

2024

*Wolf*speed®

# SUSTAINABILITY REPORT

03 CEO MESSAGE	04 WOLFSPEED	08 SUSTAINABILITY	18 CORPORATE GOVERNANCE	24 ECONOMIC	30 SOCIAL RESPONSIBILITY	58 ENVIRONMENT	73 APPENDIX
<a href="#">05 Who We Are</a>	<a href="#">09 Sustainability Mission and Principles</a>	<a href="#">19 Absolute Commitment to Integrity and Transparency</a>	<a href="#">25 Responsible Business Practices, Innovating for a Better Future</a>	<a href="#">31 People First, People Always</a>	<a href="#">59 Processes that Protect the Environment, Products that Improve It</a>	<a href="#">74 GRI Content Index</a>	
<a href="#">06 Our Values</a>	<a href="#">10 Sustainability Goals</a>	<a href="#">19 Corporate Governance</a>	<a href="#">25 Product Quality</a>	<a href="#">31 Our Employees</a>	<a href="#">59 Product Sustainability</a>	<a href="#">81 SASB Disclosures</a>	
<a href="#">06 Why Wolfspeed</a>	<a href="#">11 Sustainability Achievements</a>	<a href="#">19 Board of Directors and Committee Composition</a>	<a href="#">25 Quality Policy (WIN)</a>	<a href="#">32 Our Early-In-Career Employees</a>	<a href="#">60 Product Stewardship</a>	<a href="#">83 UN SDGs Disclosures</a>	
<a href="#">07 Expanding Capacity for Silicon Carbide</a>	<a href="#">12 Sustainability Reporting</a>	<a href="#">20 Code of Conduct</a>	<a href="#">26 5S</a>	<a href="#">33 Diversity, Equity &amp; Inclusion</a>	<a href="#">60 Product End of Life</a>	<a href="#">84 TCFD Disclosures</a>	
	<a href="#">13 Materiality Assessment</a>	<a href="#">20 Policies</a>	<a href="#">27 Customer Satisfaction</a>	<a href="#">42 Employee Engagement</a>	<a href="#">60 Environmental Management and ISO 14001</a>	<a href="#">85 Sustainability Data</a>	
	<a href="#">14 Our Contribution to the UN Sustainable Development Goals (SDGs)</a>	<a href="#">21 Human Rights</a>	<a href="#">28 Global Trade Compliance</a>	<a href="#">44 Compensation and Benefits</a>	<a href="#">61 Environment, Health, and Safety Policy</a>	<a href="#">94 Independent Assurance Statement</a>	
		<a href="#">21 Global Business Continuity &amp; Crisis Management</a>	<a href="#">28 Supply Chain</a>	<a href="#">46 Learning and Development</a>	<a href="#">61 NC Environmental Stewardship Initiative</a>		
		<a href="#">22 Risk Management</a>	<a href="#">29 Responsible Minerals Sourcing</a>	<a href="#">48 Health and Safety and ISO 45001</a>	<a href="#">61 Marcy, New York Environmental Stewardship Activities</a>		
		<a href="#">22 Sustainability Oversight</a>		<a href="#">48 Health and Safety — Our Employees and Suppliers</a>	<a href="#">62 Energy and Greenhouse Gas Emissions</a>		
		<a href="#">22 Security Practices</a>		<a href="#">54 Health and Safety — Our Customers</a>	<a href="#">65 Other Air Emissions</a>		
		<a href="#">23 Information Security</a>		<a href="#">55 Community Engagement</a>	<a href="#">66 Water Management</a>		
					<a href="#">70 Waste Management</a>		
					<a href="#">72 Circular Economy</a>		
					<a href="#">72 Biodiversity</a>		

## CEO MESSAGE

I am proud to share with you the **2024 Wolfspeed Sustainability Report**. Our team has done an outstanding job laying out the details of our commitment to improve sustainable practices in every facet of our operations while we expand our business around the world. We also understand that our customers and partners have their own sustainability goals, and at Wolfspeed, we are committed to helping them achieve those by providing technology that accelerates the electrification of everything.

While I'm proud of our progress, we will continue to challenge ourselves to do more. This is the Wolfspeed way—we will always find a way to progress by maintaining an unwavering commitment to the three core values that guide us—both in our business, and in our stewardship of our planet.

**Safety, Integrity & Respect** >> Just as we are dedicated to treating people with these three core principles, we're equally committed to treating our planet with the same enduring values. Around the world, we are actively

working, in every part of our business, to sustain and preserve our resources as we look to make life better for everyone. We do this through the energy-saving technology we've pioneered, along with our constant improvements toward lessening our impact on our communities and our world.

**Ownership and Accountability** >> I, along with my colleagues, believe the ownership and accountability standards we apply toward our business must be the same standards we hold for the stewardship of our planet. Our technology is going to leave behind a life-changing, inspiring and electrifying legacy, but it won't mean a thing if we leave a compromised planet in our wake.

**Ingenuity & Passion** >> We've committed more than 35 years of passion and ingenuity to bring the world a revolutionary and robust silicon carbide technology platform, that is helping reduce emissions, combat climate change, and save energy around the world **today**. For decades, we were told "it can't be done." But we wouldn't take "no" for an answer.

Today we can look ahead to a future unimaginable not so long ago: battery-powered airplanes, extended-range electric vehicles, and efficient, cost-effective wind and solar power sources that few thought possible.

As the catalyst igniting exciting breakthroughs for tomorrow, we welcome the challenge to power a better, more sustainable world today. As we like to say to all our stakeholders committed to our business, and to the stewardship of our planet:  
"Bring us your what ifs.  
Those never been done before.  
We will bring you The Power To Make It Real."

Sincerely,



Gregg A. Lowe  
President and CEO



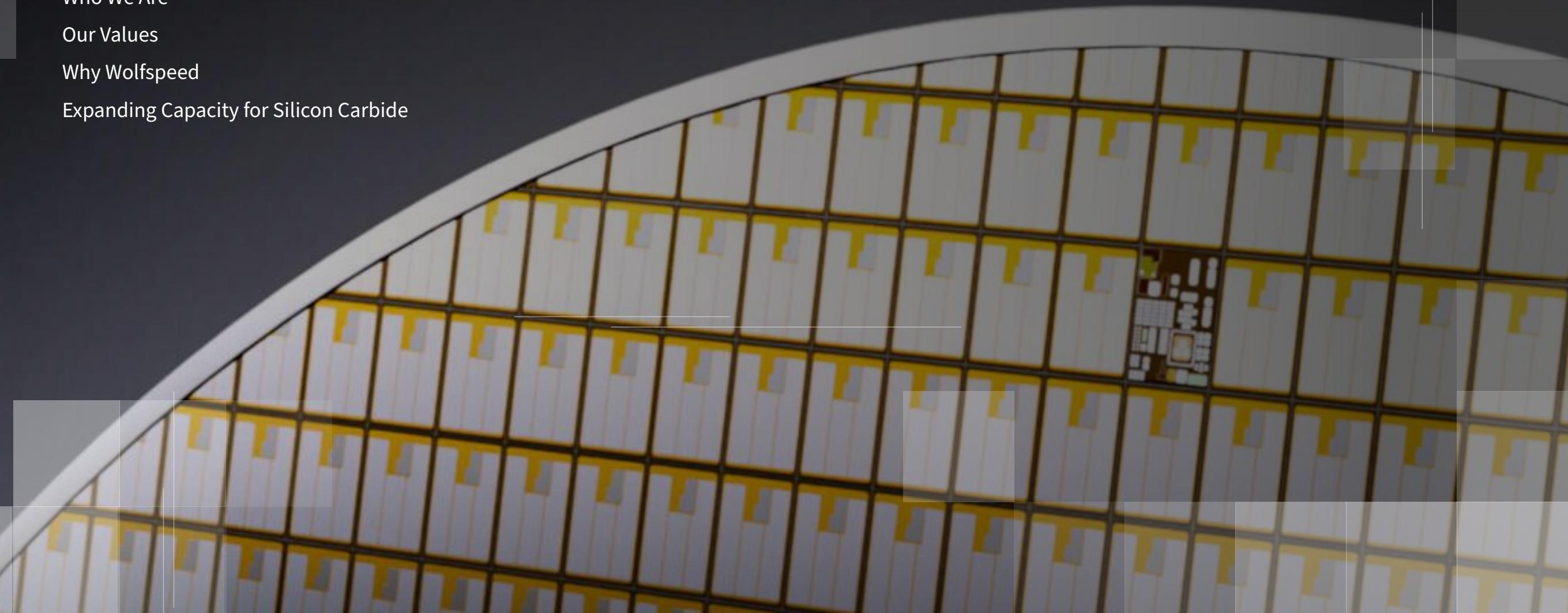
# WOLFSPEED

Who We Are

Our Values

Why Wolfspeed

Expanding Capacity for Silicon Carbide



# WHO WE ARE

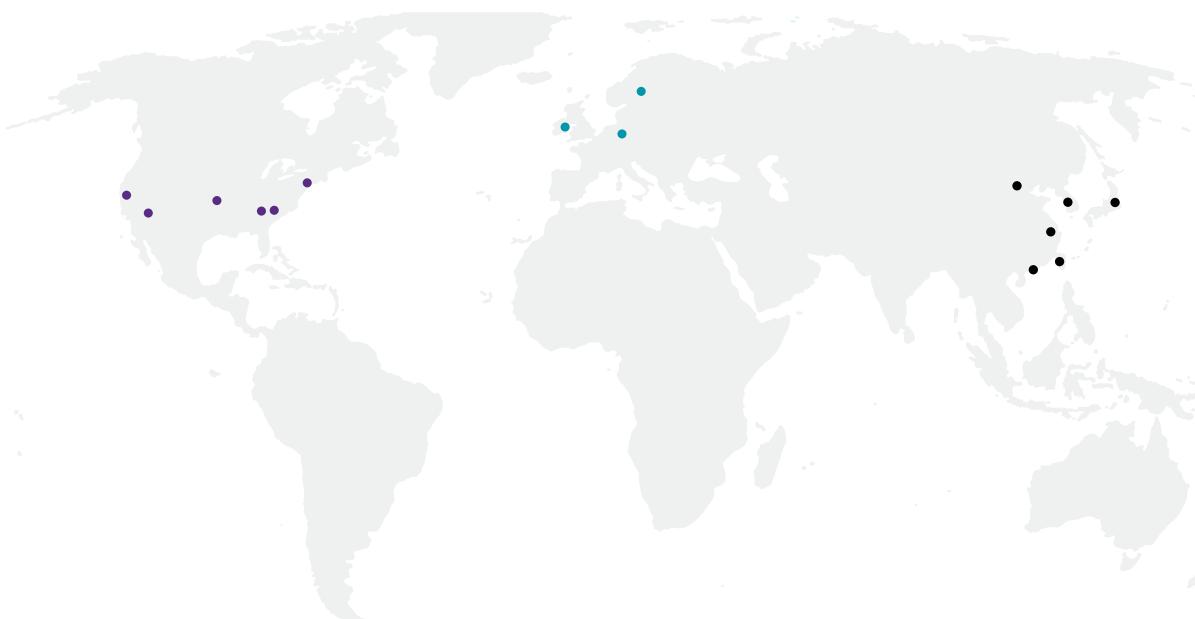
At Wolfspeed, we are the creators of the advanced semiconductor technology that powers the world's most disruptive innovations. In other words, it's our job to make humankind's greatest ambitions – real.

For us, making it real means making it the Wolfspeed way. By delivering unparalleled reliability on a massive scale, electrifying everything by building the first fully integrated silicon carbide corridor with end-to-end substrate and power device fabrication, fulfilling our world's growing demand.

Our solutions, including silicon carbide material, Power Modules, Discrete Power Devices and Power Die Products and RF devices, are targeted for various applications. Helping make cars, planes, renewables, race teams, cities, and everything in between, better, faster, greener, cooler, and more sustainable for billions to live better lives.

So bring us your what-ifs. Those never-been-done-befores. We will bring you the **Power to Make it Real**.

## Where We're Located



\*Not all locations are listed

\*\*Coming soon

HEADQUARTERS

MANUFACTURING

SALES

LABORATORY

### NORTH AMERICA\*

Durham / RTP, NC	
Fayetteville, AR	
Mesa, AZ	
Morgan Hill, CA	
Marcy, NY	
Siler City, NC**	

### EUROPE\*

Belfast, Northern Ireland	
Munich, Germany	
Kista, Sweden	

### ASIA\*

Hong Kong	
Tokyo	
South Korea	
Shanghai	
Shenzhen	
Taipei	



**“**Our commitment to sustainability is not just a corporate responsibility. It is a strategic imperative that will contribute to our long-term financial success and create value for our shareholders.

**Neill Reynolds**

Executive Vice President, Chief Financial Officer

## Wolfspeed's Products and Applications

### PRODUCTS

**Silicon Carbide Power Products:** Discrete power devices (Schottky diodes, MOSFETs) and Power Modules

**Silicon Carbide Power Bare Die Products:** MOSFET and Schottky diode devices in die form

**Gallium Nitride on Silicon Carbide:** MMICs, HEMTs

### APPLICATIONS

**Automotive:** Electric Vehicles (EVs), EV Fast Charging

**Industrial:** Power Supplies, Test and Production Equipment, Motor and Motion Control, Industrial E-Mobility

**Renewable Energy:** Residential and Commercial Solar, Energy Storage Systems, Smart Grid, DC Power Transmission

**Radio Frequency:** Communications Infrastructure, Radar, Aerospace and Defense

## Industry Awards and Recognition

- **5-Year Member Award**, 2023, Environmental Stewardship Initiative
- **Pro Patria Award**, 2023, Employer Support of the Guard and Reserve (ESGR)
- **Wolfspeed Chatham County Project**, Community Economic Development Award, 2023, Southern Economic Development Council (SEDC)
- **Margaret Chadwick**, Corporate Leadership Award, 2023, Triangle Business Journal

FOUNDED
<b>1987</b>
NC State

REVENUE
<b>\$921.9M</b>
In FY 2023

PATENTS
<b>&gt;2,000</b>
Worldwide

PEOPLE
<b>~6,000</b>
Employees

## OUR VALUES

Our values are a simple, yet powerful reflection of how we interact with each other, our customers, our partners and our communities. We strive to live by these values every day. They reflect both our great history of disruptive innovation and set the tone for the exciting future ahead. We do amazing things in a human way. For example, our Values in Action program allows employees to say thank you and recognize their peers for going above and beyond. It's just one small way our values are embedded in our work and focused on our people.

### SAFETY, INTEGRITY AND RESPECT

We value our people above all else. Their safety is primary in every decision we make. We always act with integrity and respect for our people, workplace and community. Relationships matter. We value everyone's contribution and an environment of spirited and open debate.

*We do the right thing, and we say, "Thank You."*

### OWNERSHIP AND ACCOUNTABILITY

We are accountable to each other and committed to the highest standards of safety, quality, work and behavior.

*We succeed or fail together.*

### INGENUITY AND PASSION

Our passion for making the world better through innovation means we take risks and question conventional thinking, developing new technologies and ways of doing business—leading the way, every single day.

*We do what others say can't be done.*

## WHY WOLFSPEED

As the world shifts away from internal combustion and fossil fuel power to address climate change, there is a huge race on to find cleaner, more efficient, and more sustainable energy – not just in small, discrete applications, but at global scale.

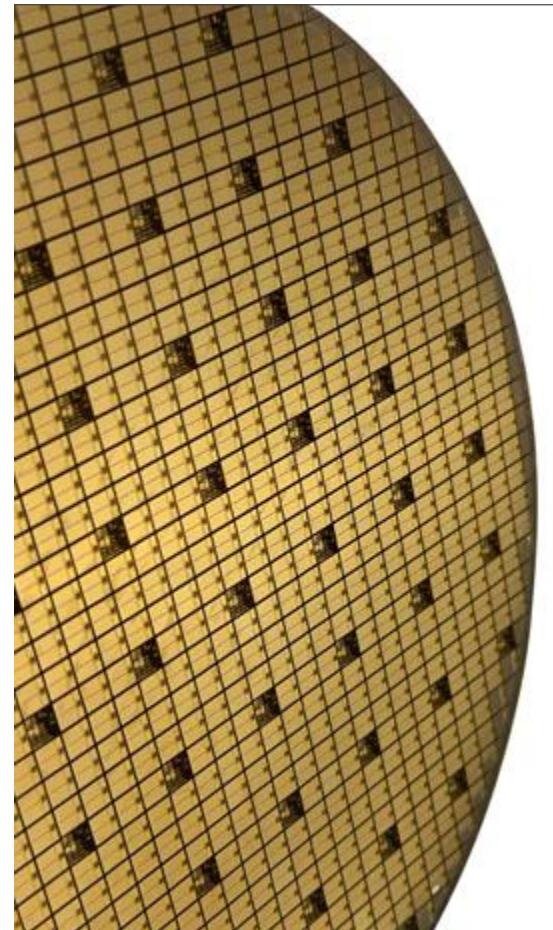
We call this race the “electrification of everything,” and it’s moving quickly from concept to reality. Silicon carbide is at the core of this transition. This revolutionary semiconductor material is propelling us into a future of immense

possibilities - a future where energy efficiency, sustainability, and technological advancements converge.

The current demand for silicon carbide is insatiable and the opportunity for it to scale into the future is unstoppable.

Wolfspeed is the largest company in the world with a sole focus on silicon carbide.

*We have a lot of firsts and a lot of history.*



Today we produce 40% of the world's silicon carbide supply and have produced 90% of all the silicon carbide ever made. Our devices have logged more than 10 TRILLION hours of service in the field.

We believe this success is based on a one company, one business unit, 100% focus on SiC.

Wolfspeed is the best possible candidate to lead the market – and the electrification of everything. Here's why:

**INVESTMENT** — New 200mm wafer fabs are already giving the market the precious supply of silicon carbide it needs, but each new fab costs billions of dollars in investments as well as deep engineering expertise.

**SUPPLY** — As new markets for silicon carbide quickly ramp up, companies will need highly reliable sources of the highest-quality SiC chips – ideally a company that supplies other chipmakers with their silicon carbide.

**FOCUS** — Taking the leadership reins in the silicon carbide market demands unshakeable focus. Trying to produce both silicon AND silicon carbide can become a distraction and a funding drain for silicon carbide advances.

**EXPERTISE** — The more learning cycles a company has, the greater its application knowledge and insight.

**PERSISTENCE** — Even a slight change in ambient room temperature can ruin an entire batch of silicon carbide chips.

## EXPANDING CAPACITY FOR SILICON CARBIDE

The demand for silicon carbide is growing. Countries, states and municipalities around the world are setting strict carbon emission standards, enacting new energy efficiency standards and investing in cleaner energy programs, just as consumer adoption of electric vehicles continues to soar. The electrification of everything is underway, and silicon carbide is an essential resource in its success.

Wolfspeed is making investments in its capacity to meet this demand as we establish a silicon carbide corridor along the east coast of the United States.



### The John Palmour Manufacturing Center

This state-of-the-art Silicon Carbide wafer facility will:

- Increase Wolfspeed Materials Capacity by 10x
- Focus on 200 mm wafers
- Span 1.8 km<sup>2</sup> (445 acres)
- Be highly-automated
- Create 1,800 new jobs by 2030
- Cover more than 185,806 m<sup>2</sup> (2 million ft<sup>2</sup>)



### Recent Purchase of Epitaxy Facility in Farmers Branch, Texas

Extending our epitaxy capacity:

- Establishes multi-site epi footprint
- Automated tools
- Initial ramp beginning in middle of 2024
- Spans 0.6 km<sup>2</sup> (16.28 acres)
- Site covers more than 26,000 m<sup>2</sup> (280,000 ft<sup>2</sup>)
- Will support 150 mm and 200 mm wafers

## Expanding with the Environment in Mind

Wolfspeed continues to expand, and we are keeping the environment in mind while doing so. We continuously explore options for sustainable building and operations practices to minimize our impact to the environment and conserve resources whenever possible.

Some of the environmental features we are planning for The John Palmour Manufacturing Center for Silicon Carbide in Siler City, North Carolina include:



### BUILDING EFFICIENCY

Being LEED certified for building efficiency, including energy, water and waste savings

Designing all the buildings and facilities systems to reduce the amounts of water and chemicals used over what is currently being done in our facility in Durham, North Carolina

Having a white reflective roof to reduce heat island effect



### ENERGY / EMISSIONS

Reducing embodied carbon of steel and concrete to minimize emissions

Installing solar PV for use of renewable energy

Installing electric vehicle charging stations in parking lots to support gas-free transportation

Enhancing indoor air quality by minimizing contaminants and selecting low emitting materials



### WATER

Deploying water recycle processes, such as collecting rainwater for water efficiency

Landscaping with stormwater management swales and basins to control the quantity and quality of stormwater runoff



### WASTE

Diverting construction waste to reduce waste going to the landfill

Re-purposing on-site material for structural fill

We are also focusing on the health and wellness of our employees through ergonomics programs and other design features to enhance building occupancy.

[TABLE OF CONTENTS](#)[CEO MESSAGE](#)[WOLFSPEED](#)[SUSTAINABILITY](#)[CORPORATE GOVERNANCE](#)[ECONOMIC](#)[SOCIAL RESPONSIBILITY](#)[ENVIRONMENT](#)[APPENDIX](#)

# SUSTAINABILITY

[Sustainability Mission and Principles](#)[Sustainability Goals](#)[Sustainability Achievements](#)[Sustainability Reporting](#)[Materiality Assessment](#)[Our Contribution to the UN Sustainable Development Goals \(SDGs\)](#)

# SUSTAINABILITY MISSION AND PRINCIPLES

## Our Sustainability Mission

Our purpose extends beyond our products. Our business is built on the power of silicon carbide and the innovative possibilities unleashed by this technology. Always at the forefront of technology revolutions, we serve as a catalyst for driving change that transforms our communities, industries and our world by powering more while consuming less.

*We are Wolfspeed.*



“

*At Wolfspeed, sustainability is a true value proposition. Wolfspeed's silicon carbide has emerged as the clear option in power electronics, offering our customers significant performance and efficiency advantages over traditional silicon-based products. Our commitment extends beyond our technology. It's about who we are and how we do business. Operational efficiency, regulatory compliance and risk management are integrated into our strategies. The result? Long term value creation for our investors, communities, and future generations. We empower a more efficient, sustainable, and resilient future. As we like to say, it's not just about ideas; it's about the power to make it real.*

**Nathan Daigle**  
Global Sustainability Leader

## THE BEST FOR OUR EMPLOYEES, OUR ENVIRONMENT, AND OUR COMMUNITIES

PEOPLE FIRST, PEOPLE ALWAYS

RESPONSIBLE BUSINESS PRACTICES,  
INNOVATING FOR A BETTER FUTURE

PROCESSES THAT PROTECT THE  
ENVIRONMENT, PRODUCTS THAT  
IMPROVE IT

ABSOLUTE COMMITMENT TO  
INTEGRITY AND TRANSPARENCY

At Wolfspeed, we prioritize the health and well-being of our communities. To fulfill this responsibility, we adhere to rigorous guidelines for material sourcing, supplier selection, and employee safety. Additionally, we actively support community engagement and educational initiatives.

Our aim is to minimize resource usage and lessen the environmental footprint of our production process. We are dedicated to managing environmental impacts responsibly. This includes, at a minimum, complying with environmental regulations and continued improvement of our environmental performance. Our objectives for product sustainability are straightforward. We strive to empower our customers to create power and wireless systems that contribute to a responsible, energy-efficient future.

We are committed to managing our products responsibly from inception to disposal. As we spearhead the innovation and commercialization of silicon carbide, we ensure that our products are managed in a sustainable manner throughout their lifecycle.

We relentlessly pursue disruptive technologies that have the potential to transform industries. We are committed to operating at the highest ethical standards. Our proactive approach to risk management, both within and outside our organization, is designed to ensure our long-term financial performance.

We strictly adhere to the guidelines set forth in our **Code of Conduct**. Furthermore, we hold our suppliers to the same high standards. We require them to comply with stringent social and environmental standards, as detailed in our **Supplier Code of Conduct**.

Our Board of Directors sets high standards for our employees, officers and directors. We are committed to the transparency of our environmental, social and governance information and data.

## Our Sustainability Principles

# SUSTAINABILITY GOALS

We are committed to responsible business practices and sustainability. Our corporate-wide goals drive our efforts, aligning with our structure, competencies, and culture across business units and global locations.

		OUR AMBITION	OUR GOAL	2023 PROGRESS
<b>People First, People Always</b>	HEALTH & SAFETY	Providing a safe and healthy work environment is paramount to our success and protects our most valuable resource, our employees.	Establish a certified Occupational Health & Safety Management System for 100% of our manufacturing sites by 2025 <sup>1</sup>	<a href="#">Learn more &gt;</a>
	COMMUNITY	Close the opportunity gap by providing more opportunities for STEM education, at all levels, to people in need, particularly in underserved communities.	Establish STEM partnerships at 100% of our major locations by 2025	<a href="#">Learn more &gt;</a>
	GREENHOUSE GASES	Actively fight against climate change and reduce our and others' carbon footprint; stay efficient, stay productive. Be a company that makes a difference for future generations.	<ul style="list-style-type: none"> <li>• Reduce scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030</li> <li>• Achieve net zero scope 1 and 2 GHG emissions by 2050<sup>2</sup></li> </ul>	<a href="#">Learn more &gt;</a>
	WATER	Ensure sustainable and efficient use of water across all sectors. Be a company that actively addresses water scarcity.	Increase our water recycling rate by 25% by 2025	<a href="#">Learn more &gt;</a>
	WASTE	Be a company that strives for zero waste through waste reduction and recycling	Achieve 85% waste diversion rate from landfills by 2025 <sup>3</sup>	<a href="#">Learn more &gt;</a>
	SUPPLY CHAIN	Assess our suppliers on social and environmental risks to strengthen partnerships with those with best practices.	Evaluate ESG risks and opportunities for 100% <sup>4</sup> of suppliers on our Approved Supplier List by 2025	<a href="#">Learn more &gt;</a>
	DIVERSITY	Improve resiliency through our diversity efforts and reduce inequalities across our supply chain.	Achieve >5% supply chain spend from underrepresented suppliers by 2025	<a href="#">Learn more &gt;</a>
	RISK MANAGEMENT	Use a defined and concise method to easily gather the data needed to evaluate our sustainability risks	Complete three risk plans per year under our Enterprise Risk Management (ERM) program by 2025	<a href="#">Learn more &gt;</a>
	TRANSPARENCY	Actively and continuously work to improve our disclosures and ratings through major reporting frameworks to drive continuous improvement efforts.	Achieve a score of B or better on all CDP surveys by 2025 <sup>5</sup>	<a href="#">Learn more &gt;</a>
	<b>Absolute Commitment to Integrity and Transparency</b>			

<sup>[1]</sup> Expansion sites will be evaluated for applicability.

<sup>[2]</sup> We also established a long-term goal of reducing scope 1 and 2 emissions in line with the Paris Agreement to further reduce our climate impact in support of limiting warming to 1.5°C and transitioning to a net-zero carbon economy.

<sup>[3]</sup> Non-hazardous solid waste

<sup>[4]</sup> Purchased Quality Item (PQI) suppliers

<sup>[5]</sup> Applicable to relevant surveys for Wolfspeed (climate change, water security, supplier engagement).

## 2023 SUSTAINABILITY ACHIEVEMENTS

Wolfspeed achieved **Human Rights Campaign's Corporate Equality Index** score of

**80**

Achieved

**71%**

**employee survey participation** rate  
(increased by 11%)

Margaret Chadwick was named one of Triangle Business Journal's **2023 Corporate Leadership Awards** winner

*Chief Human Resources Officer*



Wolfspeed hosted the

**1<sup>st</sup>**

Stop on the Biden administration's "**Invest in America**" tour at our Durham Headquarters

**Increased amount of recycled water by**

**35%**

*from 66 to 89 million gallons*

Our Summer Internship Program hosted

**163** students

For those interns who were graduating seniors, **85% accepted** a full-time, entry-level position or a position in our Rotational Program

Southern Economic Development Council honored Chatham County's Wolfspeed project with

**2023 COMMUNITY ECONOMIC DEVELOPMENT AWARD**



# SUSTAINABILITY REPORTING

Wolfspeed's sustainability report for 2023 outlines our strategy, programs, and performance. We align with global standards such as Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD). Our **Contributions to the United Nations Sustainability Development Goals (UN SDGs)** are highlighted, and we prioritize health and safety. Health and Safety information has been reported using guidance from the Center for Safety & Health Sustainability. Refer to the **Materiality Assessment** section below to learn more about how the content of this report was developed. We use an independent third party to perform a limited assurance verification of select sustainability report data. Our **Independent Assurance Statement** can be found at the end of this report.

The majority of the data included in this report is on a calendar year basis (January to December). Financial data is reported on a fiscal year basis (July to June). The reporting cycle is annual. However, content may be updated throughout the reporting cycle. Refer to our **Sustainability** website pages on [wolfspeed.com](https://wolfspeed.com) for the most recent information.

Contact us at [#Wolfspeed\\_Sustainability@wolfspeed.com](mailto:#Wolfspeed_Sustainability@wolfspeed.com) with any questions or feedback.

**OUR AMBITION**  
Actively and continuously work to improve our disclosures and ratings through major reporting frameworks to drive continuous improvement efforts.

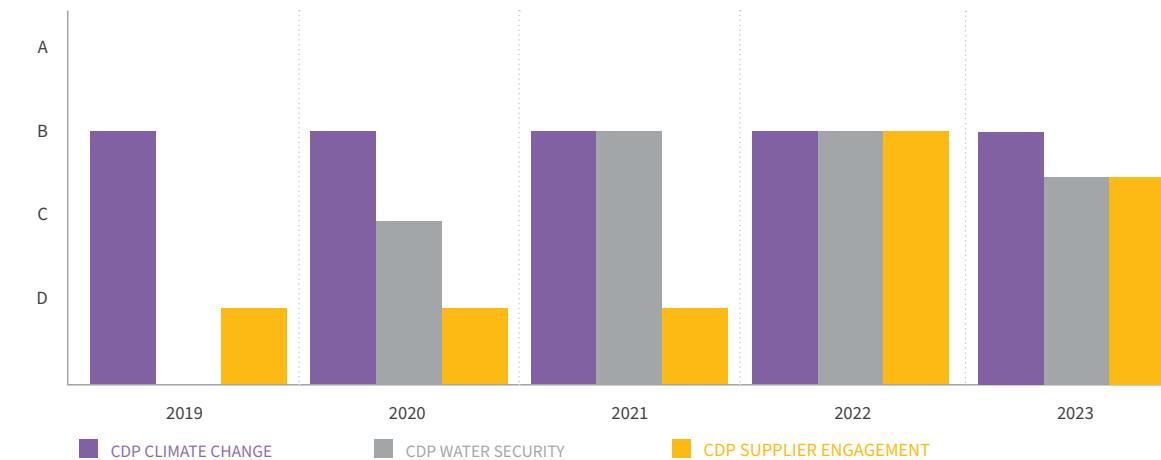
**OUR GOAL**  
Achieve a score of B or better on all CDP surveys by 2025\*

**2023 PROGRESS**  
Achieved B on the CDP Climate Change survey and B- on the CDP Water Security and CDP Supplier Engagement surveys

## CDP

CDP runs a global disclosure system of self-reported environmental data.

In 2016, we disclosed our company-wide GHG emissions and climate change risks and opportunities to CDP for the first time. In 2020, we disclosed our company-wide water inventory and water risks and opportunities to CDP for the first time. We will continue calculating our GHG emissions and tracking our water data in the future because measuring this data helps us recognize and work toward lowering our environmental impact. Visit [cdp.net](https://cdp.net) or our **Sustainability Reporting page** to view our responses to the CDP Climate Change Survey and CDP Water Security Survey, including supply chain modules.



## Why Wolfspeed reports to CDP?

**TRANSPARENCY AND ACCOUNTABILITY:** By disclosing our environmental data, we demonstrate transparency and accountability to stakeholders, including investors, customers, and the public. This openness fosters trust and helps build our reputation.

**RISK MANAGEMENT:** Reporting to CDP allows Wolfspeed to assess and manage environmental risks. Understanding climate-related risks, water scarcity, and other sustainability challenges enables proactive mitigation strategies.

**INVESTOR EXPECTATIONS:** Many investors now consider environmental performance when making investment decisions. Reporting to CDP aligns with our investor expectations and helps Wolfspeed attract responsible investment.

**BENCHMARKING AND IMPROVEMENT:** CDP provides a standardized framework for comparing performance across industries. We can benchmark ourselves against peers and identify areas for improvement.

**INNOVATION AND EFFICIENCY:** Environmental reporting encourages innovation. We are constantly seeking efficiency gains and often discover new ways to reduce emissions, conserve resources, and enhance sustainability through our data analysis and reporting.

**SUPPLY CHAIN ENGAGEMENT:** CDP's supply chain modules encourage companies to engage with suppliers on sustainability. This collaboration is driving positive environmental practices throughout our value chain.

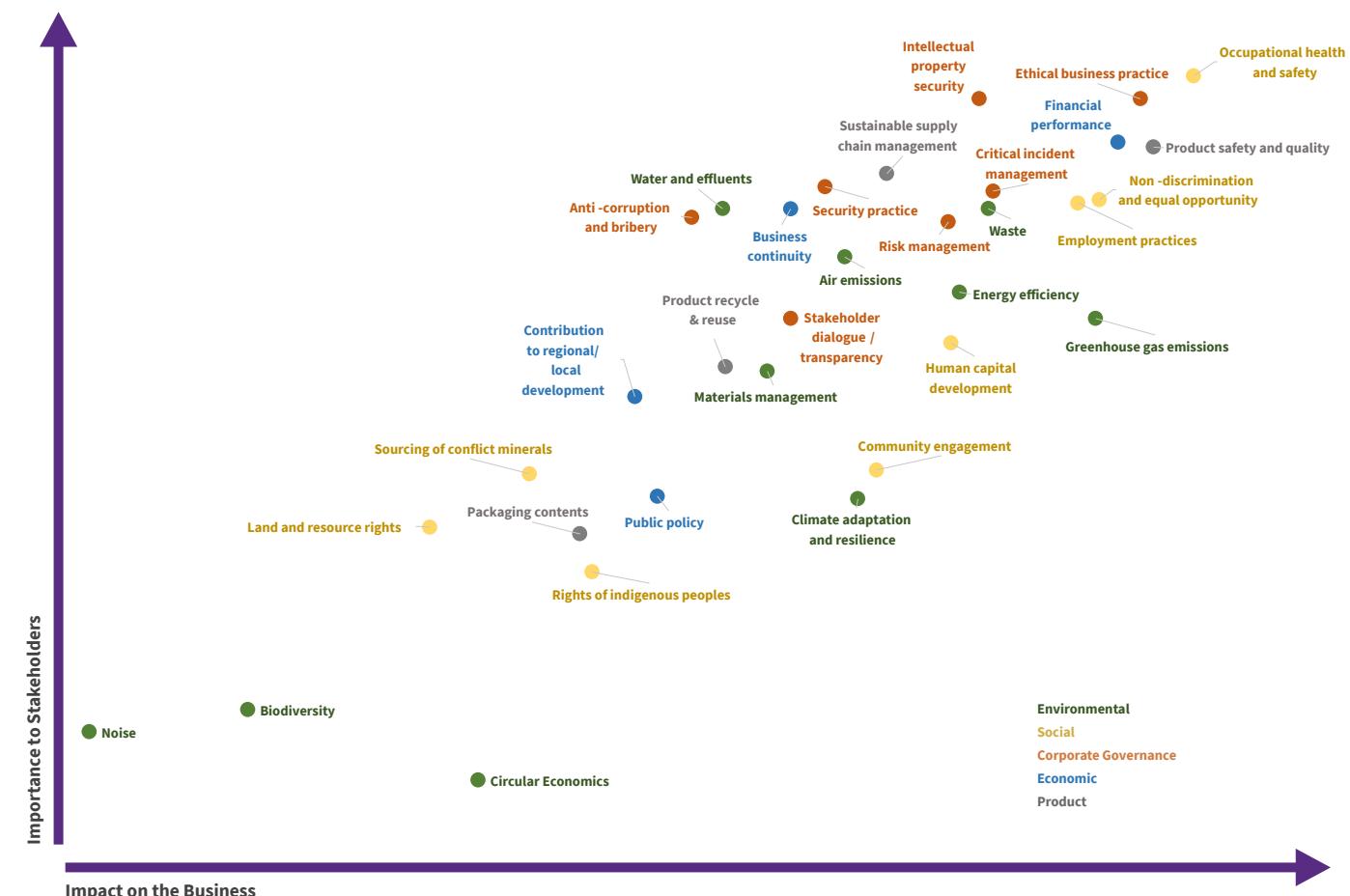
\*Applicable to relevant surveys for Wolfspeed (climate change, water security, supplier engagement).

# MATERIALITY ASSESSMENT

At Wolfspeed, we strive to identify the most relevant environmental, social, economic, governance, and product topics. To achieve this, we conduct a comprehensive materiality assessment. Here's how we approach it:

1. Understanding Context: We delve into Wolfspeed's context to grasp the intricacies of our operations and industry landscape.
2. Impact Identification: We identify both actual and potential impacts associated with our activities.
3. Assessing Significance: We evaluate the significance of these impacts to prioritize topics.
4. Material Topics Determination: Based on this assessment, we determine the material topics crucial for effective decision making.

The result? We ranked material topics and categorized them as Very Important, Moderately Important, or Slightly Important. This approach ensures that our reporting reflects the most impactful aspects of our operations.



Our materiality matrix shows the importance to stakeholders, as determined by our stakeholder survey and the impact to Wolfspeed when considering our current sustainability topics, competitor material topics, best industry practices, and leadership opinions.

Material topics in the Very Important category are the topics that Wolfspeed needs to focus on which could have a significant impact on the company's sustainability performance.

In comparison to the previous year, we moved a topic of greenhouse gas emissions to the list of our material topics based on increased significance for our external stakeholders throughout the year.

Some identified topics that are not considered material are still being addressed and reported in the Sustainability Report since Wolfspeed views them as significant.

Even though Wolfspeed hasn't completed official double materiality yet, our materiality assessment includes both (1) our impacts on natural and human resources (impact materiality) by following Global Reporting Initiative's guidance to determine and disclose material topics and (2) our disclosure of sustainability matters that may impact our cash flows, access to finance or cost of capital (financial materiality) by responding to Sustainability Accounting Standards for Semiconductors.

## ENVIRONMENTAL

- Waste
- Water and effluent
- Greenhouse gas emissions

## SOCIAL

- Occupational health and safety
- Non-discrimination and equal opportunity employment practices

## CORPORATE GOVERNANCE

- Ethical business practice
- Intellectual property security (cyber and data security)
- Security practice
- Critical incident management

## ECONOMIC

- Financial performance
- Business continuity

## PRODUCT

- Strengthening product safety and quality
- Sustainable supply chain management

# OUR CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

## SUSTAINABLE DEVELOPMENT GOALS

We have reported on how our operations and business activities contribute to the UN SDGs. Refer to the **UN SDGs Disclosures** section of this report for more information on how the UN SDGs and their specific targets align with our business focus, strategy and material issues.



- OUR APPROACH**
- At Wolfspeed, we believe everyone should have a roof over their heads, enough to eat and an opportunity to excel. It is impossible for children to achieve at their highest level when they are worried about where they will sleep at night or where their next meal will come from. Working with our community partners to meet these needs not only helps address the opportunity gap, but also helps students focus on achieving their full potential through STEM education programs. This work builds important relationships with our community neighbors, including those historically underserved communities, with the same spirit of innovation and passion that drives our business. Working closely with our charitable corporate partners, we are able to focus our efforts on addressing homelessness, diversity and social injustice, as well as increasing awareness of the opportunities provided through STEM.

- OUR 2023 ACTIVITIES**
- We expanded our FIRST relationships locally in supporting **FIRST Robotics** in Chatham County, where the team is majority from underserved community and globally through developing a relationship with the Northern Ireland FIRST Lego League.
  - We've continued our partnership with and developing ways we can be a resource and support for early intervention in underserved communities to assist with providing exposure of STEM careers and programs.
  - We continue to partner with the Cristo Rey Research High School to sponsor work-study opportunities for students with limited economic resources.
  - All U.S. locations were provided quarterly funding to support their location-specific volunteer activities and community partnerships for programs in support of STEM education, food and hunger relief, and combating homelessness.

- OUR GOALS AND CERTIFICATIONS**
- We have a **sustainability goal** to promote STEM education opportunities in the communities in which we operate:

*Establish STEM partnerships at 100% of our major locations by 2025*

**3 GOOD HEALTH AND WELL-BEING**

- At Wolfspeed, we believe providing a safe work environment is the most fundamentally important thing that we do for our employees. Their safety, health and overall well-being has been, and will continue to be, our top value. We have occupational health and safety programs to ensure the safety of our workplace through evaluation and prevention measures. Wolfspeed supports the well-being of our employees through programs that support a healthy lifestyle. We are committed to offering benefits to employees and their families to assist in improving health and lifestyle choices. Programs throughout our operations are tailored to the needs of the employees in the region and include many health-related benefits. We also have programs for our employees' mental health including employee assistance programs and our Mental Health Allies Employee Resource Group (ERG).

- We maintained Occupational Health and Safety Management System ISO45001:2018 in our manufacturing locations in North Carolina and California.
- We launched **Protect the Pack** – an initiative focused on actionable behaviors that contribute to the EHS culture of our team, which is first and foremost about the safety of our employees and associates.
- Our **Mental Health Allies** ERG hosted several Spring Health seminars for employees and their dependents on various topics involving mental health and well-being.

- We have a **sustainability goal** to further ensure the health and safety of our employees:

*Establish a certified Occupational Health & Safety Management System for 100% of our manufacturing sites by 2025<sup>1</sup>*

**6 CLEAN WATER AND SANITATION**

- At Wolfspeed, we strive to implement best management practices that conserve and recycle water and prevent and reduce water pollution. With our new state-of-the-art, automotive-qualified 200mm wafer fabrication facility in Marcy, NY, complemented by our materials factory expansion currently underway at our Durham, NC headquarters and building the world's largest materials manufacturing facility in Siler City, NC, we remain dependent on water availability and anticipate our total water dependency to increase in the future. We continuously explore options for water recycling improvements to help offset the expected increase in water withdrawals as we expand. Wolfspeed's new construction is being designed to be LEED certified.

- We updated a **company-wide water risk assessment** to better understand our current and future water-related risks.
- We increased the amount of recycled water by 23 million gallons and successfully conducted pilot studies to reclaim additional wastewater streams to inform further reclamation at expansion locations.
- We established a water-focused sustainability team to drive Wolfspeed's **water conservation and recycle efforts**.

- Our owned manufacturing operations are certified **ISO 14001:2015**.
- We have the following **sustainability goals** to further reduce our water-related impacts and increase the transparency of our water-related risks and opportunities:

*Increase water recycle rate by 25% by 2025*

*Achieve a score of B or better on all CDP surveys by 2025<sup>4</sup>*

**7 AFFORDABLE AND CLEAN ENERGY****8 DECENT WORK AND ECONOMIC GROWTH****9 INDUSTRY, INNOVATION AND INFRASTRUCTURE****10 REDUCED INEQUALITIES**

## OUR APPROACH

- We're leading the transformation from silicon to silicon carbide as we shape the future of semiconductor markets: the transition to electric vehicles, the move to faster 5G networks, the evolution of renewable energy and energy storage, and the advancement of industrial applications. After more than 35 years of forging new technology adoption and transformation, our Wolfspeed Power and Radio Frequency (RF) semiconductors are leading the industry through unrivaled expertise and capacity.

## OUR 2023 ACTIVITIES

- We worked on increasing silicon carbide capacity to address steepening demand for the "electrification of everything".
- We bolstered our industry-leading manufacturing position with a purchase of an epitaxy facility in **Farmers Branch, Texas**.
- We got the first automotive die qualification on 200mm out of our silicon carbide fab in Marcy, New York.

## OUR GOALS AND CERTIFICATIONS

- Our capacity **expansion plans** include working toward a 30-fold increase in silicon carbide wafer fabrication capacity and 30-fold increase in silicon carbide materials production to meet expected market growth for these technologies.
- Depending on the facility, our manufacturing operations are certified to **ISO 14001:2015, ISO 9001: 2015, IATF 16949: 2016, and/or AS 9100D**.

## OUR APPROACH

- Wolfspeed is committed to fostering a culture of diversity, equity and inclusion by celebrating all employee differences and identities. Because we believe diversity, equity and inclusion drives better business results, we celebrate our employees' authenticity and understand that diverse ideas, perspectives, thinking styles and backgrounds produce higher quality decisions and enable us to solve problems other companies think to be impossible. We are also committed to reducing inequalities in the communities in which we operate. We partner with municipalities, civic organizations and advocacy groups to help ensure our community is one that addresses any inequities in opportunity. We are out to prove that any societal disadvantage can be overcome with adequate resources and support so that all are free to pursue and achieve a productive, fulfilling life.

## OUR 2023 ACTIVITIES

- Launched our new **Interfaith Networks Employee Resource Group (ERG)** and our **DE&I Intern Collective**.
- Participated in the Salvation Army's annual Coats for the Children telethon, which in addition to collecting winter clothing and new toys, provides another opportunity to raise money for the campaign and receive online and physical donations.
- Expanded our relationship with the Daniel Center by asking each Employee Resource Group to host an activity with the children at the center. This allows the children to see representation of a diverse workforce involved in STEM and helps them visualize a future career path.

## OUR GOALS AND CERTIFICATIONS

- We have a **sustainability goal** to promote reduced inequalities in our supply chain:

*Achieve greater than 5% supply chain spend from underrepresented suppliers by 2025*

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



OUR APPROACH

- At Wolfspeed, we strive to reduce the overall impacts of our manufacturing processes, including substituting sustainable resources in place of non-renewable resources, reusing or recycling materials wherever technically possible and economically reasonable, and minimizing waste and disposing of waste safely and responsibly.

OUR 2023 ACTIVITIES

- Our manufacturing operations continued to evaluate and optimize processes to minimize chemical usage without negatively impacting product quality and have reduced the amount of chemicals required in some processes.
- Our total waste composted increased by about 6,000 lbs.
- We continued looking into opportunities to **reduce, reuse and recycle our waste.**

OUR GOALS AND CERTIFICATIONS

- Our owned manufacturing operations are or will be certified to **ISO 14001:2015**.
- We have the following **sustainability goals** to further reduce our waste and water-related impacts:

*Increase water recycle rate by 25% by 2025*

*Achieve 85% waste diversion rate from landfills by 2025<sup>2</sup>*

OUR APPROACH

- Wolfspeed was founded upon the premise that our silicon carbide technology for Power and Radio Frequency (RF) devices could fundamentally change the efficiency of energy use around the world. Our mission is to lead the innovation and commercialization of silicon carbide, liberating designers to invent power and wireless systems for a responsible, energy-efficient future. We have always focused our priorities on improving the energy efficiency of our products, which in turn have a lower impact on the environment and to climate change. In addition to providing energy-efficient products, we strive to reduce GHG emissions and improve energy efficiency at all Wolfspeed sites.

OUR 2023 ACTIVITIES

- Our Power and RF products sold in 2023 will save approximately 192 million MWh and 72 million metric tons CO<sub>2</sub>e over their estimated lifetimes compared to alternative products (e.g., silicon Power products, silicon or gallium arsenide RF products). This is equivalent to the greenhouse gas emissions from over 17 million gasoline-powered passenger vehicles driven for one year.
- We worked on developing and validating tool utility matrix that includes fluorinated gases and electricity usage and associated abatement across all manufacturing operations and support operations.
- \*We installed point-of-use abatement to reduce GHG emissions at our manufacturing facility in Marcy, NY.

OUR GOALS AND CERTIFICATIONS

- Our owned manufacturing operations are certified to **ISO 14001:2015**.
- We have the following **sustainability goals** to further reduce our GHG and climate-related impacts:

*Reduce scope 1 and 2 GHG emissions by 50% by 2030*

*Achieve net zero scope 1 and 2 GHG emissions by 2050<sup>3</sup>*

*Achieve a score of B or better on all CDP surveys by 2025<sup>4</sup>*

<sup>[1]</sup> Expansion sites will be evaluated for applicability.

<sup>[2]</sup> Non-hazardous solid waste

<sup>[3]</sup> We also established a long-term goal of reducing scope 1 and 2 emissions in line with the Paris Agreement to further reduce our climate impact in support of limiting warming to 1.5°C and transitioning to a net-zero carbon economy.

<sup>[4]</sup> Applicable to relevant surveys for Wolfspeed (climate change, water security, supplier engagement).

**13** CLIMATE ACTION



# CORPORATE GOVERNANCE

Absolute Commitment to Integrity and Transparency

Corporate Governance

Board of Directors and Committee Composition

Code of Conduct

Policies

Human Rights

Global Business Continuity  
& Crisis Management

Risk Management

Sustainability Oversight

Security Practices

Information Security

## ABSOLUTE COMMITMENT TO INTEGRITY AND TRANSPARENCY

Our Board of Directors sets high standards for our employees, officers and directors. We are committed to the transparency of our sustainability information and data.



**“**Wolfspeed’s longstanding commitment to a sustainable future began nearly 40 years ago with our founders’ drive to invent a semiconductor that powers more while consuming less. Sustainability is not just a corporate responsibility, but also a core component of our value proposition delivering benefits to our customers, shareholders and communities. Wolfspeed’s silicon carbide materials and devices produce a positive impact, supporting customers as they become more competitive and energy-efficient, driving a more sustainable world. Integrating our sustainability strategy in our business activities, technology roadmap, investment decisions, operations, and governance is how we make a difference every day.

**Brad Kohn**

Senior Vice President, Legal & General Counsel

## CORPORATE GOVERNANCE

Implicit in our sustainability philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of our business. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in these guidelines. These guidelines are subject to modification from time to time as the Board of Directors deems appropriate in the best interests of Wolfspeed or as required by applicable laws and regulations.

### Corporate Governance Documents

- Corporate Governance Guidelines
- Audit Committee Charter
- Code of Conduct
- Anti-Corruption Statement
- Code of Ethics for Executive Officers and Other Senior Financial Personnel
- Articles of Incorporation
- Supplier Code of Conduct
- Corporate Bylaws
- Human Rights Policy
- Compensation Committee Charter
- Securities Trading Policy
- Governance and Nominations Committee Charter

## BOARD OF DIRECTORS AND COMMITTEE COMPOSITION

Our Board of Directors plays a critical role in our operations and vision. Our Board is the ultimate authority over the company, and its members are selected based on their significant executive experience. Our Board of Directors meets quarterly at a minimum to review topics such as corporate strategy, product development, finances and operations, among other relevant corporate matters. Directors also serve on different Board Committees as detailed in the table below. More information about our **Board of Directors** can be found on our **Board of Directors** and **Committee Composition** pages on [wolfspeed.com](https://wolfspeed.com) and in the **Diversity, Equity & Inclusion** section of this report.

Board Member	Audit Committee	Governance and Nominations Committee	Compensation Committee
Glenda M. Dorchak	I	M	C
John C. Hodge	I	M	M
Clyde R. Hosein	I	C	M
Darren R. Jackson	I	M	M
Duy-Loan T. Le	I		M
John B. Replogle	I	M	M
Marvin A. Riley	I		M
Thomas H. Werner	I		M
Stacy J. Smith	I		C
Gregg A. Lowe			

**I** = Independent Director

**C** = Chairperson

**M** = Member

# CODE OF CONDUCT

Our Code of Conduct applies to every Wolfspeed employee around the world, including our Board of Directors, and governs every business decision we make. Our Values are at the core of our success and the Code of Conduct embodies and reinforces our commitment to act in a manner consistent with our values and put them into practice every day. Our **Code of Conduct** is available on [wolfspeed.com](http://wolfspeed.com).

Our **Code of Conduct** reflects our commitment to integrity and describes standards of conduct for our employees and directors. Our executive officers and other senior financial personnel are also subject to additional policies stated in the **Code of Ethics for Executive Officers and Other Senior Financial Personnel**. This includes **Code of Conduct** and supporting internal Company policies. Our **Code of Conduct** contains our guidelines for ethical business practices, including how employees can report breaches of Wolfspeed policies and details on the Compliance Hotline.

Anti-corruption is included in our **Code of Conduct**, our Antitrust, Anti-Corruption, Anti-Bribery, and Anti-Money Laundering policy and associated training. These apply to all Wolfspeed operations, as do specific policies directed to ensure compliance with the Foreign Corrupt Practices Act (FCPA) and United Kingdom Bribery Act, among other anti-corruption statutes. Our **Code of Conduct** contains our guidelines for ethical business practices, including bribery and corruption.

Human rights guidelines are outlined in our **Code of Conduct**. Annually, employees are required to undergo **Code of Conduct** training. Employees are required to complete and acknowledge a number of compliance courses. The course topics vary from year to year, but regularly include anti-corruption and human rights-related subject matter. Training topics are assigned to employees based on their role within the company. The total number of hours devoted to this training are between two to four hours per employee (between 10,000 to 20,000 hours total).

# POLICIES

At Wolfspeed, we L.E.A.D, with Environment, Health and Safety and we W.I.N, with Quality as part of our **Protect the Pack** culture.

Wolfspeed endorses and adheres to Environment, Health and Safety global standards for all sites and locations. To ensure that Wolfspeed can implement such standards, we are committed through our Environment, Health and Safety Policy to:

- provide a safe and healthy work environment for our employees;
- comply with regulatory and other requirements;
- reduce our environmental impacts (e.g., carbon footprint, wastewater and waste generation) from cradle to grave;
- implement specific measures to eliminate hazards and reduce risks to humans and the environment, including pollution prevention;
- adhere to documented procedures for defining the process of establishing environmental, health and safety objectives, targets, and programs or projects;
- improve continually to enhance environmental, health and safety performance; and
- consult with and encourage the participation of workers and workers' representatives, as applicable.

## L.E.A.D. WITH EHS



To ensure the best for our employees, our environment and our community, we all must L.E.A.D.

**L**

**LEADERS** place continual emphasis on environment, health and safety

**E**

**EMPLOYEES** participate in developing, maintaining and following EHS policies and procedures

**A**

**ACCEPT** accountability for EHS performance

**D**

**DEMONSTRATE** our commitment to legal requirements, risk management and continual improvement

## W.I.N. WITH QUALITY

Every employee is responsible for ensuring the highest level of Quality in our products and services to achieve customer satisfaction and meet applicable requirements.

**We achieve this through our Quality Policy:**

**W**

**WORK TRANSPARENTLY** with our customers; listen, understand and exceed customer expectations

**I**

**INNOVATE AND CONTINUOUSLY IMPROVE** our products, processes, and services

**N**

**NEVER COMPROMISE** Quality by always living our values: Safety, Integrity & Respect, Ingenuity & Passion, and Ownership & Accountability

## HUMAN RIGHTS

We are driven by a commitment to our values that guide every decision we make, how we operate our business, and how we interact with each other, our customers, partners, suppliers and communities. We recognize the undeniable importance of maintaining and promoting fundamental human rights based on dignity, equality, fairness, and respect in our operations and supply chain. We are committed to complying with applicable laws and regulations and respect internationally recognized human rights frameworks. Our commitment to respecting and advancing human rights is reflected in our **Code of Conduct, Supplier Code of Conduct, and Human Rights Policy**.

Human rights are a fundamental aspect of responsible corporate governance and are considered as part of the Company's ongoing processes to identify and assess risk. We operationalize our commitment by developing and implementing processes, procedures and tools aimed at safeguarding human rights. This includes engaging with stakeholders to understand their perspectives, guidance on conducting risk and impact assessments, and continually evolving our actions to support our commitment.

Our goals and future success can only be achieved by our collective commitment to operate with integrity and transparency, a respect for human rights, and a responsibility to our global customers, partners and the communities where we operate. We will continue to carry out human rights due diligence and will further enhance initiatives to prevent or mitigate potential negative impact on human rights.

We maintain hiring age restrictions and health and safety standards for both employers and

employees of suppliers. Our **Supplier Code of Conduct** specifically prohibits the use of child labor in violation of local laws and regulations in the country or countries in which Wolfspeed does business. Based on available information, we do not have any operations or suppliers considered to have significant risk for incidents of child labor or young workers exposed to hazardous work. We maintain standards prohibiting forced or compulsory labor for both employers and employees of suppliers. Our **Supplier Code of Conduct** specifically prohibits forced or compulsory labor by our suppliers. Based on available information, we do not have any operations or suppliers considered to have significant risk for incidents of forced or compulsory labor.

Our **Code of Conduct, Supplier Code of Conduct, and Standard Purchase Order Terms and Conditions** include human rights clauses. We require that any supplier that works with us follows our **Supplier Code of Conduct**. Wolfspeed is committed to abiding by human rights laws and expects our suppliers and vendors to do the same.

Per our **Code of Conduct**, Wolfspeed policies and procedures apply to all subsidiaries. If we maintain the majority of the ownership of joint ventures, their policies and procedures will closely mirror those of Wolfspeed.

Our North Carolina operations achieved Gold-level certification from the Responsible Business Alliance (RBA) which included, among other CSR-related topics, an assessment of our human rights policies and practices. This assessment occurred in early calendar year 2024.

## GLOBAL BUSINESS CONTINUITY & CRISIS MANAGEMENT

### Overview

Wolfspeed's global Business Continuity Management System (BCMS) establishes, implements, operates, monitors and improves enterprise business continuity. Modeled using industry best known methods and practices, the BCMS provides a consistent methodology to address potential and realized business disruptions affecting our operations stemming from scenarios including, but not limited to:

External products and services disruptions	Labor shortages	Information technology outages and cyber attacks	Natural disasters	Utility and infrastructure disruptions	Fires	Key equipment failures

### Application

Wolfspeed takes an all-hazards, risk-based approach to business continuity and crisis management to minimize negative impact on our operations. The BCMS contains structured planning, training, exercising, incident management and quality monitoring processes. These include, but are not limited to:

Business Continuity Plans (BCPs)	Business Impact Analyses (BIAs) for Prioritized Activities	Annual training of key stakeholders and partners	Event Management Teams	Site-specific Risk Assessments	Annual testing and exercising of plans

### Forward View

Wolfspeed's BCMS is well-positioned and supported by top management to ensure continued alignment with company growth, industry standards and customer expectations. It is a vital tool in our effort to ensure organizational resilience for years to come.

## RISK MANAGEMENT

Risk management at Wolfspeed is a process undertaken by all functions within the business, including a review of risks related to financial and market performance, operational performance, emergency preparedness and response, environmental health and safety compliance, among other areas. In addition, we have established a formal Enterprise Risk Management program to identify, assess, prioritize and manage key enterprise risks. Sustainability-related risks and opportunities are also discussed and addressed as part of this program. Our material business risks are listed in our periodic reports filed with the Securities and Exchange Commission and in our Annual Reports. Our water-related risks can be found in the **Water Management** section of this report. Our risks associated with climate change can be found in the **TCFD Disclosures** subsections of this report.

OUR AMBITION	OUR GOAL	2023 PROGRESS
Use a defined and concise method to easily gather the data needed to evaluate our sustainability risks.	Complete three risk plans per year under our Enterprise Risk Management (ERM) program by 2025	Enhanced ERM governance structure  Completed risk plans for 3 key risk areas

The Board, acting itself or through one or more of its committees, has general oversight responsibility for corporate risk management, including oversight of top management's implementation of risk management practices. While the Board is responsible for risk oversight, senior management is ultimately responsible for assessing and managing our risk exposures. The Board directly oversees senior management's assessment, mitigation efforts and monitoring of strategic and operational risks, such as those relating to competitive dynamics, market trends and developments in our industry, changes in economic conditions, cybersecurity and sustainability. Senior management regularly updates business plans for each of the Company's product lines, including an assessment of strategic and operational risks and responses to identified risks, and members of the Board and top management meet annually to review these plans. In addition, top management reports to the Board at each quarterly Board meeting on progress made against these strategic plans, including an update on changes in risk exposure and management's responses to the changes.

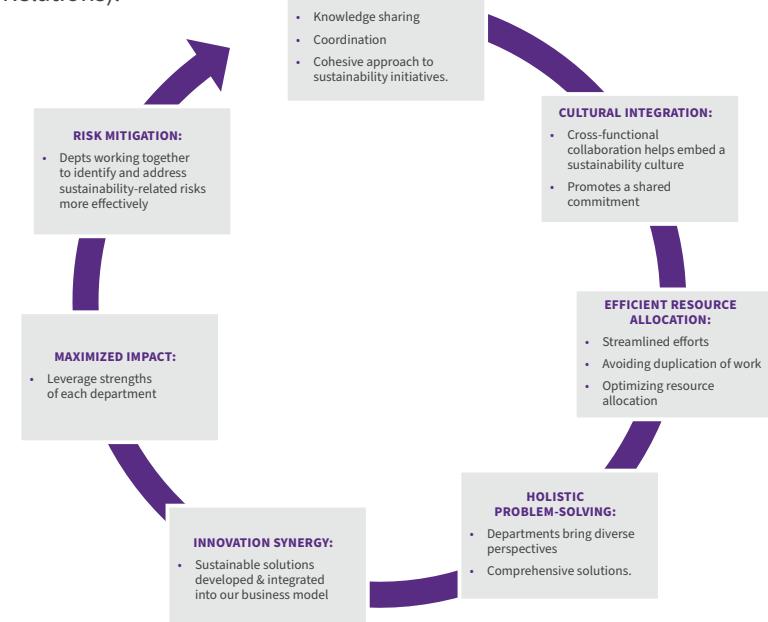
## SUSTAINABILITY OVERSIGHT

Our Board of Directors is responsible for oversight of management's sustainability efforts at Wolfspeed, led by the **Governance and Nominations Committee**. This Committee assists our Board of Directors in discharging its oversight responsibility related to environmental, social and governance (ESG) matters such as climate change impacts, energy and natural resources conservation, environmental and supply chain sustainability, human rights, employee health, safety and well-being, diversity and inclusion, corporate charitable and philanthropic activities, and other sustainability issues that are relevant and material to Wolfspeed. Reporting regularly to the full Board, this Committee provides guidance on these issues and performs an oversight role in shaping Wolfspeed's sustainability strategy, including goal and target development. Sustainability-related information covering a range of topics is presented to the Board of Directors at least once per year, or more frequently as important matters arise, by the Senior Vice President of Legal & General Counsel. Management with direct responsibility for developing and tracking sustainability information at Wolfspeed includes employees from various departments,

including Environment, Health and Safety, Human Resources (which includes Diversity, Equity & Inclusion), Operations (which includes Supply Chain and Product Quality), and Legal. When relevant, we also engage with employees from Corporate Sales, Marketing, and Finance (which includes Investor Relations).

As part of our ongoing efforts to engage our departments, leaders, employees, and associates in our sustainable business practices we are incorporating sustainability strategies into our department business plans.

### Benefits include:



## SECURITY PRACTICES

Wolfspeed Security's mission is to serve the global organization by protecting Wolfspeed's people, property and information. Wolfspeed Security is responsible for ensuring a safe and secure work environment so that employees can focus on doing

their best work. Leading the organization's asset protection efforts, Wolfspeed Security employs a collaborative, layered approach which relies on people-leveraging technology. The Wolfspeed Security team includes

uniformed officer personnel and a Global Security Operations Center (GSOC) to provide continuous support to the organization.

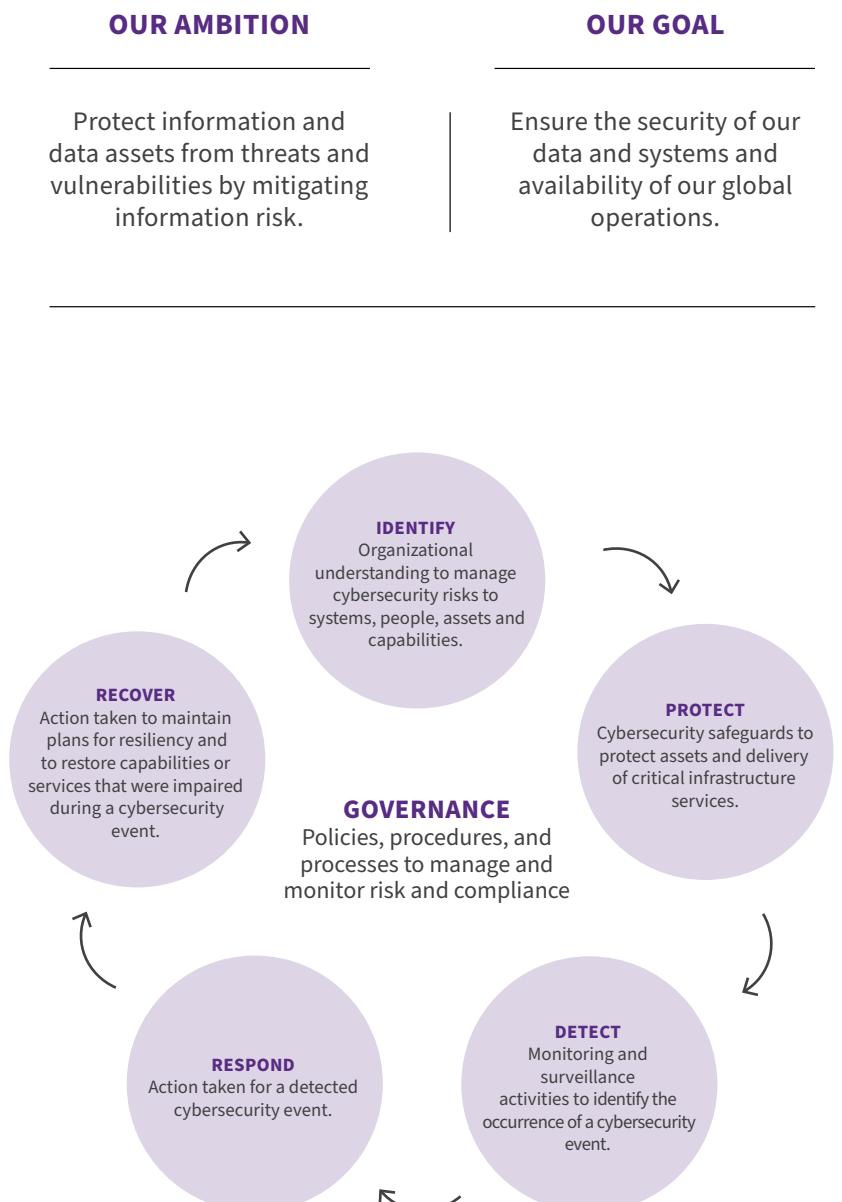
# INFORMATION SECURITY

Information security is a key priority at Wolfspeed. Vital to the digital and physical safety of our global operations and the customers we serve, we use a multilayered cyber security approach to protect our people, assets, and intellectual property (IP). Everyone at Wolfspeed receives ongoing training in order to play an active role in mitigating threats and protecting our systems and data.

Active participation in Information Security Awareness Training, adherence to information security policies and procedures, and recognition and reporting of suspicious activities all contribute to the governance and safety of our environment.

The Wolfspeed Information Security Team and other business organizations work together to build upon our layered defenses and fine-tune our existing security controls to achieve more accurate and rapid detection of incidents. The team also performs routine vulnerability testing and security assessments using industry standard frameworks to identify and incrementally improve our capabilities.

Wolfspeed aligns with the best practices and standards developed by the National Institute of Standards and Technology (NIST).



## OUR AMBITION

Protect information and data assets from threats and vulnerabilities by mitigating information risk.

## OUR GOAL

Ensure the security of our data and systems and availability of our global operations.

## Web-based Information Security

### CHANGE MANAGEMENT

Wolfspeed maintains a modern, active change management process to ensure that all changes made to any production environment are applied in a safe, forward-looking and deliberate manner. All changes to systems and network devices, along with physical and environment changes, are monitored and controlled through a formal change control process.

### SYSTEM BACKUPS

Wolfspeed uses industry standard backup procedures for all data created by users. These backups are performed on a regular cadence and stored in multiple locations.

### NETWORK SECURITY

Our infrastructure resides behind high-availability firewalls and is monitored for the detection and prevention of various network security threats. Network Access controls are utilized to help restrict access to systems from external networks and between systems internally. By default, all access is denied and only explicitly allowed ports and protocols are allowed based on specific business needs. Wolfspeed maintains separate development and production environments.

These environments are segmented using modern networking techniques to create secure partitions to ensure that testing and production data and code do not directly interact.

### VULNERABILITY MANAGEMENT

Security assessments are performed on a regular basis to identify vulnerabilities and to determine the effectiveness of the change management program. Each vulnerability is reviewed to determine if it is applicable, ranked based on risk, and assigned to the appropriate team for remediation.

### PATCH MANAGEMENT

Wolfspeed strives to apply the latest patches and updates to operating systems, applications and network infrastructure to mitigate exposure to vulnerabilities, with a specific emphasis on security-related patches. Patches are tested using partitioned development environments prior to being deployed into production.

### SECURE NETWORK CONNECTIONS

Transport Layer Security (TLS) encryption is configured for customer web application access using modern cipher suites to ensure that user data

in transit is safe, secure and available only to intended recipients. The level of encryption is negotiated dependent on what the web browser can support.

### ROLE-BASED ACCESS

Role-based access controls are implemented for access to web systems. Access controls to data in our systems and environments are based on the Principle of Least Privilege.

### AUTHENTICATION AND AUTHORIZATION

We require that authorized users be provisioned with unique account IDs. Our password policy covers all applicable systems and applications and enforces the use of complex, unique passwords. Individuals are granted access to certain resources based on their specific job function. Requests for additional access follow a formal request and approval process as defined by our security guidelines.

### SOFTWARE DEVELOPMENT LIFECYCLE

We follow a defined methodology for developing secure software that is designed to increase the resiliency and trustworthiness of our website. Security and security testing are directly part of the entire software development process. Quality assurance is involved at each phase of the lifecycle of the site. Wolfspeed mandates that security best practices are implemented as part of all development activities.

### DATA PROTECTION AND PRIVACY

We apply an industry standard set of data management principles to customer data that Wolfspeed may process, handle, or store. We protect personal data using appropriate physical, technical, and organizational security practices. Any identifiable information that we may process, handle or store is encrypted at rest and in transit as appropriate. We give additional attention and care to sensitive personal data and respect local laws and customs, where applicable. We take all reasonable steps to protect information we receive from our customers from loss, misuse or unauthorized access, disclosure, alteration and/or destruction. Before any data is collected from web users, permissions are granted from the user for all non-necessary data. If the user opts-out of data collection, only specific, necessary forms of data, such as IP address are collected. As is reasonable, only the minimum data required to allow for the continued operation of the site is stored on internet accessible servers.

# ECONOMIC

Responsible Business Practices,  
Innovating for a Better Future

Product Quality

Quality Policy (WIN)

5S

Customer Satisfaction

Global Trade Compliance

Supply Chain

Responsible Minerals Sourcing



## RESPONSIBLE BUSINESS PRACTICES, INNOVATING FOR A BETTER FUTURE

At Wolfspeed, we are at the forefront of innovation, offering disruptive technology solutions for a more efficient and sustainable future. We operate at the highest ethical standards and actively manage risks inside and outside of the organization to ensure strong long-term financial performance. We adhere to the policies outlined in the **Code of Conduct** and require our suppliers to adhere to strict social and environmental standards, as described in our **Supplier Code of Conduct**.

The majority of the data included in this report is on a calendar year basis (January to December). Financial data is reported on a fiscal year basis (July to June). Our financial data for FY 2023 can be found in our **2023 Annual Report**.



## PRODUCT QUALITY

All our products must satisfy industry standards, our customers' expectations, and our own. We test our products and simulate them in harsh environments to confirm their reliability. We follow AEC, IATF, ISO9001, AS9100 and JEDEC standards (see details below). Wolfspeed has representation on key industry and technical committees to drive the adoption of silicon carbide.



**“**As a company at the forefront of green energy transformation, we constantly seek opportunities to employ efficient and sustainable solutions across our global footprint. A long legacy of technical leadership gives Wolfspeed a unique opportunity to streamline manufacturing in our state-of-the-art 200mm facilities, reducing our raw material and energy consumption. Partnering with global suppliers of a similar mindset provides us with a robust and ecologically friendly supply chain, in the same way our commitments make Wolfspeed the silicon carbide supplier of choice for automotive and industrial customers.

**Jeffrey Ferraro**

Senior Vice President, Global Procurement and Planning

## QUALITY POLICY (WIN)

At Wolfspeed, we W.I.N. with Quality. To ensure the highest quality products and services to achieve customer satisfaction, we all must W.I.N. as stated in our Quality Policy. See our policy [here](#).

Our capacity expansion plans will allow us to respond to increasing customer demand. Implementing quality strategies to further our quality culture and investing in our people, processes and systems will enable our growth to meet this demand.

Our strategy is to integrate our people, systems and culture to drive quality as a competitive advantage. More information about our expansion efforts can be found in the **Expanding Capacity for Silicon Carbide** section of this report.



Build out experienced quality engineering teams

Invest in scaling quality management system and processes

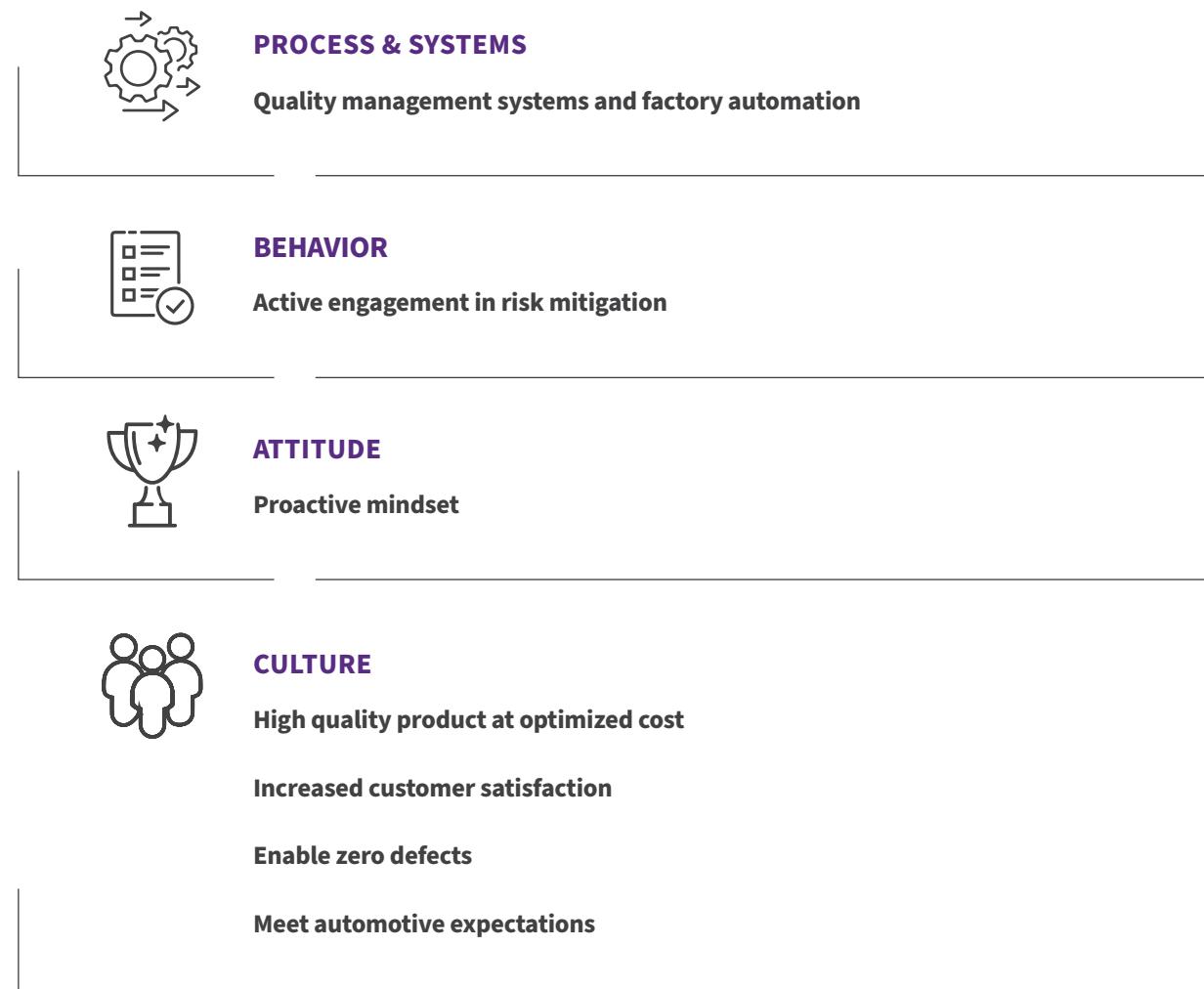
Advance automotive culture through key quality initiatives

## 5S

We're advancing our total quality culture through zero-defect strategies such as statistical process control, factory defect reduction programs and robust testing strategies. We're also conducting supplier assessments and engaging in supplier development programs, all while we continue to focus on increasing overall customer satisfaction.

Our quality initiatives also include a focus on implementation and enhancement of 5S practices in our manufacturing operations. This is a foundational piece of our Global Operational Excellence program.

### Global Operations Manufacturing Excellence



#### WHAT IS IT?

- A tool or approach to attain and maintain a high level of workplace organization
- Engages employees to drive standardization and consistency
- Provides visual cues when items are out of place

#### BENEFITS TO WOLFSPEED AND OUR CUSTOMERS?

- Provides a safe workplace
- Improves our production readiness
- Demonstrates our commitment to our customers' quality and process control expectations
- Enables a culture for consistent, repeatable, predictable, and sustainable processing

Wolfspeed implemented and achieved the following standards to demonstrate our ability to consistently provide products and services that meet customer and regulatory requirements:

- ISO 9001:2015: establishes criteria for a quality management system
- ISO/TS 16949: establishes technical specifications for automotive sector quality management systems and is one of the most widely used international standards in the automotive industry, harmonizing the different assessment and certification systems in the global automotive supply chain
- AS9100D standard, including ISO 9001:2015: describes quality management system requirements and specifies additional aviation, space and defense industry requirements, definitions and notes

The following sites are certified for our quality management systems. Click on the links below to view our ISO 9001 and IATF 16949 certificates. Our certificates can also be found on our [Quality page](#) on [wolfspeed.com](http://wolfspeed.com).

#### Durham, North Carolina

- ISO 9001: 2015
- IATF 16949: 2016
- AS 9100D and ISO 9001:2015

#### RTP, North Carolina

- ISO 9001: 2015
- IATF 16949: 2016
- AS 9100D and ISO 9001:2015

#### Fayetteville, Arkansas

- AS 9100D and ISO 9001: 2015

#### Morgan Hill, California

- ISO 9001: 2015
- AS 9100D and ISO 9001:2015

#### Mesa, Arizona

- ISO 9001: 2015
- AS 9100D and ISO 9001:2015

#### Marcy, New York

- ISO 9001: 2015
- IATF 16949:2024

# CUSTOMER SATISFACTION

Our customer support mission statement guides us to ensure we meet or exceed our customers' expectations.

## MISSION STATEMENT

The mission of Wolfspeed's customer service function is to always convey a passion for the customer and to consistently deliver the best service experience.

## VISION STATEMENT

Delivering customer satisfaction is about providing timely, responsive service with integrity, simplicity and a passion for excellence while meeting or exceeding the customer's expectations.

## STATEMENT OF WORK

Customer service is any activity provided by a Wolfspeed employee that enhances the ability of a customer to realize the full potential value of a Wolfspeed product or service before and after the sale is made, leading to increased customer satisfaction and repurchase.

## CUSTOMER SERVICE PRINCIPLES

- Recognize the importance of all customers and the role every Wolfspeed employee plays in influencing the customers' perceptions. While engaging with customers, be professional, reliable, credible, responsive and friendly.
- Communicate promptly and honestly. Try to be brief and clear.
- Be a voice for the customer.
- When a problem arises, view the problem as an opportunity to improve. Solving problems will enable us to raise the quality of our products and services.
- Listen well, be responsive and demonstrate a sense of urgency. Understand that how something is said has significant influence on how it is received.
- Strive to make it easy for the customer to do business with Wolfspeed to ensure that Wolfspeed remains its preferred supplier.

## GLOBAL TRADE COMPLIANCE

We recognize our compliance responsibilities and the importance of exercising care and due diligence in our international transactions and related recordkeeping practices. The Global Trade Compliance (GTC) team is tasked with ensuring compliance with export control laws and regulations, such as the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR). Our mission is to support Wolfspeed's business objectives while acting in full compliance with all applicable trade laws and regulations. Wolfspeed is CTPAT (Customs Trade Partnership Against Terrorism) certified, further illustrating our commitment to trade compliance and our partnership with the United States Government.

\* Purchased Quality Item (PQI) suppliers

As part of our GTC program, we screen all parties we enter business relationships with including customers, distributors, and known end customers. We perform due diligence regarding the end use of our products, the ultimate end users, and the customers' ability to comply with applicable end-use and re-export controls. Our GTC team must approve access for individuals to "export-controlled areas," including both physical access and IT access to export-controlled technology. Due diligence is performed for possible red flags, including abnormal or unusual circumstances, in a transaction that indicates that the export may be destined for an impermissible end-use, end-user or destination. Wolfspeed employees receive Export Awareness Training as part of their onboarding and ongoing employment.

## SUPPLY CHAIN

We conduct our activities in a manner that reflects our **Code of Conduct** and **Values**, which include being a good corporate citizen, dealing fairly in business, behaving ethically, supporting basic human rights and a safe and healthy workplace, doing business in an environmentally responsible manner, and complying with applicable laws. We expect our suppliers to adhere to the same high standards, and we are committed to ensuring that our supply chain reflects our values and beliefs through our **Supplier Code of Conduct**. Refer to the **Supplier Resources** page on [wolfspeed.com](#) to access our **Supplier Code of Conduct** and **Standard Purchase Order Terms and Conditions**. Refer to our **Small Business Program** page on [wolfspeed.com](#) to learn about our commitment to maximizing opportunities for small businesses.

Wolfspeed is actively working to expand our business with local, small and underrepresented suppliers by organizing and supporting targeted events to highlight and explore opportunities. We are also updating our supplier on-boarding process to identify small and underrepresented businesses across our supply chain. We have developed a five-year supply chain sustainability goal that drives improvements to our procurement policies and processes that will demonstrate our commitment to responsible purchasing and supplier diversity.

Wolfspeed expects all suppliers to make a clear commitment to environmental and social compliance including health and safety, labor and diversity, and ethical business practices through the **Supplier Code of Conduct** and the **Standard Purchase Order Terms and Conditions**.

### OUR AMBITION

Assess our suppliers on social and environmental risks to strengthen partnerships with those with best practices.

Improve resiliency through our diversity efforts and reduce inequalities across our supply chain.

### OUR GOAL

Evaluate ESG risks and opportunities for 100%\* of suppliers on our Approved Supplier List by 2025.

Achieve >5% supply chain spend from underrepresented suppliers by 2025.

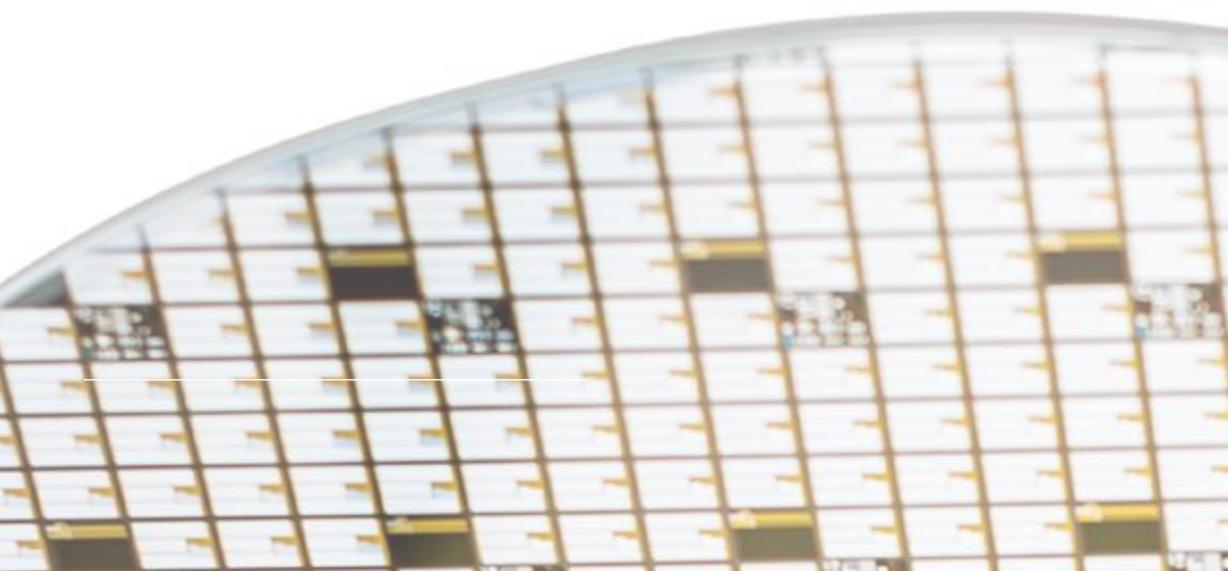
### 2023 PROGRESS

Began incorporating ESG evaluations into our supplier performance scorecards.

Performed initial survey with key PQI\* suppliers.

Achieved >2% of total spend with underrepresented suppliers.

Organized a local supplier day at the newest Materials plant in Siler City, NC and participated in events to expand our network of local, small and underrepresented suppliers.



# RESPONSIBLE MINERALS SOURCING

## Wolfspeed Responsible Minerals Sourcing Policy

Mining is an intensive process involving potential social and environmental risks that may cause lasting negative impacts if not properly managed.

Certain high-risk minerals (notably tin, tantalum, tungsten, gold and cobalt) sourced from regions of the world with ongoing conflict carries a risk of funding organizations that are involved in illegal or unethical activities including human rights abuses such as child labor, harsh working conditions, environmental destruction and corruption.

A growing awareness of the abuses committed in these areas of conflict has prompted an industry-wide investigation into any supply chain tainted by these atrocities. In the United States, the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank Act") requires publicly traded companies to report annually on the presence of conflict minerals originating in the Democratic Republic of the Congo or adjoining countries in the products they manufacture or contract to manufacture. The purpose is to report any abuses, and through disclosure, halt the sourcing of designated minerals via supply chains implicated in conflict zones.

### WOLFSPEED'S COMMITMENT

Wolfspeed's Responsible Mineral Policy aligns with our commitment to uphold and respect fundamental human rights for all people, including those who work in our supply chain. Wolfspeed complies with applicable legislation and strongly supports industry-wide efforts to promote responsible sourcing, protect human rights and combat child labor throughout the supply chain. Wolfspeed does not directly procure minerals from mines, or the smelters or refiners that process them, but believe we can influence upstream supply chain actors through our policies and practices. Recognizing the complexity of this issue, we are actively engaged with industry peers, suppliers and other stakeholders to promote the responsible sourcing of minerals through the Responsible Minerals Initiative (RMI). Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility. We believe this can be done while continuing to source responsibly from the DRC and other high-risk regions.

Wolfspeed's internal due diligence framework is designed to conform, in all material respects, to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance) to determine the country of origin and chain of custody for high-risk minerals in our supply chain. To promote responsible investigations of high-risk minerals, Wolfspeed uses the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) issued by the Responsible Minerals Initiative (RMI).

### SUPPLIER EXPECTATIONS

To support ethical procurement practices and responsible mineral sourcing, Wolfspeed expects suppliers that provide components and/or materials containing "relevant minerals" to adhere to the same high standards to which we hold ourselves. For the purposes of Wolfspeed's Responsible Minerals Sourcing program, relevant minerals currently include:

- Columbite-tantalite (tantalum), Cassiterite (tin), gold and wolframite (tungsten), also known as "conflict minerals," or 3TG";
- Cobalt, Mica, and;
- Any other mineral identified by Wolfspeed as contributing possible risk to the supply chain.

### We require suppliers to:

- Adhere to Wolfspeed's Supplier Code of Conduct and all applicable laws and regulations related to mineral sourcing;
- Source only from smelters and refiners validated by a third-party audit program. Accepted programs include: the RMI's Responsible Minerals Assurance Process, the LBMA's Responsible Gold Certification, or the RJC's Chain-of-Custody Program;
- Make reasonable efforts to remove all non-participating and non-validated smelters or refiners from Wolfspeed's supply chain;
- Design and implement due diligence frameworks and management systems consistent with OECD Guidance to achieve responsible mineral supply chains;
- Verify and inform Wolfspeed whether the minerals included in materials or component parts are conflict-affected or high-risk minerals;
- Respond to Wolfspeed inquiries for reporting templates and due diligence information, and promptly implement corrective actions identified and requested by Wolfspeed; and
- Extend these expectations to their own suppliers.

If these requirements are not met, Wolfspeed will proactively work with the supplier to further develop their due diligence capabilities to ensure alignment with Wolfspeed's supplier requirements. Wolfspeed will terminate relationships with suppliers that do not make substantive and prompt efforts to comply with our policy.

# SOCIAL RESPONSIBILITY

People First, People Always

Our Employees

Our Early-In-Career Employees

Diversity, Equity & Inclusion

Employee Engagement

Compensation and Benefits

Learning and Development

Health and Safety and ISO 45001

Health and Safety — Our  
Employees and Suppliers

Health and Safety — Our Customers

Community Engagement



**“**At Wolfspeed, relationships matter. Across our teams, our suppliers, our customers, and our communities, how we do business is as important as why we do business. Our forward thinkers and doers strengthen the communities we operate in through community engagement and education programs, by stewarding the environment with our silicon carbide technologies, and cultivating responsibly through innovation and integrity. We are proud to demonstrate our commitment to our people through our employee resource groups, transparency in our DE&I goals and metrics, fostering a safety first mindset, and by focusing on the environment with training and programs. As we transform the industry from silicon to silicon carbide, our people are the reason for our success.

**Missy Figueroa**

Senior Vice President, Global Fab Operations

## PEOPLE FIRST, PEOPLE ALWAYS

We're on a mission to transform whole industries from silicon to silicon carbide as we shape the future of semiconductor markets: the transition to electric vehicles, the move to faster 5G networks, the evolution of renewable energy and energy storage, and the advancement of industrial applications.

We have unlimited potential thanks to the hard work and dedication of the 6,000+ people who bring their gifts and talents to work for Wolfspeed each day. Our team is made up of global, diverse, forward-thinking innovators and problem solvers united behind one purpose: a more energy-efficient and sustainable future.

Our people are our thought leaders and the reason for our success. They are our first priority, and we strive every day to improve how we serve them by creating the best and safest work environment to provide for their health and well-being. We are also committed to being the best partner to our customers and suppliers, and the best neighbor to all those we touch in the communities where we operate.

We consider the health and well-being of each individual associated with the Wolfspeed community as our primary responsibility. We have established stringent rules for material sourcing, supplier selection and employee health and safety, while also promoting community engagement and education programs.

## OUR EMPLOYEES

Wolfspeed is an Equal Employment Opportunity (EEO) and Affirmative Action (AA) employer; employing regular full-time and part-time employees, as well as interns, temporary and contract employees as necessary. We also have a rapidly developing set of internship and co-op programs.

We employ over 6,000 regular full-time and part-time employees. We also employ individuals on a temporary, full-time basis and use the services of contractors as necessary. A significant portion of the organization's activities are performed by workers who are employees. Only employees located in significant locations of operation are reported. Significant locations of operation refer to our owned manufacturing facilities located in the U.S., which represent approximately 86.9% of our total number of employees in calendar year 2023.

### Global Employees by Region<sup>1</sup>

	2019	2020	2021	2022	2023
Employees by Region					
North America	3,029	3,653	4,674	5,177	<b>5,798</b>
Europe	46	64	78	109	<b>140</b>
Asia	83	128	223	188	<b>231</b>
<b>Total</b>	<b>3,158</b>	<b>3,845</b>	<b>4,975</b>	<b>5,474</b>	<b>6,169</b>

### 2023 Employees by Region<sup>1,2</sup>

	North America	Other Regions	Total
By Employment Type			
Full-time	5,725	368	<b>6,110</b>
Part-time	56	3	<b>59</b>
<b>Total</b>	<b>5,798</b>	<b>371</b>	<b>6,169</b>

### 2023 Employees by Employment Contract/Status & Type<sup>1,2,3</sup>

	Female	Male	Total
By Employment Contract/Status			
Full-time/Part-time	1,655	3,859	<b>5,514</b>
Temporary	17	53	<b>70</b>
<b>Total</b>	<b>1,672</b>	<b>3,912</b>	<b>5,584</b>
By Employment Type			
Full-time	1,651	3,877	<b>5,528</b>
Part-time	21	35	<b>56</b>
<b>Total</b>	<b>1,672</b>	<b>3,912</b>	<b>5,584</b>

<sup>[1]</sup> The numbers reported include contingent workers assigned to Wolfspeed Inc. in a temporary capacity. These workers are not employees of Wolfspeed Inc. (excludes employees with no gender identified).

<sup>[2]</sup> U.S. employees are considered “at will” and are not bound by any employment contract. Therefore, none of our U.S. employees are classified as “permanent”. The data provided is limited by employee self-disclosure and does not necessarily represent the entire employee population.

<sup>[3]</sup> Data presented here is for our significant locations of operations and represents approximately 86.9% of our total number of employees in calendar year 2023.

# OUR EARLY-IN-CAREER EMPLOYEES

Our early-in-career programs at Wolfspeed offer a variety of opportunities for college students and new college graduates. Participants gain real-world experience through hands-on, project-based assignments designed to empower them and help them grow. We depend on this early-in-career talent to continue to drive the innovation of the future.

## Our Summer Internship Program

Launched in 2018, our Summer Internship Program inspires contribution, culture, and community. From 2018 to 2019, we more than doubled the summer intern population, and we extended the program internationally. From 2019 to 2020, we increased our intern diversity numbers to include a 48% underrepresented population. In the summer of 2022, we had an intern class with 43% diversity, and in the summer of 2023, we had an intern class with 62% diversity.

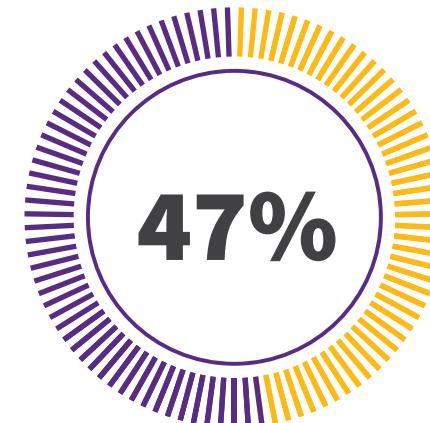
### Some of the perks of our internship program include:

✓ Direct interaction with senior leaders	✓ Community engagement
✓ Networking with experts across the Company	✓ Professional development
✓ Paid internships	✓ On-site café and fitness center (NY & NC locations)
✓ Culture that fosters collaboration and innovation	✓ Mentor program
✓ Social and cultural events	✓ Attention to diversity and inclusion
✓ Result-orientation contributions	✓ Campus Ambassador Program

## 2023 INTERNSHIP DIVERSITY DEMOGRAPHICS



UNDERREPRESENTED  
(SELF-REPORTED)



IDENTIFY AS FEMALE



RETURNING INTERNS

## Our Cooperative Education Program

In addition to our Summer Internship Program, Wolfspeed hosts college students who are part of their school's cooperative education (Co-op) program. Co-ops at Wolfspeed work either full-time or part-time outside of the summer months, utilizing lessons they have learned from their classes and applying them in our workplace. Co-op students are paid competitively while they work for us and gain the knowledge and experience needed for future internships or full-time entry level roles at Wolfspeed.

## Our Wolfspeed Rotational Program

The Wolfspeed Rotational Program (WRP) offers participants the opportunity to work on strategic projects, build professional capabilities, get one-on-one career coaching, experience cross-functional collaboration, partake in community service and grow in their professional development. Our WRP participants make immediate impacts on our business, allowing us to build a strong internal talent pipeline for the future.

The WRP kicked off the Sales & Marketing and Human Resources departments in 2019. By 2022, the WRP had grown to include participants rotating throughout our Global Operations business unit, our Power business unit, our IT department and our Finance department, while continuing in the Sales & Marketing and Human Resources departments. In 2023 we added a Test Engineering program; a collaboration between the Power business unit and Global Operations business unit. Participants spend 12-24 months in the program, with multiple rotations throughout that duration.

Our former college interns and Co-op students at the bachelor's and master's level are our main talent pipeline for the WRP. We take pride in hiring diverse cohorts – called “Packs” – through our continued recruiting efforts at high-caliber colleges and universities, with a strong focus on Historically Black Colleges & Universities (HBCUs) and Hispanic Serving Institutions (HSIs).

## Our College and University Partnerships

Wolfspeed is proud to foster strong relationships with colleges and universities. Our company not only partners with higher education institutions for recruitment purposes, but also for consulting and research, corporate social responsibility, early talent development and executive thought leadership on campuses. Wolfspeed builds strategic partnerships with colleges and universities that have a strong focus on STEM, diversity, equity and inclusion (DE&I) and community engagement.

To share a few examples, Wolfspeed has a decades-long partnership with North Carolina State University, where five of our six founders graduated from. The Wolfspeed Endowed Scholarship in Memory of Dr. John Palmour and the John Palmour Distinguished Professorship in Materials Science and Engineering were created in 2023. Our company also supports North Carolina Agricultural and Technical State University--the nation's number one producer of Black engineering graduates--in many ways, including a \$4 million commitment over five years for the Wolfspeed Endowed Scholars Program. In the Mohawk Valley region, Wolfspeed partners with SUNY Polytechnic Institute on the Wolfspeed Scholars Program, providing hands-on experience, educational skills and careers after graduation.

# DIVERSITY, EQUITY & INCLUSION

## Diversity, Equity & Inclusion: Overview

Wolfspeed is committed to fostering a culture of diversity, equity and inclusion by encompassing all employee differences and identities. We are building an environment where inclusivity is real and active rather than theoretical and static. Our diverse workforce contributes to our success and enables us to grow and continuously provide state-of-the-art technology and products.

Each of us must respect the diversity, talents and abilities of others regardless of our differences. At Wolfspeed, we view diversity as including all the unique characteristics that make up each of us – and it is far more than the diversity you can see. We embrace, encourage and value diversity of thought, experience, insight, skill and background. We've seen how diversity, equity and inclusion, separately and collectively, drive better business results, and we celebrate our employees' differences and authenticity. Diverse ideas, perspectives, thinking styles and life experiences produce higher quality decisions and enable us to solve problems other companies think impossible. We gather motivated individuals who are true to their nature and beliefs, provide them with resources and room for growth and harness the cumulative genius which is inherent in our human race.

We are devoted to fostering a culture of diversity and inclusion and believe that providing a work environment free from discrimination is paramount. We are proud to be an Equal Employment Opportunity (EEO) and Affirmative Action (AA) employer, making hiring and promotion decisions based only on fair, unbiased evaluation of skills, work history and performance. Our commitment to diversity and inclusion is supported by our stance against discrimination and our belief that all employees, regardless of their race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability status, age, marital status, protected veteran status or any other protected class, contribute to our ongoing success. We strive to attract, develop and retain a workforce that is as diverse as the markets we serve, resulting in an inclusive environment that embraces the strength of our differences.



Diversity, Equity & Inclusion is embedded in the following impactful pillars:

- ▶ **TALENT ACQUISITION**  
Ensuring we can attract diverse talent
- ▶ **TALENT MANAGEMENT**  
Ensuring we can reward, develop and advance diverse talent
- ▶ **CULTURE**  
Ensuring our environment is one that cultivates inclusivity, equity and a sense of belonging
- ▶ **SOCIAL IMPACT**  
Ensuring our community is one that minimizes barriers to achievement

## Diversity, Equity & Inclusion: Social Justice

We continue to develop our activities in support of promoting social justice as well as diversity, equity and inclusion both inside and outside of the company. As we continue to promote and model a culture reflective of our values, which places a premium on integrity and respect, we provide space with help from our **Employee Resource Groups (ERGs)** to listen to our employees from across the organization and gather insight on what initiatives we should start, stop or continue. We believe our employees are our greatest thought leaders. We understand this is a journey; listening and responding is an integral part of our strategy to impact change both internally and within the community.

### 2023 Inclusive Culture Initiatives:

#### • LAUNCHED DE&I INTERN COLLECTIVE

- The office of DE&I created and implemented the DE&I Intern Collective in summer 2023. The DE&I Intern Collective provides support, resources, and community for all Wolfspeed interns and Co-ops. We aim to provide an engaging and safe environment for interns to gain leadership opportunities, become involved in our ERGs, help further integrate DE&I initiatives, and gain sense of community here at Wolfspeed.

#### • LAUNCHED INTERFAITH NETWORKS EMPLOYEE RESOURCE GROUP

- Based on feedback and passion from our employees, we launched the Interfaith Networks ERG. The Interfaith Networks ERG will work to ensure employees of all religions have the freedom and comfort to bring their whole selves to work, expressing their faith in an appropriate and meaningful way while promoting religious understanding and mutual respect. The Interfaith Networks will support the needs of the company by providing its members with developmental opportunities and assignments, helping to build strong community relationships, and supporting company business objectives.

#### • DE&I AWARENESS

- Facilitated diversity, equity and inclusion workshops for the Talent Acquisition team that focused on exploring identities, company values, unconscious bias, interview bias, and practical ways employees can implement their learnings to facilitate equitable recruitment practices.
- Facilitated open enrollment workshops focused on cultivating a culture of belonging. This workshop aims to provide participants with an understanding of how creating a sense of belonging in a work environment can produce higher quality decisions, enabling us to solve problems other companies think are impossible. During this interactive workshop, participants are asked to reflect on their own identities, explore biases and microaggressions that occur in the workplace, and practice tangible tools to build a culture of belonging.
- Provided diversity, equity and inclusion content and facilitator training for Lead the Way, a three-part series for people leaders that covers policies, processes and tools to be an effective people leader at Wolfspeed.

## Feedback from the Open Enrollment Workshop Series:

*"Allowed me to understand what I can do as a leader and how to help those who may not have a voice."*

*"I appreciate the actionable techniques provided. I think those are the biggest single gain for me, compared to my previous DE&I training. These are things I can implement and also bring back to my team, department, etc."*

*"This workshop is going to help me become a better people leader at Wolfspeed and beyond Wolfspeed by giving me tools and insights on how to approach different situations and recognize and become more aware of cultural differences within the pack."*

*"It has changed me to feel part of Wolfspeed and also to understand how I can create a sense of belonging, how I will consider to make connections."*

## Inclusive Wolfspeed Culture



## Our Matching Gifts Program

Our Matching Gifts Program supports programs focused on food and hunger relief, housing and emergency housing relief, educational and early intervention programs through science, technology, engineering and math (STEM) and programs aimed at closing the opportunity gap in our communities through the advancement of diversity, equity and inclusion and social justice initiatives. Through our Matching Gifts Program, each time an employee donates to one of our identified agencies, we will match their donation dollar-for-dollar, up to \$500 per employee per fiscal year. Virtual dollars known as "Cause Cards" are provided to new employees when they join Wolfspeed to introduce them to the giving platform: The "Cause

Cards" are the equivalent of \$25 and can be used towards a donation to any of the agencies supported out of our Matching gifts Program. In February 2023, we announced that we expanded the Matching Gifts Program to include participation by all Wolfspeed employees globally. In addition, we have added Direct Relief and the Global Foodbanking Network, another global organization, to the list of partner agencies supported out of the program. We have also added organizations recommended by our employees, including the NC State University Palmour Family College of Engineering Fellowship Endowment, Military Missions in Action and Simon Community Northern Ireland.

## Diversity, Equity & Inclusion: DE&I Scorecard

Wolfspeed uses a diversity, equity and inclusion (DE&I) scorecard to measure our progress toward DE&I-related goals. Progress towards these goals is factored in every employees' annual employee bonus. Our first scorecard was launched in 2020 for FY2021.

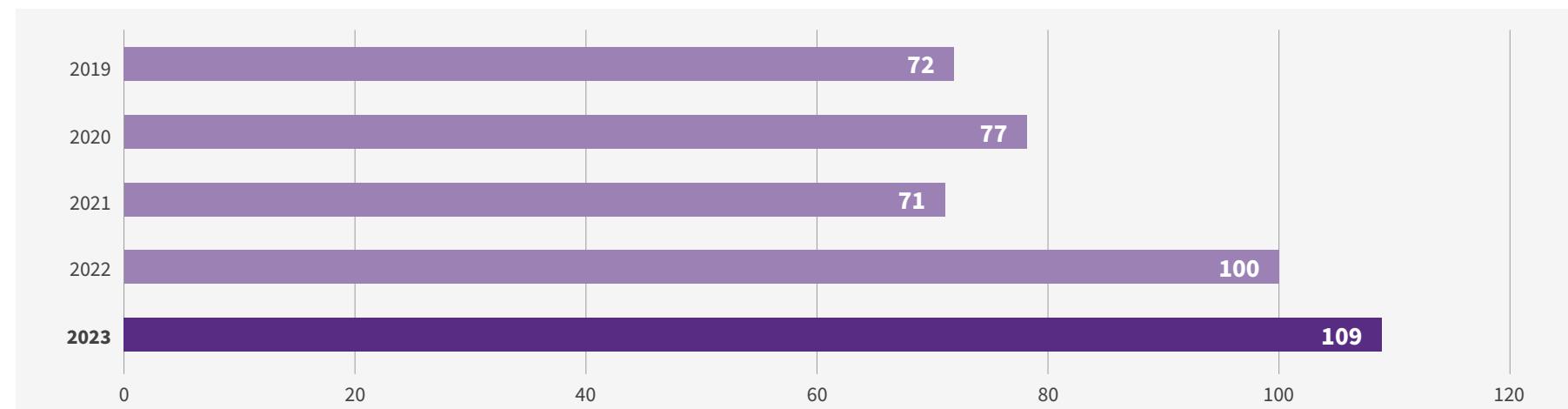
DE&I Metric	Description of Activities
Percentage of Women in Management	We are working to increase diverse representation throughout the organization. Our goal is to attract and retain a diverse talent pool with a focus on <b>management and people leader roles</b> .
Percentage of Underrepresented in Management	
Percentage of Women in Professional Roles	
Percentage of Underrepresented in Professional Roles	As we continue to focus on internal mobility and promoting from within, our goal is to develop and provide opportunities for our manufacturing employees to transition into <b>salaried positions</b> .

## Diversity, Equity & Inclusion: 2023 DE&I Data

### 2023 DE&I DATA - BOARD OF DIRECTORS (GOVERNANCE BODY)

Diversity Category	Board of Directors
<b>Gender</b>	
Female	20%
Male	80%
<b>Age</b>	
<30	0%
30-50	10%
>50	90%
<b>Ethnicity</b>	
American Indian or Alaska Native (Not Hispanic or Latino)	0%
Asian (Not Hispanic or Latino)	10%
Black or African American (Not Hispanic or Latino)	10%
Hispanic or Latino (United States of America)	0%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0%
Two or More Races (Not Hispanic or Latino)	10%
White (Not Hispanic or Latino)	70%

### COUNTRIES REPRESENTED BY EMPLOYEES<sup>1</sup>



<sup>1</sup> Data provided is limited by employee self-disclosure and does not necessarily represent the entire employee population.

## Diversity, Equity & Inclusion: Welcome All

Wolfspeed is committed to cultivating an environment in which we actively seek to reduce any opportunity gap based on any protected category, and we have implemented programs and initiatives geared toward recruiting the most talented, ambitious and capable people to join our team.

### JOB DESCRIPTIONS AND ROLES: A REBOOT

Intellectual growth tends to make titles fleeting and a job description merely a convenient label. As a company we believe there is no shortage of good ideas, and our search for solutions gains energy and insight through an open interchange of ideas and solutions.

### MORE JOY, LESS STRESS

Being a parent is one of life's joys and it makes for a more well-rounded employee for those who choose this path.

Our Women's Initiative Employee Resource Group created a Parenting Network that has allowed employees to share resources, tips and advice with other employees.

### REWARDING HARD WORK IS SORT OF OUR THING

Graduate hires have gained skills and abilities through their own initiative which helps our company grow. A Student Loan Repayment Benefit is available to help under-resourced, newly graduated hires focus their talents on building a career with our company by lessening their loan burden.

### UNITING FOR KNOWLEDGE AND PERSPECTIVE

Diversity alliances with civic and business organizations help underrepresented communities grow and succeed. The NC Chamber of Commerce, RTI and the cities of Raleigh and Durham support these alliances with performance benchmarking and networking opportunities.

### FINDING THE NEXT WAVE OF LEADERS

Corporations have a social responsibility to help ensure that color, culture, ethnicity or economic status does not limit opportunities to a fulfilling career. We recruit from – and provide endowments, scholarships, and internships to - HBCUs, Hispanic Serving Institutions and other diverse engineering organizations.

## Diversity, Equity & Inclusion: Nurture All

By proactively providing learning opportunities and other avenues for advancement, we seek to enhance the growth, development and financial wellbeing of all team members. Wolfspeed's MPower mentoring program was started in 2021 to develop mentors, foster the establishment of mentor-mentee relationships and evaluate progress. Existing and emerging Employee Resource Groups (ERGs) are a significant resource in guiding these efforts.

### BUILDING LEADERS

We seek to develop leaders with diverse backgrounds and life experiences to harness the ambition and aptitude often overlooked in underrepresented communities. MPower structures engagement for all team members, documents growth and accelerates career progress and advancement.

### A MENTOR IS BOTH TEACHER AND PUPIL

Both mentors and mentees gain meaningful insights that go beyond academic expertise to create sociological awareness, cultural understanding and a broader worldview, which add to the intellectual depth of the organization and spurs innovation. And that's the point.

### WHEN THEY GROW, WE GROW

MPower. It's a movement, a goal and a promise to confirm the certainty that increasingly capable employees create an increasingly capable organization. MPower helps foster achievement and advancement, especially in STEM fields. Our education and technical certification sponsorships for 2022 aim to reduce the opportunity gap for women and other underrepresented groups, amplify their voices and harness their talents.

### COUNTING STARS

Talent reviews assess team members across the organization, identify high-potential employees, rising talent and opportunities for advancement. While we actively recruit new hires, we're intent on retention, development and advancement of the talent we already have.

### EDUCATION SPONSORSHIP

Our Education Sponsorship Program helps team members pursue an associate's or bachelor's degree. We partner with seven North Carolina community colleges and two universities and pay for all fees and tuition for certain degree programs to minimize any out-of-pocket costs.

## Diversity, Equity and Inclusion: Nurture All (continued)

We have initiatives and practices in place to reduce our employee turnover rates, which are monitored and reviewed quarterly. Our goal is to ensure employees have access to development and career growth without having to leave Wolfspeed. Some of our employee retention initiatives include:

- Developing a culture of promoting employees from within: To provide upward mobility within Wolfspeed, our goal is to promote qualified employees to more experienced positions. To date, we have had 161 employees complete our **Technician Certification Program**, which provides training for current entry-level operators to give them the tools to become eligible for higher-level technician roles. As of December 2023, 95 of these graduates have been promoted since the program's inception in 2020.
- Offering workshops and guidance to employees on how to enhance their resumes to seek other jobs within Wolfspeed: During these workshops, employees receive one-on-one guidance from a recruiter or a career coach from the Global Talent Management team.
- Targeting the recruitment of college graduates for entry-level positions: Our **Summer Internship Program** hosted 163 students in the summer of 2023. For those interns who were graduating seniors last summer (graduating by May 2023), 85% accepted a full-time, entry-level position or a position in our Wolfspeed Rotational Program.
- Considering all internal applicants who meet the minimum requirements of a role.
- Offering a variety of in-person and virtual professional development opportunities in various learning formats, including self-paced virtual courses, classroom-based workshops, virtual live webinars, assessment tools and one-on-one career coaching.
- Developing an innovative approach to mentoring (our MPower mentoring program) that creates diverse opportunities for employees to be mentored in large groups, small groups and one-on-one settings.

## Our Remuneration Practices

Our remuneration decisions are based on relevant business factors including, but not limited to, the job requirements and responsibilities for the job in which an employee is performing, location of where the work is being performed, and job performance. We comply with all federal, state and local laws and regulations and prohibit remuneration discrimination based on many factors including, but not limited to, race, age, religion and gender. We annually engage an external consultant to perform a race and gender pay equity assessment to validate our processes for making non-discriminatory remuneration decisions. Results of the assessment and any actions taken as a result are reviewed and approved by senior management.

### 2023 New Employee Hires<sup>1</sup>

Diversity Category	New Hire Rate
<b>Region</b>	
North America	<b>1,468</b>
<b>Gender</b>	
Female	<b>471</b>
Male	<b>997</b>
<b>Age</b>	
<30	<b>707</b>
30-50	<b>539</b>
50+	<b>222</b>

### DIVERSITY, EQUITY & INCLUSION: CELEBRATE ALL

Thanks to the hard work and dedication of the 6,000+ people who have helped build a competitive, sustainable enterprise, we are able to fulfill our obligation to be a visible, active community-corporate partner. As we continue to strengthen relationships with community organizations, special attention will be paid to communities that are struggling economically, those with marginalized populations and those where students of color can be mentored and provided resources and opportunities.

### LEARNING TOGETHER, GROWING TOGETHER

A number of **Employee Resource Groups (ERGs)** support our inclusion and diversity goals and business objectives. These ERGs are collaboration and advocacy vehicles which benefit and advance their group members in addressing both internal and external strategies.



The AAPI ERG aims to connect Wolfspeed employees with a shared passion for Asian and Pacific Islander interests through networking, professional development, cultural celebration and community engagement.



The mission of the Black | Hispanic | Latinx (BHL) ERG is to openly embrace Black, Hispanic and Latinx employees by creating an inclusive environment that celebrates cultural diversity and, most importantly, authenticity. BHL creates an intentional space and opportunity for Black, Hispanic and Latinx employees to directly impact Wolfspeed's continuous mission to be an equitable and inclusive organization.



The Early in Career ERG is focused on professional development, employee engagement, social impact and employee recruitment and retention. We connect our Early in Career employees to one another through mentorship by providing tools and resources to foster social and professional connections with the goal of boosting engagement and empowering the future leaders of Wolfspeed.



The Interfaith Networks ERG is working to ensure employees of all religions have the freedom and comfort to bring their whole selves to work, enabling them to express their faith in an appropriate and meaningful way while promoting religious understanding and mutual respect. The Interfaith Networks support the needs of the company by providing its members with developmental opportunities and assignments, helping to build strong community relationships while supporting Wolfspeed's business objectives.



The mission of the Mental Health Allies ERG is to create a safe environment to support employees who live with mental, emotional and/or cognitive health conditions, illnesses or disabilities, including their own or a family member, as we build our careers at Wolfspeed.



The PRIDE ERG provides support, awareness and resources for all lesbian, gay, bisexual, transgender, queer employees and their allies. PRIDE aims to help promote a safe and inclusive environment for all employees to be their authentic selves.



The mission of the Veterans Pact ERG is to focus on enhancing and supporting the veteran employee experience and increasing development opportunities for veterans while leveraging the diverse capabilities and qualities that veterans bring to strengthen our organization. The Veterans Pact aims to make Wolfspeed the employer of choice for veterans while tapping into the unique skill sets of leadership and camaraderie that veterans bring to an organization to build next-level leaders and innovation in our organization.



The Women's Initiative ERG was created in recognition of the value women bring to Wolfspeed. Our goals are to attract and retain top talent, including women, and to cultivate and celebrate the rich diversity of thought, perspectives and life experiences so critical to Wolfspeed's success. Through programs and events sponsored by the Women's Initiative, we get to know each other better across organizations and functions and promote balance and effectiveness in our professional and personal lives, as well as in service to our communities.

<sup>[1]</sup> Data presented here is for our significant locations of operations and represents approximately 90.7% of our total number of employees in calendar year 2023.

## Diversity, Equity & Inclusion: Celebrate All (continued)

Diversity, Equity & Inclusion (DE&I) along with our ERGs are dedicated to expanding our celebrations to celebrate all employees, as well as their unique backgrounds and experiences. We invite all employees to participate in these events. Here's how Wolfspeed employees celebrated in 2023:

### HIGHLIGHTED ACHIEVEMENTS OF ASIAN AMERICAN AND PACIFIC ISLANDER ERG

- Collaborated with Interfaith's Hindu network to host an event celebrating Diwali in the Durham and Marcy, New York, cafés. Hosted Quarterly Boba Meet Up in Durham to create a sense of community with AAPI membership.
- Partnered with the Mental Health Allies ERG to host a Fall book club focused on the book *Permission to Come Home: Reclaiming Mental Health as Asian Americans* by Taiwanese-American Psychologist, Dr. Jenny Wang.
- Collaborated with Mental Health Allies to craft a message on the families affected by the terrible tragedy in Monterey Park, California where eleven people were killed, with many others injured, in a mass shooting during Lunar New Year celebrations in a California dance studio. The message included internal and external resources for employees to utilize in a time of mourning and noted the ERG's donation to Stop AAPI Hate to support the families of the victims.



### HIGHLIGHTED ACHIEVEMENTS OF BLACK | HISPANIC | LATINX ERG

- In honor of All Souls Day, the ERG created a Virtual Ofrenda to allow employees to submit photos of loved ones who had passed to be displayed and honored.
- Collaborated with the PRIDE ERG to host a Movie Night at the Lumina Theatre in NC to watch the movie Strange World, who's lead character is a biracial, openly gay teenager, to highlight the importance of representation.
- Attended Siler City's Hispanic Heritage Month Fiesta to strengthen our relationship with the Siler City community.
- Celebrated Juneteenth as a company-recognized holiday in the U.S. by hosting events at all U.S. Locations.
- Invited Dr. La'Meshia Whittington's to present the Juneteenth Keynote Address, *Juneteenth: A Day of Restoration, Reclamation & Implementation*.
- Collaborated with Mental Health Allies to craft a message on the murder of Tyre Nichols with internal and external resources for employees to utilize in a time of mourning.



### HIGHLIGHTED ACHIEVEMENTS OF MENTAL HEALTH ALLIES ERG

- Sponsored and participated in the Foundation of Hope's 35th annual Walk for Hope 5k to show solidarity for family, friends and community members living with a mental illness.
- Created the Morning Mindset Initiative where employees could share the actions and steps they take to prepare for the day ahead. Mental Health Allies partnered with 321 Coffee, a coffee shop and roaster built on inclusion, to give away 321 Coffee packages to employees who submitted a morning mindset.
- Collaborated with Spring Health and Wolfspeed ERGs to host multiple webinars where expert speakers share insights and strategies to improve mental health and discuss a variety of topics, such as managing depression, child and family mental health, supporting LGBTQ mental health, support emotional well-being as a caregiver or parent of a neurodiverse individual, and mental health and POC communities.



### HIGHLIGHTED ACHIEVEMENTS OF EARLY IN CAREER ERG

- Collaborated with the DE&I Intern Collective to host a "What it's like being Early-in-Career" Panel made up of early-in-career employees who discussed their experiences entering their career with our summer interns.
- Hosted two book clubs that ended in discussions with Senior Leadership team members on topics that were highlighted within each book.
- Proudly partnered with the Summer '23 interns to bring people together through food and events recognizing different cultures.



## Diversity, Equity & Inclusion: Celebrate All (continued)

### HIGHLIGHTED ACHIEVEMENTS OF PRIDE ERG

- Sponsored and hosted a table at the OUT! Raleigh and North West Arkansas Pride festivals. Celebrated Pride Month across our U.S. locations to remind everyone that Pride and Allyship go together.
- In Honor of National Coming Out Day, PRIDE co-hosted a panel with Early-in-Career titled “Out at Work--Our Lived Experiences.” The intent of this event was to create a safe space for attendees to share personal and work-related coming out stories with others in our Pack.
- Hosted a virtual Drag event with a performer who discussed the impact of anti-LGBTQ+ legislation, harmful stigma on the drag community, and how to be a supportive ally.
- Began the Thoughtful Thursday Initiative, a monthly offering of online webinars, resources, and information sent on the first Thursday of the month to the PRIDE distribution list. Topics covered include the intersection of Black and Queer History for Black History Month, Transgender Day of Remembrance, LGBTQ+ Youth Mental Health & Book Bans, and more.
- Created the PRIDE Benefits intranet page to summarize and highlight LGBTQ+ inclusive benefits and resources for Wolfspeed employees.



### HIGHLIGHTED ACHIEVEMENTS OF VETERANS PACT ERG

- In honor of Veterans Day, Veterans Pact sponsored, participated in, and volunteered at the “Tee-Off for the Troops” golf event hosted by Military Missions in Action (MMIA).
- Led the annual all-ERG Toy Drive for the local military non-profit Military Missions in Action in Durham and Marine Corps Toys for Tots in Marcy, New York.
- Sent care packages filled with food, clothes and toiletries to a deployed Wolfspeed employee and his crew during the holidays.



### HIGHLIGHTED ACHIEVEMENTS OF WOMEN'S INITIATIVE ERG

- Launched the Impact Spotlights initiative. Employees can nominate a member of our Pack who made an impact when it comes to the Women's Initiative goals which are critical to Wolfspeed's success.
- In honor of Black History Month, Women's Initiative collaborated with the Black, Hispanic, Latinx ERG to host a Virtual Interactive Tour of The Complex Tapestry of a Civil Rights America hosted by the International Civil Rights Center & Museum in Greensboro, NC.
- In honor of Women's History Month Women's Initiative hosted a Fireside Chat where they gave an opportunity to openly ask questions and learn from Wolfspeed Chief Technology Officer and Women's Initiative Co-Founder Elif Balkas. Elif discussed her experiences as a female leader and the challenges, both professionally and personally, she has overcome that have contributed to her success today.
- In Honor of Women's Initiative 5-year anniversary, the five founders of Women's Initiative (Elif Balkas, Margaret Chadwick, Lisa Fritz, Melissa Garrett, and Joanne Latham) discussed the founding process for Wolfspeed's first ERG and shared incredible words of wisdom for aspiring female leaders and their allies.
- Founded the “Women's Initiative Scholarship” and awarded it to 2 interns that were enrolled at North Carolina A&T.



### HIGHLIGHTED ACHIEVEMENTS OF INTERFAITH NETWORKS ERG

- Launched three Networks: Christ@Work, Hindu@Work, and Islam@Work. Networks focus on specific faiths or spiritualities, providing members of the same faith opportunities to participate in discussions and events in smaller settings.
- Hosted multiple volunteer events with Urban Ministries and Durham Rescue Mission throughout the year focused on food and hunger relief.
- Partnered with Everyone Matters Ministry in Durham to host a Back-to-School Drive and participated in their School Pick up at the Park Event.
- Launched and hosted weekly Bible Studies in Durham and Mohawk Valley.



## INCLUSIVE CULTURE - WOMEN'S INITIATIVE FIVE-YEAR ANNIVERSARY

The Women's Initiative ERG celebrated its five-year anniversary across several of our different locations. Each site had both social and volunteer events or initiatives. Through our various events and our Impact Spotlight campaign, we were able to connect with over 400 employees.

In Durham, the Women's Initiative kicked things off with a volunteer event with a local STEMBlazers chapter where we educated middle school girls on semiconductor career opportunities. The Women's Initiative also hosted a second volunteer event at the Daniel Center for Math and Science, an organization that works to narrow the education gap for at-risk and disadvantaged children in the Raleigh-Durham area.

On November 2, the Durham site hosted our Founders Panel Discussion. During the event, our fearless founders Elif Balkas, Margaret Chadwick, Lisa Fritz, Melissa Garrett, and Joanne Latham discussed the founding process for the Women's Initiative and shared incredible words of wisdom for aspiring female leaders and their allies.

And to close out the celebration in Durham, Women's Initiative celebrated a great first five years with a happy-hour social at a local restaurant. Women's Initiative members from all parts of the business, from Operations to Engineering to HR and Finance were in attendance and networked with each other.



Our Fayetteville Women's Initiative leaders partnered to host an amazing social event. The event featured a Women's Initiative trivia contest, and two lucky winners went home with prizes. The team also coordinated a letter-writing campaign and monetary donation to the Arkansas STEM Coalition, a local nonprofit that works to expand STEM education for K-12 students.

In Mohawk Valley our Women's Initiative leaders hosted two social events – one on-site, and another at a local business. Over 90 employees joined for at least one of these events to network with other team members and enjoy a quick break from all the hard work happening in Marcy, New York. They also conducted a donation drive for feminine hygiene products for the SUNY Poly Pantry, an organization that provides food, clothing, and other supplies to SUNY students in need. We were able to complement their supply drive with a monetary donation to the SUNY Poly Pantry as well.

### Carolyn Thomas

Kimberly & Carolyn have been involved in new hire onboarding for as long as I can remember! They are some of the first employees new hires meet; their enthusiasm and passion for helping others truly comes across in their trainings and in their everyday interactions. Their openness and acceptance of everyone who hires into Wolfspeed is a great example to the rest of the Wolfpack team of how to live our values!

*Submitted Anonymously*

### Aryn Hays

Aryn is a critical part of our Power Module community here in Fayetteville. She is responsible for organizing most of our community mixers and she organizes all WI events in Fayetteville. She helps recruit and takes a mentorship role in our internship program.

*Submitted by Josh Pennington*

### Dawn Fleurizard

Dawn is consistent in her message about Wolfspeed being a great company to work for. She posts recruiting messages on LinkedIn. She is a good example of how an intelligent, caring, and competent person can succeed and help our company.

*Submitted by Karl Gartland*

### Ann Edwards

Ms. Ann is such a sweet and gentle soul! She is always willing to help with ANYTHING and has a way that makes everyone around her feel seen and included. Her smile lights up the room. Thank you, Ms. Ann, for being the light the world so needs right now!

*Submitted by Tamara Pearce*

### Maureen (Mo) Rodgers

Mo Rodgers is a champion in the Recruiting Team and helping to build strong and diverse teams for the Global Materials organization. Mo collaborates well with all levels within the organization and leads a strong team of recruiters that exhibit her collaborative approach. Mo also advocates for our employees and candidates well with an emphasis on a positive experience which drives better onboard rates and better retention.

*Submitted by Adam Milton*

### Magali Rivera

I may be partial because Magali is a team member of mine, but she gives 300% every day to service our employees' workplace needs. We have been down 1 team member since April 1st and she has bent over backwards to make sure our customers (employees) haven't noticed a difference. Whether it be a last minute call from our Exec. Assistants to set up the ECC in building 16 to coming into the office early to make sure the exterior building painters don't run into any issues to get there work done, she takes care of it. I know I speak for many when I say - she does not know just how much we all appreciate her every day.

*Submitted by Tasha Schnabel*



# EMPLOYEE ENGAGEMENT

Employee feedback continues to drive and help shape our evolving culture, resulting in tangible change within the company. This has been reflected through items such as updated time off and attendance policies, the creation of new Employee Resource Groups (ERGs), new training opportunities and many other initiatives.

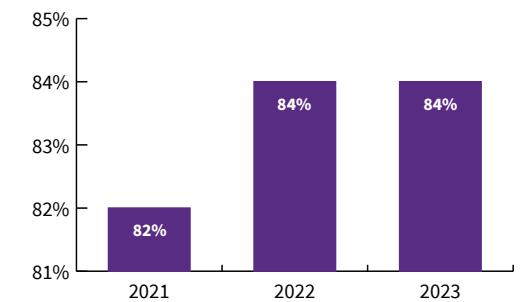
In 2017, we launched our first employee engagement initiative which included a personal email from our CEO to employees soliciting their direct feedback and setting the tone for how we listen to our employees. In 2018, we completed our first formal enterprise employee engagement survey. In 2021, we implemented a new enterprise employee engagement survey to give employees the opportunity to provide anonymous feedback on how we are doing in the areas of global leadership, culture and employee personal development. Building on the progress, learning and action planning from our first enterprise-wide survey, our 2023 overall engagement score held strong at 84%.

The top strengths we heard in the 2023 survey were that employees believe the work we do at Wolfspeed is important, they understand how their role contributes to the overall success of the organization, and they know what they need to be successful in their roles. These strengths illustrate the connection our team feels to the importance of the work we do and their role in driving our business success as well as their personal success.

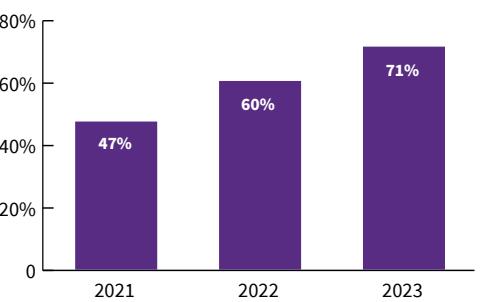
As a result of the employee feedback received from the 2023 employee engagement survey and a focus on the most prevalent themes:

- Managers who had four or more employees complete the survey received their anonymous feedback report from their teams. This gave them the opportunity to review the information and make any updates or changes based off their team's feedback.
- We have shared survey results at the business unit level so that we can focus on the unique strengths and challenges of each of our teams. We formed 18 Business Unit Action Teams that are dedicated to understanding these results and identifying actions that will improve the culture for their team.
- We continued to make program improvements and additions in the areas of learning and development. This included creating a regular cadence for our DE&I open enrollment workshop, improving Lead the Way, a three-part series for people leaders that covers policies, processes and tools to be an effective people leader here, and creating Lead the Pack, a workshop focused on front line supervisors.

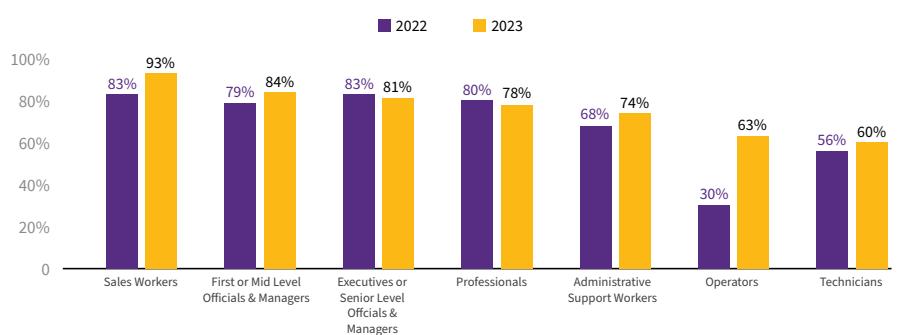
**Engagement Score**



**Participation Rate**



**Participation Rate by Category**



We firmly believe that our employees are our best thought leaders when it comes to making Wolfspeed an amazing place to work for everyone. We will continue to listen and respond to employee feedback to ensure we are looking for ways to continually get better.

At 84%, we feel the overall engagement score of the 2023 survey shows steady improvement on an already solid score from the 2021 survey. However, we are not complacent.

Launched in 2019, our intranet continues to be an important and developing resource available for employees, providing a searchable, easy-to-understand window into the news, applications, tools and resources they need to more efficiently do their job, to learn about the company, our business, our people, and our products and to collaborate with their teams.

- The intranet is updated daily, in real time, with informative stories and articles focusing on our people, our business activities and products, cyber security tips, instructions on how to sign up for training opportunities and much more.
- We have created new intranet sites to help further educate employees on what we make possible through our products and applications, to share stories about team and individual employee accomplishments and to share how individual employees and teams are displaying our values in the community through volunteerism.
- In 2022, we incorporated a new polling feature on our intranet homepage to engage and educate employees on company initiatives, to recap company news and more.

Our Operations team is an essential contributor to Wolfspeed's success, and as the result of a joint Human Resources and IT pilot project, Operations team members now have easier access to the intranet and other useful Wolfspeed resources through shared computers located on the manufacturing floor throughout our Durham and RTP, North Carolina, and Marcy, New York, locations. Phase II of this pilot project launched in 2023 and included the installation of additional computers allowing the Operations team even more engagement and access to the news and information they need to not only do their jobs, but to allow them to further engage and connect with other employees.

Our CEO continues to share quarterly video updates highlighting our performance, strategy and direction. In addition, our CEO shares the responsibility of hosting regular monthly video updates with other senior leaders. These monthly video updates include guest contributors discussing our business product launches, safety protocols, Employee Resource Group (ERG) activities and other Wolfspeed-related topics to inspire, inform and educate employees. The quarterly and monthly video updates are posted on our intranet and are available to all Wolfspeed employees. Our senior leaders also continue to host their own virtual quarterly business unit Town Halls. The CEO's quarterly and monthly video updates as well as all video communications shared via email or on our intranet are also available for employees to view in breakrooms at every U.S. location and include closed captions to provide viewers with clarity on mentions of full names, brand names and technical terminology. We share the quarterly and monthly video updates with contacts at all of our non-U.S. locations so that they can be viewed in breakrooms and other common areas at those locations, as well.

## EMPLOYEE ENGAGEMENT (CONTINUED)

We continue to recognize the impactful contributions made by Wolfspeed employees to our customers and our company through Values in Action, our employee recognition and years of service program which launched in 2021. Through this program, we can reward and honor employees for going above and beyond and delivering exceptional results aligned with our values and our culture. All Wolfspeed employees can formally recognize their peers as well as be acknowledged for service anniversaries through the centralized platform. Through Values in Action, employees can simply thank colleagues for a job well done or attach value to the recognition by issuing points. Points have a monetary value and can be used on the Values in Action platform's online store to purchase products, and gift cards, and to even donate to charities, allowing employees to cash in their points for something that is meaningful to them.

As part of our commitment to fostering a culture of listening, in 2022 we rolled out the Global Voices of Wolfspeed Committee. Made up of employees representing our largest global locations, the Global Voices of Wolfspeed Committee continues to work to further integrate employee engagement and diversity, equity and inclusion with Wolfspeed's mission, operations, strategies and business objectives. As we continue striving to foster positive organizational change, this committee provides another avenue for employees to share their thoughts and ideas in a collaborative format, serving as an unbiased and independent sounding board for topics brought to the committee's attention.

In 2022, Wolfspeed was announced as the official power semiconductor partner of Jaguar TCS Racing. To help Wolfspeed employees fully understand our partnership with Jaguar TCS Racing as well as how the work that they do every day is providing value for Jaguar TCS Racing and customers on and off the track, we launched the "Off to the Races" campaign. The campaign ran during Season 9 of the ABB FIA Formula E World Championship, and in addition to sharing regular video updates and stories highlighting our partnership, we also gave employees the chance to win dual-branded Wolfspeed and Jaguar TCS Racing gear during prize drawings

taking place before each race. In addition, grand prizes were awarded to four Wolfspeed employees--giving two employees the opportunity to attend the race in Berlin, Germany, and two additional employees the opportunity to attend the race in Portland, Oregon. Each employee was able to bring a guest along to enjoy the event as well.

Finally, as part of their continued focus on employee health and wellness, and in response to the pandemic, Wolfspeed's Senior Leadership Team launched the "Here's Your Shot at a Tesla" campaign in September 2021 to help educate and provide information to employees about the benefits of the COVID vaccine while also increasing employee engagement levels. In 2022, the "Here's Your Shot at a Tesla" campaign was nominated for Employee Communication Campaign of the Year and COVID-19 Communications as part of Ragan Communication's Employee Communications Awards which celebrates the organizations, communicators, teams, tools and campaigns that unified employees during a time of displacement and uncertainty. The campaign was selected as an Honorable Mention during the Ragan Employee Communications Awards ceremony in 2022.



# COMPENSATION AND BENEFITS

Wolfspeed offers compensation and benefits packages designed to promote the financial, physical and emotional health and well-being of our employees. Unless otherwise noted, the compensation and benefits detailed below are offered to all Wolfspeed employees in the U.S.<sup>1</sup> Wolfspeed employees working outside of the U.S. are eligible for country-specific benefits, which include supplemental benefits and programs in addition to statutory benefits.

## BENEFITS AND COMPENSATION

### Performance-Based Compensation

Our people are our most valued asset, and competitive and performance-based compensation is just the first step in demonstrating our commitment to our employees. We pay market competitive wages and commit to reviewing and analyzing our pay practices annually to ensure they are equitable, fair and keeping pace with market.

### Stock Awards

We endeavor to make our employees shareholders of the Company and consequently have granted equity far beyond general market practice. We believe that shareholders and employees interests can be mutually satisfied so all appreciate in the success of the Company.

### Employee Stock Purchase Program

Employees are eligible to participate in the Wolfspeed Employee Stock Purchase Program, which allows them to purchase discounted shares of Wolfspeed stock twice a year.

<sup>[1]</sup> Standard benefits for full-time employees but not temporary or part-time employees as follows:  
Not Provided to Temporary employees: Medical, Rx, Dental, FSA, HSA, Basic Life, Basic ADD, Supplemental Life, Supplemental ADD, STD, LTD, FMLA, 401k, Employee Assistance Program, Wellness Premium, UNUM SIP, Perk Spot, BTM, BTA, Travel Assistance, Parental Leave, Childcare Assistance and Not Provided to Part-time employees (Under 50% FTE): Basic Life, Basic ADD, Supp Life, Supp ADD, STD, LTD, UNUM SIP, Travel Assistance  
Our 'significant locations of operations' can be defined as our company's owned manufacturing sites located in Durham and RTP, North Carolina, Morgan Hill, California, Fayetteville, Arkansas and Marcy, New York. We are only including sites that were relevant in 2023, and these are not our company's only sites.

### Annual Bonus

We continually reward our passionate efforts to meet annual business objectives. Employees are eligible for an annual cash bonus based on the company's achievement of financial and qualitative objectives and personal performance.

### 401(K) Match

Our financial planning programs help our employees feel confident about their retirement. We offer matching contributions to our 401(k) savings plan.

### Referral Bonus

We offer referral bonuses to employees who find talent to help us grow our team.

### DE&I-Related Activities

In addition to financial performance, progress toward DE&I-related activities is part of our employees' annual bonus structure under our sustainability goals.

## HEALTH AND WELLNESS

### Health Benefits

We offer flexible health and insurance programs to suit our employees and their dependents' needs, including dental and vision coverage and options for Health Savings Accounts and Flexible Spending Accounts. We also provide access to a Health Advocate program to help employees and their families navigate the complex healthcare system and remove barriers.

### Mental Well-Being/Employee Assistance Program

Spring Health is a free resource for employees and their dependents. It assists employees with a wide variety of services and resources including free counseling visits, solutions relating to legal and financial issues, working towards life goals, support for child/elder care and crisis and trauma support.

### On-site Fitness Center (Durham)

Our fitness center and weight room facilities are open to our employees and their dependents and those who have retired from the company. In addition, we offer a virtual fitness program to all employees globally.

### Ergonomic Evaluations

Employees receive personalized recommendations, such as custom workstation arrangements and standing desks, from our on-staff specialist.

### Life Insurance

We offer a variety of life insurance options for our employees and their dependents. Employees working 20+ hours per week are eligible.

### On-site Physical Therapist (Durham)

Our on-site physical therapist provides upper and lower extremity orthopedic services.

### Award-Winning Wellness Program

Our employees can join interactive workshops and work one-on-one with wellness coaches to design personalized fitness goals that match their lifestyle.

### WELCOA Well Workplace Award

We have been honored as one of 18 companies and organizations to receive a 2021 Well Workplace Award (Bronze)

# COMPENSATION AND BENEFITS (CONTINUED)

## TIME OFF

### Leave of Absence & Disability Coverage

Our policies cover unexpected time away for short-and-long-term disability needs. Disability coverage available to employees who work 20+ hours each week.

### Paid Holidays

We love to innovate, but we also know it's important to take breaks to recharge and reset.

### Paid Vacation

Our employees can accrue paid time off (PTO) throughout the year and use it when they're ready.

## EMPLOYEE GROWTH

### Training & Development

We offer in-person and virtual development opportunities for personal and professional growth.

### Employee Resource Groups

Employee Resource Groups (ERGs) help our employees support our inclusion and diversity goals.

## OTHER BENEFITS

### EV Charging Stations

Thanks to our silicon carbide components, EV usage is accelerating worldwide. Employees can take advantage of electric vehicle charging stations at our Durham, North Carolina and Marcy, New York locations.

### On-site Café (Durham & Marcy)

Our award-winning café serves breakfast and lunch. Weekly menus include specialty dishes, made-to-order pizzas and sandwiches, sushi, fountain and espresso drinks, and much more.

### Internal Promotion

Employees can grow their careers here by pursuing opportunities both inside and outside their current department or team.

### Educational Assistance

Our employees can take advantage of three different educational assistance programs to fund job- and company-related courses and degrees.

## FAMILY BENEFITS

### Adoption Assistance

We offer adoption assistance that helps cover adoption-related expenses such as agency and placement fees, home study fees, and other applicable costs.

### Family Care

Employees are eligible to set aside pre-tax money for child and elder care support through our family care program and the Wolfspeed provides monetary support for at home childcare assistance.

### Paid Parental Leave

We know our employees need time off to bond with a new child. If they have a new birth, adoption, or foster placement, we offer six weeks of paid parental leave for our employees. Eligibility starts on the first day of employment.

## 2023 Parental Leave<sup>1</sup>

Diversity Category	Female	Male	Total
Employees Eligible for Parental Leave	1,711	4,014	<b>5,725</b>
Employees Who Took Parental Leave	34	110	<b>144</b>
Employees Who Returned to Work After Parental Leave	32	109	<b>141</b>
Employees Who Were Still Employed 12 Months After Parental Leave	30	105	<b>135</b>
Return to Work Rate for Employees Who Took Parental Leave	94.1%	99.1%	<b>97.9%</b>
Retention Rate for Employees Who Took Parental Leave	88.2%	95.5%	<b>93.8%</b>

<sup>[1]</sup> Data presented here is based on full and part-time U.S. employees and represents approximately 94.1% of global Wolfspeed employees. Employees terminated due to Divestiture are excluded.

# LEARNING AND DEVELOPMENT

Wolfspeed is committed to investing in the growth and development of its most important resource—its people. The company provides a wide variety of opportunities for employees to develop professionally and grow their careers at Wolfspeed. Wolfspeed utilizes the 70-20-10 model for learning and development: employees obtain 70% of knowledge from job related experiences, 20% from interactions with others and 10% from formal educational events. Through this multi-dimensional approach to learning, we assist employees' discovery of valuable insights into their potential through hands-on experience, synchronous and asynchronous learning and enhanced peer interactions. We translate insights into actions that result in innovative approaches to existing work and potential new career paths within one's current organization, the broader organization or, if it is in the best interest of the individual employee, external to the company. One hundred percent of employees who are employed at the time of performance reviews will receive performance and career development reviews.

Wolfspeed offers employees a wide range of learning and development options ranging from courses and workshops that are topic or function based to individual, self-paced learning on topics of interest to employees. Additionally, Wolfspeed has extensive technical, environment, health and safety, compliance, technology and quality training available to employees to ensure every employee is well equipped to perform their job safely and effectively.

## Technician Certification Program

We developed two training programs to support business needs and employee career growth – The Technician Certification Program and the Education Sponsorship Program.

### 379 EMPLOYEES

completed our Technician Certification Program



The Process and Equipment Technician Certification Program combines science theory and skills with hands-on activities. Successful completion of the program will equip participants to meet the requirements needed to be considered for entry-level technician roles.

The Education Sponsorship Program is an education development program designed to encourage graduates of the Technician Certification Program to pursue their associate's or bachelor's in engineering degrees. This offering is separate from our employee tuition reimbursement program, and we have partnered with local colleges and universities to cover the cost of tuition and books for employees. Upon the opening of the Marcy, New York, Fab, we expanded this program into the state of New York.

## REACHING YOUR CAREER GOALS IS A JOURNEY. WE'LL HELP YOU GET THERE.

### SELF DISCOVERY

- What role do you want?
- What are the education requirements for that role?

### FIND YOUR PATH

- Explore areas of study
- Choose your program (Associate, Bachelors)
- Speak with a college admissions advisor
- Take advantage of our company sponsored programs

### COMPLETE DEGREE

- Earn degree while continuing to work
- Network internally with people who are currently in the desired role
- Talk with your supervisor about workplace flexibility

### APPLY & INTERVIEW

- Find roles that you are now qualified for and apply

## Educational Assistance Programs

Wolfspeed offers a number of education-related benefits, which are currently available to United States employees. Wolfspeed offers tuition reimbursement (Wolfspeed reimburses employees for completed applicable college coursework) and STEM education sponsorship (North Carolina and New York employees attend courses that are selected and paid for by Wolfspeed) as a benefit. Additionally, Wolfspeed offers a student loan debt repayment program for eligible early career employees in the United States.

## WOLFSPEED TRAINING OFFERINGS

### Technical Skills Development (Programs to Upgrade Employee Skills)

<b>Technician Certification Program<sup>1</sup></b>	The Process and Equipment Technician Certification Program combines science theory and skills with hands-on activities. Successful completion of the program will equip participants to meet the requirements needed to be considered for an entry-level technician role.
<b>Education Sponsorship Program<sup>2</sup></b>	The STEM Education Sponsorship Program is an education development program designed to encourage employees to pursue their associate or bachelor degree in specific STEM majors at designated partner community colleges, colleges and universities in North Carolina and in New York. This offering is separate from our employee tuition reimbursement program, and Wolfspeed will cover the cost of tuition and books for eligible employees.
<b>JMP Training</b>	JMP Training provides instruction on statistical analysis software to help with mission-critical calculations and analytics.
<b>8D Training</b>	The 8D (Eight Disciplines) Problem Solving Process is a team-oriented and structured problem-solving methodology that is mainly used to identify, correct and eliminate recurring problems. The 8D Problem Solving Process focuses on the origin of the problem by determining root causes and establishes corrective and preventive actions.
<b>Core Tool Training</b>	Core Tool Training develops employees' skills in quality by learning quality standards. Employees also learn new tools and how to utilize the tools they currently have, to quickly and more efficiently solve problems.
<b>On-The-Job Training (OJT)</b>	On-The-Job Training is a program designed to help new operators develop the skills needed to perform their job functions while on the job. The program allows operators to work alongside an experienced operator/trainer.

## Personal and Professional Development

<b>Resources for Your Development Site</b>	Resources for Your Development is an Intranet site that allows employees globally to explore a wide variety of opportunities to help them develop and grow their careers at Wolfspeed. On the site, employees can sign up for classes, access information about career pathing, register for self-paced learning, learn more about Wolfspeed's specialized development programs, and much more.
<b>New Leader Program - Lead the Way</b>	The New Leader Program – Lead the Way is a training program designed for new managers of employees that is segmented into a series of three units. This program helps new leaders learn about the tactical aspects of leading people.
<b>LinkedIn Learning</b>	Wolfspeed partners with LinkedIn Learning to provide access to thousands of self-paced learning courses on professional development, technical development, and personal development topics.
<b>Mentoring Program (MPower)</b>	The MPower Mentoring Program is Wolfspeed's approach to ensuring our employees learn from others effectively. We have three focus areas: Leader Connect (learning from an individual or panel in a "one-to-many" webinar setting), Group Connect (learning from a subject matter expert in a small group environment) and You Connect (two people learning directly from each other).
<b>Career Coaching</b>	Career Coaching is a development tool that helps employees define and achieve their professional goals. Employees partner with a Career Coach who will help them discover their strengths, explore their career options, and create an action plan for success. A session may cover typical job openings, what managers look for, and/or discuss gap areas in an employee's knowledge or skills and ways in which to improve them.
<b>Wellness Workshops<sup>2</sup></b>	Wellness Workshops are programs designed to focus on all aspects of our employees' well-being. Topics include injury prevention and exercise, stress management, understanding diversity, and much more. We host Wellness Workshops every month.
<b>Personal Finance Workshops<sup>2</sup></b>	Program designed to focus on employees' financial well-being. Topics include financial health, budgeting and saving, preparing for retirement, and much more. We host Financial Workshops every month.
We also offer transition assistance programs. We offer outplacement services to employees terminated as a result of workforce reductions or in case of position eliminations.	

<sup>[1]</sup> Opportunity is offered at Durham, U.S. site, in partnership with Durham Technical Community College

<sup>[2]</sup> Opportunity is offered at all Wolfspeed U.S. sites.

## HEALTH AND SAFETY AND ISO 45001

We believe providing a safe work environment is the most fundamentally important thing that we do for our employees. Their safety, health and overall wellbeing has been – and will continue to be – our number one value.

Our commitment is to put the same level of focus and innovation into our health and safety programs as we do our operational excellence.

To this end, all Wolfspeed operations are required to adhere to applicable Environmental, Health, and Safety (EHS) protocols. We routinely evaluate our EHS programs to ensure they meet or exceed the applicable regulations and help reduce incidents.

In 2023, Wolfspeed partnered with an **ANSI National Accreditation Board (ANAB)** accredited auditor to evaluate our established Occupational Health & Safety Management System. Our manufacturing sites in Durham, North Carolina and Morgan Hill, California certified to ISO 45001:2018. Our manufacturing site in Marcy, New York is on track to certify in 2025. The benefits of implementing an occupational health and safety management system include improved health and safety risk management, cost savings, meeting external stakeholder expectations, ensuring compliance with health and safety laws, and fostering employee participation as a foundational element of success. See our certificates, [here](#) on Wolfspeed.com.

### OUR AMBITION

Providing a safe and healthy work environment is paramount to our success and protects our most valuable resource, our employees.

### OUR GOAL

Establish a certified Occupational Health & Safety Management System for 100% of our manufacturing sites by 2025\*.

### 2023 PROGRESS

Our manufacturing sites in Durham, North Carolina and Morgan Hill, California both certified to ISO 45001:2018. Our manufacturing site in Marcy, New York is on track to certify

\* Expansion sites will be evaluated for applicability.

## HEALTH AND SAFETY – OUR EMPLOYEES AND SUPPLIERS

The safety, health and overall well-being of our employees and suppliers is integrated into the way we do business.

At Wolfspeed, we express our commitment to the Environment, Health and Safety, and Sustainability (EHSS) and other key aspects of our business in everything that we do. Our core values of Safety, Integrity and Respect, Ownership and Accountability, and Ingenuity and Passion guide every decision we make and our interactions with each other, our customers, partners and communities.

In remaining steadfast to that commitment, Wolfspeed launched **Protect the Pack** – an initiative focused on actionable behaviors that contribute to the EHSS culture of our team. Protect the Pack is first and foremost about our people. Our people are critical to the sustainable operations of our business.

It's about how we demonstrate our commitment and our Values by "walking the talk." It's about empowering employees and suppliers to thoughtfully challenge each other and to have the courage to speak up if we see something unsafe. And it's about how we motivate each other to not only work safely but improve safety.

Our best work is done together – as a Pack, and together, we Protect the Pack!

Our commitment is articulated in our Environment, Health, and Safety Policy. See our policy [here](#).

We created the Protect the Pack Award to recognize employees who regularly display behaviors exemplary of our Protect the Pack culture. This includes demonstrating commitment to the safety and wellbeing of themselves and their coworkers and regularly sharing ideas about improvements that positively affect our people and environment. The award is presented to an employee each quarter. The first award was presented in November 2023.



**PROTECT  
THE PACK**

## Occupational Health and Safety Programs

Wolfspeed deploys Occupational Health and Safety (OHS) programs and procedures, including applicable training, at our sites based on scope of operation. These OHS programs include, but are not limited to:

WOLFSPEED PROGRAM OR PROCEDURE	ELEMENTS OF PROTECTION FOR WORKERS EXPOSED TO HAZARDS						Training
	Safe Work Practices <sup>1</sup>	Engineering Controls <sup>2</sup>	Personal Protective Equipment <sup>3</sup>	Hazardous Substance Information <sup>4</sup>	Measurement and Medical Checks <sup>5</sup>		
<b>Management Systems</b>							
Management of Change Program	•	•	•	•	•	N/A	
Undesired Condition Identification and Screening	•	N/A	N/A	N/A	N/A	N/A	
<b>Occupational Health</b>							
Bloodborne Pathogens	•	•	•	•	•	•	•
Industrial Hygiene	•	•	•	•	•	•	
Hearing Conservation	•	•	•	•	•	•	•
Ionizing Radiation Safety	•	•	•	•	•	•	•
Laser Safety	•	•	•	•	•	•	•
Ergonomics	•	•	•	•	•	•	•
<b>General Safety</b>							
General Safety Requirements	•	N/A	•	•	N/A	N/A	•
Job Safety Analyses	•	•	•	•	•	•	
Personal Protective Equipment	•	N/A	•	•	•	•	•
Permit-Required Confined Space	•	•	•	•	•	•	•
Hot Work	•	•	•	•	•	N/A	•
Fire Extinguisher	•	N/A	N/A	•	•	N/A	•
Electrical Safety	•	•	•	•	•	N/A	•
Lock Out/Tag Out	•	•	•	N/A	•	N/A	•
Machine Guarding	•	•	•	N/A	•	•	•
Shop Tool Safety	•	•	•	•	•	N/A	•
Fall Protection	•	•	•	•	•	•	•
Ladder Safety	•	N/A	N/A	•	•	N/A	•
Cranes, Hoists, and Slings	•	•	•	•	•	N/A	•
Walking Working Surfaces	•	•	•	N/A	•	•	•
Powered Industrial Vehicles	•	N/A	•	•	•	•	•
<b>Process Safety Management</b>							
Process Hazard Analysis	•	•	•	•	•	•	•
PSSR Pre Start-Up Safety Review	•	•	•	•	•	•	•
Line Breaking	•	•	•	•	•	•	

## Occupational Health and Safety Programs (continued)

WOLFSPEED PROGRAM OR PROCEDURE	ELEMENTS OF PROTECTION FOR WORKERS EXPOSED TO HAZARDS					
	Safe Work Practices <sup>1</sup>	Engineering Controls <sup>2</sup>	Personal Protective Equipment <sup>3</sup>	Hazardous Substance Information <sup>4</sup>	Measurement and Medical Checks <sup>5</sup>	Training
<b>Incident Management</b>						
Eyewash and Safety Shower	•	•	N/A	N/A	N/A	
Preparing for and Responding to Emergencies	•	N/A	N/A	N/A	N/A	•
Emergency Action Plans	•	N/A	N/A	N/A	N/A	•
<b>Transportation</b>						
Motor Vehicle Safety	•	•	•	N/A	•	•
Hazardous Materials Transport	•	N/A	N/A	•	N/A	•
<b>Sustainable Business Practices</b>						
Supplier Safety	•	N/A	•	•	•	•
<b>Chemical Management</b>						
Hazard Communication	•	•	•	•	•	•
Chemical Hygiene Plan	•	•	•	•	•	•
Qualitative Exposure Assessment	•	•	•	•	•	•
Respiratory Protection	•	•	•	•	•	•
Compressed Gas Cylinders	•	•	•	•	N/A	•

Each OHS program describes the minimum requirements, including hierarchy of controls, identification of hazards and assessment of risks, as applicable. Each program within our Environmental, Health and Safety Management System is reviewed on a periodic basis to ensure the program has considered any new regulations or best practices and is producing desired results. We ensure the quality of the review processes through hiring competent, trained EHS professionals.

Capital and non-capital investments are subject to our management of change program. This program aims to minimize potential adverse impacts on employees, customers, property or the environment arising from process, operational or facilities change through internal stakeholder review and risk analysis.

• Indicates that this is an element of protection for workers exposed to hazards, and depending on the program:

<sup>[1]</sup> Examples of safe work practices at Wolfspeed include providing adequate training, maintaining good housekeeping in work areas, lifting no more than specific weight for repetitive and one time lifting, and acceptable working temperatures and humidity.

<sup>[2]</sup> Examples of engineering controls at Wolfspeed include proper ventilation, work performed inside enclosed equipment, substitution to less hazardous chemicals, and automation of equipment.

<sup>[3]</sup> Examples of personal protective equipment at Wolfspeed include the requirement to wear safety glasses in all manufacturing areas; using gloves, face shields and chemical aprons when working with hazardous chemicals; and using hearing protection when working in areas above the regulatory threshold for noise.

<sup>[4]</sup> Examples of information on hazardous substances at Wolfspeed include providing information to employees about safe handling and storage of hazardous substances, providing information to employees and suppliers about recognizing hazardous conditions, and ensuring proper signage and labeling of hazardous areas, piping, and equipment.

<sup>[5]</sup> Examples of measurement and medical checks at Wolfspeed include testing of ventilated areas to ensure proper ventilation, performing exposure assessments to determine ambient concentrations and exposure potentials, EHS performance of suppliers, and requiring motor vehicle records for drivers and medical surveillance for affected employees per regulatory requirements.

## Notable Program Improvements in 2023

### MOTOR VEHICLE SAFETY PROGRAM: PROACTIVE MEASURES FOR EMPLOYEE SAFETY AND COMPLIANCE

Wolfspeed has implemented our Motor Vehicle Safety Program to mitigate the inherent risks of motor vehicle operations within our business. We have identified our company's driving employees and provided them with defensive driving safety training. We have also implemented continuous motor vehicle record monitoring, ensuring only properly licensed and qualified drivers operate our vehicles. These initiatives illustrate Wolfspeed's commitment to employee safety while they are on the road.

### POWERED INDUSTRIAL VEHICLES: DRIVING EFFICIENCY AND ENVIRONMENTAL COMPLIANCE

Wolfspeed is enhancing its Powered Industrial Vehicles program to boost efficiency, safety, and sustainability. We are transitioning from propane to electric powered industrial vehicles, aligning with our goal to cut operational emissions by 50% by 2030. The integration of Learning Management System-based operator training programs and a structured preventative maintenance schedule further supports these efforts by ensuring consistent training and reducing equipment downtime.

### ELEVATING SUPPLIER ENGAGEMENT AND ON-SITE MONITORING

Wolfspeed's supplier safety and compliance program enhances our ability to monitor and engage with suppliers, supporting safety across all our partnerships. We routinely monitor and support compliance with our safety standards, and our supplier sponsors engage regularly with on-site suppliers to help maintain compliance and address safety concerns. Our commitment to continual improvement and high safety standards is demonstrated through regular reviews of our supplier safety programs; these reviews help take our supplier performance and workforce safety to the next level.

### SITE-SPECIFIC HEALTH AND SAFETY INITIATIVES' HIGHLIGHTS

Durham and RTP, NC	Marcy, NY
<p>Protect the Pack focus on "see something, say something" to engage employees in sharing observations and ideas for improvement</p> <ul style="list-style-type: none"><li>Continued engagement between leadership and operations to check and improve environmental compliance and health &amp; safety requirements</li><li>ISO 45001 certification</li><li>Near Miss reporting continuing to identify hazards</li><li>Safety assessment for new tools and new technology</li><li>Training and messaging</li></ul>	<ul style="list-style-type: none"><li>Indoor Air Quality validation to ensure low VOC emitting materials</li><li>Ergonomically designed offices</li><li>On-site Health &amp; Wellness</li></ul>

### SILER CITY, NC

#### Power of Partnership

Wolfspeed's general contractor, The Whiting-Turner Contracting Company, partnered directly with NC Department of Labor's (DOL) Occupational Safety and Health division to demonstrate the commitment to worker health and safety at our **John Palmour Manufacturing Center** for Silicon Carbide in Siler City, NC. Through the duration of the project, it is expected to employ ~10,000 construction trades workers who will be positively impacted by the partnership with NCDOL to educate, encourage, develop, and foster occupational safety.

## EMPLOYEE INVOLVEMENT IN OHS

Employee involvement in OHS takes many forms, including EHS Teams, EHS point-of-contact interaction in the production areas, Lean Kaizen events and Management of Change processes. Our EHS training is connected to a learning management system and the on-boarding process for a new or transferred employee. Training is developed and tracked for all regulatory mandated programs, and effectiveness is measured by observations, incident evaluations, team walk-throughs, and audits or inspections.

Senior management has supported continued improvement with OHS-focused communications via daily safety topics in our manufacturing operations in Durham, NC and Marcy, NY. Our commitment to a cultural standard of excellence ensures Health and Safety processes are managed to protect our people and property. In addition to our annual Key Performance goals, Wolfspeed values daily communications around Health and Safety to “**Protect the Pack**”. This approach empowers our employees to place Health and Safety communication first and is reflected in our organization’s commitment to improving performance.

## EMPLOYEE HEALTH AND WELLBEING

Wolfspeed supports the well-being of our employees through programs that support a healthy lifestyle. We are committed to offering benefits to employees and their families to assist in improving health and lifestyle choices. Programs throughout our operations are tailored to the needs of the employees in the region and include many health-related benefits. In Durham, NC, we offer our workers the services of an on-site licensed physical therapist. In our international locations, we adhere to regulatory benefits and health and wellness requirements. In our United States locations, for those enrolled in our medical benefits program, we offer programs such as our Bright Choices wellness program, which is designed to encourage employees

and their families to adopt healthy lifestyle habits. This program provides options for employees to receive on-line classes and health coaches for preventive health care. Employee benefits include medical and dental insurance, health and retirement savings accounts, childcare assistance, fitness centers at some locations, paid time off and family leave programs. Spring Health was rolled out in 2022 and provides an improved mental well-being benefit, available at no cost to all employees and their household family members age 6+. Our Mental Health Allies Employee Resource Group has generated improved awareness of the importance of mental health at work. Refer to the **Benefits** section of this report to learn more.

## INCIDENT MANAGEMENT

Our policies require incidents to be immediately reported, when personnel become aware of symptoms or any indication of a work-related complaint. Any concerns regarding hazards in the workplace can be reported to the employees’ supervisor, other leadership, any EHS staff, entering via our online reporting tools, or through our corporate whistleblower reporting platform.

Employees are protected from reprisal when reporting incidents. Our policies inform employees that they have the right to report work-related injuries and illnesses and that Wolfspeed is prohibited from discharging or in any manner discriminating against them for reporting work-related injuries or illnesses.

Wolfspeed follows confidentiality regulations in the country of operation. Our information management system has audit trail capability and control over who can view employee records. Permissions to view employee records are granted on a need-to-know basis.

Once initial information about the incident is gathered and documented, EHS assesses the incident severity. The incident

severity assignment determines the type of cause evaluation required and the time allotted to complete it. Evaluations are then performed, usually led by the supervisor of the affected employee, to develop corrective actions to prevent recurrence of the incident and help improve our Environment, Health & Safety Management System.

## SUPPLIER SAFETY PROGRAMS

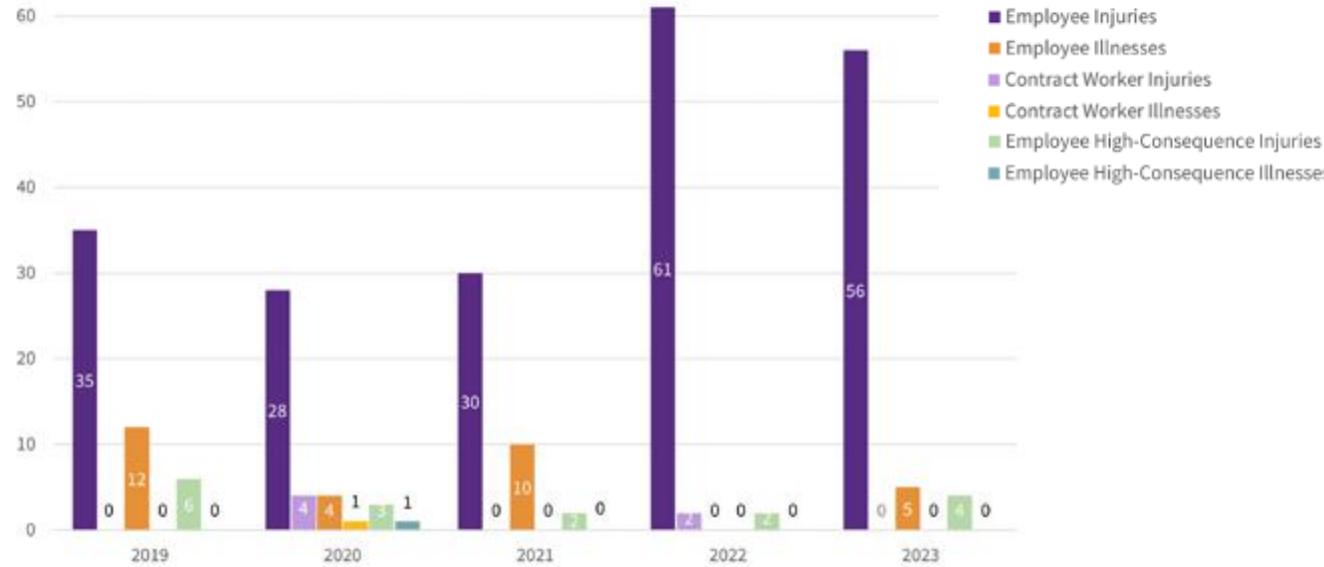
In cases where Wolfspeed does not control either the work or workplace, we exercise the leverage we have as a customer. Our **Supplier Code of Conduct** communicates and records the shared expectations around supplier health and safety performance. The implementation of a new Enterprise Resource Planning system is underway and is expected to be fully released in 2023. Supplier Lifecycle and Performance includes improvements to vetting all our suppliers using OHS criteria.

We recognize that our success is contingent upon the well-being of all those involved in our operations. Our commitment to supplier safety management reflects our broader dedication to sustainability, and we will continue to pursue excellence in safety as an integral part of our mission to create a better and safer world.

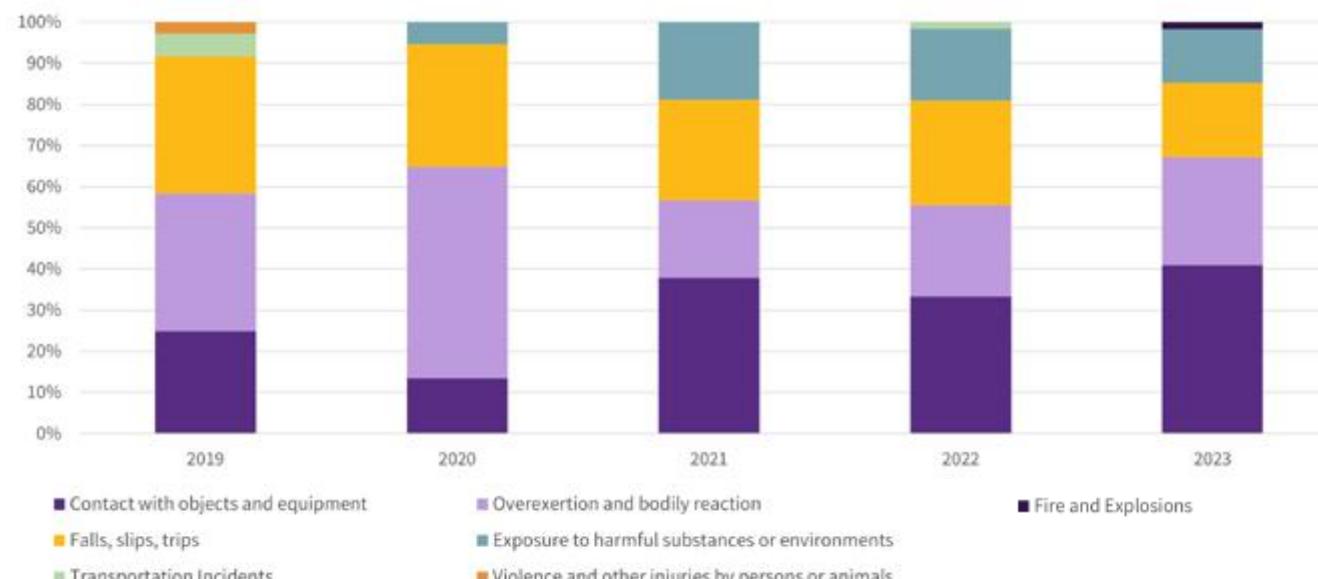
## OCCUPATIONAL, HEALTH, AND SAFETY PERFORMANCE

Wolfspeed tracks all work-related injuries and illnesses and works to improve the safety of our workplace through evaluation and prevention measures. We have a comprehensive program to address workplace safety issues. We are not aware of any occupational exposure issues in our manufacturing processes that would increase an individual's risk of any specific disease.

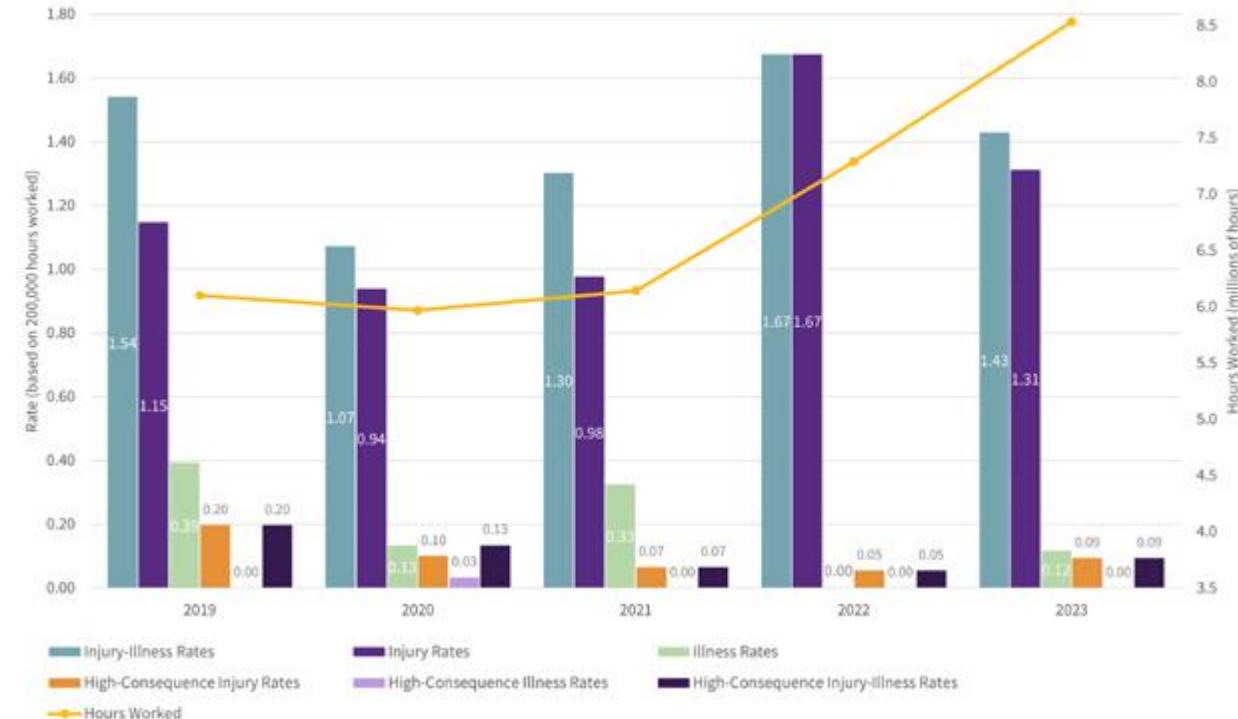
### Recordable Work-Related Injury-Illness Cases<sup>1, 2, 3, 4</sup>



### Recordable Work-Related Injury-Illness Types<sup>1</sup>



### Recordable Employee Work-Related Injury-Illness Rates<sup>1,2,3,4,5</sup>



### 2023 HEALTH AND SAFETY DATA TRENDS

#### 2023 Information:

» Our total number of recordable injuries and illnesses and associated rates decreased in 2023. During the past 2 years, we have increased our hours worked by approximately 40% as a result of headcount increase to support our expansion efforts while reducing the number of injuries. This is a clear reflection of our Protect the Pack initiative combined with enhanced employee training. Protect the Pack is about empowering employees and on-site contractors to thoughtfully challenge each other and to have the courage to speak up if we see something unsafe. And it's about how we motivate each other to not only work safely but improve safety.

#### Future Look:

» As we continue enhancing our EHS culture through our Protect the Pack initiatives, we remain focused on EHS performance improvement through enterprise-wide leading metrics. EHS presence in day-to-day operations, global EHS management system alignment, focused Management of Change, and enhanced supplier management.

» We are on-target to register our Occupational Health & Safety Management System in 100% of our manufacturing sites, which will help to further drive health and safety improvements throughout our organization.

<sup>[1]</sup> Data presented here is for our significant locations of operations and our smaller United States locations, which represents approximately 95% of our total number of 2023 employees.

<sup>[2]</sup> Recordable Work-Related Injury-Illness = Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

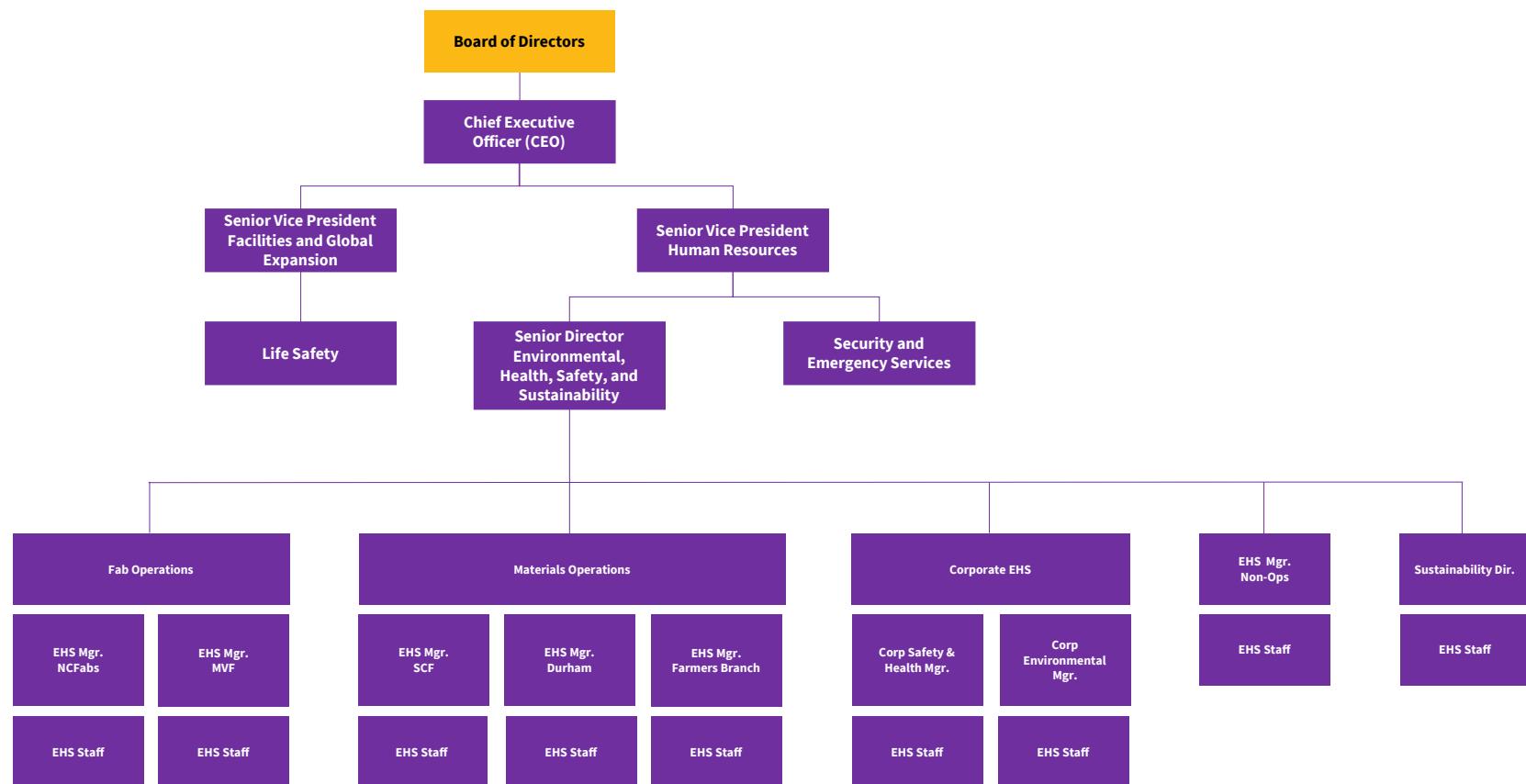
<sup>[3]</sup> Contract Worker = Any worker who is not a Wolfspeed employee but whose day-to-day work instruction is controlled by Wolfspeed

<sup>[4]</sup> High-Consequence Recordable Work-Related Injury-Illness = Work-related injury or ill health that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

<sup>[5]</sup> Rates are calculated using 200,000 hours worked (Rate = cases/total hours worked \* 200,000)

## Environment, Health and Safety, and Sustainability (EHSS) Organizational Structure

Wolfspeed has dedicated staff to implement EHSS programs:



### Global EHSS Strategic Focus Areas:

- EHS Compliance
- High Hazard Prevention Programs (H2P2)
- EHS Training
- EHS Alignment
- Sustainability Roadmap
- Wolfspeed Expansion
- EHS Metrics and Analytic

## HEALTH AND SAFETY — OUR CUSTOMERS

We design and test our products to ensure the health and safety of our customers and partners.

### ELECTRICAL ISOLATION TESTING

Electrical isolation testing is a direct current or alternating current dielectric withstand test that confirms our Power products will not transfer high or hazardous voltages, thus helping safeguard our customers from electrical insulation failures. We also perform electrical testing for our RF products, which involves a direct current or Radio Frequency (RF) test that confirms our RF products will meet the spectral emission requirements of our customers.

To ensure our RF products will display adequate reliability under harsh environments, we perform stress testing under accelerated temperature, humidity and bias conditions. This testing ensures our RF products can be operated in our customers' applications, such as telecommunication, aerospace and defense.

### SAFE USE OF RF PRODUCTS

RF products emit high-power density of RF radiations that can present hazards to sensitive biological tissues. Each RF application can be unique, so consideration should be given to ensure that the RF product will be manipulated in the proper environment.

### HARSH ENVIRONMENT TESTING

To ensure our Power modules will not fail or corrode in harsh environments, we perform temperature and humidity bias (THB) testing that exposes our products to high temperature and high humidity. This testing ensures our Power modules can be operated in outdoor applications, such as renewable energy and electric vehicles.

# COMMUNITY ENGAGEMENT

We believe that many societal disadvantages can be overcome with adequate resources and support so that all are free to pursue and achieve a productive, fulfilling life. We partner globally with municipalities, civic organizations and advocacy groups to close the opportunity gap and provide those in need the opportunity to excel. Through corporate events, sponsorships and employee-led initiatives, we live our values by doing the right thing at work as well as in the communities where we live.

## OUR AMBITION

Close the opportunity gap by providing more opportunities for STEM education, at all levels, to people in need, particularly in underserved communities.

## OUR GOAL

Establish STEM partnerships at 100% of our major locations by 2025.

## 2023 PROGRESS

### K-12 Focus

- As we continue to broaden our global footprint, it's important that we cultivate a workforce across both our existing and future locations.
- Our K-12 (ages 4-18) strategy serves as a gateway for students to explore and learn about the STEM industry.
- We believe it is important to engage the next generation of employees as early as middle school to help them understand the diverse career opportunities Wolfspeed can provide as well as the educational pathways those careers require.

We are working to share these opportunities with those in the communities where we operate because we understand the pivotal role educators, parents and others can play in shaping young minds, so it's just as important that we actively collaborate with them as well. Investing in our future workforce can not only impact individual students, but it can also transform entire family legacies. The communities that we are expanding into are eagerly anticipating the career prospects that Wolfspeed will offer and the enthusiasm will help us cultivate a future workforce that will sustain our growth and meet our business requirements.

We focus our efforts on increasing awareness of the opportunities provided through STEM (science, technology, engineering and math), while helping remove potential obstacles such as not having a safe place to sleep and enough food to eat. We also shine a light on the importance of diversity and social justice as we work to create communities and a society that support and value all people and their contributions.

The pandemic brought challenges to individuals and businesses, but it also brought us the opportunity to rethink how we serve our communities and reshape our outreach to support our neighbors and their most basic needs: to stay healthy, to have shelter and to eat. We continued our support of the Food Bank of Eastern & Central North Carolina and Feeding America, Inc. to feed those in need and we allocated \$5,000 per quarter to each of our U.S. locations to empower employees at each location to work together to decide on the volunteer activities and agencies they would partner with to support local hunger and housing relief and STEM programs in their region.

We currently have community engagement programs at all our North American facilities, which represents the majority of our material operations.

At all locations, we have Occupational Health & Safety (OHS) teams, other worker representation bodies, and means of employee participation (e.g., incident evaluation, Employee Resource Groups (ERGs), etc.) that address work, environmental and social matters within the company.

We believe that our operations have a positive impact on the social, economic and environmental well-being of the local communities in which we operate. We conduct our activities in a manner that is consistent with our Code of Conduct and values, which include being a good corporate citizen, dealing fairly in business, behaving ethically, supporting basic human rights and a safe and healthy workplace, and doing business in an environmentally responsible manner in compliance with applicable laws and regulations.

We also support our local communities by partnering with educational institutions to not only hire talented individuals to work at Wolfspeed, but also to grow

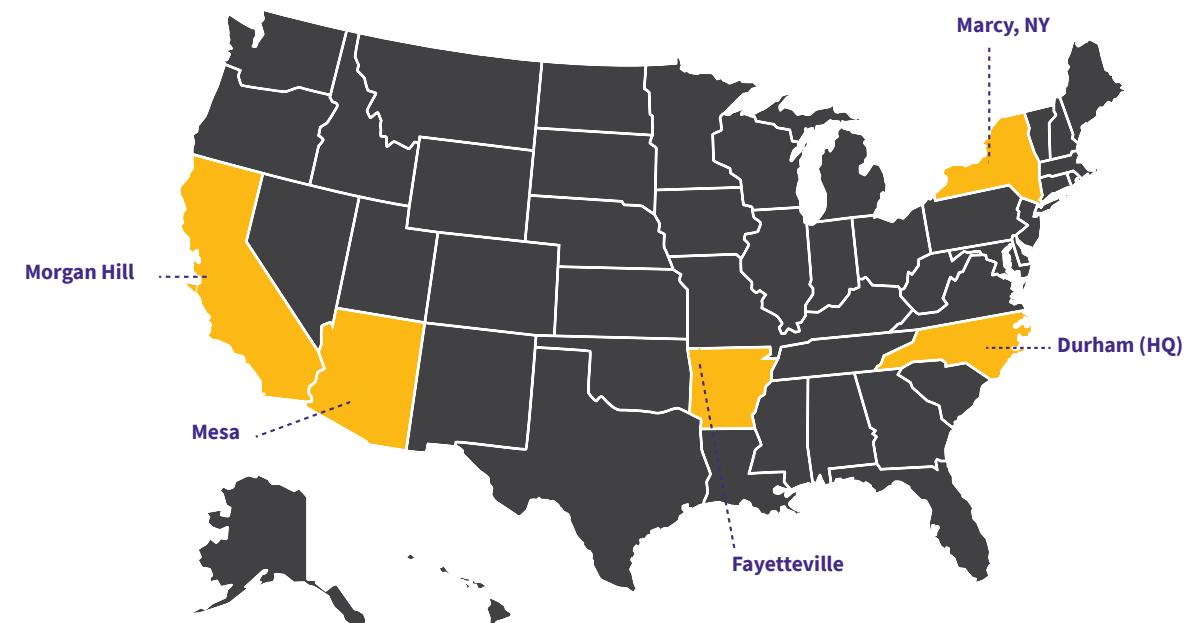
our future talent pipeline, create research and innovation partnerships, invest in education for underserved members, and volunteer at events. Wolfspeed is actively engaging with K-12 schools, community colleges and higher education colleges and universities that are located near our North American facilities.

### WakeEd Partnership

- We have had a longstanding relationship with WakeEd Partnership and have hosted students and educators through their SummerSTEM and Career Exploration programs that have exposed participants to the semiconductor industry. This year, WakeEd Partnership announced that the late Dr. John Palmour (JP) would be among the honorees recognized during their 10th annual Stars of Education Gala. JP and his fellow honorees were inducted into the Wake County Public School System Hall of Fame.

### FIRST Robotics

- As we continue to grow and expand with automation within our facilities, FIRST Robotics became a natural fit for us to partner with. Our relationship with FIRST began in 2019 as Mohawk Valley began to ramp, and we partnered with SUNY Poly who had a FIRST Robotics and FIRST Tech team. From there our relationship grew to national level support through a partnership with each of our U.S. locations in 2022, and then international support in 2023. Over the past few years, we have engaged with teams through coaching, mentorship and volunteering at U.S. FIRST Robotics Competitions (Wake County, North Carolina; Finger Lakes, New York; and the NY Tech Valley Competition) as well as the FIRST Lego League Competition in Northern Ireland. As our relationship with FIRST has grown internationally, it grew locally in Siler City, North Carolina, and, through our support of the only team in Chatham County. We also support Class Packs to the Boys & Girls Club in Siler City as well as The Daniel Center in Raleigh, North Carolina. These efforts in addition to our employees connecting with teams are working to expose students to automation and how STEM can be fun and exciting!

**US LOCATIONS****PARTNERING WITH OUR NEIGHBORS TO SERVE THE COMMUNITY AND CLOSE THE OPPORTUNITY GAP****Durham (HQ)**

- Food Bank of Central & Eastern North Carolina
- Habitat for Humanity
- Durham Rescue Mission (ERG)
- Military Missions in Action (ERG)
- Dress for Success (ERG)
- Foundation for Hope (ERG)
- Urban Ministries (ERG)
- Salvation Army of Chatham
- Salvation Army of Durham
- The Daniel Center for Math and Science
- Best NC
- Durham Public School
- Cristo Rey Research Triangle High School
- Chatham Education Foundation
- NC Science Festival
- NC Science Olympiad

**Fayetteville, AK**

- Apple Seeds
- Northwest Arkansas Children's Shelter
- Teen Action & Support Center (ERG)
- Women's Foundation of Arkansas (ERG)
- ACLU Arkansas (ERG)
- Arkansas STEM Coalition

**Mesa, AZ**

- Arizona Brainfood, Inc.

**Marcy, NY**

- Utica Children's Museum
- Johnson Park
- Suny Poly Food Pantry
- Rescue Mission of Utica (ERG)
- Toys for Tots (ERG)
- Boilermaker
- American Heart Association

**Morgan Hill, CA**

- The Edward Boss Prado Foundation

**National**

- Direct Relief
- Feeding America
- Sunflower Mission
- FIRST Robotics
- Toys for Tots (ERG)
- Boilermaker
- American Heart Association
- Durham Rescue Mission
- Military Missions in Action (MMIA)
- The Global FoodBanking Network
- Direct Relief
- Feeding America
- Food Bank of Central & Eastern North Carolina
- Arkansas STEM Coalition
- The Forge Initiative
- The North Carolina State University (NCSU) Palmer Family College Of Engineering Fellowship Endowment
- The Daniel Center for Math and Science

**KEY**

- Community event
- Educational event

**PARTNERING WITH OUR NEIGHBORS TO SERVE THE COMMUNITY AND CLOSE THE OPPORTUNITY GAP****Employee Resource Group Social Impact**

**19**      **332**

Volunteer Events

Total Volunteer Hours

**STEM and Career Volunteer Events**

**16**      **162**

Volunteer Events

Total Volunteer Hours

## Inspiring the Next Generation of STEM Innovators: STEM Day 2023

In 2018, Wolfspeed employees in North Carolina hosted their children on our Durham campus to celebrate what we make possible and the wonders of science, technology, engineering and math during our first STEM Day event. Since then, we have continued to collaborate with community partners each year to provide K-12 students and adults with the opportunity to investigate what it means to do what others say can't be done through in-person and virtual demonstrations, presentations, hands-on activities and more. In addition, we continue to invite children from underserved communities to participate in the event each year. All STEM Day activities are coordinated and led by Wolfspeed employees and our summer interns who volunteer their time before and during the events.

Since 2020, our STEM Day has been held as a virtual event allowing us to continue our tradition while also giving Wolfspeed employees from around the world and their families the opportunity to participate from the comfort of their own homes. Highlights from past virtual STEM Day events include a live keynote address by NASA Astronaut Christina Koch in 2020, a live presentation and demonstration by Dr. Aram Amassian, Associate Professor of Materials Science and Engineering at North Carolina State University (NC State) in 2021, and a presentation by the team at SciBridge in 2022 sharing how they are bridging the gap of scientific discussion between U.S. and east African scientists.

Wolfspeed is the official power semiconductor partner of Jaguar TCS Racing, and in 2023, we joined forces to deliver an exciting virtual STEM Day event to inspire and engage the next generation of STEM innovators by sharing how Wolfspeed and Jaguar TCS Racing are "Racing to Innovate" together.

After learning about the history of Formula-E racing from a Jaguar Land Rover Motorsport executive, participants then heard from two Wolfspeed engineers who are currently working in the United Kingdom alongside the Jaguar TCS Racing team as Wolfspeed's embedded Automotive Racing Power Electronics Engineers. During their keynote presentation, while they both shared about their experiences working with the Jaguar TCS Racing team,

Amy Romero and Brett Sparkman both focused their presentations on helping participants in grades K-12 (ages 4-18) understand the opportunities that have been afforded them as a result of their focus on science, technology, engineering and math courses while in grades K-12 and through their college years.

Following the keynote presentation, STEM Day participants enjoyed live Q&A with Sam Bird, one of Formula E's most experienced race car drivers, who answered everything from how far and fast the car can go to what he eats before a big race.

We created a special STEM Day intranet page to provide employees with easy access to information before the event including the registration link and presenter bios, as well as a video featuring a virtual tour of the Jaguar TCS Racing team's garage.

We invited students from the Daniel Center for Math and Science to participate in our virtual STEM Day 2023 event from the Daniel Center classrooms. Some of our summer interns were also in attendance at the Daniel Center and guided the children through a hands-on activity building model race cars using kits provided by the North Carolina Science Olympiad (NCSO). Teachers from the Wake Ed Accelerator Program also participated in STEM Day in person from our Durham location.

With more than 500 registrations from our worldwide locations, we were happy to host this engagement and enrichment opportunity for employees, their children and students from the Daniel Center for Math and Science and teachers from the Wake Ed Accelerator Program.



# ENVIRONMENT

Processes that Protect the Environment,

Products that Improve It

Product Sustainability

Product Stewardship

Product End of Life

Environmental Management and ISO 14001

Environment, Health, and Safety Policy

NC Environmental Stewardship Initiative

Marcy, New York Environmental Stewardship

Activities

Energy and Greenhouse Gas Emissions

Other Air Emissions

Water Management

Waste Management

Circular Economy

Biodiversity



*Environmental stewardship requires engaging with industry peers, organizations and policymakers. We at Wolfspeed, collaborate on sustainable initiatives, share best practices and strive for positive change. Considering the entire lifecycle of our products, we evaluate our value chain environmental impacts and find ways to reduce them. We are committed to being good stewards of the environment everywhere we operate, because that's where we and our families live, work and play too.*

**Paul Callaghan**  
Vice President, Global Facilities Services

## PROCESSES THAT PROTECT THE ENVIRONMENT, PRODUCTS THAT IMPROVE IT

At Wolfspeed we are dedicated to minimizing resource use and reducing the environmental impact of our production process. We are committed to responsibly managing environmental impacts, including compliance with environmental regulations, and ensuring continual improvement in our environmental performance. Our product sustainability goals are simple: enable the next generation of energy efficient power electronics to usher in a cleaner, more sustainable future for everyone. We are committed to responsibly managing the product stewardship of our products from cradle to grave.

## PRODUCT SUSTAINABILITY



### AUTOMOTIVE - ELECTRIC VEHICLES (EVs) AND FAST CHARGING

Wolfspeed's silicon carbide MOSFETs enable faster, more efficient battery charging and increase power density of electric vehicles to reduce range anxiety. Wolfspeed's broad portfolio of silicon carbide MOSFETs enable a reduction of EV power train losses by up to 80%, meaning increased range and performance for your EV. Additionally, re-designing a silicon-based 22 kW fast charger to be fully-silicon carbide can reduce losses by up to 40% while doubling the system's power density.



### DATA CENTERS AND AI

Today data centers worldwide consume 1-2% of all electricity. Driven largely by the broad adoption of AI, this number is expected to increase by 160% by the end of 2030, with data centers rising to 3%-4% of overall global power demand (8% from 3% in the US). Wolfspeed silicon carbide-based products enable more efficient power conversion while saving up to 40% on cooling costs alone. Our products are optimized to meet new global efficiency standards like 80+ Titanium<sup>1</sup>.



### RENEWABLE ENERGY - SOLAR AND ENERGY STORAGE SYSTEMS

Solar and energy storage systems can benefit from silicon carbide in the inverter and MPPT boost converters. Using Wolfspeed silicon carbide in place of IGBT in three-phase solar inverters can improve power density by 50%, create simpler circuit topologies by reducing component count and assembly cost, and reduce overall inverter size and total system costs<sup>2</sup>.



### INDUSTRIAL MOTOR DRIVES

Industrial electric motors, including industrial low voltage, servo, heat pumps and air conditioning, account for more than 45% of all global electricity consumed annually. Wolfspeed silicon carbide MOSFETs and Schottky Diodes enhance overall motor efficiency by up to 2.6%, meet IE3 and IE4 standards, and enable compact embedded motor drives<sup>3</sup>.

<sup>[1]</sup> <https://www.goldmansachs.com/insights/articles/AI-poised-to-drive-160-increase-in-power-demand>

<sup>[2]</sup> <https://www.wolfspeed.com/applications/power/renewable-energy/solar-energy-systems/industrial-commercial-solar-systems/>

<sup>[3]</sup> [www.IEA.org](http://www.IEA.org)

## LEADING THE WAY TO A SUSTAINABLE FUTURE

Compared to alternatives, our products sold in 2023 will save approx:

**72 mil  
METRIC TONS  
of CO<sub>2</sub> e**

over their lifetimes, which is

**EQUAL TO:**



the greenhouse gas emissions from over

**17 mil**  
gasoline-powered passenger vehicles driven for one year\*

\*EPA Greenhouse Gas Equivalences Calculator

## PRODUCT STEWARDSHIP

Wolfspeed maintains an active program to minimize restricted materials in our products.

### Reportable Chemicals and Materials Process

Wolfspeed's Product Stewardship team maintains an active process intended to identify restricted materials, such as lead (Pb) in our products. This team addresses regulatory compliance of restricted and reportable substances on a worldwide basis. Chemicals, materials and components used during processing and that remain in finished Wolfspeed products must go through an internal approval process that includes supplier-provided material content declarations, applicable third-party test reports and compliance statements as appropriate. The base data requirements for suppliers are found in the Supplier Regulatory Compliance Requirements document on the [Supplier Resources](#) website.

The Product Stewardship team compares the supplier data against Wolfspeed's Reportable Chemicals and Materials List (RCM List) to determine compliance status. The RCM List summarizes restricted and reportable chemicals based on worldwide regulations, certain industry requirements and mutually agreed upon customer requirements. The foundation of the RCM List is based on the IEC 62474 Database, [IEC 62474 - Material Declaration for Products of and for the Electrotechnical Industry](#). This RCM List incorporates regulatory lists such as the [EU RoHS](#), [EU REACH](#) and California [Prop 65](#), as well as industry lists such as the

**GADSL** (Global Automotive Declarable Substance List) and the **AD-DSL** (Aerospace and Defense Declarable Substance List), as applicable to electronics.

Test reports used to verify compliance status for the 10 European Union Restriction of Hazardous Substances (EU RoHS Directive 2011/65/EU) plus other common substances of concern are also being maintained. Test data must come from an ISO 17025-certified test facility. All other restricted chemicals are verified through material declarations and/or compliance statements from suppliers.

The data obtained through these efforts described in the preceding paragraphs is used to create material content declarations (MCDs) and other statements (such as those applicable to RoHS and REACH status) for addressing customer and regulatory Product Stewardship requirements.

Visit the Product Ecology section of our [Sustainability page](#) on [wolfspeed.com](#) to view our REACH and RoHS declarations. Requests for MCD and other Product Stewardship queries are addressed through [Customer Service](#). Proprietary or confidential substances or materials will not be disclosed in the material content reports.

## PRODUCT END OF LIFE

Even though Wolfspeed's products have a long life, all good things do come to an end of their useful life. How should our products be disposed of when removed from service?

All Wolfspeed Power and RF chips, components and devices are electronic components and are incorporated into electronic products that should be considered for electronics recycling when feasible. Disposing of electronic waste in landfills is banned in many locations. In some areas of the world, it depends on the recycle vendors availability. End users are encouraged to check their local regulations or with local recyclers for advice on disposal of these components.

## ENVIRONMENTAL MANAGEMENT AND ISO 14001

Wolfspeed is committed to responsibly managing environmental impacts, including being in compliance with environmental legislation as a minimum and ensuring continual improvement in our environmental performance.

The benefits of implementing an environmental management system include improved environmental risk management, cost savings, meeting external stakeholder expectations, ensuring compliance with environmental laws and decreasing our environmental footprint through discovering new possibilities for energy, water and waste usage reductions. Our certificates can be found [here](#) on [wolfspeed.com](#).

### Durham, North Carolina

- ISO 14001:2015

### RTP, North Carolina

- ISO 14001:2015

### Morgan Hill, California

- ISO 14001:2015

Note: ISO 14001 certification in 2023 covered our three main manufacturing facilities which represents over 65% of Wolfspeed's operations (based on headcount). Our manufacturing facility in Marcy, NY is planning to begin the ISO 14001 certification process in FY2025.

## ENVIRONMENT, HEALTH, AND SAFETY POLICY

At Wolfspeed, we express our commitment to the Environment, Health and Safety, and Sustainability (EHSS) and other key aspects of our business in everything that we do. Our core values of Safety, Integrity and Respect, Ownership and Accountability, and Ingenuity and Passion guide every decision we make and our interactions with each other, our customers, partners and communities.

In remaining steadfast to that commitment, Wolfspeed launched **Protect the Pack** – an initiative focused on actionable behaviors that contribute to the EHSS culture of our team. Our commitment is articulated in our Environment, Health, and Safety Policy. See our policy [here](#).

## NC ENVIRONMENTAL STEWARDSHIP INITIATIVE

Our North Carolina manufacturing facilities are members of the North Carolina Environmental Stewardship Initiative (ESI). ESI is a voluntary program, provided by the state of North Carolina through the Department of Environmental Quality, to encourage companies to go beyond compliance to reduce impacts on the local environment. The program requires companies to have a mature environmental management system and aggressive environmental goals.

ESI has three levels of participation. Our North Carolina facilities entered the program in 2018 at the first level as an Environmental Partner, with the goal of rising to the highest level as an Environmental Steward in the future. In 2019, our North Carolina facilities rose to the second level as a Rising Steward. In 2023, Wolfspeed has been recognized as a member of North Carolina ESI for 5 years during the ESI conference. More information about the ESI program can be found [here](#).



## MARCY, NEW YORK ENVIRONMENTAL STEWARDSHIP ACTIVITIES

Our manufacturing facility in Marcy, New York is the world's first and largest state-of-the-art silicon carbide 200mm wafer fabrication facility that is soon to be LEED-certified (in a process of finalizing a review with green building certification body).

Featuring environmentally friendly and energy-efficient design solutions, this manufacturing facility opens doors for Wolfspeed to innovate for the future while also maintaining its enduring commitment to going beyond compliance, reducing impacts to the environment and industry leading sustainability.

### Environmental Features at Our Manufacturing Facility in Marcy, New York:

<p><b>14</b></p> <p>electric vehicle charging stations, enabling the reduction of</p> <p><b>136,000+ lbs</b></p> <p>of carbon emissions each year</p>	 <p>Constructed wetland and bioretention ponds to naturally manage stormwater</p>	<p>Energy-efficient ventilation fans, heat rejection and space cooling using water-chilled air conditioning units, saving</p> <p><b>2,477,000 kWh</b></p> <p>of electric energy annually</p>	<p>Water-saving low-flow toilets, urinals, lavatory faucets, showers and more that reduce water usage by approximately</p> <p><b>542,000 gallons</b> per year</p> <p>or enough to fill almost</p> <p><b>13,000</b> bathtubs</p>
		<p>Water recycle system to offset municipal water purchases and reduce the consumption of water</p>	<p>Many other features consistent with LEED-Certification</p>

### 2023 Earth Day

Wolfspeed recognized and celebrated its 36th year as a company through location-specific, Earth Day volunteer activities. We expanded our Earth Day celebration with activities such as clean-up trash, plant trees, have meatless lunches, or provide Earth Day information guide taking place around the globe with our sites in North America, Asia, and Europe over several weeks.

### THE IMPACT OF OUR GLOBAL EARTH DAY VOLUNTEER ACTIVITIES WAS FELT AROUND THE WORLD, RESULTING IN:

<b>950 lbs</b>	of clothing donated to families in need
<b>100 lbs</b>	of potential food waste eliminated through the donation of pantry items to local food banks
<b>1,089 lbs</b>	of trash removed from parks, beaches and highways
<b>2,880 lbs</b>	of CO <sub>2</sub> absorbed through the landscaping of plants and trees in local communities

# ENERGY AND GREENHOUSE GAS EMISSIONS

## Our Products

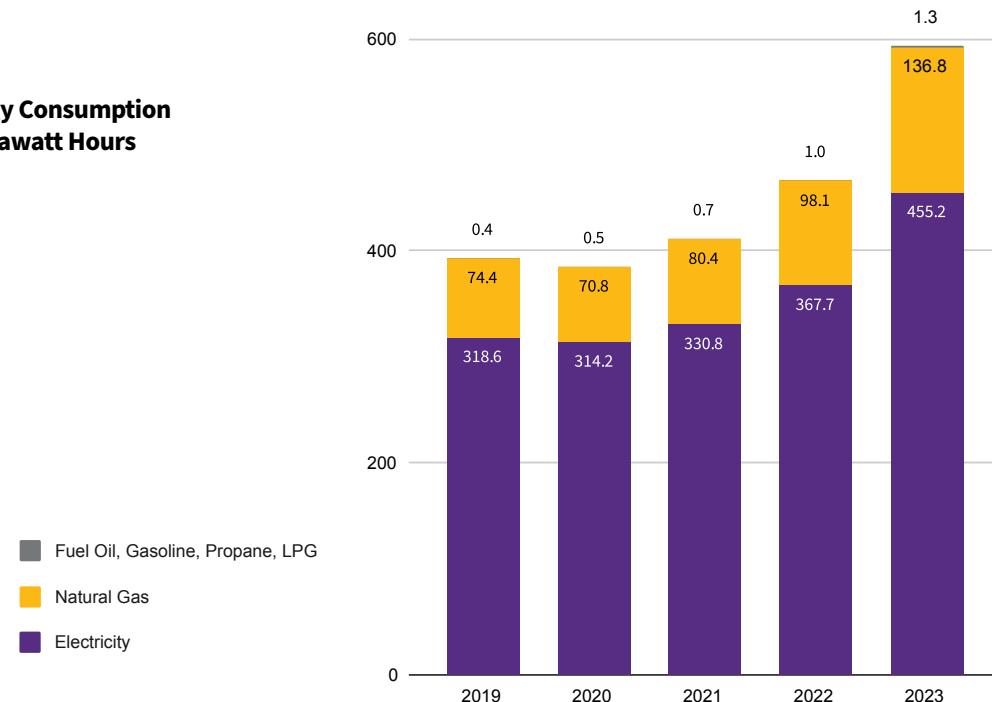
Our Power and Radio Frequency products are created with energy efficiency in mind. Our products allow other industries to develop leading energy efficient products in applications such as renewable energy, wireless communication, electric vehicles and electric vehicle charging.

## Our Manufacturing

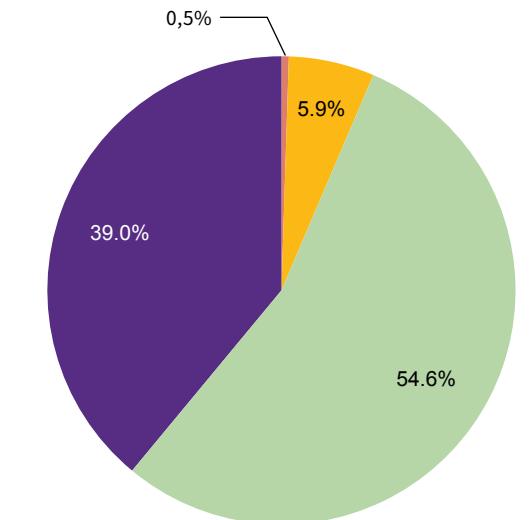
We recognize the future risks that increasing energy demands present to our environmental, social and economic well-being. In addition to providing energy efficient products, we strive to reduce GHG emissions and improve energy efficiency at all Wolfspeed sites.

We set emission reduction goals for our operations even though we are not currently subject to any country, regional, or industry regulations and policies for energy and GHG emissions. When applicable, our United States manufacturing sites are subject to local air pollution regulations for criteria pollutants (NOx, SOx, etc.) and toxic air pollutants. Our sites comply with regulations through each site's air permit requirements. When applicable, state air permit requirements limit the amount of fuel usage.

## Energy Consumption in Gigawatt Hours



## 2023 Energy Purchases



## OUR AMBITION

Actively work to mitigate climate change and reduce our and others' carbon footprint; stay efficient, stay productive. Be a company that makes a difference for future generations.

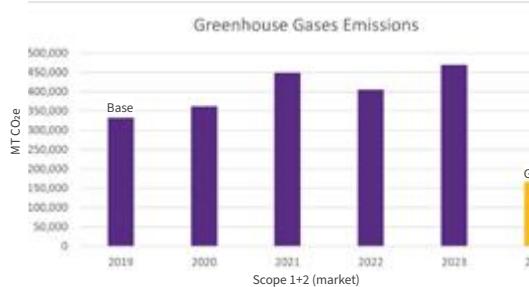
## OUR GOAL

Reduce scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030

Achieve net zero scope 1 and 2 GHG emissions by 2050\*

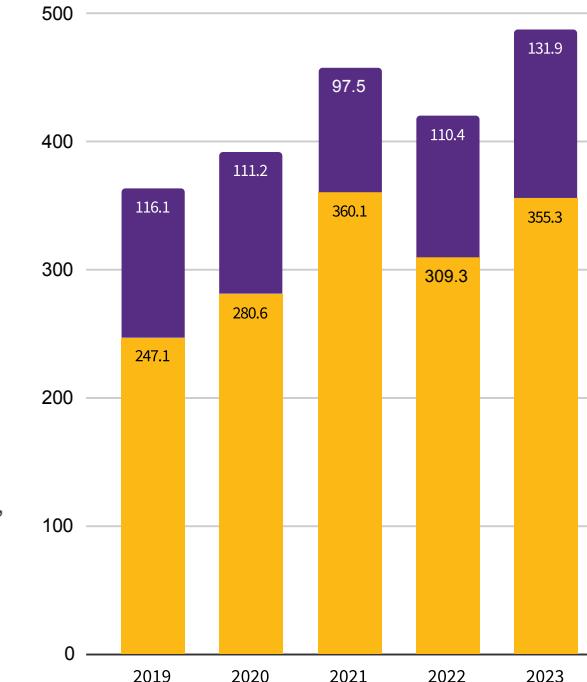
## 2023 PROGRESS

Increased scope 1 and 2 (market) emissions by 41% relative to base year.



\* We also established a long-term goal of reducing scope 1 and 2 emissions in line with the Paris Agreement to further reduce our climate impact in support of limiting warming to 1.5°C and transitioning to a net-zero carbon economy.

### Greenhouse Gas (GHG) Emissions in Thousand Metric Tons CO<sub>2</sub> Equivalents



- █ **Scope 1:**  
Our direct GHG emissions (e.g., fuel combustion, fluorinated gases used in manufacturing)
- █ **Scope 2 (location based):**  
GHG emissions from the consumption of purchased electricity at our facilities

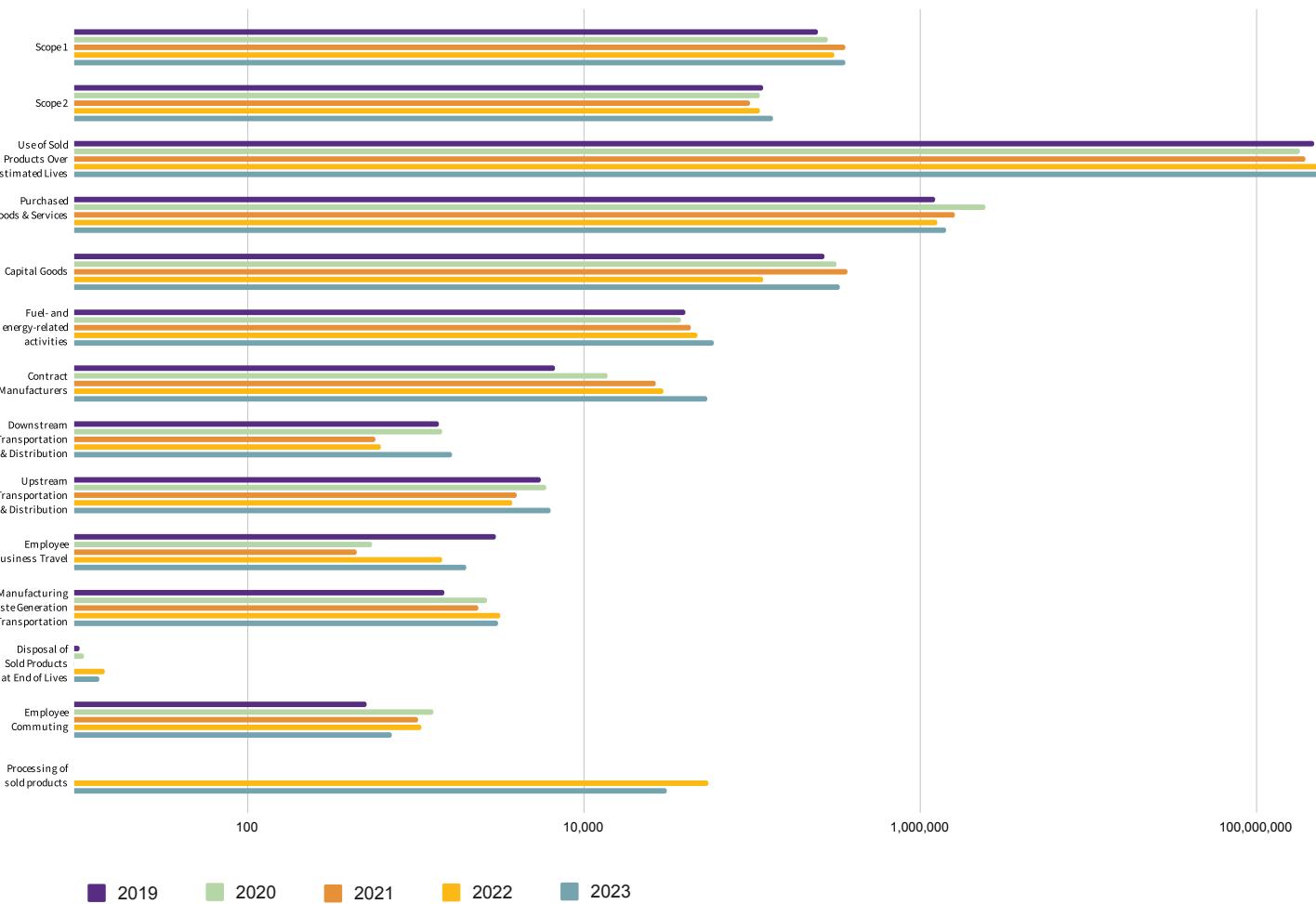
### Our Carbon Footprint in Percent of Total GHG Emissions



- █ Our **scope 3** emissions from the use of our sold products over their estimated lifetimes
- █ The total of our scope 1, scope 2 and scope 3 emissions from all other scope 3 categories

**Reducing CO<sub>2</sub>e**  
The GHG emissions associated with using our products over their lifetimes represent roughly 99% of our total GHG footprint.  
  
Compared to traditional less efficient alternatives, our Power and Radio Frequency products sold in 2023 will save approximately **192 million MWh and 72 million metric tons CO<sub>2</sub> equivalents** over their estimated lifetimes.

### Our Carbon Footprint in Metric Tons CO<sub>2</sub> Equivalents



## 2023 GHG and Energy Data Trends

### SCOPE 1 AND SCOPE 2

#### 2023 Information:

- In 2023, we implemented new emissions reduction activities that contributed to the GHG reduction of 7,581 metric tons CO<sub>2</sub>e (installation of point of use abatement at Marcy, NY).
- Our scope 1 emissions increased in comparison to the previous year mainly due to increased usage of one of the fluorinated gases for testing in RTP, NC, USA.
- We increased low-carbon energy consumption at our facility in Morgan Hill, CA, USA in 2023 compared to 2022 (from 2,705 MWh to 2,989 MWh). This improvement contributed to a decrease in our scope 2 market-based emissions by approximately 31 MT CO<sub>2</sub>e in 2023.
- Overall, we worked on developing and validating a tool utility matrix that includes fluorinated gases and electricity usage and associated abatement across all manufacturing operations and support operations.

#### Future Look:

- We are working on eliminating or substituting process gases with a high GWP for burn-in and testing with lower GWP. A project for eliminating a high GWP gas for testing will be implemented in 2024.
- We continue installing point of use abatement devices at our manufacturing facilities.
- We continue to explore options for energy reduction and efficiency improvements to help offset expected increases in energy use and scope 2 GHG emissions as we expand. Where possible, we incorporate the best energy and emissions-related practices into new designs/sites.
- We are exploring our options for incorporating renewable energy into our portfolio strategy at our main locations.
- We are in the process of establishing a Global GHG Steering Committee that will oversee development of the decarbonization roadmap with focus areas such as abatement system control, optimization of chamber cleans and reduction of fluorinated heat transfer fluids.
- We have **GHG goals** to help focus our reduction efforts of our climate change impacts.

### SCOPE 3

#### 2023 Information:

- Purchased goods and services and capital goods:** Our usage of raw materials in our manufacturing processes changed in 2023 compared to 2022 due to changes in output and product mix, causing our scope 3 emissions in this category to increase. Our scope 3 emissions from capital goods increased in 2023 due to expanding our operations.
- Fuel-and-energy-related activities (not included in scope 1 or 2):** Our usage of fuel and electricity in our manufacturing processes changed in 2023 compared to 2022 due to changes in output, product mix, and expansion, causing our scope 3 emissions from fuel-and-energy-related activities to increase.
- Upstream and downstream transportation and distribution:** Our emissions from upstream and downstream transportation and distribution increased due to differences in shipment amounts and types (increased air, decreased ocean) in 2023 compared to 2022.
- Business travel and employee commuting:** Our business travel emissions increased in 2023; however, has not reached the level prior to the pandemic as we began using a communication and collaboration software solution in 2021, which enabled our employees to easily collaborate with each other and external stakeholders, instead of traveling to meet in person. Emissions associated with employees working from home are included in the employee commuting category. Overall emissions from employee commuting decreased even though our employee base increased. Increased usage of electric vehicles and improved emission factor for other passenger cars contributed to the emissions decrease.
- Waste generated in operations:** The GHG emissions associated with the disposal and transportation of our waste decreased slightly in 2023 compared to 2022 due to an overall decrease in the amount of waste we generated. More information about our trends in waste generation data can be found in the **Waste Management** section of this report.
- Use, processing and end of life treatment of sold products:** The GHG emissions from the use of our sold products over their estimated lifetimes increased in 2023 due to product mix differences in 2023 versus 2022. The GHG emissions from processing of sold products decreased mainly due to significant adjustment for scope 1 emission from one third party that processed our sold intermediate products. Because our products are small, the GHG emissions associated with the end-of-life treatment of our sold products did not change significantly.
- Contract manufacturing:** Because we are expanding our operations, our scope 3 emissions from contract manufacturing also increased in 2023.



Wolfspeed has installed electric vehicle (EV) charging stations in parking lots of our manufacturing facilities in North Carolina and New York. We have over **200 employees** utilizing our free **32 EV chargers**. The charging stations have saved approximately **300,000 kg** of greenhouse gas emissions since 2018, with GHG emissions savings doubling in 2023 compared to the previous year.

## 2023 GHG and Energy Data Trends (continued)

### Future Look:

- We are continuously exploring ways to decrease our scope 3 GHG impacts. We expect our emissions in some categories to increase in line with our growth, as well as emissions in some categories to decrease due to technology improvements.
- We have **GHG goals** to help track our progress to reduce our climate change impacts. Our primary focus is to first reduce the GHG impacts of our operations (scope 1 and 2).

Wolfspeed is implementing a Product Carbon Footprint (PCF) program. The goal of the program is to evaluate the carbon footprint of our products from cradle to grave, target hotspots for process improvement and communicate the findings, as applicable, to stakeholders. Ultimately, the PCF results will be used to make informed decisions on the design of sustainable and environmentally friendly products. A long-term goal of the program is to implement Life Cycle Assessment (LCA) capabilities to ensure a full study of the environmental impact of our products.

## CLIMATE TRANSITION ACTION PLAN

In 2022 we started working on Wolfspeed's *Climate Transition Action Plan* (or CTAP). We explored the elements of a proper CTAP by utilizing CDP's six guiding principles (accountability, internally coherent, forward-looking, time bound and quantitative, flexible and responsive, and complete) in conjunction with **We Mean Business Coalition (WMBC)**'s four core components which include an emissions reduction strategy, proper governance and business strategy integration, an action plan regarding plans for public policy advocacy and how Wolfspeed plans to foster a just transition.

We evaluated our current efforts against WMBC's guidance and learned our strengths (e.g., calculated GHG inventory, largest emissions sources identification, climate-related oversight) and areas where we need improvement (e.g., inclusion of scope 3 in our emission reduction targets, financial evaluation, public policy engagement and advocacy).

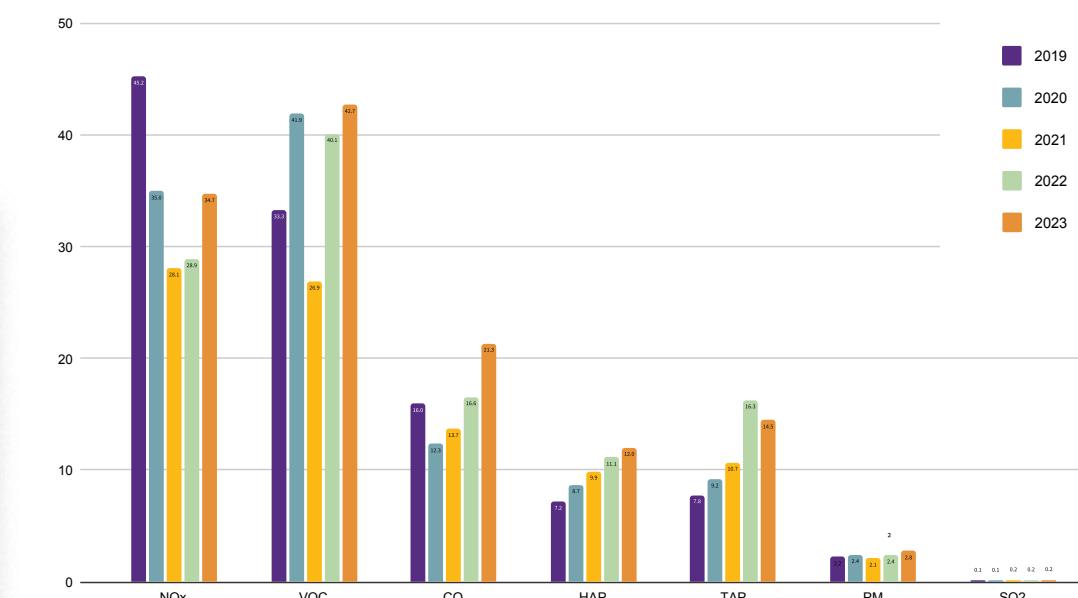
During this initiative we have also identified actions that Wolfspeed can take to decarbonize, ranging from easiest to implement and least timely solutions to long-term solutions to support net-zero transition. We focused on the actions that are realistic to deploy and timely. These actions include the following areas: process abatement systems, values stream engagement and synergy, an electric purchasing policy and implementation of an internal carbon price.

In 2023, Wolfspeed incorporated an emission reduction metric into the corporate annual bonus plan for all employees, including executives. The metric has material significance and creates long-term sustainable value for Wolfspeed and key stakeholders. This action reflects our focus on improving the maturity of our environmental sustainability program and driving our emissions reductions performance via tying it with our compensation program.

## OTHER AIR EMISSIONS

When applicable, our manufacturing sites are subject to local air emissions regulations for criteria pollutants (NOx, SO<sub>2</sub>, etc.), hazardous air pollutants (HAP)<sup>1</sup> and toxic air pollutants (TAP)<sup>1</sup>. Our sites comply with regulations through each site's air permit requirements. For select processes, we use industry leading point of use abatement devices, central air emissions control devices, including dust collectors, thermal oxidizers, and scrubbers.

### Other Air Emissions in Metric Tons



### 2023 Other Air Emissions Data Trends

#### 2023 Information:

- Our usage of raw materials and fuel in our manufacturing processes changed in 2023 compared to 2022 due to changes in output and product mix causing our air emissions to either decrease or increase at the existing sites depending on the pollutant. Overall, due to ramping up the world's largest silicon carbide fabrication facility in Marcy, New York, our other air emissions increased in 2023.

#### Future Look:

- We are continuously exploring ways to decrease our air emission impacts. When appropriate, we will continue using and installing air emissions control devices, including dust collectors, thermal oxidizers, and scrubbers.

<sup>1</sup>Air pollutants are classified as hazardous air pollutants (HAP) based on the United States EPA list of HAP. Air pollutants are classified as toxic air pollutants (TAP) per the regulations applicable at each facility.

# WATER MANAGEMENT

## OUR AMBITION

Ensure sustainable and efficient use of water across all sectors. Become a leader in addressing water scarcity.

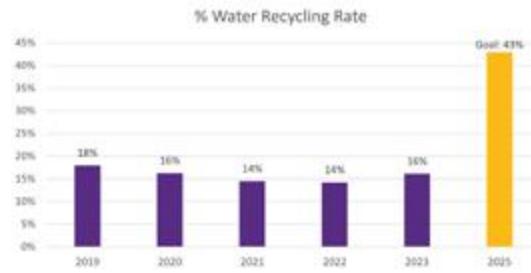
## OUR GOAL

Increase our water recycling rate by 25% by 2025

## 2023 PROGRESS

Achieved 16% water recycling rate

Decreased ~10% relative to base year



## Water Management

Because water quality and scarcity are growing concerns that affect all people and industries, we are committed to proper water use management practices for our Wolfspeed sites. We continuously strive to implement best management practices that conserve and recycle water and prevent and reduce water pollution:

- Our Durham, NC site has been recycling process water since **2005**, and currently recycles an average of **180,000 gallons of water** per day. Our new Marcy, NY facility will be implementing a similar water recycling system.
- In **2007**, our Durham, NC and RTP, NC sites initiated a wastewater pre-treatment system, which prevents approximately **30,000 pounds** of fluoride from entering the local water supply each year.
- In **2018**, we installed rainwater collection at our Durham, NC site, and now collect rainwater to supplement water used in the production process. In **2020**, we expanded the catchment area to increase the amount of rainwater harvested.

- In **2020**, we performed the first corporate-wide water risk assessment. The water risk assessment was updated in **2023** using the WRI Aqueduct and the WWF Water Risk Filter tools for all our locations.
- In the past, we have had facility-specific water goals. In **2021**, we developed our first corporate-wide water recycle goal to increase our water recycle rate by **25% by 2025** relative to the 2019 baseline.
- At our owned manufacturing sites, we have implemented best management practices for control of stormwater to minimize the effects of stormwater run-off.
- Our Marcy, NY site was designed to reduce risks associated with chemical spills. Chemical and waste loading docks are equipped with valved catch basins to prevent releases to local waterways. Designs with similar intent will be employed at future expansion sites.
- In **2022**, we increased amount of recycled water by **19 million gallons** and in **2023** by **23 million gallons**.

## Water Withdrawals, Discharges, and Consumption

All of our manufacturing facilities' water withdrawals primarily come from municipal (third-party) sources. Our other source of water withdrawal includes rainwater (fresh surface water), depending on the facility. Most of our water is used during manufacturing, including cooling tower use, but water is also used for human consumption (i.e., drinking water, sanitary sewer, and water used in locations where we have an on-site cafeteria) and irrigation at some locations. We engage with our local water supply and wastewater treatment plants to plan for infrastructure needs tied to future water use and have a water conservation and management plan in the event that water availability from local sources is reduced due to a drought. We have not yet worked with our supply chain on water-related issues.

Our Durham, NC site has a water recycling system to offset municipal water purchases and reduce the consumption of water. In the past, our water recycle rate goals were developed for individual sites determined to be Wolfspeed's largest water users. In 2021, we developed our first corporate-wide goals to increase our water recycling rate by 25% by 2025 relative to our 2019 baseline. Our goals are set based on the technology available, the quality of water needed as an output of the process, the availability of water in the operating region, water recycle regulations in place and to align with our ISO 14001 environmental management systems. The goal aims to ensure our sites optimize their water recycling systems, including ensuring better operation and maintenance of the systems to reduce down time.

All facilities discharge to a municipal (third-party) wastewater treatment plant and are subject to local discharge requirements. Water discharged meets local regulatory requirements for water quality, including nutrients levels, metals, pH, temperature, emissions to water such as nitrates, etc. All our manufacturing sites have wastewater permits and/or requirements that mandate the quality of water discharged. Our stormwater is also monitored to ensure it meets discharge criteria, which prevents degradation of local water supplies.

## Water Risk Assessments

### OUR APPROACH

At this time, our water-related risk assessment scope only includes direct operations; but other stakeholders, like customers, local communities, regulators and investors, are tangentially included in our assessment. A variety of risks for our direct operations are considered during our assessment, which have the potential to affect our value chain. We have not yet included our suppliers in our assessment. Suppliers are relevant, and we expect to include them in water-related risk assessments in the coming years.

We use the WRI Aqueduct and the WWF Water Risk Filter tools to assess the water risks at our facilities. The tool allows us to answer questions related to our specific industry (i.e., semiconductors) and specific questions related to each of our facilities based on location. It also helps us to project future (2030 and 2040) water risks for all facilities, as well.

The WRI Aqueduct and WWF Water Risk Filter tools provide our risks in a number of different categories, such as quantity physical risks (e.g., water scarcity, water stress, flooding and drought risks), quality physical risks (e.g., quality of wastewater, potential for eutrophication), regulatory risks (e.g., drinking water/sanitation

issues, environmental regulations) and reputational risks (e.g., ESG performance, community conflicts).

We also consider risks that have the potential to greatly impact our business. We define a substantive financial or strategic impact as something that will cause significant impact to our business, both internally (i.e., our direct operations) or externally (i.e., our upstream and downstream value chain). We use \$1 million USD to establish a threshold for substantive financial impact when determining potential impacts due to water-related impacts. An example could be water scarcity issues affecting the ability for us to manufacture our products, impacting brand image, revenue and/or customer relations issues.

Good quality freshwater is vital for direct use (rinsing, cooling, cutting) for our manufacturing processes. Because our manufacturing processes require a specific quantity and quality (ultra-pure) of freshwater to operate without product contamination, any disruptions to our supply of water at our manufacturing facilities could result in a substantive financial impact to us and other members of our value chain (e.g., our customers).

### OUR RESULTS

We analyzed all our facilities (both owned and leased) for current and future water risks by using WWF Water Risk Filter and WRI Aqueduct tools. We also assessed the risks of our upcoming materials factory in Siler City, NC. Wolfspeed is using the results of the analyses to inform water-focused sustainability team decisions on projects and focus areas.

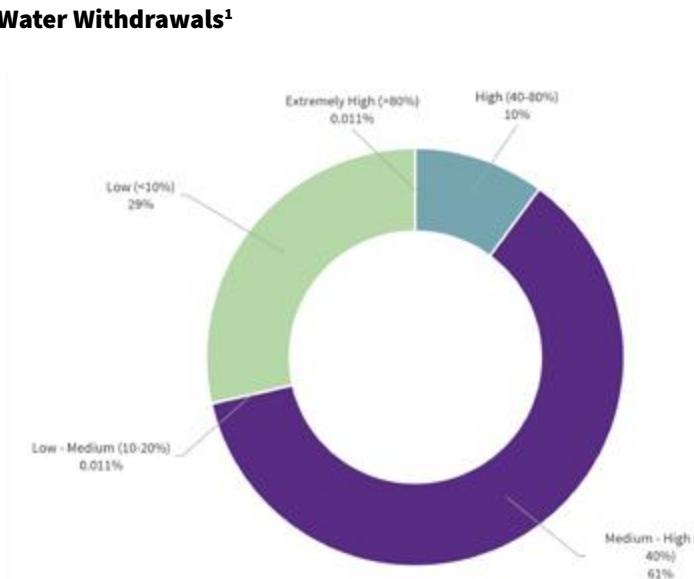
We believe that some of our manufacturing facilities exposed to water risks have the potential for a substantive financial or strategic impact on our business. Using the results of our WWF Water Risk Filter analysis, two of our existing manufacturing sites exhibit high operational physical risks that could affect our business, including water scarcity and quality (RTP, NC,

USA and Marcy, NY, USA). We have also chosen to include another site which exhibits only medium operational physical risks (Durham, NC, USA). The site is critical in supporting the organization through our expansion plans and has high water demands. Other manufacturing facilities were analyzed using the WWF Water Risk Filter but were not found to have high risks in terms of the potential for a substantive financial or strategic impact our business. We also assessed our smaller leased facilities using the WRI Aqueduct tool, and although the results of the analysis show varied levels of risk depending on location, we do not feel that these risks have the potential to cause a substantive financial or strategic impact on our business based on the activities and size of those operations.

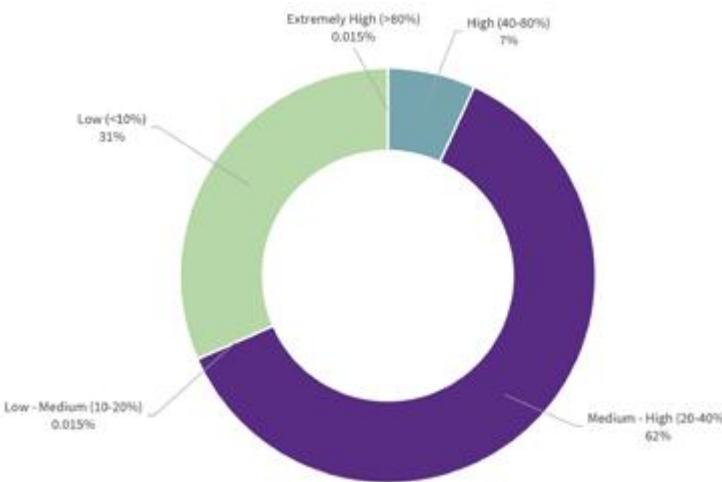
## Water Stress

We used the WRI Aqueduct Water Risk Atlas tool to assess the current and future (2030 and 2040) water stress of all our facilities. We consider areas with water stress to be those locations with the risk category “High (40-80%)” or “Extremely High (>80%)” for baseline water stress. Based on that criterion, four of our small, leased facilities are located in areas with the risk category “High” or “Extremely High.” These offices use small amounts of water and represent only 0.04% of our total 2023 global water withdrawals. One of our manufacturing facilities is located in a “High” risk area. Its 2023 water withdrawals represent approximately 10.09% of our total 2023 global water withdrawals.

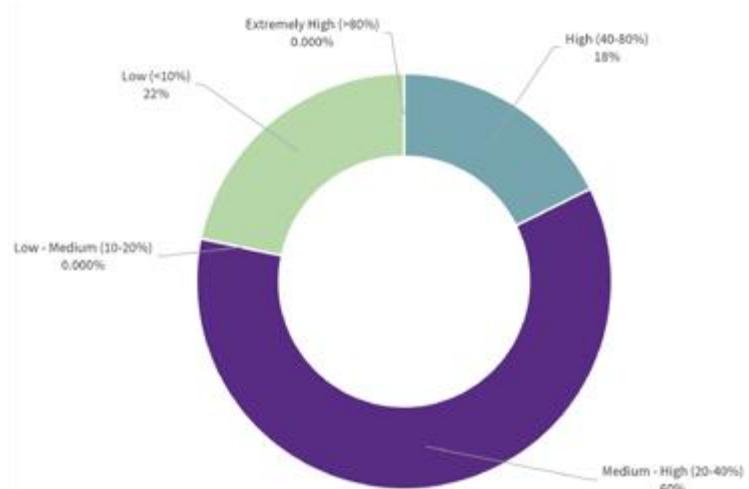
## 2023 Water Usage by Water Stress Category



## Water Discharges<sup>1</sup>



## Water Consumption<sup>1</sup>

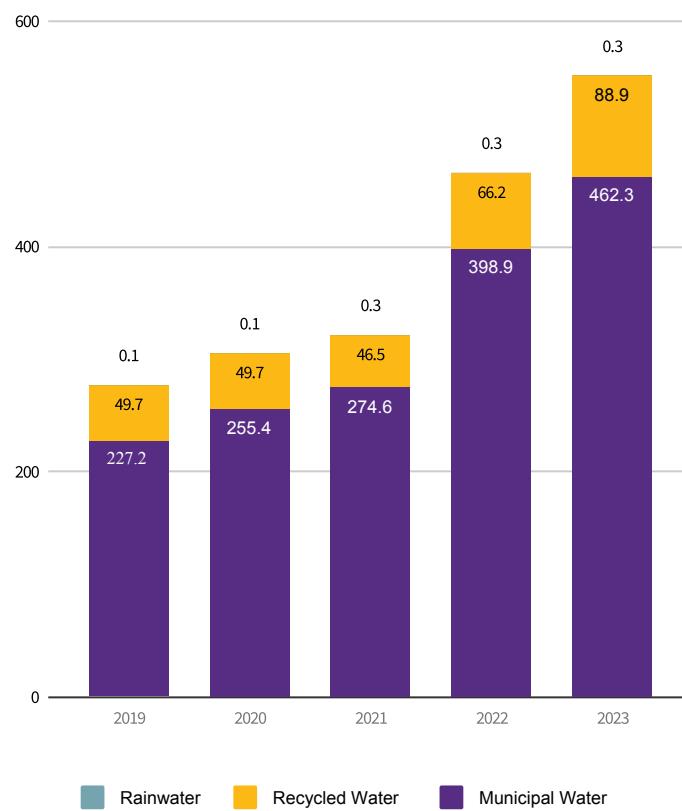


## 2023 Water Usage

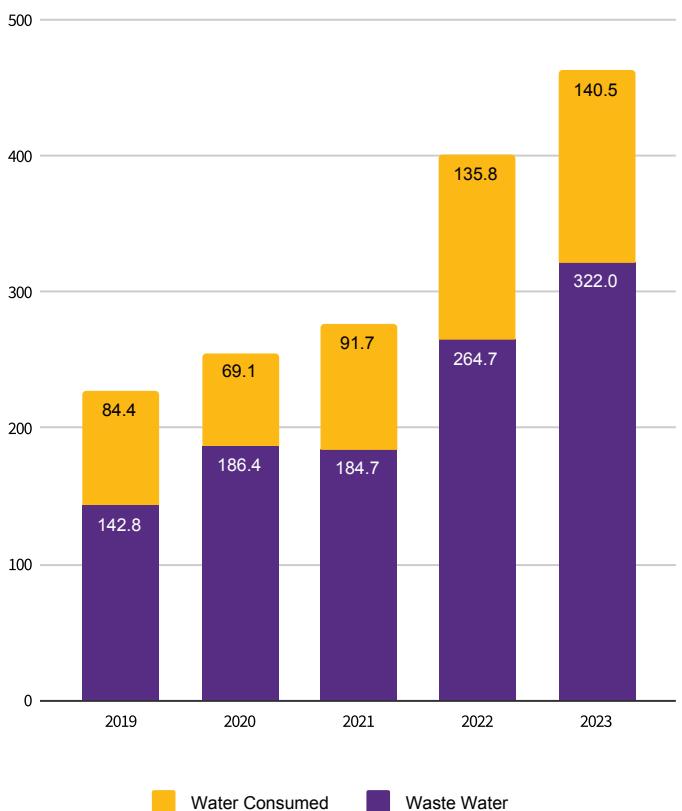
Source	All Facilities	Facilities Located in Water Stress Areas <sup>1</sup>	Facilities Not Located in Water Stress Areas <sup>1</sup>
<b>Water Withdrawals (millions of gallons)</b>			
Third-Party Water	462.3	46.8	415.5
Fresh Surface Water (Rainwater)	0.28	0	0.28
<b>Total Water Withdrawals</b>	<b>462.6</b>	<b>46.8</b>	<b>415.8</b>
<b>Water Recycled (millions of gallons)</b>			
<b>Total Water Recycled</b>	<b>88.9</b>	<b>0</b>	<b>88.9</b>
<b>Water Discharges (millions of gallons)</b>			
<b>Total Third-Party Wastewater</b>	<b>322.0</b>	<b>22.0</b>	<b>300.0</b>
<b>Water Consumption (millions of gallons)</b>			
<b>Water Consumed</b>	<b>140.5</b>	<b>24.8</b>	<b>115.7</b>

<sup>[1]</sup> All of our global facilities were assessed for baseline water stress using the World Resources Institute Aqueduct Water Risk Atlas. Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Low water stress indicates the facility(ies) scored 0% to 10% for water stress. Low-medium water stress indicates the facility(ies) scored 10% to 20% for water stress. Medium-high water stress indicates the facility(ies) scored 20% to 40% for water stress. High water stress indicates the facility(ies) scored 40% to 80% for water stress. Extremely high water stress indicates the facility(ies) scored 80% to 100% for water stress. (Source: WRI Aqueduct Water Risk Atlas)

### Water Demand in Millions of Gallons



### Water Discharges and Consumption (Water Out) in Millions of Gallons



## 2023 Water Data Trends

### 2023 Information:

- The overall withdrawal and discharge volumes increased due to expansion of our materials factory at our Durham headquarters and ramping up the world's largest silicon carbide fabrication facility in Marcy, New York.
- Our captured rainwater amount in 2023 was not significantly different in comparison with the previous year.
- Our total water consumed increased, which was tied to ramping up in Marcy, New York.
- We successfully conducted pilot studies to reclaim additional wastewater streams to inform further reclamation at expansion locations.
- We established water-focused sustainability team to drive Wolfspeed's water conservation efforts.
- Overall, we made significant improvements in water usage mapping across all manufacturing operations and support operations, which will better inform future water conservation and reclamation projects.

### Future Look:

- Our water demand is expected to increase due ongoing expansion at our Durham, NC headquarters, and Marcy, NY facility and expansion into new manufacturing facilities in Moore Drive, NC, Siler City, NC, and Farmers Branch, TX.
- We plan to implement and optimize the water recycling system in Marcy, NY which will result in progress towards our water recycle goal.
- New reclamation systems are planned to be installed in several of our expansion locations which will also offset the expected increase in water use. These projects are informed by pilot studies and existing technologies used at our Durham location and will result in significant progress towards our water recycle goal.
- The water-focused sustainability team is exploring options for water use efficiency in our industrial processes to offset the expected increase in water use as we expand. The team is also planning pilot reclamation studies in support of our focus on increasing our overall corporate recycle rate.
- We have a **water recycle goal** to help further reduce our water impacts

# WASTE MANAGEMENT

## Our Products

Our Power and RF products made from silicon carbide outperform conventional silicon components. In many applications, fewer silicon carbide components are required compared to silicon components when creating an electrical circuit with a similar output. To sustain a required current and voltage, silicon components must be larger, meaning silicon carbide components perform better with less materials required. Using less silicon carbide components for a circuit and reducing the amount of materials in a silicon carbide versus silicon component means less materials are required to be disposed of at the end of their lives.

### OUR AMBITION

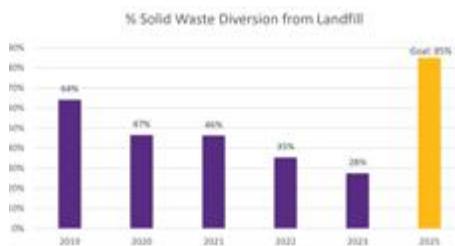
Be a company that directs to zero waste through waste reduction and recycling.

### OUR GOAL

Achieve 85% waste diversion rate from landfills by 2025\*

### 2023 PROGRESS

Achieved 28% waste diversion



## Our Manufacturing

The responsibility for waste generation spans from cradle to grave, and Wolfspeed is dedicated to minimizing waste and disposing of waste safely and responsibly. We use many different hazardous and non-hazardous raw materials to manufacture our products, including acids, bases and solvents, which results in waste. We also generate solid waste from miscellaneous activities at our facilities, including pallets and cardboard from incoming raw materials and equipment, general office waste and cafeteria waste. Along our value chain, our largest impacts come from waste generated from our own activities. The transportation of our waste and spills or releases on our property or to the environment are possible negative impacts of our waste. For some of our waste, we seek ways to turn our waste into fuel, which we consider a positive impact of our waste. Because our products are small and long-lasting, we do not foresee large impacts associated with the waste of our products. Guidance for how to dispose of our products at the end of their lives can be found in the **Product End of Life** section of this report. We have not yet assessed the waste generation of our upstream activities.

We have processes in place to ensure our waste is stored and managed to minimize impacts to employees and the environment and aim to operate our facilities according to applicable waste regulations. We choose waste disposal methods that we feel reduce the impact on the environment as much as possible. When choosing a vendor for our waste streams, we ensure the vendors are reputable and utilize the appropriate technology for the waste stream. We require all waste vendors to have a contract and sign our **Supplier Code of Conduct**, which outlines requirements for environmental performance and compliance.

\* Non-hazardous solid waste

In addition to reducing waste generation, we are dedicated to reusing or recycling materials whenever technically possible and economically reasonable. We seek opportunities for waste to be recycled or become a feedstock for use in other manufacturing processes. This not only lowers costs but helps us and other manufacturers to decrease virgin raw material consumption and reduce environmental impacts. We have implemented the following practices as part of our commitment to reduce, reuse and recycle materials:

We recycle solid waste materials in manufacturing and office sites, including metal, plastic, glass, paper, cardboard, wood, cans, bottles and electronics.

We send waste liquid solvents and specific solvent contaminated solid waste to facilities for use as alternative fuel.

**In 2023 over 1 million pounds** were used as alternative fuels.

We send specific solid waste streams for use as fuels in waste-to-energy facilities.

We compost waste at the cafeteria in our Durham, NC facility.

**In 2023** the composting program diverted approximately **34,000 pounds** of waste from the landfill.

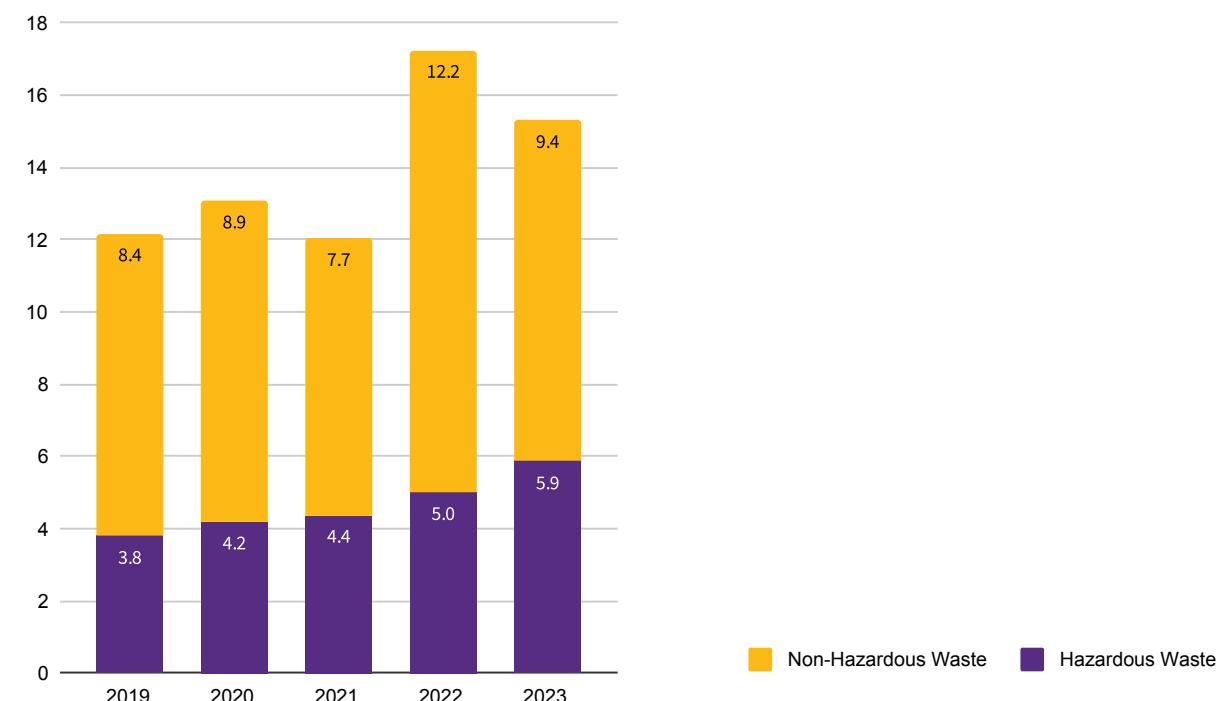
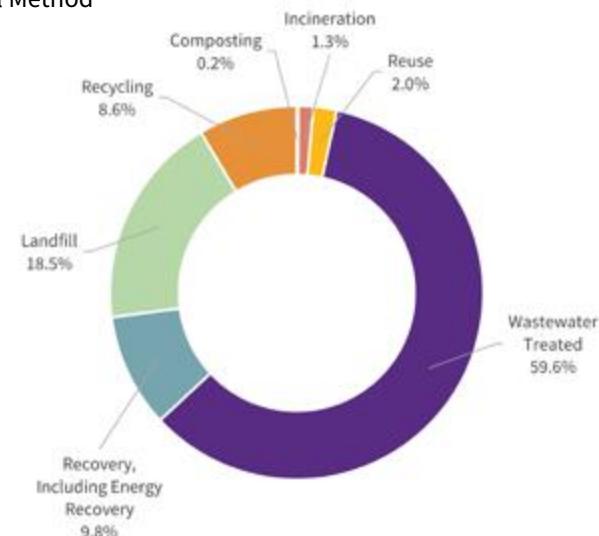
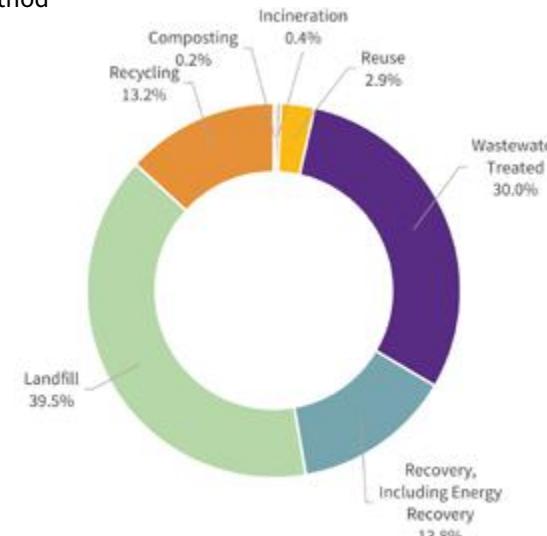
We developed a program that successfully diverted a specific material at our Durham, NC facility from the landfill to a recycling facility.

**In 2023** we recycled over **710,000 pounds** of this material.

We set our first waste-to-landfill reduction goals at our North Carolina facilities back in 2016. In 2021, we developed our first corporate-wide waste goal to increase our waste diversion from landfill to 85% by 2025.

**Waste Generation**  
by Disposal Method

Waste Disposal Method	2019	2020	2021	2022	2023
<b>Hazardous Waste</b>					
Wastewater Treated	51.9%	64.1%	65.8%	64.4%	55.9%
Recovery, including Energy Recovery	40.1%	28.3%	22.5%	26.7%	32.3%
Landfill	6.0%	3.5%	4.6%	5.8%	11.2%
Incineration	2.1%	4.1%	7.1%	3.0%	0.4%
Recycling	0.01%	0.04%	0.10%	0.10%	0.20%
<b>Non-Hazardous Waste (including Solid Waste)</b>					
Recycling	32.1%	27.6%	24.9%	12.1%	21.3%
Wastewater Treated	27.7%	22.0%	31.9%	57.6%	13.9%
Landfill	20.4%	34.8%	32.9%	23.7%	57.1%
Recovery, including Energy Recovery	12.0%	9.6%	5.7%	3.0%	2.3%
Reuse	7.0%	5.5%	4.1%	2.9%	4.7%
Composting	0.8%	0.4%	0.3%	0.2%	0.4%
Incineration	0.1%	0.2%	0.2%	0.5%	0.3%

**Waste Generation**  
in Millions of Pounds

**2022 Total Waste Generation**  
by Disposal Method

**2023 Total Waste Generation**  
by Disposal Method


**2023 WASTE DATA TRENDS****2023 Information:**

- Our total waste volume decreased. There was an increase in non-hazardous solid waste and decrease in non-hazardous chemical waste. The hazardous chemical waste increased as well due to increased production, but less in comparison with non-hazardous solid waste.
- Our overall percent of solid waste to landfill between 2022 and 2023 increased due to contaminated recycled streams (e.g. wooden pallets).
- Our total waste composted in 2023 increased by about 6,000 lbs.

**Future Look:**

- We are looking into identification of alternative disposal outlets, investigation of wastewater sludge reduction and potential to use it as material, recycling options for construction waste and waste stream analysis of generated waste at our facilities in Durham and RTP, NC, Marcy, NY and new upcoming manufacturing facilities.
- We are working on improving segregation of materials and enabling recycling major waste streams such as cardboard, wood pallets, graphite chunks and compostable material
- We are continually exploring ways to decrease our waste generation impacts. We have a **waste-to-landfill reduction** goal to help further reduce our waste-to-landfill impacts.

**CIRCULAR ECONOMY**

Wolfspeed leads the industry transition from silicon to silicon carbide. The power of silicon carbide expands the boundaries of technology to make devices smaller, lighter, and more powerful. Our core business supports the circular economy concept by unlocking a new era of energy efficiency. We are a catalyst to ignite new breakthroughs for tomorrow, trading miles per gallon for more miles per charge.

Our Power and Radio Frequency (RF) products allow other industries to develop leading energy efficient products in applications such as renewable energy, wireless communication and electric vehicles. Our RF products help enable the transition to 5G, which requires the transmission of more data at faster speeds with greater precision. Our products can achieve the greater bandwidth and efficiency that 5G requires. Smart cities, smart manufacturing, autonomous vehicles and connected transportation can all be realized through the availability of 5G.

Our contribution to a circular economy extends beyond our products through our operations and supply chain. We continually strive to minimize our resources use, eliminate hazardous materials and chemicals, recycle and reuse waste and overall reduce our environmental impact.

**SOME OF WOLFSPEED'S ACTIVITIES SUPPORTING THE CONCEPT OF CIRCULARITY:**

We recycle metal, plastic, glass, paper, cardboard, wood, cans, bottles and electronics.

We compost organic waste at our cafeteria in Durham, NC.

Some parts of our electronic waste are refurbished.

Our waste liquid solvents and fuel-bearing solid waste streams are used as alternative fuel at cement kilns.

Some waste streams from production are beneficially reused by other industries.

Liquid and solid precious metal streams are sent for recovery. Our facility in Morgan Hill, CA uses 100% carbon-free electricity.

Our manufacturing facility in Durham, NC recycles process water.

Our manufacturing sites in North Carolina and California are certified to the ISO 14001 standard, which encourages a life cycle view of products and services.

We established corporate-wide targets for reduction of emissions, recycling water and diverting waste from landfill.

**BIODIVERSITY**

Wolfspeed recognizes the importance of preserving or improving biodiversity. As of now, biodiversity is not considered a material topic for Wolfspeed, but we are aware of the interdependence between biodiversity and business resilience.

So far we've assessed our facilities for physical and reputational risks related to biodiversity by using WWF's Biodiversity Risk Filter. It allowed us to look at direct impacts and dependencies based on facilities' specific location and our sector classification in semiconductor industry. This assessment helped us to have a first overall overview of our biodiversity risks. A couple of our sites scored in the high/very high-risk category. Some of those risks than reputational associated risks. The category of pressure on biodiversity (pollution) and regulating services - mitigating (landslides and tropical cyclones) drive mainly the higher score for the physical risks. We are planning to further analyze the outcomes to better understand what those risk scores signify for planning and monitoring our biodiversity performance.

We have not yet evaluated the impacts and dependencies of our supply chain on biodiversity.



TABLE OF CONTENTS

CEO MESSAGE

WOLFSPEED

SUSTAINABILITY

CORPORATE GOVERNANCE

ECONOMIC

SOCIAL RESPONSIBILITY

ENVIRONMENT

APPENDIX

# APPENDIX

GRI Content Index

SASB Disclosures

UN SDGs Disclosures

TCFD Disclosures

Sustainability Data

Independent Assurance Statement

# GRI CONTENT INDEX

## Statement of use

Wolfspeed has reported the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

## GRI 1 used

GRI 1: Foundation 2021

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1	Organizational details	Who We Are 2023 Annual Report*
	2-2	Entities included in the organization's sustainability reporting	Who We Are 2023 Annual Report*
	2-3	Reporting period, frequency and contact point	Sustainability Reporting
	2-4	Restatements of information	GRI Content Index <sup>1</sup>
	2-5	External assurance	Sustainability Reporting Independent Assurance Statement
	2-6	Activities, value chain and other business relationships	Who We Are Supply Chain Responsible Minerals Sourcing Policy 2023 Annual Report*
	2-7	Employees	Our Employees Our Early-In-Career Employees
	2-8	Workers who are not employees	Our Employees Our Early-In-Career Employees
	2-9	Governance structure and composition	Board of Directors and Committee Composition Sustainability Oversight
	2-11	Chair of the highest governance body	Board of Directors and Committee Composition
	2-22	Statement on sustainable development strategy	CEO Message Sustainability Mission and Principles
	2-23	Policy commitments	Code of Conduct* Code of Ethics for Executive Officers and Other Senior Financial Personnel* Policies Human Rights
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct*
	2-28	Membership associations	GRI Content Index <sup>2</sup>
	2-29	Approach to stakeholder engagement	Materiality Assessment
	2-30	Collective bargaining agreements	GRI Content Index <sup>3</sup>

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Material topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Refer to "Topic Management" lines in GRI Content Index
<b>Topic Standards</b>			
<b>GRI 201: Economic Performance 2016</b>	GRI 3: 3-3	Topic management	2023 Annual Report*
	201-1	Direct economic value generated and distributed	2023 Annual Report*
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Disclosures
<b>GRI 203: Indirect Economic Impacts 2016</b>	GRI 3: 3-3	Topic management	Expanding Capacity for Silicon Carbide Community Engagement Our Contributions to the UN Sustainable Development Goals (SDGs)
	203-1	Infrastructure investments and services supported	GRI Content Index <sup>4</sup>
	203-2	Significant indirect economic impacts	Expanding Capacity for Silicon Carbide <sup>5</sup> Community Engagement
<b>GRI 204: Procurement Practices 2016</b>	GRI 3: 3-3	Topic management	Supply Chain Supplier Code of Conduct* Purchase Order Terms and Conditions* Responsible Minerals Sourcing
	204-1	Proportion of spending on local suppliers	Sustainability Goals Supply Chain
<b>GRI 205: Anti-corruption 2016</b>	GRI 3: 3-3	Topic management	Code of Conduct*
	205-1	Operations assessed for risks related to corruption	Code of Conduct*
	205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct*
<b>GRI 206: Anti-competitive Behavior 2016</b>	GRI 3: 3-3	Topic management	Code of Conduct*
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	GRI Content Index <sup>6</sup>
<b>GRI 302: Energy 2016</b>	GRI 3: 3-3	Topic management	Energy and Greenhouse Gas Emissions
	302-1	Energy consumption within the organization	Energy and Greenhouse Gas Emissions Sustainability Data
	302-2	Energy consumption outside of the organization <sup>7</sup>	Energy and Greenhouse Gas Emissions Sustainability Data
	302-4	Reduction of energy consumption	Energy and Greenhouse Gas Emissions Sustainability Data
	302-5	Reductions in energy requirements of products and services	Product Sustainability Energy and Greenhouse Gas Emissions Sustainability Data

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Topic Standards (continued)</b>			
<b>GRI 303: Water and Effluents 2018</b>	GRI 3: 3-3	Topic management	Water Management Our Contributions to the UN Sustainable Development Goals (SDGs)
	303-1	Interactions with water as a shared resource	Water Management
	303-2	Management of water discharge-related impacts	Water Management
	303-3	Water withdrawal	Water Management Sustainability Data
	303-4	Water discharge	Water Management Sustainability Data
	303-5	Water consumption	Water Management Sustainability Data
<b>GRI 304: Biodiversity 2016</b>	GRI 3: 3-3	Topic management	Biodiversity
<b>GRI 305: Emissions 2016</b>	GRI 3: 3-3	Topic management	Energy and Greenhouse Gas Emissions Other Air Emissions Our Contributions to the UN Sustainable Development Goals (SDGs) TCFD Disclosures
	305-1	Direct (scope 1) GHG emissions	Energy and Greenhouse Gas Emissions SASB Disclosures TCFD Disclosures Sustainability Data
	305-2	Energy indirect (scope 2) GHG emissions	Energy and Greenhouse Gas Emissions SASB Disclosures TCFD Disclosures Sustainability Data
	305-3	Other indirect (scope 3) GHG emissions	Energy and Greenhouse Gas Emissions TCFD Disclosures Sustainability Data
	305-5	Reduction of GHG emissions	Energy and Greenhouse Gas Emissions Sustainability Data
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Other Air Emissions Sustainability Data

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Topic Standards (continued)</b>			
<b>GRI 306: Waste 2020</b>	GRI 3: 3-3	Topic management	Waste Management Our Contributions to the UN Sustainable Development Goals (SDGs)
	306-1	Waste generation and significant waste-related impacts	Waste Management
	306-2	Management of significant waste-related impacts	Waste Management Circular Economy
	306-3	Waste generated	Waste Management SASB Disclosures Sustainability Data
	306-4	Waste diverted from disposal	Waste Management Circular Economy SASB Disclosures Sustainability Data
	306-5	Waste directed to disposal	Waste Management SASB Disclosures Sustainability Data
<b>GRI 308: Supplier Environmental Assessment 2016</b>	GRI 3: 3-3	Topic management	Supplier Code of Conduct* Purchase Order Terms and Conditions*
	308-1	New suppliers that were screened using environmental criteria	Supply Chain
<b>GRI 401: Employment 2016</b>	GRI 3: 3-3	Topic management	Our Employees Our Early-In-Career Employees Diversity, Equity & Inclusion Employee Engagement
	401-1	New employee hires and employee turnover	Diversity, Equity & Inclusion <sup>8</sup> Sustainability Data
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits
	401-3	Parental leave	Compensation and Benefits Sustainability Data
<b>GRI 402: Labor/Management Relations 2016</b>	GRI 3: 3-3	Topic management	Code of Conduct* Supplier Code of Conduct*
	402-1	Minimum notice periods regarding operational changes	GRI Content Index <sup>9</sup>

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Topic Standards (continued)</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	GRI 3: 3-3	Topic management	Health and Safety — Our Employees and Suppliers Our Contributions to the UN Sustainable Development Goals (SDGs) Code of Conduct*
	403-1	Occupational health and safety management system programs	Health and Safety — Our Employees and Suppliers
	403-2	Hazard identification, risk assessment and incident investigation	Health and Safety — Our Employees and Suppliers
	403-3	Occupational health services	Health and Safety — Our Employees and Suppliers
	403-4	Worker participation, consultation and communication on occupational health and safety	Health and Safety — Our Employees and Suppliers
	403-5	Worker training on occupational health and safety	Health and Safety — Our Employees and Suppliers
	403-6	Promotion of worker health	Health and Safety — Our Employees and Suppliers
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety — Our Employees and Suppliers
	403-8	Workers covered by an occupational health and safety management system	Health and Safety — Our Employees and Suppliers
	403-9	Work-related injuries	Health and Safety — Our Employees and Suppliers Sustainability Data
	403-10	Work-related ill health	Health and Safety — Our Employees and Suppliers Sustainability Data
<b>GRI 404: Training and Education 2016</b>	GRI 3: 3-3	Topic management	Learning and Development
	404-1	Average hours of training per year per employee	Learning and Development <sup>10</sup>
	404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Learning and Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	GRI 3: 3-3	Topic management	Diversity, Equity & Inclusion Our Contributions to the UN Sustainable Development Goals (SDGs) Code of Conduct*
	405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion Sustainability Data
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity & Inclusion <sup>11</sup>
<b>GRI 406: Non-discrimination 2016</b>	GRI 3: 3-3	Topic management	Our Employees Diversity, Equity & Inclusion Code of Conduct*
	406-1	Incidents of discrimination and corrective actions taken	GRI Content Index <sup>12</sup>

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Topic Standards (continued)</b>			
<b>GRI 408: Child Labor 2016</b>	GRI 3: 3-3	Topic management	Code of Conduct* Supplier Code of Conduct*
	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights
<b>GRI 409: Forced or Compulsory Labor 2016</b>	GRI 3: 3-3	Topic management	Code of Conduct* Supplier Code of Conduct**
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights
<b>GRI 410: Security Practices 2016</b>	GRI 3: 3-3	Topic management	Security Practices
<b>GRI 413: Local Communities 2016</b>	GRI 3: 3-3	Topic management	Community Engagement Our Contributions to the UN Sustainable Development Goals (SDGs)
	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement
	413-2	Operations with significant actual and potential negative impacts of local communities	Community Engagement
<b>GRI 414: Supplier Social Assessment 2016</b>	GRI 3: 3-3	Topic management	Supplier Code of Conduct* Purchase Order Terms and Conditions*
	414-1	New suppliers that were screened using environmental criteria	Supply Chain
<b>GRI 416: Customer Health and Safety 2016</b>	GRI 3: 3-3	Topic management	Health and Safety - Our Customers Customer Satisfaction
	416-1	Assessment of the health and safety impacts of product and service categories	Product Stewardship

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
<b>Non-GRI Topics</b>			
<b>Acceleration of Sustainable Technologies</b>	GRI 3:3-3	Topic management	Why Wolfspeed Product Sustainability Energy and Greenhouse Gas Emissions Our Contributions to the UN Sustainable Development Goals (SDGs)
<b>Business Continuity</b>	GRI 3:3-3	Topic management	Global Business Continuity & Crisis Management
<b>Customer Satisfaction</b>	GRI 3:3-3	Topic management	Customer Satisfaction
<b>Intellectual Property</b>	GRI 3:3-3	Topic management	Information Security 2023 Annual Report* Licensing*
<b>International Trade Regulations</b>	GRI 3:3-3	Topic management	Global Trade Compliance
<b>Product Innovation</b>	GRI 3:3-3	Topic management	Why Wolfspeed Our Contributions to the UN Sustainable Development Goals (SDGs) Product Sustainability
<b>Product Quality</b>	GRI 3:3-3	Topic management	Product Quality
<b>Risk Management</b>	GRI 3:3-3	Topic management	Risk Management Global Business Continuity & Crisis Management TCFD Disclosures 2023 Annual Report*

\* Can be found on [wolfspeed.com](https://wolfspeed.com)

[1] There was an error in fresh surface water (rainwater) data at Durham, NC, USA in 2022 and 2021. The correct totals are being reported in this report.

[2] At the corporate level, we are a member of PowerAmerica, the Semiconductor Industry Association, German Electro and Digital Industry Association (ZVEI), European Center for Power Electronics (ECPE), Automotive Industry Action Group (AIAG), and JEDEC Solid State Technology Association's committee JC-14, Quality and Reliability of Solid State Products and committee JC-70, Wide Bandgap Power Electronic Conversion Semiconductors. Also IPC and UN National Technical Advisory Group.

[3] The vast majority (more than 99.9%) of employees are not covered by collective bargaining agreements.

[4] Based on GRI's definition of infrastructure, the company currently does not provide any infrastructure projects or provide any infrastructure-related projects.

[5] The company has not yet assessed the significance of our indirect economic impacts in the context of external benchmarks and stakeholder priorities. Examples of our significant identified indirect economic impacts are reported.

[6] In 2023, the company did not have any legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.

[7] This metric is reported in terms of scope 3 GHG emissions.

[8] Providing new hire percentages would be misleading because such information is not tracked in the way in which this disclosure indicator is framed and therefore would not add any value by inclusion. The new hire rate numbers are reported. The company considers the employee turnover information to be confidential. For competitive and other valid business reasons, we do not report our employee turnover rates.

[9] The company follows all minimum notice period reporting requirements as determined by applicable law.

[10] The company is in the process of changing the mechanism by which training is administered and documented and therefore does not have accurate information to provide at this time. However, employees receive appropriate training as required by applicable law.

[11] The company considers pay information to be confidential. For competitive and other valid business reasons, we do not report this metric. Our renumeration practices are reported.

[12] For privacy and other valid business reasons, we do not report this metric.

# SASB DISCLOSURES

SASB Topic	SASB Code	SASB Accounting Metric	SASB Disclosure	Location
<b>Greenhouse Gas Emissions</b>	TC-SC-110a.1	(1) Gross global scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	(1) 355,348 metric tons CO <sub>2</sub> e (2) 50,925 metric tons CO <sub>2</sub> e	Energy and Greenhouse Gas Emissions Sustainability Data CDP Climate Change*
<b>Greenhouse Gas Emissions</b>	TC-SC-110a.2	Discussion of long-term and short- term strategy or plan to manage scope 1 emissions, emissions reduction targets and an analysis of performance	We disclose this information in various Sustainability Report sections and CDP Climate Change responses	Energy and Greenhouse Gas Emissions Sustainability Goals TCFD Disclosures CDP Climate Change*
<b>Energy Management in Manufacturing</b>	TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 2,136,066 gigajoules (2) 77% grid electricity (3) 8.4% renewable, estimated based on local utilities grid mix (0.7% directly renewable, due to standard product offering by energy supplier)	Energy and Greenhouse Gas Emissions Sustainability Data
<b>Water Management</b>	TC-SC-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 1,751 thousand cubic meters (2) 10% of water withdrawn, 18% of water consumed in High or Extremely High Baseline Water Stress areas	Water Management Sustainability Data
<b>Waste Management</b>	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	(1) 2,657 metric tons (2) 32% of hazardous waste reclaimed, recycled, or recovered 0.2% of hazardous waste reclaimed, recycled, or recovered (does not include energy recovery)	Waste Management Sustainability Data
<b>Workforce Health &amp; Safety</b>	TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of workforce to human health hazards	We disclose this information in our Sustainability Report and Code of Conduct	Health and Safety – Our Employees and Suppliers Code of Conduct*
<b>Workforce Health &amp; Safety</b>	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2023, Wolfspeed was issued two citations, with total monetary penalties of \$27,553, related to a 2022 employee fatality at its Durham location. Independent of OSHA's findings, we have evaluated the event to understand the causes and contributing factors. This helps ensure we comprehensively address the issues through appropriate initiatives and actions. We remain committed to people first, people always and our focus on worker safety.	SASB Disclosures
<b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b>	TC-SC-330a.1	Percentage of employees that require a work visa	This information is unavailable because the company does not require employees to self-report visa status	SASB Disclosures
<b>Product Lifecycle Management</b>	TC-SC-410a.2	Percentage of products by revenue that contain IEC 62474 declarable substances	Approximately 38% of our products sold in FY2023 by revenue contained IEC 62474 declarable substances	SASB Disclosures

## SASB DISCLOSURES (CONTINUED)

SASB Topic	SASB Code	SASB Accounting Metric	SASB Disclosure	Location
<b>Product Lifecycle Management</b>	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers (2) desktops (3) laptops	This metric is not relevant to any of our products sold in 2023	SASB Disclosures
<b>Materials Sourcing</b>	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	We disclose this information in our Sustainability Report, Code of Conduct, Responsible Minerals Sourcing Policy, Conflict Minerals Filing (Form SD), and California Proposition 65 Policy	Supply Chain Responsible Minerals Sourcing Conflict Minerals Filing (Form SD)* Code of Conduct*
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	In 2023, Wolfspeed did not have any monetary losses or legal actions regarding anti-competitive behavior regulations	SASB Disclosures
<b>Activity Metric</b>	TC-SC-000.A	Total production	We do not disclose confidential or competitively sensitive information	SASB Disclosures
<b>Activity Metric</b>	TC-SC-000.B	Percentage of production from owned facilities	We do not disclose confidential or competitively sensitive information	SASB Disclosures

# UN SDGS DISCLOSURES

The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States and provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The seventeen Sustainable Development Goals (SDGs) are an urgent call for action by all countries in a global partnership. We have reported on how the UN SDGs and their specific targets align with our business focus, strategy, and material issues. Refer to the **Our Contributions to the UN Sustainable Development Goals (SDGs)** section of this report for more information about how our business activities contribute to the UN SDGs.

SDG	Relevant SDG Target	Related Material Issue	Relevant Sections of this Report	SDG	Relevant SDG Target	Related Material Issue	Relevant Sections of this Report
 <b>1 NO POVERTY</b>	<b>1.2</b> By 2030, reduce at least by half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions	Community Engagement (Local and Global)	Community Engagement	 <b>7 AFFORDABLE AND CLEAN ENERGY</b>	<b>7.a</b> By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	Acceleration of Sustainable Technologies Product Innovation	Why Wolfspeed Expanding Capacity for Silicon Carbide Product Sustainability
 <b>2 ZERO HUNGER</b>	<b>2.1</b> By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious, and sufficient food all year round			 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	<b>8.4</b> Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead		
 <b>4 QUALITY EDUCATION</b>	<b>4.4</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship			 <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	<b>9.4</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities		
 <b>3 GOOD HEALTH AND WELL-BEING</b>	<b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination	Occupational Health and Safety Employee Attraction/Development/Retention	Health and Safety — Our Employees and Suppliers Diversity, Equity & Inclusion	 <b>10 REDUCED INEQUALITIES</b>	<b>10.2</b> By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status	Employee Diversity and Equal Opportunity Community Engagement (Local & Global)	Diversity, Equity & Inclusion Community Engagement
 <b>6 CLEAN WATER AND SANITATION</b>	<b>6.3</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally			 <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b>	<b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse		
		Water and Wastewater Management	Water Management	 <b>13 CLIMATE ACTION</b>	<b>13.2</b> Integrate climate change measures into national policies, strategies, and planning	Waste Management Climate Change	Waste Management Energy and Greenhouse Gas Emissions TCFD Disclosures

## TCFD DISCLOSURES

We are committed to transparency of our GHG emissions and climate-related risks and opportunities, and as a result, we are disclosing this information according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These disclosures help describe our climate-related impacts and how we understand and manage climate-related risks and opportunities. Further information about our GHG emissions can be found in the **Energy and Greenhouse Gas Emissions** section of this report and in our **CDP Climate Change responses**

TCFD Recommended Disclosure	Location of Disclosure
<b>Governance</b>	
Disclose the organization's governance around climate-related risks and opportunities	Sustainability Oversight
a) Describe the board's oversight of climate- related risks and opportunities	Governance and Nominations Committee*
b) Describe management's role in assessing and managing climate-related risks and opportunities	Wolfspeed's CDP Climate Change response*
<b>Strategy</b>	
Disclose the actual and potential impacts of climate- related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Wolfspeed's CDP Climate Change response*
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
<b>Risk Management</b>	
Disclose how the organization identifies, assesses, and manages climate-related risks	
a) Describe the organization's processes for identifying and assessing climate-related risks	Wolfspeed's CDP Climate Change response*
b) Describe the organization's processes for managing climate-related risks	
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
<b>Metrics and Targets</b>	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Wolfspeed's CDP Climate Change response*
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Energy and Greenhouse Gas Emissions
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Wolfspeed's CDP Climate Change response*

\* Can be found on [wolfspeed.com](http://wolfspeed.com)

# SUSTAINABILITY DATA

## EMPLOYEES

	2019	2020	2021	2022	2023
<b>Employees</b>					
<b>Employees by Region<sup>1</sup> [GRI 102-8]</b>	<b>3,158</b>	<b>3,845</b>	<b>4,975</b>	<b>5,474</b>	<b>6,169</b>
North America	3,029	3,653	4,674	5,177	5,798
Europe	46	64	78	109	140
Asia	83	128	223	188	231
<b>Employees by Employment Contract/Status<sup>1,2,3</sup> [GRI 102-8]</b>	<b>•</b>	<b>3,391</b>	<b>4,533</b>	<b>4,949</b>	<b>5,584</b>
<b>Full Time/Part Time</b>	<b>•</b>	<b>2,987</b>	<b>4,438</b>	<b>4,892</b>	<b>5,514</b>
Female	•	875	1,339	1,490	1,655
Male	•	2,112	3,099	3,402	3,859
<b>Full Time/Part Time</b>	<b>•</b>	<b>2,987</b>	<b>4,438</b>	<b>4,892</b>	<b>5,514</b>
North America	•	2,987	4,438	4,892	5,514
<b>Temporary</b>	<b>•</b>	<b>404</b>	<b>95</b>	<b>57</b>	<b>70</b>
Female	•	170	31	18	17
Male	•	234	64	39	53
<b>Temporary</b>	<b>•</b>	<b>404</b>	<b>95</b>	<b>57</b>	<b>70</b>
North America	•	404	95	57	70
<b>Employees by Employment Type<sup>1,2,3</sup> [GRI 102-8]</b>	<b>•</b>	<b>3,391</b>	<b>4,533</b>	<b>4,949</b>	<b>5,584</b>
<b>Full Time</b>	<b>•</b>	<b>3,360</b>	<b>4,498</b>	<b>4,905</b>	<b>5,528</b>
Female	•	1,029	1,352	1,490	1,651
Male	•	2,331	3,146	3,415	3,877
<b>Part Time</b>	<b>•</b>	<b>31</b>	<b>35</b>	<b>44</b>	<b>56</b>
Female	•	16	18	18	21
Male	•	15	17	26	35
<b>Employees by Gender<sup>4</sup> [GRI 405-1]</b>					
Female	•	•	•	30.5%	30.0%
Male	•	•	•	69.5%	70.0%
<b>Employees by Age<sup>4</sup> [GRI 405-1]</b>					
<30	•	•	•	40.4%	27.0%
30-50	•	•	•	62.0%	44.4%
>50	•	•	•	45.7%	28.6%

	2019	2020	2021	2022	2023
<b>Employees by Ethnicity<sup>5</sup> [GRI 405-1]</b>					
Underrepresented	•	•	•	58.9%	57.4%
White	•	•	•	41.1%	42.6%
<b>Countries Represented by Employees<sup>6</sup></b>	<b>72</b>	<b>77</b>	<b>71</b>	<b>100</b>	<b>109</b>
<b>Job Vacancies Filled by Current Employees (%)</b>	<b>26%</b>	<b>21%</b>	<b>20%</b>	<b>24%</b>	<b>23%</b>
<b>Number of New Hires<sup>4</sup> [GRI 401-1]</b>	<b>872</b>	<b>741</b>	<b>1,614</b>	<b>1,625</b>	<b>1,468</b>
<b>By Region</b>	<b>•</b>	<b>741</b>	<b>1,614</b>	<b>1,625</b>	<b>1,468</b>
North America	•	741	1,614	1,625	1,468
<b>By Gender</b>	<b>•</b>	<b>741</b>	<b>1,614</b>	<b>1,625</b>	<b>1,468</b>
Female	•	265	544	528	471
Male	•	476	1,070	1,097	997
<b>By Age</b>	<b>•</b>	<b>741</b>	<b>1,614</b>	<b>1,625</b>	<b>1,468</b>
<30	•	320	632	732	707
30-50	•	307	731	688	539
>50	•	114	251	205	222
<b>Parental Leave<sup>7</sup> [GRI 401-3]</b>					
<b>Employees Eligible for Parental Leave</b>	<b>•</b>	<b>2,987</b>	<b>4,406</b>	<b>5,117</b>	<b>5,725</b>
Female	•	875	1,321	1,544	1,711
Male	•	2,112	3,085	3,573	4,014
<b>Employees Who Took Parental Leave</b>	<b>•</b>	<b>82</b>	<b>101</b>	<b>120</b>	<b>144</b>
Female	•	20	18	22	34
Male	•	62	83	98	110
<b>Employees Who Returned to Work After Parental Leave</b>	<b>•</b>	<b>80</b>	<b>87</b>	<b>115</b>	<b>141</b>
Female	•	19	16	21	32
Male	•	61	71	94	109
<b>Employees Who Were Still Employed 12 Months After Parental Leave</b>	<b>•</b>	<b>74</b>	<b>67</b>	<b>105</b>	<b>135</b>
Female	•	17	9	20	30
Male	•	57	58	85	105
<b>Return to Work Rate for Employees Who Took Parental Leave</b>	<b>•</b>	<b>97.6%</b>	<b>87.1%</b>	<b>95.7%</b>	<b>97.9%</b>
Female	•	95.0%	88.9%	95.5%	94.1%
Male	•	98.4%	86.7%	95.9%	99.1%

## EMPLOYEES

	2019	2020	2021	2022	2023
<b>Retention Rate for Employees Who Took Parental Leave</b>	•	90.2%	79.2%	88.3%	93.8%
Female	•	85.0%	61.1%	90.0%	88.2%
Male	•	91.9%	83.1%	86.7%	95.5%
<b>Board of Directors</b>					
<b>Board of Directors by Gender [GRI 405-1]</b>	100%	100%	100%	100%	100%
Female	33.3%	22.2%	22.2%	20.0%	20.0%
Male	66.7%	77.8%	77.8%	80.0%	80.0%
<b>Board of Directors by Age [GRI 405-1]</b>	100%	100%	100%	100%	100%
<30	0%	0%	0%	0%	0%
30-50	0%	0%	11%	10.0%	10.0%
>50	100%	100%	89%	90.0%	90.0%
<b>Board of Directors by Ethnicity [GRI 405-1]</b>	100%	100%	100%	100%	100%
American Indian or Alaska Native (Not Hispanic or Latino)	0%	0%	0%	0%	0%
Asian (Not Hispanic or Latino)	11.1%	11.1%	11.1%	10.0%	10.0%
Black or African American (Not Hispanic or Latino)	0%	11.1%	11.1%	10.0%	10.0%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0%	0%	0%	0%	0%
Hispanic or Latino (United States of America)	0%	0%	0%	0%	0%
Two or More Races (Not Hispanic or Latino)	0%	0%	11%	10.0%	10.0%
White (Not Hispanic or Latino)	88.9%	77.8%	66.7%	70.0%	70.0%
<b>Employee Occupational Health &amp; Safety</b>					
Work-Related Fatalities [GRI 403-9] [GRI 403-10]	0	0	0	1	0
<b>Hours Worked (millions of hours)<sup>8</sup> [GRI 403-9] [GRI 403-10]</b>	6.1	6.0	6.1	7.3	8.5
<b>Recordable Work-Related Injuries and Ill Health Cases<sup>8,9</sup> [GRI 403-9] [GRI 403-10]</b>	47	32	40	61	61
Injury Cases	35	28	30	61	56
Ill Health Cases	12	4	10	0	5
<b>Recordable Work-Related Injuries and Ill Health Rates<sup>8,10</sup> [GRI 403-9] [GRI 403-10]</b>	1.54	1.07	1.30	1.67	1.43
Injury Rates	1.15	0.94	0.98	1.67	1.31
Ill Health Rates	0.39	0.13	0.33	0.00	0.12

	2019	2020	2021	2022	2023
<b>High-Consequence Recordable Work-Related Injuries and Ill Health Cases<sup>5,11</sup> [GRI 403-9] [GRI 403-10]</b>	6	4	2	2	4
Injury Cases	6	3	2	2	4
Ill Health Cases	0	1	0	0	0
<b>High-Consequence Recordable Work-Related Injuries and Ill Health Rates<sup>5,9,10,11</sup> [GRI 403-9] [GRI 403-10]</b>	0.20	0.13	0.07	0.05	0.09
Injury Rates	0.20	0.10	0.07	0.05	0.09
Ill Health Rates	0.00	0.03	0.00	0.00	0.00
<b>Employee Recordable Work-Related Injuries and Ill Health Rate Third-Party Verified (limited assurance)</b>	Yes	Yes	Yes	Yes	Yes
<b>Contract Employee<sup>12</sup> Occupational Health &amp; Safety</b>					
<b>Work-Related Fatalities [GRI 403-9] [GRI 403-10]</b>	0	0	0	0	0
<b>Recordable Work-Related Injuries and Ill Health Cases<sup>9</sup> [GRI 403-9] [GRI 403-10]</b>	0	5	0	2	0
Injury Cases	0	4	0	2	0
Ill Health Cases	0	1	0	0	0
<b>High-Consequence Recordable Work-Related Injuries and Ill Health Cases<sup>11</sup> [GRI 403-9] [GRI 403-10]</b>	0	0	0	1	0
Injury Cases	0	0	0	1	0
Ill Health Cases	0	0	0	0	0

## ENVIRONMENT

		2019	2020	2021	2022	2023
<b>Energy Use<sup>13</sup></b>						
<b>Total Energy Purchased</b> [GRI 302-1] [SASB TC-SC-130a.1]	MWh	393,406	385,537	411,807	466,773	593,352
Electricity purchased	MWh	318,568	314,233	330,762	367,685	455,352
Other energy purchased	MWh	74,838	71,303	81,045	99,087	138,118
<b>Estimated Renewable Energy Purchased</b> [GRI 302-1] [SASB TC-SC-130a.1]	MWh	32,183	3,861	3,759	12,951	38,105
Direct purchase of renewable energy/carbon free for electricity (e.g., wind, solar, hydropower, and nuclear)	MWh	2,024	2,224	2,513	2,705	2,989
Estimated renewable energy purchases based on local utilities' energy grid mix	MWh	30,159	1,637	1,246	10,246	35,116
<b>Estimated Other Carbon-Free (e.g., nuclear) Energy Purchased</b> [GRI 302-1] [SASB TC-SC-130a.1]	MWh	102,986	166,996	172,585	182,079	231,345
Estimated other carbon-free electricity purchased based on local utilities' energy grid mix or country-specific data when utility information is unavailable or unknown	MWh	102,986	166,996	172,585	182,079	231,345
<b>Estimated Non-Renewable Energy Purchased</b> [GRI 302-1] [SASB TC-SC-130a.1]	MWh	258,237	214,680	235,463	271,743	323,902
Estimated non-renewable electricity purchased based on local utilities' energy grid mix or country-specific data when utility information is unavailable or unknown	MWh	183,398	143,376	154,418	172,656	185,784
Natural gas purchased	MWh	74,416	70,835	80,352	98,097	136,806
Diesel purchased	MWh	209	211	388	314	629
Liquefied petroleum gas (LPG) purchased	MWh	0	0	6	0	0
Gasoline purchased	MWh	94	131	189	589	545
Propane gas purchased	MWh	119	126	109	87	138
<b>Heat, Steam, Cooling Purchased</b> [GRI 302-1]	MWh	0	0	0	0	0
Heat purchased	MWh	0	0	0	0	0
Steam purchased	MWh	0	0	0	0	0
Cooling purchased	MWh	0	0	0	0	0
<b>Energy Sold</b> [GRI 302-1]	MWh	0	0	0	0	0
Electricity sold	MWh	0	0	0	0	0
Heat sold	MWh	0	0	0	0	0
Steam sold	MWh	0	0	0	0	0
Cooling sold	MWh	0	0	0	0	0
<b>Total Energy Purchased Third-Party Verified</b> (limited assurance)		Yes	Yes	Yes	Yes	Yes

		2019	2020	2021	2022	2023
<b>Greenhouse Gas (GHG) Emissions<sup>14</sup></b>						
<b>Scope 1 GHG Emissions (by GHG Type)</b> [GRI 305-1] [SASB TC-SC-110a.1] [TCFD Metrics and Targets]	metric tons CO <sub>2</sub> e	247,136	280,555	360,118	309,299	355,348
CO <sub>2</sub>	metric tons CO <sub>2</sub> e	13,574	12,937	14,716	18,000	25,088
CH <sub>4</sub>	metric tons CO <sub>2</sub> e	64	62	63	66	106
N <sub>2</sub> O	metric tons CO <sub>2</sub> e	3,415	3,861	4,326	1,208	3,789
HFCs	metric tons CO <sub>2</sub> e	11,646	14,068	15,318	13,115	9,836
PFCs	metric tons CO <sub>2</sub> e	52,597	74,204	77,340	57,655	50,925
SF <sub>6</sub>	metric tons CO <sub>2</sub> e	131,877	152,708	220,205	187,211	238,551
NF <sub>3</sub>	metric tons CO <sub>2</sub> e	3,959	4,203	4,346	8,743	8,350
Fluorinated Heat Transfer Fluids (HTFs)	metric tons CO <sub>2</sub> e	28,602	15,012	23,015	21,934	17,934
Refrigerants	metric tons CO <sub>2</sub> e	1,401	3,500	790	1,367	770
<b>Scope 1 GHG Emissions (by Facility)</b> [GRI 305-1] [SASB TC-SC-110a.1] [TCFD Metrics and Targets]	metric tons CO <sub>2</sub> e	247,136	280,555	360,118	309,299	355,348
Durham, NC, USA	metric tons CO <sub>2</sub> e	104,162	103,312	98,382	79,839	62,894
RTP, NC, USA	metric tons CO <sub>2</sub> e	125,059	166,154	245,246	192,862	257,747
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	17,484	9,524	15,336	16,581	9,085
Marcy, NY, USA	metric tons CO <sub>2</sub> e	•	•	•	19,436	24,985
<i>Other Leased Facilities</i>						
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	143	145	0	0	0
Greensboro, NC, USA	metric tons CO <sub>2</sub> e	•	•	•	•	25
Sanford, NC, USA	metric tons CO <sub>2</sub> e	•	43	79	79	79
Albany, NY, USA	metric tons CO <sub>2</sub> e	18	1,116	841	0	0
Utica, NY, USA	metric tons CO <sub>2</sub> e	•	8	8	19	20
Fayetteville, AR, USA	metric tons CO <sub>2</sub> e	147	131	109	159	169
Mesa, AZ, USA	metric tons CO <sub>2</sub> e	12	12	19	43	42
Shanghai, China	metric tons CO <sub>2</sub> e	10	7	32	73	61
Shenzhen, China	metric tons CO <sub>2</sub> e	8	17	22	20	39
Beijing, China	metric tons CO <sub>2</sub> e	3	3	1	0	0
Chengdu, China	metric tons CO <sub>2</sub> e	•	•	1	3	3
Hong Kong, China	metric tons CO <sub>2</sub> e	47	47	5	9	10
Munich, Germany	metric tons CO <sub>2</sub> e	9	9	12	114	123
Belfast, Ireland	metric tons CO <sub>2</sub> e	•	•	•	10	11
Kista, Sweden	metric tons CO <sub>2</sub> e	10	10	10	24	23

## ENVIRONMENT

		2019	2020	2021	2022	2023
Oulu, Finland	metric tons CO <sub>2</sub> e	12	1	1	2	2
Tokyo, Japan	metric tons CO <sub>2</sub> e	3	7	7	15	16
Suwon, South Korea	metric tons CO <sub>2</sub> e	2	2	2	4	4
Penang, Malaysia	metric tons CO <sub>2</sub> e	2	3	0	0	0
Taipei, Taiwan	metric tons CO <sub>2</sub> e	5	1	3	7	8
Gurgaon, India	metric tons CO <sub>2</sub> e	2	2	1	0	0
<b>Scope 2 (Location-Based) GHG Emissions</b> [GRI 305-2] [TCFD Metrics and Targets]	<b>metric tons CO<sub>2</sub>e</b>	<b>116,087</b>	<b>111,199</b>	<b>97,512</b>	<b>110,418</b>	<b>131,919</b>
Durham, NC, USA	metric tons CO <sub>2</sub> e	98,855	93,804	83,357	91,085	105,623
RTP, NC, USA	metric tons CO <sub>2</sub> e	14,634	14,454	11,993	12,105	11,534
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	0	391	517	590	620
Marcy, NY, USA	metric tons CO <sub>2</sub> e	•	•	•	4,634	12,179
<i>Other Leased Facilities</i>						
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	516	590	0	0	0
Greensboro, NC, USA	metric tons CO <sub>2</sub> e	•	•	•	•	65
Sanford, NC, USA	metric tons CO <sub>2</sub> e	•	174	200	207	203
Albany, NY, USA	metric tons CO <sub>2</sub> e	57	50	46	0	0
Utica, NY, USA	metric tons CO <sub>2</sub> e	•	23	25	28	32
Fayetteville, AR, USA	metric tons CO <sub>2</sub> e	791	636	578	952	823
Mesa, AZ, USA	metric tons CO <sub>2</sub> e	87	79	101	101	98
Shanghai, China	metric tons CO <sub>2</sub> e	139	82	345	361	278
Shenzhen, China	metric tons CO <sub>2</sub> e	108	195	93	97	193
Beijing, China	metric tons CO <sub>2</sub> e	35	29	11	0	0
Chengdu, China	metric tons CO <sub>2</sub> e	•	•	13	13	13
Hong Kong, China	metric tons CO <sub>2</sub> e	601	496	51	46	45
Munich, Germany	metric tons CO <sub>2</sub> e	75	57	68	78	83
Belfast, Ireland	metric tons CO <sub>2</sub> e	•	•	•	23	22
Kista, Sweden	metric tons CO <sub>2</sub> e	4	4	4	3	2
Oulu, Finland	metric tons CO <sub>2</sub> e	55	4	3	3	3
Tokyo, Japan	metric tons CO <sub>2</sub> e	22	51	49	47	53
Suwon, South Korea	metric tons CO <sub>2</sub> e	17	14	16	15	15
Penang, Malaysia	metric tons CO <sub>2</sub> e	13	23	0	0	0
Taipei, Taiwan	metric tons CO <sub>2</sub> e	48	13	29	29	33
Gurgaon, India	metric tons CO <sub>2</sub> e	31	29	16	0	0

		2019	2020	2021	2022	2023
<b>Scope 2 (Market-Based) GHG Emissions</b> [GRI 305-2] [TCFD Metrics and Targets]	<b>metric tons CO<sub>2</sub>e</b>	<b>85,883</b>	<b>81,591</b>	<b>88,685</b>	<b>96,349</b>	<b>113,683</b>
Durham, NC, USA	metric tons CO <sub>2</sub> e	72,665	68,665	76,106	79,210	89,694
RTP, NC, USA	metric tons CO <sub>2</sub> e	10,757	10,581	10,950	10,527	9,795
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	0	0	0	0	0
Marcy, NY, USA	metric tons CO <sub>2</sub> e	•	•	•	4,634	12,179
<i>Other Leased Facilities</i>						
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	379	432	0	0	0
Greensboro, NC, USA	metric tons CO <sub>2</sub> e	•	•	•	•	55
Sanford, NC, USA	metric tons CO <sub>2</sub> e	•	127	183	180	172
Albany, NY, USA	metric tons CO <sub>2</sub> e	57	50	46	0	0
Utica, NY, USA	metric tons CO <sub>2</sub> e	•	23	25	28	32
Fayetteville, AR, USA	metric tons CO <sub>2</sub> e	791	636	578	952	823
Mesa, AZ, USA	metric tons CO <sub>2</sub> e	87	79	101	101	98
Shanghai, China	metric tons CO <sub>2</sub> e	139	82	345	361	278
Shenzhen, China	metric tons CO <sub>2</sub> e	108	195	93	97	193
Beijing, China	metric tons CO <sub>2</sub> e	35	29	11	0	0
Chengdu, China	metric tons CO <sub>2</sub> e	•	•	13	13	13
Hong Kong, China	metric tons CO <sub>2</sub> e	601	496	51	46	45
Munich, Germany	metric tons CO <sub>2</sub> e	75	57	68	78	152
Belfast, Ireland	metric tons CO <sub>2</sub> e	•	•	•	23	37
Kista, Sweden	metric tons CO <sub>2</sub> e	4	4	4	3	7
Oulu, Finland	metric tons CO <sub>2</sub> e	55	4	3	3	9
Tokyo, Japan	metric tons CO <sub>2</sub> e	22	51	49	47	53
Suwon, South Korea	metric tons CO <sub>2</sub> e	17	14	16	15	15
Penang, Malaysia	metric tons CO <sub>2</sub> e	13	23	0	0	0
Taipei, Taiwan	metric tons CO <sub>2</sub> e	48	13	29	29	33
Gurgaon, India	metric tons CO <sub>2</sub> e	31	29	16	0	0

**ENVIRONMENT**

		2019	2020	2021	2022	2023
<b>Scope 3 GHG Emissions</b> [GRI 305-3] [TCFD Metrics and Targets]	<b>metric tons CO<sub>2</sub>e</b>	<b>219,554,297</b>	<b>181,835,442</b>	<b>196,750,887</b>	<b>300,920,068</b>	<b>307,915,772</b>
Purchased goods and services	metric tons CO <sub>2</sub> e	1,226,573	2,454,354	1,604,545	1,261,447	1,425,413
Capital goods	metric tons CO <sub>2</sub> e	269,079	317,591	368,177	116,876	331,812
Fuel-and-energy-related activities not included in Scope 1 or 2	metric tons CO <sub>2</sub> e	40,064	37,737	43,056	47,304	59,489
Upstream emissions of purchased fuels	metric tons CO <sub>2</sub> e	934	2,289	2,611	3,199	4,206
Upstream emissions of purchased electricity	metric tons CO <sub>2</sub> e	30,222	27,036	35,010	38,920	48,221
Transmission and distribution losses	metric tons CO <sub>2</sub> e	8,909	8,412	5,435	5,185	7,061
Upstream transportation and distribution	metric tons CO <sub>2</sub> e	5,534	5,926	3,981	3,745	6,339
Waste generated in operations, including disposal and transportation of waste	metric tons CO <sub>2</sub> e	1,486	2,670	2,353	3,174	3,079
Business travel	metric tons CO <sub>2</sub> e	2,997	551	449	1,445	2,010
Employee commuting	metric tons CO <sub>2</sub> e	507	1,278	1,033	1,082	725
Downstream transportation and distribution	metric tons CO <sub>2</sub> e	1,368	1,436	575	618	1,638
Processing of sold products	metric tons CO <sub>2</sub> e	•	•	•	54,553	31,157
Use of sold products	metric tons CO <sub>2</sub> e	218,000,000	179,000,000	194,700,000	299,400,000	306,000,000
End of life treatment of sold products	metric tons CO <sub>2</sub> e	10	11	9	14	13
Upstream leased assets	metric tons CO <sub>2</sub> e	Not relevant				
Downstream leased assets	metric tons CO <sub>2</sub> e	Included in Scope 1, 2				
Franchises	metric tons CO <sub>2</sub> e	Not relevant				
Investments	metric tons CO <sub>2</sub> e	Not relevant				
Other (upstream contract manufacturers)	metric tons CO <sub>2</sub> e	Not relevant				
Other (downstream contract manufacturers)	metric tons CO <sub>2</sub> e	6,679	13,889	26,708	29,810	54,095
<b>GHG Savings [GRI 305-5]</b>	<b>metric tons CO<sub>2</sub>e</b>	<b>140,013,111</b>	<b>125,013,716</b>	<b>42,023,318</b>	<b>67,056,999</b>	<b>72,010,613</b>
Process optimizations, product mix changes (Scope 1)	metric tons CO <sub>2</sub> e	6,641	•	•	55,950	7,581
Electricity optimizations (Scope 2)	metric tons CO <sub>2</sub> e	5,600	7,508	3,822	974	•
New eGRID emission factors (Scope 2)	metric tons CO <sub>2</sub> e	847	6,200	19,461	•	2,887
Use of sold products compared to incumbent technologies (Scope 3) <sup>15</sup>	metric tons CO <sub>2</sub> e	140,000,000	125,000,000	42,000,000	67,000,000	72,000,000
Employee use of EV charging stations at owned facilities (Scope 3)	metric tons CO <sub>2</sub> e	22.9	17.4	34.6	74.6	145.2
<b>IPCC AR4 100 year</b>						
<b>Global Warming Potentials Used</b> [GRI 305-1][GRI 305-2][GRI 305-3]						
<b>CDP Climate Change Scores</b>		B	B	B	B	B

		2019	2020	2021	2022	2023
<b>Total Scope 1, 2, 3 Emissions Third-Party Verified (limited assurance)</b>						
<b>Other Air Emissions</b>						
<b>Particulate Matter (PM) [GRI 305-7]</b>	<b>metric tons</b>	<b>2.2</b>	<b>2.4</b>	<b>2.1</b>	<b>2.4</b>	<b>2.8</b>
Durham, NC, USA	metric tons	1.8	1.8	1.7	1.7	1.7
RTP, NC, USA	metric tons	0.4	0.6	0.4	0.5	0.4
Morgan Hill, CA, USA	metric tons	<0.01	0.02	0.01	0.01	0.003
Marcy, NY, USA	metric tons	•	•	•	0.16	0.60
Other Leased Facilities	metric tons	0.03	0.03	0.01	0.03	0.03
<b>Nitrogen Oxides (NOx) [GRI 305-7]</b>	<b>metric tons</b>	<b>45.2</b>	<b>35.0</b>	<b>28.1</b>	<b>28.9</b>	<b>34.7</b>
Durham, NC, USA	metric tons	42.3	32.3	25.6	23.4	23.6
RTP, NC, USA	metric tons	2.5	2.1	2.1	2.8	2.7
Morgan Hill, CA, USA	metric tons	0.03	0.2	0.1	0.2	0.04
Marcy, NY, USA	metric tons	•	•	•	2.1	7.9
Other Leased Facilities	metric tons	0.4	0.3	0.2	0.4	0.5
<b>Sulfur Dioxide (SO<sub>2</sub>) [GRI 305-7]</b>	<b>metric tons</b>	<b>0.12</b>	<b>0.12</b>	<b>0.16</b>	<b>0.16</b>	<b>0.18</b>
Durham, NC, USA	metric tons	0.10	0.11	0.15	0.11	0.11
RTP, NC, USA	metric tons	0.01	0.01	0.01	0.03	0.02
Morgan Hill, CA, USA	metric tons	<0.01	<0.01	0.0008	0.001	0.0002
Marcy, NY, USA	metric tons	•	•	•	0.01	0.05
Other Leased Facilities	metric tons	<0.01	<0.01	0.00	0.00	0.00
<b>Carbon Monoxide (CO) [GRI 305-7]</b>	<b>metric tons</b>	<b>16.0</b>	<b>12.3</b>	<b>13.7</b>	<b>16.6</b>	<b>21.3</b>
Durham, NC, USA	metric tons	14.1	10.6	12.0	12.4	12.5
RTP, NC, USA	metric tons	1.5	1.3	1.4	1.9	1.8
Morgan Hill, CA, USA	metric tons	0.02	0.2	0.1	0.1	0.03
Marcy, NY, USA	metric tons	•	•	•	1.8	6.6
Other Leased Facilities	metric tons	0.3	0.3	0.2	0.3	0.4
<b>Volatile Organic Compounds (VOC) [GRI 305-7]</b>	<b>metric tons</b>	<b>33.3</b>	<b>41.9</b>	<b>26.9</b>	<b>40.1</b>	<b>42.7</b>
Durham, NC, USA	metric tons	20.3	26.6	14.9	23.8	23.4
RTP, NC, USA	metric tons	10.7	11.2	11.5	11.1	10.8
Morgan Hill, CA, USA	metric tons	2.1	1.3	0.1	0.0	0.3
Marcy, NY, USA	metric tons	•	•	•	4.9	8.0
Other Leased Facilities	metric tons	0.2	2.8	0.4	0.3	0.2

**ENVIRONMENT**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Hazardous Air Pollutants (HAP)<sup>16</sup> [GRI 305-7]</b>	<b>metric tons</b>	<b>7.2</b>	<b>8.7</b>	<b>9.9</b>	<b>11.1</b>
Durham, NC, USA	metric tons	5.9	6.7	8.1	9.2
RTP, NC, USA	metric tons	1.3	1.6	1.8	1.4
Morgan Hill, CA, USA	metric tons	<0.01	<0.01	0.003	0.003
Marcy, NY, USA	metric tons	•	•	•	0.5
Other Leased Facilities	metric tons	0.01	0.4	0.01	0.01
<b>Toxic Air Pollutants<sup>16</sup> [GRI 305-7]</b>	<b>metric tons</b>	<b>7.8</b>	<b>9.2</b>	<b>10.7</b>	<b>16.3</b>
Durham, NC, USA	metric tons	6.1	6.5	8.2	10.3
RTP, NC, USA	metric tons	1.7	2.0	2.5	1.9
Morgan Hill, CA, USA	metric tons	<0.01	<0.01	0.003	0.003
Marcy, NY, USA	metric tons	•	•	•	4.1
Other Leased Facilities	metric tons	<0.01	0.7	0.0	0
<b>Water Use<sup>17</sup></b>					
<b>Water Withdrawals (by Facility)</b> [GRI 303-3] [SASB TC-SC-140a.1]	<b>million gallons</b>	<b>227.3</b>	<b>255.5</b>	<b>276.4</b>	<b>400.5</b>
Durham, NC, USA	million gallons	180.8	205.2	226.4	253.5
Third-Party Water	million gallons	180.7	205.1	224.7	251.9
Fresh Surface Water (Rainwater)	million gallons	0.06	0.06	1.75	1.54
RTP, NC, USA	million gallons	46.1	49.1	45.7	48.9
Third-Party Water	million gallons	46.1	49.1	45.7	48.9
Fresh Surface Water (Rainwater)	million gallons	0	0	0	0
Morgan Hill, CA, USA	million gallons	0.3	0.3	0.3	0.4
Third-Party Water	million gallons	0.3	0.3	0.3	0.4
Fresh Surface Water (Rainwater)	million gallons	0	0	0	0
Marcy, NY, USA	million gallons	•	•	•	93.7
Third-Party Water	million gallons	•	•	•	93.7
Fresh Surface Water (Rainwater)	million gallons	•	•	•	0
Other Leased Facilities	million gallons	•	0.9	4.0	4.0
Third-Party Water	million gallons	•	0.9	4.0	4.0
Fresh Surface Water (Rainwater)	million gallons	•	•	•	•
<b>Water Recycled (by Facility)</b>	<b>million gallons</b>	<b>49.7</b>	<b>49.7</b>	<b>46.5</b>	<b>66.2</b>
Durham, NC, USA	million gallons	49.7	49.7	46.5	66.2
RTP, NC, USA	million gallons	0	0	0	0
Morgan Hill, CA, USA	million gallons	0	0	0	0

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Marcy, NY, USA	million gallons	•	•	•	0
Other Leased Facilities	million gallons	•	•	•	•
<b>% Water Recycling Rate</b>	<b>%</b>	<b>18%</b>	<b>16%</b>	<b>14%</b>	<b>16%</b>
<b>Water Discharges (Third-Party Waste Water) (by Facility)</b> [GRI 303-4]	<b>million gallons</b>	<b>142.8</b>	<b>186.4</b>	<b>184.7</b>	<b>264.7</b>
Durham, NC, USA	million gallons	105.3	145.0	147.7	165.7
RTP, NC, USA	million gallons	37.2	40.2	32.6	22.7
Morgan Hill, CA, USA	million gallons	0.3	0.3	0.4	0.3
Marcy, NY, USA	million gallons	•	•	72.0	95.2
Other Leased Facilities	million gallons	•	0.9	4.0	6.4
<b>Water Consumed (by Facility)</b> [GRI 303-5] [SASB TC-SC-140a.1]	<b>million gallons</b>	<b>84.4</b>	<b>69.1</b>	<b>91.7</b>	<b>135.8</b>
Durham, NC, USA	million gallons	75.5	60.1	78.7	87.8
RTP, NC, USA	million gallons	8.9	8.9	13.1	26.3
Morgan Hill, CA, USA	million gallons	0	0	0	0
Marcy, NY, USA	million gallons	•	•	22	30
Other Leased Facilities	million gallons	•	0	0	0
<b>Water Withdrawals (by Water Stress Regions)<sup>18</sup></b> [GRI 303-5] [SASB TC-SC-140a.1]"	<b>million gallons</b>	<b>227.3</b>	<b>255.5</b>	<b>276.4</b>	<b>399.2</b>
Third-Party Water	million gallons	227.2	255.4	274.6	398.9
Low Water Stress	million gallons	0.3	1.1	4.2	97.8
Low-Medium Water Stress	million gallons	226.9	0.004	0.011	0.045
Medium-High Water Stress	million gallons	0.0	205.1	224.7	252.0
High Water Stress	million gallons	0	49.2	45.7	49.1
Extremely High Water Stress	million gallons	0	0.007	0.018	0.049
Surface Water (Rainwater)	million gallons	0.06	0.06	0.28	0.29
Low Water Stress	million gallons	0	0	0	0
Low-Medium Water Stress	million gallons	0.06	0	0	0
Medium-High Water Stress	million gallons	0	0.06	0.28	0.29
High Water Stress	million gallons	0	0	0	0
Extremely High Water Stress	million gallons	0	0	0	0

## ENVIRONMENT

		2019	2020	2021	2022	2023
<b>Water Recycled (by Water Stress Regions)<sup>18</sup></b> [GRI 303-5] [SASB TC-SC-140a.1]	million gallons	49.7	49.7	46.5	66.2	88.9
Low Water Stress	million gallons	0	0.0	0.0	0.0	0.0
Low-Medium Water Stress	million gallons	49.7	0	0	0	0
Medium-High Water Stress	million gallons	0.0	49.7	46.5	66.2	88.9
High Water Stress	million gallons	0	0	0	0	0
Extremely High Water Stress	million gallons	0	0	0	0	0
<b>Water Discharges (Third-Party Wastewater) (by Water Stress Regions)<sup>18</sup></b> [GRI 303-5] [SASB TC-SC-140a.1]	million gallons	142.8	186.4	184.7	264.7	322.0
Low Water Stress	million gallons	0.3	1.1	4.2	76.1	101.6
Low-Medium Water Stress	million gallons	142.5	0.004	0.011	0.045	0.049
Medium-High Water Stress	million gallons	0.0	145.0	147.7	165.7	198.4
High Water Stress	million gallons	0	40.3	32.7	22.8	22.0
Extremely High Water Stress	million gallons	0	0.007	0.018	0.049	0.050
<b>Water Consumed (by Water Stress Regions)<sup>18</sup></b> [GRI 303-5] [SASB TC-SC-140a.1]	million gallons	84.4	69.1	91.7	135.8	140.5
Low Water Stress	million gallons	0	0.0	0.0	21.7	30.5
Low-Medium Water Stress	million gallons	84.4	0	0	0	0
Medium-High Water Stress	million gallons	0.0	60.1	78.7	87.8	85.2
High Water Stress	million gallons	0	8.9	13.1	26.3	24.8
Extremely High Water Stress	million gallons	0	0	0	0	0
<b>CDP Water Security Scores</b>		•	C	B	B	B-
<b>Water Data Third-Party Verified</b> (limited assurance)		Partial				
Total Water Withdrawals		Yes	Yes	Yes	Yes	Yes
Total Water Recycled		No	No	No	No	No
Total Water Discharges		No	No	No	Yes	Yes
Total Water Consumption		No	No	No	No	Yes
<b>Waste Management<sup>19</sup></b>						
<b>Total Waste</b> [GRI 306-3] [GRI 306-4] [GRI 306-5]	thousand pounds	12,172	13,082	12,041	17,251	15,308
Reuse	thousand pounds	582	487	312	350	447
Recycle	thousand pounds	2,692	2,451	1,910	1,480	2,025
Composting	thousand pounds	63	34	25	28	34
Recovery, Including Energy Recovery	thousand pounds	2,525	2,037	1,422	1,698	2,105
Incineration	thousand pounds	89	187	325	219	56
Landfill	thousand pounds	1,935	3,242	2,721	3,194	6,052

		2019	2020	2021	2022	2023
<b>Wastewater Treated</b>	thousand pounds	4,287	4,644	5,325	10,283	4,589
<b>Hazardous Waste</b> [GRI 306-3] [GRI 306-4] [GRI 306-5] [SASB TC-SC-150a.1]	thousand pounds	3,795	4,194	4,381	5,009	5,858
Reuse	thousand pounds	0	0	0	0	0
Recycle	thousand pounds	0	2	4	4	11
Composting	thousand pounds	0	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	1,521	1,185	985	1,337	1,892
Incineration	thousand pounds	79	170	310	152	26
Landfill	thousand pounds	227	147	200	289	675
Wastewater Treated	thousand pounds	1,968	2,690	2,882	3,227	3,273
<b>Non-Hazardous Waste (not including solid waste)</b> [GRI 306-3] [GRI 306-4] [GRI 306-5]	thousand pounds	4,080	3,574	3,512	8,128	2,162
Reuse	thousand pounds	582	487	312	350	447
Recycle	thousand pounds	0	9	12	50	40
Composting	thousand pounds	0	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	1,004	852	437	361	214
Incineration	thousand pounds	10	17	15	67	30
Landfill	thousand pounds	166	254	292	245	114
Wastewater Treated	thousand pounds	2,319	1,954	2,444	7,055	1,316
<b>Solid Waste</b> [GRI 306-3] [GRI 306-4] [GRI 306-5]	thousand pounds	4,297	5,314	4,148	4,114	7,288
<b>% Solid Waste Diversion from Landfill</b> [GRI 306-4]	%	64.1%	46.6%	46.3%	35.4%	27.5%
Reuse	thousand pounds	0	0	0	0	0
Recycle	thousand pounds	2,692	2,440	1,894	1,427	1,973
Composting	thousand pounds	63	34	25	28	34
Recovery, Including Energy Recovery	thousand pounds	0	0	0	0	0
Incineration	thousand pounds	0	0	0	0	0
Landfill	thousand pounds	1,542	2,840	2,229	2,659	5,280
Wastewater Treated	thousand pounds	0	0	0	0	0
<b>Waste Data Third-Party Verified</b> (limited assurance)		Partial				
Total Waste		Yes	Yes	Yes	Yes	Yes
Total Hazardous Waste		No	No	No	No	Yes
Total Non-Hazardous Waste		No	No	No	No	Yes
Total Solid Waste		No	No	No	No	Yes

# SUSTAINABILITY DATA

## SUSTAINABILITY DATA GENERAL NOTES

Clicking on the titles of all graphs and charts throughout this report will direct you to the Sustainability Data section.

Unless otherwise noted in the Sustainability Data Footnotes, data presented in this report is for all our global facilities and significant locations of operations refer to our owned manufacturing facilities located in the United States.

Wolfspeed completed the sale of Wolfspeed radio frequency business to MACOM at the end of the calendar year. It will be reflected in next year's data.

In a couple of instances there are slightly different reported numbers in the Sustainability Data section than in other sections of the report. This difference is due to rounding and is de minimis.

- Indicates data was not yet calculated or available.

## SUSTAINABILITY DATA FOOTNOTES

<sup>[1]</sup> The numbers reported include contingent workers assigned to Wolfspeed Inc. in a temporary capacity. These workers are not employees of Wolfspeed Inc (excludes employees with no gender identified).

<sup>[2]</sup> US employees are considered “at will” and are not bound by any employment contract. Therefore, none of our US employees are classified as “permanent”. The data provided is limited by employee self-disclosure and does not necessarily represent the entire employee population.

<sup>[3]</sup> Data presented here is for our significant locations of operations and represents approximately 86.9% of our total number of employees in calendar year 2023.

<sup>[4]</sup> Data presented here is for employees in our significant locations of operations, which represents approximately 90.7% of our total number of employees (temporary workers excluded) in calendar year 2023.

<sup>[5]</sup> Data presented here is for employees in our significant locations of operations, which represents approximately 90.7% of our total number of employees (temporary workers excluded) in calendar year 2023. The data provided is limited by employee self-disclosure and does not necessarily represent the entire employee population. Employees that did not disclose their race/ethnicity are excluded.

<sup>[6]</sup> Data provided is limited by employee self-disclosure and does not necessarily represent the entire employee population.

<sup>[7]</sup> Data presented here is based on full and part time U.S. employees and represents approximately 94.1% of global Wolfspeed employees. Employees terminated due to Divestiture are excluded.

<sup>[8]</sup> Data presented here is for our significant locations of operations and our smaller United States locations, which represents approximately 95% of our total number of 2023 employees.

<sup>[9]</sup> Recordable Work-Related Injury-Illness is a work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

<sup>[10]</sup> Injury-Illness rates are calculated using 200,000 hours worked (Rate = cases/total hours worked \* 200,000).

<sup>[11]</sup> High-Consequence Recordable Work-Related Injury-Illness is a work-related injury or ill health that results in an injury from which the worker

cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

<sup>[12]</sup> Contract Employee = Any worker who is not a Wolfspeed employee but whose day-to-day work instruction is controlled by Wolfspeed

<sup>[13]</sup> All energy usage reported is purchased from the local utilities' energy grid. Our Morgan Hill, CA facility purchases energy directly from renewable/carbon-free sources based on a standard product offering (i.e., a third-party company supplies renewable/carbon-free energy through our local utility's grid). All other renewable/carbon-free energy used at our facilities are based on the energy mix from the local utility. We do not sell energy. Energy consumption is determined using monthly supplier invoices or estimated using square feet of building space where invoices are not available.

<sup>[14]</sup> All **scope 1** emissions were calculated using methodologies and emission factors from the United States EPA Mandatory Greenhouse Gas Reporting Rule: Global warming potentials: 40 CFR 98, Table A-1 (IPCC AR4 - 100 year); Fuel usage emissions: 40 CFR 98 Subpart C and Electronics manufacturing emissions: 40 CFR 98 Subpart I. The gases included in the calculations are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF6, NF3, refrigerants and heat transfer fluids (HTFs). We do not emit biogenic CO<sub>2</sub>.

We used the EPA eGRID subregional emission factors to calculate **scope 2** emissions from the use of electricity at our United States facilities. For our facilities outside of the United States, International Energy Agency (IEA) emission factors were used. We used global warming potentials from the United States EPA Mandatory Greenhouse Gas Reporting Rule, 40 CFR 98, Table A-1 (IPCC AR4 - 100 year). We do not emit biogenic CO<sub>2</sub>.

**Scope 3** emissions were calculated for all relevant categories. Sources of emission factors include EPA eGRID, International Energy Agency (IEA), EPA GHG Emission Factors Hub, EPA WARM, DEFRA, WIOD database). We used global warming potentials from the United States EPA Mandatory Greenhouse Gas Reporting Rule, 40 CFR 98, Table A-1 (IPCC AR4 - 100 year).

<sup>[15]</sup> The values reported represent what our products sold will save over their estimated lifetimes. Energy usage and GHG emissions from our products were compared to their less efficient alternative products to derive energy use savings. Our Power products, made from silicon carbide, were compared to similar products made from silicon. Our Radio Frequency products, made from silicon carbide, were compared to similar products made from either silicon or gallium-arsenide.

## SUSTAINABILITY DATA FOOTNOTES (CONTINUED)

<sup>[16]</sup> Hazardous air pollutants (HAP) are based on the United States EPA list of HAP. Air pollutants are classified as toxic air pollutants per the regulations applicable at each facility.

<sup>[17]</sup> Water withdrawal data is either collected from meters, water utility bills or estimated using square feet of building space where invoices/meters are not available. Water discharge data is either collected from meters, water utility bills or assumed equal to water withdrawal for sites where invoices/ meters are not available. The recycled water is reused in our process. Wastewater is sent to local wastewater treatment facilities. Water consumed in process refers to water that is consumed or evaporated during manufacturing. Water discharged meets local regulatory requirements for water quality. Other than small rainwater collection tanks, we do not hold water in water storage facilities or reservoirs.

<sup>[18]</sup> For data prior to 2020: All of our global manufacturing facilities were assessed for water stress using the World Resources Institute Aqueduct Water Risk Atlas. Overall Water Risk identifies regions that have a higher exposure to water-related risks and represents an aggregated measure of all indicators from the individual water risk categories of Physical Risk Quantity, Physical Risk Quality and Regulatory & Reputational Risk:

- Low water stress indicates the facility(ies) scored 0 to 1 out of 5 for Overall Water Risk.
- Low to medium water stress indicates the facility(ies) scored 1 to 2 out of 5 for Overall Water Risk.
- Medium to high water stress indicates the facility(ies) scored 2 to 3 out of 5 for Overall Water Risk.
- High water stress indicates the facility(ies) scored 3 to 4 out of 5 for Overall Water Risk.
- Extremely high water stress indicates the facility(ies) scored 4 to 5 out of 5 for Overall Water Risk.

For 2020, 2021, 2022 and 2023 data: All of our global facilities were assessed for water stress using the World Resources Institute Aqueduct Water Risk Atlas. We consider areas with water stress to be those locations with the risk category “High (40-80%)” or “Extremely High (>80%)” for baseline water stress:

- Low water stress indicates the facility(ies) scored <10% for Water Stress.
- Low to medium water stress indicates the facility(ies) scored 10-20% for Water Stress.
- Medium to high water stress indicates the facility(ies) scored 20-40% for Water Stress.
- High water stress indicates the facility(ies) scored 40-80% for Water Stress.
- Extremely high water stress indicates the facility(ies) scored >80% for Water Stress.

<sup>[19]</sup> We use various methods to collect and monitor waste-related data, including manifests, invoices, vendor reports, estimated weights based on container size, and spreadsheets. We determine whether a waste is hazardous or non-hazardous based on the applicable regulation where the facility is located (e.g., RCRA for our United States facilities). We report our waste numbers in pounds throughout this report. In 2023, we generated 2,657 metric tons of hazardous waste and 4,286 metric tons of non-hazardous waste (including solid waste).. We do not import or export hazardous waste and do not ship hazardous waste internationally. All the hazardous waste reported in our **Waste Management** section is transported for treatment. We do not include waste treated for elementary neutralization onsite in our hazardous waste totals. Waste disposal method information is provided by our waste disposal vendors. Wastewater discharged to local Publicly Owned Treatment Works is not included in our non-hazardous waste totals.

# INDEPENDENT ASSURANCE STATEMENT

## INDEPENDENT ESG ASSURANCE STATEMENT TO WOLFSPEED

**Introduction & Objectives:** Trinity Consultants, Inc. (Trinity) was engaged by Wolfspeed Inc. (Wolfspeed) to provide independent assurance for specified calendar year (CY) 2023 environmental, social, and governance (ESG) data presented in Wolfspeed's 2024 Sustainability Report and 2024 CDP submittal. The overall objective of this process was to provide assurance to Wolfspeed's stakeholders concerning the accuracy, completeness, reliability, and objectivity of the specified ESG information included in the Report. This Assurance Statement applies to the information included within the subject Scope of Work.

**Scope of Work:** Wolfspeed requested that Trinity perform limited assurance of the following specified ESG performance data for CY 2023 (January 1, 2023, to December 31, 2023) to determine whether they are fairly presented, in all material respects, in a manner consistent with the designated reporting criteria:

- Direct (Scope 1) greenhouse gas (GHG) emissions from stationary and mobile combustion and process sources (355,348 metric tons CO<sub>2</sub>e)
- Indirect, location-based (Scope 2) GHG emissions from purchased electricity (131,919 metric tons CO<sub>2</sub>e)
- Indirect, market-based (Scope 2) GHG emissions from purchased electricity (113,683 metric tons CO<sub>2</sub>e)
- Indirect (Scope 3) emissions resulting from two of the 15 potential Scope 3 categories: fuel-and-energy related activity (59,489 metric tons CO<sub>2</sub>e) and product use (306 million metric tons CO<sub>2</sub>e)
- Energy consumption (593,352 Megawatt Hours)
- Total water withdrawal, including third-party water withdrawal and rainwater withdrawal (463 million gallons)
- Total water discharge (322 million gallons)
- Total water consumption (141 million gallons)
- Total waste generated/disposed (15.3 million pounds)
  - Hazardous Waste (5.8 million pounds)
  - Non-Hazardous Waste (2.2 million pounds)
  - Solid Waste (7.3 million pounds)
- Injury-illness rate (1.43)

The reported data was evaluated against Wolfspeed's internal GHG and sustainability reporting procedures, as well as requirements for reporting GHG emissions data to CDP.

Our procedures assessed the appropriateness and effectiveness of underlying corporate reporting processes, management controls and systems used to develop, compile, analyze and report the specified ESG data.

The boundary of the data included in this assurance is limited to the manufacturing and warehouse facilities, research & development (R&D) labs, and administrative offices under Wolfspeed operational control during the subject period. Text, descriptions, interpretations, or other written statements in the 2024 Sustainability Report and CDP submittal were not included in the scope of Trinity's work.

**Reporting Criteria:** Wolfspeed has developed the data subject to this verification as documented in their corporate Sustainability Data Management Plan. This Plan incorporates specific definitions for each ESG performance indicator and the basis on which these data are compiled, calculated, and reported. External criteria utilized to develop these data included:

- The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- US EPA 40 CFR Part 98 Mandatory GHG Reporting Rule, Subpart I equations
- GRI Standards 2021, Global Sustainability Standards Board
- IPCC AR4 (100-yr) Global Warming Potentials
- U.S. EPA eGRID 2024 (2022 data)
- US EPA Center for Corporate Climate Leadership GHG Emission Factors Hub (2024)

**Assurance Standard:** Trinity's work was conducted following our standard assurance methodology and approach for external verification of sustainability data, in part based on the International Standard on Assurance Engagements (ISAE) 3000, *Assurance Engagements Other Than Audits or reviews of Historical Financial Information* (2012), suitably adapted. Greenhouse gas inventory verification was conducted to address CDP verification requirements, as well.

**Responsibilities:** Wolfspeed management is solely responsible for the ESG performance data and its presentation in the 2024 CDP submittal and Sustainability Report. Trinity was not involved in the collection or development of the reported data or development of either report.

Trinity's responsibility is to perform an assurance engagement to provide conclusions on the agreed Scope of Work based on the assurance activities performed, consistent with exercising our professional judgement.

**Assurance Methodology:** Trinity conducted the following activities during this assurance engagement:

- Interviewed key staff from Wolfspeed's corporate headquarters in Durham, NC responsible for Wolfspeed's sustainability program, activities, and management systems for the specified GHG and ESG performance data.
- Ensured that Wolfspeed's scope and boundaries reflected in the reported data are fair and accurate.
- Reviewed documentation and interviewed other relevant staff to understand and evaluate the processes, systems and methodologies used to collect, compile, consolidate, analyze, and report data for the specified GHG and ESG performance indicators.
- Reviewed Wolfspeed's corporate GHG Inventory Management Plan and Sustainability Data Management Plan, including suitability of calculations, GWP<sub>s</sub>, and conversion and emission factors.
- Reviewed the corporate consolidation of data for specified ESG performance data and compared it to data submitted from a sample of the individual facilities owned by Wolfspeed.
- To meet CDP reporting and verification requirements, verification procedures were applied to a sample representing all the company's enterprise-wide Scope 1 and Scope 2 GHG emissions (both location-based and market-based), as well specified categories of reported Scope 3 emissions representing more than 70% of the Scope 3 profile.
- Selected underlying facility source data on a test basis and conducted a desktop review of these sample data to confirm specified site data.
- Reviewed the presentation of the above performance data in the 2024 Sustainability Report to ensure consistency with our findings, and to address changes and corrections with Wolfspeed where necessary.

**Trinity's Opinion:** Based on Trinity's verification activities, nothing has come to our attention to indicate that the corporate CY 2023 data for the specified Scope 1, location-based Scope 2, market-based Scope 2, and selected Scope 3 GHG emissions, and ESG performance metrics listed under 'Scope of Work' and disclosed in the Wolfspeed 2024 Sustainability Report and 2024 CDP submittal are not fairly presented, in all material respects, in a manner consistent with the designated reporting criteria.

Trinity has concluded that Wolfspeed has implemented sufficient processes, systems and controls for the accurate collection and analysis of activity data used to determine the reported data.

**Trinity's Observations:** Trinity has provided Wolfspeed with a separate management report. Without affecting the conclusions presented above, we have the following observations:

- Wolfspeed leadership has shown a strong commitment to maintaining a quality GHG inventory and ESG data set for Sustainability reporting. This is evidenced by conducting periodic reviews of reported data for accuracy and providing adequate resources for data compilation and quantification.
- Wolfspeed has established a GHG Inventory Management Plan and Sustainability Data Management Plan to guide the development and reporting of data with a focus on energy, GHG emissions and selected ESG parameters. Wolfspeed continues to demonstrate improvement with these plans.

**Limitations:** Our work did not include visits or physical inspections of any of Wolfspeed's operating facilities, other than interaction with staff located at the Durham, NC headquarters.

Trinity's approach to this verification was not intended to detect all weakness in management controls as described above. The verification was performed on corporate management controls on a sampling basis. Further, it should be noted that the reliability of GHG and ESG data may be subject to inherent uncertainties, based on the established methods used to measure or calculate the underlying information.

This Assurance Statement is only valid when it is published with the 2024 Sustainability Report to which it refers and disclosed through Wolfspeed's 2024 CDP submittal and may only be reproduced in its entirety.

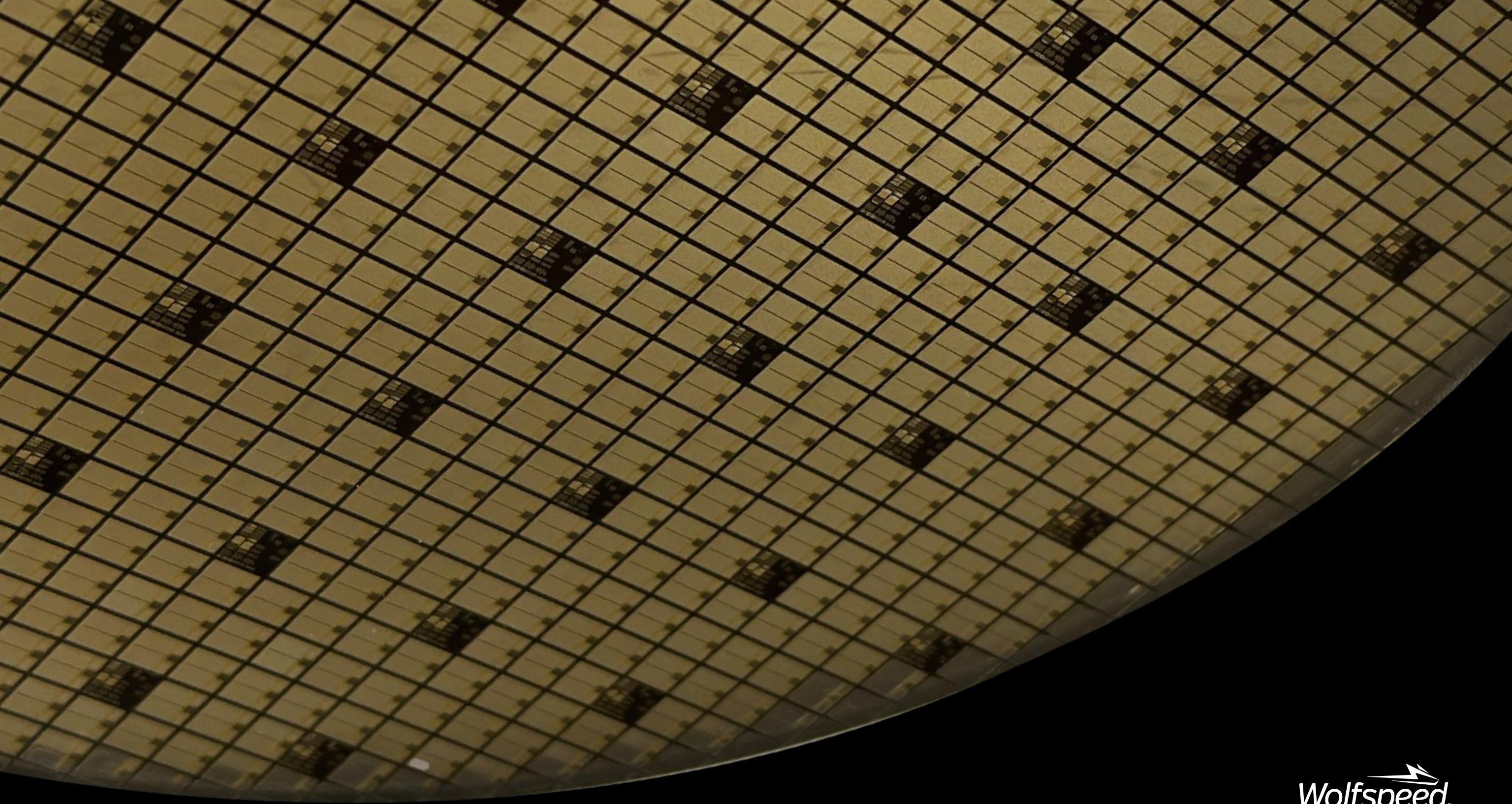
**Statement of independence:** Trinity is an independent professional services firm that specializes in environmental, health and safety, and sustainability compliance, risk, and performance management. We have developed and maintain a quality management system, certified to ISO 9001:2015. No member of the assurance team has a business relationship with Wolfspeed, its managers, or Directors other than for the purpose of verification of the subject GHG and sustainability data and reporting, or has had any involvement in writing the Report, data collection or validation, or the development or implementation of data systems. This verification has been conducted independently and we believe that there has been no conflict of interest.



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