COHERENT SUSTAINABILITY UPDATE

Oct 22, 2026

Richard Marino
Director of Sustainability

Coherent Confidential

COHERENT

COHERENT SUSTAINABILITY PROGRAM CONTINUES TO GAIN MOMENTUM









OUR TOP PRIORITIES TO ADDRESS FOR SUSTAINABILITY AND GLOBAL IMPACT ARE:

ENVIRONMENT

- Climate Action
- Water Usage
- Waste Minimization

SOCIAL

- Human Rights
- Health & Safety
- Inclusive Culture

GOVERNANCE

- Compliance with all laws and regulations that apply to us
- Operating with the highest ethical standards, free of corruption, bribery, fraud, and conflicts of interest
- Adhere to the Responsible Business Alliance Code of Conduct

SUSTAINABILITY SCOPE

- Sustainability is an all-hands commitment
- Sustainability is a whole-supply-chain issue

FROM THE CEO



Welcome to our 2025 Global Impact Report.

For more than five decades, Coherent has delivered world-class technologies that power the most transformative innovations globally—from photonic solutions powering the next generation of datacenters and AI, to precision optics that drive semiconductor manufacturing and ultrafast lasers that enable life-saving medical procedures. But innovation alone is never our end goal. It is the means by which we improve lives, enable sustainable growth, and create long-term value for all of our stakeholders.

Sustainability is core to our business. In the end, it is not just how our products perform that matters, but how we make them. Sustainability is not a separate initiative—it is an all-hands commitment that requires diligence, ethical conduct, and a continuous drive for improvement across every level of our organization. We also consider it to be a whole supply-chain issue, and we expect every one of our suppliers to join us in these efforts.

As we move forward, we are doing so as one Coherent—leveraging our global scale, deep technical expertise, and strong customer relationships to deliver both innovation and impact. While we serve a diverse set of industries and regions, we are aligned by our I CARE values: Integrity, Collaboration, Accountability, Respect, and Enthusiasm. These values guide our actions and reinforce our commitment to advancing environmental and social responsibility across our operations.

After my first full year as CEO, I'm even more energized by the opportunities ahead. No other company is better positioned to harness the power of light to help customers solve complex challenges and accelerate progress. And as we do, we remain deeply mindful of our responsibilities—to our planet, to our people, to the communities where we operate, and to you, our stakeholders.

Thank you for your continued interest and trust in Coherent.

Jim Anderson
Chief Executive Officer

COHERENT MANAGEMENT SYSTEM

OUR QUALITY POLICY:
FULLY SATISFYING CUSTOMERS AND CONTINUALLY IMPROVING

SAFETY POLICY

Fully satisfying health and safety requirements, preventing workplace injuries and health risks, promoting well-being and continually improving.

ENERGY POLICY

Fully satisfying energy requirements, including performance, efficiency, use and consumption, and continually improving.



ENVIRONMENTAL POLICY

Fully satisfying environmental requirements, protecting the environment, and continually improving.

SUSTAINABILITY POLICY

Integrating ethical, environmental, social, and governance principles into our decisions and actions, and continually improving.

COHERENT

COHERENT SUSTAINABILITY PERFORMANCE

ecovadis



- Coherent ranks in top 5% of all rated companies globally, for second year in a row

Responsible Business Alliance
Advancing Sustainability Globally



- Coherent goes beyond compliance and joined as an RBA member in 2024

CDP
DISCLOSURE INSIGHT ACTION

B

- Coherent has made significant commitments on Greenhouse Gas (GHG) Emissions reduction:
  - 50% reduction in Scope 1 & 2 emissions by 2030, compared to FY2023 baseline
  - 100% renewable electricity by 2030
  - Net Zero Scope 1 & 2 emissions by 2040
  - 50% reduction of Scope 3 upstream emissions intensity by 2040, compared to FY2024 baseline

COHERENT SOCIAL FOCUS

Safety

- ~66% headcount growth in last year (!)
- Over 50% of Coherent headcount work at an ISO45001 certified site, and increasing

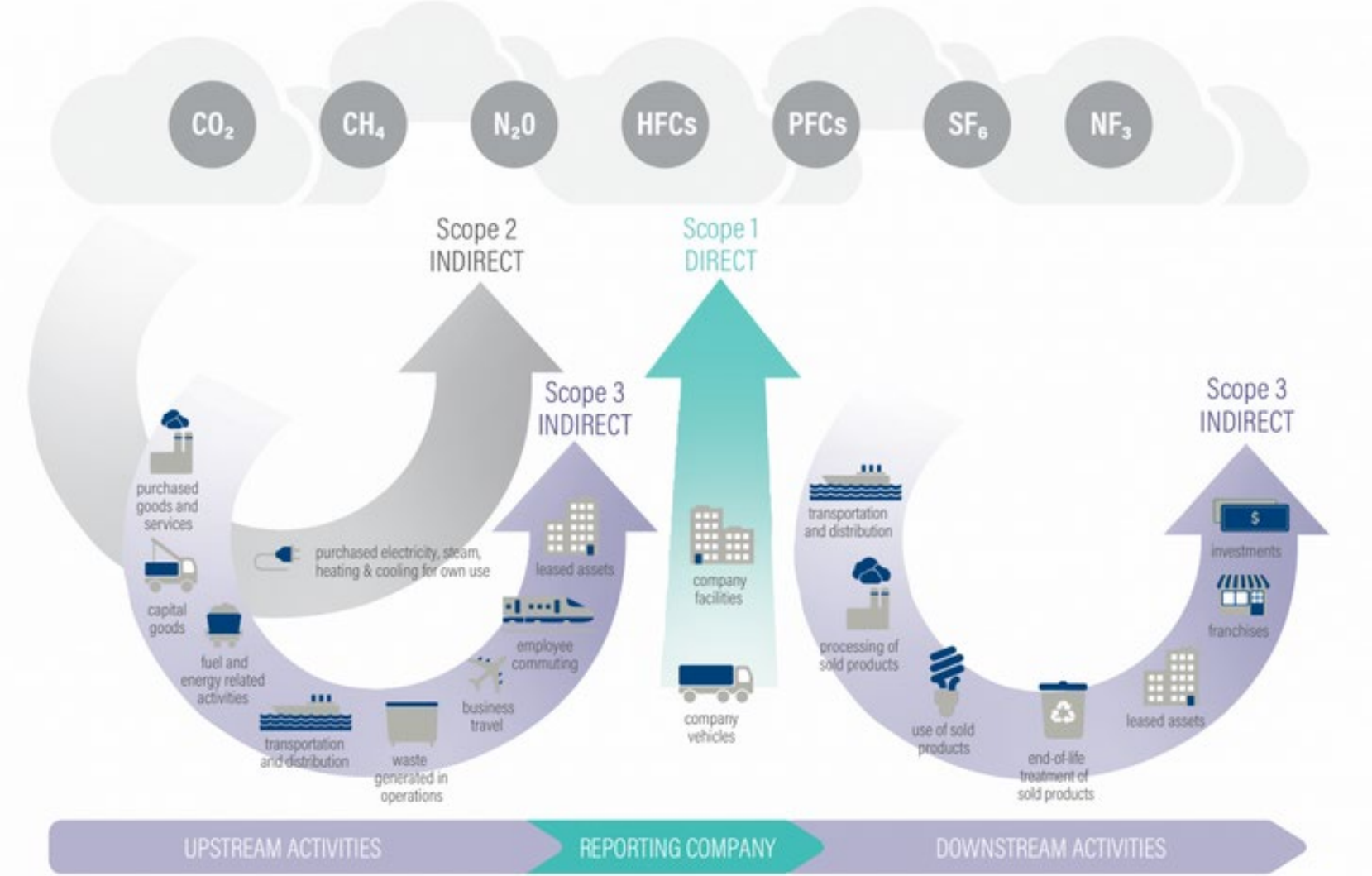
RBA compliance*

- For the personnel in our operations
- For the workers in our supply chain

*Note: Where application of an RBA requirement is prohibited or restricted by applicable law or governmental requirements, that requirement will not apply to the affected location or operation to the extent of such prohibition or restriction. In the event of any conflict, applicable law and governmental requirements will control.

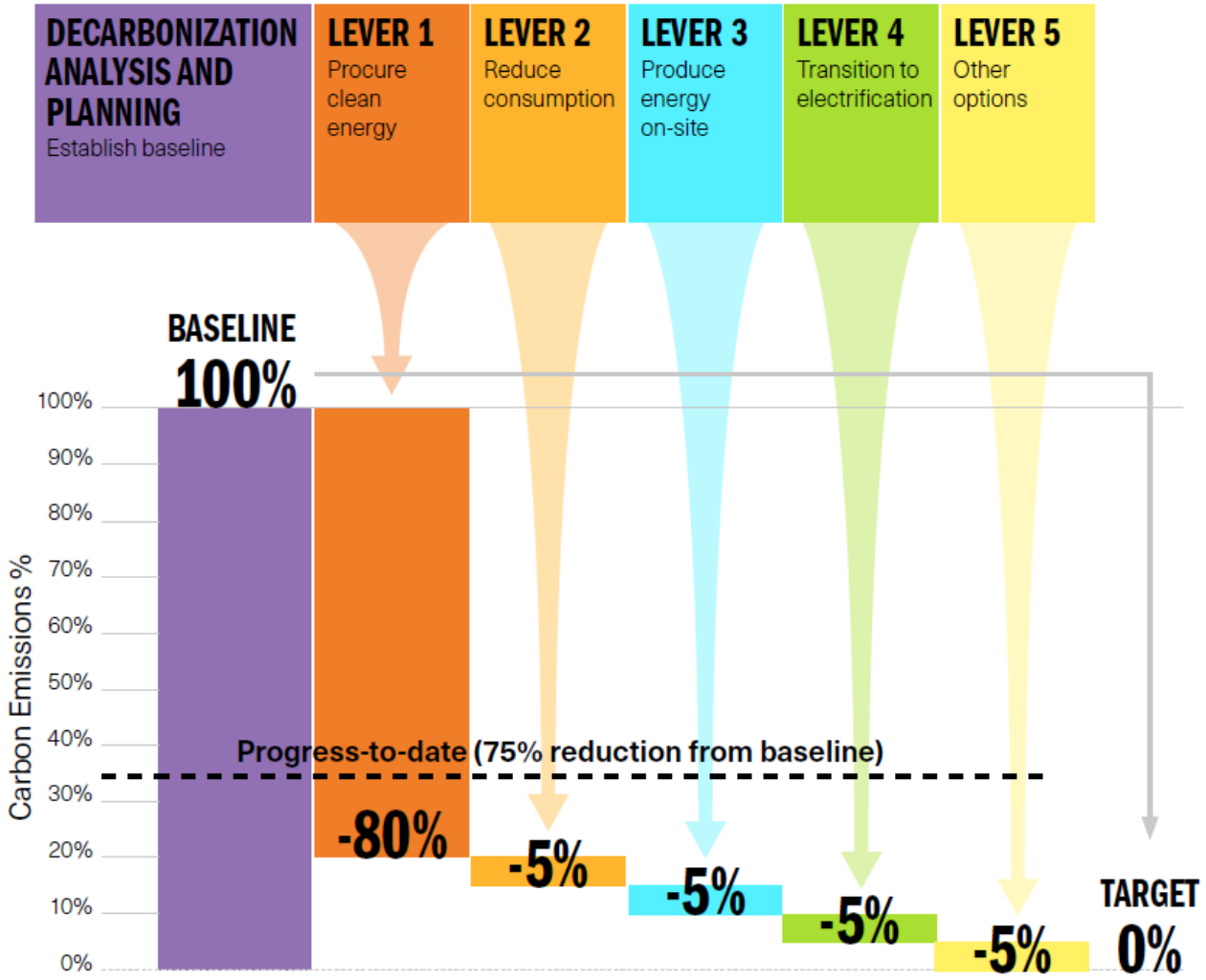

COHERENT

GREENHOUSE GAS EMISSIONS - SCOPE 1, 2, AND 3 DEFINITIONS



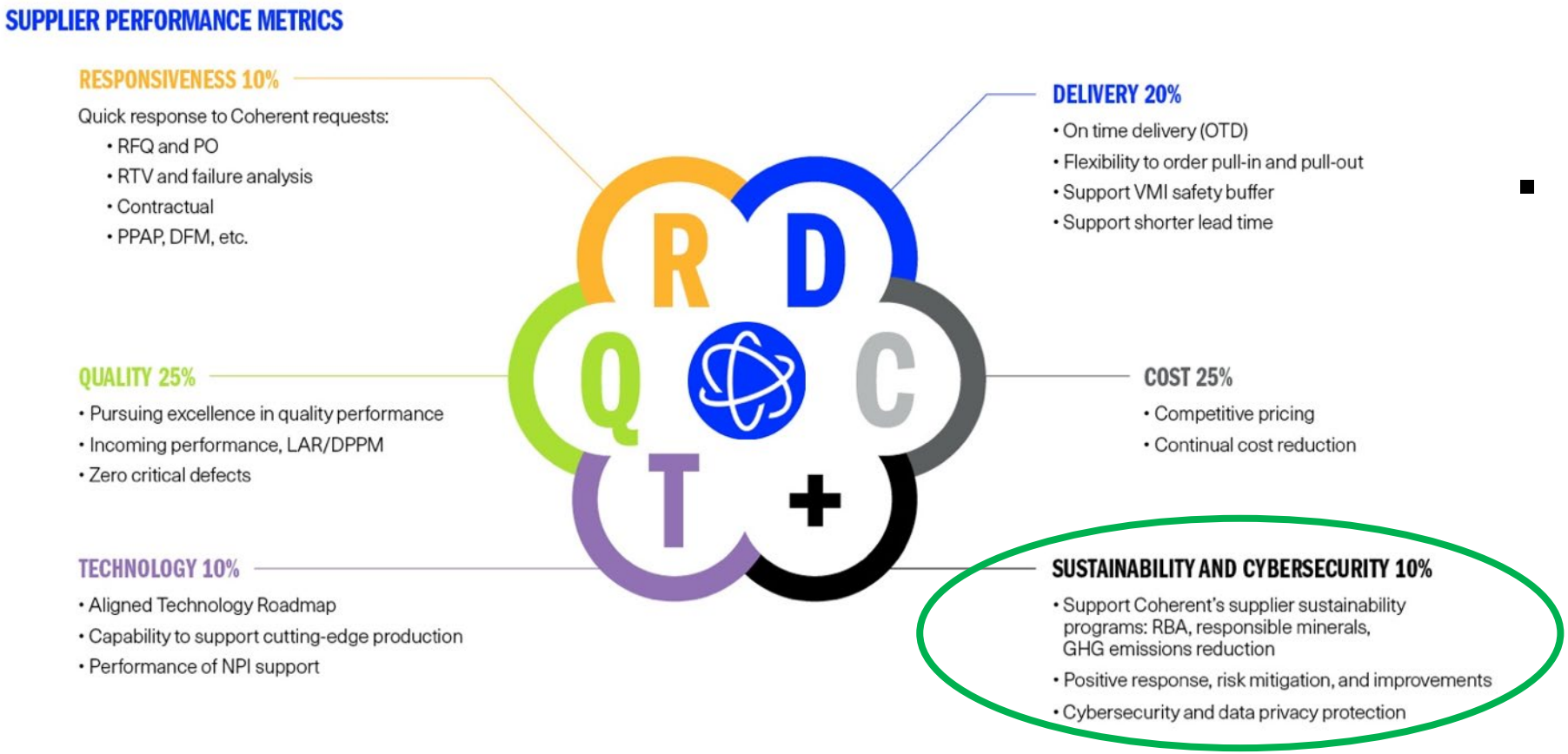
https://www.wri.org/initiatives/greenhouse-gas-protocol

EMISSIONS REDUCTION APPROACH – SCOPE 1 & 2



- **Activities underway in each Lever**
- **Lever 1:**
  - Significant renewable electricity procurement activities
- **Lever 2:**
  - Coherent Lean initiative
- **Lever 3:**
  - On-site solar at several locations
- **Lever 4:**
  - Fossil fuel equipment policy directing phase-out of all fossil fueled equipment over time
- **Lever 5:**
  - Investigating F-GHG abatement, carbon credits

EMISSIONS REDUCTION APPROACH – SCOPE 3 UPSTREAM



- **Sustainability criteria are a factor in procurement decisions**
- **Working to implement carbon-adjusted pricing reviews to further drive emissions reduction focus with suppliers**