Unigen™

ESG REPORT 2025

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INTRODUCTION

Letter From Our CEO

Dear Stakeholders,

For over 35 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. We remain dedicated to 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

At Unigen, we are committed to embedding sustainability and responsible practices across every aspect of our business. This report highlights our ESG performance and progress in 2025, demonstrating how we create long-term value for our stakeholders while operating responsibly across global operations.

We have prepared this report in alignment with leading ESG frameworks, including GRI, SASB, TCFD, and the Greenhouse Gas Protocol, ensuring our disclosures are clear, consistent, and comparable.

The report is intended for all stakeholders – employees, customers, suppliers, and the communities where we operate – and provides insight into our strategic priorities, key initiatives, and performance across Environmental, Social, and Governance areas.

It covers our fully-owned operations, including newly established facilities (social data only), and highlights the steps we are taking to improve ESG performance and data quality.

About Unigen

Unigen is a global provider of enterprise and industrial electronic solutions, specializing in the design and manufacturing of memory, storage, and computing products. Headquartered in Newark, California, Unigen has over 35 years of experience delivering high-quality, reliable solutions to customers across a wide range of industries.

Unigen operates a global network of facilities across North America and Asia, including newly established operations in Malaysia. Our vertically integrated capabilities enable us to support customers from design through production while maintaining high standards of quality, innovation, and operational excellence.

We are committed to responsible business practices and maintaining internationally recognized standards across our operations, including certifications to ISO 9001, ISO 13485, IATF 16949, and ISO 14001. These certifications reflect our dedication to quality management, environmental stewardship, and industry-specific requirements.

Through continuous improvement and innovation, Unigen remains focused on delivering value to our customers while integrating sustainability and strong governance into our global operations.

Unigen At A Glance

Revenue Growth YoY

200%

Headquarters

Silicon Valley

9+

Market Sectors

Years in Business

35+

3

Manufacturing Facilities

Sustainability Disclosures

Unigen™

BRONZE | Top 35%

ecovadis

Sustainability Rating

JAN 2026

CDP

Discloser

2025

Responsible Business Alliance

Affiliate Member

ESG Strategy

In 2025, we strengthened and operationalized our ESG strategy across our global operations, including newly established facilities, while enhancing our ESG data collection and reporting processes.

We believe a robust and adaptable ESG strategy is critical to creating long-term value for our business and stakeholders. Our approach is informed by leading frameworks – GRI, SASB, the Task Force on Climate-related Financial Disclosures (TCFD), and the Greenhouse Gas Protocol – and shaped by continuous stakeholder engagement.

Environmental (E)
Drive sustainable operations and technology that reduce energy use and carbon emissions, accelerating the transition to a low-carbon future.

Social (S)
Foster an inclusive and safe workplace, empower professional growth, and support the communities where we operate.

Governance (G)
Uphold strong governance through ethical leadership, transparency, and robust data security and privacy practices.

We continuously refine ESG initiatives and embed sustainability across our operations to enable long-term, responsible growth while strengthening trust with customers, employees, and communities.

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 25.2% by 2030 from a 2024 base year as part of our climate strategy and commitment to operational sustainability.

Unigen has formally committed to set Science-Based Targets by March 2028.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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

Unigen™

ENVIRONMENTAL:	SOCIAL:	GOVERNANCE:
Carbon Emissions	Employee Rights	Business Ethics & Conduct
Legal Compliance	Occupational Health & Safety	ESG Reporting Transparency
Waste Management	Employee Development	
Water Management		

ENVIRONMENTAL

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 operations 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
- Monitor, manage, and reduce greenhouse gas emissions and energy consumption while supporting the company's environmental and climate-related commitments

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

HF
Halogen Free

CMRT
Conflict Minerals Reporting Template

TSCA
Toxic Substances Control Act

CA PROP 65
Safe Drinking Water and Toxic Enforcement Act of 1986

POPs
Persistent Organic Pollutants

PFAS
Per- and Polyfluoroalkyl Substances

By restricting hazardous substances in our products with reference to the applicable environmental 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.

Water Management

At Unigen Newark, aside from drinking water, we use water for toilets, sinks, 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	4.25 megaliters	-	5.06 megaliters	-
Freshwater Percentage	100%	-	100%	-
Total Water Discharged	3.83 megaliters*	90%	4.05 megaliters	80%
Total Water Consumption	0.42 megaliters	10%	1.01 megaliters	20%

**calculated based on industry average water discharge in California*

Waste Management

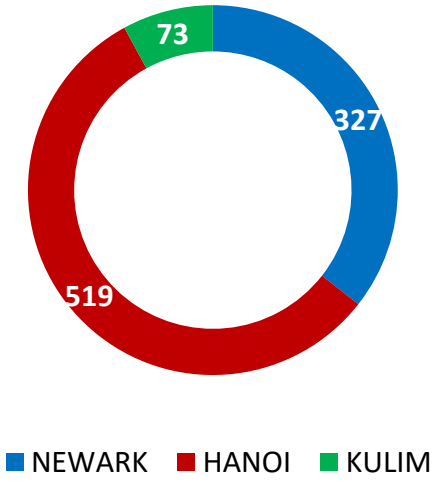
WASTE CATEGORY (Metric Tons)	NEWARK	% of total	HANOI	% of total
Total Waste Overall	88.24	-	103.71	-
Total Landfill Waste	57.74	65.44%	0.00	0.00%
Total Compost Waste	1.74	1.97%	2.04	1.97%
Total Recycled Hazardous Waste	18.44	20.90%	0.33	0.32%
Total Recycled Non-Hazardous Waste	10.32	11.69%	76.97	74.21%
Total Incinerated Waste	0.00	0.00%	24.37	23.50%

SOCIAL

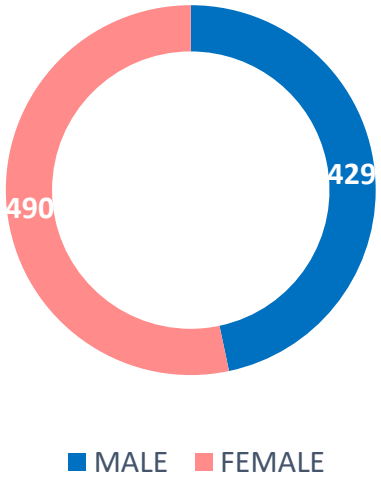
Diversity, Equity, and Inclusion

Unigen operates an equal opportunity 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.

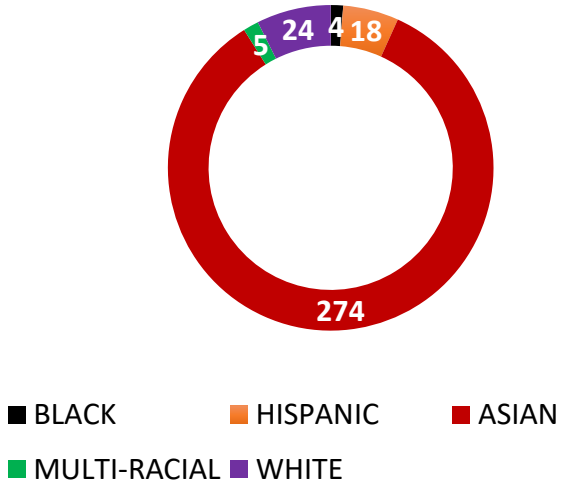
EMPLOYEES BY REGION



GLOBAL GENDER



ETHNICITY IN THE US



Talent Development

At Unigen, we are committed to developing a skilled, engaged, and future-ready workforce through continuous learning and professional growth opportunities.

In 2025, we continued to invest in employee development across our global operations by expanding access to technical, leadership, compliance, and professional training programs. These initiatives support employees at all stages of their careers while helping strengthen the capabilities needed to meet evolving business and customer requirements.

Our performance management process encourages ongoing dialogue between employees and managers regarding performance, career development, and growth opportunities. Through structured training programs, certifications, and skills development initiatives, employees are empowered to enhance their expertise, broaden their career pathways, and contribute to Unigen's long term success.

Examples of training and development opportunities available across the organization are highlighted on the following page.

Talent Development

eco SKILLS
skillfulness delivered

CERTIFICATE

This certificate is awarded to

Linh Diep

For successfully completing the course

ESG Reporting (Certified Course)

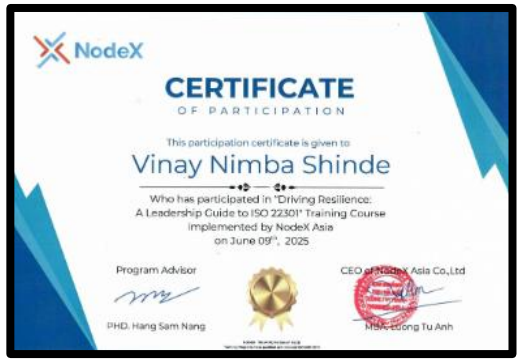
Certificate ID: e8ed-a3d6-5992-502d

12/03/2025 Issued Date

12/03/2027 Expiration Date

George Markezinis
Chief Learning Officer

CPD CERTIFIED


NodeX

CERTIFICATE
OF PARTICIPATION

This participation certificate is given to

Vinay Nimba Shinde

Who has participated in "Driving Resilience: A Leadership Guide to ISO 22301" Training Course implemented by NodeX Asia on June 09th, 2025

Program Advisor

PHD. Hang Sam Nang

CEO of NodeX Asia Co.,Ltd

MBA. Luong Tu Anh

Certificate of Attendance

NUR ANIS FARIHAH BINTI ABDULLAH

BUREAU VERITAS

Certificate of Completion

Serial No. VN-HN/INH/T10572

This certifies that

DOAN THI VY

Of

UNIGEN VIETNAM HANOI CO., LTD

Has successfully completed the

Awareness of ESD and Internal Auditing Methodology according to ISO 19011:2018 (Apply for ESD) Training Course

on 29, 30 May & 02, 03 June 2025

Issued on: 10th Jun, 2025

DAVID MARTIN RUIZ
COUNTRY CHIEF EXECUTIVE

AIAG
Automotive Industry Action Group

Plexus INTERNATIONAL

Certificate of Successful Completion

This Certifies That

Brian Rogers

Has Successfully Completed the AIAG and Plexus International

IATF 16949:2016 Lead Auditor Training with AIAG Supplier Auditor Certification

This course is designed to prepare first and second party auditors to meet IATF 16949:2016 and Customer Specific requirements of Ford, General Motors, and Stellantis. This course meets the training portion of the requirements for AIAG Lead Auditor Certification.

Course Date: October 7-11, 2024

Confirmed by:

Jim Liegghio
Manager, Customer Experience & Engagement
AIAG

Confirmed by:

Marcus Vivone
Director of International Development
Plexus International

certs.plexusintl.com

VITrox

CERTIFICATE of ATTENDANCE

This is to certify that

TA QUANG DINH

Unigen Vietnam Ha Noi Co., Ltd

has successfully completed

V310 Application & Hardware Training

21-Apr-2025 to 24-Apr-2025

CORPORATE HQ, VITROX INNOVATION CENTRE, MALAYSIA

Seow Zi Yang

SEOW ZI YANG
Director

GOH JOO HOW
Instructor

Integrity • Accountability • Courage • Trust & Respect • Gratitude & Care

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. In 2025, we continued to strengthen our global health and safety programs, promote well-being, and advance a culture where every employee feels supported, valued and empowered.

We implement injury and illness prevention programs at all our facilities, and we provide clear work instructions related to hazard identification and incident investigations. Our goal is simple: every employee goes home safely and healthy, every day.

Our Safety Committee is now operational and we equip our employees with programs, resources and accessible benefits to support their physical, mental and financial well-being throughout all stages of their careers.

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

Unigen is committed to fostering a workplace where employees feel safe, respected, heard, and supported. We believe that maintaining a positive and inclusive work environment is essential to employee well-being and long-term organizational success.

As part of this commitment, we continue to strengthen our Workplace Violence Prevention Plan and reinforce workplace expectations through ongoing employee communication and departmental training sessions. These efforts promote awareness, accountability, and a culture of mutual respect across our operations.

We encourage employees to speak up and share concerns through multiple accessible channels. In partnership with FaceUp, employees can confidentially and anonymously report workplace concerns or misconduct. In addition, onsite feedback boxes and our open-door Human Resources policy provide employees with opportunities to share feedback, raise concerns, and seek support when needed.

By promoting open communication and employee engagement, we aim to create a workplace culture built on trust, respect, and continuous improvement.

Responsible Sourcing

At Unigen, responsible and ethical sourcing remains a core part of how we operate. In 2025, we continue to strengthen our supply chain governance by enhancing transparency, improving traceability, and deepening collaboration with our global supplier network.

With headquarters in the Bay Area, California, USA, and additional operations in Hanoi, Vietnam, and Kulim, Malaysia, Unigen manages a diversified global supply chain spanning trusted manufacturing partners and distributors across North America, Europe, and Asia. We source a wide range of materials – including electronic components, mechanical components, and injection-molded parts – through established partnerships designed to support quality, continuity, and innovation.

As global supply chains continue to evolve, we remain focused on building resilience through responsible sourcing practices, stronger supplier engagement, and alignment with internationally recognized sustainability and compliance expectations.

Conflict Minerals Compliance:

Unigen supports the objectives of the Conflict Minerals Law and remains committed to responsible sourcing of minerals throughout our supply chain. We work closely with our suppliers and customers to support transparency, due diligence, and compliance with applicable regulatory requirements, helping ensure that our products meet relevant conflict minerals expectations.

Community Engagement

At Unigen, we believe meaningful community engagement begins with understanding and supporting the unique needs of the communities where we operate. In 2025, our global locations continued to strengthen local partnerships and employee-driven initiatives focused on social well-being, education, and community support.

In Newark, California, employees participated in the Alameda County Food Bank Summer Food Drive to help provide nutritious meals to individuals and families facing food insecurity within the local community.

In Hanoi, Vietnam, employees launched a volunteer outreach initiative in partnership with Hanoi Social Protection Center No. 2 in the Ung Hoa District. Through this program, employees visited residents and provided essential gifts and supplies to support vulnerable members of the community.

In Kulim, Malaysia, Unigen introduced the K-Youth Development Program to help cultivate the next generation of talent by supporting youth development, practical learning opportunities, and workforce readiness.

Through these initiatives, Unigen continues to foster a culture of social responsibility, volunteerism, and meaningful community impact across our global operations.

Community Engagement

ALAMEDA COUNTY
COMMUNITY
FOOD BANK

Youth

GOVERNANCE

Corporate Governance

Unigen's governance framework is designed to support responsible leadership, operational excellence, and long-term sustainable growth across our global operations.

At the highest level of the organization, the President and Chief Executive Officer provides strategic direction and oversight of company operations, supported by the Executive Vice President and senior leadership team. Members of Unigen's highest governance body maintain accountability for the organization's sustainability strategy, ethical business conduct, risk management, and overall ESG performance.

Throughout 2025, leadership continued to oversee the development and implementation of corporate policies, sustainability objectives, and operational strategies aligned with the company's long-term vision and stakeholder expectations. Governance oversight included regular overviews of ESG performance indicators, risk assessments, compliance initiatives, and continuous improvement activities across global operations.

The company's governance structure also supports transparency, accountability, and responsible decision-making by establishing clear leadership responsibilities and escalation pathways for corrective and preventive actions when necessary.

Each business unit is led by dedicated executives responsible for driving performance, maintaining compliance, and supporting innovation within their respective areas. This structured governance approach enables Unigen to remain agile, resilient, and responsive to evolving business, customer, and sustainability expectations.

Management System Standards

Unigen

CERTIFIED ISO 9001 COMPANY

CERTIFIED ISO 14001 COMPANY

CERTIFIED ISO 13485 CERTIFIED

CERTIFIED IATF 16949:2016

CERTIFIED AS 9100:2016 COMPANY

Ethics & Compliance

At Unigen, integrity, ethical conduct, and compliance are fundamental to the way we operate and conduct business globally. We are committed to maintaining a culture built on honesty, accountability, professionalism, and respect across all areas of our operations.

Throughout 2025, Unigen continued to uphold policies and practices designed to promote ethical business conduct, regulatory compliance, and responsible workplace behavior. These expectations apply to employees, leadership, and business operations across all global locations and are reinforced through company policies, training, and management oversight.

Our comprehensive Employee Handbook outlines key policies and standards related to Diversity & Inclusion, Harassment Prevention, Anti-Discrimination, Anti-Corruption, Retaliation Prevention, Health & Safety, and Workplace Violence Prevention. Employees are required to acknowledge these policies and affirm their commitment to maintaining a respectful, safe, and compliant workplace environment.

In addition, Unigen maintains governance and compliance processes intended to support transparency, accountability, and adherence to applicable legal, regulatory, customer, and industry requirements. Through ongoing communication, training, and leadership engagement, we continue to strengthen a workplace culture centered on ethical decision-making and responsible business practices.

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 & Safety, and Ethical Conduct.

Unigen

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. TIER 1 Suppliers must comply with all applicable laws and align with the Responsible Business Alliance (RBA) Code of Conduct. 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 of offering a gift or an invitation to a specific entertainment event, contact your UNIGEN Supply Chain or Materials Director. Requirements include:

- Bribery, corruption, extortion, embezzlement, and falsification are prohibited.
- 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 in value. The total value to any UNIGEN employee in any calendar year should not exceed US$100.

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Unigen

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- 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.

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
- Employees under the minimum working age
- Working Hours ≤60 hours/week; 1 day off every 7 days
- Forced Labor & Child Labor
- Recruitment Fees

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Unigen

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- Freedom of Association
- Wages & Benefits

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. Suppliers also recognize 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
- 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 (i.e. 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.

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ESG Reporting Frameworks

Unigen's ESG reporting is guided by leading frameworks, including GRI, SASB, TCFD, and the Greenhouse Gas Protocol. These frameworks support consistent, transparent, and decision-useful disclosures across our environmental, social, and governance priorities.

By aligning with globally recognized standards, we strengthen stakeholder trust, enhance reporting quality, support regulatory readiness, and advance our long-term sustainability objectives.

DATA

Greenhouse Gas Emissions

Unigen

Our GHG emissions data for 2025 is listed below. Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are presented in metric tons of CO2e. Although the Malaysia facility commenced operations in late 2025, GHG data collection began in 2026 and will be incorporated into future reporting. Unigen's 2025 GHG emissions inventory has been prepared in accordance with ISO 14064-1 and independently verified by a third party, supporting the credibility and transparency of our reporting.

GHG Emissions by Region (MT CO2E)	2024	2025
Newark Scope 1:	22.5	31.8
Newark Scope 2:	683.8	664.1
Hanoi Scope 1:	6.0	270.5
Hanoi Scope 2:	1,997.3	4,058.0
Global Scope 3:	93,632.7	177,176.62
Global GHG Emissions (MT CO2E)	**2024**	**2025**
Total Emissions:	96,342.3	182,201.06
Electricity Demand by Region (KWH)	**2024**	**2025**
Newark:	3,030,735.0	3,340,849.7
Hanoi:	3,029,856.0	6,156,013.0
Global Electricity Demand (KWH)	**2024**	**2025**
Total Electricity Consumption:	6,060,591.0	9,496,862.7

Emissions & Energy Intensity

Unigen

Our greenhouse gas (GHG) emissions and energy intensity data for 2025 is listed below. Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are presented in metric tons of CO2e and accounts for all our global operations.

GHG Emissions Intensity by Revenue (MT CO2E / $ MILLION)	2024	2025
Total Emissions Intensity (based on Scope 1 & 2)	**6.9**	**6.4**
Total Emissions Intensity (based on Scope 1-3)	**245.9**	**248.3**
Energy Demand Intensity by Revenue (KWH / $ MILLION)	**2024**	**2025**
Electricity Demand Intensity	**15,468.0***	**12,172.5**

*recalculations reflect refinement of activity data and updated calculation methodology

Human Capital

Unigen

Our human capital data for 2025 is listed below. Data points are rounded to the nearest whole number.

EMPLOYEES	*2025 NEWARK*	*2025 HANOI*	*2025 KULIM*
Total Number of Full-Time Employees	305	519	71
Total Number of Part-Time Employees	7	0	0
Total Number of Temporary Employees	15	0	2
New Hires	100	391	73
Total Number of Employees	327	519	73
EMPLOYEES BY AGE	*2025 NEWARK*	*2025 HANOI*	*2025 KULIM*
18-24 years old	11	90	18
25-34 years old	45	268	27
35-44 years old	43	150	13
45-54 years old	86	9	15
55-64 years old	111	1	0
Over 64 years old	31	1	0

Human Capital

EMPLOYEES BY GENDER	2025 NEWARK	2025 HANOI	2025 KULIM
Total Number of Female Employees	156	298	36
% Female	48%	57%	49%
Total Number of Male Employees	171	221	37
% Male	52%	43%	51%
Not Specified	0	0	0
% Not Specified	0%	0%	0%
LEADERSHIP BY GENDER	**2025 NEWARK**	**2025 HANOI**	**2025 KULIM**
% Female in Leadership Position	27%	46%	33%
% Male in Leadership Position	73%	54%	67%

EMPLOYEES BY ETHNICITY	2025 NEWARK	2025 HANOI	2025 KULIM
Black	4	0	0
Hispanic	18	0	0
Asian	274	519	73
Multi-Racial	5	0	0
White	24	0	0

Global Reporting Initiative (GRI)

Unigen discloses in reference to the Global Reporting Initiative (GRI). Unless otherwise stated, the responses reflect calendar year 2025 (January 1, 2025 through December 31, 2025).

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 manufacturing facilities in the United States (Newark), Vietnam (Hanoi), and Malaysia (Kulim)
GRI 2-2	Entities included in the Organization's Sustainability Reporting	Our ESG Report centers around the activity of our three operational sites in Newark, Hanoi and Kulim. Note: Emissions data is not yet available for our new Malaysia site, as GHG data collection began in January 2026.
GRI 2-3	Reporting Period, Frequency, and Contact Point	Unigen's 2025 Annual ESG Report covers the reporting period of 1 January 2025 to 31 December 2025. We report annually and our ESG reporting aligns with the period for our financial reporting, which also follows the calendar year every year. Our 2025 Annual ESG Report has been published in June 2026. 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 was no third-party verification on our GHG emissions data in 2025.
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 and customers. 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 at 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 2025, the company did not have any material instances of legal non-compliance.
GRI 2-28	Membership Associations	CDP EcoVadis Responsible Business Alliance (RBA)
GRI 2-30	Collective Bargaining Agreements	Newark & Malaysia: 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 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Health & Wellness Hanoi: Social Insurance Law Benefits (Health + Financial) Kulim: Medical & Dental Insurance, Life & Accident Insurance, Social Security, Paid Holidays, Calamity Leave

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	All global operations are assessed for corruption risk.
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	New hires are required to take a training based on our Code of Conduct which explains Anti-Corruption policies in detail.
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

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 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	Human Capital
GRI 401-3	Parental Leave	All employees are entitled to parental leave. Newark: 0 employees took parental leave. Hanoi: 10 male employees and 13 female employees took parental leave. Kulim: 0 employees took parental leave. All employees who took parental leave returned to work thereafter.
GRI 403 OCCUPATIONAL HEALTH AND SAFETY		
GRI 403-1	Occupational Health and Safety Management System	Newark: Not yet certified by ISO 45001, but we do have internal policies, procedures, and controls in place regarding health, safety, workplace violence etc. Hanoi: We have occupational health and safety management procedures in place and strictly implement legal requirements on occupational safety and hygiene practices. Kulim: We are currently developing occupational health and safety management systems.
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	Employee Health & Wellness
GRI 403-5	Worker Training on Occupational Health and Safety	Newark: Mandatory Injury & Illness Prevention Training Hanoi: Mandatory Occupational Health & Safety Training Kulim: Mandatory Occupational Health & Safety Training

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 ; Kulim: 0
GRI 403-10	Work-related Ill Health	Newark: 1 ; Hanoi: 0 ; Kulim: 0
GRI 404 TRAINING AND EDUCATION		
GRI 404-1	Average Hours of Training per Year per Employee	Newark: 43 hours Hanoi: 16 hours Kulim: to be implemented in 2026
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: 100% Kulim: to be implemented in 2026
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405-1	Diversity of Governance Bodies and Employees	Diversity, Equity, and Inclusion

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 2025.

Sustainability Accounting Standards Board (SASB)

Unigen is committed to transparently disclosing material sustainability information to 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 business operations. Unless otherwise stated, the responses reflect calendar year 2025 (January 1, 2025 through December 31, 2025).

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	10.32 Metric Tons of Total Hazardous Waste ; 100% Recycled
WORKFORCE CONDITIONS, HEALTH & SAFETY		
TC-ES-320a.1	(1) Total recordable incident rate (TRIR)	0%
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	3
TC-ES-000.B	Area of manufacturing facilities	Newark: 127,778 square feet ; Hanoi: 484,376 square feet ; Kulim: 53,481 square feet
TC-ES-000.C	Number of employees	Human Capital

Task Force on Climate-related Financial Disclosures (TCFD)

This report section has been prepared in accordance with California Senate Bill 261 (SB-261), which requires disclosure of climate-related financial risks regarding our global scope of operations.

The structure follows the Task Force on Climate-related Financial Disclosures (TCFD) framework to provide transparency on governance, strategy, and risk management related to climate change.

Unigen is committed to strengthening our climate resilience, achieving our science-based targets, and continuously improving our risk management and reporting processes in future disclosures.

Unigen's governance structure embeds climate-related oversight into executive and operational decision-making. Climate issues are managed through the Global ESG Team, which reports to Top Management at least annually.

Top Management: Provides oversight of ESG priorities, including climate-related risks and opportunities, and considers ESG objectives within strategic and operational planning.

Global ESG Team: Oversees climate performance, target-setting, reporting and supplier engagement, ensuring proper alignment with globally-recognized sustainability standards and industry frameworks.

Task Force on Climate-related Financial Disclosures (TCFD)

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Climate-Related Risks & Opportunities

- **Physical risks** (extreme weather events, longer-term climate trends) that may affect operations and supply chain reliability
- **Transition risks** driven by evolving regulations, customer ESG expectations, and market shifts
- Opportunities to improve operational efficiency, reduce costs, and strengthen customer and stakeholder relationships through enhanced ESG performance
- Climate-related risks are incorporated into enterprise risk management and business planning processes
- Capital planning considers regulatory compliance, operational resilience, and efficiency improvements
- Ongoing supplier engagement and data quality improvements to reduce ESG-related disruptions

Financial Planning Considerations (Qualitative)

- Consideration of climate-related impacts on operating costs, capital expenditures, and long-term competitiveness
- Focus on maintaining business continuity and meeting customer and regulatory expectations

Disclosure Note: *Unigen has not included formal climate scenario analysis in this reporting cycle due to current internal capability and data maturity limitations. Unigen is actively building internal climate risk expertise and intends to evaluate the incorporation of scenario-based analysis in future disclosures.*

Task Force on Climate-related Financial Disclosures (TCFD)

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Risk Identification

- Climate-related risks are identified through existing enterprise risk management (ERM) processes
- Consideration of both physical risks (extreme weather, resource constraints) and transition risks (regulatory change, customer and market expectations)
- Input from cross-functional stakeholders, including operations, EHS, supply chain, and compliance

Risk Assessment & Prioritization

- Climate-related risks are assessed qualitatively based on likelihood and potential impact
- Risks are prioritized alongside other operational, regulatory, and strategic risks
- Focus on risks that could materially affect operations, costs, compliance, or customer requirements

Task Force on Climate-related Financial Disclosures (TCFD)

Risk Mitigation & Controls

- Mitigation actions include compliance programs, operational controls, and continuous improvement initiatives
- Ongoing monitoring of regulatory developments and customer ESG expectations
- Supplier engagement and data improvement efforts to reduce upstream and downstream risk exposure

Integration with Enterprise Risk Management

- Climate-related risks are managed within Unigen's broader risk governance framework
- Relevant risks are escalated through existing management review and oversight processes

Disclosure Note: *Climate-related risks are currently assessed using qualitative methodologies. As internal capabilities and data maturity evolve, Unigen intends to enhance its climate risk assessment processes, including consideration of more quantitative tools where appropriate.*

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