



## **EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT**

Coherent Corp. is an equal opportunity employer. We are fully committed to the principles of equal employment opportunity and affirmative action. Coherent Corp. prohibits discrimination and harassment of any type and provides equal employment opportunities to employees and applicants without regard to the person's age, race, ethnicity, color, national origin, religion, disability status, medical condition, gender (including pregnancy, childbirth, breastfeeding, and related medical conditions), sexual orientation, gender identity/gender expression, genetic information/characteristics, marital status, military or veteran status, union membership, political affiliation, or any other status protected by applicable law with regard to any employment practices.

This policy applies to all jobs and employment actions, including but not limited to recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, demotion, reduction of workforce and termination, rates of pay and other forms of compensation, job assignments, participation in all Coherent Corp.-sponsored employee activities, benefits, and/or other terms, conditions, or privileges of employment, provided that the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Employment decisions at the Company are based on legitimate job-related requirements. Coherent Corp. will ensure that applicants and employees are treated during all employment processes without regard to any of the above listed characteristics or any other characteristic protected by law in all employment practices.

As part of Coherent Corp's equal employment opportunity policy, Coherent Corp. will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

Employees may choose to voluntarily disclose their sex, race, ethnicity, national origin, disability, protected veteran status, or any other characteristic protected by law at any time through the employee information page in our HRIS system, Oracle HR, or by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used when making any employment decisions.

Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.

Coherent Corp. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions shall not disclose the pay of other employees or applicants to any individual who does not otherwise have authorization to access such information, unless the disclosure is (a) in response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer; or (c) consistent with a legal duty to furnish such information.

All Coherent Corp. employees are responsible for maintaining a work environment that is free from discrimination, harassment, and retaliation. Employees are required to promptly report conduct that they believe violates this policy to Human Resources, a member of management, or the hot line number, so that the conduct can be promptly and thoroughly investigated. Managers and supervisors are required to promptly report conduct that they believe violates this policy. We are committed to investigating alleged violations in a timely and fair manner and taking appropriate action.

The Company will not tolerate retaliation against any employee or applicant who engages in, or may have engaged in, good faith filing of a complaint; assisting or participating in an investigation, compliance review, or hearing; or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; Executive Order 11246, all as amended; or exercising any other right protected by other federal, state, or local laws or regulations regarding equal employment opportunity.

In order to ensure the dissemination and implementation of our Equal Opportunity and Affirmative Action policy throughout all levels of the company, Coherent Corp. has delegated to Pamela Jennett, Vice President, Human Resources – Integration, Compliance, Employee Relations, the responsibility for the Company's affirmative action program and activities. All managers and supervisors shall take an active part in the Company's affirmative action programs to ensure that all qualified employees and applicants are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, Coherent Corp. expects the cooperation and support of all employees for the Company's Equal Employment Opportunity and Affirmative Action Policy.

Our affirmative action programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our programs. Ms. Jennett is responsible for periodically reviewing compliance with and the implementation of our affirmative action programs. In accordance with law, the Company's affirmative action programs are available for inspection in the Human Resources Department, Monday through Friday, from 8:00 a.m. to 5:00 p.m. upon request.



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Vincent D. Mattera  
Chair and CEO  
II-VI Incorporated



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Walter R. Bashaw, II  
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