and any other records, printouts, documents or any other recording media will be shredded or incinerated.

12.6.5 Security.

Coherent has taken the following organizational, technical and physical measures designed to protect your personal information:

- **Organizational measures:** establishment and implementation of internal management plan, periodic education for employees handling personal information of South Korean applicants;
- **Technical measures:** including management of access rights such as personal information processing systems, installation of access control systems, encryption of passwords, and installation of reasonable security programs.
- **Physical measures:** Control of access to personal information storage areas such as computer rooms and data storage rooms.

12.6.6 Contact Information.

South Korean applicants may contact our Data Privacy Office, which handles personal information



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protection inquiries and related grievances, via email at privacy@coherent.com. We will use our best endeavors to respond to complaints from users in a timely manner.