INNOVATION on a RESPONSIBLE PATH



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INTRODUCTION

Innovation drives our ambition at UCT. It also informs the responsible practices that strengthen our business and shape a more sustainable future.

Our ESG commitment reflects that drive: advancing sustainable solutions, building an inclusive global workforce, and upholding disciplined governance. As we grow, we remain focused on meaningful progress that reduces impact, builds trust, and delivers long-term value for all stakeholders.



MESSAGE FROM OUR CEO

The semiconductor industry is entering a period of accelerated change, driven by AI, advanced manufacturing, and the need to scale faster and more efficiently. At UCT, we believe how we grow matters just as much as how fast we grow. Responsible operations, resilient supply chains, strong governance, and an engaged workforce are essential to our ability to deliver for our customers and create long-term value.

Over the past year, we continued to strengthen the environmental, social, and governance practices that support our business and our future growth.

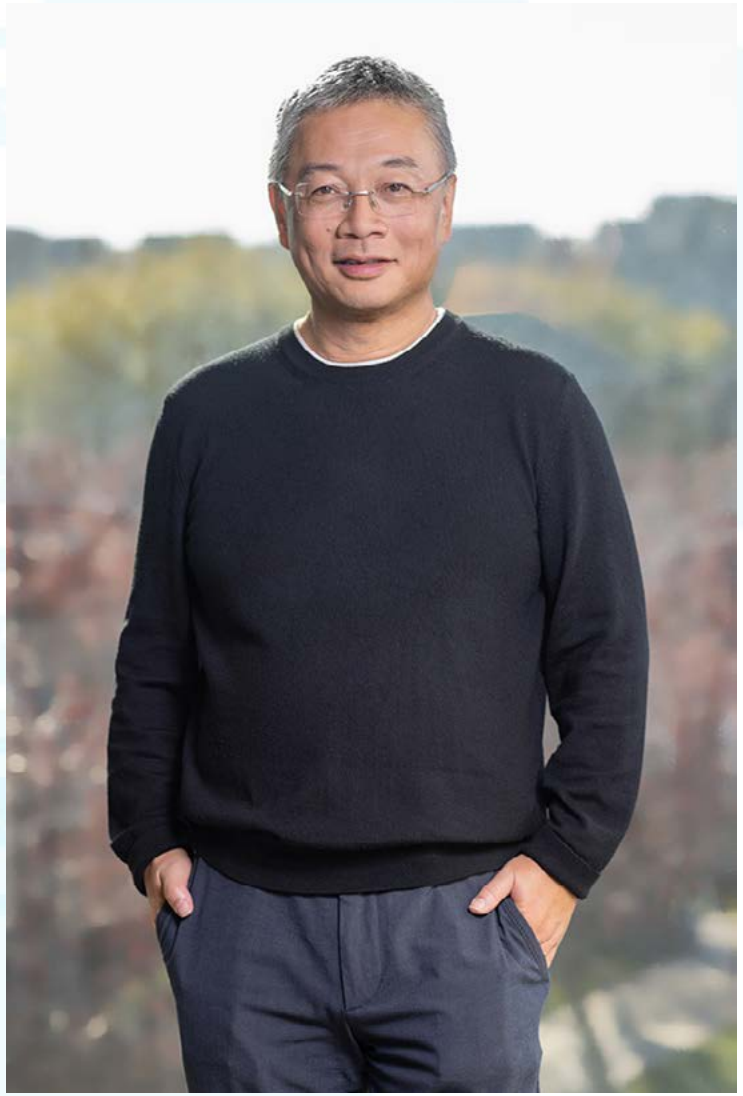
We made meaningful progress on our environmental commitments. Our near- and long-term emissions reduction targets were validated by the Science Based Targets initiative, and we continue our leadership as a founding member of the Semiconductor Climate Consortium. Across our operations, we are investing in more efficient facilities, advancing water stewardship, strengthening supplier transparency, and building supply chains that can reduce emissions while improving resilience and responsiveness.

Our people remain at the center of everything we do. Across UCT, our teams bring our values to life through a shared commitment to safety, respect, continuous improvement, and accountability. We continue to invest in their development and create opportunities for employees to grow, contribute, and make a difference—both at UCT and in the communities where we live and work.

Strong governance provides the foundation for these efforts. Our Board and its committees maintain active oversight of sustainability, people, ethics, cybersecurity, and risk, helping ensure accountability and disciplined decision-making as our company grows.

Looking ahead, the opportunities created by AI and advanced semiconductor technologies are significant, and so are the expectations placed on companies across our industry. Our customers need partners that can innovate, scale with speed and agility, strengthen supply-chain resilience, and operate responsibly.

That is the path UCT is on. By combining innovation with responsible growth and disciplined execution, we are building a stronger, more resilient company—one that is ready to support our customers, our employees, our communities, and the semiconductor ecosystem for the opportunities ahead.



HOW UCT POWERS PROGRESS

UCT partners with the world's leading semiconductor and high-performance technology manufacturers to turn breakthrough ideas into reality.

We deliver critical subsystems, precision components, and ultra-high-purity services with the urgency, alignment, and execution customers expect. As a trusted co-innovator, we bring the speed, scale, and tightly coordinated manufacturing that clears bottlenecks and accelerates technology roadmaps.

Our vision is to accelerate AI innovation with our customers — transforming concepts into global production with speed, agility, and trust. Sustainability guides how we scale responsibly, strengthen resilience, and deliver predictable performance at every stage of growth.

Tomorrow's technologies demand partners who scale at speed while upholding disciplined, responsible growth: resilient supply chains, efficient operations, and a workforce built for change. UCT is building toward that future with a customer-first mindset and a commitment to consistent, high-quality performance.



OUR VALUES

Our values reflect who we strive to be as we grow, innovate, and shape the future together.

CUSTOMER FIRST

Think like a Customer. Act like a Partner. Deliver what Matters.

SPEED & AGILITY

Move Fast. Stay Flexible. Deliver with Purpose.

RESPECT & TRANSPARENCY

Be Genuine. Build Together. Share Openly.

OWNERSHIP & URGENCY

Bring Solutions. Never Settle. Be Accountable.

STRATEGIC WORLDWIDE LOCATIONS

We operate where our customers innovate — enabling speed, readiness, and collaboration.





7,400+ employees*

$2.1B revenue

35+ years in business

*All amounts at Dec. 26, 2025, except as noted.



In 2026, UCT earned **Intel's EPIC** Distinguished Supplier Award for the fourth year in a row in recognition of our dedication to Excellence, Partnership, Inclusion, and Continuous improvement.

CARE FOR THE PLANET

As a responsible global manufacturer, we are committed to operating in ways that minimize our environmental impact and support our long-term success. Sustainability is embedded in how we design, build, and scale our solutions, and we continue strengthening the practices that reduce our footprint across energy, water, materials, and emissions.

Innovation drives this progress. We continually advance our cleaning, coating, and precision manufacturing technologies to support more efficient, lower-emissions semiconductor production. Our Environmental Policy sets clear expectations for resource efficiency and pollution prevention, and we regularly assess new opportunities to improve performance across our global operations.

Our goal is to deliver high-performance solutions while scaling responsibly, reducing environmental impact, and supporting a more resilient semiconductor ecosystem.



Climate Commitment

UCT is a Founding Member of the Semiconductor Climate Consortium (SCC), the first global alliance of semiconductor ecosystem companies dedicated to reducing greenhouse gas (GHG) emissions across the value chain. SCC members share three core commitments:

- Collaboration – Aligning on common approaches, technology innovations and communications channels to continuously reduce emissions.
- Transparency – Achieve public reporting of Scope 1 & 2 emissions by more than 95% of members by the end of 2027 and public reporting of relevant Scope 3 emissions by the end of 2028. By 2028, develop a methodology and reporting framework across our value chain to enable exchange of relevant and reliable Product Carbon Footprints (PCF).
- Ambition – Setting near- and long-term decarbonization targets with the aim of reaching net zero by 2050.

Learn more about the SCC

SCC founding members also support the Paris Agreement and related accords, accelerating the actions and investments required for a sustainable low-carbon future.

UCT has implemented a global reporting system, that measures GHG emissions emissions across all sites.

This system supports our decarbonization efforts consistent with SCC and the Science Based Targets initiative (SBTi).

In 2026, our reduction targets were validated by SBTi:

- Net Zero: Achieve net-zero GHG across the value chain by 2050.
- Near-Term: Reduce Scope 1 and 2 emissions 63% by 2035 (2024 base year); reduce Scope 3 emissions from purchased goods and services, capital goods, business travel and use of sold products by 63% in the same timeframe.
- Long-Term: Reduce Scope 1 and 2 emissions 90% by 2050 (2024 base year); reduce Scope 3 emissions from purchased goods and services, capital goods, upstream transportation and distribution, business travel and use of sold products by 90% in the same timeframe.

We also voluntarily disclose climate-related financial risk information consistent with California SB 261 guidance, reinforcing transparency and governance.

View our SB 261 report here

Efficient Operations

Our newest facilities in Malaysia, Arizona, and Texas integrate solar installations, natural-light architecture, LED lighting, motion sensors, and high-efficiency HVAC systems, following LEED certification guidelines. These investments demonstrate how sustainability is embedded into our growth strategy, ensuring that each expansion strengthens operational performance while reducing environmental impact.

We are also reshaping logistics and mobility. By shifting from air freight to ocean freight and building regional supply chains, we shorten shipping distances, reduce emissions, and improve resilience. Employee transport programs, electric vehicle charging infrastructure, and fleet transitions to hybrid and electric vehicles further advance our efforts to lower transportation emissions.

Responsible Use of Resources

Water Stewardship

Clean water is essential to delivering ultra-clean parts and sub-systems to our equipment and chipmaking customers. Good water stewardship is the right thing to do — critical to our operations, to customer performance, and to the resilience of the semiconductor industry.

UCT's parts cleaning business uses chemical-free processes where possible, lowering our environmental impact by reducing the amount of waste requiring treatment and enabling the safe return of water to the environment. These practices conserve resources while ensuring customers receive parts that meet the highest standards of purity and performance.

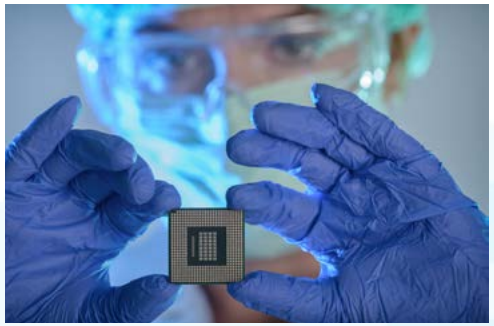


Newer facilities like this one in Malaysia are designed to strengthen operations while reducing environmental impact.

Recycling Rare Metals

We adhere to the Responsible Business Alliance (RBA) Code of Conduct and follow the Responsible Minerals Assurance Process for tantalum, a regulated conflict mineral. Our Environmentally Clean Process (EnCP) recovers up to 95% of tantalum from deposited parts, enabling it to re-enter the commodity market and reduce demand for mined material. EnCP also reduces wastewater by over 50,000 gallons annually, eliminates chemical use in select facilities and extends part lifetimes.

Read the full RBA Code of Conduct



Tantalum is used extensively in semiconductor manufacturing.

Waste Reduction and Automation

Reducing waste and improving yield are central to our environmental approach. We produce a broad range of highly configurable products, and automation allows us to meet complex requirements while lowering environmental impact.

- Gas Panels: Automated inspection of components such as metal seals with high-resolution cameras ensures consistency, reduces rework and scrap, and improves performance reliability.
- Weldment Cleaning: Automating cleaning, testing and post-production processes increases yield to greater than 99%, while reducing logistics, packaging materials and cleaning fluid usage.
- Bead Blasting: Automated bead blasting produces more uniform surface roughness and higher first-pass yield compared to manual texturing, reducing re-work and extending part lifetimes.

These automated solutions reduce scrap, minimize packaging, lower chemical usage and improve cycle times, enabling customers to reduce part inventory and extend product life.

Our Lean Six Sigma (LSS) program is a well-established initiative involving hundreds of employees across global sites. By combining Lean Manufacturing and Six Sigma methods, the program has embedded a culture of continuous improvement, eliminated defects, improved process yield and sustained operational excellence over time.

We also implement reuse programs for protective packaging materials with customers and suppliers, adhering to stringent semiconductor industry requirements while applying new best practices as they emerge.

Supply Chain Collaboration

We are committed to SuCCESS2030, Applied Materials' initiative to build a responsible and sustainable end-to-end supply chain. We also engage in programs such as Catalyze, which accelerate renewable electricity adoption across the semiconductor value chain. These collaborations amplify our impact and reflect our commitment to progress, even at this early stage of our journey.

GHG Emissions Targets

Climate action requires clear, measurable commitments. In 2026, the Science Based Targets initiative (SBTI) validated UCT's targets aimed at reducing our environmental impact across our operations and value chain.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

NET ZERO
Net-zero GHG emissions across the value chain by 2050

NEAR-TERM (by 2035, from a 2024 base year)

- 63% reduction in absolute Scope 1 & 2 emissions
- 63% reduction in absolute Scope 3 emissions (purchased goods & services, capital goods, business travel, use of sold products)

LONG-TERM (by 2050, from a 2024 base year)

- 90% reduction in absolute Scope 1 & 2 emissions
- 90% reduction in absolute Scope 3 emissions (purchased goods & services, capital goods, upstream transportation & distribution, business travel, use of sold products)

RESPECT FOR PEOPLE

Connections define both the advanced technologies UCT powers and the way we treat people.

Semiconductors link individuals to one another, to possibility, and to innovations that enhance daily life. Our work strengthens human connection at a global scale, and we reflect that principle in our workplace — fostering respect and transparency by listening, working together, and uplifting others. Across our global footprint, we uphold a culture rooted in safety, inclusion, respect, and opportunity, ensuring employees feel supported and equipped to contribute to shared success.

We believe our responsibility extends beyond our facilities. We honor the connections employees have to their communities and strive to be a responsible neighbor, contributing in ways that reflect our values and capabilities.



Health, Wellness, and Safety

When it comes to safety, there can be no compromise. Our global Safety Policy sets clear expectations for all sites, including our goal of zero accidents and injuries. Safety incident levels across our Products and Services Divisions remain consistently below industry benchmarks.

We provide regular training and qualification to reinforce safe work practices and ensure employees have the knowledge and tools they need. UCT subscribes to the Responsible Business Alliance (RBA) Responsible Labor Initiative, supporting industry-wide standards for safe working conditions and fair treatment across the electronics supply chain.

We also require written certification from strategic direct product suppliers confirming compliance with applicable laws and regulations, including those related to slavery and human trafficking.



Investing in Our People

Employees are foundational to our success, and we work to foster a culture where every person feels respected, heard, and able to grow. Our Human Rights Policy aligns with internationally recognized frameworks and reinforces our commitments to human dignity, non-discrimination, fair labor practices, and community engagement. It complements our Anti-Slavery and Human Trafficking policies.

All employees participate in mandatory training designed to reinforce behavioral expectations and ensure a respectful, inclusive workplace.

Our learning management system (LMS) provides access to leadership development, professional skills training, project management certification, and environmental, health, and safety courses. More than 6,000 employees engaged in LMS training last year, completing over 30,000 hours of coursework.

We are committed to employee growth and performance. In our most recent performance review cycle, 99% of our global workforce participated in reviews aligned with personal and corporate goals. All full-time, permanent employees participate financially in the company's success through profit-sharing or performance-based bonus plans, and U.S. employees may participate in our Employee Stock Purchase Plan (ESPP).

We provide targeted development for front-line leaders and high-potential employees to strengthen capabilities and support a culture of continuous improvement. Employee feedback is an important part of this effort. Last year, 60% of employees participated in our company-wide third-party engagement survey, nearly double the year before.



99%	Employees who completed the latest performance review cycle, which measures achievements and growth against personal and corporate goals.
100%	All of our full-time, permanent employees participate financially in the success of the company via formal profit sharing or performance bonus plans.
6,000	Over 6,000 employees engaged in the LMS training, completing > 30,000 training hours.
60%	Employees participating in our company-wide engagement survey.

Community Engagement

We aim to be a positive presence in the communities where we operate and encourage our employees to do good in their communities. Last year, we organized 85 community events across our global footprint, giving employees opportunities to support local organizations and contribute to community needs.



Malaysia - Hosting Local Students



Scotland - Food Bank Donations



Maine - Animal Shelter Donations



Ireland - Charity Drive



Czechia - Alzheimer Clinic Visit



Texas - Food Pantry Donations



Israel - Volunteering at Childrens' Center



Philippines - Food Donation Drive

OPERATING WITH INTEGRITY



Sound governance and accountable leadership are essential to delivering long-term value for our stakeholders. We are dedicated to maintaining the highest ethical standards across our business and operations and promoting a culture of trust, transparency and responsibility.

Our Board of Directors provides oversight, strategic guidance, and accountability for UCT's governance practices. The Board's composition reflects a mix of experience, technical expertise, and diverse perspectives. Three Board committees share responsibility for sustainability and governance:

Nominating, Sustainability and Corporate Governance Committee

ESG strategy, sustainability priorities, governance policies, and related disclosures.

Compensation and People Committee

Talent development, retention, DEI, workforce engagement, and leadership succession.

Audit Committee

Cyber security and other risks relating to our information controls and security. Also Conflict Mineral Policy on an annual basis.

Engaging Employees

All new employees acknowledge that they have read and understand our Code of Business Conduct, and all employees and directors complete annual training on the Code and related policies. We provide an anonymous, third-party hotline (phone and web) for reporting concerns or potential violations, supported by a strict prohibition on retaliation, including for accounting or audit-related matters under our Whistleblower Policy.

Code of Business Conduct and Ethics

Whistleblower Policy

Responsible Business Alliance Code of Conduct

UCT participates in the Responsible Business Alliance, the leading industry coalition focused on social responsibility in global supply chains. The RBA Code of Conduct establishes expectations for labor, health and safety, environmental practices, ethics, and management systems, including responsible minerals sourcing. UCT is committed to upholding the RBA Code across our operations, and our suppliers are required to meet these standards as part of our responsible sourcing and governance processes.

Risk Assessment of Climate-related Risks and Opportunities

UCT is in the foundational phase of building a formal climate risk assessment process that reflects the scale and complexity of our global operations. In 2025, we advanced our identification and prioritization of climate-related physical and transition risks and opportunities across our facilities and value chain. This work establishes the basis for future scenario analysis and integration into our Enterprise Risk Management (ERM) framework.

In 2025, we engaged a specialist climate consultancy to conduct an initial assessment aligned with the TCFD framework. The review evaluated acute and chronic physical hazards—including flooding, drought, windstorms, wildfires, heat waves, and water scarcity—across 25 manufacturing sites and nine offices. Eight hazards were identified as high-priority based on site-level exposure and vulnerability ratings.

The assessment also examined transition risks and opportunities related to policy and legal requirements, technology shifts, market dynamics, reputational expectations, and product demand. Fourteen transition risks and opportunities were identified, with seven prioritized for deeper evaluation. These include carbon pricing, disclosure requirements, supply chain volatility, and opportunities in responsible sourcing and increased demand for electronic equipment and semiconductors.



UCT defines climate-related risks as factors that may disrupt operations, physical locations, workforce availability, or supply chains. Priority locations are being identified through qualitative assessments of dependencies and potential impacts. While detailed financial modeling has not yet been completed, several trends—such as intensifying climate policy, expanding carbon pricing, and growing material scarcity—are expected to shape future exposure.

A resilience screening evaluated existing and planned measures, including our Business Continuity Plan, Employee Health and Safety Program, and participation in the Semiconductor Climate Consortium and Responsible Business Alliance. Additional initiatives include energy-efficiency upgrades, solar PV installation, LEED-aligned facility design, wastewater reduction processes, and regionalized supply chains.

Seven prioritized risks require further resilience measures, including drought, water scarcity, heat waves, tropical cyclones, carbon pricing, supply chain volatility, and increased demand for electronic equipment. These insights will inform future scenario analysis, quantitative impact assessment, and long-term climate resilience planning.

For a more detailed discussion of UCT's climate risks and opportunities, see our SB 261 – California Climate Risk Report.

Cybersecurity and Data Protection

Cybersecurity is a core component of UCT's enterprise risk management framework. The Board has overall oversight of risk, with the Audit Committee responsible for cybersecurity, information security, and related controls. Both the Audit Committee and the full Board receive regular updates on cyber risks, threat trends, mitigation efforts, and the effectiveness of our security posture.

Our cybersecurity program is led by the Chief Information Security Officer (CISO), who reports to the CIO and provides formal updates to the Board and Audit Committee at least annually, with interim briefings as needed. Under the CISO's leadership, UCT maintains processes to assess, identify, manage, and report cybersecurity risks, supported by business continuity planning and incident-response protocols.

We invest significant resources in strengthening our security infrastructure. Our teams conduct continuous monitoring, vulnerability scanning, and regular penetration testing with third-party experts. We evaluate threats ranging from malware and phishing to infrastructintrusions and insider risks, and assess potential impacts including financial loss, regulatory exposure, and operational disruption.

We collaborate with industry associations, regulatory bodies, and law enforcement to stay informed about emerging threats and best practices. Our preventive framework includes advanced security technologies, encryption, identity and access management, multi-factor authentication, and continuous monitoring. Employees, contractors, and directors participate in mandatory cybersecurity training and awareness programs.

We also maintain a third-party risk management program to assess vendor cybersecurity practices and regularly engage external experts to evaluate our controls. Our security posture is reviewed through external audits aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, customer assessments, and annual financial audit procedures. UCT also maintains cybersecurity risk insurance.

Investor Relations - UCT's Corporate Governance Guidelines, Certificate of Incorporation, Bylaws, Board committee charters and other governance frameworks

2026 Proxy Statement -- Information on Board and corporate governance policies and practices



DATA AND DISCLOSURES

As a growing global company, we continue to strengthen and expand our environmental program and related reporting.

We have established baseline Scope 1, Scope 2 and Scope 3 data as part of a multi-year project to build the systems needed to measure and report our GHG footprint across all global operational sites.

Our GHG dataset supports a long-term reduction pathway consistent with the Semiconductor Climate Consortium and the Science Based Targets initiative (SBTi). In 2026, the SBTi validated our near-term and long-term targets.

We will continue to refine and expand our disclosures as regulatory requirements evolve, and we regularly update key customers on our progress.



2025 Greenhouse Gas Emissions

Table 1: GHG inventory

Ultra Clean Holdings, Inc. (UCT) measures our greenhouse gas (GHG) emissions in accordance with the GHG Protocol and records this data using a third-party online platform. UCT's relevant emission categories are outlined in Table 1.

SCOPE	CATEGORY	GHG Emissions (tCO_2e)	% of total
Scope 1*	Liquid fuels	287.76	0.6
	Natural gas	1,126.61	2.4
	Refined petroleum products	70.42	0.1
	Stationary fuels	3.84	0.0
	Fugitive emissions	2,563.93	5.4
Scope 2*	Purchased electricity (market based)	43,585.10	91.5
	Purchased electricity (location based)	41,654.77	-
Total Scope 1 & 2 (market based)		**47,637.66**	**100.0**

SCOPE	CATEGORY	GHG Emissions (tCO_2e)	% of total
Scope 3**	Cat 01 - Purchased goods and services	308,030.24	19.0
	Cat 02 - Capital goods	21,253.08	1.3
	Cat 03 - Fuel & energy related activities	8,778.55	0.6
	Cat 04 - Upstream transportation & distribution	28,456.32	1.8
	Cat 05 - Waste generated in operations	2,197.37	0.1
	Cat 06 - Business travel	2,274.36	0.1
	Cat 07 - Employee commute	6,647.18	0.4
	Cat 08 - Upstream leased assets	1,041.73	0.1
	Cat 09 - Downstream transportation & distribution	47,528.00	2.9
	Cat 10 - Processing of sold products***	0.00	0.0
	Cat 11 - Use of sold products	1,187,730.34	73.1
	Cat 12 - End-of-life treatment of sold products	1,600.02	0.1
	Cat 15 - Investment	8,493.50	0.5
Total Scope 3		**1,624,030.69**	**100.0**
Total Scope 1 - 3		**1,671,668.35**	

Notes:

** UCT included 100% of its Scope 1 and 2 emissions in the coverage for Scope 1 and 2 SBTi near-term and long-term targets.*

*** UCT included 100% emissions from purchased goods and services, capital goods, business travel and use of sold products for both its near- and long-term SBTi Scope 3 target. 100% emissions from upstream transportation and distribution were only included in the Scope 3 long-term target.*

**** UCT does not report Scope 3 Category 10 because our products do not undergo further processing.*

As a founding member of the Semiconductor Climate Consortium (SCC), UCT has established concrete and ambitious targets that demonstrate our commitment to industry leadership. These targets are shaped by both our participation in the SCC and the expectations of our customers. Our GHG reduction targets were validated in 2026 by the Science Based Targets initiative (SBTi). Further details on our targets are available in Table 2.

Table 2: Summary of targets and performance

TARGET TYPE	GOAL AND DESCRIPTION
SBT near-term targets	• Reduce Scope 1 and 2 GHG emissions by 63.0% by 2035 from a 2024 base year. • Reduce Scope 3 GHG emissions, from purchased goods and services, capital goods, business travel and use of sold products, 63.0% by 2035 from a 2024 base year.
SBT long-term targets	• Reduce Scope 1 and 2 by 90.0% by 2050 from a 2024 base year. • Reduce Scope 3 GHG emissions from purchased goods and services, capital goods, upstream transport and distribution, business travel and use of sold products, 90.00% by 2050 from a 2024 base year. • Reach net-zero GHG emissions across the value chain by FY2050.
Progress on SBTi targets	• UCT will purchase and retire 2025 energy attribute certificates (EAC) globally, against approximately 14% of our annual electricity consumption.

Reporting boundary

We report results for two segments: Products and Services. All sites are covered, including: manufacturing and engineering facilities in California, Texas, Arizona, Israel, Oregon, China, Malaysia, Singapore, the United Kingdom, Thailand, Philippines and Czechia; and parts cleaning, analytics and engineering facilities in Colorado, Arizona, California, Oregon, Maine, Texas, Ireland, Israel, Taiwan, South Korea, Singapore and China. All relevant Scope 1, 2 and 3 emissions categories are reported in Table 1.

Decarbonisation measures in 2025

UCT will purchase and retire 2025 energy attribute certificates (EAC) globally, against approximately 14% of our annual electricity consumption.

Statement of exclusions in GHG inventory

- There are no Scope 1 and 2 exclusions in our GHG inventory.
- Scope 3 Category 10 is excluded as explained on page 17. Scope 3 Categories 13 and 14 are excluded as they are not applicable.

This publication may contain forward-looking statements that are subject to risks and uncertainties. For more information, please refer to the Risk Factors section in our SEC filings:

SEC Filings

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