

UNIVERSAL DISPLAY  
CORPORATION™



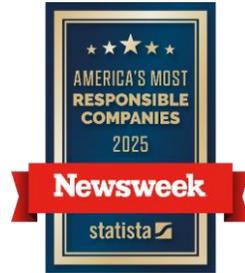
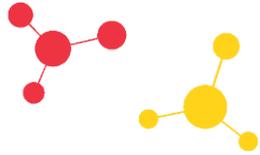
# 2024 Corporate Social Responsibility Report

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Issued on April 24, 2025.

Excerpts for:



# 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 > 25 countries
- Gender: 22% female and 78% male<sup>1</sup>
- Cultural diversity



## Diverse Board of Directors

- 45% female and 55% male
- Named a 2024 Champion of Board Diversity by The Forum of Executive Women



## Community Outreach

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



## ISO Certifications<sup>2</sup>

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



## Recognitions

- Newsweek*: America's Most Responsible Companies 2025
- Fast Company*: Best Workplaces for Innovators 2024, Science & Technology

# Our Commitment to 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.

## 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

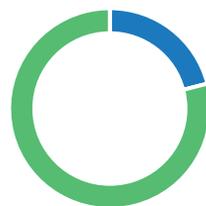
We are committed to creating a workplace that encourages and embraces diversity and inclusion.



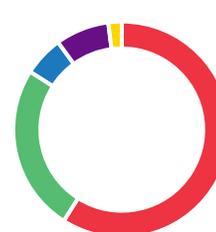
From more than  
**25 countries**

**Female: 22%**

**Male: 78%**



**White: 59%**  
**Asian or Pacific Islander: 25%**  
**Hispanic: 6%**  
**Black/African American: 8%**  
**Two or More Races: 2%**



# 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. In 2024, UDC implemented a more comprehensive near-miss training and reporting program, bolstering our ability to continuously enhance the safety of our workplace and further prevent injury.

Health and Safety Performance*	2023	2024
Fatalities (Employees & Contractors)	0	0
Lost Time Incident Rate (LTIR) <sup>1</sup>	0.3	0
Total Recordable Incident Rate (TRIR) <sup>2</sup>	0.3	0.2
OSHA Citations	0	0
Near Miss Incident Rate <sup>3</sup>	2.5	43.6 <sup>4</sup>

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

Note: See pg. 75, "Boundary and Scope" section for further description of organizational boundaries.

<sup>1</sup> The number of recordable injuries and illnesses per 100 full-time employees that resulted in lost workdays | <sup>2</sup> The total number of recordable injuries and illnesses per 100 full-time employees

<sup>3</sup> The total number of near misses per 100 full-time employees | <sup>4</sup> UDC implemented a more comprehensive near-miss training and reporting program in 2024.

# About Our Workforce

<b>Universal Display Corporation Employees</b>	<b>2023</b>	<b>2024</b>
Global Employees (Full-Time)	455	465
Employees in the U.S.	408	411
% Employees in U.S.	90%	88%
% Employees Outside the U.S.	10%	12%
% Female Employees (Global)	22%	22%
% Male Employees (Global)	78%	78%
% Global Female Leaders (Directors and Above)	21%	16%
% Global Male Leaders (Directors and Above)	79%	84%
% Global Female Employees in Tech Roles	17%	18%
% Global Male Employees in Tech Roles	83%	82%
# Countries of Origin	>25	>25

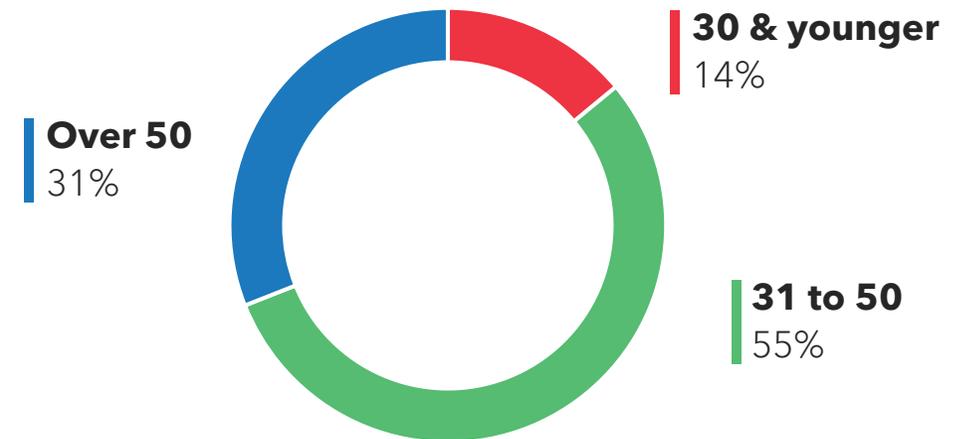
Note: Data as of December 31 of each year.

# About Our Workforce

Growing Headcount in a Growing Company	2022	2023	2024
Global Employees (Full-Time)	443	455	465
Turnover Rate	12.6%	8.9%	5.6%
Y/Y Growth Rate (Full-Time)	8.3%	2.7%	2.2%

EEOC Categories (U.S.)	2022	2023	2024
% White	58%	59%	59%
% Asian or Pacific Islander	27%	26%	25%
% Hispanic	5%	5%	6%
% Black/African American	10%	9%	8%
% Two or More Races	0%	1%	2%
% U.S. Veterans	5%	5%	4%

Employees by Age Group 2024 (U.S.)



Note: Data as of December 31 of each year.

# About Our Report

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## 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, 2024. 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 2024 fiscal year (ending December 31, 2024). Financial data is reported in U.S. dollars. The information and data in this report includes UDC Ewing, NJ HQ campus and facilities for UDC Hong Kong, UDC Korea, Adesis, Inc., and OVJP Corporation, unless otherwise stated. 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 [2024 10-K](#).



This document contains excerpts from Universal Display Corporation's 2024 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/](https://ir.oled.com/shareholders/Corporate-Responsibility/)