Unity®

# 2025 Impact Report

# Introduction to Unity's 2025 Impact Report

### About the Company

Unity is the world's leading game engine, powering play for more than 3 billion consumers each month.

From prototype to production, ad to install, click to commerce, everything that a great game needs is already inside Unity, supported by the most successful game development community in history, powered by an engine that ensures each decision is informed by what players love.

Unity also enables teams across industries like automotive, manufacturing, and healthcare to design, simulate, and collaborate in 3D - closing the gap between ideas and reality.

## 2025 in a Snapshot

**$53K**

Awarded to sustainability focused creators and organizations

**$25K**

Allocated to sustainability focused industry leadership organizations

**$831K**

Donated for carbon offsets through the Unity Charitable Funds

**5.71%** [1]

Revenue intensity of emissions ($tCO_2e$/$1M of revenue) increased

**3,994 lb**

Of electronic waste avoided by finding a second life through donation and refurbishment

**112.53 t**

Of waste diverted from landfill

[1] Revenue intensity is calculated using market-based emissions per the GHG Protocol market-based accounting method, reflecting the use of EACs, RECs, and other market-based instruments. The actual purchase of these energy attribute credits will take place after the publication of this report.

## About the Report

The "2025 Unity Impact Report" presents Unity's corporate sustainability performance and outlines areas of progress and opportunities in building more responsible business operations. Unity publishes sustainability performance data on an annual basis. All financial figures are reported in U.S. dollars ($), unless otherwise stated. The data within this report reflects the period from January 1 through December 31, 2025, unless otherwise indicated. The reporting boundary includes all global operations under the direct operational control of the parent company, Unity Software Inc.

This report has been prepared with reference to sustainability disclosure frameworks and standards, including the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Software and IT Services sector standard, the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs). The content of this report is also informed by an ongoing review of methodologies used by sustainability rating and ranking organizations.

Where necessary, previously reported information may be restated to reflect improvements in data quality, updates to methodologies, expanded reporting scope, or alignment with evolving reporting frameworks. Any restatements and their implications are disclosed in the relevant sections of the report.

For questions or feedback regarding this report, please contact sustainability@unity3d.com.

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PART 1

# Planet

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# Environmental Sustainability

### Environmental Sustainability and Climate Strategy

Unity's Environmental Sustainability Policy establishes the company's commitments and governance approach to sustainability management. Unity's climate strategy is managed within its broader corporate sustainability program, which operates across three pillars: Responsible Business Practices, Corporate Sustainability Risk Management, and Reporting and Stakeholder Engagement.

Unity's climate strategy addresses emissions across our operations and value chain, reflecting both our direct operational footprint and our role as a responsible business. Our climate strategy focuses on:

- **Measurement and transparency:** Comprehensive GHG emissions inventory across Scopes 1, 2, and 3
- **Science-based targets:** Validated emissions reduction targets aligned with limiting global warming to 1.5°C
- **Operational decarbonization:** Reducing direct and indirect emissions through efficiency and renewable energy
- **Value chain engagement:** Working with suppliers and partners to understand and reduce value chain emissions
- **Emerging technology impacts:** Developing strategies to measure and manage emissions associated with scaling AI workloads

## 2025 Highlights

- → Unity's SBTi Near-Term Targets Validated
- → Continued to run operations on 100% renewable electricity through direct and energy attribute certificates (EACs) procurement [2]
- → Climate Risk Assessment Completed
- → Improved Supplier Engagement Program
- → $831K donated for carbon offsets through the Unity Charitable Fund

[2] Aligns with Unity's Scope 2 SBTi near-term target of maintaining zero absolute Scope 2 GHG emissions

## Science-Based Climate Targets

On March 13, 2025, Unity received validation from the Science Based Targets initiative (SBTi) for near-term emissions reduction targets aligned with limiting global warming to 1.5°C, using 2023 as the base year. These targets provide a structured framework for reducing emissions across our operations and value chain:

- **Scope 1:** Reduce absolute Scope 1 GHG emissions by 42.0% by 2030
- **Scope 2:** Maintain zero absolute Scope 2 GHG emissions from 2023 through 2030
- **Scope 3:** Reduce Scope 3 GHG emissions by 51.6% per USD value added by 2030

These targets reflect Unity's commitment to measurable, science-based climate action, and will guide the company's decarbonization strategy over the coming years. As AI technologies and platform capabilities expand, associated energy consumption is expected to increase. This growth trajectory adds complexity to meeting these commitments. Unity will report progress annually against these targets, including both achievements and areas requiring further consideration.

## 2025 Greenhouse Gas Emissions

Unity measures and manages our greenhouse gas (GHG) emissions across our operations and value chain, as part of our climate strategy. Our emissions inventory follows the GHG Protocol Corporate Accounting and Reporting Standard, using an operational control approach to define the reporting boundary. Emissions reporting in this Impact Report includes Scope 1, Scope 2, and Scope 3 categories that covers all business activities within the 2025 financial year. We measure and manage our greenhouse gas (GHG) emissions across its operations and value chain as part of our broader climate strategy. Scope 2 emissions are reported using both location-based and market-based methods. Where available, Unity uses primary data for utilities, cloud, and other major emission sources. As industry-standard approaches for quantifying end-user AI emissions are still emerging, Unity is evaluating measurement frameworks to improve the accuracy and completeness of our Scope 3 emissions inventory as our AI usage scales.

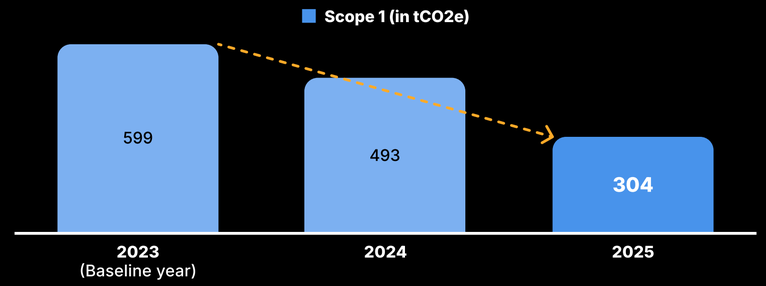
Find out more about our emissions in the Datasheet.

## Emissions reduction progress against the baseline year

### *Scope 1*

**Target:**
Reduce absolute Scope 1 GHG emissions by 42.0% by 2030 from our 2023 baseline

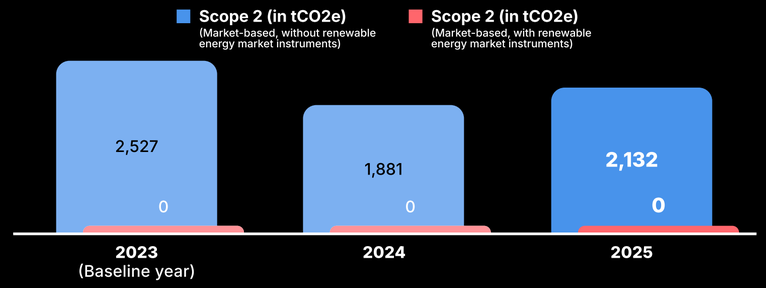
**49.2%**
% of reduction against the baseline year




### *Scope 2*

**Target:**
Maintain zero absolute Scope 2 GHG emissions from 2023 through 2030 from our 2023 baseline

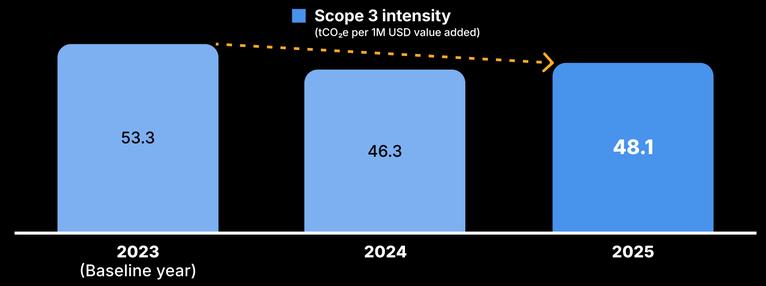
**Maintained zero Scope 2 emissions**




### *Scope 3*

**Target:**
Reduce Scope 3 GHG emissions by 51.6% per USD value added by 2030 from our 2023 baseline

**9.8%**
% of reduction against the baseline year



## Decarbonization Strategy

Unity's emissions reduction strategy aligns with our Environmental Sustainability Policy's pillar of Responsible Business Practices, focusing on operational efficiency, renewable energy procurement, and supplier engagement.

1. **Scope 1 Direct Emissions -** Reductions primarily driven by workplace optimization, including office portfolio consolidation and building system improvements.

2. **Scope 2 Indirect Emissions from Energy -** Scope 2 market-based emissions are maintained at zero through renewable energy procurement through market-based instruments. Location-based Scope 2 emissions which reflect the carbon intensity of local electricity grids where Unity operates are reported separately in our emissions inventory.

3. **Scope 3 Value Chain Emissions -** Scope 3 emissions represent approximately 97% of Unity's total carbon footprint and are the primary focus of our intensity-based reduction target. Unity's Environmental Sustainability Policy applies to all partners in our supply chain. Our reduction approach focuses on supplier engagement with significant emissions, which includes incorporating sustainability criteria into vendor selection and procurement processes.

## Renewable Energy Strategy

Unity maintains **zero market-based Scope 2 emissions** by combining on-site renewable energy with the purchase of market-based instruments such as Energy Attribute Credits (EACs) and Renewable Energy Certificates (RECs). Our SBTi-validated commitment to maintain zero absolute Scope 2 emissions through 2030 reflects our intention to sustain this approach.
In addition, Unity participates in a five-year Virtual Power Purchase Agreement (VPPA), which commenced on July 31, 2023. Through this agreement, Unity will purchase **4,716 MWh of RECs annually**, starting 2025 through 2029, from new-build solar projects in Michigan. The VPPA is shared with four other technology companies and supports the addition of **new renewable capacity** to the electricity grid while contributing to Unity's Scope 2 emissions reductions.

Find out more about our energy consumption in the Datasheet.

## Office Energy Consumption

In 2025, the total energy consumption by Unity's facilities in the AMER, APAC, and EMEA regions amounted to approximately **6,492 MWh**. This reflects energy use from a combined gross floor area of **67,480 m²** (726,349 sqft) during the year. In the United Kingdom, Unity established energy plans, as part of Energy Savings Opportunity Scheme (ESOS) Phase 3 compliance, covering 3 office locations.

Find out more about our energy consumption in the Datasheet.

## Supplier Engagement and Sustainable Procurement

Engaging with suppliers is a key component of Unity's Scope 3 emissions strategy. In 2025, Unity integrated [additional] sustainability considerations into our procurement and supplier management processes as follows:

**Policy and governance:**

- → Our Procurement Policy incorporates sustainability criteria, including suggested qualitative and quantitative targets for suppliers
- → Added sustainability provisions to the Partner Code of Conduct, establishing suggestions for supplier practices

**Supplier assessment:**

- → Integrated sustainability questions into Unity's Standard Supplier Risk Assessment

**Internal capacity building:**

- → Provided sustainable procurement training to 100% of internal sourcing leads

## Carbon Offsets

Unity purchases verified carbon credits [3] in addition to, not as a substitute for, emission reductions. Unity prioritizes direct emissions reductions as outlined in our SBTi-validated targets but we use carbon credits as a supplementary measure alongside primary decarbonization efforts. [4]

In 2025, Unity invested **$831,000** in verified carbon credits equivalent to our Scope 3 emissions (for FY 2024, excluding Emissions Category 3.3 and 3.7) through Unity's Charitable Fund to support carbon offset projects. Unity's carbon offset portfolio includes both nature-based and technology-based solutions that have project additionality [5] and typically have co-benefits such as biodiversity protection, or social and community benefits. Unity's carbon credit investments will continue while Unity works towards target achievement. We will reassess the role of carbon credits in our climate strategy as we progress our emissions reductions and as carbon credit market best practices continue to evolve.

[3] Carbon credits represent investments in projects that avoid or remove greenhouse gas emissions but do not eliminate the emissions generated by Unity's operations and value chain.

[4] Unity does not claim carbon neutrality or net zero status based on carbon credit investments. Achieving our SBTi-validated targets requires emission reductions across our operations and value chain, which remains a primary focus of our climate strategy.

[5] The credited carbon storage or emissions reductions would not have occurred without the sale of carbon credits.

## Carbon Offset Portfolio (2025)

| Project | Location | Type | Verification standard | Description | SDGs |
|---|---|---|---|---|---|
| **Seeing the Forest for the Trees** | Mexico | Improved forest management | Climate Action Reserve | Supports communities in preserving and expanding forest biomass, avoiding deforestation and improving fire resilience | 1 NO POVERTY, 2 ZERO HUNGER, 6 CLEAN WATER AND SANITATION, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 13 CLIMATE ACTION, 15 LIFE ON LAND |
| **Gas Buster** | France | Ozone Depleting Substances (ODS) destruction | American Carbon Registry | Tracks down and destroys old refrigerants, chemicals used in cooling systems that are extremely potent greenhouse gases if released into the atmosphere. | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION |
| **Manaus Landfill Gas Project** | Brazil | Methane capture | Gold Standard for Global Goals | Captures and combusts landfill gas using enclosed flares, with on-site power generation | 3 GOOD HEALTH AND WELL-BEING, 7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION |
| **Bavarian Biochar** | Germany | Technology-based removal | PURO.earth | Converts biomass into stable biochar, sequestering carbon for centuries while improving soil health | 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION |
| **Sea of Change** | Myanmar | Blue carbon / mangrove restoration | VERRA | Restores and protects mangrove ecosystems that store carbon and support coastal communities | 1 NO POVERTY, 2 ZERO HUNGER, 3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS |

Carbon credits represent investments in projects that avoid or remove greenhouse gas emissions but do not eliminate the emissions generated by Unity's operations and value chain.

## Climate Risk Management

We evaluated climate-related risks using the Task Force on Climate-related Financial Disclosures (TCFD) framework. Both physical and transition risks are assessed across short-, medium-, and long-term horizons using established climate scenarios including IEA STEPS, IEA NZE 2050, RCP 4.5, and RCP 8.5.

Physical risk assessments conducted across Unity's 54 global facilities identified heat stress, changing temperatures, and sea-level rise as the most significant chronic hazards. Higher exposure was identified in regions including India, France, and the United Kingdom. Transition risks - such as evolving emissions reporting requirements, carbon pricing mechanisms, and shifting customer expectations - are integrated into Unity's enterprise risk management processes and inform the company's decarbonization strategy and supplier engagement programs.

## Industry Engagement and Collaboration

Unity continued to partner with industry organizations to contribute expertise and collaborate on initiatives to advance sustainability practices across the gaming and technology sector ecosystems. Unity partnered with Playing for the Planet (P4P) and the Business Council on Climate Change (BC3). Unity also participated in publishing The Game Studio's Guide to Net Zero Targets, led by Playing for the Planet. This guide aims to accelerate progress for game studios who are early in their decarbonization journey by offering both technical and practical guidance on how to set credible net zero targets. Through BC3 partnership, Unity collaborated with peers on sustainable purchasing practices, policy engagement, and cross-industry sustainability initiatives.

At Unite 2025 in Barcelona, our annual flagship conference, Unity hosted two sustainability-focused sessions. These included a roundtable workshop exploring sustainability in games and technical presentations on energy measurement, graphics pipeline optimization, and software architecture approaches that can improve battery efficiency on portable devices.



# 2025 Workplace Experience

Workplace design and real estate planning increasingly integrate sustainability and operational considerations. Collaboration between Real Estate, Design & Construction, and Workplace Operations teams strengthened the integration of accessibility, meeting space functionality, shared space design, and evolving attendance patterns into workplace design. At the same time, sustainability considerations are incorporated into office selection through factors such as energy performance monitoring, utilization analysis, and design planning, alongside headcount projections, long-term business commitment to locations, and cost considerations. Unity also continued supporting remote and hybrid employees through a global ergonomics program that provides self-guided resources, workstation assessment tools, and virtual consultations, while a coworking program enables eligible remote employees to access professional workspace environments when needed.

In 2025, Unity's Workplace Experience (WE) function continued evolving its operating model to support a hybrid, globally distributed workforce. The team focused on strengthening workplace programs, improving employee experience across offices and remote environments, and building scalable systems to support consistent service delivery across locations. During the year, the WE team advanced more structured operational frameworks, internal playbooks, and partnership models to support global workplace operations. Onsite programs were expanded and internal tools and processes improved, helping create a more consistent experience for employees working across both physical and remote environments.

A key priority in 2025 was improving the experience of both in-office and remote employees. Initiatives were introduced to improve co-working access for remote employees, enhance travel guidance, and strengthen opportunities for connection across distributed teams. Office redesign projects, informed by utilization data and employee feedback, were advanced, alongside planning for regional employee gatherings with stronger employee-experience support.

Environmental considerations are integrated into workplace operations through Unity's broader environmental and sustainability framework, compliance with regional regulatory requirements, and Workplace Experience practices. In 2025, Unity strengthened operational energy management across offices, through improved monitoring of energy consumption, as well as employee awareness initiatives delivered during Earth Month, and collaboration with IT on device-related energy-saving practices and behavioral sustainability activations.

Site-level initiatives also focused on improving building performance and aligning office operations with demand. These efforts included monitoring occupancy and environmental conditions to identify underused areas, refining space scheduling using utilization data, evaluating opportunities for centralized HVAC controls, and expanding consumption metering and monitoring where feasible. Portfolio rationalization and office right-sizing further supported efficiency, by better aligning workspace supply with workforce patterns.

Employee engagement remained an important component of Unity's sustainability efforts. In 2025, employees were engaged through internal sustainability communications, training initiatives, and workplace programming. Earth Month activities included education on energy consumption and the environmental impact of emerging technologies, including AI workloads.

## Operational Indoor Environmental Quality Improvement Initiative

In 2025, Unity expanded the use of environmental monitoring technologies in its offices. Environmental sensors were installed in the Brighton and Stratford-upon-Avon offices, following an earlier pilot in Copenhagen. These sensors track temperature, humidity, $CO_2$ levels, light intensity, and motion, providing facilities teams with operational data that can inform indoor environmental quality metrics to optimize workplace conditions. Expansion to additional locations will be evaluated following approximately one year of data collection.



# Materials Circularity

## IT Materials Circularity and Electronic Waste Management

In FY2025, Unity advanced circular economy practices across its IT hardware lifecycle by prioritizing asset reuse, extending device lifespans, and ensuring responsible end-of-life asset management.
Through structured lifecycle management and refurbishment processes, returned devices undergo secure data wiping, re-imaging, and cleaning before being redeployed internally where possible. Devices are typically retained within service and reuse cycles for approximately three years, helping maximize asset value while reducing the need for new hardware procurement.

Unity manages IT assets through a centralized asset management system, which provides visibility across global locations and supports lifecycle tracking, inventory monitoring, and informed procurement planning. Regular inventory reviews and physical stock counts help identify equipment available for redeployment and support efficient resource allocation.

When devices reach the end of their usable lifecycle, Unity partners with a third-party IT asset disposition provider, to manage collection and responsible processing. The vendor facilitates reuse, donation, recycling, and parts recovery, and provides reporting on asset outcomes to support transparency in how equipment is diverted from the waste stream.

In FY2025, Unity diverted over 8,500 lbs of IT equipment waste from landfill through reuse, recycling, or donation. These programs apply to all company-managed IT hardware globally, including laptops and peripherals, with oversight provided by Unity's IT leadership and operational implementation supported by IT Asset Management and local IT teams.

## IT Hardware Circularity Outcomes (FY2025)

**3,999**
E-waste Recycled * (lbs)

**4,560**
E-waste Prevented * (lbs)

**203**
Laptops Parted and Recycled (#)

**1,520**
Laptops Repurposed *

**34**
Global Sustainable Pick-ups

* Laptops Repurposed: assets that were able to find a second home either through refurbishment or donation.
* Laptops Recycled: assets that are beyond repair. Pieces of these assets that can be refurbished are used on other machines. All hardware that is not able to be repurposed have been recycled with the best and most ethical practices.
* CO2 avoided: the amount of carbon emissions that would've been produced if a new laptop was manufactured over a laptop being reused (calculated based on a study by Jonatan Wranne conducted on the benefits of reuse)
* Estimated e-waste prevented: this represents the total weight of the devices we were able to repurpose. Repurposing hardware helps by keeping an old device in circulation (thus preventing it from going to the landfill) and avoiding the development of a new product, which will use precious energy and resources in its manufacturing process.

## Office Waste Management

Unity manages office waste through local workplace operations supported by corporate Environmental Health and Safety (EHS) governance, standards, and compliance processes. This framework covers common office waste streams - including landfill waste, recycling, and other site-specific disposal channels - while ensuring appropriate controls for any regulated or special waste. Workplace teams oversee day-to-day waste management at office level, while EHS inspections, guidance, and compliance processes provide oversight and help manage waste-related risks.

The approach combines local operational ownership with broader corporate guidance, enabling waste practices to be implemented consistently, while reflecting local infrastructure and regulatory requirements. Across offices, efforts focus on improving waste sorting, monitoring waste streams, and identifying opportunities to strengthen recycling and recovery practices.

Unity's recycling and food waste reduction efforts are guided through broader workplace, EHS, and sustainability practices. This includes supporting waste segregation where infrastructure exists, promoting responsible resource use in offices, and encouraging thoughtful food and beverage practices to help reduce unnecessary waste. Sustainability considerations are also increasingly incorporated into workplace sourcing and operational decisions, with a focus on responsible purchasing and more sustainable materials where feasible.

In 2025, Unity tracked waste management performance across several office locations: Copenhagen, Helsinki, Montreal, New York, San Francisco, Stratford, Tokyo, and Vilnius. Across these sites, waste was managed through a combination of recycling, recovery treatments, and non-recycled disposal streams, which is summarized below.

## Office Waste Management Performance (FY2025) (tonnes)

### APAC

| 1.72 | 0.76 | 44.41% | 0.11 | 0.76 | 0.87 |
|---|---|---|---|---|---|
| Total Waste | Non-Recycled Waste | Non-Recycled (%) | Waste Recovered (Treatment) | Waste Recycled | Total Waste Diverted (RecycledRecovered) |

### EMEA

| 101.30 | 28.54 | 28.28% | 32.86 | 59.46 | 92.32 |
|---|---|---|---|---|---|
| Total Waste | Non-Recycled Waste | Non-Recycled (%) | Waste Recovered (Treatment) | Waste Recycled | Total Waste Diverted (RecycledRecovered) |

### AMER

| 41.68 | 22.34 | 53.60% | 2.37 | 16.97 | 19.34 |
|---|---|---|---|---|---|
| Total Waste | Non-Recycled Waste | Non-Recycled (%) | Waste Recovered (Treatment) | Waste Recycled | Total Waste Diverted (RecycledRecovered) |

PART 2

# People

IN THIS SECTION

- → Employees
- → Community
- → Customers
- → Employee Giving & Social Impact
- → Supplier Engagement

# Workplace Health and Safety

In 2025, Unity continued to advance its global EHS program. Key initiatives included updating the EHS management system, aligned with ISO 45001 and ISO 14001 principles, standardizing site-level documentation and risk assessment processes, and implementing digital tools for incident tracking and compliance management. The company expanded its employee EHS training program through mandatory onboarding and role-specific courses for the on-site designated first aiders and emergency responders for all of its offices , and ongoing activities designed to raise EHS awareness, discussed in more detail below.
The company also improved its inspection, incident, corrective action, and risk assessment workflows to support more proactive risk management across its diverse office portfolio.

## Unity's EHS program

Unity's EHS program is designed in alignment with the principles of ISO 45001 and ISO 14001. The program operates through a three-tier governance structure: a central EHS Policy and Management System Playbook, corporate EHS standards, and site-level implementation tools. The corporate standards provide the foundation for EHS risk management, incorporating key management system elements such as regulatory compliance, risk assessment, communication, training and awareness, and self-audit. Additional standards establish expectations for the management and control of critical EHS programs, including workplace safety, occupational hygiene, fire and life safety, and environmental impact reduction, and define Unity's performance expectations with mandatory requirements where appropriate.

In **2025**, Unity updated its management system documentation and standardized procedures across all office locations covering workplace safety, fire and life safety, ergonomics, emergency preparedness, contractor management, and incident response. Each site maintains emergency action plans, conducts regular risk assessments, and documents inspections and corrective actions using standardized procedures and templates. The company also uses compliance management software to track regulatory obligations and changes across jurisdictions relevant to its operations. In 2025, we completed and reviewed **117 office safety and accessibility inspections**, and **more than 250 safety enhancements** were initiated and completed.

## EHS employee training and efforts to raise awareness

The company provides EHS training aligned with SDG 3 (Goal Health & Wellbeing) and SDG 8 (Decent Work and Economic Growth) through employee onboarding, annual mandatory courses, and role-specific programs for designated employee responders, such as first aiders and fire wardens. Training covers topics including workplace risk identification, incident reporting, and safety concern escalation, with records maintained in a digital learning platform. The EHS program is reinforced through quarterly awareness activities and supported by internal and external reporting channels, which include the ability to report concerns anonymously. **100% of EHS employees** are required to complete this training.

## Ergonomics program at Unity

Unity runs an ergonomics program, available globally, designed to prevent musculoskeletal disorders and support employee workstation setup, in both office and remote employee environments. This program is accessible via an employee request system, a web-based self-assessment tool, virtual ergonomic evaluations, or in-office assessments with ergonomics consultants to help determine an employee's specific ergonomic needs.

## Site Risk Assessment

Unity applies a global EHS risk management framework to identify, assess, and mitigate workplace hazards across its operations. This framework supports proactive risk identification, emergency preparedness planning, and continuous improvement of workplace safety.

Each site maintains an Emergency Action Plan (EAP) that outlines procedures for evacuation, emergency communication, and coordinated response with internal emergency response teams and external services. Risk assessments inform preventive controls, emergency equipment requirements, and site-specific response planning.

In **2025**, Unity conducted **26 site risk assessments** across AMER, APAC, and EMEA, strengthening visibility into operational risks and preparedness measures. To support consistent implementation of the program, 100% of EHS employees were trained on risk assessment methodologies, reinforcing global capability to identify hazards, evaluate risks, and implement appropriate controls.

# Employee Performance and Career Development

Unity's approach to employee career development and performance management is grounded in the Unity Principles. Our Principles are shared, actionable guidelines that define how we work, lead, and collaborate. They are essential to how we operate, shaping the way we hire, grow and recognize our talent, and how we make decisions to deliver on our commitments to our stakeholders.

## 2025 Highlights

### Lead With Empathy and Respect:

Listen first. Seek to understand your customers and colleagues. Value their perspective. Use what you learn to guide your actions.

### Communicate With Candor:

Be Transparent. Share context. Avoid hidden agendas. Provide feedback. Challenge your own and others' assumptions. Don't let objections linger; escalate and clarify disagreements.

### Act With Urgency:

If it's worth doing, do it now. That doesn't mean being reckless or doing everything. It means prioritizing challenges and methodically working towards desired outcomes.

### Prioritize the Greater Good:

Delivering value to our customers and the community is paramount. It's not about you, or your personal beliefs. It's about what is demonstrably best for the ecosystem.

## Performance Management System

Unity takes a structured approach to performance management that is designed to set clear expectations, support ongoing dialogue between employees and managers, and recognize contributions fairly. Throughout the year, employees and managers align on goals, check in on progress, exchange feedback, and reflect on accomplishments, with reviews conducted consistently across the organization.

## Career Development and Growth

Unity's approach to employee development connects performance management with ongoing learning and growth opportunities. Employees and managers work together to identify strengths, aspirations, and development areas, and to translate these into practical development goals supported through regular conversations.

### Manager Development and Support

The **U-Manage Guide** serves as a foundational resource for Unity managers, translating Unity Principles into actionable management behaviors. The guide is designed to help managers lead their teams, support employee development, and apply Unity Principles in everyday decisions, consistently across the organization.

### Internal Mentorship Community

The Unity Internal Mentorship Community is a voluntary, employee-driven program connecting colleagues for professional development and knowledge sharing. The program is open to all employees and provides resources to help participants connect and engage.

## Compensation Philosophy

Unity's compensation approach is designed to attract and retain highly qualified talent by providing highly competitive localized compensation, informed by regional market data. Compensation decisions are based on employee performance, supplemented by additional factors including role scope, market positioning, and internal equity considerations.

## Total Compensation Cycle

Unity conducts an annual Total Compensation Cycle covering the primary components of employee compensation for substantially all of its employees. The review process evaluates an employee's total compensation as part of one comprehensive annual review that takes into consideration employee performance, company performance and local compensation trends and market factors.

Managers receive training to conduct individual discussions explaining how performance and market factors informed compensation decisions. Employees have access to information about their total compensation throughout the year.

## Pay Equity and Reporting

Since 2023, Unity has conducted annual pay equity reviews as part of its compensation cycle. These reviews assess whether employees performing similar roles receive comparable compensation regardless of gender, race, or ethnicity.

Unity also publishes an annual UK Gender Pay Gap Report in accordance with UK regulations applicable to organizations with over 250 employees.



# Employee Engagement

Unity's employee engagement strategy centers on systematic feedback collection across the employee lifecycle to inform organizational improvements and support informed decision-making. In 2025, Unity administered three company-wide U Experience surveys, along with onboarding surveys, and exit surveys for voluntary leavers. Survey results are communicated to leaders, with additional company-wide and team-level reporting, to enable feedback and targeted action planning. Survey results are complemented by workforce trend analysis. All survey data is reported in aggregate with minimum respondent thresholds to protect confidentiality.

## Employee Listening and Feedback Systems

Unity conducts employee engagement and experience surveys to understand how employees experience key moments across the employee lifecycle, identify strengths and areas for improvement, and inform actions that enhance the employee experience. These surveys enable the company to monitor trends over time and support leaders in making informed decisions about the work environment, team effectiveness, and overall employee experience.

## Data Privacy and Confidentiality

Survey results are reported in aggregate and are subject to specific minimum reporting thresholds designed to protect respondent confidentiality. These thresholds apply across survey reporting to ensure that feedback is shared responsibly and in a manner that supports confidentiality, and encourages our employees to provide open, honest and comprehensive feedback.



# Inclusion and Employee Resource Groups

In 2025, Unity maintained its inclusion and belonging strategy focused on three pillars: Workplace, Customers, and Community. The company concentrated its workplace inclusion efforts on supporting its globally distributed, hybrid workforce through infrastructure investments and employee-led programs. Key initiatives included formalized remote work support, expanded coworking access, and a Site Leader program to maintain cultural cohesion across geographies. Employee Resource Groups (ERGs) continued to operate as employee-led communities, open to all employees.

## Strategic Framework

Unity's inclusion strategy is structured around three pillars:

**Workplace:**
All employees feel included in the business, empowered to share their unique perspectives, and have opportunities to grow in their careers at Unity and beyond.

**Customers:**
Our services and products differentiate Unity as a platform that enables inclusion. Every day, across the globe, brilliant creators use Unity to bring their imaginations to life and create a better world.

**Community:**
We leverage the resources, platform, and influence of the Unity ecosystem to advance opportunity and equity throughout the vibrant communities we serve.

## 2025 Workplace Inclusion Initiatives

### Remote Work Infrastructure

Unity operates with a distributed workforce model where remote work is common practice. The company provides digital collaboration tools, hosts regular global town halls with senior management, and maintains mentorship programs designed for asynchronous and cross-timezone participation. Employee-led engagement committees support connection among distributed team members.

### Coworking Membership Program

Unity offers a Coworking Membership Program for fully remote employees, providing access to on-demand workspace through multiple providers globally. The program includes day passes and meeting room access to support flexible work arrangements.

### Site Leader Program

The Site Leader program was implemented to maintain organizational cohesion across Unity's hybrid, multi-country workforce. Site Leaders serve as regional points of contact responsible for local employee engagement and cultural connectivity within their geographic areas. They function as a communication bridge between regional employees and global leadership, sharing local perspectives that inform company-wide strategy. Remote Site Leads fulfill this role specifically for remote employee populations, creating connection opportunities and gathering feedback on the remote work experience to inform program development.

### Employee Resource Groups (ERGs)

Unity maintains employee-led ERGs organized around shared identities and experiences to foster empathy and respect in the workplace that are part of Unity's inclusive culture. These groups facilitate peer learning, community building, and allyship among members and the broader employee population.

## Our ERGs:



**Access ERG**
Disability & Neurodiversity



**Asian ERG**
Asian & Pacific Islander community



**B-United ERG**
Black community



**Caregivers ERG**
Parents & Caregivers



**ComUnidad ERG**
Latinx and Latin American community



**LGBTQ+ ERG**
LGBTQ+ community



**Muslim ERG**
Muslim community



**Service Members ERG**
Veterans & Military Families

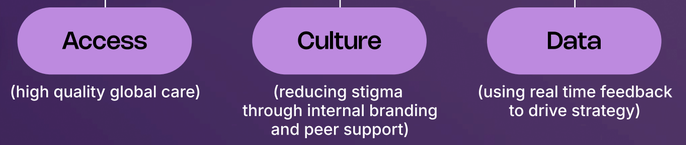


**Women's ERG**
Women & Non-binary community

# Employee Wellness and Benefits

In 2025, Unity's employee wellness and benefits approach focused on proactive mental health support, normalization of mental health conversations, and flexible work-life balance programs.

The strategy was built on **three** pillars:




Key initiatives included personalized wellbeing reports, based on burnout indicators, expansion of internal peer support networks, and a week-long global mental health programming event. Unity continued to offer each employee **25 annual no-cost therapy** or coaching sessions through its global mental health provider, alongside hybrid and remote work flexibility, **three global wellbeing days**, and **caregiver support benefits**.

## 2025 Highlights

### → Personalized Wellbeing Reports

Introduced individualized feedback reports for survey respondents, offering real-time and tailored support for employee wellbeing. Unity also aggregates anonymized data from this survey to understand the leading indicators of burnout, with the goal of proactively supporting employees.

### → Peer Support

Enhanced the company's peer-support network of employees who complete the Mental Health Champion training, leveraging peers to direct employees to support.

### → Wellbeing Advocates

Evolved Unity's Wellbeing Advocate network by offering remote and office based lead roles, to better create programming that reflects the employee voice.

### → Global Mental Health Week

The company hosted a full week of global events, called Unity in Wellbeing, to promote mental wellbeing.
The keynote event was a Mental Health Forum to bring the conversation about mental health and wellbeing to the forefront.
The company's workplace experience team hosted regionally tailored events at each office.

## Stress and Psychological Wellbeing

Unity addresses mental health through a multi-tiered support system designed to prevent burnout before it occurs.

- → **Primary Support:** Employees have access to 25 annual sessions of therapy or coaching at no cost through Lyra, Unity's global mental health benefits provider.
- → **Peer Support:** Unity's Wellbeing Advocates program helps capture employee feedback and build a network of peers who support and promote resources.
- → **Targeted Support:** The company proactively measures leading indicators of burnout through our Employee Experience survey, providing managers with team level data and employees with curated resources.

## Work Life Balance and Flexibility

Flexibility is Unity's core way to support our diverse and evolving workforce. The company supports work-life balance through the following programs:

- → **Global Wellbeing Days:** Three company-wide Wellbeing Days were provided in 2025 for employees to relax and disconnect.
- → **Hybrid and Remote Work Options:** Policies that allow for both remote and hybrid work
- → **Caregiver Support:** Unity offers a global backup care benefit through with Helpr, providing subsidized backup care services and access to a care concierge for sourcing and vetting care providers. The company's Caregivers Employee Resource Group (ERG) provides community and programming for employees with caregiving responsibilities.
- → **Cultural and Regional Adaptation:** Benefits packages are tailored to meet both local legal requirements and cultural contexts across the countries where Unity operates.
  - United States: Unity introduced a 401(k) student loan retirement match benefit for employees in 2025 making qualifying student loan payments. This program allows employees paying student loans to continue to receive their employer match and save towards retirement.
- → **Resource Hub:** Unity maintains a centralized World Mental Health hub containing guides in the company's intranet on productivity, boundary setting, and work prioritization for employee reference.

## Total Rewards Education

Unity launched a Total Rewards educational tool to provide employees with consolidated views of total compensation and benefits. The portal includes navigation to detailed benefits information and modeling tools for total compensation calculation.



# Community Engagement

In 2025, Unity strengthened engagement with its global developer community through a combination of digital platforms and in-person events. By connecting with developers where they collaborate, learn, and build, Unity provides timely product updates, technical education, and opportunities for direct dialogue with Unity teams. This multi-channel approach supports transparency, strengthens relationships with creators, and enables Unity to gather feedback that informs product development and ecosystem initiatives.



## Digital Community Channels

Unity engages developers across several digital platforms, including Discord, Reddit, Discussions, Twitch, and YouTube, which serve as key channels for distributing updates, hosting discussions, and delivering technical and educational content to a global audience. Discord and Reddit remain central to community engagement. The official Unity Discord server is used to share product announcements, feature updates, community initiatives, and event information, while Unity maintains an active presence on Reddit - particularly within the r/Unity3D community - and on the Unity Discussions platform where technical articles are distributed and detailed ecosystem updates and discussions take place. These channels enable developers to access product information, participate in discussions, and share feedback in real time.

Unity also connects with developers through regular livestream programming on Twitch and YouTube. These sessions, typically held once or twice per week and lasting around 90 minutes, feature technical deep dives, product demonstrations, creator spotlights, and discussions with both Unity experts and external developers. Community initiatives such as Global Game Jam and Unity for Humanity projects are also highlighted, while live Q&A segments allow developers to interact directly with Unity teams.

## Community Engagement Metrics (2025)

### Community Platforms

#### Discord

| 130K | 400K | 6 | N/A |
|---|---|---|---|
| # of members/subscribers | # of posts / threads | # of active moderators | Satisfaction / CSAT score |

#### Reddit

| 453K | N/A | 10 | -0.042 * |
|---|---|---|---|
| # of members/subscribers | # of posts / threads | # of active moderators | Satisfaction / CSAT score |

#### Discussions

| 712K | 137K | 14 | -0.066 * |
|---|---|---|---|
| # of members/subscribers | # of posts / threads | # of active moderators | Satisfaction / CSAT score |

### Content Platforms

#### YouTube

| 1,21M | 270,7M | 12,1M | 1.67 | 86 |
|---|---|---|---|---|
| # of followers / subscribers | # of views | Watch Time (h) | Engagement Rate (%) | Videos Captioned (%) |

* Sentiment is tracked using Pollyanna, which measures community sentiment on a scale from -1 to 1. A score of -0.042 and -0.066 in 2025 indicates overall neutral sentiment.

## Global Events and Developer Outreach

In addition to digital engagement, Unity's Advocacy team represented the company at **110 events across 47 cities in 23 countries**. While some events were organized by Unity, more than half were hosted by external partners including industry conferences, universities, and community organizations. Unity participated through sponsorships, speaking engagements, product demonstrations, workshops, mentorship, and community relationship building.

Major global conferences attended by Unity included Gamescom Cologne, Gamescom LATAM, GDC San Francisco, India GDC, GDC New Zealand, EVA Argentina, Global Game Jam, and Unite Barcelona. Unity also supported regional and community-led events such as Develop Brighton, MGEX, Toronto Games Week, and Africa Games Week, along with Unity-supported gatherings including U/Day Abu Dhabi, U/Day Argentina, and local user groups in cities such as New York, Vancouver, Warsaw, Hannover, Seattle, and Montreal.

Across these engagements, Unity's five-person Advocacy team delivered product demonstrations and educational sessions focused on capabilities introduced in the Unity 6.x release cycle, including multiplayer tools, performance optimization, AI features, lighting and rendering workflows, character animation, and the Data-Oriented Technology Stack (DOTS). The team also provided hands-on support at hackathons and game jams and conducted mentoring, portfolio reviews, and career guidance during university visits. These interactions support developer education, strengthen relationships within local communities, and provide Unity teams with direct insight into developer needs and emerging industry trends.

## 2025 Community Engagement Highlights

- **Unite 2025 in Barcelona** brought together more than **1,800 in-person attendees** and over **13,000 virtual participants** for two days of learning, networking, and collaboration. The Community team hosted engagement sessions including an executive roundtable with Unity's CEO and Adam Smith, as well as a Community Feedback Roundtable with Community Managers, Community MVPs, and Unity Insiders, providing developers an opportunity to share perspectives directly with Unity leadership and product teams.

- The Community team also supported the rollout of the Unity 6.x release cycle through coordinated communication across Discussions, Discord, and Reddit. Key milestones included **Unity 6.1 (April 2025)**, focused on performance and stability improvements; **Unity 6.2 (August 2025)**, which introduced Unity AI capabilities directly within the Editor; and **Unity 6.3 LTS (December 2025)**, a major stability-focused release for enterprise and production environments.

- Several regional engagements were notable for their community impact. Africa Games Week in Cape Town marked **Unity's return to in-person participation** in the region following COVID-19 disruptions, while Developer Day Abu Dhabi highlighted the diversity of Unity's developer community and provided mentorship and career guidance opportunities for university students.

- Community engagement also included smaller direct interactions with developers. Unity CEO Matt Bromberg participated in a meeting of the relaunched New York City Unity User Group to answer questions from local developers.

- Student outreach also remained an important focus, with the Advocacy team conducting **13 university and college campus visits**, and supporting additional student events such as career fairs, hackathons, and classroom sessions. Unity's event at Arizona State University brought together students from eight universities and technical schools across Arizona for a collaborative hackathon supported by Unity advocates.



# Engaging Our Customers

In 2025, Unity engaged customers through flagship events, targeted technical workshops, and participation in major industry conferences.
These initiatives supported developer learning, strengthened relationships with enterprise customers, and showcased the expanding applications of Unity technology across gaming, immersive experiences, and industrial real-time 3D.

Unity's engagement strategy combined large-scale community gatherings with smaller, specialized formats that enabled deeper technical discussion, direct product feedback, and executive-level dialogue.
These interactions allowed Unity teams to share product roadmaps, demonstrate new capabilities, and discuss real-world use cases with developers, creators, and industry leaders.



## Major Customer Events in 2025

Unite 2025 served as Unity's flagship global event and a central gathering for the developer community. Held in Barcelona in November, the two-day event brought together more than **1,800 developers**, **programmers**, **creatives**, and **industry executives** to connect and learn about developments across the Unity ecosystem.

The event featured more than **13 hours of technical programming** and **8 hours of networking activities**. Attendees represented **10 countries**, with the largest groups from Spain, the United States, and Germany. While nearly half of attendees came from the games industry, the event also attracted participants from Architecture, Engineering, and Construction (AEC) and Automotive, Transportation, and Manufacturing (ATM) sectors, reflecting the growing use of real-time 3D technologies across a variety of industries.

Unite 2025 highlighted Unity's technical roadmap and ecosystem developments. Sessions also explored platform opportunities such as development for Meta Quest and Meta Horizon OS, as well as asset streaming technologies used in titles such as Valheim. Hardware integrations were showcased through demonstrations featuring the Nintendo Switch 2.

**The "Made with Unity" showcase featured more than 100 studios, including demonstrations of 23 games across nine platforms.**

## Targeted Customer Programs

In addition to Unite, Unity hosted several targeted regional workshops through the U/Day series. These one-day events provided smaller, focused environments where Unity product and sales teams shared product roadmaps, demonstrated capabilities, and discussed customer use cases with local developer communities in markets including Abu Dhabi, Munich, and Montreal.

Unity also engaged enterprise customers through specialized gatherings such as the Industry Summit. These events highlighted real-world applications of Unity technology across industrial sectors and featured customer stories from companies including Mercedes-Benz, BMW Group, and Philips.



# Social Impact Grants

Unity's Charitable Fund serves as a key mechanism for advancing Unity's commitment to social impact by empowering creators, strengthening communities, and supporting responsible industry leadership. By combining financial support with technical expertise and platform visibility, the fund helps scale initiatives that leverage real-time 3D technology to address pressing global challenges.

In 2025, Unity distributed approximately $3 million in charitable contributions through the Unity Charitable Fund. Funding supported a range of initiatives, including Employee Resource Group grants, the Unity for Humanity program, community investment grants in regions with significant Unity employee presence, educational nonprofits that help train the next generation of gaming and technology talent, and company-supported carbon offset initiatives. Unity works closely with grant recipients to track progress and evaluate outcomes through ongoing engagement, surveys, and impact monitoring, enabling the company to continually refine and strengthen its programs.

## Unity for Humanity

Unity for Humanity is Unity's flagship social impact grant program, supporting creators who use real-time 3D technology to tackle pressing societal and environmental challenges. The program reflects Unity's mission to empower creators with tools and platforms that can help build a more inclusive and sustainable world.

Grants are awarded through an open Request for Proposals process. Projects are evaluated using a structured rubric that considers vision, potential impact, inclusion, and feasibility, alongside alignment with the 17 SDGs. Applications are reviewed by a volunteer team of Unity employees across multiple disciplines, and selected recipients receive funding, as well as technical guidance and marketing support, to help scale their work.

In 2025, Unity awarded over **$600,000 to 10** winning projects and three honorable mentions across nine countries. A record number of applications led Unity to increase the total prize pool by an additional **$100,000**. The selected projects demonstrate how creators are applying immersive technologies to address real-world challenges - from accessibility and education to disaster preparedness and health training.

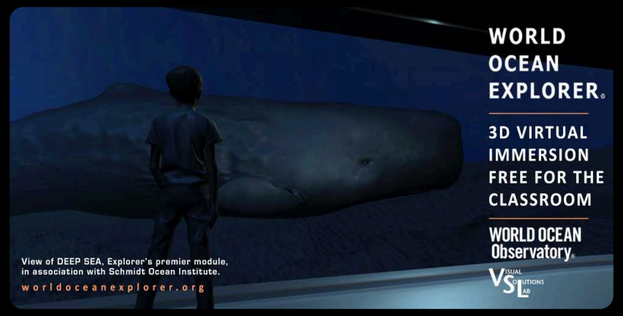
## Creator Spotlight

Several 2025 Unity for Humanity recipients exemplify the potential of immersive technology to create meaningful impact.

- **Rephobia** is a virtual reality therapy platform designed to help individuals overcome phobias through therapist-guided exposure in realistic environments. By combining clinical expertise with immersive simulation, the platform aims to make evidence-based treatment more accessible while reducing barriers and stigma around mental health support.




- **World Ocean Explorer** is a free, web-based 3D platform that promotes ocean literacy through immersive exploration of marine ecosystems. Integrating real-world scientific data with interactive educational content, the platform allows users to engage with ocean science in a dynamic learning environment. The initiative has been endorsed by the UN Decade of Ocean Science for Sustainable Development.




## Industry and Education Partnerships

Unity continues to support the broader ecosystem of social impact creators through industry events and education-focused collaborations.

- At the 2025 **Games for Change Festival**, Unity hosted a panel featuring Unity for Humanity recipients from World Ocean Observatory, Small Talk ASL, and RCare World. The discussion highlighted how creators are using real-time 3D technology to advance solutions in areas such as accessibility, education, and healthcare.

- Unity also participated in the third annual **Historically Black Colleges and Universities (HBCU) Game Jam**, a 48-hour hackathon where student teams from nine HBCUs developed original video games while competing for industry-sponsored prizes. Nearly 100 students participated in the event.

  - Since 2021, Unity has supported students at Spelman College through grant funding that helped establish the institution's first Game Design minor and the Spelman Innovation Lab, a campus maker space designed to foster digital creativity and experimentation.



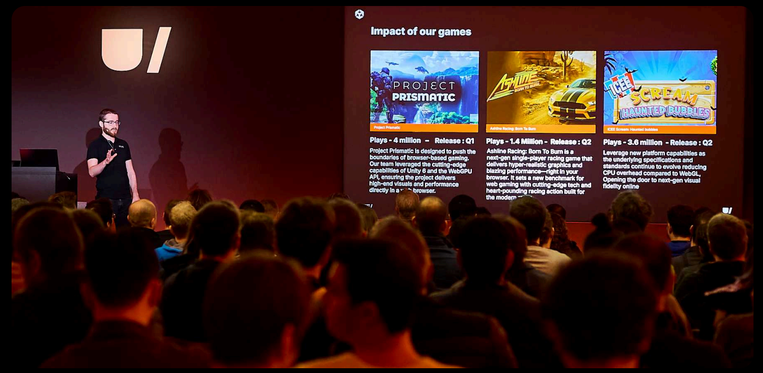
  - As part of the 2025 Game Jam, Unity provided additional career development opportunities by offering mock interview sessions with the Unity Recruiting team to the top-winning teams, helping students gain exposure to industry hiring practices.

## Unite 2025: Social Impact in Action

At Unite 2025 in Barcelona, Unity highlighted how developers are using real-time 3D technology to address challenges in education, healthcare, and environmental awareness. The event showcased projects demonstrating practical applications of game technology to advance research, learning, and cultural storytelling.
Four mobile games were featured for their social impact potential:

- Sea Hero Quest, which uses gameplay to support cognitive research
- Upskill Health, which delivers micro-learning experiences for frontline healthcare workers
- Teach Your Monster, a literacy-focused educational game widely used by teachers and families.
- Akiiwan Survival, a culturally grounded survival game incorporating Indigenous knowledge and educational themes

Together, these projects illustrate how game development tools can support scientific discovery, learning outcomes, and cultural preservation.



# Volunteering Partnerships

### Employee Giving, Volunteering and Employee Led Community Programs

Unity's Employee Giving Program enables employees to contribute to meaningful social and environmental initiatives while strengthening the communities where the company operates. By combining paid volunteer time, donation matching, and locally driven partnerships, the program empowers employees to actively participate in philanthropic efforts and community service.

## In 2025

**4,253**

Unity employees volunteer hours globally

**$376,060**

Matched in employee charitable donations

Employees receive up to 20 hours of paid volunteer time annually and can amplify their charitable contributions through Unity's donation matching program, which matches employee donations to eligible nonprofit organizations up to $1,000 per employee each year. In addition, new employees are invited to direct a one-time $100 corporate donation to a nonprofit organization of their choice through Unity's giving platform, helping foster a culture of philanthropy and civic engagement from the start of their journey at the company.

### Community Investment and Local Partnerships

Unity's Community Investment Grant initiative focuses on strengthening the communities surrounding the company's largest office locations and remote hubs through targeted grantmaking and employee volunteer engagement.

In 2025, employees at Unity's 14 largest office locations identified one local nonprofit partner per location to support with a company-funded $5,000 grant, alongside hands-on volunteer engagement from local teams.
In total, **$70,000 in community investment grants** were distributed through this initiative. By pairing financial support with employee volunteering, the program enables employees to build meaningful partnerships with organizations addressing critical community needs.

## Examples of employee-led partnerships in 2025 included:




### Bengaluru

Unity employees in Bengaluru partnered with AiR Humanitarian Homes (FOSA), a nonprofit organization dedicated to supporting destitute and abandoned individuals. The organization provides shelter, community support, and services aimed at restoring dignity and stability for vulnerable populations.



### Montreal

Employees in Montreal volunteered with Partageons l'Espoir | Share the Warmth, a community organization working to address food insecurity in the Pointe-Saint-Charles neighborhood through food distribution and education programs that support local families.




### New York

Unity employees in New York volunteered with God's Love We Deliver, an organization dedicated to improving the health and well-being of individuals living with HIV/AIDS, cancer, and other serious illnesses. Volunteers supported the nonprofit's work by preparing and packaging meals for individuals facing illness and food insecurity.




### Tokyo

Unity employees in Tokyo partnered with Kids Door, a nonprofit organization that provides free educational support to children from low-income families. As part of this partnership, employees helped pack and prepare essential supplies for families in need, contributing to the organization's mission of expanding access to education and opportunity.

## Earth Month Employee Engagement

During Earth Month 2025, Unity employees around the world participated in volunteer activities, educational events, and giving initiatives focused on environmental stewardship.
Employees organized and participated in community cleanup efforts in San Francisco, Copenhagen, and Seoul, and supported a food harvesting volunteer event in Tel Aviv.
Offices also hosted sustainability-focused activities such as clothing swaps and electronics recycling drives, encouraging responsible consumption and waste reduction within local communities.

Educational programming during Earth Month included internal sessions such as "Designing for Sustainability in Gaming" and "Sustainability in Action at Unity," which explored how developers and employees can integrate sustainability considerations into their work.

Unity also hosted a dedicated Earth Month giving campaign encouraging employees to support environmental nonprofit organizations through the company's matching program, which matches employee donations up to $1,000 annually.

Together, these initiatives demonstrate how employee engagement, volunteering, and philanthropy contribute to Unity's broader efforts to support resilient communities and environmental sustainability.



# Supplier Engagement

In 2025, Unity advanced the integration of sustainability into its supplier governance and procurement processes through a comprehensive, risk-based Third-Party Risk Assessment (TPRA) framework. This framework enables consistent evaluation of sustainability considerations across the supplier lifecycle, supporting responsible sourcing and proactive supply chain risk management.

All suppliers undergo a TPRA during onboarding, where sustainability-related policies, practices, and governance structures are evaluated through structured due diligence questionnaires. Suppliers are categorized using a tiered risk model that considers factors such as data sensitivity, regulatory exposure, and geographic risk. Based on this classification, suppliers are subject to periodic reassessment every one to three years.

The TPRA framework enables early identification of sustainability-related risks and supports appropriate mitigation actions. High risk areas, including those related to PII handling or regulatory compliance, are addressed through mandatory contractual provisions. Sustainability gaps - such as the absence of formal environmental or sustainability programs - are flagged to the business to inform procurement decisions and supplier engagement.

Responsible conduct requirements apply across the supplier base. Suppliers are required either to maintain their own code of conduct or formally acknowledge the company's Vendor Code of Conduct. Vendors may also be asked to confirm the presence of policies addressing ethics, whistleblowing, modern slavery, health and safety, and environmental management.

To strengthen internal capability, the Sustainability team delivered training on incorporating sustainability considerations into supplier selection and evaluation processes to the Sourcing and Procurement organization in 2025.

Through these measures, we continue to embed sustainability considerations into supplier governance, strengthen supply chain risk visibility, and build a scalable foundation for responsible procurement across our global operations.

## 2025 Highlights

**100%**

Suppliers completing the TPRA process, and all suppliers responded to sustainability-related questions

**100%**

Suppliers acknowledging the Vendor Code of Conduct

PART 3

# Governance

IN THIS SECTION

- → Board & Sustainability Oversight
- → Governance Policies
- → Data Ethics, Privacy and AI

# Board and Sustainability Oversight

Our Board of Directors, directly and through its committees, oversees our governance framework and risk oversight processes designed to ensure that we conduct our business with integrity and the highest ethical standards.

One of the Board's responsibilities is to evaluate Unity's key strategic and operational risks and oversee its enterprise risk management practices. Our senior management team regularly reviews and discusses these risks, enterprise risk management, the measures in place to address our risks and the effectiveness of those measures with our Board and its committees.

To support cross-functional governance and execution of sustainability priorities, we maintain an internal Impact Steering Committee composed of executive leaders and senior functional leaders from across the organization. The committee meets quarterly to review sustainability priorities, monitor progress on key initiatives, and support alignment across business functions.

Additional information regarding the Board's structure, composition, and governance practices is available in the company's annual proxy statement filed with the U.S. Securities and Exchange Commission.

# Governance Policies

## Ethics & Compliance

Conducting business honestly, fairly, and in compliance with applicable laws is fundamental to Unity's mission and values. Unity adheres to the corporate governance requirements of applicable laws and regulations, as well as the governance standards of the New York Stock Exchange (NYSE). The foundation of our corporate governance is our Global Code of Conduct and Ethics, which establishes the standards for behavior, integrity, and accountability across the organization, and our Anti-Corruption Policy.

## Global Code of Conduct and Ethics and Related Policies

Unity's Global Code of Conduct and Ethics applies to all employees, members of the Board of Directors, all contractors globally. The Code reflects our values, standards and expectations and serves as both a set of clear behavioral expectations and a practical guide for conducting business ethically and responsibly. It is available to employees in eleven languages through our internal systems, ensuring accessibility across our global workforce. All employees receive Code of Conduct training during onboarding and are required to complete annual refresher training. Complying with the Code is a condition of continued employment or engagement with Unity.

All Unity employees, officers, directors and contractors globally are required to follow the company's Anti-Corruption Policy, which supports compliance with global anti-corruption regulations, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act 2010. Vendors must comply with our Partner Code of Conduct, which includes strict prohibitions on bribery and corruption. Additional compliance measures include risk-based due diligence on third-party partners, monitoring, and quarterly compliance certifications for senior executives, sales teams, and other customer-facing personnel. Anti-corruption training is provided annually as part of the annual Code of Conduct training program, and additional specialized training is delivered to employees in sales and other relevant roles.

Compliance with our Code of Conduct and policies is overseen by our Chief Legal Officer, under the oversight of the Audit Committee. Our Chief Legal Officer reports quarterly to the Audit Committee regarding alleged violations of our Code and actions taken to investigate, address and remediate alleged violations.

Unity maintains a formal Conflicts of Interest Policy that requires employees to disclose potential conflicts and establishes a structured process for review, evaluation, and tracking. Employees receive annual training on identifying and managing conflicts of interest as part of the Code training program, with additional targeted guidance provided to specific employee groups where appropriate.

Our Finance department also maintains our Global Gifts, Travel, and Entertainment Policy to provide employees with guidance on how to maintain transparent, accurate, and complete documentation.

All Unity personnel must also comply with our Anti-Harassment Policy. We do not tolerate harassment of, or discrimination against, any employee, applicant, or contractor because of race, color, religion, national origin, sex, gender, gender identity and/or expression, genetic predisposition or carrier status, ancestry, age, physical or mental disability, medical condition, marital status, parental status, registered domestic partnership status, military or veteran status, sexual orientation, citizenship status, victim of domestic violence status, or any other status protected by applicable laws. The policy provides a mechanism for reporting any concerns or policy violations, and Unity personnel receive annual training on the policy.

To ensure policies remain aligned with regulatory developments and industry best practices, we conduct an annual review of our corporate compliance policies, including the Code of Conduct. Updates are made as necessary or appropriate to strengthen employee understanding and ensure alignment with evolving legal and regulatory requirements. In addition, Unity performs proactive monitoring, risk assessments, and audits to support the effectiveness of our corporate governance and compliance programs.

## Global Trade Compliance

We are committed to the highest ethical standards and comply with all applicable global trade compliance and export laws and regulations. Our Export Control and Economic Sanctions Policy governs the use of our products, services, software, and technical data (both physical transfers and transfers completed using electronic means) to ensure compliance with export control and economic sanctions laws and regulations of all relevant jurisdictions, including but not limited to rules administered by the U.S. Commerce and Treasury Departments and the European Union. We perform due diligence on all of our direct customers and vendors to ensure that we do not do business with unauthorized entities. We require compliance with all export or import requirements, customs requirements and sanctions.

## Human Rights

Unity is committed to the highest standards of business conduct. This commitment underpins everything we do, including our approach to human rights. Unity has a zero-tolerance approach to any form of human trafficking or modern slavery, and adheres to all laws regarding working hours, minimum wage, age eligibility, and benefits provisions in all countries that we operate in. Additionally, Unity has a Partner Code of Conduct in place, which among other things, requires partners to adhere to certain ethical standards and employment practices, including practices relating to wages, hours, overtime and benefits, and health and safety. Unity also requires contractual commitments to the Partner Code of Conduct.

## Fostering a Speak-Up Culture

If our workforce becomes aware of a potential violation of our Code of Conduct, other Unity policies, human rights or applicable laws, it is their responsibility to report it. Our Code of Conduct and Whistleblower Policy require employees to report any misconduct, policy violation, or area of concern, and provides a process for doing so (including a whistleblower hotline managed by an independent third party).

We have a strict policy of non-retaliation and strive to create an environment where employees can speak openly about our business practices, including our corporate responsibility program-related matters. We encourage our employees to ask questions and raise concerns. Retaliation for raising concerns in good faith or for participating in an investigation is prohibited at Unity.

## Reporting and Investigating Concerns

We provide several ways to contact our Legal Compliance Team, Employee Relations, HR and the Audit Committee to report concerns or potential violations.

Our Ethics and Compliance Hotline (hotline) is available via telephone and online, and employees, contractors and anyone else can report concerns anonymously (where permitted by local law). Our hotline is hosted by a third party provider not associated with Unity and is available in all appropriate languages.

Unity takes all concerns and allegations seriously. We have formal processes for intake, investigation, and reporting for reports of potential misconduct. We address concerns promptly, investigate to the extent necessary, conduct a root cause analysis and take disciplinary actions as appropriate (which may include senior management discussions, employee communications, training, process and controls improvements and individual corrective action measures).

# Data Ethics, Privacy and AI

Unity maintains privacy and security programs governing data handling across its operations and products. Privacy practices are governed by Unity Privacy Standards and a Global Privacy Program with Board-level oversight, mandatory employee training, and compliance processes aligned with global regulations including CCPA, EU Digital Services Act, and UK Online Safety Act. The security program follows the NIST Cybersecurity Framework and includes secure development practices, vulnerability management, and incident response capabilities. AI ethics is addressed through a cross-functional programmatic approach led by legal, product, and privacy teams. Unity publishes annual privacy metrics and DSA transparency reports, maintains a Content Transparency Center, and conducts ongoing risk assessments and internal monitoring activities.

## Responsible Data, Privacy, and AI practices

Unity is committed to creating positive and meaningful impacts through responsible data, privacy, and AI practices. To this end, we have implemented initiatives and processes designed to deliver tangible benefits to our customers and end-users. These include:

- Providing consumer data control and transparency through user-friendly privacy settings, plain-language policies, and transparency in our use of AI.
- A commitment to "privacy and security by design" principles.
- Ongoing education and awareness programs for our employees and stakeholders.
- Dedicated support channels and feedback mechanisms.
- Periodic internal monitoring and audits to ensure effectiveness and compliance.

## Privacy and Data Protection

Protecting personal information and safeguarding data across our products and services is a core component of our responsible business practices. Unity conducts regular security testing of data used in its services. The company develops privacy features that content creators can implement in their products to enhance privacy protections for end users.

Our privacy policies govern how we collect, use, share, and protect information from developers, players, advertising recipients, and users of our platforms and websites. We implement a range of technical and organizational safeguards to protect the collection, transmission, and storage of information, with controls tailored to the sensitivity of the data and evolving technological standards. These practices enable us to support our developer community while maintaining strong protections for individuals interacting with our technologies.

Our data handling practices are governed by the Unity Privacy Standards, a set of internal guidelines designed to align with global privacy regulations and industry best practices. These standards form a central component of our Global Privacy Program and apply to all employees. We also require third-party partners to adhere to our privacy expectations, helping extend these standards across our supply chain. Privacy governance is supported through mandatory annual privacy training for all personnel, targeted training for employees with specific data responsibilities, and defined procedures for identifying and managing potential personal data breaches in accordance with legal notification requirements. In 2025, 100% of employees completed privacy training.

The Global Privacy Program is developed and implemented by the Global Privacy team in collaboration with Data Governance Council members and operations management. Oversight is provided through internal governance structures including the Executive Data Steering Committee and the Audit Committee of the Board. The program is continuously evaluated and refined to address evolving regulatory requirements and emerging risks.

Transparency remains a key element of our privacy approach. Unity's annual Privacy Report provides insight into privacy-related requests received from consumers and end users and is published to support transparency and regulatory compliance, including obligations under laws such as the California Consumer Privacy Act (CCPA). In 2025, we received 19,874 requests from consumers and end users.

## AI Governance and Emerging Regulation

We continue to assess and evolve our approach to artificial intelligence (AI) governance to align with emerging global legal requirements and ethical expectations. Our AI governance efforts are guided by internal Unity AI Guiding Principles and supported by collaboration between legal, product, and privacy teams. These teams evaluate data usage, implement safeguards, and help ensure responsible deployment of AI-enabled technologies.

We also monitor and prepare for emerging regulatory frameworks related to digital platforms and user safety. This includes alignment with regulatory developments such as the European Union's Digital Services Act (DSA) and the United Kingdom's Online Safety Act (OSA). Through ongoing investments in transparency, risk mitigation, and content governance, we work to address potential harms, illegal content, and threats to user safety.

Information about these efforts is available through our Content Transparency Center, which provides centralized access to relevant policies and disclosures. Our Digital Services Act Transparency Report provides additional details on compliance with DSA reporting obligations.

## Information Security

Protecting the confidentiality, integrity, and availability of customer and employee data is a core priority at Unity. The company's security program is designed to protect information assets from both intentional and unintentional threats while enabling secure operations across our global infrastructure.

The security program aligns with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF), providing a structured and risk-based approach to identifying, protecting, detecting, responding to, and recovering from cybersecurity threats.

Unity's Security Policy establishes mandatory requirements across the organization and is supported by a comprehensive set of policies, standards, and operational procedures. Security controls are embedded across our infrastructure, products, and services and include practices such as secure software development lifecycle (SSDLC), vulnerability management, and configuration management.

Unity maintains capabilities to detect, assess, and respond to security incidents, enabling timely remediation and ongoing risk reduction. Our broader security framework also includes programs addressing physical security and environmental health and safety (EHS) to protect employees, facilities, and operational assets.

Security considerations are integrated across operational processes, including supplier risk management and mandatory security awareness training for employees and contractors. Our security program operates under a formal risk management process that includes ongoing identification, assessment, and prioritization of risks across the organization. Key risks and program progress are reviewed through established governance forums to support transparency, accountability, and continuous improvement.

## Customer Welfare in Products and Services

Action plans and material impacts, risks, and opportunities management

Unity has developed a series of key actions to effectively manage material impacts, mitigate risks, and pursue opportunities related to consumers and end-users. These actions are designed to ensure consumer safety, trust, and satisfaction while driving long-term value and aligning with sustainability principles.

**Key actions:**

- → Comprehensive data governance management by specialized teams and structured oversight processes.
- → Proactive risk prevention processes, such as product reviews and impact assessments.
- → Incident detection, response, and remediation protocols.
- → Ongoing training and awareness.
- → Oversight of AI ethics.
- → Continued transparency and consumer empowerment.
- → Periodic internal monitoring and audits.

PART 4

# Forward Looking Statements

# Forward Looking Statements

This report contains “forward-looking statements,” as that term is defined under federal securities laws, regarding our future business expectations. The words “believe,” “can,” “continue,” “estimate,” “expect,” “intend,” “may,” “plan,” “project,” “will,” and similar expressions or variations are intended to identify forward-looking statements. Such statements include, but are not limited to, statements regarding our business plans and objectives, our strategies and systems for implementing our goals, our commitments to programs and policies, our expectations and priorities for initiatives, efforts to make the world a better place, empowering creators, achieving our climate targets and improving environmental sustainability (including our science-based emissions reduction targets, our renewable energy procurement strategy, our use of carbon credits, and our expectations regarding the impact of AI-related energy consumption on our emissions trajectory), attracting and retaining talent, our ability to create meaningful social impact, and our ability to maintain effective governance structures including with respect to data privacy, security and AI governance.

These forward-looking statements are subject to risks, uncertainties, and assumptions. If the risks materialize or assumptions prove incorrect, actual results could differ materially from the results implied by these forward-looking statements. Further information on these and additional risks that could affect Unity’s results is included in our filings with the Securities and Exchange Commission (“SEC”), including our Annual Report on Form 10-K and subsequent Form 10-Qs and Form 8-Ks, which could cause actual results to vary from expectations. Copies of reports filed with the SEC are available on the Unity Investor Relations website. Unity assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this publication.

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# Appendix

IN THIS SECTION

- → Datasheets
- → GRI Table
- → SASB Table
- → TCFD Table
- → UNSDGs Table

# Datasheet

## 1. GHG Emissions

### 1a. Greenhouse Gas Emissions Summary

| EMISSIONS BY SCOPE | SCOPE 1 | SCOPE 2 | SCOPE 3 |
|---|---|---|---|
| **Market-based** [6] (tCO2e) | 304 | 0 | 66,017 |
| **Location-based** [7] (tCO2e) | 304 | 1,685 | 66,011 |

[6] A method to quantify scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with instruments, or unbundled instruments on their own.

[7] A method to quantify scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries.

### 1b. Emissions breakdown by scope & category

| EMISSIONS CATEGORY | | 2023 (Baseline year, in $tCO_2e$,) | 2024 (in $tCO_2e$) | 2025 (in $tCO_2e$) |
|---|---|---|---|---|
| **Scope 1** | | | | |
| | | 599 | 493 | 304 |
| **Scope 2** | | | | |
| **Market-based** [8] | | 0 | 0 | 0 |
| **Location-based** | | 3,451 | 1,495 | 1,685 |
| **Scope 3** | | | | |
| **Sub-total (Scope 3)** | **Market-based** | 77,502 | 61,635 | 66,017 |
| | **Location-based** | 79,726 | 70,793 | 66,011 |
| **Market-based (Scope 3) emissions by category** | | | | |
| **3.1 Purchased Goods and Services** | | 56,018 | 49,395 | 52,631 |
| **Breakdown (Category 3.1)** | **Cloud** [9] | 27,915 | 28,791 | 26,357 |
| | **Others** [10] | 28,103 | 20,604 | 26,274 |
| **3.2 Capital Goods** | | 4,161 | 2,050 | 3,368 |
| **3.3 Fuel-and- Energy-Related Activities** | | 1,499 | 556 | 446 |
| **3.5 Waste Generated in Operations** | | 285 | 395 | 159 |
| **3.6 Business Travel** | | 9,931 | 3,343 | 3,902 |
| **3.7 Employee Commuting** | | 5,491 | 5,700 | 4,297 |
| **3.8 Upstream Leased Assets** | | 47 | 147 | 503 |
| **3.13 Downstream Leased Assets** | | 70 | 51 | 711 |
| **Location-based (Scope 3) emissions by category** | | | | |
| **3.1 Purchased Goods and Services** | | 58,335 | 58,824 | 52,631 |
| **3.2 Capital Goods** | | 4,161 | 2,050 | 3,368 |
| **3.3 Fuel-and- Energy-Related Activities** | | 1,561 | 515 | 458 |
| **3.5 Waste Generated in Operations** | | 285 | 395 | 159 |
| **3.6 Business Travel** | | 9,931 | 3,343 | 3,902 |
| **3.7 Employee Commuting** | | 5,343 | 5,489 | 4,297 |
| **3.8 Upstream Leased Assets** | | 39 | 128 | 503 |
| **3.13 Downstream Leased Assets** | | 70 | 51 | 693 |

[8] Scope 2 emissions (market-based) are calculated using the market-based accounting method by GHG Protocol, which considers the purchase of energy attribute credits or power purchase agreements.The actual purchase of these energy attribute credits applied to Scope 2 Market-based emissions in 2025 will take place after the publication of this report.

[9] AI-related emissions are included within the reported cloud emissions under Scope 3, Category 3.1 Purchased Goods and Services. The 2025 inventory applied the latest 2025 CEDA emission factors, which resulted in approximately 14% lower reported emissions compared to what would have been reported using the 2022 CEDA emissions factors.

[10] Other categories include the remainder of purchased goods and services, marketing, and building-related emissions for Scope 3.1.

**Definitions of Emissions Category:**

1. **Purchased Goods & Services:** Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8
2. **Capital Goods:** Final goods that have an extended life and are used by the company to manufacture a product, provide a service, or sell, store, and deliver merchandise. In financial accounting, capital goods are treated as fixed assets or plant, property and equipment (PP&E). Examples of capital goods include equipment, machinery, buildings, facilities, and vehicles.
3. **Fuel- and energy-related activities:** Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or scope 2
4. **Waste Generated in Operations:** Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)
5. **Employee Commuting:** Transportation of employees between their homes and their worksites.
6. **Upstream Leased Assets:** Scope 3 emissions from the operation of assets that are leased by the reporting company in the reporting year and not already included in the reporting company's scope 1 or scope 2 inventories
7. **Downstream Leased Assets:** Scope 3 emissions from the operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2

## 2. Energy

### 2a. Energy consumption by types

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Total energy consumption** (MWh) | 17,621 | 7,909 | 9,293 |
| **Non-renewable fuel consumed** (MWh) | 1,611 | 941 | 1,627 |
| **Electricity, heating, cooling, and steam** (MWh) | 16,010 | 6,968 | 7,666 |
| **Total renewable electricity consumption** (MWh) | 16,010 | 6,968 | 7,666 |
| **EACs** [11] **and PPAs** [12] | 9,881 | 6,849 | 7,147 [13] |
| **On-site renewable energy** | 8,865 | 116 | 520 |

[11] Energy Attribute Credits, a category of contractual instruments used in the energy sector to convey information about energy generation to other entities involved in the sale, distribution, consumption, or regulation of electricity. This category includes instruments that may go by several different names, including certificates, tags, credits, etc.

[12] Power Purchase Agreement, a type of contract that allows a consumer, typically large industrial or commercial entities, to form an agreement with a specific energy generating unit. The contract itself specifies the commercial terms including delivery, price, payment, etc. In many markets, these contracts secure a long-term stream of revenue for an energy project. In order for the consumer to say they are buying the electricity of the specific generator, attributes shall be contractually transferred to the consumer with the electricity.

[13] This figure represents Unity's commitment to running on 100% renewable electricity by purchasing market instruments, the actual purchase of these instruments will take place after the publication of this report.

Procurement of EACs follow the regional EAC standards such as Green-e Energy, European Energy Certificate System (EECS), and I-RECs.

## 3. Office Energy Consumption

### 3a. Office Energy Use Intensity (EUI) by Region

| REGION | TOTAL AREA ($m^2$) | TOTAL ENERGY (MWh) | EUI (GJ / $m^2$) |
|---|---|---|---|
| **AMER** | 25,140 | 3,322 | 0.476 |
| **APAC** | 7,857 | 670 | 0.307 |
| **EMEA** | 34,482 | 2,500 | 0.261 |
| **TOTAL** | **67,480** | **6,492** | **0.346** |

These figures represent a snapshot of our operational energy footprint and help guide our energy reduction initiatives

# GRI Index

| DISCLOSURE | REFERENCES / DIRECT RESPONSE |
|---|---|
| **GRI 2: General Disclosures 2021** | |
| **The Organization and its reporting** | |
| 2-1 Organizational details | Unity Software Inc.<br>San Francisco, California |
| 2-2 Entities included in the organization's sustainability reporting | 2026 Form 10-K |
| 2-3 Reporting period, frequency and contact point | "Frequency: Annual<br>Reporting period: January 1, 2025 - December 31, 2025<br>Contact: sustainability@unity3d.com" |
| 2-5 External assurance | Unity is engaged with Apex as an independent third party to review Scope 1 and 2 GHG emissions of our FY25 Greenhouse Gas (GHG) inventory , and received limited assurance of its accuracy and completeness. The scope of this review, included in this report, includes our global Scope 1 and Scope 2 (location- and market-based) GHG emissions, Scope 1 and Scope 2 energy consumption, and Scope 3 GHG emissions related to purchased goods and services (including cloud and AI), capital goods, fuel-and-energy-related activities, waste generated in operations, business travel, employee commuting, upstream leased assets, and downstream leased assets. Unity has future plans to assure Scope 3 GHG emissions, but at this time we do not seek external assurance for the rest of our report. |
| **Activities and workers** | |
| 2-6 Activities, value chain and other business relationships | 2026 Form 10-K > Item 1. Business |
| 2-7 Employees | 2026 Form 10-K > Item 1. Business > Human Capital Management |
| 2-9 Governance structure and composition | Our governance structure and composition of the board and its committees is described on pages 17-30 of the 2025 Proxy Statement. The committees of the board that are responsible for decision-making on and overseeing the management of Unity's impacts on the economy, environment, and people are listed on pages 28 of the 2025 Proxy Statement and under Board and Sustainability Oversight Section in the 2025 Impact Report. This is also reported under governance section( C4) in Unity's 2025 CDP Submission. |
| 2-10 Nomination and selection of the highest governance body | The nomination and selection process and criteria for the board is described on pages 35-36 of the 2025 Proxy Statement. |
| 2-11 Chair of the highest governance body | Available on page 27 of our 2025 Proxy Statement. |
| 2-12 Role of the highest governance body in overseeing the management of impacts | Our Nominating and Governance Committee oversees and periodically reviews our policies and programs related to our climate impact and corporate governance. Available on pages 35-36 of our 2025 Proxy Statement. This is also available on our Board and Sustainability oversight section in our 2025 Impact Report. |
| 2-13 Delegation of responsibility for managing impacts | Our responsible business practices, including our sustainability efforts and initiatives, are supported by board- and executive-level oversight, including the Impact Steering Committee, and are further implemented and managed by subject matter experts across the company, as described on Board and Sustainability oversight section of this 2025 Impact Report. |
| 2-14 Role of the highest governance body in sustainability reporting | Relevant information is available on pages 31-36 of our 2025 Proxy Statement. The Compensation Committee reviews compensation disclosures that are included in our proxy statement. The Nominating and Governance Committee oversees company practices related to our climate impact and corporate governance that are included in our proxy statement. The Audit Committee reviews the development and implementation of disclosure controls and procedures with respect to risks included in our proxy statement. |
| 2-15 Conflicts of interest | Our Nominating and Corporate Governance Committee uses a variety of methods to identify and evaluate director nominees. In its evaluation of director candidates, the Nominating and Corporate Governance Committee considers the current size and composition, organization, and governance of the Board and the needs of the Board and the respective committees of the Board, as well as a candidate's potential conflicts of interest.<br><br>Available on page 35of our 2025 Proxy Statement. |
| 2-16 Communication of critical concerns | Available on Page 36 of 2025 Proxy Statement > Stockholder Communications with the Board of Directors, and Corporate Governance Guidelines > K. Board Responsibilities. |
| 2-17 Collective knowledge of the highest governance body | This is reported under Unity's 2025 CDP Submission (4.1.2.7) |
| 2-18 Evaluation of the performance of the highest governance body | Available on pages 35-36 of 2025 Proxy Statement |
| 2-19 Remuneration policies | 2025 Proxy Statement > Executive Compensation (Pages 47-84) |
| 2-20 Process to determine remuneration | 2025 Proxy Statement > How we determine Executive Compensation, Factors used in determining executive compensation (Pages 51-53) |
| 2-21 Annual total compensation ratio | 2025 Proxy Statement > CEO Pay Ratio (Page 77) |
| **Strategy, policies, and practices** | |
| 2-23 Policy commitments | Unity Governance Policies:<br>Privacy Policy<br>Global Code of Conduct<br>Unity Security Policy<br><br>Other Policies:<br>Environmental Sustainability Policy<br>Partner Code of Conduct<br>Modern Slavery Transparency Statement<br><br>Other policy information is reported in our 2025 Impact Report under Governance Policies and Data Ethics, Privacy and AI |
| 2-24 Embedding policy commitments | Governance > Data Ethics, Privacy and AI<br>Environmental Sustainability > Environmental Sustainability and Climate Strategy<br>Workplace Health & Safety > Unity's EHS Program |
| 2-25 Processes to remediate negative impacts | Governance > Governance Policies |
| 2-26 Mechanisms for seeking advice and raising concerns | Governance > Whistleblower Policies<br>Vendor Code of Conduct > Governance> (D) Reporting and Assistance |
| 2-27 Compliance with laws and regulations | Available in page 83 of 2026 Form 10-K > Legal Matters |
| 2-28 Membership associations | A list of member associations is available in our 2026 Impact Report under 'Environmental and Sustainability' and 'Social Impact Grants' section under Industry and Education Partnerships.<br>Unity > Impact > Our Pledges and Partnerships |
| **Stakeholder Engagement** | |
| 2-29 Approach to stakeholder engagement | Supplier Engagement<br>Vendor Code of Conduct |
| **GRI 102: Climate Change 2025** | |
| 102-4 GHG emissions reduction targets and progress | Environmental Sustainability > Emissions Reduction Progress against the baseline year |
| 102-5 Scope 1 GHG emissions | Factsheet > Table 1a. (Greenhouse Gas Emissions Summary), Table 1b. (Emissions breakdown by scope & category) |
| 102-6 Scope 2 GHG emissions | Factsheet > Table 1a. (Greenhouse Gas Emissions Summary), Table 1b. (Emissions breakdown by scope & category) |
| 102-7 Scope 3 GHG emissions | Factsheet > Table 1a. (Greenhouse Gas Emissions Summary), Table 1b. (Emissions breakdown by scope & category) |
| 102-8 GHG emissions intensity | Introduction to Unity's 2025 Impact Report > 2025 in a snapshot |
| 102-10 Carbon credits | Environmental Sustainability > Carbon Offset Projects (2025) |
| **GRI 103: Energy 2025** | |
| 103-1 Energy policies and commitments | Environmental Sustainability > Renewable Energy Strategy, Office Energy Consumption |
| 103-2 Energy consumption and self-generation within the organization | Appendix > Factsheet > Energy Consumption by Types<br>Appendix > Factsheet > Energy Consumption<br>Environmental Sustainability > Renewable Energy Strategy |
| 103-3 Upstream and downstream energy consumption | Appendix > Factsheet > Energy Consumption by Types<br>Appendix > Factsheet > Energy Consumption<br>Environmental Sustainability > Renewable Energy Strategy |
| 103-4 Energy intensity | Appendix > Factsheet > Office Energy Consumption |
| 103-5 Reduction in energy consumption | Workplace Sustainability<br>Environmental Sustainability > Renewable Energy Strategy<br>Unity CDP 2025 Corporate Questionnaire |
| **GRI 200: Economic** | |
| **GRI 201: Economic Performance** | |
| 3-3 Management of material topic | Introduction to Unity's 2025 Impact Report<br>2026 Form 10-K > Financial statements and Supplementary data |
| 201-1 Direct economic value generated and distributed | 2026 Form 10-K > Consolidated Financial Statements > Page 57 |
| 201-2 Financial implications and other risks and opportunities due to climate change | Unity conducted a climate scenario analysis and risk assessment within the FY25 reporting period.<br>Please see the TCFD Index for more information. Environmental Sustainability > Climate Risk Management |
| 201-3 Defined benefit plan obligations and other retirement plans | Employee Wellness and Benefits > Work Life Balance and Flexibility > Cultural and Regional Adaptation |
| **GRI 203: Indirect Economic Impacts** | |
| 203-1 Infrastructure investments and services supported | Inclusion and ERG<br>Volunteering Partenships<br>Social Impact > Industry and Education Partenrships |
| 203-2 Significant indirect economic impacts | Volunteering Partenships<br>Social Impact Grants > Grant Distributions |
| **GRI 204: Procurement Practices** | |
| 3-3 Management of material topic | Supplier Engagement<br>Unity Vendor Code of Conduct |
| **GRI 205: Anti-Corruption** | |
| 3-3 Management of material topic | Governance Policies |
| 205-2 Communication and training about anti-corruption policies and procedures | 100% of Unity Employees are trained on anti-corruption policy and special Anti-Corruption and Trade Compliance Training is provided to all legal and sales employees. |
| **GRI 206: Anti-Competitive Behavior** | |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Unity Code of Conduct > Keeping our Business Practices Compliant (Pages 17-20) |
| **GRI 300: Environmental** | |
| **GRI 301: Materials** | |
| 301-1 Materials used by weight or volume | Materials Circularity > IT Materials Circularity and Electronic Waste Management |
| 301-2 Recycled input materials used | Materials Circularity > IT Hardware Circularity Outcomes (FY2025) |
| 301-3 Reclaimed products and their packaging materials | Materials Circularity > IT Hardware Circularity Outcomes (FY2025)> Laptops Repurposed |
| **GRI 302: Energy** | |
| 302-1 Energy consumption within the organization | Environmental Sustainability > Renewable Energy Strategy<br>Appendix > Factsheet > Table 2a. Office Energy Consumption by Types |
| 302-2 Energy consumption outside of the organization | Environmental Sustainability > Renewable Energy Strategy<br>Appendix > Factsheet > Table 2a. Energy Consumption by Types |
| 302-3 Energy intensity | Environmental Sustainability > Renewable Energy Strategy<br>Appendix > Performance Tables > Table 2b. Office Energy Use Intensity (EUI) by Region |
| 302-4 Reduction of energy consumption | Environmental Sustainability > Renewable Energy Strategy<br>Unity 2025 CDP Corporate Questionnaire |
| 302-5 Reductions in energy requirements of products and services | Environmental Sustainability > Renewable Energy Strategy<br>Appendix > Factsheet > Energy Chart > Table 2a. Energy Consumption by Types |
| **GRI 306: Effluents and Waste 2016** | |
| 306-1 Waste generation and significant waste-related impacts | Materials Circularity > Office Waste Management |
| 306-2 Management of significant waste-related impacts | Materials Circularity > Office Waste Management |
| 306-3 Waste generated | Materials Circularity > Office Waste Management Performance (FY2025) |
| 306-4 Waste diverted from disposal | Materials Circularity > Office Waste Management Performance (FY2025) |
| **GRI 308: Supplier Environmental Assessment 2016** | |
| 308-1 New suppliers that were screened using environmental criteria | Supplier Engagement > 2025 Highlights |
| **GRI 400: Social** | |
| **GRI 401: Employment 2016** | |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employee Wellness and Benefits |
| **GRI 403: Occupational Health and Safety 2018** | |
| 403-1 Occupational health and safety management system | Workplace Health and Safety > Unity's EHS Program |
| 403-2 Hazard identification, risk assessment, and incident investigation | Workplace Health and Safety > Site Risk Assessment |
| 403-3 Occupational health services | Workplace Health and Safety |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | Workplace Health and Safety > EHS employee training and efforts to raise awareness |
| **GRI 403: Occupational Health and Safety 2018** | |
| 403-5 Worker training on occupational health and safety | Workplace Health and Safety > EHS employee training and efforts to raise awareness |
| 403-6 Promotion of worker health | Workplace Health and Safety |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Workplace Health and Safety |
| 403-8 Workers covered by an occupational health and safety management system | Workplace Health and Safety |
| **GRI 404: Training and Education 2016** | |
| 404-1 Average hours of training per year per employee | Unity does not disclose an exact average number of training hours per employee, as learning and development take place across numerous platforms and formats that make a single metric difficult to capture. Employee growth is a core element of Unity's talent strategy. Our approach centers on enabling individuals to take ownership of their career progression and performance development. A key aspect of this philosophy is empowering employees to guide their own professional paths while providing the tools, frameworks, and resources necessary to support their advancement. Unity provides a wide range of learning resources along with a strong internal support network to assist employees throughout this journey. Our Impact Report features a dedicated section on employee career development and growth that highlights the various programs and initiatives designed to support continuous learning and career advancement. |
| 404-2 Programs for upgrading employee skills and transition assistance programs | Employee Performance and Career Development |
| **GRI 413: Local Communities 2016** | |
| 413-1 Operations with local community engagement, impact assessments, and development programs | Community Engagement<br>Volunteering Partenships<br>Social Impact Grants |
| **GRI 414: Supplier Social Assessment 2016** | |
| 414-1 New suppliers that were screened using social criteria | 100% of our new suppliers were screened using social criteria.<br>Available in our vendor risk assessment, Supplier Engagement |
| **GRI 418: Customer Privacy 2016** | |
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Unity > Digital Services Act- Transparency Report<br>Unity proactively and reactively moderates content across its services and reports for transparency. |

# SASB Index

## Sustainability Disclosure Topics & Metrics

| TOPIC | METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 RESPONSE |
|---|---|---|---|---|---|
| **Environmental Footprint of Hardware Infrastructure** | 1. Total Energy Consumed<br>2. Percentage grid electricity and<br>3. Percentage renewable | Quantitative | Gigajoules (GJ),<br>Percentage (%) | TC- SI-130a. 1 | Environmental Sustainability > Renewable Energy Strategy<br>Appendix > Datasheet > Table 2a. (Energy Consumption by Types) and Table 3a. (Office Energy Use Intensity by Region) |
| | Discussion of the integration of environmental considerations into strategic planning for data centre needs | Discussion and Analysis | N/A | TC- SI-130a. 3 | Unity does not operate owned data centers. Energy consumption and associated emissions from third-party data centers are monitored and included in Unity's GHG inventory.<br>Environmental Sustainability > Renewable Energy Strategy<br>Environmental Sustainability > Carbon Offsets<br>Appendix > Datasheet > Table 2a. (Energy Consumption by Types) and Table 3a. (Office Energy Use Intensity by Region) |
| **Data Privacy & Freedom of Expression** | Description of policies and practices relating to targeted advertising and user privacy | Discussion and Analysis | N/A | TC- SI- 220a. 1 | Data Ethics, Privacy and AI > Privacy and Data Protection<br>Legal > Privacy Policy Hub |
| | 1. Number of law enforcement requests for user information,<br>2. Number of users whose information was requested<br>3. Percentage resulting in disclosure | Quantitative | Number,<br>Percentage (%) | TC- SI- 220a. 4 | Unity is committed to protecting the privacy and security of our customers' data and meeting our obligations as a processor of that data.<br>This report is being provided in accordance with our obligations under the California Consumer Privacy Act (CCPA). In some circumstances other jurisdictions may be included depending on how the measurements were taken. As such, this report is inclusive of requests made by consumers, including those in California. These metrics reflect requests from June 1, 2024 to May 31, 2025. Unity Privacy Report. |
| **Data Security** | 1. Number of data breaches,<br>2. Percentage that are personal data breaches,<br>3. Number of users affected | Quantitative | Number,<br>Percentage (%) | TC- SI- 230a. 1 | Unity is a publicly traded company, and any material breach would be reported to the SEC in our annual and quarterly reports. We disclose security updates and patches made in Unity Security page. |
| | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | Discussion and Analysis | N/A | TC- SI- 230a. 2 | Unity Technical and Organisational measures > Description of security Measures of Unity's ad network and mediation platform.<br>Unity Security Update Advisory<br>Unity Security > Protecting our customers' assets<br>Data Ethics, Privacy and AI > Privacy and Data Protection, Information Security<br>Unity Trust Center |
| **Managing Systemic Risks from Technology Disruptions** | Number of:<br>1. Performance issues and<br>2. Service disruptions;<br>3. Total customer downtime | Quantitative | Number,<br>Days | TC- SI- 550a. 1 | Unity > Incident and Maintenance History<br>Unity Security<br>Unity's approach to cybersecurity risk management is guided by widely recognized industry frameworks and standards. Our security program is aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework and follows a risk-based approach to identifying, assessing, monitoring, and managing cybersecurity risks across our system, products, and infrastructure. Through continuous risk assessments, internal reporting mechanisms, and ongoing monitoring, Unity works to detect potential threats early and strength our ability to respond to and mitigate security incidents. These practices support the protection of customer and employee data while enabling secure and resilient operations across our global platform. |
| | Description of business continuity risks related to disruptions of operations | Discussion and Analysis | N/A | TC- SI- 550a. 2 | 2026 Form 10-K > Risk Factors |

# TCFD Index

| DISCLOSURE FOCUS AREA | RECOMMENDED DISCLOSURE | 2025 RESPONSE | REFERENCE |
|---|---|---|---|
| **Governance** | | | |
| **Disclose the organization's governance around climate-related risks and opportunities** | A. Describe the boards oversight on climate-related risks and opportunities. | The role of Unity's Board of Directors (Board) is to provide oversight and strategic guidance to senior management. More specifically the Board has responsibilities to review, approve and monitor fundamental financial and business strategies; assess our major risks; consider ways to address those risks; select and oversee management; and establish and oversee processes to maintain our integrity. Our Senior Director of Inclusion and Social Impact reports to our Chief People Officer and has oversight over our Sustainability efforts.<br><br>As at December 31, 2025 our Board had eleven members. Our Corporate Governance Guidelines provide that our Board will consist of a majority of independent directors in accordance with applicable NYSE listing standards. Our Corporate Governance Guidelines define an "independent" director consistent with the NYSE definition of independence. Under our Corporate Governance Guidelines and NYSE listing standards, a director is not independent unless the Board affirmatively determines that the director does not have a direct or indirect material relationship with the Company or any of its subsidiaries. Members of the Audit Committee and Human Capital and Compensation Committee are subject to the additional independence requirements of applicable SEC rules and NYSE listing standards. Our Nominating and Corporate Governance Committee undertook its annual review of director independence and made a recommendation to our Board regarding director independence. As a result of this review, our Board affirmatively determined that 9 of the 11 directors were independent in 2025. | Governance > Board and Sustainability Oversight |
| | B. Describe management's role in assessing and managing climate-related risks and opportunities. | Management plays an important role in addressing Sustainability-related issues. Unity's climate governance at the management level is structured to ensure clear ownership, disciplined execution, and integration across core business functions. Oversight is led by the Senior Director, Experience & Responsible Business, supported by an impact Steering Committee of key executives. Management is responsible for risk assessment, target delivery, policy enforcement, investments, and transparent reporting. Management has defined responsibilities and processes to identify, assess, and manage climate-related risks and opportunities across Unity's operations and value chain.<br><br>Management annually provides Sustainability updates to the Nominating and Corporate Governance Committee (NomGov), including Scope 1-3 performance, progress against targets, supplier compliance status, policy updates, and climate risk milestones. Material items are escalated to the full Board as needed.<br><br>Sustainability team conducts enterprise materiality assessments and climate risk evaluations aligned with TCFD scenarios, such as IEA STEPS, IEA NZE 2050, RCP 4.5, and RCP 8.5. These analyses focus on transition and physical risks across short-, medium-, and long-term periods, informing prioritization and mitigation strategies. Climate risks are integrated into enterprise discussions and operational planning, with management recommending mitigations like renewable energy procurement and supplier risk remediation. Implementation progress is tracked and reported to NomGov quarterly. | |
| **Strategy** | | | |
| **Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning** | A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | In 2025, Unity conducted a physical climate risk assessment and transition risk and opportunity assessment across its 54 global assets, modelling the potential impact of four climate-related risks and two climate-related opportunities under a Business-as-Usual scenario (IPCC SSP2 + IEA STEPS) and a Low-Carbon/Net Zero 1.5°C scenario (IPCC SSP1 + IEA NZE 2050). Of the four selected risks, two were transition risks and two were physical climate risks:<br><br>\| Type & Category \| Risk / Opportunity Description \| Time Horizon \|<br>\| --- \| --- \| --- \|<br>\| **Transition Risk** Policy & Legal \| Increasing GHG emissions-reporting obligations under regulations such as California SB-261 and the EU Corporate Sustainability Reporting Directive (CSRD) may increase Unity's operating and compliance costs, particularly as Scope 3 data collection and supplier engagement requirements expand. \| Medium to Long Term (1 – 10+ years) \|<br>\| **Transition Risk** Market \| Rising carbon pricing in electricity grids and cloud infrastructure may increase Unity's indirect operating costs. Cloud service providers - responsible for approximately 40% of Unity's total emissions - are expected to pass carbon-related costs through to customers. \| Medium to Long Term (1 – 10+ years) \|<br>\| **Physical Risk** Acute \| Increased frequency and severity of extreme weather events - including heavy precipitation (severity score 4.44/5.00) and storm damage (3.84/5.00) - may result in disruption to Unity's office operations across its 54 global assets, with greatest exposure in the United States, India, United Kingdom, and Israel. \| Short to Medium Term (0 – 10 years) \|<br>\| **Physical Risk** Chronic \| Rising mean temperatures and heat stress (severity scores 4.94–4.98/5.00) may impact Unity's global operations and supply chain over time. Assets at material physical risk are projected to increase from 11 in the short term to 30 in the long term under a Business-as-Usual scenario, with higher exposure concentrated in India, France, and the United Kingdom. \| Medium to Long Term (2 – 10+ years) \|<br>\| **Climate Opportunity** Energy Source \| Unity's 100% renewable electricity strategy - implemented through Energy Attribute Certificates (EACs) and a Virtual Power Purchase Agreement (VPPA) - reduces Scope 1-2 emissions and positions Unity ahead of tightening regulatory requirements. Transitioning to energy-efficient certified buildings as current leases expire is expected to deliver longer-term operational cost savings. \| Near to Medium Term (0 – 10 years) \|<br>\| **Climate Opportunity** Products & Services \| Growing enterprise client and investor demand for low-carbon software creates an opportunity for Unity to differentiate its platform through energy-efficiency features and sustainability services. Unity's digital twin, simulation, and visualization capabilities also position it to enable emissions reductions in sectors such as energy, manufacturing, and construction, potentially attracting preferential green financing. \| Medium to Long Term (2 – 10+ years) \| | |
| | B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | Physical risk scenario analysis was conducted using IPCC Atlas, Aqueduct Water Risk Atlas, and Climate Impact Explorer tools across near-term (2021–2040), mid-term (2041–2060), and long-term (2081–2100) horizons.<br><br>**Physical risk:** Unity's global office portfolio faces increasing physical climate risk exposure as the company operates across key technology and gaming hubs worldwide. Under a business-as-usual scenario, assets at material physical risk are projected to rise from 11 (short term, 2021–2040) to 28 (mid-term, 2040–2060) to 30 (long term, 2081–2100).Under a high-temperature scenario, exposure increases more significantly, from 15 to 43 to 51.Financial exposure is concentrated in the United States (31%), India (21%), United Kingdom (18%), Israel (15%), and Canada (10%). Heat stress, changing mean temperature, and sea level rise are the highest-rated chronic risks; heavy precipitation and storm damage are the most significant acute risks. As a software company, Unity's direct physical asset base is less capital-intensive than hardware, data center developers, or manufacturing companies. However, physical climate risks to office locations and the broader infrastructure Unity depends on, including hyperscaler operations, carry indirect operational risk. There are potential risks associated with disruption to cloud infrastructure or key office hubs that could affect Unity's ability to deliver product services at scale.<br><br>**Transition risk:** Enhanced reporting obligations may increase operating and compliance costs as Unity expands supplier engagement and upgrades new reporting systems. Rising carbon pricing in electricity grids and cloud services will likely increase indirect operating costs. Industrial sector Unity customers are in fact facing their own decarbonization pressures and they could be requiring their suppliers including Unity to demonstrate credible climate commitments, verified emissions data, and progress against public climate targets. Failure to meet these expectations presents a persistent and growing transition risk. Volatile energy costs and inconsistent climate policies may reduce profitability and divert capital from sustainability programs. Rising carbon and energy pricing embedded in energy grids and cloud service pricing will have an indirect impact on Unity's operating costs.<br><br>**Opportunities:** Unity's strategic positioning in gaming and real-time 3D (RT3D) technology creates a distinct set of climate-related opportunities that extend beyond operational efficiency. Unity's 100% renewable electricity strategy (EACs and VPPA) and planned transition to green buildings as leases expire are expected to deliver longer-term energy cost savings. Development of low-emission gaming and software products presents competitive differentiation and potential incremental revenue, aligned with growing demand from enterprise clients and investors for sustainability credentials. With over 1 million monthly active Unity Editor users, even marginal improvements in the energy efficiency of games made with Unity translate into meaningful emissions reductions across the global gaming ecosystem. This positions Unity favorably for preferential financing instruments tied to climate-enabling technology, as well as for deepening relationships with enterprise customers whose own decarbonization strategies depend on the kind of high-fidelity simulation and visualization that Unity's RT3D uniquely enables. | |
| | C. Describe the potential impact of different scenario, including a 2°C scenario on the organization's businesses, strategy, and financial planning. | We assessed resilience under two potential future scenarios:<br><br>→ Business-As-Usual Scenario: Based on IPCC SSP2 (2021) and IEA STEPS (World Energy Outlook 2024). Reflects a pathway where existing policy frameworks and announced measures are implemented as planned, resulting in incremental improvements but lacking the urgency required for ambitious climate targets, leading to moderate climate impacts and adaptation challenges.<br><br>→ Low-Carbon / Net Zero Scenario (1.5°C): Based on IPCC SSP1 (2021) and IEA NZE (World Energy Outlook 2024). A pathway to achieving net-zero carbon emissions by mid-century, limiting global warming to 1.5°C, driven by ambitious climate policies, rapid adoption of clean energy technologies, widespread electrification, and global cooperation. Physical risk analysis was conducted under SSP2/RCP4.5, SSP3/RCP7.0, and SSP5/RCP8.5 scenarios across near- (2021–2040), mid- (2041–2060), and long-term (2081–2100) horizons. Under a scenario that limits global warming to 1.5°C, transition risks are assumed to be highest.<br><br>Unity's resilience and adaptation measures include:<br><br>→ **Physical:** Infrastructure assessments and collaboration with local stakeholders to understand site-specific vulnerabilities; enhancing building and drainage resilience in areas prone to flooding; improving cooling and water efficiency systems in regions facing rising temperatures and water scarcity; reviewing business continuity measures for assets located in acute weather events. Higher risks observed in India, France, and the United Kingdom.<br><br>→ **Policy & Legal:** Monitoring regulatory landscape for compliance with EU CSRD, California SB-253/261, and other emerging climate-related policies. Annual CDP disclosure aligned with TCFD recommendations. Strategies including robust scenario analysis, internal carbon pricing (under consideration), and modular product design to respond to inconsistent policy environments.<br><br>→ **Technology:** Holistic strategy to transition to lower emissions cloud software, including emerging tools to track software intensity and cloud emissions; processes to consolidate and shut down computing resources when not in use; sustainable data storage practices; green software development principles such as energy-efficient code. Approximately 40% of total emissions are from use of cloud services and data centers.<br><br>→ **Market / Reputation:** Focus on decarbonizing supply chain; responding to stakeholder demands for GHG disclosure and near-term reduction/net-zero targets from first-tier suppliers. Setting and achieving SBTi-aligned targets to establish Unity as a climate leader. | |
| **Risk Management** | | | |
| **Disclose how the organization identifies, assesses, and manages climate-related risks.** | A. Describe the organization's processes for identifying and assessing climate-related risks. | Unity's Sustainability and Risk Management teams, in collaboration with sustainability consultants (Sphera Solutions), work to identify, assess, and manage climate-related risks and opportunities. The process follows the same methodology applied to all risks at the enterprise level.<br><br>Climate-related risks and opportunities are evaluated over short (0 to 1 years), medium (1 to 5 years) and long term (>5 years) timeframes. To identify climate-related risks, a list of risks and their potential impacts on Unity's business are scored in the form of a survey questionnaire. It covers physical risks (Chronic and Acute) and Transition Risks (Policy and Legal, Market, Technology, and Reputation). The risks were identified based on peer analysis, sector guidelines, and Unity's operation locations and business activities.<br><br>The transition risk assessment was conducted in 4 steps:<br><br>→ **Step 1:** A long list of climate-related transition risks was created based on the list provided by TCFD (covering policy and legal, technology, market, and reputation risks). Holistic desk research was carried out to screen the potential impact on Unity, expanded by a scenario analysis. One of the scenarios chosen was consistent with the Paris Agreement limiting global warming to 1.5°C.<br><br>→ **Step 2:** Results were discussed with Unity in two interactive workshops in which stakeholders shared their view on the extent of Unity's exposure and sensitivity to transition risks and opportunities. Each risk/opportunity was ranked based on magnitude, duration, area of influence and expected impact time horizon. Sphera added likelihood of events based on desk research.<br><br>→ **Step 3:** Results from the workshops were consolidated to short-list the relevant transition risks and opportunities for Unity.<br><br>→ **Step 4:** Assessment of the magnitude of the financial impact was carried out for the short-listed items, quantitatively where possible, qualitatively if not.<br><br>All risks were rated as High, Medium, Low, and Very Low based on average scores for:<br><br>→ Likelihood – likelihood of occurrence of a given risk due to projected changes in climatic parameters or due to changes in climate policies, market landscape and operating environment.<br><br>→ Magnitude (Scale of impact) – extent of impact in terms of % cost increase that Unity is likely to witness from an identified risk.<br><br>Different and relevant stakeholders from each of Unity's businesses were involved in risk identification exercises and a total of 5 risks were finalized this year. | |
| | B. Describe the organizations processes for managing climate-related risks. | Unity Risk Assurance and Advisory team performs the following types of risk assessments throughout the year:<br><br>→ **Annual enterprise risk assessment:** This risk assessment identifies any risks that Management identifies as being relevant to the Company's ability to reach its strategic goals. It also highlights any Strategic, Financial, Operational, Legal & Regulatory risks that leaders consider to be relevant for the Company.<br><br>→ **Operational Audits:** Operational audits are performed based on an agreed upon plan with the Audit Committee and are sourced from higher risk areas that are identified through the enterprise risk management exercise.<br><br>→ **SOX Compliance:** These audits focus on internal controls over financial reporting only and do not focus on any climate related risks. Risk is based on materiality of financial statement line items presented in SEC regulatory filings (i.e. 10K, 10Q). Financial risk assessments as well as fraud risk assessments are performed at least annually.<br><br>Climate risks are integrated into enterprise discussions and operational planning, with management recommending mitigations like renewable energy procurement and supplier risk remediation. Implementation progress is tracked and reported to NomGov quarterly. External climate risk consultants provide analytical support to ensure that climate risk assessments reflect the most recent scientific and policy developments. | |
| | C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | Climate-related risks are evaluated through a holistic framework that examines potential drivers, sectoral context, and potential financial consequences; each risk is assessed in terms of its likelihood and potential magnitude of impact on Unity's operations, value chain, and strategic objectives. This process is applied across both Unity's own operations and value chain, and covers physical-, market-, technology-, reputation-, and policy-related risks.<br><br>The outcomes are reviewed by Unity's risk management governance channels to prioritize and further influence mitigation strategies. Results are then integrated into broader strategic and financial decision-making, ensuring that climate-related considerations are embedded in capital allocation, supplier engagement, and product development.<br><br>The Corporate Sustainability function integrates climate considerations into enterprise risk, strategy execution, supplier governance, budgeting, and disclosure. Cross-functional responsibilities include:<br><br>→ **Finance:** climate budgeting and transition planning inputs<br><br>→ **Operations, IT, and Facilities**: energy and water efficiency and emissions monitoring<br><br>→ **Legal and Procurement:** Sustainability clauses in contracts and supplier assessments, implementing remediation protocols as necessary<br><br>→ **Product:** Unity's identifying opportunities for improving energy efficiency for Unity Editor users. The company has partnerships with Playing for the Planet to engage customers and provide ecosystem-enabling tools like net-zero guidance or free gaming studio carbon calculators. | |
| **Metrics and Targets** | | | |
| **Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.** | A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with it's strategy and risk management process. | Unity tracks our sustainability and climate-related metrics across our organization and value chain. Our main focus areas are reducing our carbon emissions. We run our operations on 100% renewable electricity through direct procurement and energy attribute certificates (EACs). In 2025, Unity received validation from the Science Based Targets initiative (SBTi) for near-term emissions reduction targets aligned with limiting global warming to 1.5°C, using 2023 as the base year. We are working toward:<br><br>→ Reduce absolute Scope 1 GHG emissions by 42.0% by 2030 from our 2023 baseline<br><br>→ Maintain zero absolute Scope 2 GHG emissions (market-based) from 2023 through 2030<br><br>→ Reduce Scope 3 GHG emissions by 51.6% per USD value added by 2030 from our 2023 baseline<br><br>→ Renewable Energy Consumption: Total renewable electricity consumed in 2025 was 7,666 MWh, covering 100% of electricity use via EACs and PPAs.<br><br>→ Office Energy Use Intensity (EUI): Measured in GJ/m² by region — AMER: 0.476, APAC: 0.307, EMEA: 0.261; Total: 0.346 GJ/m².<br><br>→ Carbon Credit Investment through charitable funds: $831,119.97 invested in verified carbon credits in 2025, equivalent to Scope 3 emissions (FY2024, excluding categories 3.3 and 3.7).<br><br>→ Revenue Intensity of Emissions (tCO2e/$1M revenue): Tracked annually; 2025 progress reported against SBTi baseline year (2023).<br><br>We share our metrics and progress against our targets in the 2025 Impact Report and CDP Corporate Questionnaire responses. | Planet > Environmental Sustainability > 2025 Greenhouse Gas Emissions<br>Planet > Environmental Sustainability > Renewable Energy Strategy<br>Planet > Environmental Sustainability > Carbon Offsets<br>Factsheet > Table 2a. Energy Consumption by Types<br>Factsheet > Table 3a. Office Energy Use Intensity by Region |
| | B. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. | Unity shares our metrics and progress against our targets in the 2025 Impact Report performance tables and CDP Climate Change responses.<br><br>→ FY25 Scope 1 - 304 tCO2e<br><br>→ FY25 Scope 2 (market-based) - 0 tCO2e<br><br>→ FY25 Scope 3 - 66,017 tCO2e | Planet > Environmental Sustainability > 2025 Greenhouse Gas Emissions<br>Factsheet > Table 1a. Greenhouse Gas Emissions Summary<br>Factsheet > Table 1b. Emissions Breakdown by Scope & Category |
| | C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | Unity received SBTi validation for near-term targets aligned with limiting global warming to 1.5°C, using 2023 as the base year.<br><br>**Scope 1 Target:** Reduce absolute Scope 1 GHG emissions by 42.0% by 2030 from 2023 baseline.<br>→ 2023 (baseline): 599 tCO2e | 2024: 493 tCO2e (–17.7%) | 2025: 304 tCO2e (–49.2%)<br>→ Status: Ahead of target — 2025 reduction of 49.2% already exceeds the 2030 target of 42.0%.<br><br>**Scope 2 Target:** Maintain zero absolute Scope 2 GHG emissions (market-based) from 2023 through 2030.<br>→ 2023 (baseline): 0 tCO2e | 2024: 0 tCO2e | 2025: 0 tCO2e<br>→ Status: On track - zero Scope 2 market-based emissions maintained through 100% renewable electricity procurement via EACs and VPPA.<br><br>**Scope 3 Target:** Reduce Scope 3 GHG emissions by 51.6% per USD value added by 2030 from 2023 baseline.<br>→ 2023 (baseline): 53.3 tCO2e/$1M value added | 2024: 46.3 (–13.1%) | 2025: 48.1 (–9.8%)<br>→ Status: Progress achieved, though intensity increased slightly from 2024 to 2025. Continued focus on supplier engagement and procurement to drive reduction.<br><br>Additional measures supporting target delivery:<br>→ $831,000 invested in verified carbon credits (supplementary to, not in lieu of, emissions reductions).<br>→ 100% of sourcing leads trained on sustainable procurement; ESG criteria integrated into supplier selection.<br>→ Virtual Power Purchase Agreement in place through 2029 supporting 4,716 MWh of new-build solar RECs annually.<br>→ Climate risk assessed internally using TCFD framework and climate scenarios (IEA STEPS, IEA NZE 2050, RCP 4.5, RCP 8.5). | Planet > Environmental Sustainability > Science-Based Climate Targets<br>Planet > Environmental Sustainability > Decarbonization Strategy<br>Planet > Environmental Sustainability > Carbon Offsets<br>Planet > Environmental Sustainability > Renewable Energy Strategy<br>Factsheet > Table 1b. Emissions Breakdown by Scope & Category |

# UN–SDG Index

| SDG | GOAL | UNITY'S 2025 CONTRIBUTION | REFERENCE |
|---|---|---|---|
|  | **No Poverty** | → Community Investment Grant initiative distributed $70,000 across 14 local nonprofit partners in Unity's largest office locations.<br>→ Unity Charitable Fund distributed approximately $3 million in 2025 charitable contributions<br>→ Carbon offset portfolio project (Seeing the Forst for the Trees, Mexico) supports community livelihoods alongside forest preservation | Volunteering Partnership > Community Investment and Local Partnerships<br>Social Impact Grants<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Zero Hunger** | → Employee Volunteering with Partageons l'Espoir \| Share the Warmth (Montreal) addressing food insecurity.<br>→ Earth Month food harvesting volunteer event in Tel Aviv<br>→ Carbon offset project supporting community food resilience (Seeing the Forest for the Trees, Mexico) | Volunteering Partnerships > Community Investment and Local Partnerships<br>Volunteering Partnerships > Earth Month Employee Engagement<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Good Health and Well-Being** | → 25 annual no-cost therapy or coaching sessions per employee through global mental health provider Lyra.<br>→ Global EHS program aligned with ISO 45001, covering workplace safety, ergonomics, and emergency preparedness across all offices<br>→ Global Mental Health Week ("Unity in Wellbeing") ad Wellbeing Advocates peer-support network<br>→ Unity for Humanity grant recipient Rephobia (VR exposure therapy platform)<br>→ Employee volunteering with God's Love We Deliver (New York)<br>→ EHS employee training aligned with SDG 3 | Employee Wellness Benefits<br>Workplace Health and Safety<br>Employee giving and Social Impact >Creator Spotlight<br>Employee giving and Social Impact > Volunteering Partnerships |
|  | **Quality Education** | → Support for Spelman College's Game Design Minor and Innovation Lab since 2021<br>→ Third annual HBCU Game Jam engaging nearly 100 students across nine HBCUs, including mock interviews with Unity Recruiting<br>→ 13 universities and college campus visits, career fairs, hackathons, and classroom sessions<br>→ Unity for Humanity-supported educational platforms World Ocean Explorer and Teach Your Monster | Employee Giving and Social Impact > Industry and Education Partnerships<br>Community Engagement > Global Events and Developer Outreach |
|  | **Gender Equality** | → Annual Pay equity reviews (since 2023) assessing comparable pay for similar roles regardless of gender, race, or ethnicity<br>→ Annual UK Gender Pay Gap Report published in accordance with UK regulations<br>→ Women's ERG supporting the women and non-binary community | Employee Career Development & Performance > Compensation Philosophy and Pay Equity and Reporting<br>Inclusion and Employee Resource Groups > Our ERGs |
|  | **Clean Water and Sanitation** | → Unity for Humanity grantee World Ocean Explorer promoted ocean literacy and marine ecosystem education<br>→ Carbon Offset project Sea of Change (Myanmar) restores mangrove ecosystems that support coastal communities and clean water systems | Employee giving and Social Impact > Social Impact Grants<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Affordable and Clean Energy** | → Operations run on 100% renewable electricity through direct procurement and Energy Attribute Certificates (EACs)<br>→ Five-year Virtual Power Purchase Agreement (VPPA) for 4,176 MWh of RECs annually (2025-2029) from new-build solar projects in Michigan<br>→ Manaus Landfill Gas Project (Brazil) carbon offset includes on-site power generation from captured methane. | Environmental Sustainability > Renewable Energy Strategy<br>Environmental Sustainability > Carbon Offset Portfolio (2025)<br>Appendix > Datasheet > Table 2a. Energy Consumption by types |
|  | **Decent Work and Economic Growth** | → Established Unity's first full annual Performance rhythm<br>→ Annual total compensation cycle<br>→ Sustainable procurement training delivered to 100% of internal sourcing leads<br>→ EHS Employee training aligned with SDG 8 | Employee Performance and Career Development<br>Supplier Engagement<br>Workplace Health and Safety > EHS Employee Training |
|  | **Industry, Innovation and Infrastructure** | → Unity's real-time 3D platform enables creators and industries (automotive, manufacturing, healthcare) to design, simulate, and collaborate<br>→ Continued development of AI-enables capabilities within the Unity Editor (Unity 6.2) alongside emerging technology impact assessment for AI workloads<br>→ Gas Buster (France) and Bavarian Biochar (Germany) ofset projects apply technology-based emissions solutions | Introduction to 2025 Impact Report<br>Community Engagement<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Reduced Inequalities** | → Nine Employee Resource Groups (ERGs), including Access ERG (disability & neurodiversity), organized around shared identities to foster belonging<br>→ Site Leader and Remote Site lead Programs supporting cultural cohesion across a distributed, hybrid workforce<br>→ Carbon offset project (Seeing the Forest for the Trees) includes a reduced-inequalities co-benefit | Employees > Inclusion and Employee Resource Groups<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Sustainable Cities and Communities** | → Workplace design integrating accessibility, utilization data, and energy performance monitoring across the global office portfolio<br>→ Portfolio rationalization and office right-sizing to align workspace supply with workforce patterns<br>→ $70,000 in Community Investment Grants supporting neighbourhoods surrounding Unity's largest office locations | Workplace Experience<br>Volunteering Partnerships > Community Investments and Local Partnerships |
|  | **Responsible Consumption and Production** | → IT asset lifecycle management diverted over 8,500 lbs of IT equipment waste from landfill through reuse, recycling, or donation<br>→ 112.53 tonnes of total office waste diverted from landfill (recycled + recovered) across APAC, EMEA and AMER regions<br>→ Updated Procurement Policy, Partner Code of Conduct, and MSA template to incorporate sustainability criteria<br>→ Gas Buster (ODS destruction) and Bavarian Biochar (biomass conversion) offset projects | Material Circularity > IT Hardware Circularity Outcomes (FY2025)<br>Supplier Engagement<br>Environmental Sustainability > Carbon Offset Portfolio (2025) |
|  | **Climate Action** | → SBTi- validated near-term emissions reduction targets across Scope 1, 2 and 3, using 2023 as the base year<br>→ Scope 1 emissions reduced 49.2% and scope 3 intensity deducted 9.8% against the 2023 baseline; zero market-based Scope 2 emissions maintained<br>→ $831,000 invested in verified carbon offsets through the Unity Charitable Fund across six portfolio projects<br>→ Climate Risk Assessment completed using the TCFD framework across 54 global facilities | Environmental Sustainability |
|  | **Peace, Justice and Strong Institutions** | → Global Code of Conduct and Ethics and Anti-Corruption Policy applicable to all employees, Board members and contractors, available in eleven languages<br>→ Ethics and Compliance Hotline enabling anonymous reporting, overseen by a third-party provider, with a strict non-retaliation policy<br>→ Board of Directors and Impact Steering Committee provide quarterly oversight of enterprise risk and sustainability priorities<br>→ Sea of Change offset project includes a peace, justice, and strong institutions co-benefit<br>→ Responsible use of IT products and services<br>→ Responsible Data, Privacy, and AI practices | Board and Sustainability Oversight<br>Governance Policies<br>Environmental Sustainability > Carbon Offset Portfolio (2025)<br>Data Ethics, Privacy and AI |
|  | **Partnerships for the Goals** | → Partnerships with Playing for the Planet (P4P) and the Business Council on Climate Change (BC3), including co-publication of The Game Studio's Guide to Net Zero Targets<br>→ Unity for Humanity grants awarded through open, cross- disciplinary review evaluated against alignment with all 17 SDGs<br>→ Shared Virtual Power Purchase Agreement (VPPA) with four other technology companies to expand renewable grid capacity" | Environmental Sustainability > Industry Engagement and Collaboration<br>Social Impact Grant > Unity of Humanity<br>Environmental Sustainability > Renewable Energy Strategy |