UNIVERSAL ELECTRONICS®

2023

Environmental, Social, and Governance (ESG) Summary

About this ESG Summary

We are pleased to publish our 2023 ESG Summary. This summary contains an overview of UEI's sustainability programs as well as select ESG data. We intend to expand on this report and provide additional data, including a complete greenhouse gas inventory, through our inaugural ESG report in 2024. For more information about Universal Electronics, please visit our website. For questions or feedback concerning this report, please contact globalcompliance@uei.com.

FORWARD LOOKING STATEMENTS
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 timely development, delivery and market acceptance of products and technologies identified in this release; the purchasing by UEI customers of UEI remotes and other products identified in this release in the quantities anticipated by management; the adoption of the sustainable solutions and technologies identified in this release by UEI customers, the continued penetration and growth of UEI remotes, technology and other products and consumer technologies identified in this release; 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.

UNIVERSAL ELECTRONICS.

About Universal Electronics (UEI)

Universal Electronics Inc. (NASDAQ: UEIC) is the global leader in wireless universal control solutions for home entertainment and smart home devices and designs, develops, manufactures, ships and supports hardware and software control and sensor technology solutions. UEI partners with many Fortune 500 customers, including Comcast, Daikin, LG, Samsung, Sony and Vivint Smart Home to serve video, telecommunications, security service providers, television, smart home and HVAC system manufacturers. For over 37 years, UEI has been pioneering breakthrough innovations such as voice control and QuickSet cloud, the world's leading platform for automated set-up and control of devices in the home. For more information, visit www.uei.com.

OUR MISSION
UEI is dedicated to creating products and technologies that help everyday people easily discover and interact with the devices and services in their home. Our vision is to be the most knowledgeable company on the planet about the entertainment, smart devices and services that people have in their home.

OUR ESG APPROACH
As the leading global manufacturer and developer of connectivity solutions we are committed to creating a more sustainable future through effective corporate citizenship and by reducing our environmental impact. We seek to embed sustainability into our business decisions, allowing us to support our customer's sustainability goals while delivering the highest quality, responsibly made products, software solutions, and services.

Our ESG program and strategy is built on four core pillars:
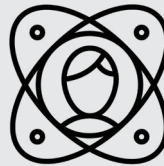
OUR PEOPLE
Ensure our employees are provided with a working environment where they feel included and where they are safe, healthy, and productive.

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

OUR COMMUNITIES
Strive to be a positive force in our communities globally and encourage our employees to volunteer their time.

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

UNIVERSAL ELECTRONICS®

Responsible Business Alliance
Advancing Sustainability Globally

RESPONSIBLE BUSINESS ALLIANCE

We fully embrace and support the vision, mission, and goals of the Responsible Business Alliance (RBA). The RBA is dedicated to facilitating a system where "members, suppliers and stakeholders collaborate to improve working and environmental conditions and business performance through leading standards and practices." As a regular member of the RBA, we have committed to adhering to RBA's Code of Conduct and to progressively adopt RBA's approach throughout our global operations and in our supply chain.

"
We take our commitment to sustainability seriously. We're dedicated to improving the efficiency of operations and ensuring that human rights are protected across our entire value chain.
"

– Koray Ozturk, Vice President, Global Compliance

AWARDS & RECOGNITION

We achieved a Bronze Sustainability Rating from EcoVadis and our design team and their unique approach to Designovation have been recognized with several prestigious awards such as the Red Dot, iF, IDA, Emmy, and CES Innovation.

BRONZE 2022 ecovadis Sustainability Rating

reddot winner 2022

iF product design award

IDA DESIGN AWARDS

EMMY® AWARD WINNER

CES INNOVATION AWARDS 2023 HONOREE
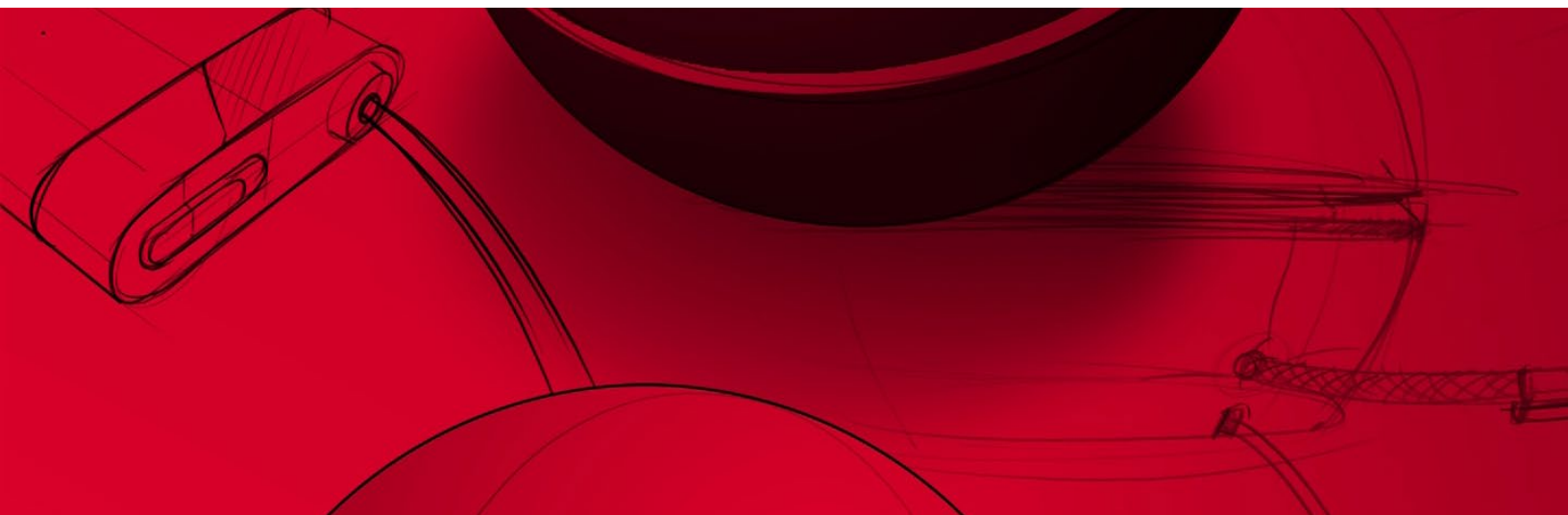
Our Governance

OVERSIGHT OF ESG

Our Board of Directors (the Board) and leadership team are responsible for risk oversight. This includes relevant ESG risks such as supply chain, product quality and safety, data privacy, and climate change, among others. While the Board has responsibility for ESG risk oversight, our Corporate Governance and Nominating Committee is responsible for monitoring ESG-related strategy, policies, and practices and reports progress to the broader Board. This committee receives formal updates regarding ESG-related matters on an ongoing basis, no less than annually. Our Executive ESG Steering Committee, comprised of key executives from across the organization, approves and implements the ESG strategy. The Senior Vice President & Head of Global Compliance leads the Global Compliance and ESG Function, and is responsible for management of the ESG program.
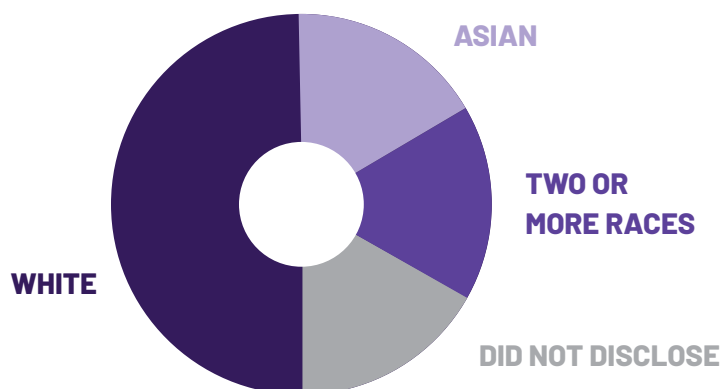
BOARD DIVERSITY

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 being 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 and race/ethnicity) that will help ensure that the Board best performs its oversight function.

BOARD DIVERSITY BY GENDER IDENTITY
(As of April 1, 2023)

MALE

FEMALE
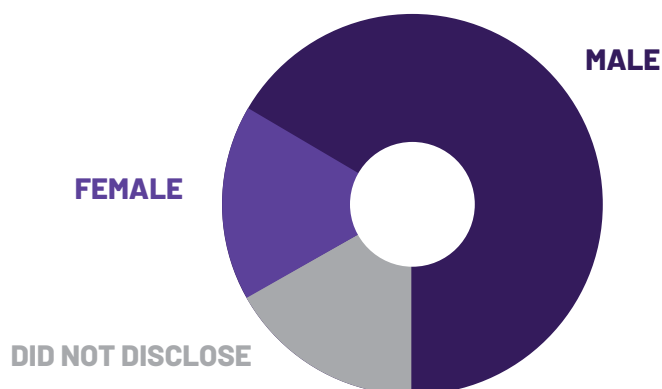
DID NOT DISCLOSE

BOARD DIVERSITY BY DEMOGRAPHIC BACKGROUND
(As of April 1, 2023)

ASIAN

TWO OR MORE RACES

WHITE

DID NOT DISCLOSE

BOARD DIVERSITY MATRIX *(as of 11/1/2023)*
Total Number of Directors: 6

Male	4 / 66.6%		Asian	1 / 16.6%
Female	1 / 16.6%		White	3 / 50%
Did Not Disclose	1 / 16.6%		Two or More Races	1 / 16.6%
			Did Not Disclose	1 / 16.6%

COMMITMENT TO ETHICS

UEI is committed to maintaining the highest standards of ethical conduct through integrity, honesty, and compliance with law. We have established the *UEI Code of Conduct* and the *UEI Global Supplier Code of Conduct* and *Fair Competition Policy* and have adopted the *RBA Code of Conduct*, all of which set forth expectations regarding the way in which all UEI directors, officers, employees, suppliers, and business partners must conduct themselves. These documents are available on the UEI Corporate Responsibility webpage.

We have a zero tolerance for bribery and corruption, which is outlined in our *Global Anti-Bribery & Anti-Corruption Policy*, *Global Supplier Anti-Corruption Policy*, as well as the *UEI Code of Conduct*. We take our responsibility for data privacy and security very seriously. Our *Privacy Policy* outlines our privacy practices and our commitment to comply with privacy laws and regulations in all jurisdictions in which we conduct business. The Audit Committee of the Board, along with management, is responsible for reviewing the adequacy and effectiveness of our information technology security and controls. Our audit and due diligence processes help ensure that employees and suppliers operate in compliance with our expectations. We also mandate compliance training on topics including the *RBA Code of Conduct*, resisting bribery, harassment prevention, cybersecurity and privacy, among others. These training courses are assigned based on role and legal requirements.

It is critical to maintain a culture where employees feel safe when speaking up about matters that concern them. As part of UEI's culture of openness, integrity, and accountability, we encourage all employees, vendors, contractors, and other stakeholders to speak up if they observe or suspect any improper conduct. Our Global *Whistleblower Policy* and our *Global Non-Retaliation Policy* outlines the various mechanisms to report improper conduct, protections for individuals who report, and the investigation process.

THE UEI ETHICS LINE

The UEI Ethics Line is one of the key mechanisms where individuals may report their concerns. Any UEI stakeholder is encouraged to report any violations of applicable laws, regulations or any established UEI policies or procedures, or suspected human rights concerns. The Ethics Line is operated by an independent third party, and any individuals who report may choose to remain anonymous. All communications received on the Ethics Line are investigated. No retaliatory action of any kind will be taken against any individual who reports to the UEI Ethics Line in good faith.

Our Communities

COMMITMENT TO HUMAN RIGHTS The 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. Our *Global Human Rights Policy*, available on our Corporate Responsibility webpage, is aligned with internationally recognized human rights principles defined by the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Our employees are encouraged to speak up if they notice or suspect any human rights violation through the UEI Ethics Line.

> *At UEI, we uphold respect for human rights and strive for excellence in all facets of our business operations and execution.*- Paul D. Arling, Chairman and Chief Executive Officer

SUPPLY CHAIN MANAGEMENT UEI has developed a *Global Supplier Code of Conduct and Fair Competition Policy*, which our suppliers are required to adhere to, to clarify our global expectations in the areas of fair dealings, legal compliance, business integrity, labor practices, health and safety, and environmental management. We require our suppliers to respect basic human rights and to not engage in any involuntary or forced labor and to comply with all laws and regulations pertaining to the appropriate and dignified treatment of all workers. In addition, we require suppliers to adhere to the RBA Code of Conduct.

Our Human Rights Due Diligence procedure, a component of our ESG Compliance Management System Procedure, defines the overarching process for UEI's human rights due diligence system. The procedure aims to incorporate international labor and human rights standards into UEI's social and ethical management system, including evaluating and addressing human rights concerns in our supply chain. To better enforce a zero-tolerance of forced labor, we provide training to our employees to identify signs of forced labor and other unlawful labor practices and how to report it directly to management or through the UEI Ethics Line.

In addition to observance of quality standards from our suppliers, we require all suppliers to attest in writing to the *Global Supplier Code of Conduct and Fair Competition Policy* and the *Global Supplier Anti-Corruption Policy*. We follow the RBA guidelines for supplier risk assessments process by requiring our suppliers of raw materials and components to complete the full RBA self-assessment questionnaire ("SAQ") and to conduct an on-site RBA Validated Assessment Program (VAP) audit for 50% of any identified high-risk major suppliers. We are evaluating additional supply chain due-diligence tools to further augment our current processes, including a third-party due-diligence software solution.

COMMUNITY ENGAGEMENT

We seek to be responsible citizens of our communities and encourage our employees to spend time in their communities. We intend to formalize our volunteer program in 2024 with the launch of a volunteer portal, where employees can share their experiences volunteering in their communities.

Examples of volunteer events held by UEI employees in 2022 and 2023 include:
- UEI's accounting team participated in a volunteer event at St. Mary's Food Bank
- UEI hosted the launch of the Women of MENA (Middle Eastern & North African) in Technology at the Scottsdale headquarters building

Our People

UEI is committed to an inclusive culture that values equality, opportunity, and respect. We seek to ensure that our employees are provided with a working environment where they are safe, healthy, and productive and where they feel like they belong.

HUMAN CAPITAL MANAGEMENT

We maintain a work environment designed to attract, develop and retain top talent by offering our employees an engaging work experience that contributes to their career development. We regularly collect feedback from employees to better understand and improve their experiences and identify opportunities to continually strengthen our culture. We intend to expand these efforts with the launch of an updated employee engagement survey in 2024.

Training and development are critical components of an effective workforce strategy. We offer a variety of skills based and career development training, both hands-on and through online platforms. We evaluate additional training opportunities and tools on an ongoing basis. Employees undergo annual performance evaluations and are encouraged to have meaningful career and performance conversations with their managers. As part of this process, all employees are required to complete performance management training to facilitate productive dialogue.

We recognize the importance of supporting our employees and the advantages of flexibility and a strong work/life balance. Benefits are an important part of our employee's total compensation and we are proud to offer a comprehensive benefits program. Universal Electronics benefits plans are designed to offer flexibility and choice where employees can tailor benefits to meet their individual needs. For roles where a remote or hybrid arrangement are viable and appropriate, we offer a flexible telecommuting working arrangement.

DIVERSITY & INCLUSION

We believe that diversity is a strength and that our talent should have equal opportunity for personal growth and career advancement. We are proud of our diverse workforce, and we are most successful when our employees bring their whole selves to work every day. The skills and knowledge of our workforce must meet the diverse needs of our customers and other stakeholders. We periodically review our gender pay parity information and diversity data which informs our pay and workforce management practices.

UEI is an Equal Opportunity Employer and is committed to providing a workplace free of discrimination, harassment and retaliation of job applicants and employees, whether based on age, race, ethnicity, national origin, religion, marital status, sex, sexual orientation, gender, gender identity and gender expression, mental or physical disability, veteran status or any other protected status. We encourage any employee who believes they are the subject of discrimination, harassment or retaliation to express concerns without fear of retribution or retaliation to their immediate supervisors, any senior-level managers, or through the UEI Ethics Line.

HEALTH & SAFETY

The health and safety of our employees, contractors, visitors, and the communities in which we operate is paramount. We strive to comply with all relevant local, national, and international health and safety laws and regulations.

We have established the following health and safety programs:

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

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

EMERGENCY RESPONSE PLANS
Maintain emergency response plans and conduct drills to ensure preparedness.

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

Additional information about this topic can be found in our *Global Health and Safety Policy*, available on the UEI Corporate Responsibility webpage.

Our Products

COMMITMENT TO THE ENVIRONMENT

Our reputation is grounded in delivering quality products that are responsibly made. We seek to be a partner in our customers' sustainability journey and provide products and services that support their objectives. With regards to product sustainability, we strive to consider a comprehensive approach throughout the entire life cycle of many of our products:

6. SECOND LIFE
Provide components with a second life after refurbishment

1. DESIGN
Design products with sustainable materials and components

5. RECYCLE
Recycle the product components

PRODUCT LIFE CYCLE

2. BUILD
Build products in sustainable factories

4. REDUCE
Reduce the energy the product consumes

3. SHIP
Ship products in sustainable packaging

SUSTAINABLE PRODUCT DESIGN, PRODUCTION, AND PACKAGING

To reduce collateral waste, we have introduced an initiative to reduce single use plastics ("SUP") from our supply chain and manufacturing process for certain customer programs, such as designing and building products from the ground up with post-consumer recycled plastics. These products can dramatically reduce the emissions and waste associated with the use of virgin materials. The production phase of our products is a critical component of the product lifecycle. For information about our efforts to build products in sustainable factories, see page 11 of this report.

Many of our packing and production methods are being reimagined to reduce waste and emissions. We employ new master carton packing methods to increase shipping efficiency and reduce cardboard usage. Some of our manufacturing facilities are switching to the use of recycled solder. We've also implemented sustainability practices into how we package some of our products, including the use of various plastic-alternative materials like paper, teabag material, a paper-like material made from bamboo fiber, and a bio-based biodegradable copolymer.

## PRODUCT EFFICIENCY AND RESPONSIBLE END-OF-LIFE

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 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. We seek to use these technologies in our products and continue to invest in research and development to advance these technologies. An example of a product with an emissions avoidance component during the use-phase is our Energy Management System (EMS) Kit, which can help reduce energy consumption when a physical space is unoccupied.

To address the products' end-of-life phase, we are able to offer a product refurbishment program where we reclaim, refurbish, and recycle pre-owned remote controls. Under this program, major components in pre-owned remote-control units are reused or recycled.

QUALITY MANAGEMENT

We also believe that our products should meet our customers' standards for quality. Our manufacturing facilities are certified to the ISO 9001:2015 International Standard for quality management. Testing and quality control are applied to components, parts, sub-assemblies, and systems obtained from third-party suppliers.

EXAMPLES OF OUR SUSTAINABLE PRODUCTS
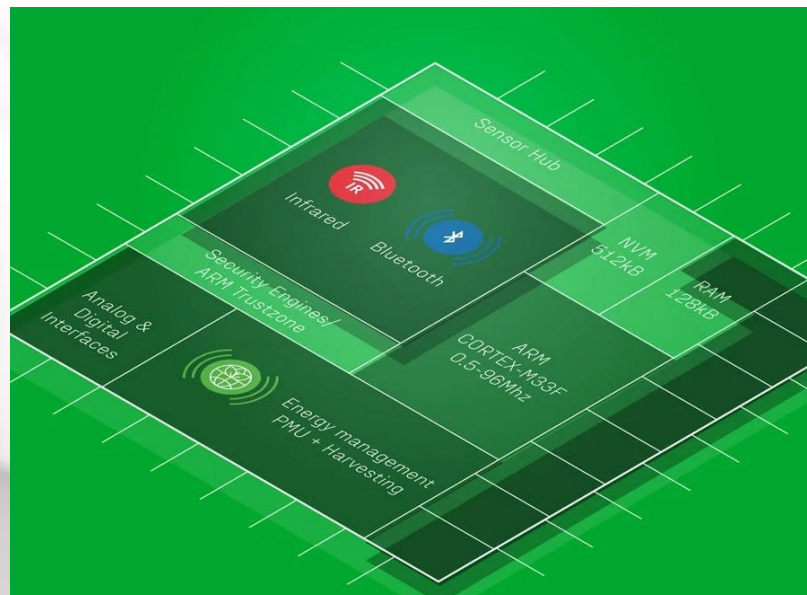
UEI ETERNA RANGE OF REMOTE CONTROLS

- Control platform based on a chipset that's 80% more efficient.
- Encasing is manufactured using 95% post-consumer recycled plastic.
- Designed for easy disassembly to separate components for recycling or refurbishment and reuse.
- Shipped in packaging free from single-use-plastics, wrapped in a sheet of biodegradable material, and sealed with paper tape.

XTREME LOW POWER CHIP WITH ENERGY HARVESTING SOLUTION

- Unique chip-level low-power digital circuit, RF and login design.
- Energy Harvesting Technology captures multiple sources of energy with a solar panel that provides 3x the power for the same size as the most widely used solar panel.
- Extends the single-use battery life up to 10x longer with potential for "Battery-for-Life" – a remote control that does not need battery replacement throughout its useful life.

The Planet

UEI is committed to protecting the environment, ensuring compliance with all applicable environmental laws and regulations, and meeting the needs of our customers. We are investigating and implementing programs that reduce our environmental footprint, improve efficiency, and help our customers meet their sustainability objectives. This commitment is outlined in our Global Environmental Policy, available on the UEI Corporate Responsibility webpage.

Our manufacturing facilities are certified to the ISO 14001:2015 International Standard for environmental management systems. Each facility has standing policies and targets for monitoring and managing waste generation and energy consumption and is focused on reducing electricity consumption, water usage and greenhouse gas emissions. Our teams continue to examine practices and processes in our facilities to identify opportunities for greater efficiency and emissions reduction. Potential measures under investigation include on-site renewable energy, lighting retrofits, and building management systems. We intend to report on our progress in these areas and announce the signature of our Science Based Targets Initiative (SBTi) Commitment Letter in our inaugural ESG report in 2024.

We believe that you cannot manage what you cannot measure. To better understand our environmental footprint, we have launched a global effort to collect, analyze, and verify our environmental data. Key metrics include our energy and water use, waste output, and the emissions associated with our operations and our value chain. Many of these metrics are included in the data tables on the following page. We intend to publish a complete greenhouse gas inventory in our inaugural ESG report in 2024.

ISO

Our manufacturing facilities are certified to the ISO 14001:2015 International Standard for environmental management systems.

CLIMATE SCENARIO ANALYSIS

As part of our ESG program, we have completed a physical climate scenario analysis to better understand the physical climate-related risks and opportunities relevant to our operations. A physical climate scenario analysis identifies key climatic trends that might impact a business given a variety of climate change and global temperature scenarios. This analysis will augment our current climate-related risk processes and inform strategic decision making to mitigate risk, reduce operational disruptions, and develop climate resilience. We intend to expand this analysis in the coming months through a formal evaluation of our transition risks and opportunities.

What Is Climate Scenario Analysis?	A tool to identify key climatic trends that might impact a business given a variety of climate change and global temperature scenarios. *Ex: The climate warms by 2^oC, what does that mean for our facilities?*
What are physical risks?	Physical: risks related to changes in weather and climate *Ex. Flooding, heat waves, drought*
What are transition risks?	Transition: risks related transition to a low-carbon economy *Ex. Environmental regulations, cost of renewables*
What are examples of potential physical risks to UEI based on the analysis?	Hurricanes / cyclones Low-lying potential tsunami areas Sea level rise and coastal flooding

Data Summary

WORKFORCE BREAKDOWN Global Workforce 2023 [1]

	Total Employees	% Female	% Male
Total Employees	4,193	58%	42%
Employment Contract			
Permanent	3,962	59%	41%
Temporary	231	34%	66%
Employment Type			
Full-Time	4,081	58%	42%
Part-Time	33	79%	21%
Fixed-Term	79	70%	30%
Employment Category			
Individual Contributor	3,809	61%	39%
Manager	384	29%	71%
Age			
Under 29	865	46%	54%
30-49	2,459	61%	39%
Over 50	869	61%	39%
Region			
Americas	1,090	58%	42%
Asia Pacific	2,984	59%	41%
Europe	119	35%	65%

WORKFORCE BREAKDOWN United States Workforce 2023 [2]

	% of US Workforce	% Manager
EEO Categories for Ethnicity and Race		
American Indian or Alaskan Native	0%	0%
Asian	33%	26%
Black or African American	1%	1%
Hispanic/Latino	12%	14%
Native Hawaiian or other Pacific Islander	1%	0%
Two or More Races	1%	0%
White	52%	58%
Did not declare	1%	0%
Additional Populations		
Identifies as a person with disability	0%	
Veteran status	1%	

TRAINING AND DEVELOPMENT HOURS 2023 [3]

Total Recorded Training Hours	967
Total Training Hours Per Employee	0.23

LABOR UNION 2022 [4]

Labor Union Percentage	29%

LOST-TIME INCIDENT RATE (LTIR) 2022 [5]

Office Locations	0.00
UEB	1.00
GTY	1.02
UEY	0.38
UEM	0.02

PRIVACY AND DATA SECURITY 2023 [6]

Number of Data Breaches	0

ENVIRONMENT 2022 [7]

Electricity (MWh)	30,225
Fuel Usage (MWh)	280
Water (M^3)	159,547
Waste Incineration and Landfill (MT)	764
Recycle Waste (MT)	2,121

[1] Data as of October 31, 2023. Data coverage includes all global operations.

[2] Data as of October 31, 2023. Data coverage includes all United States operations.

[3] Data range is January 1, 2022 to December 31, 2022. Data coverage is all global operations.

[4] As described in the UEI 2022 Form-10K Page 10, labor unions represent approximately 29.0% employees as of December 31, 2022.

[5] Data range is January 1, 2022 to December 31, 2022. Data coverage is all global operations.

[6] Data range is January 1, 2022 to December 31, 2022. Data coverage is all global operations.

[7] Data range is January 1, 2022 to December 31, 2022. Data coverage is all global operations.

UNIVERSAL ELECTRONICS®