



2024

Ethics and
Sustainability
Report

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Welcome to Universal Electronics Inc.'s (UEI) 2024 Ethics and Sustainability Report. In this report, we highlight the significant strides UEI has made throughout the year in enhancing our ethics and sustainability programs and strategies. We seek to provide a comprehensive overview of our key material topics, environmental and social objectives, major initiatives, and performance data.

The sustainability data presented in this report covers the 2024 calendar year, from January 1, 2024 to December 31, 2024, unless otherwise specified. Where relevant, we do provide ethics and sustainability-related updates that have occurred in 2025 to provide an accurate and updated depiction of our ethics and sustainability program.

Our disclosures align with global standards and frameworks, including the Global Reporting Initiative (GRI) 2021 Standards, the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs). A disclosure with tables containing our GRI, SASB, TCFD, and SDG alignment is available on our [sustainability resources webpage](#).

For more information about Universal Electronics, please visit our [website](#). If you have any questions or feedback regarding this report, please contact us at sustainability@uei.com.

FORWARD LOOKING STATEMENTS

This report may contain forward-looking statements made pursuant to the Safe Harbor provisions of the Private Securities Litigation Reform Act of 1995. Words and expressions that reflect something other than historical fact are intended to identify forward-looking statements. These statements involve a number of risks and uncertainties, including the adoption of the sustainable solutions and technologies identified in this release by UEI customers, the development and acceptance of new technologies and products, the initiation, expansion, and completion of sustainability-related programs and reporting, risks and opportunities identified in a third-party climate scenario analysis completed in 2023, and other factors described in UEI's filings with the Securities and Exchange Commission (SEC). Actual results may differ materially from any forward-looking statements due to these risks and uncertainties. UEI undertakes no obligation to revise or update any forward-looking statements to reflect events or circumstances that may arise after the date of this report. The annual Ethics and Sustainability Report and related information available on our website are not incorporated by reference into any report or document we file with the SEC.



A Letter from our Senior Vice President, General Counsel, and Head of Global Compliance

Dear Stakeholders,

I am thrilled to share the remarkable progress Universal Electronics Inc. (UEI) has made in our sustainability journey over the past year. Our commitment to ethical and sustainable practices has been recognized with prestigious accolades, and we continue to set and achieve ambitious goals.

We are proud to announce that UEI has been awarded a Gold Medal by EcoVadis, placing us among the top 5% of companies in our industry for sustainability performance. This recognition is a testament to our unwavering dedication to integrating sustainability into every aspect of our operations. Additionally, we have achieved a “B” score on our CDP (formerly Carbon Disclosure Project) response. This score highlights our efforts in environmental transparency and action.

In 2024, we set ambitious sustainability goals, and I am pleased to report that we are already beginning to achieve these targets. Our teams across the globe have worked tirelessly to integrate these goals into our daily operations, driving meaningful progress toward a more sustainable future. We are pleased to showcase our progress towards these goals in this report.

We are dedicated to upholding and protecting human rights within our organization and throughout our supply chain and have continued to fortify our due diligence programs. We are committed to environmental stewardship. Our initiatives include reducing resource use, minimizing waste, and integrating sustainability features into our product designs. Our employee’s health and safety also remains paramount. We have established robust health and safety programs, including comprehensive training and emergency response plans, to ensure the well-being of our employees, contractors, and visitors.

These achievements reflect the collective dedication and hard work of our teams. I extend my deepest gratitude to everyone who contributed to these remarkable milestones. Together, we will continue to drive innovation and excellence in sustainability, ensuring that UEI remains a trusted partner in helping our customers achieve their sustainability ambitions.

Thank you for your interest in our ethics and sustainability program.

Sincerely,

Richard A. Firehammer, Jr.
Senior Vice President, General Counsel, and Head of Global Compliance

About Universal Electronics (UEI)

For over 38 years, Universal Electronics Inc. (NASDAQ: UEIC) is the global leader in universal wireless control solutions for the home. The company brings 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. Our more than 3,800 employees worldwide design, develop, manufacture, ship and support millions of innovative products each year which are used by the world’s leading brands in the consumer electronics, subscription broadcast, security, home automation, hospitality and climate control markets. Additional information about our business is available in our latest [Form 10-K filing](#).

OUR MISSION

Our mission is to create a user centric, smart home experience through innovative control products that provide the simplest way to interact with technology in the home. We aim to provide universal and interoperable control solutions that automatically set up and deliver consistent and intuitive control of connected devices, content and services.

More than 3,800 employees

- **Global HQ**
Scottsdale, Arizona, USA
- **Regional HQ**
Enschede, The Netherlands
Hong Kong, China
- **R&D sites**
Scottsdale, Arizona, USA
San Mateo, California, USA
Santa Ana, California, USA
Carlsbad , California, USA
Plymouth, Minnesota, USA
Bangalore, India
Suzhou, China
Guangzhou, China

- **Manufacturing Regions**
Monterrey, Mexico
Manaus, Brazil
Yangzhou, China
Hai Duong, Vietnam
- **Sales offices**
Barcelona, Spain
Milan, Italy
Seoul, Korea
Tokyo, Japan



AWARDS & RECOGNITION

A testament to our dedication to sustainability, we were awarded a Gold Medal Sustainability Rating from EcoVadis in 2025 and achieved a “B” on our inaugural CDP response (formerly Carbon Disclosure Project). 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.



Our Approach to Sustainability

As the global leader in universal wireless control solutions for the home, 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 and services. Our ethics and sustainability program and strategy is built on four core pillars:



OUR PEOPLE
Ensure our employees are provided a working environment where they feel like they belong 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
Uphold and protect the human rights of people and communities throughout our supply chain.



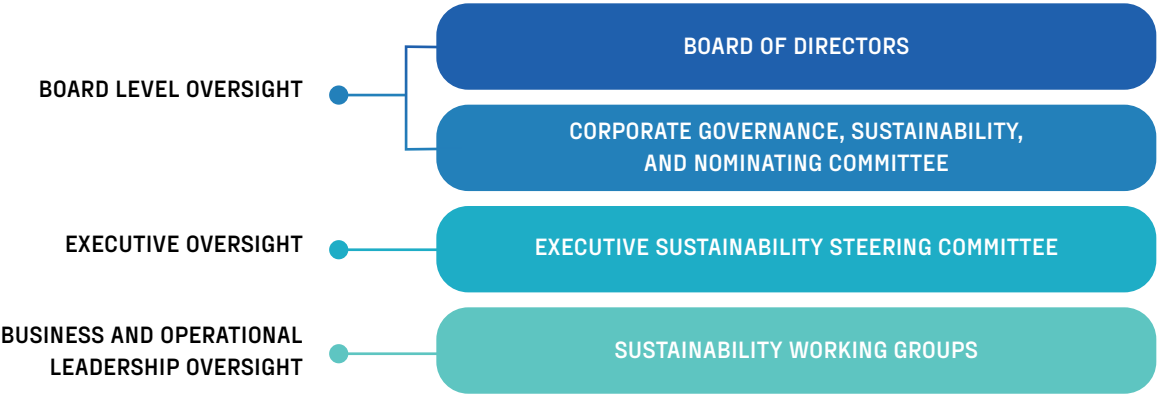
THE PLANET
Reduce resource use and waste output in our own operations and work with our suppliers to do the same.

OVERSIGHT OF SUSTAINABILITY

In 2023, we formalized the Board’s role in sustainability oversight by assigning responsibilities to dedicated committees. The Corporate Governance and Nominating Committee was expanded to oversee sustainability-related strategies, policies, and practices, and we subsequently renamed the committee to Corporate Governance, Sustainability, and Nominating Committee. The Executive Sustainability Steering Committee (ESSC), composed of key executives from across the organization, is responsible for approving and implementing sustainability strategy. The Global Ethics and Sustainability Function, led by the Senior Vice President, General Counsel, and Head of Global Compliance and the Director, Global ESG Compliance, manages UEI’s Ethics and Sustainability Program and ensures alignment with strategic objectives and regulatory requirements.

To support the implementation of sustainability policies and goals, we have established cross-functional Sustainability Working Groups. These groups facilitate company-wide integration of sustainability initiatives. They report their activities to the ESSC ensuring seamless coordination and accountability across the organization.

The Corporate Governance, Sustainability, and Nominating Committee and the ESSC receives formal updates on ethics and sustainability-related matters prior to committee meetings, no less than quarterly. These updates ensure that both the Board and management are continually informed and engaged with our ethics and sustainability performance and strategy.



ENTERPRISE RISK MANAGEMENT AND ETHICS AND SUSTAINABILITY INTEGRATION

Management is responsible for assessing and mitigating UEI's exposure to financial, strategic, operational, litigation, compliance, and reputational risks through an enterprise risk management process. Sustainability-related risks are incorporated into this framework, ensuring a proactive approach to environmental and social governance challenges.

The Corporate Governance, Sustainability, and Nominating Committee plays a key role in overseeing sustainability strategies, reviewing relevant policies, and evaluating the impact of sustainability practices on the organization. The ESSC and the Ethics and Sustainability Function conduct ongoing reviews of sustainability programs, monitor their implementation, engage stakeholders, and integrate environmental risk management into UEI's broader corporate risk framework. Additionally, sustainability-related controls and procedures are embedded into UEI's internal functions to reinforce accountability and continuous improvement. By embedding sustainability into our governance structure, UEI ensures comprehensive oversight, informed decision-making, and a strategic approach to ethical and sustainable business operations.

BOARD COMPOSITION & DIVERSITY

As of writing, the Board is comprised of seven members. UEI appointed a Lead Independent Director in 2023. 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. For additional information please consult UEI's annual [Proxy filing](#).

BOARD DIVERSITY MATRIX (as stated in the Proxy Statement as of April 1, 2025)

	Female	Male	Non-Binary	Did Not Disclose
Part I: Gender Identity				
Directors (Total Number of Directors: 7)	1	5	-	1
Part II: Demographic Background				
African American or Black	-	-	-	-
Alaskan Native or Native American	-	-	-	-
Asian	-	1	-	-
Hispanic or Latinx	-	-	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	1	3	-	-
Two or More Races or Ethnicities	-	1	-	-
LGBTQ+	-	-	-	-
Did Not Disclose Demographic Background	-	-	-	1

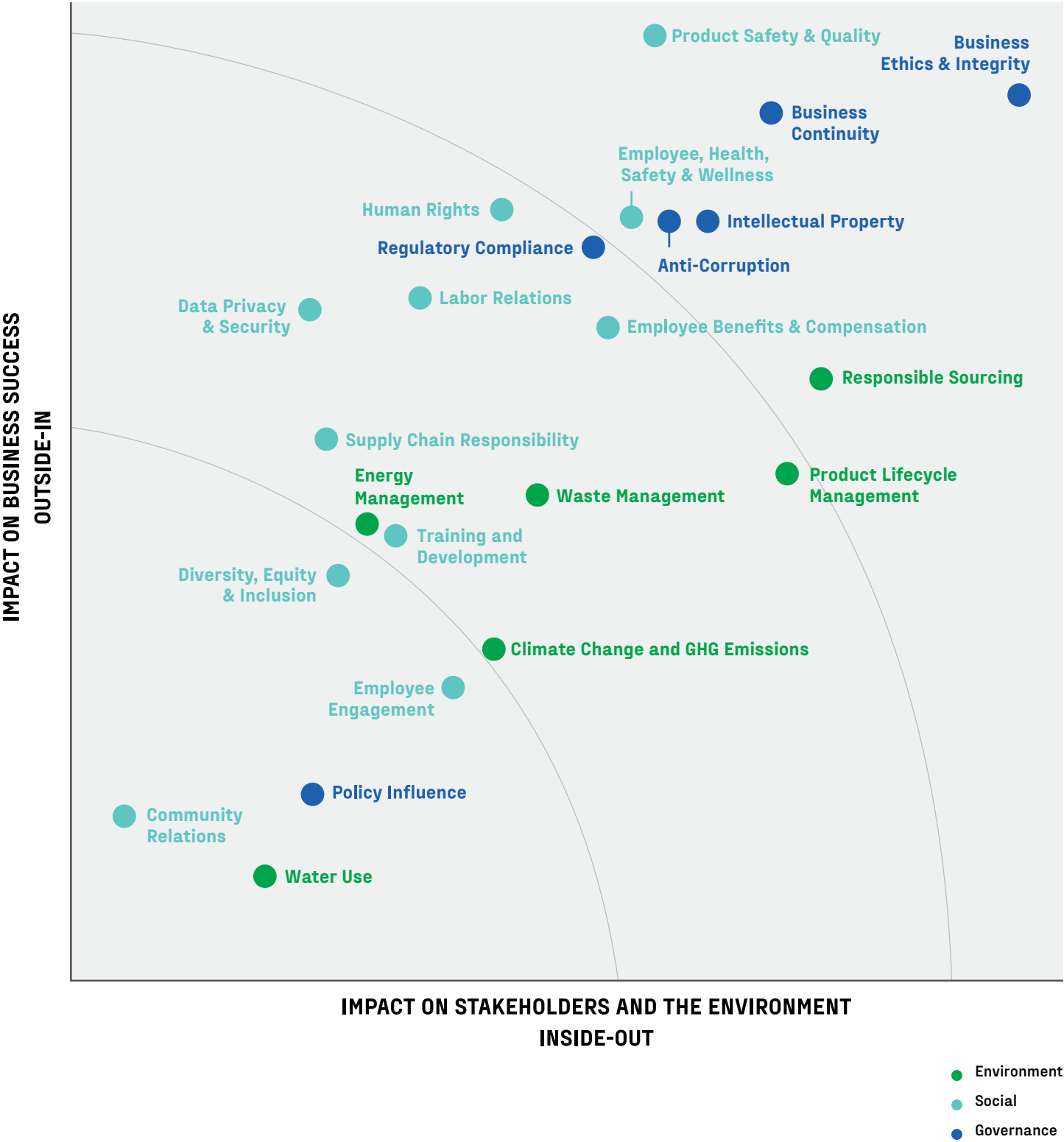
The Board and management bring diverse expertise to UEI's governance framework and have access to resources that support continuous learning. Technical personnel with extensive ethics and sustainability experience ensure that UEI remains at the forefront of best practices in these critical areas, regularly providing education and training to leadership through presentations, discussions, and the Executive Sustainability Steering Committee (ESSC) forum. As members of the Responsible Business Alliance (RBA), we leverage training and best practices in ethical and sustainable business conduct. Further, we subscribe to sustainability and compliance resources from organizations such as EcoVadis, CDP, and the Society of Corporate Compliance and Ethics (SCCE).

MATERIALITY ASSESSMENT

UEI conducted a materiality assessment in 2023 and 2024 to determine the sustainability-related material topics that significantly influence our business, our stakeholders, and the broader society and environment. This comprehensive materiality assessment involved extensive engagement with a diverse array of internal and external stakeholders. Through surveys, interviews, and in-depth data analysis, we actively sought insights from employees, investors, customers, and suppliers. Their perspectives and feedback were instrumental in evaluating the sustainability landscape surrounding our operations and identifying key areas for focus and improvement.

Using a double materiality approach in line with the Global Reporting Initiative (GRI), these inputs were ranked based on their impact to UEI’s business success as well as to our stakeholders and the environment. While our Tier 1 topics are considered critical, we recognize that all identified material topics play an important role in our business success and will continue to be monitored. It is also essential to periodically refresh the materiality assessment to ensure alignment with evolving stakeholder expectations, emerging sustainability trends, and changing business landscapes. Below are the topics that were considered through the assessment process and the topics that emerged as top priorities for UEI.

TIER 1 Highest, Critical Priority	TIER 2 Higher Priority	TIER 3 High Priority
1. Business Ethics & Integrity	8. Product Lifecycle Management	19. Employee Engagement
2. Business Continuity	9. Regulatory Compliance	20. Diversity, Equity & Inclusion
3. Product Safety & Quality	10. Employee Benefits & Compensation	21. Policy Influence
4. Responsible Sourcing	11. Human Rights	22. Water Use
5. Anti-Corruption	12. Labor Relations	23. Community Relations
6. Intellectual Property	13. Waste Management	
7. Employee Health, Safety & Wellness	14. Data Privacy & Security	
	15. Climate Change & GHG Emissions	
	16. Supply Chain Responsibility	
	17. Training & Development	
	18. Energy Management	



STAKEHOLDER ENGAGEMENT

The trust and relationships built through stakeholder engagement are vital mechanisms for aligning interests, fostering enhanced collaboration, and achieving more effective decision-making. UEI’s stakeholder engagement process in 2023 and 2024, conducted as part of our materiality assessment, was a dynamic and inclusive effort. We actively engaged a diverse array of stakeholders, including employees, customers, investors, suppliers, and industry groups. Through surveys, interviews, workshops, and various interactive platforms, we were able to glean valuable insights into their perspectives and expectations regarding sustainability topics. This collaborative approach helps ensure that the results of our materiality assessment reflect a comprehensive understanding of stakeholder priorities, enabling us to prioritize actions that resonate with their needs and aspirations. Below is a summary of our stakeholder engagement methods, both ongoing and those conducted as part of the materiality process.

Stakeholder engagement is organized through a variety of methods, including surveys, interviews, workshops, and interactive platforms. This structured approach allows UEI to gather comprehensive and diverse inputs from stakeholders, ensuring that their perspectives and expectations are accurately captured and reflected in the materiality assessment. The outcomes of stakeholder engagement are mapped based on the relative priority of topics to UEI’s business success, stakeholders, and the environment. This mapping helps UEI prioritize actions that resonate with stakeholder needs and aspirations. The results of the materiality assessment are used to inform the company’s sustainability strategy and goal-setting process.

STAKEHOLDER	ENGAGEMENT AVENUES
Employees	<ul style="list-style-type: none">• Engagement surveys• Regular team meetings• Frontline meetings with managers• Annual performance and feedback process• Surveys conducted through the materiality process (305 employees)
Customers	<ul style="list-style-type: none">• Regular customer touchpoints (ex. business reviews)• Trade and industry events• UEI website and press releases• Surveys conducted through the materiality process (25 customers)
Investors	<ul style="list-style-type: none">• Annual meeting of shareholders• Financial results calls• Investor letters and publications• Investor conference participation• Non-deal roadshows• UEI communication channels (ex. investor website, press releases, shareholder letter)• Investor targeting• Investor inquiry management• Surveys conducted through the materiality process (3 investors)
Suppliers	<ul style="list-style-type: none">• Regular supplier touchpoints (ex. Business reviews, requests for information)• Trade and industry events• Surveys conducted through the materiality process (11 suppliers)
Industry Groups	<ul style="list-style-type: none">• Memberships• Trade and industry events• Industry group publications

LEVERAGING THE MATERIALITY ASSESSMENT RESULTS

The materiality assessment will serve as a cornerstone for UEI's sustainability program. By pinpointing critical sustainability topics, we can streamline our sustainability reporting and better prioritize sustainability areas where UEI can have the most significant impact. We will use the assessment results to:

- Direct resources to high-impact initiatives that support our business objectives and align with stakeholder expectations.
- Proactively identify sustainability risks to mitigate potential challenges.
- Explore opportunities to enhance UEI's resilience as a company.
- Measure and monitor our progress on material issues over time.
- Integrate sustainability considerations into UEI's decision-making processes.

We have also identified priority areas where our contributions can drive progress towards the United Nations Sustainable Development Goals (SDGs). These include:



ETHICS AND SUSTAINABILITY GOALS

After we conducted our materiality assessment, we engaged in an iterative goal-setting process to effectively address key topics and integrate them into our business objectives and strategies. To initiate this process, we consulted key internal stakeholders and subject matter experts to identify existing programs that impact material topics and the metrics used to track progress. Where possible, we established baseline metrics to set goals. In cases where data was lacking, we set goals to baseline, gather data, better understand processes, or implement new programs. Next, we held internal strategy discussions to align our sustainability strategy with broader corporate objectives. After defining and documenting the goals, we sought approval from the senior leadership and relevant stakeholders to ensure alignment with strategic priorities and secure necessary support. Finally, we publicly disclosed our sustainability goals through various channels to demonstrate our commitment and effectively engage with stakeholders. This effort led to the establishment of UEI's public sustainability goals. To fulfill our commitment to transparency, we will continue to report on our progress towards these goals and targets in our annual sustainability reports.

Topic	Goals and Targets	Goal Date	2024 Progress
Business Ethics & Integrity Ensure compliance with all applicable laws, regulations, and ethical principles, and promote ethical decision-making.	100% of employees will complete the updated compliance training program and attest to the updated UEI Code of Conduct annually beginning in 2024	Ongoing	All administrative staff (100%) completed compliance training and attestation. Additionally, 98% of operators completed in-person training and attestation, with 100% completion at GTY, UVN, and UEB facilities. See the Business Ethics and Compliance section of this report for additional information.
	100% of reports made to confidential channels will be investigated and appropriate action will be taken on an ongoing basis	Ongoing	All reports to confidential channels were investigated, and appropriate actions were taken. In 2025, we launched our Global Confidential Reporting Policy and Global Investigation Procedure. For related data, see the data tables.
Business Continuity Minimize downtime, protect our employees and assets, and safeguard our reputation.	Update our business continuity plan and our disaster preparedness and response policies and procedures by EOY 2025	EOY 2025	A taskforce with members from operations, quality, ethics, and sustainability was assembled in 2024 to update the business continuity plan. Work ongoing. The goal is on track for completion by EOY 2025.
Product Safety & Quality Proactively identify and mitigate potential safety risks and adhere to rigorous quality control measures.	Establish a UEI Field Failure Rate (FFR) baseline by EOY 2024. Disclose FFR baseline and target in 2024 sustainability reporting	EOY 2024	Baseline complete. See the Product Safety & Quality section of this report for additional information.
Responsible Sourcing Collaborate with suppliers and partners to implement fair labor practices, protect workers' rights, and mitigate environmental risks.	100% of major suppliers* will be screened under the due-diligence system by EOY 2025	EOY 2025	See the Supply Chain Management section of this report for more information on our supplier audit process. The goal is on track for completion by EOY 2025.
	100% of major suppliers* will complete an RBA SAQ and attest to Supplier Code of Conduct beginning in 2024	Ongoing	See the Supply Chain Management section of this report for more information on our supplier audit process.
	50% of high-risk major supplier facilities* will complete onsite RBA VAP Audit beginning in 2024	Ongoing	No high risk major supplier identified. See the Supply Chain Management section of this report for more information on our supplier audit process.
	Collect emissions information from major suppliers* beginning in 2025 sustainability reporting (reported in 2026)	EOY 2025	We began to collect data from suppliers in 2024. We will continue to monitor participation. The goal is on track for completion by EOY 2025.
Anti-Corruption Ensure full compliance with anti-corruption laws and regulations.	Implement an anti-corruption supplier training and capacity building program by EOY 2025	EOY 2025	In 2024, we piloted our anti-corruption supplier capacity-building program with vendors and selected anti-corruption training through our compliance training providers. The goal is on track for completion by EOY 2025.
	Certify anti-bribery management systems to ISO 37001 by 2030	EOY 2029	We have identified the project team and initiated the risk assessment process. The goal is on track for completion by EOY 2029.
Intellectual Property Safeguard our intellectual property and facilitate creativity, innovation, and respect for intellectual property rights.	Formalize a standalone IP training program by EOY 2024	EOY 2024	IP training program updates completed in Q4 2024. Program launched in Q1 2025. Annual training for new and existing employees will continue moving forward. The goal is complete.
Employee Health, Safety & Wellness Prevent workplace injuries and enhance the overall quality of work and life for our employees.	Define a UEI health and safety incident rate and establish a baseline by EOY 2024. Disclose incident rate baseline and target in 2024 sustainability reporting	EOY 2024	Baseline complete. See the Health & Safety section of this report for more information.
	Update culture and belonging objectives and strategy and launch an updated global annual employee engagement survey by EOY 2025	EOY 2025	Project team established. Pilot engagement survey launched at UVN facility. Full survey launch anticipated Q2 2025. Culture and belonging program will be built on survey results. The goal is on track for completion by EOY 2025.
	Launch an updated training and development program by EOY 2025	EOY 2025	Project team established. The training and development program will be built using engagement survey results and input from subject matter experts. The goal is on track for completion by EOY 2025.
Environment Multiple Material topics Reduce the environmental footprint of our products. Reduce resource use and waste output in our own operations and work with our suppliers to do the same.	Set emissions reductions goals under the Science Based Targets Initiative (SBTi) by EOY 2024	EOY 2024	SBTi Letter of Commitment signed April 2024. Goal submission in progress. The goal is incomplete. See "The Planet" section of this report for additional information.
	Convene a multi-disciplinary product working group by EOY 2024 to investigate additional environmental considerations for product design and packaging	EOY 2024	A working group has been established, and its remit has been expanded to include the full project lifecycle. See the project charter on the UEI website for additional information. The goal is complete.
	Conduct an initial product carbon footprint analysis pilot by EOY 2025	EOY 2025	Project team established. The goal is on track for completion by EOY 2025.

*Major suppliers as defined by the Responsible Business Alliance

Our Governance

COMMITMENT TO ETHICS

At UEI, we are unwavering in our commitment to maintaining the highest standards of ethical conduct through integrity, honesty, and compliance with the law. Our dedication to these principles is reflected in the comprehensive frameworks we have established to guide our operations and interactions.

We have developed the UEI Code of Conduct and the UEI Global Supplier Code of Conduct, which outline the expectations for ethical behavior for all UEI directors, officers, employees, suppliers, and business partners. Additionally, we have adopted the Responsible Business Alliance (RBA) Code of Conduct, further reinforcing our commitment to responsible business practices. These documents are publicly accessible on the UEI website, ensuring transparency and accountability. To ensure adherence to our ethical standards, we have implemented rigorous audit and due diligence processes. These measures are designed to verify that both employees and suppliers comply with our expectations. Regular audits and assessments help us identify areas for improvement and maintain the integrity of our operations.

Our commitment to ethical conduct is not static; it evolves with the changing landscape of business and regulatory requirements. We continuously review and update our policies and training programs to address emerging issues and incorporate best practices. This proactive approach ensures that UEI remains at the forefront of ethical business conduct.

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Our unwavering commitment to ethical practices impacts our decisions daily. Compliance is more than a legal obligation; it's a core component of our culture.
- Richard A. Firehammer, Jr. Sr. Vice President, General Counsel, & Head of Global Compliance

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COMPLIANCE TRAINING PROGRAM

We mandate comprehensive compliance training for our workforce, covering critical topics such as the Code of Conduct, anti-bribery and anti-corruption measures, harassment prevention, cybersecurity, human rights, and privacy, among others. These training courses are tailored to specific roles and legal requirements, ensuring that every employee is equipped with the knowledge and skills necessary to uphold our ethical standards. We also mandate every employee to read and attest to the UEI Code of Conduct.

In Q3 2024, we launched our revamped global compliance training program in partnership with an industry-leading learning provider. This collaboration allows us to offer high-quality and customizable compliance training for all administrative employees. We are proud to announce that we achieved 100% completion for administrative employees, totaling over 1,300 individuals.

Additionally, in Q4 2024, we introduced in-person compliance training for operator employees. This training was delivered in a classroom setting, ensuring that our frontline workers received hands-on and interactive learning experiences. Over 98% of operators completed compliance training, including 100% completion in our UVN, GTY, and UEB facilities. While we did not achieve 100% completion as of writing, we are committed to prioritizing our goal of training 100% of employees as part of the compliance training program. We will continue to ensure that all employees read and attest to the UEI Code of Conduct.

CONFLICTS OF INTEREST

As part of our comprehensive compliance training program, all employees received training on conflicts of interest. Following this, we launched a pilot program where 500 employees, whose roles are at a potential elevated risk of situations where a conflict of interest may be present, were required to disclose any real or perceived conflicts of interest. The data collected from this pilot was analyzed and will inform our anti-bribery and anti-corruption risk assessment, as well as our future annual global conflict of interest disclosure campaigns. In our ongoing effort to align our compliance program with best practices, we are also in the process of updating our policies and procedures related to gifts, entertainment, and hospitality. We intend to launch an updated policy and disclosure tool and campaign, ensuring that relevant employees receive training on the proper handling and reporting of gifts, entertainment, and hospitality.

THE UEI ETHICS LINE, WHISTLEBLOWER PROTECTIONS, AND NON-RETALIATION

In line with UEI's culture of openness, integrity, and accountability, we actively encourage all employees, vendors, contractors, and stakeholders to report any improper conduct. All UEI stakeholders are urged to report any breaches of applicable laws, regulations, or established UEI policies, procedures, or suspected human rights issues. The UEI Ethics Line is a crucial avenue for individuals to report their concerns. Operated by an independent third party, the Ethics Line ensures confidentiality, allowing individuals who report to remain anonymous if they choose, where legally applicable and as investigations allow. Information about the UEI Ethics Line is distributed to all employees through onsite trainings and company-wide communications in local languages, and the link is available to all stakeholders on our website.

It is critical to cultivate a culture where employees and other stakeholders feel secure in voicing concerns. Every communication received through the Ethics Line undergoes a thorough investigation. No retaliatory action will be taken against any individual who reports to the UEI Ethics Line in good faith. Our Global Whistleblower Policy and Global Non-Retaliation Policy outline the reporting mechanisms, protections for individuals reporting, and the investigation process. In 2025, we launched our Global Confidential Reporting Channel Policy and Global Investigation Procedures. These initiatives further strengthen our commitment to ethical conduct by providing clear guidelines and processes for reporting and investigating concerns. The Global Confidential Reporting Channel Policy ensures that all reports are handled with the highest level of care and integrity. Our Global Investigation Procedures outline the steps taken to thoroughly investigate reported issues, ensuring transparency and accountability throughout the process.

NUMBER OF REPORTS TO REPORTABLE CHANNELS IN 2024

33

Total number of reports made to Ethics Line, HR, Suggestion Boxes, or through other confidential reporting mechanisms.

NUMBER OF REPORTS INVESTIGATED IN 2024

33

Total number of reports made that were investigated.

NATURE OF REPORT

6

BRIBERY AND KICKBACKS

1

POLICY VIOLATION

26

PERSONNEL / HR

ANTI-BRIBERY AND ANTI-CORRUPTION

Our firm stance against bribery and corruption is clearly articulated in our Global Anti-Bribery & Anti-Corruption Policy and Global Supplier Anti-Corruption Policy, as well as the UEI Code of Conduct. UEI will not engage in, or otherwise tolerate, any form of bribery or corruption through its business dealings with public officials, governmental or business partners, or any third parties or individuals. UEI will not deal with third parties known, or reasonably suspected, to be paying or receiving bribes or engaged in other forms of corruption. UEI has developed an anti-bribery and anti-corruption risk assessment to assess our control environment and to mitigate bribery and corruption risk. This assessment is periodically refreshed and we intend to launch an updated assessment in 2025.

The risk assessment entails four basic elements:



BUSINESS PROCESS REVIEW

A review of the UEI's business processes to identify and understand its most significant bribery and corruption risks.



ANTI-BRIBERY AND ANTI-CORRUPTION REVIEW

A review of the current state of UEI's anti-bribery and anti-corruption program and its elements.



GAP ANALYSIS

A gap analysis of the current program versus the anti-corruption risks identified.



RECOMMENDATIONS

Recommendations for improvement based on common and leading practices.

The principal activities in the risk assessment include conducting interviews of selected officers and employees, reviewing and testing transactions, and reviewing financial evidentiary matter. We recognize the need to review and update our anti-bribery and anti-corruption risk assessment regularly as internal and external bribery and corruption risks evolve. There were zero confirmed corruption incidents in 2024.

DATA PRIVACY AND CYBERSECURITY

Strong cybersecurity protocols allow us to safeguard both our information technology infrastructure and the sensitive data under our stewardship. Our Privacy Policy emphasizes the importance of ensuring data privacy and security and articulates our commitment to adhere to privacy laws and regulations in all jurisdictions where we operate. The Board's Audit Committee, in collaboration with management, is responsible for assessing the sufficiency and effectiveness of our information technology security and controls. We have integrated cybersecurity and data privacy into our enterprise-wide risk assessment through compliance audits, regular evaluations of IT infrastructure, and by aligning cybersecurity goals with overall business objectives.

Measures we have employed to identify potential cybersecurity threats include advanced threat detection systems, intrusion detection systems (IDS), and security information and event management (SIEM) tools. We manage and prevent these threats using a variety of strategies, including deploying firewalls and anti-malware tools, implementing strict access controls, and leading regular security audits. Our robust incident response plans and continuous monitoring systems are essential in the ongoing detection and prevention of cybersecurity threats. We collaborate with external cybersecurity consultants and auditors for independent audits and vulnerability assessments of our existing processes and systems. UEI is certified under the EU-U.S. Data Privacy Framework (EU-U.S. DPF). Additional information about our data privacy and cybersecurity programs is available in our Form-10K under Item 1.C Cybersecurity.

Our Communities

COMMITMENT TO HUMAN RIGHTS

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 is aligned with internationally recognized human rights principles defined by the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The previously mentioned UEI Ethics Line is an avenue that employees, partners, or other stakeholders can use if they notice or suspect any human rights violations.

Our commitment to human rights extends beyond compliance; it is embedded in our corporate culture and operational practices. We actively engage with stakeholders, including employees, suppliers, and local communities, to promote awareness and understanding of human rights issues. This engagement helps us identify potential risks and areas for improvement, ensuring that our practices evolve in line with global standards and stakeholder expectations.

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Our relationship with the Responsible Business Alliance (RBA) is crucial to our commitment to ethical and sustainable business practices. By aligning with the RBA's standards, we ensure that our operations uphold the highest levels of integrity, transparency, and respect for human rights.

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- Sean Mangus, Director, Global ESG Compliance

Our Human Rights Due Diligence procedure, a component of our Sustainability 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 all 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.

We are committed to complying with applicable labor laws and regulations of the countries in which we operate and supporting ethical labor practices that do not infringe on human rights. We are a regular member of the Responsible Business Alliance (“RBA”), an industry coalition dedicated to driving sustainable value for workers in global supply chains, among other things. As a regular member of the RBA, we have adopted the RBA Code of Conduct, which establishes standards to ensure that working conditions are safe, that employees are treated with respect and dignity and that business operations are environmentally responsible and conducted ethically. The RBA Code of Conduct has been reflected in our employee policies and procedures. We conduct regular internal audits in line with RBA and have engaged in third-party Sedex Members Ethical Trade Audits (“SMETA”) and RBA audits in our factories and regularly monitor ethics-related key performance indicators. In July 2024, our manufacturing facility in Vietnam successfully completed the RBA Validated Assessment Program (“VAP”) audit achieving a Silver VAP Recognition Level.

In addition, we are committed to continuous improvement and regularly review our policies and procedures to ensure they remain effective and relevant. We encourage feedback from all stakeholders and use this input to enhance our human rights practices.

SUPPLY CHAIN MANAGEMENT

UEI employs a comprehensive approach to map its value chain, utilizing a variety of tools to gather critical information. This includes identifying the location of suppliers, understanding the flow of materials and key dependencies, assessing suppliers' ability to provide goods and services, and evaluating risks related to the delivery of goods and services. Additionally, UEI considers sustainability risks, including human rights risks. To achieve this, UEI leverages internal supply chain mapping and program management tools, supply chain management (SCM) systems, external third-party due diligence tools, and the Responsible Business Alliance's supply chain and CSR management platform (RBA Online). The scope of this mapping encompasses tier 1 suppliers who provide raw materials, material components, and services. All tier 1 direct suppliers are included in UEI's supply chain mapping, along with critical tier 1 indirect suppliers.

UEI's human rights due diligence procedures incorporates international labor and human rights standards, as well as the RBA Code of Conduct, into UEI's social and ethical management systems. This includes evaluating and addressing human rights concerns in the supply chain. RBA guidelines are followed for the supplier risk assessment process. All major suppliers, as defined by the RBA, are required to complete the RBA self-assessment questionnaire (SAQ). We utilize third-party due diligence platforms to screen major suppliers for sustainability and ethics concerns. Onsite audits for supplier onboarding and annual recertification are conducted as part of the supplier quality management (SQM) system to ensure quality and CSR compliance across the supply chain. A key component of SQM audits is a CSR audit which evaluates supplier's sustainability practices using the RBA VAP Standard. Based on the results of these various risk assessments, 50% of high-risk direct suppliers and 25% of high risk indirect suppliers are required to complete an on-site third-party RBA Validated Audit Process (VAP) audit or equivalent acceptable third party process. UEI requires suppliers to adhere to the Global Supplier Code of Conduct, which is available on the website. The Supplier Code of Conduct sets forth global expectations in the areas of fair dealing, legal compliance, business integrity, labor practices, health and safety, and environmental management. Among other things, suppliers are required to respect human rights, not engage in any form of involuntary or forced labor, and fully comply with all laws and regulations pertaining to the appropriate and dignified treatment of all workers.

“

We continuously strive to improve our due diligence processes by collaborating with internal teams and external partners. Together, we uphold the highest standards of integrity and responsibility in our supply chain.

”

- Scott Venhaus, VP Global Supply Chain and Procurement



The responsible sourcing program also includes measures to enhance sustainability across the value chain through supplier engagement as part of the supplier due diligence, quality assurance, sustainability, and supplier maintenance processes. This approach involves collecting information from suppliers about their sustainability programs and collaborating with them on innovations to minimize impacts in products and services. Risk and opportunity information is gathered from key suppliers including hazardous materials management, waste processing, recycling programs, labor practices, and community engagement. We collaborate with critical portions of our supply chain to develop innovative solutions that reduce impacts. This includes exploring new technologies, materials, and processes and sharing best practices and knowledge. Understanding that some suppliers may face challenges in meeting sustainability standards, support is provided to help them improve their practices where relevant. As part of the responsible sourcing program, capacity building through training and resources is offered, particularly for those who may lack the necessary expertise or resources. These efforts will continue to improve the accuracy of sustainability reporting and allow us to better target high impact value chain components. The innovative practices developed through collaboration with suppliers have resulted in reduced waste in products and packaging.

Universal Electronics supports ending the violence and human rights violations in the mining of certain minerals from a location described as the “Conflict Region”, which is situated in the Democratic Republic of the Congo (DRC) and surrounding countries. A good faith reasonable country of origin inquiry (RCOI) regarding the minerals used in UEI’s products is conducted annually. This inquiry aims to determine whether any of the minerals originated from conflict regions or if they were sourced from recycled or scrap materials. Where applicable, additional due diligence is performed to verify the sources of these minerals. The findings of the RCOI and the results of the additional due diligence are documented in UEI’s annual Form SD and Conflict Minerals Report, which are available on the website. These reports cover minerals such as tin, tantalum, tungsten, and gold. Furthermore, the annual campaign also includes cobalt and mica. This due diligence process extends to tier 1, 2, and 3 suppliers who fall under UEI’s conflict minerals due diligence program.



COMMUNITY ENGAGEMENT AND VOLUNTEERISM

At UEI, we believe in the power of giving back to the communities where we operate. Our commitment to community engagement and volunteerism is evident through our various volunteer programs and company-sponsored community service initiatives. We encourage our employees to actively participate in these activities, fostering a culture of social responsibility and positive impact. Participation in these initiatives is entirely voluntary, and employees' involvement or lack thereof does not affect their employment opportunities or relationships within the company.

UEB BRAZIL HR TEAM LAUNCHES “THE FATHER’S HEART” INITIATIVE

In September 2024, our UEB facility in Brazil HR department launched a community engagement initiative with “The Father’s Heart,” an institution dedicated to caring for vulnerable children. UEI employees generously donated toys, board games, blankets, and other items. On December 11, 2024, the HR, Compliance, and Quality departments visited the institution to deliver the donations and spend time with the children. During this visit, employees toured the facility and engaged in fun activities with the kids.



UEI’s team in Bangalore engaged in several volunteerism and community engagement efforts in 2024. Employees contributed to various welfare activities organized by numerous foundations and trusts across India. Focus areas include promoting healthcare and social welfare for tribal communities, providing education and food for underprivileged children, and supporting the rehabilitation and empowerment of individuals with visual impairments and other disabilities.

By supporting and promoting volunteerism, UEI aims to make a meaningful difference in the lives of those around us. Our dedication to community engagement reflects our core values and commitment to creating a positive impact on society. We intend to expand our volunteer efforts in 2025 and launch a volunteerism hour tracking platform to collect data on our employee’s volunteer efforts globally.

Our People

HUMAN CAPITAL MANAGEMENT

We maintain a work environment that is designed to attract, develop and retain top talent by offering our employees competitive benefits and an engaging work experience that contributes to their career development. Universal Electronics' benefits plans are designed to offer flexibility and choice where employees can tailor benefits to meet their individual needs. We recognize the importance of supporting our employees by providing flexibility and a strong work/life balance. For roles where a remote or hybrid arrangement are viable and appropriate, we offer a flexible telecommuting working arrangement.

“

At UEI, we prioritize our people. We continually look for ways to foster an inclusive culture where safety, health, productivity, and belonging thrive hand in hand.

”

- Essie Pagan, Vice President, Global Human Resources

We regularly collect feedback from employees to better understand and improve their experiences and identify opportunities to continually strengthen our culture. Avenues for feedback include quarterly company-wide town halls, employee suggestion boxes at each location, regular team check-ins, and annual review and feedback processes. Employees are encouraged to submit feedback and questions to management through these channels. We recognize employees' right to freedom of association and collective bargaining, and we engage with employee representatives, when appropriate, to collaborate on employee matters and gather feedback.

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, to all employees. All employees are encouraged to work with their managers to identify training opportunities. For relevant employees in select locations, we offer tuition reimbursement for higher education and professional certificate programs to expand their skill sets and professional horizons. We continue to evaluate additional training opportunities and tools. As part of the annual performance evaluation program, employees are encouraged to have meaningful career development and performance-related conversations with their managers. As part of this process, new managers are required to complete performance management training to facilitate productive dialogue.

EMPLOYEE ENGAGEMENT, CULTURE, AND BELONGING

We believe that diversity is a strength and that our talent should have equal opportunity for personal growth and career advancement. The skills and knowledge of our workforce must meet the diverse needs of our customers and other stakeholders. We are proud of our diverse workforce, and we are most successful when our employees bring their whole self to work every day. As a global company, we encourage cross-cultural interaction from our teams and business lines. We have created virtual forums and knowledge sharing platforms on our intranet to facilitate communication and sharing of insights and best practices. We periodically review our data related to diversity and inclusion and our gender pay parity information tools inform our pay and workforce management practices.

We are an Equal Opportunity Employer and are committed to providing a workplace free of discrimination, harassment and retaliation for all employees and we value equality, opportunity and respect. 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.

In 2024, we made significant strides in enhancing our employee culture, and belonging programs. We are currently in the process of updating our global engagement survey, which was piloted at our UVN facility in Q4 2024. This new survey will be launched to all remaining global locations in Q2 2025. We aim to gather comprehensive feedback from employees across our global locations to understand their experiences, identify areas for improvement, and enhance overall engagement and satisfaction. The insights gathered from this survey will be instrumental in refining and improving our global culture and belonging programs. As a global company, we recognize that every individual, team, and facility has unique needs and desires. Therefore, we aim to tailor our culture and belonging programs to meet these diverse needs, ensuring that it is not a one-size-fits-all approach.

EMPLOYEE ENGAGEMENT SPOTLIGHT – THE INAUGURAL UVN CUP FOOTBALL TOURNAMENT

The first UVN Cup Football Tournament, organized by the UE Vietnam Company Limited Union, took place from October 12 to October 19, 2024, in celebration of Vietnam Women's Day on October 20. The tournament featured both men's and women's football matches, with teams competing in a 7-a-side format at Thanh Dong Football Field. This event aimed to promote the health and wellbeing within the factory with a goal to foster a spirit of solidarity. The tournament concluded successfully, with the Office 2nd Floor team winning the men's first prize and the Production team securing the women's first prize. The Organizing Committee expressed their heartfelt gratitude to all participants and supporters for their invaluable contributions to the event's success.



“ The Inaugural UVN Cup Football Tournament was an incredible event that united our community. ”
 - Yen Nguyen, HR and EHS Manager at UVN

HEALTH & SAFETY

The health and safety of our employees, contractors, visitors, and the communities in which we operate is paramount. We 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

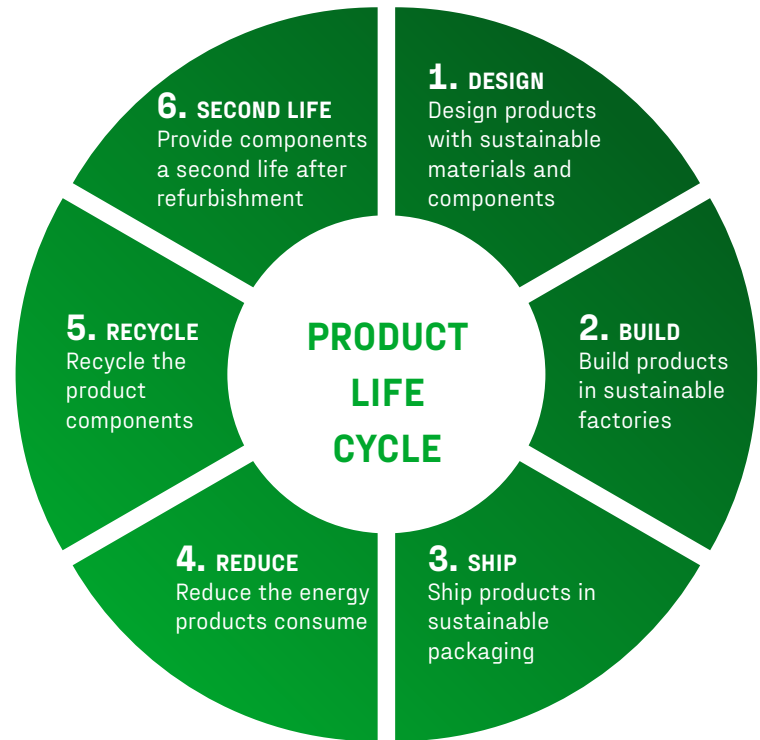
Provide comprehensive health and safety training program to all employees, as well as relevant contractors and stakeholders. This includes orientation for new employees, ongoing training, and regular safety awareness campaigns.

We place great importance on the compliance with local health and safety laws and regulations. At our manufacturing facilities, we are committed to protecting our workers through established health and safety management systems. Our UVN, UEM, and GTY manufacturing facilities have achieved ISO 45001 International Standard for safety and health management systems, representing 75% of our employees. We continually monitor and evaluate health and safety performance against established goals and industry standards and maintain clear procedures for collecting information about health and safety incidents, near misses, and concerns. Each incident is thoroughly investigated, and corrective actions are taken to prevent their recurrence. These metrics are communicated to leadership through regular management reviews. Additional information about this topic can be found in our Global Health and Safety Policy.

As part of commitment to employee health and safety, we have set a goal to define a UEI health and safety incident rate and establish a baseline and to disclose the incident rate baseline and target. To achieve this goal, we created a working group comprised of members from operations, HR, and the ethics and sustainability function. This group reviewed best practices in establishing a health and safety rate and determined that, based on the nature of UEI's manufacturing operations, the total recordable incident rate (TRIR) would be the most appropriate metric. We have established a baseline figure of a baseline TRIR of 0.2, our 2024 factory TRIR, and established an annual target to maintain a TRIR below 1.0. Moving forward, we will continue to report on our progress toward this goal in our annual ethics and sustainability report. Our ongoing efforts to monitor and improve our health and safety performance reflect our commitment to creating a safe and healthy work environment for all employees.

Our Products

Our reputation is grounded in delivering quality products that are responsibly made. We seek to be a partner in our customer's sustainability journey and provide products and services that support their objectives. We consider a holistic approach throughout the entire life cycle of our sustainable products:



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 processes for certain customer programs. This initiative includes designing and building products from the ground up using post-consumer recycled plastics. These products significantly 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. By reducing emissions associated with production, we also reduce our customers' value chain emissions. For more information about our efforts to build our products in sustainable factories, please refer to "The Planet" section of this report.

Many of our packaging and production methods are being reimaged to reduce waste, emissions, and our products' chemical footprint. We are increasingly employing new master carton packing methods to enhance shipping efficiency and reduce cardboard usage. Certain components of the manufacturing process are switching to the use of recycled solder. Additionally, we have implemented sustainability practices in our packaging. For instance, we have replaced mineral oil printing colors with soybean oil in some of our packaging.

For many of our product lines, we have replaced plastic bags, plastic cartons, and plastic protective foil with various plastic-alternative materials such as paper, teabag material, a paper-like material made from bamboo fiber, and a bio-based biodegradable copolymer. We have begun to use responsibly sourced paper products certified to the Forest Stewardship Council (FSC) standard for some SUP-free packaging, and continue to investigate expanding this program.

The process of designing and launching our sustainable products or responsible packaging components requires a multi-disciplinary approach. Our product owners, including product managers and applications engineers, specify the sustainable requirements. After engaging with customers to ensure the requirements meet their expectations, our mechanical engineering team supports the design and helps determine essential alternative materials and dimensions. Our Quality Assurance team then oversees the acceptance testing to ensure the highest standards are met.

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. 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 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.

Many of our products also have an emissions avoidance component during the use-phase. For instance, our Energy Management System (EMS) Kit is designed to help reduce energy consumption when a physical space is unoccupied. This system utilizes advanced sensors and automation to detect when a room is empty and subsequently adjust the energy usage of lighting, heating, cooling, and other electrical devices accordingly. By optimizing energy consumption in real-time, the EMS Kit not only reduces overall energy usage, but also contributes to lowering greenhouse gas emissions associated with electricity production.

To address the products' end-of-life phase, we offer a comprehensive product refurbishment program to our customers where we reclaim, refurbish, and recycle pre-owned remote controls. This program is designed to extend the lifecycle of our products, reduce waste, and minimize environmental impact. Under this program, major components in pre-owned remote control units are either reused or recycled. For example, the printed circuit board assemblies (PCBA) are meticulously cleaned, rigorously tested, and reused, ensuring they meet our high-quality standards. Plastics from the remote controls are reground or repurposed, contributing to a circular economy. By diverting electronics from landfills and reintroducing them into the market, we not only help reduce environmental impact but also offer our customers high-quality, cost-effective solutions.



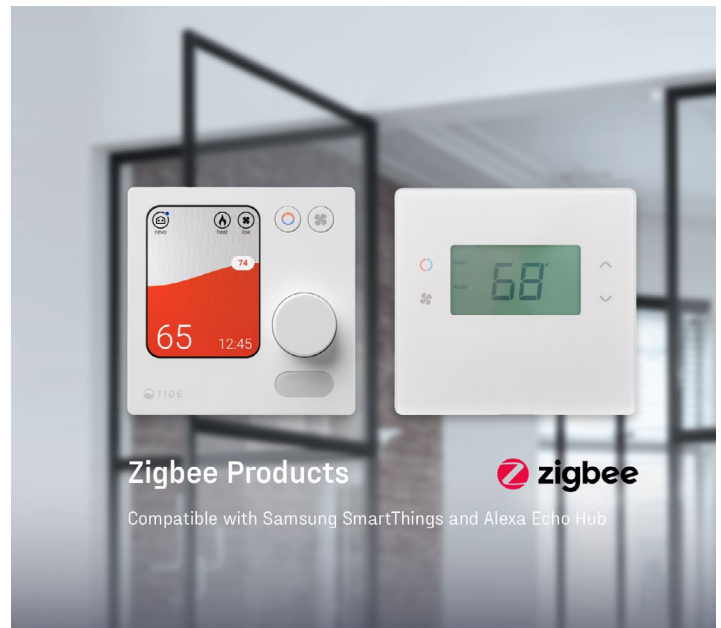
PRODUCT SNAPSHOT: SAVING ENERGY IN THE USE PHASE

UEI TIDE SMART THERMOSTATS

The UEI TIDE smart thermostats, including the TIDE Dial and TIDE Touch, are designed with advanced features that maximize energy conservation. These thermostats offer a patent-pending graphical user interface (TIDE UI) that provides users with intuitive control over their home climate settings, ensuring optimal thermal response and energy efficiency.

Key energy-saving features of the UEI TIDE smart thermostats include:

- **Adaptive Learning:** The thermostats learn user preferences and adjust heating and cooling schedules automatically to minimize energy usage without compromising comfort.
- **Remote Access:** Users can control their thermostats remotely via mobile devices, allowing them to adjust settings based on real-time needs and avoid unnecessary energy consumption.
- **Integration with Smart Home Systems:** The TIDE thermostats are compatible with various smart home ecosystems, including Wi-Fi, BLE, Zigbee, and Matter, enabling seamless integration and enhanced energy management.



ZIGBEE SENSORS PORTFOLIO

Our Zigbee sensors portfolio complements the TIDE smart thermostats by providing additional data and control capabilities that further enhance energy efficiency. These sensors include motion sensors, temperature and humidity sensors, and door/window sensors, all designed to work seamlessly with our smart thermostats and other HVAC management products.

Key energy-saving features of the Zigbee sensors portfolio include:

- **Occupancy Detection:** Motion sensors detect occupancy and adjust heating and cooling settings accordingly, ensuring that energy is not wasted in unoccupied spaces.
- **Environmental Monitoring:** Temperature and humidity sensors provide real-time data that allows the HVAC system to operate more efficiently, maintaining optimal indoor conditions while minimizing energy use.
- **Integration with Energy Management Systems:** The sensors integrate with energy management solutions, enabling users to monitor and control their energy consumption more effectively.

By leveraging the advanced features of the UEI TIDE smart thermostats and the Zigbee sensors portfolio, users can achieve significant energy savings and contribute to a more sustainable future. These products exemplify UEI's commitment to innovation and environmental stewardship, helping our customers reduce their carbon footprint and achieve their sustainability goals.

PRODUCT SNAPSHOT: LIFECYCLE OF A PRODUCT WITH THE UEI ETERNA PLATFORM

The UEI Eterna Platform represents a significant leap forward in sustainable technology, designed to minimize environmental impact throughout its lifecycle. Key environmental highlights include:

- **Energy Harvesting Technology:** The UEI Eterna remote control platform utilizes cutting-edge energy harvesting capabilities, capturing energy from ambient sources such as indoor light and WiFi signals. This innovation eliminates the need for battery replacements, significantly reducing electronic waste.
- **Xtreme Low Power Bluetooth Silicon:** The platform is powered by the UE962 BLE LE chipset, which is 80% more efficient than traditional Bluetooth chipsets. This efficiency ensures that the remote operates on minimal energy while supporting advanced features.
- **Post-Consumer Recycled (PCR) Plastics:** The remote's casing is made from 95% PCR plastics, reducing the need for new plastic production and lowering the overall environmental footprint.
- **Ambient-Aware Backlight:** Equipped with an ambient light sensor, the UEI Eterna remote adjusts its backlight based on the room's lighting conditions, conserving energy by switching off the backlight during the day.
- **Designed for Refurbishment:** The UEI Eterna remote is designed for easy disassembly, facilitating recycling and refurbishment. This design supports UEI's Like New program, which has successfully refurbished millions of remotes.
- **Eco-Friendly Packaging:** The remote controls are shipped in packaging free from single-use plastics, using biodegradable materials and paper tape instead of nylon tape and shrink-wrap plastic.



QUALITY MANAGEMENT AND PRODUCT COMPLIANCE

We are committed to ensuring that our products not only meet but exceed our customers' standards for quality. Our comprehensive and formalized quality management system is meticulously documented to guarantee that our products and services consistently fulfill customer needs and expectations.

To achieve this, we implement rigorous testing and quality control measures on all components, parts, sub-assemblies, and systems sourced from third-party suppliers. Our dedicated Quality Assurance (QA) team plays a crucial role in maintaining these high standards. They ensure that our manufacturing facilities adhere to internationally recognized standards for quality management systems (ISO-9001), environmental management systems (ISO-14001), and occupational health & safety management systems (ISO-45001).

Furthermore, our QA teams conduct regular internal audits to verify compliance and drive continuous improvements. These audits not only ensure adherence to these standards but also help us stay aligned with regulatory requirements. By fostering a culture of quality and continuous improvement, we strive to deliver exceptional products that our customers can trust.

“ We are unwavering in our commitment to delivering the highest quality products. Our rigorous quality assurance processes ensure that every product meets the highest standards of excellence. ”

- Enrique Suro, VP, Global Quality Assurance

As part of our ongoing commitment to transparency and continuous improvement in product quality, we have set a goal to establish a UEI Field Failure Rate (FFR) baseline. Tracking FFR has always been a crucial component of our quality program. However, we aimed to focus greater attention on our performance at both regional and global levels to uncover valuable lessons. To achieve this goal, we convened a working group comprising members from operations, product quality, product compliance, and the ethics and sustainability function. This group was tasked with determining effective methods to monitor, measure, manage, and report on UEI's FFR. The result of this process is a reported global FFR of 0.058 for 2024 and an annual FFR target of 0.060. The reported figure is a snapshot derived from our current data management systems, where our FFR data is housed. A valuable insight from this process was the identification of opportunities to further improve these data processes. Our annual figure and baseline may evolve over time as we refine our data management related to FFR, all in service of our effort to maintain the highest product quality.

Our chemical compliance program is overseen by our Green Team, which is managed by personnel with expertise in chemical engineering. The program allows UEI to manage and mitigate pollution risks associated with hazardous substances in our products, and the team is dedicated to maintaining high standards of chemical compliance. This program ensures adherence to global chemical compliance laws and regulations, such as the EU Restriction of Hazardous Substances (RoHS Directive), REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) Regulation, the U.S. Toxic Substances Control Act (TSCA), Persistent Organic Pollutants Regulation, France Mineral Oil Decree, and European Union Battery Regulation.

The Green Team utilizes specialized in-house equipment to test and verify that component parts comply with regulatory requirements. Technicians receive specialized training on operating these test machines to ensure accurate and reliable results. Our comprehensive supplier auditing and testing program includes requests for information, data validation, and in-house chemical testing. Supplier audit selection and testing criteria include new supplier candidates, new material qualifications, and ongoing parts shipments.

The Planet

STRATEGY

UEI is committed to reducing its environmental impact as part of our sustainability program. We continuously evaluate best practices, tools, and frameworks. We collect resource use, waste, and emissions data annually and have submitted a letter of intent to the Science Based Targets initiative (SBTi) to set science-based emissions reduction targets (SBT) in line with the 1.5°C scenario. As part of this process, we developed a comprehensive carbon reduction plan in 2024. For a full disclosure of our anticipated savings associated with the Carbon Reduction Plan, please see UEI's annual CDP response, available on our website.

In 2024, we convened a multidisciplinary Environmental Working Group (EWG) and ratified the UEI Environmental Working Group Charter, available on our website. The group's mission is to integrate environmental considerations into all phases of the product lifecycle, ensuring compliance with regulations and customer requirements. The group focuses on sustainable practices in product design, development, operations, and end-of-life management, aiming to reduce the product's environmental footprint. Key objectives include expanding environmental considerations across the product lifecycle, supporting customer sustainability needs, and continuously measuring and monitoring environmental programs. The working group prioritizes initiatives based on cost, impact, regulatory alignment, and customer demand, and publishes annual updates on achievements and learnings.

“ We are committed to the environment and are working to reduce the carbon footprint of our operations and incorporate green technologies into our products. We're always looking for ways to improve our practices and make a positive impact. ”

- Richard Carnifax, SVP, Global Operations

At the facility level, each of our manufacturing facilities maintains an effective environmental management system (EMS) that is regularly audited and certified to the ISO 14001:2015 standard covering 100% of our manufacturing operations. Environmental metrics and goal progress updates are included in monthly management review meetings for each manufacturing facility. This allows our operations teams to quickly respond to environmental concerns and identify opportunities to further mitigate our environmental footprint. Our teams continue to examine practices and processes in our facilities to identify opportunities for greater efficiency and emissions reduction. Onsite technicians maintain and monitor key systems, including HVAC systems, air compressors, lighting, and water pumps, ensuring optimal performance and compliance with cleaning and recharging schedules. All locations utilize some form of automated thermostat control. Robust waste diversion programs are in place at each facility to manage various waste streams. Additionally, our GTY manufacturing facility benefits from an onsite solar power purchase agreement. We continue to investigate additional opportunities for renewable energy, energy efficiency, and waste management.



The onsite solar array at our GTY facility.

For our supply chain emissions, we have set a goal to collect emissions information from major suppliers, defined as 80% of spend, beginning in 2025. These major suppliers are required to provide emissions data as outlined in our Supplier Code of Conduct. This process will allow us to identify high-emission components of our supply chain and target these through the SBT process.

GOVERNANCE

As stated previously, 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, including climate-related items. The integration of environmental issues into our governance mechanisms is structured to ensure comprehensive oversight and informed decision-making at the highest levels.

The highest senior management-level individual and committee responsible for environmental issues are the Senior Vice President, General Counsel, and Head of Global Compliance, the Executive Sustainability Steering Committee (ESSC), and the EWG. The Senior Vice President leads the Global Ethics and Sustainability function, which manages the Sustainability Program and coordinates UEI's sustainability efforts, ensuring alignment with our strategic direction and regulatory compliance.

The ESSC, comprising key executives including the CEO, CFO, and business unit leads in operations, strategy, and human resources, reviews, approves, and implements sustainability strategies, programs, and projects. The ESSC and the Ethics and Sustainability function conduct regular reviews and approvals of sustainability strategies and programs, continuously monitor the implementation of sustainability initiatives, track 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.

RISK MANAGEMENT

UEI identifies, assesses, and manages environmental dependencies, impacts, risks, and opportunities through climate scenario analysis, stakeholder feedback via a materiality assessment, ISO 14001 certified environmental management systems, and an enterprise risk management system. In 2023, a third party conducted a climate scenario analysis for UEI's global operations, using asset location data integrated into ESRI's Geographic Information System (GIS) program. Historical baseline data was analyzed, and then Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathways (SSP) scenarios were examined across each selected climate topic (temperature, heat zones, precipitation, sea level rise, etc.). The data and climate scenarios (RCPs and SSPs) were analyzed for temperature, heat zones, precipitation, and sea level rise, with a focus on 2050, but also considering short-term (1-10 years) and medium-term (10-25 years) horizons. UEI also conducted a materiality assessment which included surveying and interviewing stakeholders to gather inputs on risks and opportunities, supplemented by publicly available data and third-party research. These inputs were ranked based on their business impact, using a double materiality approach in line with the Global Reporting Initiative (GRI) to consider the business's impact on society and the planet. Below is a summary of our risk assessment. We intend to refresh these assessments on an ongoing basis. Additional information about our environmental risk assessments and a full description of our climate scenario analysis is available in our annual CDP response, available on our website.

Risk	Risk Level ⁽¹⁾	Time Horizon ⁽²⁾	Description	Potential Impacts ⁽³⁾
Transition Risks				
Policy & Legal	● ●	Short-Long	Growing concerns about climate change may result in the imposition of additional regulations or restrictions to which we may become subject.	Increased operating costs through higher compliance costs.
Technology	● ●	Short-Long	Development and use of emerging technologies will affect the competitiveness of certain organizations, their production and distribution costs, and ultimately the demand for their products and services from end users.	Research and development expenditures in new and alternative technologies.
Market	● ●	Medium-Long	Potential shifts in supply and demand for certain commodities, products, and services. Examples include use of recycled materials, energy efficient products, climate management solutions.	Reduced demand for goods and services. Increased production costs due to changing input prices.
Reputation	● ●	Medium-Long	Increased public awareness and adverse publicity about potential impacts on climate change emanating from us or our industry could harm us.	Reduced demand for products and services.
Physical Risks				
Hurricanes / Cyclones	● ● ● ● ●	Short-Long	Acute risk due to increased likelihood and/or severity of an event. Chronic risk due to long term climatic shifts.	Reduced production due to business interruptions. Increased costs associated damage to facilities.
Flooding	● ● ● ●	Short-Long		
Extreme Heat	● ● ●	Medium-Long		Labor, health and safety risks associated with extreme heat.
Water Stress and Drought	● ● ●	Short-Long		Supply chain changes in input or resource prices. Increased costs to climate control facilities in warm areas. Labor shortages where increased heat results in labor migration.
Chronic Temperature Rise	● ● ●	Medium-Long		
Opportunity		Description		Potential Impacts ⁽³⁾
Resource Efficiency		Increasing energy efficiency in operations and buildings. Participation in renewable energy programs.		Reduced operating costs through efficiency gains. Increased value of fixed assets. Reduced reliance on fossil fuels and exposure to fossil fuel price increases and volatility.
Products and Services		Expanding sustainable product lines, efficient services and sensing offerings.		Increased revenue through increased demand, new solutions and/or creating products to meet customer sustainability needs.
Resilience		Adding climate considerations to planning and strategy decisions.		Increased ability to identify and respond to transition and physical risks as they arise. Increased reliability of supply chain and ability to operate under changing conditions.

1) Risk level as defined in the third-party climate scenario analysis. This risk level should only be considered in the context of the climate scenario analysis output and climate-related risks discussed in this context.

2) Short, medium, and long term time horizons as defined in the third-party climate scenario analysis. This time horizon level should only be considered in the context of the climate scenario analysis output and climate-related risks discussed in this context. Some risks have a combination of time horizons and are stated in the chart. Third-party used the following time horizons for the analysis:

- Short-term represents a 1 to 10 year time frame.
- Medium-term represents a 10 to 25 year time frame.
- Long-term represents 25+ year time frame.

3) Impacts as defined in the third-party climate scenario analysis or as discussed in the UEL Form 10-K.

Appendix: Data Tables

WORKFORCE BREAKDOWN Global Workforce 2024¹

	Total Employees	% Female	% Male
Total Employees	3,883	58%	42%
Employment Type			
Part Time	34	71%	29%
Full Time	3,828	58%	42%
Temporary	21	76%	24%
Employment Category			
Support/Administrative	694	48%	52%
Production/Operator	2,276	72%	28%
Professional/Technical	598	23%	77%
Management	314	48%	52%
Management Level			
Individual Contributor	3,351	61%	39%
Manager/Supervisor	458	44%	56%
Senior Leadership ²	74	14%	86%
Age			
Under 29	2,334	60%	40%
30-49	874	61%	39%
Over 50	675	49%	51%
Region			
Americas	761	55%	45%
Asia / Asia Pacific	3,012	60%	40%
Europe	110	36%	64%

WORKFORCE BREAKDOWN United States Workforce 2024³

	% of US Workforce	% Manager US Workforce
EEO Categories for Ethnicity and Race		
American Indian or Alaskan Native	0%	0%
Asian	35%	29%
Black or African American	1%	2%
Hispanic/Latino	12%	13%
Native Hawaiian or other Pacific Islander	1%	0%
Two or More Races	1%	0%
White	51%	56%
Did not declare	0%	0%
Additional Populations		
Veteran status	1%	

TRAINING HOURS (Skills and Development) 2024⁴

Total Recorded Training Hours	29,090
Total Training Hours Per Employee	7.5

LABOR UNIONS AND COLLECTIVE BARGAINING AGREEMENTS 2024⁵

Labor Unions and Collective Bargaining Agreements Percentage	29%
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TOTAL RECORDABLE INCIDENT RATE (TRIR) 2024⁴

UEB	0.48
GTU	0.16
UEY	0.61
UVN	0.15
UEM	0.30
Factory Total TRIR	0.21
Office Locations TRIR	0.00
Total Global TRIR	0.18

COMPLIANCE 2024⁴

Number of data breaches	0
Number of reports to confidential channels	33
Number of reports investigated	33
Confirmed incidents of corruption	0
Confirmed incidents of discrimination	0

Compliance Training Completion Percentage

UEB	100%
GTU	100%
UEY	100%
UVN	100%
UEM	88%
Factory Total Completion %	98%
Office Locations Completion %	100%
Total Global Completion %	99%

¹ All workforce data as of December 31, 2024. Data coverage includes all global operations. Data may differ slightly from other public filings due to date of data capture.

² Senior Leadership defined as director and above.

³ Data range is January 1, 2024 to December 31, 2024. Data coverage is all US operations.

⁴ Data range is January 1, 2024 to December 31, 2024. Data coverage is all global operations.

⁵ As described in the UEI 2024 Form-10K Page 11, labor unions and collective bargaining agreements represent approximately 29% of employees as of December 31, 2023.

Appendix: Data Tables

ENVIRONMENT ¹	
Resource Use	2024
Total Energy Consumption (kWh)	35,904
Renewable Electricity (%)	6.8%
Natural Gas (MMBtu)	1163
Diesel (L)	120
Total Water Use (MMcm)	0.213
Waste	2024
Total Waste Landfilled (MT)	846
Total Waste Incinerated (MT)	84
Total Waste Recycled (MT)	2,433
Total Domestic Recycling	2,262
Total Hazardous and Electronic Waste Recycled (MT)	171
Diversion Rate	72%
Emissions (Metric Tons of Carbon Dioxide Equivalent (MTCO2e)) ²	2024
Scope 1 Emissions	123
Scope 2 Emissions (Market-Based)	18,756
Scope 2 Emissions (Location-Based)	20,319
Total Scope 1 + 2 Emissions (Market-Based)	18,879
Total Scope 1 + 2 Emissions (Location-Based)	20,443
Revenue 2024	394,879,000
Scope 1 + 2 Emissions Per Unit of Revenue (Market-Based)	0.000048
Scope 1 + 2 Emissions Per Unit of Revenue (Location-Based)	0.000052
Total Scope 3 Emissions	218,788
Category 1 – Purchased goods & services	50,296
Category 2 – Capital goods	3,574
Category 3 – Fuel- and energy-related activities	1,802
Category 4 – Upstream transportation and distribution ³	Recorded elsewhere
Category 5 – Waste generated in operations	695
Category 6 – Business travel	1,875
Category 7 – Employee commuting	2,951
Category 8 – Upstream leased assets ³	Recorded elsewhere
Category 9 – Downstream transportation and distribution	74,691
Category 10 – Processing of sold products ³	Not Relevant
Category 11 – Use of sold products	62,280
Category 12 – End-of-life treatment of sold products	20,626
Category 13 – Downstream leased assets ³	Not Relevant
Category 14 – Franchises ³	Not Relevant
Category 15 – Investments ³	Not Relevant

¹ Data range is January 1, 2024 to December 31, 2024. Data coverage is all global operations.

² This greenhouse gas inventory is compiled using Greenhouse Gas Protocol. Additional information regarding the calculation methodology will be available in our annual CDP response. Figures may differ from the data provided in UEI's response to CDP. These discrepancies may arise due to ongoing efforts to enhance our calculation methodologies or improve data visibility.

³ Emissions associated with these scope 3 categories are either not relevant, or are captured within our Scope 1, Scope 2, or Scope 3 category 1 or category 2 figures."