2025
Wolfspeed
SUSTAINABILITY
REPORT

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CEO MESSAGE

Dear Stakeholders,

As we present our 2025 Corporate Sustainability Report, I am proud to highlight our unwavering commitment to sustainability and corporate responsibility. At Wolfspeed, we recognize that our actions have a profound impact on the world around us, and we strive to be a leader in Environmental, Social, and Governance (ESG) initiatives.

Listening Internally and Externally

We believe that listening is key to continued improvement. Internally, we are implementing initiatives based on employee feedback received in our recent employee engagement survey and through our EHSS Observation portal to enhance our workplace culture. Your voices guide our actions, and we are dedicated to fostering an environment where everyone can thrive.

Externally, our partnership with customers, such as the integration of the V 2300 V Wolfspeed WolfPACK™ power module into EPC Power's innovative energy storage solution, reflects our commitment to collaborative sustainability efforts. Together, we are paving the way for a greener energy landscape.

Protecting Our People and Community

At Wolfspeed, we prioritize the health and safety of our employees and suppliers through our Protect the Pack initiative and promote a speak up culture where employees earn recognition and awards that affirm our culture of safety. Additionally, our community partnerships, including programs with WakeEd Partnership, FIRST Robotics, and local educational initiatives, reinforce our commitment to community engagement and social responsibility.

Sustainability Highlights

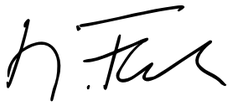
We have made significant strides in our sustainability efforts over the past year. Our report outlines our achievements in several key areas:

- We reduced Scope 1 and 2 emissions by 13% relative to our base year, which includes a 58% year-on-year reduction in Scope 1 emissions, demonstrating our commitment to minimizing our carbon footprint.
- We achieved a water recycling rate of 20%, showcasing our dedication to responsible water management.
- Our landfill avoidance rate improved 59% year-on-year and increased to 43%, reflecting our efforts in waste management and reduction.
- The Marcy facility received LEED® Silver Certification, exemplifying our commitment to environmental stewardship.

As we move forward, we are more committed than ever to creating a future that champions sustainability and drives innovation and excellence. We invite you to explore the detailed highlights in this report, where you will find further examples of our achievements and initiatives.

Thank you for your continued support as we strive to make a positive impact on our environment, our community, and our industry.

Sincerely,



Robert Feurle
CEO, Wolfspeed

WOLFSPEED

Who We Are
Our Values
Why Wolfspeed
Scalable Capacity for Silicon Carbide

WHO WE ARE

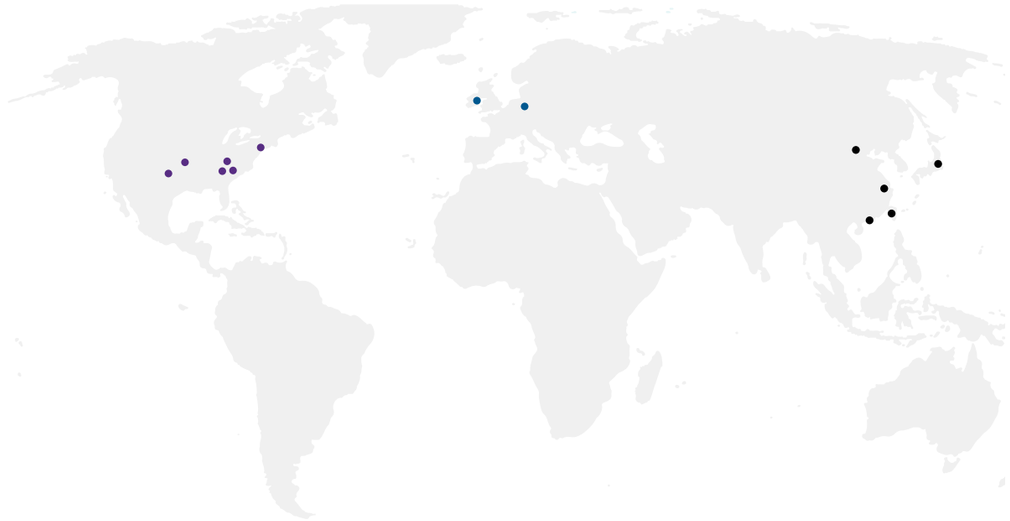
At Wolfspeed, we are the creators of the advanced semiconductor technology that powers the world's most disruptive innovations. In other words, it's our job to make humankind's greatest ambitions – real.

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, are targeted for various applications. Helping make cars, planes, ships, renewables, 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



North America*

Durham / RTP, NC	☆ ⚙ ⚙ 🔔
Fayetteville, AR	⚙ ⚙
Marcy, NY	⚙
Siler City, NC**	⚙
Farmers Branch, TX	⚙
Moore Drive, NC	⚙

Europe*

Belfast, Northern Ireland	🔔
Munich, Germany	🔔 ⚙

Asia*

Hong Kong	🔔
Tokyo	🔔 ⚙
Shanghai	🔔 ⚙
Shenzhen	🔔 ⚙
Taipei	🔔 ⚙

*Not all locations are listed
**Coming soon

☆ Headquarters ⚙ Manufacturing 🔔 Sales ⚙ Laboratory

Story

Wolfspeed partnered with EPC Power, a premier North American utility-scale inverter manufacturer to design the V 2300 V Wolfspeed WolfPACK™ power module into EPC Power's novel energy storage solution. Utilizing the power of silicon carbide, "M" is the industry's first utility-scale string-style inverter that makes grid-tied energy storage more efficient, reliable, and scalable than ever before.

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

Industry Awards and Recognition

- **Ozioma Ozigbo - The Distinguished New Engineer Award**, 2024, Society of Women Engineers
- **Wolfspeed - Commitment to Workforce Development and Training in Central New York Award,** 2024, Manufacturers Association of Central New York (MACNY)
- **Wolfspeed - Most Admired Company Award,** 2024, Institutional Investor Research (IIR)
- **Alan McSeveney - Innovation in Placement Award for Computing,** 2024, Ulster University, Northern Irelan

FOUNDED	REVENUE	PATENTS	PEOPLE
1987	**$807.2M**	**>2,000**	**~6,000**
NC State	In FY 2024	Worldwide	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 not only our great history of disruptive innovation but also 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.

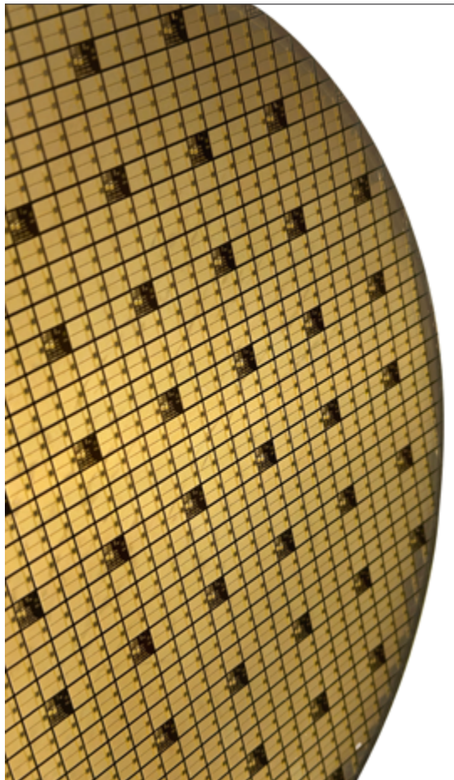
Wolfspeed is the largest company in the world with a sole focus on silicon carbide.

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

FIRST — **600V, 1200V, and 1700V SiC JBS Schottky Diodes**

FIRST — **1200V SiC MOSFET**

FIRST — **Commercial family of SiC MOSFETs and diodes** to be automotive AEC-Q101 qualified and PPAP capable



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 — Persistently pursuing continual improvement in our products and process.

SCALABLE 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. The electrification of everything is underway, and silicon carbide is an essential resource in its success.

Wolfspeed is ***ramped & ready*** to deliver.

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
- Be highly-automated
- Create 1,800 new jobs by 2035
- Cover more than 185,806 m² (2 million ft²)

Mohawk Valley Fab

First and largest 200mm silicon carbide power fab:

- LEED® Silver certified energy efficient campus
- Has achieved 25% of wafer start capacity
- Fully automated “lights-out” fab
- Site spans 220,000 m² (55 acres)
- Building is more than 46,451 m² (484,000 ft²)
- 11,148 m² (120,000 ft²) of clean room space

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 construction 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 VOC emitting materials

Water

Deploying process water recycling and conservation efforts, such as collecting rainwater for water re-use

Landscaping with low water needs, stormwater quality control with 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.

SUSTAINABILITY

Sustainability Mission and Principles
Sustainability Goals
Sustainability Achievements
Sustainability Reporting
Materiality Assessment
United Nations Sustainable Development Goals: Powering a Sustainable Future

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.

Story

At Wolfspeed, sustainability encompasses our dedication to the well-being of our employees, our environment, and the communities we serve. We view sustainability as an ongoing journey rather than a final destination. Our commitment is evident in our actions across multiple sustainability pillars, including the design of innovative 2300 V power modules that enhance energy efficiency for diverse applications, and our achievement of LEED Silver certification for our facility in Marcy, NY. However, we recognize that there is always room for improvement. We are steadfast in our commitment to continuously enhance our sustainability initiatives, striving to make a real difference every day.

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**

Our Sustainability Principles

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 operations. 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 aim to 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 support 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.

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	2024 Progress
People First, People Always	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[1].	Learn more >
	Community	Provide more opportunities for STEM education, at all levels.	Establish STEM partnerships at 100% of our major locations by 2025.	Learn more >
Processes that Protect the Environment, Products that Improve It	Greenhouse Gases	Actively work to mitigate climate change and reduce our own --and others' -- carbon footprint; stay efficient, stay productive. Be a company that makes a difference for future generations.	• Reduce scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030. • Achieve net zero scope 1 and 2 GHG emissions by 2050[2].	Learn more >
	Water	Enable 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.	Learn more >
	Waste	Be a company that strives for zero waste through waste reduction and recycling.	Achieve 85% waste diversion rate from landfills by 2025[3].	Learn more >
Responsible Business Practices, Innovating for a Better Future	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%[4] of suppliers on our Approved Supplier List by 2025.	Learn more >
	Supply Chain	Improve resilience across our supply chain.	Achieve >5% eligible supply chain spend from small and/or local suppliers by 2025.	Learn more >
Absolute Commitment to Integrity and Transparency	Risk Management	Use a defined method to identify and evaluate our organizational risks.	Complete three risk plans per year under our Enterprise Risk Management (ERM) program by 2025.	Learn more >
	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[5].	Learn more >

[1] Expansion sites will be evaluated for applicability.

[2] 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.

[3] Non-hazardous solid waste

[4] Purchased Quality Item (PQI) suppliers

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

Legend: On Track | Attention Needed | Off Track

2024 SUSTAINABILITY ACHIEVEMENTS

Wolfspeed maintained an

RBA Gold rating

for its facility in Durham, NC

Manufacturers Association of Central New York (MACNY) honored Wolfspeed with

Workforce Development Program Award

Wolfspeed built the world's first 200mm SiC Fab in Marcy, NY, which is now certified as a

LEED® Silver facility

Achieved

77%

employee survey participation rate

(YoY increase of 6%)

Increased amount of recycled water by

68%

(from 89 to 150 million gallons)

Our Summer Internship Program hosted interns from

59

institutions across the U.S.

Reduced usage of high global warming potential gas from our processes by

80%

(RTP, NC)

428

employees

completed our Technician Certification Program

SUSTAINABILITY REPORTING

Wolfspeed's 2024 Sustainability Report highlights our comprehensive approach to environmental, social, and governance (ESG) reporting and transparency. We align with leading global frameworks including the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and United Nations Sustainable Development Goals (UN SDGs). Our reporting methodology incorporates health and safety guidance from the Center for Safety & Health Sustainability, with content development guided by a thorough materiality assessment process.

To enable data accuracy and credibility, we engage an independent third party for limited assurance verification of select sustainability metrics, with the full ***Independent Assurance Statement*** available in the report's appendix.

The majority of our data is reported on a calendar year basis (January-December), while financial data follows our fiscal year (July-June). We maintain an annual reporting cycle with regular updates available on ***wolfspeed.com*** sustainability pages.

For inquiries or feedback, stakeholders can contact us at:
#Wolfspeed_Sustainability@wolfspeed.com

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*

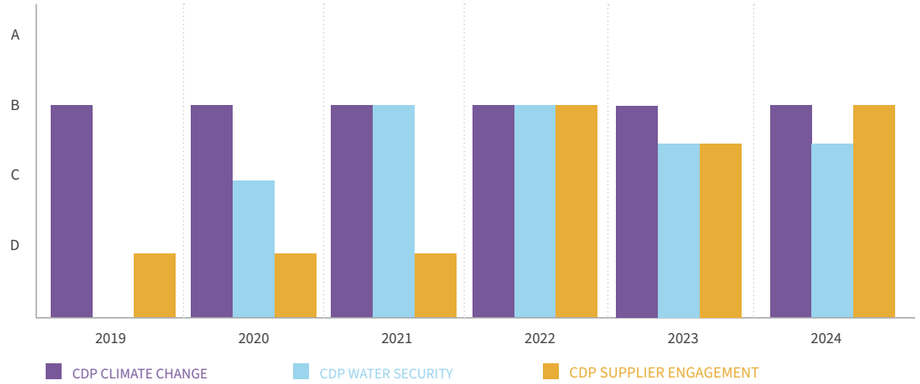
2024 Progress
Achieved B on the CDP Climate Change and CDP Supplier Engagement surveys and B- on the CDP Water Security.

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

CDP

CDP is 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*** 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.

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:

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

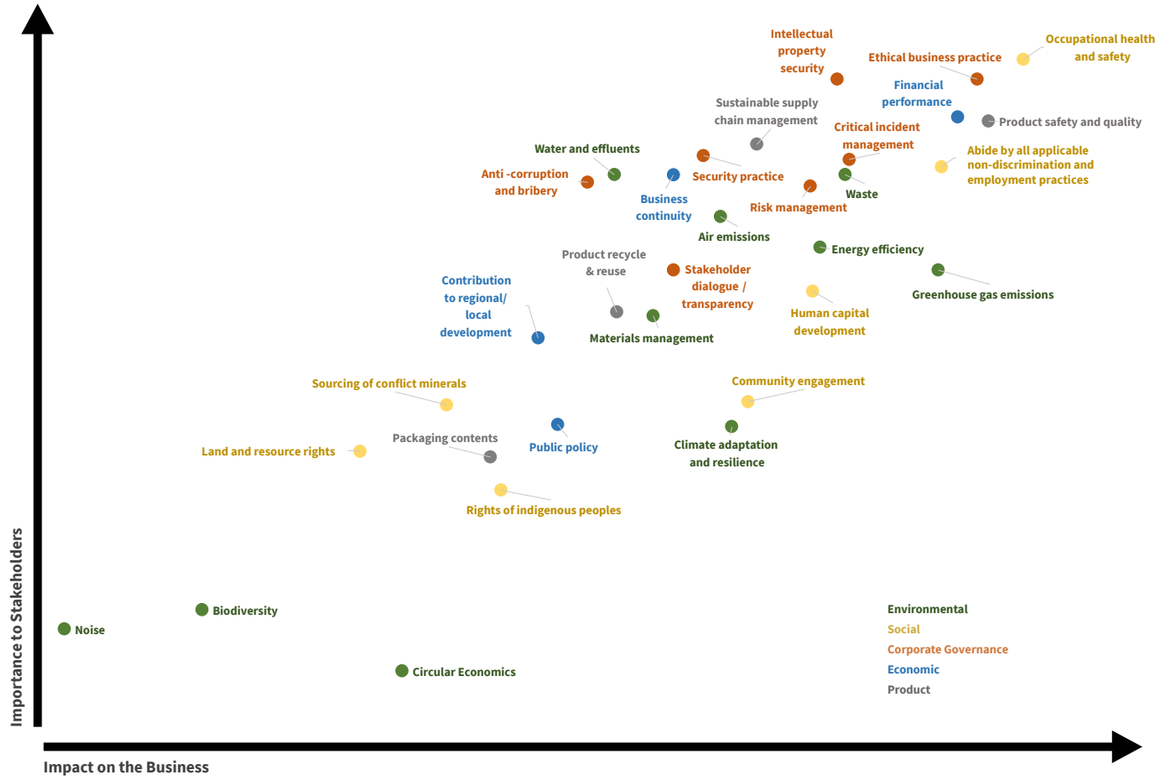
The result? We ranked material topics and categorized them as Very Important, Moderately Important, or Slightly Important. This approach allows that our reporting reflects the most impactful aspects of our operations.

Our materiality matrix highlights the significance of various topics to our stakeholders based on insights from our stakeholder survey. It also reflects the impact of these topics on Wolfspeed by considering current sustainability issues, competitor material topics, industry best practices and leadership perspectives.

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.

Some identified topics that are not considered material are still being addressed and reported in the Sustainability Report since Wolfspeed views them as significant.
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
- Abide by all applicable non-discrimination and 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

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: POWERING A SUSTAINABLE FUTURE

Our commitment to the United Nations Sustainable Development Goals (SDGs) goes beyond mere alignment—it's embedded in our foundational mission to lead the innovation and commercialization of silicon carbide technology. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. As a pioneer in semiconductor technology, our contributions to these global goals are both substantial and measurable.

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 their needs helps students focus on achieving their full potential through STEM education programs. This work builds important relationships with our community neighbors 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 to help our communities, as well as increase awareness of the opportunities provided through STEM.

Our 2024 Activities

- Since partnering with ***FIRST Robotics*** in 2019, our collaboration has expanded to national and international support. We engage with teams through coaching, and volunteering at competitions, empowering students aged 4 to 18 with essential
- STEM skills and fostering confidence and teamwork.
- 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 housing relief.

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

Our Approach

- At Wolfspeed, we believe providing a safe work environment is the most fundamentally important thing that we do for our employees and partners. Their safety, health and overall wellbeing has been, and will continue to be, our top value. Our occupational health and safety programs to enable the safety of our workplace through evaluation and prevention measures. Wolfspeed supports the well-being of our employees through programs that encourage 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.

Our 2024 Activities

- We launched the quarterly ***Protect the Pack Award*** – an employee recognition program that highlights teammates who go above and beyond to reduce safety and health risks and make significant contributions to the EHS culture of our company.
- We established an ***EHS Training Task Force Team*** to review, improve, accelerate and automate our EHS training system.

Our Goals and Certifications

- We maintained Occupational Health and Safety Management System ***ISO45001:2018*** in our manufacturing locations in North Carolina.
- We have a ***sustainability goal*** to further support the health and safety of our employees:

  Establish a certified Occupational Health & Safety Management System for 100% of our manufacturing sites by 2025[1]

Our Approach

- At Wolfspeed, we strive to implement best management practices that conserve and recycle water and prevent and reduce water pollution. With our state-of-the-art, automotive-qualified 200mm wafer fabrication facility in Marcy, NY, complemented by our materials factory expansion 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.

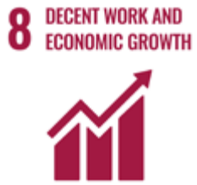
Our 2024 Activities

- We updated our ***company-wide water risk assessment*** to better understand our current water- related risks at new and upcoming sites.
- We increased the amount of recycled water by 61 million gallons by adding new water recycle systems.
- Our water-focused sustainability team continued to meet regularly to drive Wolfspeed's ***water conservation and recycle efforts.***

Our Goals and Certifications

- We maintained Environmental Management System ***ISO 14001:2015*** in our manufacturing locations in North Carolina.
- 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[4]



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 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 semiconductors are leading the industry through unrivaled expertise and capacity.

Our 2024 Activities

- We worked on scaling silicon carbide capacity to address steepening demand for the "electrification of everything."
- We continued ramping up production in our silicon carbide power fab facility in ***Marcy, New York***.
- We introduced a new ***2300 V silicon carbide Wolfspeed WolfPACK™ power module*** to help customers maximize the benefits of silicon carbide.

Our Goals and Certifications

- Our ***scalable capacity plans*** include working toward increasing silicon carbide wafer fabrication capacity and materials production to meet market demand 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 creating a safe workplace that fosters a culture where employees can be their authentic self. We celebrate our employees' authenticity and understand that diverse ideas, perspectives, thinking styles and backgrounds lead to higher-quality decisions and enable us to solve problems that other companies consider impossible. We are also committed to building the communities in which we operate. We partner with municipalities, civic organizations and advocacy groups to help support our community is one that thrives on opportunity. We believe in adequate resources and support so that all are free to pursue and achieve a productive, fulfilling life.

Our 2024 Activities

- We formed a strong partnership with the ***Boys and Girls Club in Siler City t***o empower local youth through a three-year sponsorship of a Club Program Director, facility improvements by volunteers, participation in STEM activities, and board membership by Adam Milton, SVP of Global Manufacturing Operations. These initiatives positively impact the Siler City community.
- We continued our relationship with the ***Daniel Center*** through monthly in-person volunteer efforts by our Employee Resource Groups, which focus on STEM-related activities for the students. These efforts help children visualize future career paths in STEM.
- Employee Resource Groups hosted a Toy Drive during the holiday season at all of our U.S. Sites. North Carolina partnered with Military Missions in Action (MMIA) and the Pittsboro Chapter of Marine Corps Toys for Tots, Fayetteville partnered with Northwest Arkansas Children Shelter, Mohawk Valley partnered with the Central New York Chapter of Marine Corps Reserve Toys for Tots and Farmers Branch partnered with Communities In Schools of the Dallas Region.
- Employee Resource Groups hosted a Hurricane Helene Disaster Supply Drive at all North Carolina sites. All supplies collected were delivered to the Durham Rescue Mission, who transported them directly to Western North Carolina to assist those in need.

Our Goals and Certifications

- We have a ***sustainability goal*** to improve resilience in our supply chain:

Achieve >5% eligible supply chain spend from small and/or local suppliers by 2025.

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 2024 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 diversion rate from landfills*** improved due to waste diversion efforts in our facility in Macy, NY.
- We continued looking into opportunities to reduce, reuse and recycle our waste.

Our Goals and Certifications

- We maintained Environmental Management System ***ISO 14001:2015*** in our manufacturing locations in North Carolina.
- 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[2]

Our Approach

- Wolfspeed was founded upon the premise that our silicon carbide technology 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 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 2024 Activities

- Our Power products sold in 2024 will save approximately 122 million MWh and 43 million metric tons CO2e over their estimated lifetimes compared to alternative products (e.g., silicon Power products). This is equivalent to the greenhouse gas emissions from over 10 million gasoline-powered passenger vehicles driven for one year.
- We installed and operated ***point-of-use abatement*** to reduce GHG emissions at our manufacturing facility in Marcy, NY.
- We reduced usage of high global warming potential gas from our processes through the year.

Our Goals and Certifications

- We maintained Environmental Management System ***ISO 14001:2015*** in our manufacturing locations in North Carolina.
- 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[3]
Achieve a score of B or better on all CDP surveys by 2025[4]

[1] Expansion sites will be evaluated for applicability.

[2] Non-hazardous solid waste

[3] 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.

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

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
Cybersecurity

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.

CORPORATE GOVERNANCE

At the core of our sustainability philosophy is the significance of strong corporate governance. The Board of Directors has a duty to act as a responsible fiduciary for shareholders and to oversee our business management. To fulfill these responsibilities, the Board follows the procedures and standards outlined in these guidelines. These guidelines may be updated periodically as the Board sees fit in the best interests of Wolfspeed or to comply with relevant laws and regulations.

Corporate Governance Documents

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

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.***

Board Member*		Audit Committee	Governance and Nominations Committee	Compensation Committee
Glenda M. Dorchak	I		C	M
John C. Hodge	I	M	M	
Mark Jensen	I	M		
Darren R. Jackson	I	C	M	
Duy-Loan T. Le	I	M		M
Paul Walsh	I	M		
Marvin A. Riley	I			C
Thomas H. Werner	I		M	M
Stacy J. Smith	I		M	
Robert Feurle				

I = Independent Director **C** = Chairperson **M** = Member

* as of May, 2025

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***.

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 intended 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*** and our ***Human Rights Policy***. 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 2 and 4 hours per employee (between 10,000 and 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 enable that Wolfspeed can implement such standards, we are committed through our Environment, Health and Safety Policy to:

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

L.E.A.D. WITH EHS

PROTECT THE PACK

In an effort 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 supporting 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 committed to our core values, which guide every decision we make and shape how we conduct our business and interact with our customers, partners, suppliers and communities. We recognize the vital importance of upholding and promoting fundamental human rights grounded in dignity, equality, fairness, and respect throughout our operations and supply chain.

We adhere to applicable laws and regulations and respect internationally recognized human rights standards. Our dedication to advancing human rights is evident in our ***Code of Conduct***, ***Supplier Code of Conduct***, and ***Human Rights Policy***.

Human rights are essential to responsible corporate governance and are integral to our ongoing risk identification and assessment processes. We put our commitment into action by developing and implementing processes, procedures, and tools designed to protect human rights. This involves engaging with stakeholders to understand their perspectives, providing guidance on conducting risk and impact assessments, and continuously refining our efforts to uphold this commitment.

Our future success relies on our collective dedication to operate with integrity and transparency, respect for human rights, and responsibility toward our global customers, partners, and the communities in which we operate. We will continue to perform human rights due diligence and enhance initiatives aimed at preventing or mitigating any negative impacts on human rights.

We also maintain hiring age restrictions and uphold health and safety standards for all employers and employees of suppliers.

Our ***Supplier Code of Conduct*** explicitly prohibits the use of child labor in violation of local laws and regulations in the countries where Wolfspeed operates. We have established strict standards against forced or compulsory labor, applicable to both the employers and employees of our suppliers. Our ***Supplier Code of Conduct*** similarly prohibits such practices by our suppliers.

Both our ***Code of Conduct*** and ***Supplier Code of Conduct***, along with our ***Standard Purchase Order Terms and Conditions***, incorporate human rights clauses. We require all our suppliers to adhere to our ***Supplier Code of Conduct***. Wolfspeed is committed to complying with human rights laws and expects our suppliers and vendors to uphold the same standards.

According to our ***Code of Conduct***, Wolfspeed policies and procedures extend to all subsidiaries. If we hold the majority ownership in joint ventures, their policies and procedures will closely align with those of Wolfspeed.

Our North Carolina operations received Gold-level certification from the Responsible Business Alliance (RBA), which evaluated our human rights policies and practices among other corporate social responsibility factors. This assessment took place in early 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 allow 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
Use a defined method to identify and evaluate our organizational risks

Our Goal
Complete three risk plans per year under our Enterprise Risk Management (ERM) program by 2025

2024 Progress
- Identified most pressing risk facing organization, and related risk owners
- Developed and tracked risk mitigation plans for top 3 risks

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

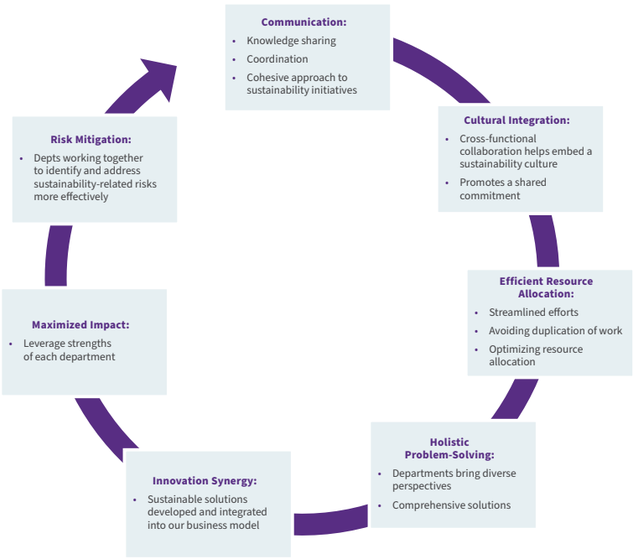
The Board of Directors is responsible for overseeing management's sustainability efforts at Wolfspeed, with this role primarily led by the ***Governance and Nominations Committee***. This Committee supports the Board in its oversight of environmental, social, and governance (ESG) matters, including issues such as climate change impacts, energy and natural resource conservation, environmental and supply chain sustainability, human rights, employee health, safety, and well-being, as well as corporate charitable and philanthropic activities.

The Committee regularly reports to the full Board, providing guidance on sustainability issues and playing a key role in shaping Wolfspeed's sustainability strategy, including the development of goals and targets. Sustainability-related information covering a variety of topics is presented to the Board at least once a year, or more frequently if significant matters arise. Delivery of this information is facilitated by the Senior Vice President of Legal & General Counsel.

Additionally, management with direct responsibility for developing and monitoring sustainability data at Wolfspeed includes teams from Environment, Health and Safety; Human Resources; Operations; Supply Chain; Product Quality; and Legal. When appropriate, we also involve employees from Corporate Sales, Marketing, and Finance, including Investor Relations, in these discussions.

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.

Department-Level Strategy Benefits



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 allowing 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 risk-informed, collaborative, layered approach which relies on people and technology. The Wolfspeed Security team includes uniformed officer personnel and a Global Security Operations Center (GSOC) to provide continuous support to the organization.

CYBERSECURITY

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

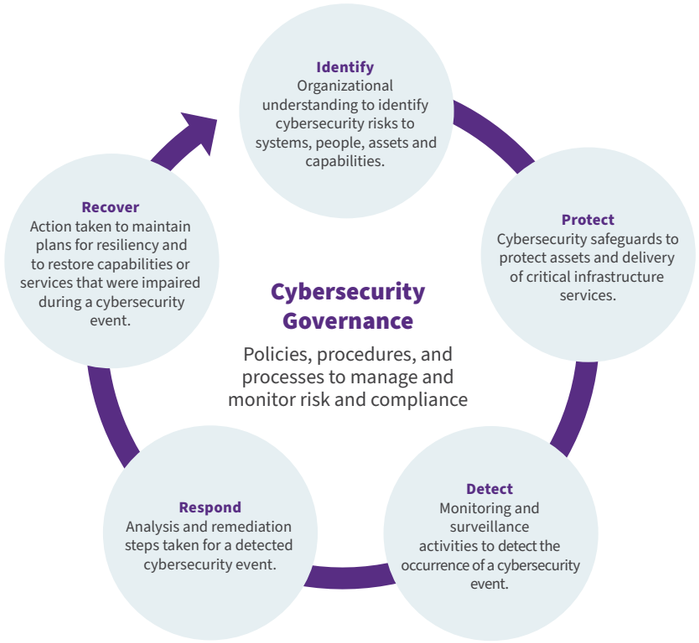
Active participation in cybersecurity awareness training, adherence to information security policies and procedures, and recognition and reporting of suspicious activities all contribute to the governance and safety of our digital environment.

The Wolfspeed Cybersecurity 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 digital 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.



Cybersecurity Lifecycle

Change Management
Wolfspeed manages a proactive and structured change management process to enable changes made to any production environment are applied in a safe, forward-looking and controlled manner. Changes to systems and network devices, along with physical and environment changes, are carefully monitored and managed through a formal change control process. This process includes comprehensive evaluations, approvals, and tracking to minimize risks and prevent disruption enabling the stability and security of infrastructure, while supporting ongoing improvement and innovation.

System Backups
Wolfspeed uses industry standard backup solutions to backup data critical to business operations. 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 ports and protocols explicitly allowed based on specific business needs are permitted. Wolfspeed maintains separate development and production environments. These environments are segmented using modern networking techniques to create secure partitions to allow that testing and production data and code do not directly interact.

Secure Network Connections
Transport Layer Security (TLS) encryption is configured for customer web application access using modern cypher suites intended to ensure that user data in transit is safe, secure and available only to intended recipients.

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.

Vulnerability Management
Vulnerability scanning is 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.

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.

Security Monitoring and Incident Response
We monitor our digital estate around the clock looking for signs of cyberattacks. All events are analyzed, evaluated, and if an incident arises, remediated. We have relationship with key partners that help us respond to cyber incidents and allow the business remains resilient.

Data Protection and Privacy
We apply data management principles to customer data that Wolfspeed processes, handles, or stores. 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.

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, delivering 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 support strong long-term financial performance. We adhere to the policies outlined in our ***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 2024 can be found in our ***2024 Annual Report***.

FY 2024

$807.2M
WOLFSPEED REVENUE

PRODUCT QUALITY

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.

Story

Throughout the year, Wolfspeed hosted and participated in a series of supplier events that facilitated meaningful interactions and the cultivation of both new and existing partnerships. These engagements not only raised awareness of our company and its strategic goals, but also strengthened community ties by promoting collaboration and open dialogue among local stakeholders. This community engagement allowed us to explore innovative solutions to shared challenges and create a network of support. As we continue to foster these relationships, we remain committed to advancing our collective goals for a successful future, while positively impacting the communities we serve.

QUALITY POLICY (WIN)

At Wolfspeed, we W.I.N. with Quality. We strive 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***.

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.

Enhance and strengthen our quality engineering teams

Invest in scaling quality management system and processes

Advance automotive culture through key quality initiatives

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.

Process & Systems

Quality management systems and factory automation

Behavior

Active engagement in risk mitigation

Attitude

Proactive mindset

Culture

High quality product at optimized cost

Increased customer satisfaction

Enable zero defects

Meet automotive expectations

5S

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

CUSTOMER SATISFACTION

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***.

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***

Marcy, New York
- ***ISO 9001: 2015***
- ***IATF 16949:2024***

Fayetteville, Arkansas
- ***AS 9100D and ISO 9001: 2015***

Our customer support mission statement guides us to enable 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.

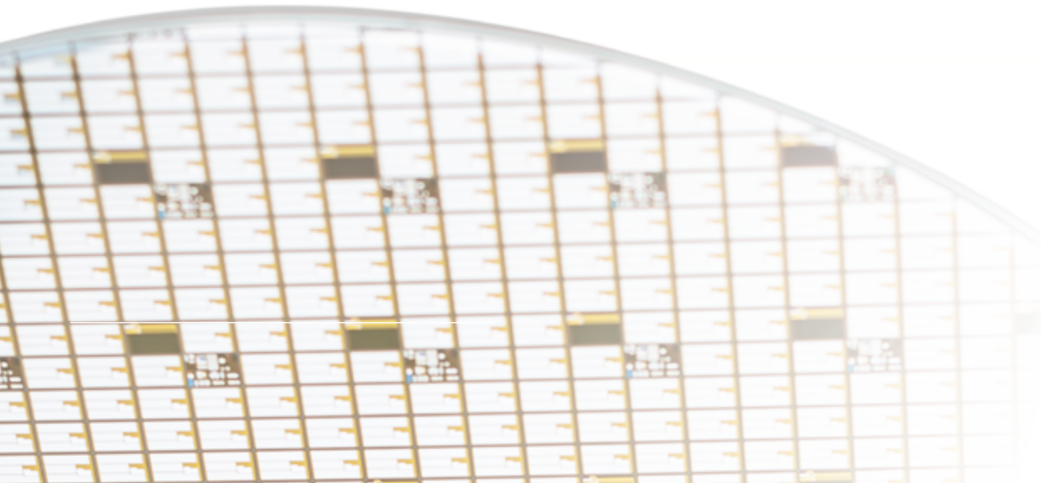
Statement of Work
Oversees all elements of the order-to-cash process to maximize the value derived from a Wolfspeed product before and after the sale is made and by providing high quality products.

Customer Service Principles
- We consistently aim to prioritize our customers by understanding and anticipating their needs for service and support.
- We recognize that our customers expect us to evolve alongside them, which requires us to provide high-value experiences at every interaction and to offer best-in-class innovative designs and products.
- Aim to simplify the process for customers doing business with Wolfspeed, in an effort to ensure that we remain their preferred supplier.
- We take pride in actively listening to customers, responding promptly, and conveying a sense of urgency in addressing their needs, understanding that the manner of communication significantly impacts customer perception and satisfaction.

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 supporting 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.

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 expanding our business with local and small suppliers by organizing and supporting targeted events that highlight and explore new opportunities. We are also updating our supplier on-boarding process to identify small 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.

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

In 2024, Wolfspeed added ISO 14001 and ISO 45001 requirements in the manufacturing agreement for contract manufacturers and evaluated various industry standard platforms as part of our future roadmap to strengthen our supply chain sustainability efforts.

Our Ambition

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

Improve resilience across our supply chain.

Our Goal

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

Achieve >5% eligible supply chain spend from small and/or local suppliers by 2025.

2024 Progress**

- Sent out 45 ESG surveys
- Strengthened our request with ESG Survey Letter
- ESG score included in key supplier scorecards

- 6.69% of the total eligible spend with small suppliers
- Hosted a supplier event and participated in other community supplier events
- Improved reporting by better defining applicable suppliers and spend
- Incorporated supplier resilience goals in our RFP templates

** Purchased Quality Item (PQI) suppliers*

*** Wolfspeed evaluated various industry standard platforms as part of our future roadmap to strengthen our supply chain sustainability efforts*

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 carry 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 is not only a commitment to uphold fundamental human rights but also a strategic approach to enhancing our business success. By confirming that we respect the rights of all individuals—especially those in our supply chain—we strengthen our reputation and build trust with our stakeholders, which is essential for long-term growth and sustainability.

Wolfspeed complies with applicable legislation and actively supports industry-wide initiatives aimed at promoting responsible sourcing, protecting human rights, and combating child labor. While we do not directly procure minerals from mines or their processors, we recognize our ability to influence and guide upstream supply chain actors through our clearly defined policies and practices.

Understanding the complexities of global supply chains, we collaborate with industry peers, suppliers, and various stakeholders to support responsible sourcing efforts through the Responsible Minerals Initiative (RMI). This collaborative spirit aligns with our core values of business ethics, labor rights, health and safety practices, and environmental responsibility, which are critical drivers of our competitive advantage.

Our proactive engagement in responsible sourcing not only meets legal and ethical standards but also mitigates operational risks associated with high-risk regions. By sourcing minerals responsibly from conflict-affected and high-risk areas, we align our procurement strategies with our commitment to integrity and corporate social responsibility.

To allow best practices in our supply chain, Wolfspeed's internal due diligence framework adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We leverage tools like the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) from the RMI to enhance our investigations of high-risk minerals. This robust framework not only safeguards human rights but also positions Wolfspeed as a leader in responsible sourcing—a key factor in securing business partnerships and meeting customer expectations in a socially conscious market.

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:

- Tantalum, tin, gold, and 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 responsible 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 enable 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
Employee Engagement
Compensation and Benefits
Learning and Development
Community Engagement
Health and Safety and ISO 45001
Health and Safety — Our Employees and Suppliers
Health and Safety — Our Customers

PEOPLE FIRST, PEOPLE ALWAYS

At Wolfspeed, we are the creators of the next-generation 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. We deliver unparalleled reliability on a massive scale from the first U.S.-based silicon carbide corridor with end-to-end substrate and power device fabrication to fulfill the world's growing demand.

We have unlimited potential thanks to the hard work and dedication of the people who bring their gifts and talents to work for Wolfspeed each day. Our team is made up of global, 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.

Story

Wolfspeed proudly presents "The Faces of Wolfspeed," an inspiring series that showcases the personal stories of our team members throughout the year. This collection highlights how individual life experiences and journeys within Wolfspeed have shaped their careers. We invite all Wolfspeed employees to engage actively, listen attentively and embrace the different perspectives shared within our community. Together, we celebrate the backgrounds that enrich our workplace and drive our collective success.

OUR EMPLOYEES

Wolfspeed is an Equal Employment Opportunity (EEO) employer, employing regular full-time and part-time employees, as well as interns, temporary and contract employees as necessary.

We employ over 5,800 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 85.4% of our total number of employees in calendar year 2024.

Global Employees by Region[1]

	2019	2020	2021	2022	2023	**2024**
Employees by Region						
North America	3,029	3,653	4,674	5,177	5,798	**5,571**
Europe	46	64	78	109	140	**136**
Asia	83	128	223	188	231	**203**
Total	**3,158**	**3,845**	**4,975**	**5,474**	**6,169**	**5,910**

2024 Employees by Region[1, 2]

	North America	Other Regions	**Total**
By Employment Type			
Full-time	5,520	336	**5,856**
Part-time	51	3	**54**
Total	**5,571**	**339**	**5,910**

2024 Employees by Employment Contract/Status & Type[1,2,3]

	Female	Male	**Total**
By Employment Contract/Status			
Full-time/Part-time	1,473	3,786	**5,259**
Temporary	22	62	**84**
Total	**1,495**	**3,848**	**5,343**
By Employment Type			
Full-time	1,473	3,820	**5,593**
Part-time	22	28	**50**
Total	**1,495**	**3,848**	**5,343**

[1] 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).
[2] 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.
[3] Data presented here is for our significant locations of operations and represents approximately 85.4% of our total number of employees in calendar year 2024.

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 2023 to 2024, we had a 26% return rate for interns choosing to join us for an additional summer experience. For 2024, we hosted interns from 59 institutions across the US, including 64% of interns pursuing bachelor's degrees, 20% pursuing master's degrees and 15% pursuing PhDs.

Returning Interns

Some of the perks of our internship program include:

- Direct interaction with senior leaders
- Networking with field experts
- Paid internships
- Culture that fosters collaboration and innovation
- Social and cultural events
- Clear contributions
- Community engagement
- Professional development

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. In 2024, the WRP continued and emphasized collaboration with our summer interns by hosting a community service event where they addressed food insecurity. By packaging meals together, they were able to contribute over 10,000 meals to those in need across the NC state.

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 cohorts – called "Packs" – through our continued recruiting efforts at high-caliber colleges and universities, particularly those with STEM- focused academic programs.

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 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. 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 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.

EMPLOYEE ENGAGEMENT

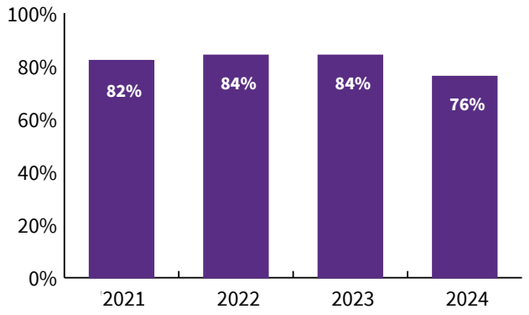
Employee feedback continues to drive and help shape our evolving culture, resulting in tangible change within the company. This has been reflected through items such as updated time off and attendance policies, the creation of new Employee Resource Groups (ERGs), new training opportunities and many other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

We have been committed to collecting and acting on employee feedback since 2017. 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 previous enterprise-wide surveys, our 2024 overall participation score was 77%. As a result of the 2024 survey, we created an "As a Result of Your Feedback" series to directly respond to employees' feedback and suggestions on our internal intranet.

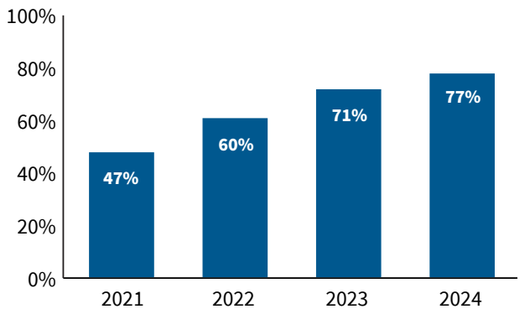
The top strengths we heard in the 2024 survey were that employees believe the work we do at Wolfspeed is important, they understand how their work contributes to Wolfspeed's goals and they feel they are treated with respect at Wolfspeed. These strengths illustrate the connection our team feels to the importance of the work we do and their role in driving our business success as well as their personal success.

At 76%, we feel the overall engagement score of the 2024 survey shows an opportunity for improvement, and we continue to take action.

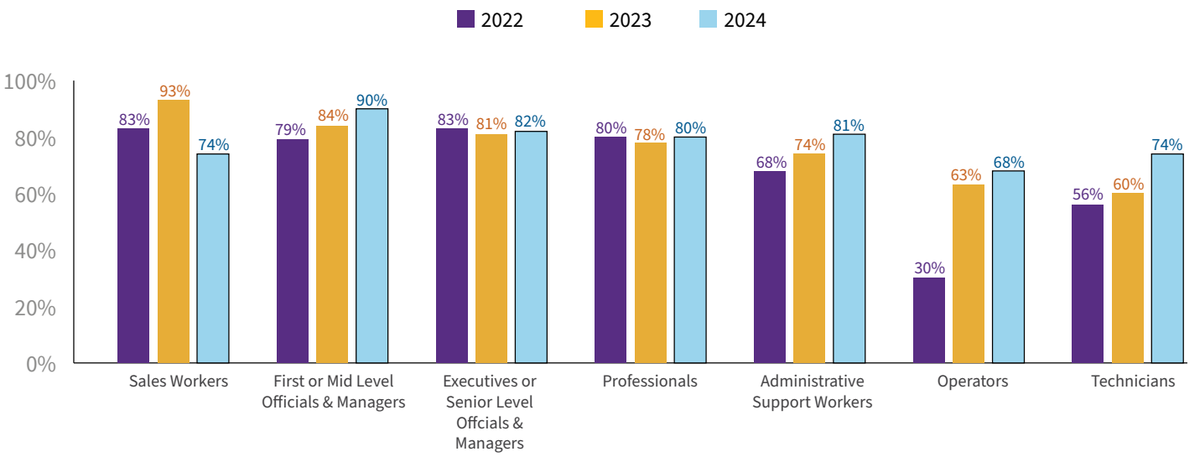
Engagement Score



Participation Rate



Participation Rate by Catgory



As a result of the employee feedback received from the 2024 employee engagement survey and a focus on the most prevalent themes, we:

- Increased frequency of business updates provided to all employees for enhanced clarity about important decisions at Wolfspeed.
- Continued to make program improvements and additions in the areas of learning and development.
- Shared anonymous survey results with Managers who had four or more employees complete the survey. This provided them the opportunity to review the information and make any updates or changes based off their team's feedback.
- Shared survey results at the business unit level, allowing them to focus on the unique strengths and challenges of each of our teams. Each business unit formed an Action Teams dedicated to understanding their results and identifying actions that will improve the culture for their team.

EMPLOYEE ENGAGEMENT *(CONTINUED)*

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 in an effort to ensure we are looking for ways to continually get better.

Every day, Wolfspeed employees are making impactful contributions for our customers and our company.

Our senior leaders continue to share video updates highlighting our performance, strategy and direction. Video updates include discussions around our business product launches, safety protocols, corporate goals and updates and other Wolfspeed-related topics to inspire, inform and educate employees. The 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 video updates as well as all video communications shared via email 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. For those offices outside of the U.S. we share video content 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.

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, news from around the organization, instructions on how to sign up for training opportunities and much more. Engagement on the intranet platform has increased 41% over the last two years as we continue to utilize our digital communication channels more frequently.
- We continue to create 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 2024, we launched new content celebrating good news across the organization through a series called ***Faces of Wolfspeed***, which showcases our talented team and puts our Values in Action.

Values In Action

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, gift cards, or donate to charities, allowing employees to cash in their points for something that is meaningful to them.

Off to the Races

To help Wolfspeed employees fully understand 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 10 of the ABB FIA Formula E World Championship, and in addition to sharing regular videos and stories, 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 London, England 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.

Introducing the Wolfspeed Trailblazers | 20+ Club

At 20 years of service, employees will become members of the Wolfspeed Trailblazers 20+ Club. This "club" is exclusively for employees with 20 or more years with the company. In addition, these employees will:

- Have their name and photo added to a special intranet page which will celebrate them and, over time, tell many of their stories
- Be recognized during the CEO's quarterly results updates
- Receive a Wolfspeed Trailblazers-branded jacket and backpack
- Be included as a member of the Wolfspeed Trailblazers Employee Resource Group

COMPENSATION AND BENEFITS

Wolfspeed offers compensation and benefits packages designed to support 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.[1] 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 frequently in an effort to ensure they are objective, 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 share 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.

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.

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 comply with Title VII of the Civil Rights Act of 1964.

Health and Wellness

Health Benefits
We offer flexible heath 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 & Marcy)
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.

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.

[1] 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, Fayetteville, Arkansas and Marcy, New York. We are only including sites that were relevant in 2024, and these are not our company's only sites.

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 is provided 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.

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.

Employee Resource Groups
Employee Resource Groups (ERGs) play a critical role in advancing our values and business objectives. They serve as a platform for discussing strategic goals within the organization and fostering a supportive work environment. ERGs provide a strong support system that promotes culture and community in the workplace.

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.

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.

2024 Parental Leave[1]

Gender	Female	Male	**Total**
Employees Eligible for Parental Leave	1,529	3,952	**5,481**
Employees Who Took Parental Leave	29	134	**163**
Employees Who Returned to Work After Parental Leave	28	129	**157**
Employees Who Were Still Employed 12 Months After Parental Leave	24	118	**142**
Return to Work Rate for Employees Who Took Parental Leave	96.6%	96.3%	**96.3%**
Retention Rate for Employees Who Took Parental Leave	82.8%	88.1%	**87.1%**

[1] Data presented here is based on full and part-time U.S. employees and represents approximately 94.3% of global Wolfspeed employees. Employees terminated due to Divestiture or Reduction in Workforce 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 enable 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.

428 EMPLOYEES
completed our Technician Certification Program

The 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.

EDUCATION SPONSORSHIP PROGRAM

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)

Technician Certification Program[1]	The 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.
Education Sponsorship Program[2]	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.
JMP Training	JMP Training provides instruction on statistical analysis software to help with mission-critical calculations and analytics.
8D Training	The 8D (Eight Disciplines) Problem Solving Process is a team-oriented systematic problem-solving method. Its purpose is to contain the problem, correct and prevent the cause of the problem from recurring. The 8D Problem Solving Process places great emphasis on getting to the root cause so that effective corrective and preventive solutions may be implemented.
Core Tool Training	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.
On-The-Job Training (OJT)	On-The-Job Training is a program designed to help new operators, technicians, etc. develop the skills needed to perform their job functions while on the job. The program allows operators to work alongside an experienced operator/ trainer and is commonly used for cross-training.

Personal and Professional Development

Resources for Your Development Site	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.
New Leader Program - Lead the Way	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.
LinkedIn Learning	Wolfspeed partners with LinkedIn Learning to provide access to thousands of self- paced learning courses on professional development, technical development and personal development topics.
Career Coaching	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.
Wellness Workshops[2]	Wellness Workshops are programs designed to focus on all aspects of our employees' well-being. Topics include injury prevention and exercise, stress management and much more. We host Wellness Workshops every month.
Personal Finance Workshops[2]	Personal Finance Workshops are 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.

[1] *Opportunity is offered at Durham, U.S. site, in partnership with Durham Technical Community College*
[2] *Opportunity is offered at all Wolfspeed U.S. sites.*

COMMUNITY ENGAGEMENT

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

Employees In Our Communities

Wolfspeed employees have the power to make a difference and contribute to not only our success, but the success of community members where we operate by engaging in various volunteer activities. Some of these activities include:

- **Volunteer with Partner Organizations:** Collaborate with organizations like the Food Bank of Central & Eastern NC, Toys for Tots, the local Boys and Girls Clubs, The Daniel Center for Math and Science, FIRST Robotics, Project Fibonacci, P-Tech, NC Science Festival, Cristo Rey Research Triangle High School, WakeEd Partnership and many more.
- **Classroom Presentations:** Inspire students in classrooms by discussing STEM fields and the exciting work happening at Wolfspeed.
- **Advocate for STEM:** Speak to students about the value and importance of what we're doing and what we make possible and encourage them to explore STEM pathways.

K-12

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 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.

Our Ambition
Provide more opportunities for STEM education at all levels.

Our Goal
Establish STEM partnership at 100% of our major locations by 2025.

2024 Progress

- As we continue to broaden our global footprint, it's important that we cultivate a workforce across 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.

Partnership Highlights

WakeEd Partnership

Wolfspeed has a long-standing relationship with WakeEd Partnership, hosting students and educators through the SummerSTEM and Career Exploration programs, which introduce participants to the semiconductor industry.

FIRST Robotics

Since partnering with FIRST Robotics in 2019, our collaboration has expanded to national and international support. We engage with teams through coaching, mentorship and volunteering at competitions, empowering students aged 4 to 18 with essential STEM skills and fostering confidence and teamwork.

Advanced Manufacturing CCP

In preparation for our new facility in North Carolina, we have engaged with the Advanced Manufacturing College and Career Pathway (CCP) with Central Carolina Community College. Recruitment for high school students began in Spring 2024, with classes starting in Fall 2024, leading into Wolfspeed's Apprenticeship program.

Cristo Rey

Partnering with Cristo Rey Research Triangle High School since 2021, we participate in their Corporate Work Study Program, allowing students to work part-time at Wolfspeed. This experience enables them to gain exposure to various industries and develop professional relationships.

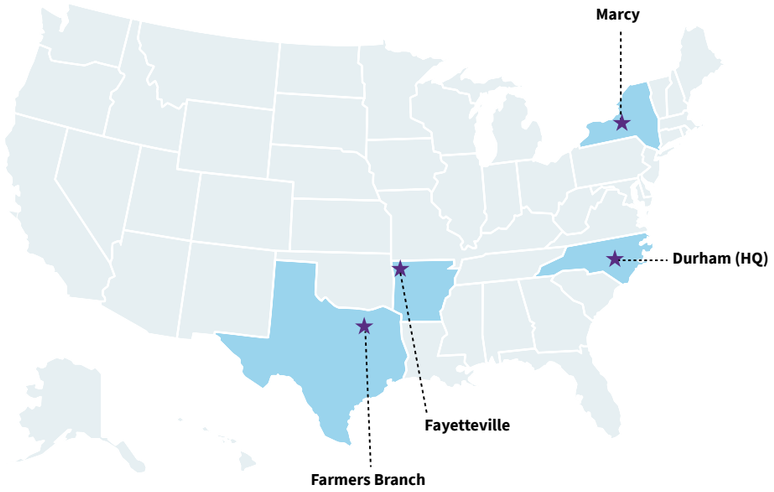
The Daniel Center for Math and Science

The Daniel Center prepares students for post-high school education through engaging teaching and learning experiences. Since 2020, students have participated in our virtual STEM Day activities, and our Employee Resource Groups host monthly volunteer activities at the Daniel Center. Margaret Chadwick, Chief Human Resources Officer, has been on the Daniel Center Board since 2021, helping to connect students with local companies.

Boys and Girls Club in Siler City

Wolfspeed has established a strong partnership with the Boys and Girls Club in Siler City, focusing on empowering young people. Our initiatives include a three-year sponsorship to fund a Club Program Director, facility improvements by Wolfspeed volunteers, participation in STEM activities and board membership by Adam Milton, Senior Vice President of Global Manufacturing Operations. These efforts contribute positively to the Siler City community and support local youth.

US Locations



Durham (HQ) & Siler City, NC

- Afghan American Association of NC (ERG)
- Chatham County Partnership for Children
- Chatham Habitat for Humanity
- CORE NC (ERG)
- CORA
- Durham Rescue Mission
- Food Bank of Central & Eastern NC
- Foundation of Hope
- Greater Raleigh Chamber
- Habitat for Humanity Wake
- The Hispanic Liaison of Chatham County
- Marine Corps Toys for Tots (ERG)
- NC A&T Real Estate Foundation
- Siler City Futbol Club
- Special Olympics NC
- Town of Siler City
- Boys & Girls Club of Central Carolina
- CCCC Foundation
- Chatham County Schools
- Chatham County Education Foundation
- Cristo Rey Research Triangle High School
- NC Arts in Action
- NC Science Olympiad
- The Forge Initiative
- NCSU Palmour Family College of Engineering Fellowship Endowment
- TriWiSTEM
- UNC Morehead Planetarium & Science Center
- WakeEd Partnership

Farmers Branch, TX

- Communities in Schools Dallas Region

Fayetteville, AR

- Northwest Arkansas Children's Shelter
- Women's Foundation of Arkansas
- Arkansas STEM Coalition

Marcy, NY

- Marine Corps Toys for Tots (ERG)
- Boilermaker
- Community Foundation of Herkimer and Oneida Counties
- Jonson Park Center
- Mohawk Valley Resource Center for Refugees (ERG)
- Poly Pantry
- The Neighborhood
- Utica Rescue Mission
- The Project Fibonacci
- Utica Children's Museum

National or Global

- AccessSOS (ERG)
- ACLU (ERG)
- American Cancer Society (ERG)
- International Civil Rights Center & Museum
- Direct Relief
- Feeding America
- NAACP (ERG)
- Salvation Army
- The Global FoodBanking Network
- FIRST Robotics
- NSBE
- SuitUp
- SWE

KEY

- Community Partnership
- Educational Partnership

Partnering with our Neighbors to Serve the Community and Close the Opportunity Gap

Employee Resource Group Social Impact

15 Volunteer Events

289 Total Volunteer Hours

STEM and Career Volunteer Events

17 Volunteer Events

80 Total Volunteer Hours

Inspiring the Next Generation of STEM Innovators: STEM Day 2024

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 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. In 2023, participants heard from two Wolfspeed engineers who worked in the United Kingdom alongside the Jaguar TCS racing team as embedded engineers and had a Q&A session with one of the Jaguar TCS racers, Sam Bird.

STEM Day 2024 highlighted our partnership with FIRST Robotics. Students from two local North Carolina FIRST Robotics teams in addition to FIRST North Carolina Director, Marie Hopper, joined us to share about their experiences with FIRST and how students who are interested can get involved in their local communities.

Before the event, we created a special STEM Day intranet page to provide employees with easy access to information on FIRST Robotics and included the registration link and presenter bios.

FIRST ROBOTICS COMPETITION

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 in an effort to ensure they meet or exceed the applicable regulations and help reduce incidents.

In 2024, Wolfspeed focused on continual improvements to our Occupational Health & Safety (OH&S) Management System. Our manufacturing sites in Durham, North Carolina maintained certification to ISO 45001:2018. The benefits of implementing an OH&S management system include improved health and safety risk management, cost savings, meeting external stakeholder expectations, enabling compliance with health and safety laws, and fostering employee participation as a foundational element of success. See our certificates, ***here*** on Wolfspeed.com.

Note: ISO 45001 certification in 2024 covered our two main manufacturing facilities which represents over 78% of Wolfspeed's operations (based on headcount).

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

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

2024 Progress
- Durham and RTP, NC both certified to ISO 45001 and maintaining an occupational health and safety system
- Marcy, NY is continuing to make progress and is on track to implement and prepare for certification in 2025

** 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 promotes **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 or multiple employees each quarter.

Moore Drive Manufacturing Equipment Engineer

Durham Process Development Engineer

Marcy Equipment Engineer

PROTECT THE PACK

EMEA Power Applications Lab Manager

Durham Facilities Electrical Engineer

Durham Materials Maintenance Specialist

Marcy Sustaining Engineering Manager

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					
	Safe Work Practices[1]	Engineering Controls[2]	Personal Protective Equipment[3]	Hazardous Substance Information[4]	Measurement and Medical Checks[5]	Training
Management Systems						
Management of Change Program	•	•	•	•	N/A	
Undesired Condition Identification and Screening	•	N/A	N/A	N/A	N/A	
Occupational Health						
Bloodborne Pathogens	•	•	•	•	•	•
Industrial Hygiene	•	•	•	•	•	
Hearing Conservation	•	•	•	•	•	•
Ionizing Radiation Safety	•	•	•	•	•	•
Laser Safety	•	•	•	•	•	•
Ergonomics	•	•	•	•	•	•
General Safety						
General Safety Requirements	•	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	•		•	•
Process Safety Management						
Process Hazard Analysis	•	•	•	•	•	•
PSSR Pre Start-Up Safety Review	•	•	•	•	•	•
Line Breaking	•	•	•	•	•	N/A

Occupational Health and Safety Programs (continued)

WOLFSPEED PROGRAM OR PROCEDURE	ELEMENTS OF PROTECTION FOR WORKERS EXPOSED TO HAZARDS					
	Safe Work Practices[1]	Engineering Controls[2]	Personal Protective Equipment[3]	Hazardous Substance Information[4]	Measurement and Medical Checks[5]	Training
Incident Management						
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	•
Transportation						
Motor Vehicle Safety	•	•	•	N/A	•	•
Hazardous Materials Transport	•	N/A	N/A	•	N/A	•
Sustainable Business Practices						
Supplier Safety	•	N/A	•	•	•	•
Chemical Management						
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 enable the program has considered any new regulations or best practices and is producing desired results. We support 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:

[1] 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.

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

[3] 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.

[4] 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 allowing proper signage and labeling of hazardous areas, piping, and equipment.

[5] Examples of measurement and medical checks at Wolfspeed include testing of ventilated areas intended 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 2024

Electrical Safety Program: Proactive Measures for Employee Safety and Compliance

Wolfspeed improved and implemented a revised Electrical Safety standard to enable robust management of the inherent risks of working on or near electrical equipment within our business. Notable improvements implemented in 2024 include an enhanced Qualified Electrical Worker competency matrix and the completion of critical equipment maintenance.

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.

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.

Site-specific Health and Safety Initiatives' Highlights

<table>
<tr><th>Durham and RTP, NC</th><th>Marcy, NY</th><th>Moore Drive, NC</th><th>Farmers Branch, TX</th><th>Fayetteville, AR</th></tr>
<tr><td colspan="5">Protect the Pack focus on "see something, say something" to engage employees in sharing observations and ideas for improvement</td></tr>
<tr><td colspan="2">• Continued engagement between leadership and operations to check and improve environmental compliance and health and safety requirements
• Encouraged all employees to identify hazards and report safety observations
• Assessed safety of new tools and new technology
• Continued training and messaging</td><td rowspan="2">• Safely installed new manufacturing equipment
• Safely installed and set up facilities life safety system equipment
• Regularly conducted joint 5S and environmental health and safety walks
• Continually improved manufacturing processes to make them safer by regularly conducting JHAs</td><td rowspan="2">• Successfully maintained a zero-accident work environment throughout the tool ramp and decommissioning phases
• Established a safety leadership team to drive project execution, support protection of the pack safety culture and continuous improvement
• Established programs and processes intended to ensure employee health and safety</td><td rowspan="2">• Improved the communication of critical health and safety information that is available to site employees
• Made improvements in machine guarding
• Collaborated with local emergency services</td></tr>
<tr><td>• Maintained ISO 45001 certification</td><td>• Initiated implementation of ISO 45001 health and safety management system</td></tr>
</table>

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 these 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 and management safety walks in our manufacturing operations in Durham, NC and Marcy, NY. Our commitment to a cultural standard of excellence enables 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 promote 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

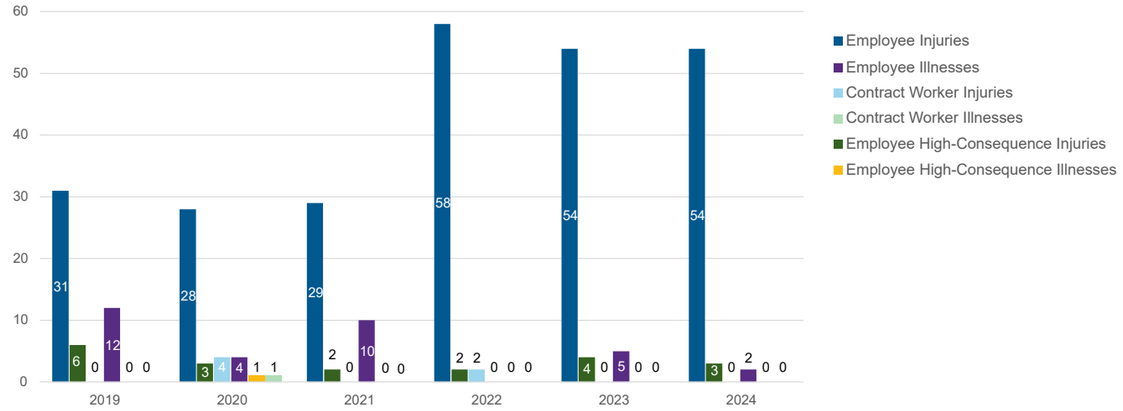
In cases where Wolfspeed does not control either the work or workplace, we exercise the leverage we have as a customer. Our Supplier ***Code of Conduct*** communicates and records the shared expectations around supplier health and safety performance. The implementation of a new Enterprise Resource Planning 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.

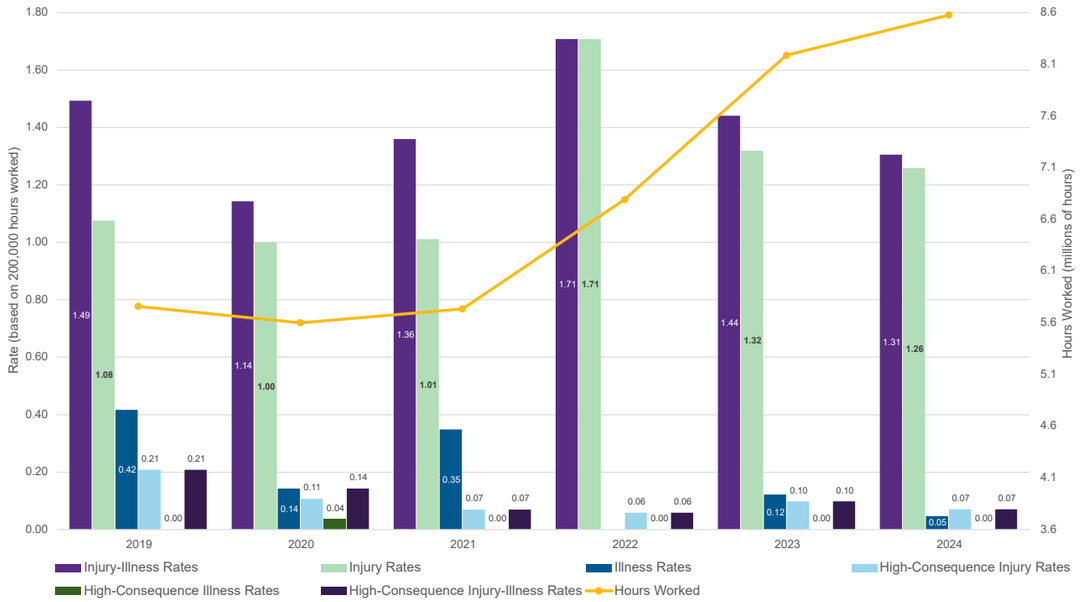
Occupational, Health, and Safety Performance

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.

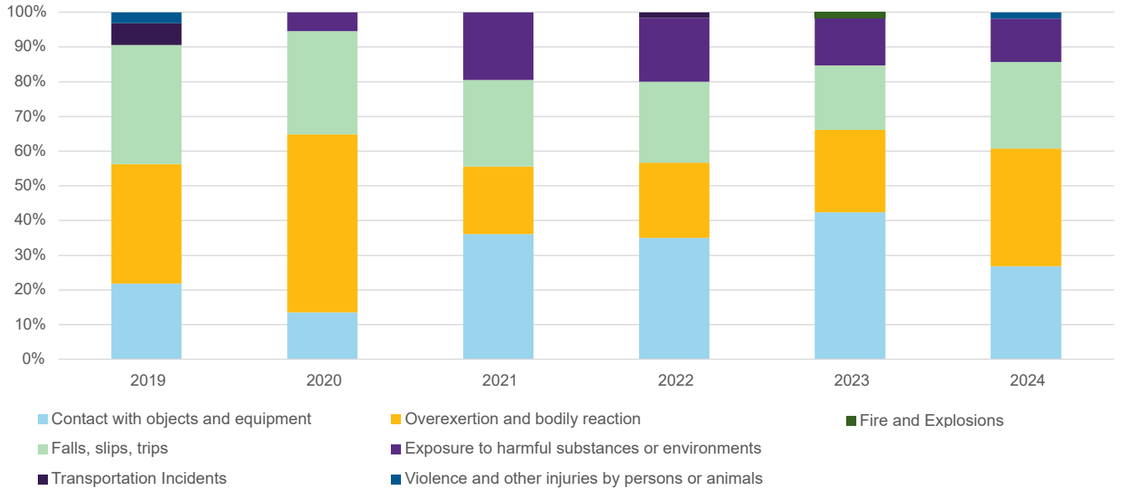
Recordable Work-Related Injury-Illness Cases[1, 2, 3, 4]



Recordable Employee Work-Related Injury-Illness Rates[1,2,3,4,5]



Recordable Work-Related Injury-Illness Types[1]



2024 Health and Safety Data Trends

2024 Information:

- Our injury and illness rates decreased in 2024.
- We continue to focus on 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.

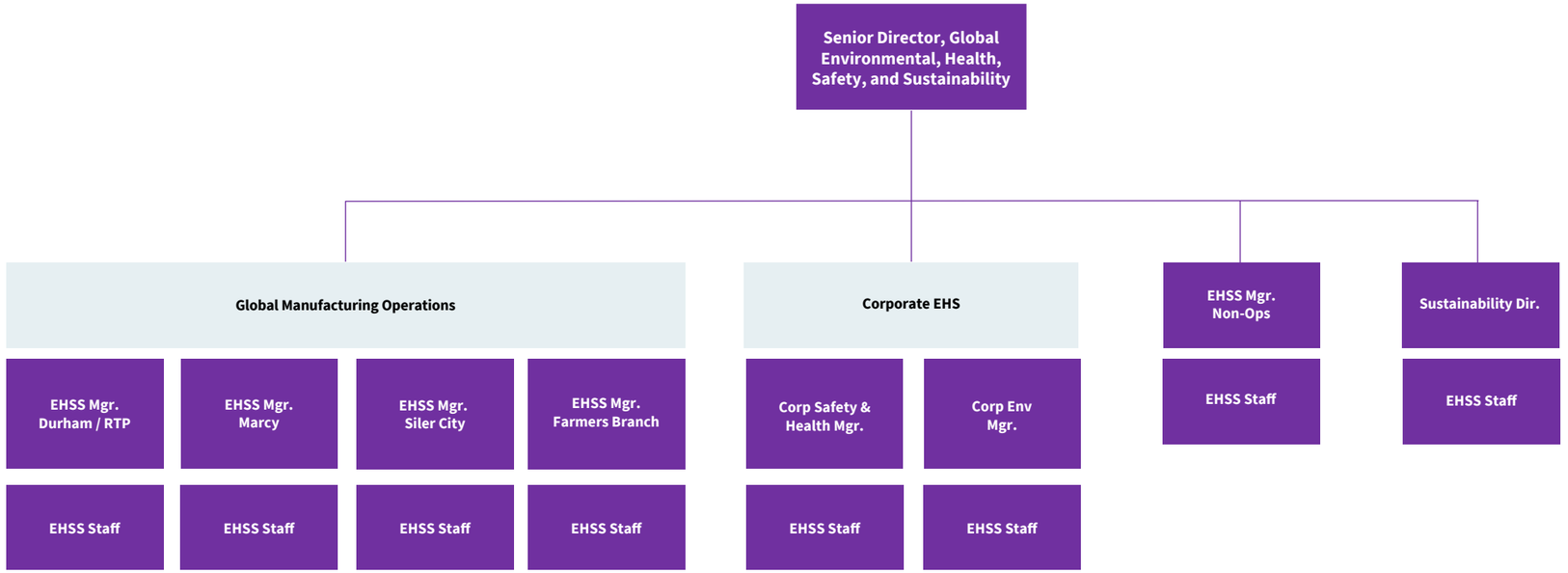
Future Look:

- 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.

[1] 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 2024 employees.
[2] 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.
[3] Contract Worker = Any worker who is not a Wolfspeed employee but whose day-to-day work instruction is controlled by Wolfspeed
[4] 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.
*[5] 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:



HEALTH AND SAFETY — OUR CUSTOMERS

We design and test our products in an effort 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.

Harsh Environment Testing

To enable 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 allows our Power modules can be operated in outdoor applications, such as renewable energy and electric vehicles.

Safe Use of Products

Wolfspeed's silicon carbide (SiC) products enable high voltage applications, which can pose significant safety concerns. To address these challenges and support the safety of personnel and equipment, Wolfspeed offers comprehensive application notes. These resources assist customers in designing and assembling safe and reliable power electronic systems

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

Story

Wolfspeed is committed to harnessing the power of silicon carbide to create a safer and more sustainable future and in this capacity, our Global Materials Operations (GMO) team has made a significant improvement in workplace safety and environmental protection by removing mercury from a key process. Mercury, a heavy metal, has the potential to pose risk to both employees and the environment if not handled properly. Multiple members of Wolfspeed's GMO team at ***The John Palmour Manufacturing Center*** *in Siler City, NC, collaborated to successfully identify a mercury-free alternative that will fully eliminate future use of this potentially hazardous substance.*

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 supporting 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 through our internal programs based on IECQ QC080000 and IEC 63000 requirements.

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

Driven largely by the broad adoption of AI, data centers could consume up to 9% of U.S. electricity generation by 2030. Wolfspeed silicon carbide-based products enable more efficient power conversion while increasing PSU energy density by up to 40%[1], which drives savings on cooling. Our products are optimized to meet global efficiency standards like 80+ Titanium.

RENEWABLE ENERGY - SOLAR AND ENERGY STORAGE SYSTEMS

Solar and energy storage systems can benefit from silicon carbide 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[2].

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[3].

[1] https://www.goldmansachs.com/insights/articles/AI-poised-to-drive-160-increase-in-power-demand
[2] https://www.wolfspeed.com/applications/power/renewable-energy/solar-energy-systems/industrial-commercial-solar-systems/
[3] www.IEA.org

LEADING THE WAY TO A SUSTAINABLE FUTURE

Compared to alternatives, our products sold in 2024 will save approx:

43 mil
METRIC TONS
of CO_2e

over their lifetimes, which is

EQUAL TO:

the greenhouse gas emissions from over

10 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 and track reportable substances in our products.

Reportable Chemicals and Materials Process

Wolfspeed's Product Stewardship team maintains an active process intended to identify restricted and reportable materials (RCMs), such as lead (Pb) in our products. This team addresses regulatory compliance of restricted and reportable substances on a worldwide basis. Chemicals and materials used during processing and the materials and components remaining in finished Wolfspeed products must go through an internal review and approval process. This 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 aligns with the electronic industry's 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?

As a component supplier, Wolfspeed provides finished goods that go into our customers' end products. Wolfspeed continues to maintain and provide the necessary data for end-of-life management. All Wolfspeed Power chips, Power components and Power devices, including electronic components incorporated into Wolfspeed's finished goods, should be considered for electronics re-use and/or recycling when feasible. Disposing of electronic waste in landfills is banned in many locations. In some areas of the world, it depends on the recycling vendors' availability. End users are encouraged to check their local regulations or with local recyclers for advice on disposal of products containing Wolfspeed and other electronic 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 supporting continued improvement in our environmental performance.

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

Durham, North Carolina
• ISO 14001:2015

RTP, North Carolina
• ISO 14001:2015

Note: ISO 14001 certification in 2024 covered our two main manufacturing facilities which represents over 78% of Wolfspeed's operations (based on headcount). Our manufacturing facility in Marcy, NY is in the process of implementing ISO 14001 with a goal to be prepared for certification in 2025.

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 was 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***.

ESI
Rising Steward

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. It is LEED® Silver certified by the ***U.S. Green Building Council***.

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:

LEED® Silver
Certified

14
electric vehicle charging stations, enabling the reduction of
136,000+ lbs
of carbon emissions each year

Constructed wetland and bioretention ponds to naturally manage stormwater

100%
energy-efficient LED lighting, eliminating all toxic heavy metal mercury found in traditional fluorescent fixtures

Energy-efficient ventilation fans, heat rejection and space cooling using water-chilled air conditioning units, saving
2,477,000 kWh
of electric energy annually

Water recycle system to offset municipal water purchases and reduce the consumption of water

Low VOC paints, coatings, sealants, adhesives, furniture and flooring that reduce the concentration of chemical contaminants and improves indoor air quality

Water-saving low-flow toilets, urinals, lavatory faucets, showers and more that reduce water usage by approximately
542,000 gallons per year
or enough to fill almost
13,000
bathtubs

Many other features consistent with LEED-Certification

ENERGY AND GREENHOUSE GAS EMISSIONS

Our Products

Our Power products are designed with energy efficiency in mind. They enable industries to create cutting-edge energy-efficient solutions in areas such as renewable energy, vehicles and EV charging.

Our Manufacturing

We understand the future risks posed by rising energy demands on our environmental, social, and economic well-being. Beyond providing energy-efficient products, we are committed to reducing greenhouse gas (GHG) emissions and improving energy efficiency across all Wolfspeed sites.

Although we are not currently bound by any national, regional, or industry regulations regarding energy and GHG emissions, we have set our own emission reduction goals. Our manufacturing facilities in the United States comply with local air pollution regulations, which cover criteria pollutants (like NOx and SOx) and toxic air pollutants. Each site adheres to its specific air permit requirements, and, where applicable, state air permit conditions limit fuel usage.

Our Ambition

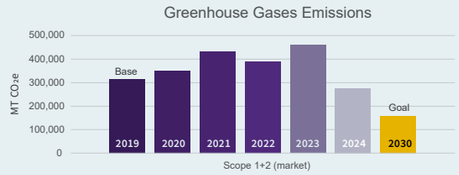
Actively work to mitigate climate change and reduce our own -- and others' -- carbon footprint; stay efficient, stay productive. Be a company that makes a difference for future generations.

Our Goal

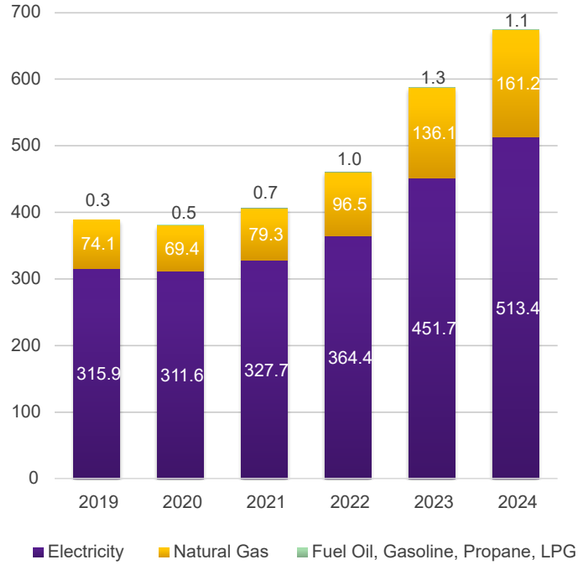
- Reduce scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030
- Achieve net zero scope 1 and 2 GHG emissions by 2050*

2024 Progress

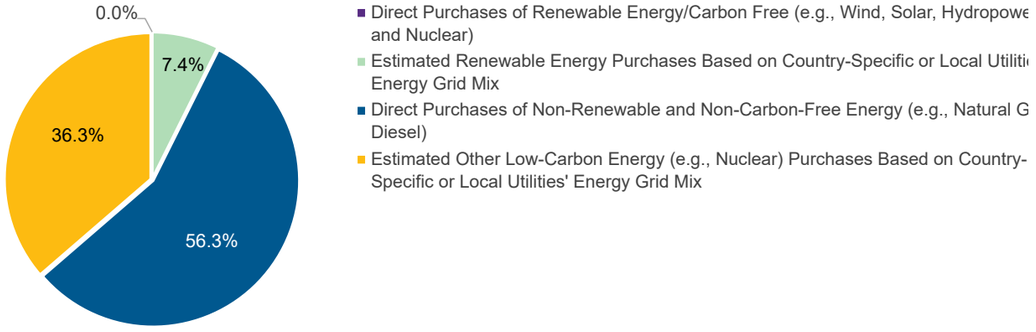
Decreased scope 1 and 2 (market) by 13% relative to base year.



Energy Consumption
in Gigawatt Hours



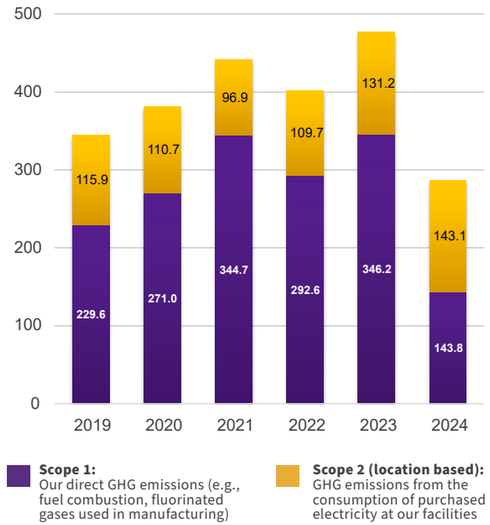
2024 Energy Purchases



** 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_2 Equivalents

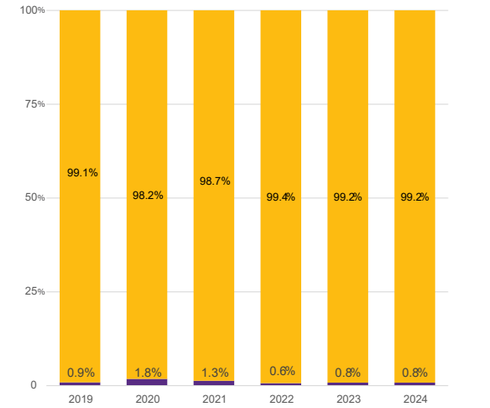


Scope 1: Our direct GHG emissions (e.g., fuel combustion, fluorinated gases used in manufacturing)

Scope 2 (location based): GHG emissions from the consumption of purchased electricity at our facilities

Our Carbon Footprint

in Percent of Total GHG Emissions



The total of our scope 1, scope 2 and scope 3 emissions from all other scope 3 categories

Our scope 3 emissions from the use of our sold products over their estimated lifetimes

58%

reduction in Scope 1 Emissions*

* YTY comparison

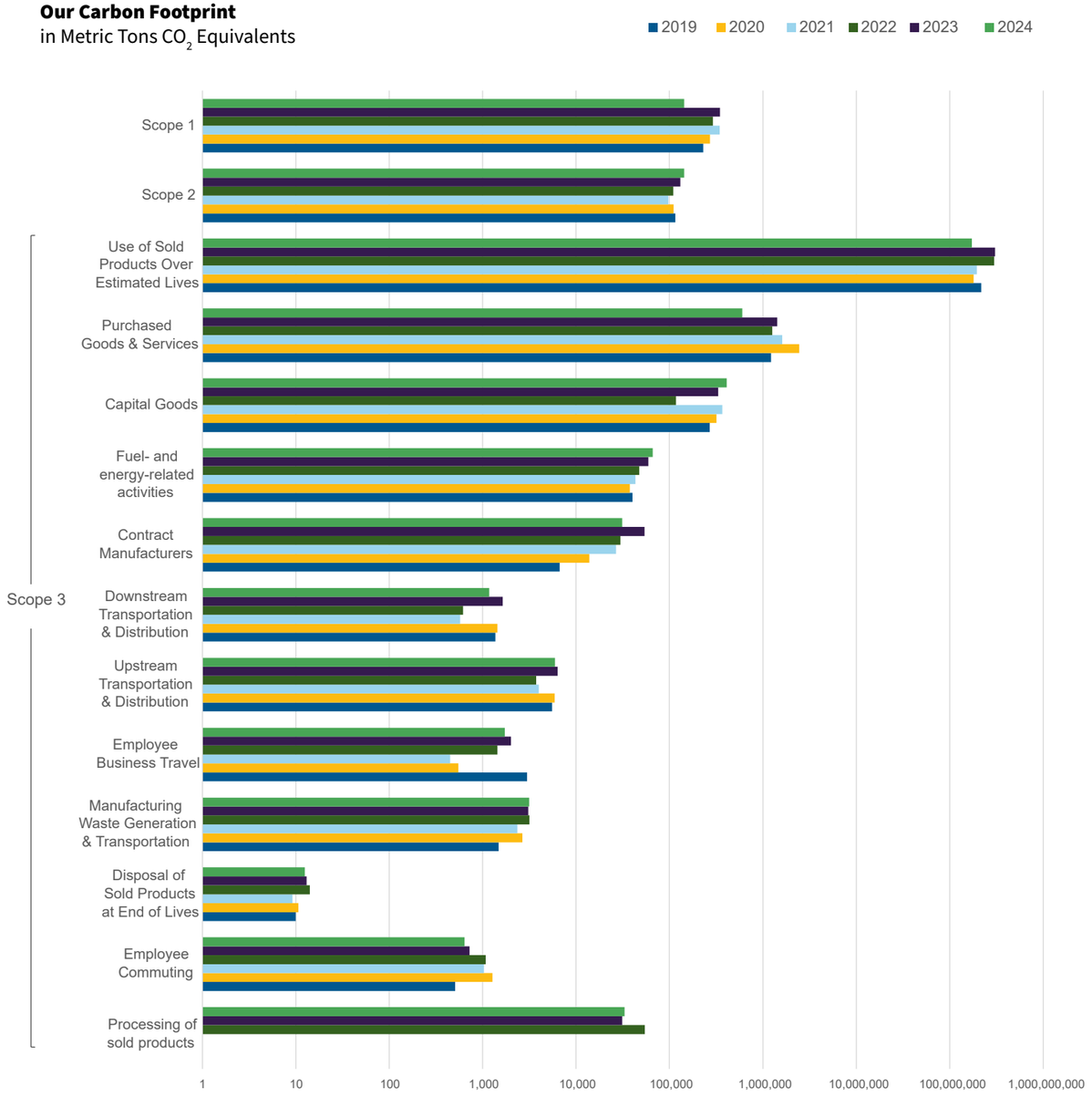
Reducing CO_2e

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 products sold in 2024 will save approximately **122 million MWh and 43 million metric tons CO_2 equivalents** over their estimated lifetimes.

Our Carbon Footprint

in Metric Tons CO_2 Equivalents



2024 GHG and Energy Data Trends

Scope 1 and Scope 2

2024 Information:

- Wolfspeed installed and operated 31 abatement units at the Marcy, NY facility that resulted in 3,221 tons CO_2e greenhouse gas emissions abated in 2024.
- We have reduced our scope 1 emissions by 58% compared to 2023. This significant decrease is mainly due to the reduced use of a fluorinated process gas at our facility in RTP, NC. We replaced this gas with a process gas that has a lower Global Warming Potential (GWP).
- Our scope 2 emissions increased due to increased production in our facility in Marcy, NY and adding two new facilities in Moore Drive, NC and Farmers Branch, TX.
- Overall, we reduced our combined scope 1 and 2 (market) emissions by 13 % relative to the base year.

Future Look:

- We continue installing point of use abatement units to address scope 1 greenhouse gas emissions from process equipment at our manufacturing facilities.
- The energy-focused sustainability team is exploring options for energy reduction, renewable energy, and efficiency improvements to help offset expected increases in energy use and scope 2 emissions due to the addition of a new site in Siler City, NC.
- Where possible, we incorporate the best energy and emissions-related practices into new site designs.
- We have ***GHG goals*** to help focus our reduction efforts of our climate change impacts.

Scope 3

2024 Information:

- **Purchased goods and services and capital goods:** In 2024, our use of raw materials in manufacturing changed compared to 2023 due to shifts in output and product mix, resulting in a decrease in Scope 3 emissions for this category. Our scope 3 emissions from capital goods increased in 2024 due scaling our operations.
- **Fuel-and-energy-related activities (not included in scope 1 or 2):** In 2024, our use of fuel and electricity in manufacturing changed compared to 2023 due to shifts in output, product mix, and the addition of new facilities, resulting in an increase in Scope 3 emissions from fuel- and energy-related activities.
- **Upstream and downstream transportation and distribution:** Our emissions from upstream and downstream transportation and distribution decreased due to differences in shipment amounts.
- **Business travel and employee commuting:** Our business travel emissions decreased in 2024 due to less air travel. 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 due to employee base decrease. Increased usage of electric vehicles also contributed to the emissions decrease.
- **Waste generated in operations:** The GHG emissions associated with the disposal and transportation of our waste increased slightly in 2024 compared to 2023 due to an overall increase 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 decreased in 2024 due to product mix differences in 2024 versus 2023 (only power products). The GHG emissions from processing of sold products decreased slightly due to some changes in a mix of organizations that processed our sold intermediate products in 2024. 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:** Our scope 3 emissions from contract manufacturing decreased in 2024 due to product mix difference (only power products).

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 increased production, 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).

Product Carbon Footprint

In 2024, Wolfspeed launched its 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 our 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 enable 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 timely and realistic to deploy. 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.

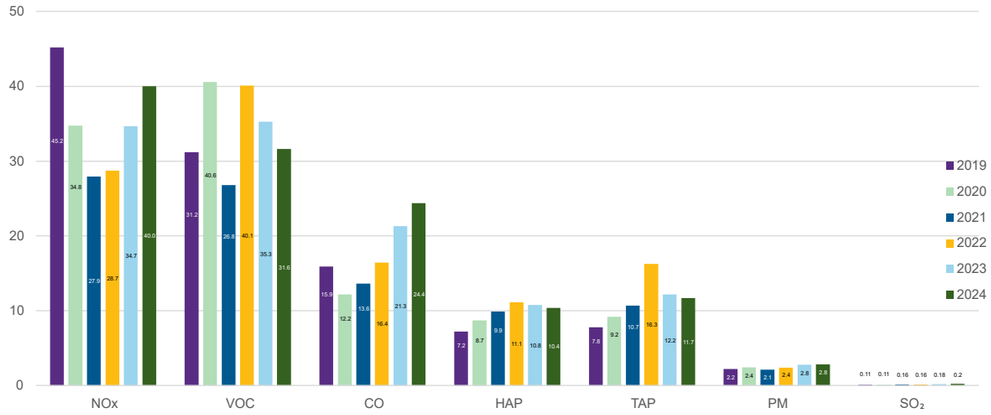
In 2023, Wolfspeed incorporated an emission reduction metric into the corporate annual bonus plan for all employees, including executives. The metric has material significance and creates long-term sustainable value for Wolfspeed and key stakeholders. This action reflects our focus on improving the maturity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

In 2024, Wolfspeed implemented point-of-use abatement measures to reduce greenhouse gas emissions at our manufacturing facility in Marcy, NY, while also decreasing the usage of a fluorinated gas in RTP, NC. These efforts are key components of our plan to decarbonize our manufacturing processes.

OTHER AIR EMISSIONS

When applicable, our manufacturing sites are subject to local air emissions regulations for criteria pollutants (NOx, SO_2, etc.), hazardous air pollutants (HAP)[1] and toxic air pollutants (TAP)[1]. 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



[1] 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.

2024 Other Air Emissions Data Trends

2024 Information:

Our usage of raw materials and fuel in our manufacturing processes changed in 2024 compared to 2023 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 our fabrication facility in Marcy, NY and expanding into our new manufacturing facility in Farmers Branch, TX, our other air emissions increased in 2024.

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.

WATER MANAGEMENT

Our Ambition

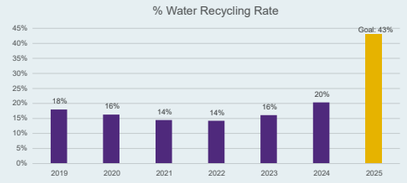
Enable sustainable and efficient use of water across all sectors. Be a company that actively addresses water scarcity.

Our Goal

Increase our water recycling rate by 25% by 2025

2024 Progress

- Achieved 20% water recycling rate
- Increased ~13% 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 reclaiming process water since **2005**, and currently recycles an average of **230,000 gallons of water** per day.
- In **2007**, our Durham, NC and RTP, NC sites initiated a wastewater pre-treatment system, which prevents approximately **55,000 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.
- We perform corporate-wide water risk assessment annually, beginning in **2020**. The water risk assessment was updated in **2024** using the WRI Aqueduct and the WWF Water Risk Filter tools.
- 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.
- Our Durham, NC and Marcy, NY facilities operate ion exchange systems installed in **2022**, which remove heavy and toxic metals from wastewater.
- In **2024**, a process water reclamation system started at our Moore Drive, NC site. The system recycles an average of **160,000 gallons of water** per day. As a result, we increased amount of recycled water by **61 million gallons** from the previous calendar year.

Water Withdrawals, Discharges, and Consumption

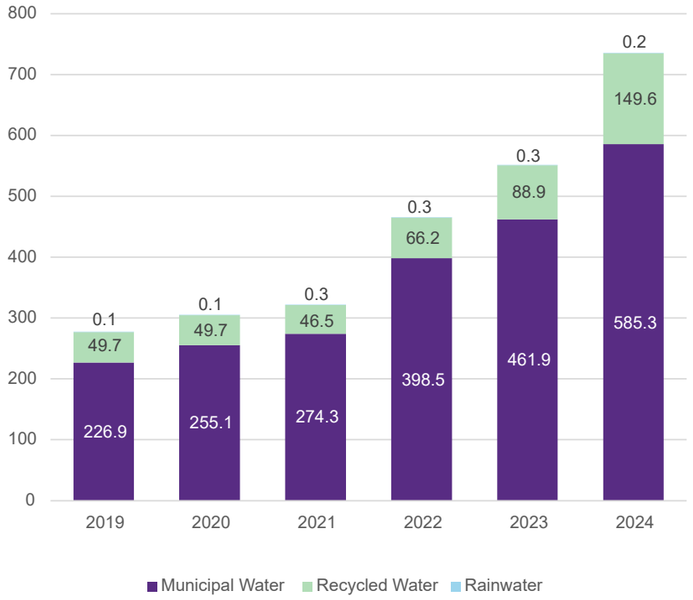
Our primary source for water withdrawal is municipal (third-party) sources. We also collect rainwater (fresh surface water) at our Durham, NC facility. Water is used primarily in manufacturing, including production processes and cooling tower operation. We also use water for human consumption, like drinking water, sanitary sewer, and breakroom/cafeteria use. Some locations also use water for irrigation.

We engage with our local water supply and wastewater treatment plants to plan for future infrastructure needs and communicate water conservation and management plans to prepare for possible drought conditions. We have not yet worked with our supply chain on water-related issues.

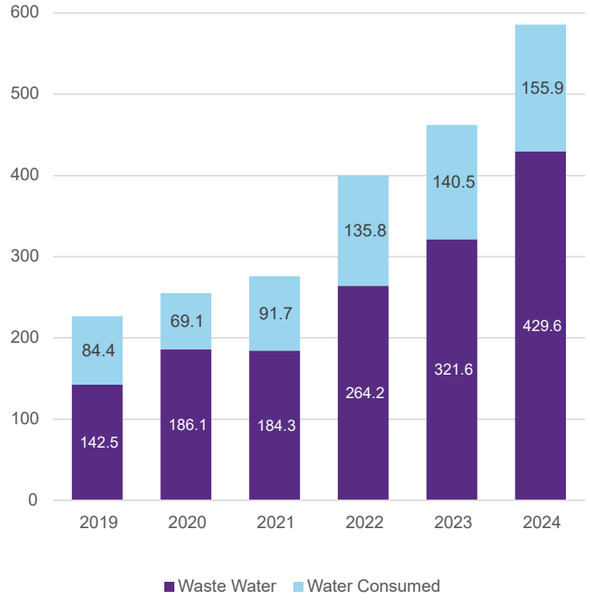
Many of our manufacturing sites have water reuse, reclaim, or recycling processes which offset municipal water purchases and reduce the consumption of water. In the past, our water recycle rate goals were developed for individual sites determined to be Wolfspeed's largest water users. In 2021, we developed our first corporate-wide goals to increase our water recycling rate by 25% by 2025 relative to our 2019 baseline. The goal was established based on the technology available, quality of water needed for manufacturing processes, availability of water in operating regions, applicable water recycle regulations, and our ISO 14001 environmental management system priorities. The goal encourages the design of new sites equipped with recycle systems and the maintenance and optimization of existing sites water recycling systems.

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, and temperature. All our manufacturing sites have wastewater permit requirements that mandate the quality of water discharged. Select sites also monitor stormwater quality to enable it meets discharge criteria, which prevents degradation of local water resources

Water Demand
in Millions of Gallons



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



2024 Water Data Trends

2024 Information:

- The overall withdrawal, discharge, and consumption volumes increased due to addition of two facilities (Moore Drive, NC; Farmers Branch, TX) and continued ramping of the facility in Marcy, NY.
- Our captured rainwater amount in 2024 was not significantly different in comparison with the previous year.
- We operated water recycle systems in the two new facilities, increasing our overall recycle volume significantly (Moore Drive, NC; Farmers Branch, TX). We also captured water recycle streams in our existing facility in Marcy, NY.
- We continued a 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 slightly in 2025, due to the addition of a new site in Siler City, NC, off-set by the projected closure of several facilities.
- We plan to implement and optimize the water recycling system in Marcy, NY which will result in progress towards our water recycle goal.
- A water reclamation system is planned for the new Siler City, NC facility, which will increase our total volume of recycled water.
- We have a ***water recycle goal*** that ends in 2025, to help further reduce our water impacts.
- The water-focused sustainability team is exploring options for water use efficiency, improved data collection and tracking of key water metrics and is planning for next generation goal setting.

Water Risk Assessments

Our Approach

We assess water quantity risks at our facilities, recognizing water availability as crucial for operations. Using the ***WRI Aqueduct Water Risk Atlas***, we evaluate baseline water stress by analyzing water source basin risks. Additionally, we assess water scarcity with the WWF Water Risk Filter, incorporating operation-specific data.

After determining baseline water stress and scarcity risks, we evaluate their potential financial or strategic impact on our business, defining a substantive impact as one exceeding $1 million USD or significantly affecting our operations, value chain, production, brand, revenue, or customer relations.

Wolfspeed leverages these assessment results to shape our sustainability strategy, prioritize water-related projects, and decide on the implementation of formal water management programs and utility outreach initiatives.

Our assessments currently focus on direct operations, with indirect consideration of customers, local communities, regulators, and investors. Suppliers are not yet included but will be integrated into water-related risk assessments in the coming years.

While high-quality freshwater is essential for our manufacturing, we have not implemented a formal quality-based risk metric. All water withdrawals are sourced from US-regulated drinking water supplies that meet strict standards. Additionally, our on-site water treatment systems maintain water quality to ultra-pure standards. We may adopt a formalized water quality assessment in the future if it becomes a significant risk to us or our value chain.

Our Results

Water Scarcity

Our ***WWF Water Risk Filter*** analysis identifies only one manufacturing site, Farmers Branch, TX, as “High” or “Very High” risk for water scarcity. This site was closed by the end of 2024 and has implemented water reuse for toilet flushing to mitigate demand. No other locations, including manufacturing, offices, or laboratories, are classified as high risk. Consequently, our facilities are not at significant financial or strategic risk from water scarcity. We will continue to conduct annual water scarcity assessments.

Water Stress

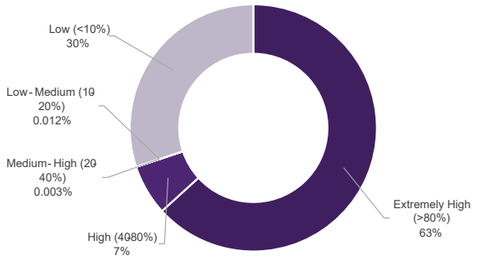
We utilize the ***WRI Aqueduct Water Risk Atlas*** to evaluate baseline water stress at our facilities, categorizing areas as “High” (40-80%) or “Extremely High” (>80%).

Three manufacturing sites in Durham, NC, are in “Extremely High” stress basins, while Farmers Branch, TX, is in a “High” stress basin. These four facilities account for 69.5% of our 2024 water withdrawals and present potential financial or strategic risks. To mitigate these risks, we prioritize water recycling, with Durham and Moore Drive recycling 86.8 and 35.6 million gallons respectively. Additionally, the Durham facility employs rainwater harvesting.

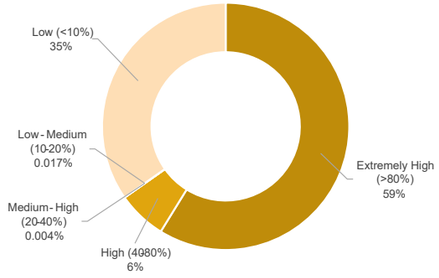
Four small, leased facilities are also located in “High” or “Extremely High” stress basins, but they represent only 0.4% of our 2024 water withdrawals and are not considered to pose significant financial or strategic risks to our business.

2024 Water Usage by Water Stress Category

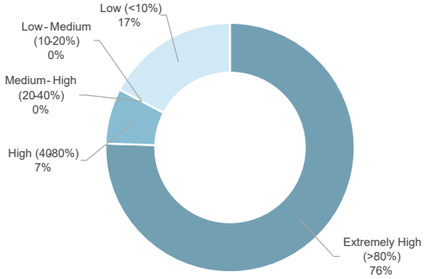
Water Withdrawals[1]



Water Discharges[1]



Water Consumption[1]



2024 Water Usage by Water Stress

Source	All Facilities	Facilities Located in Water Stress Areas[1]	Facilities Not Located in Water Stress Areas[1]
Water Withdrawals (millions of gallons)			
Third-Party Water	585.3	408.9	176.3
Fresh Surface Water (Rainwater)	0.25	0.25	0
Total Water Withdrawals	**585.5**	**409.2**	**176.3**
Water Recycled (millions of gallons)			
Total Water Recycled	**149.6**	**122.7**	**26.9**
Water Discharges (millions of gallons)			
Total Third-Party Wastewater	**429.6**	**280.3**	**149.3**
Water Consumption (millions of gallons)			
Water Consumed	**155.9**	**128.9**	**27.0**

*[1] 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**)*

WASTE MANAGEMENT

Our Products

Our Power 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 number 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 strives for zero waste through waste reduction and recycling.

Our Goal

Achieve 85% waste diversion rate from landfills by 2025*

2024 Progress

Achieved 43% 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 allow 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 strive to 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.

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 **2024** **over 800,000 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 **2024** the composting program diverted approximately of **30,000 pounds** 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 **2024** we recycled over **260,000 pounds** of this material.

Note: Due to a supplier constraint we switched to a different provider with a waste to energy option for this material in 2024.

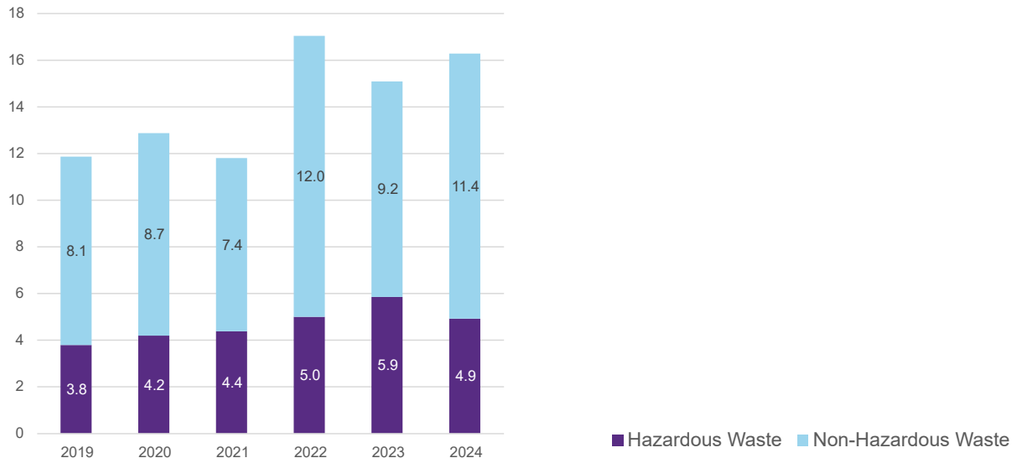
We set our first waste-to-landfill reduction goals at our North Carolina facilities back in 2016. In 2021, we developed our first corporate-wide waste goal to increase our waste diversion from landfill to 85% by 2025.

** Non-hazardous solid waste*

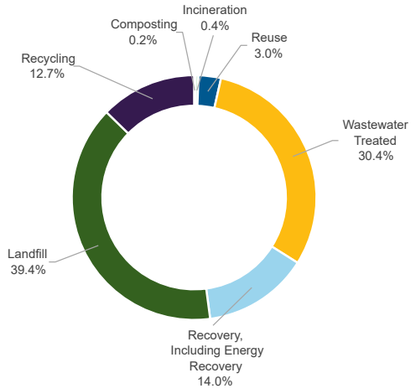
Waste Generation
by Disposal Method

Waste Disposal Method	2019	2020	2021	2022	2023	2024
Hazardous Waste						
Wastewater Treated	51.9%	64.1%	65.8%	64.4%	55.9%	**42.0%**
Recovery, including Energy Recovery	40.1%	28.3%	22.5%	26.7%	32.3%	**46.4%**
Landfill	6.0%	3.5%	4.6%	5.8%	11.2%	**9.8%**
Incineration	2.1%	4.1%	7.1%	3.0%	0.4%	**0.8%**
Recycling	0.01%	0.04%	0.10%	0.10%	0.20%	**0.9%**
Non-Hazardous Waste (including Solid Waste)						
Recycling	32.1%	27.6%	24.9%	12.1%	21.3%	**34.0%**
Wastewater Treated	27.7%	22.0%	31.9%	57.6%	13.9%	**7.7%**
Landfill	20.4%	34.8%	32.9%	23.7%	57.1%	**51.0%**
Recovery, including Energy Recovery	12.0%	9.6%	5.7%	3.0%	2.3%	**5.4%**
Reuse	7.0%	5.5%	4.1%	2.9%	4.7%	**1.5%**
Composting	0.8%	0.4%	0.3%	0.2%	0.4%	**0.3%**
Incineration	0.1%	0.2%	0.2%	0.5%	0.3%	**0.1%**

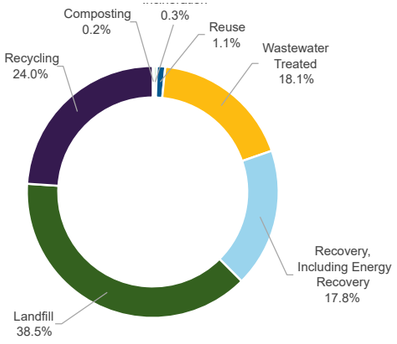
Waste Generation
in Millions of Pounds



2023 Total Waste Generation
by Disposal Method



2024 Total Waste Generation
by Disposal Method



2024 Waste Data Trends

2024 Information:

- Our total waste volume increased.
- There was a decrease in non-hazardous and hazardous chemical waste due to decreased fab production at our facilities in RTP and Durham, NC.
- The non-hazardous solid waste increased due to increased production in our facility in Marcy, NY and adding two new facilities at Moore Drive, NC and in Farmers Branch, TX. However, our waste to landfill diversion rate increased due to improved waste diversion efforts in our facility in Marcy, NY.

Future Look:

- 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 focus our waste-to-landfill efforts.
- The waste-focused sustainability team is exploring options for solid waste diversion from landfill, improved data collection and tracking of key waste metrics and is planning for next generation goal setting.

CIRCULAR ECONOMY

Wolfspeed is leading the transition from silicon-to-silicon carbide (SiC), enhancing technology to create smaller, lighter, and more efficient devices. Our commitment to the circular economy is evident in our innovative products and sustainable operational practices.

Our SiC-based power products significantly improve energy efficiency in sectors such as renewable energy and electric vehicles. By optimizing these technologies, we help reduce reliance on fossil fuels and facilitate the integration of solar and wind energy into the grid. Our advanced power devices also support electric vehicle adoption by enhancing energy use and charging efficiency.

Beyond product innovation, we prioritize minimizing resource consumption and eliminating hazardous materials in our manufacturing processes. Our focus on recycling and reusing materials helps reduce waste and recover valuable resources, closing the loop in our production cycles.

Through these initiatives, Wolfspeed drives breakthroughs that enhance energy efficiency and promote a sustainable future. We are dedicated to advancing a circular economy where resources are used thoughtfully, and environmental impacts are minimized. As we evolve, we remain committed to unlocking new opportunities that align with our sustainability goals.

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.
Precious metal streams are sent for recovery.
Our manufacturing facilities in Durham, NC; Moore, NC and Farmers Branch, TX recycle process water.
Our manufacturing sites in North Carolina 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 acknowledges the vital role of preserving and enhancing biodiversity. While biodiversity is not currently classified as a material topic for our organization, we recognize its significant interconnection with business resilience.

To date, we have evaluated our facilities for physical and reputational risks related to biodiversity using WWF's Biodiversity Risk Filter. This assessment has enabled us to examine direct impacts and dependencies informed by the specific locations of our facilities and our classification within the semiconductor industry. From this initial analysis, we have gained a foundational understanding of our biodiversity risks, with several sites identified in the high or very high-risk categories. The primary drivers of these risks include pollution pressures on biodiversity and regulatory challenges associated with natural events, such as landslides and tropical cyclones.

Moving forward, we aim to conduct a more comprehensive analysis of these results to better interpret what the risk scores indicate for our biodiversity performance planning and monitoring. This includes assessing the impacts and dependencies of our supply chain on biodiversity, which will be a focus area for future evaluations.

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, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 1 used
GRI 1: Foundation 2021

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	Who We Are 2024 Annual Report*
	2-2	Entities included in the organization's sustainability reporting	Who We Are 2024 Annual Report*
	2-3	Reporting period, frequency and contact point	Sustainability Reporting
	2-4	Restatements of information	GRI Content Index[1]
	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 2024 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[2]
	2-29	Approach to stakeholder engagement	Materiality Assessment
	2-30	Collective bargaining agreements	GRI Content Index[3]

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
Material topics			
GRI 3: Material Topics 2021	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
Topic Standards			
GRI 201: Economic Performance 2016	GRI 3: 3-3	Topic management	2024 Annual Report*
	201-1	Direct economic value generated and distributed	2024 Annual Report*
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Disclosures
GRI 203: Indirect Economic Impacts 2016	GRI 3: 3-3	Topic management	Scalable Capacity for Silicon Carbide Community Engagement United Nations Sustainable Development Goals: Powering a Sustainable Future
	203-1	Infrastructure investments and services supported	GRI Content Index[4]
	203-2	Significant indirect economic impacts	Scalable Capacity for Silicon Carbide[5] Community Engagement
GRI 204: Procurement Practices 2016	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
GRI 205: Anti-corruption 2016	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*
GRI 206: Anti-competitive Behavior 2016	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[6]
GRI 302: Energy 2016	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[7]	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
Topic Standards (continued)			
GRI 303: Water and Effluents 2018	GRI 3: 3-3	Topic management (material)	Water Management United Nations Sustainable Development Goals: Powering a Sustainable Future
	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
GRI 304: Biodiversity 2024	GRI 3: 3-3	Topic management	Biodiversity
GRI 305: Emissions 2016	GRI 3: 3-3	Topic management (material)	Energy and Greenhouse Gas Emissions Other Air Emissions United Nations Sustainable Development Goals: Powering a Sustainable Future 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
Topic Standards (continued)			
GRI 306: Waste 2020	GRI 3: 3-3	Topic management	Waste Management United Nations Sustainable Development Goals: Powering a Sustainable Future
	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
GRI 308: Supplier Environmental Assessment 2016	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
GRI 401: Employment 2016	GRI 3: 3-3	Topic management	Our Employees Our Early-In-Career Employees Employee Engagement Community Engagement
	401-1	New employee hires and employee turnover	GRI Content Index[8] 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
GRI 402: Labor/Management Relations 2016	GRI 3: 3-3	Topic management	Code of Conduct* Supplier Code of Conduct*
	402-1	Minimum notice periods regarding operational changes	GRI Content Index[9]

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
Topic Standards (continued)			
GRI 403: Occupational Health and Safety 2018	GRI 3: 3-3	Topic management	Health and Safety — Our Employees and Suppliers United Nations Sustainable Development Goals: Powering a Sustainable Future 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
GRI 404: Training and Education 2016	GRI 3: 3-3	Topic management	Learning and Development
	404-1	Average hours of training per year per employee	Learning and Development [10]
	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
GRI 405: Diversity and Equal Opportunity 2016	GRI 3: 3-3	Topic management	Community Engagement United Nations Sustainable Development Goals: Powering a Sustainable Future Code of Conduct*
	405-1	Diversity of governance bodies and employees	Sustainability Data
	405-2	Ratio of basic salary and remuneration of women to men	Compensation and Benefits[11]
GRI 406: Non-discrimination 2016	GRI 3: 3-3	Topic management	Our Employees Employee Engagement Code of Conduct*
	406-1	Incidents of discrimination and corrective actions taken	GRI Content Index[12]

GRI Standard Title	Disclosure Number	Disclosure Name	Reference / Location
Topic Standards (continued)			
GRI 408: Child Labor 2016	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
GRI 409: Forced or Compulsory Labor 2016	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
GRI 410: Security Practices 2016	GRI 3: 3-3	Topic management	Security Practices
GRI 413: Local Communities 2016	GRI 3: 3-3	Topic management	Community Engagement United Nations Sustainable Development Goals: Powering a Sustainable Future
	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
GRI 414: Supplier Social Assessment 2016	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
GRI 416: Customer Health and Safety 2016	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
Non-GRI Topics			
Acceleration of Sustainable Technologies	GRI 3: 3-3	Topic management	Why Wolfspeed Product Sustainability Energy and Greenhouse Gas Emissions United Nations Sustainable Development Goals: Powering a Sustainable Future
Business Continuity	GRI 3: 3-3	Topic management	Global Business Continuity & Crisis Management
Customer Satisfaction	GRI 3: 3-3	Topic management	Customer Satisfaction
Intellectual Property	GRI 3: 3-3	Topic management	Cybersecurity 2024 Annual Report* Licensing*
International Trade Regulations	GRI 3: 3-3	Topic management	Global Trade Compliance
Product Innovation	GRI 3: 3-3	Topic management	Why Wolfspeed United Nations Sustainable Development Goals: Powering a Sustainable Future Product Sustainability
Product Quality	GRI 3: 3-3	Topic management	Product Quality
Risk Management	GRI 3: 3-3	Topic management	Risk Management Global Business Continuity & Crisis Management TCFD Disclosures 2024 Annual Report*

** Can be found on **wolfspeed.com***

[1] The 2023 other air emissions were updated to reflect the Marcy, NY site emissions reductions attributed to the installed control devices for HAP, TAP, and VOC. 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 2024, 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
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	(1) 143,754 metric tons CO2e (2) 32,775 metric tons CO2e	Energy and Greenhouse Gas Emissions Sustainability Data CDP Climate Change*
Greenhouse Gas Emissions	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*
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 2,432,738 gigajoules (2) 76% grid electricity (3) 9.7% renewable, estimated based on local utilities grid mix (0% directly renewable, due to standard product offering by energy supplier)	Energy and Greenhouse Gas Emissions Sustainability Data
Water Management	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) 2,216 thousand cubic meters (2) 70% of water withdrawn, 83% of water consumed in High or Extremely High Baseline Water Stress areas	Water Management Sustainability Data
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	(1) 2,236 metric tons (2) 47% of hazardous waste reclaimed, recycled, or recovered, 0.9% of hazardous waste reclaimed, recycled, or recovered (does not include energy recovery)	Waste Management Sustainability Data
Workforce Health & Safety	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*
Workforce Health & Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2024, Wolfspeed was issued one citation, with total monetary penalties of $6,914, related to an OSHA violation at its Marcy, NY location.	SASB Disclosures
Recruiting & Managing a Global & Skilled Workforce	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
Product Lifecycle Management	TC-SC-410a.2	Percentage of products by revenue that contain IEC 62474 declarable substances	Approximately 21% of our products sold in FY2024 by revenue contained IEC 62474 declarable substances	SASB Disclosures

SASB DISCLOSURES *(CONTINUED)*

SASB Topic	SASB Code	SASB Accounting Metric	SASB Disclosure	Location
Product Lifecycle Management	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 2024	SASB Disclosures
Materials Sourcing	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*
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	In 2024, Wolfspeed did not have any monetary losses or legal actions regarding anti-competitive behavior regulations	SASB Disclosures
Activity Metric	TC-SC-000.A	Total production	We do not disclose confidential or competitively sensitive information	SASB Disclosures
Activity Metric	TC-SC-000.B	Percentage of production from owned facilities	We do not disclose confidential or competitively sensitive information	SASB Disclosures

** Can be found on **cdp.net** or **wolfspeed.com***

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
1 NO POVERTY	**1.2** 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
2 ZERO HUNGER	**2.1** 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		
4 QUALITY EDUCATION	**4.4** 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		
3 GOOD HEALTH AND WELL-BEING	**3.9** 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 Learning and Development
6 CLEAN WATER AND SANITATION	**6.3** 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	Water and Wastewater Management	Water Management
7 AFFORDABLE AND CLEAN ENERGY	**7.a** 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 Scalable Capacity for Silicon Carbide Product Sustainability
8 DECENT WORK AND ECONOMIC GROWTH	**8.4** 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		
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**9.4** 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		
10 REDUCED INEQUALITIES	**10.2** 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	Community Engagement (Local & Global)	Community Engagement
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Waste Management	Waste Management
13 CLIMATE ACTION	**13.2** Integrate climate change measures into national policies, strategies, and planning	Climate Change	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
Governance	
Disclose the organization's governance around climate-related risks and opportunities	Sustainability Oversight Governance and Nominations Committee* Wolfspeed's CDP Climate Change response*
a) Describe the board's oversight of climate- related risks and opportunities	
b) Describe management's role in assessing and managing climate-related risks and opportunities	
Strategy	
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	Wolfspeed's CDP Climate Change response*
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	
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	
Risk Management	
Disclose how the organization identifies, assesses, and manages climate-related risks	Wolfspeed's CDP Climate Change response*
a) Describe the organization's processes for identifying and assessing climate-related risks	
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	
Metrics and Targets	
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 Wolfspeed's CDP Climate Change response*
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

** Can be found on **wolfspeed.com***

SUSTAINABILITY DATA

Employees

	2019	2020	2021	2022	2023	2024
Employees						
Employees by Region[1] [GRI 102-8]	**3,158**	**3,845**	**4,975**	**5,474**	**6,169**	**5,910**
North America	3,029	3,653	4,674	5,177	5,798	5,571
Europe	46	64	78	109	140	136
Asia	83	128	223	188	231	203
Employees by Employment Contract/Status[1,2,3] [GRI 102-8]	•	**3,391**	**4,533**	**4,949**	**5,584**	**5,343**
Full Time/Part Time	•	**2,987**	**4,438**	**4,892**	**5,514**	**5,259**
Female	•	875	1,339	1,490	1,655	1,473
Male	•	2,112	3,099	3,402	3,859	3,786
Full Time/Part Time	•	**2,987**	**4,438**	**4,892**	**5,514**	**5,259**
North America	•	2,987	4,438	4,892	5,514	5,259
Temporary	•	**404**	**95**	**57**	**70**	**84**
Female	•	170	31	18	17	22
Male	•	234	64	39	53	62
Temporary	•	**404**	**95**	**57**	**70**	**84**
North America	•	404	95	57	70	84
Employees by Employment Type[1,2,3] [GRI 102-8]	•	**3,391**	**4,533**	**4,949**	**5,584**	**5,343**
Full Time	•	**3,360**	**4,498**	**4,905**	**5,528**	**5,293**
Female	•	1,029	1,352	1,490	1,651	1,473
Male	•	2,331	3,146	3,415	3,877	3,820
Part Time	•	**31**	**35**	**44**	**56**	**50**
Female	•	16	18	18	21	22
Male	•	15	17	26	35	28
Employees by Gender[4] [GRI 405-1]						
Female	•	•	•	30.5%	30.0%	28.0%
Male	•	•	•	69.5%	70.0%	72.0%
Employees by Age[4] [GRI 405-1]						
<30	•	•	•	40.4%	27.0%	24.9%
30-50	•	•	•	62.0%	44.4%	47.2%
>50	•	•	•	45.7%	28.6%	27.9%

	2019	2020	2021	2022	2023	2024
Employees by Ethnicity[5] [GRI 405-1]						
Underrepresented	•	•	•	58.9%	57.4%	53.2%
White	•	•	•	41.1%	42.6%	46.8%
Countries Represented by Employees[6]	**72**	**77**	**71**	**100**	**109**	**104**
Job Vacancies Filled by Current Employees (%)	**26%**	**21%**	**20%**	**24%**	**23%**	**29%**
Number of New Hires[4] [GRI 401-1]	**872**	**741**	**1,614**	**1,625**	**1,468**	**924**
By Region	•	**741**	**1,614**	**1,625**	**1,468**	**924**
North America	•	741	1,614	1,625	1,468	924
By Gender	•	**741**	**1,614**	**1,625**	**1,468**	**924**
Female	•	265	544	528	471	247
Male	•	476	1,070	1,097	997	677
By Age	•	**741**	**1,614**	**1,625**	**1,468**	**924**
<30	•	320	632	732	707	383
30-50	•	307	731	688	539	384
>50	•	114	251	205	222	157
Parental Leave[7] [GRI 401-3]						
Employees Eligible for Parental Leave	•	**2,987**	**4,406**	**5,117**	**5,725**	**5,481**
Female	•	875	1,321	1,544	1,711	1,529
Male	•	2,112	3,085	3,573	4,014	3,952
Employees Who Took Parental Leave	•	**82**	**101**	**120**	**144**	**163**
Female	•	20	18	22	34	29
Male	•	62	83	98	110	134
Employees Who Returned to Work After Parental Leave	•	**80**	**87**	**115**	**141**	**157**
Female	•	19	16	21	32	28
Male	•	61	71	94	109	129
Employees Who Were Still Employed 12 Months After Parental Leave	•	**74**	**67**	**105**	**135**	**142**
Female	•	17	9	20	30	24
Male	•	57	58	85	105	118
Return to Work Rate for Employees Who Took Parental Leave	•	**97.6%**	**87.1%**	**95.7%**	**97.9%**	**96.3%**
Female	•	95.0%	88.9%	95.5%	94.1%	96.6%
Male	•	98.4%	86.7%	95.9%	99.1%	96.3%

Employees

	2019	2020	2021	2022	2023	2024
Retention Rate for Employees Who Took Parental Leave	•	**90.2%**	**79.2%**	**88.3%**	**93.8%**	**87.1%**
Female	•	85.0%	61.1%	90.0%	88.2%	82.8%
Male	•	91.9%	83.1%	86.7%	95.5%	88.1%
Board of Directors						
Board of Directors by Gender [GRI 405-1]	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Female	33.3%	22.2%	22.2%	20.0%	20.0%	22.0%
Male	66.7%	77.8%	77.8%	80.0%	80.0%	78.0%
Board of Directors by Age [GRI 405-1]	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
<30	0%	0%	0%	0%	0%	0%
30-50	0%	0%	11%	10.0%	10.0%	11.0%
>50	100%	100%	89%	90.0%	90.0%	89.0%
Board of Directors by Ethnicity [GRI 405-1]	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
American Indian or Alaska Native (Not Hispanic or Latino)	0%	0%	0%	0%	0%	0%
Asian (Not Hispanic or Latino)	11.1%	11.1%	11.1%	10.0%	10.0%	11.0%
Black or African American (Not Hispanic or Latino)	0%	11.1%	11.1%	10.0%	10.0%	11.0%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0%	0%	0%	0%	0%	0%
Hispanic or Latino (United States of America)	0%	0%	0%	0%	0%	0%
Two or More Races (Not Hispanic or Latino)	0%	0%	11%	10.0%	10.0%	0%
White (Not Hispanic or Latino)	88.9%	77.8%	66.7%	70.0%	70.0%	78.0%
Employee Occupational Health & Safety						
Work-Related Fatalities [GRI 403-9] [GRI 403-10]	**0**	**0**	**0**	**1**	**0**	**0**
Hours Worked (millions of hours)[8] [GRI 403-9] [GRI 403-10]	**5.8**	**5.6**	**5.7**	**6.8**	**8.2**	**8.6**
Recordable Work-Related Injuries and Ill Health Cases[8,9] [GRI 403-9] [GRI 403-10]	**43**	**32**	**39**	**58**	**59**	**56**
Injury Cases	31	28	29	58	54	54
Ill Health Cases	12	4	10	0	5	2
Recordable Work-Related Injuries and Ill Health Rates[8,10] [GRI 403-9] [GRI 403-10]	**1.49**	**1.14**	**1.36**	**1.71**	**1.44**	**1.31**
Injury Rates	1.08	1.00	1.01	1.71	1.32	1.26
Ill Health Rates	0.42	0.14	0.35	0.00	0.12	0.05

	2019	2020	2021	2022	2023	2024
High-Consequence Recordable Work-Related Injuries and Ill Health Cases[8,11] [GRI 403-9] [GRI 403-10]	**6**	**4**	**2**	**2**	**4**	**3**
Injury Cases	6	3	2	2	4	3
Ill Health Cases	0	1	0	0	0	0
High-Consequence Recordable Work-Related Injuries and Ill Health Rates[8,9,10,11] [GRI 403-9] [GRI 403-10]	**0.21**	**0.14**	**0.07**	**0.06**	**0.10**	**0.07**
Injury Rates	0.21	0.11	0.07	0.06	0.10	0.07
Ill Health Rates	0.00	0.04	0.00	0.00	0.00	0.07
Employee Recordable Work-Related Injuries and Ill Health Rate Third-Party Verified (limited assurance)	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**
Contract Employee[12] **Occupational Health & Safety**						
Work-Related Fatalities [GRI 403-9] [GRI 403-10]	**0**	**0**	**0**	**0**	**0**	**0**
Recordable Work-Related Injuries and Ill Health Cases[9] [GRI 403-9] [GRI 403-10]	**0**	**5**	**0**	**2**	**0**	**0**
Injury Cases	0	4	0	2	0	0
Ill Health Cases	0	1	0	0	0	0
High-Consequence Recordable Work-Related Injuries and Ill Health Cases[11] [GRI 403-9] [GRI 403-10]	**0**	**0**	**0**	**1**	**0**	**0**
Injury Cases	0	0	0	1	0	0
Ill Health Cases	0	0	0	0	0	0

Environment

Energy Use[13]		2019	2020	2021	2022	2023	2024
Total Energy Purchased [GRI 302-1] [SASB TC-SC-130a.1]	**MWh**	**390,368**	**381,464**	**407,673**	**461,960**	**589,161**	**675,761**
Electricity purchased	MWh	315,895	311,591	327,713	364,437	451,703	513,439
Other energy purchased	MWh	74,474	69,872	79,960	97,523	137,458	162,322
Estimated Renewable Energy Purchased [GRI 302-1] [SASB TC-SC-130a.1]	**MWh**	**29,915**	**1,497**	**1,069**	**10,058**	**34,910**	**49,839**
Direct purchase of renewable energy/carbon free for electricity (e.g., wind, solar, hydropower, and nuclear)	MWh	0	0	0	0	0	0
Estimated renewable energy purchases based on local utilities' energy grid mix	MWh	29,915	1,497	1,069	10,058	34,910	49,839
Estimated Other Carbon-Free (e.g., nuclear) Energy Purchased [GRI 302-1] [SASB TC-SC-130a.1]	**MWh**	**102,771**	**166,876**	**172,462**	**181,953**	**231,229**	**245,585**
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	102,771	166,876	172,462	181,953	231,229	245,585
Estimated Non-Renewable Energy Purchased [GRI 302-1] [SASB TC-SC-130a.1]	**MWh**	**257,682**	**213,090**	**234,142**	**269,949**	**323,022**	**380,336**
Estimated non-renewable electricity purchased based on local utilities' energy grid mix or country-specific data when utility information is unavailable or unknown	MWh	183,209	143,218	154,182	172,426	185,565	218,014
Natural gas purchased	MWh	74,052	69,405	79,269	96,533	136,146	161,221
Diesel purchased	MWh	209	211	388	314	629	422
Liquefied petroleum gas (LPG) purchased	MWh	0	0	6	0	0	0
Gasoline purchased	MWh	94	131	189	589	545	547
Propane gas purchased	MWh	119	126	108	87	137	132
Heat, Steam, Cooling Purchased [GRI 302-1]	**MWh**	**0**	**0**	**0**	**0**	**0**	0
Heat purchased	MWh	0	0	0	0	0	0
Steam purchased	MWh	0	0	0	0	0	0
Cooling purchased	MWh	0	0	0	0	0	0
Energy Sold [GRI 302-1]	**MWh**	**0**	**0**	**0**	**0**	**0**	0
Electricity sold	MWh	0	0	0	0	0	0
Heat sold	MWh	0	0	0	0	0	0
Steam sold	MWh	0	0	0	0	0	0
Cooling sold	MWh	0	0	0	0	0	0
Total Energy Purchased Third-Party Verified (limited assurance)		**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**

Greenhouse Gas (GHG) Emissions[14]		2019	2020	2021	2022	2023	2024
Scope 1 GHG Emissions (by GHG Type) [GRI 305-1] [SASB TC-SC-110a.1] [TCFD Metrics and Targets]	**metric tons CO2e**	**229,617**	**271,005**	**344,749**	**292,642**	**346,188**	**143,754**
CO_2	metric tons CO2e	13,508	12,678	14,520	17,717	24,968	29,455
CH_4	metric tons CO2e	64	62	63	66	106	136
N_2O	metric tons CO2e	3,414	3,861	4,326	1,208	3,789	2,639
HFCs	metric tons CO2e	11,646	14,068	15,318	13,115	9,836	5,320
PFCs	metric tons CO2e	52,597	74,204	77,340	57,655	50,925	32,775
SF_6	metric tons CO2e	131,877	152,708	220,205	187,211	238,551	55,507
NF_3	metric tons CO2e	3,959	4,203	4,346	8,743	8,350	2,212
Fluorinated Heat Transfer Fluids (HTFs)	metric tons CO2e	11,152	5,722	7,842	5,581	8,932	13,552
Refrigerants	metric tons CO2e	1,399	3,500	790	1,346	730	2,158
Scope 1 GHG Emissions (by Facility) [GRI 305-1] [SASB TC-SC-110a.1] [TCFD Metrics and Targets]	**metric tons CO2e**	**229,617**	**271,005**	**344,749**	**292,642**	**346,188**	**143,754**
Durham, NC, USA	metric tons CO2e	104,162	103,312	98,382	79,839	62,894	60,304
RTP, NC, USA	metric tons CO2e	125,059	166,154	245,246	192,862	257,747	62,772
Moore Drive, NC, USA	metric tons CO2e	•	•	•	•	•	1,975
Marcy, NY, USA	metric tons CO2e	•	•	•	19,436	24,985	16,811
Farmers Branch, TX, USA	metric tons CO2e	•	•	•	•	•	1,384
Other Leased Facilities							
Durham (warehouse), NC, USA	metric tons CO2e	143	145	0	0	0	**0**
Greensboro, NC, USA	metric tons CO2e	•	•	•	•	25	**2**
Sanford, NC, USA	metric tons CO2e	•	43	79	79	79	**5**
Albany, NY, USA	metric tons CO2e	18	1,116	841	0	0	**0**
Utica, NY, USA	metric tons CO2e	•	8	8	19	20	**24**
Fayetteville, AR, USA	metric tons CO2e	147	131	109	159	169	**208**
Shanghai, China	metric tons CO2e	10	7	32	73	61	**55**
Shenzhen, China	metric tons CO2e	8	17	22	20	39	**46**
Beijing, China	metric tons CO2e	3	3	1	0	0	**0**
Hong Kong, China	metric tons CO2e	47	47	5	9	10	**12**
Munich, Germany	metric tons CO2e	9	9	12	114	123	**114**
Belfast, Ireland	metric tons CO2e	•	•	•	10	11	**13**
Tokyo, Japan	metric tons CO2e	3	7	7	15	16	**20**
Penang, Malaysia	metric tons CO2e	2	3	0	0	0	**0**
Taipei, Taiwan	metric tons CO2e	5	1	3	7	8	**9**
Gurgaon, India	metric tons CO2e	2	2	1	0	0	0

Environment

		2019	2020	2021	2022	2023	2024
Greenhouse Gas (GHG) Emissions							
Scope 2 (Location-Based) GHG Emissions [GRI 305-2] [TCFD Metrics and Targets]	**metric tons CO_2e**	**115,925**	**110,707**	**96,860**	**109,693**	**131,167**	**143,147**
Durham, NC, USA	metric tons CO_2e	98,855	93,804	83,357	91,085	105,623	106,856
RTP, NC, USA	metric tons CO_2e	14,634	14,454	11,993	12,105	11,534	9,163
Moore Drive, NC, USA	metric tons CO_2e	•	•	•	•	•	2,345
Marcy, NY, USA	metric tons CO_2e	•	•	•	4,634	12,179	15,515
Farmers Branch, TX, USA	metric tons CO_2e	•	•	•	•	•	6,018
Other Leased Facilities							
Durham (warehouse), NC, USA	metric tons CO2e	516	590	0	0	0	0
Greensboro, NC, USA	metric tons CO2e	•	•	•	•	65	371
Sanford, NC, USA	metric tons CO2e	•	174	200	207	203	842
Albany, NY, USA	metric tons CO2e	57	50	46	0	0	0
Utica, NY, USA	metric tons CO2e	•	23	25	28	32	36
Fayetteville, AR, USA	metric tons CO2e	791	636	578	952	823	1,263
Shanghai, China	metric tons CO2e	139	82	345	361	278	231
Shenzhen, China	metric tons CO2e	108	195	93	97	193	216
Beijing, China	metric tons CO2e	35	29	11	0	0	0
Hong Kong, China	metric tons CO2e	601	496	51	46	45	56
Munich, Germany	metric tons CO2e	75	57	68	78	83	110
Belfast, Ireland	metric tons CO2e	•	•	•	23	22	26
Tokyo, Japan	metric tons CO2e	22	51	49	47	53	61
Penang, Malaysia	metric tons CO2e	13	23	0	0	0	0
Taipei, Taiwan	metric tons CO2e	48	13	29	29	33	36
Gurgaon, India	metric tons CO2e	31	29	16	0	0	0

		2019	2020	2021	2022	2023	2024
Scope 2 (Market-Based) GHG Emissions [GRI 305-2] [TCFD Metrics and Targets]	**metric tons CO2e**	**85,721**	**81,490**	**88,549**	**96,213**	**113,541**	**132,084**
Durham, NC, USA	metric tons CO2e	72,665	68,665	76,106	79,210	89,694	96,894
RTP, NC, USA	metric tons CO2e	10,757	10,581	10,950	10,527	9,795	8,309
Moore Drive, NC, USA	metric tons CO2e	•	•	•	•	•	2,127
Marcy, NY, USA	metric tons CO2e	•	•	•	4,634	12,179	15,515
Farmers Branch, TX, USA	metric tons CO2e	•	•	•	•	•	6,018
Other Leased Facilities							
Durham (warehouse), NC, USA	metric tons CO2e	379	432	0	0	0	0
Greensboro, NC, USA	metric tons CO2e	•	•	•	•	55	337
Sanford, NC, USA	metric tons CO2e	•	127	183	180	172	764
Albany, NY, USA	metric tons CO2e	57	50	46	0	0	0
Utica, NY, USA	metric tons CO2e	•	23	25	28	32	36
Fayetteville, AR, USA	metric tons CO2e	791	636	578	952	823	1,263
Shanghai, China	metric tons CO2e	139	82	345	361	278	231
Shenzhen, China	metric tons CO2e	108	195	93	97	193	216
Beijing, China	metric tons CO2e	35	29	11	0	0	0
Hong Kong, China	metric tons CO2e	601	496	51	46	45	56
Munich, Germany	metric tons CO2e	75	57	68	78	152	182
Belfast, Ireland	metric tons CO2e	•	•	•	23	37	39
Tokyo, Japan	metric tons CO2e	22	51	49	47	53	61
Penang, Malaysia	metric tons CO2e	13	23	0	0	0	0
Taipei, Taiwan	metric tons CO2e	48	13	29	29	33	36
Gurgaon, India	metric tons CO2e	31	29	16	0	0	0

Environment

Greenhouse Gas (GHG) Emissions		2019	2020	2021	2022	2023	2024
Scope 3 GHG Emissions [GRI 305-3] [TCFD Metrics and Targets]	**metric tons CO_2e**	**219,554,297**	**181,835,442**	**196,750,887**	**300,920,068**	**307,915,772**	**173,155,039**
Purchased goods and services	metric tons CO_2e	1,226,573	2,454,354	1,604,545	1,261,447	1,425,413	602,474
Capital goods	metric tons CO_2e	269,079	317,591	368,177	116,876	331,812	409,595
Fuel-and-energy-related activities not included in Scope 1 or 2	metric tons CO_2e	40,064	37,737	43,056	47,304	59,489	65,981
Upstream emissions of purchased fuels	metric tons CO_2e	934	2,289	2,611	3,199	4,206	4,932
Upstream emissions of purchased electricity	metric tons CO_2e	30,222	27,036	35,010	38,920	48,221	54,760
Transmission and distribution losses	metric tons CO_2e	8,909	8,412	5,435	5,185	7,061	6,289
Upstream transportation and distribution	metric tons CO_2e	5,534	5,926	3,981	3,745	6,339	5,948
Waste generated in operations, including disposal and transportation of waste	metric tons CO_2e	1,486	2,670	2,353	3,174	3,079	3,158
Business travel	metric tons CO_2e	2,997	551	449	1,445	2,010	1,722
Employee commuting	metric tons CO_2e	507	1,278	1,033	1,082	725	641
Downstream transportation and distribution	metric tons CO_2e	1,368	1,436	575	618	1,638	1,174
Processing of sold products	metric tons CO_2e	•	•	•	54,553	31,157	33,085
Use of sold products	metric tons CO_2e	218,000,000	179,000,000	194,700,000	299,400,000	306,000,000	172,000,000
End of life treatment of sold products	metric tons CO_2e	10	11	9	14	13	12
Upstream leased assets	metric tons CO_2e	Not relevant					
Downstream leased assets	metric tons CO_2e	Included in Scope 1, 2					
Franchises	metric tons CO_2e	Not relevant					
Investments	metric tons CO_2e	Not relevant					
Other (upstream contract manufacturers)	metric tons CO_2e	Not relevant					
Other (downstream contract manufacturers)	metric tons CO_2e	6,679	13,889	26,708	29,810	54,095	31,249
GHG Savings [GRI 305-5]	**metric tons CO_2e**	**140,013,111**	**125,013,716**	**42,023,318**	**67,056,999**	**72,010,613**	**43,194,771**
Process optimizations, product mix changes (Scope 1)	metric tons CO_2e	6,641	•	•	55,950	7,581	188,356
Electricity optimizations (Scope 2)	metric tons CO_2e	5,600	7,508	3,822	974	•	•
New eGRID emission factors (Scope 2)	metric tons CO_2e	847	6,200	19,461	•	2,887	6,194
Use of sold products compared to incumbent technologies (Scope 3)[15]	metric tons CO_2e	140,000,000	125,000,000	42,000,000	67,000,000	72,000,000	43,000,000
Employee use of EV charging stations at owned facilities (Scope 3)	metric tons CO_2e	22.9	17.4	34.6	74.6	145,2	221.4
Global Warming Potentials Used [GRI 305-1][GRI 305-2][GRI 305-3]		**IPCC AR4 100 year**					**IPCC AR5 & 6 100 year**
CDP Climate Change Scores		**B**	**B**	**B**	**B**	**B**	**B**
Total Scope 1, 2, 3 Emissions Third-Party Verified (limited assurance)		**Yes, Scope 3 partial**					

Other Air Emissions		2019	2020	2021	2022	2023	2024
Particulate Matter (PM) [GRI 305-7]	**metric tons**	**2.2**	**2.4**	**2.1**	**2.4**	**2.8**	**2.8**
Durham, NC, USA	metric tons	1.8	1.8	1.7	1.7	1.7	1.7
RTP, NC, USA	metric tons	0.4	0.6	0.4	0.5	0.4	0.2
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.00
Marcy, NY, USA	metric tons	•	•	•	0.16	0.60	0.66
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	0.09
Other Leased Facilities	metric tons	0.03	0.03	0.01	0.03	0.03	0.15
Nitrogen Oxides (NOx) [GRI 305-7]	**metric tons**	**45.2**	**34.8**	**27.9**	**28.7**	**34.7**	**40.0**
Durham, NC, USA	metric tons	42.3	32.3	25.6	23.4	23.6	25.0
RTP, NC, USA	metric tons	2.5	2.1	2.1	2.8	2.7	3.2
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.0
Marcy, NY, USA	metric tons	•	•	•	2.1	7.9	8.7
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	1.2
Other Leased Facilities	metric tons	0.4	0.3	0.2	0.4	0.5	2.0
Sulfur Dioxide (SO_2) [GRI 305-7]	**metric tons**	**0.11**	**0.11**	**0.16**	**0.16**	**0.18**	**0.23**
Durham, NC, USA	metric tons	0.10	0.11	0.15	0.11	0.11	0.14
RTP, NC, USA	metric tons	0.01	0.01	0.01	0.03	0.02	0.02
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.00
Marcy, NY, USA	metric tons	•	•	•	0.01	0.05	0.05
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	0.01
Other Leased Facilities	metric tons	<0.01	<0.01	0.00	0.00	0.00	0.01
Carbon Monoxide (CO) [GRI 305-7]	**metric tons**	**15.9**	**12.2**	**13.6**	**16.4**	**21.3**	**24.4**
Durham, NC, USA	metric tons	14.1	10.6	12.0	12.4	12.5	12.8
RTP, NC, USA	metric tons	1.5	1.3	1.4	1.9	1.8	1.6
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.0
Marcy, NY, USA	metric tons	•	•	•	1.8	6.6	7.3
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	1.0
Other Leased Facilities	metric tons	0.3	0.3	0.2	0.3	0.4	1.7
Volatile Organic Compounds (VOC) [GRI 305-7]	**metric tons**	**31.2**	**40.6**	**26.8**	**40.1**	**35.3**	**31.6**
Durham, NC, USA	metric tons	20.3	26.6	14.9	23.8	23.4	20.4
RTP, NC, USA	metric tons	10.7	11.2	11.5	11.1	10.8	8.6
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.0
Marcy, NY, USA	metric tons	•	•	•	4.9	0.9	1.6
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	0.8
Other Leased Facilities	metric tons	0.2	2.8	0.4	0.3	0.2	0.4

Environment

		2019	2020	2021	2022	2023	
Hazardous Air Pollutants (HAP)[16][GRI 305-7]	**metric tons**	**7.2**	**8.7**	**9.9**	**11.1**	**10.8**	**10.4**
Durham, NC, USA	metric tons	5.9	6.7	8.1	9.2	9.2	8.9
RTP, NC, USA	metric tons	1.3	1.6	1.8	1.4	1.4	0.7
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.0
Marcy, NY, USA	metric tons	•	•	•	0.5	0.2	0.2
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	0.5
Other Leased Facilities	metric tons	0.01	0.4	0.01	0.01	0.01	0.04
Toxic Air Pollutants[16] [GRI 305-7]	**metric tons**	**7.8**	**9.2**	**10.7**	**16.3**	**12.2**	**11.7**
Durham, NC, USA	metric tons	6.1	6.5	8.2	10.3	10.3	10.1
RTP, NC, USA	metric tons	1.7	2.0	2.5	1.9	1.9	1.0
Moore Drive, NC, USA	metric tons	•	•	•	•	•	0.0
Marcy, NY, USA	metric tons	•	•	•	4.1	0.02	0.1
Farmers Branch, TX, USA	metric tons	•	•	•	•	•	0.6
Other Leased Facilities	metric tons	<0.01	0.7	0.0	0	0.0012	0.0
Water Use[17]							
Water Withdrawals (by Facility)[GRI 303-3] [SASB TC-SC-140a.1]	**million gallons**	**226.9**	**255.2**	**274.6**	**398.7**	**462.1**	**585.5**
Durham, NC, USA	**million gallons**	**180.8**	**205.2**	**224.9**	**252.2**	**283.5**	**283.1**
Third-Party Water	million gallons	180.7	205.1	224.7	251.9	283.3	282.8
Fresh Surface Water (Rainwater)	million gallons	0.06	0.06	0.28	0.29	0.28	0.25
RTP, NC, USA	**million gallons**	**46.1**	**49.1**	**45.7**	**48.9**	**46.7**	**33.3**
Third-Party Water	million gallons	46.1	49.1	45.7	48.9	46.7	33.3
Fresh Surface Water (Rainwater)	million gallons	0	0	0	0	0	0
Moore Drive, NC, USA	**million gallons**	**•**	**•**	**•**	**•**	**•**	**54.0**
Third-Party Water	million gallons	•	•	•	•	•	54.0
Fresh Surface Water (Rainwater)	million gallons	•	•	•	•	•	0
Marcy, NY, USA	**million gallons**	**•**	**•**	**•**	**93.7**	**125.7**	**176.2**
Third-Party Water	million gallons	•	•	•	93.7	125.7	**176.2**
Fresh Surface Water (Rainwater)	million gallons	•	•	•	0.0	0.0	0
Farmers Branch, TX, USA	**million gallons**	**•**	**•**	**•**	**•**	**•**	**36.7**
Third-Party Water	million gallons	•	•	•	•	•	36.7
Fresh Surface Water (Rainwater)	million gallons	•	•	•	•	•	0
Other Leased Facilities	**million gallons**	**•**	**0.8**	**4.0**	**3.9**	**6.3**	**2.3**
Third-Party Water	million gallons	•	0.8	4.0	3.9	6.3	2.3
Fresh Surface Water (Rainwater)	million gallons	•	•	•	•	•	•
Water Recycled (by Facility)	**million gallons**	**49.7**	**49.7**	**46.5**	**66.2**	**88.9**	**149.6**
Durham, NC, USA	million gallons	49.7	49.7	46.5	66.2	88.9	86.8

		2019	2020	2021	2022	2023	2024
RTP, NC, USA	million gallons	0	0	0	0	0	0
Moore Drive, NC, USA	million gallons	•	•	•	•	•	35.6
Marcy, NY, USA	million gallons	•	•	•	0.0	0.0	26.9
Farmers Branch, TX, USA	million gallons	•	•	•	•	•	0.3
Other Leased Facilities	million gallons	•	•	•	•	•	•
% Water Recycling Rate	**%**	**18%**	**16%**	**14%**	**14%**	**16%**	**20%**
Water Discharges (Third-Party Waste Water)(by Facility) [GRI 303-4]	**million gallons**	**142.5**	**186.1**	**184.3**	**264.2**	**321.6**	**429.6**
Durham, NC, USA	million gallons	105.3	145.0	147.7	165.7	198.3	183.6
RTP, NC, USA	million gallons	37.2	40.2	32.6	22.7	21.8	15.0
Moore Drive, NC, USA	million gallons	•	•	•	•	•	54.0
Marcy, NY, USA	million gallons	•	•	•	72.0	95.2	149.2
Farmers Branch, TX, USA	million gallons	•	•	•	•	•	25.5
Other Leased Facilities	million gallons	•	0.8	4.0	3.9	6.3	2.3
Water Consumed (by Facility) [GRI 303-5] [SASB TC-SC-140a.1]	**million gallons**	**84.4**	**69.1**	**91.7**	**135.8**	**140.5**	**155.9**
Durham, NC, USA	million gallons	75.5	60.1	78.7	87.8	85.2	99.5
RTP, NC, USA	million gallons	8.9	8.9	13.1	26.3	24.8	18.3
Moore Drive, NC, USA	million gallons	•	•	•	•	•	0
Marcy, NY, USA	million gallons	•	•	•	21.7	30.5	27.0
Farmers Branch, TX, USA	million gallons	•	•	•	•	•	11.2
Other Leased Facilities	million gallons	•	0	0	0	0	0
Water Withdrawals (by Water Stress Regions)[18] [GRI 303-5] [SASB TC-SC-140a.1]"	**million gallons**	**226.9**	**255.2**	**274.6**	**398.7**	**462.1**	**585.5**
Third-Party Water	million gallons	226.9	255.1	274.3	398.5	461.9	585.3
Low Water Stress	million gallons	0.0	0.7	3.9	97.4	131.8	176.2
Low-Medium Water Stress	million gallons	226.9	0.004	0.011	0.045	0.049	0.073
Medium-High Water Stress	million gallons	0.0	205.1	224.7	252.0	283.3	0
High Water Stress	million gallons	0	49.2	45.7	49.1	46.8	38.9
Extremely High Water Stress	million gallons	0	0.002	0.002	0.000	0.000	370.1
Surface Water (Rainwater)	million gallons	0.06	0.06	0.28	0.29	0.28	0.25
Low Water Stress	million gallons	0	0	0	0	0	0
Low-Medium Water Stress	million gallons	0.06	0	0	0	0	0
Medium-High Water Stress	million gallons	0	0.06	0.28	0.29	0.28	0
High Water Stress	million gallons	0	0	0	0	0	0
Extremely High Water Stress	million gallons	0	0	0	0	0	0.247

Environment

		2019	2020	2021	2022	2023	2024
Water Recycled (by Water Stress Regions)[18] [GRI 303-5] [SASB TC-SC-140a.1]	**million gallons**	**49.7**	**49.7**	**46.5**	**66.2**	**88.9**	**149.6**
Low Water Stress	million gallons	0	0.0	0.0	0.0	0.0	26.9
Low-Medium Water Stress	million gallons	49.7	0	0	0	0	0
Medium-High Water Stress	million gallons	0.0	49.7	46.5	66.2	88.9	0
High Water Stress	million gallons	0	0	0	0	0	0.320
Extremely High Water Stress	million gallons	0	0	0	0	0	122.4
Water Discharges (Third-Party Wastewater) (by Water Stress Regions)[18][GRI 303-5] [SASB TC-SC-140a.1]	**million gallons**	**142.5**	**186.1**	**184.3**	**264.2**	**321.6**	**429.6**
Low Water Stress	million gallons	0.0	0.7	3.9	75.7	101.3	149.2
Low-Medium Water Stress	million gallons	142.5	0.004	0.011	0.045	0.049	0.073
Medium-High Water Stress	million gallons	0.0	145.0	147.7	165.7	198.3	0
High Water Stress	million gallons	0	40.3	32.7	22.8	22.0	27.7
Extremely High Water Stress	million gallons	0	0.002	0.002	0.000	0.000	252.6
Water Consumed (by Water Stress Regions)[18] [GRI 303-5] [SASB TC-SC-140a.1]	**million gallons**	**84.4**	**69.1**	**91.7**	**135.8**	**140.5**	**155.9**
Low Water Stress	million gallons	0	0.0	0.0	21.7	30.5	27.0
Low-Medium Water Stress	million gallons	84.4	0	0	0	0	0
Medium-High Water Stress	million gallons	0.0	60.1	78.7	87.8	85.2	0
High Water Stress	million gallons	0	8.9	13.1	26.3	24.8	11.2
Extremely High Water Stress	million gallons	0	0	0	0	0	117.7
CDP Water Security Scores		•	**C**	**B**	**B**	**B-**	**B-**
Water Data Third-Party Verified (limited assurance)		**Partial**					**Yes**
Total Water Withdrawals		Yes	Yes	Yes	Yes	Yes	Yes
Total Water Recycled		No	No	No	No	No	Yes
Total Water Discharges		No	No	No	Yes	Yes	Yes
Total Water Consumption		No	No	No	No	Yes	Yes
Waste Management[19]							
Total Waste [GRI 306-3] [GRI 306-4] [GRI 306-5]	**thousand pounds**	**11,867**	**12,876**	**11,805**	**17,056**	**15,089**	**16,283**
Reuse	thousand pounds	582	487	312	350	447	173
Recycle	thousand pounds	2,461	2,355	1,808	1,378	1,917	3,901
Composting	thousand pounds	59	31	22	25	32	30
Recovery, Including Energy Recovery	thousand pounds	2,525	2,037	1,422	1,698	2,105	2,904
Incineration	thousand pounds	88	187	325	217	55	57
Landfill	thousand pounds	1,865	3,135	2,591	3,105	5,943	6,271
Wastewater Treated	thousand pounds	4,287	4,644	5,325	10,283	4,589	2,947

		2019	2020	2021	2022	2023	2024
Hazardous Waste [GRI 306-3] [GRI 306-4] [GRI 306-5] [SASB TC-SC-150a.1]	**thousand pounds**	**3,794**	**4,194**	**4,381**	**5,008**	**5,858**	**4,930**
Reuse	thousand pounds	0	0	0	0	0	0
Recycle	thousand pounds	0	2	4	4	11	43
Composting	thousand pounds	0	0	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	1,521	1,185	985	1,337	1,892	2,290
Incineration	thousand pounds	78	170	310	151	25	41
Landfill	thousand pounds	227	147	200	289	657	484
Wastewater Treated	thousand pounds	1,968	2,690	2,882	3,227	3,273	2,073
Non-Hazardous Waste (not including solid waste) [GRI 306-3] [GRI 306-4] [GRI 306-5]	**thousand pounds**	**4,080**	**3,574**	**3,512**	**8,128**	**2,161**	**1,783**
Reuse	thousand pounds	582	487	312	350	447	159
Recycle	thousand pounds	0	9	12	49	39	17
Composting	thousand pounds	0	0	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	1,004	852	437	361	214	418
Incineration	thousand pounds	10	17	15	66	30	16
Landfill	thousand pounds	166	254	292	245	114	298
Wastewater Treated	thousand pounds	2,319	1,954	2,444	7,055	1,316	875
Solid Waste [GRI 306-3] [GRI 306-4] [GRI 306-5]	**thousand pounds**	**3,992**	**5,109**	**3,913**	**3,920**	**7,070**	**9,570**
% Solid Waste Diversion from Landfill [GRI 306-4]	**%**	**63.1%**	**46.5%**	**46.4%**	**34.4%**	**26.8%**	**42.6%**
Reuse	thousand pounds	0	0	0	0	0	14
Recycle	thousand pounds	2,460	2,344	1,792	1,325	1,867	3,841
Composting	thousand pounds	59	31	22	25	32	30
Recovery, Including Energy Recovery	thousand pounds	0	0	0	0	0	196
Incineration	thousand pounds	0	0	0	0	0	0
Landfill	thousand pounds	1,473	2,733	2,099	2,570	5,172	5,489
Wastewater Treated	thousand pounds	0	0	0	0	0	0
Waste Data Third-Party Verified (limited assurance)		**Partial**				**Yes**	**Yes**
Total Waste		Yes	Yes	Yes	Yes	Yes	Yes
Total Hazardous Waste		No	No	No	No	Yes	Yes
Total Non-Hazardous Waste		No	No	No	No	Yes	Yes
Total Solid Waste		No	No	No	No	Yes	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 2023 calendar year. It is reflected in this year's data where applicable (including recalculation of previous years' data where needed).

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.

Sustainability Data Footnotes

[1] 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).

[2] 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.

[3] Data presented here is for our significant locations of operations and represents approximately 85.4% of our total number of employees in calendar year 2024.

[4] Data presented here is for employees in our significant locations of operations, which represents approximately 90.5% of our total number of employees (temporary workers excluded) in calendar year 2024.

[5] Data presented here is for employees in our significant locations of operations, which represents approximately 90.5% of our total number of employees (temporary workers excluded) in calendar year 2024. 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.

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

[7] Data presented here is based on full and part-time US employees and represents approximately 94.3% of global Wolfspeed employees. Employees terminated due to Divestiture or Reduction in Workforce are excluded.

[8] 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 2024 employees.

[9] 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.

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

[11] 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.

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

[13] All energy usage reported is purchased from the local utilities' energy grid. Our 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.

[14] 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 AR5 - 100 year and IPCC AR6 - 100); Fuel usage emissions: 40 CFR 98 Subpart C and Electronics manufacturing emissions: 40 CFR 98 Subpart I. The gases included in the calculations are CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, refrigerants and heat transfer fluids (HTFs). We do not emit biogenic CO2. Note: There is a small difference in the reporting of emissions from natural gas for our site in RTP, NC, USA, between the EPA GHG Report and our corporate GHG inventory due to allocation.

We used the EPA eGRID subregional emission factors to calculate ***scope 2*** emissions from the use of electricity at our Unites 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 AR5 - 100 year and IPCC AR6 - 100). We do not emit biogenic CO2.

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 and IPCC AR6 - 100).

[15] 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.

Sustainability Data Footnotes (continued)

[16] 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.

[17] 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 or assumed equal to water withdrawal for sites where invoices/ meters are not available. Recycled water data is either collected from meters or estimated using system operational parameters when meters are not available. The recycled water is reused in our process. Wastewater is sent to local wastewater treatment facilities. Water consumed primarily refers to evaporation and may also include diversion to other disposal endpoints or human consumption. Water discharged meets local regulatory requirements for water quality. Large manufacturing sites have water storage capacity in tanks. Reservoirs are not used.

[18] 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, 2023, and 2024 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.

[19] 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. IIn 2024, we generated 2,236 metric tons of hazardous waste and 5,149 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.

LIMITED ASSURANCE

INDEPENDENT ASSURANCE

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) 2024 environmental, social, and governance (ESG) data presented in Wolfspeed's 2025 Sustainability Report and 2025 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 2024 (January 1, 2024, to December 31, 2024) 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 (143,754 metric tons CO_2e)
- Indirect, location-based (Scope 2) GHG emissions from purchased electricity (143,147 metric tons CO_2e)
- Indirect, market-based (Scope 2) GHG emissions from purchased electricity (132,084 metric tons CO_2e)
- Indirect (Scope 3) emissions resulting from two of the 15 potential Scope 3 categories: fuel-and-energy related activity (65,981 metric tons CO_2e) and product use (172 million metric tons CO_2e)
- Total energy consumption (675,761 Megawatt Hours)
- Total water withdrawal, including third-party water withdrawal and rainwater withdrawal (586 million gallons)
- Total water recycled (150 million gallons)
- Total water discharged (430 million gallons)
- Total water consumption (156 million gallons)
- Total waste generated/disposed (16.3 million pounds)
    - Hazardous Waste (4.9 million pounds)
    - Non-Hazardous Waste (1.8 million pounds)
    - Total Solid Waste (9.6 million pounds)
- Injury-illness rate (1.31)

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 2025 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 AR5 and AR6 (100-yr) Global Warming Potentials
- U.S. EPA eGRID 2025
- US EPA Center for Corporate Climate Leadership GHG Emission Factors Hub (2025)

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 2025 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, GWPs, 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 90% 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 2025 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 2024 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 2025 Sustainability Report and 2025 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 2025 Sustainability Report to which it refers and disclosed through Wolfspeed's 2025 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.

Rich Pandullo, MEM, CM
Director - EHS & Energy Management /
Sustainability & Assurance Practice Area

Trinity Consultants, Incorporated
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Wolfspeed