UNIVERSAL ELECTRONICS INC

CDP Corporate Questionnaire 2026

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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
	12/31/2025	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

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

368288000

(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
☑ United States of America
☑ China, Hong Kong Special Administrative Region
☑ Brazil
☑ Mexico
☑ Viet Nam
☑ Netherlands
☑ Korea (The Republic of)

(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 2025 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]

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

UEI defines short-, medium-, and long-term time horizons based on the environmental assessment framework established through its climate scenario analysis and enterprise sustainability programs. Short-term is defined as 1-10 years, medium-term as 10-25 years, and long-term as more than 25 years. These time horizons are used to identify, assess, and manage environmental dependencies, impacts, risks, and opportunities across our operations and value chain. Short-term horizons generally capture current and emerging issues that may require near-term mitigation or investment. Medium- and long-term horizons are used to evaluate evolving environmental trends, regulatory developments, physical climate impacts, resource availability, and business opportunities that may affect the company's strategy over time. Environmental risks and opportunities are integrated into strategic and financial planning through assessment of likelihood, potential impact, and alignment with business objectives. This approach supports prioritization of mitigation activities, resource allocation, and progress toward UEI's public sustainability commitments and long-term business strategy.

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

UEI defines short-, medium-, and long-term time horizons based on the environmental assessment framework established through its climate scenario analysis and enterprise sustainability programs. Short-term is defined as 1-10 years, medium-term as 10-25 years, and long-term as more than 25 years. These time horizons are used to identify, assess, and manage environmental dependencies, impacts, risks, and opportunities across our operations and value chain. Short-term horizons generally capture current and emerging issues that may require near-term mitigation or investment. Medium- and long-term horizons are used to evaluate evolving environmental trends, regulatory developments, physical climate impacts, resource availability, and business opportunities that may affect the company's strategy over time. Environmental risks and opportunities are integrated into strategic and financial planning through assessment of likelihood, potential impact, and alignment with business objectives. This approach supports prioritization of mitigation activities, resource allocation, and progress toward UEI's public sustainability commitments and long-term business strategy.

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

UEI defines short-, medium-, and long-term time horizons based on the environmental assessment framework established through its climate scenario analysis and enterprise sustainability programs. Short-term is defined as 1-10 years, medium-term as 10-25 years, and long-term as more than 25 years. These time horizons are used to identify, assess, and manage environmental dependencies, impacts, risks, and opportunities across our operations and value chain. Short-term horizons generally capture current and emerging issues that may require near-term mitigation or investment. Medium- and long-term horizons are used to evaluate evolving environmental trends, regulatory developments, physical climate impacts, resource availability, and business opportunities that may affect the company's strategy over time. Environmental risks and opportunities are integrated into strategic and financial planning through assessment of likelihood, potential impact, and alignment with business objectives. This approach supports prioritization of mitigation activities, resource allocation, and progress toward UEI's public sustainability commitments and long-term business strategy.
[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:

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

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

Enterprise Risk Management

☑ Enterprise Risk Management

International methodologies and standards

☑ Environmental Impact Assessment

☑ ISO 14001 Environmental Management Systems

Other

☑ Desk-based research

☑ Internal company methods

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

☑ Cyclone, hurricane, typhoon

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

☑ Heat wave

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

Chronic physical

☑ Changing precipitation patterns and types (rain, hail, snow/ice)

☑ Changing temperature (air, freshwater, marine water)

☑ Heat stress

☑ Increased severity of extreme weather events

Policy

☑ Changes to national legislation

☑ Changes to regulations of existing products and services

Market

☑ Changing customer behavior

☑ Lack of availability and/or increased cost of raw materials

Reputation

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

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

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

Select from:

☑ No

(2.2.2.18) Further details of process

UEI identifies, assesses, and manages climate-related dependencies, impacts, risks, and opportunities through climate scenario analysis, stakeholder engagement, double materiality assessments, environmental management systems, and enterprise risk management processes. Climate-related assessments cover direct operations, upstream suppliers, downstream product considerations, and end-of-life impacts. The process evaluates both UEI's dependencies on stable climatic conditions and natural resources, as well as the impacts of UEI's operations and value chain activities on the environment. In 2023, UEI engaged a third-party expert to conduct a climate scenario analysis covering global operations. Asset location data was integrated into ESRI Geographic Information System (GIS) software and evaluated using historical baseline data, Representative Concentration Pathways (RCPs), and Shared Socioeconomic Pathways (SSPs). The analysis assessed physical and transition risks associated with changing temperatures, extreme heat, precipitation patterns, flooding, drought, sea-level rise, energy transition requirements, and evolving regulatory expectations. Scenario analysis considered short-term (1-10 years), medium-term (10-25 years), and long-term (25+ years)

horizons. Climate-related dependencies, impacts, risks, and opportunities are identified through analysis of operational locations, facility activities, supply chain exposure, stakeholder feedback, regulatory developments, and publicly available climate science. Risks and opportunities are evaluated using both qualitative and quantitative criteria, including likelihood, magnitude, financial impact, operational disruption, regulatory exposure, stakeholder concern, and strategic relevance. UEI's double materiality assessment further supports identification of climate-related issues by incorporating stakeholder surveys and interviews involving customers, suppliers, employees, investors, regulators, and local communities. Assessment outputs are supplemented with publicly available information, third-party research, and internal operational data. Environmental topics are prioritized based on their significance to the business and their potential impacts on society and the environment. Results from climate scenario analysis and materiality assessments are reviewed by management and used to prioritize mitigation initiatives, evaluate resilience measures, support sustainability objectives, allocate resources, and inform strategic planning. Environmental performance data, regulatory developments, and changing physical climate conditions are monitored on an ongoing basis to determine whether risks, opportunities, controls, targets, or strategic responses require adjustment.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Biodiversity

(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:

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

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

Enterprise Risk Management

☑ Enterprise Risk Management

International methodologies and standards

☑ ISO 14001 Environmental Management Systems

Other

☑ Desk-based research

☑ Internal company methods

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Policy

☑ Changes to regulations of existing products and services

Liability

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Investors

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

Select from:

☑ No

(2.2.2.18) Further details of process

UEI identifies, assesses, and manages biodiversity- and nature-related dependencies, impacts, risks, and opportunities through double materiality assessments, stakeholder engagement, supplier due diligence programs, environmental management systems, environmental compliance reviews, sustainability initiatives, and risk management processes. The assessment considers how UEI depends on ecosystem services and natural resources, as well as how activities within its operations and value chain may impact biodiversity, ecosystems, and the broader natural environment. UEI's assessment process begins with identification of environmental topics through stakeholder surveys, interviews, industry benchmarking, publicly available information, third-party research, regulatory monitoring, environmental performance reviews, and supplier due diligence activities. Stakeholders engaged in the process include customers, employees, suppliers, investors, regulators, and trade groups. These inputs help identify environmental dependencies, impacts, risks, and opportunities that may affect UEI's business or be affected by UEI's activities. Environmental topics are evaluated through a double materiality approach aligned with Global Reporting Initiative (GRI) principles. This process considers both the potential impacts of environmental changes on business performance and the impacts of business activities on society and the environment. Dependencies and impacts are used as inputs to identify associated risks and opportunities across direct operations and the value chain. UEI's supplier due diligence activities, environmental audits, compliance reviews, and sustainability assessments contribute to identification of nature-related issues in the supply chain. Information gathered through supplier evaluations, environmental management activities, and stakeholder engagement supports assessment of potential operational, regulatory, financial, reputational, and strategic effects related to biodiversity. Environmental dependencies, impacts, risks, and opportunities are prioritized using qualitative and quantitative criteria, including likelihood, magnitude, severity of environmental impact, financial implications, stakeholder concern, regulatory developments, reputational exposure, and strategic relevance. Identified issues are reviewed by management and used to support sustainability planning, supplier engagement, environmental objectives, risk mitigation actions, and resource allocation decisions. Findings from assessments, stakeholder engagement, environmental reviews, and supplier due diligence activities are periodically reviewed to identify emerging issues, changing stakeholder expectations, regulatory developments, and evolving environmental risks and opportunities. Assessment outputs support continuous improvement efforts and help inform UEI's broader sustainability strategy and environmental management activities.

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

Commercially/publicly available tools
☑ EcoVadis

International methodologies and standards
☑ ISO 14001 Environmental Management Systems

Other
☑ Desk-based research
☑ Internal company methods
☑ Materiality assessment
☑ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Policy
☑ Mandatory water efficiency, conservation, recycling, or process standards
☑ Regulation of discharge quality/volumes

Reputation

☑ Stakeholder conflicts concerning water resources at a basin/catchment level

Liability

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

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

Select from:

☑ No

(2.2.2.18) Further details of process

UEI identifies, assesses, and manages water-related dependencies, impacts, risks, and opportunities through environmental management systems, environmental performance monitoring, compliance management processes, facility-level assessments, stakeholder engagement, supplier due diligence activities, and operational reviews. The assessment process considers direct operations, upstream suppliers, and broader value chain activities where water availability, quality, infrastructure, regulatory requirements, or resource efficiency may affect business operations. UEI's manufacturing facilities operate under ISO 14001:2015-certified environmental management systems which establish environmental objectives, monitoring procedures, risk controls, corrective action processes, management reviews, and compliance obligations. Environmental data collection and baselining exercises are used to evaluate performance on key indicators including water consumption, wastewater management, resource efficiency, environmental compliance, and operational performance trends. Water-related dependencies are assessed by evaluating operational reliance on water resources, sanitation infrastructure, wastewater treatment systems, and municipal services. Potential impacts are evaluated by reviewing facility activities, resource consumption, wastewater generation, and environmental compliance requirements. These findings support identification of water-related risks and opportunities affecting operational continuity, costs, regulatory compliance, stakeholder expectations, and long-term sustainability. UEI uses both qualitative and quantitative information to evaluate water-related risks and opportunities. Inputs include environmental performance data, facility assessments, compliance reviews, stakeholder feedback, supplier information, publicly available research, and regulatory developments. Risks are assessed based on factors including likelihood, potential operational disruption, financial implications, regulatory exposure, reputational considerations, and severity of environmental impact. Opportunities may include efficiency improvements, resource optimization, infrastructure upgrades, cost reductions, and enhanced environmental performance. Water-related findings are reviewed by facility management, environmental personnel, and relevant business functions to prioritize mitigation activities, compliance initiatives, infrastructure improvements, and resource allocation decisions. Environmental performance metrics, regulatory developments, and facility conditions are

monitored on an ongoing basis to identify emerging issues and determine whether existing controls, objectives, or action plans require modification. Assessment outputs support both operational decision-making and long-term environmental planning.
[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

Yes. UEI assesses the interconnections between environmental dependencies, impacts, risks, and opportunities as part of its environmental assessment and sustainability governance processes. Environmental issues are evaluated through climate scenario analysis, double materiality assessments, stakeholder engagement, environmental management systems, environmental performance monitoring, supplier due diligence activities, and risk management processes. These assessment activities help identify relationships between environmental conditions, business dependencies, environmental impacts, and resulting risks and opportunities. UEI's assessment approach recognizes that environmental topics are interconnected and often influence one another. For example, climate change may contribute to changing precipitation patterns, water availability, flooding, drought, and other physical conditions that can affect manufacturing operations, supply chain continuity, and resource availability. Water-related challenges may influence environmental compliance obligations, operational efficiency, infrastructure requirements, and stakeholder expectations. Biodiversity loss and ecosystem degradation may affect ecosystem services, supply chain resilience, regulatory requirements, resource availability, and reputational considerations. These interdependencies are considered when evaluating environmental risks and opportunities. Information generated through climate scenario analysis, facility-level environmental assessments, stakeholder engagement activities, environmental performance reviews, supplier assessments, and materiality assessments is reviewed collectively to understand how environmental dependencies and impacts may create or amplify business risks and opportunities. The assessment process considers both direct business impacts and broader environmental consequences, consistent with UEI's double materiality approach. A practical example is resource management across operations and the value chain. Manufacturing activities depend on reliable access to energy, water, materials, and waste management infrastructure. Inefficient resource use or poor environmental performance may increase operating costs, create regulatory exposure, contribute to environmental impacts, and affect stakeholder perceptions. Conversely, initiatives that improve resource efficiency, reduce waste generation, support circular economy principles, or strengthen environmental performance may reduce costs, improve operational resilience, support compliance objectives, enhance customer confidence, and contribute to UEI's sustainability goals. As a result, environmental dependencies, impacts, risks, and opportunities are evaluated together rather than as isolated topics. The outputs of these assessments are integrated into sustainability strategy and management decision-making through UEI's Environmental Working Group and Executive Sustainability Steering Committee.
[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

Yes. UEI identifies and prioritizes locations across its value chain through supply chain mapping, climate scenario analysis, materiality assessments, environmental management systems, supplier due diligence activities, compliance reviews, and risk management processes. These assessments help identify locations where nature-related dependencies, impacts, risks, and opportunities may be most significant to business operations, stakeholders, or the environment. As described in CDP section 1.24, UEI maps its value chain using internal supply chain mapping tools, supply chain management systems, external due diligence resources, and the Responsible Business Alliance (RBA) Online platform. This process helps identify operational locations, suppliers, and regions potentially associated with elevated environmental risks, natural resource dependencies, regulatory requirements, stakeholder concerns, or operational vulnerabilities. Priority locations are identified using a risk-based methodology that considers environmental dependencies, impacts, risks, and opportunities. Factors considered include facility and supplier locations, climate exposure, water dependency, environmental performance data, compliance findings, regulatory requirements, stakeholder concerns, operational criticality, and potential business impacts. Locations with higher likelihood or severity of environmental or business impacts receive additional management attention. Climate-related priority locations are assessed through climate scenario analysis. In 2023, a third-party assessment evaluated UEI's global operational locations using ESRI GIS software, historical climate data, Representative Concentration Pathways (RCPs), and Shared Socioeconomic Pathways (SSPs). Locations were evaluated for exposure to risks including temperature increases, changing precipitation patterns, flooding, and sea-level rise across short-, medium-, and long-term horizons. Results were scored using a 1-5 methodology, with higher-scoring locations prioritized for monitoring, mitigation planning, and resilience activities. Water- and nature-

related priority locations are identified through environmental management systems, environmental performance monitoring, materiality assessments, supplier due diligence activities, compliance reviews, and stakeholder engagement processes. Assessment outputs are used to prioritize environmental objectives, mitigation activities, supplier engagement efforts, operational improvements, resource allocation decisions, and long-term sustainability planning.

(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:

☑ 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. • A 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) Details of policies and processes in place to identify and classify potential water pollutants

UEI identifies and classifies potential water pollutants through its environmental management systems, product chemical compliance program, waste management procedures, and environmental compliance processes. These programs are designed to identify substances associated with operations, products, and supply chain activities that could adversely affect water resources, aquatic ecosystems, or human health if improperly managed. Potential water pollutants are identified through reviews of product inputs, manufacturing activities, waste streams, and wastewater characteristics. As part of ISO 14001-certified environmental management systems, facilities evaluate environmental aspects and applicable compliance obligations and monitor relevant discharge parameters in accordance with local requirements. UEI monitors applicable indicators such as pH, Chemical Oxygen Demand (COD), suspended solids (SS), and oil and grease where required. Within the supply chain, UEI's chemical compliance program identifies and classifies substances using regulatory requirements, supplier disclosures, requests for information, material declarations, data validation, and laboratory testing. Product components and materials are assessed against applicable chemical regulations including the EU RoHS Directive and REACH Regulation. Pollutants are classified based on their chemical properties, regulatory status, intended use, and potential environmental impact. Examples include metals, acids, solvents, plastics, polymers, oils, and other regulated substances identified through chemical compliance reviews. These evaluations consider the potential for contaminants to enter water bodies through wastewater discharges, waste handling activities, accidental releases, or improper disposal. Information generated through these processes supports pollution prevention, waste management controls, supplier engagement, regulatory compliance, and continual improvement activities intended to minimize potential impacts on water ecosystems and human health.
[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 UEI's value chain include regulated metals contained in electronic components and inorganic chemicals used in certain upstream manufacturing processes. Various inorganic substances are regulated under requirements such as the EU RoHS Directive and REACH Regulation Candidate List. If improperly managed, these substances could enter water bodies through wastewater discharges, accidental releases, improper waste disposal, or leaching from waste materials. Contamination of surface water or groundwater may adversely affect aquatic organisms, vegetation, local ecosystems, and human health through toxicity, persistence, or bioaccumulation. Within UEI operations, potential impacts are managed through environmental controls and waste management procedures. At GTY, production water is not directly discharged to rivers or municipal canals. Most production water is evaporated or recirculated, while a small portion becomes hazardous waste that is transferred to designated treatment organizations. Other facilities primarily manage domestic wastewater in accordance with local requirements. In the upstream value chain, inorganic pollutants may be associated with raw materials, components, and manufacturing activities. UEI evaluates these substances through its chemical compliance program and supplier management processes.

(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

☑ Water recycling

☑ Resource recovery

☑ Reduction or phase out of hazardous substances

☑ Improving wastewater treatment processes/capacity

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Requirement for suppliers to comply with regulatory requirements

☑ Implementation of Best Available Techniques (BATs) for pollution control

☑ 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) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ Compliance with discharge permits / regulatory limits

☑ Zero incidents (spills, exceedances, waterborne disease cases)

☑ Third-party audits and/or certification

(2.5.1.6) Please explain

UEI minimizes the potential impacts of inorganic pollutants through environmental management systems, chemical compliance programs, waste management controls, supplier oversight, and product stewardship initiatives. Manufacturing facilities operate under EHS programs and ISO 14001-certified environmental management systems that establish requirements for regulatory compliance, hazardous waste management, chemical handling, storage controls, environmental

monitoring, and corrective actions. These controls help prevent regulated substances from entering water bodies and reduce potential impacts on ecosystems and human health. Within the supply chain, UEI's chemical compliance program utilizes supplier declarations, material disclosures, requests for information, data validation, and laboratory testing to verify compliance with applicable requirements, including the EU RoHS Directive and REACH Regulation. Suppliers are required to comply with environmental laws and UEI's Supplier Code of Conduct. Downstream, UEI provides product disposal guidance and supports product return and refurbishment programs. Effectiveness is evaluated through ISO 14001 audits, compliance reviews, environmental monitoring activities where applicable, supplier assessments, chemical testing results, corrective action tracking, and regulatory compliance performance.

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 synthetic organic compounds (SOCs) associated with UEI's value chain include plastics and polymers used in product components and packaging, as well as solvents utilized in certain upstream manufacturing processes. Various SOCs are regulated under requirements such as the EU REACH Regulation Candidate List. If improperly managed, these substances could enter water bodies through wastewater discharges, accidental releases, improper disposal of waste materials, or leaching during waste handling. Contamination of surface water or groundwater may adversely affect aquatic organisms, vegetation, and local ecosystems. Certain SOCs may persist in the environment and contribute to long-term impacts on water quality and aquatic life, while exposure to contaminated water resources may also present risks to human health. Within UEI operations, potential impacts are managed through environmental controls and waste management procedures. At GTY, production water is not directly discharged to rivers or municipal canals, with most production water either evaporated or recirculated and a small portion managed as hazardous waste through designated treatment. Other facilities primarily manage domestic wastewater in accordance with local requirements. In the upstream value chain, SOCs may be associated with raw materials, components, packaging materials, and manufacturing activities. UEI evaluates these substances through its chemical compliance program and supplier management processes.

(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

☑ Water recycling

☑ Resource recovery

☑ Reduction or phase out of hazardous substances

☑ Improving wastewater treatment processes/capacity

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Requirement for suppliers to comply with regulatory requirements

☑ Implementation of Best Available Techniques (BATs) for pollution control

☑ 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) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ Compliance with discharge permits / regulatory limits

☑ Zero incidents (spills, exceedances, waterborne disease cases)

☑ Third-party audits and/or certification

(2.5.1.6) Please explain

UEI minimizes the potential impacts of synthetic organic compounds through environmental management systems, chemical compliance programs, waste management controls, supplier oversight, and product stewardship initiatives. Manufacturing facilities operate under EHS programs and ISO 14001-certified environmental management systems that establish requirements for waste management, chemical handling, storage controls, environmental monitoring, regulatory compliance, and corrective actions. These controls help reduce the potential for SOCs to enter water bodies and adversely affect ecosystems or human health. Within the supply chain, UEI's chemical compliance program utilizes supplier declarations, material disclosures, requests for information, data validation, and laboratory testing to verify compliance with applicable requirements, including the EU RoHS Directive and REACH Regulation. Suppliers are required to comply with environmental laws and UEI's Supplier Code of Conduct. Downstream, UEI provides product disposal guidance and supports product return and refurbishment programs intended to reduce improper disposal of products and materials. Effectiveness is evaluated through ISO 14001 audits, compliance reviews, supplier assessments, chemical testing results, corrective action tracking, and regulatory compliance performance.
[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 water-related risks within our operations and value chain; however, no water-related risks have been determined to represent a substantive effect on the organization as defined in CDP section 2.4. These assessments consider the likelihood, severity, operational impact, financial impact, and potential effect on our ability to deliver products to customers within acceptable timeframes and cost expectations. In 2025, UEI withdrew approximately 195 megaliters of water, with approximately 96% of water withdrawal occurring at manufacturing facilities and approximately 88% of total withdrawal occurring at GTY. No manufacturing facilities were identified as operating in areas of higher water-related risk, and total water withdrawal decreased 8.5% year over year. Water-related risks identified within operations include water availability, wastewater management, regulatory compliance, infrastructure reliability, and potential

impacts from changing environmental conditions. At GTY, which represents the majority of UEI's water use, production water is supplied through municipal sources. More than 60% of production water is evaporated during operations, approximately 38% remains circulating within production systems, and only a small percentage becomes hazardous waste that is transferred to designated treatment organizations. GTY does not directly discharge production wastewater to rivers or municipal canals. Other facilities primarily generate domestic wastewater managed in accordance with local requirements. Upstream risks include water use and wastewater management associated with raw material extraction, component manufacturing, and chemical processing. Downstream risks include potential water impacts associated with product disposal and end-of-life management. UEI manages these risks through supplier due diligence, chemical compliance programs, environmental management systems, waste management controls, and product stewardship initiatives. Based on the results of these assessments and existing controls, UEI has determined that identified water-related risks are unlikely to result in expenditure increases, revenue reductions, operational disruption, or reputational impacts necessary to meet the company's defined threshold for a substantive effect. As a result, while water-related risks exist and continue to be monitored, none are currently anticipated to have a substantive effect on the organization.
[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 concern and/or negative feedback from partners and stakeholders

(3.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Downstream value chain

(3.1.1.9) Organization-specific description of risk

As stated in UEI's 2025 Form 10-K, "increased public awareness and adverse publicity about potential impacts on climate change emanating from us or our industry could harm us." Increased concern and/or negative feedback from partners and stakeholders is considered a climate-related transition risk that may affect reputation, customer demand, investor confidence, and business opportunities. The risk is driven by increasing stakeholder expectations related to climate action, greenhouse gas emissions management, environmental stewardship, product sustainability, supply chain transparency, and sustainability disclosures. Key stakeholders include customers, investors, suppliers, employees, regulators, and industry organizations. Failure to meet stakeholder expectations or effectively communicate progress against environmental commitments could result in increased scrutiny, reduced customer demand, loss of business opportunities, reduced competitiveness in customer sourcing decisions, or reputational damage. This risk is particularly relevant in regions where customers, regulators, and investors place significant emphasis on environmental performance and sustainability disclosures, including North America, Europe, and Asia-Pacific. UEI monitors this risk through stakeholder engagement, sustainability reporting, customer assessments, ESG ratings, sustainability governance processes, and participation in industry initiatives.

(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 adversely affect UEI's reputation, customer demand, investor confidence, and business opportunities. The primary financial effects would be reduced revenue resulting from lost sales opportunities, reduced participation in customer sourcing decisions, or decreased demand for products if stakeholders perceive UEI's climate-related performance or disclosures as inadequate. Additional financial effects could include increased expenditures associated with sustainability programs, reporting requirements, customer compliance requests, regulatory compliance activities, and stakeholder engagement efforts. Consistent with UEI's definition of a substantive effect for climate-related reporting, this risk could result in an approximate 2-5% reduction in revenue associated with reputation-related transition risks arising from increased stakeholder concern or negative stakeholder feedback regarding sustainability performance. Reduced revenue and increased operating expenditures could negatively affect financial performance and operating cash flows. The specific financial effect has not been quantified beyond this threshold because the level of measurement uncertainty is high and the effects of reputational risks cannot be separately identified from other market, customer, competitive, and economic factors. The actual financial impact would depend on the extent of stakeholder concern, resulting business impacts, and the duration of the event. 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 reported cost of response is zero because the activities described are incorporated into existing operational, environmental, health and safety, business continuity, facilities management, sustainability, and risk management budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related risk response activities. UEI will continue to monitor climate-related risks, response activities, and associated expenditures through existing management processes and will evaluate additional investments or mitigation measures as warranted by future conditions, business needs, regulatory developments, or risk assessments. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.1.1.29) Description of response

To mitigate the risk of increased partner and stakeholder concern or negative feedback, UEI maintains sustainability governance, stakeholder engagement, environmental compliance, and transparency programs designed to address evolving customer, investor, employee, supplier, and regulatory expectations. UEI manages this risk through its Executive Sustainability Steering Committee and Environmental Working Group, which oversee environmental strategy, sustainability objectives, climate-related assessments, materiality assessments, and related risk management activities. Environmental risks, stakeholder expectations, and regulatory developments are periodically reviewed to identify areas requiring additional action or disclosure. UEI maintains public sustainability commitments, conducts greenhouse gas inventory reporting, performs climate scenario analysis, supports environmental management systems, and continues to evaluate opportunities to improve operational environmental performance, product sustainability, supply chain transparency, and sustainability reporting practices. The company also engages suppliers through due diligence activities and environmental expectations contained within its Supplier Code of Conduct. UEI participates in industry initiatives, including the Responsible Business Alliance (RBA), and supports environmental objectives aligned with UN Sustainable Development Goals, including Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13). These activities are intended to strengthen stakeholder confidence, support customer requirements, reduce reputational risk, and maintain business opportunities. UEI does not currently anticipate disposing of any assets in response to this risk. The expected effect of these actions is enhanced transparency, stronger stakeholder relationships, and reduced exposure to reputation-related climate transition risks.

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

(3.1.1.9) Organization-specific description of risk

Flooding represents a climate-related physical risk identified through UEI's climate scenario analysis and environmental risk assessment processes. Increased precipitation, severe storms, and localized flooding may result in damage to facilities, equipment, inventory, transportation infrastructure, or supplier operations. These impacts could disrupt production, delay shipments, increase maintenance and repair costs, and affect UEI's ability to deliver products to customers within expected timeframes. The risk is most relevant for manufacturing facilities, logistics networks, and critical suppliers located in regions susceptible to flooding or severe weather events. UEI evaluates flooding risk across short-, medium-, and long-term planning horizons and incorporates findings into emergency preparedness, business continuity, facility management, insurance, and supply chain risk management activities. Identified vulnerabilities are monitored and considered as part of resilience planning and operational decision-making.

(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 adversely affect UEI’s financial position, financial performance, and cash flows through physical damage, operational disruption, and supply chain interruption. The primary financial effects could include increased expenditures for facility, equipment, inventory, and infrastructure repairs, as well as reduced

revenue from production delays, temporary facility closures, inventory shortages, or delayed customer deliveries. These effects could reduce operating margins and operating cash flows and may require additional capital expenditures for repairs, recovery, or resilience measures. Consistent with UEI's definition of a substantive effect for climate-related reporting, severe flooding could result in a 2% to 5% increase in expenditures associated with maintenance, repairs, and recovery activities and/or a 2% to 5% reduction in revenue associated with operational delays or supply chain-related inventory shortages. The specific financial effect has not been quantified beyond these thresholds because the level of measurement uncertainty is high and the effects of flooding cannot be separately identified from other operational, supply chain, and economic factors. The actual effect would depend on the location, severity, duration, and geographic reach of the event, as well as the facilities, suppliers, transportation routes, and inventory affected. 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 reported cost of response is zero because the activities described are incorporated into existing operational, environmental, health and safety, business continuity, facilities management, sustainability, and risk management budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related risk response activities. UEI will continue to monitor climate-related risks, response activities, and associated expenditures through existing management processes and will evaluate additional investments or mitigation measures as warranted by future conditions, business needs, regulatory developments, or risk assessments. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.1.1.29) Description of response

To mitigate flood-related risks, UEI maintains emergency preparedness, business continuity, facility management, supply chain resilience, and insurance programs. Emergency response plans establish procedures for responding to severe weather events, including employee safety measures, communication protocols, incident response activities, and business recovery actions. Employees receive training on emergency procedures, and facilities periodically review preparedness measures to support an effective response to potential disruptions. UEI evaluates flooding risk through climate-related assessments, environmental risk assessments, and facility management activities. Findings are incorporated into resilience planning and operational decision-making processes. Where appropriate, facilities may implement site-specific measures to reduce potential impacts associated with severe weather events and flooding. To reduce supply chain vulnerabilities, UEI utilizes a diversified supplier network and monitors supply chain risks through sourcing, procurement, and business continuity processes. These activities help reduce the potential impact of localized flooding events affecting suppliers, transportation routes, or logistics infrastructure. UEI also maintains insurance coverage intended to reduce the potential financial impact of property damage and business interruption resulting from covered events. The expected effect of these actions is reduced operational disruption, improved business continuity, enhanced employee safety, and lower financial exposure associated with flooding events. UEI does not currently anticipate disposing of any assets in response to this risk.

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

(3.1.1.9) Organization-specific description of risk

Heat waves represent a climate-related physical risk identified through UEI's climate scenario analysis and environmental risk assessment processes. Extended periods of extreme heat may increase facility energy consumption, raise operating costs, reduce production efficiency, and contribute to operational disruptions. Heat waves may also affect employee health and safety, particularly in manufacturing and warehouse environments, resulting in heat stress, heat exhaustion, or reduced productivity. The risk is most relevant for manufacturing facilities and logistics operations located in regions susceptible to prolonged high temperatures. UEI evaluates heat-related risks across short-, medium-, and long-term planning horizons and incorporates findings into health and safety programs, emergency

preparedness plans, facility management activities, business continuity planning, and climate resilience initiatives. Employee training, hydration programs, rest breaks, and cooling measures help reduce potential impacts to operations and personnel.

(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 could adversely affect UEI's financial position, financial performance, and cash flows through increased operating costs, reduced productivity, and operational disruption. The primary financial effects could include higher energy expenditures associated with cooling systems, increased health and safety costs, and capital investments in facility improvements designed to maintain safe and reliable operations during periods of extreme heat. Acute heat events may also reduce productivity, disrupt operations, delay production schedules, and affect UEI's ability to deliver products to customers within expected timeframes. Consistent with UEI's definition of a substantive effect for climate-related reporting, heat waves could contribute to a 2% to 5% increase in expenditures associated with higher energy costs, cooling infrastructure investments, and operational adaptation measures, and/or a 2% to 5% reduction in revenue resulting from operational disruptions caused by acute heat events. The specific financial effect has not been quantified beyond these thresholds because the level of measurement uncertainty is high and the

effects of extreme heat cannot be separately identified from other operational, labor, energy, and economic factors. The actual effect would depend on the severity, frequency, duration, and geographic scope of heat events. 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 reported cost of response is zero because the activities described are incorporated into existing operational, environmental, health and safety, business continuity, facilities management, sustainability, and risk management budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related risk response activities. UEI will continue to monitor climate-related risks, response activities, and associated expenditures through existing management processes and will evaluate additional investments or mitigation measures as warranted by future conditions, business needs, regulatory developments, or risk assessments. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.1.1.29) Description of response

To mitigate heat wave-related risks, UEI maintains health and safety programs, emergency preparedness procedures, facility management processes, and climate resilience initiatives. Facilities implement measures designed to protect employees during extreme heat events, including access to hydration, rest breaks, cooling areas, and training on the recognition and prevention of heat-related illnesses. These programs are intended to reduce safety risks, minimize productivity losses, and support operational continuity. UEI evaluates heat-related risks through climate-related assessments, environmental risk assessments, and facility management activities. Findings are incorporated into business continuity planning, resilience initiatives, and operational decision-making processes. The company continues to evaluate and implement energy-efficient cooling systems, facility improvements, and other measures intended to reduce the effects of extreme temperatures on

operations and personnel. The expected effect of these actions is improved employee safety, reduced operational disruption, lower exposure to heat-related productivity losses, and enhanced resilience to extreme heat events. UEI does not currently anticipate disposing of any assets in response to this risk.

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

(3.1.1.9) Organization-specific description of risk

Heat stress represents a chronic climate-related physical risk identified through UEI's climate scenario analysis and environmental risk assessment processes. Rising average temperatures may increase facility energy consumption, climate control costs, and expenditures associated with cooling systems, building improvements, and operational adaptation measures. Prolonged periods of elevated temperatures may also affect workforce productivity, employee comfort, labor availability, and operational efficiency. The risk is most relevant for manufacturing facilities and logistics operations located in warmer climates. UEI evaluates heat stress risk across short-, medium-, and long-term planning horizons and incorporates findings into facility management, energy efficiency programs, capital planning, business continuity activities, and climate resilience initiatives. Investments in energy-efficient cooling systems, facility improvements, and workplace health and safety programs help reduce potential impacts on operations and personnel.

(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 could adversely affect UEI's financial position, financial performance, and cash flows through increased operating costs, higher energy consumption, capital investments, and reduced workforce productivity. The primary financial effects could include increased expenditures associated with climate control systems, energy-efficient cooling equipment, facility upgrades, and other adaptation measures necessary to maintain safe operating conditions in warmer climates. Prolonged heat stress may also affect employee productivity, labor availability, and operational efficiency, potentially increasing operating costs and affecting production output. Consistent with UEI's definition of a substantive effect for climate-related reporting, heat stress could contribute to a 2% to 5% increase in expenditures associated with increased energy use, cooling infrastructure investments, and facility adaptation measures. Reduced productivity and labor-related impacts could also adversely affect operating performance and cash flows. The specific financial effect has not been quantified beyond these thresholds because the level of measurement uncertainty is high and the effects of heat stress cannot be separately identified from other operational, labor, energy, and economic factors. The actual effect would depend on the severity, duration, frequency, and geographic distribution of temperature increases and related workforce impacts. 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

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 reported cost of response is zero because the activities described are incorporated into existing operational, environmental, health and safety, business continuity, facilities management, sustainability, and risk management budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related risk response activities. UEI will continue to monitor climate-related risks, response activities, and associated expenditures through existing management processes and will evaluate additional investments or mitigation measures as warranted by future conditions, business needs, regulatory developments, or risk assessments. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.1.1.29) Description of response

To mitigate heat stress-related risks, UEI maintains health and safety programs, facility management processes, energy efficiency initiatives, and climate resilience planning activities. Facilities implement measures designed to protect employees from prolonged exposure to elevated temperatures, including access to hydration, rest breaks, cooling areas, and training on the recognition and prevention of heat-related illnesses. These programs help reduce health and safety risks, support workforce productivity, and maintain operational continuity. UEI evaluates heat stress risk through climate-related assessments, environmental risk assessments, and facility management reviews. Findings are incorporated into capital planning, business continuity activities, energy management programs, and long-term resilience initiatives. The company continues to evaluate and implement energy-efficient cooling systems, building insulation improvements, and other facility upgrades intended to reduce energy consumption and climate control costs while maintaining safe working conditions. The expected effect of these actions is improved employee well-being, reduced productivity losses, lower exposure to increasing climate control costs, and enhanced resilience to long-term temperature increases. UEI does not currently anticipate disposing of any assets in response to this risk.
[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, UEI evaluated the asset replacement value (ARV) of operational locations identified as having medium-high or high exposure to acute and chronic climate-related physical risks through its climate scenario analysis. In 2023, a third-party assessment evaluated UEI's global operations using ESRI Geographic Information System (GIS) software, historical climate data, Representative Concentration Pathways (RCPs), and Shared Socioeconomic Pathways (SSPs). Risks evaluated included flooding, heat waves, heat stress, changing precipitation patterns, and other climate-related physical impacts. The aggregated ARV of locations identified as medium-high or high risk was compared to UEI's total asset base as reported in its Form 10-K. Key assumptions include the accuracy of climate models, geospatial asset data, asset replacement values, and projected future climate conditions. 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.

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 potential impact of reputation-related climate transition risks associated with increased partner and stakeholder concern or negative feedback regarding sustainability performance. Consistent with UEI's definition of a substantive effect for climate-related reporting, a hypothetical 2.5% reduction in revenue was used as the threshold for evaluating potential impacts associated with this risk. This assessment reflects the

potential for reduced customer demand, loss of business opportunities, reduced competitiveness in customer sourcing decisions, or other adverse business impacts resulting from reputational harm. The evaluation was performed using UEI's total annual revenue as reported in its Form 10-K. The specific financial effect has not been quantified beyond this threshold because the level of measurement uncertainty is high and the effects of reputational risks cannot be separately identified from other market, customer, competitive, regulatory, and economic factors. The actual financial effect would depend on the nature, duration, and extent of stakeholder concerns and resulting business impacts. 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?

(3.3.1) Water-related regulatory violations

Select from:
☑ No

(3.3.3) Comment

UEI monitors water-related regulatory compliance through site-level environmental management processes, periodic compliance reviews, and escalation procedures. Based on our review of water-related regulatory matters during the reporting year, no fines, enforcement orders, or other penalties were issued to the company.
[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?

UEI's strategy for complying with existing and emerging carbon pricing systems, including ETS, Cap-and-Trade, and Carbon Tax programs, is based on regulatory monitoring, legal review, product and sustainability compliance processes, and emissions management initiatives. UEI monitors regulatory developments through industry associations, including the Responsible Business Alliance (RBA), external advisors, and internal legal and compliance functions. Regulatory requirements

are evaluated and incorporated into relevant policies, procedures, and business processes as appropriate. UEI supports compliance through greenhouse gas inventory management, climate-related assessments, product-level carbon accounting initiatives, and implementation of emissions reduction projects. The company has established public science-aligned emissions reduction targets and continues to evaluate opportunities to reduce emissions, improve energy efficiency, and enhance environmental performance. While UEI does not currently utilize an internal carbon price, management continues to monitor emerging carbon pricing requirements and will evaluate additional actions as regulatory developments warrant.

(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

UEI's environmental assessment processes, including climate scenario analysis, environmental management systems, water performance monitoring, materiality assessments, and risk management activities, have identified water-related opportunities within our operations and value chain. However, UEI has not identified any water-related opportunities that are anticipated to have a substantive effect on the organization, as defined in CDP section 2.4. Potential opportunities include improvements in water efficiency, wastewater management, operational performance, infrastructure optimization, and resource conservation. In 2025, UEI withdrew approximately 195 megaliters of water, with approximately 96% of total withdrawal occurring at manufacturing facilities and approximately 88% occurring at GTY. No

manufacturing facilities were identified as operating in areas of higher water-related risk, and total water withdrawal decreased approximately 8.5% year over year. While UEI continues to evaluate opportunities to improve water efficiency and environmental performance, the company's relatively limited dependence on water-intensive manufacturing processes and existing water management practices reduce the likelihood that identified water-related opportunities would result in the expenditure reductions, revenue increases, operational improvements, or reputational benefits necessary to meet UEI's threshold for a substantive effect. Accordingly, although water-related opportunities exist and continue to be monitored, none are currently anticipated to have a substantive effect on the organization. [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

☑ Brazil

☑ Mexico

☑ Viet Nam

☑ Japan
☑ Spain
☑ United States of America
☑ China, Hong Kong Special Administrative Region
☑ Netherlands
☑ Korea (The Republic of)

(3.6.1.8) Organization specific description

Shifting customer and stakeholder preferences toward more sustainable and environmentally responsible products represents a climate-related opportunity for UEI. As customers increasingly evaluate suppliers based on environmental performance, greenhouse gas emissions, product sustainability, and sustainability disclosures, opportunities may arise to strengthen customer relationships, improve competitiveness in sourcing decisions, and expand demand for products that support energy efficiency and sustainability objectives. This opportunity is directly linked to the climate-related transition risk associated with increased partner and stakeholder concern or negative feedback. Improvements in environmental performance, sustainability transparency, and product sustainability may help mitigate that risk while creating opportunities for revenue growth and business development. UEI continues to evaluate opportunities to improve product sustainability, operational environmental performance, supply chain transparency, and climate-related disclosures. This opportunity is particularly relevant in geographies where customer sustainability requirements and environmental expectations continue to evolve.

(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, investments in product development, sustainability initiatives, environmental performance improvements, and sustainability reporting may increase operating expenditures. These activities may also strengthen customer relationships, improve competitiveness in customer sourcing decisions, and support revenue growth opportunities. In the medium and long term, increasing customer and stakeholder demand for sustainable and environmentally responsible products may contribute to increased sales, new business opportunities, and enhanced customer retention. Consistent with UEI's definition of a substantive effect for climate-related reporting, this opportunity could contribute to an approximately 5% increase in revenue associated with sustainable products, services, and related business opportunities. Increased revenue and stronger customer relationships may positively affect financial performance, financial position, and operating cash flows over time. The specific financial effect has not been quantified beyond this threshold because the level of measurement uncertainty is high and the effects of changing customer preferences cannot be separately identified from other market, competitive, technological, and economic factors. The actual financial effect will depend on customer adoption rates, market conditions, product development activities, and stakeholder expectations. However, these estimates are subject to a high level of uncertainty. 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 reported cost to realize this opportunity is zero because the activities described are incorporated into existing operational, facilities management, sustainability, engineering, procurement, and business planning budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related opportunity initiatives. UEI will continue to monitor climate-related opportunities, associated activities, and any related expenditures through existing management processes and will evaluate additional investments as warranted by business needs, market conditions, operational priorities, or emerging opportunities. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.6.1.26) Strategy to realize opportunity

UEI's strategy to realize this opportunity focuses on enhancing product sustainability, improving environmental performance, strengthening sustainability disclosures, and supporting customer environmental objectives. The company incorporates environmental considerations into product design, packaging, and lifecycle management activities and continues to evaluate opportunities to reduce environmental impacts associated with products and operations. Examples include products that improve energy efficiency, utilize recycled content, reduce packaging impacts, support automation and sensing applications, and enable customers to reduce energy consumption through smart home and connected-device solutions. UEI also continues to evaluate product-level carbon accounting initiatives, supply chain transparency improvements, and other sustainability programs that support evolving customer expectations. This opportunity is prioritized because it is directly linked to the climate-related transition risk associated with increased partner and stakeholder concern or negative feedback. Successfully responding to changing customer preferences may strengthen customer relationships, improve competitiveness in sourcing decisions, support revenue growth opportunities, and reduce reputation-related risks. UEI also supports sustainability initiatives through participation in industry programs, including the Responsible Business Alliance (RBA), and through ongoing environmental performance improvement efforts.

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

☑ China

☑ Brazil

☑ India
☑ Italy
☑ Japan
☑ Spain
☑ United States of America
☑ China, Hong Kong Special Administrative Region
☑ Mexico
☑ Viet Nam
☑ Netherlands
☑ Korea (The Republic of)

(3.6.1.8) Organization specific description

Increased energy efficiency across UEI's operations and facilities, coupled with participation in renewable energy programs, represents a climate-related opportunity. Improvements in energy efficiency can reduce operating costs, lower greenhouse gas emissions, improve environmental performance, and strengthen resilience to potential increases in energy costs associated with climate change and energy transition activities. This opportunity is directly linked to the climate-related risks associated with heat waves and heat stress. Actions that improve energy performance may reduce climate control costs, lower energy consumption, improve operational efficiency, and mitigate exposure to increasing energy costs. UEI pursues this opportunity through proactive equipment maintenance, optimization of facility systems, equipment upgrades, building management systems, lighting controls, and evaluation of energy-efficient technologies. The company also monitors energy, water, and waste performance data to identify efficiency opportunities, track progress, and support continuous improvement activities across its operations. This opportunity is relevant across manufacturing and administrative facilities globally and may contribute to both environmental and financial performance improvements.

(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 and participation in renewable energy programs may positively affect UEI's financial position, financial performance, and cash flows through reductions in operating expenses associated with energy consumption and facility operations. Energy optimization initiatives, facility improvements, equipment upgrades, and renewable energy programs may reduce exposure to energy price increases while improving operational efficiency and environmental performance. Consistent with UEI's definition of a substantive effect for climate-related reporting, this opportunity could contribute to an approximately 5% reduction in indirect operating costs associated with energy efficiency projects, facility optimization initiatives, and renewable energy programs. Reduced operating expenses may improve operating margins and operating cash flows over time. The specific financial effect has not been quantified beyond this threshold because the level of measurement uncertainty is high and the effects of individual projects cannot be separately identified from other operational, energy, and market factors. The actual financial effect will depend on project implementation, energy prices, facility conditions, technology performance, and future operational requirements. However, these estimates are subject to a high level of uncertainty. 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 reported cost to realize this opportunity is zero because the activities described are incorporated into existing operational, facilities management, sustainability, engineering, procurement, and business planning budgets and processes. Accordingly, UEI does not separately track incremental expenditures associated with these specific climate-related opportunity initiatives. UEI will continue to monitor climate-related opportunities, associated activities, and any related expenditures through existing management processes and will evaluate additional investments as warranted by business needs, market conditions, operational priorities, or emerging opportunities. These estimates are subject to a high level of uncertainty. The information provided is for climate-related reporting purposes and is not incorporated by reference into any report or document filed with the SEC.

(3.6.1.26) Strategy to realize opportunity

UEI's strategy to realize this opportunity focuses on improving energy efficiency, reducing operating costs, enhancing environmental performance, and strengthening resilience to energy price increases and potential regulatory changes. The company has implemented and continues to evaluate initiatives including proactive equipment maintenance, regular optimization of facility systems, equipment upgrades, building management systems, lighting controls, and other energy efficiency measures. UEI also continues to evaluate renewable energy opportunities, including additional onsite renewable energy installations where technically and economically feasible. Energy, water, and waste performance data are monitored to identify efficiency opportunities, support continuous improvement activities, and track progress against environmental objectives. This opportunity is prioritized because it is directly linked to climate-related risks associated with heat waves, heat stress, increasing energy costs, and energy transition impacts. Improvements in energy efficiency may reduce exposure to these risks while supporting operating cost reductions and environmental goals. Compared to other climate-related opportunities, this opportunity is prioritized because it leverages existing operational processes, can be implemented across multiple facilities, and may generate both environmental and financial benefits through improved efficiency and reduced resource consumption.
[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 operating expenditures (OPEX) aligned with climate-related opportunities, UEI evaluated initiatives associated with increased energy efficiency and participation in renewable energy programs across its operations. Energy performance data, facility-level assessments, and operational reviews were used to identify energy-saving opportunities, estimate potential cost reductions, and evaluate the financial effects of energy efficiency projects and renewable energy initiatives. The figure provided represents an estimate of annual operating cost savings associated with these activities and is aligned with UEI's definition of a substantive climate-related opportunity. The actual financial effect will depend on project implementation, facility conditions, energy prices, technology performance, and future operational requirements. 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 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 potential impact of opportunities associated with shifting customer and stakeholder preferences toward more sustainable and environmentally responsible products and services. Consistent with UEI's definition of a substantive effect for climate-related reporting, a hypothetical 5% increase in revenue was used as the threshold for evaluating potential impacts associated with this opportunity. This assessment reflects the potential for increased customer demand, improved competitiveness in customer sourcing decisions, enhanced customer retention, and new business opportunities resulting from sustainability-related offerings and environmental performance improvements. The evaluation was performed using UEI's total annual revenue as reported in its Form 10-K. The specific financial effect has not been quantified beyond this threshold because the level of measurement uncertainty is high and the effects of changing customer preferences cannot be separately identified from other market, competitive, technological, and economic factors. The actual financial effect will depend on customer adoption rates, market conditions, product development activities, and stakeholder expectations. 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 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

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ 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 as relevant, no less than annually. These updates are provided by the Ethics and Sustainability function leads. These briefings include information on sustainability discussions from the 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.

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
- ☑ Overseeing and guiding the development of a business strategy
- ☑ Monitoring supplier compliance with organizational requirements
- ☑ Monitoring compliance with corporate policies and/or commitments
- ☑ 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 as relevant, no less than annually. These updates are provided by the Ethics and Sustainability function leads. These briefings include detailed information on sustainability discussions from the 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.

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 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

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ 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 as relevant, no less than annually. These updates are provided by the Ethics and Sustainability function leads. These briefings include detailed information on sustainability discussions from the 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.
[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
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:

☑ Annually

(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 Environmental Working Group (EWG) 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 updates to the Corporate Governance, Sustainability, and Nominating Committee of the Board, including results from the ESSC, EWG, 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:

☑ Annually

(4.3.1.6) Please explain

The highest senior management-level body responsible for water-related issues is the CEO and Executive Sustainability Steering Committee (ESSC), which oversees environmental risks, opportunities, goals, performance, and disclosures, including water-related matters. The ESSC is supported by the Ethics and Sustainability function, which coordinates water-related assessments, environmental management activities, sustainability reporting, and performance monitoring across the organization. UEI's environmental risk assessments have identified water-related risks within its operations and value chain; however, no water-related risks have been determined to represent a substantive effect on the organization as defined in CDP section 2.4. These assessments consider the likelihood, severity, operational impact, financial impact, and potential effect on UEI's ability to deliver products to customers within acceptable timeframes and cost expectations. In 2025, UEI withdrew approximately 195 megaliters of water, with approximately 96% of water withdrawal occurring at manufacturing facilities and approximately 88% occurring at GTY. No manufacturing facilities were identified as operating in areas of higher water-related risk, and total water withdrawal declined approximately 8.5% year over year. At GTY, most production water is evaporated or recirculated within production systems, with only a small percentage managed as hazardous waste through designated treatment organizations. GTY does not directly discharge production wastewater to rivers or municipal canals. Other facilities primarily generate domestic wastewater managed in accordance with local requirements. Based on these assessments and controls, UEI has determined that identified water-related risks are unlikely to result in the expenditure increases, revenue reductions, operational disruption, or reputational impacts necessary to meet the company's threshold for a substantive effect.

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:

☑ Annually

(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, EWG, 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
☑ 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:
☑ Annually

(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 Environmental Working Group (EWG) 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, EWG, 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

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

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

UEI is a Regular Member of the Responsible Business Alliance (RBA) and has participated in the organization since 2022. The RBA promotes responsible business conduct across global supply chains through standards covering labor, health and safety, environment, ethics, and management systems. UEI incorporates the RBA Code of Conduct into its operations, supplier expectations, and sustainability programs. Environmental elements of the RBA framework include environmental permits and reporting, pollution prevention, resource reduction, hazardous substance management, solid waste management, air emissions, material restrictions, water management, energy consumption, and greenhouse gas emissions management. UEI utilizes RBA tools, guidance, self-assessment questionnaires, audit protocols, supplier engagement resources, training programs, and emissions management tools to support environmental compliance, supply chain due diligence, emissions

management, and continuous improvement efforts across its operations and value chain. The company also uses RBA Self-Assessment Questionnaires (SAQs), RBA Validated Assessment Program (VAP) audits, and supplier engagement activities to assess and improve environmental performance within its supply chain. [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

Yes

☑ 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 :RBA Code of Conduct

(4.11.4) Attach commitment or position statement

RBA Press Release.pdf

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

Select from:

☑ Unknown

(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:

☑ Consistent

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

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

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.

(4.11.2.9) 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

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:
☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply
☑ GRI
☑ TCFD
☑ Other, please specify :SASB

(4.12.1.4) Environmental issues covered in publication

Select all that apply
☑ Climate change
☑ Water
☑ Biodiversity

(4.12.1.5) Status of the publication

Select from:

☑ Complete

(4.12.1.6) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Risks & Opportunities

☑ Water-related targets

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Climate-related targets

☑ Water accounting figures

☑ Greenhouse gas emissions figures

☑ Content of environmental policies

(4.12.1.7) Page/section reference

See all

(4.12.1.8) Attach the relevant publication

2025 Ethics and Sustainability Report.pdf

(4.12.1.9) Comment

UEI's Annual Sustainability Report for the CY 2025
[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:
☑ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently
[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) 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) 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) 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) 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) 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) 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) 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) 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 influence of the scenario analysis on the selected business processes

The scenario narratives used as part of UEI's climate scenario analysis encompass a range of Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs), including RCP 2.6/SSP1, RCP 4.5/SSP2, RCP 6.0/SSP3, and RCP 8.5/SSP5. These scenarios evaluate a range of greenhouse gas concentration trajectories, societal responses, and resulting climate impacts. The analysis considered short-term (1-10 years), medium-term (10-25 years), and

long-term (25+ years) time horizons. Eighteen physical assets were assessed under these scenarios using a climate risk matrix that evaluated exposure to both physical and transition risks. Assets were ranked internally based on their overall business importance, including revenue contribution, logistics considerations, inventory levels, compliance requirements, operational significance, and customer support activities. When focusing on the most material locations and risks, the highest-risk climate metrics identified included hurricanes, cyclones, flooding, heat waves, heat stress, and tsunami exposure. Potential impacts identified through the analysis include reduced revenue from decreased production capacity, transportation disruptions, and supply chain interruptions; increased expenditures associated with maintenance, repairs, adaptation measures, and resilience investments; physical damage to facilities and infrastructure; increased energy consumption and climate control costs; and increased insurance costs or reduced availability of insurance in higher-risk areas. The analysis also evaluated climate-related transition risks and opportunities, including changing stakeholder expectations, evolving regulations, renewable energy availability, energy efficiency improvements, sustainable products and services, and technology innovations. The assessment identified opportunities associated with improved energy efficiency, participation in renewable energy programs, and shifting customer preferences toward more sustainable products and services. The results informed UEI's climate-related risk assessments, resilience planning, sustainability goals, environmental roadmap, and financial planning processes. The assessment highlighted the importance of emergency preparedness, supply chain diversification, environmental compliance, energy efficiency initiatives, renewable energy opportunities, and continued integration of environmental considerations into business planning. It also reinforced connections between climate change and broader environmental issues, including water management, resource efficiency, and environmental performance. UEI's climate-related strategy considers short-, medium-, and long-term impacts. In the short term, the company focuses on regulatory compliance, operational resilience, energy efficiency, renewable energy opportunities, product sustainability, and protection of critical assets. In the medium term, UEI intends to expand energy efficiency initiatives, renewable energy participation, and integration of environmental considerations into product development and decision-making processes. In the long term, UEI intends to continue pursuing its public science-aligned emissions reduction goals, improve resilience to physical climate impacts, and support long-term sustainable business growth.

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 influence of the scenario analysis on the selected business processes

UEI's environmental risk assessments have identified water-related risks within its operations and value chain; however, no water-related risks have been determined to represent a substantive effect on the organization as defined in CDP section 2.4. These assessments consider the likelihood, severity, operational impact, financial impact, and potential effect on UEI's ability to deliver products to customers within acceptable timeframes and cost expectations. In 2025, UEI withdrew approximately 195 megaliters of water, with approximately 96% of water withdrawal occurring at manufacturing facilities and approximately 88% occurring at GTY. No manufacturing

facilities were identified as operating in areas of higher water-related risk, and total water withdrawal declined approximately 8.5% year over year. Water-related risks identified through UEI's assessments include water availability, wastewater management, regulatory compliance, infrastructure reliability, and changing environmental conditions. At GTY, which represents the majority of UEI's water withdrawal, production water is primarily evaporated or recirculated within production systems, with only a small percentage managed as hazardous waste through designated treatment organizations. GTY does not directly discharge production wastewater to rivers or municipal canals. Other facilities primarily generate domestic wastewater managed in accordance with local requirements. Upstream risks include water use and wastewater management associated with raw material extraction, component manufacturing, and chemical processing. Downstream risks include potential water impacts associated with product disposal and end-of-life management. These risks are managed through environmental management systems, supplier due diligence activities, chemical compliance programs, waste management controls, and product stewardship initiatives. Responsibility for water-related issues resides with the Executive Sustainability Steering Committee (ESSC), supported by the Ethics and Sustainability function, which coordinates environmental assessments, performance monitoring, and sustainability reporting. Based on the results of these assessments and existing controls, UEI has determined that identified water-related risks are unlikely to result in the expenditure increases, revenue reductions, operational disruption, or reputational impacts necessary to meet the company's threshold for a substantive effect.
[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

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

Select from:

☑ Other, please specify :Currently Investigating

(5.2.21) 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 its sustainability program and continues to evaluate best practices, tools, frameworks, and emerging regulatory requirements to support long-term environmental performance improvement. The company has completed baseline resource use, waste, and greenhouse gas emissions inventories and has established public science-aligned greenhouse gas emissions reduction goals to guide its climate strategy and environmental initiatives. In 2024, UEI convened a multidisciplinary Environmental Working Group (EWG) and ratified the UEI Environmental Working Group Charter, which is publicly available. The EWG's mission is to integrate environmental considerations into all phases of the product lifecycle while supporting regulatory compliance, customer requirements, operational efficiency, and sustainability objectives. The EWG also supports implementation of UEI's greenhouse gas reduction strategy by identifying and evaluating opportunities related to energy efficiency, renewable energy, product design, materials selection, packaging, logistics, and supplier

engagement. Progress toward emissions reduction goals and related environmental objectives is regularly reviewed through UEI's sustainability governance processes. The EWG focuses on environmental considerations in product design, development, sourcing, manufacturing, packaging, distribution, use-phase impacts, and end-of-life management. Key objectives include expanding environmental considerations across the product lifecycle, supporting customer sustainability goals, improving environmental performance, increasing supply chain transparency, and continuously measuring and monitoring environmental programs and initiatives. The working group prioritizes initiatives based on environmental impact, cost, feasibility, regulatory alignment, customer demand, and strategic relevance. Examples of focus areas include sustainable products, resource efficiency, emissions reduction initiatives, environmental compliance, responsible materials management, and product lifecycle improvements. Progress, achievements, and lessons learned are incorporated into ongoing environmental planning and continuous improvement efforts.
[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

☑ Transition 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 products and services strategy is influenced by climate-related risks and opportunities. Product- and service-related risks include the transition to lower-emission technologies, evolving environmental regulations, increasing stakeholder interest in sustainability, and changing customer preferences. Related opportunities include expanding sustainable product offerings, increasing energy-efficient and sensing solutions, and integrating climate considerations into planning and decision-making. Regulatory changes at national and international levels require UEI to continuously monitor product compliance requirements and evolving customer expectations. In response, UEI has incorporated climate and environmental considerations into product design and development, including product materials, packaging, use-phase impacts, and end-of-life management. Examples include products that utilize recycled content, reduce packaging impacts, support energy efficiency, incorporate sensing technologies, and enable customers to reduce energy consumption through smart home and connected-device solutions. In 2024, UEI convened a multidisciplinary Environmental Working Group (EWG) and ratified the UEI Environmental Working Group Charter. The group's mission is to integrate environmental considerations throughout the product lifecycle, including product design, development, sourcing, manufacturing, packaging, distribution, use-phase impacts, and end-of-life management. Key objectives include expanding environmental considerations across the product lifecycle, supporting customer sustainability needs, improving transparency, and continuously measuring and monitoring environmental programs. UEI's product and service strategy is shaped by environmental risks and opportunities across short-, medium-, and long-term horizons. In the short term, the company focuses on regulatory compliance, customer sustainability requirements, environmental disclosures, and expansion of sustainable product offerings. In the medium term, UEI intends to continue integrating environmental considerations into product development, increasing product sustainability, and embedding sustainability principles into decision-making processes. In the long term, UEI intends to support its public science-aligned greenhouse gas reduction goals, advance product lifecycle sustainability initiatives, and continue developing products and services that help customers meet their environmental objectives. Oversight of these activities is provided through UEI's sustainability governance structure, including Board-level oversight, the Executive Sustainability Steering Committee (ESSC), and the Environmental Working Group. This governance framework helps ensure that product strategy considers climate-related risks, opportunities, customer expectations, regulatory developments, and evolving sustainability requirements while supporting long-term business growth.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition 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 upstream and downstream value chain strategy is influenced by the climate-related transition risk of increased partner and stakeholder concern or negative feedback and the opportunity created by shifting customer preferences toward sustainable products. Physical risks, including flooding and extreme heat, also influence supply continuity planning because they may disrupt suppliers, transport routes, or logistics networks. Upstream, UEI has strengthened supplier due diligence, emissions data collection, and environmental expectations to improve transparency and reduce regulatory, reputational, and supply disruption risks. In 2025, UEI screened 100% of major suppliers through its due diligence system and implemented supplier emissions collection through RBA Online. Depending on risk, suppliers may complete RBA Self-Assessment Questionnaires, undergo RBA Validated Assessment Program audits or equivalent assessments, and participate in corrective action and follow-up activities. These processes support UEI's Scope 3 emissions goal and help identify environmental gaps that could affect sourcing or supply continuity. Downstream, changing customer expectations have increased strategic focus on product sustainability, energy efficiency, packaging, use-phase impacts, and end-of-life management. UEI's Environmental Working Group coordinates lifecycle initiatives, including improving environmental product data, advancing use-phase and lifecycle emissions analysis, and identifying opportunities to reduce energy demand through design and materials optimization. These actions are intended to strengthen customer relationships, maintain competitiveness in sourcing decisions, and capture demand for sustainable offerings. In the short term, UEI prioritizes supplier screening, emissions data collection, compliance, and customer sustainability requirements. In the medium term, UEI plans to improve supplier environmental data, further integrate environmental criteria into sourcing and product development, and strengthen value chain resilience. In the long term, UEI intends to advance its absolute Scope 3 emissions reduction goal of 18% by 2031 from a 2025 baseline and embed lifecycle considerations into value chain decisions. Priorities are implemented through supplier management, the Environmental Working Group, and UEI's sustainability governance processes, with resources directed based on risk, impact, feasibility, customer demand, and business value.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition 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) strategy is influenced by climate-related risks and opportunities. R&D-related risks include the transition to lower-emission technologies, evolving environmental regulations, increasing stakeholder expectations, and changing customer preferences. Related opportunities include developing more sustainable products, expanding energy-efficient and sensing-enabled solutions, improving product lifecycle performance, and incorporating environmental considerations into innovation and strategic planning. UEI invests in the development of products that address current and anticipated environmental requirements and customer sustainability objectives. Examples include products that utilize recycled content, reduce packaging impacts, improve energy efficiency during use, incorporate sensing technologies, and enable customers to reduce energy consumption through smart home and connected-device solutions. Environmental considerations are increasingly incorporated into product design, packaging, material selection, use-phase impacts, and end-of-life management activities. In 2024, UEI convened the Environmental Working Group (EWG) to integrate environmental considerations across all phases of the product lifecycle. The EWG supports collaboration between product development, engineering, sourcing, operations, quality, compliance, and sustainability functions to identify opportunities that improve environmental performance while meeting customer and regulatory requirements. UEI's R&D strategy considers environmental risks and opportunities across short-, medium-, and long-term horizons. In the short term, the company focuses on product compliance, customer sustainability requirements, and expansion of sustainable product offerings. In the medium term, UEI intends to further integrate environmental considerations into product development processes and increase the sustainability attributes of products and packaging. In the long term, UEI intends to support its public science-aligned greenhouse gas reduction goals, advance product lifecycle sustainability initiatives, and continue developing products and services that help customers achieve their environmental objectives. Oversight of these activities is provided through UEI's sustainability governance structure, including Board-level oversight, the Executive Sustainability Steering Committee (ESSC), and the Environmental Working Group. This governance framework helps ensure that climate-related risks and opportunities are incorporated into R&D priorities, product development decisions, and long-term innovation strategy.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition 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 climate-related physical risks, including flooding, heat waves, and heat stress, as well as opportunities associated with increased energy efficiency and participation in renewable energy programs. Results from UEI's climate scenario analysis identified potential operational impacts from severe weather events, increased temperatures, energy demand, and disruption to facilities, infrastructure, logistics networks, and supply chains. These risks informed decisions related to operational resilience, business continuity planning, energy management, and resource allocation. In response, UEI has incorporated climate considerations into facility management, environmental management systems, emergency preparedness, and operational planning. The company has implemented energy efficiency projects, including LED lighting upgrades, equipment optimization, preventative maintenance activities, and other facility-level improvement initiatives. UEI also operates onsite solar power purchase agreements at facilities in China and continues to evaluate renewable energy opportunities at other locations where technically and economically feasible. UEI completed a comprehensive greenhouse gas inventory covering Scope 1, Scope 2, and relevant Scope 3 categories and developed a Carbon Reduction Plan in 2024. The plan identifies and prioritizes emissions reduction initiatives across facilities, energy systems, and operational processes and informs operational priorities, facility-level action plans, and longer-term planning. In the short term, UEI prioritizes regulatory compliance, energy efficiency improvements, renewable energy opportunities, and business continuity planning. In the medium term, the company intends to expand energy efficiency initiatives, renewable energy participation, and facility resilience measures. In the long term, UEI intends to support its public greenhouse gas reduction goals, including a 40% reduction in combined Scope 1 and Scope 2 emissions by 2031 from a 2025 baseline, while continuing to improve operational resilience to physical climate risks. Strategic decisions are implemented through facility management, environmental management systems, the Executive Sustainability Steering Committee, and UEI's broader sustainability governance processes. Resources are prioritized toward initiatives that reduce operational risk, improve resilience, lower energy consumption, support emissions reduction goals, and enhance long-term operational performance.
[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

☑ Physical risks

☑ Transition 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 influence UEI's financial planning across revenue, direct costs, indirect costs, and capital expenditures. The principal climate-related risks incorporated into financial planning include increased stakeholder concern or negative feedback, flooding, heat waves, and heat stress. The principal climate-related opportunities include increased energy efficiency, participation in renewable energy programs, and shifting customer preferences toward more sustainable products and services. These risks and opportunities are evaluated through UEI's enterprise risk management processes, climate scenario analysis, sustainability governance framework, and annual planning processes. Results help inform resource allocation, operational priorities, resilience planning, product development initiatives, and environmental investments. UEI's Carbon Reduction Plan prioritizes emissions reduction initiatives across facilities, energy systems, and operational processes. Physical risks such as flooding, heat waves, and heat stress may influence expenditures related to facility resilience, business continuity planning, adaptation measures, and protection of critical assets. Opportunities associated with energy efficiency and renewable energy participation are considered when evaluating potential operating cost reductions and emissions reduction initiatives. Revenue planning is influenced by changing customer sustainability expectations and demand for environmentally responsible products and services. Product development, environmental compliance activities, and sustainability disclosures are evaluated to support customer retention, competitiveness, and growth opportunities. In the short term, financial planning focuses on regulatory compliance, risk mitigation, energy efficiency initiatives, and business continuity activities. In the medium and long term, planning incorporates resilience investments, renewable energy opportunities, and support for UEI's public greenhouse gas reduction goals. These activities are funded through existing operational budgets, capital planning processes, and normal business planning activities. However, these estimates are subject to a high level of uncertainty. Over time, we may refine this description and the figures provided. 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?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:

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

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

UEI does not currently use an internal carbon price and does not plan to implement one within the next two years because it is not considered an immediate strategic priority. UEI currently manages climate-related risks and opportunities through its climate scenario analysis, enterprise risk management processes, greenhouse gas inventory, Carbon Reduction Plan, environmental management systems, and sustainability governance framework. These processes provide the information necessary to identify, assess, prioritize, and manage climate-related risks and opportunities without the use of an internal carbon price. UEI has established public greenhouse gas reduction goals, completed a comprehensive greenhouse gas inventory, and developed a Carbon Reduction Plan that prioritizes emissions reduction initiatives across facilities, energy systems, and operational processes. The company will continue to monitor regulatory developments, industry practices, and stakeholder expectations and may periodically reassess whether an internal carbon price would provide additional decision-making value in the future.

Water

(5.10.1) Use of internal pricing for this environmental externality

Select from:

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

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

UEI does not currently use an internal water price and does not plan to implement one within the next two years because it is not considered an immediate strategic priority. UEI's environmental risk assessments and water management programs have not identified water-related risks that would represent a substantive effect on the organization. Zero manufacturing facilities were identified as operating in areas with higher water-related risk, and UEI manages water-related issues through environmental management systems, operational controls, water performance monitoring, and environmental risk assessments. These processes provide sufficient information to manage current water-related risks and opportunities without the use of an internal water price. UEI will continue to monitor water-related risks, regulatory developments, and industry practices and may reassess its approach in the future if operating conditions, risk profiles, or stakeholder expectations change.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:

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

[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
Customers	*Select from:*	*Select all that apply*

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	☑ Yes	☑ Climate change
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

UEI considers suppliers to have potentially substantive environmental impacts if they: (1) collectively represent approximately 80% of supplier spend; (2) are classified as high risk through UEI's due diligence process; or (3) are identified as having significant environmental compliance gaps, including nonconformance with environmental laws, UEI's Supplier Code of Conduct, or Responsible Business Alliance requirements.

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

Select from:

☑ Unknown

[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

☑ Material sourcing

☑ 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.
[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:

☑ Unknown

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

Select from:

☑ Unknown

(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:

☑ 76-99%

(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 in scope 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 in scope 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:

☑ 76-99%

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

Select from:

☑ 76-99%

(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

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:

☑ 76-99%

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

Select from:

☑ 76-99%

(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 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:

☑ 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

(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]

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.*
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
☑ Yes, a change in methodology
☑ Yes, a change in boundary

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

During the reporting year, UEI improved the completeness of its greenhouse gas inventory through expanded collection of refrigerant, fuel consumption, and wastewater-related activity data at certain locations. These improvements resulted in a more complete methodology for quantifying Scope 1 emissions but did not materially change the underlying greenhouse gas accounting framework, which remains aligned with the GHG Protocol and the operational control consolidation approach. In addition, organizational boundary updates occurred due to facility closures, including manufacturing operations in Mexico and the closure of the UEY and Ecolink facilities, together with the addition of a previously unreported Plymouth location. UEI evaluated the impact of these changes and incorporated them into the reporting year inventory.
[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:

☑ No, because the impact does not meet our significance threshold

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

No. UEI evaluated the organizational boundary updates and methodology improvements identified during the reporting year and determined that the resulting impact on reported emissions did not meet the company's established significance threshold for recalculation of base-year emissions. Accordingly, prior-year emissions have not been restated. Additionally, UEI established new greenhouse gas reduction targets during 2026 using 2025 as the baseline year. As future reporting cycles will use 2025 as the reference baseline for target tracking and performance measurement, no recalculation of historical emissions was considered necessary.

(7.1.3.5) 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 excluded from your disclosure of climate-related data?

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 3 category 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, if there are any emissions associated with these processing activities, they 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, if there are any emissions associated with these assets, they 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.

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)

219

(7.6.3) Methodological details

UEI calculated global Scope 1 greenhouse gas emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard using an operational control approach. Scope 1 emissions include direct emissions from sources owned or controlled by UEI across its global operations, including manufacturing facilities and offices. The organizational boundary and emissions inventory were independently verified by DNV to a limited level of assurance against ISO 14064 requirements. The inventory includes direct emissions from stationary fuel combustion, mobile fuel combustion, fugitive refrigerant emissions, fire suppression equipment, and other applicable direct emission sources. Fuel sources included natural gas used in boilers and heating systems, along with gasoline and diesel used in company-controlled vehicles, equipment, and emergency generators. Fugitive emissions included refrigerant leakage from HVAC and cooling equipment located at manufacturing facilities and offices. Certain facilities also reported other direct emissions, including methane emissions associated with onsite wastewater systems where applicable. Activity data were collected through UEI’s annual environmental data collection process and supported by utility bills, fuel invoices, facility records, equipment inventories, maintenance logs, landlord-provided information, and other operational documentation. Emissions from fuel combustion were calculated using U.S. EPA emission factors and converted to carbon dioxide equivalent (CO2e) using IPCC AR5 Global Warming Potentials. Carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O) emissions were quantified and aggregated into metric tons of CO2 equivalent (mtCO2e). Refrigerant

emissions were calculated using refrigerant-specific GWPs and estimated leakage or recharge data. Where complete annual activity data were unavailable, documented estimation methodologies were applied, including annualization of partial-year records, landlord allocations, engineering estimates, historical consumption trends, facility square footage, and equipment-based assumptions. Facility-level emissions were aggregated to produce UEI's global Scope 1 inventory. For reporting year 2025, total Scope 1 emissions were 218.8 mtCO2e, reported as 219 mtCO2e in the independently assured inventory.
[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)

19455

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

17944

(7.7.4) Methodological details

UEI calculated global Scope 2 greenhouse gas emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard using an operational control approach. Scope 2 emissions include indirect greenhouse gas emissions associated with purchased electricity consumed by UEI's global operations, including manufacturing facilities and offices. The organizational boundary and emissions inventory were independently verified by DNV to a limited level of assurance against ISO 14064 requirements. Activity data were collected through UEI's annual environmental data collection process and supported by utility invoices, meter readings, landlord-provided information, energy reports, and other facility records. Electricity consumption was reported by each location in local units and converted to kilowatt-hours (kWh) where necessary before emissions calculations were performed. Where facilities operated in shared buildings or did not receive utility bills directly, electricity consumption was estimated using landlord allocations, occupancy information, historical usage, or other documented methodologies. Scope 2 emissions were calculated using both location-based and market-based methodologies as defined by the GHG Protocol Scope 2 Guidance. Location-based emissions were calculated using applicable grid emission factors representing the average emissions intensity of the electricity systems from which power was consumed. Market-based emissions were calculated using supplier-specific emission factors, renewable energy contracts, renewable energy certificates (RECs), or residual grid emission factors where applicable and available. Quality assurance reviews were conducted to validate energy consumption data, investigate significant variances, and document assumptions or estimates. Supporting evidence included utility invoices, energy statements, landlord reports, and facility-provided documentation. Where complete annual data were unavailable, documented estimation methodologies were applied and retained within the inventory. Facility-level electricity emissions were aggregated to produce UEI's global Scope 2 inventory. For reporting year 2025, total Scope 2 emissions were 19,455 mtCO2e using the location-based method and 17,944 mtCO2e using the market-based method, reflecting UEI's use of renewable electricity products and renewable energy certificates where applicable.
[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)

72054

(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

(7.8.6) Please explain

Scope 3 Category 1 (Purchased Goods and Services) emissions were calculated using a spend-based methodology. Procurement spend data were extracted from UEI's purchasing systems and mapped to purchased commodities, products, and services. Each supplier transaction was assigned to an applicable emissions category based on the commodity, product, or service classification maintained within the procurement system. Once classified, each purchase category was mapped to the most appropriate U.S. EPA environmentally extended input-output (EEIO) category. Emission factors from the EPA's 2016 industry commodity dataset were applied to spending within each category to estimate greenhouse gas emissions associated with the upstream production of purchased goods and services. The calculation includes carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and other greenhouse gases included within the applicable EPA emission factors. Emissions were converted to carbon dioxide equivalent (CO2e) and aggregated across all suppliers and spending categories to determine total Category 1 emissions. The methodology reflects emissions associated with purchased materials, components, products, and services acquired during the reporting year and is intended to provide a comprehensive estimate of upstream supply chain emissions where supplier-specific emissions data are not available.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

8890

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Spend-based

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

0

(7.8.6) Please explain

Scope 3 Category 2 (Capital Goods) emissions were calculated using a spend-based methodology. Capital expenditure data were extracted from UEI's purchasing systems and mapped to the capital goods acquired during the reporting year. Each transaction was assigned to an applicable commodity, product, or service classification maintained within the procurement system. The assigned classifications were mapped to the most appropriate U.S. EPA environmentally extended input-output (EEIO) category. Emission factors from the EPA's 2016 industry commodity dataset were then applied to spending within each category to estimate the upstream greenhouse gas emissions associated with the production of capital goods. The calculation includes carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and other greenhouse gases included within the applicable EPA emission factors. Emissions were converted to carbon dioxide equivalent (CO2e) and aggregated across all capital purchases to determine total Category 2 emissions. This methodology is intended to capture the upstream emissions associated with the acquisition of long-term assets, equipment, machinery, technology, and other capital investments made during the reporting year where supplier-specific emissions data were not available.

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)

1727

(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

(7.8.6) Please explain

Scope 3 Category 3 (Fuel and Energy-Related Activities) emissions were calculated for upstream emissions associated with fuels and electricity consumed by UEI that are not included within Scope 1 or Scope 2 reporting. Electricity consumption data used in the Scope 2 inventory were used to calculate upstream well-to-tank emissions associated with electricity generation and fuel extraction, processing, and transportation. Well-to-tank emission factors were obtained from the UK Government GHG Conversion Factors for Company Reporting, Well-to-Tank factors, Version 1.1 (2023). Fuel consumption data for diesel and natural gas reported within the Scope 1 inventory were converted to the units required by the emission factors, including liters for diesel and cubic meters for natural gas, prior to calculation. Applicable well-to-tank emission factors were applied to purchased electricity and fuel consumption data to estimate upstream greenhouse gas emissions associated with energy production and distribution. Emissions include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and other greenhouse gases incorporated within the published conversion factors. Emissions were converted to carbon dioxide equivalent (CO2e) and aggregated to determine total Category 3 emissions. This methodology is intended to capture energy-related upstream emissions that occur outside UEI's operational boundary but are attributable to the fuels and electricity consumed during the reporting year.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under another scope 3 category, please specify :Category 1

(7.8.6) Please explain

Scope 3 Category 4 (Upstream Transportation and Distribution) emissions are not separately reported because transportation and distribution activities associated with purchased goods are included within UEI's Category 1 (Purchased Goods and Services) spend-based methodology. Category 1 emissions are calculated using procurement spend data mapped to U.S. EPA environmentally extended input-output (EEIO) categories, which capture upstream supply chain emissions associated with the production and delivery of purchased goods and services. As a result, upstream transportation and distribution emissions are already reflected within the Category 1 estimate, and a separate Category 4 calculation would result in double counting.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

770

(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

(7.8.6) Please explain

Scope 3 Category 5 (Waste Generated in Operations) emissions were calculated using waste generation data collected at the facility level across UEI's global operations. Waste quantities were obtained from waste hauler reports, facility records, invoices, and other operational documentation. Where direct waste data were unavailable, such as in leased offices or facilities with shared waste streams, waste generation was estimated using documented assumptions based on facility occupancy, floor space, historical trends, or other available operational data. Total waste quantities were converted to short tons where necessary and greenhouse gas emissions were calculated using the U.S. EPA mixed municipal solid waste emission factor. The emission factor was applied to reported and estimated waste quantities to estimate emissions associated with the treatment and disposal of operational waste generated during the reporting year. The calculation includes the greenhouse gases incorporated within the EPA emission factor and results were converted to carbon dioxide equivalent (CO2e). Facility-level emissions were aggregated to determine total Category 5 emissions. This methodology is intended to provide a consistent estimate of emissions associated with waste generated from UEI's operations, including locations where direct waste disposal data are not fully available.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1104

(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

(7.8.6) Please explain

Scope 3 Category 6 (Business Travel) emissions were calculated using a spend-based methodology. Expense data related to business travel activities, including airfare, lodging, vehicle rentals, and other travel-related expenditures, were extracted from UEI's financial systems and consolidated for the reporting year. Travel expenditures were mapped to applicable emissions categories and corresponding U.S. EPA environmentally extended input-output (EEIO) emission factors were applied to estimate the upstream greenhouse gas emissions associated with business travel activities. The methodology includes carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and other greenhouse gases incorporated within the applicable emission factors. Emissions were converted to carbon dioxide equivalent

(CO2e) and aggregated across all business travel expense categories to determine total Category 6 emissions. This methodology provides an estimate of emissions associated with employee business travel where activity-based data, such as miles traveled or fuel consumption, were not consistently available across the organization.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

3105

(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

(7.8.6) Please explain

Scope 3 Category 7 (Employee Commuting) emissions were calculated using an activity-based methodology. Employee headcount data were collected for each UEI location and used to estimate commuting activity during the reporting year. Commuting assumptions included the average number of round-trip commutes per employee and the transportation modes used, including passenger vehicles, buses, trains, motorcycles, electric scooters, and other locally relevant transportation methods. Average commuting distances were estimated for each facility based on employee location information and local commuting patterns. Total commuting distance was calculated by transportation mode and location to estimate annual employee travel associated with commuting to and from work. Greenhouse gas emissions were calculated using emission factors from the UK Government GHG Conversion Factors for Company Reporting, Version 1.1 (2023), utilizing the applicable land transportation emission factors. Emission factors were applied to the estimated distance traveled by each transportation mode to calculate greenhouse gas emissions associated with employee commuting activities. Emissions were converted to carbon dioxide equivalent (CO2e) and aggregated across all locations and transportation modes to determine total Category 7 emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Scope 3 Category 8 (Upstream Leased Assets) is not separately reported because emissions associated with leased facilities and assets under UEI's operational control are included within the company's Scope 1 and Scope 2 inventories. As these emissions are already captured within UEI's direct and energy indirect emissions reporting, a separate Category 8 calculation would result in double counting. Accordingly, Category 8 emissions are considered accounted for elsewhere within the greenhouse gas inventory.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

3152

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :supplier-specific emissions data

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

100

(7.8.6) Please explain

Scope 3 Category 9 (Downstream Transportation and Distribution) emissions were calculated using supplier-specific emissions data provided by UEI's logistics and transportation partners. Shipping providers supplied greenhouse gas emissions information for individual shipments. Supplier-reported emissions were consolidated across all transportation providers and shipment types to determine total Category 9 emissions. Reported emissions were converted to carbon dioxide equivalent (CO2e) where necessary and aggregated to produce the annual Category 9 inventory.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Scope 3 Category 10 (Processing of Sold Products) is not applicable to UEI. The products sold by UEI consist primarily of finished goods and components that are intended for direct use by customers or for integration into final products without requiring further processing that would generate significant greenhouse gas emissions. Because the use of UEI products does not involve an intermediate processing stage that creates additional emissions beyond those already captured elsewhere in the value chain, no material emissions are associated with Category 10. Accordingly, Category 10 is considered not relevant to UEI's business activities and has not been reported.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

60218

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :activity-based

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

0

(7.8.6) Please explain

Scope 3 Category 11 (Use of Sold Products) emissions were calculated using an activity-based methodology that estimates emissions generated during the expected use phase of UEI products. Products were grouped into categories based on their source of energy consumption, including externally powered products and battery-powered products. For externally powered products, estimates were developed using product-specific electricity consumption assumptions and estimated product lifetimes. Total electricity consumption over the expected life of each product was calculated and multiplied by an applicable global electricity emission factor to estimate use-phase greenhouse gas emissions. For battery-powered products, emissions were estimated based on the number of batteries required per product, the expected frequency of battery replacement, and the estimated product lifetime. Publicly available life cycle assessment data for batteries were used to estimate the greenhouse gas emissions associated with battery production and replacement throughout the useful life of the product. Annual sales volumes were used to determine the total number of units placed on the market during the reporting year. Product-level emissions estimates were multiplied by the number of units sold and aggregated across all applicable product categories to determine total Category 11 emissions. Emissions were converted to carbon dioxide equivalent (CO2e) and represent the estimated use-phase emissions associated with products sold during the reporting year.

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)

4690

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Waste-type-specific method

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

0

(7.8.6) Please explain

Scope 3 Category 12 (End-of-Life Treatment of Sold Products) emissions were calculated using an activity-based methodology based on the estimated disposal of products placed on the market during the reporting year. Product weights were estimated using representative product samples and included both the product and associated packaging materials. Estimated product weights were then used to calculate the total quantity of material expected to enter the waste stream based on annual sales volumes. Waste management assumptions were developed using U.S. EPA estimates for end-of-life treatment practices, including the proportion of material expected to be disposed of in landfills and the proportion expected to be recycled. Applicable U.S. EPA emission factors for mixed municipal solid waste disposal and mixed recyclables processing were applied to the estimated waste quantities associated with each disposal pathway. Emissions were calculated by multiplying the estimated end-of-life weight of products and packaging by the applicable disposal and recycling emission factors, then applying those factors across the total number of units sold during the reporting year. Emissions from landfill disposal and recycling activities were aggregated across all applicable product categories to determine total Category 12 emissions. Results were converted to carbon dioxide equivalent (CO2e) and are intended to provide an estimate of greenhouse gas emissions associated with the end-of-life treatment of products sold during the reporting year.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Scope 3 Category 13 (Downstream Leased Assets) is not applicable to UEI. UEI does not generate material greenhouse gas emissions from assets leased to third parties that would require reporting under this category. The company's business model is focused on the design, manufacture, and sale of products rather than the ownership and leasing of operational assets to customers. Accordingly, Category 13 is considered not relevant to UEI's operations and has not been reported.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Scope 3 Category 14 (Franchises) is not applicable to UEI. UEI does not operate a franchise business model and does not receive revenue from franchised operations. As a result, there are no franchise-related greenhouse gas emissions that would require reporting under this category. Accordingly, Category 14 is considered not relevant to UEI's business activities and has not been reported.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Scope 3 Category 15 (Investments) is not applicable to UEI. The company is not a financial institution and does not have investment activities that would result in material financed emissions requiring disclosure under this category. Accordingly, Category 15 is considered not relevant to UEI's business activities and has not been reported.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Other, please specify :No other upstream emissions

(7.8.6) Please explain

No additional upstream Scope 3 emission sources have been identified that are not already captured within Categories 1 through 8. UEI periodically reviews its value chain to identify relevant sources of greenhouse gas emissions and has determined that all material upstream emission sources are appropriately accounted for within the reported categories. Accordingly, no additional upstream emissions have been reported.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Other, please specify :No other downstream emissions

(7.8.6) Please explain

No additional downstream Scope 3 emission sources have been identified that are not already captured within Categories 9 through 15. UEI periodically reviews its value chain to identify relevant sources of greenhouse gas emissions and has determined that all material downstream emission sources are appropriately accounted for within the reported categories. Accordingly, no additional downstream emissions have been reported.
[Fixed row]

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

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

2025 Ethics and Sustainability Report.pdf

(7.9.1.5) Page/section reference

59-61

(7.9.1.6) Relevant standard

Select all that apply

☑ ISO14064-1

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

2025 Ethics and Sustainability Report.pdf

(7.9.2.6) Page/ section reference

59-61

(7.9.2.7) Relevant standard

Select all that apply

☑ ISO14064-1

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

2025 Ethics and Sustainability Report.pdf

(7.9.2.6) Page/ section reference

59-61

(7.9.2.7) Relevant standard

Select all that apply

☑ ISO14064-1
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply
☑ Scope 3: Franchises
☑ Scope 3: Investments
☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Downstream transportation and distribution
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
☑ Scope 3: Use of sold products
☑ Scope 3: Upstream leased assets
☑ Scope 3: Downstream leased assets
☑ Scope 3: Processing of sold products
☑ Scope 3: Purchased goods and services

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

2025 Ethics and Sustainability Report.pdf

(7.9.3.6) Page/section reference

59-61

(7.9.3.7) Relevant standard

Select all that apply

☑ ISO14064-1

☑ ISO14064-3

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

[Add 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:
☑ Decreased

(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)

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 material change in renewable energy consumption year over year.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

294

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

1.4

(7.10.1.4) Please explain calculation

Emissions decreased by approximately 294 tCO2e due to operational efficiency improvements at the GTY manufacturing facility. Energy consumption decreased compared to the prior reporting year, resulting in lower Scope 2 emissions despite continued production activities.

Divestment

(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 material changes due to divestment.

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 material changes due to 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 merger activity.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

272

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

1.7

(7.10.1.4) Please explain calculation

Emissions increased by approximately 272 tCO2e due to higher production volumes at the UVN manufacturing facility. Increased manufacturing activity resulted in higher electricity consumption and associated Scope 2 emissions. Additional increases were observed at certain office locations following return-to-office initiatives.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

95

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

0.5

(7.10.1.4) Please explain calculation

Emissions increased by approximately 95 tCO2e due to improvements in data collection and inventory completeness. During the reporting year, UEI expanded tracking of refrigerants, wastewater-related emissions, and fuel consumption, resulting in a more complete Scope 1 inventory.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

851

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

4.2

(7.10.1.4) Please explain calculation

Emissions decreased by approximately 851 tCO2e due to changes in organizational boundaries. During the reporting year, manufacturing operations in Mexico were closed and transitioned to a smaller office presence, and the UEY and Ecolink facilities were closed. A previously unreported Plymouth location was added to the inventory. The net impact of these changes was a reduction in overall emissions.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

62

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

0.3

(7.10.1.4) Please explain calculation

Emissions increased by approximately 62 tCO2e due to weather-related variations in energy consumption, primarily at the BV location where heating and cooling demand increased relative to the previous year.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

130

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

Reduction of 130 tCO2e likely reflects numerous small site-level changes that don't fit into one category.

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

No other emissions changes identified.
[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) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Specify the reason for no significant activities
	Select from: ☑ No, explanation provided	*Select from:* ☑ No relevant activities identified

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☑ No, explanation provided	*Select from:* ☑ No relevant activities identified	*Select from:* ☑ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:
☑ Yes, Scope 1 emissions only
[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 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 selected gas)

86.21

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

86.2

(7.15.1.8) 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 selected gas)

2.42

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

67.8

(7.15.1.8) 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 selected gas)

0.12

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

31.8

(7.15.1.8) GWP Reference

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

Row 4

(7.15.1.1) Greenhouse gas

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

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.003

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

1.5

(7.15.1.8) GWP Reference

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

Row 5

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :R32

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.03

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

20

(7.15.1.8) GWP Reference

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

Row 6

(7.15.1.1) Greenhouse gas

Select from:
☑ Other, please specify :R410A

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.01

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

21.1

(7.15.1.8) 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)

2.996

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

116.703

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

116.703

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

136.159

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

16317.694

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

14767.844

China, Hong Kong Special Administrative Region

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.182

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

29.756

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

29.756

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.849

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

238.55

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

238.55

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.192

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

2.838

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

4.49

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.35

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

8.418

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

8.418

Korea (The Republic of)

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.21

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

5.38

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

5.38

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.685

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

507.981

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

507.981

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

32.196

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

94.857

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

121.101

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.097

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

1.207

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

2.097

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

18.508

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

85.372

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

95.992

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

21.383

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

2045.881

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

2045.881
[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)

1.7

(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)

3

(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)

130.3

(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)

21.4

(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)

4.5

(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)

32.2

(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)

12.5

(7.17.2.3) Latitude

33.69821

(7.17.2.4) Longitude

-117.86651

Row 9

(7.17.2.1) Facility

RCS Technology Poway, California

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1.4

(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)

4.8

(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)

3.8

(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)

1.2

(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)

508

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

508

Row 2

(7.20.2.1) Facility

UEI Brasil Controles Remotos Ltda.

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

116.7

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

116.7

Row 3

(7.20.2.1) Facility

Gemstar Technology (Yangzhou) Co. Ltd.

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

16134.3

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

14584.4

Row 4

(7.20.2.1) Facility

UE Vietnam Company Limited

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

2045.9

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

2045.9

Row 5

(7.20.2.1) Facility

Global Headquarters Scottsdale, Arizona, USA

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

47.8

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

52.5

Row 6

(7.20.2.1) Facility

Universal Electronics BV

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

94.9

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

121.1

Row 7

(7.20.2.1) Facility

Universal Electronics Santa Ana, California

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

23.8

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

27.5

Row 9

(7.20.2.1) Facility

RCS Technology Poway, California

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

13.5

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

15.6

Row 10

(7.20.2.1) Facility

Guangzhou Universal Electronics Service Co. Ltd.

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

153.8

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

153.8

Row 11

(7.20.2.1) Facility

UEI Electronics Pvt Ltd

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

238.5

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

238.5

Row 12

(7.20.2.1) Facility

Suzhou, PRC

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

29.6

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

29.6

Row 13

(7.20.2.1) Facility

C.G. Development Limited

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

29.8

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

29.8

Row 14

(7.20.2.1) Facility

UE Japan Limited

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

8.4

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

8.4

Row 15

(7.20.2.1) Facility

UE Korea Limited

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

5.4

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

5.4

Row 16

(7.20.2.1) Facility

San Mateo

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

0.3

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

0.3

Row 17

(7.20.2.1) Facility

UE Italy

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

2.8

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

4.5

Row 18

(7.20.2.1) Facility

UE Spain

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

1.2

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

2.1
[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)

218.8

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

19454.6

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

17944.2

(7.22.4) Please explain

The reported Scope 1 and Scope 2 emissions relate to entities included within UEI's consolidated accounting group. The inventory was prepared using an operational control approach and includes emissions from manufacturing facilities, offices, and other operations under UEI's operational control.

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

UEI does not report Scope 1 or Scope 2 emissions from unconsolidated entities, joint ventures, franchises, investments, or other entities outside its consolidated accounting group. Therefore, no emissions are reported in this category.
[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
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

393.4

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

393.40

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

29206

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

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

29206.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

2516

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

2516.00

Total energy consumption

(7.30.1.2) MWh from renewable sources

2516

(7.30.1.3) MWh from non-renewable sources

29599.4

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

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

32115.40
[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

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
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) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Not applicable to UEI operations.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Not applicable to UEI operations.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Not applicable to UEI operations.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Not applicable to UEI operations.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

169.67

(7.30.7.7) Comment

Gasoline for motor vehicles.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

223.76

(7.30.7.7) Comment

Natural gas for heating systems.

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

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Not applicable to UEI operations.

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

393.43

(7.30.7.7) Comment

Total includes gasoline and natural gas.
[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)

2516

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

2516

(7.30.9.3) Gross generation from renewable sources (MWh)

2516

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

2516

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

Brazil

(7.30.14.1) Consumption of purchased electricity (MWh)

1169.4

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

0

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

0

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

0

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

1169.40

China

(7.30.14.1) Consumption of purchased electricity (MWh)

21457.7

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

2516

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

0

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

0

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

23973.70

China, Hong Kong Special Administrative Region

(7.30.14.1) Consumption of purchased electricity (MWh)

40.3

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

0

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

0

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

0

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

40.30

India

(7.30.14.1) Consumption of purchased electricity (MWh)

317.3

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

0

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

0

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

0

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

317.3

Italy

(7.30.14.1) Consumption of purchased electricity (MWh)

9.2

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

0

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

0

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

0

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

9.2

Japan

(7.30.14.1) Consumption of purchased electricity (MWh)

16.8

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

0

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

0

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

0

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

16.8

Korea (The Republic of)

(7.30.14.1) Consumption of purchased electricity (MWh)

10.1

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

0

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

0

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

0

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

10.1

Mexico

(7.30.14.1) Consumption of purchased electricity (MWh)

1113.3

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

0

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

0

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

0

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

1113.3

Netherlands

(7.30.14.1) Consumption of purchased electricity (MWh)

227

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

0

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

0

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

0

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

227

Spain

(7.30.14.1) Consumption of purchased electricity (MWh)

4.7

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

0

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

0

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

0

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

4.7

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

341.8

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

0

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

0

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

0

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

341.8

Viet Nam

(7.30.14.1) Consumption of purchased electricity (MWh)

4498.4

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

0

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

0

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

0

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

4498.4
[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

0.000049316

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

18163

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

368288000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

14.6

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Change in revenue

(7.45.9) Please explain

The increase in emissions intensity was primarily driven by a decrease in total revenue during the reporting year while gross Scope 1 and Scope 2 (market-based) emissions remained relatively stable. As a result, emissions per unit of revenue increased year-over-year. Although UEI continued renewable electricity procurement and energy management initiatives, the reduction in revenue had a greater effect on the intensity ratio than changes in absolute emissions.
[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

3383

(7.52.3) Metric numerator

metric tons

(7.52.4) Metric denominator (intensity metric only)

NA

(7.52.5) % change from previous year

20

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Total waste generation increased compared to the prior year. This increase was driven in part by improvements in data collection, reporting processes, and visibility into waste streams that may not have been fully captured in previous reporting periods. In addition, production volumes increased at UEI's Vietnam manufacturing facility (UVN), resulting in higher material throughput and corresponding increases in waste generation. As a result, the year-over-year increase reflects both operational growth and improved measurement of waste-related data.
[Add row]

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

Select all that apply
☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2025

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2025

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

219

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

17944

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

18163.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2031

(7.53.1.55) Targeted reduction from base year (%)

40

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

10897.800

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

219

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

17944

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

18163.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

0.00

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

UEI's combined scope 1 and 2 greenhouse gas reduction goals cover all organizationally relevant Scope 1 and Scope 2 emissions included within the company's greenhouse gas inventory boundary, with no exclusions for emissions that are calculated and reported in accordance with the Greenhouse Gas Protocol.

(7.53.1.83) Target objective

The objective of this target is to reduce greenhouse gas emissions across UEI's operations and value chain through energy efficiency, renewable energy, supplier engagement, and operational improvement initiatives, while supporting the company's climate strategy, carbon reduction plan, customer sustainability expectations, and long-term business resilience.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

UEI plans to achieve this target through implementation of its Carbon Reduction Plan, which identifies and prioritizes emissions reduction initiatives across facilities, energy systems, operational processes, products, and the value chain. Planned activities include energy efficiency improvements, renewable energy projects, equipment optimization, process improvements, supplier engagement, greenhouse gas emissions data collection, and integration of environmental considerations into product development and business planning. The target is informed by climate science and the objectives of the Paris Agreement and reflects UEI's commitment to reducing greenhouse gas emissions across its operations and value chain. Progress is monitored through annual greenhouse gas inventories covering Scope 1, Scope 2, and applicable Scope 3 emissions categories, together with periodic reviews by management and UEI's sustainability governance processes. Additional performance indicators include energy consumption, renewable energy use, emissions intensity measures, supplier emissions reporting participation, completion of emissions reduction projects, and progress against annual action plans. During the reporting year, UEI completed a comprehensive greenhouse gas inventory, maintained third-party assurance activities for greenhouse gas data, continued implementation of its Carbon Reduction Plan, expanded supplier emissions data collection efforts, monitored facility energy performance, evaluated renewable energy opportunities, and advanced environmental initiatives through the Environmental Working Group and Executive Sustainability Steering Committee. Key initiatives contributing to progress include energy efficiency projects, equipment optimization activities, facility-level energy management efforts, renewable energy programs, supplier engagement activities, and continued improvement of emissions data quality and governance processes. UEI reviews the target periodically through its sustainability governance structure and may update implementation

plans, intermediate milestones, or supporting initiatives based on emissions performance, technological developments, regulatory changes, stakeholder expectations, and evolving business conditions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.53.1.4) Target ambition

Select from:

☑ Well-below 2°C aligned

(7.53.1.5) Date target was set

12/31/2025

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 2 – Capital goods

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 11 – Use of sold products

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 12 – End-of-life treatment of sold products

☑ Scope 3, Category 9 – Downstream transportation and distribution

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

12/31/2025

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

72054

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

8890

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

1727

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

770

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

1104

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

3105

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

3152

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

60218

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

4690

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

155710.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

155710.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2031

(7.53.1.55) Targeted reduction from base year (%)

18

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

127682.200

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

72054

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

8890

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

1727

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

770

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

1104

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

3105

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

3152

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

60218

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

4690

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

155710.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

155710.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

0.00

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

UEI's scope 3 greenhouse gas reduction goals cover all organizationally relevant and applicable Scope 3 emissions categories included within the company's greenhouse gas inventory boundary, with no exclusions for emissions that are calculated and reported in accordance with the Greenhouse Gas Protocol.

(7.53.1.83) Target objective

The objective of this target is to reduce greenhouse gas emissions across UEI's operations and value chain through energy efficiency, renewable energy, supplier engagement, and operational improvement initiatives, while supporting the company's climate strategy, carbon reduction plan, customer sustainability expectations, and long-term business resilience.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

UEI plans to achieve this target through implementation of its Carbon Reduction Plan, which identifies and prioritizes emissions reduction initiatives across facilities, energy systems, operational processes, products, and the value chain. Planned activities include energy efficiency improvements, renewable energy projects, equipment optimization, process improvements, supplier engagement, greenhouse gas emissions data collection, and integration of environmental considerations into product development and business planning. The target is informed by climate science and the objectives of the Paris Agreement and reflects UEI's commitment to reducing greenhouse gas emissions across its operations and value chain. Progress is monitored through annual greenhouse gas inventories covering Scope 1, Scope 2, and applicable Scope 3 emissions categories, together with periodic reviews by management and UEI's sustainability governance processes. Additional performance indicators include energy consumption, renewable energy use, emissions intensity measures, supplier emissions reporting participation, completion of emissions reduction projects, and progress against annual action plans. During the reporting year, UEI completed a comprehensive greenhouse gas inventory, maintained third-party assurance activities for greenhouse gas data, continued implementation of its Carbon Reduction Plan, expanded supplier emissions data collection efforts, monitored facility energy performance, evaluated renewable energy opportunities, and advanced environmental initiatives through the Environmental Working Group and Executive Sustainability Steering Committee. Key initiatives contributing to progress include energy efficiency projects, equipment optimization activities, facility-level energy management efforts, renewable energy programs, supplier engagement activities, and continued improvement of emissions data quality and governance processes. UEI reviews the target periodically through its sustainability governance structure and may update implementation plans, intermediate milestones, or supporting initiatives based on emissions performance, technological developments, regulatory changes, stakeholder expectations, and evolving business conditions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add 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.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☑ Yes

[Fixed row]

(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	*8*	
To be implemented	*11*	*1086*
Implementation commenced	*2*	*8*
Implemented	*12*	*2438*
Not to be implemented	*1*	

[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 production processes

☑ Compressed air

(7.55.2.2) Estimated annual CO_2e 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)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

36864

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Ongoing air-compressor inspection, leak detection, repair and preventive maintenance continued during the reporting year. Estimated savings remain based on the existing carbon reduction plan methodology. Costs are included in the operational budget; no separate incremental investment is tracked.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Maintenance program

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

41.31

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

7932

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Daily inspection of electrical equipment and plug loads continued at relevant facilities. High-consumption variances are identified and referred for inspection or repair. Estimated savings remain based on the existing carbon reduction plan; no separate incremental investment is tracked.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

60.89

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

11691

(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:
☑ Ongoing

(7.55.2.9) Comment

Monthly HVAC inspection and preventive maintenance continued during the reporting year, including cleaning and refrigerant servicing as required. Savings estimates remain based on the existing carbon reduction plan methodology.

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 CO_2e savings (metric tonnes CO2e)

91.33

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

17536

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Sites continued to optimize HVAC run times based on operating needs, weather conditions, temperature and humidity requirements, including avoiding unnecessary operation during peak power periods. No separate incremental investment is tracked.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

10.92

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

2097

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Departments and onsite technicians continued to align lighting schedules with production activity and switch off lighting in areas not in use. Outdoor lighting uses automated scheduling. No separate incremental investment is tracked.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

556.47

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

Select all that apply

☑ 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:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

The onsite solar array at GTY continued to supply renewable electricity during the reporting year. The project operates under a power purchase arrangement with no upfront capital investment by UEI. Savings remain based on the existing plan assumptions.

Row 7

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Other energy efficiency in production processes initiative, please specify :Water pump maintenance and repair

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

2.5

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

480

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

400

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Monthly inspection and preventive maintenance of water pumps continued at relevant manufacturing facilities. Estimated energy and emissions savings remain based on the existing carbon reduction plan methodology.

Row 8

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Wastewater treatment

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

0.83

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

160

(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:

☑ Ongoing

(7.55.2.9) Comment

Monthly inspection and maintenance of the water treatment system continued during the reporting year. Estimated savings remain based on the existing carbon reduction plan methodology.

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 CO_2e savings (metric tonnes CO2e)

833.21

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

Select all that apply

☑ Scope 3 category 5: Waste generated in operations

(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:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Facilities continued established waste segregation, recycling and diversion programs. The estimate represents avoided emissions compared with disposal to landfill and remains based on the existing carbon reduction plan methodology. Monetary savings and incremental investment are not separately quantified.

Row 10

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Resource efficiency

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

0.15

(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)

76

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Onsite technicians continued daily inspection of domestic water fixtures to identify leaks and ensure fixtures are closed. The emissions estimate relates to avoided purchased-water consumption. No separate incremental investment is tracked.

Row 11

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Resource efficiency

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

3.75

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

720

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

400

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Implementation of updated environmental signage commenced and was partially completed at facilities during the reporting year. Examples include reminders near water fixtures and electrical switches. Savings are estimated using the existing carbon reduction plan methodology.

Row 12

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Resource efficiency

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

3.75

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

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

720

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Development and deployment of employee environmental education materials continued during the reporting year, covering greenhouse gas emissions, waste reduction and water conservation. Costs are primarily employee time and are not separately tracked.
[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

0

[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:
☑ At least once a month

(9.2.3) Method of measurement

Direct monitoring via utilities or on-site water monitors.

(9.2.4) Please explain

Water consumption is monitored through utility invoices, water meters, landlord-provided records, or other facility-level monitoring systems across UEI's operations. A limited number of smaller office locations do not receive direct utility data and therefore use documented estimation methodologies based on occupancy, facility size, historical consumption, or landlord allocations. During the reporting year, approximately 1,385 m³ of water consumption was estimated, representing approximately 0.7% of total reported water consumption of 195,231 m³. Accordingly, the vast majority of reported water consumption is based on direct measurement or utility records.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a month

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

Water consumption is monitored through utility invoices, water meters, landlord-provided records, or other facility-level monitoring systems across UEI's operations. A limited number of smaller office locations do not receive direct utility data and therefore use documented estimation methodologies based on occupancy, facility size, historical consumption, or landlord allocations. During the reporting year, approximately 1,385 m³ of water consumption was estimated, representing approximately 0.7% of total reported water consumption of 195,231 m³. Accordingly, the vast majority of reported water consumption is based on direct measurement or utility records.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

3rd party testing of water inflow.

(9.2.4) Please explain

Water quality testing is conducted through accredited third-party laboratories at UEI's major manufacturing facilities, including GTY, UVN, and UEB. These facilities represent approximately 95.4% of UEI's total water consumption and therefore the substantial majority of the company's operational water use. Water quality monitoring includes testing of incoming potable water and other parameters required by local regulations, customer requirements, or operational needs. While most smaller office locations do not perform routine water quality testing, UEI considered the proportion of operations covered by testing rather than the number of facilities. Documented laboratory reports and testing records are maintained at the facility level.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a month

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

Manufacturing facilities generally track wastewater volumes directly or estimate them based on recorded incoming water consumption. Smaller office locations typically estimate wastewater volumes using water consumption data and standard assumptions.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a month

(9.2.3) Method of measurement

Direct monitoring via utilities or on site water monitors.

(9.2.4) Please explain

Manufacturing facilities identify and track discharge destinations, including municipal sewer systems, industrial park treatment facilities, or third-party wastewater treatment systems. Office locations discharge through municipal sewer systems.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a month

(9.2.3) Method of measurement

Facility records and wastewater treatment documentation

(9.2.4) Please explain

Wastewater treatment methods are tracked at manufacturing facilities where treatment requirements exist. Treatment information is maintained through facility records, wastewater permits, and service-provider documentation.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

Regulatory wastewater sampling and laboratory analysis

(9.2.4) Please explain

Monitoring is conducted where required by local permits, regulations, or customer requirements. This monitoring is generally limited to manufacturing operations with regulated wastewater discharges.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

Regulatory wastewater sampling and laboratory analysis

(9.2.4) Please explain

Monitoring is conducted where required by local permits, regulations, or customer requirements. This monitoring is generally limited to manufacturing operations with regulated wastewater discharges.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

UEI has not identified temperature-related wastewater impacts as a material water issue across its operations.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ At least once a month

(9.2.3) Method of measurement

Direct monitoring via utilities or on-site water monitors

(9.2.4) Please explain

Total water consumption is collected through utility records, meter readings, landlord reports, and facility monitoring systems. Approximately 1,385 m³ of the 195,231 m³ reported during the year (approximately 0.7%) was estimated for certain office locations where direct utility information was unavailable.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ 26-50

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

Facility records and process water tracking

(9.2.4) Please explain

Certain manufacturing facilities track water reuse, recycling, cooling-water systems, and water conservation projects where applicable. Tracking is maintained through facility operational records and environmental reporting processes.

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:

☑ At least once a year

(9.2.3) Method of measurement

Direct measurement through observation of WASH services.

(9.2.4) Please explain

UEI provides drinking water, sanitation facilities, and hygiene services at all locations. WASH conditions are monitored through facility inspections, management reviews, health and safety programs, and Responsible Business Alliance compliance processes.
[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)

195.23

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

Total water withdrawals across UEI's operations were 195.23 megaliters during the reporting year. Water withdrawals decreased from the previous reporting year primarily due to facility closures, operational efficiency improvements, and reduced water use at certain locations. Water use is concentrated at manufacturing facilities, while a limited number of smaller office locations utilize estimated water consumption. Estimated consumption represented approximately 1,385 m³, or 0.7% of total reported water use. The difference between total water withdrawals, discharges, and consumption reflects water that remains in recirculating and recycled process-water systems at year end and is therefore neither consumed nor discharged during the reporting period.

Total discharges

(9.2.2.1) Volume (megaliters)

70.4

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

The majority of water withdrawn by UEI is discharged to municipal wastewater systems, industrial park treatment facilities, or surface water in accordance with local requirements. The difference between total water withdrawals, discharges, and consumption reflects water that remains in recirculating and recycled process-water systems at year end and is therefore neither consumed nor discharged during the reporting period.

Total consumption

(9.2.2.1) Volume (megaliters)

77.39

(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:

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

Water consumption was 77.39 megaliters during the reporting year and was associated primarily with production activities at GTY. Consumption consists of water lost through evaporation and water incorporated into waste streams that is not returned to the original source. GTY estimated consumption using documented operational assumptions, including evaporation losses from production processes. The increase in reported consumption relative to the previous disclosure primarily reflects improved water balance calculations and more accurate classification of water that is consumed rather than discharged. Consumption is expected to remain relatively stable over the next five years absent significant changes in production activity. The difference between total water withdrawals, discharges, and consumption reflects water that remains in recirculating and recycled process-water systems at year end and is therefore neither consumed nor discharged during the reporting period. [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)

0.2

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ No/minimal change in business activity

(9.2.4.5) Five-year forecast

Select from:
☑ About the same

(9.2.4.6) Primary reason for forecast

Select from:
☑ No/minimal change in business activity

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

0.10

(9.2.4.8) Identification tool

Identification tool used
☑ WWF Water Risk Filter

(9.2.4.9) Please explain

UEI's climate scenario analysis identified only one operation located within an area of water stress: the company's Scottsdale, Arizona headquarters. The Scottsdale location is an office facility and does not utilize water for manufacturing or production processes. Water use at this location is limited primarily to domestic and sanitary purposes, including drinking water, restroom facilities, and general office operations. As a result, water withdrawals from water-stressed areas represent a very small percentage of UEI's total global water use. The majority of UEI's water withdrawals occur at manufacturing facilities located outside areas identified as water stressed. UEI therefore does not consider water stress to be a material operational risk at this time, although the company continues to monitor water-related risks and will reassess potential impacts as part of its planned climate scenario analysis and future updates to its carbon reduction and sustainability planning processes.
[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 does not directly withdraw water from rivers, lakes, wetlands, reservoirs, or other surface water sources.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

UEI does not withdraw brackish water or seawater for operational use.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters)

4.82

(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:

☑ No/minimal change in business activity

(9.2.7.5) Please explain

UEI Brazil (UEB) withdraws water from an artesian well for facility operations. Total groundwater withdrawal during the reporting year was approximately 4.82 megaliters. Water use and operational activity at the facility remained generally consistent with the prior year.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

UEI has not identified withdrawals from non-renewable groundwater sources.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

UEI does not engage in activities that generate produced water or entrained water.

Third party sources

(9.2.7.1) Relevance

Select from:
☑ Relevant

(9.2.7.2) Volume (megaliters)

190.41

(9.2.7.3) Comparison with previous reporting year

Select from:
☑ Lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in efficiency

(9.2.7.5) Please explain

The majority of UEI's water withdrawals are supplied by municipal utilities or other third-party providers. Total third-party water withdrawals during the reporting year were approximately 190.41 megaliters. Withdrawals decreased compared to the previous reporting year due to facility closures, operational efficiency improvements, and reduced water use at certain locations. Approximately 97.5% of total company water withdrawals originated from third-party sources. GTY, UEB, and UVN accounted for the majority of water use.
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:
☑ Relevant

(9.2.8.2) Volume (megaliters)

52.02

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.8.5) Please explain

Fresh surface water discharges occur primarily at GTY and UEB. GTY discharged approximately 47.20 ML to surface water and UEB discharged approximately 4.82 ML. Discharge volumes decreased in line with lower overall water withdrawals and operational efficiency improvements. The difference between total water withdrawals, discharges, and consumption reflects water that remains in recirculating and recycled process-water systems at year end and is therefore neither consumed nor discharged during the reporting period.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

UEI does not discharge wastewater to seawater or brackish surface waters.

Groundwater

(9.2.8.1) Relevance

Select from:
☑ Not relevant

(9.2.8.5) Please explain

UEI does not discharge wastewater to groundwater through aquifer reinjection, injection wells, soakaways, infiltration basins, or similar disposal methods.

Third-party destinations

(9.2.8.1) Relevance

Select from:
☑ Relevant

(9.2.8.2) Volume (megaliters)

18.38

(9.2.8.3) Comparison with previous reporting year

Select from:
☑ Lower

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in efficiency

(9.2.8.5) Please explain

Office locations and several manufacturing support facilities discharge wastewater to municipal sewer systems, industrial park wastewater treatment facilities, or other third-party wastewater treatment providers. Total discharges to third-party destinations were approximately 18.38 ML during the reporting year. Volumes decreased in line with lower overall water withdrawals and operational efficiency improvements. The difference between total water withdrawals, discharges, and consumption reflects water that remains in recirculating and recycled process-water systems at year end and is therefore neither consumed nor discharged during the reporting period.
[Fixed row]

(9.2.9) Indicate the highest level to which your wastewater is treated (either by your organization or a third party) before being discharged to the environment.

Quaternary treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements. UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.

Tertiary treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements.

UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.

Secondary treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements. UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.

Primary treatment only

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements. UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.

No treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements. UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.

Unknown

(9.2.9.1) Volume (megaliters)

70.4

(9.2.9.6) Please explain

UEI currently does not maintain centralized records identifying the highest wastewater treatment level applied to each discharge stream before release to the environment. Wastewater from office locations is generally discharged to municipal or third-party wastewater treatment systems; however, the specific treatment level applied by each receiving utility has not been evaluated. Wastewater associated with GTY and UEB is managed in accordance with applicable local regulations, permits, and water quality requirements, and both facilities conduct regular third-party water quality testing and monitoring programs. However, UEI has not yet completed a comprehensive assessment of wastewater treatment levels across all operations and discharge destinations. Accordingly, UEI has conservatively classified the treatment level of discharged wastewater as unknown. All known wastewater discharges are managed in compliance with applicable local requirements. UEI intends to further evaluate wastewater treatment practices, discharge pathways, and treatment levels as part of future climate scenario analysis, water stewardship reviews, and environmental planning efforts.
[Fixed row]

(9.2.10) Provide details of your organization’s emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

(9.2.10.1) Emissions to water in the reporting year (metric tons)

0

(9.2.10.2) Categories of substances included

Select all that apply

☑ Nitrates

(9.2.10.4) Please explain

UEI does not currently identify the discharge of nitrates, phosphates, pesticides, or priority substances to water as a material environmental aspect of its operations. The company's activities are primarily electronics manufacturing, assembly, warehousing, and office operations, which do not involve significant use of agricultural chemicals, pesticides, or processes that generate material releases of these substances to water. Water quality monitoring conducted at major manufacturing facilities focuses on potable water quality and regulatory compliance, and no material emissions of nitrates, phosphates, pesticides, or other priority substances to water were identified during the reporting year. Accordingly, UEI does not currently quantify these substances at a company-wide level. The company intends to further evaluate wastewater characteristics, treatment practices, and potential pollutant discharges as part of future climate scenario analysis, water stewardship reviews, and environmental planning initiatives.
[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 substantive water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

UEI's environmental risk assessments have identified water-related considerations within certain operations and portions of the value chain; however, no water-related dependencies, impacts, risks, or opportunities were determined to have a substantive effect on the company's business, strategy, financial planning, or operations as defined by CDP. Water use within UEI's operations is primarily associated with domestic, sanitary, and limited production-support activities, and the company has not identified any facilities where water availability, water quality, wastewater management, or water-related costs currently represent a material operational constraint. Likewise, UEI has not identified any suppliers, supplier categories, or sourcing regions where water-related issues currently represent a substantive risk to supply chain continuity, product availability, or financial performance. UEI will continue to evaluate water-related dependencies, impacts, risks, and opportunities as part of future climate scenario analysis, sustainability planning, environmental risk assessments, supplier due diligence activities, and updates to its environmental management programs.

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 substantive water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

UEI's environmental risk assessments have identified water-related considerations within certain operations and portions of the value chain; however, no water-related dependencies, impacts, risks, or opportunities were determined to have a substantive effect on the company's business, strategy, financial planning, or operations as defined by CDP. Water use within UEI's operations is primarily associated with domestic, sanitary, and limited production-support activities, and the company has not identified any facilities where water availability, water quality, wastewater management, or water-related costs currently represent a material operational constraint. Likewise, UEI has not identified any suppliers, supplier categories, or sourcing regions where water-related issues currently represent a substantive risk to supply chain continuity, product availability, or financial performance. UEI will continue to evaluate water-related dependencies, impacts, risks, and opportunities as part of future climate scenario analysis, sustainability planning, environmental risk assessments, supplier due diligence activities, and updates to its environmental management programs.
[Fixed row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	368288000	*1886431.39*	*We anticipate water withdrawal efficiency to remain consistant.*

[Fixed 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. UEI maintains a product chemical compliance program to monitor compliance with applicable chemical regulations, including REACH. UEI is evaluating opportunities to enhance product-level reporting and may provide additional information 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

(9.14.6) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:

☑ Not an immediate strategic priority

(9.14.7) Please explain

UEI's environmental risk assessments have identified water-related considerations within certain operations and portions of the value chain; however, no water-related dependencies, impacts, risks, or opportunities were determined to have a substantive effect on the company's business, strategy, financial planning, or operations as defined by CDP. Water use within UEI's operations is primarily associated with domestic, sanitary, and limited production-support activities, and the company has not identified any facilities where water availability, water quality, wastewater management, or water-related costs currently represent a material operational constraint. Likewise, UEI has not identified any suppliers, supplier categories, or sourcing regions where water-related issues currently represent a substantive risk to supply chain continuity, product availability, or financial performance. UEI will continue to evaluate water-related dependencies, impacts, risks, and opportunities.
[Fixed row]

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ Judged to be unimportant or not relevant

(9.15.4) Explain why you do not have a target set in this category

UEI periodically evaluates environmental risks and opportunities as part of its sustainability, climate, and environmental management activities. While water quality and wastewater management are monitored as part of regulatory compliance and facility environmental programs, UEI has not identified water pollution as a substantive environmental impact, risk, or opportunity requiring a company-wide water pollution reduction goal at this time. Water use within UEI's operations is primarily associated with domestic, sanitary, and limited production-support activities, and the company has not identified material releases of nitrates, phosphates, pesticides, priority substances, or other water pollutants that would have a substantive effect on the company's business, strategy, financial planning, or operations. All known wastewater discharges are managed in accordance with applicable local regulatory requirements. UEI will continue to evaluate this.

Water withdrawals

(9.15.1) Target set in this category

Select from:

☑ Yes

(9.15.2) Science-based target set in this target category according to SBTN guidance

Select from:

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

Water, Sanitation, and Hygiene (WASH) services

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ Judged to be unimportant or not relevant

(9.15.4) Explain why you do not have a target set in this category

UEI has not established a WASH goal because all employees currently have access to fully functioning, safely managed drinking water, sanitation, and hygiene services at company-operated facilities. WASH conditions are maintained through facility management, health and safety programs, and RBA compliance processes. No gaps or material risks related to WASH access were identified during the reporting year, and therefore a company-wide improvement target has not been established. UEI will continue to monitor WASH conditions as part of its ongoing environmental, health and safety, and sustainability management activities.

Other

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

[Fixed row]

(9.15.1) Provide details of your water-related targets and the progress made.

Row 1

(9.15.1.1) Target reference number

Select from:

☑ Water target 1

(9.15.1.2) Target coverage

Select from:
☑ Site/facility

(9.15.1.3) Category of target & Quantitative metric

Water withdrawals
☑ Reduction in total water withdrawals

(9.15.1.4) Date target was set

12/31/2025

(9.15.1.5) End date of base year

12/31/2025

(9.15.1.6) Base year figure

172025

(9.15.1.7) End date of target year

12/31/2031

(9.15.1.8) Target year figure

140000

(9.15.1.9) Reporting year figure

172025

(9.15.1.10) Target status in reporting year

Select from:

☑ New

(9.15.1.11) % of target achieved relative to base year

0

(9.15.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

Global environmental treaties/initiatives/frameworks aligned with or supported by this target

☑ Sustainable Development Goal 6

(9.15.1.13) Explain target coverage and identify any exclusions

The target applies to GTY, UEI's largest water-using manufacturing facility, and covers domestic and production water used at the site. The target excludes other UEI locations because it was established through GTY's facility-level environmental reduction plan.

(9.15.1.14) Plan for achieving target, and progress made to the end of the reporting year

GTY plans to reduce annual water use from 172,025 m3 in 2025 to 165,000 m3 in 2026 and 140,000 m3 by 2031. Planned measures include water-system inspections, leak identification and repair, process-water management, internal water recycling and employee conservation activities. Because 2025 is the base year, progress relative to the baseline is 0%.

(9.15.1.16) Is this a science-based target according to SBTN?

Select from:

☑ No

(9.15.1.18) Further details of target

The target represents an 18.62% reduction from the 2025 base-year figure. The target is a facility-level operational target and has not been validated by SBTN.

Row 2

(9.15.1.1) Target reference number

Select from:

☑ Water target 2

(9.15.1.2) Target coverage

Select from:

☑ Site/facility

(9.15.1.3) Category of target & Quantitative metric

Water withdrawals

☑ Reduction in total water withdrawals

(9.15.1.4) Date target was set

12/31/2025

(9.15.1.5) End date of base year

12/31/2025

(9.15.1.6) Base year figure

9394

(9.15.1.7) End date of target year

12/31/2031

(9.15.1.8) Target year figure

8000

(9.15.1.9) Reporting year figure

9394

(9.15.1.10) Target status in reporting year

Select from:

☑ New

(9.15.1.11) % of target achieved relative to base year

0

(9.15.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

Global environmental treaties/initiatives/frameworks aligned with or supported by this target

☑ Sustainable Development Goal 6

(9.15.1.13) Explain target coverage and identify any exclusions

The target applies to the UVN manufacturing facility and covers domestic water use. UVN reported no production-water use in its facility plan. Other UEI operations are excluded because this is a facility-level target based on UVN's operating conditions.

(9.15.1.14) Plan for achieving target, and progress made to the end of the reporting year

UVN plans to reduce annual water use from 9,394 m3 in 2025 to 9,000 m3 in 2026 and 8,000 m3 by 2031. Planned actions include sensor-activated handwashing faucets and continued monitoring of domestic water use. The faucet project is estimated to save approximately 1,394 m3 annually. Because 2025 is the base year, progress relative to the baseline is 0%.

(9.15.1.16) Is this a science-based target according to SBTN?

Select from:

☑ No

(9.15.1.18) Further details of target

The target represents a 14.84% reduction from the 2025 base-year figure. The target is a facility-level operational target and has not been validated by SBTN. [Add 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?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Renewable Electricity/Steam/Heat/Cooling generation

☑ Renewable fuel consumption

(13.1.1.3) Verification/assurance standard

General standards
☑ ISO 14064-1
☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Renewable energy assured as part of 3rd party emissions assurance.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2025 Ethics and Sustainability Report.pdf
[Add 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.	*2025 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

CEO

(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 to facilitate collective action in priority basins.

Select from:
☑ No