UNIVERSAL ELECTRONICS INC

2025 CDP Corporate Questionnaire 2025

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

Universal Electronics Inc. (NASDAQ: UEIC), the global leader in wireless universal control solutions for home entertainment and smart home devices; designs, develops, manufactures, ships and supports hardware and software control and sensor technology solutions. UEI partners with the world's leading brands in the consumer electronics, subscription broadcast, security, home automation, hospitality and climate control markets. For more information, please visit https://www.uei.com. This report may contain forward-looking statements that are made pursuant to the Safe-Harbor provisions of the Private Securities Litigation Reform Act of 1995. Words and expressions reflecting something other than historical fact are intended to identify forward-looking statements. These forward-looking statements involve a number of risks and uncertainties, including the adoption of the sustainable solutions and technologies identified in this release by UEI customers, technology and other products and consumer technologies identified in this release; the initiation, expansion, and completion of sustainability-related programs and sustainability-related reporting; risks and opportunities identified as part of a third-party climate scenario analysis completed in 2023; and other factors described in UEI's filings with the Securities and Exchange Commission. The actual results that UEI achieves may differ materially from any forward-looking statement due to such risks and uncertainties. UEI undertakes no obligations to revise or update any forward-looking statements in order to reflect events or circumstances that may arise after the date of this release. This CDP response and related information available on our website and in our Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2024	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

394879000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

US9134831034

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

UEIC

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

602052169

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Hong Kong SAR, China
☑ United States of America
☑ Brazil
☑ Mexico
☑ Viet Nam
☑ Netherlands
☑ Republic of Korea

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	Select from: ☑ Yes, for all facilities	*Our facility locations are available in our annual Form 10-K filing.*

[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

Global Headquarters Scottsdale, Arizona, USA

(1.8.1.2) Latitude

33.62401

(1.8.1.3) Longitude

-111.924718

(1.8.1.4) Comment

Global Headquarters Scottsdale, Arizona, USA 15147 N. Scottsdale Road Suite H300 Scottsdale, Arizona 85254

Row 2

(1.8.1.1) Identifier

Universal Electronics BV

(1.8.1.2) Latitude

52.24053

(1.8.1.3) Longitude

6.84218

(1.8.1.4) Comment

Universal Electronics BV Colosseum 2 7521 PT Enschede Netherlands

Row 3

(1.8.1.1) Identifier

C.G. Development Limited

(1.8.1.2) Latitude

22.30253

(1.8.1.3) Longitude

114.19168

(1.8.1.4) Comment

C.G. Development Limited Units 902-905, 9/F, One Harbourfront, 18 Tak Fung Street, Hung Hom Kowloon, Hong Kong

Row 4

(1.8.1.1) Identifier

UE Vietnam Company Limited

(1.8.1.2) Latitude

20.93843

(1.8.1.3) Longitude

106.2896

(1.8.1.4) Comment

UE Vietnam Company Limited Factory A4, A Phat Hi-tech Industrial Zone, Viet Hoa Ward, Hai Duong City Hai Duong Province, Vietnam

Row 5

(1.8.1.1) Identifier

Gemstar Technology (Yangzhou) Co. Ltd.

(1.8.1.2) Latitude

33.10574

(1.8.1.3) Longitude

119.40564

(1.8.1.4) Comment

Gemstar Technology (Yangzhou) Co. Ltd. 9# Junsheng Road, Fanshui Town Industrial Zone Baoying, Yangzhou, Jiangsu Province, China 225819

Row 6

(1.8.1.1) Identifier

UEI Brasil Controles Remotos Ltda.

(1.8.1.2) Latitude

-3.03701

(1.8.1.3) Longitude

-60.02266

(1.8.1.4) Comment

UEI Brasil Controles Remotos Ltda. Avenida Torquato Tapajos no 4010 Galpao 04 Colonia Santo Antonio CEP: 69093-018 Manaus, Amazonas, Brazil

Row 7

(1.8.1.1) Identifier

Universal Electronics Italia S.r.l

(1.8.1.2) Latitude

45.49227

(1.8.1.3) Longitude

9.18199

(1.8.1.4) Comment

Universal Electronics Italia S.r.l Via Valtellina, 32 20159 Milano, Italy

Row 8

(1.8.1.1) Identifier

One For All Iberia SL

(1.8.1.2) Latitude

41.38574

(1.8.1.3) Longitude

2.12775

(1.8.1.4) Comment

One For All Iberia SL Gran Via Carles III, nº 84 3º 08028 Barcelona, Spain

Row 9

(1.8.1.1) Identifier

UE Japan Limited

(1.8.1.2) Latitude

35.72706

(1.8.1.3) Longitude

139.70914

(1.8.1.4) Comment

UE Japan Limited 2-29-18 Nishi-Ikebukuro Toshima-ku, Toshima-ku Tokyo, Japan

Row 10

(1.8.1.1) Identifier

UE Korea Limited

(1.8.1.2) Latitude

37.4004

(1.8.1.3) Longitude

127.10687

(1.8.1.4) Comment

UE Korea Limited A-712 U-Space 1 660 Daewangpangyo-ro Budand-gu, Seongnam-si Gyeonggi-do, Korea 13494

Row 11

(1.8.1.1) Identifier

Universal Electronics Santa Ana, California

(1.8.1.2) Latitude

33.69821

(1.8.1.3) Longitude

-117.86651

(1.8.1.4) Comment

Universal Electronics Santa Ana, California 201 E. Sandpointe Ave. 7th Floor Santa Ana CA 92707

Row 12

(1.8.1.1) Identifier

Universal Electronics San Mateo, California

(1.8.1.2) Latitude

37.55318

(1.8.1.3) Longitude

-122.30754

(1.8.1.4) Comment

Universal Electronics San Mateo, California Office Suite 04-148 400 Concar Dr San Mateo, CA 94402

Row 13

(1.8.1.1) Identifier

Ecolink Carlsbad, California

(1.8.1.2) Latitude

33.12013

(1.8.1.3) Longitude

-117.27698

(1.8.1.4) Comment

Ecolink Carlsbad, California 2055 Corte Del Nogal Carlsbad, CA 92011

Row 14

(1.8.1.1) Identifier

RCS Technology Poway, California

(1.8.1.2) Latitude

32.94124

(1.8.1.3) Longitude

-117.04572

(1.8.1.4) Comment

RCS Technology Poway, California 12860 Danielson Court, Suite A Poway, CA 92064

Row 15

(1.8.1.1) Identifier

Suzhou, PRC

(1.8.1.2) Latitude

31.30813

(1.8.1.3) Longitude

121.09435

(1.8.1.4) Comment

Suzhou, PRC Room 705/706, 7/F, #3110 Renmin Road, Suzhou, Jiangsu Province, China 215031

Row 16

(1.8.1.1) Identifier

UEI Electronics Pvt Ltd

(1.8.1.2) Latitude

12.98353

(1.8.1.3) Longitude

77.58583

(1.8.1.4) Comment

UEI Electronics Pvt Ltd 1st Floor, East Wing Khanija Bhavan #49, Race Course Rd. Bangalore, India

Row 17

(1.8.1.1) Identifier

Guangzhou Universal Electronics Service Co. Ltd.

(1.8.1.2) Latitude

22.93899

(1.8.1.3) Longitude

113.34245

(1.8.1.4) Comment

Guangzhou Universal Electronics Service Co. Ltd. 18/F, Building No. 1 of Tower 4, Hailunbao Creative Park, No. 329 Yushan West Road, Shatou Street, Panyu District, Guangzhou, China 511490

Row 18

(1.8.1.1) Identifier

Plymouth, Minnesota

(1.8.1.2) Latitude

45.01561

(1.8.1.3) Longitude

-93.46331

(1.8.1.4) Comment

Plymouth, Minnesota 3140 Harbor Ln N, Plymouth, MN 55447

Row 19

(1.8.1.1) Identifier

UEM Mexico

(1.8.1.2) Latitude

25.76757

(1.8.1.3) Longitude

-100.16414

(1.8.1.4) Comment

Calle Septima #840-B, Parque Industrial Monterrey, Apodaca, Nuevo Leon 66603 Mexico
[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 3 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 4+ suppliers

(1.24.7) Description of mapping process and coverage

UEI maps its value chain using a variety of tools to collect information including the location of suppliers, the flow of materials and key dependencies, suppliers' ability to provide goods and services, risks related to delivery of goods and services, and environmental, social, and governance (ESG) risks including human rights risks. UEI utilizes internal supply chain mapping and program management tools, supply chain management (SCM) systems, external 3rd party due diligence tools, and the

Responsible Business Alliance's Supply Chain and CSR Management Platform (RBA Online). The coverage of this mapping includes tier 1 suppliers that provide raw materials, material components, and services. All tier 1 direct suppliers are included in our supply chain mapping as well as critical tier 1 indirect suppliers. We have conducted a good faith reasonable country of origin inquiry (RCOI) regarding minerals included in our products during 2023 to determine whether any of the minerals originated in the conflict region and/or whether any of the minerals may be from recycled or scrap sources. Where applicable, we have conducted additional due diligence regarding the sources of the subject minerals. The results of our RCOI regarding the subject minerals, as well as our additional due diligence regarding the sources of such subject minerals, are contained in our annual Form SD and Conflict Minerals Report, available on our website. This Form SD and Conflict Minerals Report discusses tin, tantalum, tungsten, and gold; however, our annual campaign also includes cobalt and mica. This coverage includes tier 1, 2, and 3 suppliers who fall under our conflict minerals due diligence.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:
☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain
☑ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply
☑ Preparation for reuse
☑ Recycling
☑ Landfill
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short, medium, and long-term time horizons were defined as part of UEI's third-party climate scenario analyses conducted in 2023. These time horizons should be considered in the context of the climate scenario analysis results and related risks. They are linked to strategic and financial planning through the prioritization of climate-related opportunities and risk mitigation activities identified in the analysis, and our public sustainability goals that inform UEI's overall corporate strategy. A short-term horizon of 1-10 years typically indicates that a risk or opportunity is emerging, currently occurring, or has occurred in the past. Medium-term (10-25 years) and long-term (25+ years) horizons cover risks and opportunities that are ongoing or may occur in the future. These medium and long-term risks require continuous monitoring and evaluation to understand their likelihood and impact. We prioritize climate-related risks and opportunities in our strategic and financial planning by evaluating their likelihood and impact, determining which existing or potential strategic initiatives support the risks and opportunities, and then resourcing the strategic initiatives appropriately.

Medium-term

(2.1.1) From (years)

10

(2.1.3) To (years)

25

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short, medium, and long-term time horizons were defined as part of UEI's third-party climate scenario analyses conducted in 2023. These time horizons should be considered in the context of the climate scenario analysis results and related risks. They are linked to strategic and financial planning through the prioritization of climate-related opportunities and risk mitigation activities identified in the analysis, and our public sustainability goals that inform UEI's overall corporate strategy. A short-term horizon of 1-10 years typically indicates that a risk or opportunity is emerging, currently occurring, or has occurred in the past. Medium-term (10-25 years) and long-term (25+ years) horizons cover risks and opportunities that are ongoing or may occur in the future. These medium and long-term risks require continuous monitoring and evaluation to understand their likelihood and impact. We prioritize climate-related risks and opportunities in our strategic and financial planning by evaluating their likelihood and impact, determining which existing or potential strategic initiatives support the risks and opportunities, and then resourcing the strategic initiatives appropriately.

Long-term

(2.1.1) From (years)

25

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short, medium, and long-term time horizons were defined as part of UEI's third-party climate scenario analyses conducted in 2023. These time horizons should be considered in the context of the climate scenario analysis results and related risks. They are linked to strategic and financial planning through the prioritization of climate-related opportunities and risk mitigation activities identified in the analysis, and our public sustainability goals that inform UEI's overall corporate strategy. A short-term horizon of 1-10 years typically indicates that a risk or opportunity is emerging, currently occurring, or has occurred in the past. Medium-term (10-25 years) and long-term (25+ years) horizons cover risks and opportunities that are ongoing or may occur in the future. These medium and long-term risks require continuous monitoring and evaluation to understand their likelihood and impact. We prioritize climate-related risks and opportunities in our strategic and financial planning by evaluating their likelihood and impact, determining which existing or potential strategic initiatives support the risks and opportunities, and then resourcing the strategic initiatives appropriately.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

☑ End of life management

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ External consultants

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Landslide

☑ Wildfires

☑ Heat waves

☑ Cyclones, hurricanes, typhoons

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

☑ Changing temperature (air, freshwater, marine water)

☑ Heat stress

☑ Increased severity of extreme weather events

Policy

☑ Carbon pricing mechanisms

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

☑ Poor coordination between regulatory bodies

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

☑ Data access/availability or monitoring systems

☑ Transition to lower emissions technology and products

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

UEI identifies, assesses, and manages environmental dependencies, impacts, risks, and opportunities through climate scenario analysis, stakeholder feedback via a materiality assessment, ISO 14001 certified environmental management systems, and an enterprise risk management system. In 2023, a third party conducted a climate scenario analysis for UEI's global operations, using asset location data integrated into ESRI's Geographic Information System (GIS) program. Historical baseline data was analyzed, and then Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathways (SSP) scenarios were analyzed across each selected climate topic (temperature, heat zones, precipitation, sea level rise, etc.). The data and climate scenarios (RCPs and SSPs) were analyzed for temperature, heat zones, precipitation, and sea level rise, with a focus on 2050, but also considering short-term (1-10 years) and medium-term (10-25 years) horizons. UEI also conducted a materiality assessment which included surveying and interviewing stakeholders to gather inputs on risks and opportunities, supplemented by publicly available data and third-party research. These inputs were ranked based on their business impact, using a double materiality approach in

line with the Global Reporting Initiative (GRI) to consider the business's impact on society and the planet. Additionally, UEI's factory level environmental management systems (EMS) ensure responsible resource use and environmental footprint reduction. Each manufacturing facility's EMS, certified to ISO 14001:2015, sets policies, goals, risk controls, and monitoring processes. Environmental data collection and baselining exercises evaluate performance on key indicators such as resource use, waste output, and emissions. Each of these processes require an environmental data collection and baselining exercise to evaluate current performance on key environmental indicators including resource use, waste output, and emissions. With regards to plastics, our chemical compliance program is overseen by our Green Team. The Green Team is managed by chemical engineering degreed personnel. We have specialized in-house equipment, such as the Shimadzu EDX-LE, EDX-720, EDX-7000, the Kyoritsu chemical-check Cr6+ spot-test pack, and the Shimadzu PY-GCMS. These test machines allow us to test and verify component parts comply to the requirements of the EU RoHS (Restriction of Hazardous Substances Directive 2011/65/EU and 2015/863/EU) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) directives. Our technicians receive specialized training on operating these test machines. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Supplier audit selection and testing criteria includes new supplier candidates, new material qualifications, and ongoing parts shipments.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Plastics

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

☑ End of life management

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ Desk-based research

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to national legislation

Market

☑ Availability and/or increased cost of recycled or renewable content

☑ Changing customer behavior

Technology

☑ Transition to reusable products

☑ Transition to recyclable plastic products

☑ Transition to increasing renewable content

☑ Transition to increasing recycled content

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Investors

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

UEI identifies, assesses, and manages environmental dependencies, impacts, risks, and opportunities through climate scenario analysis, stakeholder feedback via a materiality assessment, ISO 14001 certified environmental management systems, and an enterprise risk management system. In 2023, a third party conducted a climate scenario analysis for UEI's global operations, using asset location data integrated into ESRI's Geographic Information System (GIS) program. Historical baseline data was analyzed, and then Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathways (SSP) scenarios were analyzed across each selected climate topic (temperature, heat zones, precipitation, sea level rise, etc.). The data and climate scenarios (RCPs and SSPs) were analyzed for temperature, heat zones, precipitation, and sea level rise, with a focus on 2050, but also considering short-term (1-10 years) and medium-term (10-25 years) horizons. UEI also conducted a materiality assessment which included surveying and interviewing stakeholders to gather inputs on risks and opportunities, supplemented by publicly available data and third-party research. These inputs were ranked based on their business impact, using a double materiality approach in line with the Global Reporting Initiative (GRI) to consider the business's impact on society and the planet. Additionally, UEI's factory level environmental management systems (EMS) ensure responsible resource use and environmental footprint reduction. Each manufacturing facility's EMS, certified to ISO 14001:2015, sets policies, goals, risk controls, and monitoring processes. Environmental data collection and baselining exercises evaluate performance on key indicators such as resource use, waste output, and emissions. Each of these processes require an environmental data collection and baselining exercise to evaluate current performance on key environmental indicators including resource use, waste output, and emissions. With regards to plastics, our chemical compliance program is overseen by our Green Team. The Green Team is managed by chemical engineering degreed personnel. We have specialized in-house equipment, such as the Shimadzu EDX-LE, EDX-720, EDX-7000, the Kyoritsu chemical-check Cr6+ spot-test pack, and the Shimadzu PY-GCMS. These test machines allow us to test and verify component parts comply to the requirements of the EU RoHS (Restriction of Hazardous Substances Directive 2011/65/EU and 2015/863/EU) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) directives. Our technicians receive specialized training on operating these test machines. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Supplier audit selection and testing criteria includes new supplier candidates, new material qualifications, and ongoing parts shipments.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Pollution incident

☑ Toxic spills

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

UEI identifies, assesses, and manages environmental dependencies, impacts, risks, and opportunities through climate scenario analysis, stakeholder feedback via a materiality assessment, ISO 14001 certified environmental management systems, and an enterprise risk management system. In 2023, a third party conducted a climate scenario analysis for UEI's global operations, using asset location data integrated into ESRI's Geographic Information System (GIS) program. Historical baseline data was analyzed, and then Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathways (SSP) scenarios were analyzed across each selected climate topic (temperature, heat zones, precipitation, sea level rise, etc.). The data and climate scenarios (RCPs and SSPs) were analyzed for temperature, heat zones, precipitation, and sea level rise, with a focus on 2050, but also considering short-term (1-10 years) and medium-term (10-25 years) horizons. UEI also conducted a materiality assessment which included surveying and interviewing stakeholders to gather inputs on risks and opportunities, supplemented by publicly available data and third-party research. These inputs were ranked based on their business impact, using a double materiality approach in line with the Global Reporting Initiative (GRI) to consider the business's impact on society and the planet. Additionally, UEI's factory level environmental management systems (EMS) ensure responsible resource use and environmental footprint reduction. Each manufacturing facility's EMS, certified to ISO 14001:2015, sets policies, goals, risk controls, and monitoring processes. Environmental data collection and baselining exercises evaluate performance on key indicators such as resource use, waste output, and emissions. Each of these processes require an environmental data collection and baselining exercise to evaluate current performance on key environmental indicators including resource use, waste output, and emissions. With regards to plastics, our chemical compliance program is overseen by our Green Team. The Green Team is managed by chemical engineering degreed personnel. We have specialized in-house equipment, such as the Shimadzu EDX-LE, EDX-720, EDX-7000, the Kyoritsu chemical-check Cr6+ spot-test pack, and the Shimadzu PY-GCMS. These test machines allow us to test and verify component parts comply to the requirements of the EU RoHS (Restriction of Hazardous Substances Directive 2011/65/EU and 2015/863/EU) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) directives. Our technicians receive specialized training on operating these test machines. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Supplier audit selection and testing criteria includes new supplier candidates, new material qualifications, and ongoing parts shipments.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

UEI uses an integrated framework to assess the interconnections between environmental dependencies, impacts, risks, and opportunities, connected to our overall assessment process. As described in CDP section 2.2.2, our process includes climate scenario analysis, stakeholder feedback via materiality assessment, ISO 14001 certified environmental management systems, and enterprise risk management. These methods help us understand material environmental issues, evaluate potential risks and opportunities, and assess our dependencies on key resources. We have integrated environmental risk assessments into our broader enterprise risk assessment through the Executive Sustainability Steering Committee and the Sustainability Working Group, comprised of key executives and business unit leaders. These teams are responsible for managing environmental dependencies, impacts, risks, and opportunities and their interdependencies. A sample case study of interconnections between environmental dependencies, impacts, risks and opportunities identified and assessed as part of this process is waste management and product lifecycle management, both considered "tier 2" material topics in our materiality assessment. Proper waste management is essential to comply with regulations and help reduce our environmental footprint. Our inability to manage waste in our product's lifecycle could result in pollution, regulatory non-compliance, or a decrease in demand for our products. By implementing circular economy concepts and managing operational waste, we can reduce costs, increase product demand, and achieve our environmental goals.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations
☑ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities
☑ Other location with substantive nature-related dependencies, impacts, risks, and/or opportunities, please specify

(2.3.4) Description of process to identify priority locations

As described in CDP section 1.24, UEI maps its value chain using internal supply chain mapping tools, SCM systems, external due diligence tools, and the Responsible Business Alliance's RBA Online tool. In CDP section 2.2.2, we outline our robust process for identifying, assessing, and managing environmental dependencies, impacts, risks, and opportunities, which includes climate scenario analysis, stakeholder feedback through materiality assessment, ISO 14001 certified environmental management systems, and enterprise risk management. These processes help us identify priority locations with significant nature-related dependencies and risks. Other assessments that we utilize are conducted at various levels—site, region, and country—using thresholds that vary by tool or process. For example, the 2023 climate scenario analysis was conducted at the site level for UEI locations and regionally for other value chain components and used a 1-5 scale, with high priority defined as a 5, measuring the likelihood and impact of various climate-related dependencies, impacts, risks, and opportunities.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:
☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Capital expenditures

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

In the context of climate-related reporting and related to climate-related risks, UEI defines "substantive effects on your organization" as an effect that would impact our ability to deliver our products to customers in a suitable timeframe or at an acceptable price point or an impact that would impact our reputation. At the corporate level, an approximate figure for this definition for climate-related risks is: • A range of 2-5% increase in expenditures for acute physical risks to facilities due to severe weather including increased maintenance and repair costs, and/or 2-5% reduction in revenues related to operational delays and/or supply chain-related inventory shortages. • 2.5% absolute decrease in revenue for reputation-related transition risks due to "increased partner and stakeholder concern or negative partner and stakeholder feedback" related to sustainability programs. • A range representing 2-5% absolute increase expenditures for chronic and acute physical risks to facilities due to increased energy prices in response to temperature increases and/or related to investments in energy-efficient cooling systems and infrastructure improvements, and/or 2-5% reduction in revenue related to operational disruptions caused by acute heat. For each of these risks, approximate figures or ranges are provided due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of the various risk. The potential financial impact can

vary significantly based on the extent of the various events described. At the corporate level, an approximate figure for this definition for climate-related opportunities is: • 5% absolute increase in revenue from climate-related opportunities associated with expanding sustainable product lines, efficient services and sensing offerings. • 5% absolute decrease in indirect operating costs due to climate-related opportunities associated with increasing energy efficiency and participation in renewable energy programs.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 11-20

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

In the context of climate-related reporting and related to climate-related risks, UEI defines "substantive effects on your organization" as an effect that would impact our ability to deliver our products to customers in a suitable timeframe or at an acceptable price point or an impact that would impact our reputation. At the corporate level, an approximate figure for this definition for climate-related risks is: • A range of 2-5% increase in expenditures for acute physical risks to facilities due to severe weather including increased maintenance and repair costs, and/or 2-5% reduction in revenues related to operational delays and/or supply chain-related inventory shortages. • 2.5% absolute decrease in revenue for reputation-related transition risks due to "increased partner and stakeholder concern or negative partner and stakeholder feedback" related to sustainability programs. • A range representing 2-5% absolute increase expenditures for chronic and acute physical risks to facilities due to increased energy prices in response to temperature increases and/or related to investments in energy-efficient cooling systems and infrastructure improvements, and/or 2-5% reduction in revenue related to operational disruptions caused by acute heat. For each of these risks, approximate figures or ranges are provided due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of the various risk. The potential financial impact can vary significantly based on the extent of the various events described. At the corporate level, an approximate figure for this definition for climate-related opportunities is: • 5% absolute increase in revenue from climate-related opportunities associated with expanding sustainable product lines, efficient services and sensing offerings. • 5% absolute decrease in indirect operating costs due to climate-related opportunities associated with increasing energy efficiency and participation in renewable energy programs.

Risks

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

In the context of climate-related reporting and related to climate-related risks, UEI defines "substantive effects on your organization" as an effect that would impact our ability to deliver our products to customers in a suitable timeframe or at an acceptable price point or an impact that would impact our reputation. At the corporate level, an approximate figure for this definition for climate-related risks is: • A range of 2-5% increase in expenditures for acute physical risks to facilities due to severe weather including increased maintenance and repair costs, and/or 2-5% reduction in revenues related to operational delays and/or supply chain-related inventory shortages. • 2.5% absolute decrease in revenue for reputation-related transition risks due to "increased partner and stakeholder concern or negative partner and stakeholder feedback" related to sustainability programs. • A range representing 2-5% absolute increase expenditures for chronic and acute physical risks to facilities due to increased energy prices in response to temperature increases and/or related to investments in energy-efficient cooling systems and infrastructure improvements, and/or 2-5% reduction in revenue related to operational disruptions caused by acute heat. For each of these risks, approximate figures or ranges are provided due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of the various risk. The potential financial impact can vary significantly based on the extent of the various events described. At the corporate level, an approximate figure for this definition for climate-related opportunities is: • 5% absolute increase in revenue from climate-related opportunities associated with expanding sustainable product lines, efficient services and sensing offerings. • 5% absolute decrease in indirect operating costs due to climate-related opportunities associated with increasing energy efficiency and participation in renewable energy programs.

Risks

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Other, please specify :Direct and indirect costs

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

In the context of climate-related reporting and related to climate-related risks, UEI defines "substantive effects on your organization" as an effect that would impact our ability to deliver our products to customers in a suitable timeframe or at an acceptable price point or an impact that would impact our reputation. At the corporate level, an approximate figure for this definition for climate-related risks is: • A range of 2-5% increase in expenditures for acute physical risks to facilities due to severe weather including increased maintenance and repair costs, and/or 2-5% reduction in revenues related to operational delays and/or supply chain-related inventory shortages. • 2.5% absolute decrease in revenue for reputation-related transition risks due to "increased partner and stakeholder concern or negative partner and stakeholder feedback" related to sustainability programs. • A range representing 2-5% absolute increase expenditures for chronic and acute physical risks to facilities due to increased energy prices in response to temperature increases and/or related to investments in energy-efficient cooling systems and infrastructure improvements, and/or 2-5% reduction in revenue related to operational disruptions caused by acute heat. For each of these risks, approximate figures or ranges are provided due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of the various risk. The potential financial impact can vary significantly based on the extent of the various events described. At the corporate level, an approximate figure for this definition for climate-related opportunities is: • 5% absolute increase in revenue from climate-related opportunities associated with expanding sustainable product lines, efficient services and sensing offerings. • 5% absolute decrease in indirect operating costs due to climate-related opportunities associated with increasing energy efficiency and participation in renewable energy programs.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Indirect operating costs

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

In the context of climate-related reporting and related to climate-related risks, UEI defines "substantive effects on your organization" as an effect that would impact our ability to deliver our products to customers in a suitable timeframe or at an acceptable price point or an impact that would impact our reputation. At the corporate level, an approximate figure for this definition for climate-related risks is: • A range of 2-5% increase in expenditures for acute physical risks to facilities due to severe weather including increased maintenance and repair costs, and/or 2-5% reduction in revenues related to operational delays and/or supply chain-related inventory shortages. • 2.5% absolute decrease in revenue for reputation-related transition risks due to "increased partner and stakeholder concern or negative partner and stakeholder feedback" related to sustainability programs. • A range representing 2-5% absolute increase expenditures for chronic and acute physical risks to facilities due to increased energy prices in response to temperature increases and/or related to investments in energy-efficient cooling systems and infrastructure improvements, and/or 2-5% reduction in revenue related to operational disruptions caused by acute heat. For each of these risks, approximate figures or ranges are provided due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of the various risk. The potential financial impact can vary significantly based on the extent of the various events described. At the corporate level, an approximate figure for this definition for climate-related opportunities

is: • 5% absolute increase in revenue from climate-related opportunities associated with expanding sustainable product lines, efficient services and sensing offerings. • 5% absolute decrease in indirect operating costs due to climate-related opportunities associated with increasing energy efficiency and participation in renewable energy programs.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:
☑ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

UEI identifies and classifies potential water pollutants from our activities to prevent detrimental impacts on water ecosystems and human health. Our internal policies and procedures outline measures for identifying and classifying water pollutants at all stages of the product lifecycle. Our commitment is to comply with all international and domestic water pollution and quality regulations for our manufacturing facilities and product chemical regulations as part of our product compliance program. We utilize internationally recognized standards, including ISO 14001, to classify pollutants. To effectively identify potential water pollutants, UEI conducts analysis of operational activities including product inputs, manufacturing outputs and generated waste. Within our operations, our facilities primarily discharge "domestic sewage." Our facilities adhere to international and local discharge regulations with specific control factors and indicators including pH, Chemical Oxygen Demand (COD), suspended solids (SS), animal and vegetable oils (oil and grease), among others. For our upstream value chain, key metrics and indicators used to identify substances are outlined in our chemical analysis procedures. Our chemical compliance program complies with the requirements of the EU RoHS (Restriction of Hazardous Substances Directive 2011/65/EU and 2015/863/EU) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) directives as applicable.
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☑ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Example inorganic pollutants associated with our value chain activities include metals in our product components and acids in our manufacturing processes. Various heavy metals and acids are listed as hazardous substances under regulations such as the Candidate List of REACH Regulation. At all stages of the value chain, these inorganic pollutants could contaminate water bodies through improper disposal of wastewater or leaching from improperly handled waste materials. Within our operations, UEI has implemented rigorous waste management procedures, including proper disposal of hazardous materials. Our operations primarily discharge "domestic sewage." For the upstream component of our value chain, our chemical compliance program utilizes specialized equipment to test and verify component parts comply to the requirements of the EU RoHS and REACH directives. Suppliers are required to comply with waste handling and disposal laws and regulations. Downstream, we provide instructions on proper product disposal and offer product return and refurbishment programs. All upstream and downstream suppliers are required to adhere to our supplier code of conduct which includes environmental compliance requirements.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Resource recovery

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Requirement for suppliers to comply with regulatory requirements

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Our environmental due diligence and environmental, health, and safety (EHS) systems ensure compliance with environmental regulations. We adhere to international and domestic water pollution and quality regulations for our manufacturing facilities. We address chemical regulations and product end-of-life regulations as part of our quality assurance and product compliance programs. Our manufacturing sites undergo regular audits and are certified to third-party standards, including ISO 14001. We have established routine monitoring programs to assess water quality in our operations. Although our operations do not require large volumes of water, we have implemented water pollution prevention measures, including hazardous waste reduction and proper chemical handling and storage and regularly train our operators in EHS best practices. For the upstream component of our value chain, our chemical compliance program utilizes specialized equipment to test and verify component parts comply to the requirements of the EU RoHS and REACH directives. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Downstream, we provide instructions on proper product disposal and offer product return and refurbishment programs. All upstream and downstream suppliers are required to adhere to our supplier code of conduct which includes environmental compliance requirements.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☑ Other synthetic organic compounds

(2.5.1.2) Description of water pollutant and potential impacts

Example SOCs associated with our value chain activities include various plastics and polymers in our product components and packaging and various solvents for upstream processing of product components. Various SOCs are listed as hazardous substances under regulations such as the Candidate List of REACH Regulation. At all stages of the value chain, these SOCs could contaminate water bodies through improper disposal of wastewater or leaching from improperly handled waste materials. Within our operations, UEI has implemented rigorous waste management procedures, including proper disposal of hazardous materials. Our operations primarily discharge "domestic sewage." For the upstream component of our value chain, our chemical compliance program utilizes specialized equipment to test and verify component parts comply to the requirements of the EU RoHS and REACH directives. Suppliers are required to comply with waste handling and disposal laws and regulations. Downstream, we provide instructions on proper product disposal and offer product return and refurbishment programs. All upstream and downstream suppliers are required to adhere to our supplier code of conduct which includes environmental compliance requirements.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Resource recovery

☑ Beyond compliance with regulatory requirements

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Requirement for suppliers to comply with regulatory requirements

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Our environmental due diligence and environmental, health, and safety (EHS) systems ensure compliance with environmental regulations. We adhere to international and domestic water pollution and quality regulations for our manufacturing facilities. We address chemical regulations and product end-of-life regulations as part of our quality assurance and product compliance programs. Our manufacturing sites undergo regular audits and are certified to third-party standards, including ISO 14001. We have established routine monitoring programs to assess water quality in our operations. Although our operations do not require large volumes of water, we have implemented water pollution prevention measures, including hazardous waste reduction and proper chemical handling and storage and regularly train our operators in EHS best practices. For the upstream component of our value chain, our chemical compliance program utilizes specialized equipment to test and verify component parts comply to the requirements of the EU RoHS and REACH directives. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Downstream, we provide instructions on proper product disposal and offer product return and refurbishment programs. All upstream and downstream suppliers are required to adhere to our supplier code of conduct which includes environmental compliance requirements.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that represent a "substantive effect" as defined in CDP section 2.4. These assessments consider the likelihood and severity of water-related risks. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in

electronic components, which can be water-intensive and environmentally harmful if not managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

UEI's environmental risk assessments have identified environmental risks associated with plastic in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with plastic that represent a "substantive effect" as defined in CDP section 2.4. These assessments consider the likelihood and severity of plastics-related risks. The cost associated with purchasing plastics, including virgin plastic, has been evaluated and found to be manageable within our current financial framework. Fluctuations in plastic prices associated with oil market volatility do not currently represent a substantive effect on our organization. Both upstream and downstream plastic-related risks are well managed. Upstream risks, such as the extraction and processing of raw materials, are mitigated through stringent industry standards and effective management practices. UEI sources plastics from a diverse range of suppliers to ensure stability and cost-effectiveness. Downstream risks, including the end-of-life management of our products, are addressed through effective recycling and disposal processes. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☑ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Republic of Korea
☑ Hong Kong SAR, China
☑ United States of America
☑ Brazil
☑ France
☑ Mexico
☑ Viet Nam
☑ Netherlands

(3.1.1.9) Organization-specific description of risk

As stated on page 21 of UEI's form 10K for the year 2024: "Increased public awareness and adverse publicity about potential impacts on climate change emanating from us or our industry could harm us." Increased concern or negative feedback from partners and stakeholders is considered a climate-related risk affecting reputation, investment and demand. This risk arises from environmental regulations, social responsibility expectations, and sustainability performance metrics. The impacts are evident in regions like California, Europe, and Asia-Pacific, where stringent environmental standards and stakeholder expectations can lead to increased

scrutiny and higher compliance costs. Over time, we may refine this description. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ High

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased concern or negative feedback from partners and stakeholders could lead to higher compliance costs and fines. Potential loss of investor confidence due to reputational damage could impact UEI's stock price. Potential loss of customers and partners due to reputational damage could lead to a decline in sales and revenue. The effect has not been quantified financially due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of this specific risk. The potential financial impact can vary significantly based on the extent of the negative feedback and the specific regulatory requirements in different regions. The financial effect can be described in relative terms. For example, increased compliance costs could reduce UEI's operating margins by a certain percentage. Similarly, a decline in revenue due to reputational damage can be estimated as a percentage of UEI's total revenue. However, these estimates are subject to a high level of uncertainty. Over time, we may refine this description related to climate risks for climate-related reporting. These descriptions provided as

part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost to address the climate-related risk of increased partner and stakeholder concern or negative feedback is primarily integrated into our ongoing operational budgets. The primary costs include maintaining and enhancing our environmental compliance and monitoring systems, investments in sustainability initiatives, publishing sustainability reports, and organizing communication forums with stakeholders. By incorporating these costs into our existing operational budgets, we ensure that the financial impact of addressing the climate-related risk is managed without requiring significant additional funding. This approach allows us to maintain our commitment to sustainability and stakeholder satisfaction while effectively managing our financial resources. Over time, we may refine the description of these costs. These cost descriptions provided as part of this CDP response are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.29) Description of response

To mitigate the impact of the climate-related risk of increased partner and stakeholder concern or negative feedback, UEI is implementing several strategies. We are dedicated to transparency and accountability. This involves regularly communicating UEI's sustainability efforts and progress to partners and stakeholders through detailed sustainability reports and updates on UEI's website and other communication channels. Additionally, we are engaging with stakeholders through forums, surveys, and meetings to better understand their concerns and expectations regarding climate-related issues. Strengthening environmental compliance is another critical strategy. UEI works to ensure compliance with all relevant environmental regulations and standards by staying updated on regulatory changes and proactively addressing any compliance gaps. We are actively investigating and implementing sustainable practices, incorporating sustainability considerations into our business strategy, and continue to invest in enhanced product sustainability.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Brazil

☑ China

☑ Viet Nam

(3.1.1.9) Organization-specific description of risk

Flooding represents a climate-related risk for UEI, particularly in regions susceptible to heavy rainfall. Flooding can cause physical damage to facilities and infrastructure, disrupt supply chains, and temporarily halt operations, resulting in operational delays and increased maintenance and repair costs. To mitigate these risks, UEI maintains comprehensive emergency preparedness plans, diverse supply chains, and ensures adequate insurance coverage. Over time, we may refine this description. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Flooding could potentially affect UEI's financial position, performance, and cash flows. Physical damage to facilities and infrastructure could lead to increased maintenance and repair costs. Operational delays due to flooding could impact revenue and profitability. Increased outflows for repairs and penalties could impact operating cash flow. Flooding could also impact supply chains, causing inventory shortages. Supply chain disruptions could delay product deliveries, affecting customer satisfaction and sales. The effect has not been quantified financially due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of this specific risk. The potential financial impact can vary significantly based on the nature and location of the flooding. The financial effect can be described in relative terms. For example, increased maintenance costs might reduce operating margins, and revenue losses from delays could represent a portion of total revenue. However, these estimates are subject to a high level of uncertainty. Over time, we may refine this description related to climate risks for climate-related reporting. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Amend the Business Continuity Plan

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The costs to address flooding are included in UEI's operating budgets and encompass comprehensive and multifaceted preparations for emergency situations. The primary costs include investments in flood-resistant infrastructure, development of emergency response plans, implementation of drills and training, and acquisition of comprehensive insurance coverage. By incorporating these costs into our existing operational budgets, we ensure that the financial impact of addressing the climate-related risk is managed efficiently without requiring significant additional funding. This approach allows us to maintain our commitment to sustainability and stakeholder satisfaction while effectively managing our financial resources. Over time, we may refine the description of these costs related to climate risks for climate-related reporting. These cost descriptions provided as part of this CDP response are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.29) Description of response

UEI's preparations for emergency situations, particularly flooding, are comprehensive and multifaceted. UEI has made investments in flood-resistant infrastructure including flood barriers and enhanced drainage systems where necessary. Detailed emergency response plans have been developed. These plans specify actions required before, during, and after a flooding event. They include evacuation procedures, communication protocols, and coordination efforts with local authorities to ensure a prompt and effective response. To ensure preparedness, UEI conducts regular drills and training sessions for employees. These exercises cover evacuation routes, emergency contacts, and various safety measures, ensuring that all personnel are well-versed in the procedures to follow in the event of an emergency. Furthermore, UEI has diversified its supply chain. By sourcing materials from multiple suppliers and regions, UEI is able to minimize disruptions and maintain a steady flow of materials and products, even if one area is affected by flooding. In addition, we have secured comprehensive insurance coverage to mitigate any financial losses resulting from flood-related incidents. Through these measures, UEI aims to enhance its resilience against flooding risks, ensuring the safety of its employees and the continuity of its operations.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Heat wave

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Brazil

☑ China

☑ Mexico

☑ United States of America

☑ Viet Nam

(3.1.1.9) Organization-specific description of risk

Heat waves represent a climate-related risk to UEI, impacting various operational aspects. Acute heat events could cause operational disruptions and increased energy costs. Heat events could impact labor health and safety, with extreme heat posing threats like heat exhaustion. To mitigate this, UEI has implemented robust emergency management systems and health and safety protocols, ensuring adequate hydration, rest breaks, and cool areas, along with employee training on heat-related illnesses. Over time, we may refine this description. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Heat waves pose a climate-related risk to UEI, potentially affecting its financial position, performance, and cash flows. Heat waves could increase energy costs due to the higher demand for cooling systems to maintain safe working conditions. Investments in energy-efficient cooling systems and infrastructure improvements could increase capital expenditures. Operational disruptions caused by acute heat events could impact UEI's revenue and profitability. Quantifying the financial impact is challenging due to the high level of measurement uncertainty and the difficulty in isolating this specific risk's effects. The financial consequences can vary widely depending on the heat waves' severity and frequency. The financial implications can be qualitatively estimated. For example, increased energy costs and investments in cooling systems could reduce operating margins, while productivity losses from heat-related illnesses might impact total revenue. However, these estimates are subject to a high level of uncertainty and should be interpreted with caution. Over time, we may refine this description related to climate risks for climate-related reporting. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Amend the Business Continuity Plan

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The costs to address heat waves are included in UEI's operating budgets and encompass the implementation of robust emergency management systems and health and safety protocols. The primary costs include health and safety programs, energy-efficient cooling systems, and building insulation improvements. By incorporating these costs into our existing operational budgets, we ensure that the financial impact of addressing the climate-related risk is managed efficiently without requiring significant additional funding. This approach allows us to maintain our commitment to sustainability and stakeholder satisfaction while effectively managing our financial resources. Over time, we may refine the description of these costs related to climate risks for climate-related reporting. These cost descriptions provided as part of this CDP response are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.29) Description of response

Currently, UEI addresses the risk of heat waves by implementing robust emergency management systems and health and safety protocols. These measures ensure that employees have access to adequate hydration, rest breaks, and cool areas during extreme heat events. Additionally, UEI conducts regular training sessions to educate employees on recognizing and responding to heat-related illnesses such as heat exhaustion and heat stroke. By maintaining these protocols, UEI aims to minimize operational disruptions and safeguard the health and safety of its workforce. UEI is investigating and investing in energy-efficient cooling systems and building insulation improvements to manage increased climate control costs in warm areas. By continuously investigating and adopting innovative solutions, UEI can ensure operational efficiency and resilience against the long-term impacts of heat waves.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk6

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Heat stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Brazil

☑ Mexico

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Heat stress represents a climate-related risk to UEI, impacting various operational aspects. Chronic risks include increased climate control costs in warm areas, requiring energy-efficient cooling systems and building insulation improvements. Heat-induced migration could lead to labor shortages. UEI continuously investigates and invests in energy-efficient cooling systems and improved building insulation to manage increased climate control costs in warm areas. Over time, we may refine this description. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Disruption to workforce management and planning

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Heat stress represents a climate-related risk for UEI, impacting various operational aspects. Heat stress could result in higher operational expenses due to increased climate control costs. The need for investments in energy-efficient cooling systems and infrastructure improvements could also increase capital expenditures. The effect has not been quantified financially due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of this specific risk. The potential financial impact can vary significantly based on the severity and frequency of heat stress events. However, the financial effect can be described in relative terms. For example, potential increases in climate control costs and investments in cooling systems could impact operating margins. Similarly, potential productivity losses due to heat-induced migration could be estimated as a percentage of UEI's total revenue. These estimates are subject to a high level of uncertainty. Over time, we may refine this description related to climate risks for climate-related reporting. These descriptions provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Improve maintenance of infrastructure

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The costs to address heat stress are included in UEI's operating budgets and encompass the implementation of robust emergency management systems and health and safety protocols. The primary costs include health and safety programs, energy-efficient cooling systems, and improved building insulation. By incorporating these costs into our existing operational budgets, we ensure that the financial impact of addressing the climate-related risk is managed efficiently without requiring significant additional funding. This approach allows us to maintain our commitment to sustainability and stakeholder satisfaction while effectively managing our financial resources. Over time, we may refine the description of these costs related to climate risks for climate-related reporting. These cost descriptions provided as part of this CDP response are not incorporated by reference into any report or document we file with the SEC.

(3.1.1.29) Description of response

Currently, UEI addresses the risk of heat stress by implementing robust emergency management systems and health and safety protocols. These measures ensure that employees have access to adequate hydration, rest breaks, and cool areas during extreme heat events. Additionally, UEI conducts regular training sessions to educate employees on recognizing and responding to heat-related illnesses such as heat exhaustion and heat stroke. By maintaining these protocols, UEI aims to minimize operational disruptions and safeguard the health and safety of its workforce. UEI is investigating and investing in energy-efficient cooling systems and improving building insulation to manage increased climate control costs in warm areas. By continuously investigating and adopting innovative solutions, UEI can ensure operational efficiency and resilience against the long-term impacts of heat stress.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ Assets

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

27000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ 1-10%

(3.1.2.7) Explanation of financial figures

To identify assets vulnerable to environmental risks, we evaluated the asset replacement value (ARV) for locations at medium-high or high risk from acute and chronic climate events as determined by our Climate Scenario Analysis. This involves assessing each asset's exposure to climate impacts like extreme weather, sea level rise, and long-term climate shifts. We identified assets in high-risk regions using climate models and historical data to estimate event likelihood and severity. The aggregated ARV of these high-risk assets is compared to our total asset base as reported in the Form 10-K. Key assumptions include the accuracy of climate models, current asset conditions, and projected climate changes. Over time, we may refine this description and the figures provided. These descriptions and figures provided as part of this CDP response, and related climate risk information available in our Annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

10000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

To identify revenue vulnerable to environmental risk, UEI evaluated the impact of a hypothetical 2.5% reduction in sales related to increased concern or negative feedback from partners and stakeholders. Potential loss of customers and partners due to reputational damage can lead to a decline in sales and revenue. The effect has not been quantified financially due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of this specific risk. The potential financial impact can vary significantly based on the extent of the negative feedback and the specific regulatory requirements in different regions. The financial effect can be described in relative terms. For example, the increased compliance costs could reduce UEI's operating margins. Similarly, the potential decline in revenue due to reputational damage can be estimated as a percentage of UEI's total revenue. However, these estimates are subject to a high level of uncertainty. Over time, we may refine this description and the figures provided. These descriptions and figures provided as part of this CDP response, and related climate risk information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	*None*

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, but we anticipate being regulated in the next three years

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Our strategy for complying with carbon pricing systems like Emissions Trading Systems (ETS), Cap & Trade, or Carbon Tax is multifaceted, using various tools and resources to ensure compliance and alignment with our long-term sustainability goals. We remain informed about regulatory changes and best practices through policy updates from our membership with the Responsible Business Alliance (RBA) and similar organizations. We also utilize product compliance tracking software to monitor and manage our environmental impact across the product lifecycle. Our approach is supported by both external and internal legal counsel. External legal experts provide insights into the global regulatory landscape, and our internal legal team, product compliance function, and ethics and sustainability function integrates these insights into our corporate policies. While we do not intend to create an internal price on carbon in the short term, we are committed to completing product-level carbon calculations for relevant products as part of our goal to pilot product-level carbon accounting, which we have publicly committed to in our annual sustainability report. Our company has completed a comprehensive greenhouse gas (GHG) inventory, established an emissions baseline, and identified key areas for reduction. This inventory is integral to our long-term strategy and our carbon reduction plan, which is informed by leading frameworks including the Science-Based Targets initiative (SBTi). We have submitted our letter of commitment to set a Science-Based Target (SBT) to guide these emission reduction efforts. Additionally, we have identified and implemented several carbon reduction initiatives detailed in a later section of this CDP response.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ Yes, we have identified opportunities, and some/all are being realized

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Our climate scenario analysis and other environmental assessment processes, detailed in CDP sections 2.2.2, 2.2.7, and 2.5.1, has concluded that opportunities related to water exist, but none that we anticipate having a substantive effect on the organization. UEI does not use large amounts of water in our manufacturing processes, reducing the potential for water-related opportunities. The water we do produce is small amounts of primarily domestic wastewater.
[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ China

☑ India

☑ Italy

☑ Japan

☑ Spain

☑ Republic of Korea

☑ Hong Kong SAR, China

☑ United States of America

☑ Brazil

☑ France

☑ Mexico

☑ Viet Nam

☑ Netherlands

(3.6.1.8) Organization specific description

Shifting consumer preferences towards more sustainable and environmentally friendly products represents a climate-related opportunity. As consumers become increasingly aware of the environmental impact of their purchases, they may choose products and services with a smaller environmental footprint. This shift creates an opportunity for UEI to enhance its market position by expanding sustainable solutions.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In the short term, initial investments in R&D and manufacturing upgrades could increase costs while marketing and educational efforts could lead to increased sales of sustainable products. In the medium and long term, as sustainable products gain market acceptance, revenue growth for these products could increase and a strong portfolio of sustainable products could enhance UEI's reputation and financial stability. Over time, we may refine this description related to climate opportunities for climate-related reporting. These descriptions provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Realizing these opportunities may involve several costs, including investments in research and development (R&D) to develop new sustainable products and improve existing ones. Upgrading manufacturing processes to be more energy-efficient and environmentally friendly, educating consumers about the benefits of sustainable products, and ensuring compliance with environmental regulations and reporting on sustainability initiatives may also incur costs. Over time, we may refine this description related to climate opportunities for climate-related reporting. These descriptions provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.6.1.26) Strategy to realize opportunity

UEI is currently taking steps to meet shifting consumer preferences. We have introduced new sustainability products designed to be more energy-efficient and environmentally friendly. We have incorporated climate considerations and current and future environmental regulatory demands into product design and development, including packaging and use-phase components. Examples include products that use recycled content, eliminate single-use plastic packaging, reduce use-phase emissions, and smart home innovations that lower energy demand for customers. We have announced a public goal to form a multi-disciplinary product working group by the end of 2024 to integrate environmental considerations into product development and embed sustainability in our offerings. Additionally, UEI has committed to several sustainability programs, including the Science Based Targets Initiative (SBTi) and the implementation of an environmental footprint reduction program. By reducing our environmental footprint, we can help our customers achieve their environmental ambitions. UEI can further capitalize on this opportunity by expanding its sustainable product lines, further integrating sustainable materials into products, expanding smart home devices product lines that help consumers reduce their energy consumption, and enhancing its sustainability programs. Continuously improving sustainability programs to help customers meet their environmental ambitions could involve offering more comprehensive recycling programs, increasing the use of renewable energy in manufacturing, and providing detailed carbon footprint information for products.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Other resource efficiency opportunity, please specify :Increasing energy efficiency in operations and buildings coupled with participation in renewable energy programs.

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Brazil

☑ China

☑ Mexico

☑ Viet Nam

(3.6.1.8) Organization specific description

Increased energy efficiency in our operations and buildings, coupled with increased participation in renewable energy programs, represents a climate-related opportunity. Example programs include proactive maintenance, regular optimization of systems, equipment upgrades, building management systems, and lighting sensors. Additionally, we continue to monitor data on energy, water, and waste to identify areas for improvement and track progress.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased energy efficiency in our operations and buildings, coupled with increased participation in renewable energy programs, could impact financial performance and cash flows. Energy optimization and deployment of additional renewable energy sources could result in cost savings and enhance UEI's long-term resilience. This could mitigate impacts from energy price fluctuations and regulatory changes. Over time, we may refine this description related to climate opportunities for climate-related reporting. These descriptions provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

The costs associated with improving energy efficiency and expanding renewable energy programs include investments in new technologies and ongoing maintenance and optimization of these systems. There are also administrative costs associated with training, monitoring progress, and complying with environmental regulations. Over time, we may refine this description related to climate opportunities for climate-related reporting. These descriptions provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

(3.6.1.26) Strategy to realize opportunity

UEI has implemented and investigated initiatives to improve energy efficiency in our operations and expand our renewable energy programs. Examples include proactive maintenance, regular optimization of systems, equipment upgrades, building management systems, and lighting sensors. We continue to investigate additional onsite renewable options for locations in our portfolio that are not currently fitted with onsite systems. We continue to monitor data on energy, water, and waste to identify areas for improvement and track progress.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

500000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 1-10%

(3.6.2.4) Explanation of financial figures

To identify OPEX aligned with climate-related opportunities, UEI conducted energy audits at each manufacturing facility to inventory energy use, identify cost-saving opportunities, measure savings from current initiatives, and analyze the financial impact. The figure provided is an estimate of annual savings from energy efficiency and renewable energy programs. Over time, we may refine this description and the figures provided. These descriptions and figures provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

10000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 1-10%

(3.6.2.4) Explanation of financial figures

To identify revenue aligned with climate-related opportunities, UEI evaluated the impact of a hypothetical 2.5% increase in sales related to shifts in consumer preference. The effect has not been quantified financially due to the high level of measurement uncertainty and the difficulty in separately identifying the effects of this specific opportunity. The potential financial impact can vary significantly based on the extent of new offerings and brand reputation improvements. The financial effect can be described in relative terms. For example, additional sustainability offerings and improved brand reputation may increase revenue. Over time, we may refine this description and the figures provided. These descriptions and figures provided as part of this CDP response, and related climate opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The UEI Board of Directors has a diversity and inclusion policy as stated in the UEI Corporate Governance, Sustainability, and Nominating Committee charter: "The Board believes that the directors, considered as a group, should provide a mix of backgrounds, experience, knowledge, and abilities, and as such is committed to be comprised of a diverse selection of individuals. The Board recognizes that it is through this diversity, which the Board defines broadly to include, among other things, differences in backgrounds, qualifications, experiences, viewpoints, geographic locations, education, skills and expertise, professional and industry experience, and personal characteristics including age, gender, race, and ethnicity, that will help ensure that the Board best performs its oversight function."

(4.1.6) Attach the policy (optional)

UEI CORPORATE GOVERNANCE SUSTAINABILITY AND NOMINATING COMMITTEE CHARTER.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply
☑ Chief Executive Officer (CEO)
☑ Chief Operating Officer (COO)
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Overseeing and guiding public policy engagement

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

(4.1.2.7) Please explain

The Board of Directors formalized its role in sustainability oversight by expanding the responsibilities of the Corporate Governance and Nominating Committee. This committee, the Corporate Governance, Sustainability and Nominating Committee, is tasked with overseeing UEI's sustainability-related strategies, policies, and practices and reporting progress to the broader Board. The integration of environmental issues into our governance mechanisms is structured to ensure comprehensive oversight and informed decision-making at the highest levels. This is achieved through a multi-tiered approach. The committee's charter outlines its expanded role in sustainability oversight. This includes monitoring sustainability strategies, reviewing relevant policies, and assessing the impact of sustainability practices on the organization. The committee receives formal updates on sustainability-related matters prior to each committee meeting. These updates are provided by the Ethics and Sustainability function leads. These briefings include detailed information on sustainability discussions from the quarterly Executive Sustainability Steering Committee (ESSC), which comprises key executives across the organization. For example, recent material shared with the committee included discussions on our company's carbon footprint reduction strategy, sustainability goal progress, and initiatives to improve supply chain sustainability. These agenda items ensure that the Board is continually informed and engaged with our environmental performance and strategy. The primary focus of the committee during the reporting year 2023 was to formalize its remit over sustainability issues and review and ratify sustainability-related assessments including the climate scenario analysis. In 2024, UEI's Corporate Governance, Sustainability and Nominating Committee ratified the company's public sustainability goals, reinforcing board-level commitment to environmental accountability. In Q1 2025, the committee reviewed and approved UEI's annual sustainability roadmap, which includes strategic environmental initiatives and targets and UEI's sustainability reporting plan.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Chief Operating Officer (COO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets
☑ Overseeing and guiding scenario analysis
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving corporate policies and/or commitments
☑ Overseeing reporting, audit, and verification processes
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy
☑ Monitoring supplier compliance with organizational requirements
☑ Monitoring compliance with corporate policies and/or commitments
☑ Overseeing and guiding the development of a climate transition plan
☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
☑ Overseeing and guiding public policy engagement
☑ Reviewing and guiding innovation/R&D priorities
☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding major capital expenditures
☑ Monitoring the implementation of the business strategy

(4.1.2.7) Please explain

The Board of Directors formalized its role in sustainability oversight by expanding the responsibilities of the Corporate Governance and Nominating Committee. This committee, the Corporate Governance, Sustainability and Nominating Committee, is tasked with overseeing UEI's sustainability-related strategies, policies, and practices and reporting progress to the broader Board. The integration of environmental issues into our governance mechanisms is structured to ensure comprehensive oversight and informed decision-making at the highest levels. This is achieved through a multi-tiered approach. The committee's charter outlines its expanded role in sustainability oversight. This includes monitoring sustainability strategies, reviewing relevant policies, and assessing the impact of sustainability practices on the organization. The committee receives formal updates on sustainability-related matters prior to each committee meeting. These updates are provided by the Ethics and Sustainability function leads. These briefings include detailed information on sustainability discussions from the quarterly Executive Sustainability Steering Committee (ESSC), which comprises key executives across the organization. For example, recent material shared with the committee included discussions on our company's carbon footprint reduction strategy, sustainability goal progress, and initiatives to improve supply chain sustainability. These agenda items ensure that the Board is continually informed and engaged with our environmental performance and strategy. The primary focus of the committee during the reporting year 2023 was to formalize its remit over sustainability issues and review and ratify sustainability-related assessments including the climate scenario analysis. In 2024,

UEI's Corporate Governance, Sustainability and Nominating Committee ratified the company's public sustainability goals, reinforcing board-level commitment to environmental accountability. In Q1 2025, the committee reviewed and approved UEI's annual sustainability roadmap, which includes strategic environmental initiatives and targets and UEI's sustainability reporting plan.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Chief Operating Officer (COO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding scenario analysis
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving corporate policies and/or commitments
☑ Overseeing reporting, audit, and verification processes
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy
☑ Monitoring supplier compliance with organizational requirements
☑ Monitoring compliance with corporate policies and/or commitments
☑ Overseeing and guiding the development of a climate transition plan
☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
☑ Reviewing and guiding innovation/R&D priorities
☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding major capital expenditures
☑ Monitoring the implementation of the business strategy

(4.1.2.7) Please explain

The Board of Directors formalized its role in sustainability oversight by expanding the responsibilities of the Corporate Governance and Nominating Committee. This committee, the Corporate Governance, Sustainability and Nominating Committee, is tasked with overseeing UEI's sustainability-related strategies, policies, and practices and reporting progress to the broader Board. The integration of environmental issues into our governance mechanisms is structured to ensure comprehensive oversight and informed decision-making at the highest levels. This is achieved through a multi-tiered approach. The committee's charter outlines its expanded role in sustainability oversight. This includes monitoring sustainability strategies, reviewing relevant policies, and assessing the impact of sustainability practices on the organization. The committee receives formal updates on sustainability-related matters prior to each committee meeting. These updates are provided by the Ethics and Sustainability function leads. These briefings include detailed information on sustainability discussions from the quarterly Executive Sustainability Steering Committee (ESSC), which comprises key executives across the organization. For example, recent material shared with the committee included discussions on our company's carbon footprint reduction strategy, sustainability goal progress, and initiatives to improve supply chain sustainability. These agenda items ensure that the Board is continually informed and engaged with our environmental performance and strategy. The primary focus of the committee during the reporting year 2023 was to formalize its remit over sustainability issues and review and ratify sustainability-related assessments including the climate scenario analysis. In 2024, UEI's Corporate Governance, Sustainability and Nominating Committee ratified the company's public sustainability goals, reinforcing board-level commitment to environmental accountability. In Q1 2025, the committee reviewed and approved UEI's annual sustainability roadmap, which includes strategic environmental initiatives and targets and UEI's sustainability reporting plan.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

	Management-level responsibility for this environmental issue
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The highest senior management-level individual and committee responsible for environmental issues is the CEO and the Executive Sustainability Steering Committee (ESSC). The Global Ethics and Sustainability function, which manages the Sustainability Program and coordinates UEI's sustainability efforts, reports to the CEO to ensure alignment with our strategic direction and regulatory compliance. The ESSC, comprising key executives including business unit leads in finance, operations, strategy, and human resources, reviews, approves, and implements sustainability strategies, programs, and projects. The ESSC is supported by a cross-functional Sustainability Working Group (SWG) that facilitates the implementation of sustainability policies and goals throughout the company and reports its activities to the ESSC and the CEO. This ensures a cohesive approach to sustainability across all levels of the organization. The Global Ethics and Sustainability function provides quarterly updates to the Corporate Governance, Sustainability, and Nominating Committee of the Board, including results from the ESSC, SWG, and the broader Ethics and Sustainability function. The ESSC and Ethics and Sustainability function conduct regular reviews and approvals of sustainability strategies and programs,

continuously monitors the implementation of sustainability initiatives, monitor progress towards goals, engage stakeholders, integrate environmental risk management into the corporate risk management framework, and incorporate sustainability controls and procedures into broader internal functions. Additional information about this process can be found in our annual Sustainability Report.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in electronic components, which can be water-intensive and environmentally harmful if not managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts. The highest senior management-level individual and committee responsible for environmental issues is the CEO and the Executive Sustainability Steering Committee (ESSC). The Global Ethics and Sustainability function, which manages the Sustainability Program and coordinates UEI's sustainability efforts, reports to the CEO. The Global Ethics and Sustainability function provides quarterly updates to the Corporate Governance, Sustainability, and Nominating Committee of the Board, including results from the ESSC, SWG, and the broader Ethics and Sustainability function.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

UEI's environmental risk assessments have identified environmental risks associated with biodiversity in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with biodiversity that would represent a "substantive effect" as defined in CDP section 2.4. Our

operations pose minimal direct impact on natural habitats. Biodiversity risks in our supply chain are managed by our supply chain partners. Our management of supply chain partners with regards to biodiversity falls under the purview of our responsible sourcing program. The highest senior management-level individual and committee responsible for environmental issues is the CEO and the Executive Sustainability Steering Committee (ESSC). The Global Ethics and Sustainability function, which manages the Sustainability Program and coordinates UEI's sustainability efforts, reports to the CEO. The Global Ethics and Sustainability function provides quarterly updates to the Corporate Governance, Sustainability, and Nominating Committee of the Board, including results from the ESSC, SWG, and the broader Ethics and Sustainability function.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing public policy engagement related to environmental issues

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning
☑ Developing a climate transition plan
☑ Implementing a climate transition plan
☑ Conducting environmental scenario analysis
☑ Managing annual budgets related to environmental issues
☑ Implementing the business strategy related to environmental issues
☑ Developing a business strategy which considers environmental issues
☑ Managing environmental reporting, audit, and verification processes
☑ Managing major capital and/or operational expenditures relating to environmental issues
☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:
☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The highest senior management-level individual and committee responsible for environmental issues is the CEO and the Executive Sustainability Steering Committee (ESSC). The Global Ethics and Sustainability function, which manages the Sustainability Program and coordinates UEI's sustainability efforts, reports to the CEO to ensure alignment with our strategic direction and regulatory compliance. The ESSC, comprising key executives including business unit leads in finance, operations, strategy, and human resources, reviews, approves, and implements sustainability strategies, programs, and projects. The ESSC is supported by a cross-functional Sustainability Working Group (SWG) that facilitates the implementation of sustainability policies and goals throughout the company and reports its activities to the ESSC and the CEO. This ensures a cohesive approach to sustainability across all levels of the organization. The Global Ethics and Sustainability function provides quarterly updates to the Corporate Governance, Sustainability, and Nominating Committee of the Board, including results from the ESSC, SWG, and the broader Ethics and Sustainability function. The ESSC and Ethics and Sustainability function conduct regular reviews and approvals of sustainability strategies and programs, continuously monitors the implementation of sustainability initiatives, monitor progress towards goals, engage stakeholders, integrate environmental risk management

into the corporate risk management framework, and incorporate sustainability controls and procedures into broader internal functions. Additional information about this process can be found in our annual Sustainability Report.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

We currently do not "provide monetary incentives for the management of environmental issues, including the attainment of targets." Board-level oversight of sustainability issues and the formation of an Executive Sustainability Steering Committee are aimed at ensuring alignment with best practices, including the investigation of monetary incentives for the management of environmental issues.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

We currently do not "provide monetary incentives for the management of environmental issues, including the attainment of targets." Board-level oversight of sustainability issues and the formation of an Executive Sustainability Steering Committee are aimed at ensuring alignment with best practices, including the investigation of monetary incentives for the management of environmental issues.
[Fixed row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

The level of coverage applies to our entire organization

(4.6.1.5) Environmental policy content

Environmental commitments
☑ Commitment to a circular economy strategy
☑ Commitment to avoidance of negative impacts on threatened and protected species
☑ Commitment to comply with regulations and mandatory standards
☑ Commitment to take environmental action beyond regulatory compliance
☑ Commitment to respect legally designated protected areas

Climate-specific commitments
☑ Other climate-related commitment, please specify :Commitment to reporting emissions data consistent with GHG Protocol

Water-specific commitments
☑ Commitment to control/reduce/eliminate water pollution
☑ Other water-related commitment, please specify :Commitment to water conservation

Social commitments
☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions
☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with another global environmental treaty or policy goal, please specify

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

UEI Global Environmental Policy.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Science-Based Targets Initiative (SBTi)

☑ Other, please specify :Responsible Business Alliance (RBA), EcoVadis

(4.10.3) Describe your organization’s role within each framework or initiative

UEI signed our official Science Based Targets Initiative (SBTi) Commitment Letter in April 2024 and intend to announce our formal SBT in our next Sustainability Report. This includes a commitment to set emissions reduction targets in line with climate science. As a member of the Responsible Business Alliance (RBA), we adhere to the environment clauses in the organization's Code of Conduct. These clauses cover topics such as water management, energy consumption, GHG emissions, hazardous substances, and environmental permits and reporting. We also adhere to the RBA’s high standards in labor, ethics, and environmental practices within our supply chain. Both memberships underscore our dedication to responsible and sustainable business practices.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Another global environmental treaty or policy goal, please specify

(4.11.4) Attach commitment or position statement

UEI 2024 Ethics and Sustainability Report.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

As members of the Responsible Business Alliance (RBA), our financial contributions to RBA may be considered an activity that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment if the RBA chooses to engage in these activities.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global
☑ Other global trade association, please specify :Responsible Business Alliance (RBA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change
☑ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:
☑ Unknown

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

35000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

As members of the Responsible Business Alliance (RBA), our financial contributions to RBA may be considered an activity that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment if the RBA chooses to engage in these activities.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ No, we have not evaluated

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Public policy engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

1-32

(4.12.1.7) Attach the relevant publication

UEI 2024 Ethics and Sustainability Report.pdf

(4.12.1.8) Comment

Additional information is available on our website.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ First time carrying out analysis

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ First time carrying out analysis
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 2.6 represents a best-case, low emissions, peak and decline scenario. GHG emissions peak in the year 2020 and steadily decline to reach a final radiative forcing value of 2.6 W/m2 by 2100. This corresponds to a 0.9-2.3°C or 1.6-4.1°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 430-480 ppm. RCP 2.6 is also in line with a sea level rise of 0.44m (1.44ft) for mean higher high-water level (MHHW). As this scenario has come and gone regarding an emissions peak in 2020, it is retained for the analysis, but it is not considered as strongly. SSP1 2.6 is a sustainable and green scenario that describes an increasingly sustainable world. The global focus is more on human well-being than on economic growth. Limits of nature are respected. Income inequality is decreasing. Consumption is centered around minimizing material resources and energy usage. It represents a radiative forcing value of 2.6 W/m2 by 2100 and is an optimistic scenario. It is compatible with the 2°C global target, and this scenario assumes climate protection actions are taken."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Direct interaction with climate
☑ On asset values, on the corporate

Macro and microeconomy
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 2.6 represents a best-case, low emissions, peak and decline scenario. GHG emissions peak in the year 2020 and steadily decline to reach a final radiative forcing value of 2.6 W/m2 by 2100. This corresponds to a 0.9-2.3°C or 1.6-4.1°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 430-480 ppm. RCP 2.6 is also in line with a sea level rise of 0.44m (1.44ft) for mean higher high-water level (MHHW). As this scenario has come and gone regarding an emissions peak in 2020, it is retained for the analysis, but it is not considered as strongly. SSP1 2.6 is a sustainable and green scenario that describes an increasingly sustainable world. The global focus is more on human well-being than on economic growth. Limits of nature are respected. Income inequality is decreasing. Consumption is centered around minimizing material resources and energy

usage. It represents a radiative forcing value of 2.6 W/m2 by 2100 and is an optimistic scenario. It is compatible with the 2°C global target, and this scenario assumes climate protection actions are taken."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 4.5 represents a stabilization scenario where GHG emissions peak around 2040 and then decline and hold steady at a radiative forcing value of 4.5 W/m2 by 2100. This scenario represents a 1.7-3.2°C or 3.1-5.8°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 580-720 ppm. It also corresponds to a sea level rise of 0.56m (1.86ft) for MHHW level. SSP2 4.5 is a middle of the road scenario where environmental systems face degradation. Income trends in different countries diverge significantly. Cooperation between countries exists, but it is barely improved. Global population growth is moderate and levels off in the second half of the century. It represents a radiative forcing value of 4.5 W/m2 by 2100 and is the medium pathway of future greenhouse gas emissions. It also assumes climate protection actions are taken."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most

encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP3

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.5ºC - 3.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Direct interaction with climate
☑ On asset values, on the corporate

Macro and microeconomy
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 6.0 represents another stabilization scenario, but with higher emissions and a later peak. GHG emissions peak around 2080 and then decline to a radiative forcing value of 6.0 W/m2 by 2100. This corresponds to a 2.0-3.7°C or 3.6-6.6°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 720-1,000 ppm. The scenario also represents a sea level rise of 0.68m (2.23ft) for MHHW level. SSP3 7.0 is a regional rivalry scenario where a revival of nationalism and regional conflicts pushes global issues into the background. Policies focus on national and regional security rather than climate. Investments in education and technology decrease and inequality rises. Some regions suffer dramatic environmental damage. It represents a radiative forcing value of 7.0 W/m2 by 2100 and is in the upper middle of global greenhouse gas emissions projections."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling."

SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Chronic physical

☑ Technology
☑ Acute physical

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2025
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 8.5 is a high emission, runaway scenario that assumes high levels of population growth and continued lower incomes in developing countries. GHG emissions do not peak by or after 2100. The radiative forcing value reaches 8.5 W/m2 and continues to increase. This represents a 3.2-5.4°C or 5.8-9.7°F increase in temperature from pre-industrial levels by 2100 and an atmospheric carbon dioxide concentration of greater than 1,000 ppm. RCP 8.5 also corresponds to a sea level rise of 0.77m (2.53ft) for MHHW level. SSP5 8.5 is a fossil fuel development scenario where social and economic development is based on intensified exploitation of fossil fuel resources with a high percentage of coal and an energy intensive lifestyle globally. Global market integration increases which cause innovations and technological advances. The world economy grows and local environmental problems, like air pollution, are confronted successfully. It represents a radiative forcing value of 8.5 W/m2 by 2100 and is in the upper level of global greenhouse gas emissions projections."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 4.5 represents a stabilization scenario where GHG emissions peak around 2040 and then decline and hold steady at a radiative forcing value of 4.5 W/m2 by 2100. This scenario represents a 1.7-3.2°C or 3.1-5.8°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 580-720 ppm. It also corresponds to a sea level rise of 0.56m (1.86ft) for MHHW level. SSP2 4.5 is a middle of the road scenario where environmental systems face degradation. Income trends in different countries diverge significantly. Cooperation between countries exists, but it is barely improved. Global population growth is moderate and levels off in the second half of the century. It represents a radiative forcing value of 4.5 W/m2 by 2100 and is the medium pathway of future greenhouse gas emissions. It also assumes climate protection actions are taken."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP3

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.5ºC - 3.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Direct interaction with climate
☑ On asset values, on the corporate

Macro and microeconomy
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 6.0 represents another stabilization scenario, but with higher emissions and a later peak. GHG emissions peak around 2080 and then decline to a radiative forcing value of 6.0 W/m2 by 2100. This corresponds to a 2.0-3.7°C or 3.6-6.6°F increase in temperature from pre-industrial levels and an atmospheric carbon dioxide concentration of 720-1,000 ppm. The scenario also represents a sea level rise of 0.68m (2.23ft) for MHHW level. SSP3 7.0 is a regional rivalry scenario where a revival of nationalism and regional conflicts pushes global issues into the background. Policies focus on national and regional security rather than climate. Investments in education and technology decrease and inequality rises. Some regions suffer dramatic environmental damage. It represents a radiative forcing value of 7.0 W/m2 by 2100 and is in the upper middle of global greenhouse gas emissions projections."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As stated in UEI's 3rd party climate scenario analysis final report: "RCP 8.5 is a high emission, runaway scenario that assumes high levels of population growth and continued lower incomes in developing countries. GHG emissions do not peak by or after 2100. The radiative forcing value reaches 8.5 W/m2 and continues to increase. This represents a 3.2-5.4°C or 5.8-9.7°F increase in temperature from pre-industrial levels by 2100 and an atmospheric carbon dioxide concentration of greater than 1,000 ppm. RCP 8.5 also corresponds to a sea level rise of 0.77m (2.53ft) for MHHW level. SSP5 8.5 is a fossil fuel development scenario where social and economic development is based on intensified exploitation of fossil fuel resources with a high percentage of coal and an energy intensive lifestyle globally. Global market integration increases which cause innovations and technological advances. The world economy grows and local environmental problems, like air pollution, are confronted successfully. It represents a radiative forcing value of 8.5 W/m2 by 2100 and is in the upper level of global greenhouse gas emissions projections."

(5.1.1.11) Rationale for choice of scenario

The driving forces for UEI's climate scenario analysis as outlined in the TNFD Guidance on scenario analysis include climate change, consumer sentiment, consumer attention to impact, global regulation, level of action, global targets, asset value, and globalizing markets. As stated in UEI's 3rd party climate scenario analysis final report: "RCPs, along with SSPs, are the global standard scenarios that climate modelers are using for climate risk analysis. The five main SSPs can largely be mapped to the four RCPs in terms of resulting outcomes, and they are designed to be used together. Utilizing both RCP and SSP scenarios provides the most encompassing analysis for Corporate Climate Scenario Analyses. These two sets of pathways represent the leading global standard when it comes to climate

scenarios. As the Australian Climate Change Science Program notes, RCPs specify concentration. "Climate modelers and integrated assessment modelers then find the corresponding climates, emissions, and policy circumstances that would produce these concentrations. RCPs start with atmospheric concentrations of greenhouse gases rather than socioeconomic processes. This is an important characteristic because every modelling step from a socioeconomic scenario to climate change impacts adds uncertainty. By starting with concentrations, there are fewer steps to impacts and therefore less cumulative uncertainty in impact assessments. This way uncertainty is shared more evenly among the various components. The RCPs are not a complete package of socioeconomic, emissions, and climate projections. Rather, they are internally consistent sets of projections of the components of radiative forcing that are used in subsequent phases of climate modelling." SSPs represent a powerful set of scenarios that account for more global variables in projecting climate metrics. They include economic and social variables to inform the emissions pathway and land use change projections such as technology advances and adoption, global rivalry and cooperation, global inequality, global education levels, environmental policy creation and implementation, consumption, etc. Each RCP and SSP also yields only one of many possible scenarios that could lead to the specified radiative forcing characteristics. The full range of emissions scenarios, with and without climate policy, is included within the range of the RCPs and SSPs."
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The scenario narratives used as part of UEI's climate scenario analysis encompass a range of Representative Concentration Pathways (RCP) and Shared Socioeconomic Pathways (SSP) including RCP 2.6 SSP1, RCP 4.5 SSP2, RCP 6.0 SSP3, and RCP 8.5 SSP5. These scenarios outline various trajectories for greenhouse gas concentrations, societal responses, and their potential impacts on climate variables. The time horizons considered in the analysis are short-term (1-

10 years), medium-term (10-25 years), and long-term (25+ years). Eighteen physical assets were assessed under these scenarios using a risk matrix that detailed climate-related risks associated with each asset. The assets were ranked internally based on their overall importance, factoring in considerations such as inventory, size, marketing strategy, compliance, logistics, and revenue. When focusing on the most material locations and risks, the highest risk climate metrics identified were hurricanes, cyclones (high risk) and potential tsunami areas (medium-high risk). Potential impacts from these risks include reduced revenue from decreased production capacity due to transport difficulties and supply chain interruptions, increased capital costs and asset disruption from physical damage to facilities, and increased insurance premiums with potential reduced availability of insurance for high-risk locations. The analysis also considered climate-related transition risks and opportunities. These include policy changes, renewable energy availability and procurement, and technology innovations that could impact the business. The assessment suggested that UEI consider adaptation and resilience strategies, diversifying supply chains, and continuing to adopt sustainable practices. Our robust enterprise risk assessment program and financial planning processes, augmented by our Climate Scenario analysis, positions us well to allocate resources for climate mitigation and adaptation as needed while balancing risk mitigation with growth opportunities. Our sustainability program outlined in previous sections of this CDP response allow us to respond to climate-related risks and opportunities. Our climate-related strategy considers the short, medium, and long-term impacts to our business. For the short term (0-10 years), we intend to focus on regulatory compliance, improve our energy efficiency, increase our renewable energy sourcing, expand our sustainable product lines, and upgrade and protect our critical assets as needed. For the medium term (10-25 years), we intend to continue to participate in renewable energy programs, expand energy efficiency projects, integrate environmental considerations into product development, and embed sustainability in our product offerings. For the long term, we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to show our commitment to aligning our emissions reduction targets with the 1.5°C scenario, ensuring our business is on a sustainable path for the future.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in electronic components, which can be water-intensive and environmentally harmful if not

managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ No and we do not plan to develop a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Other, please specify :Currently Investigating

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

UEI is committed to reducing its environmental impact as part of our sustainability program. We continue to evaluate the best practices, tools, and frameworks including the potential development of a potential climate transition plan. We have completed our initial resource use, waste, and emissions inventory, and we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to set science-based emissions reduction targets in line with the 1.5C scenario. In 2024, we convened a multidisciplinary Environmental Working Group (EWG) and ratified the UEI Environmental Working Group Charter, available on our website. The group's mission is to integrate environmental considerations into all phases of the product lifecycle, ensuring compliance with regulations and customer requirements. The group focuses on sustainable practices in product design, development, operations, and end-of-life management, aiming to reduce the product's environmental footprint. Key objectives include expanding environmental considerations across the product lifecycle, supporting customer sustainability needs, and continuously measuring and monitoring environmental programs. The working group prioritizes initiatives based on cost, impact, regulatory alignment, and customer demand, and publishes annual updates on achievements and learnings.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

UEI's product and service strategy is influenced by various climate-related risks and opportunities. Products and services-related risks include the transition to lower-emission technologies, evolving regulations, stakeholder interest in sustainability, and changing customers preferences. Products and services-related opportunities include expanding sustainable product lines, expanding efficient services and sensing offerings, and adding climate considerations to planning and strategy decisions. Regulatory changes at national and international levels require us to monitor the compliance of our products and services, and we've developed sustainable products and sensing offerings to respond to shifting customer preferences. We have incorporated climate considerations and current and future

environmental regulatory demands into product design and development, including packaging and use-phase components. Examples include products that use recycled content, eliminate single-use plastic packaging, reduce use-phase emissions, and smart home innovations that lower energy demand for customers. In 2024, we convened a multidisciplinary Environmental Working Group (EWG) and ratified the UEI Environmental Working Group Charter, available on our website. The group's mission is to integrate environmental considerations into all phases of the product lifecycle, including product design, development, operations, and end-of-life management. Key objectives include expanding environmental considerations across the product lifecycle, supporting customer sustainability needs, and continuously measuring and monitoring environmental programs. Our products and services strategy is shaped by environmental risks and opportunities across short, medium, and long-term horizons. Related to products and services in the short term, we intend to focus on regulatory compliance and expand our sustainable products lines. For the medium term, we intend to continue to integrate environmental considerations into product development and embed sustainability in our product offerings. For the long term, we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to show our commitment to aligning our emissions reduction targets with the 1.5C scenario, ensuring our business is on a sustainable path for the future. Our approach to managing climate-related risks and opportunities is embedded in our strategic decision-making. We have established Board-level oversight of sustainability issues and formed an ESSC to ensure alignment with best practices and explore additional environmental considerations for product design and packaging. This approach helps us meet evolving standards and consumer expectations. Our carbon reduction plan focuses on reducing emissions across our value chain through direct and indirect adaptation and mitigation activities in alignment with SBTi guidelines.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

UEI has proactively strengthened our upstream and downstream value chains to address climate-related risks and leverage opportunities aligned with our sustainability goals. Upstream and downstream value chain risks include supply chain disruptions, regulation on upstream inputs, lack of availability and/or increased cost of recycled or renewable content, the transition to lower-emission technologies, evolving regulations, stakeholder interest in sustainability, and changing customers preferences. In our upstream value chain, we collaborate with suppliers to source sustainable materials and map emissions, which are essential for setting science-based targets in line with the SBTi. To mitigate the risk of supply chain disruptions due to evolving environmental legislation, we've implemented stringent compliance requirements in our partnership agreements, ensuring our suppliers share our commitment to sustainability. We are also evaluating resource allocation and exploring sustainable sourcing options with our suppliers, given the potential cost increases and scarcity of recycled or renewable materials. In 2024, we

convened the EWG in order to integrate environmental considerations into all phases of the product lifecycle. Downstream, we've developed sustainable products and sensing offerings and engaged in renewable energy and energy efficiency programs, responding to shifting customer preferences and stakeholder interest in sustainability. Our upstream and downstream value chain strategy is shaped by environmental risks and opportunities across short, medium, and long-term horizons. In the short term, we intend to focus on regulatory compliance, increase our renewable energy sourcing, expand our sustainable products lines, and upgrade and protect our critical assets as needed. For the medium term (10-25 years), we intend to continue to participate in renewable energy programs, integrate environmental considerations into product development, and embed sustainability in our product offerings. For the long term, we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to show our commitment to aligning our emissions reduction targets with the 1.5C scenario, ensuring our business is on a sustainable path for the future. Our approach to managing climate-related risks and opportunities is embedded in our strategic decision-making. We have established Board-level oversight of sustainability issues and formed an ESSC to ensure alignment with best practices and explore additional environmental considerations for product design and packaging. Our carbon reduction plan focuses on reducing emissions across our value chain. Our climate-related targets reflect our commitment to environmental sustainability and are a strategic priority.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

UEI's research and development (R&D) programs and business strategy are influenced by climate-related risks and opportunities. R&D-related risks include the transition to lower-emission technologies, evolving regulations, stakeholder interest in sustainability, and changing customer preferences. R&D-related opportunities include expanding sustainable product lines, expanding efficient services and sensing offerings, and adding climate considerations to planning and strategy decisions. We invest in developing products that meet current and future environmental regulatory demands and address customer needs. Examples include products that use recycled content, eliminate single-use plastic packaging, reduce use-phase emissions, and smart home innovations that lower energy demand for customers. In 2024, we convened the EWG in order to integrate environmental considerations into all phases of the product lifecycle. Our R&D strategy considers environmental risks and opportunities across short, medium, and long-term timeframes Related to R&D in the short term, we intend to focus on expanding our sustainable products lines. For the medium term (10-25 years), we intend to continue to integrate environmental considerations into product development and embed sustainability in our product offerings. For the long term, we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to show our commitment to aligning our emissions reduction targets with the 1.5C scenario, ensuring our business is on a sustainable path for the future. Our approach to managing climate-

related risks and opportunities is embedded in our strategic decision-making. We have established Board-level oversight of sustainability issues and formed an Executive Sustainability Steering Committee and Sustainability Working Group to ensure alignment with best practices and explore additional environmental considerations for product design and packaging. This approach helps us meet evolving standards and consumer expectations. Our carbon reduction plan focuses on reducing emissions across our value chain through direct and indirect adaptation and mitigation activities in alignment with SBTi guidelines. Our climate-related targets reflect our commitment to environmental sustainability and are a strategic priority.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

UEI's operations strategy is influenced by various climate-related risks and opportunities. We have identified key operational risks such as regulatory changes and non-compliance with regulation, and the potential for investments in energy efficiency and lower emissions technologies. Some of our manufacturing facilities are subject to both acute and chronic physical climate related risks such as cyclones, hurricanes, typhoons, and heatwaves. We have identified opportunities to increase energy efficiency across our operations and buildings and incorporate climate considerations into planning and strategic decisions. In response to these and opportunities risks, we have invested in a series of energy efficiency measures, including the implementation of LED lighting and the adoption of strict operational controls under the ISO 14001 environmental management system at each of our manufacturing facilities. Furthermore, we have invested in onsite solar power purchase agreements in China and are exploring similar measures at other global locations to reduce our carbon footprint and operational costs. We have established a goal to update our business continuity plan and disaster preparedness and response policies and procedures by the end of 2025. This update will ensure that our operations can withstand and rapidly recover from climate-related disruptions. Our climate-related operations strategy considers short, medium, and long-term impacts. Related to operations in the short term, we intend to focus on regulatory compliance, improve our energy efficiency and increase our renewable energy sourcing, and upgrade and protect our critical assets as needed. For the medium term (10-25 years), we intend to continue to participate in renewable energy programs and expand energy efficiency projects. For the long term, we have submitted a letter of intent to the Science Based Targets initiative (SBTi) to show our commitment to aligning our emissions reduction targets with the 1.5C scenario, ensuring our business is on a sustainable path for the future. We make and implement strategic decisions through a comprehensive governance framework, which includes Board-level oversight of sustainability issues, an Executive Sustainability Steering Committee, and a Sustainability Working Group. This structure ensures that climate considerations are integrated into all levels of planning and decision-making. Our investment in energy efficiency and renewable energy projects reflects a strategic allocation of resources to mitigate environmental risks and capitalize

on opportunities. We are prioritizing investments in sustainable technologies and processes that will not only reduce our environmental impact but also enhance our operational resilience. This includes the ongoing assessment of additional energy efficiency projects and the potential expansion of renewable energy initiatives. [Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Direct costs

☑ Indirect costs

☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Environmental risks and opportunities have influenced various financial aspects, including revenue, direct costs, indirect costs, and capital expenditures. Revenue is impacted by environmental risks and opportunities through changes in consumer preferences and regulatory requirements. For instance, the adoption of sustainable solutions and technologies can enhance our market position and drive revenue growth. Conversely, failure to comply with environmental regulations can result in fines. Direct costs are affected by the need to invest in sustainable technologies and practices. This includes the costs associated with implementing energy-efficient

systems, waste management, and sourcing eco-friendly materials. Indirect costs, such as those related to reputational risk, research and development, and environmental compliance can enhance our brand reputation, attract environmentally conscious consumers, and reduce the risk of negative publicity. Capital expenditures related to infrastructure upgrades and investments in new technologies can mitigate environmental risks. A case study highlighting the impact of environmental risks on financial planning is our recent investment in a comprehensive climate scenario analysis. This analysis identified potential risks and opportunities, informing our financial planning and resource allocation. Our financial planning is influenced by environmental risks and opportunities over various time horizons. Short-term areas include compliance and risk mitigation, while medium and long-term plans emphasize sustainable growth and innovation. We currently fund and/or intend to fund these strategies through a combination of internal resources, external financing, and strategic partnerships. These descriptions and figures provided as part of this CDP response, and related climate risk and opportunity information available in our annual Sustainability Report, are not incorporated by reference into any report or document we file with the SEC.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

In the reporting year, UEI's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) have remained relatively insignificant, constituting a minor fraction of the overall CAPEX and OPEX spend. This trend is anticipated to continue into the next reporting year, with water-related expenditures expected to remain a small portion of the total budget. Given that water is not a material issue for UEI as defined in the UEI Materiality Assessment, the focus will likely remain on other areas of expenditure that are more critical to UEI's operations and sustainability.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:
☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:
☑ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

UEI currently does not price environmental externalities as it is not identified as a strategic priority at this time. We believe that our existing risk identification mechanisms and decision-making processes around environmental sustainability are robust. However, as part of our commitment to continuous improvement in environmental performance, we are dedicated to investigating best practices that could enhance our sustainability efforts. This includes the potential future

incorporation of pricing environmental externalities. We plan to periodically review and assess our sustainability strategies and may consider integrating such measures as we evolve our environmental impact reduction initiatives.
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Plastics
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Plastics
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Our public sustainability goal is to collect emissions information from major suppliers, defined as 80% of spend, beginning in 2025. These suppliers are required to provide emissions as outlined in our Supplier Code of Conduct. Suppliers who do not comply with our Supplier Code of Conduct or suppliers who are considered high risk based on environmental assessment criteria may be considered to have substantive environmental impacts.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ None

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Impact on plastic waste and pollution

(5.11.1.3) % Tier 1 suppliers assessed

Select from:
☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We evaluate the environmental impact of materials, supplier environmental compliance, and supplier alignment with our Supplier Code of Conduct. Suppliers who do not comply with our Supplier Code of Conduct or suppliers who are considered high risk based on environmental assessment criteria may be considered to have substantive environmental impacts.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:
☑ None
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:
☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply
☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
☑ Business risk mitigation

☑ Regulatory compliance

(5.11.2.4) Please explain

UEI uses the following criteria to prioritize suppliers related to climate change: business risk mitigation, regulatory compliance, and the classification of suppliers with substantive dependencies and/or impacts related to climate change. Supplier business risk mitigation ensures that suppliers follow standards that reduce the likelihood of supply chain disruptions. Supplier compliance helps ensure UEI adheres to environmental regulations. Supplier climate change dependencies and impacts evaluation helps UEI identify and address potential vulnerabilities in its supply chain and manage climate-related risks. UEI's supplier engagement impacts various business activities including product quality, compliance programs, and alignment of procurement strategy with global sustainability goals.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to plastics

☑ Business risk mitigation

☑ Material sourcing

☑ Regulatory compliance

(5.11.2.4) Please explain

UEI uses the following criteria to prioritize suppliers related to plastics: business risk mitigation, regulatory compliance, the classification of suppliers with substantive dependencies and/or impacts related to plastics, and materials sourcing. Supplier business risk mitigation ensures that suppliers follow standards that reduce the likelihood of supply chain disruptions. Supplier compliance helps ensure UEI adheres to environmental regulations. Supplier plastics dependencies and impacts evaluation helps UEI identify and address potential vulnerabilities in its supply chain and manage plastics-related risks. Supplier materials sourcing allows UEI to prioritize suppliers based on their plastic and chemical management practices and helps UEI ensure sustainable sourcing of materials. UEI's supplier engagement impacts various business activities including product quality, compliance programs, and alignment of procurement strategy with global sustainability goals.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Yes, environmental requirements related to climate change are included in our supplier contracts. We have a policy in place for addressing non-compliance. These requirements are outlined in UEI’s Supplier Code of Conduct.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

☑ Providing information on appropriate actions that can be taken to address non-compliance

☑ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

UEI mandates that its suppliers comply with strict environmental standards through its Supplier Code of Conduct. These requirements include compliance with environmental laws and regulations, regular audits and assessments, and monitoring and benchmarking. Suppliers must adhere to all relevant environmental laws and regulations. This includes waste management, pollution control, and resource conservation practices. UEI conducts regular audits to ensure compliance. These audits include on-site inspections and self-assessment questionnaires to evaluate suppliers' adherence to environmental standards. We monitor supplier compliance through internal and external benchmarks, ensuring that environmental requirements are consistently met. All suppliers are required to attest to the Supplier Code of Conduct. If violations to the Supplier Code of Conduct occur, UEI reserves the right to respond in a manner appropriate to the severity of the violation. Suppliers are informed of UEI's ability to, among other available remedies, stop doing business with a supplier, revoke a supplier's vendor qualification, assert claims for damages, or terminate the existing contract with a supplier without further notice. Additional information is available in the Supplier Code of Conduct, available on the UEI website.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Compliance with an environmental certification, please specify :UEI Supplier Code of Conduct

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

☑ Providing information on appropriate actions that can be taken to address non-compliance

☑ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

UEI mandates that its suppliers comply with strict environmental standards through its Supplier Code of Conduct. These requirements include compliance with environmental laws and regulations, regular audits and assessments, and monitoring and benchmarking. Suppliers must adhere to all relevant environmental laws and regulations. This includes waste management, pollution control, and resource conservation practices. UEI conducts regular audits to ensure compliance. These audits include on-site inspections and self-assessment questionnaires to evaluate suppliers' adherence to environmental standards. We monitor supplier compliance through internal and external benchmarks, ensuring that environmental requirements are consistently met. All suppliers are required to attest to the Supplier Code of Conduct. If violations to the Supplier Code of Conduct occur, UEI reserves the right to respond in a manner appropriate to the severity of the violation. Suppliers are informed of UEI's ability to, among other available remedies, stop doing business with a supplier, revoke a supplier's vendor qualification, assert claims for damages, or terminate the existing contract with a supplier without further notice. Additional information is available in the Supplier Code of Conduct, available on the UEI website.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

☑ Collect GHG emissions data at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our responsible sourcing program includes measures to reduce our value chain emissions through supplier engagement as part of our supplier due diligence, quality assurance, sustainability, and supplier maintenance processes. This approach involves collecting information from suppliers about their environmental programs and collaborating with them on innovations to minimize environmental impacts in products and services. We require that our suppliers comply with all relevant environmental laws and regulations and meet the specific requirements outlined in our product specifications, contracts, and our Supplier Code of Conduct. We require our suppliers to provide annual emissions data as stated in our Supplier Code of Conduct. We have set a goal to collect emissions information from major suppliers, defined as 80% of spend, beginning in 2025 sustainability reporting. This reporting will allow us to accurately track our value chain emissions impact and identify areas for improvement. We also gather environmental risk and opportunity information from suppliers. This information includes hazardous materials management, waste processing, and recycling programs. We collaborate with portions of our supply chain to develop innovative solutions that reduce environmental impacts. This includes exploring new technologies, materials, and processes and sharing best practices and knowledge. Understanding that some suppliers may face challenges in meeting environmental standards, we provide support to help them improve their practices where relevant. As part of our responsible sourcing program, we intend to offer capacity building through training and resources, particularly for those who may lack the necessary expertise or resources. We have achieved positive outcomes, and anticipate additional positive outcomes, as part of our supplier engagement program. Our efforts will continue to improve the accuracy of our emissions reporting, allowing us to target specific value chain components. The innovative practices developed through collaboration with suppliers have resulted in reduced waste in our products and packaging. The coverage figure provided of 76-99% aligns with our public responsible sourcing sustainability goals.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Conduct an initial product carbon footprint analysis pilot by EOY 2025 and Collect emissions information from major suppliers beginning in 2025 sustainability reporting

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

Water

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ No, this engagement is unrelated to meeting an environmental requirement

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our responsible sourcing program includes measures to reduce waste and resource use and improve end-of-life management in relation to plastic through supplier engagement as part of our supplier due diligence, product development, quality assurance, sustainability, and supplier maintenance processes. This approach involves collecting information from suppliers about their environmental programs and collaborating with them on innovations to minimize environmental impacts in products and services. We require that our suppliers comply with all relevant environmental laws and regulations and meet the specific requirements outlined in our product specifications, contracts, and our Supplier Code of Conduct. With regards to chemical compliance and plastics, we engage suppliers through our chemical compliance program which utilizes specialized equipment to test and verify component parts comply to the requirements of the EU RoHS and specific hazardous substances. Our structured auditing and testing program includes request for information, data validation, and in-house chemical testing. We collaborate with suppliers and stakeholders to develop innovative solutions, such as using recycled materials, implementing new packing methods to reduce waste, and exploring plastic-alternative materials like bamboo fiber and biodegradable copolymers. The positive outcomes of our supplier engagement strategy are both anticipated and already achieved and include adoption of plastic-alternative materials for some packaging methods, innovations such as recycled solder, downstream partnerships to implement product refurbishment and recycling programs, and improved product compliance monitoring systems. The coverage figure provided of 76-99% aligns with our public responsible sourcing sustainability goals.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Upstream value chain transparency and human rights

(5.11.7.3) Type and details of engagement

Capacity building

☑ Other capacity building activity, please specify :Capacity support for suppliers' value chain transparency and human rights programs as needed

Information collection

☑ Other information collection activity, please specify :Collect information on suppliers' value chain human rights programs

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our responsible sourcing program includes measures to address upstream value chain transparency and human rights in relation to climate change through supplier engagement as part of our supplier due diligence, quality assurance, ethics, sustainability, and supplier maintenance processes. This approach involves collecting information from suppliers about their environmental and human rights programs and collaborating with them on innovations to improve transparency and human rights programs. We require that our suppliers comply with all relevant environmental and human rights laws and regulations and meet the specific requirements outlined in our product specifications, contracts, and our Supplier Code of Conduct. We require our suppliers to provide annual emissions data and provide information about their human rights programs as stated in our Supplier Code of Conduct. Understanding that some suppliers may face challenges in meeting environmental standards, we provide support to help them improve their practices where relevant. As part of our responsible sourcing program, we offer capacity

building through training and resources in ethics and sustainability, particularly for those who may lack the necessary expertise or resources. The positive outcomes of our supplier engagement strategy in this area are both anticipated and already achieved and include increased transparency in our supply chain, improved adherence to human rights standards, improved compliance with human rights and environmental laws. UEI has also improved its monitoring and control mechanisms for risk factors through review of suppliers' best practices. The coverage figure provided of 100% aligns with our requirement that all suppliers attest to the Supplier Code of Conduct.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization’s goals to support customers’ targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with customers through education and information sharing campaigns focused on the environmental impacts of our products and services, relevant certification schemes, and our environmental initiatives, progress, and achievements. Our annual sustainability report and customer-facing sustainability collateral offer transparent and detailed insights into these topics. We also engage with customers who request additional information or collaboration through virtual meetings, conferences, and education forums. Our products are designed and manufactured with a small environmental footprint, and we extend their useful life through refurbishment programs and recycling initiatives. Customers who use our products are directly impacted by these efforts. We work closely with our suppliers to ensure responsible sourcing and reduced environmental impact. Customers who prioritize sustainable supply chains benefit from our rigorous environmental standards and practices. We also seek to align our sustainability program with our customers' needs to help advance their sustainability ambitions. To better understand our stakeholders’ priorities, we conducted a thorough materiality assessment in 2023. The assessment included identification of key environmental issues that matter most to customers.

(5.11.9.6) Effect of engagement and measures of success

Engaging with customers has strengthened our alignment with their sustainability goals, leading to increased collaboration and trust. We will continue to monitor customer satisfaction, adoption of sustainable products, and improved environmental performance across our supply chain. Metrics to assess effectiveness include customer feedback and reductions in GHG emissions linked to product use. These measures were chosen to capture both qualitative and quantitative impacts, ensuring that our engagement activities drive meaningful progress toward shared environmental objectives.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with investors through education and information sharing campaigns focused on the environmental impacts of our products and services, relevant certification schemes, and our environmental initiatives, progress, and achievements. Our annual sustainability report and investor-facing public filings offer transparent and detailed insights into these topics. These materials are available to all investors. We also engage with investors who request additional information or collaboration through virtual meetings, conferences and education forums. This transparency helps investors assess the environmental impact of their investments and aligns their portfolios with their sustainability ambitions. To ensure that our sustainability program is aligned with investor expectations, we established our goals and priorities using a materiality assessment that included direct input from our investors. This approach ensures that our initiatives address the environmental issues that matter most to them, while also supporting our broader business objectives.

(5.11.9.6) Effect of engagement and measures of success

We seek to bolster confidence in our sustainability strategy through investor engagement. Metrics to assess effectiveness include investor feedback and our performance in ESG ratings. These measures were selected to reflect both investor satisfaction and investor-facing third-party evaluations of our sustainability efforts. [Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Innovation

☑ Other innovation, please specify :Innovations related to packaging and product design.

(5.12.5) Details of initiative

To reduce collateral waste, we have introduced an initiative to reduce single use plastics ("SUP") from our supply chain and manufacturing process for certain customer programs, such as designing and building products from the ground up with post-consumer recycled plastics. These products dramatically reduce the emissions and waste associated with the use of virgin materials. Many of our packing and production methods are being reimagined to reduce waste, emissions, and our product's chemical footprint. We are increasingly employing new master carton packing methods to increase shipping efficiency and reduce cardboard usage. Certain components of the manufacturing process are switching to the use of recycled solder. We've also implemented sustainability practices into how we package some of our products. We have replaced mineral oil printing colors with soybean oil in some of our packaging. For many of our product lines, we have replaced plastic bags, plastic cartons, and plastic protective foil with various plastic-alternative materials like paper, teabag material, a paper-like material made from bamboo fiber, and a bio-based biodegradable copolymer. The process to design and launch our sustainable products or responsible packaging component requires a multi-disciplinary approach. Our product owners specify the sustainable requirements. After engaging the customer to ensure the requirements meet their expectations, mechanical engineering supports in design and helps determine essential alternative material and dimensions. We seek to extend the useful life of our products, and the emissions associated with the use-phase, by improving the energy efficiency of our battery-operated products. Methods to improve efficiency include use of a low energy IR-engines, ultra-low power connectivity chips with built-in energy harvesting and photovoltaic cells, and products powered by low-light solar cells. Many of our

products have these components, and we continue to invest in research and development to advance these technologies. To address the products' end-of-life phase, we offer a product refurbishment program to our customers where we reclaim, refurbish and recycle pre-owned remote controls. Under this program, major components in preowned remote control units are reused or recycled. For example, the printed circuit board assemblies ("PCBA") are cleaned, tested and reused, or plastics are reground to be reused.

(5.12.6) Expected benefits

Select all that apply

☑ Reduction of downstream value chain emissions (own scope 3)

☑ Other, please specify :Reductions in packaging material and/or plastic free packaging and recycled materials used in products

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

Success measurement for these programs could involve various indicators and metrics. For example, the initiative to reduce single use plastics could be measured by the amount of plastic waste diverted from landfills, the carbon footprint reduction from using recycled materials, and the customer satisfaction associated with these engagements. The sustainability practices in packing and production could be measured by the amount of cardboard, solder, and ink saved, the emissions avoided from shipping efficiency, and the biodegradability and composability of the alternative materials. The energy efficiency of the battery-operated products could be measured by the battery life, the energy consumption, and the renewable energy sources used. The product refurbishment program could be measured by the percentage of products reclaimed, refurbished, and recycled, the cost savings from reusing components, and the environmental benefits from reducing waste and emissions.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	Select from: ☑ Yes

[Fixed row]

(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.

Row 1

(5.13.1.1) Requesting member

Select from:

(5.13.1.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.13.1.4) Initiative ID

Select from:

☑ Ini1

(5.13.1.5) Initiative category and type

Innovation

☑ Other innovation, please specify :Innovations related to packaging and product design

(5.13.1.6) Details of initiative

To reduce collateral waste, we have introduced an initiative to reduce single use plastics ("SUP") from our supply chain and manufacturing process for certain customer programs, such as designing and building products from the ground up with post-consumer recycled plastics. These products dramatically reduce the emissions and waste associated with the use of virgin materials. Many of our packing and production methods are being reimagined to reduce waste, emissions, and our product's chemical footprint. We are increasingly employing new master carton packing methods to increase shipping efficiency and reduce cardboard usage. Certain components of the manufacturing process are switching to the use of recycled solder. We've also implemented sustainability practices into how we package some of our products. We have replaced mineral oil printing colors with soybean oil in some of our packaging. For many of our product lines, we have replaced plastic bags, plastic cartons, and plastic protective foil with various plastic-alternative materials like paper, teabag material, a paper-like material made from bamboo fiber, and a bio-based biodegradable copolymer. The process to design and launch our sustainable products or responsible packaging component requires a multi-disciplinary approach. Our product owners specify the sustainable requirements. After engaging the customer to ensure the requirements meet their expectations, mechanical engineering supports in design and helps determine essential alternative material and dimensions. We seek to extend the useful life of our products, and the emissions associated with the use-phase, by improving the energy efficiency of our battery-operated products. Methods to improve efficiency include use of a low energy IR-engines, ultra-low power connectivity chips with built-in energy harvesting and photovoltaic cells, and products powered by low-light solar cells. Many of our products have these components, and we continue to invest in research and development to advance these technologies. To address the products' end-of-life phase, we offer a product refurbishment program to our customers where we reclaim, refurbish and recycle pre-owned remote controls. Under this program, major components in preowned remote control units are reused or recycled. For example, the printed circuit board assemblies ("PCBA") are cleaned, tested and reused, or plastics are reground to be reused.

(5.13.1.7) Benefits achieved

Select all that apply

☑ Reduction of downstream value chain emissions (own scope 3)

☑ Other, please specify :Reductions in packaging material and/or plastic free packaging and recycled materials used in products

(5.13.1.8) Are you able to provide figures for emissions savings or water savings in the reporting year?

Select from:

☑ No

(5.13.1.11) Please explain how success for this initiative is measured

Success measurement for these programs could involve various indicators and metrics. For example, the initiative to reduce single use plastics could be measured by the amount of plastic waste diverted from landfills, the carbon footprint reduction from using recycled materials, and the customer satisfaction associated with these engagements. The sustainability practices in packing and production could be measured by the amount of cardboard, solder, and ink saved, the emissions avoided from shipping efficiency, and the biodegradability and composability of the alternative materials. The energy efficiency of the battery-operated products could be measured by the battery life, the energy consumption, and the renewable energy sources used. The product refurbishment program could be measured by the

percentage of products reclaimed, refurbished, and recycled, the cost savings from reusing components, and the environmental benefits from reducing waste and emissions.

(5.13.1.12) Would you be happy for CDP Supply Chain members to highlight this work in their external communication?

Select from:

☑ No

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	*Select from:* ☑ Operational control	*This choice of consolidation approach aligns with our financial reporting.*
Water	*Select from:* ☑ Operational control	*This choice of consolidation approach aligns with our financial reporting.*
Plastics	*Select from:* ☑ Operational control	*This choice of consolidation approach aligns with our financial reporting.*
Biodiversity	*Select from:* ☑ Operational control	*This choice of consolidation approach aligns with our financial reporting.*

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ No, but we have discovered significant errors in our previous response(s)

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Our emissions accounting methodology has not changed in the reporting year; however, we did identify data collection and calculation errors in previous inventories. These errors resulted in the undercounting of emissions in certain Scope 3 categories, specifically "End-of-Life Treatment of Sold Products" and "Downstream Transportation and Distribution." Upon review, we discovered that our prior inventories did not fully capture all relevant downstream transportation activities. This omission led to an incomplete representation of emissions associated with product distribution beyond our operational control. Additionally, we identified a calculation error in the estimation of waste generated from sold products, which impacted the accuracy of emissions reported under the end-of-life treatment category. To correct these issues, included comprehensive coverage of all downstream transportation activities and revised our calculations for end-of-life treatment. These changes have improved the accuracy and completeness of our Scope 3 emissions inventory and triggered a recalculation of our base year emissions to maintain consistency and relevance in our GHG reporting.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:
☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply
☑ Scope 1
☑ Scope 2, location-based
☑ Scope 2, market-based
☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

In accordance with the GHG Protocol Corporate Accounting and Reporting Standard, our organization maintains a recalculation policy that includes a significance threshold of 5%. This threshold is applied to determine whether changes in methodology, boundary, or data quality warrant a recalculation of our base year emissions. When structural or methodological changes result in a greater than 5% impact on baseline emissions, we consider it necessary to update the baseline to preserve the integrity and comparability of our GHG inventory. Rather than retroactively recalculating our 2023 emissions, we have elected to adjust our baseline year

to 2024. This decision reflects our commitment to transparency and methodological rigor and aligns with our broader GHG inventory management plan and third-party assurance efforts currently underway.

(7.1.3.4) Past years' recalculation

Select from:
☑ No
[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply
☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*We are reporting a Scope 2 market-based and location-based figure.*

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

127

(7.5.3) Methodological details

The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol) was developed to assist businesses with developing inventories of GHG emissions. The GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 1, or direct emissions, "occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc." At UEI, Scope 1 emission sources include stationary sources (e.g., natural gas furnaces) and mobile sources (e.g., gasoline/diesel use for vehicles). Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The following methods were used to calculate scope 1 emissions: Scope 1 combustion: $Total\ annual\ GHGs\ from\ fuel$ = ($Total\ annual\ CO2$)+($Total\ annual\ CH4$) + ($Total\ annual\ N2O$); $Total\ annual\ CO2$ = ($Sum\ of\ annual\ fuel\ consumption$)x($CO2\ emissions\ factor$) × ($CO2\ GWP$); $Total\ annual\ CH4$ = ($Sum\ of\ annual\ fuel\ consumption$)x($CH4\ emissions\ factor$) × ($CH4\ GWP$); $Total\ annual\ N2O$ = ($Sum\ of\ annual\ fuel\ consumption$)x($N2O\ emissions\ factor$) × ($N2O\ GWP$); Scope 1 refrigerants: $Total\ annual\ GHGs\ from$ refrigerants = (Decrease in Refrigerant Inventory + Purchases/Acquisitions of Refrigerant-Sales/Disbursements of Refrigerant-Increase in Total Full Charge of Equipment)xGWP of RefrigerantxConversion Factor to tCO2e.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

15835

(7.5.3) Methodological details

The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol) was developed to assist businesses with developing inventories of GHG emissions. The GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 2, or indirect emissions, "accounts for GHG emissions from the generation of purchased electricity consumed by the company." At UEI, Scope 2 emissions sources are from purchased electricity generated on site. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 2 Guidance (pages 25-26) provides two methods by which a reporting company's Scope 2 emissions can be calculated, the location-based method (LBM) and the market-based method (MBM). LBM reflects the average emissions intensity of grids where energy consumption occurs and is generally calculated using grid-average emission factor data. When calculating emissions under the LBM, please refer to the US EPA eGRID Factors. It is important to note that these emissions factors are updated annually but are based on data from 2 years prior (i.e., eGRID factors updated in 2023 are based on 2021 data). MBM reflects emissions from electricity that companies have purposefully chosen and derives emissions factors from contractual instruments, such as renewable energy certificates ("RECs"). The GHG emissions for purchased electricity was calculated using the following, using the LBM: $Total\ annual\ GHGs\ from\ electricity$ (LB) = ($Sum\ of\ annual\ electricity\ consumption$)x($grid\ EF\ in\ CO2e$). The GHG emissions for purchased electricity was calculated using the formula below, using the MBM. $Total\ annual\ GHGs\ from\ electricity$ (MB) = (Sum of annual electricity consumption-Qualifying REC amount)x(grid EF in CO2e)

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

15024

(7.5.3) Methodological details

The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol) was developed to assist businesses with developing inventories of GHG emissions. The GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 2, or indirect emissions, "accounts for GHG emissions from the generation of purchased electricity consumed by the company." At UEI, Scope 2 emissions sources are from purchased electricity generated on site. Additional information is available in the UEI GHG Inventory Management Play,

available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 2 Guidance (pages 25-26) provides two methods by which a reporting company's Scope 2 emissions can be calculated, the location-based method (LBM) and the market-based method (MBM). LBM reflects the average emissions intensity of grids where energy consumption occurs and is generally calculated using grid-average emission factor data. When calculating emissions under the LBM, please refer to the US EPA eGRID Factors. It is important to note that these emissions factors are updated annually but are based on data from 2 years prior (i.e., eGRID factors updated in 2023 are based on 2021 data). MBM reflects emissions from electricity that companies have purposefully chosen and derives emissions factors from contractual instruments, such as renewable energy certificates ("RECs"). The GHG emissions for purchased electricity was calculated using the following, using the LBM: $Total\ annual\ GHGs\ from\ electricity$ (LB) = ($Sum\ of\ annual\ electricity\ consumption$)x($grid\ EF\ in\ CO2e$). The GHG emissions for purchased electricity was calculated using the formula below, using the MBM. $Total\ annual\ GHGs\ from\ electricity$ (MB) = (Sum of annual electricity consumption-Qualifying REC amount)x(grid EF in CO2e)

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

43184

(7.5.3) Methodological details

Scope 3 Emissions Category 1 – Purchased Goods and Services (PG&S): The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 1 – Purchased Goods and Services (PG&S): CO2e from PG&E = Σ (amount spent on purchased good or service ($) × EF of purchased good or service per unit of economic value (kg CO2e/$))

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

4736

(7.5.3) Methodological details

Scope 3 emissions Category 2 – Capital Goods. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 2 – Capital Goods: CO2e from Capital Goods = Σ (amount spent on capital good ($) x EF of capital good per unit of economic value (kg CO2e/$))

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

1428

(7.5.3) Methodological details

Scope 3 emissions Category 3 – Fuel and Energy Related Activities (FERA). The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with

developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 3 – Fuel and Energy Related Activities (FERA): Upstream CO2e of purchased electricity = Σ (electricity consumed (kwh) × upstream electricity EF (kgCO2e/kwh)) Upstream CO2e of Diesel, Gasoline, and Natural Gas = Σ (activity amount (liters or m3) × WTT fuels EF (kgCO2e/liter or m3)) CO2e of transmission and distribution losses = Σ (electricity consumed (kwh) × electricity life cycle EF (kgCO2e/kwh) × T&D loss rate (%)). This approach used country average, region average, or global average T&D loss rate (percent).

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 4 – Upstream Transportation and Distribution. This category of emissions is considered 0 or deemed not relevant. UEI does have upstream transportation and distribution activities that fall under Scope 3 Category 4; however, any emissions associated with these activities are included in our Scope 1 figures. The emissions from these transportation and distribution activities are directly managed as part of our operations.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

448

(7.5.3) Methodological details

Scope 3 emissions Category 5 – Waste generated in operations: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 5 – Waste generated in operations: CO2e from waste = Σ (total mass of waste (tonnes) × proportion of total waste being treated by waste treatment method × EF of waste treatment method (kgCO2e/t))

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

1678

(7.5.3) Methodological details

Scope 3 emissions Category 6 – Business Travel: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to

December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 6 – Business Travel: CO2e from Business Travel = Σ (amount spent on business travel by type/mode of transport/type of hotel ($)x relevant EEIO EF per unit of economic value (kg CO2 e/$))

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

717

(7.5.3) Methodological details

Scope 3 emissions Category 7 – Employee Commuting: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 7 – Employee Commuting: CO2e from Employee Commuting = Σ (total distance travelled by vehicle type (vehicle-km or passenger-km) x vehicle specific emission factor (kgCO2e/vehicle-km or kgCO2e/passenger-km))

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 8 – Upstream Leased Assets. This category of emissions is considered 0 or deemed not relevant. UEI does have upstream leased assets; however, any emissions associated with these assets are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures. The emissions from these leased assets are directly managed and controlled by our operations or are included in spend based activity captured elsewhere in our scope 3 inventory.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

6478

(7.5.3) Methodological details

Scope 3 emissions Category 9 – Downstream Transportation & Distribution. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 9 – Downstream Transportation & Distribution CO2e from Downstream Transportation = Σ (mass of goods sold (tonnes) x distance travelled in transport legs (km) x EF of transport mode or vehicle type (kgCO2e/tonne-km))

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 10 – Processing of Sold Products. This category of emissions is considered 0 or deemed not relevant. UEI does have processing activities that fall under Scope 3 Category 10; however, any emissions associated with these processing activities are accounted for within our Scope 1 or Scope 2 figures. These emissions are directly managed as part of our operational processes.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

59581

(7.5.3) Methodological details

Scope 3 emissions Category 11 – Use of Sold Products: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 11 – Use of Sold Products: CO2e from Use of Sold Products = Σ (total lifetime expected uses of product x number sold in reporting period x electricity consumed per use (kWh) × EF for electricity (kg CO2 e/kWh)) Number of batteries = Lifetime of product × assumed battery changes per year × number of products Emissions from batteries = (Total batteries by type × % of battery waste sent to landfill × LCA EF for

Landfill)+(Total batteries by type × % of battery waste recycled × LCA EF for Recycled). For UEI, the primary use-phase emissions included in this inventory includes AAA and AA batteries and electricity used in the lifetime of products.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

865

(7.5.3) Methodological details

Scope 3 emissions Category 12 – End of Life Treatment of Sold Products. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2023, to December 31, 2023. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 12 – End of Life Treatment of Sold Products: CO2e from End of Life Treatment = Σ (total mass of sold products and packaging from point of sale to end of life after consumer use (kg) x % of total waste being treated by waste treatment method x EF of waste treatment method (kg CO2 e/kg))

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 13 - Downstream Leased Assets: This category of emissions is considered 0 or deemed not relevant. UEI does have downstream leased assets; however, any emissions associated with these assets are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures. The emissions from these leased assets are directly managed and controlled by our operations or are included in spend based activity captured elsewhere in our scope 3 inventory.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 14 – Franchises: This category of emissions is considered 0 or deemed not relevant. UEI does not have franchise activity.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Category 15 – Investments: This category of emissions is considered 0 or deemed not relevant. UEI does have investments; however, any emissions generated by investments are captured within our Scope 1 or Scope 2 emissions.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Other (upstream): This category of emissions is considered 0 or deemed not relevant. UEI does not have other upstream emissions.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions Other (downstream) This category of emissions is considered 0 or deemed not relevant. UEI does not have other downstream emissions. [Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

123.4

(7.6.3) Methodological details

The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol) was developed to assist businesses with developing inventories of GHG emissions. The GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 1, or direct emissions, "occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc." At UEI, Scope 1 emission sources include stationary sources (e.g., natural gas furnaces) and mobile sources (e.g., gasoline/diesel use for vehicles). Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The following methods were used to calculate scope 1 emissions: Scope 1 combustion*: Total annual GHGs from fuel (Total annual CO2)(Total annual CH4) (Total annual N2O); Total annual CO2 (Sum of annual fuel consumption)x(CO2 emissions factor) (CO2 GWP); Total annual CH4 (Sum of annual fuel consumption)x(CH4 emissions factor) (CH4 GWP); Total annual N2O (Sum of annual fuel consumption)x(N2O emissions factor) (N2O GWP);* Scope 1 refrigerants*: Total annual GHGs from* refrigerants *(Decrease in Refrigerant Inventory Purchases/Acquisitions of Refrigerant-Sales/Disbursements of Refrigerant-Increase in Total Full Charge of Equipment)xGWP of RefrigerantxConversion Factor to tCO2e.*
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

20319.4

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

18755.9

(7.7.4) Methodological details

The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol) was developed to assist businesses with developing inventories of GHG emissions. The GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 2, or indirect emissions, "accounts for GHG emissions from the generation of purchased electricity consumed by the company." At UEI, Scope 2 emissions sources are from purchased electricity generated on site. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 2 Guidance (pages 25-26) provides two methods by which a reporting company's Scope 2 emissions can be calculated, the location-based method (LBM) and the market-based method (MBM). LBM reflects the average emissions intensity of grids where energy consumption occurs and is generally calculated using grid-average emission factor data. When calculating emissions under the LBM, please refer to the US EPA eGRID Factors. It is important to note that these emissions factors are updated annually but are based on data from 2 years prior (i.e., eGRID factors updated in 2024 are based on 2021 data). MBM reflects emissions from electricity that companies have purposefully chosen and derives emissions factors from contractual instruments, such as renewable energy certificates ("RECs"). The GHG emissions for purchased electricity was calculated using the following, using the LBM: $Total\ annual\ GHGs\ from\ electricity$ (LB) ($Sum\ of\ annual\ electricity\ consumption$)x($grid\ EF\ in\ CO2e$). The GHG emissions for purchased electricity was calculated using the formula below, using the MBM. $Total\ annual\ GHGs\ from\ electricity$ (MB) (Sum of annual electricity consumption-Qualifying REC amount)x(grid EF in CO2e)
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

50296

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 Emissions Category 1 – Purchased Goods and Services (PG&S): The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 1 – Purchased Goods and Services (PG&S): CO2e from PG&E Σ (amount spent on purchased good or service () EF of purchased good or service per unit of economic value (kg CO2e/))

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3574

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions Category 2 – Capital Goods. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 2 – Capital Goods: CO2e from Capital Goods Σ (amount spent on capital good () x EF of capital good per unit of economic value (kg CO2e/)). UEI set a public goal to Collect emissions information from major suppliers beginning in 2025 sustainability reporting.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1802

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions Category 3 – Fuel and Energy Related Activities (FERA). The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 3 – Fuel and Energy Related Activities (FERA): Upstream CO2e of purchased electricity Σ (electricity consumed (kwh) upstream electricity EF (kgCO2e/kwh)) Upstream CO2e of Diesel, Gasoline, and Natural Gas Σ (activity amount (liters or m3) WTT fuels EF (kgCO2e/liter or m3)) CO2e of transmission and distribution losses Σ (electricity consumed (kwh) electricity life cycle EF (kgCO2e/kwh) T&D loss rate (%)). This approach used country average, region average, or global average T&D loss rate (percent).

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 4 – Upstream Transportation and Distribution. This category of emissions is considered 0 or deemed not relevant. UEI does have upstream transportation and distribution activities that fall under Scope 3 Category 4; however, any emissions associated with these activities are included in our Scope 1 figures. The emissions from these transportation and distribution activities are directly managed as part of our operations.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

695

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Scope 3 emissions Category 5 – Waste generated in operations: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 5 – Waste generated in operations: CO2e from waste Σ (total mass of waste (tonnes) proportion of total waste being treated by waste treatment method EF of waste treatment method (kgCO2e/t)). UEI waste totals and waste total estimates are gathered from waste haulers.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1875

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

9

(7.8.5) Please explain

Scope 3 emissions Category 6 – Business Travel: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 6 – Business Travel: CO2e from Business Travel Σ (amount spent on business travel by type/mode of transport/type of hotel ()x relevant EEIO EF per unit of economic value (kg CO2 e/)). Approximately 9% of these emissions were collected from a travel agent supplier. UEI set a public goal to Collect emissions information from major suppliers beginning in 2025 sustainability reporting.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2951

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions Category 7 – Employee Commuting: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 7 – Employee Commuting: CO2e from Employee Commuting Σ (total distance travelled by vehicle type (vehicle-km or passenger-km) x vehicle specific emission factor (kgCO2e/vehicle-km or kgCO2e/passenger-km)).

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 8 – Upstream Leased Assets. This category of emissions is considered 0 or deemed not relevant. UEI does have upstream leased assets; however, any emissions associated with these assets are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures. The emissions from these leased assets are directly managed and controlled by our operations or are included in spend based activity captured elsewhere in our scope 3 inventory.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

74691

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions Category 9 – Downstream Transportation & Distribution. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 9 – Downstream Transportation & Distribution

CO2e from Downstream Transportation Σ (mass of goods sold (tonnes) x distance travelled in transport legs (km) x EF of transport mode or vehicle type (kgCO2e/tonne-km)). For spend based calculations, the following formula was used: Σ (amount spent on downstream transportation) x EF of good per unit of economic value (kg CO2e/)) UEI set a public goal to Collect emissions information from major suppliers beginning in 2025 sustainability reporting.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 10 – Processing of Sold Products. This category of emissions is considered 0 or deemed not relevant. UEI does have processing activities that fall under Scope 3 Category 10; however, any emissions associated with these processing activities are accounted for within our Scope 1 or Scope 2 figures. These emissions are directly managed as part of our operational processes.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

62280

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

*Scope 3 Category 11 – Use of Sold Products: The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 11 – Use of Sold Products: CO2e from Use of Sold Products Σ (total lifetime expected uses of product x number sold in reporting period x electricity consumed per use (kWh) EF for electricity (kg CO2 e/kWh)) Number of batteries * Lifetime of product assumed battery changes per year number of products Emissions from batteries (Total batteries by type % of battery waste sent to landfill LCA EF for Landfill)(Total batteries by type % of battery waste recycled LCA EF for Recycled). For UEI, the primary use-phase emissions included in this inventory includes AAA and AA batteries and electricity used in the lifetime of products.*

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

20626

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions Category 12 – End of Life Treatment of Sold Products. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (referred to as "GHG Protocol" or "GHGP" in the remainder of the IMP) was developed to assist businesses with developing inventories of GHG emissions (the "Corporate Standard"). In addition to the Corporate Standard, the GHG Protocol has developed the following supplements used to assist with calculating emissions more specifically: Scope 1 & 2 GHG Inventory Guidance; Greenhouse Gas Protocol Scope 2 Guidance; Greenhouse Gas Protocol Scope 3 Guidance. Unless otherwise stated, UEI's GHG inventory has been developed in accordance with the GHG Protocol guidance referred above. As defined by the GHG Protocol Corporate Standard (page 25), Scope 3 or other indirect GHG emissions, are "an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company but occur from sources not owned or controlled by the company." Scope 3 emissions factors were obtained from the EPA and UK's Department of for Energy Security & Net Zero. The emissions factors for each site were applied in alignment with the GHG Protocol. Additional information is available in the UEI GHG Inventory Management Play, available upon request. Data range is January 1, 2024, to December 31, 2024. Data coverage is all global operations. The GHG Protocol Scope 3 Guidance provides methods for calculating GHG emissions for each of the 15 categories of Scope 3. The formulas used in UEI's inventory for Category 12 – End of Life Treatment of Sold Products: CO2e from End of Life Treatment Σ (total mass of sold products and packaging from point of sale to end of life after consumer use (kg) x % of total waste being treated by waste treatment method x EF of waste treatment method (kg CO2 e/kg))

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 13 Downstream Leased Assets: This category of emissions is considered 0 or deemed not relevant. UEI does have downstream leased assets; however, any emissions associated with these assets are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures. The emissions from these leased assets are directly managed and controlled by our operations or are included in spend based activity captured elsewhere in our scope 3 inventory.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 14 – Franchises: This category of emissions is considered 0 or deemed not relevant. UEI does not have franchise activity.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Category 15 – Investments: This category of emissions is considered 0 or deemed not relevant. UEI does have investments; however, any emissions generated by investments are captured within our Scope 1 or Scope 2 emissions.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Other (upstream): This category of emissions is considered 0 or deemed not relevant. UEI does not have other upstream emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions Other (downstream) This category of emissions is considered 0 or deemed not relevant. UEI does not have other downstream emissions. [Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ No third-party verification or assurance
Scope 2 (location-based or market-based)	*Select from:* ☑ No third-party verification or assurance
Scope 3	*Select from:* ☑ No third-party verification or assurance

[Fixed row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

752

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

We increased our consumption of renewable energy.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

11275

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

5

(7.10.1.4) Please explain calculation

This figure represents an estimate of our collective carbon reduction projects and the greening of the grid.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

124

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Emissions reductions due to closure of factory.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

59001

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

25

(7.10.1.4) Please explain calculation

This is an estimated figure of our increased emissions due to changes in output or due to increased data visibility in our scope 3 emissions inventory.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

88098

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

37

(7.10.1.4) Please explain calculation

Our emissions accounting methodology has not changed in the reporting year; however, we did identify data collection and calculation errors in previous inventories. These errors resulted in the undercounting of emissions in certain Scope 3 categories, specifically "End-of-Life Treatment of Sold Products" and "Downstream Transportation and Distribution." Upon review, we discovered that our prior inventories did not fully capture all relevant downstream transportation activities. This omission led to an incomplete representation of emissions associated with product distribution beyond our operational control. Additionally, we identified a calculation error in the estimation of waste generated from sold products, which impacted the accuracy of emissions reported under the end-of-life treatment category. To correct these issues, included comprehensive coverage of all downstream transportation activities and revised our calculations for end-of-life treatment. These changes have improved the accuracy and completeness of our Scope 3 emissions inventory and triggered a recalculation of our base year emissions to maintain consistency and relevance in our GHG reporting.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in boundary.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in physical operating conditions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

All changes to emissions are estimated elsewhere in this question.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

All changes to emissions are estimated elsewhere in this question.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

63.65

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :410a

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

35

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 5

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :R22

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

18.5

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 6

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :r32

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

5.4

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 7

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :R-454B

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.1

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

124.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

124.9

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

17.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

16828.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

15277.2

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

29.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

29.2

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

160.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

160.6

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.5

(7.16.3) Scope 2, market-based (metric tons CO2e)

2.4

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

8.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

8.2

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

5

(7.16.2) Scope 2, location-based (metric tons CO2e)

1217

(7.16.3) Scope 2, market-based (metric tons CO2e)

1217

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

22.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

41.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

53.3

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

5.2

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.1

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

57.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

115

(7.16.3) Scope 2, market-based (metric tons CO2e)

89.7

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

1787

(7.16.3) Scope 2, market-based (metric tons CO2e)

1787
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By facility

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

UEM Mexico

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5

(7.17.2.3) Latitude

25.76757

(7.17.2.4) Longitude

-100.16414

Row 2

(7.17.2.1) Facility

UEI Brasil Controles Remotos Ltda.

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.2

(7.17.2.3) Latitude

-3.03701

(7.17.2.4) Longitude

-60.02266

Row 3

(7.17.2.1) Facility

Gemstar Technology (Yangzhou) Co. Ltd.

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

12.1

(7.17.2.3) Latitude

33.10574

(7.17.2.4) Longitude

119.40564

Row 4

(7.17.2.1) Facility

UE Vietnam Company Limited

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.9

(7.17.2.3) Latitude

20.93843

(7.17.2.4) Longitude

106.2896

Row 5

(7.17.2.1) Facility

Global Headquarters Scottsdale, Arizona, USA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.2

(7.17.2.3) Latitude

33.62401

(7.17.2.4) Longitude

-111.924718

Row 6

(7.17.2.1) Facility

Universal Electronics BV

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

22.5

(7.17.2.3) Latitude

52.24053

(7.17.2.4) Longitude

6.84218

Row 7

(7.17.2.1) Facility

Universal Electronics Santa Ana, California

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

45

(7.17.2.3) Latitude

33.69821

(7.17.2.4) Longitude

-117.86651

Row 8

(7.17.2.1) Facility

Ecolink Carlsbad, California

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.1

(7.17.2.3) Latitude

33.12013

(7.17.2.4) Longitude

-117.27698

Row 9

(7.17.2.1) Facility

RCS Technology Poway, California

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1.3

(7.17.2.3) Latitude

32.94124

(7.17.2.4) Longitude

-117.04572

Row 10

(7.17.2.1) Facility

Guangzhou Universal Electronics Service Co. Ltd.

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.5

(7.17.2.3) Latitude

22.93899

(7.17.2.4) Longitude

113.34245

Row 11

(7.17.2.1) Facility

UEI Electronics Pvt Ltd

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

3.6

(7.17.2.3) Latitude

12.98353

(7.17.2.4) Longitude

77.58583

Row 12

(7.17.2.1) Facility

Suzhou, PRC

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1

(7.17.2.3) Latitude

31.30813

(7.17.2.4) Longitude

121.09435

Row 13

(7.17.2.1) Facility

C.G. Development Limited

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1.1

(7.17.2.3) Latitude

22.30253

(7.17.2.4) Longitude

114.19168

Row 14

(7.17.2.1) Facility

UE Japan Limited

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.3

(7.17.2.3) Latitude

35.727012

(7.17.2.4) Longitude

139.706574

Row 15

(7.17.2.1) Facility

UE Korea Limited

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.2

(7.17.2.3) Latitude

37.400522

(7.17.2.4) Longitude

127.102053

Row 16

(7.17.2.1) Facility

San Mateo

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

37.55308

(7.17.2.4) Longitude

-122.307985

Row 17

(7.17.2.1) Facility

UEI Italy

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.2

(7.17.2.3) Latitude

45.492204

(7.17.2.4) Longitude

9.179619

Row 18

(7.17.2.1) Facility

UEI Spain

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.1

(7.17.2.3) Latitude

41.385821

(7.17.2.4) Longitude

2.125131
[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply
☑ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

UEM Mexico

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1217

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1217

Row 2

(7.20.2.1) Facility

UEI Brasil Controles Remotos Ltda.

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

124.9

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

124.9

Row 3

(7.20.2.1) Facility

Gemstar Technology (Yangzhou) Co. Ltd.

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

16650.4

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

15099.2

Row 4

(7.20.2.1) Facility

UE Vietnam Company Limited

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1787

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1787

Row 5

(7.20.2.1) Facility

Global Headquarters Scottsdale, Arizona, USA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

65.7

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

65.5

Row 6

(7.20.2.1) Facility

Universal Electronics BV

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

41.8

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

53.3

Row 7

(7.20.2.1) Facility

Universal Electronics Santa Ana, California

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

11.1

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

11

Row 8

(7.20.2.1) Facility

Ecolink Carlsbad, California

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

29.4

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

4.5

Row 9

(7.20.2.1) Facility

RCS Technology Poway, California

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

8.5

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

8.5

Row 10

(7.20.2.1) Facility

Guangzhou Universal Electronics Service Co. Ltd.

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

155

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

155

Row 11

(7.20.2.1) Facility

UEI Electronics Pvt Ltd

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

160.6

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

160.6

Row 12

(7.20.2.1) Facility

Suzhou, PRC

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

22.9

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

22.9

Row 13

(7.20.2.1) Facility

C.G. Development Limited

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

29.2

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

29.3

Row 14

(7.20.2.1) Facility

UE Japan Limited

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

8.2

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

8.2

Row 15

(7.20.2.1) Facility

UE Korea Limited

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

5.2

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

5.2

Row 16

(7.20.2.1) Facility

San Mateo

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.2

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.2

Row 17

(7.20.2.1) Facility

UE Italy

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1.5

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

2.4

Row 18

(7.20.2.1) Facility

UE Spain

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.6

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1.1
[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

123

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

20319

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

18756

(7.22.4) Please explain

This is inclusive of our direct emissions.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

No other entities.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

(7.27.2) Please explain what would help you overcome these challenges

UEI's diversity of product lines makes accurately accounting for each product and product line cost ineffective currently. Collaboration with industry groups to develop standardized methodologies for emissions allocation could prove to be an effective solution could prove beneficial to overcome this challenge.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:
☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

UEI intends to improve its product level emissions accounting by working closely with suppliers to ensure accurate emissions data is collected and reported and by further connecting emissions tracking with product management processes. We have set a public sustainability goal to conduct an initial product carbon footprint analysis pilot by EOY 2025 and convene a multi-disciplinary product working group by EOY 2024 to investigate additional environmental considerations for product design and packaging which includes methods to further embed carbon accounting into product management.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

341

(7.30.1.4) Total (renewable + non-renewable) MWh

341.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

107

(7.30.1.3) MWh from non-renewable sources

33282

(7.30.1.4) Total (renewable + non-renewable) MWh

33389.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

2515

(7.30.1.4) Total (renewable + non-renewable) MWh

2515.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

2622

(7.30.1.3) MWh from non-renewable sources

33623

(7.30.1.4) Total (renewable + non-renewable) MWh

36245.00
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Other biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Coal

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

340.9

(7.30.7.8) Comment

Natural gas heating systems at two offices.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not applicable.

Total fuel

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

340.9

(7.30.7.8) Comment

Natural gas heating systems at two offices.
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

2515

(7.30.9.2) Generation that is consumed by the organization (MWh)

2515

(7.30.9.3) Gross generation from renewable sources (MWh)

2515

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

2515

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ China

(7.30.14.2) Sourcing method

Select from:

☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2515

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.14.10) Comment

Onsite solar array at facility in china.

Row 2

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

107

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.14.10) Comment

Retail supply contract for office in USA.
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

1252

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1252.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

24772

(7.30.16.2) Consumption of self-generated electricity (MWh)

2515

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

27287.00

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

39.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

39.60

India

(7.30.16.1) Consumption of purchased electricity (MWh)

213.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

213.60

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.00

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

16.3

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16.30

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

2667

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2667.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

100

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

100.00

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

10

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10.00

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

2.5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.50

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

381.1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

381.10

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

3929

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3929.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.000048

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

18879

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

394879000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

26

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Change in output

☑ Change in revenue

(7.45.9) Please explain

The 26% year-over-year increase in emissions per unit of revenue is primarily attributed to two key factors. First, our emissions rose due to the expansion of our manufacturing operations in our facility in Vietnam. Second, we enhanced data visibility across our office locations, enabling more comprehensive and accurate emissions reporting. Concurrently, our revenue experienced a year-over-year decline, which further impacted the emissions intensity metric.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

6.16

(7.52.3) Metric numerator

2433

(7.52.4) Metric denominator (intensity metric only)

394879000

(7.52.5) % change from previous year

8

(7.52.6) Direction of change

Select from:
☑ Decreased

(7.52.7) Please explain

Our waste intensity metric is calculated as kilograms of waste generated per thousand USD of revenue. This figure has decreased year over year, reflecting our continued efforts to reduce waste consumption across operations.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ No target

(7.53.3) Explain why you did not have an emissions target, and forecast how your emissions will change over the next five years.

(7.53.3.1) Primary reason

Select from:

☑ We are planning to introduce a target in the next two years

(7.53.3.2) Five-year forecast

We are forecasting a 45% reduction in greenhouse gas emissions by 2030, relative to our 2023 emissions figures. As part of our Science Based Targets initiative (SBTi) submission, we are currently in the process of refining this forecast to ensure it meets the methodological rigor and validation criteria required by SBTi. We will continue to update stakeholders as our targets are finalized.

(7.53.3.3) Please explain

UEI signed our official Science Based Targets Initiative (SBTi) Commitment Letter in April 2024 and intend to announce our formal SBT in our next Sustainability Report. This includes a commitment to set emissions reduction targets in line with climate science. We have completed our baseline greenhouse gas emissions inventory and analyzed our energy use across our operations. We have developed a carbon reduction plan which outlines our emissions reductions projects. [Fixed row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ No other climate-related targets

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*4*	*`Numeric input*
To be implemented	*5*	*849*
Implementation commenced	*2*	*8*
Implemented	*11*	*2438*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

61

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

12000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

4000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 1-2 years

(7.55.2.9) Comment

Onsite technician performs monthly inspection and ongoing maintenance of HVAC systems at each location. Systems are cleaned at least every 6 months, with some locations requiring more frequent cleaning. Air conditioners are recharged annually, or as required, depending on the facility.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Compressed air

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

192

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

37000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

Onsite technician inspects air compressor supply lines. Leakage points are recorded and reported to corresponding department for repair to avoid unnecessary run time. Onsite technician performs regular maintenance of air compressors, typically every 4000 hours of run time.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Other, please specify :Plug load

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

41

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

8000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

100

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

The electrician on duty inspects workshops, offices and public areas daily and records high power consumption variance. The electrician then notifies the corresponding workshop management for inspection and repair.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

91

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

18000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

500

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ <1 year

(7.55.2.9) Comment

Weather conditions, temperature and humidity requirements are monitored daily by onsite technician who records and monitors usage data at each location. HVAC system run times have been reduced through ongoing optimization and avoidance of air conditioning use during peak power period. All locations utilize some form of automated thermostat control.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

11

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

2100

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

100

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

Lighting are schedules monitored by departments with scheduled run times for lighting to correspond with production. Each facility has automated lighting systems for outdoor lighting.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

556

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

20300

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

Onsite solar power purchase agreement at our manufacturing facility in China.

Row 7

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Other, please specify :Water pump

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

680

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

500

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ <1 year

(7.55.2.9) Comment

An onsite technician performs monthly inspection and ongoing maintenance of water pumps.

Row 8

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes
☑ Electrification

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

64

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

10500

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

140000

(7.55.2.7) Payback period

Select from:
☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 16-20 years

(7.55.2.9) Comment

All forklift equipment at facilities has been converted to electric.

Row 9

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity
☑ Product/component/material recycling

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

105

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

Each facility has robust waste diversion programs for various waste streams.

Row 10

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change
☑ Other, please specify :Employee Engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

500

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

200

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

Company-wide and site specific employee education on ways to reduce energy use and greenhouse gas emissions resulting in various behavior changes.

Row 11

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☑ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

100

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

2000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

2000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ <1 year

(7.55.2.9) Comment

We have implemented an internal scrap reuse program that enables us to regrind and repurpose scrap material generated during production. This initiative significantly reduces our overall waste output and lowers the associated greenhouse gas emissions. By diverting scrap from disposal and reintegrating it into our manufacturing processes, we are advancing our commitment to circularity and environmental stewardship.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Internal finance mechanisms

(7.55.3.2) Comment

We drive investment in emissions reduction activities through our internal financing mechanisms, which allocate resources directly to projects aimed at achieving our sustainability targets.

Row 2

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

UEI is committed to adhering to all environmental regulations to ensure responsible and sustainable operations.
[Add row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify :Household electronics

(7.74.1.4) Description of product(s) or service(s)

We seek to extend the useful life of our products and the emissions associated with the use-phase by improving the energy efficiency of our battery-operated products. Methods to improve efficiency include use of a low energy IR-engines, ultra-low power connectivity chips with built-in energy harvesting and photovoltaic cells, and products powered by low-light solar cells. Many of our products have these components, and we continue to invest in research and development to advance these technologies. The UEI Eterna range of remote controls are based on a chipset that's 80% more efficient and the encasing is manufactured using 95% post-consumer recycled plastic. The remote has been designed for easy disassembly to separate components for recycling or refurbishment and reuse. The UEI Xtreme low power chip with energy harvesting solutions is contains a unique chip-level low-power digital circuit, RF and login design. Its Energy Harvesting Technology captures multiple sources of energy with a solar panel that provides three times the power for the same size as the most widely used solar panel. This extends the single-use battery life up to ten times longer resulting in a potential for "Battery-for-Life" – a remote control that does not need battery replacement throughout its useful life.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:
☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:
☑ 76-99

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

Direct monitoring via utilities or on-site water monitors.

(9.2.4) Please explain

This data is collected via Direct monitoring through utility invoices or through on-site water monitors. Each of these locations use domestic water exclusively which is discharged into third-party utility wastewater systems. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

This data is collected via Direct monitoring through utility invoices or through on-site water monitors. Each of these locations use domestic water exclusively which is discharged into third-party utility wastewater systems. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

3rd party testing of water inflow.

(9.2.4) Please explain

Our manufacturing facilities conduct water inflow quality test per local regulations. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

This data is collected via Direct monitoring through utility invoices or through on-site water monitors. Five our small office locations are excluded from our water inventory. These locations are typically in coworking spaces or small offices which share premises with other tenants. Each of these locations use domestic water exclusively which is discharged into third-party utility wastewater systems. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

This data is collected via Direct monitoring through utility invoices or through on-site water monitors. Five our small office locations are excluded from our water inventory. These locations are typically in coworking spaces or small offices which share premises with other tenants. Each of these locations use domestic water exclusively which is discharged into third-party utility wastewater systems. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use

large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Direct measurement through observation of WASH services.

(9.2.4) Please explain

All UEI facilities provide fully functioning, safely managed WASH services.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

213.1

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Total discharges

(9.2.2.1) Volume (megaliters/year)

213.1

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Total consumption

(9.2.2.1) Volume (megaliters/year)

0

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

4.7

(9.2.4.3) Comparison with previous reporting year

Select from:
☑ Higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:
☑ Other, please specify :These locations are offices in shared office buildings where the primary water use is related to landscaping and small amounts of domestic wastewater. Changes YOY are not significant.

(9.2.4.5) Five-year forecast

Select from:
☑ About the same

(9.2.4.6) Primary reason for forecast

Select from:
☑ Maximum potential volume reduction already achieved

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

2.21

(9.2.4.8) Identification tool

Select all that apply
☑ Other, please specify :Third party climate scenario analysis

(9.2.4.9) Please explain

Four of our office locations are located in areas with water stress as identified in UEI's 3rd party climate scenario analysis. The withdrawal amount represents approximately 2% of UEI's total water usage.
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater,

which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

5.5

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.7.5) Please explain

Our facility in Brazil uses a well system for water usage. UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Third party sources

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

207.6

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.7.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Groundwater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.

Third-party destinations

(9.2.8.1) Relevance

Select from:

☑ Relevant

(9.2.8.2) Volume (megaliters/year)

213.1

(9.2.8.3) Comparison with previous reporting year

Select from:
☑ Higher

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:
☑ Maximum potential volume reduction already achieved

(9.2.8.5) Please explain

UEI's water is discharged into third-party utility wastewater systems.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:
☑ No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater,

which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in electronic components, which can be water-intensive and environmentally harmful if not managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in electronic components, which can be water-intensive and environmentally harmful if not managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:

☑ No facilities were reported in 9.3.1

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	394879000	*1853022.06*	*We anticipate water withdrawal to remain consistent year over year.*

[Fixed row]

(9.12) Provide any available water intensity values for your organization’s products or services.

Row 1

(9.12.1) Product name

NA

(9.12.2) Water intensity value

0

(9.12.3) Numerator: Water aspect

Select from:

☑ Other, please specify :not calculated

(9.12.4) Denominator

NA

(9.12.5) Comment

UEI’s environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a “substantive effect” as defined in CDP section 2.4. We do not use

large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.
[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:
☑ Annex XVII of EU REACH Regulation

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:
☑ Don't know

(9.13.1.3) Please explain

UEI is investigating the disclosure of revenue associated with the regulatory classification listed in this CDP section in future reporting cycles.
[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ No, and we do not plan to address this within the next two years

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:

☑ Judged to be unimportant, explanation provided

(9.14.4) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☑ No, but we plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

☑ Judged to be unimportant, explanation provided

(9.15.3.2) Please explain

UEI's environmental risk assessments have identified environmental risks associated with water in our operations and value chain; however, our environmental risk assessments have not identified environmental risks associated with water that would represent a "substantive effect" as defined in CDP section 2.4. We do not use large amounts of water in our manufacturing processes, reducing the potential for water-related impacts. The water we do produce is primarily domestic wastewater, which can be managed with standard treatment processes, posing minimal environmental risk. Our operations do not generate large volumes of waste that could contaminate groundwater or waterways, and the waste we do generate is effectively managed, ensuring that local water sources remain unaffected. Upstream risks include the extraction and processing of raw materials and plastics used in electronic components, which can be water-intensive and environmentally harmful if not managed properly. Downstream risks pertain to the end of life of our products, which can impact water quality if not managed properly. We have determined that these upstream and downstream water risks do not represent a "substantive effect" due to effective risk management and industry standards that mitigate significant impacts.
[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☑ Yes

(10.1.2) Target type and metric

Other

☑ Other, please specify :Environmental considerations in product design

(10.1.3) Please explain

UEI has set a public goal to Convene a multi-disciplinary product working group by EOY 2024 to investigate additional environmental considerations for product design and packaging.
[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ Yes

(10.2.2) Comment

Various UEI products contain durable plastic.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:
☑ Yes

(10.2.2) Comment

Various UEI products are packaged in plastics.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.

Other activities not specified

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

UEI does not engage in this activity.
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

	Total weight during the reporting year (Metric tons)	Raw material content percentages available to report	Please explain
Durable goods and durable components sold	*3762*	*Select all that apply* ☑ None	*This figure represents the estimated weight of plastic goods produced in 2024.*

[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

	Total weight during the reporting year (Metric tons)	Raw material content percentages available to report	Please explain
Plastic packaging used	*557*	*Select all that apply* ☑ None	*This figure represents the weight of plastic packaging used in 2024.*

[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☑ % technically recyclable

(10.5.1.3) % of plastic packaging that is technically recyclable

100

(10.5.1.5) Please explain

All of UEI's packaging is technically recyclable assuming the end consumer responsibility disposes of the packaging and there is adequate recycling infrastructure. [Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Production of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

3762

(10.6.2) End-of-life management pathways available to report

Select all that apply

☑ Recycling

(10.6.4) % recycling

38.5

(10.6.12) Please explain

We estimate approximately 3762 MT of product produced in 2024 globally with approximately 38.5% recycle rate based on EPA waste stream assumptions

Commercialization of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

☑ Recycling

(10.6.4) % recycling

0

(10.6.12) Please explain

Our organization engages in the production of durable plastic goods and/or components, including mixed materials, as part of our manufacturing operations. However, we do not commercialize plastic polymers, plastic packaging, or plastic components as standalone products. We do not sell plastic materials or goods for external use or distribution, nor do we provide services that involve plastic packaging. Therefore, our activities are limited to internal production for use in our own products, and we do not participate in the commercialization of plastic in the market.

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

557

(10.6.2) End-of-life management pathways available to report

Select all that apply

☑ Recycling

(10.6.4) % recycling

38.5

(10.6.12) Please explain

We estimate approximately 557 MT of plastic packaging used in 2024 globally with approximately 38.5% recycle rate based on EPA waste stream assumptions. [Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Based on environment-related assessments, UEI did not have activities located in or near to this type of area important for biodiversity in the reporting year. [Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Other, please specify :The data provided represents UEI's initial inventory and data collection effort. UEI intends to obtain verification in future reporting cycles.

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

The reporting year 2023 represents UEI's inaugural environmental data collection initiative in line with GRI, SASB, SBTi, and the GHG Protocol. As part of our ongoing commitment to transparency and continuous improvement in environmental reporting, we intend to update our greenhouse gas (GHG) emissions baseline year to 2024. We are currently in the process of securing third-party limited assurance for our 2024 GHG inventory, which is expected to be completed by the end of 2025. In alignment with best practices, we also plan to secure third-party assurance for our 2025 GHG inventory, to be reported in 2026.
[Fixed row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information	Attachment (optional)
	Please see UEI's annual Sustainability Report, available on our website, for additional information.	*UEI 2024 Ethics and Sustainability Report.pdf*

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Operating Officer and Interim Chief Executive Officer

(13.3.2) Corresponding job category

Select from:

☑ Chief Executive Officer (CEO)

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☑ No