

CHAMPION HOMES, INC.

Senior Management and Independent, Non-Employee Directors Stock Ownership Guidelines

The Board of Directors (the “Board”) of Champion Homes, Inc. (the “Company”) believes that it is in the best interest of the Company for members of senior management and the non-employee, independent members of the Board to acquire and maintain meaningful equity interests in the Company. Toward that end, the following stock ownership guidelines are adopted as of March 15, 2023 (the “Effective Date”). These are intended to be guidelines, rather than strict requirements, and, as such, are within the discretion of the Board, through its Human Resources and Compensation Committee (the “Committee”), to implement and interpret.

POSITION	OWNERSHIP GUIDELINE
CEO	3 Base Salary
CFO	1.5x Base Salary
Other Section 16 Officers	1x Base Salary
Non-Employee, Independent Directors	3x Annual Cash Retainer

Each executive officer should achieve the level of ownership set forth above within three years of the later of (1) the Effective Date or (2) first becoming an equity participant (the “Period”). The Committee, in its sole discretion, may extend such officer’s time within which to meet the ownership guidelines. During the Period, executive officers should retain 50% of the after-tax shares from any grant issued after the Effective Date until the ownership guidelines have been met. If the guidelines have not been met, or if an executive officer falls below the guidelines following the Period, then the Committee has the discretion to request that the executive officer retain 100% of his or her after-tax shares, or to make other arrangements, until the guidelines are met. Executive officers may sell shares to cover taxes if provided for in the grant agreement(s) regardless of whether the ownership guidelines are met.

Each non-employee, independent director is also expected to achieve the level of ownership set forth above within three years of the later of (1) the Effective Date or (2) first becoming a non-employee, Independent director. In the event that a director does not meet the ownership guideline within the specified period, he or she may receive all of his or her future Board compensation in equity until the guideline is met.

For the purposes of satisfying the ownership guidelines, the following forms of equity will be included in the stock ownership calculation:

- i. Shares deemed to be beneficially owned under federal securities laws;
- ii. Any time-based restricted stock or restricted stock units (“RSUs”) awarded (whether or not vested) and;
- iii. Any vested, in-the-money performance stock units (PSUs).

For clarity, unvested PSUs, vested PSUs (or any other performance based award) for which the

performance goals have not yet been satisfied, and unexercised stock options will not count towards satisfaction of the ownership guidelines.

The value of an executive officer's or a non-employee, independent director's stock ownership guideline will be based on his or her then current base salary or annual cash retainer. The value of the executive officer's or the non-employee, independent director's holdings will be based on the number of shares owned or held as of the first trading day of the calendar year multiplied by the average closing price of a share of the Company's common stock for the prior ninety (90) calendar days.

The Committee may, in its discretion, extend the Period or waive the guidelines. The Committee may amend, modify or terminate the Stock Ownership Guidelines in its discretion at any time.

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