



Global Environmental Policy

Page: 1 of 2

Owner/Author:

Global Compliance Department

Revision Date:

10/12/2023

Overview

Universal Electronics Inc. (“UEI”) and its subsidiaries are committed to protecting the environment and ensuring compliance with all applicable environmental laws and regulations, as well as customer-specific requirements. UEI is committed to activities that reduce adverse environmental impacts and to help make the world a cleaner place. These activities include finding ways to extend the useful life of our products, reducing energy consumption, reducing greenhouse gas emissions, restricting hazardous substances, developing refurbishment programs, water conservation, biodiversity conservation, and encouraging reuse and recycling of waste.

Environmental Compliance Management

To protect the environment and ensure compliance with all applicable environmental laws and regulations, we have established the following activities:

- We have identified top management representative to oversee and ensure implementation of environmental policies and objectives.
- We will comply with all relevant federal, state, and local environmental regulations.
- We will maintain accurate records of all environmental compliance activities and make them available for review by regulatory agencies upon request.
- We will conduct regular assessments of our operations to identify any potential environmental impacts and take steps to mitigate or eliminate those impacts.
- We will undertake regular audits of our environmental performance to ensure that we are meeting our obligations and to identify any areas where we can improve.
- We will report data on our greenhouse gas (GHG) emissions consistent with the Greenhouse Gas Protocol.
- We commit, endorse, and include all Responsible Business Alliance (RBA) Code environmental elements including permits and reporting, pollution prevention and resource reduction, hazardous substances, solid waste, air emissions, materials restrictions, water management, and energy consumption and greenhouse gas emissions into our standard operating practices.
- We will promote sustainable energy consumption such as using renewable energy and energy-saving lamps with motion sensors, where applicable.
- Where applicable, we will review biodiversity concerns and address any impacts from our company’s operations to the local animals, endangered species, land protected areas and on local ecosystems.
- We will work to minimize waste by implementing recycling and other conservation programs, and we will properly handle and dispose of any hazardous materials and chemicals in accordance with all applicable regulations.



Global Environmental Policy

Page: 2 of 2

Owner/Author:

Global Compliance Department

Revision Date:

10/12/2023

- We will minimize our products' end-of-life (EOL) impacts to the environment by developing refurbishment programs and recycling materials.
- We will integrate eco-friendly features, such as energy efficiency into our product designs to minimize environmental impacts from the use of our products.
- We will provide training and education to all relevant employees on our environmental compliance policies and procedures, as well as the proper handling and disposal of hazardous materials.
- We will collaborate with our suppliers, customers and other stakeholders to promote environmental sustainability and to encourage them to adopt similar environmental policies and practices.
- We will encourage our employees and contractors to report any non-compliance or environmental concerns in a timely manner and will not retaliate against any employee for doing so.
- We will review and update this policy as necessary to ensure that it remains current with changing laws, regulations and best practices in environmental protection.

Responsibility

The UEI management team is responsible for ensuring that this policy is implemented and for acting against any violation of this policy.

Applies To

This policy applies to all global UEI locations.

Reference Documents

UEI policies are often associated with other policies and procedures, therefore, must be read in conjunction with other policies and procedures. All UEI Compliance policies and procedures can be found on [UEI's intranet](#). For any questions or queries, please contact Global Compliance at: globalcompliance@uei.com

Revision History

No.	Description	Revision Date
1	Initial release	10/12/2023