



**2023**

Sustainability Report

# About this Sustainability Report

Welcome to UEI's 2023 Sustainability Report. Building on our 2023 Sustainability Summary, we present the progress UEI has made over the course of the year in building its sustainability programs and strategy. This report contains an overview of our material sustainability topics, our environmental and social objectives, key initiatives, and performance data. The sustainability data provided in this report is for the 2023 calendar year, covering January 1, 2023 through December 31, 2023, unless otherwise noted. Disclosures in this report are aligned 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). For more information about Universal Electronics, [please visit our website](#). For questions or feedback concerning this report, please contact [globalcompliance@uei.com](mailto:globalcompliance@uei.com).

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## FORWARD LOOKING STATEMENTS

*This report may contain forward-looking statements that are made pursuant to the Safe-Harbor provisions of the Private Securities Litigation Reform Act of 1995. Words and expressions reflecting something other than historical fact are intended to identify forward-looking statements. These forward-looking statements involve a number of risks and uncertainties, including the adoption of the sustainable solutions and technologies identified in this release by UEI customers, technology and other products and consumer technologies identified in this release; the initiation, expansion, and completion of sustainability-related programs and sustainability-related reporting; risks and opportunities identified as part of a third-party climate scenario analysis completed in 2023; and other factors described in UEI's filings with the Securities and Exchange Commission. The actual results that UEI achieves may differ materially from any forward-looking statement due to such risks and uncertainties. UEI undertakes no obligations to revise or update any forward-looking statements in order to reflect events or circumstances that may arise after the date of this release. The annual 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 Chairman and Chief Executive Officer



Dear Stakeholders,

At UEI, we've always placed a high value on the importance of being an ethical and responsible company. Sustainability is not merely a program for us; it's a set of values that our team believes in, and it contributes to our overall goal of delivering innovative solutions.

We are proud of the progress we have made in the past year. We've taken substantial steps to formalize our sustainability oversight, update our human rights policies, and enhance our due diligence procedures. We've continued investing in our workforce, recognizing them as a vital part of our sustainability journey. Furthermore, we're actively embedding environmental sustainability into pivotal business operations, from product and packaging design to facility management.

Yet, amidst our accomplishments, we acknowledge there is always room for improvement. The sustainability landscape is ever-changing, and we remain vigilant, closely monitoring regulatory developments. We are committed to transparency and will provide regular updates on our progress as we work to reduce our environmental footprint and achieve our sustainability objectives.

Our overarching mission remains steadfast: to create products and technologies that help everyday people easily discover and interact with the devices and services in their home. As we look to the future, our focus on excellence in every facet of our business will persist, guided by an aspiration to create a secure and sustainable future.

Thank you for your continued support of Universal Electronics Inc. and your interest in our sustainability ambitions.

Sincerely,

A handwritten signature in black ink that reads "Paul Arling". The signature is written in a cursive, flowing style.

Paul Arling  
Chairman and CEO  
Universal Electronics Inc.



# About Universal Electronics (UEI)

For over 37 years, UEI is the global leader in wireless universal control solutions for home entertainment and smart home applications. We design, develop, manufacture, ship and support products used by leading brands in video service providers, consumer electronics, security, climate control, hospitality and retail markets. Our more than 4,100 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

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

## More than 4,100 employees

- **Global HQ**  
Scottsdale, Arizona, USA
- **Regional HQ**  
Enschede, The Netherlands  
Hong Kong
- **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 achieved a Bronze Sustainability Rating from EcoVadis for the second year in a row in 2023. Our design team and their unique approach to Designation have been recognized with several prestigious awards such as the Red Dot, iF, IDA, Emmy®, and CES Innovation.



reddot winner 2022



# Our Approach to Sustainability

As the leading global manufacturer of remote controls, 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 sustainability program and strategy is built on four core pillars:



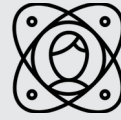
## OUR PEOPLE

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 life of the product while sourcing along a responsible supply chain.



## OUR COMMUNITIES

Uphold and protect the rights of people and communities throughout our supply chain.



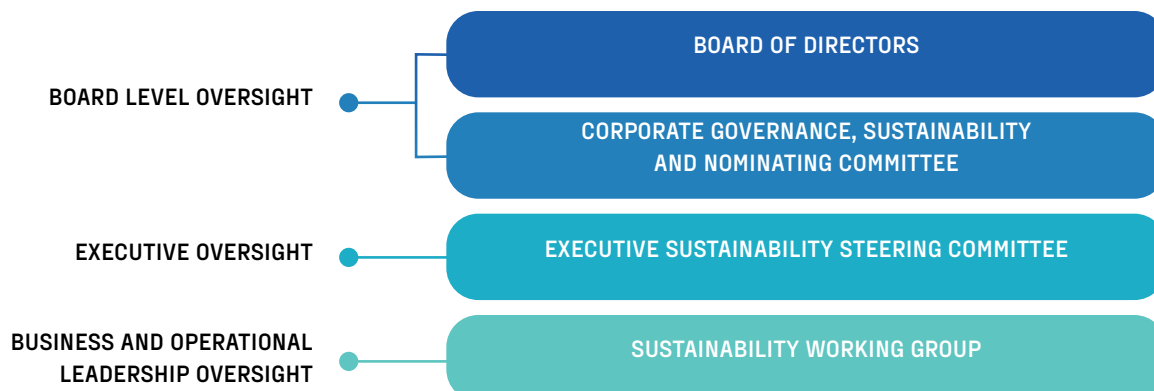
## THE PLANET

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

## OVERSIGHT OF SUSTAINABILITY

Our Board of Directors (“the Board”) and leadership team are responsible for risk oversight. This includes relevant sustainability risks such as supply chain, product quality and safety, data privacy, and climate change, among others. In 2023, we formalized our Board’s role in sustainability oversight by assigning responsibilities to dedicated committees. We expanded the role of our Corporate Governance and Nominating Committee to be responsible for monitoring our sustainability-related strategy, policies, and practices and report progress to the broader Board. To reflect this expanded role, the committee is now known as our Corporate Governance, Sustainability and Nominating Committee. These responsibilities are outlined in [the committee charter](#). This committee receives formal updates regarding sustainability-related matters on an ongoing basis, no less than annually. We also updated our Audit Committee charter to reflect additional responsibilities in overseeing and managing cybersecurity-related risks.

Our Executive Sustainability Steering Committee, comprised of key executives from across the organization, approves and implements sustainability strategy. The Senior Vice President, General Counsel and Head of Global Compliance leads the Global Ethics and Sustainability Function, which is responsible for management of the Sustainability Program. In 2023, we also introduced a cross-functional Sustainability Working Group to support in the implementation of our sustainability policies, strategies, and goals throughout the company.



## BOARD COMPOSITION & DIVERSITY

The Board believes that the directors, considered as a group, should provide a mix of backgrounds, experience, knowledge, and abilities, and as such is committed to 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.

## MATERIALITY ASSESSMENT

In 2023, we commissioned a third-party assessment to determine the sustainability-related material topics that significantly influence our business, our stakeholders, and the broader society and environment. Employing a double-materiality perspective, we analyzed these topics to understand their relevance to both our business' sustainability and financial prosperity, while also considering their potential impacts on people, the planet, and communities. 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.

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*

1. Business Ethics & Integrity
2. Business Continuity
3. Product Safety & Quality
4. Responsible Sourcing
5. Anti-Corruption
6. Intellectual Property
7. Employee Health, Safety & Wellness

### TIER 2

*Higher Priority*

8. Product Lifecycle Management
9. Regulatory Compliance
10. Employee Benefits & Compensation
11. Human Rights
12. Labor Relations
13. Waste Management
14. Data Privacy & Security
15. Climate Change & GHG Emissions
16. Supply Chain Responsibility
17. Training & Development
18. Energy Management

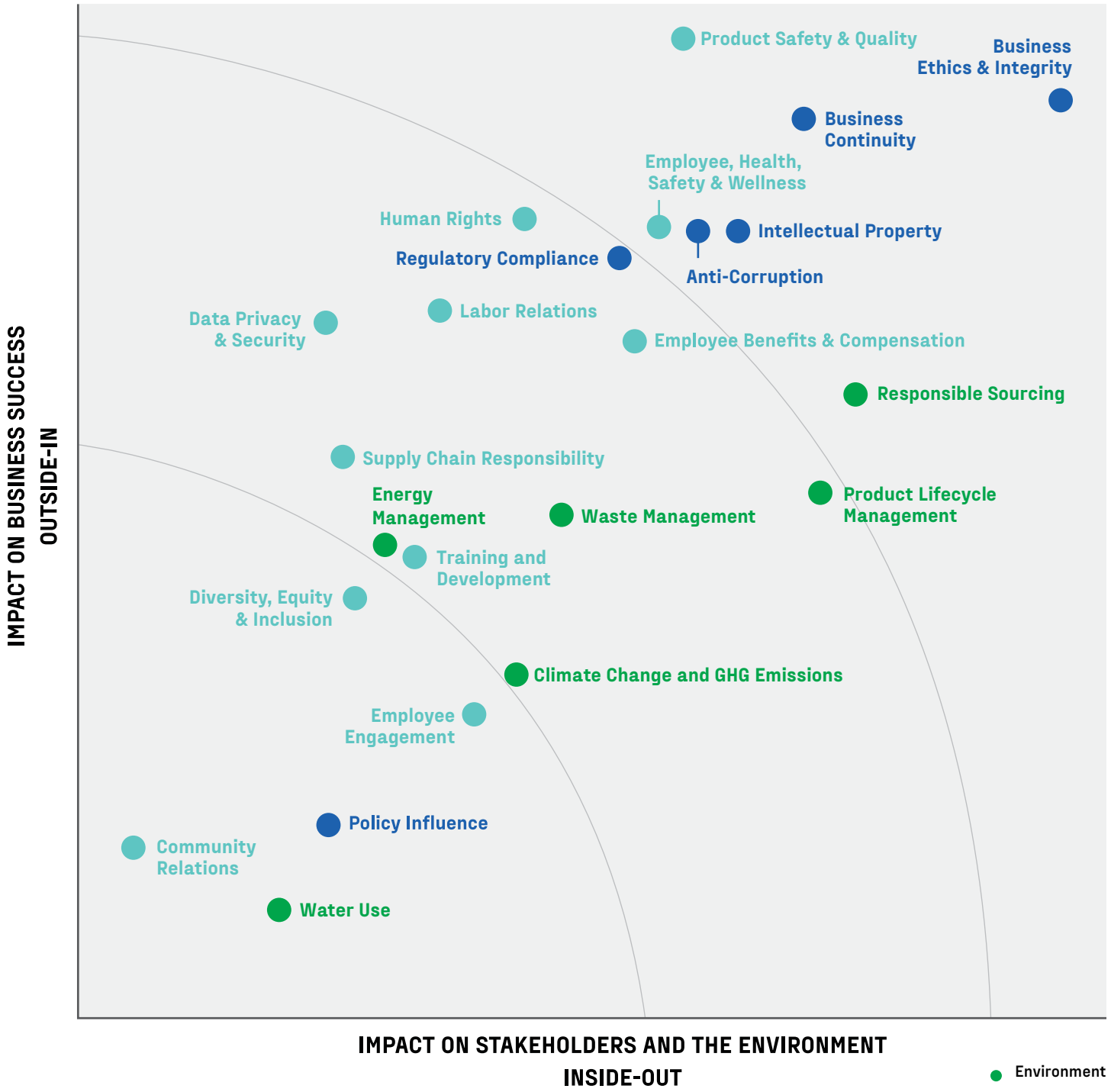
### TIER 3

*High Priority*

19. Employee Engagement
20. Diversity, Equity & Inclusion
21. Policy Influence
22. Water Use
23. Community Relations

### UEI'S MATERIALITY TOPICS

Based on the assessment, we mapped the relative priority of topics to UEI's business success, as well as our stakeholders and the environment. It is important to note that we will continue to monitor all topic areas identified as part of the materiality assessment. While our Tier 1 topics are considered critical, we recognize that all of the identified material topics play an important role in our business success. We also believe it is essential to periodically refresh our materiality assessment to ensure that we stay aligned with evolving stakeholder expectations, emerging sustainability trends, and changing business landscapes.



- Environment
- Social
- Governance

## 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 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 in 2023.

### STAKEHOLDER

### ENGAGEMENT AVENUES

#### Employees

- Engagement surveys
- Regular team meetings
- Frontline meetings with managers
- Annual performance and feedback process
- Surveys conducted through the materiality process (305 employees)

#### Customers

- Regular customer touchpoints (ex. business reviews)
- Trade and industry events
- UEI website and press releases
- Surveys conducted through the materiality process (25 customers)

#### Investors

- 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

- Regular supplier touchpoints (ex. business reviews, requests for information)
- Trade and industry events
- Surveys conducted through the materiality process (11 suppliers)

#### Industry Groups

- 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:



## SUSTAINABILITY GOALS

We undertook a thorough prioritization exercise, which included analyzing benchmarking data, conducting a gap analysis, and reviewing the results of the materiality assessment. Based on the identified priorities, we created a well-defined set of sustainability objectives and goals, each tied to a material topic. Our priorities include a wide variety of essential programs, policies, and procedures that help us ensure we are an ethical, resilient, and responsible company. In an effort to fulfill our commitment to transparency, we will report on our progress towards these objectives and targets in our annual sustainability reports.

Topic	Objective	Goals and Objectives	Time Horizon
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	EOY 2024
		100% of reports made to confidential channels will be investigated and appropriate action will be taken on an ongoing basis	Ongoing
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
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
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	Ongoing
		100% of major suppliers* will complete an RBA SAQ and attest to Supplier Code of Conduct beginning in 2024	Ongoing
		50% of high-risk major supplier facilities* will complete onsite RBA VAP Audit beginning in 2024	Ongoing
		Collect emissions information from major suppliers* beginning in 2025 sustainability reporting	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
		Certify anti-bribery management systems to ISO 37001 by 2030	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
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
		Update culture and belonging objectives and strategy and launch an updated global annual employee engagement survey by EOY 2025	EOY 2025
		Launch an updated training and development program by EOY 2025	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
		Convene a multi-disciplinary product working group by EOY 2024 to investigate additional environmental considerations for product design and packaging	EOY 2024
		Conduct an initial product carbon footprint analysis pilot by EOY 2025	EOY 2025

\*Major suppliers as defined by the Responsible Business Alliance

# Our Governance

## COMMITMENT TO ETHICS

UEI is committed to maintaining the highest standards of ethical conduct through integrity, honesty, and compliance with law. We have established the UEI Code of Conduct and the UEI Global Supplier Code of Conduct and Fair Competition Policy (Supplier Code of Conduct) and have adopted the Responsible Business Alliance (RBA) Code of Conduct, all of which set forth expectations regarding the way in which all UEI directors, officers, employees, suppliers, and business partners must conduct themselves. These documents are available on the UEI Sustainability webpage. Rigorous audit and due diligence processes are in place to verify that employees and suppliers adhere to our expectations. We mandate compliance training covering topics such as the RBA Code of Conduct, anti-bribery measures, harassment prevention, cybersecurity, and privacy, among others. These training courses are assigned based on roles and legal requirements.

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*Our commitment is clear: we prioritize integrity, transparency, and adherence to ethical standards in every facet of our operations. Upholding corporate compliance is not just a legal obligation for us; it's a fundamental part of our culture, ensuring trust and sustainability in all our business endeavors.*

”

- Koray Ozturk, Vice President, Global Compliance

## 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, 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. Information about the UEI Ethics Line is distributed to all employees through onsite trainings and company-wide communications, 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.

**NUMBER OF REPORTS MADE TO REPORTABLE CHANNELS IN 2023**

# 36

*reports were made to Ethics Line, HR, Suggestion Boxes, or through other confidential reporting mechanisms*

**NUMBER OF REPORTS INVESTIGATED IN 2023**

# 100%

*of the reports made were investigated*

**NUMBER OF REPORTS WITH DIRECT ACTION TAKEN IN 2023**

# 3

*reports were investigated and resulted in action*

## 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 designed to be an ongoing endeavor, and we intend to refresh this assessment in 2024.

### The risk assessment entails four basic elements:

- A review of UEI's business processes to identify and understand its most significant bribery and corruption risks.
- A review of the current state of UEI's anti-bribery and anti-corruption program and its elements.
- A gap analysis of the current program versus the anti-corruption risks identified.
- 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 2023.

## 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. 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 witness or suspect any human rights violations.

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 our zero-tolerance of forced labor, we provide training to our employees to identify signs of forced labor and other unlawful labor practices and how to report it directly to management or through the UEI Ethics Line.

## SUPPLY CHAIN MANAGEMENT

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. As a 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.

Our Supplier Code of Conduct sets forth our global expectations in the areas of fair dealing, legal compliance, business integrity, labor practices, health and safety and environmental management. This Supplier Code of Conduct, which is informed by the RBA's Code of Conduct, outlines the requirements for our suppliers to respect basic human rights and to not engage in any involuntary or forced labor and to fully comply with all laws and regulations pertaining to the appropriate and dignified treatment of all workers. We have also established a Global Supplier Anti-Corruption Policy which outlines our expectations around fair dealings, legal compliance, anti-corruption, and business integrity. We require suppliers to adhere to our Supplier Code of Conduct and the Global Supplier Anti-Corruption Policy. All agreements with suppliers contain a right to immediately exit any contractual arrangement in case of violations of laws and regulations.



## SUPPLIER DUE DILIGENCE

We follow RBA guidelines for the supplier risk assessment process, requiring relevant suppliers of raw materials and components to complete the RBA self-assessment questionnaire (SAQ). Upon completion of the RBA SAQ, we have the ability to request an on-site RBA Validated Audit Process (VAP) audit using the RBA online system for these suppliers that are identified as high-risk. We are in the process of evaluating additional supply chain due-diligence tools to further augment our current processes, including a third-party due-diligence software solution.

Our chemical compliance program is overseen by our Green Team. The Green Team is managed by chemical engineering degreed personnel. We have specialized in-house equipment, such as the Shimadzu EDX-LE, EDX-720, EDX-7000, the Kyoritsu chemical-check Cr<sup>+</sup> spot-test pack, and the Shimadzu PY-GCMS. These test machines allow us to test and verify component parts comply to the requirements of the EU RoHS Directive. Our technicians receive specialized training on operating these test machines. Our comprehensive auditing and testing program includes request for information, data validation, and in-house chemical testing. Supplier audit selection and testing criteria includes new supplier candidates, new material qualifications, and ongoing parts shipments.

## CONFLICT MINERALS

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. We have conducted a good faith reasonable country of origin inquiry (RCOI) regarding minerals included in our products during 2023 to determine whether any of the minerals originated in the conflict region and/or whether any of the minerals may be from recycled or scrap sources. Where applicable, we have conducted additional due diligence regarding the sources of the Subject Minerals. The results of our RCOI regarding the Subject Minerals, as well as our additional due diligence regarding the sources of such Subject Minerals, are contained in our annual Form SD and Conflict Minerals Report, available on our [website](#).



# Our People

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

“

*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

## 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.

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. We intend to expand our employee engagement efforts with the launch of an updated company-wide employee engagement survey in 2024.

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

## EMPLOYEE ENGAGEMENT, INCLUSION, 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 intend to expand on these efforts in 2024 with the launch of employee resource groups and a formal employee inclusion and belonging engagement strategy.

## 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

Establish a robust risk program that identifies potential workplace health and safety hazards.



### PREVENT ACCIDENTS

Develop and implement 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.



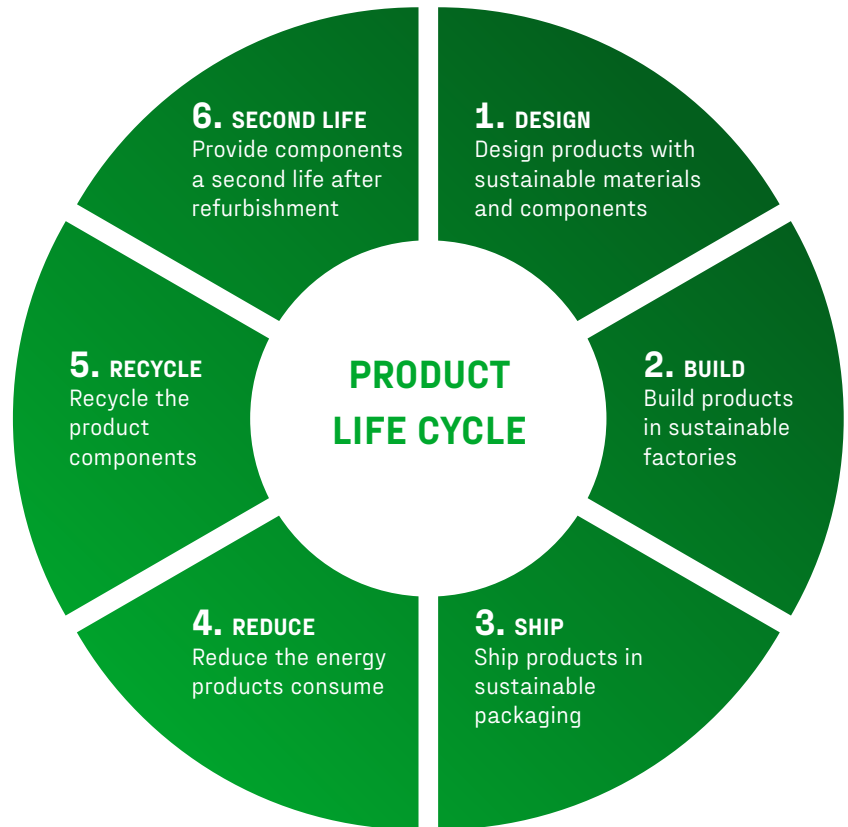
### TRAINING PROGRAM

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 manufacturing facilities are certified to ISO45001, representing 87% 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](#).

# Our Products

Our reputation is grounded in delivering quality products that are responsibly made. We seek to be a partner in our customers' sustainability journey and provide products and services that support their objectives. 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 process for certain customer programs, such as designing and building products from the ground up with post-consumer recycled plastics. These products dramatically reduce the emissions and waste associated with the use of virgin materials. Our factories manufacture over 160 SUP components. The production-phase of our products is also a critical component of the product lifecycle. When we reduce emissions associated with production, we reduce our customer’s value chain emissions. For information about our efforts to build our products in sustainable factories, see “The Planet” section of this report.

Many of our packing and production methods are being reimaged to reduce waste, emissions, and our product’s chemical footprint. We are increasingly employing new master carton packing methods to increase shipping efficiency and reduce cardboard usage. Certain components of the manufacturing process are switching to the use of recycled solder. We’ve also implemented sustainability practices into how we package some of our products. 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 like paper, teabag material, a paper-like material made from bamboo fiber, and a bio-based biodegradable copolymer. We are currently investigating the use of responsibly sourced paper products certified to the FSC (Forest Stewardship Council) standard for our SUP free packaging.

The process to design and launch our sustainable products or responsible packaging components requires a multi-disciplinary approach. Our product owners, whether it be product managers or our applications engineers, specify the sustainable requirements. After engaging the customer to ensure the requirements meet their expectations, mechanical engineering supports in design and helps determine essential alternative material and dimensions. Our Quality Assurance team then oversees the acceptance testing.

## PRODUCT EFFICIENCY AND RESPONSIBLE END-OF-LIFE

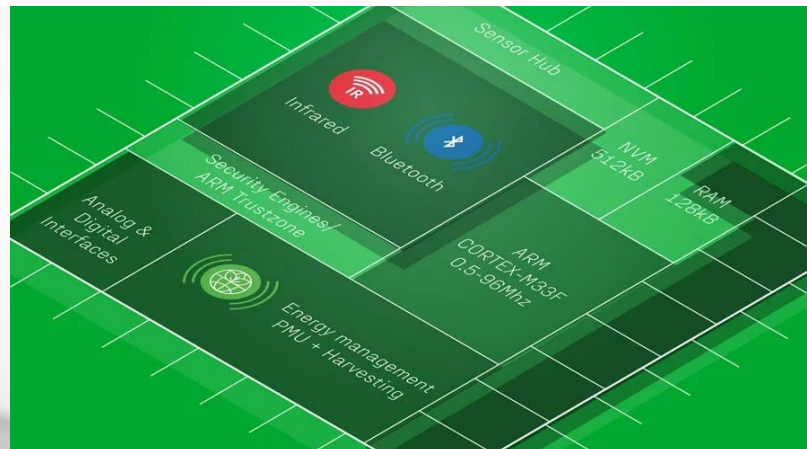
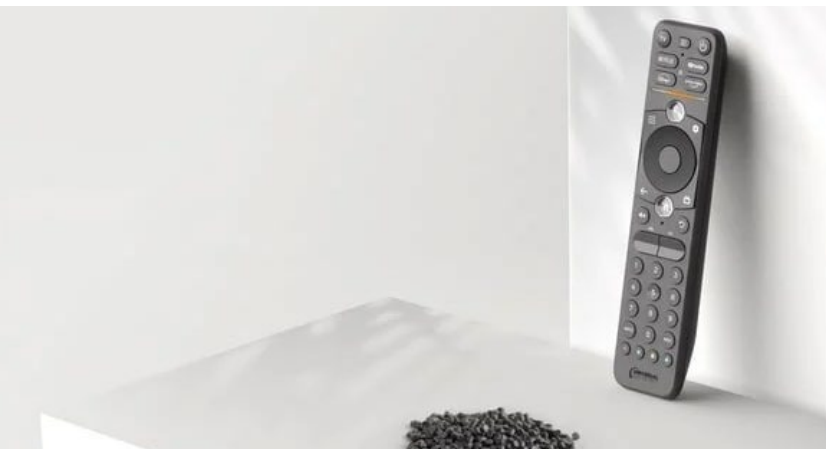
We seek to extend the useful life of our products and the emissions associated with the use-phase by improving the energy efficiency of our battery-operated products. Methods to improve efficiency include use of a low energy IR-engines, ultra-low power connectivity chips with built-in energy harvesting 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. Many of our products also have an emissions avoidance component during the use-phase, such as our Energy Management System (EMS) Kit which can help reduce energy consumption when a physical space is unoccupied.

To address the products' end-of-life phase, we offer a product refurbishment program to our customers where we reclaim, refurbish and recycle pre-owned remote controls. Under this program, major components in pre-owned remote control units are reused or recycled. For example, the printed circuit board assemblies ("PCBA") are cleaned, tested and reused, or plastics are reground to be reused.

## QUALITY MANAGEMENT

We also believe that our products must meet our customers' standards for quality. Our formal, documented quality management system ensures that our products and services satisfy customer needs and expectations. Testing and quality control are applied to components, parts, sub-assemblies and systems obtained from third-party suppliers. Our Quality Assurance (QA) team also ensures that our manufacturing facilities follow the international standards for quality management systems (ISO-9001), environmental management systems (ISO-14001), and occupational health & safety management systems (ISO-45001). The QA teams conduct regular internal audits to ensure compliance and continuous improvements to these standards as well as regulatory compliance.

## EXAMPLES OF OUR SUSTAINABLE PRODUCTS



### UEI ETERNA RANGE OF REMOTE CONTROLS

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

### XTREME LOW POWER CHIP WITH ENERGY HARVESTING SOLUTION

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



# The Planet

## OUR APPROACH

UEI is committed to protecting the environment, ensuring compliance with all applicable environmental laws and regulations, and meeting the needs of our customers. We continually investigate and implement activities that reduce our environmental footprint, improve efficiency, and help our customers meet their sustainability objectives. In 2023, we published our updated [Global Environmental Policy](#), which outlines this commitment.

We frame our environmental program using two primary concepts: resource use and waste output.

### RESOURCE USE

*Examples: energy, water, and materials*

- Comply with all laws and regulations related to resource use
- Identify opportunities to reduce resource use
- Identify opportunities to procure and consume resources responsibly

### WASTE

*Examples: materials and hazardous waste*

- Comply with all waste disposal laws and regulations
- Identify opportunities to reduce and reuse waste
- Identify opportunities to responsibly divert waste from landfills

We believe that you cannot manage what you cannot measure. To better understand our environmental footprint, we launched a global effort to collect, analyze, and verify our environmental data. Key metrics include our energy and water use, waste output, and the emissions associated with our operations and our value chain. We also conducted a formal climate scenario analysis to better understand our environmental and climate-related risks and opportunities. We are proud to announce that these efforts have culminated in a submission to the Science Based Targets Initiative (SBTi) to set a Science Based Target (SBT). We signed our official SBTi Commitment Letter in April 2024 and intend to announce our formal SBT in our next Sustainability Report.

## GOVERNANCE

As stated previously in this report, the Board and leadership team are responsible for risk oversight, including environmental and climate-related risks. Our Corporate Governance, Nominating, and Sustainability Committee monitors our environmental and climate-related strategy, policies, and practices as part of their recently expanded remit that now includes responsibility for UEI's sustainability program. Environmental and climate-related matters are included in sustainability updates provided to the committee. Our Executive Sustainability Steering Committee approves and implements our environmental and climate-related sustainability strategy. The Global Integrity and Sustainability Function is responsible for management of the environmental and climate-related components of the sustainability program and is supported in these efforts by the Sustainability Working Group.

## STRATEGY AND RISK MANAGEMENT

In 2023, we engaged a third party to conduct a climate scenario analysis to better understand the physical climate-related risks and opportunities across our global operations. A physical climate scenario analysis identifies key climatic trends that might impact a business given a variety of climate change and global temperature scenarios. The assessment utilized a comprehensive set of pathways published by the Intergovernmental Panel on Climate Change (UN IPCC), including four scenarios based on Representative Concentration Pathways (RCPs) and four based on Shared Socioeconomic Pathways (SSPs). Leveraging scenarios under both these pathways enabled UEI to analyze our exposure to chronic and acute climate risks, while considering a wide array of socioeconomic factors. This analysis will augment our current climate-related risk processes and inform strategic decision making to mitigate risk, reduce operational disruptions, and develop climate resilience. We have expanded on this analysis to formally evaluate our key transition risks and opportunities as well.

Risk	Risk Level <sup>(1)</sup>	Time Horizon <sup>(2)</sup>	Description	Potential Impacts <sup>(3)</sup>
<b>Transition Risks</b>				
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. (UEI 2023 Form 10-K Page 20)	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. (Third-Party Climate Scenario Analysis)	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. (Third- Party Climate Scenario Analysis)	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. (UEI 2023 Form 10-K Page 19)	Reduced demand for products and services
<b>Physical Risks</b>				
Hurricanes / Cyclones	● ● ● ● ●	Short-Long		Reduced production due to business interruptions. Increased costs associated with damage to facilities.
Tsunamis Areas	● ● ● ●	Short-Long	Acute risk due to increased likelihood and/or severity of an event.	
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	Chronic risk due to long term climatic shifts.	
<b>Opportunity</b>				
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 UEI Form 10-K.

To operate in a manner that upholds responsible resource use and environmental footprint reduction, each of our manufacturing facilities maintains an effective environmental management system (EMS) that is regularly audited and certified to the ISO 14001:2015 standard. Our EMS programs:

- Establish policies, procedures, and action frameworks for the manufacturing facility.
- Outline site-specific environmental goals and objectives.
- Identify risks and the controls required to mitigate risks.
- Recommend measurement and monitoring cadence.



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. Potential measures under investigation include onsite renewable energy, lighting retrofits, and building management systems. We intend to expand the list of initiatives and programs considered as we develop our environmental goals and environmental roadmaps through the Science Based Targets process.

# Appendix:

## Data Tables

### WORKFORCE BREAKDOWN Global Workforce 2023<sup>1</sup>

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

### WORKFORCE BREAKDOWN United States Workforce 2023

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

### TRAINING HOURS (Skills and Development) 2023<sup>2</sup>

Total Recorded Training Hours	83,566
Total Training Hours Per Employee	19.9

### LABOR UNION 2023<sup>3</sup>

Labor Union Percentage	30%
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### TOTAL RECORDABLE INCIDENT RATE (TRIR) 2023<sup>4</sup>

Office Locations	0.0
UEB	0.0
GTU / UEY	0.3
UVN	0.0
UEM	0.0

### COMPLIANCE 2023<sup>5</sup>

Number of Data Breaches	0
Confirmed incidents of corruption	0
<b>Compliance Training Completion Percentage</b>	
Office Locations	100%
UEB	89%
GTU / UEY	100%
UVN	97%
UEM	87%

<sup>1</sup>All workforce data as of October 31, 2023. Data coverage includes all global operations. Data may differ slightly from other public filings due to date of data capture.

<sup>2</sup>Data range is January 1, 2023 to December 31, 2023. Data coverage is all global operations.

<sup>3</sup>As described in the UEI 2022 Form-10K Page 11, labor unions and collective bargaining agreements represent approximately 30% of employees as of December 31, 2023.

<sup>4</sup>Data range is January 1, 2023 to December 31, 2023. Data coverage is all global operations.

<sup>5</sup>Data range is January 1, 2023 to December 31, 2023. Data coverage is all global operations.

# Appendix: Data Tables

ENVIRONMENT		
Resource Use	2022 <sup>1</sup>	2023 <sup>2</sup>
Total Energy Consumption (MWh)	30,526	28,627
Total Electricity	30,246	28,338
Renewable Electricity (%)	not calculated	4.7%
Natural Gas	not calculated	97
Diesel	140	2
Gasoline	140	189
Total Water Use (M3)	159,492	141,675
Waste	2022	2023
Total Waste Landfilled (MT)	758	474
Total Waste Recycled (MT)	2,121	2,123
Total Waste Incinerated (MT)	5	30
Total Waste Electronic Waste (MT)	not calculated	32
Total Hazardous Waste (MT)	not calculated	158
Emissions (Metric Tons of Carbon Dioxide Equivalent (MTCO2e))		2023
Scope 1 Emissions		120
Scope 2 Emissions (Market-Based)		15,024
Scope 2 Emissions (Location-Based)		15,835
Total Scope 1 + 2 Emissions (Market-Based)		15,144
Total Scope 1 + 2 Emissions (Location-Based)		15,955
Scope 1 + 2 Emissions Per Unit of Revenue (Market-Based)		0.000036
Scope 1 + 2 Emissions Per Unit of Revenue (Location-Based)		0.000038
Total Scope 3 Emissions		119,118
Category 1 – Purchased goods & services		43,184
Category 2 – Capital goods		4,738
Category 3 – Fuel- and energy-related activities		1,428
Category 4 – Upstream transportation and distribution		Not Relevant or recorded elsewhere
Category 5 – Waste generated in operations		448
Category 6 – Business travel		1,678
Category 7 – Employee commuting		717
Category 8 – Upstream leased assets		Not Relevant or recorded elsewhere
Category 9 – Downstream transportation and distribution		6,477
Category 10 – Processing of sold products		Not Relevant or recorded elsewhere
Category 11 – Use of sold products		59,581
Category 12 – End-of-life treatment of sold products		864
Category 13 – Downstream leased assets		Not Relevant or recorded elsewhere
Category 14 – Franchises		Not Relevant or recorded elsewhere
Category 15 – Investments		Not Relevant or recorded elsewhere

<sup>1</sup>Data range is January 1, 2022 to December 31, 2022. Data coverage is all global operations.

<sup>2</sup>Data range is January 1, 2023 to December 31, 2023. Data coverage is all global operations.

This greenhouse gas inventory is compiled using Greenhouse Gas Protocol. Additional information regarding the calculation methodology will be available in our forthcoming 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.



# Appendix:

## Global Reporting Initiative (GRI) Index

GRI 1 Version:  
GRI Universal Standards 2021

Statement of use: Universal Electronics Inc. has reported in accordance with the GRI Standards for the period start and end dates.

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 3   Material Topics 2021</b>	
3-1 Process to determine material topics	See the section titled “Materiality Assessment” in UEI’s 2023 Sustainability Report for information about UEI’s process to determine material topics.
3-2 List of material topics	See the section titled “Materiality Assessment” in UEI’s 2023 Sustainability Report for the full list of material topics assessed as part of the materiality assessment process.
3-3 Management of material topics	We will continue to assess our risks and impacts throughout our value chain and establish strategies, policies, and goals to mitigate negative impacts. See the section of this report titled “Our Approach to Sustainability” for additional information.
<b>GRI Standard: GRI 2   General Disclosures 2021</b>	
2-1 Organizational details	See UEI’s Form 10-K.
2-2 Entities included in the organization’s sustainability reporting	UEI’s Sustainability Report covers environmental, social and governance (ESG) 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.
2-3 Reporting period, frequency and contact point	The sustainability data provided in this Sustainability Report is for the 2023 calendar year, covering January 1, 2023, through December 31, 2023, unless otherwise noted. This period aligns with the company’s financial reporting period.
2-4 Restatements of information	There are no restatements related to sustainability disclosures in UEI’s 2023 Sustainability Report.
2-5 External assurance	Grant Thornton LLP audits UEI’s financial statement annually.
2-6 Activities, value chain and other business relationships	See UEI’s Form 10-K for information about our activities, value chain and other business relationships
2-7 Employees	See the Data Table Appendix of UEI’s 2023 Sustainability Report.
2-8 Workers who are not employees	See the Data Table Appendix of UEI’s 2023 Sustainability Report.
2-9 Governance structure and composition	See UEI’s annual Proxy Statement.
2-10 Nomination and selection of the highest governance body	See UEI’s annual Proxy Statement.
2-11 Chair of the highest governance body	See UEI’s annual Proxy Statement.
2-12 Role of the highest governance body in overseeing the management of impacts	Our Board of Directors and leadership team are responsible for risk oversight. This includes relevant ESG risks such as supply chain, product quality and safety, data privacy, and climate change, among others. The executive leadership team and the cross-functional Sustainability Working Group, who engage with stakeholders across the organization and externally to implement these policies, measure progress, and provide regular reports and updates to the Board of Directors.
2-13 Delegation of responsibility for managing impacts	The Executive Sustainability Steering Committee, comprised of key executives from across the organization, approves and implements sustainability strategy. The Senior Vice President, General Counsel and Head of Global Compliance leads the Global Ethics and Sustainability Function which is responsible for management of the Sustainability Program. Quarterly updates are provided to the Steering Committee across key environmental, social, and governance topics.

# Appendix:

## Global Reporting Initiative (GRI) Index

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 2   General Disclosures 2021 (continued)</b>	
2-14 Role of the highest governance body in sustainability reporting	Our Corporate Governance, Sustainability and Nominating Committee is responsible for monitoring ESG-related strategy, policies, and practices and reports progress to the broader Board. This committee receives formal updates regarding ESG-related matters on an ongoing basis, no less than annually. See the Corporate Governance and Nominating Committee charter on the Governance webpage for detail on the committee's role and responsibilities.
2-15 Conflicts of interest	See UEI's annual Proxy Statement.
2-16 Communication of critical concerns	The Board has adopted procedures, referred to as Complaint Procedures, for reporting complaints as part of UEI's Code of Conduct with respect to reporting concerns regarding accounting controls, auditing matters and other issues. The Complaint Procedures are designed to provide a channel of communication for employees and others who have concerns about the conduct of the Company and its employees. Such concerns may be communicated, in a confidential or anonymous manner, in accordance with the Complaint Procedures. UEI strictly prohibits any retaliation for reporting a possible violation of law, ethics or firm policy, no matter whom the report concerns.
2-17 Collective knowledge of the highest governance body	See UEI's annual Proxy Statement.
2-18 Evaluation of the performance of the highest governance body	See UEI's annual Proxy Statement.
2-19 Remuneration policies	See UEI's annual Proxy Statement.
2-20 Process to determine remuneration	See UEI's annual Proxy Statement.
2-21 Annual total compensation ratio	See UEI's annual Proxy Statement.
2-22 Statement on sustainable development strategy	See the section titled "A Letter from Our Chairman and Chief Executive Officer" in UEI's 2023 Sustainability Report.
2-23 Policy commitments	We maintain a number of policies to establish standards for conduct to mitigate risks throughout our operations. These policies are available to all employees on UEI's intranet page. Our Code of Conduct addresses responsible business conduct and the methods for reporting any concerns for all employees globally. As members of the Responsible Business Alliance (RBA), we also adhere to the standards of the RBA Code of Conduct 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. UEI's Global Human Rights Policy is aligned with internationally recognized human rights principles defined by the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We also provide training to relevant employees to help identify and report any signs of forced labor or other unlawful labor practices.
2-24 Embedding policy commitments	UEI's policies and Code of Conduct are available on the company's intranet for all global employees and are made publicly available on our Sustainability webpage for other stakeholders to access. We proactively communicate these policies to employees and other stakeholders to ensure adherence to our standards. We mandate compliance training covering topics such as the RBA Code of Conduct, anti-bribery measures, harassment prevention, cybersecurity, and privacy, among others. These training courses are assigned based on roles and legal requirements.
2-25 Processes to remediate negative impacts	Management is responsible for assessing and managing UEI's exposure to various risks while the Board of Directors has responsibility for the oversight of risk management.

# Appendix:

## Global Reporting Initiative (GRI) Index

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 2   General Disclosures 2021 (continued)</b>	
2-26 Mechanisms for seeking advice and raising concerns in sustainability reporting	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 is distributed to all employees through onsite trainings and company-wide communications, and the link is available to all stakeholders on our website.
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. As a 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.
2-29 Approach to stakeholder engagement	See Our Approach to Sustainability section in this 2023 Sustainability Report for information about stakeholder engagement on page 7.
2-30 Collective bargaining agreements	Labor unions represent approximately 20.0% of UEI’s employees as of December 31, 2023. Additionally, workers in our Vietnam facility are covered by a collective bargaining agreement as of December 31, 2023, representing approximately 10% of our global employees. See our Form 10-K for more information.
<b>GRI Standard: GRI 205   Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	Universal Electronics has developed an anti-bribery and anti-corruption risk assessment to assess our control environment and to mitigate bribery and corruption risk. See the section titled “Anti-Bribery and Anti-Corruption” in UEI’s 2023 Sustainability Report for more information.
205-2 Communication and training about anti-corruption policies and procedures	We mandate compliance training covering topics such as the RBA Code of Conduct, anti-bribery measures, harassment prevention, cybersecurity, and privacy, among others. These training courses are assigned based on roles and legal requirements.
205-3 Confirmed incidents of corruption and actions taken	There were zero confirmed incidents in 2023.
<b>GRI Standard: GRI 206   Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were zero confirmed incidents in 2023.
<b>GRI Standard: GRI 302   Energy 2016</b>	
302-1 Energy consumption within the organization	See the Data Table Appendix of UEI’s 2023 Sustainability Report.
302-2 Energy consumption outside of the organization	See the Data Table Appendix of UEI’s 2023 Sustainability Report.
302-3 Energy intensity	See the Data Table Appendix of UEI’s 2023 Sustainability Report.
302-4 Reduction of energy consumption	See the Data Table Appendix of UEI’s 2023 Sustainability Report.

# Appendix:

## Global Reporting Initiative (GRI) Index

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 305   Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	See the Data Table Appendix of UEI's 2023 Sustainability Report.
305-2 Energy indirect (Scope 2) GHG emissions	See the Data Table Appendix of UEI's 2023 Sustainability Report.
305-3 Other indirect (Scope 3) GHG emissions	See the Data Table Appendix of UEI's 2023 Sustainability Report.
305-4 GHG emissions intensity	See the Data Table Appendix of UEI's 2023 Sustainability Report.
305-5 Reduction of GHG emissions	Following the completion of our baseline greenhouse gas (GHG) emissions inventory, UEI intends to set a greenhouse reduction goal under the Science Based Targets Initiative (SBTi) by April 2025.
305-6 Emissions of ozone-depleting substances (ODS)	See the Data Table Appendix of UEI's 2023 Sustainability Report.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See the Data Table Appendix of UEI's 2023 Sustainability Report.
<b>GRI Standard: GRI 308   Supplier Environmental Assessment 2016</b>	
308-1 New suppliers that were screened using environmental criteria	We follow RBA guidelines for our supplier risk assessment process, requiring relevant suppliers of raw materials and components to complete the RBA self-assessment questionnaire ("SAQ"). See the sections titled "Supply Chain Management" and Supplier Due-Diligence in UEI's 2023 Sustainability Report.
308-2 Negative environmental impacts in the supply chain and actions taken	See the sections titled "Supply Chain Management" and Supplier Due-Diligence in UEI's 2023 Sustainability Report.
<b>GRI Standard: GRI 401   Employment 2016</b>	
401-1 New employee hires and employee turnover	See the Data Table Appendix of UEI's 2023 Sustainability Report.
<b>GRI Standard: GRI 403   Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	At our manufacturing facilities, we are committed to protecting our workers through established health and safety management systems. Our manufacturing facilities are certified to ISO45001. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-2 Hazard identification, risk assessment, and incident investigation	UEI conducts regular risk assessments to identify potential workplace health and safety hazards and evaluates the associated risks. We continually monitor 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. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-3 Occupational health services	UEI is committed to the health and safety of its employees and maintains a robust health and safety management system. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.

# Appendix:

## Global Reporting Initiative (GRI) Index

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 403   Occupational Health and Safety 2018 (continued)</b>	
403-4 Worker participation, consultation, and communication on occupational health and safety	UEI is committed to employee health and safety values employee input and feedback when developing its processes. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-5 Worker training on occupational health and safety	We provide comprehensive health and safety training programs to all employees. This includes orientation for new employees, ongoing training, and regular safety awareness campaigns.
403-6 Promotion of worker health	At our manufacturing facilities, we are committed to protecting our workers through established health and safety management systems. Our manufacturing facilities are certified to ISO45001. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	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 processes and procedures in place to identify hazards, prevent accidents, and build employee knowledge to mitigate risk. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-8 Workers covered by an occupational health and safety management system	At our manufacturing facilities, we are committed to protecting our workers through established health and safety management systems. Our manufacturing facilities are certified to ISO45001. See the Global Health and Safety Policy on the Sustainability webpage for additional information on UEI's health and safety standards and practices.
403-9 Work-related injuries	See the Data Table Appendix of UEI's 2023 Sustainability Report.
<b>GRI Standard: GRI 404   Training and Education 2016</b>	
404-1 Average hours of training per year per employee	See the Data Table Appendix of UEI's 2023 Sustainability Report.
404-2 Programs for upgrading employee skills and transition assistance programs	We offer a variety of skills based and career development training, both hands-on and through online platforms, to all employees. Employees are encouraged to work with their managers to identify training opportunities, and we continue to evaluate additional training opportunities and tools.
404-3 Percentage of employees receiving regular performance and career development reviews	All employees undergo formal annual performance evaluations and are encouraged to have meaningful career and performance conversations with their managers. As part of this process, managers are required to complete performance management training to facilitate productive dialogue.
<b>GRI Standard: GRI 405   Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	See the Data Table Appendix of UEI's 2023 Sustainability Report.
405-2 Ratio of basic salary and remuneration of women to men	We periodically review our data related to diversity and inclusion and our gender pay parity information tools inform our pay and workforce management practices.



# Appendix:

## Global Reporting Initiative (GRI) Index

DISCLOSURE	RESPONSE
<b>GRI Standard: GRI 408   Child Labor 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labor	UEI forbids child labor in its operations and supply chain, and maintains a Global Supplier Code of Conduct that sets forth expectations regarding child labor. We follow RBA guidelines for the supplier risk assessment process, requiring relevant suppliers of raw materials and components to complete the RBA self-assessment questionnaire (SAQ).
<b>GRI Standard: GRI 409   Forced or Compulsory Labor 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	UEI forbids forced or compulsory labor in its operations and supply chain, and maintains a Global Supplier Code of Conduct that sets forth expectations regarding forced or compulsory labor. We follow RBA guidelines for the supplier risk assessment process, requiring relevant suppliers of raw materials and components to complete the RBA self-assessment questionnaire (SAQ).
<b>GRI Standard: GRI 414   Supplier Social Assessment 2016</b>	
414-1 New suppliers that were screened using social criteria	We follow RBA guidelines for our supplier risk assessment process, requiring relevant suppliers of raw materials and components to complete the RBA self-assessment questionnaire ("SAQ"). See the sections titled "Supply Chain Management" and Supplier Due-Diligence in UEI's 2023 Sustainability Report.
414-2 Negative social impacts in the supply chain and actions taken	See the sections titled "Supply Chain Management" and Supplier Due-Diligence in UEI's 2023 Sustainability Report.
<b>GRI Standard: GRI 416   Customer Health and Safety 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	See the section titled "Our Products" in UEI's 2023 Sustainability Report.

# Appendix:

## Sustainability Accounting Standards Board (SASB) Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
<b>EMPLOYEE DIVERSITY &amp; INCLUSION</b>		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p><b>Workforce Breakdown Global Workforce 2023<sup>1</sup></b></p> <p>Total Employees: 4,193; 58% Female; 42% Male</p> <p>1. Manager: 384, 29% Female; 71% Male</p> <p>2. Employment Contract:            Permanent: 3,962; 59% Female; 41% Male            Temporary: 231, 34% Female; 66% Male</p> <p><b>Employment Type</b></p> <p>Full-Time: 4,081; 58% Female; 42% Male            Part-Time: 33; 79% Female; 21% Male            Fixed-Term: 79; 70% Female; 30% Male</p> <p><b>3. Employment Category</b></p> <p>Individual Contributor: 3,809; 61% Female; 39% Male</p> <p><b>Workforce Breakdown United States Workforce 2023<sup>2</sup></b></p> <p><b>EEO Categories for Ethnicity and Race</b></p> <p>American Indian or Alaskan Native: 0% Female; 0% Male            Asian: 33% Female; 26% Male            Black or African American: 1% Female; 1% Male            Hispanic/Latino: 12% Female; 14% Male            Native Hawaiian or other Pacific Islander: 1% Female; 0% Male            Two or More Races: 1% Female; 0% Male            White: 52% Female; 58% Male            Did not declare: 1% Female; 0% Male</p> <p><sup>1</sup> Data as of October 31, 2023. Data coverage includes all global operations.  <sup>2</sup> Data as of October 31, 2023. Data coverage includes all United States operations.</p>

### MATERIALS SOURCING

TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<p>UEI has instituted a comprehensive conflict minerals policy to formalize its commitment to the responsible sourcing and use of critical materials and manage the risks associated with the procurement and use of conflict minerals, including tantalum, tin, tungsten, and gold (3TG minerals). This policy is aligned with the objectives of the Conflict Minerals Regulations and emphasizes our pledge to avoid the procurement of materials or the manufacturing of products that knowingly contain conflict minerals. Our approach involves a rigorous due diligence process for suppliers to ensure compliance with this commitment.</p> <p>As an active member of the Responsible Business Alliance (RBA), UEI is further committed to adhering to the RBA's Code of Conduct. This commitment entails the integration of RBA's guidelines and principles across our global operations and throughout our supply chain. The RBA's Code of Conduct mandates responsible sourcing of materials, urging participants to adopt policies and conduct due diligence on the source and chain of custody of specified minerals. This process is aimed at ensuring that these materials are sourced in a manner consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, or an equivalent recognized due diligence framework. UEI conducts regular audits in line with RBA standards, including the sourcing and use of critical materials.</p>
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# Appendix:

## Sustainability Accounting Standards Board (SASB) Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
<b>PRODUCT LIFECYCLE MANAGEMENT</b>		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	None (0%)
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	None (0%)
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	UEI does not currently collect or disclose this data.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	<p>UEI acknowledges the challenge of accurately estimating end-of-life product weight due to limited visibility into post-consumer destinations. Nonetheless, within the purview of our Scope 3 emissions inventory, we estimated these factors to comprehensively address our environmental impact. The estimates based on this information are as follows:</p> <ul style="list-style-type: none"> <li>• Scope 3 Category 12 End-of-life treatment of sold products: 864 mtCO2e</li> <li>• We estimate approximately 25,000 MT of product and packaging weight produced in 2023 globally with approximately 38.5% recycle rate based on <a href="#">EPA waste stream assumptions</a>.</li> </ul>
<b>PRODUCT SECURITY</b>		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	<p>UEI's Privacy Policy outlines our privacy practices and our commitment to comply with privacy laws and regulations in all jurisdictions in which we conduct business. As part of this policy, we establish standards around the collection and protection of personal information related to the purchase and use of products.</p> <p>The Audit Committee of the Board, along with management, is responsible for reviewing the adequacy and effectiveness of our information technology security and controls. Our audit and due diligence processes help ensure that employees and suppliers operate in compliance with our expectations. We also mandate compliance training on topics including the RBA Code of Conduct, cybersecurity, and privacy, among others</p> <p>PRIVACY AND DATA SECURITY 2023 Number of Data Breaches: 0</p>

# Appendix:

## Sustainability Accounting Standards Board (SASB) Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
<b>SUPPLY CHAIN MANAGEMENT</b>		
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	<p>We follow the RBA guidelines for supplier risk assessments process by requiring our suppliers of raw materials and components to complete the full RBA self-assessment questionnaire ("SAQ") and to conduct an on-site RBA Validated Assessment Program (VAP) audit</p> <p>We have completed these RBA Validated Audits for:            (a) Additional information needed: percentage of ALL facilities            (b) 50% of any identified high-risk major suppliers.</p>
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	UEI does not currently track supplier non-conformance rate with the RBA VAP; however, we are evaluating additional supply chain due-diligence tools to further augment our current processes, including a third-party due diligence software solution.
<b>ACTIVITY</b>		
TC-HW-000.A	Number of units produced by product category	<p>Components: 10.7 million</p> <p>Consumer Electronics: 60 million</p> <p>Other Hardware: 4.7 million</p>
TC-HW-000.B	Area of manufacturing facilities	<p>Total area of manufacturing facilities: 1,710,237sq. ft.</p> <p>Includes our five manufacturing facilities - UEM, UEB, UEY, GTY, and UVN.</p>
TC-HW-000.C	Percentage of production from owned facilities	UEI owns one of its five manufacturing facilities. 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 2024 10-K.

# Appendix:

## 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

- Our Approach to Sustainability > Oversight of Sustainability
- The Planet > Governance

b) Describe management's role in assessing and managing climate-related risks and opportunities

- Our Approach to Sustainability > Oversight of Sustainability
- The Planet > Governance

### 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.

- Our Approach to Sustainability > Oversight of Sustainability
- The Planet > Governance

b) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

- The Planet > Strategy and Risk Management

c) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.

- The Planet > Strategy and Risk Management

### 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.

- The Planet > Strategy and Risk Management
- Global Environmental Policy

b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

- The Planet > Strategy and Risk Management
- Global Environmental Policy

c) Describe the organization's processes for managing climate-related risks

- The Planet > Strategy and Risk Management
- Global Environmental Policy

### METRICS AND TARGETS

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

a) Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

- Our Approach to Sustainability > Sustainability Goals
- The Planet > Strategy and Risk Management
- Data Tables: Environment

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

- Data Tables: Environment

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

- Our Approach to Sustainability > Sustainability Goals
- Data Tables: Environment