



Unigen™

ESG REPORT

2024



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INTRODUCTION

Letter From Our CEO

Dear Stakeholders,

For over 34 years, Unigen has been a trusted partner to customers around the world. We know that our responsibility goes beyond providing cutting-edge products and services, and we are committed to making lasting impact by embracing Environmental, Social and Governance (ESG) principles that create long-term value for our stakeholders.

Environmental Stewardship:

The electronics industry plays a crucial role in global sustainability, and we take this responsibility seriously. We are focused on reducing Unigen's environmental impact by investing in energy-efficient manufacturing processes, transitioning to renewable energy sources, and reducing emissions across our supply chain. We work closely with our suppliers to ensure the responsible sourcing of raw materials, minimizing environmental impact and promoting circular economy practices. Our ongoing efforts to enhance recycling programs and improve resource efficiency.

Social Responsibility:

People are at the heart of everything we do. We are dedicated to fostering an inclusive and safe workplace while giving back to the communities where we operate. We promote a culture where inclusivity, equal opportunity, and professional growth are prioritized. We uphold the highest labor standards across our global operations and supply chain by ensuring fair wages, safe working conditions, and respect for human rights. Additionally, we engage with local communities through partnerships and corporate social responsibility initiatives that support education, expand technology access, and promote environmental conservation.

Strong Governance & Ethical Leadership:

Our leadership team remains committed to upholding high ethical standards while ensuring transparency, accountability, and responsible business practices. We have integrated ESG principles into decision-making processes to align with our long-term strategic vision. As a technology-driven company, we place a high priority on data security and privacy, protecting the information of our customers, partners and employees. We also know the importance of engaging with our stakeholders to continuously improve our ESG practices and drive impact.

Our Path Forward:

ESG is not just a goal for us. It is a core part of Unigen's identity and a driver of our long-term success. We are committed to setting ambitious sustainability targets, refining our initiatives and sharing our progress with transparency. We invite our stakeholders to join us on this journey toward a more sustainable and responsible future. Thank you for your continued trust and support.

Sincerely,

Paul W. Heng
President and CEO | Unigen Corporation

About This Report

Our 2024 ESG Report celebrates Unigen's progress towards our sustainability commitments and showcases key projects in areas such as ESG partnerships and sustainability assessments.

This annual report provides a comprehensive overview of our Environmental, Social and Governance (ESG) program performance, metrics and initiatives in 2024 and covers our global operations.

The content of this report was developed through collaboration and support from stakeholders and leaders across our business functions including Quality, Legal, Human Resources, Supply Chain, Facilities, Finance and the Executive Vice President. It references frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Standards to adopt best industry practices.

Unigen is continually monitoring new ESG regulatory requirements to ensure alignment and we are committed to identifying future opportunities for improvement.

About Unigen

In the heart of Silicon Valley, Unigen has been a trusted technology partner to customers worldwide for over 34 years.

Privately held since 1991, we are a global leader in the design and manufacturing of industrial and enterprise grade OEM products, including SSDs, DRAM modules, NVDIMMs, Enterprise IO and AI technologies. Unigen also provides comprehensive Electronics Manufacturing Services (EMS) encompassing design, rapid prototyping, new product introduction, high-volume production, supply chain management, assembly and testing, as well as aftermarket support, enabling numerous startup companies to shorten their time-to-market goals and supporting every stage of the product life cycle. We understand that innovation, flexibility and time-to-market are key elements to our competitive edge and strive to continue establishing the benchmark of quality standards and longevity support in the industrial market while staying committed to meeting unique needs of customers.

Headquartered in Newark, California, Unigen operates state-of-the-art manufacturing facilities in Silicon Valley and Vietnam, certified to ISO 9001, ISO 14001, ISO 13485, AS9100, and IATF 16949 standards. Serving a diverse global customer base, including numerous Fortune 500 companies, Unigen delivers cutting-edge solutions across multiple industries, including automotive, computing and storage, embedded systems, medical technology, artificial intelligence, robotics, clean energy and the Internet of Things (IoT). Through its advanced manufacturing capabilities and comprehensive solutions, Unigen delivers high-quality, reliable products tailored to meet the evolving demands of these dynamic sectors.

UNIGEN AT A GLANCE

70%+

Revenue YoY Growth

9+

Market Sectors

Silicon
Valley

Headquarters

34+

Years in Business

2

Manufacturing Facilities

EcoVadis

Silver Medal Rating

Our silver medal on the EcoVadis sustainability assessment, which places us among the top 15% of all rated companies, substantiates the quality of our sustainability management system



Carbon Disclosure Project SME B

Our SME B score on the Carbon Disclosure Project (CDP) climate risk assessment helps to demonstrate the strong quality of our climate risk management system.

Please note: The highest SME score in 2024 was an SME B as CDP is still in the process of developing a methodology for an SME A score for 2025 disclosure. This places Unigen in the top tier of all global companies who provided disclosures to CDP in 2024.



Responsible Business Alliance (RBA)

Unigen has been an RBA Affiliate-Level Member since 2024. Since then, we have carefully modified our policies and procedures to closely align with the RBA Code of Conduct, a set of social, environmental and ethical standards for businesses and their supply chains. This helps to ensure safe working conditions, respectful treatment of workers and environmentally responsible and ethical business practices, especially in the electronics industry.



ESG Strategy

We believe a robust and adaptable ESG strategy is critical to creating long-term value for our business and stakeholders. Our ESG strategy is informed by external reporting frameworks such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Greenhouse Gas Protocol as well as feedback from top management, employees, customers and other stakeholders.

This strategy helps us to build and deliver an industry-leading, sustainable portfolio of projects and services which helps to attract, retain and engage top talent as well as strengthen trust with customers and the community. We continue to mature our commitments, initiatives and disclosures to drive positive impact by:

- E)** Delivering sustainable technology and operations that reduce energy demand and carbon emissions in support of the transition to a net-zero future for the planet.
- S)** Advancing equitable outcomes for our people and communities by enabling them to expand their skills, achieve personal growth and support their communities.
- G)** Building and maintaining trust with our employees, customers, partners and communities, through data security and privacy, sound governance and leading with ethics and transparency.

ESG Commitments

Unigen is committed to reaching net-zero Scope 1 and 2 emissions by 2050.

Unigen is committed to reducing absolute Scope 1 and 2 greenhouse gas emissions by 42% by 2030 from a 2024 base year as part of our climate strategy and commitment to operational sustainability.

ESG Materiality Assessment

We conducted a materiality assessment in 2024. This was our first ESG prioritization process, enabling us to identify and understand the most relevant ESG topics to our organization to create long-term value for all stakeholders.

Through a review of industry trends, desktop research and peer benchmarking, we identified and assessed sustainability topics throughout our value chain using a GRI-informed understanding of materiality.

To help ensure alignment of our strategy and disclosures with the areas of greatest impact, our prioritized ESG topics were then reviewed and verified by members of our top management. This exercise supported the overall development of our annual strategy, targets and metrics.

ESG Material Topics

ENVIRONMENTAL:

Carbon Emissions

Legal Compliance

Waste Management

Water Management

SOCIAL:

Employee Rights

Occupational
Health & Safety

Employee
Development

GOVERNANCE:

Business
Ethics & Conduct

ESG Reporting
Transparency



ENVIRONMENTAL

Environmental Policy

Unigen Environmental Policy:

- Unigen recognizes the importance of conducting business and managing environmental issues in a responsible manner. We strive to improve our environmental performance by fostering and encouraging initiatives that reduce waste, eliminate pollution, promote recycling and meet compliance obligations. Unigen is fully committed to reducing its environmental impact across the scope of our operation and through services we deliver to customers by following these core principles:
 - Comply with applicable environmental regulations and other requirements to which the company subscribes to
 - Conduct operations in an environmentally sound manner to prevent or minimize any adverse impact
 - Apply the principles of “reduce, reuse, and recycle” in all applicable processes
 - Promote environmental responsibility among employees
 - Pursue continuous improvement in our environmental performance

Environmental Regulations

At Unigen, we strive to honor all applicable environmental regulations including, but not limited to:

RoHS (Restriction of Hazardous Substances)	REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)	Halogen Free	CMRT (Conflict Minerals Reporting Template)
TSCA (Toxic Substances Control Act)	California Prop 65 (Safe Drinking Water and Toxic Enforcement Act of 1986)	POPs (Persistent Organic Pollutants)	PFAS (Per- and Polyfluoroalkyl Substances)

- By restricting hazardous substances with reference to the applicable regulations in material procurement and manufacturing, we aim to minimize environmental impacts and protect human health in conformity with the highest legal and ethical standards.

Waste Management

WASTE CATEGORY in Metric Tons	NEWARK	% of total	HANOI	% of total
Total Waste Overall	89.58	-	47.96	-
Total Recycled Waste	28.19	31.47%	25.02	52.17%
Total Recycled Hazardous Waste	7.07	7.89%	0.16	0.33%
Total Recycled Non-Hazardous W.	21.12	23.58%	24.87	51.86%
Total Landfill Waste	57.74	64.46%	0	0%
Total Compost Waste	3.14	3.51%	18.5	38.57%
Total Incinerated Waste (Diverted from Landfill)	0.51	0.57%	4.44	9.26%

Water Management

At Unigen Newark, we use water for toilets, sinks, employee drinking water, and irrigation. The water is sourced from Alameda County Water District, a public agency in Alameda County, California that sources and treats fresh groundwater and surface water. The discharged water gets collected and treated by the Union Sanitary District. As for Unigen Hanoi, the water is primarily sourced from local groundwater and surface water sources. We have an in-house water treatment system in Hanoi where the treated water is then discharged into a centralized industrial park wastewater treatment plant for further treatment.

	NEWARK	% of total	HANOI	% of total
Total Water Withdrawn	5.7 megaliters	-	3.3 megaliters	-
Freshwater Percentage	100%	-	100%	-
Total Water Discharged	*5.1 megaliters	90%	2.6 megaliters	80%
Total Water Consumption	0.6 megaliters	10%	0.7 megaliters	20%

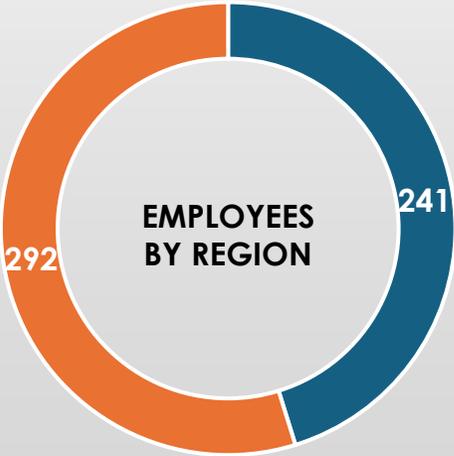
*calculated based on industry average water discharge (California)



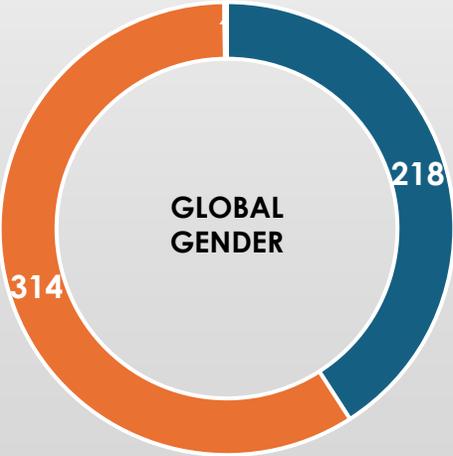
SOCIAL

Diversity, Equity and Inclusion

Unigen operates an equal opportunities policy for all present and future employees. We strive to make a continuous effort to build a diverse team and maintain an environment where every member feels valued and motivated.



■ Newark ■ Hanoi



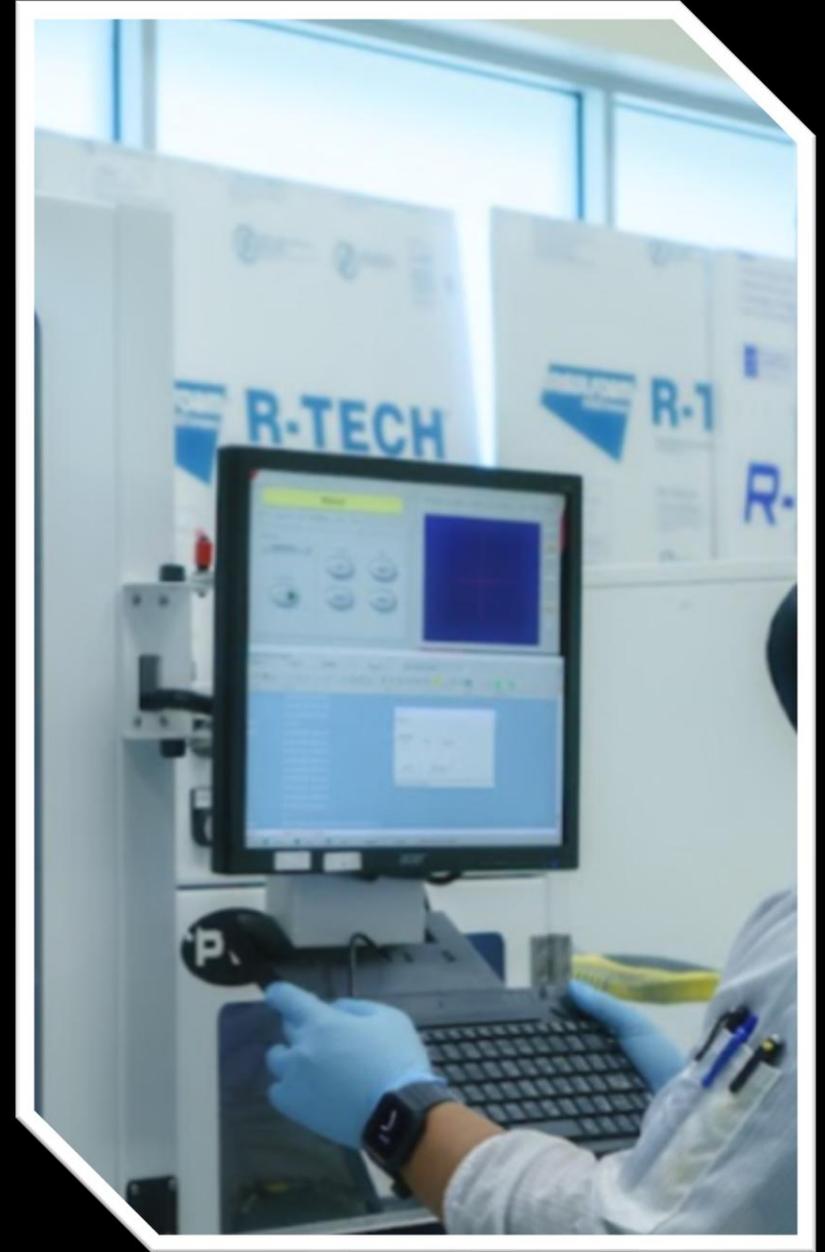
■ Male ■ Female ■ Not Specified



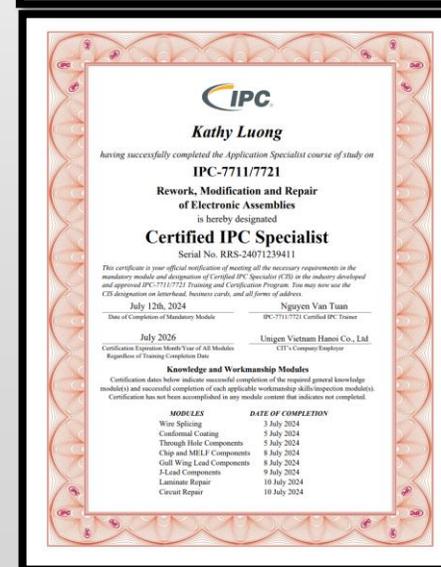
■ Black ■ Hispanic ■ Asian ■ White

Talent Development

Unigen empowers our employees to excel by focusing on challenging assignments, ongoing education and talent development. In 2024, we focused on developing foundational skills across our workforce. This included funding programs targeting various levels of employees to enhance leadership and technical skills as well as overall competence. Our performance management process facilitates discussion on performance feedback, career aspirations and development opportunities. We provide ample training and resources to support our global employee workforce, ensuring a strong educational foundation and refined skillsets across the organization. Examples of training certificates can be found on the following page, highlighting the diverse set of upskilling opportunities at Unigen.



Talent Development



Employee Health & Wellness

At Unigen, our commitment to excellence extends beyond our products to the heart of our workplace culture. We take pride in fostering a clean, healthy and safe environment for our employees. Our dedication to workplace well-being is evident in our stringent safety measures and continuous efforts to maintain a secure workspace. We implement an injury and illness prevention program at our Newark site, and we also have work instructions related to hazard identification and incident investigations at our Hanoi site. Unigen aims to ensure that all employees are treated with respect, without sexual, physical or mental harassment.

We equip our employees with programs, resources and accessible benefits to ensure every Unigen employee feels adequately supported throughout their careers and can bring the best versions of themselves to work every day. In addition to providing comprehensive medical, dental and vision coverage, we also provide life insurance and disability insurance along with a highly flexible time-off policy to encourage employees to practice self-care and proactively manage their mental and physical health. Flu shots and COVID vaccinations are provided at our Newark site on an annual basis. As for our employees in Hanoi, they are covered by Vietnam's Social Insurance Law which provides them with health benefits and financial resources. Moreover, regular health checkups are organized for our Hanoi employees every year. Zero health and safety incidents were recorded in 2024.

US Employee Benefits

Health

Medical
Dental
Vision
Life & Disability Insurance

Financial

401 (k) Plan
Flexible Spending Accounts
Health Reimbursement Accounts

Life

Flexible Paid Time Off
Paid Holidays
Leaves of Absence

Speak Up Policy

**Speak Up
Safely &
Anonymously**
Report Misconduct with FaceUp



What Should I Report?

- Bullying (mobbing, bossing, staffing, gossip)
- Sexual harassment
- Discrimination (race, age, gender, sexual orientation, religion, etc.)
- Occupational health or safety concerns
- Non-compliance with company regulations, directives, or ethical codes
- Suspicion of theft, corruption or embezzlement
- Customer protection and product or food safety
- Environmental Protection
- Damage to the company (property or reputation)
- Damage to an employees property
- Physical Aggression
- Violation of the law of employment rights act

 1-206-331-3865

 faceup.com/en





Unigen is committed to maintaining a safe and respectful workplace for all employees. As part of our ongoing commitment, we have implemented a Workplace Violence Prevention Plan. To ensure awareness and compliance, we conducted mandatory in-person department meetings to review the plan and reinforce workplace safety expectations. We have partnered with a platform called FaceUp that allows employees to confidentially report any misconduct. Additionally, a Feedback Box has been installed where all employees can share their feedback. We have an open-door policy so that all employees can notify the HR department of any misconduct or personal issues.

Responsible Sourcing

At Unigen, we take pride in our commitment to responsible and ethical sourcing practices. Our dedication to sustainability and compliance is evident in every aspect of our sourcing and supply chain processes.

With headquarters in the Bay Area, California, USA and additional operations in Hanoi, Vietnam, Unigen operates a robust global supply chain management network. We collaborate with a diverse network of manufacturers and distributors across the electronics industry, sourcing electronic components, mechanical components, and injection-molded parts from key regions, including North America, Europe and Asia. Through these strategic partnerships, Unigen ensures the highest standards of quality, efficiency and innovation in its supply chain operations.

Conflict Minerals Law

- Unigen fully supports the Conflict Minerals Law and its objectives. We are committed to doing all that we can to support our customers in ensuring that the products we manufacture meet the requirements of the Conflict Minerals Law.

Community Engagement

Unigen makes a strong effort to empower local communities through philanthropy and integration. Our KidSpire Summer Internship program in Hanoi helped bridge the gap between theoretical learning and practical application, helping students integrate their education with real-world work experience. This helps facilitate their transition into the workforce and society. As for the Silicon Valley community, we engaged with the Second Harvest Food Bank of Silicon Valley to help collect and donate food to those in dire need of nutritional support.



Closing Ceremony and Acknowledgements

At the end of the internship, UHAN held a closing ceremony, where the students were given gifts and certificates. The students gave a heart-felt thank you to the Unigen Board of Directors and everyone who supported them during this life-changing experience.



The Kidspire program graduation ceremony posed for a group photo with all of the Unigen team members who helped them along the way.



Vinay Shinde (VP Operations) and Merry Phan (Senior HR & Admin Manager) posed with all the Kidspire students at their graduation ceremony.





GOVERNANCE

Corporate Governance

Unigen's governance structure is designed to ensure effective leadership and operational excellence. At the highest level, the President and CEO oversees the overall strategic direction and management of the company. Reporting directly to the CEO is the Executive Vice President, who provides oversight across all business units. All members of our highest governance body are also senior executives in the organization and hold ultimate accountability and leadership responsibility for sustainability.

This governing entity actively reviews and approves the company's purpose, mission, values, strategies, policies and sustainability-related goals ensuring they align with our long-term vision and stakeholder expectations. They regularly review ESG performance data, oversee thorough risk assessments and provide resources as needed. They also provide clear instructions and mandates for corrective and follow-up actions, ensuring continuous improvement in our sustainability practices and outcomes. This governance approach fosters a transparent and accountable culture that supports sustainable growth and positive impact across all business activities.

Each business unit is led by a Vice President/Director, responsible for its operational execution and performance. This structured leadership framework enables Unigen to maintain agility, efficiency and innovation across its global operations.

Ethics & Compliance

Unigen is committed to acting professionally and fairly in all business dealings and relationships, ensuring full legal compliance in all that we do. Regarding professionalism and fairness, Unigen encourages professional conduct across all our operations. From internal processes to external partnerships, we value honesty, transparency and professionalism. As for legal compliance, Unigen is committed to meeting regulatory requirements and upholding corporate governance.

We have developed a comprehensive Employee Handbook that encompasses policies on Diversity and Inclusion, Harassment, Discrimination and Retaliation Prevention, as well as Health, Safety and Workplace Violence Prevention. Employees are required to formally acknowledge receipt of the handbook and affirm their commitment to adhering to these policies.



39730 Eureka Drive, Newark, CA 94560

Supplier Practices Guidelines

Original effective: November 2018

Introduction:

UNIGEN is committed to the highest standards of social and environmental responsibility and ethical conduct. We strive to provide safe working conditions, treat employees with dignity and respect, act fairly and ethically, and use environmentally responsible practices whenever we make products or perform services for our customers. UNIGEN expects the same from our suppliers.

UNIGEN expects its suppliers to manage their business dealings in accordance with all applicable government regulations in all countries where UNIGEN conducts business. It is imperative that all suppliers use sound judgment and act in accordance with these guidelines. UNIGEN will only conduct business with suppliers who demonstrate a high degree of ethical behavior in their relations with UNIGEN.

Ethics: Business Meals, Gifts, and Entertainment

Suppliers may offer customary business amenities such as nominal gifts, meals, and entertainment to UNIGEN employees, provided the expenses do not exceed these guidelines, are not prohibited by law, and do not create a perception of conflict of interest. If you are unsure of the appropriateness in offering a gift or an invitation to a specific entertainment event, contact your UNIGEN Supply Chain or Materials Director. Requirements include:

- Gifts in cash or cash equivalents are prohibited.
- Giving (offering) any payment, service, or gift, directly or indirectly, to a UNIGEN employee is strictly prohibited. This prohibition covers anything of value, e.g. cash, products, meals (except below), lodging, transportation, loans, prizes, special discounts, paid vacations, free or discounted stocks, gift certificates, or tickets to events, etc.
- Gifts or entertainment that would embarrass UNIGEN employees or UNIGEN customers is prohibited.
- Approval from UNIGEN Supply Chain or Materials Directors is required in order for any UNIGEN employee to accept a business meal or entertainment above US\$30 of value. The total value to any UNIGEN employee in any calendar year should not exceed US\$100.
- A supplier may not give (offer) any UNIGEN employee or employee's family member anything with a value of more than US\$20. A supplier may only offer (give) a gift when it is customarily offered to others having a similar relationship with the supplier.



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Ethics: Conflict Minerals

UNIGEN Statement on Conflict Minerals

On August 22, 2012 the Securities and Exchange Commission (SEC) published the regulations implementing the conflict minerals reporting obligations of Section 1502 of the U.S. Dodd-Frank Wall Street Reform Act. "Conflict Minerals" refers to minerals or other derivatives mined in the Democratic Republic of the Congo (DRC) and in the adjoining countries where revenues may be directly or indirectly financing armed groups engaged in civil war, resulting in serious social and environmental abuses.

UNIGEN, although not a public company governed by the SEC, is committed to a socially responsible supply chain that, among other requirements, is Conflict Free. To this end, we continue working with our supply chain to strengthen compliance and ensure only "DRC Conflict Free" materials are used.

UNIGEN does not purchase tin, tantalum, tungsten or gold (3T&G) directly from smelters or mines. Further, there are many supply chain layers that separate us from the smelters and mines from which these metals are sourced. Consequently,

- UNIGEN expects our suppliers to source from socially responsible suppliers. We prefer to source from suppliers who have confirmed non-conflict sources, even if those sources do come from the DRC or adjoining countries.
- UNIGEN requires our suppliers to determine the sources and conflict status of the 3T&G supplied to UNIGEN and to certify the smelters or mines from which the metals were obtained.
- UNIGEN expects suppliers to pass these requirements on to their supply chain.

Labor: Suppliers are expected to follow all local laws regarding:

- Equal Employment Opportunity
- Anti-Discrimination
- Harassment Prevention
- Working Hours
- Employees under the minimum working age.

Health and Safety: Supplier recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Supplier also recognizes that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace. Areas to address are:

- Health and Safety Management System



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- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food, and Housing

ENVIRONMENTAL: Unigen recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations, Supplier will minimize adverse effects on the community, environment and natural resources while safeguarding the health and safety of the public.

The environmental standards are:

- Environmental Management System (ie ISO 14001 or equivalent)
- Environmental Permits and Reporting
- Hazardous Substances, Wastewater, and Solid Waste Handling and Disposal
- Air Emissions
- Product Content Restrictions
- Materials Disposal

SUPPLY CHAIN HEALTH

Uyghur Forced Labor Prevention Act (UFLPA)

Unigen requires that the importation of any goods, wares, articles, and merchandise mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of the People's Republic of China, or produced by certain entities, is prohibited by Section 307 of the Tariff Act of 1930 and that such goods, wares, articles, and merchandise are not entitled to entry to the United States.

CAATSA Section 321(b)

Unigen requests that goods collected, produced, or manufactured wholly or in part by North Korean nationals or North Korean citizens anywhere in the world are forced-labor goods prohibited from importation under the Tariff Act of 1930 (19 U.S.C. § 1307). Under this Act, goods are not guaranteed entry at any port of the United States and may be subject to seizure. Violations may result in civil penalties, as well as criminal prosecution.

Supplier Practices Guidelines

Unigen has established Supplier Practices Guidelines in alignment with the Responsible Business Alliance (RBA) Code of Conduct. These guidelines ensure that suppliers enter into a formal agreement to maintain rigorous standards in Environmental Protection, Labor Practices, Health and Safety, and Ethical Conduct.

Anti-Corruption

We take a proactive approach to identifying and mitigating corruption-related risk across our operations. Our assessment and control framework includes the following key components:

Risk Assessment: We conduct periodic reviews of our operations, including country-specific risk profiling, to assess exposure to corruption. This includes evaluating factors such as geographic risk, nature of business activities, third-party interactions and procurement practices.

Internal Controls and Policies: We have established a Code of Conduct and Anti-Corruption Policy that all employees and relevant third parties are required to follow. These policies explicitly prohibit bribery, facilitation payments and other forms of corrupt behavior.

Third-Party Due Diligence: We perform due diligence on vendors, suppliers and partners, particularly in high-risk regions, to evaluate their compliance and ethical standards before engaging in business.

Training & Awareness: Employees, particularly those in procurement, finance and business development roles, receive regular training on anti-corruption policies and how to identify and report suspicious activity.

Audit & Oversight: Audits include corruption risk considerations and test compliance with anti-corruption controls. Findings are reported to executive management with follow-up on any corrective actions.

ESG Frameworks Alignment

Aligning with ESG frameworks demonstrates Unigen's commitment to sustainability and ethical business practices. We currently align with the GRI Standards, the SASB Standards and Greenhouse Gas Protocol which helps us identify and address environmental and social risks, leading to a more sustainable and resilient business model. Many regulations and industry standards are based on ESG principles, and aligning with frameworks helps us navigate and comply with these requirements, reducing legal and financial risks. This also facilitates transparency and accountability, enabling us to better engage with stakeholders and address their concerns.





DATA

Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions data for 2024 is listed below. Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are presented in metric tonnes of CO₂e.

GHG Emissions Scope 1 and 2 by Region (MT CO₂E)	2024
<i>Newark Scope 1:</i>	22.5
<i>Newark Scope 2:</i>	720.5
<i>Hanoi Scope 1:</i>	5.1
<i>Hanoi Scope 2:</i>	2,050
Global GHG Emissions (MT CO₂E)	2024
Total Emissions:	2,798.2
Electricity Demand by Region (kWh)	2024
<i>Newark:</i>	3,030,735
<i>Hanoi:</i>	3,029,856
Global Electricity Demand (kWh)	2024
Total Electricity Consumption:	6,060,591

Emissions & Energy Intensity

Our greenhouse gas (GHG) emissions and energy intensity data for 2024 is listed below. Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are presented in metric tonnes of CO₂e. This accounts for all our global operations.

GHG Emissions Intensity by Revenue (MT CO₂E / \$ MILLION)	2024
<i>Total Emissions Intensity per \$ million in revenue:</i>	7.14
Energy Demand Intensity by Revenue (kWh / \$ MILLION)	2024
<i>Electricity Consumption per \$ million in revenue</i>	15,468

Human Capital

Our human capital data for 2024 is listed below. Data points are rounded to the nearest tenth decimal.

EMPLOYEES	2024 NEWARK	2024 HANOI
Total Number of Full-Time Employees	238	292
Total Number of Part-Time Employees	3	0
Total Number of Temporary Employees	0	0
New Hires	113	119
Total Number of Employees	241	292
EMPLOYEES BY AGE		
18-24 years old	10	31
25-34 years old	20	167
35-44 years old	31	89
45-54 years old	76	3
55-64 years old	80	2
Over 64 years old	18	0

Human Capital

EMPLOYEES BY GENDER	2024 NEWARK	2024 HANOI
Total Number of Female Employees	115	199
% Female	48%	68%
Total Number of Male Employees	125	93
% Male	52%	32%
Not Specified	1	0
% Not Specified	0%	0%
LEADERSHIP BY GENDER		
% Female in Leadership Position	2%	3%
% Male in Leadership Position	5%	3%
EMPLOYEES BY ETHNICITY		
Black	2	0
Hispanic	14	0
Asian	207	292
Multi-Racial	2	0
White	14	0
Not Specified	2	0

Global Reporting Initiative (GRI)

Unigen discloses in reference to the Global Reporting Initiative (GRI). Unless otherwise stated, data reported reflects January 1, 2024 through December 31, 2024. We will continue to evaluate additional metrics for future disclosures.

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 2 GENERAL DISCLOSURES		
GRI 2-1	Organizational Details	Unigen Corporation is a privately owned corporation. Our global headquarters are based in Newark, California, with offices in the United States (Newark), Vietnam and China.
GRI 2-2	Entities included in the Organization's Sustainability Reporting	Our ESG Report centers around the activity of our two operational sites in Newark and Vietnam.
GRI 2-3	Reporting Period, Frequency, and Contact Point	Unigen's 2024 Annual ESG Report covers the reporting period of 1 January 2024 to 31 December 2024. We report annually. Our ESG reporting aligns with the period for our financial reporting, which also goes from January to December every year. Our 2024 Annual ESG Report has been published in June 2024. Questions about the report can be sent to ldiep@unigen.com .
GRI 2-4	Restatements of Information	Not Applicable: There are no restatements of information in this report.
GRI 2-5	External Assurance	There is no third-party verification on our GHG emissions data in 2024.
GRI 2-6	Activities, Value Chain, and Other Business Relationships	About Unigen
GRI 2-7	Employees	Human Capital
GRI 2-8	Workers Who Are Not Employees	Not Applicable: Unigen does not employ contingent workers.

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 2-9	Governance Structure and Composition	Corporate Governance
GRI 2-10	Nomination and Selection of the Highest Governance Body	Not Applicable: Due to the limited size of the business, there is no official nomination or selection process for the highest governance body.
GRI 2-11	Chair of the Highest Governance Body	Corporate Governance
GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Corporate Governance
GRI 2-13	Delegation of Responsibility for Managing Impacts	Given the impact-driven nature of Unigen, everyone at the company is responsible for managing impacts.
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	About This Report
GRI 2-15	Conflicts of Interest	Unigen maintains a comprehensive Code of Conduct that clearly defines acceptable behavior, both internally among employees and externally with suppliers. This Code outlines specific procedures for disclosing potential conflicts, sets restrictions on external business engagements and establishes expectations for impartial decision-making processes. All employees are required to refrain from activities that could potentially constitute a conflict of interest.
GRI 2-16	Communication of Critical Concerns	Our open and honest culture allows our team members to express concerns in a responsible manner. Every team member of Unigen has the right to report any suspected malpractice or unethical behavior observed within the organization through our established whistleblowing policy with a guarantee of confidential treatment and protection against retaliation.

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 2-17	Collective Knowledge of the Highest Governance Body	Unigen's highest governance body collects ESG knowledge from ESG training courses as well as independent research.
GRI 2-18	Evaluation of the Performance of the Highest Governance Body	There is no formal process to evaluate performance of the highest governance body in overseeing the management of the organization's impact on the economy, environment and people in 2024. However, there are management review meetings held to confer about environmental management systems, greenhouse gas data and other ESG related activities.
GRI 2-19	Remuneration Policies	Omitted due to confidentiality constraints.
GRI 2-20	Process to Determine Remuneration	Remuneration is decided based on Market Research and Internal Equity Analysis. Senior Management reviews and approves compensation structures based on experience, role & responsibilities, and compliance with legal and regulatory standards.
GRI 2-21	Annual Total Compensation Ratio	Omitted due to confidentiality constraints.
GRI 2-22	Statement on Sustainable Development Strategy	Letter From Our CEO
GRI 2-23	Policy Commitments	ESG Strategy Employee Health & Wellness Responsible Sourcing Ethics & Compliance
GRI 2-24	Embedding Policy Commitments	Ethics & Compliance Supplier Practices Guidelines

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	Speak Up Policy
GRI 2-27	Compliance with Laws and Regulations	Not Applicable: In 2024, the company did not have any material instances of legal non-compliance.
GRI 2-28	Membership Associations	Carbon Disclosure Project (CDP) Responsible Business Alliance (RBA) EcoVadis
GRI 2-30	Collective Bargaining Agreements	Newark: does not have a labor union. ; Hanoi: 100% of employees are covered by a labor union.
GRI 3 MATERIAL TOPICS		
GRI 3-1	Process to Determine Material Topics	ESG Materiality Assessment
GRI 3-2	List of Material Topics	ESG Material Topics
GRI 3-3	Management of Material Topics	ESG Strategy
GRI 201 ECONOMIC PERFORMANCE		
GRI 201-1	Direct Economic Value Generated and Distributed	Omitted due to confidentiality constraints.
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Health & Wellness

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 202 MARKET PRESENCE		
GRI 202-2	Proportion of Senior Management Hired From Local Community	Newark: 100%. ; Hanoi: 80%.
GRI 205 ANTI-CORRUPTION		
GRI 205-1	Operations Assessed for Risks Related to Corruption	Anti-Corruption
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	New hires are required to take a training based on our Employee Handbook which explains the Unigen anti-bribery and anti-corruption policies.
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	No confirmed incidents of bribery in the last year.
GRI 302 ENERGY		
GRI 302-1	Energy Consumption within the Organization	Greenhouse Gas Emissions
GRI 302-3	Energy Intensity	Emissions & Energy Intensity
GRI 302-4	Reduction of Energy Consumption	Not Applicable: 2024 is our base year – regarding energy measurements.
GRI 302-5	Reductions in Energy Requirements of Products and Services	Not Applicable: As of 2024, Unigen does not collect data on the reduction in energy requirements of its products and services.

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 303 WATER AND EFFLUENTS		
GRI 303-3	Water Withdrawal	Water Management
GRI 303-4	Water Discharge	Water Management
GRI 303-5	Water Consumption	Water Management
GRI 305 EMISSIONS		
GRI 305-1	Direct (Scope 1) GHG Emissions	Greenhouse Gas Emissions
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emissions
GRI 305-4	GHG Emissions Intensity	Emissions & Energy Intensity
GRI 305-5	Reduction of GHG Emissions	Not Applicable: 2024 is our base year – regarding energy measurements.
GRI 306 WASTE		
GRI 306-3	Waste Generated	Waste Management
GRI 306-4	Waste Diverted from Disposal	Waste Management
GRI 306-5	Waste Directed to Disposal	Waste Management

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 401 EMPLOYMENT		
GRI 401-1	New Employee Hires and Employee Turnover	New Hires & Employee Turnover
GRI 401-2	Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	Employee Health & Wellness
GRI 401-3	Parental Leave	All employees are entitled to parental leave. In Newark, only one man took parental leave. In Hanoi, 10 women took parental leave. All returned to work after parental leave.
GRI 403 OCCUPATIONAL HEALTH AND SAFETY		
GRI 403-1	Occupational Health and Safety Management System	Regarding our Newark site, we are not certified by ISO 45001, but we do have internal policies, procedures and controls in place regarding health, safety, workplace violence etc. Regarding our Hanoi site, we have occupational health and safety management procedures in place and strictly implement legal requirements on occupational safety and hygiene practices.
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Employee Health & Wellness Speak Up Policy
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	We are still in the process of building our Safety Committee.
GRI 403-5	Worker Training on Occupational Health and Safety	Newark: Employees are required to complete 2 trainings, one on Workplace Violence Prevention and another on Injury and Illness Prevention ; Hanoi: Employees are required to complete a training on Occupational Health and Safety.

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 403 OCCUPATIONAL HEALTH AND SAFETY		
GRI 403-6	Promotion of Worker Health	Employee Health & Wellness
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	100% of our employees are covered by an occupational health and safety policy.
GRI 403-9	Work-related Injuries	Newark: 0 ; Hanoi: 0.
GRI 403-10	Work-related Ill Health	Newark: 0 ; Hanoi: 0.
GRI 404 TRAINING AND EDUCATION		
GRI 404-1	Average Hours of Training per Year per Employee	Newark: 49 hours ; Hanoi: 34 hours.
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Talent Development
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Newark: 100% ; Hanoi: *91%.
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405-1	Diversity of Governance Bodies and Employees	Diversity, Equity and Inclusion

* The other 9% of employees are probationary – not full time (Hanoi)

Global Reporting Initiative (GRI)

GRI INDICATOR	DESCRIPTION	RESPONSE
GRI 408 CHILD LABOR		
GRI 408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	No operations or suppliers of Unigen are at significant risk for incidents of child labor.
GRI 409 FORCED OR COMPULSORY LABOR		
GRI 409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	No operations or suppliers of Unigen are at significant risk for incidents of forced or compulsory labor.
GRI 413 LOCAL COMMUNITIES		
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Community Engagement
GRI 415 PUBLIC POLICY		
GRI 415-1	Political Contributions	We did not make any political contributions in 2024

Sustainability Accounting Standards Board (SASB)

Unigen is committed to transparently disclosing material sustainability information for our stakeholders. The table below references SASB's Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard, Version 2023-12, which is most relevant to our operations. Unless otherwise stated, the responses reflect calendar year 2024 (January 1, 2024 through December 31, 2024). We will continue to evaluate additional metrics for future disclosures.

Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard Sustainability Disclosure Topics and Accounting Metrics

SASB TOPIC CODE	METRIC	RESPONSE
WASTE MANAGEMENT		
TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	7.58 Metric Tons of Total Hazardous Waste ; 100% Recycled.
WORKFORCE CONDITIONS, HEALTH & SAFETY		
TC-ES-320a.1	(1) Total recordable incident rate (TRIR)	Employee Health & Wellness
MATERIALS SOURCING		
TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Responsible Sourcing
SASB TOPIC CODE	ACTIVITY METRIC	RESPONSE
TC-ES-000.A	Number of manufacturing facilities	Unigen at a Glance
TC-ES-000.B	Area of manufacturing facilities	Newark: 127,778 square feet ; Hanoi: 484,376 square feet.
TC-ES-000.C	Number of employees	Human Capital



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ISO 9001

ISO 14001

ISO 13485

IATF 16949

AS9100