UNIVERSAL ELECTRONICS INC.

CORPORATE GOVERNANCE, SUSTAINABILITY AND NOMINATING COMMITTEE CHARTER

November 2, 2026

PURPOSE

The purpose of the Corporate Governance, Sustainability and Nominating Committee (the "Committee") of the Board of Directors (the "Board") of Universal Electronics, Inc. (the "Company") is to (1) develop and recommend to the Board a set of corporate governance guidelines applicable to the Company; (2) identify and recommend individuals to the Board for nomination as members of the Board and its committees; (3) lead the Board in its annual review of the Board's and its committees' performance; and (4) monitor the Company's sustainability-related initiatives, goals and disclosures.

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 applicable listing rules of The Nasdaq Stock Market LLC ("Nasdaq").

The members of the Committee shall be appointed and replaced by the Board on the recommendation of the 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 in person, by telephone or other electronic means at least twice a year at a time and place determined by its Chair, 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.

COMMITTEE DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Committee include:

a. Make recommendations to the Board from time to time as to changes the Committee believes to be desirable to the size of the Board or any committee thereof.

b. Identify individuals believed to be qualified to become Board members, and to recommend to the Board the nominees to stand for election as directors at the annual meeting of stockholders or, if applicable, at a special meeting of stockholders. In the case of a vacancy in the office of a director (including a vacancy created by an increase in the size of the Board), the Committee shall recommend to the Board an individual to fill such vacancy, either through appointment by the Board or through election by stockholders. In nominating candidates, the Committee shall take into consideration such factors as it deems appropriate. These factors may include (i) judgment, character, expertise, skills and knowledge useful to the oversight of the Company's business; (ii) diversity of viewpoints, backgrounds, experiences and other demographics; (iii) business or other relevant experience; and (iv) the extent to which the interplay of the candidate's expertise, skills, knowledge and experience with that of other Board members will build a Board that is effective, collegial and responsive to the needs of the Company. The Committee may consider candidates proposed by management, but is not required to do so. The Committee shall consider candidates recommended by stockholders in accordance with the Company's established policies and procedures and shall evaluate such candidates using substantially the same criteria applied to other director candidates.

c. To develop and recommend to the Board standards to be applied in making determinations as to the absence of material relationships between the Company and a director.

d. Identify Board members qualified to fill vacancies on any committee of the Board (including the Committee) and to recommend that the Board appoint the identified member or members to the respective committee.

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

f. Establish procedures for and oversee the evaluation of the Board and its committees.

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

h. Review and reassess the Corporate Governance Guidelines of the Company and recommend any proposed changes to the Board.

i. Oversee process for identifying, assessing, monitoring and managing sustainability initiatives and risks.

j. Meet with the Company's Compliance and Environmental, Social and Governance ("ESG") function regularly to review performance on key sustainability metrics and the integration of sustainability-related matters into the Company's business strategy.

k. Approve sustainability-related policies, reports and disclosures.

l. Monitor and assess stakeholder feedback and concerns related to corporate governance and sustainability matters.

m. Perform any other duties or responsibilities expressly delegated to the Committee by the Board or required by sustainability related laws and regulations.

n. Review and make recommendations to the Board regarding executive management succession planning, including plans for succession of the Chief Executive Officer and other senior executive officers, in coordination with the Board and other appropriate committees.

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

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. The Committee shall also coordinate with the Executive-Level ESG Steering Committee and may, in its discretion, delegate all or a portion of its sustainability-related duties and responsibilities to the Executive-Level ESG Steering Committee.

RESOURCES AND AUTHORITY OF THE COMMITTEE

The Committee shall have the 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 seeking approval of the Board or management; provided that it inform both the Board and management of the amount and timing of the spending.

ADOPTION

This Charter was adopted by the Board of Directors on January 1, 2004, and amended on February 7, 2024, and November 2, 2026.