



## **1.0 PURPOSE AND INTRODUCTION**

Coherent, Inc. is committed to protect and sustain the environment and provide is committed to providing a safe and healthy workplace for all employees, contractors, visitors, and the community . Our comprehensive Environmental Health & Safety (EH&S) program is not only central to our core values, but we also recognize that it is vital to our sustained growth. Coherent, Inc. requires the full participation and assistance of every employee to integrate environmental, health and safety awareness into all of our activities. In pursuit of this goal, we have established the following Energy Policy.

## **2.0 SCOPE**

All business unit activities within Coherent, Inc., Laser Segment - including but not limited to manufacturing, research, testing, new products, supply chain, sales, service, and support, who are certified according to ISO 50001.

## **3.0 RESPONSIBILITY**

- Management is responsible for ensuring that this policy is implemented and for providing the resources necessary for its success.
- All employees are responsible for working in a safe and environmentally friendly manner and supporting the implementation of this policy.
- Cross functional collaboration between EHS, ESG & Quality to ensure he suitability, adequacy and effectiveness of the Energy Management System and related processes are being maintained effectively.

## **4.0 KEY TERM**

EHS – Environmental Health and Safety  
ESG – Environmental Social and Governance  
ISO 50001 – Energy Management System

## **5.0 THE POLICY**

Coherent, Inc. is committed to improve our energy efficiency and to comply with all applicable compliance obligations.

- We will regularly review Energy objectives, targets, and performances.
- We will ensure the availability of information and necessary resources to achieve energy objectives and targets.
- We will relentlessly drive a culture of Continual Improvement to achieve energy related performance.
- We will consider energy efficiency during design activities and procurement of new systems, processes, services, and products.
- We will communicate the Energy Policy to all employees and interested parties.
- We will promote awareness, that Energy Efficiency is everyone's responsibility.

## **6.0 RECORD RETENTION**

Standard policy retention requirements apply.



**7.0 IMPLEMENTATION**

- We will regularly review and update our policy and EHS program to ensure their ongoing effectiveness.
- The success of this policy will be regularly evaluated through internal and external audits and by tracking key performance indicators.
- If you violate this Policy, you may be subject to disciplinary action, including termination.

**8.0 QUESTIONS AND REPORTS**

Contact Quality, EHS or ESG for related questions concerning the Energy Management System 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, the Chief Legal and Compliance Officer, or call the Coherent Compliance Hotline at +1.866.829.3062.

**9.0 COMMUNICATION**

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

This Policy and any future changes will be communicated by the Global Ops SVP. The Company reserves the right to modify this Policy, as needed, to reflect changes in applicable laws or otherwise.

APPROVALS	APPROVALS COMPLETED DATE
Brad Dudschus, SVP Global Ops	

**REVISION HISTORY**

Revision	Date	Description of Change	Requested By
D157186revAG	6/14/2023	Template change and update	Thorsten Thomas