

2025 Ethics and Sustainability Report



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WELCOME

Welcome to Universal Electronics Inc.'s (UEI) 2025 Ethics and Sustainability Report. This report provides an overview of UEI's ethics, compliance, environmental, and social programs, governance structures, key initiatives, and performance for the 2025 reporting year. It is intended to serve as a single, comprehensive source of information for stakeholders seeking to understand UEI's approach to responsible business conduct and sustainability.

Unless otherwise stated, the data and information presented in this report cover the period from January 1, 2025 to December 31, 2025. Where relevant, this report may reference prior-year information to provide context, describe baselines, or explain the evolution of programs, targets, or performance. Any such references are clearly identified. This report primarily covers Universal Electronics Inc.'s global operations, including corporate functions and manufacturing activities, unless otherwise stated. Certain disclosures also include supply chain practices and third-party relationships where relevant to UEI's material ethics and sustainability topics. The scope, coverage, and boundaries of specific metrics, programs, and disclosures may vary by topic and are described in the relevant sections of this report.

This report addresses UEI's material ethics and sustainability topics, including governance and business ethics, human rights and labor practices, environmental management, supply chain responsibility, employee health and safety, product responsibility, and climate-related risks and opportunities. Disclosures are informed by UEI's internal risk assessments, management systems, and data collection processes, as well as stakeholder engagement and materiality analysis.

UEI's disclosures are aligned, where applicable, with widely recognized global frameworks and standards, including the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs). Cross-reference tables mapping this report to GRI, SASB, TCFD, and SDG indicators are available in the appendix of this report.

In addition to this report, relevant ethics and sustainability information may also be found in other UEI public disclosures, including UEI's filings with the U.S. Securities and Exchange Commission, UEI's CDP responses, and UEI policies and statements published on its website. This report does not replace or supersede those disclosures but is intended to complement them by consolidating key information in a single document.

For more information about Universal Electronics Inc., please visit www.uei.com.



FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements within the meaning of the Safe Harbor provisions of the Private Securities Litigation Reform Act of 1995. Words and expressions that are not historical facts, including statements regarding expectations, intentions, plans, targets, goals, strategies, or future performance, are intended to identify forward-looking statements.

These forward-looking statements are subject to a number of risks and uncertainties, including, but not limited to: the adoption of sustainable solutions and technologies by UEI customers; the development, acceptance, and commercialization of new products and technologies; the timing, scope, and effectiveness of ethics, sustainability, and compliance programs and initiatives; the availability, quality, and completeness of data used for sustainability reporting; risks and opportunities identified through climate-related risk assessments or scenario analyses; evolving regulatory requirements; and other factors described from time to time in UEI's filings with the U.S. Securities and Exchange Commission.

Actual results may differ materially from those expressed or implied by forward-looking statements due to these risks and uncertainties. Forward-looking statements speak only as of the date they are made. UEI undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law. The information contained in this Ethics and Sustainability Report and related materials available on UEI's website is not incorporated by reference into any report or filing made by UEI with the U.S. Securities and Exchange Commission.

*Questions or feedback regarding
this report may be directed to
sustainability@uei.com*



A LETTER FROM OUR CEO

Dear Stakeholders,

I am pleased to present our 2025 Ethics and Sustainability Report. This report reflects how ethics, compliance, sustainability, and operational excellence are integrated into the way we manage our business, support our customers, and engage with our employees and partners.

During 2025, UEI continued to strengthen the systems, governance, and processes that support responsible business conduct across our global operations. Our approach is grounded in execution. We seek to embed ethics, sustainability, and risk management into day-to-day decision-making, operational planning, and product development, rather than treating them as stand-alone initiatives.

Our efforts continue to be evaluated through external frameworks and stakeholder assessments. In March 2026, UEI received a Bronze rating from EcoVadis, reflecting ongoing progress in our ethics, labor and human rights, environmental, and sustainable procurement programs. We also received a “B” score in our 2025 CDP response, demonstrating continued transparency and maturity in our climate-related disclosures and environmental data management. External ratings are not our objective; however, they provide useful feedback as we work to improve the quality, consistency, and coverage of our programs and reporting.

Protecting human rights and fostering safe, fair, and respectful working conditions remain core priorities for UEI. Throughout 2025, we continued to enhance our human rights due diligence processes, strengthen supply chain oversight, and reinforce expectations through our policies, training, and audit programs. The health and safety of our employees and contractors remains paramount, and we continue to focus on prevention, risk identification, and continuous improvement across our facilities.

Environmental stewardship is similarly embedded in our operations and product lifecycle. We are focused on managing resource use, reducing waste, and integrating sustainability considerations into product design, manufacturing, and end-of-life solutions, while aligning our efforts with evolving regulatory and customer expectations. Our teams across regions and functions play a critical role in advancing this work.

The progress reflected in this report is the result of sustained effort by employees across UEI’s global organization. I want to thank our teams for their commitment, professionalism, and collaboration.

We recognize that ethics and sustainability are ongoing journeys. This report is intended to provide transparency into where we are today, how we manage risk and responsibility, and where we are focused on improving.

Sincerely,
Rick Carnifax
Chief Operating Officer and Interim Chief Executive Officer

ABOUT UNIVERSAL ELECTRONICS INC. (UEI)

Founded 40 years ago, Universal Electronics Inc. (NASDAQ: UEIC) is the global leader in wireless universal control solutions for the home. The company designs and delivers millions of control products each year, focusing on a user-centric approach to developing products and applications that simplify interaction with increasingly complex home technologies. UEI’s solutions are designed to address interoperability challenges that can limit adoption, with a privacy-first and secure-by-design approach to connected devices.

UEI’s products are offered by leading brands in the connected home and home entertainment markets, including customers in the climate control, security, home automation, home appliance, home entertainment and consumer electronics sectors. The company’s offerings include climate control solutions, wireless sensor and smart home control products, home entertainment control products, technology and software solutions and audio-video accessories used across a wide range of residential and commercial applications.

UEI’s technology portfolio includes platforms such as QuickSet® Cloud, which supports automated device and service discovery, setup, control, and user experience personalization in the home. These solutions are designed to support interoperability across devices and ecosystems while enabling scalable deployment for UEI’s customers.

As of December 31, 2025, UEI employed over 3,000 people worldwide, supporting global design, engineering, manufacturing, logistics, and support activities. Additional information about Universal Electronics Inc., including a detailed description of its business, operations, and risk factors, is available in the company’s most recent Annual Report on Form 10-K and other filings with the U.S. Securities and Exchange Commission. More information is also available at www.uei.com.

OUR MISSION

Our mission is to create a user-centric smart home experience through innovative control products that provide the simplest way to interact with technology in the home. We aim to provide universal and interoperable control solutions that automatically set up and deliver consistent and intuitive control of connected devices, content, and services.

AWARDS AND RECOGNITION

UEI’s ethics, sustainability, and product development efforts are periodically evaluated through external assessments and industry recognition programs. In March 2026, UEI received a Bronze sustainability rating from EcoVadis, reflecting progress across ethics, labor and human rights, environmental practices, and sustainable procurement. UEI also received a “B” score in its 2025 CDP response, demonstrating continued transparency in climate-related disclosures and environmental data reporting.

UEI’s product design and engineering teams have also received industry recognition over time for specific products and design initiatives, including awards from well-established design and technology programs. These recognitions reflect UEI’s focus on user-centric design, engineering innovation, and product functionality.



Responsible Business Alliance
Advancing Sustainability Globally

OUR APPROACH TO ETHICS AND SUSTAINABILITY



OUR PEOPLE

Ensure our employees are provided a working environment where they feel like they belong and where they are safe, healthy, and productive.



OUR PRODUCTS

Design and manufacture products with a small environmental footprint through the entire lifecycle of the product while sourcing along a responsible supply chain.



OUR COMMUNITIES

Uphold and protect the human rights of people and communities throughout our supply chain.



THE PLANET

Reduce resource use and waste output in our own operations and work with our suppliers to do the same.

As the global leader in universal wireless control solutions for the home, we are committed to creating a more sustainable future through effective corporate citizenship and by reducing our environmental impact. We seek to embed sustainability into our business decisions, allowing us to support our customers' sustainability goals while delivering the highest quality, responsibly made products and services.

OVERSIGHT OF SUSTAINABILITY

In 2023, Universal Electronics Inc. formalized Board-level oversight of ethics and sustainability by expanding the responsibilities of an existing Board committee. The Corporate Governance and Nominating Committee was broadened to oversee sustainability-related strategies, policies, and practices and was subsequently renamed the Corporate Governance, Sustainability, and Nominating Committee. This committee provides oversight of UEI's approach to responsible business conduct and sustainability, including the identification and oversight of material ethics, environmental, and social topics relevant to the company.

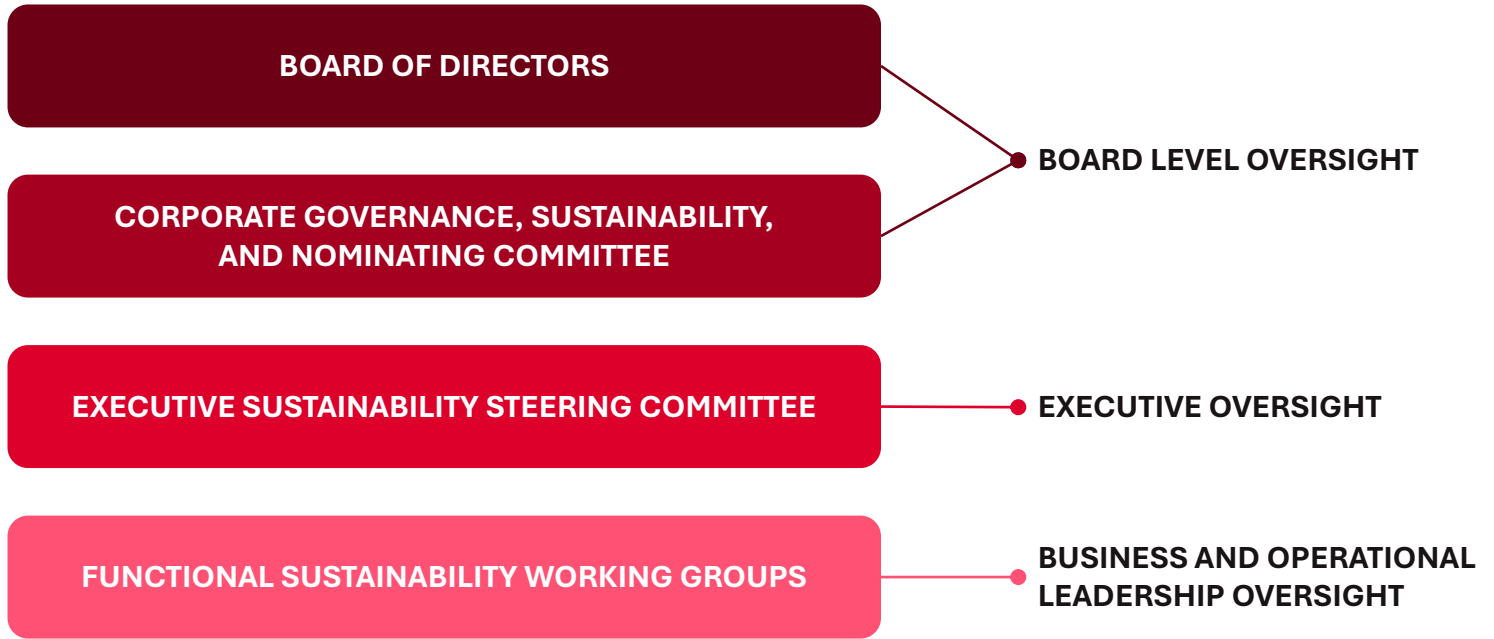
The Corporate Governance, Sustainability, and Nominating Committee is responsible for overseeing sustainability-related strategies and policies and for monitoring management's approach to addressing material ethics and sustainability-related risks and opportunities. Formal updates on sustainability matters are provided to the committee no less than annually. Significant matters may be escalated to the committee outside the regular reporting cadence when issues arise or risk thresholds are exceeded. These responsibilities are reflected in the committee's charter and are integrated into the Board's broader governance and risk oversight framework.

Management oversight of sustainability is supported by the Executive Sustainability Steering Committee (ESSC), which is composed of senior leaders from across the organization.

The ESSC is responsible for reviewing, approving, and supporting the implementation of UEI's sustainability strategy, key initiatives, and disclosures. Sustainability topics are standing agenda items for the ESSC. The ESSC meets or is provided a formal update from the Global Ethics and Sustainability function quarterly.

UEI's Global Ethics and Sustainability Function manages the company's Ethics and Sustainability Program and works to ensure alignment with corporate strategy, applicable regulatory requirements, and internal management systems. The function lead has a direct reporting line to the Chief Executive Officer. This structure is designed to support independence, visibility, and timely escalation of significant ethics and sustainability matters.

To support implementation at the operational level, cross-functional Sustainability Working Groups facilitate company-wide integration of sustainability initiatives across functions and regions. Most working groups meet on a quarterly basis and are supported by more frequent, monthly reviews with the Ethics and Sustainability Function. These working groups coordinate activities, monitor progress on an ongoing basis, and elevate issues, risks, and insights to the ESSC. Matters of significance may be escalated beyond the ESSC to senior management or the Board, as appropriate.



“We established a clear sustainability governance structure to ensure accountability, transparency, and informed decision-making on the ethics and sustainability issues that matter most to our business. This structure helps us manage risk and meet evolving expectations from customers and regulators.”

Rick Carnifax
 Chief Operating Officer and Interim Chief Executive Officer

ENTERPRISE RISK MANAGEMENT AND ETHICS AND SUSTAINABILITY INTEGRATION

UEI’s management is responsible for identifying, assessing, and mitigating the company’s exposure to financial, strategic, operational, litigation, compliance, and reputational risks through its enterprise risk management process. Sustainability-related risks, including environmental, social, and governance considerations, are incorporated into this broader risk management framework where relevant to the company’s operations, strategy, and stakeholder relationships.

The Corporate Governance, Sustainability, and Nominating Committee oversees sustainability-related strategies and reviews key policies associated with ethics, compliance, and sustainability, including management’s approach to addressing material sustainability-related risks. The ESSC and the Global Ethics and Sustainability Function conduct ongoing reviews of sustainability programs, monitor implementation, and support stakeholder engagement activities.

Environmental and social risk considerations, such as climate-related risks, supply chain risks, and human rights-related risks, are evaluated within the context of UEI’s overall risk profile and governance structure. These risks are assessed and managed through existing enterprise risk management, compliance, and operational processes, enabling integrated oversight and escalation where appropriate.

BOARD COMPOSITION AND EDUCATION

The Board believes that, when considered as a group, directors should bring a range of backgrounds, experience, knowledge, and skills to support effective oversight of the company, including oversight of ethics, compliance, and sustainability-related matters.

The Board defines diversity broadly and considers factors such as professional experience, industry knowledge, geographic perspective, education, skills and expertise, and personal characteristics, including age, gender, race, and ethnicity, in its approach to Board composition. Additional information regarding Board composition, independence, committee structure, and governance practices is available in UEI's annual Proxy Statement.

The Board and management bring relevant expertise to UEI's governance framework and have access to internal and external resources that support ongoing education and awareness of ethics, compliance, and sustainability topics. The Board encourages, and will reimburse the costs associated with, directors participating in continuing director education. UEI personnel with experience in ethics and sustainability provide periodic briefings, presentations, and updates to senior leadership and the ESSC on emerging risks, regulatory developments, program performance, and key trends. Aggregated ethics and sustainability trends, including information related to substantiated matters, are periodically reported to the appropriate Board committee to support informed oversight.

UEI also leverages external resources to support continuous learning and alignment with evolving expectations. As a member of the Responsible Business Alliance, UEI utilizes training materials and best practices related to ethical and sustainable business conduct. The company also engages with external sustainability and compliance resources, including CDP, EcoVadis, and the Society of Corporate Compliance and Ethics, to support program development, benchmarking, and ongoing improvement.

As of December 31, 2025, UEI's Board of Directors was comprised of seven members, all of whom are independent directors under applicable listing standards.



MATERIALITY ASSESSMENT

UEI conducted a materiality assessment in 2024 to identify the sustainability-related topics that are most relevant to the company’s business, stakeholders, and broader society and environment. The assessment was designed to support informed decision-making by identifying topics that may influence UEI’s long-term performance, risk profile, and stakeholder relationships.

The materiality assessment process included engagement with a range of internal and external stakeholders, including employees, customers, investors, suppliers, and industry groups. Input was gathered through surveys, interviews, workshops, and data analysis to better understand stakeholder perspectives, expectations, and concerns related to UEI’s operations, products, supply chain, and governance practices. These inputs were evaluated alongside internal risk assessments, management insights, and business considerations.

UEI applied a double materiality approach aligned with the Global Reporting Initiative (GRI) Standards. Topics were assessed based on their potential impact on UEI’s business success as well as their actual or potential impacts on people, communities, and the environment. Identified topics were prioritized into tiers to reflect their relative significance. While Tier 1 topics represent the highest priority areas, UEI recognizes that all identified topics are relevant to its business and stakeholders, and will continue to be monitored over time.

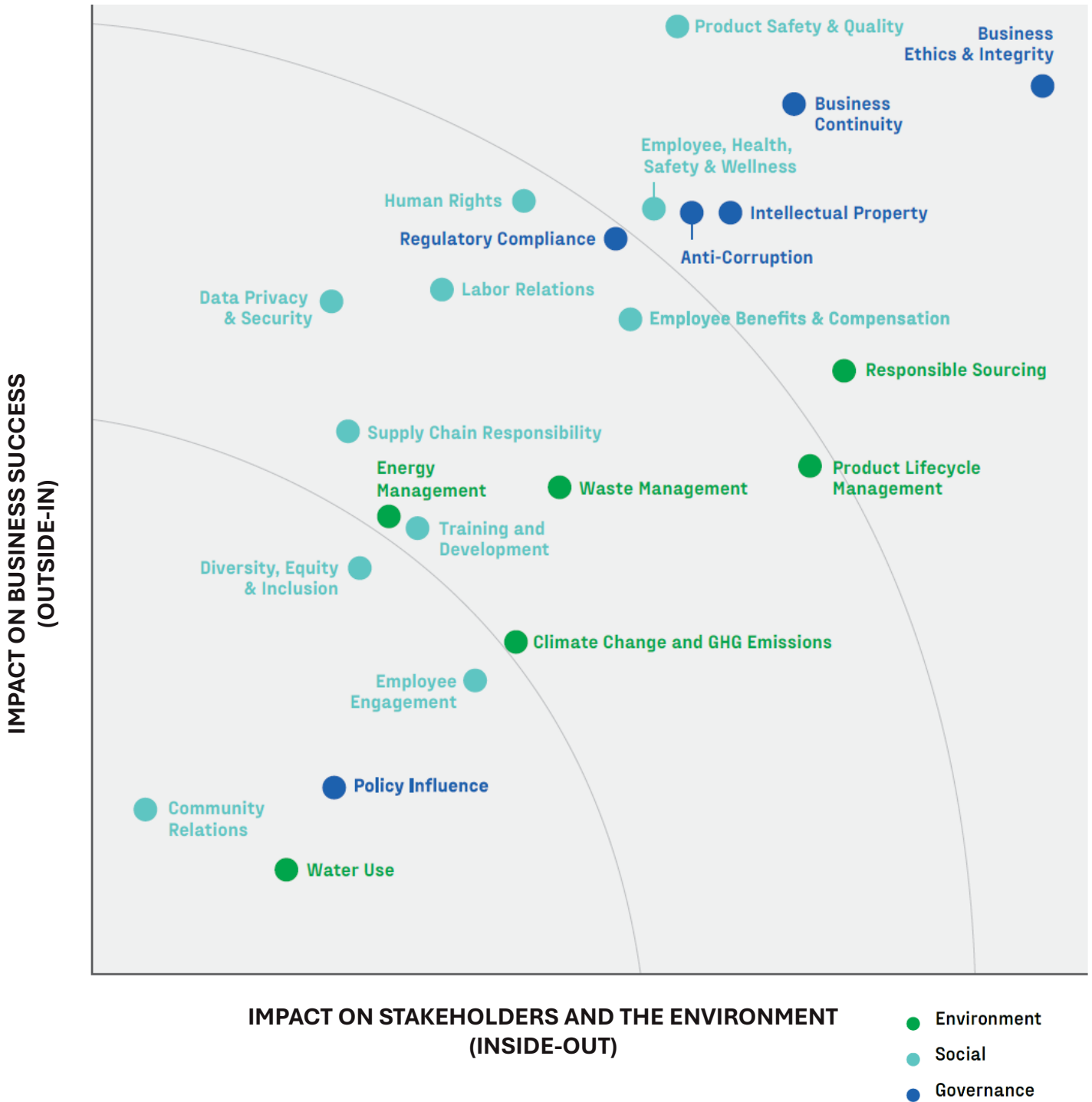
The results of the materiality assessment reflect a point-in-time evaluation based on available information, stakeholder input, and business context during the assessment period. UEI recognizes that material topics may evolve due to changes in business strategy, regulatory requirements, stakeholder expectations, or external conditions and therefore reviews and updates its materiality assessment periodically as part of its broader governance and risk management processes.

Tier 1 Highest, Critical Priority	Tier 2 Higher Priority	Tier 3 High Priority
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Business Ethics and Integrity
 Business Continuity
 Product Safety and Quality
 Responsible Sourcing
 Anti-Corruption
 Intellectual Property
 Employee Health, Safety, and Wellness

Product Lifecycle Management
 Regulatory Compliance
 Employee Benefits and Compensation
 Human Rights
 Labor Relations
 Waste Management
 Data Privacy and Security
 Climate Change and GHG Emissions
 Supply Chain Responsibility
 Training and Development
 Energy Management

Employee Engagement
 Diversity, Equity, and Inclusion
 Policy Influence
 Water Use
 Community Relations



The Materiality process is a critical component of UEI's ethics and sustainability program. It is used to inform our priorities, establish goals, and form initiatives.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a key component of UEI’s approach to understanding and managing material ethics and sustainability topics. Engagement activities are intended to support open dialogue, improve transparency, and ensure that diverse perspectives are considered in the company’s sustainability strategy and reporting.

As part of the materiality assessment, UEI engaged a broad range of stakeholders, including employees, customers, investors, suppliers, and industry organizations. Engagement methods included surveys, interviews, workshops, and other interactive formats designed to capture qualitative and quantitative feedback on sustainability-related topics relevant to UEI’s business and value chain.

Stakeholder feedback was analyzed and considered alongside internal assessments to help identify and prioritize material topics. This structured engagement approach supports a more comprehensive understanding of stakeholder priorities and helps ensure that the outcomes of the materiality assessment reflect both internal and external perspectives. Stakeholder engagement activities are conducted on an ongoing basis and inform UEI’s sustainability strategy, risk considerations, and disclosures.

STAKEHOLDER	ENGAGEMENT AVENUES
Employees	Engagement surveys Regular team meetings Frontline meetings with managers Annual performance and feedback process Surveys conducted through the materiality process
Customers	Regular customer touchpoints Trade and industry events UEI website and press releases Surveys conducted through the materiality process
Investors	Annual meeting of shareholders Financial results calls Investor letters and publications Non-deal roadshows UEI communication channels Investor inquiry management Surveys conducted through the materiality process
Suppliers	Regular supplier touchpoints Trade and industry events Surveys conducted through the materiality process
Industry Groups	Memberships Trade and industry events Industry group publications

LEVERAGING THE MATERIALITY ASSESSMENT RESULTS

The materiality assessment serves as a foundational input to UEI's ethics and sustainability program. The identified material topics inform the company's sustainability strategy, governance focus areas, and reporting priorities by highlighting where UEI's activities intersect most significantly with stakeholder expectations and potential risks and opportunities.

UEI uses the results of the materiality assessment to help prioritize actions and allocate resources toward areas with the greatest potential impact. Material topics are considered in the development and refinement of sustainability goals, management initiatives, and internal monitoring activities. The assessment also supports the identification of sustainability-related risks and opportunities that may affect UEI's business resilience and long-term value creation.

In addition, the outcomes of the materiality assessment inform UEI's public disclosures and alignment with external reporting frameworks. UEI has identified priority areas where its activities may contribute to progress toward relevant United Nations Sustainable Development Goals, and these areas are reflected in the company's sustainability strategy and reporting approach.



SUSTAINABILITY GOALS

Following the completion of its materiality assessment, UEI undertook a structured and iterative goal-setting process to address identified material sustainability topics and integrate them into relevant business objectives and management practices. This process was designed to ensure that sustainability goals are grounded in UEI's operational context, informed by data where available, and aligned with the company's broader strategy and risk considerations.

As an initial step, UEI engaged internal stakeholders and subject matter experts across functions to identify existing programs, controls, and initiatives that address material topics. Where applicable, existing metrics and data were reviewed to establish baseline performance and inform goal development. In areas where sufficient data or formalized processes were not yet in place, UEI established goals focused on developing baselines, improving data quality, strengthening management processes, or implementing new programs to support more effective oversight and performance tracking.

Proposed goals were evaluated through internal discussions to assess alignment with corporate priorities, operational feasibility, and relevance to identified material topics. Sustainability goals were reviewed and approved by senior leadership and relevant stakeholders to support accountability, integration into management processes, and allocation of appropriate resources. This approach resulted in the establishment of UEI's publicly disclosed sustainability goals, which reflect the company's current priorities and areas of focus.

UEI's sustainability goals are intended to support transparency, continuous improvement, and informed decision-making. Progress against these goals is monitored through internal governance and management processes, and relevant updates are reflected in UEI's sustainability reporting and other public disclosures, as appropriate. Please see the next page for UEI's sustainability goals.

Ethics and Sustainability Goals

Topic	Goals and Targets	Time Horizon	Progress
Business Ethics & Integrity Ensure compliance with all applicable laws, regulations, and ethical principles, and promote ethical decision-making.	100% of employees will complete the compliance training program and attest to the updated UEI Code of Conduct annually beginning in 2024	Ongoing	In total, 99.1% of employees completed compliance training in 2025. (97.54% of administrative employees and 99.72% of operators)
	100% of reports made to confidential channels will be assessed and investigated as appropriate on an ongoing basis	Ongoing	All reports were assessed and investigated as appropriate in accordance with procedure in 2025.
Business Continuity Minimize downtime, protect our employees and assets, and safeguard our reputation.	Update our business continuity plan and our disaster preparedness and response policies and procedures by EOY 2025	EOY 2025	Goal complete. BCP drafted and published.
Product Safety & Quality Proactively identify and mitigate potential safety risks and adhere to rigorous quality control measures.	Maintain a Field Failure Rate below 0.060	Ongoing	2024 Progress: 0.058 2025 Progress: 0.020
Responsible Sourcing Collaborate with suppliers and partners to implement fair labor practices, protect workers' rights, and mitigate environmental risks.	100% of major suppliers* will be screened under the due-diligence system by EOY 2025	EOY 2025	100% of suppliers screened under due-diligence system. See Supply Chain Management section of this report for more information on our supplier management process.
	100% of major suppliers* will complete an RBA SAQ and attest to Supplier Code of Conduct	Ongoing	All major suppliers completed Supplier Code of Conduct attestation. See Supply Chain Management section of this report for more information on this process.
	50% of high-risk major supplier facilities* will complete onsite RBA VAP Audit beginning in 2024	Ongoing	No high-risk major supplier identified in 2025.
	Collect emissions information from major suppliers*	Ongoing	In 2025, we implemented a supplier emissions collection process via RBA online.
Anti-Corruption Ensure full compliance with anticorruption laws and regulations.	Implement an anti-corruption supplier training and capacity building program by EOY 2025	EOY 2025	Completed. UEI provides capacity building and RBA training materials to suppliers.
	Certify anti-bribery management systems to ISO 37001 by 2030	EOY 2029	We have identified the project team and initiated the risk assessment process. The goal is on track for completion by EOY 2029.
Intellectual Property Safeguard our intellectual property and facilitate creativity, innovation, and respect for intellectual property rights.	Maintain an annual IP training and employee acknowledgment process for relevant employees	Ongoing	New goal set in 2026.
	Enhance a cross functional IP governance structure with relevant function leads	Ongoing	New goal set in 2026.
Employee Health, Safety & Wellness Prevent workplace injuries and enhance the overall quality of work and life for our employees.	Maintain a TRIR of 1.0 or lower	Ongoing	2024 Progress: 0.18 2025 Progress: 0.22
	Update culture and belonging objectives and strategy and launch an updated global annual employee engagement survey by EOY 2026	EOY 2026	Goal in progress. Project team established. Global engagement survey launched Q2 2025. Culture and belonging program built on survey results.
	Launch an updated training and development program by EOY 2026	EOY 2026	Goal in progress. Project team established. Global engagement survey launched Q2 2025. Culture and belonging program built on survey results.
Environment (multiple material topics) Reduce the environmental footprint of our products. Reduce resource use and waste output in our own operations and work with our suppliers to do the same.	Reduce absolute combined scope 1 and 2 emissions by 40% compared to a 2025 baseline	EOY 2031	We will continue to publish emissions totals and progress toward goal. Calendar year 2025 is baseline year.
	Reduce absolute scope 3 emissions by 18% compared to a 2025 baseline	EOY 2031	We will continue to publish emissions totals and progress toward goal. Calendar year 2025 is baseline year.
	Refresh UEI's climate scenario analysis by EOY 2027	EOY 2027	New goal set in 2026.
	Develop and embed a product sustainability checklist within product development frameworks to support lifecycle-based decision-making.	EOY 2027	New goal set in 2026. Checklist created and implementation in progress.

*Major suppliers as defined by the Responsible Business Alliance.

OUR GOVERNANCE

UEI's commitment to ethical business conduct informs decision-making across the organization. Compliance is treated as a core element of UEI's culture and governance framework rather than solely as a legal obligation. Ethics and compliance requirements apply company-wide across UEI's global operations and extend to all employees and other workers under UEI's operational control, including contractors where UEI exercises significant operational oversight.

UEI's governance framework is designed to promote accountability, transparency, and ethical behavior across global operations, with defined oversight responsibilities at Board and senior management levels. Ethics and compliance considerations are embedded into corporate policies, management processes, training programs, and internal control mechanisms to support consistent implementation, ongoing monitoring, periodic review, and timely escalation of issues as they arise.

"We operate with integrity as a baseline for all activities. Compliance is a shared responsibility and a core expectation across the company."

Sean Mangus
Director, Global ESG Compliance

COMMITMENT TO ETHICS

UEI is committed to conducting business with integrity, honesty, and respect for applicable laws and regulations. Ethical conduct is a foundational expectation for all individuals working for or on behalf of UEI and is embedded into the company's governance framework, policies, training programs, and operational practices.

UEI monitors the effectiveness of its ethics and compliance program on an ongoing basis through multiple mechanisms, including training completion tracking, disclosure and attestation processes, case management activities, internal audits, and periodic program reviews. These activities occur throughout the year and are refreshed at defined intervals, with findings used to support continuous improvement of policies, controls, and training content and to ensure the program remains responsive to evolving risks and regulatory expectations.

UEI maintains a Global Code of Conduct and a Global Supplier Code of Conduct, which establish expectations for ethical behavior, legal compliance, respect for human rights, and responsible business practices. These Codes apply to UEI directors, officers, employees, workers under UEI's operational control, suppliers, and business partners. All global employees and other workers under UEI's operational control, including contractors where UEI exercises significant operational oversight, are required to read and attest to the UEI Code of Conduct. UEI is also a regular member of the Responsible Business Alliance (RBA) and has adopted the RBA Code of Conduct, reinforcing alignment with internationally recognized standards for ethical and responsible business conduct.

In 2025, UEI updated and re-issued its Global Code of Conduct, supported by a global communications campaign and mandatory employee re-attestation. The Code of Conduct and key supporting policies are publicly available on the UEI website. To support effective implementation across global operations, UEI translates core ethics and compliance policies into local languages corresponding to the countries in which UEI operates.

As of 2025, key ethics and compliance policies had been translated into 11 languages. UEI maintains a centralized policy center that provides access to corporate, compliance, information security, human resources, supplier, finance, legal, and communications policies. Policies are reviewed periodically and updated as necessary to address regulatory requirements, operational changes, and emerging risks.

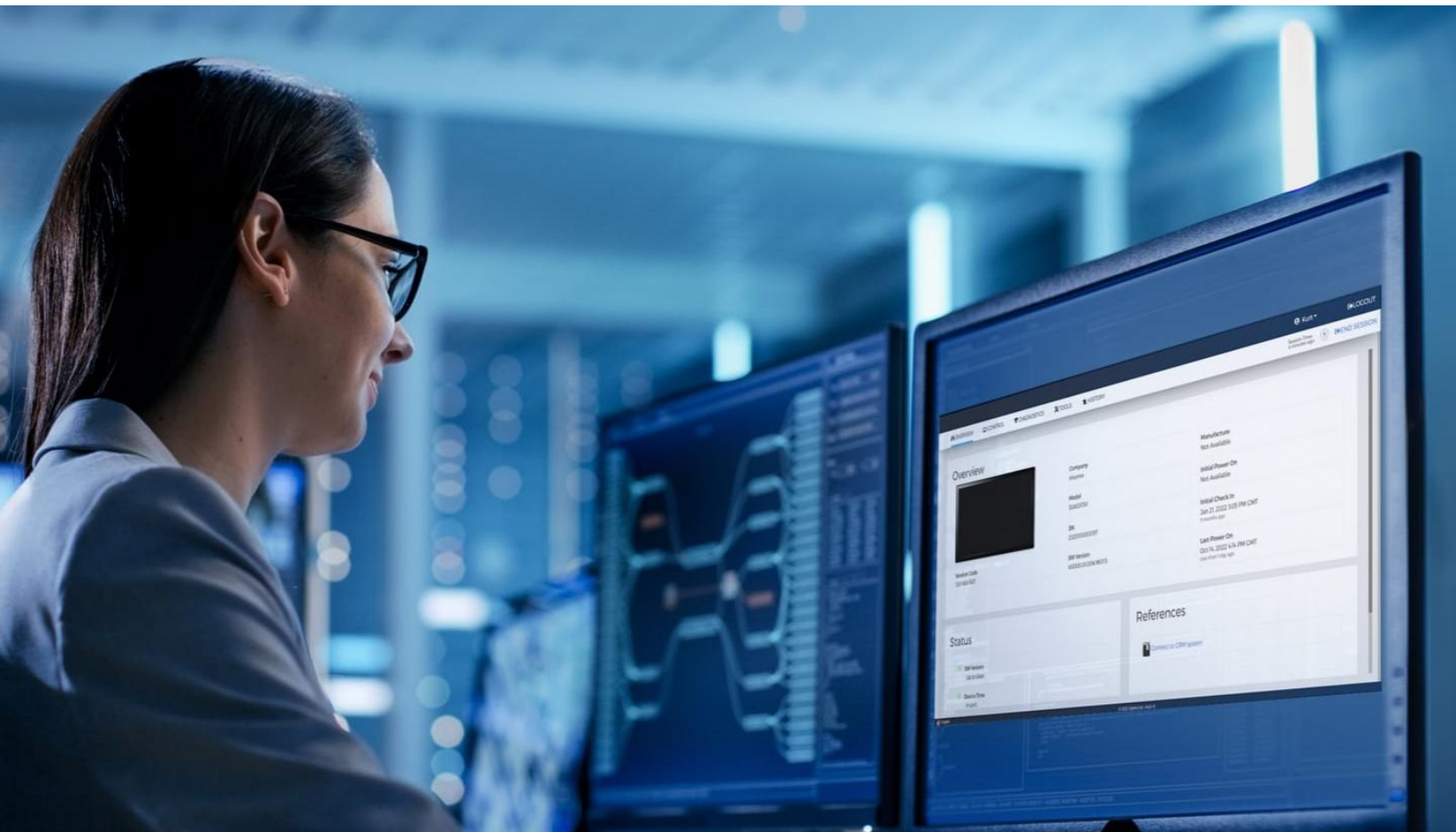
THE UEI ETHICS LINE, WHISTLEBLOWER PROTECTIONS, AND NON-RETIALIATION

UEI encourages employees, contractors, suppliers, and all other stakeholders to raise concerns regarding suspected misconduct, policy violations, legal non-compliance, or human rights-related issues. UEI maintains multiple confidential reporting channels, including the UEI Ethics Line, which is operated by an independent third-party provider and allows for confidential and anonymous reporting where legally permitted.

Reporting channels are communicated through training programs, facility-level postings, company-wide communications, and the UEI website and are available in local languages. In 2025, UEI strengthened its reporting and investigation framework through the implementation of a Global Confidential Reporting Channel Policy and a Global Investigation Procedure, which define requirements for intake, investigation, escalation, documentation, and governance.

Reports are reviewed on an ongoing basis through the previously mentioned Confidential Reporting Committee (CRC) to support independent and impartial oversight. Substantiated matters and significant findings are escalated to senior management and, where appropriate, to the Board of Directors or its committees, including outside normal reporting cycles when warranted. Investigation outcomes may result in disciplinary action, remediation, and enhancements to internal controls or management processes. UEI strictly prohibits retaliation against any individual who raises a concern or participates in an investigation in good faith.

In 2025, 123 reports were submitted through UEI's reporting channels. All reports were investigated. Additional information is provided in the data tables in the appendix of this report.



INTERNAL AUDIT AND INVESTIGATION PROCEDURES

UEI’s Internal Audit function provides independent and objective assurance and advisory services designed to enhance and protect organizational value. Internal Audit evaluates the effectiveness of risk management, internal control, and governance processes across UEI’s global operations, including financial reporting, operational performance, and compliance.

Internal Audit maintains organizational independence by reporting functionally to the Audit Committee of the Board of Directors and administratively to executive management. The function supports UEI’s commitment to ethical business practices by evaluating the design and effectiveness of controls related to ethics and compliance programs, supporting investigations as appropriate, and promoting a strong culture of accountability and integrity.

UEI maintains a formal global investigation procedure to ensure that allegations of misconduct, policy violations, or legal noncompliance are handled in a fair, consistent, and confidential manner. Investigations are conducted by qualified internal and external investigators with the expertise to address a wide range of matters, including ethics, human resources, compliance, and legal issues.

In 2025, UEI strengthened its investigation governance through the establishment of a cross-functional Confidential Reporting Committee (CRC), which provides oversight and accountability throughout the investigation lifecycle. The committee is comprised of leadership from Internal Audit, Legal, Human Resources, and Compliance functions. Case closure requires documented review and approval by multiple CRC members, ensuring that investigative outcomes are subject to independent review, appropriate challenge, and clear ownership before matters are formally closed.

COMPLIANCE TRAINING PROGRAM

UEI requires all global employees and other workers under UEI’s operational control, including contractors where UEI exercises significant operational oversight, to complete ethics and compliance training. Training covers key topics including the Code of Conduct, anti-bribery and anti-corruption, conflicts of interest, harassment prevention, human rights, data privacy, cybersecurity, and reporting mechanisms.

Training completion and Code of Conduct attestation are monitored on an ongoing basis, with follow-up processes in place to support full participation. Training content is reviewed and refreshed periodically to reflect regulatory developments, emerging risks, and lessons learned from compliance activities and investigations.

Compliance Training Completion 2025



Wired Employees

97.5%



Operators

99.7%



Total Global Completion

99.1%

ANTI-BRIBERY AND ANTI-CORRUPTION

UEI maintains a zero-tolerance approach to bribery and corruption, as reflected in its Global Anti-Bribery and Anti-Corruption Policy, Global Supplier Anti-Corruption Policy, and Code of Conduct. These policies apply across UEI's global operations and extend to employees, workers under UEI's operational control, suppliers, intermediaries, and other relevant third parties, as applicable. UEI conducts anti-bribery and anti-corruption risk assessments to evaluate risk exposure, including risks associated with third-party relationships, and to assess the effectiveness of its control environment. Risk assessments are conducted on a periodic basis and are refreshed when material changes in risk profile, geography, or business activities occur. In 2025, UEI launched an updated anti-bribery and anti-corruption risk assessment using a phased, location-by-location approach, which continued into 2026.

CONFLICTS OF INTEREST

Conflicts of interest are addressed through UEI's Code of Conduct, applicable anti-bribery and anti-corruption policies, training programs, and targeted disclosure processes. All employees receive training on identifying and managing real or perceived conflicts of interest. Employees in higher-risk roles are required to complete conflict of interest disclosures at least annually, with disclosures reviewed and managed through established governance and escalation processes. Conflict of interest trends and identified risks are monitored over time and are used to inform updates to policies, training, and related controls as part of UEI's continuous improvement approach.

DISCIPLINARY ACTION AND ENFORCEMENT

Violations of the Code of Conduct, company policies, or applicable laws are addressed through appropriate corrective and disciplinary actions. Depending on the nature and severity of the violation and applicable legal requirements, actions may include counseling, training, warnings, suspension, termination of employment, or other corrective measures. In addition to individual disciplinary actions, substantiated violations may prompt reviews of underlying processes, controls, or training programs to reduce the likelihood of recurrence and strengthen the overall effectiveness of UEI's ethics and compliance framework.

GIFTS, ENTERTAINMENT, AND HOSPITALITY

UEI maintains a Global Gifts, Entertainment, and Hospitality (GEH) Policy designed to mitigate bribery and corruption risks and to promote transparency in interactions with third parties and public officials. In 2025, UEI updated and relaunched this policy to strengthen controls, clarify approval and disclosure requirements, and reinforce expectations across global operations.

The GEH program includes defined approval thresholds, mandatory training for applicable roles, disclosure requirements, and ongoing monitoring by the Global Compliance function. Monitoring activities occur throughout the year and may result in corrective actions, targeted training, or enhancements to related controls and processes where needed.



DATA PRIVACY AND CYBERSECURITY

UEI recognizes data privacy and cybersecurity as critical components of responsible business operations, enterprise risk management, and the protection of stakeholder information. UEI maintains global information security and data privacy policies designed to safeguard personal data and confidential business information, including employee, customer, supplier, and proprietary company data. These policies support the confidentiality, integrity, and availability of information and compliance with applicable privacy and data protection laws in the jurisdictions where UEI operates. These requirements apply company-wide across UEI's global operations and extend to employees and other workers under UEI's operational control.

Board-level oversight of cybersecurity and data privacy risk is provided by the Audit Committee, which receives periodic updates from management regarding cybersecurity and data privacy risks, control effectiveness, incident response preparedness, and relevant regulatory developments. Management is responsible for the design, implementation, and day-to-day operation of UEI's cybersecurity and data protection programs. Key responsibilities include risk assessment, control implementation, monitoring activities, and coordination of incident response efforts across information technology, legal, compliance, and other relevant functions. Cybersecurity and data privacy risks are integrated into UEI's enterprise risk management framework and are evaluated alongside other operational, legal, and reputational risks.

UEI maintains a risk-based cybersecurity program that includes technical, administrative, and physical safeguards designed to prevent, detect, and respond to cybersecurity threats. These measures include access controls, network and system security controls, monitoring activities, and periodic assessments of information technology environments. UEI also maintains formal incident response and escalation procedures that define roles, responsibilities, and escalation pathways to support the timely identification, investigation, containment, remediation, and reporting of cybersecurity and data privacy incidents. Significant incidents and emerging risks are escalated to senior management and, where appropriate, to the Audit Committee.

Cybersecurity and data privacy considerations extend to third-party relationships. UEI incorporates information security and privacy expectations into relevant third-party due diligence, contracting, and oversight processes to help manage risks associated with vendors, service providers, and other business partners that may process or access UEI data.

UEI conducts periodic evaluations of cybersecurity controls, including internal reviews and, where applicable, third-party assessments, to support ongoing risk management and continuous improvement. Findings from these activities may result in enhancements to technical safeguards, policies, procedures, or training programs. UEI also monitors evolving cybersecurity and data protection laws and regulatory requirements and updates its policies, controls, and practices as necessary to maintain compliance and address emerging risks.

Cybersecurity awareness and data protection expectations are incorporated into UEI's training and compliance programs for employees and other workers under UEI's operational control. UEI participates in recognized privacy frameworks and is certified under the EU-U.S. Data Privacy Framework, supporting lawful cross-border data transfers and privacy compliance. Additional information regarding UEI's cybersecurity governance, risk management, and incident response practices is available in UEI's Annual Report on Form 10-K, Item 1C (Cybersecurity).

OUR COMMUNITIES

UEI recognizes that its responsibilities extend beyond its own operations to the workers, suppliers, and communities connected to its value chain. UEI's approach to community and human rights responsibility is grounded in respect for internationally recognized human rights, responsible sourcing practices, and engagement with local communities where the company operates.

COMMITMENT TO HUMAN RIGHTS

UEI is committed to respecting internationally recognized human rights across its operations and supply chain. This commitment is articulated through UEI's Global Human Rights Policy, which is aligned with the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the Responsible Business Alliance Code of Conduct. The policy establishes expectations related to fair treatment, freedom from forced and child labor, safe and healthy working conditions, and respect for worker rights and dignity and applies across UEI-owned operations and third-party relationships.

In 2025, UEI updated and re-issued its Statement on Modern Slavery and Child Labor. These updates reaffirm UEI's commitment to preventing forced labor, child labor, and human trafficking and describe UEI's governance, risk assessment, and mitigation approach. Core human rights policies are translated into relevant local languages to support consistent implementation across global operations.

UEI maintains a formal, risk-based human rights due diligence (HRDD) process that is overseen by the Global Ethics and Sustainability function and integrated into procurement, compliance, and operational management processes. The HRDD process applies to UEI-owned manufacturing facilities, tier-1 suppliers, and selected tier-2 suppliers identified as higher risk based on factors such as geographic location, labor intensity, use of migrant or contract labor, and sourcing practices. Human rights risks are assessed during onboarding and are reviewed on an ongoing basis, with higher-risk suppliers and facilities subject to more frequent and in-depth review.

Human rights risks are identified and evaluated using RBA-aligned tools and methodologies, including supplier self-assessments, third-party screening, and on-site or remote audits where warranted. For major and higher-risk suppliers, human rights performance is reviewed at least annually. Lower-risk suppliers are reviewed periodically based on risk indicators, changes in business scope, or emerging external risk signals.

Where potential or actual human rights risks or impacts are identified, UEI prioritizes remediation through a worker-focused approach. This includes engaging suppliers to address root causes, implementing corrective action plans, verifying closure of corrective actions, and taking steps to prevent recurrence. Progress and significant findings are tracked through UEI's ethics and sustainability governance framework and escalated to senior management and, where appropriate, to Board-level committees. Where suppliers fail to demonstrate meaningful progress or commitment to remediation, UEI retains escalation mechanisms, including suspension or termination of the business relationship, consistent with contractual and policy requirements.

UEI's grievance mechanisms are an integral component of its human rights due diligence system. Employees, workers, suppliers, and other third parties may raise concerns through the UEI Ethics Line, which allows confidential and anonymous reporting where legally permitted and is supported by a global non-retaliation policy. Grievance data and investigation outcomes are reviewed on an ongoing basis and are used to inform risk assessments, remediation priorities, and continuous improvement of UEI's human rights program.

THIRD-PARTY AND SUPPLIER DUE DILIGENCE

UEI recognizes that suppliers, service providers, agents, and other third parties play a critical role in its value chain and may present elevated ethics, compliance, and human rights risks. UEI maintains a comprehensive, risk-based third-party and supplier due diligence framework designed to identify, assess, and manage these risks throughout the lifecycle of the business relationship.

In 2025, UEI strengthened its third-party due diligence framework through updates to its Global Supplier Due Diligence Policy, Human Rights Due Diligence Procedure, and Global Supplier Code of Conduct. These requirements apply to all suppliers and relevant third parties and are implemented using a risk-tiered approach that considers factors such as geographic exposure, service type, labor practices, business criticality, and regulatory risk.

Due diligence is conducted during onboarding and continues throughout the business relationship. Major suppliers and high-risk third parties are subject to at least annual due diligence reviews, while all suppliers are reviewed periodically based on risk tier, changes in scope of work, and emerging risk indicators. In addition to periodic reviews, UEI conducts screening for sanctions and politically exposed persons (PEPs) to identify potential changes in risk profile.

Depending on risk tier, due diligence measures may include identity and beneficial ownership verification, sanctions and adverse media screening, RBA Self-Assessment Questionnaires (SAQ), and RBA Validated Assessment Program (VAP) audits or equivalent assessments for higher-risk suppliers. Identified red flags are escalated to Global Compliance for review and determination of appropriate mitigation or escalation actions prior to onboarding or continuation of the business relationship.

UEI emphasizes supplier engagement and capacity building as primary tools for addressing identified gaps, including training, corrective action planning, and follow-up assessments. Where remediation is not achieved or risks cannot be adequately mitigated, UEI retains the ability to suspend or terminate the relationship in accordance with its policies and contractual obligations.

In 2025, 100% of major suppliers were screened under due diligence programs which include third party due diligence management platforms, self assessment questionnaires, and/or audits. Of this, 77% of major suppliers were subject to on site or remote audits which evaluated labor and human rights risks. Audits included a mix of RBA VAP-informed audits and other approved on-site or remote assessments. Corrective actions are tracked to closure and managed by internal CAP closure rate targets. In 2025, two suppliers were escalated, suspended, or disengaged due to ethics, human rights, labor, or environmental non-compliance.

UEI is committed to responsible mineral sourcing and supporting global efforts to address risks linked to conflict-affected and high-risk areas. The company implements a risk-based due diligence program aligned with OECD guidance and applicable regulations, working with suppliers to identify, assess, and mitigate the risk that minerals used in its products directly or indirectly finance prohibited groups. More information is available in UEI's Conflict Minerals Policy and annual Form SD filings available on the UEI website.

“Respect for human rights is non-negotiable at UEI. Our approach to supplier due diligence helps us better understand risks and support responsible practices throughout our value chain.”

Ken Hung
Director, Global Supply Chain

COMMUNITY ENGAGEMENT AND VOLUNTEERISM

UEI supports community engagement primarily through locally led, site-based initiatives that reflect regional needs, cultural context, and employee interests. Community engagement activities may include charitable contributions, partnerships with local organizations, and employee-driven volunteer efforts coordinated at the facility or regional level.



COMMUNITY SNAPSHOT

In December 2025, the team at the UEB facility in Brazil (Manaus) carried out a social action initiative to support children and families receiving treatment through the Raio de Sol Association and the Amazonas Hematology and Hemotherapy Hospital Foundation (HEMOAM). Employees donated milk and metal packaging, which were delivered in person during a site visit that also included learning more about the work of both organizations. The initiative was made possible through employee engagement and the support of the local Social Committee.

Recognizing the value of greater consistency and shared direction, UEI initiated internal discussions in 2025 to evaluate opportunities to establish global community engagement principles with local implementation. These discussions are intended to explore scalability, employee participation, and alignment with UEI’s culture, operational footprint, and business context. Additional information about this effort is in the Employee Engagement, Culture, and Belonging section of this report.

COMMUNITY SNAPSHOT

110 members of UEI’s Vietnam facility participated in the "Healthy and Beautiful Steps" running event organized by the Hai Phong City Federation of Labor as part of Worker’s Month. The event promoted a healthy lifestyle and was a wonderful opportunity to connect as a team.



OUR PEOPLE

UEI's workforce includes both administrative employees and operators, and human capital programs are designed and implemented to reflect the distinct operational, regulatory, and workforce considerations of office-based and factory-based environments. We maintain a work environment that is designed to attract, develop, and retain top talent by offering our employees competitive benefits and an engaging work experience that contributes to their career development.

COMPENSATION AND BENEFITS

UEI conducts periodic compensation assessments across its workforce to evaluate pay practices relative to relevant labor markets, job roles, geographic location, and experience. These assessments are informed by market benchmarking, internal role architecture, and business considerations and are used to identify potential pay anomalies or misalignments. Findings from these reviews may result in compensation adjustments, structural changes, or targeted actions where appropriate. These pay assessments are designed to evaluate compensation consistency and competitiveness across comparable roles and levels, regardless of gender or other personal characteristics, consistent with UEI's global non-discrimination policies.

UEI's benefits plans are designed to offer flexibility and choice, allowing employees to tailor benefits to meet their individual needs. UEI offers a comprehensive portfolio of health and welfare benefits for eligible employees, including medical, dental, and vision coverage, life and accidental death and dismemberment insurance, and access to voluntary benefit programs. Eligibility and coverage are administered in accordance with applicable legal requirements and local regulations. UEI provides continuity of coverage protections, including access to continuation coverage where required by law, and maintains defined eligibility criteria for full-time, part-time, and temporary employees. Employees may also participate in flexible spending arrangements, including health care and dependent care accounts, which are administered through pre-tax payroll deductions where available.

UEI provides access to mental health and well-being support through its employee benefits programs, which may include employee assistance programs (EAPs), mental health counseling services, and access to licensed mental health professionals on site, depending on location. Participation in these programs is voluntary and confidential.

In addition to base compensation and benefits, UEI offers discretionary incentive compensation programs for eligible employees, with awards informed by company performance and individual contributions. Recognizing the diverse needs of its global workforce, UEI administers benefits on a localized basis where appropriate, particularly at manufacturing sites, to reflect regional requirements, workforce needs, and operational contexts. UEI periodically reviews its benefits offerings as part of broader human capital management processes to support employee well-being, retention, and competitiveness in local labor markets.

We recognize the importance of supporting employee well-being by promoting flexibility and a strong work-life balance. For roles where a remote or hybrid arrangement is viable and appropriate, UEI offers flexible telecommuting arrangements. Remote and hybrid work arrangements are governed by a Remote Work Policy and are implemented based on role requirements, business needs, and operational feasibility. These arrangements require management approval and are supported by defined expectations related to performance, information security, and data protection. For manufacturing and on-site roles where remote work is not feasible, UEI focuses on alternative forms of flexibility, including predictable scheduling, shift-based planning, and local site practices designed to support employee well-being within operational constraints.

UEI is committed to providing fair, competitive, and market aligned compensation and benefits that supports its ability to attract, retain, and motivate talent across global operations.

EMPLOYEE FEEDBACK AND REPRESENTATION

We regularly collect feedback from employees through structured and informal mechanisms throughout the year to better understand and improve their experiences and identify opportunities to strengthen our culture. Avenues for feedback include UEI's annual engagement survey, company-wide town halls, employee suggestion boxes at each location, regular team check-ins, and annual review and feedback processes. At manufacturing sites, feedback mechanisms are tailored to production environments, including site-level engagement forums, local management engagement, and accessible grievance and suggestion channels for frontline employees. Employee feedback is reviewed periodically by management and used to inform workplace improvements and people-related initiatives. We launched our updated global engagement survey in the second quarter of 2025. Survey results are reviewed at both the site and global levels and used to inform actions that strengthen employee experience, culture, and belonging, recognizing that each facility has unique needs.

We recognize employees' rights to freedom of association and collective bargaining and engage with employee representatives where appropriate to collaborate on employee matters and gather feedback. Where formal worker representation is restricted by law, UEI provides alternative mechanisms for employee engagement and grievance reporting to ensure employee voices can be raised and addressed.

As disclosed in UEI's public filings, approximately 29% of the company's global workforce is represented by labor unions as of December 31, 2025. At UEI's Vietnam manufacturing facility (UVN), a formal Trade Union Executive Committee was established in September 2023. UEI engages with the representative bodies in accordance with local law and applicable collective bargaining agreements, which address topics including working conditions, health and safety, training, privacy, and non-discrimination. In addition to formal collective bargaining structures, UEI facilitates regular worker-management engagement at manufacturing sites, including employee conferences and site-level forums, to support dialogue, raise concerns, and gather feedback from employees.

"Our people are our greatest strength. When our people feel heard, they feel valued. Listening helps us understand what's working, what's not, and where we can continue to grow together."

Essie Pagan
VP, Global Human Resources



TRAINING

Training and development are critical components of an effective workforce strategy. We offer a variety of skills-based and career development training opportunities, both hands-on and through online platforms, to all employees. Employees are encouraged to work with their managers to identify training opportunities.

UEI maintains structured training programs which begin at onboarding and continue throughout employment. New employees receive onboarding that includes ethics, compliance, health and safety, and role-specific training. At manufacturing facilities, training includes structured onboarding, role-specific technical training, operational training, and health and safety instruction relevant to production environments. Operators receive in-person training where appropriate to support effective learning in production settings.

UEI also delivers mandatory, role-based compliance training covering topics such as the Code of Conduct, anti-bribery and anti-corruption, human rights, data privacy, cybersecurity, reporting mechanisms, and human resources subjects. Training needs, content, and participation are reviewed periodically and refreshed based on business requirements, risk profiles, regulatory changes, and findings from audits, investigations, or management reviews.



DEVELOPMENT

As part of the annual performance evaluation program, employees are encouraged to have meaningful career development and performance-related conversations with their managers. UEI maintains a formal performance evaluation process that is conducted on a regular basis and documented in employee personnel records. Performance expectations and evaluation criteria are communicated through management guidance and applicable policies. New managers are required to complete performance management training to facilitate productive dialogue. This training emphasizes fair, consistent, and objective evaluation practices and supports constructive feedback and development planning. All employees are subject to performance and career development reviews, whether to confirm successful completion of a probationary period or to determine continuation or permanence of employment. Wired staff are additionally subject to annual performance reviews.

Performance management processes are applied consistently across corporate and manufacturing environments, with adaptations as needed to reflect local labor practices and operational structures. Performance evaluations inform development planning, training opportunities, and, where applicable, internal mobility or promotion decisions. Employees who have questions or concerns regarding performance evaluations are encouraged to raise them through established management, human resources, or confidential reporting channels.



EMPLOYEE ENGAGEMENT, CULTURE, AND BELONGING

We believe diversity is a strength and that our talent should have equal opportunity for personal growth and career advancement. The skills and knowledge of our workforce must meet the diverse needs of our customers and stakeholders. We are most successful when employees bring their whole selves to work. This commitment is embedded in formal policies and management practices. UEI is an Equal Opportunity Employer and maintains global anti-discrimination and harassment policies that apply to all employees, contractors, and other workers under UEI's operational control. Expectations related to respectful conduct, non-discrimination, and inclusive behavior are reinforced through the UEI Code of Conduct, training programs, and management communications. Managers receive training on respectful workplace conduct, non-discrimination, and inclusive leadership as part of UEI's broader management training framework.

Employees who believe they are subject to discrimination, harassment, or retaliation are encouraged to raise concerns without fear of retaliation to human resources, supervisors, senior managers, or through the UEI Ethics Line. The UEI Ethics Line is operated by an independent third party, is available in local languages, and may be used by both administrative employees and operators. Reports are investigated in accordance with UEI's Global Investigation Procedure and Global Non-Retaliation Policy.

As a global company with manufacturing operations in multiple regions, we encourage cross-cultural interaction across teams and business lines. We have created virtual forums and knowledge-sharing platforms on our intranet to facilitate communication and sharing of insights and best practices. At manufacturing locations, engagement and inclusion efforts are supported through site-level initiatives, local leadership involvement, and culturally appropriate communication channels to reflect regional context.

UEI's approach to culture and belonging is primarily locally led and site-based, reflecting regional traditions, workforce needs, and employee feedback. At manufacturing locations, site-level initiatives include employee gatherings and engagement events, such as annual employee dinners and regular employee conferences that support connection and dialogue between employees and management. In regions that observe Lunar New Year, including several manufacturing and regional office locations, UEI supports local holiday celebrations and cultural observances, recognizing the importance of regional traditions to employee well-being and inclusion. At corporate and regional offices, local teams organize culture-building activities such as team lunches, milestone celebrations, and recognition moments.

In 2025, UEI initiated a structured review of its culture and belonging approach to ensure it continues to reflect employee feedback, business context, and evolving workforce needs. This review is informed by results from global and site-level employee engagement surveys and is being facilitated through cross-functional working sessions involving leadership, human resources, and ethics and sustainability representatives. This effort, which will continue in 2026, focuses on identifying practical, site-appropriate actions related to communication, recognition, leadership engagement, and skills development, with an emphasis on strengthening trust, transparency, and inclusion across both corporate and manufacturing environments. Findings from this review are intended to inform updates to UEI's culture and engagement programs, with implementation tailored at the regional and site levels and supported by ongoing management oversight.

HEALTH AND SAFETY

The health and safety of our employees, contractors, visitors, and communities is paramount, particularly in manufacturing environments where operational risks are inherently higher. UEI’s health and safety framework is designed to support a culture in which employees and contractors are empowered to identify hazards, report concerns, and stop unsafe work without fear of retaliation.

We comply with applicable local, national, and international health and safety laws and regulations. UEI maintains a Global Health and Safety Policy that applies across all global locations and establishes minimum requirements for health and safety governance, hazard identification, risk assessment, training, incident reporting, investigation, and corrective actions. Health and safety responsibilities are assigned at the site, regional, and corporate levels to support consistent implementation and accountability.

Each manufacturing facility maintains site-specific health and safety plans, risk assessments, policies, and operating procedures that reflect local regulatory requirements, facility layouts, production processes, and workforce composition. These requirements are further tailored at the production line and task level, including defined safe work procedures, equipment-specific controls, and required personal protective equipment (PPE) for each activity. Health and safety risks are assessed during employee onboarding, job changes, process or equipment changes, and through periodic reviews.

Our health and safety programs include identifying hazards through robust risk assessments, implementing effective control measures to prevent accidents and occupational illnesses, maintaining emergency response plans and conducting drills, and providing comprehensive health and safety training to employees and relevant contractors. Health and safety requirements apply to on-site contractors at UEI locations, including training, PPE requirements, and corrective action processes. At manufacturing facilities, these programs are embedded into daily operations and production management processes.

At our manufacturing facilities, we have implemented occupational health and safety management systems. Our manufacturing facilities in Vietnam, Mexico, and China have obtained ISO 45001 certification, representing approximately 91% of our global manufacturing workforce as of December 31, 2025. These management systems provide a structured framework for hazard identification, risk evaluation, incident and near-miss reporting, root cause analysis, corrective and preventive actions, management review, and continuous improvement.

UEI’S HEALTH AND SAFETY APPROACH

IDENTIFY HAZARDS

Established a robust risk program that identifies potential workplace health and safety hazards.

PREVENT ACCIDENTS

Developed and implemented effective control measures to mitigate health and safety risks, including measures to prevent accidents, injuries, and occupational illnesses.

PLAN FOR EMERGENCIES

Maintain emergency response plans and conduct drills to ensure preparedness.

TRAIN EMPLOYEES

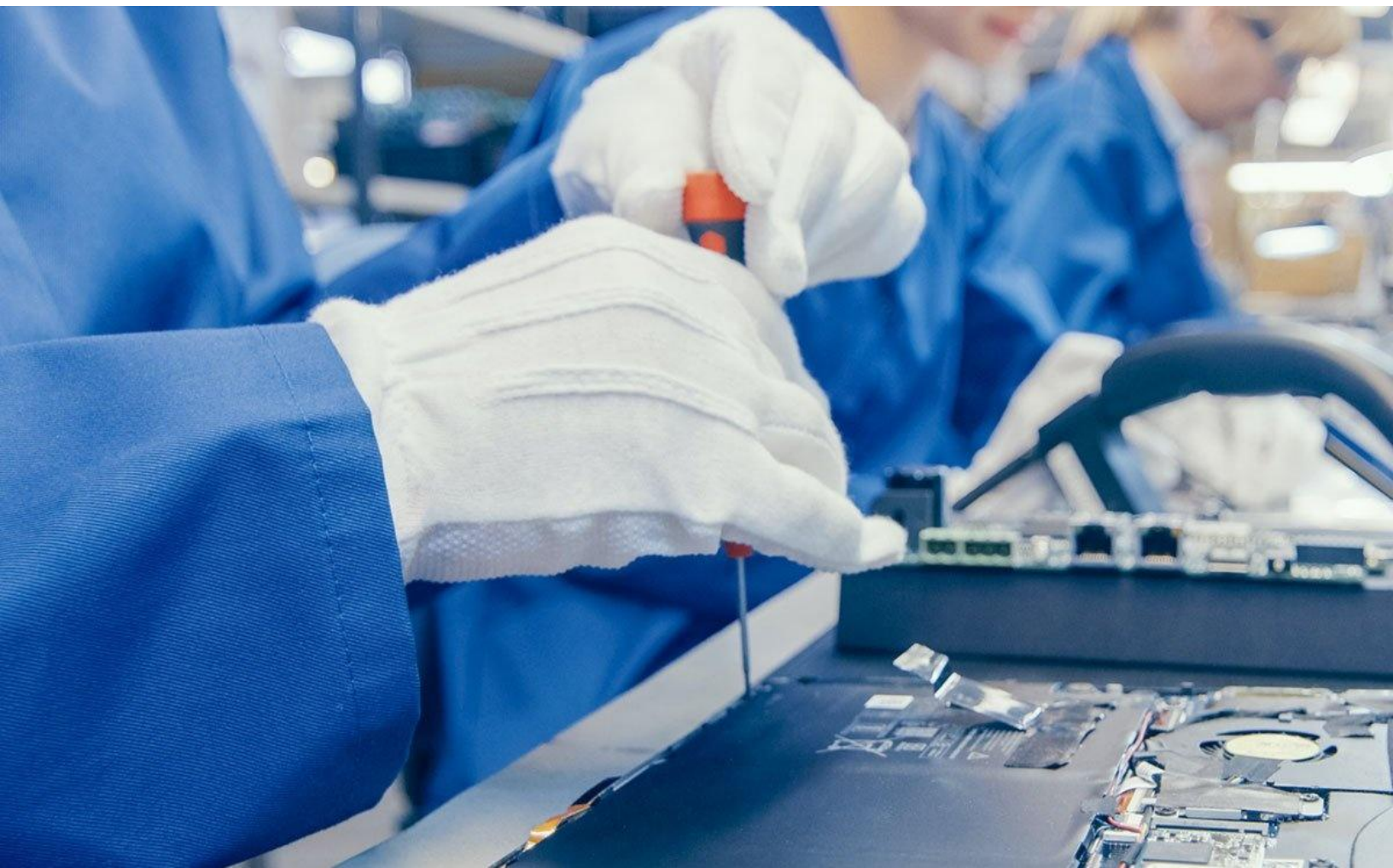
Provide comprehensive health and safety training program to all employees, as well as relevant contractors and stakeholders. This includes orientation for new employees, ongoing training, and regular safety awareness campaigns.

HEALTH AND SAFETY (CONT.)

UEI maintains dedicated environment, health, and safety (EHS) resources at each manufacturing location. Site-level EHS personnel report through the global corporate HR structure, supporting functional independence from local operations and enabling consistent oversight, escalation, and alignment with global standards. Manufacturing sites are subject to regular health and safety audits conducted by site level EHS staff, corporate HR and Ethics and Sustainability teams, and third party auditors. These audits include internal reviews, ISO 45001 surveillance audits, RBA aligned assessments, and customer or independent third party audits, providing multiple layers of assurance across UEI's manufacturing operations.

Each reported incident or near miss is investigated, root causes are identified, and corrective actions are implemented and tracked to closure. Health and safety trends and significant findings are reviewed through site-level and corporate management processes and escalated where appropriate. Health and safety performance and key findings are communicated to leadership through regular management reviews.

As part of our commitment to health and safety, we established a total recordable incident rate (TRIR) baseline of 0.2 for 2024 and set an annual target to maintain a rate below 1.0. In 2025, our TRIR was 0.22. Additional health and safety disclosures are available in the appendix of this report. Progress against health and safety goals is reviewed periodically at manufacturing sites and informs corrective actions, resource allocation, and continuous improvement efforts. We will continue to report progress toward this goal in future ethics and sustainability reports.



OUR PRODUCTS

Our reputation is grounded in delivering quality products that are responsibly made. We seek to be a partner in our customers' sustainability journey and provide products and services that support their objectives.

We consider a holistic approach throughout the entire life cycle of our products. This life-cycle perspective spans product design and material selection, manufacturing in responsible facilities, packaging and logistics, product use-phase efficiency, and responsible end-of-life and refurbishment considerations, where applicable.

SUSTAINABLE PRODUCT DESIGN, PRODUCTION, AND PACKAGING

To reduce waste, we have introduced initiatives to reduce plastics from our supply chain and manufacturing processes for certain customer programs. This includes designing and building products using post-consumer recycled plastics, which reduces emissions and waste associated with virgin materials.

UEI integrates chemical compliance and materials management into product design, sourcing, manufacturing, and packaging decisions. Product requirements are defined early in the design phase and are informed by applicable regulatory frameworks, customer specifications, and industry standards related to restricted substances and material safety. UEI maintains processes to support substance composition disclosures and regulatory reporting, including tracking and managing substances subject to global product regulations and customer disclosure requirements. These processes support compliance with applicable chemical and environmental regulations and facilitate customer and regulatory reporting related to product composition and environmental attributes.

The production phase of our products is a critical component of the product's lifecycle. By reducing emissions associated with production, we also reduce our customers' value chain emissions. Many of our packaging and production methods are being reimaged to reduce waste, emissions, and our products' chemical footprint. This includes evaluating design, materials, finishes, solders, inks, adhesives, and packaging components to reduce hazardous substances, minimize material use, and support regulatory compliance across global markets.

We have implemented changes such as replacing mineral oil-based printing inks with soybean-based inks in some packaging, switching to recycled solder in certain manufacturing processes, and replacing plastic bags, cartons, and protective foils with alternative materials such as paper, bamboo-fiber materials, and biodegradable copolymers for many of our products. For some packaging, we use responsibly sourced paper products certified to the Forest Stewardship Council (FSC) standard.

Designing and launching sustainable products requires a multidisciplinary approach. Product managers and applications engineers define sustainability and compliance requirements, mechanical engineers support design and material selection, and quality assurance teams oversee acceptance testing to ensure standards are met. Environmental, quality, and compliance considerations are reviewed throughout the product development lifecycle to identify and address potential environmental, safety, and regulatory risks prior to production.

PRODUCT EFFICIENCY

We seek to extend the useful life of our products and reduce emissions during the use phase by improving the energy efficiency of battery-operated products. Methods to improve efficiency include low-energy infrared engines, ultra-low-power connectivity chips with energy-harvesting capabilities, and products powered by low-light solar cells.

The UEI Eterna range of remote controls uses a chipset that is significantly more energy efficient and casings manufactured with post-consumer recycled plastic. These products are designed for easy disassembly to enable recycling, refurbishment, and reuse. Design for disassembly supports responsible end-of-life management and facilitates compliance with applicable product recycling and take-back requirements in relevant jurisdictions. Our energy-harvesting technologies enable extended battery life and support “battery-for-life” product concepts. Some products also include emissions-avoidance features during use, such as energy management systems that reduce energy consumption when spaces are unoccupied.

PRODUCT SNAPSHOT: SUSTAINABLE REMOTE CONTROL DESIGN

Babylon Green Remote



UEI partnered with Liberty Global and Sunrise to develop and launch the Babylon Green remote control, a next-generation product designed to significantly reduce environmental impact while maintaining high performance and usability.

The Babylon Green remote is manufactured using post recycled plastics and shipped in fully recyclable packaging, reducing material intensity and packaging waste. The remote is powered by UEI’s proprietary ultra-low-power chipset, engineered specifically for remote control applications to minimize energy consumption during everyday use.

This advanced power management design enables extended battery life that, for many users, may last the full lifecycle of their service subscription. By reducing battery replacement requirements, the Babylon Green remote is expected to help avoid millions of discarded batteries over its lifecycle, cutting associated waste and emissions.

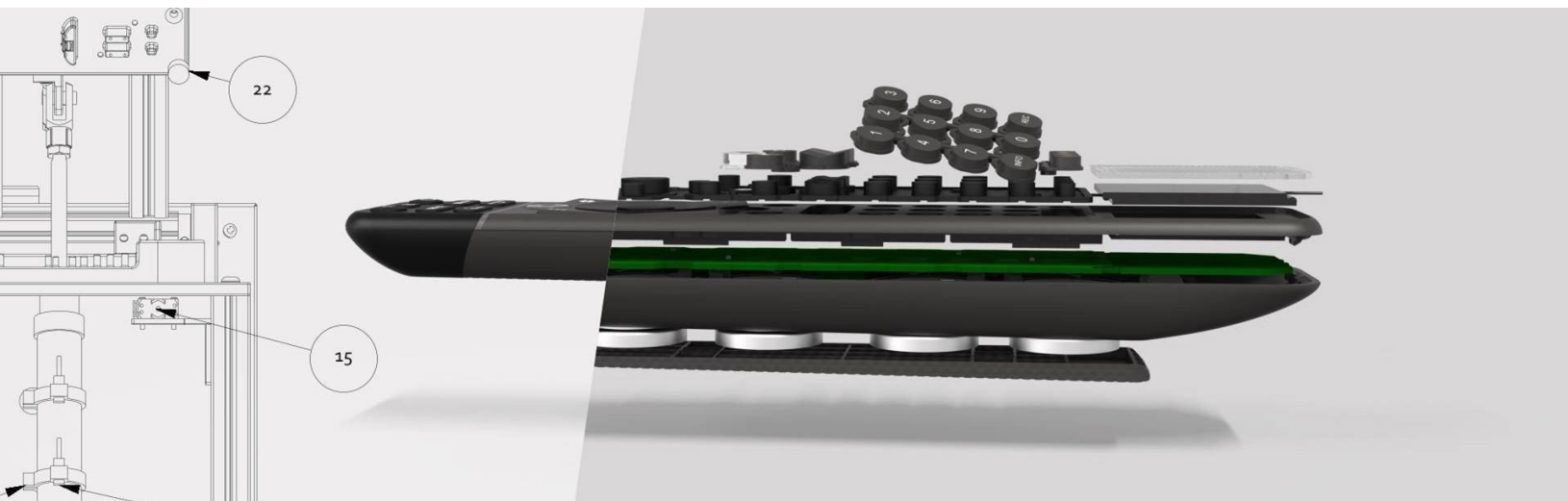
PRODUCT TAKE BACK, RECYCLING, AND END OF LIFE MANAGEMENT

UEI recognizes that product end-of-life management is a critical component of responsible product stewardship and circularity. We consider end-of-life impacts throughout the product lifecycle, from design and material selection through manufacturing, use-phase efficiency, and responsible disposal, refurbishment, and recycling.

UEI operates and participates in recycling, and refurbishment programs where obligated by regulation and where operationally feasible. These programs are designed to support compliance with applicable waste electrical and electronic equipment (WEEE) and product stewardship requirements, facilitate material recovery, and reduce environmental impacts associated with disposal.

Where products are collected, UEI prioritizes responsible material recovery, reuse, and recycling through approved downstream partners. Product coverage, collection volumes, and reporting scope may vary by region due to differences in regulatory frameworks, customer-managed programs, and local infrastructure.

Refurbishment and reuse are integral components of UEI's circularity approach. Through internal and third-party refurbishment programs, UEI reclaims eligible products and components for testing, repair, and reuse. In 2025, approximately 862,350 units of products were refurbished and shipped. Materials that cannot be reused are directed to recycling or responsible disposal streams in accordance with applicable regulations.



UEI engages approved and qualified third-party recyclers and refurbishment partners to support end-of-life processing. These partners are selected based on applicable regulatory requirements, customer expectations, and internal standards related to environmental, health, and safety performance. Oversight mechanisms include contractual requirements, certification reviews, and periodic assessments, as appropriate. Where customers manage take-back or recycling programs directly, UEI coordinates to support compliance and reporting obligations while recognizing limitations on direct data availability.

UEI continues to evaluate opportunities to expand the scope, coverage, and data quality of its take-back and recycling programs. Identified focus areas include improving centralized tracking of volumes, expanding geographic coverage where feasible, and enhancing transparency around product end-of-life outcomes. As data availability improves, UEI intends to enhance quantitative disclosures related to product recovery, recycling rates, and material reuse in future reporting cycles.



**UEI shipped
862,350
refurbished units
in 2025**

PRODUCT SNAPSHOT: EXTENDING PRODUCT LIFE THROUGH REFURBISHMENT

Refurbishment plays an important role in UEI's circular economy approach by extending product life, reducing electronic waste, and minimizing the demand for virgin materials. UEI designs many of its remote control products with refurbishment and re-use in mind, enabling efficient recovery, repair, and redeployment at end of first use.

UEI's refurbishment programs are supported by explicit design and service requirements, including warranty coverage, after-sales support tools, and standardized refurbishment processes. Products are evaluated through both cosmetic and functional assessments, including testing of RF, voice, and electronic components. Units without defects are cleaned and repacked for reuse. Products with cosmetic issues are disassembled, repaired using replacement parts where needed, cleaned, and repacked. Where functional defects are identified, printed circuit boards (PCBAs) are tested and replaced if necessary before final cleaning and repackaging.

To enable consistent refurbishment outcomes, UEI provides disassembly fixtures, testing tools, technical repair documentation, and training support for after-sales and refurbishment partners. Remote controls are designed to be opened safely without damaging structural or cosmetic components, allowing undamaged parts to be reused efficiently. Surfaces are engineered to be easy to clean using basic materials, supporting reuse without specialized chemicals.

UEI's refurbishment activities build on long-standing experience gained through its One For All retail brand and large-scale operator programs. By designing products that support disassembly, repair, and reuse, UEI helps customers extend product life, reduce electronic waste, and advance circular economy objectives.

PRODUCT CHEMICAL COMPLIANCE AND PRODUCT STEWARDSHIP

We are committed to ensuring that our products meet or exceed customer quality, safety, and regulatory requirements throughout their lifecycle. UEI maintains documented quality management systems supported by testing, inspection, and quality control measures applied to components, subassemblies, and finished products, including those sourced from third-party suppliers. These systems are designed to ensure consistent product performance, regulatory compliance, and customer satisfaction.

UEI maintains a formal product environmental compliance and materials management program designed to identify, assess, and manage risks associated with the inclusion of hazardous or restricted substances in products, components, and packaging. This program supports compliance with applicable global chemical regulations and customer requirements and is embedded across product design, sourcing, manufacturing, packaging, and end-of-life considerations.

“Product chemical compliance and stewardship are essential to making safe, responsible products. Our programs help us meet regulatory requirements and manage materials across the product lifecycle.”

Benny Moy
Senior Director, Global Product Compliance

Product chemical, materials, and sustainability requirements are defined early in the product development process and reviewed throughout the product lifecycle. Product managers and applications engineers work with internal product compliance teams and customers to identify applicable regulatory and disclosure requirements and incorporate them into product specifications. Engineering teams support material selection and design decisions, while quality assurance and compliance teams conduct assessment, validation, and lead the acceptance testing prior to production release.

UEI’s chemical compliance program supports adherence to global product regulations such as RoHS, REACH, TSCA, and other applicable chemical management laws. Compliance activities include material reviews, testing where required, and supplier engagement to verify conformity with restricted substance requirements. Supplier components and materials are subject to quality and compliance expectations, and supplier performance is reviewed through audits and ongoing quality assurance processes.

Chemical risk management extends into manufacturing and packaging operations. UEI evaluates materials, finishes, solders, inks, adhesives, and packaging components with the objective of reducing hazardous substances and minimizing the chemical footprint of products while maintaining performance and quality requirements. Changes to materials, formulations, or production processes that may affect chemical compliance are reviewed and approved prior to implementation through established change-management and quality review processes.

UEI maintains processes to support product chemical disclosures and regulatory reporting. These processes enable the collection, management, and disclosure of product composition information in accordance with applicable regulations, customer contractual requirements, and industry disclosure standards. Product chemical and environmental information is made available to customers through standardized disclosure mechanisms, supporting transparency and regulatory compliance across global markets. Where required, UEI prepares product material declarations and other regulatory submissions.

QUALITY MANAGEMENT

UEI maintains a comprehensive quality management framework designed to ensure that products meet or exceed customer requirements, regulatory obligations, and internal performance standards across the product lifecycle. Quality management processes apply to product design, sourcing, manufacturing, testing, delivery, and post-market performance and are supported by documented procedures, defined roles and responsibilities, and continuous improvement mechanisms.

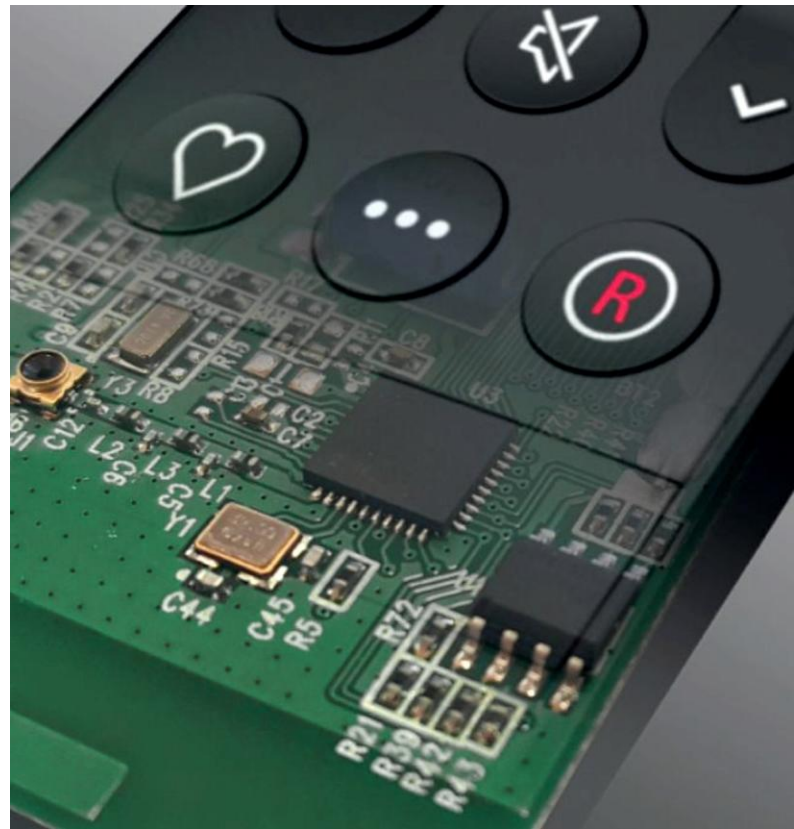
All of UEI manufacturing facilities representing 100% of our owned manufacturing operations are certified under ISO 9001:2015 for Quality Management Systems. The ISO 9001 certification provides a structured framework for quality planning, operational control, documentation, performance monitoring, and corrective and preventive actions at the facility level.

Quality assurance teams oversee implementation of quality management systems at manufacturing sites and conduct regular internal audits to verify conformance with ISO 9001 requirements, regulatory product compliance obligations, and customer specifications. Manufacturing sites are also subject to customer audits, certification audits, and third-party assessments, as applicable. Audit findings are documented, reviewed by management, and addressed through formal corrective and preventive action processes.

Quality management at UEI extends beyond internal operations to include supplier quality and compliance oversight. Supplier components and materials are subject to quality and regulatory compliance expectations defined through supplier qualification, onboarding, and ongoing performance monitoring processes. Supplier audits and assessments are conducted based on risk and performance considerations and may include quality, environmental, health and safety, and regulatory product compliance elements.

UEI integrates regulatory product compliance into its quality management framework. Product compliance requirements are monitored centrally and incorporated into product development, sourcing, and manufacturing processes to address applicable global regulations. Changes in regulatory requirements and customer specifications are reviewed through established governance processes and addressed prior to production and market release.

As part of our commitment to transparency and product performance, UEI established a global Field Failure Rate (FFR) baseline in 2024 of 0.058 and set an annual target to maintain an FFR below 0.060. Product quality and reliability data are collected, monitored, and analyzed to identify trends, support root cause analysis, and inform corrective actions and product or process improvements. Quality performance and significant findings are reviewed through management review processes. UEI's FFR in 2025 was 0.020.



THE PLANET

GOVERNANCE

Oversight of environmental and climate-related matters is embedded within UEI's corporate governance framework. The Corporate Governance, Sustainability, and Nominating Committee provides Board-level oversight of sustainability strategy, policies, and performance, including climate-related risks and opportunities, and reports to the full Board as appropriate. The committee's remit includes review of sustainability strategy, climate-related risk assessments, progress against environmental goals, and significant sustainability initiatives.

Senior management responsibility for environmental matters is supported through a defined governance structure that includes the Executive Sustainability Steering Committee (ESSC) and the Environmental Working Group (EWG). The ESSC reviews and approves sustainability strategies, programs, and disclosures, monitors progress toward environmental goals, and oversees integration of climate-related considerations into enterprise risk management and business planning. The EWG supports implementation by coordinating cross-functional initiatives, advancing data quality and analysis, and monitoring program execution across regions and facilities.

Day to day coordination and implementation of UEI's environmental and climate related programs are led by the Ethics and Sustainability department. The department is responsible for managing the sustainability program, coordinating environmental initiatives across regions and functions, supporting data collection and validation, overseeing sustainability related disclosures, and facilitating alignment between operational execution and corporate strategy. The Ethics and Sustainability department works closely with manufacturing facilities, functional teams, and business leaders to support consistent implementation of environmental programs and continuous improvement.

Environmental performance, key initiatives, and emerging climate-related risks are reviewed on a monthly cadence through facility management reviews, working group forums, and senior management governance processes. Information flows from site-level environmental management systems to the EWG and senior management, with relevant topics escalated for executive and Board-level oversight. Climate scenario analysis, emissions reduction planning, and progress against environmental objectives are incorporated into these governance processes to support informed decision-making and alignment between site-level execution and corporate sustainability objectives.



UEI TIDE™ Smart Thermostats and Sensors

Energy efficiency during the use phase represents one of the most significant opportunities to reduce the environmental footprint of connected home devices. UEI's TIDE™ smart thermostat portfolio, including TIDE Dial and TIDE Touch, is designed to help users manage heating and cooling more efficiently while maintaining comfort and ease of use.

The TIDE platform features an intuitive, patent-pending graphical user interface that supports informed temperature control and optimized thermal response. By simplifying user interaction and reducing friction in everyday use, the platform helps limit unnecessary heating and cooling and supports more efficient household energy consumption.

Key energy-saving capabilities of the TIDE smart thermostats include adaptive learning, which allows the system to understand user preferences and adjust schedules automatically over time. Remote access functionality enables users to monitor and adjust settings using connected devices, supporting real-time energy management when they are away from home. The thermostats are designed for interoperability across major smart home ecosystems, including Wi-Fi, Bluetooth Low Energy (BLE), and Zigbee, enabling integration into broader home and energy management solutions.

UEI's Zigbee sensor portfolio further enhances energy performance by providing contextual data that supports more efficient HVAC operation. These sensors—including motion, temperature, humidity, and door/window sensors—work alongside smart thermostats and HVAC management systems to enable responsive, data-driven control. Occupancy detection helps reduce energy use in unoccupied spaces, while environmental monitoring supports precise temperature and humidity adjustments to maintain comfort with less energy input.

Together, the TIDE smart thermostats and connected sensor portfolio demonstrate UEI's focus on reducing energy consumption during the product use phase while supporting customer flexibility, interoperability, and long-term sustainability objectives.



STRATEGY

UEI's environmental strategy is focused on reducing climate-related risks, improving resource efficiency, and supporting customer sustainability expectations across our operations, products, and value chain. Our approach is grounded in internationally recognized frameworks and management systems and is designed to integrate environmental considerations into business planning, operational decision-making, and product lifecycle management.

UEI collects environmental data annually across global operations, including energy use, water consumption, waste generation, and greenhouse gas emissions. These data are used to establish baselines, monitor performance, identify risks and opportunities, and prioritize improvement initiatives. UEI has completed a comprehensive greenhouse gas inventory covering Scope 1, Scope 2 (location- and market-based), and relevant Scope 3 categories, and the inventory has been verified to a limited level of assurance in accordance with ISO 14064 standards by an independent 3rd party.

As part of this commitment, UEI developed a comprehensive carbon reduction plan in 2024 that identifies and prioritizes emissions reduction initiatives across facilities, energy systems, and operational processes. The plan includes near-term and longer-term initiatives focused on energy efficiency, renewable energy, equipment optimization, and process improvements. The plan informs capital planning, operational priorities, and facility-level action plans and is reviewed periodically to reflect performance, feasibility, and evolving business and regulatory considerations.

To operationalize this strategy, UEI convened the EWG in 2024 and ratified a formal charter defining its scope, responsibilities, and governance. The EWG serves as a coordination and execution forum, translating environmental strategy into actionable programs across functions and regions. Current focus areas include integrating environmental considerations into product design and development processes, improving data quality and consistency for environmental attributes in internal systems, advancing product use-phase and lifecycle emissions analysis, supporting compliance with evolving regulatory and customer sustainability requirements, and identifying opportunities to reduce energy demand through design choices, materials optimization, and process improvements. The group also supports initiatives related to circularity, refurbishment, durability, and end-of-life management. Progress against priority initiatives is reviewed on a regular cadence, with outcomes used to refine program scope, timelines, and resource allocation.

At the manufacturing level, UEI's environmental programs are implemented through structured, site-specific action plans that address energy efficiency, emissions reduction, water stewardship, and waste management. Each manufacturing facility maintains an ISO 14001-certified environmental management system covering 100% of manufacturing operations. These systems establish environmental objectives, controls, monitoring processes, and corrective actions tailored to site-specific risks and opportunities and are subject to regular internal and third-party audits.

UEI's environmental strategy is focused on reducing climate-related risks, improving resource efficiency, and supporting customer sustainability expectations across our operations, products, and value chain.

FACILITY RESOURCE MANAGEMENT AND CHEMICAL STEWARDSHIP

Facility energy reduction and renewable energy initiatives include ongoing optimization and preventive maintenance of high-energy systems such as HVAC, compressed air, lighting, water pumps, and process equipment; deployment of automated controls and sensors where appropriate; waste diversion and recycling programs for multiple waste streams; and investigation and implementation of onsite renewable energy solutions. These programs are supported by routine inspections conducted by onsite technical teams, standardized maintenance practices, and continuous monitoring of key systems to identify efficiency opportunities and avoid unnecessary energy use. Several facilities have implemented or are investigating onsite solar power purchase agreements and other renewable energy solutions, while others focus on equipment upgrades, system optimization, and operational controls to reduce overall energy demand. Our facility energy use, greenhouse gas emissions, and emissions reduction plans are disclosed in our annual CDP response.

Under ISO 14001-certified environmental management systems our facilities have established requirements for waste segregation, storage, labeling, transportation, and disposal. Site-specific waste management procedures are designed to ensure regulatory compliance, prevent environmental releases, and promote responsible handling of hazardous and non-hazardous waste streams. Chemical use is governed by site-specific chemical inventories, approval processes, safe handling procedures, and training requirements. Hazardous substances are labeled, stored, and managed in accordance with regulatory requirements and internal standards.

In 2025, UEI generated approximately 3,383 metric tons of total waste, consisting of 3,150 metric tons of non-hazardous waste and 233 metric tons of hazardous waste. In 2025, approximately 60% of non-hazardous waste generated across operations was diverted from landfill through recycling or reuse programs. Our GTY facility, which represents approximately 59% of UEI's total operational waste, has set a goal to reach 80% diversion rate for non-hazardous waste by 2031 and reduce hazardous waste by 54% by 2031 compared to a 2025 baseline. Our UVN facility has set a goal to reach 80% diversion rate for non-hazardous waste by 2031 and reduce hazardous waste by 38% by 2031 compared to a 2025 baseline. In 2025, hazardous waste management activities complied with applicable regulatory requirements, and no significant environmental incidents related to chemical releases were identified.

UEI evaluates water-related risks as part of its broader environmental and enterprise risk management processes describe previously. At the facility level, water management is implemented through ISO 14001-certified environmental management systems. These systems establish requirements for monitoring water use, maintaining compliance with applicable permits, preventing unauthorized discharges, and responding to water-related incidents.

Manufacturing sites maintain site-specific procedures addressing water efficiency, wastewater management, and emergency response, tailored to local conditions and regulatory requirements. Where applicable, UEI tracks wastewater discharge volumes and quality parameters in accordance with local permit requirements and internal standards. Water sources include municipal supply, groundwater, and other permitted sources, depending on local availability and regulatory conditions. Data collection boundaries, methodologies, and assumptions are described in UEI's annual CDP response.

In 2025, UEI's total water withdrawal was approximately 195 megaliters, with approximately 96% of water withdrawal occurring at manufacturing facilities. Zero manufacturing sites were identified as operating in areas with higher water-related risk. In 2025, UEI reduced water withdrawal by 8.5% year over year.

RISK MANAGEMENT

UEI identifies, assesses, and manages climate-related and environmental risks and opportunities through an integrated risk management framework aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This framework combines climate scenario analysis, ISO 14001-certified environmental management systems, enterprise risk management processes, and stakeholder-informed materiality assessments.

In 2024, UEI completed a third-party climate scenario analysis covering global operations and selected value chain elements. The analysis incorporated asset-level location data and evaluated multiple climate scenarios across short-, medium-, and long-term time horizons. Climate variables assessed included temperature increases, heat stress, precipitation patterns, flooding, and sea-level rise. The results inform identification of priority locations, physical climate risks, and adaptation considerations. Additional information about our climate scenario analysis is available in our annual CDP response.

UEI also conducts periodic materiality assessments that incorporate stakeholder surveys, interviews, internal expertise, publicly available data, and third-party research. Environmental topics are evaluated using a double-materiality approach that considers both potential impacts on the business and UEI's impacts on the environment. Findings from these assessments inform risk prioritization, strategy development, and disclosure. At the operational level, ISO 14001-certified environmental management systems at manufacturing facilities support identification and management of environmental risks, including emissions, waste, water use, and chemical handling, with escalation through management review and enterprise risk management channels as appropriate.

PRODUCT SNAPSHOT: ENABLING ENERGY SAVINGS THROUGH SMART THERMOSTAT PROGRAMS

UEI supports utility-led energy efficiency and demand management efforts through its smart thermostat technologies and platform capabilities. These solutions are designed to help households use energy more efficiently, especially during times when electricity demand is high, while still giving customers comfort and control in their homes.

Through utility-administered programs, participating households may choose to allow their connected smart thermostats to make small, temporary adjustments to temperature settings during designated energy conservation events. These events may occur during periods of extreme weather or peak grid demand. Customers remain in control and can override these adjustments at any time.

By enabling simple, automated responses to changing grid conditions, these programs help improve grid reliability, reduce strain during peak demand periods, and support efforts to lower greenhouse gas emissions associated with electricity generation. UEI's smart thermostat products help connect end users to broader energy efficiency and climate objectives, while providing reliable and easy-to-use performance in the home.



PRODUCT SNAPSHOT: ALTERNATIVE ENERGY STORAGE FOR LOWER IMPACT

Hybrid Super Capacitor (HSC) Remote Control Solutions

UEI continues to explore alternative energy storage technologies that improve product safety, extend service life, and reduce environmental impacts associated with conventional batteries. One such solution is the use of hybrid super capacitors (HSCs) in selected remote control designs.

Unlike traditional rechargeable batteries, hybrid super capacitors store energy primarily through capacitive mechanisms, with minimal electrochemical degradation compared to rechargeable batteries. This enables rapid charging, very long cycle life, and stable performance over extended periods. When combined with UEI's ultra-low power designs, HSCs can support normal daily use with recharging intervals aligned to typical user patterns.

From a lifecycle perspective, HSCs offer several sustainability and operational benefits. They exhibit lower self-discharge than conventional supercapacitors allowing devices to remain usable after long periods without charging, and they support higher charge-discharge cycle counts than typical rechargeable batteries. These characteristics enable long product lifespans that can align with or exceed the expected service life of the device. In use, HSC-based remotes can recover quickly from a fully depleted state and reach functional charge levels within minutes, reducing downtime and improving user experience.

By offering hybrid super capacitor options alongside traditional battery-powered designs, UEI provides customers with greater flexibility to select energy storage solutions that align with safety, durability, and sustainability objectives.

METRICS AND TARGETS

UEI uses quantitative metrics to monitor environmental performance and inform decision-making across operations. Key metrics include energy consumption, renewable energy use, water withdrawal, waste generation and diversion, and greenhouse gas emissions across Scope 1, Scope 2, and relevant Scope 3 categories. Environmental data are collected, reviewed, and validated annually, with selected metrics subject to independent third-party assurance.

UEI has set climate aligned greenhouse gas emissions targets to reduce absolute combined scope 1 and 2 emissions by 40% by 2031 and absolute scope 3 emissions by 18% by 2031 compared to a 2025 baseline.

UEI provides detailed environmental performance data, methodologies, assumptions, scenario analysis results, and descriptions of emissions reduction initiatives through its annual CDP response, which serves as the primary source of quantitative climate-related disclosure. The CDP response includes facility-level and consolidated emissions data, descriptions of reduction initiatives and estimated impacts, governance structures, risk and opportunity assessments, and information on data quality, controls, and assurance. UEI intends to continue using CDP as the central platform for detailed climate and environmental disclosure, while summarizing strategy, governance, and program highlights in this report.

CLIMATE SCENARIO ANALYSIS RESULTS

In 2023 and 2024, UEI engaged an independent third party to conduct a climate scenario analysis across its global operations. Asset location data were mapped using ESRI's Geographic Information System (GIS) platform and assessed against historical climate baselines, followed by analysis under multiple Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathway (SSP) scenarios. The analysis evaluated physical climate risk factors, including temperature, heat zones, and precipitation, with a primary focus on 2050, while also considering short-term (1–10 years) and medium-term (10–25 years) time horizons.

Risk Category	Risk Level (1)	Time Horizon ⁽²⁾	Description	Potential Impacts ⁽³⁾
Policy and Legal	••	Short-Long	Growing concerns about climate change may result in the imposition of additional regulations or restrictions to which we may become subject.	Increased operating costs through higher compliance costs.
Technology	••	Short-Long	Development and use of emerging technologies will affect the competitiveness of certain organizations, their production and distribution costs, and the demand for products and services from end users.	Research and development expenditures in new and alternative technologies.
Market	••	Medium-Long	Potential shifts in supply and demand for certain commodities, products, and services. Examples include use of recycled materials, energy efficient products, climate management solutions.	Reduced demand for goods and services. Increased production costs due to changing input prices.
Reputation	••	Medium-Long	Increased public awareness and adverse publicity about potential impacts on climate change emanating from us or our industry.	Reduced demand for products and services.
Hurricanes / Cyclones	••••	Short-Long	Acute risk due to increased likelihood and/or severity of an event.	Reduced production due to business interruptions.
Flooding	••••	Short-Long		Increased costs associated damage to facilities.
Extreme Heat	•••	Medium-Long		Labor, health and safety risks associated with extreme heat.
Water Stress and Drought	•••	Short-Long	Chronic risk due to long term climatic shifts.	Supply chain changes in input or resource prices. Increased costs to climate control facilities in warm areas. Labor shortages where increased heat results in labor migration.
Chronic Temperature Rise	•••	Medium-Long		
Opportunity	Description		Potential Impacts	
Resource Efficiency	Increasing energy efficiency in operations and buildings. Participation in renewable energy programs.		Reduced operating costs through efficiency gains. Increased value of fixed assets. Reduced reliance on fossil fuels and exposure to fossil fuel price increases and volatility.	
Products and Services	Expanding sustainable product lines, efficient services and sensing offerings.		Increased revenue through increased demand, new solutions and/or creating products to meet customer sustainability needs.	
Resilience	Adding climate considerations to planning and strategy decisions.		Increased ability to identify and respond to transition and physical risks as they arise. Increased reliability of supply chain and ability to operate under changing conditions.	

1) Risk level as defined in the third-party climate scenario analysis. This risk level should only be considered in the context of the climate scenario analysis output and climate-related risks discussed in this context.

2) Short, medium, and long term time horizons as defined in the third-party climate scenario analysis. This time horizon level should only be considered in the context of the climate scenario analysis output and climate-related risks discussed in this context. Some risks have a combination of time horizons and are stated in the chart. Third-party used the following time horizons for the analysis:

a. Short-term represents a 1 to 10 year time frame.

b. Medium-term represents a 10 to 25 year time frame.

c. Long-term represents 25+ year time frame.

3) Impacts as defined in the third-party climate scenario analysis or as discussed in the UEI Form 10-K.

Appendix

Data Tables, Indices, Assurance Statement



APPENDIX: DATA TABLES

Workforce Breakdown Global Workforce 2025			Total	% Female	% Male
Total Employees			3,098	59%	41%
Employment Type					
Part Time			32	69%	31%
Full Time			3,058	59%	41%
Temporary			8	63%	38%
Employment Category					
Management			304	40%	60%
Production/Operator			1,796	73%	27%
Professional/Technical			507	21%	79%
Support/Administrative			491	55%	45%
Management Level					
Individual Contributor			2,655	62%	38%
Manager/Supervisor			376	44%	56%
Senior Leadership ⁽¹⁾			67	15%	85%
Age					
Under 29			456	55%	45%
30-49			1,917	59%	41%
Over 50			725	60%	40%
Region					
Americas			361	43%	57%
Asia / Asia Pacific			2,642	62%	38%
Europe			95	40%	60%
Training and Development					2025
Professional development and skills based training (hours)					3,323
Other training (hours)					13,329
Local compliance training (hours)					19,839
Global compliance training (hours)					2,288
Total recorded training hours (hours)					38,779
Total training hours per employee (hours)					12.5
Percentage of employees receiving performance and career development reviews					100%
Employee engagement survey participation rate					45%
Employee engagement score (overall or index)					86%

1. Senior Leadership defined as director and above.

APPENDIX: DATA TABLES

Labor Union		2025
Labor Union Percentage		29%
Health and Safety		2025
Total Recordable Incident Rate (TRIR)		2025
UEB		0.00
GTY		0.30
UVN		0.11
Factory Locations TRIR		0.24
Office Locations TRIR		0.00
Total global TRIR		0.22
Total employee recordable injuries		10
Lost Time Incident Rate (LTIR)		2025
Days lost due to work-related injury or illness		192
Total global LTIR		0.20
Other Health and Safety Metrics		2025
Employee fatalities (work-related)		0
Contractor fatalities (work-related)		0
Compliance		2025
Number of reports to local HR channels		103
Number of reports to UEI Ethics Line or confidential email channels		20
Total Number of Reports		123
Number of reports investigated		123
<i>Nature of reports: Employee relations</i>		110
<i>Nature of reports: Policy violation</i>		13
Compliance Training Completion Percentage		
UEB		97.3%
GTY		99.8%
UVN		100.0%
Factory Locations Completion %		99.6%
Office Locations Completion %		97.6%
Total Global Completion %		99.1%

APPENDIX: DATA TABLES

Environment	
Energy	2025
Total Electricity (MWh)	31,722
Renewable Electricity (%)	7.3%
Natural Gas (MMBtu)	793
Gasoline (L)	18,230
Waste (metric tons)	2025
Total Waste Landfilled	481
Total Waste Incinerated	782
Total Domestic Recycling	1,754
Total Hazardous Waste	233
Total Electronic Waste	133
Diversion Rate	63%
Diversion Rate Goal by 2031	80%
Water (cubic meters)	2025
Water withdrawn	195,231
Water discharged	110,324
Water withdrawn, but not discharged (<i>evaporated or turned to waste</i>)	84,907
Water recycled / reused	47,434
Water reduction YOY	8.5%
Water withdrawal reduction goal by 2031 (2025 baseline)	20%

APPENDIX: DATA TABLES

Environment	
Emissions Metric Tons of Carbon Dioxide Equivalent (MTCO ₂ e) ⁽¹⁾	2025
Scope 1+ 2 GHG reduction target <i>(combined, 2025 baseline)</i>	40%
Scope 3 GHG reduction target <i>(2025 baseline)</i>	18%
Scope 1 Emissions	219
Scope 2 Emissions (Market-Based)	17,944
Scope 2 Emissions (Location-Based)	19,455
Total Scope 1 + 2 Emissions (Market-Based)	18,161
Total Scope 1 + 2 Emissions (Location-Based)	19,672
Revenue 2025	\$368,288,000
Scope 1 + 2 Emissions Per Unit of Revenue (Market-Based)	0.000049
Scope 1 + 2 Emissions Per Unit of Revenue (Location-Based)	0.000053
Total Scope 3 Emissions	155,711
Category 1 – Purchased goods & services	72,054
Category 2 – Capital goods	8,890
Category 3 – Fuel- and energy-related activities	1,727
<i>Category 4 – Upstream transportation and distribution⁽²⁾</i>	<i>Recorded elsewhere</i>
Category 5 – Waste generated in operations	770
Category 6 – Business travel	1,104
Category 7 – Employee commuting	3,105
<i>Category 8 – Upstream leased assets⁽²⁾</i>	<i>Recorded elsewhere</i>
Category 9 – Downstream transportation and distribution	3,152
<i>Category 10 – Processing of sold products⁽²⁾</i>	<i>Not Relevant</i>
Category 11 – Use of sold products	60,218
Category 12 – End-of-life treatment of sold products	4,690
<i>Category 13 – Downstream leased assets⁽²⁾</i>	<i>Not Relevant</i>
<i>Category 14 – Franchises⁽²⁾</i>	<i>Not Relevant</i>
<i>Category 15 – Investments⁽²⁾</i>	<i>Not Relevant</i>

1. This greenhouse gas inventory is compiled using Greenhouse Gas Protocol. Additional information regarding the calculation methodology will be available in our annual CDP response. Figures may differ from the data provided in UEI's response to CDP. These discrepancies may arise due to ongoing efforts to enhance our calculation methodologies or improve data visibility.
2. Emissions associated with these scope 3 categories are either not relevant, or are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures."

APPENDIX: DATA TABLES

Products	2025
Waste electrical and electronic equipment (EEE) – pieces ⁽¹⁾	1.57 Million
Waste electrical and electronic equipment (EEE) – weights (MT) ⁽¹⁾	177
Refurbished or remanufactured products	862,350

Supply Chain ⁽²⁾	2025
Percent of major suppliers screened under due diligence	100%
Percent of major suppliers completing Supplier Code of Conduct	100%
Percent of major suppliers completing UEI ESG audits	77%
Average supplier ESG audit score	84/100
Suppliers disengaged or escalated for ESG noncompliance	2

Coverage	2025
Manufacturing sites certified to ISO 14001	All
Manufacturing sites certified to ISO 45001	UVN, GTY, UEM
% manufacturing operations covered under sites certified to ISO 14001	100%
% employees in manufacturing facilities covered under ISO 45001 certification	91%
Office worker percentage (not covered under ISO 45001 or ISO 14001)	20%

1. Reported under Extended Producer Responsibility programs in public registers:

- GERMANY; Rene AG , GRS, Gruenepunkt Stiftung elektro-altgeräteregister (ear-system.de)
- UK; Valpak, Wastecare; National Packaging Waste Database (environment-agency.gov.uk)
- NETHERLANDS; StichtingOpen; <https://www.stichting-open.org/en/> and <https://www.stibat.nl/>
- FRANCE; Ecosystem ,CITEO , Screlec; <https://www.citeo.com/> and <https://www.ecosystem.eco/> and <https://www.screlec.fr/>
- SPAIN; Ecoembes , Ecotic; <https://www.ecoembes.com/en> and <https://www.ecotic.ro/en/>

2. Major supplier as defined by RBA

APPENDIX: Global Reporting Initiative (GRI) Index

Statement of use	Universal Electronics Inc (UEI) has reported in accordance with the GRI Standards for the period January 1, 2025 – December 31, 2025.
GRI 1 Version	GRI Universal Standards 2021.
GRI 3 Material Topics 2021	
3-1 Process to determine material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
3-2 List of material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
3-3 Management of material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
GRI 2 General Disclosures 2021	
2-1 Organizational details	See UEI's Form 10-K available at https://investors.uei.com/financials .
2-2 Entities included in the organization's sustainability reporting	See UEI's annual Ethics and Sustainability Report and annual response to CDP available at https://www.uei.com/sustainability-resources . UEI's sustainability reporting covers topics for all UEI-owned entities and facilities included in financial statements. For information about UEI's entities and subsidiaries, see UEI's Form 10-K available at https://investors.uei.com/financials .
2-3 Reporting period, frequency and contact point	See UEI's annual Ethics and Sustainability Report section Contents available at https://www.uei.com/sustainability-resources .
2-4 Restatements of information	There are no restatements related to sustainability disclosures in UEI's 2025 Ethics and Sustainability Report.
2-5 External assurance	Grant Thornton LLP audits UEI's financial statement annually. See UEI's Form 10-K available at https://investors.uei.com/financials .
2-6 Activities, value chain and other business relationships	See UEI's Form 10-K available at https://investors.uei.com/financials .
2-7 Employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
2-8 Workers who are not employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
2-9 Governance structure and composition	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.

APPENDIX: Global Reporting Initiative (GRI) Index

2-10 Nomination and selection of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-11 Chair of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-12 Role of the highest governance body in overseeing the management of impacts	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-13 Delegation of responsibility for managing impacts	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-14 Role of the highest governance body in sustainability reporting	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-15 Conflicts of interest	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-16 Communication of critical concerns	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-17 Collective knowledge of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-18 Evaluation of the performance of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-19 Remuneration policies	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-20 Process to determine remuneration	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-21 Annual total compensation ratio	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-22 Statement on sustainable development strategy	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .

APPENDIX: Global Reporting Initiative (GRI) Index

2-23 Policy commitments	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-24 Embedding policy commitments	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-25 Processes to remediate negative impacts	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-26 Mechanisms for seeking advice and raising concerns	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-27 Compliance with laws and regulations	No significant instances of non-compliance identified for purposes of this reporting period.
2-28 Membership associations	We are a member of the Responsible Business Alliance ("RBA"), an industry coalition dedicated to driving sustainable value for workers in global supply chains, among other things.
2-29 Approach to stakeholder engagement	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-30 Collective bargaining agreements	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .

GRI 205 | Anti-corruption 2016

205-1 Operations assessed for risks related to corruption	See UEI's annual Ethics and Sustainability Report section Our Governance available at https://www.uei.com/sustainability-resources .
205-2 Communication and training about anti-corruption policies and procedures	See UEI's annual Ethics and Sustainability Report section Our Governance available at https://www.uei.com/sustainability-resources .
205-3 Confirmed incidents of corruption and actions taken	See UEI's annual Ethics and Sustainability Report section Our Governance available at https://www.uei.com/sustainability-resources .

GRI 206 | Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See UEI's annual Ethics and Sustainability Report section Our Governance available at https://www.uei.com/sustainability-resources .
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APPENDIX: Global Reporting Initiative (GRI) Index

GRI 302 | Energy 2016

302-1 Energy consumption within the organization	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
302-2 Energy consumption outside of the organization	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
302-3 Energy intensity	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
302-4 Reduction of energy consumption	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .

GRI 305 | Emissions 2016

305-1 Direct (Scope 1) GHG emissions	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
305-2 Energy indirect (Scope 2) GHG emissions	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
305-3 Other indirect (Scope 3) GHG emissions	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
305-4 GHG emissions intensity	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
305-5 Reduction of GHG emissions	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
305-6 Emissions of ozone-depleting substances (ODS)	See UEI's annual CDP response available at https://www.uei.com/sustainability-resources .
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See UEI's annual CDP response available at https://www.uei.com/sustainability-resources .

APPENDIX: Global Reporting Initiative (GRI) Index

GRI 308 | Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria

See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability, Our Governance, and Our Communities available at <https://www.uei.com/sustainability-resources>.

308-2 Negative environmental impacts in the supply chain and actions taken

See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability, Our Governance, and Our Communities available at <https://www.uei.com/sustainability-resources>.

GRI 403 | Occupational Health and Safety 2018

403-1 Occupational health and safety management system

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-2 Hazard identification, risk assessment, and incident investigation

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-3 Occupational health services

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-4 Worker participation, consultation, and communication on occupational health and safety

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-5 Worker training on occupational health and safety

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-6 Promotion of worker health

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at [available at https://www.uei.com/sustainability-resources](https://www.uei.com/sustainability-resources).

APPENDIX: Global Reporting Initiative (GRI) Index

403-8 Workers covered by an occupational health and safety management system	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at available at https://www.uei.com/sustainability-resources .
403-9 Work-related injuries	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
GRI 404 Training and Education 2016	
404-1 Average hours of training per year per employee	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
404-2 Programs for upgrading employee skills and transition assistance programs	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .
404-3 Percentage of employees receiving regular performance and career development reviews	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .
GRI 405 Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	See the Board of Directors webpage at https://investors.uei.com/governance/board-of-directors and the Executive Leadership page at https://www.uei.com/executive-leadership-team as well as the data tables in this report.
405-2 Ratio of basic salary and remuneration of women to men	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .
GRI 408 Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .

APPENDIX: Global Reporting Initiative (GRI) Index

GRI 414 | Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
414-2 Negative social impacts in the supply chain and actions taken	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .

GRI 416 | Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories	See UEI's annual Ethics and Sustainability Report section Our Products available at https://www.uei.com/sustainability-resources .
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APPENDIX: Sustainability Accounting Standards Board (SASB) Index

SASB Topic:	Employee Diversity & Inclusion	Response
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
SASB Topic:	Materials Sourcing	Response
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	See UEI's annual Ethics and Sustainability Report sections Our Communities and Our Products available at https://www.uei.com/sustainability-resources .
SASB Topic:	Product Lifecycle Management	Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
SASB Topic:	Product Security	Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	See UEI's annual Ethics and Sustainability Report section Our Products. Both are available at https://www.uei.com/sustainability-resources .

APPENDIX: Sustainability Accounting Standards Board (SASB) Index

SASB Topic:	Supply Chain Management	Response
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
SASB Topic:	Activity Metrics	Response
TC-HW-000.A	Number of units produced by product category	UEI does not currently disclose the number of units produced by product category. For information on product sales, see UEI's Form 10-K available at https://investors.uei.com/financials .
TC-HW-000.B	Area of manufacturing facilities	UEI does not currently disclose the area of manufacturing facilities. For information on UEI's facilities, see UEI's Form 10-K available at https://investors.uei.com/financials .
TC-HW-000.C	Percentage of production from owned facilities	UEI both owns facilities and utilizes third party contract manufacturers. As such, we do not disclose specific data on our production from owned facilities as it may be considered proprietary and sensitive information. For more information about our production see our 10-K filing available at https://investors.uei.com/financials .

APPENDIX: Task Force on Climate-Related Financial Disclosures (TCFD) Index

Governance		
Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	b) Describe management's role in assessing and managing climate-related risks and opportunities	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including Disclosure under a 2°C or lower scenario.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	b) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	c) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .

APPENDIX: Task Force on Climate-Related Financial Disclosures (TCFD) Index

Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	c) Describe the organization's processes for managing climate-related risks	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
Metrics & Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Available at https://www.uei.com/sustainability-resources .



WHEN TRUST MATTERS

Verification Opinion

Introduction

DNV Business Assurance USA, Inc. (hereafter "DNV") has been commissioned by Universal Electronic Inc. (hereafter "UEI") to perform an independent verification of its greenhouse gases (GHG) emissions inventory on an operational control basis. Universal Electronics Inc. (UEI) is a global manufacturer of wireless universal control devices, smart-home sensors, and connected HVAC controllers, operating design centers worldwide and manufacturing facilities in China, Mexico, Brazil, and Vietnam and its main process is electronics assembly. This verification aims to assess the accuracy, completeness, transparency, and reliability of UEI's reported data, ensuring it aligns with industry standards and the requirements of the reporting criteria.

Objective

The objective of this verification is to verify UEI's Greenhouse Gases (GHG) emissions to a limited level of assurance for the fiscal year 2025 (Jan 1 to Dec 31 2025). To fulfill the objective, DNV will perform the review based on:

- conformance with applicable verification criteria, including the principles and requirements of relevant standards or GHG programmes, within the scope of the verification;
- the organization's GHG inventory of GHG emissions and removals;
- any significant changes in the organization's GHG inventory since the last reporting period;
- the organization's GHG-related controls

Scope and Boundary

- UEI's GHG Emissions Inventory with operational control consolidation approach
- Scope 1 and 2 (location-based and market based);
- Scope 3 (for emissions related to purchased goods and services, capital goods, fuel and energy related activities, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, use of sold products, and end-of-life treatment of sold products)
- Reporting Year 2025 (January 1st - December 31st)
- Physical infrastructure, activities, technologies and processes of the organization/facility:
Electronics Manufacturing (4 manufacturing facilities) and Offices (15 offices)
 - Fuel and associated equipment
 - Natural Gas
 - Boilers and space heating
 - Diesel – Emergency generator and onsite vehicles
 - Chillers
 - Refrigerants from HVAC
 - Electricity usage in manufacturing sites and offices



WHEN TRUST MATTERS

- Type of GHG Sources: Carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF6), and nitrogen trifluoride (NF3).

Level of Assurance

Limited Level of Assurance

Materiality Level

Errors/omissions which represent 5% of single or aggregated of total emissions are considered material. Additionally, any omissions or inconsistencies that could influence stakeholder decisions or affect the integrity of the GHG report are considered qualitatively material, regardless of size.

Criteria

ISO 14064-1:2018 - Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Protocol

ISO 14064-3: 2019 - Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Data Verified

Greenhouse Gas Emissions

Unit: metric ton CO2e	2025
Direct Emissions	
Scope 1	219
Energy Indirect Emissions	
Scope 2 (Location-based)	19,455
Scope 2 (Market-based)	17,944
Other Indirect Emissions	
Scope 3	
Category 1: Purchased Goods and Services	72,054
Category 2: Capital Goods	8,890
Category 3: Fuel-and-Energy Related Activities	1,727
Category 5: Waste Generated in Operations	770
Category 6: Business Travel	1,104
Category 7: Employee Commuting	3,105
Category 9: Downstream Transportation and Distribution	3,152
Category 11: Use of Sold Products	60,218
Category 12: End-of-Life Treatment of Sold Products	4,690



WHEN TRUST MATTERS

Assurance Opinion

Based on the verification process conducted by DNV, we provided a Limited Level of Assurance regarding the GHG Emissions Inventory for UEI.

DNV found no evidence that the information as presented in the above section, Data Verified:

- is not materially correct;
- is not a fair representation of the GHG emissions information; and
- is not prepared in accordance with the listed criteria.

Independence

DNV was not involved in the preparation of any part of UEI's data or report. We adopt a balanced approach towards all stakeholders when performing our evaluation.

UEI has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of UEI. Our assurance statement, however, represents our independent opinion and is intended to inform UEI.

DNV Business Assurance USA, Inc.

June 10, 2026

Xu,

Yishuang

Digitally signed
by Xu, Yishuang
Date:
2026.06.09
17:46:38 -07'00'

Lead Verifier

Yishuang Xu

Song, Ke
Karl

Digitally signed by
Song, Ke Karl
Date: 2026.06.09
23:38:04 -07'00'

Technical Reviewer/Approver

Ke Karl Song

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