

Global Reporting Initiative (GRI) Index

Statement of use	Universal Electronics Inc (UEI) has reported in accordance with the GRI Standards for the period January 1, 2024 – December 31, 2024.
GRI 1 Version	GRI Universal Standards 2021.
GRI 3 Material Topics 2021	
3-1 Process to determine material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
3-2 List of material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
3-3 Management of material topics	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
GRI 2 General Disclosures 2021	
2-1 Organizational details	See UEI's Form 10-K available at https://investors.uei.com/financials .
2-2 Entities included in the organization's sustainability reporting	See UEI's annual Ethics and Sustainability Report and annual response to CDP available at https://www.uei.com/sustainability-resources . UEI's sustainability reporting covers topics for all UEI-owned entities and facilities included in financial statements. For information about UEI's entities and subsidiaries, see UEI's Form 10-K available at https://investors.uei.com/financials .
2-3 Reporting period, frequency and contact point	See UEI's annual Ethics and Sustainability Report section Contents available at https://www.uei.com/sustainability-resources .
2-4 Restatements of information	There are no restatements related to sustainability disclosures in UEI's 2024 Ethics and Sustainability Report.
2-5 External assurance	Grant Thornton LLP audits UEI's financial statement annually. See UEI's Form 10-K available at https://investors.uei.com/financials .
2-6 Activities, value chain and other business relationships	See UEI's Form 10-K available at https://investors.uei.com/financials .
2-7 Employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
2-8 Workers who are not employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
2-9 Governance structure and composition	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-10 Nomination and selection of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.

2-11 Chair of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-12 Role of the highest governance body in overseeing the management of impacts	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-13 Delegation of responsibility for managing impacts	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-14 Role of the highest governance body in sustainability reporting	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-15 Conflicts of interest	See UEI's annual Proxy Statement available at https://investors.uei.com/financials for additional information.
2-16 Communication of critical concerns	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability and Our Governance available at https://www.uei.com/sustainability-resources .
2-17 Collective knowledge of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-18 Evaluation of the performance of the highest governance body	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-19 Remuneration policies	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-20 Process to determine remuneration	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-21 Annual total compensation ratio	See UEI's annual Proxy Statement available at https://investors.uei.com/financials .
2-22 Statement on sustainable development strategy	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-23 Policy commitments	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-24 Embedding policy commitments	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-25 Processes to remediate negative impacts	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-26 Mechanisms for seeking advice and raising concerns	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .

2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during the reporting period.
2-28 Membership associations	We are a member of the Responsible Business Alliance ("RBA"), an industry coalition dedicated to driving sustainable value for workers in global supply chains, among other things.
2-29 Approach to stakeholder engagement	See UEI's annual Ethics and Sustainability Report section Our Approach to Ethics and Sustainability available at https://www.uei.com/sustainability-resources .
2-30 Collective bargaining agreements	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .

GRI 205 | Anti-corruption 2016

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

GRI 206 | Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See UEI's annual Ethics and Sustainability Report section Our Governance available at https://www.uei.com/sustainability-resources .
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GRI 302 | Energy 2016

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

GRI 305 | Emissions 2016

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

GRI 308 | Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability, Our Governance, and Our Communities available at https://www.uei.com/sustainability-resources .
308-2 Negative environmental impacts in the supply chain and actions taken	See UEI's annual Ethics and Sustainability Report sections Our Approach to Ethics and Sustainability, Our Governance, and Our Communities available at https://www.uei.com/sustainability-resources .

GRI 403 | Occupational Health and Safety 2018

403-1 Occupational health and safety management system	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at https://www.uei.com/sustainability-resources .
403-2 Hazard identification, risk assessment, and incident investigation	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at https://www.uei.com/sustainability-resources .
403-3 Occupational health services	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at https://www.uei.com/sustainability-resources .
403-4 Worker participation, consultation, and communication on occupational health and safety	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at https://www.uei.com/sustainability-resources .
403-5 Worker training on occupational health and safety	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at https://www.uei.com/sustainability-resources .

403-6 Promotion of worker health	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at available at https://www.uei.com/sustainability-resources .
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at available at https://www.uei.com/sustainability-resources .
403-8 Workers covered by an occupational health and safety management system	See UEI's annual Ethics and Sustainability Report section Our People. See also UEI's Global Health and Safety Policy. Both are available at available at https://www.uei.com/sustainability-resources .
403-9 Work-related injuries	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .

GRI 404 | Training and Education 2016

404-1 Average hours of training per year per employee	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
404-2 Programs for upgrading employee skills and transition assistance programs	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .
404-3 Percentage of employees receiving regular performance and career development reviews	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .

GRI 405 | Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
405-2 Ratio of basic salary and remuneration of women to men	See UEI's annual Ethics and Sustainability Report section Our People available at https://www.uei.com/sustainability-resources .

GRI 408 | Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
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GRI 409 | Forced or Compulsory Labor 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
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GRI 414 | Supplier Social Assessment 2016

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

GRI 416 | Customer Health and Safety 2016

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

SASB Topic:	Employee Diversity & Inclusion	Response
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See the Data Table Appendix of UEI's annual Ethics and Sustainability Report available at https://www.uei.com/sustainability-resources .
SASB Topic:	Materials Sourcing	Response
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	See UEI's annual Ethics and Sustainability Report sections Our Communities and Our Products available at https://www.uei.com/sustainability-resources .
SASB Topic:	Product Lifecycle Management	Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	See UEI's annual Ethics and Sustainability Report section Our Products. See also UEI's annual CDP response. Both are available at https://www.uei.com/sustainability-resources .
SASB Topic:	Product Security	Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	See UEI's annual Ethics and Sustainability Report section Our Products. Both are available at https://www.uei.com/sustainability-resources .
SASB Topic:	Supply Chain Management	Response
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	See UEI's annual Ethics and Sustainability Report section Our People and UEI's Statement on Modern Slavery and Child Labor. Both available at https://www.uei.com/sustainability-resources .

SASB Topic:	Activity Metrics	Response
TC-HW-000.A	Number of units produced by product category	UEI does not currently disclose the number of units produced by product category. For information on product sales, see UEI's Form 10-K available at https://investors.uei.com/financials .
TC-HW-000.B	Area of manufacturing facilities	UEI does not currently disclose the area of manufacturing facilities. For information on UEI's facilities, see UEI's Form 10-K available at https://investors.uei.com/financials .
TC-HW-000.C	Percentage of production from owned facilities	UEI both owns facilities and utilizes third party contract manufacturers. As such, we do not disclose specific data on our production from owned facilities as it may be considered proprietary and sensitive information. For more information about our production see our 10-K filing available at https://investors.uei.com/financials .

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

Governance

Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources .
	b) Describe management's role in assessing and managing climate-related risks and opportunities	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources .

Strategy

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

Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources .
	b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources .
	c) Describe the organization's processes for managing climate-related risks	See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources .

Metrics & Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

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| a) Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources . |
| b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks | See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources . |
| c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | See UEI's annual Ethics and Sustainability Report section The Planet and the Data Tables Appendix. See also UEI's annual CDP response. Both available at https://www.uei.com/sustainability-resources . |