

## 1. PURPOSE AND INTRODUCTION

Coherent Corp. and its subsidiaries (“Coherent” or the “Company”) is committed to maintaining a safe and healthy workplace for all employees, contractors, visitors, and the community. Our comprehensive Occupational Health & Safety (“OHS”) program is central to our core values and essential to our continual growth and long-term success. Coherent requires the full participation of each Coherent employee and all personnel to integrate OHS awareness into all aspects of our operations. To support this commitment, the Company has established the following Occupational Health & Safety Management System Policy (the “Policy”), which underpins the EHS-005 Policy.

## 2. SCOPE

This policy applies to all Coherent sites (each, a “Site”), including but not limited to manufacturing, research, testing, new product development, supply chain, sales, service and support.

**Note:** This policy is applicable regardless of whether a Site holds formal ISO 45001 certification. Sites that are certified (an “ISO Certified Site”), or intend to obtain ISO 45001 certification, must comply with additional requirements beyond the baseline obligations outlined in this policy.

## 3. RESPONSIBILITIES

- Site-management is responsible for ensuring that this Policy is implemented and for providing the resources necessary for its success.
- All Coherent employees and personnel are responsible for working in a safe and environmentally friendly manner and supporting the implementation of this policy.
- Cross-functional collaboration between EHS, ESG and Quality to ensure the suitability, adequacy and effectiveness of the Occupational Health & Safety Management System (ISO 45001) and related processes are being maintained effectively.

## 4. Key Terms

4.1. **EHS** means Environmental Health and Safety.

4.2. **ESG** means Environmental Social Governance.

4.3. **ISO 45001** means the Occupational Health and Safety (OHS) Management System.

## 5. THE POLICY

**Fully satisfying health & safety requirements, preventing workplace injuries and health risks, promoting wellbeing and continually improving.**

Coherent is committed to providing safe and healthy working conditions that enable the prevention of work-related injury and illnesses and ensure compliance with all applicable compliance obligations.

**Management at each Site is responsible for:**

- making this Policy publicly available to all Coherent employees and interested parties.

- encouraging the understanding that health and safety are everyone's responsibility.
- promoting a culture of continual improvement
- acting to eliminate hazards and reduce OHS risks.

The following supplementary elements are essential to fulfil ISO 45001 requirements. These elements are mandatory for ISO Certified Sites.

**Management at each ISO Certified Site shall:**

- establish a framework for setting OHS objectives and regularly review performance to achieve occupational health and safety related Key Performance Indicators (KPIs).
- facilitate and actively support consultation sessions regarding OHS topics, ensuring the participation of workers and, where applicable, their representatives.

## 6. IMPLEMENTATION

- Coherent will regularly review and update this policy and our EHS program to ensure their ongoing effectiveness.
- Coherent will regularly evaluate the success of this Policy through internal and external audits and by tracking KPIs.

## 7. QUESTIONS AND REPORTS

Contact Global Quality or Global EHS for questions concerning this 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, or report the violation by visiting the Coherent Compliance Hotline at <https://coherent.ethicspoint.com>.

## 8. COMMUNICATION

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

The Company will communicate any future changes to this Policy. The Company reserves the right to modify this Policy, as needed, to reflect changes in applicable laws or otherwise.