Universal Electronics Inc. (UEI) Statement on Modern Slavery and Child Labor

August 2026

This statement 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 those related to UEI's ethics and sustainability program, human rights due diligence processes, supply chain due diligence processes, labor-related policies and procedures, human rights-related policies and procedures, 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 report and related information available on our website are not incorporated by reference into any report or document we file with the SEC.

Commitment to Prevent and Reduce Risks of Modern Slavery and Child Labor

At UEI, respect for human rights is a core tenet both within our organization and when working with our suppliers. We acknowledge our responsibility to ensure that human rights are protected, respected, and upheld in all aspects of our global business operations and throughout our supply chain. We are dedicated to ensuring that our operations and our supply chains are free from modern slavery and child labor.

We have set forth clear public goals related to modern slavery and child labor within our ethics and sustainability program. These goals, along with key performance indicators aligned with our ethical principles, undergo thorough evaluation during monthly management reviews. The UEI Ethics and Sustainability Executive Steering Committee and the UEI Board of Directors receive progress reports on these objectives quarterly to ensure accountability and transparency in our commitment to combat modern slavery and child labor.

UEI uses internationally recognized standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights to define modern slavery and child labor. Modern slavery involves various forms of exploitation where individuals are coerced, deceived, or forced into situations against their will, including forced labor, debt bondage, involuntary prison labor, indentured servitude, and human trafficking. Child labor refers to the employment of individuals under the age of 15, or the local legal minimum age for employment if greater than 15 years of age, in work that deprives them of their childhood, interferes with their education, or is harmful to their health and development, as prohibited by international standards.

Organization Structure and Supply Chains

Universal Electronics Inc. is the global leader in universal wireless control solutions for the home. We bring to life millions of innovative control products each year that focus on a user-centric approach to designing and creating solutions and applications that simplify user interaction with highly complex

technologies in the home and removing interoperability challenges as a roadblock for user adoption, with a privacy first and secure-by-design approach to today's smart devices. We design, develop, manufacture, ship, and support millions of innovative products each year which are used by the world's leading brands in climate control, security, home automation, home appliance, home entertainment and consumer electronics markets. Our principal executive offices are in Scottsdale, Arizona, USA. We currently operate vertically integrated manufacturing and assembly factories in the People's Republic of China (PRC), Vietnam and Brazil, and use selected third-party manufacturers and suppliers in global locations.

As part of our production processes, UEI is a significant consumer of integrated circuits. Distribution of UEI's products varies based on customer channel and may include both domestic and international delivery models.

UEI's supply chain includes third-party suppliers as well as third-party employment and labor agencies. Suppliers support both production and business operations and include companies providing raw materials, components, equipment, services, and indirect operational support. For the purposes of this statement:

- Direct suppliers provide goods and services that are used in or are integral to the production of UEI's products, including raw materials, components, machinery, and equipment.
- Indirect suppliers provide goods and services that support business operations but are not directly involved in the production process, such as office supplies, maintenance services, IT support, and utilities.

UEI applies a structured, risk-based approach to understanding and managing our supply chain. This includes mapping supplier locations, material and service flows, and key dependencies, as well as evaluating supplier capability and risks related to the delivery of goods and services. As part of this process, UEI also assesses sustainability-related risks, including human rights risks. To support supply chain mapping and risk identification, UEI utilizes a combination of internal systems and external tools, including supply chain management systems, third-party due diligence platforms, and supply chain and CSR management platforms. The scope of this mapping includes all tier 1 direct suppliers and selected tier 1 indirect suppliers based on criticality and risk. UEI's human rights due diligence processes also apply to UEI-owned manufacturing facilities and selected tier 2 suppliers identified as higher risk based on factors such as geographic location, labor intensity, use of migrant or contract labor, and sourcing practices.

Policies in Relation to Slavery and Human Trafficking

UEI maintains a framework of policies and procedures designed to support the prevention of forced labor, child labor, and human trafficking across our operations and supply chain. UEI's Global Human Rights Policy is aligned with internationally recognized standards, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The policy establishes expectations related to fair treatment, prohibition of forced and child labor, and respect for the rights and dignity of all workers across UEI operations and business relationships. These principles are reinforced through UEI's Code of Conduct, which applies to all employees and workers under UEI's

operational control, and the Global Supplier Code of Conduct, which sets expectations for suppliers and business partners. The Supplier Code of Conduct requires suppliers to prohibit all forms of involuntary or forced labor and to comply with applicable laws and regulations related to labor practices and working conditions.

UEI's human rights due diligence (HRDD) procedures integrate these policy commitments into the company's ethics and sustainability management system. This includes identifying, assessing, and addressing human rights and labor risks within UEI's operations and supply chain, including risks related to forced labor and human trafficking. To support effective implementation, the Code of Conduct, Supplier Code of Conduct, and Global Human Rights Policy are translated into relevant local languages and made accessible to employees through UEI's intranet. English versions of these policies are also publicly available on UEI's website.

Modern Slavery and Child Labor Risks

UEI applies a risk-based approach to identifying and assessing potential risks of forced labor, child labor, and human trafficking within our operations and supply chain. Risk identification is conducted as part of UEI's broader human rights due diligence (HRDD) processes and is informed by internal assessments, supplier engagement, and ongoing monitoring activities.

In assessing potential risk areas, UEI considers a range of operational and supply chain factors, including:

- the geographic location of operations, activities, and supplier facilities;
- the types of products and services sourced;
- the raw materials and commodities used within the supply chain; and
- the use of outsourced, contracted, or subcontracted labor, including labor provided through third-party employment agencies.

UEI also recognizes that certain sectors and industries may present elevated risks of forced labor or child labor. These include:

- mining, quarrying, and oil and gas extraction;
- manufacturing; and
- professional, scientific, and technical services.

As of the reporting period, UEI has not identified instances of forced labor or child labor within our operations or tier 1 supply chain. We continue to monitor our operations and supply chain for emerging risks as part of our ongoing due diligence processes. UEI has not identified any instances where mitigation measures taken to address forced labor or child labor risks have resulted in the loss of income to vulnerable families.

Steps to Prevent and Reduce Risks of Modern Slavery and Key Performance Indicators

UEI implements a range of risk-based controls and processes to prevent, detect, and address potential risks of forced labor, child labor, and human trafficking across our operations and supply chain. These controls are integrated into UEI's human rights due diligence (HRDD), supplier management,

compliance, and audit programs. UEI monitors the effectiveness of our modern slavery risk management activities through a range of performance indicators, including:

- supplier participation in due diligence processes, including completion of SAQs and audits;
- supplier audit coverage, including onsite third party audits and assessments for higher-risk suppliers;
- employee training completion rates;
- the number of reports to grievance mechanisms and the resolution of those cases; and
- contractual provisions addressing forced labor and child labor in supplier agreements.

These indicators are reviewed as part of UEI's broader ethics, compliance, and sustainability governance processes and are used to inform continuous improvement of UEI's human rights due diligence program.

UEI's supplier risk management processes are aligned with international standards. All major suppliers, as defined by UEI's due diligence procedure, are required to complete the UEI Self-Assessment Questionnaire (SAQ) as part of onboarding and ongoing monitoring. UEI also utilizes third-party due diligence platforms to screen suppliers for sustainability, ethics, and human rights risks.

Supplier audits are conducted as part of UEI's Supplier Quality Management (SQM) system, and through UEI's Ethics and Sustainability and Product Compliance systems. These audits incorporate corporate social responsibility (CSR) assessments aligned with international standards. Based on risk assessment results, UEI requires 50% of high-risk direct suppliers and 25% of high-risk indirect suppliers to complete an on-site third-party audit.

For higher-risk suppliers and facilities, human rights performance is reviewed at least annually, while lower-risk suppliers are reviewed periodically based on risk indicators, changes in scope of work, and emerging risks. In 2025, 100% of major suppliers were screened under due diligence programs, 77% of major suppliers were subject to on-site or remote audits evaluating labor and human rights risks, and two suppliers were escalated, suspended, or disengaged due to ethics, human rights, labor, or environmental non-compliance.

UEI also conducts internal and external human rights risk assessments across our operations and supply chain and implements corrective action plans where gaps are identified. Supplier engagement, including training and capacity building on ethics and compliance topics, is a key component of UEI's approach to risk mitigation. Where potential or actual human rights risks or impacts are identified, UEI prioritizes remediation through a worker-focused approach. This may include root-cause analysis, corrective action plans, follow-up and verification of corrective action closure, escalation to senior management, and, where necessary, suspension or termination of the business relationship consistent with contractual and policy requirements.

UEI supports global efforts to address human rights risks in mineral supply chains, including risks related to forced labor in conflict-affected and high-risk areas. The company conducts a reasonable country of origin inquiry (RCOI) to determine whether minerals used in our products originate from the Democratic Republic of the Congo (DRC) or surrounding countries or are derived from recycled or scrap sources. Where applicable, UEI conducts additional due diligence on the source of minerals in accordance with applicable regulatory requirements.

UEI has established a third-party ethics hotline, the UEI Ethics Line, which is a crucial avenue for individuals to report their concerns. Information about the Ethics Line is distributed to all employees in their local language through onsite training and company-wide communications, and the link is available to all stakeholders on our website. In 2025, 123 reports were submitted through UEI's reporting channels. All reports were reviewed by UEI's internal Confidential Reporting Committee. Reports were escalated for investigation and remediation as warranted.

To better enforce our zero tolerance of forced labor, we provide mandatory compliance training to all our employees, which includes courses on the identification and reporting of forced labor and other unlawful labor practices. These training courses are delivered through a combination of e-learning platforms and onsite classroom training. In 2025, UEI's overall global compliance training completion rate was 99.1% of all employees.

Approval and Attestation

This report has been reviewed and approved by the Corporate Governance, Sustainability, and Nominating Committee of the Board of Directors, which has oversight of UEI's sustainability program, including related disclosures. Management provides periodic updates to the Committee on sustainability topics, including the development and publication of this report.

In preparing this statement, UEI consulted with relevant management and subject matter personnel across UEI-owned and controlled entities and operations, including functions responsible for procurement, compliance, human resources, internal audit, and sustainability. All material sustainability data included in this report was collected, reviewed, and approved in accordance with UEI's internal sustainability data approval process. This process is designed to ensure that data is subject to appropriate verification, review by subject matter experts, and authorization prior to external disclosure. Where applicable, data is prepared using recognized methodologies and internal controls designed to support accuracy, consistency, and traceability. To the best of management's knowledge, the information contained in this report is accurate and complete in all material respects as of the date of publication.

Eric B. Singer

Chair, Corporate Governance, Sustainability and Nominating Committee