

CONTRACTOR SECURITY REQUIREMENTS

- I. Policy Statement. Wolfspeed, Inc. ("Wolfspeed", "Company") is committed to providing a safe, healthy, productive and efficient work environment for the benefit of its employees, customers and every individual who comes into contact with its employees and/or uses its products and services. Wolfspeed recognizes alcohol, drug and illegal substance misuse and abuse as a health, safety and security problem in the workplace. Accordingly, Wolfspeed maintains zero tolerance for illicit drug use or alcohol abuse by any individual assigned to work at Wolfspeed's premises. This statement of Contractor Security Requirements ("Statement") shall be applicable to all contractor employees assigned to work on Wolfspeed's premises, without exception. As used herein, "contractor" generally refers to any individual or firm that has been engaged to perform services for Wolfspeed under a written service agreement, purchase order or other contractual arrangement, including any employee or subcontractor working for the contractor, as applicable.
- II. Definitions. For purposes of this Statement, the following definitions shall apply:
 - A. "Wolfspeed's premises" collectively refers to all buildings, facilities and parking areas owned or leased by Wolfspeed and all places where Wolfspeed conducts business.
 - B. "Illicit drug" collectively refers to any drug, controlled substance or intoxicant (other than alcohol) for which the use or possession is regulated by federal, state and local law or regulation, and includes prescription medications for which the individual does not have a valid prescription or which the individual is not using in accordance with a valid prescription.
 - C. "Alcohol abuse" refers to the presence of .04 percent or more blood-alcohol content in an individual's system during working hours. Notwithstanding any language herein to the contrary, this Statement does not require contractor to test for alcohol abuse other than at the beginning, during or at the end of the individual's work shift, and any positive test performed other than at such times shall not be deemed to be alcohol abuse for purposes hereunder. Pre-employment drug Screenings by contractor should not include testing for alcohol abuse.
 - D. "Screening" collectively refers to verifiable evidence that a criminal background check or a controlled substance examination, as applicable, the nature and scope of which is acceptable to Wolfspeed, was conducted in accordance with all applicable state or federal laws or regulations for every individual performing services for Wolfspeed on Wolfspeed's premises (i.e., "on-site services").
- III. Contractor Security Requirements. The attesting supplier admin, an officer (or designee) of the company, represents that it has obtained, if applicable, a background check (the minimum consisting of a national background investigation for U.S. citizens and permanent residents and/or an international background investigation for foreign contractors and non-permanent residents) and illicit drug test, the nature and scope of which is acceptable to Wolfspeed, for each of its employees assigned to work on Wolfspeed's premises. Wolfspeed reserves the right to modify the scope of the background investigation based on the nature and extent of work to be performed at Wolfspeed's headquarters in Durham, North Carolina or at one of its subsidiary locations. The attesting supplier

admin represents that in obtaining such Screenings it has complied with all applicable federal, state and local laws, including without limitation the federal Fair Credit Reporting Act, 15 U.S.C. §§ 1681-1681u ("FCRA"); additional information about the FCRA is available at the Federal Trade Commission's web site (<http://www.ftc.gov>).

The attesting supplier admin agrees not to assign any individual to work on Wolfspeed's premises who has ever been convicted of (or pled guilty to, including a plea of "nolo contendere") any misdemeanor relating to fraud, battery, drug possession, breaking and entering, larceny, theft, embezzlement or any similar crimes that indicate unsuitability for employment (unless such misdemeanor conviction is more than seven (7) years old) or any felony of any type (regardless of the conviction date). Notwithstanding the foregoing, if the contractor believes after evaluation of certain relevant factors that the individual's criminal history does not make him/her unsuitable for employment on Wolfspeed's premises, the contractor will request Wolfspeed to evaluate and reconsider the assignment of such individual to work on Wolfspeed's premises. The relevant factors are: the type of offense(s) (including the nature and gravity of the offense, mitigating circumstances surrounding the offense, and the individual's age at the time of the offense); the time elapsed since the offense; whether the offense has any bearing on the individual's job duties or qualifications and traits necessary for the job; rehabilitation efforts; and the individual's pre- and post-incident employment history.

The attesting supplier admin further agrees not to assign any individual to work on Wolfspeed's premises who has tested positive for any illicit drug use or alcohol abuse within the prior twelve (12) months, unless the individual has successfully completed drug/alcohol rehabilitation, has demonstrated that he/she is no longer using illicit drugs or abusing alcohol and agrees to periodic testing to ensure continued refrain from the use of alcohol at work and/or the illegal use of drugs.

To establish compliance with these security requirements, the attesting supplier admin shall comply with "A", "B", "C", AND "D" below:

- A. The attesting supplier admin will submit verification to Wolfspeed via the online Contractor Management Platform, attesting that each employee scheduled to perform services at a Wolfspeed site has/have complied with all security requirements set forth in this Statement and to the form attached below named Attachment A. Notwithstanding the foregoing, Wolfspeed reserves the right in its sole discretion to request written confirmation that any employee working onsite has passed the required drug screenings. In addition, this Section III(A) shall not apply to any contractor requiring access to areas of Wolfspeed's premises where chemicals are stored; all such contractors must provide Wolfspeed with an actual copy of the Screening results for all individuals assigned to such areas.
- B. The attesting supplier admin shall immediately remove any individual assigned to work on Wolfspeed's premises who is convicted of (or pleads guilty to, including a plea of "nolo

contendere") any misdemeanor relating to fraud, battery, breaking and entering, larceny, theft, embezzlement or any similar crimes that indicate unsuitability for employment or any felony of any type, or who has tested positive for illicit drug use or alcohol abuse.

- C. The attesting Supplier Admin will notify Wolfspeed Security of any terminations and applicable security concerns of individuals that were registered within the online Contractor Management Platform and connected to any Wolfspeed site. In addition to notifying Wolfspeed Security, the Supplier Admin will remove the terminated individual(s) from Wolfspeed connected sites within the online Contractor Management Platform immediately.
- D. For export compliance purposes, the attesting Supplier Admin certifies that they have verified their individuals' nationality and have notified Wolfspeed's Global Trade Compliance department (GTC@wolfspeed.com) if any of their individuals who will access Wolfspeed property or systems is a foreign person or national. A foreign person or national is defined by 15 CFR § 772.1 as any person who is not a lawful permanent resident of the United States, citizen of the United States, or any other protected individual as defined by 8 U.S.C. 1324b(a)(3).

Special handling for non-compliant contractor-affiliated individuals: If the registered Supplier is unable or unwilling to verify compliance of an individual by providing the necessary clearance documents (e.g. compliance letter, or other supporting documentation), the Supplier Admin shall provide Wolfspeed Security at Contractor_Access@Wolfspeed.com the name of each non-complying individual. It is understood that, under these circumstances, unescorted access will not be granted for the individual and that any required EHS training will not be waived.

- IV. Confidentiality. Wolfspeed acknowledges that all information received in accordance with this Statement is the confidential and proprietary information of the undersigned contractor (including its employees and subcontractors, if applicable) and shall not be released outside Wolfspeed without the written consent of the tested individual, except as otherwise may be required by law. Wolfspeed shall use all reasonable efforts to protect and hold the same in confidence, shall not use the information other than for the purposes expressly described herein and shall only disclose such information to its Senior Director of Security and/or his designee(s) on a need-to-know basis. Contractor may send all required information by hand delivery, secure facsimile, electronic mail, reputable overnight courier or certified or registered mail, as follows:

Wolfspeed, Inc.
Attn: Wolfspeed Security Department
4600 Silicon Drive
Durham, North Carolina 27703
Phone: (919) 313-5351
Facsimile: (919) 287-7898
E-mail: Contractor_Access@wolfspeed.com

**Any questions pertaining to this Statement should be directed to
Wolfspeed's Senior Director of Security.**

- V. Violations of this Statement. The attesting supplier admin will ensure that its employees and subcontractors are aware of the requirements set forth in this Statement, that they comply with such requirements at all times while on Wolfspeed's premises and that they sign a consent, either in the form attached hereto or in such other form of consent as has been pre-approved by Wolfspeed, agreeing that Screening information will be provided to Wolfspeed. A copy of the signed consent shall be provided to Wolfspeed along with the initial Screenings. This form is solely for the purpose of authorizing Contractor to release background check and substance abuse testing results to Wolfspeed pursuant to this Statement. It is not intended to be sufficient to comply with Contractor's requirements under the FCRA or any applicable drug screening laws. Strict adherence to this Statement by the undersigned contractor is expected, and any refusal or failure to comply with this Statement shall be a sufficient basis for the immediate termination of a contractor's services and/or contractual arrangement with Wolfspeed. In the event Wolfspeed has reason to believe that an individual is performing on-site services in violation of this Statement, Wolfspeed reserves the right to immediately remove the individual from Wolfspeed's premises until the contractor verifies that neither the contractor nor the individual is in violation of this Statement.

VI. Additional Details.

Weapon Policy:

Firearms, knives with fixed or folding blades longer than 3 inches, edged weapons, tasers or stun guns, chemical irritants (such as mace and pepper spray), fireworks and explosives, and/or any other dangerous items are prohibited on all Company premises, including parking lots, personal vehicles, worksites and buildings, and at all functions sponsored by the Company. This restriction does not apply to Company-owned tools used for business purposes. The carrying of approved knives must also comply with state or local statutes. Unless prohibited by local law, firearms are prohibited on any Company premises, to include parking areas. Law enforcement personnel who are engaged in the active performance of their official duties are not governed by this policy. This policy extends to holders of concealed weapon permits and other government credentials which grant concealed carry privileges (i.e., LEOSA)

Trade Compliance Policy:

Under United States law, access to Wolfspeed Trade Compliance areas and/or sites require the lawful ability to access technical data, information, and areas controlled by United States export control laws and regulations. The Supplier is responsible for validating that their employees have provided sufficient documentation under applicable law or regulations confirming U.S. nationality. Examples of documentation to prove U.S. nationality can include U.S. Green Card, Asylee/Refugee authorization documents or documents to verify U.S. Citizenship. Please visit the Department of State website for more information: <https://travel.state.gov/content/travel/en/passports/requirements/citizenship-evidence.html>. For Non-U.S. nationalities, coordination must first be completed with the Wolfspeed Global Trade Compliance Team (GTC) at GTC@wolfspeed.com.

Workplace Violence Policy:

The Company is committed to maintaining a safe and secure work environment, free from all forms of violence and vandalism. Workplace violence can be any act of physical violence, threats of violence, harassment, bullying, intimidation or other threatening, disruptive behavior that occurs at Wolfspeed workplaces or company sponsored events. Workplace violence can affect or involve employees, visitors, contractors or contingent workers.

A person who has a personal relationship with a worker – such as a spouse or former spouse, current or former intimate partner, roommate, or a family member – may physically harm, or attempt or threaten to physically harm, that worker at work. In these situations, domestic violence is considered workplace violence. To that end, the Company shall take necessary precautions for the protection of an individual if we become aware that domestic violence could expose that individual to physical injury in the workplace.

All contractors are expected to meet Company standards of professionalism and demonstrate courtesy to clients, Wolfspeed employees, co-workers, other contractors, contingent workers, and members of the public. Each person shares the responsibility for preventing possible workplace violence and vandalism and should report all incidents of workplace violence or vandalism to Security for investigation and appropriate follow-up. If the matter involves Security or a member of the human resources department, you may report violations of this policy to our third-party Compliance Hotline at 1-(800) 453-3918.

No reprisal, retaliation, or other adverse action taken against a contractor for making a bona fide report of workplace violence or harassment, or for assisting in the investigation of any such report, will be tolerated. Any suspected retaliation should be reported immediately to one of the persons identified above. Reports of a violation of this policy made by a contractor found to be knowingly false, however, will be treated as serious misconduct and the reporting contractor will be subject to discipline, up to and including removal of site access, without notice or other obligation.

This policy is not intended to discourage contractors from exercising an employee's rights pursuant to any other law.

The following provisions outline this policy:

- A. No contractor shall threaten or use force or violence to restrain, coerce, or intimidate any client, co-worker, or member of the public during Company-sponsored functions or on the Company's premises, including Company-provided parking areas and worksites, using Company property or systems, or while engaged in conducting Company business.
- B. A contractor who provokes or engages in workplace violence on Company premises or during a Company-sponsored function or while engaged in conducting Company business may be subject to disciplinary action, up to and including removal of site access, in accordance with the provisions

of local law. Contractors who feel they are being provoked or harassed by anyone should discuss the problem with their manager and Security.

- C. Contractors who are concerned about their safety onsite, regardless of whether the threat is internal or external, should contact Security for assistance. Examples may include, but are not limited to, incidents of stalking, domestic violence, verbal or written threats, and/or violations of restraining orders. Contractors who have obtained a protection order are encouraged to notify Security for awareness.
- D. No contractor shall tamper with or vandalize any property of the Company, including but not limited to Company-provided parking areas, worksites, and buildings. Vandalism includes, but is not limited to, damaging or defacing of Company property and graffiti. No contractor shall tamper with or vandalize any property used by the public during Company-sponsored functions or events.

Foreign National Notification Policy:

For export compliance purposes, you certify that you have verified your employees' nationality and have notified Wolfspeed's Global Trade Compliance department (GTC@wolfspeed.com) if any of your employees who will access Wolfspeed property or systems is a foreign person or national. A foreign person or national is defined by 15 CFR § 772.1 as any person who is not a lawful permanent resident of the United States, citizen of the United States, or any other protected individual as defined by 8 U.S.C. 1324b(a)(3).

Willful violation of any of the above provisions of this policy may constitute grounds for disciplinary action, up to and including termination, in accordance with the provisions of local law. In addition, the Company reserves its right to pursue all remedies available by applicable law (including, without limitation, filing a criminal and/or civil complaint) for actions in violation of this policy. The Company will assess any risks of workplace violence on an ongoing basis.

CONSENT FOR BACKGROUND CHECK AND DRUG SCREENING TEST

1. I am a current employee of the assigned Contracting Company (“Contractor”) within the online Contractor Management Platform and in a position that will require me to work on the premises of Wolfspeed, Inc (“Wolfspeed”).
2. I understand that as a condition for access to Wolfspeed’s premises, I must agree to undergo a background check and a drug screening test, local laws permitting; and I understand that the results of such tests can be released to Wolfspeed in accordance with its Contractor Security Requirements, a copy of which will be made available to me upon request.
3. I understand that if my drug screening test is positive for a prohibited substance and/or if my background check produces a criminal record not acceptable to Wolfspeed in accordance with Wolfspeed’s Contractor Security Requirements, I will be not allowed access to the Wolfspeed jobsite.
4. I hereby authorize Contractor to release all results from (a) any background check and/or (b) drug screening test to Wolfspeed solely for the purposes provided in Wolfspeed’s Security Policy.
5. To the fullest extent permitted by applicable law, I hereby release Contractor, Wolfspeed and all credit reporting agencies, institutions or persons involved in conducting such screenings from all liability therefor.

The Parties agree that this acknowledgement may be executed by affixing an electronic signature to the document or by electronically selecting the checkbox, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature.

NOTE: Use a separate form for each employee assigned to work on Wolfspeed premises.

Attachment A

Wolfspeed, Inc.
Attention: Wolfspeed Security Department
4600 Silicon Drive
Durham, North Carolina 27703

To: Wolfspeed Security Department

This letter shall serve as notification to Wolfspeed that the registered Supplier within the online Contractor Management Platform attests all individuals associated and registered within the online Contractor Management Platform have complied with all requirements set forth under "Contractor Security Requirements" and has obtained an acceptable criminal background check and controlled substance examination for each employee, which allows such employee(s) unescorted access to a Wolfspeed site.

If applicable local law prohibits such criminal background check and/or controlled substance examination, this letter serves as the registered Supplier's attestation that the registered Supplier has thoroughly verified to the best of their ability that all employees on any of Wolfspeed's property have been thoroughly vetted as suitable for employment and further accepts liability for their employees' actions.

Pursuant to Section III for non-compliant contractor-affiliated individuals, if the registered Supplier is unable or unwilling to verify compliance of an individual by providing the necessary clearance documents (e.g. compliance letter, or other supporting documentation), the Supplier Admin shall provide Wolfspeed Security at Contractor_Access@Wolfspeed.com the name of each non-complying individual. It is understood that, under these circumstances, unescorted access will not be granted for the individual and that any required EHS training will not be waived.

For export compliance purposes, you certify that you have verified your employees' nationality and have notified Wolfspeed's Global Trade Compliance department (GTC@wolfspeed.com) if any of your employees who will access Wolfspeed property or systems is a foreign person or national. A foreign person or national is defined by 15 CFR § 772.1 as any person who is not a lawful permanent resident of the United States, citizen of the United States, or any other protected individual as defined by 8 U.S.C. 1324b(a)(3).

Wolfspeed Contractor U.S. Nationality Verification

Wolfspeed, Inc.
Attention: Wolfspeed Security Department
4600 Silicon Drive
Durham, North Carolina 27703

RE: Export Compliance Nationality Verification

To: Wolfspeed Security Department and Wolfspeed Global Trade Compliance Team

Under United States law, access to Wolfspeed Trade Compliance areas require the lawful ability to access technical data, information, and areas controlled by United States export control laws and regulations. The Supplier is responsible for validating that their employees have provided sufficient documentation under applicable law or regulations confirming U.S. nationality. Examples of documentation to prove U.S. nationality can include U.S. Green Card, Asylee/Refugee authorization documents or documents to verify U.S. Citizenship. Please visit the Department of State website for more information:
<https://travel.state.gov/content/travel/en/passports/requirements/citizenship-evidence.html>.

This letter shall serve as notification to Wolfspeed that the registered Supplier Admin within the online Contractor Management Platform attests that they have verified the U.S. Nationality (citizen, permanent resident, lawfully admitted asylee/refugee) for the Assigned Individual within the online Contractor Management Platform. For Non-U.S. nationalities, coordination must first be completed with the Wolfspeed Global Trade Compliance Team (GTC) at GTC@wolfspeed.com. This letter also serves as a notification that nationality verification is not recorded and confirmed until the assigned elective training is completed and compliant within the online Contractor Management Platform by the Supplier Admin with signatory privileges.

Should you have any questions or concerns, please do not hesitate to contact Wolfspeed Security or the Wolfspeed Global Trade Compliance Team.

The Parties agree that this acknowledgement may be executed by affixing an electronic signature to the document or by electronically selecting the checkbox, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature.

Contractor Access Control Acknowledgement

All contractors whose work requires access to Wolfspeed premises must comply with Wolfspeed's Physical Access Control Program, Wolfspeed's Security Policies, In General; and the procedures therein.

At a minimum, contractors must:

- Carry a valid photo ID (driver license, passport, state issued photo ID) on their person at all times.
- Display their security badge on a breakaway lanyard over their outermost clothing between their waist and shoulders.
- Verify that every member of your work group has a security badge; even if they are working outside.
- Ensure **ALL** security badges are returned at the end of their workday.
- **Never** allow anyone else to use the security badge issued to them.
- Present their badge to the reader at every access-controlled door they enter, and never ask others to let them into access-controlled spaces. NOTE: following another individual into an access-controlled space without having first presented a security badge – also referred to as tailgating – is prohibited and is a violation of Wolfspeed's Physical Access Control Program.
- Never provide escort functions for anyone not checked in at a Visitor Lobby or Security Post.
- Contact your Wolfspeed Sponsor any time you do not have the appropriate access.
- **Never** take any photos or videos while on Wolfspeed premises.
- **Never** prop a door or gate open without coordinating with your site's Security Operations Center – call the non-emergency number on the back of your badge.
- **Never** intentionally damage, or alter the proper function of any Wolfspeed security system component (e.g. access control, CCTV, doors, gates, turnstiles, etc.)
- **Never** bring a weapon on site. A weapon is defined as firearms, knives with fixed or folding blades longer than 3 inches, edged weapons, tasers or stun guns, chemical irritants (such as mace and pepper spray), fireworks and explosives, and/or any other dangerous items are prohibited on all Company premises, including parking lots, personal vehicles, worksites and buildings, and at all functions sponsored by the Company. This restriction does not apply to Company-owned tools used for business purposes. The carrying of approved knives must also comply with state or local statutes. Unless prohibited by local law, firearms are prohibited on any Company premises, to include parking areas. Law enforcement personnel who are engaged in the active performance of their official duties are not governed by this policy. This policy extends to holders of concealed weapon permits and other government credentials which grant concealed carry privileges (i.e., LEOSA)
- Immediately call your site's **Wolfspeed Emergency Line** (located on the back of your badge) when a potential emergency has been observed. (An emergency is any incident that poses a risk to life, the environment, or property and requires timely intervention to minimize this risk)

[Signature Page to Follow]

I have read and understand the policy set forth. I also acknowledge and understand that not adhering to the policies set forth may subject me to disciplinary action up to and including disqualification.

The Parties agree that this acknowledgement may be executed by affixing an electronic signature to the document or by electronically selecting the checkbox, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature.