

## COMPANY STATEMENT SUPPLIER DIVERSITY PROGRAM

Coherent Corp., including its subsidiaries (the “company”), works to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate. We are committed to developing mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged/disabled, veteran-owned, and LGBTQ+ business enterprises that enable Coherent to achieve our business objectives and environmental, sustainability, and governance (ESG) objectives, as outlined in our annual [ESG report](#).

The primary goal of Coherent’s Supplier Diversity Program is to provide opportunities to diverse suppliers that satisfy our procurement and contractual standards. Secondly, it supports our customers in achieving their own corporate diversity goals; core elements of our company’s I CARE values (Integrity, Collaboration, Accountability, Respect, and Enthusiasm), and the values, business requirements, and corporate diversity goals of our customers. The scope of the program is for US suppliers.

Coherent’s Supply Chain and Procurement departments are responsible for identifying and including diverse suppliers and service providers in the procurement process. Diverse suppliers that demonstrate the ability to add value, provide high-quality goods and services at a competitive price, are reliable, and are aligned with our strategic business model may be included in our sourcing and procurement process.

We require that diverse suppliers provide proof of certification. The definitions and processes required for registration and certification are found in the U.S. Federal Acquisition Regulation (FAR). Please refer to FAR Part 19, Small Business Programs. The definition for service-disabled veteran can be found in U.S. Public Law 106.50, the Veterans Entrepreneurship and Small Business Development Act of 1999. Guidelines established by the U.S. Small Business Administration (SBA) and the National Minority Supplier Development Council (NMSDC) are used to determine the certification status for diverse suppliers. The National LGBT Chamber of Commerce’s Supplier Diversity Initiative (NGLCC SDI) offers certification to LGBTQ+ business enterprises.

STATEMENT NUMBER	APPROVALS	APPROVED
PRO-001	Jeff Place, Chief Supply Chain Officer	October 27, 2025

### REVISION HISTORY

Revision	Date	Description of Change	Requested By
Original	02/23/2023		
	05/12/2025	Minor update and clarification	Valerie Estacuy
	10/27/2025	Organization change, policy reconfirmed with no changes	Valerie Estacuy