

COMPANY STATEMENT

STATEMENT ON THE PREVENTION OF MODERN SLAVERY AND HUMAN TRAFFICKING

Coherent Corp., including its subsidiaries, (“Coherent”) is dedicated to conducting business with the highest standards of ethics and integrity, as well as in a socially responsible manner. We support the protection of fundamental human rights and are committed to a work environment that is free from forced labor, slavery, and human trafficking both in our own business operations, as well as in our supply chains. Our respect for human rights is reflected in our Code of Ethical Business Conduct (the “Code”), as well as in our other policies and practices described below, which constitute the steps we have taken against modern slavery in our business operations and supply chains during the fiscal year ending June 30, 2025.

ABOUT COHERENT AND OUR SUPPLY CHAINS

Coherent, a global leader in materials, networking, and lasers and is a vertically integrated manufacturing company that develops, manufactures, and markets engineered materials, optoelectronic components and devices, and lasers for use in the industrial, communications, electronics, and instrumentation markets. We are located in over 24 countries around the world, with our global headquarters located at 375 Saxonburg Boulevard, Saxonburg, Pennsylvania 16056, USA.

Due to Coherent’s worldwide operations and varied product offerings, our global supply network is composed of thousands of suppliers across a broad range of industries and geographies, including contract manufacturers, strategic suppliers, and logistics service providers.

COHERENT’S POLICIES AND STATEMENTS ON ETHICAL CONDUCT AND PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING

The policies and statements below communicate our values and establish our expectations regarding human rights, forced labor and human trafficking, and the treatment of others:

- **[The Code of Ethical Business Conduct](#)**: Our Code is a key tool to embody Coherent’s values in practice and provides our people, stakeholders, and business partners with an understanding of the standards, principles, and expectations by which we conduct our business. The Code is designed to promote the highest standards of integrity and ethical conduct, respect for others, and compliance with applicable laws, rules, and regulations, including those governing human rights, labor, and anti-human trafficking.
- **[Human Rights and Labor Policy](#)**: At Coherent, we strive to maintain an environment that is grounded in our values and characterized by mutual trust and the prevention of forced labor, degrading treatment, unsafe working conditions, and any form of modern slavery or human trafficking. Through the implementation of our Human Rights and Labor Policy, we are committed to protecting the human rights of all workers, promoting fair labor practices, and contributing to the eradication of exploitation, forced labor and child labor in supply chains and operations.

- **Supplier Code of Conduct:** In 2025, Coherent became a member of the Responsible Business Alliance (RBA) and previously adopted the RBA Code of Conduct as our Supplier Code of Conduct. Our Supplier Code of Conduct details the responsible management of labor, health and safety, environment, ethics, and management system standards that we expect our suppliers to meet. The following labor topics are included in our Supplier Code of Conduct:
 - Freely chosen employment,
 - Young workers,
 - Working hours,
 - Wages and benefits,
 - Humane treatment,
 - Non-discrimination/non-harassment, and
 - Freedom of association.

- **Supplier ESG Standards Statement:** We understand the crucial role that our supply chain plays within our overarching Environmental, Social, and Governance (ESG) strategy. As a result, Coherent’s Supplier ESG statement details our standards in relation to ESG factors within our supply chain. Specifically, we expect our suppliers to comply with applicable regulations and follow the Coherent Supplier Code of Conduct.

- **Responsible Minerals Statement:** Coherent strives to act in an environmentally and socially responsible manner by complying with applicable laws and regulations while meeting the needs of our customers and shareholders. Our Responsible Minerals statement underscores our commitment to an ethical and transparent supply chain by increasing our supply chain due diligence measures and sourcing materials from suppliers that share our values around human rights, ethics, and environmental responsibility.

COHERENT’S OTHER EFFORTS TO PREVENT MODERN SLAVERY AND HUMAN TRAFFICKING

In addition to written policies and statements, Coherent is committed to the prevention of modern slavery and human trafficking in our business and supply chains through the following practices:

- **Supplier Screening:** Coherent continues to assess and strengthen its due diligence procedures to help ensure alignment with our supplier requirements and to identify international trade risks, including forced labor and human trafficking abuses.

- **Contractual Requirements:** We communicate our expectations regarding compliance with applicable laws and regulations, including anti-human trafficking and forced labor laws, to our suppliers through our contract clauses. Our standard Master Supply Agreement and Terms and Conditions require that our suppliers represent and warrant that, among other things:
 - Their products will be manufactured and delivered to Coherent in compliance with all applicable laws and regulations, including those related to forced and child labor;

- Their suppliers manufacture or procure all materials or components provided to them in compliance with all applicable laws and regulations, including those related to forced and child labor;
 - They will comply with our Supplier Code of Conduct, policies and other compliance requirements; and
 - They will act in a manner consistent with our Code.
- **Reporting/Grievance Mechanism:** Our [Compliance Hotline](#) is a publicly available, third-party operated, multilingual reporting tool that allows for anonymized reporting of ethics and compliance concerns. It is available 24 hours a day, seven days a week, worldwide.

This Statement on the Prevention of Modern Slavery and Human Trafficking (this “Statement”) is made on behalf of Coherent pursuant to Section 54(1) of the United Kingdom’s Modern Slavery Act 2015 and constitutes Coherent’s slavery and human trafficking statement for the financial year ending June 30, 2025.

This Statement has been approved by Coherent’s Board of Directors.



Jim Anderson
Chief Executive Officer
Coherent Corp.