



Updated: September 2021

Human Rights Policy

Respect for Human Rights

Universal Display Corporation (UDC) recognizes international human rights standards and is profoundly committed to ensuring the protection and advancement of these standards wherever we do business, consistently striving to operate in an ethical and socially responsible manner across our workforce, throughout our supply chain, and amongst our customers. We respect the personal privacy, dignity and human rights of all people; and comply with all applicable laws pertaining to freedom of association, privacy, collective bargaining, immigration, working time, wages, benefits and hours, safe, healthy and respectful working conditions as well as laws prohibiting forced, compulsory and child labor, human trafficking, and employment discrimination. In addition, we recognize rights to water as a fundamental human right. The UDC Human Rights Policy is based on our commitment to these core values.

We are committed to supporting this policy through periodic self-assessments, compliance monitoring and program enhancements, industry collaboration, benchmarking, and stakeholder engagement, including through periodic reporting. The Human Rights Policy is overseen by the Company's Board of Directors, including the Chief Executive Officer.

Diversity and Inclusion

As demonstrated in our Company's Code of Ethics and Business Conduct, we value, respect and advance the diversity and inclusion of the people with whom we work. It is our policy to protect minority groups' rights and women's rights.

We are committed to equal opportunity and are intolerant of discrimination and harassment. The Company maintains a work environment that is free from discrimination or harassment on the basis of any minority group's rights, including, without limitation, race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Guidance and Reporting for Employees

UDC maintains resources for employees to report concerns about ethical issues or conduct inconsistent with corporate policies. Any employee who believes that there is a conflict between applicable law and our policies, or who feels that a violation of a policy has occurred may report such through the Senior Director of Human Resources. UDC is committed to investigating and remedying any violations of this policy. The Human Rights Policy is aligned with the Company's Code of Ethics and Business Conduct.

UDC reviews this policy periodically and we reserve the right to update, change or replace any part of it at any time, at our discretion, with or without prior notice.

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