UNIVERSAL ELECTRONICS INC.
COMPENSATION COMMITTEE CHARTER

November 2, 2026 (As Amended)

PURPOSE

The purpose of the Compensation Committee (the "Committee") of the Board of Directors of Universal Electronics Inc. (the "Company") is to discharge the Board's responsibilities relating to compensation for the Company's directors and executive officers and the Company's stock-based incentive programs and plans. The Committee has overall responsibility for approving and evaluating the director and officer compensation plans, policies, and programs of the Company. The Committee also is responsible for preparing, in accordance with the rules and regulations of the Securities and Exchange Commission (the "SEC"), an annual report on executive compensation for inclusion in the Company's annual proxy statement or annual report on Form 10-K in accordance with applicable SEC and The Nasdaq Stock Market LLC ("Nasdaq") rules and regulations.

COMMITTEE MEMBERSHIP

The Committee shall consist of two or more members of the Board, each of whom the Board has determined has no material relationship with the Company and each of whom is otherwise "independent" under the rules of Nasdaq.

The members of the Committee shall be appointed and replaced by the Board on the recommendation of the Corporate Governance, Sustainability and Nominating Committee. Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

COMMITTEE STRUCTURE AND OPERATIONS

The Board shall designate one member of the Committee as its Chair. The Committee shall meet periodically in person, via video conference, or telephonically, as deemed advisable by its Chair or a majority of the members of the Committee, at a time and place or platform determined by its Chair or a majority of the members of the Committee, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its Chair.

The Committee may invite such members of management to its meetings as it may deem desirable or appropriate, consistent with the maintenance of the confidentiality of compensation discussions. The Company's Chief Executive Officer ("CEO") may not be present during voting or deliberations on the CEO's compensation.

COMMITTEE DUTIES AND RESPONSIBILITIES

1. Establish the Company's general compensation philosophy and oversee the development and implementation of compensation programs.

2. Review and approve corporate and individual goals relevant to CEO compensation, lead the performance evaluation of the CEO by the Board, approve the CEO's compensation level based on this evaluation and communicate such evaluation and compensation level to the CEO.

3. Make recommendations to the Board with respect to the terms of the Company's incentive compensation plans and equity-based plans, oversee the activities of the committees responsible for administering these plans and discharge any responsibilities imposed on the Committee by any of these plans.

4. Review and approve for the CEO and other executive officers of the Company (i) annual base salary level, (ii) annual incentive opportunity level, (iii) long-term incentive opportunity level, (iv) employment agreements, severance arrangements, change in control or similar termination agreements and (v) other special or supplemental benefits. Establish and modify the terms and conditions of employment of the executive officers, including the CEO, by contract or otherwise.

5. Review and recommend to the Board compensation for non-employee members of the Board, including but not limited to the following elements: retainer, meeting fees, committee fees, committee chair fees, equity or stock compensation, benefits and perquisites.

6. Prepare an annual report of the Committee on executive compensation for inclusion in the Company's annual proxy statement or annual report on Form 10-K in accordance with applicable SEC and Nasdaq rules and regulations. If and when applicable to the Company, review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A"), and based on that review and discussion, recommend to the Board whether the Company's CD&A should be included in the Company's annual proxy statement or annual report on Form 10-K If and when applicable to the Company, review and recommend to the Board for approval the frequency with which the Company will conduct a stockholder advisory vote to approve the compensation of the Company's named executive officers ("Say on Pay Vote") (taking into account the results of the most recent stockholder vote on the frequency of Say on Pay Votes required by Section 14A of the Securities Exchange Act of 1934), and review and approve the proposals regarding the Say on Pay Vote to be included in the Company's proxy statement and any other executive compensation-related matters as required by the SEC and Nasdaq. If and when applicable to the Company, evaluate Say on Pay Vote outcomes and other stockholder input on executive compensation pay programs as part of the Committee's ongoing assessment of executive compensation programs and policies.

7. Review and approve any policy regarding the Company's recovery of incentive-based executive compensation and oversee the implementation and administration of such policy.

8. Make reports to the Board on the activities of the Committee.

9. Conduct an annual performance evaluation of the Committee and report the results of this evaluation to the Board.

10. Review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board.

11. Meet with the Company's non-executive representative who consults with and advises the Committee regarding employee benefits programs.

12. Perform any other duties or responsibilities expressly delegated to the Committee by the Board from time to time relating to the Company's compensation programs.

DELEGATION TO SUBCOMMITTEE

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee.

RESOURCES AND AUTHORITY OF THE COMMITTEE

The Committee shall have resources and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate, and approve the fees and other retention terms of special counsel or other experts or consultants, as it deems appropriate, without requiring approval of the Board or management. The Committee will evaluate whether any compensation consultant retained or to be retained by the Committee has any conflict of interest in accordance with the rules and regulations of the SEC and Nasdaq.