

2023 Corporate Social Responsibility Report

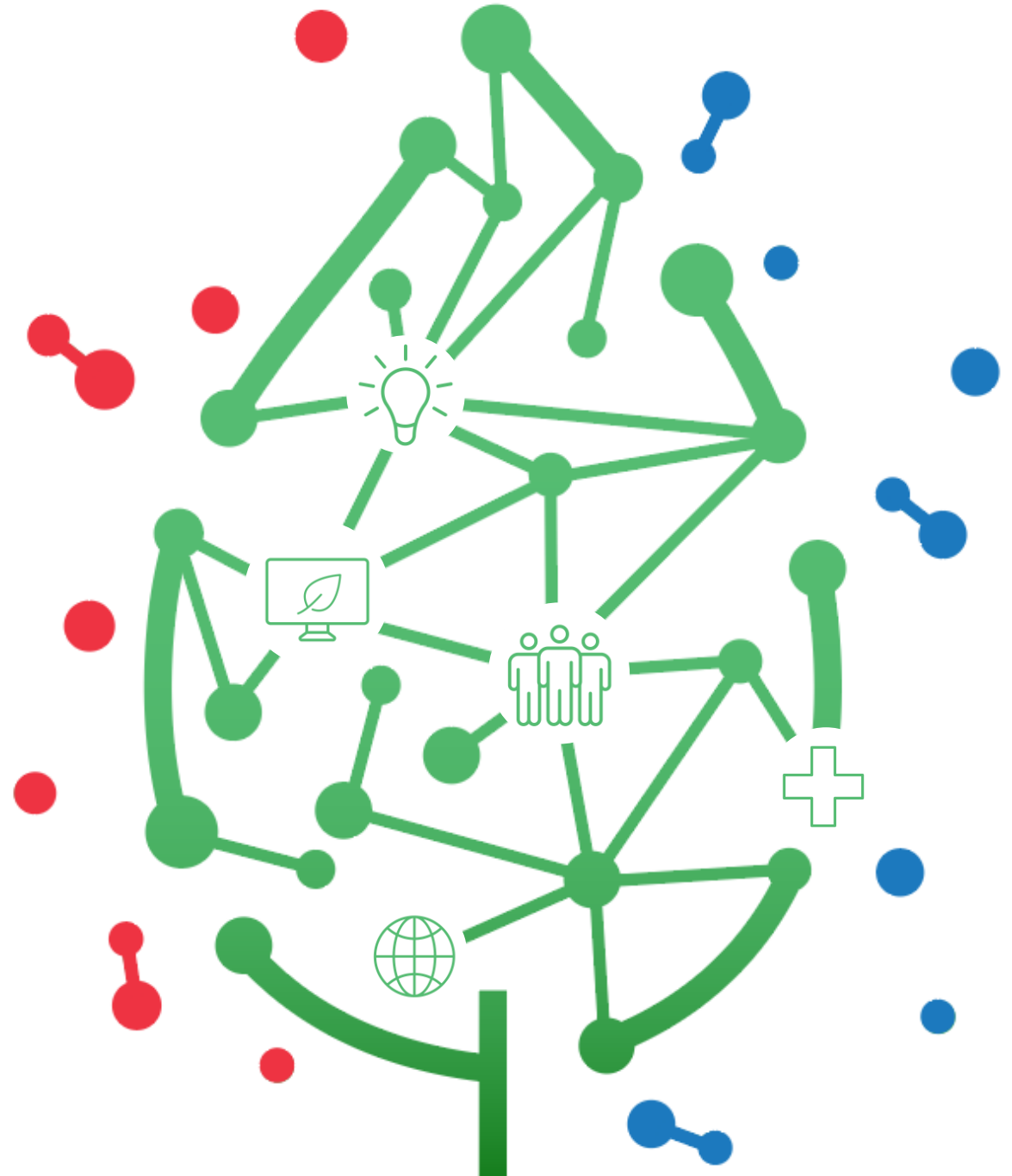
UNIVERSAL DISPLAY
CORPORATION™



Excerpts for:



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UDC: Strong Corporate Citizen



UDC's Energy-Efficient Phosphorescent Materials

- 100% UniversalPHOLED® emitters save energy
- UDC's emitters do not use conflict minerals



Diverse & Inclusive Workplace

- Geographic: from over 25 countries
- Gender: 22% female and 78% male¹
- Cultural diversity



Diverse Board of Directors²

- 40% female and 60% male²
- Named a 2023 Champion of Board Diversity by The Forum of Executive Women



Community Outreach

- Foster educational STEM initiatives
- Support community organizations
- Employee charity matching program



ISO Certifications³

- ISO 9001:2015 (quality)
- ISO 14001:2015 (environment)
- ISO 45001:2018 (health/safety)



Recognitions

- Newsweek: America's Greenest Companies 2024
- WSJ: The 250 Best-Managed Companies 2023

Our Commitment to Diversity and Inclusion

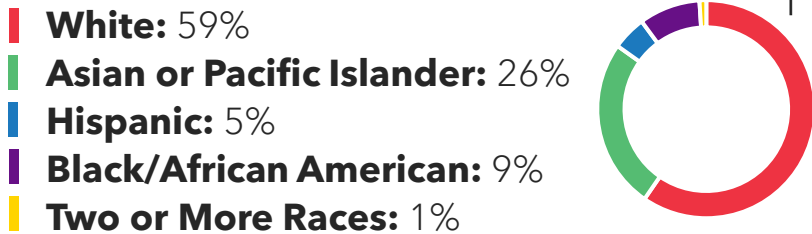
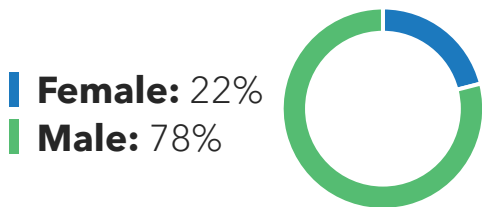
UDC’s commitment to diversity and inclusion is instilled in our employees from their first day at UDC. Employees receive regular training to provide knowledge, insight and skills to work in a diverse environment and inclusive culture.

Equal Opportunity Employer

WE ARE AN EQUAL OPPORTUNITY EMPLOYER. We consider applicants for all positions without regard to race, gender, age, color, religion, creed, disability, national origin, ancestry, citizenship, military status, veteran status, atypical heredity cellular or blood trait, genetic information, sexual orientation, gender identity, marital status, family status, domestic partner or civil union status or membership in any other protected group.

Diversity and Inclusion

We are committed to creating a workplace that encourages and embraces diversity and inclusion.



We foster a culture where all employees feel valued and empowered. We value and respect one another for our differences at all levels. We believe that a diverse workforce where people have different ideas, strengths, interests and cultural backgrounds drives employee and business success.

¹This is U.S. Equal Employment Opportunity Commission (EEOC) diversity data, which reflects U.S. employees only

Maintaining a Safe Work Environment

UDC strives for an injury-free workplace. We know that our employees are our most valuable assets, and their safety and health are our top priorities. Our employees’ diligence, our risk management and hazard control programs and our safety culture are critical to our success. UDC's Health and Safety Management system is certified to the ISO 45001:2018 standard for its Ewing, NJ HQ campus.

Health and Safety Performance*	2023
Fatalities (Employees & Contractors)	0
Lost Time Incident Rate (LTIR) ¹	0.3
Total Recordable Incident Rate (TRIR) ²	0.3
OSHA Citations	0
Near Miss Incident Rate ³	2.5

* Scope: UDC Ewing, NJ HQ campus and facilities for UDC Hong Kong, UDC Korea, Adesis (New Castle & Wilmington, DE), and OVJP Corp.

UDC Ewing, NJ HQ Campus ^{4, 5}	2021	2022	2023
Fatalities (Employees & Contractors)	0	0	0
Lost Time Incident Rate (LTIR) ¹	0.0	0.0	0.0
Total Recordable Incident Rate (TRIR) ²	0.0	0.5	0.0
OSHA Citations	0	0	0
Near Miss Incident Rate	4.6	4.8	5.0

Adesis, Inc. ⁵	2021 ⁶	2022	2023
Fatalities (Employees & Contractors)	0	0	0
Lost Time Incident Rate (LTIR) ¹	1.0	2.8	0.7
Total Recordable Incident Rate (TRIR) ²	4.8	2.8	0.7
OSHA Citations	0	0	0

Note: See pg. 78, “Boundary and Scope” section for further description of organizational boundaries.

¹ The number of recordable injuries and illnesses per 100 full-time employees that resulted in lost workdays | ² The total number of recordable injuries and illnesses per 100 full-time employees | ³ The total number of near misses per 100 full-time employees | ⁴ UDC Ewing, NJ HQ campus data for 2021 and 2022 includes 250 and 375 Phillips Blvd. locations. 2023 UDC Ewing, NJ HQ campus data also includes 300 Phillips Blvd. location as 2023 was the first full year 300 Phillips was operational. | ⁵ Data provided in this table for continuity with reporting scopes in previous CSR reports. | ⁶ Adesis data for 2021 only includes its New Castle, DE facility, and not Wilmington, DE.

About Our Workforce

Note on Expanded Scope of Disclosure: This year's report includes an expanded scope of disclosure to include more UDC locations. On slides like this, the blue table on the left includes data for 2023 reflecting the expanded scope, and the green table on the right includes data for 2023 reflecting the scope as previously disclosed in 2022 and 2021 to provide a like-for-like comparison between data for 2023 and those previous years.

Universal Display Corporation Employees	2023
Global Employees (Full-Time)	455
Employees in the U.S.	408
% Employees in U.S.	90%
% Employees outside the U.S.	10%
% Female Employees (Global)	22%
% Male Employees (Global)	78%
% Global Female Leaders (Director +)	21%
% Global Male Leaders (Director +)	79%
% Global Female Employees in Tech Roles	17%
% Global Male Employees in Tech Roles	83%
# Countries of Origin	>25

UDC Employees ¹	2021	2022	2023
Global Employees (Full-Time)	409	443	455
Employees in the U.S.	367	396	408
% Employees in U.S.	90%	89%	90%
% Employees outside the U.S.	10%	11%	10%
% Female Employees (U.S.)	22%	22%	21%
% Male Employees (U.S.)	78%	78%	79%
% U.S. Female Leaders (Director +)	29%	20%	25%
% U.S. Male Leaders (Director +)	71%	80%	75%
% U.S. Female Employees in Tech Roles	15%	18%	17%
% U.S. Male Employees in Tech Roles	85%	82%	83%
# Countries of Origin	>25	>25	>25

Note: Data as of December 31 of each year.

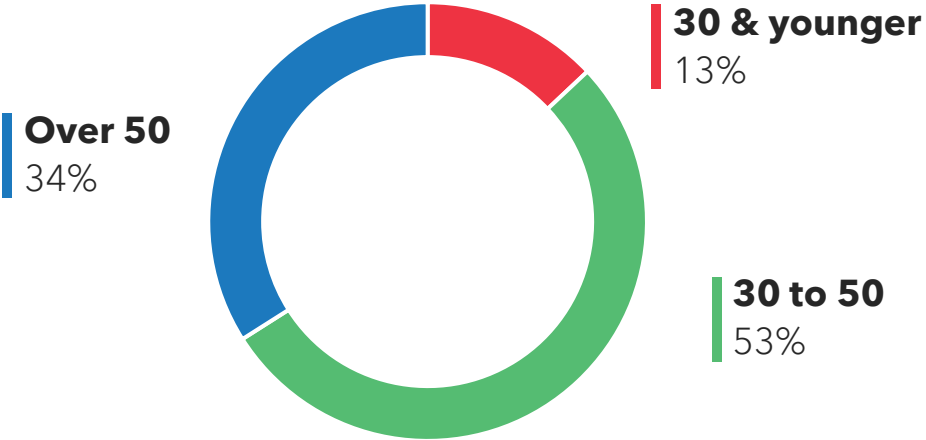
¹Data provided for reference with previous reporting scopes.

About Our Workforce

Growing Headcount in a Growing Company	2021	2022	2023
Global Employees (Full-Time)	409	443	455
Turnover Rate	13.5%	12.6%	8.9%
Y/Y Growth Rate	17.2%	8.3%	2.7%

EEOC Categories (U.S.)	2021	2022	2023
% White	61%	58%	59%
% Asian or Pacific Islander	27%	27%	26%
% Hispanic	4%	5%	5%
% Black/African American	8%	10%	9%
% Two or More Races	0%	0%	1%
% U.S. Veterans	5%	5%	5%

Employees by Age Group 2023 (U.S.)



Note: Data as of December 31 of each year.

Resources

The following are links to content contained on UDC's public website www.oled.com that provide source and/or supplemental information to that which is contained in this CSR report:

- [Careers - Our Culture and Benefits](#)
- [Quality Management & Environmental Health and Safety Systems](#)
- [Supply Chain](#)
- [UniversalPHOLED® Materials](#)
 - [From Design to Manufacturing](#)
 - [UniversalPHOLED Product Packaging](#)

Policies and Statements

- [Climate Change Policy](#)
- [Conflict Minerals Policy](#)
- [Fair Labor Practices Policy](#)
- [Freedom of Association Policy](#)
- [Human Rights Policy](#)
- [Political Involvement Policy](#)
- [Global Supplier Code of Conduct](#)
- [Code of Ethics & Business Conduct](#)

About Our Report

Safe Harbor Statement

All statements in this report that are not historical, such as those relating to the projected adoption, development and advancement of the Company's technologies, and the Company's expected results and future declaration of dividends, as well as the growth of the OLED market and the Company's opportunities in that market, are forward-looking financial statements within the meaning of the Private Securities Litigation Reform Act of 1995. You are cautioned not to place undue reliance on any forward-looking statements in this report, as they reflect Universal Display Corporation's current views with respect to future events and are subject to risks and uncertainties that could cause actual results to differ materially from those contemplated. These risks and uncertainties are discussed in greater detail in Universal Display Corporation's periodic reports on Form 10-K and Form 10-Q filed with the Securities and Exchange Commission, including, in particular, the section entitled "Risk Factors" in Universal Display Corporation's Annual Report on Form 10-K for the year ended December 31, 2023. Universal Display Corporation disclaims any obligation to update any forward-looking statement contained in this report.

Boundary and Scope

Unless noted, this report covers our 2023 fiscal year (ending December 31, 2023). Financial data is reported in U.S. dollars. The information and data in this report includes Universal Display Corporation and its subsidiaries, unless otherwise stated. As of this 2023 CSR report, we expanded our reporting scope, which includes UDC's Ewing, NJ HQ campus and facilities for our subsidiaries UDC Hong Kong; UDC Korea; Adesis, Inc.; and OVJP Corporation. UDC's Shannon, Ireland facility, operated by manufacturing partner PPG, is under PPG's reporting scope. The policies and programs described in this report were in effect at the time this report was prepared, unless otherwise stated, and Universal Display Corporation disclaims any obligation to update this report to reflect future changes that may be made to such policies or programs. Additional information about our operations and financial statements is available in our [2023 10-K](#).



This document contains excerpts from Universal Display Corporation's 2023 Corporate Social Responsibility Report. The excerpts should be considered in the context of the full report, which is available at ir.oled.com/shareholders/Corporate-Responsibility/