



# 2021 ESG REPORT

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

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## ABOUT THIS REPORT

The report has been prepared with reference to the Global Reporting Initiative (GRI G4, 2021) Sustainability Reporting Standards and covers information for the reporting period January 1, 2021 through December 31, 2021, unless otherwise noted. This period is the same as our financial reporting period. Questions about this report can be directed to the Investor Relations team at [ir@unity.com](mailto:ir@unity.com).

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# LETTER FROM OUR CEO

At Unity, we believe the world is a better place with more creators in it. We empower employees and creators of all backgrounds to foster a more inclusive, equitable, and sustainable world – at a time when we’ve never needed it more. This philosophy is the beating heart of our company and motivates us to ensure that the future of the digital world and content creation is open, creator-centric, sustainable, and inclusive. We know that we will not single-handedly change the world but we can and do have influence.

As you read this inaugural ESG report, know that at Unity, we believe in the power of the creator more than the power of a platform controlled by a single company. We believe in the inherent goodness of creators setting out to build applications that ultimately generate jobs, revenue, and broader societal benefits.

We believe that opportunity and education should be accessible to all, which is why we invest in underrepresented creators and maximize the impact that their work has on the world. In the past year, we awarded more than \$4.5 million\* from the Unity Charitable Fund to support current and future creators who are building RT3D experiences that have a meaningful impact on society and the planet. We launched the Employee Giving Program, which has supported 831 global causes via volunteering and donations and invested \$329,000.

\* All monetary values in this report are in USD, unless otherwise noted.

We believe that Unity has a critical role to play in making the planet habitable for all. Last year, Unity committed to net-zero carbon emissions in our operations, starting now and every year in the future. We also implemented a three-step approach to reduce our carbon footprint, leveraging carbon offsets for our 2020 emissions, working to redesign internal processes to lower emissions, and aligning with groups that are demanding better from the world in order to fight climate change.

Lastly, we believe that Inclusion should be grounded in the notion of Empathy, Respect, and Opportunity for all employees. As a global company, with over 5,000 employees across 21 countries, we work hard to create a sense of belonging, connection, and growth. We listen, we act, and we adjust our thinking and plans to reflect both the realities of our workplace and our commitment to a more Inclusive Unity.

While I’m incredibly proud of the work being done by our teams at Unity to make the world a better place, I am also deeply aware that we have more work to do in each of these areas. We have dedicated teams within Unity to ensure that we are measuring our progress and keeping ourselves accountable to do better. I am the first to admit that the work has just begun. I look forward to making more progress and learning together as we deepen our positive impact in the years to come.

Thank you,

John Riccitiello



# COMPANY OVERVIEW

We are the world's leading platform for creating and operating interactive, real-time 3D (RT3D)\* content. We aim to help solve the toughest engineering, data, and operational problems so that anyone can use our technology to bring bold ideas to life and foster a more inclusive, equitable, and sustainable world. Our community includes innovators, artists, architects, automotive designers, filmmakers, and others from an increasingly broad range of industries that use Unity to dream big and make their visions come to life.

\* Real-time 3D (RT3D) is a computer graphics technology that makes the digital world feel real – generating interactive content faster than human perception. Check out this page for a deeper dive into how this technology works.

5,245

EMPLOYEES IN 21 COUNTRIES  
AND 54 OFFICES ACROSS  
THE WORLD

3.9B

MONTHLY ACTIVE USERS  
OVER 20 PLATFORMS<sup>1</sup>

50%+

OF GAMES ACROSS MOBILE,  
PC, AND CONSOLE WERE  
MADE WITH UNITY<sup>2</sup>

190+

COUNTRIES AND  
TERRITORIES HAVE  
UNITY CREATORS

\$4.5M

INVESTED IN  
COMMUNITIES

5B

DOWNLOADS PER MONTH,  
ON AVERAGE, OF APPS  
BUILT WITH UNITY

450K

FUTURE CREATORS LEARN  
UNITY EACH YEAR

\$1B+

IN REVENUE DIRECTLY  
CREATED FOR 40,000  
COMPANIES ON OUR  
MONETIZATION PLATFORM



<sup>1</sup> Monthly active end users is the number of unique devices that have started an application made with Unity, or that have requested an advertisement from Unity Ads, during the trailing 30 days from month end. Includes smartphones, tablets, PCs, Macs, and augmented and virtual reality devices, and exclude consoles and WebGL applications. Includes end users of our non-paying and paying creators.

<sup>2</sup> Based on internal estimates and assumptions.

**OUR VALUES ARE WHAT WE STAND FOR AND WHAT WE ASPIRE TO BE. THEY INFORM HOW WE DO OUR JOBS AND HOW WE TREAT EACH OTHER EVERY DAY, WHILE ALSO HELPING US MAKE THE RIGHT DECISIONS FOR OUR CUSTOMERS, PARTNERS, AND COLLABORATORS.**

## WHO WE ARE



Unity Brighton office

### **USERS FIRST**

We put users first ... they are rock stars and we are their biggest fans. Our shared dedication to users holds us together, defines and aligns our work, and drives us to deliver for them.

### **BEST IDEAS WIN**

We believe great ideas can come from anywhere. We have vigorous debates, we listen and learn, and we make sure the best ideas win. We care enough to go through the pain of messy conversations.

### **IN IT TOGETHER**

We are Citizens of Unity. We act like owners. We're activists; we have a voice and use it. We're direct and candid, with good intent. We respect each other's uniqueness and we're in it together.

### **GO BOLD**

We do bold things. We go big and when we fail, we learn, get better, and go big again. We challenge and elevate each other beyond our limits to do what may seem impossible. We stay curious and hungry.

# STAKEHOLDER ENGAGEMENT AND MATERIALITY

In 2021, we began formalizing our ESG journey by conducting a materiality assessment, in partnership with external ESG experts, to assess and prioritize our most significant ESG-related risks and opportunities.

As part of this effort, we identified an initial list of material ESG issues of importance to our stakeholders and business success. We then engaged with internal and external stakeholders – including employees, creators, and shareholders – to understand their priorities and expectations around these issues. While every topic identified is important to our business and community, this report focuses on the material issues that are most fundamental to our own transformation and create the most value to our stakeholders.

We've organized the material issues into Environmental, Social, and Governance categories. This report addresses how we manage each as part of our efforts to democratize innovation and creation for all. While there is still much work to be done, we look forward to continuing to share our progress with employees, creators, and the broader community in the years ahead.

Courtesy of Daimler AG – Made with Unity



## MATERIAL ISSUES

### ENVIRONMENTAL

- **Climate change strategy**
- Water use
- Circular economy
- Sustainable supply chains
- Technology as a sustainability solution

### SOCIAL

- **Diversity and inclusion**
- **Employee engagement**
- **Employee wellbeing**
- **Talent recruitment and retention**
- **Philanthropy and employee volunteering**
- **Future of work**
- Human rights
- AI and machine learning
- Creator health and wellbeing
- Content standards
- Responsible use of IT products and services
- Equitable access to technology
- Tech for good
- Education in communities

### GOVERNANCE

- Business ethics and sustainable business practices
- Privacy and data protection

\*The seven issues in bold are fundamental to transformation.



# ESG STRATEGY

At the core of our ESG strategy are people – our employees, our creators, and our global community. We understand that being merely a responsible company is table stakes, and that real impact is made by focusing the power of our talent, technology, and grants to foster a more sustainable, equitable, and inclusive world.

First, we know that if our people thrive, our business thrives. We're committed to attracting diverse talent, creating a workplace where employees feel included and supported, and being a place where people can grow their careers. This enables us to deliver the powerful tools necessary for Unity creators, who are the cornerstone of our impact. We are committed to supporting creators who are building and operating rich, immersive experiences that help create a better world.

Simultaneously, we are focusing our environmental strategy first on climate,

the most pressing issue of our time. We've set our science-based emissions reduction target to drive sustainable growth and boost innovation, and we'll continue to advance our environmental strategy in the year to come.

Underpinning all the work we do is our commitment to operating responsibly, integrating ESG into how we govern our business, and establishing clear policies that guide our conduct and decision-making.

While we are making steady progress toward all of our material issues, for this first report, our focus is on the seven issues fundamental to our stakeholders and to our business' success. This report is a public resource compiled in collaboration with many of our internal teams, including executive leadership, as well as external experts in ESG. Moving forward, our annual ESG report will provide our progress on our ESG goals, our successes, and our learnings.

# SUSTAINABLE DEVELOPMENT GOALS

## SDG ALIGNMENT

We align our priority material issues to the United Nations' Sustainable Development Goals (SDGs). Given Unity's products, services, and purpose, we believe we can make the most meaningful contributions by focusing on 5 of the 17 SDGs.



### EDUCATION

Increase technical education for all, in particular underrepresented people



### ECONOMIC OPPORTUNITY

Add more high-value jobs, make those jobs more accessible to underrepresented people



### ENVIRONMENT & CLIMATE ACTION

Encourage companies to adopt sustainable practices



### DIGITAL HEALTH AND WELLBEING

Democratize access to healthcare



# ENVIRONMENTAL

## OUR APPROACH

As global citizens who share the planet, we feel a deep responsibility to take action on climate change, and we're dedicated to reducing our environmental impact today and into the future. Environmental sustainability is at the heart of many of our initiatives at Unity, including our operations, partnerships, charitable giving, and business strategy. The actions and initiatives outlined below move us in the right direction, and we are committed to making continued progress.

## IN THIS SECTION

- [Climate change strategy](#)
- [Climate partners](#)

# CLIMATE CHANGE STRATEGY

Climate change is one of the biggest threats facing humanity today. From stronger storms, to severe droughts, to overwhelming wildfires, disruptions from the impacts of climate change already affect our daily lives.\* We know that more needs to be done immediately to avoid more serious impacts to come.

We have set concrete goals and made progress toward reducing our contribution to climate change.

## IN 2021, WE:

- Conducted our first greenhouse gas (GHG) emissions inventory across all categories in Scopes 1–3
- Committed to net-zero carbon emissions in our operations (starting with 2020 emissions and every year in the future)
- Committed to setting and validating a science-based target for absolute carbon reductions aligned with the Science Based Targets initiative

We've developed a climate strategy focused not only on managing our own impact, but also on leveraging the Unity platform to create, communicate, and cultivate a more sustainable world.



\* IPCC, 2021: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Masson-Delmotte, V., P. Zhai, A. Pirani, S.L. Connors, C. Péan, S. Berger, N. Caud, Y. Chen, L. Goldfarb, M.J. Gomis, M. Huang, K. Leitzell, E. Lonnoy, J.B.R. Matthews, T.K. Maycock, T. Waterfield, O. Yelekçi, R. Yu, and B. Zhou (eds.)]. Cambridge University Press. In Press.

**“The science is clear and the time is now. We know that this is just the beginning of a long, continuous effort to acknowledge and act upon the responsibility that we have as global citizens who share this planet. We recognize that Unity plays a critical role in a sustainable future – not just through our own commitment, but with the unique ability to support our customers using Unity’s technology to help decarbonize their businesses.”**

– Jessica Lindl, Vice President, Social Impact

Hungry Shark World by Ubisoft – Made with Unity



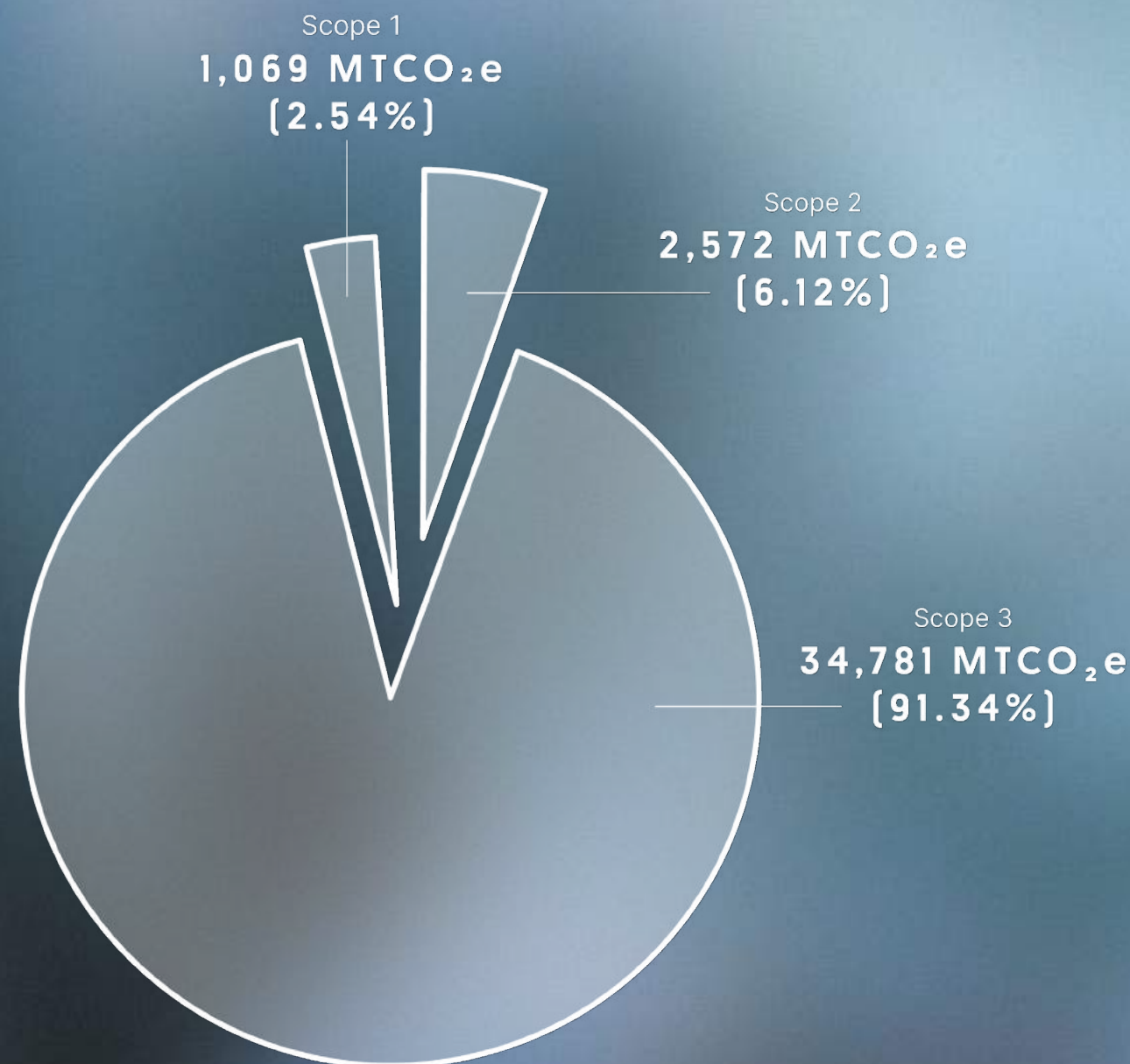


## MEASURING OUR IMPACT

We began our sustainability journey by conducting our first greenhouse gas (GHG) emissions inventory in 2021. By understanding our current state we can take meaningful action on our most significant climate impacts.

Our first annual assessment reported 38,400 metric tons of carbon dioxide equivalent (MTCO<sub>2</sub>e) produced throughout our operations, including:

- **Scope 1:** Direct emissions
- **Scope 2\*:** Indirect emissions from purchased electricity
- **Scope 3:** Indirect emissions from business travel, purchased goods and services, events, and more





We know that to make real progress in our efforts, we need to ensure oversight of our policies and processes. In 2021, we created a Sustainability Oversight Committee that advises on strategy and implementation across all business units. The same year, we implemented a centralized Environment Health and Safety (EHS) Management system to holistically track and monitor our EHS metrics at the enterprise level.

## MANAGING OUR IMPACT

With this deeper understanding of our emissions, we developed and implemented a four-step approach to reducing our carbon footprint:

1. **Neutralizing** our emissions through renewable energy credit offsets and carbon removal projects
2. **Redesigning** internal processes to lower emissions (such as implementing carbon-related criteria for vendor evaluation and travel policy encouraging more sustainable choices)
3. **Aligning** with industry best practices
4. **Evaluating** our progress and continually evolving our approach





# ZUTARI

## → CREATOR SPOTLIGHT

**“BY BRINGING STORYTELLING AND CREATIVE TECHNOLOGY TOGETHER, WE CREATE IMMERSIVE AND INTERACTIVE PROJECT EXPERIENCES THAT BETTER COMMUNICATE THE VISION OF OUR MAJOR INFRASTRUCTURE AND BUILT ENVIRONMENT PROJECTS.”**

– Murray Walker, Expertise Leader in Interactive Visualization at Zutari

### DESIGNING RENEWABLE ENERGY SITES WITH UNITY

Zutari, a South African engineering consultancy, uses Unity to improve and simplify the complex process of designing, creating, and operating large-scale solar projects.

Using Unity, Zutari can evaluate the expected sun tracking, shading, and terrain impact for each solar panel on a solar site with immersive visualizations, helping to streamline the design process. Unity also enables virtual monitoring of project progress and provides the means for clients and stakeholders to fully experience the project in a virtual environment.

Using the power of Unity, Zutari accelerates their mission to co-create engineering solutions that deliver real impact and enable environments, communities, and economies across Africa to thrive.



## PARTNERING FOR CLIMATE ACTION

Our corporate carbon management strategy plays a critical role in how we address Unity's environmental impact, but we don't stop there.

As advocates for the global creator community, we also have the opportunity to catalyze environmental impact beyond our own operations by leveraging partnerships, supporting environmentally focused creators, encouraging environmental innovation, and inspiring our community to take individual and collective action.

In 2021, we assisted 11 environmentally focused projects with \$950,000 in funding to help these partners catalyze environmental change.

This included funding to use Yale University's Program on Climate Change Communications methodology to study how the video game industry can support positive real-world action on climate change. We also provided funding to support environmental science literacy and education through grants to Western University and Conservation International.

Together, these partnerships help us multiply our impact and the impact of creators on our world. Although a lot of hard work remains, we are inspired by the progress that has been made as well as the opportunity for change that we see around us.

## LOOKING AHEAD

We know that there is much more work to be done. We're dedicated to building on the groundwork that we have laid and will continue to track progress toward our targets in order to further our decarbonization efforts alongside our creators and partners.

Drop in the Ocean by Vision3 - Made with Unity



# CLIMATE PARTNERS



As a member of the UN Playing for the Planet Alliance – a group of the largest video game companies mobilizing their collective power to take action on climate change – we were key partners in the 2021 Green Game Jam, helping to educate and empower 184 million players to take action for a more sustainable future.

## PROJECT DRAWDOWN

We are also a member of Drawdown Labs, a consortium of visionary private-sector partners working to go beyond net-zero to scale climate solutions in the world, within and outside their own operations.





Future Aleppo by Dwiasih Annisa Fitriani and Red Thread Transmedia - Made with Unity

# SOCIAL

## OUR APPROACH

We are a purpose-driven, people-centric company that believes in the value of unique backgrounds and perspectives and the power of In It Together. We are User's First teams that thrive on Going Bold to solve difficult, complex problems where everyone has a voice and Best Ideas Win. Our values are not marketed, but are woven into the fabric of how we work and who we aspire to be.

## IN THIS SECTION

- Diversity, equity, and inclusion
- Employee engagement and wellbeing
- Philanthropy and employee volunteering



# DIVERSITY, EQUITY, AND INCLUSION

Our commitment to inclusion is not new. We have focused on recruiting and representation for many years and, more recently, have deepened our understanding and investments in inclusion and belonging. We are proud of our progress and aware of the opportunity and responsibility we have to do better.

WE ANCHOR OUR APPROACH  
TO INCLUSION IN A COMMITMENT TO  
EMPATHY, RESPECT, AND OPPORTUNITY.

**Empathy** fuels connection through the recognition of perspectives and experiences of others, even without connecting yourself to those experiences.

**Respect** builds trust through empathetic actions demonstrating an appreciation for individual differences.

**Opportunity** supports equity through respect by empowering people to contribute, create, and lead based on their knowledge and experience.



Dot's Home by Rise-Home Stories - Made with Unity

Our global Inclusion team works as a center of excellence with leaders across the company to help them build strong, diverse, inclusive teams. Over the last two years we have accelerated the scale and pace of our investments, which include the following:

- Established five global Employee Resource Groups (ERGs) supported by an executive sponsor representing the following communities: Black, Latinx, LGBTQ+, Asian, and Women. As of January 2022, 13% of Unity employees participate in one or more of the ERGs.
- Developed and delivered Anti-Racism leadership training. As of 2020, 94% of our global leaders have participated.
- Conducted the first phase of our initiative to achieve pay equity by focusing and taking action on under-represented employees who fell below the salary range minimum. We then put in recruiting mechanisms to prevent employees from being hired below the minimum.
- Established an Inclusion Workshop as part of the onboarding process for all new hires.
- Launched an external speaker series to celebrate the diversity within the creator community and inspire the next generation of creators everywhere.

Courtesy of Varjo



**Having teams that are more diverse is a starting point, not a destination, and insufficiently described by traditional race and gender categories. At the same time, representation is an important indicator of commitment and progress and an important metric to hold ourselves accountable. We have focused our work on representation at all levels, starting with our Board of Directors, where we have added two women of color in the last year.**



## WE ARE ADDING THE FOLLOWING AREAS OF FOCUS IN 2022:

- Establish coaching and mentorship for underrepresented groups.
- Build on the first phase of pay equity work in partnership with Syndio (equity tech firm), to address pay inequity for women and underrepresented ethnic groups. Over time, we will also solve for pay parity for all employees. Our approach will include changes to recruiting and compensation programs to systematically reduce inequity issues.
- Develop additional manager training, focused on building inclusive, distributed teams.
- Utilize Engagement and Exit surveys to analyze and plan actions related to underrepresented group (URG) experience with focus on career, recognition, and leadership.





BELOW IS A SNAPSHOT OF OUR GLOBAL WORKFORCE. AS OF DECEMBER 31, 2021, WE HAVE 5,245 EMPLOYEES IN 21 COUNTRIES AND 54 OFFICES ACROSS THE WORLD.



# OUR GLOBAL WORKFORCE



## Global representation by gender as of December 31, 2021:

	2020	2021	YOY Growth
% of employees			
Women	28.0%	28.7%	+0.7 pts
Men	71.1%	70.4%	-0.7%
% of leadership*			
Women	28.8%	30.9%	+2.1 pts
Men	69.9%	68.2%	-1.7 pts
% of tech employees			
Women	17.0%	18.5%	+1.5 pts
Men	82.2%	80.5%	-1.7 pts

Employees who have not self-disclosed make up the remainder of our population.  
 \*Directors and above

## Underrepresented ethnic groups (U.S. only) as percentages of our employees:

	2020	2021	YOY Growth
White	50.7%	50.0%	-0.7 pts
AAPI	22.2%	22.8%	+0.6 pts
Black	3.1%	4.2%	+1.1 pts
Latinx	5.6%	5.9%	+0.3 pts
2+ Races	2.9%	3.5%	+0.6 pts
American Indian	0.1%	0.2%	+0.1 pts

Employees who have not self-disclosed or do not wish to answer make up the remainder of our population.



## DIVERSE RECRUITING AND HIRING

Recruiting is a core capability at Unity. We have a global team of over 150 talent acquisition experts that works closely with over 1,000 managers across the world to source and hire great talent. Inclusion at Unity is not about checking a process box. Inclusion is deeply embedded in all aspects of recruiting, from sourcing to interviewing to hiring. We invest the time and resources to reach underrepresented communities, source non-traditional backgrounds, and get to know candidates as more than a resume.

There are multiple ways we invest in inclusive recruiting, including:

- Attendance at major recruiting conferences for underrepresented talent such as [AfroTech](#), the [Grace Hopper Celebration](#), the [National Society of Black Engineers](#), and the [Society of Hispanic Professional Engineers](#)
- Virtual hiring events to source underrepresented talent
- Community partnerships and networking opportunities that connect Unity with underrepresented talent

- Broad use by our recruiters of inclusive hiring tools SeekOut and Textio
- Kick off the hiring process with a two-week focus period to source underrepresented talent
- Build diverse slates for leadership roles
- Provide required inclusion hiring training for all recruiters

These activities allow us to reach communities that are often at a disadvantage during typical recruiting processes and left out of conventional recruiting. By growing these efforts, we are able to add to the diversity of sourced and hired people, which ultimately contributes to a more inclusive Unity.

Dot's Home by Rise+Home Stories - Made with Unity





# EMPLOYEE ENGAGEMENT AND WELLBEING

Over the last two years, we have taken a much more expansive approach to benefits and building a culture of wellbeing. We have hired a global leader of Employee Wellbeing and are building a team to proactively support all employees in their wellbeing journey.

We use a holistic model that encompasses the various elements of an individual's wellbeing: career, mental, physical, environmental, social, and financial. Each element lets employees progress according to their own needs.

In 2021, we launched a Global Mental Health benefit with Lyra Health. This new benefit provides all employees and their family members access

to high-quality care for mental and emotional health. Lyra provide support for individuals, families, and couples with therapy, coaching, self-help tools, and other resources. It initially included 16 sessions per person, per year at no cost to employees or family members. On Global Mental Health Day (October 10, 2021), we announced that we were enhancing this benefit to 25 sessions on January 1, 2022.

In addition to Lyra, and in partnership with our Workplace Experience team, we offered classes such as mindfulness and yoga, and hosted workshops on mental health topics such as Resilience, Parenting During COVID-19, and Understanding Burnout. We created a wellbeing hub where employees can find on-



demand videos, resources, global benefits information, workshop recordings, and a Work Well toolkit. We provide employees with a monthly Wellbeing Allowance, that allows them to customize their wellbeing support for their unique needs.

In 2021, we also provided global Connect Days. These global days off (six in 2021) were designed to allow employees to spend time with family and friends and unplug from work.

We offer a number of health-care plans to employees around the world and a global ergonomics program with virtual consultations. Like many companies, we have also added a Work From Home stipend of \$1,500 that allows employees to make their home office comfortable and productive.



## EMPLOYEE GROWTH AND DEVELOPMENT

Our company's growth reflects the growth and development of our people. We have a growth mindset that helps us learn from our mistakes and seek the opportunities that often exist in uncertainty.

As Unity grows, so do the opportunities for employees. We have an active Internal Mobility program where employees are encouraged and supported to seek new opportunities. In 2021, over 20% of our employees were promoted to new roles to take on new challenges and responsibilities.

Employees take part in workshops focused on leadership, career development, interpersonal effectiveness, and management. Employees also have access to a wide range of profession-specific development (for example, sales and negotiation skills, or engineering skills) as well as training to support their wellbeing. Managers receive training to build their managerial capability, including interviewing skills, managing performance, and coaching employees. We also provide access to employee self-service learning pathways on topics ranging from influence and management skills to strategic thinking and working remotely. Coaching and mentoring are also available to help employees take on new challenges.



# OUR SOCIAL IMPACT

## PHILANTHROPY AND EMPLOYEE VOLUNTEERING

At Unity, we have the unique opportunity to focus our knowledge, technology, and grants to empower the creators and changemakers who are reimagining a more inclusive, equitable, and sustainable future for us all. As part of this work, we want to make Unity education more accessible, create inclusive economic opportunities for underrepresented creators, advance RT3D for sustainability, and maximize the impact that creator work has on communities and the world.



The data on this page is as of December 31, 2021.

# \$4.5M

INVESTED IN COMMUNITIES

# 51

GRANTS GIVEN

# 3,240

EMPLOYEE  
VOLUNTEER HOURS

# \$1.4B

IN-KIND PRODUCTS AND  
SERVICES DONATED

# \$123,809

IN EMPLOYEE GIVING  
MATCHED BY UNITY

# 600K

PEOPLE SUPPORTED  
(learners, educators, creators, etc.)  
through our programs and initiatives

# UNITY CHARITABLE FUND

The Unity Charitable Fund\* provides the financial means to bring our social impact goals to life. The program was created with 750,000 shares of Unity common stock and is managed by Unity's Social Impact Division, with the executive team and Board providing oversight of its initiatives and actions. In the last year, we awarded approximately \$4.5M from the fund to support current and future creators who are building RT3D experiences with a meaningful impact on society and the planet. A few recipients include [The Black Realities Grant](#), [Urban Arts Partnership](#), [Games for Change](#), [Generation](#), the [Lual Mayen Foundation](#), and the [Raspberry Pi Foundation](#).

We work in partnership with our grant recipients to monitor the progress and impact that they have through applications and surveys, and continue to evolve our program by monitoring success metrics and consulting with stakeholders.

**“WE ARE SO  
GRATEFUL FOR  
UNITY’S SUPPORT  
AND WANT TO  
ACKNOWLEDGE THAT  
THIS WORK IS MADE  
POSSIBLE THROUGH  
YOUR BELIEF AND  
INVESTMENT IN  
OUR STUDENTS.”**

– Kevin Wright, Urban Arts Partnership



# → SPOTLIGHT

## URBAN ARTS PARTNERSHIP

Urban Arts Partnership (UAP) designs and implements cutting-edge educational programs, rooted in the arts and technology, that respond to the most pressing needs of students from low-income communities.

We support their School of Interactive Arts program, which leverages video game design and the Unity platform to open tech-industry doors for underrepresented students and under-resourced schools around the country. In addition, the funding supports educator training to develop a free Advanced Placement: Computer Science Principles (AP:CSP) course curriculum powered by the Unity platform.

## THE LUAL MAYEN FOUNDATION

Lual Mayen was born during his parents' 200-mile journey to escape conflict in South Sudan and live in the relative safety of a refugee settlement in Uganda. There, he taught himself to code and built his first video game, *Salaam*, designed to put the player in the shoes of a refugee like himself.

Lual founded the Lual Mayen Foundation (LMF) with the aim of providing under-resourced communities, such as refugees in Uganda and Kenya, with access to technology, education, and career opportunities. In July 2021, Unity funded a grant to train displaced refugees in those countries through a 12-week training program focused on 3D art and design.



## PHILANTHROPY AND EMPLOYEE VOLUNTEERING

Our Giving Program empowers Unity employees to positively impact local and global communities and contribute to the communities and causes that matter most to them.

Through the Giving Program, employees can volunteer up to 20 working hours of paid time annually with a nonprofit charitable organization, civic engagement organization, or cause. Additionally, Unity matches up to \$500 of an employee's contributions to eligible charitable causes that support Unity's social impact pillars, and employees can guide a one-time corporate donation of \$100 to eligible organizations.

### Responsive giving at Unity

Our Giving Program also facilitates responsive giving in times of disaster, crisis, or critical need. The program includes employee donation matching and grants from Unity's Charitable Fund to nonprofits in impacted areas.

Responsive giving causes in 2021 include:

- **The COVID-19 crisis in India:** Providing help with hygiene kits for families; support for elders, homeless, migrant workers, hospitals, and community recovery.
- **The Haiti Earthquake Relief:** Providing access to sanitation, compost, and the financial and non-financial tools to help Haitians lift their families out of poverty.

As well as supported organizations:

- **Supporting Colombia:** The Unity Colombia team experienced widespread protests and violence in their home country in May 2021. Our response included initiating a grant to support the nonprofit Recon Colombia. As a result, Recon has developed an incubation and acceleration program for social entrepreneurship.
- **Supporting Afghan women** from Code to Inspire: In summer 2021, the Taliban overtook Afghanistan, preventing women's access to education and economic opportunity. Unity employees mobilized to hire qualified Afghan talent from Code to Inspire to work at Unity.

# 983

GLOBAL CAUSES SUPPORTED  
THROUGH VOLUNTEERING  
AND DONATIONS

# 3,240

HOURS OF VOLUNTEER  
TIME LOGGED BY UNITY  
EMPLOYEES

# \$468K

INVESTED IN  
COMMUNITIES\*



# → SPOTLIGHT

## GENERATION

In June 2021, we awarded a grant to Generation – an organization transforming education to employment systems to prepare, place, and support people in life-changing careers that would otherwise be inaccessible.

The grant funds a workforce development program supporting underrepresented students and educators to increase the overall number of minorities learning and working in RT3D, thus improving their income potential and livelihoods.

## Unity for Humanity

The Unity for Humanity program inspires leading changemakers by providing annual grant funding, mentorship, and technical support for their social impact innovations. Creators are changemakers, and Unity for Humanity empowers them to bring their transformative visions to life – telling stories and building tools that have a positive and meaningful impact on society, their communities, and the planet.

We collaborate with other impact-driven organizations such as [Project Drawdown](#) and the [United Nations Environment Programme \(UNEP\)](#) to design grants focused on specific impact areas, and host the annual Unity for Humanity Summit to celebrate creators around the world who are using RT3D to make a positive impact on society and the planet.

All Unity for Humanity Grant projects are impact-driven and encompass themes of social, healthcare, education, humanitarian, or environmental issues. Projects must also align with at least one of the 17 UN Sustainable Development Goals.

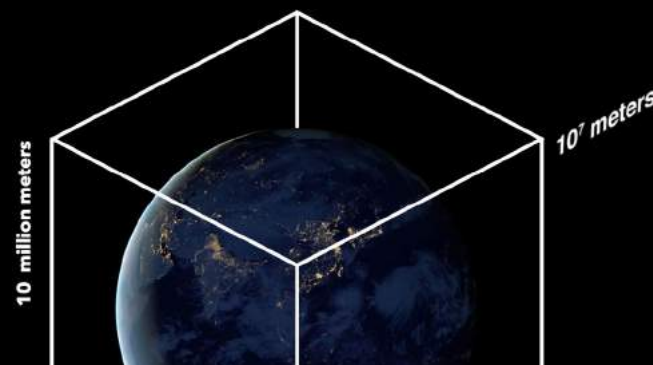
## Unity for Humanity



### → 2020 GRANTEE

#### DOT'S HOME – BY RISE-HOME STORIES

*Dot's Home* is a single-player, 2D, narrative-driven video game that follows a young Black woman in Detroit living in her grandmother's beloved home, as she travels through time to relive key moments in her family's history where race, place, and home collide in difficult choices.



### → ENVIRONMENT GRANTEE

#### POWERS OF X – BY ANYTHINGEVERYTHING AND SON & HEIR

*Powers of X* is an immersive experience designed to raise awareness around the climate crisis using VR and AR to visualize the invisible impact we each have on the planet by highlighting how our seemingly small daily decisions often lead to large-scale effects on the environment and illustrating how adjusting those choices can lead to positive, real-world change.



# Unity for Humanity

# \$1.4B

WORTH OF SOFTWARE PROVIDED TO SCHOOLS, STUDENTS, AND EDUCATORS TO SUPPORT TECHNOLOGY-RELATED TRAINING IN 2021

## EMPOWERING FUTURE CREATORS

Unity deeply believes that high-quality education should be accessible to everyone, and we embrace our responsibility to support this right for all. We're working to make this a reality by contributing Unity products, technology, and expertise to over 450,000 students and educators every year – helping them gain valuable technical programming skills. We also partner with companies, nonprofits, and governments around the world to encourage inclusive economic growth through programs such as the [SkillUp Coalition](#), [Mission Bit](#), and [Games for Change](#).

We are committed to continuing our efforts in creating economic opportunities and learning along the way to ensure the future of the digital world and content creation is open, democratic, creator-centric, and much more inclusive.

## FUNDING HEALTH AND WELLBEING INITIATIVE

Creators use Unity to build innovative tools that manage physical and mental health, train medical professionals, and test new healthcare technologies. Our social impact creator funding also supports digital health and wellbeing initiatives such as [SpecialEffect](#), which provides support for gamers requiring adaptive technology, and [Breakthru](#), which supports students' mental health and positive mood by providing short, immersive movement breaks.

### Looking ahead

Our commitment to supporting our employees, creators, and communities is not only core to who we are, but key to our success and longevity. In the year to come, we will continue to fund, volunteer for, and support organizations aligned with our focus areas, and continue to maximize our creators' impact on communities and the world.



## → GRANTEE

### APART OF ME – BY APART OF ME

*Apart of Me* is a mobile game that supports young people and their families through the heartbreak and confusion of grief, helping them learn to live fully despite their loss. This free tool serves to offset the high cost of traditional bereavement counseling, helping to make dealing with grief more accessible for all.



# GOVERNANCE

## OUR APPROACH

At Unity, we seek to operate responsibly in everything we do – both to fulfill our obligation to our world today, and to ensure that the future we are helping build is just, equitable, and inclusive.

## IN THIS SECTION

- ESG oversight
- Business ethics and sustainable business practices
- Privacy and data protection



# ESG OVERSIGHT

Our global leader of Social Responsibility and ESG began reporting directly to our CEO in 2021. As a member of our executive leadership, our global leader of Social Responsibility and ESG has worked with our other executive leaders to establish ESG-related goals and embed them in our core business metrics. We call these “Purpose Goals” and the initiative “performance with a purpose.” For 2022, all executive leaders have Purpose Goals that will be evaluated as part of executive compensation.

## ROLE OF THE BOARD

The role of our 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.

## COMPOSITION OF THE BOARD

The majority of our Board members are independent as determined under the rules of the New York Stock Exchange. Every member of our audit committee, compensation committee, and nominating and corporate governance committee, including each committee chair, is independent.

When evaluating director candidates, our nominating and corporate governance committee considers a candidate’s qualifications, expertise, and characteristics, including such factors as business experience, diversity, professional background, education, skill, and other individual qualities and

attributes, that contribute to the total mix of viewpoints and experience represented on the Board. Currently, five of our 10 Board members are women and three are from underrepresented communities.

More information about our Board independence and compensation can be found in our [annual proxy statement](#), available on the [SEC’s website](#).

Members of the board



## BUSINESS ETHICS AND SUSTAINABLE BUSINESS PRACTICES

Conducting our business honestly, fairly, and lawfully is critical to living up to our mission and values. Accordingly, we comply with the corporate governance requirements of applicable law, as well as the governance standards of the New York Stock Exchange. In addition, we maintain and follow the principles of our Corporate Governance Guidelines and our Global Code of Conduct and Ethics.

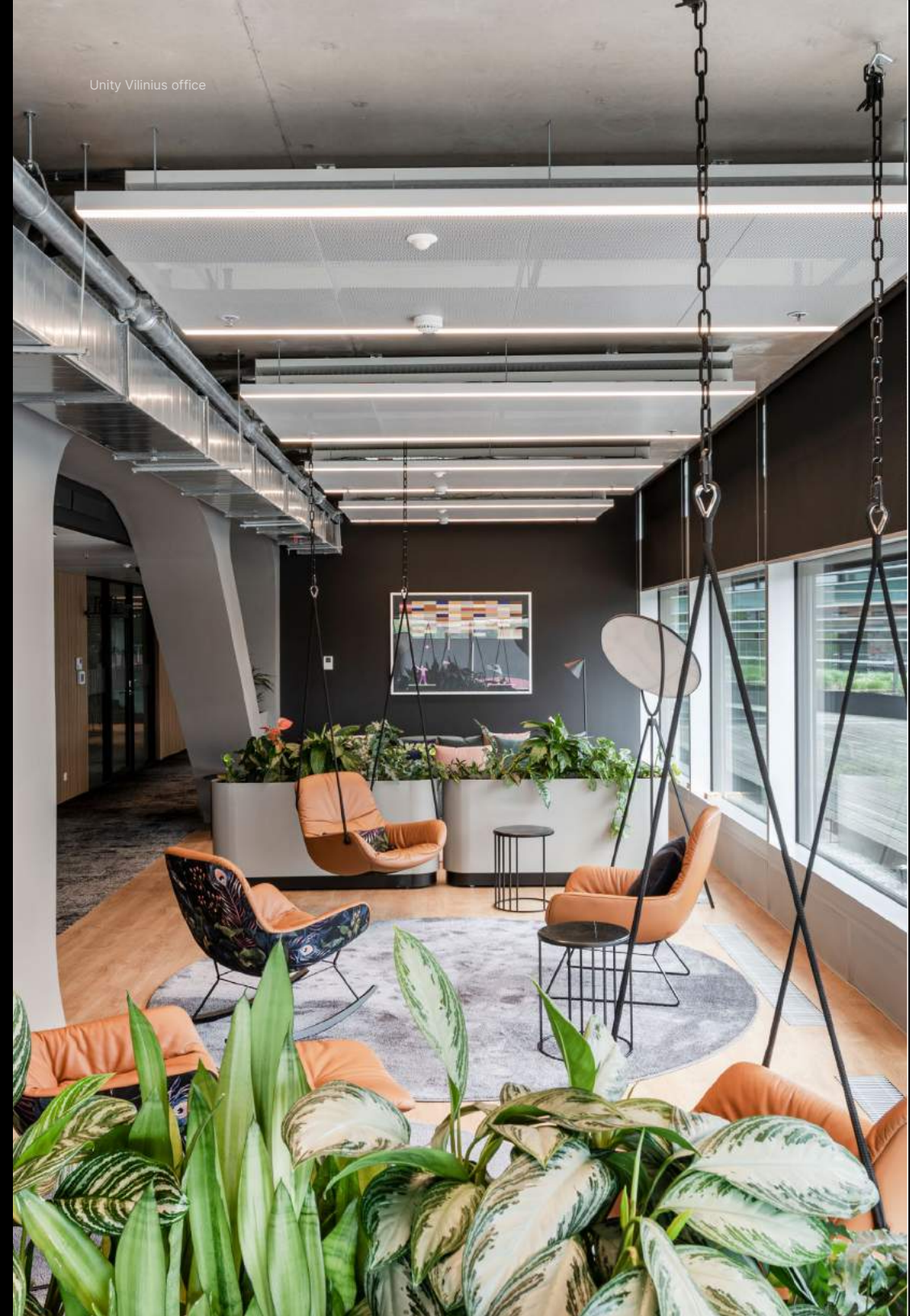
Our Global Code of Conduct and Ethics is critical for realizing our company values and applies to all employees, members of the Board of Directors, and all other Unity team members globally. It is a set of detailed rules, but it is also a guide to living our values and a resource for understanding what is expected and how to conduct business in an ethical manner.

We take a risk-based approach to employee training, focusing on key subject matters outlined in our Global Code of Conduct and Ethics and supporting policies, and plan to continue to roll out additional training during 2022.

All Unity personnel must also abide by our Anti-Corruption Policy to ensure compliance with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act 2010, and all other applicable anti-corruption laws. Measures taken to ensure compliance with the Anti-Corruption Policy include risk-based training, due diligence on key third-party partners, and completion of quarterly compliance certifications by senior executives, sales, and other customer-facing personnel.

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 European Union.

Our finance department and internal auditors also maintain our Global Employee Expense Reimbursement Guidelines to provide employees with guidance on how to maintain transparent, accurate, and complete documentation.





## PROTECTING OUR EMPLOYEES AND COMMUNITY

Unity's mission and values are ambitious, and to achieve them we have established comprehensive rules and guidance for how we conduct business, both internally and externally. Along with our Global Code of Conduct and Ethics, our Anti-Harassment and Anti-Discrimination Policy, and Global Environmental Health and Safety Policy provide a framework to understand what is expected and how to conduct business in a safe, just, and ethical manner.

These policies underpin our commitment to maintain a positive and supportive environment where we are all proud to work – one where we are truly **In It Together**.

*The Gardens Between by The Voxel Agents – Made with Unity*



## ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

Employees must feel safe and respected in the workplace to do their best work.

To maintain our respectful environment, 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.

We require all employees to complete anti-harassment and anti-discrimination training at onboarding and at least biannually thereafter.

## ENVIRONMENTAL HEALTH AND SAFETY

Our Environment, Health & Safety (EHS) program is designed and implemented to protect our community as it works hard to democratize innovation, push boundaries, and reach for a better world.

Our EHS Policy, standards, and audit programs act as a north star for all employees. As our understanding of workplace environments and their potential impacts on worker health evolves, we strive to ensure Unity workplaces reduce health or safety risks, whether teams are onsite, at an office, or working remotely. This stewardship also extends to vendors, contractors, and visitors at our workplaces globally.

Unity's EHS Policy is implemented through a comprehensive EHS Management System overseen by governance arrangements that involve all levels of the company. Our performance is monitored and regularly reviewed to ensure our standards of conduct meet our high expectations, and that the policy continues to be effective at protecting our community and stakeholders.

In 2021, we adopted Enhesa, a compliance intelligence tool, to assist with EHS compliance monitoring and self-audit capacity across Unity. We also adopted several Benchmark ESG applications (which integrate with Enhesa's self-audit tools) to allow for centralized EHS incident reporting and root-cause analysis, safety inspections, and corrective action assignment and tracking. With Enhesa integrated with Benchmark, we can ensure compliance across all of our sites globally.

## ANTI-TOXICITY STANDARDS

We believe digital experiences should be safe and free from the threat of cyberbullying, harassment, and abuse. We're collaborating with other industry leaders to develop global standards around "disruptive behavior," and are developing robust anti-toxicity tools to help developers make safer products.

We're also fostering safer gaming environments through the acquisition of anti-toxicity and moderation tools like OTO, an AI-driven content moderation tool that aims to detect toxicity and harassment and works to make online voice chat environments safer. We know that we must continue to innovate and drive change to realize a safer digital world, and are committed to building on this investment.

## STANDARDS FOR AI

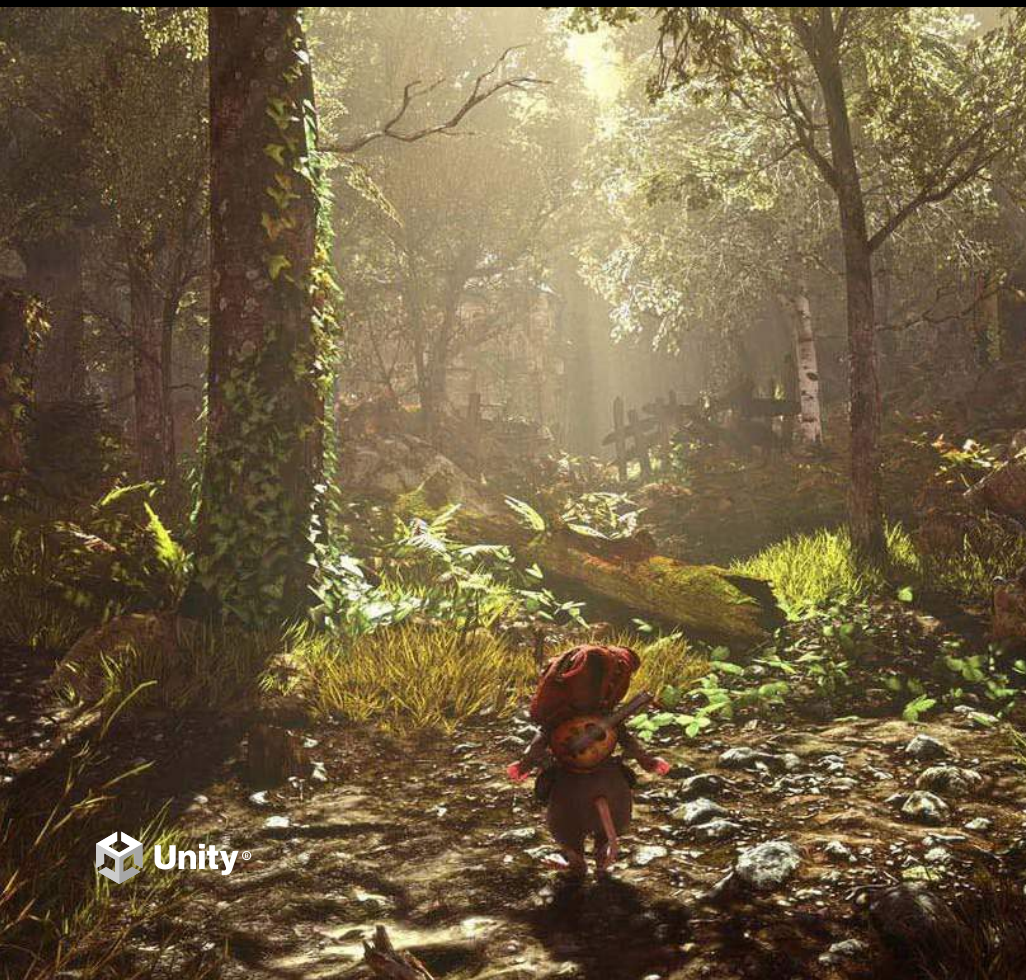
At Unity, we work hard to democratize innovation, solve tough problems, and enable success for creators in a wide variety of industries around the world. Artificial intelligence (AI) is a key component of that mission. This powerful and disruptive technology is altering the landscape of application development and the greater world as we know it. Because we see AI as a potentially powerful tool, we feel compelled to express clear ethical and moral principles defining how we use it.

Courtesy of Finger Food





# UNITY'S SIX GUIDING AI PRINCIPLES



*Ghost of a Tale by SethCG - Made with Unity*



## 1 – BE UNBIASED

Design AI tools to **complement the human experience in a positive way**. Consider all types of human experiences in this pursuit. Diversity of perspective will lead to AI complementing experiences for everybody, as opposed to a select few.

## 2 – BE ACCOUNTABLE

**Consider the potential negative consequences of the AI tools** we build. Anticipate what might cause potential direct or indirect harm and engineer to avoid and minimize these problems.

## 3 – BE FAIR

**Do not knowingly develop AI tools and experiences that interfere with normal, functioning democratic systems of government.** This means saying no to product development aimed at the suppression of human rights, as defined by the Universal Declaration of Human Rights, such as the right to free expression.

## 4 – BE RESPONSIBLE

**Develop products responsibly and do not take advantage of your products' users** by manipulating them through AI's vastly more predictive capabilities derived from user data.

## 5 – BE HONEST

Trust the users of the technology to understand the product's purpose so they can make informed decisions about whether to use the product. **Be clear and be transparent.**

## 6 – BE TRUSTWORTHY

**Guard the AI-derived data as if it were handed to you by your customer directly** in trust – to only be used as directed under these other guiding principles.

# PRIVACY AND DATA PROTECTION

Unity is deeply committed to our privacy and security programs, and we devote considerable effort to regularly testing the security of user assets utilized by our services and developing easy-to-use features that content creators can leverage to enhance the security of their creative products. This allows us to protect our community and support them as they positively impact the world.

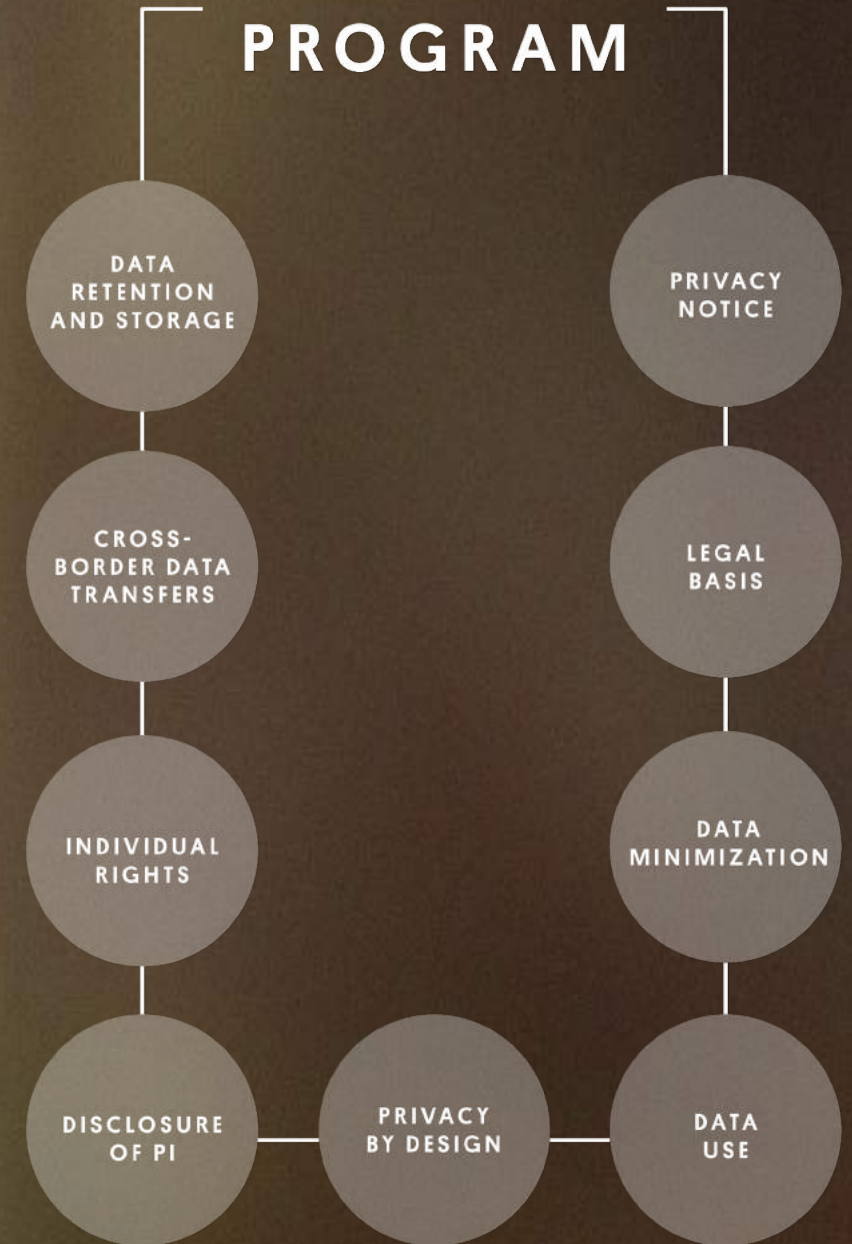
Our [Privacy Policy](#) governs our information practices for all of our products and services, including how we collect, use, share, and protect information collected from developers, players, ad recipients, or people browsing or using our sites, in order to protect our community. We employ a variety of measures to safeguard the collection, transmission, and storage of the information we collect. These measures vary based on the sensitivity of the information that we collect, process, and store, and the current state of

technology. We evaluate our third parties to ensure that our Privacy Standards are upheld throughout our supply chain.

We issue Unity Privacy Standards to support compliance with applicable regulatory requirements, Unity requirements, and industry best practices. We provide annual training to all personnel and additional targeted trainings to key participants in our privacy program. We also have procedures in place to deal with any suspected personal-data breach and notify any user and any applicable regulator of a breach where we are legally required to do so.

These processes are governed by our Unity Global Privacy Program, developed and implemented by the Global Privacy team, Data Governance Council Members, and Operations Management, and are overseen by the Executive Data Steering Committee and the Audit Committee for the Board, and will continue to be evaluated and refined.

## PRIVACY PROGRAM





## MAKING UNITY AND ITS CUSTOMERS MORE SECURE

The security of our customer and employee data is of paramount importance to us at Unity. The mission of Unity Security is to ensure customers, employees, and the company are protected from intended and unintended security risks.

To accomplish this mission, we've implemented a risk-based approach to our security program that complies with the industry-standard framework National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF).

The Unity Security Policy provides mandatory security requirements for all of Unity. This policy is supported by standards, directives, and procedures.

Our security program includes implementation of software security development lifecycle (SSDLC), vulnerability, and configuration management across all infrastructure, products, and services. This approach ensures the identification and

management of attacks and compromises are carried out with the utmost urgency and care.

The program also oversees the physical security and employee environmental health and safety (EHS) management that ensure safe spaces for our employees and guests. We provide security training of employees and contractors to ensure everyone understands their responsibility and acts accordingly, as well as perform security due diligence in our supply chain.

Our program is driven by a risk management process that includes education and solicitation of risks from across the company on an annual basis, which are prioritized for remediation. Quarterly governance management is completed for all stakeholders to ensure transparency, and we will continue to refine and improve our security program as we progress.

### Looking ahead

These commitments to corporate governance and data privacy and security will evolve as we grow – continuing to guide our decision making, and ensuring that we protect our communities while maintaining the highest levels of business responsibility in our operations.



Subnautica: Below Zero by Unknown Worlds – Made with Unity

# FORWARD-LOOKING STATEMENTS

This report contains “forward-looking statements,” as that term is defined under federal securities laws, regarding our future business expectations. These statements include, but are not limited to, statements regarding our efforts to make the world a better place; empowering creators, improving environmental sustainability, attracting and retaining diverse talent, growing our workforce, our ability to create meaningful social impact, and our ability to maintain effective governance structures including with respect to data privacy and security. The words “believe,” “may,” “will,” “estimate,” “continue,” “intend,” “expect,” “plan,” “project,” and similar expressions are intended to identify forward-looking statements. 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. Risks include, but are not limited to: (i) the impact of the ongoing COVID-19 pandemic on our business, as well as our customers, prospects, partners, and service providers; (ii) our ability to achieve profitability and the timing for any such

achievement; (iii) our ability to retain existing customers and expand the use of our platform; (iv) our ability to further expand into new industries and attract new customers; (v) the impact of any changes of terms of service, policies, or technical requirements from operating system platform providers or application stores which may result in changes to our or our customers’ business practices; (vi) our ability to maintain favorable relationships with hardware, operating system, device, game console, and other technology providers; (vii) our ability to compete effectively in the markets in which we participate; (viii) breaches in our security measures, unauthorized access to our platform, our data, or our customers’ or other users’ personal data; (ix) our ability to manage growth effectively; and (x) the rapidly changing and increasingly stringent laws, contractual obligations, and industry standards that relate to privacy, data security, and the protection of children. 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 for the year ended

December 31, 2021 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 release. Any unreleased services, features, or functions referenced in this document, our website, or our press releases or public statements that are not currently available are subject to change at Unity’s discretion and may not be delivered as planned or at all. Customers who purchase Unity services should make their purchase decisions based upon services, features, and functions that are currently available.

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# APPENDIX

# GRI CONTENT INDEX

Unity has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2021 through December 31, 2021, unless otherwise noted, with reference to the GRI Standards.

## GRI 1: FOUNDATION 2021

GRI STANDARD	DISCLOSURE	LOCATION OF REPORTED INFORMATION
<b>General disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details: 2-1-a	Company introduction section (Introduction)
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point: All	About this report section (Introduction)
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships: 2-6-a and 2-6-b	Company introduction section (Introduction)
GRI 2: General Disclosures 2021	2-7 Employees; 2-7-a	Introduction, Unity's people and culture section and Representation at Unity section (Social)
GRI 2: General Disclosures 2021	2-9 Governance structure and composition: 2-9-c-11, 2-9-c-v, 2-9-c-vi	Composition of the Board section (Governance)
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy: All	Letter from the CEO (Introduction)
GRI 2: General Disclosures 2021	2-23 Policy commitments: 2-23-a	Managing our impact section (Environmental)
<b>Disclosures about process to determine material topics and list of material topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder engagement and materiality section (Introduction)
	3-2 List of material topics	List of material issues section (Introduction)



GRI STANDARD	DISCLOSURE	LOCATION OF REPORTED INFORMATION
<b>Material topics</b>		
AI and machine learning		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	AI initiatives section (Social)
Business ethics and sustainable business practices		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Corporate stewardship section and ESG oversight section (Governance)
Climate change strategy		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-e)i	Climate change strategy section (Environment)
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization; GRI 302-1-e. Total energy consumption within the organization, in joules or multiples	2020 GHG Emissions and Energy Use Inventory Table in Climate change strategy section (Environmental)
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions; 305-1-a. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	2020 GHG Emissions and Energy Use Inventory Table in Climate change strategy section (Environmental)
GRI 305: Emissions 2016	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions; 305-2-a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent	2020 GHG Emissions and Energy Use Inventory Table in Climate change strategy section (Environmental)
GRI 305: Emissions 2016	Disclosure 305-3 Other indirect (Scope 3) GHG emissions; 305-3-a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	2020 GHG Emissions and Energy Use Inventory Table in Climate change strategy section (Environmental)
Creator health and wellbeing		
GRI 305: Emissions 2016	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Unity for Humanity – Supporting social impact creators section and A focus on digital health & wellbeing section (Social)
Diversity, equity, and inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Unity's people and culture section (Social)
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1 Diversity of governance bodies and employees	Unity's people and culture section, Representation at Unity section, and Composition of the Board section (Social)

GRI STANDARD	DISCLOSURE	LOCATION OF REPORTED INFORMATION
Education in communities		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Inspiring and training future creators section (Social)
Employee engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Employee wellbeing and engagement section (Social)
Employee wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Employee wellbeing and engagement section and Policies to protect our community section (Social)
GRI 401: Employment 2016	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees; 401-2-a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	Employee wellbeing section and Global Environmental Health and Safety section (Social)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system; GRI 403-1-a. A statement of whether an occupational health and safety management system has been implemented	Global Environmental Health and Safety Policy sub-section (Social)
Equitable access to technology		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Inspiring and training future creators section (Social)
Future of work		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	AI initiatives section (Social)
Philanthropy and employee volunteering		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Social impact section and Employee Giving Program section (Social)
Privacy and data protection		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Securing data and privacy section (Governance)



GRI STANDARD	DISCLOSURE	LOCATION OF REPORTED INFORMATION
Talent recruitment and retention		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Unity’s People and Culture section (Social)
Tech for good		
GRI 3: Material Topics 2021	3-3 Management of material topics (3-3-a through 3-3-c, 3-3-d-i and 3-3-e-i)	Inspiring and training future creators section (Social)