



Unity GRI Content Index

Environmental, Social and Governance Reporting

Unless otherwise noted, all data in this report is as of December 31, 2022, and all dollar amounts are in U.S. dollars. This report is disclosed in reference with Global Reporting Initiative (GRI) reporting framework.

2022

Unity®

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GRI 1: Foundation 2021

Foundation 2021

GRI 1: Foundation 2021 / Foundation 2021

Reporting principles applied, requirements, and use/referencing of GRI Standards.

This report reflects GRI 1: Foundation 2021.

Additional Comments

Unity's annual ESG report is prepared in accordance with the GRI Universal Standards 2021.

GRI 2: General Disclosures 2021

The organization and its reporting practices

Organizational Details GRI 2-1

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Organizational Details GRI 2-1

Organizational details

Legal name: Unity Software Inc.
Nature of ownership and legal form: Stock - CA - Corporation - General
Location of headquarters: 30 3rd Street San Francisco, California 94103-3104
Countries of operation: As of December 31, 2022, we had a total of 7,703 full-time employees, across 64 offices and in 21 countries. We are headquartered in San Francisco, California and have operations in the United States, Denmark, Israel, Belgium, Canada, China, Colombia, Czech Republic, Finland, France, Germany, Ireland, Japan, Lithuania, Portugal, Singapore, South Korea, Spain, Sweden, Switzerland, the U.K., and the United Arab Emirates.

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#) Page(s) Pg 4, Pg 73

Entities Included in the Organization's Sustainability Reporting GRI 2-2

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Entities Included in the Organization's Sustainability Reporting GRI 2-2

Entities included in the organization's sustainability reporting

List entities included in sustainability reporting: In November 2022, to better serve users in the app economy, we completed and announced our merger with ironSource, a software company that focuses on developing technologies for app monetization and distribution. Because the closing of the merger occurred in the fourth quarter of 2022, the data in this report does not include ironSource data unless otherwise noted. We will begin to report on a combined basis with ironSource data in our 2023 ESG Report. Unless otherwise noted, all data in this report is as of December 31, 2022, and all dollar amounts are in U.S. dollars.
Specify differences between the list of entities included in financial reporting and sustainability reporting: N/A
Multiple entities, explain the approach used for consolidating the information: N/A

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 4

Reporting Period, Frequency and Contact Point GRI 2-3

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Reporting Period, Frequency and Contact Point GRI 2-3

Reporting period, frequency and contact point

Specify reporting period for, and the frequency of, sustainability reporting: FY 2022, annually Reporting period January 1, 2022 through December 31, 2022, unless otherwise noted	
Specify reporting period for financial reporting and, if it does not align with sustainability reporting, explain the reason: n/a	
Publication date:	May 2022
Specify contact point for questions: Alessandra Clara contact: alessandra.clara@unity3d.com	

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 4

Restatements of Information GRI 2-4

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Restatements of Information GRI 2-4

Restatements of information

Report restatements of information made from previous reporting periods and explain reasons and effect:

Global workforce: Numbers have been updated since last year's report to reflect retroactive updates, resulting in a difference of less than 0.1%

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 17

External Assurance GRI 2-5

GRI 2: General Disclosures 2021 / The organization and its reporting practices / External Assurance GRI 2-5

External assurance

Describe policy and practice for seeking external assurance:

The effectiveness of our internal control over financial reporting as of December 31, 2022 has been audited by Ernst & Young LLP, an independent registered public accounting firm, as stated in its report, which appears in this Item under the heading "Report of Independent Registered Public Accounting Firm. (10K, Pg 101)

Details on the external assurance of the sustainability report:
Details on the external assurance of the sustainability report:
This ESG is internally audited but not verified or assured by a third-party.

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#)

Activities and workers

Activities, Value Chain and Other Business Relationships GRI 2-6

GRI 2: General Disclosures 2021 / Activities and workers / Activities, Value Chain and Other Business Relationships GRI 2-6

Activities, value chain and other business relationships

Activities, Value Chain and Other Business Relationships			
<p>Sector: Technology, Gaming, Real-Time 3D,</p>	<p>Describe Value Chain: Unity is the world's leading platform to provide real-time 3D ("RT3D") development tools and services for creating and growing interactive, 2D, 3D, augmented and virtual reality experiences across all major platforms and device endpoints. Our platform is used by creators of all types - such as developers, artists, and designers to build content for various industries, including gaming, film, retail, automotive, architecture, engineering, and construction.</p> <p>Unity was originally founded as Over the Edge Entertainment in Denmark in 2004. In 2009, we reorganized as a Delaware corporation and changed our name to Unity Software Inc. Our principal corporate offices are located in San Francisco, California. We completed our initial public offering in September 2020 and our common stock is listed on the New York Stock Exchange under the symbol "U". In November 2022, we completed the transactions contemplated by the Agreement and Plan of Merger (the "Merger Agreement"), dated July 13, 2022, by and among Unity Software Inc., Ursa Aroma Merger Subsidiary Ltd., a company organized under the laws of the State of Israel and a direct wholly owned subsidiary of Unity, and ironSource Ltd., a company organized under the laws of the State of Israel ("ironSource", and such transactions, the "ironSource Merger").</p> <p>Following the ironSource Merger, we now focus on two complementary and interconnected solutions: Create Solutions and Grow Solutions, which includes ironSource. See Item 7 of Part II, "Management's Discussion and Analysis of Financial Condition and Results of Operations" for a discussion of the changes to how we present revenue results following the ironSource Merger and Item 8 of Part II, "Financial Statements and Supplementary Data" – Note 5 – Acquisitions, for a further discussion of the acquisition of ironSource.</p> <p>Create Solutions Our Create Solutions are a robust set of tools for the development of high-definition, real-time 2D and 3D content. Designed with creators in mind, the tools are used by artists, designers, and developers across a range of industries ranging from games to aerospace, film to retail, medical to manufacturing, and beyond. Create Solutions includes our custom scripting tools and a high-definition render pipeline; graphics, animation, and audio tools; navigation, networking, user interface tools and more. Delivered as a modular application architecture, creators can leverage our products and extensibility to easily edit, run, and iterate interactive RT3D and 2D experiences that can be created once and deployed to a variety of platforms.</p> <p>Grow Solutions Our Grow Solutions offer customers the ability to grow and engage their user base and monetize their content—from 2D puzzle games to multiplayer, multi-platform games, or other 3D interactive content—irrespective of whether the content was created in Unity. Many of our customers create games and applications with the purpose of building a profitable business. This requires both the acquisition of end-users at a reasonable cost and the monetization of these end-users as they engage over time with the content. We help our customers grow their businesses in the mobile app ecosystem, from pre-launch testing to user acquisition, growth and retention. We do so by offering a mediation platform, which enables mobile app developers to monetize their apps through a variety of ad formats and maximize their ad revenue by leveraging multiple ad networks. In addition, we offer robust cross-channel marketing solutions, which enable developers to scale their user base by promoting their apps on our own and external ad networks, mobile devices, and on social media and search channels such as Apple Search Ads. Finally, we offer analytics and optimization tools designed to enable developers to grow their profitability sustainably over the long term. Following the ironSource Merger, ironSource forms part of our Grow Solutions (which we generally referred to prior to the acquisition as Operate Solutions).</p>	<p>Relevant Business Relationships: We rely in part on strategic partnerships and other strategic relationships with hardware, operating system, device, game console, and other technology providers in order to be able to offer our customers the ability to deploy their content on a variety of third-party platforms. If any of these third parties were to suspend, limit or cease their operations or otherwise terminate their relationships with us, our results of operations could be adversely affected. We have entered into separate agreements with each of our strategic partners. Our agreements with our strategic partners are non-exclusive and typically have multi-year terms.</p>	<p>Significant Changes: In November 2022, to better serve users in the app economy, we completed and announced our merger with ironSource, a software company that focuses on developing technologies for app monetization and distribution. Because the closing of the merger occurred in the fourth quarter of 2022, the data in this report does not include ironSource data unless otherwise noted. We will begin to report on a combined basis with ironSource data in our 2023 ESG Report. Unless otherwise noted, all data in this report is as of December 31, 2022, and all dollar amounts are in U.S. dollars.</p>

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#)

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Employees GRI 2-7

GRI 2: General Disclosures 2021 / Activities and workers / Employees GRI 2-7

Employees

Reporting period:	2021				
Employees by Gender	Female	Male	Other (as specified by employee)	Not disclosed	TOTAL
Number of employees (head count / FTE):	2180	5407		116	7703
Number of permanent employees (head count / FTE):					
Number of temporary employees (head count / FTE):					
Number of non-guaranteed hours employees (head count / FTE):					
Number of full-time employees (head count / FTE):					7703
Number of part-time employees (head count / FTE):					
Breakout by Region					
Region: Number of employees (head count / FTE):	United States				
Region: Number of permanent employees (head count / FTE):					
Region: Number of temporary employees (head count / FTE):					
Region: Number of non-guaranteed hours employees (head count / FTE):					
Region: Number of full-time employees (head count / FTE):					
Region: Number of part-time employees (head count / FTE):					
Describe methodologies and assumptions used to compile data: Internal HR software - Workday					
Report contextual information necessary to understand data: Global representation as of Dec 31st 2022. Employees who have not self-disclosed make up the remainder of our population.					
Describe significant fluctuations in the number of employees during the reporting period and between reporting periods:					

Additional Comments

As of December 31, 2022, we had a total of 7,703 full-time employees, across 64 offices and in 21 countries. We also engage contractors and consultants. We had 3,753 employees in technical roles, which accounted for approximately 59% of our total headcount. In addition, our geographic diversification enhances our ability to retain and attract talent, and as of December 31, 2022, approximately 73% of our full-time employees were located outside of the United States.

We believe that the strength of our culture is fueled by our commitment to our values, inclusion, and social impact, making Unity an attractive place for top talent to work and grow.

References:

-  [Unity Form 10-K FY2022 \(published 2-2023\)](#) Page(s) Pg 4
-  [Unity ESG Report FY 2022](#) Page(s) Pg 17



Workers who are not Employees GRI 2-8

GRI 2: General Disclosures 2021 / Activities and workers / Workers who are not Employees GRI 2-8

Workers who are not employees

Total number of workers who are not employees:
Describe the most common worker types/contractual relationship/type of work performed: As of December 31, 2022, we had a total of 7,703 full-time employees, across 64 offices and in 21 countries. We also engage contractors and consultants. We had 3,753 employees in technical roles, which accounted for approximately 59% of our total headcount. In addition, our geographic diversification enhances our ability to retain and attract talent, and as of December 31, 2022, approximately 73% of our full-time employees were located outside of the United States. We believe that the strength of our culture is fueled by our commitment to our values, inclusion, and social impact, making Unity an attractive place for top talent to work and grow.
Describe methodologies and assumptions used to compile data: HR Software- Workday
Describe significant fluctuations in the number of workers who are not employees:

References:

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 Unity ESG Report FY 2022	Page(s) Pg 17

Governance

Governance Structure and Composition GRI 2-9

GRI 2: General Disclosures 2021 / Governance / Governance Structure and Composition GRI 2-9

Governance structure and composition

Governance structure and composition	
<p>Our Board is divided into three classes, designated as Class I, Class II and Class III, each of which has a three-year term. Vacancies on the Board may be filled only by persons elected by a majority of the remaining directors. A director elected by the Board to fill a vacancy in a class, including vacancies created by an increase in the number of directors, shall serve for the remainder of the full term of that class and until the director's successor is duly elected and qualified.</p> <p>Our Board presently has twelve members. There are three directors in the class whose term of office expires in 2023. If elected at the Annual Meeting, each of these nominees would serve until the 2026 annual meeting and until his or her successor has been duly elected and qualified, or, if sooner, until the director's death, resignation or removal. Our policy is to strongly encourage directors and nominees for director to attend the Annual Meeting. Each of our then-current directors attended the 2022 Annual Meeting of Stockholders.</p> <p>Directors are elected by a plurality of the votes of the shares present online at meeting or represented by proxy and entitled to vote on the election of directors. Accordingly, the three nominees receiving the highest number of affirmative votes will be elected. Shares represented by executed proxies will be voted, if authority to do so is not withheld, for the election of the three nominees named below. If any nominee becomes unavailable for election as a result of an unexpected occurrence, shares that would have been voted for that nominee will instead be voted for the election of a substitute nominee proposed by us. Each person nominated for election has agreed to serve if elected. Our management has no reason to believe that any nominee will be unable to serve.</p>	
Committee name	Composition of the committee

Nomination and selection of the highest governance body

Describe nomination and selection processes:

Describe criteria used for nomination and selection:

Directors are elected by a plurality of the votes of the shares present online at meeting or represented by proxy and entitled to vote on the election of directors. Accordingly, the three nominees receiving the highest number of affirmative votes will be elected. Shares represented by executed proxies will be voted, if authority to do so is not withheld, for the election of the three nominees named below. If any nominee becomes unavailable for election as a result of an unexpected occurrence, shares that would have been voted for that nominee will instead be voted for the election of a substitute nominee proposed by us. Each person nominated for election has agreed to serve if elected. Our management has no reason to believe that any nominee will be unable to serve.

References:

 [Proxy Statement FY 2022 \(published 4-2023\)](#)

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Chair of the Highest Governance Body GRI 2-11

GRI 2: General Disclosures 2021 / Governance / Chair of the Highest Governance Body GRI 2-11

Chair of the highest governance body

Is the chair of the highest governance body also a senior executive?

Our Board is currently chaired by our President and Chief Executive Officer, Mr. Ricciello. Our Board has also appointed Mr. Botha as lead independent director.

We believe that combining the positions of Chief Executive Officer and Executive Chairman helps to ensure that the Board and management act with a common purpose. Our view is that separating the positions of Chief Executive Officer and Executive Chairman has the potential to give rise to divided leadership, which could interfere with good decision-making or weaken our ability to develop and implement strategy. Instead, we believe that combining the positions of Chief Executive Officer and Executive Chairman provides a single, clear chain of command to execute our strategic initiatives and business plans. In addition, we believe that a combined Chief Executive Officer/Executive Chairman is better positioned to act as a bridge between management and the Board, facilitating the regular flow of information. We also believe that it is advantageous to have an Executive Chairman with an extensive history with and knowledge of our Company (as is the case with our Chief Executive Officer) as compared to a relatively less informed independent Executive Chairman.

Yes Please Our Board appointed Mr. Botha as the lead independent director to help reinforce the independence of the Board as a whole. The position of lead independent director has been structured to explain: serve as an effective balance to a combined Chief Executive Officer/Executive Chairman: the lead independent director is empowered to, among other duties and responsibilities, approve agendas and meeting schedules for regular Board meetings, preside over Board meetings in the absence of the Chair, preside over and establish the agendas for meetings of the independent directors, act as liaison between the Chair and the independent directors, approve information sent to the Board, preside over any portions of Board meetings at which the evaluation or compensation of the Chief Executive Officer is presented or discussed and, as appropriate upon request, act as a liaison to stockholders. In addition, it is the responsibility of the lead independent director to coordinate between the Board and management with regard to the determination and implementation of responses to any problematic risk management issues. As a result, we believe that the lead independent director can help ensure the effective independent functioning of the Board in its oversight responsibilities. In addition, we believe that the lead independent director is better positioned to build a consensus among directors and to serve as a conduit between the other independent directors and the Executive Chairman, for example, by facilitating the inclusion on meeting agendas of matters of concern to the independent directors. In light of the Chief Executive Officer's extensive history with and knowledge of our Company, and because the Board's lead independent director is empowered to play a significant role in the Board's leadership and in reinforcing the independence of the Board, we believe that it is advantageous for us to combine the positions of Chief Executive Officer and Executive Chairman.

References:

 [Proxy Statement FY 2022 \(published 4-2023\)](#)

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Role of the Highest Governance Body in Overseeing the Management of Impacts GRI 2-12

GRI 2: General Disclosures 2021 / Governance / Role of the Highest Governance Body in Overseeing the Management of Impacts GRI 2-12

Role of the highest governance body in overseeing the management of impacts

Describe the role of the highest governance body and of senior executives:

Our global leader of Social Responsibility and ESG reports directly to our CEO and, as a member of our executive leadership team, has oversight over our ESG efforts.

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.

Describe the role of the highest governance body in overseeing the organization's due diligence:

Describe the role of the highest governance body in reviewing effectiveness:

References:

 [Proxy Statement FY 2021 \(published 2-2022\)](#)

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 [Unity ESG Report FY 2022](#)

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Delegation of Responsibility for Managing Impacts GRI 2-13

GRI 2: General Disclosures 2021 / Governance / Delegation of Responsibility for Managing Impacts GRI 2-13

Delegation of responsibility for managing impacts

Describe how the highest governance body delegates responsibility:

Our global leader of Social Responsibility and ESG reports directly to our CEO and, as a member of our executive leadership team, has oversight over our ESG efforts.

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.

Describe process and frequency for senior executives or other employees to report back to the highest governance body:

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg
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Role of the Highest Governance Body in Sustainability Reporting GRI 2-14

GRI 2: General Disclosures 2021 / Governance / Role of the Highest Governance Body in Sustainability Reporting GRI 2-14

Role of the highest governance body in sustainability reporting

Is the highest governance body responsible for sustainability reporting?

While the board is not directly responsible for sustainability reporting. Our global leader of Social Responsibility and ESG reports directly to our CEO and, as a member of our executive leadership team, has oversight over our ESG efforts.

No Explain why: 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.

More information about our Board independence and compensation can be found in our annual proxy statement, available on the SEC's website.

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg
31

Conflicts of Interest GRI 2-15

GRI 2: General Disclosures 2021 / Governance / Conflicts of Interest GRI 2-15

Conflicts of interest


Describe the processes for the highest governance body:


Report whether conflicts of interest are disclosed to stakeholders:

A conflict of interest may arise in many situations. While we cannot list them all in this Code, the three most common potential conflicts of interest are related to outside employment, board of director membership, and outside creation of games or other content:

- Outside Employment: Some employees own their own business, work a second job, or freelance occasionally. Generally speaking, outside employment is allowed as long as (1) the time commitments do not impact your responsibilities at Unity, (2) your outside employer or services are not competitive with Unity's current or reasonable future interests, and (3) you are not using any of Unity's confidential information, intellectual property, resources, or equipment without express permission. Before accepting outside employment, you should check with your manager and HRBP to determine if the opportunity needs to be reviewed for a potential conflict.
- Board of Director Membership: Being a member of a board is an important responsibility, where you are expected to do what is best for the company on whose board you sit. Therefore, before joining a board, you must receive the approval of the VP of your department and, in some situations, the Unity CEO. Further, you will not be able to receive any compensation or equity if you are approved to join the board of a customer or vendor.
- Games: Unity supports and encourages employees who create games or other interactive content in their spare time and, generally, doing so does not need to be disclosed for a conflict of interest review. However, if your job at Unity is to make games or content using Unity's products or services, then creating games or content outside of work is something that must be disclosed for review as well.

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 9

 [Proxy Statement FY 2022 \(published 4-2023\)](#) Page(s) Pg
27

Communication of Critical Concerns GRI 2-16

GRI 2: General Disclosures 2021 / Governance / Communication of Critical Concerns GRI 2-16

Communication of critical concerns

Total number of critical concerns:

Describe whether and how critical concerns are communicated:

One of the Board's key functions is informed oversight of our risk management process. Our Board does not have a standing risk management committee, but rather administers this oversight function directly through the Board as a whole, as well as through various Board standing committees that address risks inherent in their respective areas of oversight. In particular, our Board is responsible for monitoring and assessing strategic risk exposure, including a determination of the nature and level of risk appropriate for the Company. Our Audit Committee has the responsibility to consider and discuss our major financial risk exposures and the steps our management has taken to monitor and control these exposures, including guidelines and policies to govern the process by which risk assessment and management is undertaken. Our Audit Committee also monitors compliance with legal and regulatory requirements, in addition to oversight of the performance of our internal audit function. Our Audit Committee responsibilities also include oversight of privacy and cybersecurity risk management, and, to that end, the committee typically meets quarterly with both IT and business personnel responsible for cybersecurity risk management and receives periodic reports from the head of cybersecurity risk management, as well as incidental reports as matters arise. Our Nominating and Corporate Governance Committee monitors the effectiveness of our corporate governance guidelines, including whether they are successful in preventing illegal or improper liability-creating conduct. Our Nominating and Corporate Governance Committee also monitors our environmental and social impact initiatives. Our Human Capital and Compensation Committee assesses and monitors whether any of our compensation policies and programs has the potential to encourage excessive risk-taking.

Report nature of critical concerns communicated:

Duty to Report Violations

In order to maintain a positive culture and compliant business, everyone at Unity, regardless of their title or position, has a duty to report violations of the Code or any other Unity policy. If you become aware of a potential violation, report it as soon as possible to a trusted manager, an HRBP, Employee Relations, or Legal Compliance. You should also feel free to discuss your concern with either our Chief People Officer or Chief Legal Officer/General Counsel. Alternatively, you can contact our EthicsPoint hotline by calling 1-855-754-3236 (additional localized phone numbers are available at www.unity3d.ethicspoint.com). An independent third party administers the EthicsPoint hotline, so you may remain anonymous if you prefer to do so. If you receive a report as a manager, you must promptly report it to an HRBP, Employee Relations, or Legal Compliance. Of course, if your concern involves potential misconduct by another person and relates to questionable accounting or auditing matters under Unity's Whistleblower Policy, you may report that violation as set forth in such policy.

Investigation of Reports Unity will promptly and thoroughly investigate all reports, including reports of Code violations, policy violations, and misconduct. Information disclosed during the course of an investigation will be kept confidential to the fullest extent practicable. All employees and managers have a duty to fully cooperate in the investigation and answer questions truthfully. Failing to cooperate or deliberately providing false information during an investigation shall be grounds for disciplinary action, up to and including termination. At the conclusion of the investigation, if Unity determines that a policy violation or other misconduct occurred, Unity may take effective remedial action commensurate with the severity of the offense. It will also take steps, as reasonable and necessary, to prevent any further violations of policy or other misconduct. Non-Retaliation Unity strongly adheres to a policy of non-retaliation. This means that any retaliation against someone for making a good-faith report of a potential policy violation, or for assisting with or participating in an investigation, is strictly prohibited. Anyone who is found to have engaged in retaliatory conduct will be subject to disciplinary action, up to and including termination. Any employee who feels they are being retaliated against should report it to a manager, HRBP, Employee Relations, Legal Compliance, or anonymously via the EthicsPoint hotline at 1-855-754-3236 (additional localized phone numbers are available at www.unity3d.ethicspoint.com). Any report of retaliation will be promptly and thoroughly investigated in accordance with the Company's investigation procedures outlined above. For a full list of Unity's Legal Compliance policies, please visit the Legal Compliance Intranet page.

References:

 SEC Filings 2022	
 Proxy Statement FY 2022 (published 4-2023)	Page(s) 21
 Unity Code of Conduct & Ethics	Page(s) 22

Collective Knowledge of the Highest Governance Body GRI 2-17

GRI 2: General Disclosures 2021 / Governance / Collective Knowledge of the Highest Governance Body GRI 2-17

Collective knowledge of the highest governance body


Report measures taken to advance collective knowledge:

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 attributes, that contribute to the total mix of viewpoints and experience represented on the Board. We ended 2022 with 12 board members, three of whom are from underrepresented communities and four of whom are women.

Additional Comments

Each board member's skills is described in our Proxy Statement Pg 19-28

References:

 Proxy Statement FY 2022 (published 4-2023)	Page(s) Pg 19-28
 Unity ESG Report FY 2022	Page(s) Pg 32

Evaluation of the Performance of the Highest Governance Body GRI 2-18

GRI 2: General Disclosures 2021 / Governance / Evaluation of the Performance of the Highest Governance Body GRI 2-18

Evaluation of the performance of the highest governance body

Describe the processes for evaluating the performance of the highest governance body:
Our Board is currently chaired by our President and Chief Executive Officer, Mr. Riccitiello.

Report whether the evaluations are independent:

Our Board has also appointed Mr. Botha as lead independent director. We believe that combining the positions of Chief Executive Officer and Executive Chairman helps to ensure that the Board and management act with a common purpose. Our view is that separating the positions of Chief Executive Officer and Executive Chairman has the potential to give rise to divided leadership, which could interfere with good decision-making or weaken our ability to develop and implement strategy. Instead, we believe that combining the positions of Chief Executive Officer and Executive Chairman provides a single, clear chain of command to execute our strategic initiatives and business plans. In addition, we believe that a combined Chief Executive Officer/Executive Chairman is better positioned to act as a bridge between management and the Board, facilitating the regular flow of information. We also believe that it is advantageous to have an Executive Chairman with an extensive history with and knowledge of our Company (as is the case with our Chief Executive Officer) as compared to a relatively less informed independent Executive Chairman. Our Board appointed Mr. Botha as the lead independent director to help reinforce the independence of the Board as a whole. The position of lead independent director has been structured to serve as an effective balance to a combined Chief Executive Officer/Executive Chairman: the lead independent director is empowered to, among other duties and responsibilities, approve agendas and meeting schedules for regular Board meetings, preside over Board meetings in the absence of the Chair, preside over and establish the agendas for meetings of the independent directors, act as liaison between the Chair and the independent directors, approve information sent to the Board, preside over any portions of Board meetings at which the evaluation or compensation of the Chief Executive Officer is presented or discussed and, as appropriate upon request, act as a liaison to stockholders. In addition, it is the responsibility of the lead independent director to coordinate between the Board and management with regard to the determination and implementation of responses to any problematic risk management issues. As a result, we believe that the lead independent director can help ensure the effective independent functioning of the Board in its oversight responsibilities. In addition, we believe that the lead independent director is better positioned to build a consensus among directors and to serve as a conduit between the other independent directors and the Executive Chairman, for example, by facilitating the inclusion on meeting agendas of matters of concern to the independent directors. In light of the Chief Executive Officer's extensive history with and knowledge of our Company, and because the Board's lead independent director is empowered to play a significant role in the Board's leadership and in reinforcing the independence of the Board, we believe that it is advantageous for us to combine the positions of Chief Executive Officer and Executive Chairman.

Describe actions taken in response to evaluations:

References:

 [Proxy Statement FY 2022 \(published 4-2023\)](#)

Page(s) Pg 20-21

Remuneration Policies GRI 2-19

GRI 2: General Disclosures 2021 / Governance / Remuneration Policies GRI 2-19

Remuneration policies

Remuneration Type	Details
Fixed pay and variable pay:	
<input checked="" type="checkbox"/> Performance-based pay <input checked="" type="checkbox"/> Equity-based pay <input checked="" type="checkbox"/> Bonuses <input checked="" type="checkbox"/> Deferred or vested shares	
<input checked="" type="checkbox"/> Sign-on bonuses or recruitment incentive payments	
<input checked="" type="checkbox"/> Termination payments	
<input type="checkbox"/> Clawbacks	
<input checked="" type="checkbox"/> Retirement benefits	
Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance:	Our Human Capital and Compensation Committee typically makes most of the significant adjustments to annual compensation, and determines base salary, bonus and equity awards at one or more meetings held during the first or second quarter of the year. However, our Human Capital and Compensation Committee also considers matters related to individual compensation, such as compensation for new executive hires, as well as high-level strategic issues, such as the efficacy of our compensation strategy, potential modifications to that strategy and new trends, plans or approaches to compensation, at various meetings throughout the year. Our Human Capital and Compensation Committee approves or recommends to the independent members of the Board for determination and approval the compensation and other terms of employment of our Chief Executive Officer and evaluates the Chief Executive Officer's performance in light of relevant corporate performance goals and objectives. For all executives and directors as part of its deliberations, our Human Capital and Compensation Committee may review and consider, as appropriate, materials such as financial reports and projections, operational data, tax and accounting information, tally sheets that set forth the total compensation that may become payable to executives in various hypothetical scenarios, executive and director stock ownership information, our stock performance data, analyses of historical executive compensation levels and current Company-wide compensation levels and recommendations of our Human Capital and Compensation Committee's compensation consultant, including analyses of executive and director compensation paid at other companies identified by the compensation consultant.

References:

 [SEC Filings 2022](#)

 [Proxy Statement FY 2022 \(published 4-2023\)](#) Page(s) Pg 26

Process to Determine Remuneration GRI 2-20

GRI 2: General Disclosures 2021 / Governance / Process to Determine Remuneration GRI 2-20

Process to determine remuneration

Describe process for designing remuneration policies and determining remuneration: Our Human Capital and Compensation Committee typically makes most of the significant adjustments to annual compensation, and determines base salary, bonus and equity awards at one or more meetings held during the first or second quarter of the year. However, our Human Capital and Compensation Committee also considers matters related to individual compensation, such as compensation for new executive hires, as well as high-level strategic issues, such as the efficacy of our compensation strategy, potential modifications to that strategy and new trends, plans or approaches to compensation, at various meetings throughout the year. Our Human Capital and Compensation Committee approves or recommends to the independent members of the Board for determination and approval the compensation and other terms of employment of our Chief Executive Officer and evaluates the Chief Executive Officer's performance in light of relevant corporate performance goals and objectives. For all executives and directors as part of its deliberations, our Human Capital and Compensation Committee may review and consider, as appropriate, materials such as financial reports and projections, operational data, tax and accounting information, tally sheets that set forth the total compensation that may become payable to executives in various hypothetical scenarios, executive and director stock ownership information, our stock performance data, analyses of historical executive compensation levels and current Company-wide compensation levels and recommendations of our Human Capital and Compensation Committee's compensation consultant, including analyses of executive and director compensation paid at other companies identified by the compensation consultant.
Report the results of votes of stakeholders and shareholders:

References:

 [Proxy Statement FY 2022 \(published 4-2023\)](#) Page(s) Pg 26

Annual Total Compensation Ratio GRI 2-21

GRI 2: General Disclosures 2021 / Governance / Annual Total Compensation Ratio GRI 2-21

Annual total compensation ratio

Annual total compensation ratio:
Change in the annual total compensation ratio:
Report contextual information necessary to understand the data: Our proxy statement starting on pg 45 shows our 2022 Executive compensation program in detail.

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Detailed stock ownership information of annual total compensation for the board and executive officers, but the median annual total compensation for all employees information is not available.

References:

 [Proxy Statement FY 2022 \(published 4-2023\)](#) Page(s) Pg 45

Strategy, policies and practices

Statement on Sustainable Development Strategy GRI 2-22

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Statement on Sustainable Development Strategy GRI 2-22

Statement on sustainable development strategy

Report a statement about the relevance of and strategy for sustainable development:

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.

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 6-7

Policy Commitments GRI 2-23

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Policy Commitments GRI 2-23

Policy commitments

Describe policy commitments for responsible business conduct:

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.

All Unity personnel must also abide by our Anti-Corruption Policy to ensure compliance with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010, and all other applicable anticorruption 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 also maintains our Global Gifts, Travel, and Entertainment Policy to provide employees with guidance on how to maintain transparent, accurate, and complete documentation

Describe policy commitment to respect human rights:
Modern Slavery Transparency Statement

Introduction

This statement below outlines efforts taken by Unity Technologies to prevent slavery and human trafficking in its business and supply chain. This statement has been approved by the board of Unity Software Inc for the financial year ending 2022.

Company Overview

We are the world's leading platform for creating and operating interactive, real-time 3D (RT3D) content. We believe the world is a better place with more creators in it. Creators, ranging from game developers to artists, architects, automotive designers, filmmakers and others, use Unity to make their imaginations come to life. Our platform provides a comprehensive set of software solutions to create, run and monetize interactive, real-time 2D and 3D content for mobile phones, tablets, PCs, consoles, and augmented and virtual reality devices.

Who We Are

Unity is committed to the highest possible standards of ethics and business conduct. We are a deeply values-driven company. We are very focused on the role we play in enabling people to become creators and we strongly believe in our values: Users First, Best Ideas Win, Go Bold, and In It Together.

- **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. We are also deeply committed to diversity and inclusion across all of Unity, anchoring our approach in 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.

Our values are what we stand for and what we aspire to be. They underpin everything we do, including our approach to modern slavery and human trafficking. Unity has a zero-tolerance approach to any form of human trafficking or modern slavery. We expect high standards of ethics from all of our employees, contractors, suppliers, and other business partners, such that there is no forced, compulsory, or trafficked labor, or anyone held in slavery or servitude in our supply chain.

Steps We Are Taking

Unity's core business is in the development, sale and support of software used by content creators - game developers, artists, designers, engineers and architects - to deliver high-definition, real-time 2D and 3D content, as well as services for game developers to grow and engage their end-user base, and run and monetize their content. As a result, most of our business and suppliers operate within the professional services and technology industries, which ordinarily have a low level of risk associated with slavery and human trafficking. While we are not aware of any inappropriate labor conditions in our supply chains, we recognize that human rights abuses can occur within any company and its supply chain. Unity takes a zero tolerance approach to slavery and human trafficking, and has worked to implement policies and controls within our business. Unity takes the following actions to help prevent forced labor, slavery and human trafficking in its supply chain:

1. **Global Code of Conduct and Training:** Unity's Global Code of Conduct (the "Code") outlines the company's expectation that employees operate ethically, fairly, and with integrity. The Code expressly states that Unity does not tolerate any form of human trafficking or modern slavery, and articulates the company's adherence to all local laws in all countries that we operate in, including those regarding working hours, minimum wage, age eligibility, and benefits provisions. In addition, the Code also requires 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). Further, all employees receive training on the Code at onboarding, are reminded about compliance with the Code in their employment contracts, and are also asked to commit to it at onboarding and on an annual basis. The Code, and all company policies are made available to employees via our Intranet.
2. **Environmental Social Governance:** Unity created and published its first Environmental Social Governance (ESG) report, <https://investors.unity.com>, which includes a commitment to fostering a more inclusive, equitable, and sustainable world for all.
3. **Due Diligence - Unity's pre-engagement due diligence on vendors/suppliers** includes questions relating to modern slavery and employment practices. If an issue is uncovered during diligence, Unity will take appropriate action.
4. **Partner Code of Conduct - 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

Provide policy commitment links or explanation:

Report commitment approval level:

Report extent to which policy commitments apply to activities and business relationships:

Describe communication to workers, business partners, and other relevant parties:

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.

References:

-  [Unity Code of Conduct & Ethics](#) Page(s) Pg 4-21
-  [Modern Slavery Transparency Statement-Unity](#) Page(s) all
-  [Unity ESG Report FY 2022](#) Page(s) Pg 32

Embedding Policy Commitments GRI 2-24

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Embedding Policy Commitments GRI 2-24

Embedding policy commitments

Describe how policy commitments for responsible business conduct are embedded:

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.

References:

-  [Unity Code of Conduct & Ethics](#) Page(s) Pg 4-21
-  [Unity ESG Report FY 2022](#) Page(s) Pg 32

Processes to Remediate Negative Impacts GRI 2-25

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Processes to Remediate Negative Impacts GRI 2-25

Processes to remediate negative impacts

Describe commitments to provide for or cooperate in remediation of negative impacts:

Duty to Report Violations In order to maintain a positive culture and compliant business, everyone at Unity, regardless of their title or position, has a duty to report violations of the Code or any other Unity policy. If you become aware of a potential violation, report it as soon as possible to a trusted manager, an HRBP, Employee Relations, or Compliance. You should also feel free to discuss your concern with either our Chief People Officer or Chief Legal Officer/General Counsel. Alternatively, you can contact our EthicsPoint hotline by calling 1-855-754-3236 or online at www.unity3d.ethicspoint.com. An independent third party administers the EthicsPoint hotline, so you may remain anonymous if you prefer to do so. If you receive a report as a manager, you must promptly report it to an HRBP, Employee Relations, or Compliance. Of course, if your concern involves potential misconduct by another person and relates to questionable accounting or auditing matters under Unity's Whistleblower Policy, you may report that violation as set forth in such policy.

Investigation of Reports

Unity will promptly and thoroughly investigate all reports, including reports of Code violations, policy violations, and misconduct. Information disclosed during the course of an investigation will be kept confidential to the fullest extent practicable. All employees and managers have a duty to fully cooperate in the investigation and answer questions truthfully. Failing to cooperate or deliberately providing false information during an investigation shall be grounds for disciplinary action, up to and including termination. At the conclusion of the investigation, if Unity determines that a policy violation or other misconduct occurred, Unity may take effective remedial action commensurate with the severity of the offense. It will also take steps, as reasonable and necessary, to prevent any further violations of policy or other misconduct.

Describe approach to identify and dress grievances:

Describe additional remediation processes other than grievance mechanisms:

Describe stakeholder involvement:

Describe effectiveness tracking and examples:

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg
22

Mechanisms for Seeking Advice and Raising Concerns GRI 2-26

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Mechanisms for Seeking Advice and Raising Concerns GRI 2-26

Mechanisms for seeking advice and raising concerns

Describe mechanisms for seeking advice and raising concerns:

Any employee who feels they are being retaliated against should report it to a manager, HRBP, Employee Relations, Compliance, or anonymously via the EthicsPoint hotline at 1-855-754-3236 or online at www.unity3d.ethicspoint.com. Any report of retaliation will be promptly and thoroughly investigated in accordance with the Company's investigation procedures outlined above.

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg
22

Compliance with Laws and Regulations GRI 2-27

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Compliance with Laws and Regulations GRI 2-27

Compliance with laws and regulations

Instances of non-compliance with laws and regulations		
Instances for which fines were incurred:		
Instances for which non-monetary sanctions incurred:		
Total instances of non-compliance:		
Breakdown of fines for instances of non-compliance with laws and regulations		
Reporting Currency:	Current reporting period	Previous reporting periods
Total number of fines:		
Total monetary value of fines:		
Description of significant instances of non-compliance:		
Description of how instances of non-compliance are determined:		

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not available and not publically available due to confidentiality constrains


Membership Associations GRI 2-28

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Membership Associations GRI 2-28

Membership associations

Membership associations
Pledge 1%, Playing for the Planet, Impact Cloud, Fair Play Alliance, Nationswell

References:

 [Unity Social Impact page](#) Page(s) Memberships and alliances section

Stakeholder engagement

Approach to Stakeholder Engagement GRI 2-29

GRI 2: General Disclosures 2021 / Stakeholder engagement / Approach to Stakeholder Engagement GRI 2-29

Approach to stakeholder engagement

<p>Describe approach to engaging with stakeholders: In 2021, we conducted our materiality assessment and shared our top material issues. Since then, we have prioritized the issues fundamental to our stakeholders and to our business' success in order to continue building an inclusive, equitable, and sustainable world. In 2022, we specifically focused on advancing our environmental strategy and further developing our DEI efforts internally and for our creators. 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. There is still much work to be done, and we look forward to continuing to share our progress with employees, creators, and the broader community in the years ahead.</p>
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References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 6

Collective Bargaining Agreements GRI 2-30

GRI 2: General Disclosures 2021 / Stakeholder engagement / Collective Bargaining Agreements GRI 2-30

Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements (%):
Report for employees not covered by collective bargaining agreements:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

No Collective Bargaining Agreements

GRI 3: Material Topics 2021

Disclosures on material topics

Process to Determine Material Topics GRI 3-1

GRI 3: Material Topics 2021 / Disclosures on material topics / Process to Determine Material Topics GRI 3-1

Process to determine material topics

<p>Describe process to determine material topics: In 2021, we conducted our materiality assessment and shared our top material issues. Since then, we have prioritized the issues fundamental to our stakeholders and to our business' success in order to continue building an inclusive, equitable, and sustainable world. In 2022, we specifically focused on advancing our environmental strategy and further developing our DEI efforts internally and for our creators. 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. There is still much work to be done, and we look forward to continuing to share our progress with employees, creators, and the broader community in the years ahead.</p>
<p>Specify stakeholders and experts whose views informed process to determine material topics: Internal Stakeholders: Through 13 interviews, our third party interviewed 17 internal stakeholders from various business areas at Unity, to better understand the company's priorities. Interviewed stakeholders from the following areas:</p> <ul style="list-style-type: none">• C-suite: Executive, Legal, Finance, Marketing, People• Solutions• Business Operation- Operate Solutions• Artificial Intelligence• Technology• R&D• Sustainability• Inclusion <p>External Stakeholders: BSR spoke to 7 external stakeholders at 6 organizations who provided insights into priority issues as it relates to their relationships with and expectations of Unity. Interviewed included: Investors, Customers, Creators and members of the board.</p>

References:

 [Unity ESG Report FY 2022](#)

Page(s) Pg 6

List of Material Topics GRI 3-2

GRI 3: Material Topics 2021 / Disclosures on material topics / List of Material Topics GRI 3-2

List of material topics

Material topics
Economic topics
Economic Performance
Indirect Economic Impacts
Procurement Practices

Environmental topics

- Energy
- Water and Effluents
- Emissions
- Supplier Environmental Assessment
- Other
 - Climate change strategy
 - Water use

Please specify: → Circular economy
 → Sustainable supply chains
 → Technology as a sustainability solution

Social topics

- Training and Education
- Diversity and Equal Opportunity
- Non-discrimination
- Security Practices
- Supplier Social Assessment
- Other
 - Diversity and inclusion
 - Employee engagement
 - Employee wellbeing
 - Talent recruitment and retention
 - Philanthropy and employee volunteering
 - Future of work
 - Human rights

Please specify: → 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

Changes to list of material topics

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

References:

 [Unity ESG Report FY 2022](#)

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Management of Material Topics GRI 3-3

GRI 3: Material Topics 2021 / Disclosures on material topics / Management of Material Topics GRI 3-3

Management of Material Topics

Describe impacts on the economy, environment, and people:

We align our ESG goals 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 seven of the seventeen SDGs which directly align with our priority material issues.

Environment and Climate Action

Material Issues: Climate change strategy, Water use, Circular economy and sustainable supply chains, Technology as a sustainability solution

Progress:

- Business operations returning to normal post-pandemic saw an 8% emissions revenue intensity increase and 37% absolute emissions increase in 20221
- Developed a carbon management plan that will be our living roadmap to meet our long-term emission goals

Social

Material Issues: Diversity and inclusion, Employee engagement, Employee wellbeing, Talent recruitment and retention, Philanthropy and employee volunteering, Future of work, Human rights, Creator health and wellbeing, Equitable access to technology, Tech for good, Education in communities

Progress:

- Shaped our Inclusion programming and create a sponsorship program to address data-informed gaps
- Invested in Employee Resource Groups (ERGs) as drivers of inclusion
- Focused on employee health and wellbeing
- \$8M grant donations
- 4,611 employee volunteer hours used
- \$1.4B in in-kind donations given

Governance

Material Issues: Business ethics and sustainable business practices, Privacy and data protection, AI and machine learning, Content standards, Responsible use of IT products and services

Progress:

- Promoted and enforced non-discriminatory laws and policies in our Global Code of Conduct
- Improved Environment, Health & Safety (EHS) standards across our company globally
- Developed more effective, accountable, and transparent reporting on ESG issues
- Ensured responsive, inclusive, participatory, and representative decision-making at all levels

Report involvement with negative impacts:

Describe policies and commitments:

Describe actions taken to manage topic and related impacts:

Report information about tracking of effectiveness of actions taken:

Describe stakeholder engagement:

Additional Comments

References:



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Economic

Economic Performance

Management of Material Topics: Economic Performance GRI 3-3

Economic / Economic Performance / Management of Material Topics: Economic Performance GRI 3-3

Management of material topics (Economic Performance)

Describe impacts on the economy, environment, and people: Economic performance for FY2022 is described in Unity's 10K (attached).
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#)

Direct Economic Value Generated And Distributed GRI 201-1

Economic / Economic Performance / Direct Economic Value Generated And Distributed GRI 201-1

Direct economic value generated and distributed

Currency: USD							
[report in millions]	Value generated	Value distributed					Value retained
Country, region, or market level	Revenues	Operating costs	Wages & benefits	Payments to providers of capital	Payments to governments	Community investments	(generated less distributed)
Global	1,391,024						1391024

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#)

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Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Economic / Economic Performance / Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Financial implications and other risks and opportunities due to climate change

Type	Category	Description	Impact Description	Financial Implications	Methods Used to Manage Risk	Costs of Actions

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

As of 2022, climate risk assessment has not been completed.

Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Economic / Economic Performance / Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Defined benefit plan obligations and other retirement plans

Retirement plans offered to employees are based on:	Defined benefit plans Defined contribution plans
Separate fund exists to pay the plan's pension liabilities	
Estimated value of liabilities in your reporting currency	
Fund set up to pay the plan's pension liabilities is:	
Percentage of salary contributed by employee or employer	
Type and level of participation in retirement plans	

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Financial Assistance Received From Government GRI 201-4

Economic / Economic Performance / Financial Assistance Received From Government GRI 201-4

Financial assistance received from government

Reporting Currency:	2022	2021	2020	2019
Tax relief/credits (Country)				
Total tax relief/credits:				
Subsidies (Country)				
Total subsidies:				
Investment grants, research and development grants, and other relevant types of grants (Country)				
Total investment grants, research and development grants, and other relevant types of grants:				
Awards (Country)				
Total awards:				
Royalty holidays (Country)				
Total royalty holidays:				
Financial assistance from Export Credit Agencies (ECAs) (Country):				
Total financial assistance from Export Credit Agencies (ECAs):				
Financial incentives (Country)				
Total financial incentives:				
Other financial benefits received from any government for any operation (Country)				
Total other financial benefits received or receivable from any government for any operation:				
Government is present in the shareholding structure:				

Reason for Omission:
 Confidentiality Constraints
 Describe the specific confidentiality constraints.
 Data not disclosed publicly

Deemed material? No

Market Presence

Management of Material Topics: Market Presence GRI 3-3

Economic / Market Presence / Management of Material Topics: Market Presence GRI 3-3

Management of material topics (Market Presence)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Economic / Market Presence / Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Ratio of standard entry level wage by gender compared to local minimum wage

Significant location of operations used for the ratio of employee entry level wage to local minimum wages:										
Ratio of employee entry level wages to the minimum wage at significant locations of operations			2022		2021		2020		2019	
Significant location of operations	Local minimum wage	Gender or Total Workforce	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage
Ratio of other workers entry level wages to minimum wage at significant locations of operations:										

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Deemed material? No

Proportion Of Senior Management Hired From The Local Community GRI 202-2

Economic / Market Presence / Proportion Of Senior Management Hired From The Local Community GRI 202-2

Proportion of senior management hired from the local community

	2022	2021	2020	2019
Percentage of senior management at significant locations of operation that are hired from the local community:				
Definition of 'senior management':				
Geographical definition of 'local':				
Definition used for 'significant locations of operation':				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Deemed material? No

Indirect Economic Impacts

Management of Material Topics: Indirect Economic Impacts GRI 3-3

Economic / Indirect Economic Impacts / Management of Material Topics: Indirect Economic Impacts GRI 3-3

Management of Material Topics (Indirect Economic Impacts)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Infrastructure Investments And Services Supported GRI 203-1

Economic / Indirect Economic Impacts / Infrastructure Investments And Services Supported GRI 203-1

Infrastructure investments and services supported

Name of investment/service	Extent of development of significant infrastructure investments and services supported:	Current or expected (positive and negative) impacts on communities and local economies:	Investments and Services Type
In-kind donations (Education)	Unity believes that talent is everywhere but, unfortunately, opportunity is not. In an effort to combat inequities in education, increase access to technology, and create opportunities to learn future-ready skills, we devote significant resources to students, educators, and education organizations across the globe. In 2022 alone we offered over 720,000 students and over 5,700 educators free access to Unity's professional software, totalling an estimated \$1.4 billion in retail value.		In-kind

References:

 [Unity ESG Report FY 2022](#)

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Significant Indirect Economic Impacts GRI 203-2

Economic / Indirect Economic Impacts / Significant Indirect Economic Impacts GRI 203-2

Significant indirect economic impacts

<p>Examples of indirect economic impacts, both positive and negative:</p>	<p>Education: \$1.4B in in-kind donations</p> <p>Unity believes that talent is everywhere but, unfortunately, opportunity is not. In an effort to combat inequities in education, increase access to technology, and create opportunities to learn future-ready skills, we devote significant resources to students, educators, and education organizations across the globe. In 2022 alone we offered over 720,000 students and over 5,700 educators free access to Unity's professional software, totaling an estimated \$1.4 billion in retail value.</p> <p>Unity Charitable Fund</p> <p>The Unity Charitable Fund provides the financial means to bring our social impact goals to life. This past year, we gave away approximately \$8 million². Our largest area of grant support goes to current and future creators who are building realtime 3D experiences with a meaningful impact on society and the planet. We work in partnership with our grant recipients to track their progress and impact through conversations and surveys, and continue to evolve our program by monitoring success metrics and consulting with stakeholders. We have also created impactful, multiyear grant partnerships, expanding our trust-based philanthropic approach.</p> <p>Employee Giving Program</p> <p>Our Employee Giving Program empowers Unity employees to contribute to the communities and causes that matter most to them. Through the program, employees can volunteer up to 20 working hours of paid time annually with a nonprofit charitable organization, civic engagement organization, or cause. Unity also matches up to \$1,000 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.</p> <p>Responsive Giving</p> <p>The Employee Giving Program at Unity 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.</p> <p>Donations made: → \$598,475 – Employee donations → \$502,702 – Company matching donations and seeded employee donation funding</p>
<p>Significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda:</p>	

References:

 [Unity ESG Report FY 2022](#)

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Procurement Practices

Management of Material Topics: Procurement Practices GRI 3-3

Economic / Procurement Practices / Management of Material Topics: Procurement Practices GRI 3-3

Management of Material Topics (Procurement Practices)

<p>Describe impacts on the economy, environment, and people:</p>
<p>Report involvement with negative impacts: N/A</p>
<p>Describe policies and commitments:</p>
<p>Describe actions taken to manage topic and related impacts:</p>
<p>Report information about tracking of effectiveness of actions taken:</p>
<p>Describe stakeholder engagement:</p>

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Proportion Of Spending On Local Suppliers GRI 204-1

Economic / Procurement Practices / Proportion Of Spending On Local Suppliers GRI 204-1

Proportion of spending on local suppliers

	2022	2021	2020	2019
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally):				
Geographic definition of "local":				
Definition used for 'significant locations of operation':				

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not disclosed publicly

Anti-Corruption

Management of Material Topics: Anti-Corruption GRI 3-3

Economic / Anti-Corruption / Management of Material Topics: Anti-Corruption GRI 3-3

Management of Material Topics (Anti-Corruption)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments: -Unity Code of Conduct & Ethics -Unity Anti-Corruption Policy
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg
17

Operations Assessed for Risks Related to Corruption GRI 205-1

Economic / Anti-Corruption / Operations Assessed for Risks Related to Corruption GRI 205-1

Operations assessed for risks related to corruption

	2022	2021	2020	2019
Total number of business units analyzed for risks related to corruption				
Percentage of business units analyzed for risks related to corruption				
Significant risks related to corruption identified through the risk assessment:				

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not disclosed publicly

Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Economic / Anti-Corruption / Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Communication and training about anti-corruption policies and procedures

			2022		2021		2020		2019	
Communication on anti-corruption policies and procedures			Total	Percentage	Total	Percentage	Total	Percent	Total	Percent
Governance body members			%		%		%		%	
Employees			%		%		%		%	
Business partners			%		%		%		%	
Training on anti-corruption										
Governance body members			%		%		%		%	
Employees			%		%		%		%	
Has the organization communicated its anti-corruption policies and procedures to other persons or organizations?										

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Economic / Anti-Corruption / Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Confirmed incidents of corruption and actions taken

	2022	2021	2020	2019
Total number of confirmed incidents of corruption:				
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:				
Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:				
Nature of confirmed incidents of corruption:				
Public legal cases regarding corruption brought against the organization or its employees during the reporting period:				

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not disclosed publicly

Anti-Competitive Behavior

Management of Material Topics: Anti-Competitive Behavior GRI 3-3

Economic / Anti-Competitive Behavior / Management of Material Topics: Anti-Competitive Behavior GRI 3-3

Management of Material Topics (Anti-Competitive Behavior)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Information not disclosed publicly

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Economic / Anti-Competitive Behavior / Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

	2022	2021	2020	2019
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:				
Main outcomes of completed legal actions, including any decisions/judgments:				

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 17

Tax

Management of Material Topics: Tax GRI 3-3

Economic / Tax / Management of Material Topics: Tax GRI 3-3

Management of Material Topics (Tax)

Describe impacts on the economy, environment, and people: Tax data and implications described in 10-K annual filing
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#) Page(s) Pg 34-96

 [Proxy Statement FY 2022 \(published 4-2023\)](#) Page(s) Pg 23

Approach to Tax GRI 207-1

Economic / Tax / Approach to Tax GRI 207-1

Approach to tax

Tax Strategy
Tax strategy, oversight, compliance, and the link to sustainable development: Yes <input type="checkbox"/>
Formal reviewer/approver:
Frequency of Review:
Approach to regulatory compliance:
How tax approach is linked to the business and sustainable development strategies:

References:

 [Unity Form 10-K FY2022 \(published 2-2023\)](#)

 [Proxy Statement FY 2022 \(published 4-2023\)](#)

Deemed material? No

Tax Governance, Control, and Risk Management GRI 207-2

Economic / Tax / Tax Governance, Control, and Risk Management GRI 207-2

Tax governance, control, and risk management

Tax governance, control, and risk management
Governance body or executive-level position accountable for compliance with the tax strategy:
How approach to tax is embedded within the organization:
Approach to tax risks:
How compliance with the tax governance and control framework is evaluated:
Mechanisms for reporting concerns about unethical/unlawful behavior and the organization's integrity in relation to tax:
Assurance process for disclosures on tax, and if applicable, a reference to the assurance report, statement, or opinion: <input type="checkbox"/>

References:

 [Unity Form 10-K FY 2021 \(published 2-2022\)](#)

 [Proxy Statement FY 2021 \(published 2-2022\)](#)

Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Economic / Tax / Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Stakeholder engagement and management of concerns related to tax

Stakeholder Engagement and Management of Concerns
Approach to engagement with tax authorities:
Approach to public policy advocacy on tax:
The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders:

References:

-  [Unity Form 10-K FY 2021 \(published 2-2022\)](#)
-  [Proxy Statement FY 2021 \(published 2-2022\)](#)

Deemed material? No

Country-by-Country Reporting GRI 207-4

Economic / Tax / Country-by-Country Reporting GRI 207-4

Country-by-country reporting

Country-by-Country Reporting												
Jurisdiction	Names of resident entities	Primary activities	Number of employees	Basis of calculation	Revenue from third-party sales	Revenues from intra-group transactions with other tax jurisdictions	Profit/loss before tax	Tangible assets other than cash and cash equivalents	Corporate income tax paid on a cash basis	Corporate income tax accrued on profit/loss	Reasons for difference between income tax accrued on profit/loss and tax due if statutory tax rate is applied	Time period covered
												Start Date End Date
Country-by-Country Additional Reporting												
Jurisdiction	Total employee remuneration	Taxes withheld and paid on behalf of employees	Taxes collected from customers	Industry related and other taxes or payments to governments	Significant uncertain tax positions	Balance of intra-company debt held by entities in the jurisdiction	Basis of calculation of interest paid on the debt					

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Deemed material? No

Environmental

Materials

Management of Material Topics: Materials GRI 3-3

Environmental / Materials / Management of Material Topics: Materials GRI 3-3

Management of Material Topics (Materials)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.
This issue is not material to Unity.

Materials Used By Weight Or Volume GRI 301-1

Environmental / Materials / Materials Used By Weight Or Volume GRI 301-1

Materials used by weight or volume

	Unit (weight or volume)	% internally sourced	% externally sourced
Raw materials used			
Total non-renewable materials			
Total renewable materials used			
	TOTAL:		
Data publicly available:			

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.
This issue is not material to Unity.

Deemed material? No

Recycled Input Materials Used GRI 301-2

Environmental / Materials / Recycled Input Materials Used GRI 301-2

Recycled input materials used

	2022	2021	2020	2019
% recycled input materials used:				
Data Publicly Available:				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.
This issue is not material to Unity.

Deemed material? No

Reclaimed Products and their Packaging Materials GRI 301-3

Environmental / Materials / Reclaimed Products and their Packaging Materials GRI 301-3

Reclaimed products and their packaging materials

Category of product sold	% of reclaimed products and their packaging materials in 2022	% of reclaimed products and their packaging materials in 2021	% of reclaimed products and their packaging materials in 2020	% of reclaimed products and their packaging materials in 2019	How data was collected

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Energy

Management of Material Topics: Energy GRI 3-3

Environmental / Energy / Management of Material Topics: Energy GRI 3-3

Management of Material Topics (Energy)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments: Building a more sustainable future As global citizens who share the planet, we're responsible for taking action to address climate change, and we're dedicated to reducing our environmental impact today and into the future.
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently do not have public disclosure on energy.

Energy Consumption Within the Organization GRI 302-1

Environmental / Energy / Energy Consumption Within the Organization GRI 302-1

Energy consumption within the organization

Consumption by Fuel Type (Renewable)	Unit	2022	2021	2020	2019
Clean electricity	Gigajoules (GJ)	29106			
Total consumption from renewable fuel sources:	Gigajoules (GJ)	29106			
Consumption by Fuel Type (Non-renewable)	Units	2022	2021	2020	2019
Natural Gas	Gigajoules (GJ)	2287			
Electricity	Gigajoules (GJ)	50004			
Total consumption from non-renewable fuel sources:		52291			
Energy Consumed	Units	2022	2021	2020	2019
Electricity Consumed	Gigajoules (GJ)	50004			
Heating Consumed					
Cooling Consumed					
Steam Consumed					
Total electricity, heating, cooling, and steam consumed	Gigajoules (GJ)	50004			
Energy Sold	Units	2022	2021	2020	2019
Electricity Sold		0			
Heating Sold		0			
Cooling Sold		0			
Steam Sold		0			
Total electricity, heating, cooling, and steam sold		0			
Calculation for total energy consumption within the organization	Units	2022	2021	2020	2019
Total non-renewable fuel consumed	Gigajoules (GJ)	52291			
Total renewable fuel consumed	Gigajoules (GJ)	29106			
Total electricity, heating, cooling, and steam purchased for consumption	Gigajoules (GJ)	50004			
Self-generated electricity, heating, cooling, and steam, which are not consumed	Gigajoules (GJ)	0			
Total electricity, heating, cooling, and steam sold (units may differ from above, please apply conversion factors)	Gigajoules (GJ)	0			
Total energy consumption within the organization:	Gigajoules (GJ)	131401			
Standards, methodologies, and assumptions used: Using Department of Energy's Building Performance Database to find benchmarks for fuel consumption per square foot.					
Source of the conversion factors used: Median Fuel EUI from Department of Energy					

Deemed material? Yes

Energy Consumption Outside of the Organization GRI 302-2

Environmental / Energy / Energy Consumption Outside of the Organization GRI 302-2

Energy consumption outside of the organization

Unit (joules or multiples of joules):	2022	2021	2020	2019
Renewable Energy Categories/Activities				
Total external renewable energy consumption				
Non-renewable Energy Categories/Activities				
Total external non-renewable energy consumption				
Total External Energy Consumption				
Standards, methodologies, and assumptions:				
Source of conversion factors used:				
<input type="checkbox"/> Publicly disclose a breakout of renewable energy sources used:				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Energy Intensity GRI 302-3

Environmental / Energy / Energy Intensity GRI 302-3

Energy intensity

	Unit	2022	2021	2020	2019	
Numerator	MWh	131401				
Denominator	Revenue (\$M)	1390				
Energy Intensity		94.5330935252				Type of energy measured in energy intensity ratio Fuel Electricity Total energy use, scope 1, 2, 3

References:

 [Unity ESG Report FY 2021](#)

Deemed material? Yes

Reduction of Energy Consumption GRI 302-4

Environmental / Energy / Reduction of Energy Consumption GRI 302-4

Reduction of energy consumption

	Unit	2022	2021	2020	2019	Base year	Types of energy included
Fuel							
Electricity							
Heating							
Cooling							
Steam							
Total Energy Saved							
Basis for calculating reductions in energy consumption (e.g. base year / baseline), and the rationale for choosing it:							
Standards, methodologies, and assumptions used:							

Reason for Omission:

Unavailable


Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

This information is currently unavailable. Unity is working on disclosing energy reduction against the baseline.

References:

 [Unity ESG Report FY 2021](#)

Deemed material? Yes

Reductions in Energy Requirements of Products and Services GRI 302-5

Environmental / Energy / Reductions in Energy Requirements of Products and Services GRI 302-5

Reductions in energy requirements of products and services

Product/Service(s)	Unit	2022	2021	2020	2019
Total reductions in the energy requirements of sold products and services achieved					
Base year/Baseline:					
Rationale for choosing base year/baseline:					
Standards, methodologies, and assumptions used:					

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Water and Effluents

Management of Material Topics: Water and Effluents GRI 3-3

Environmental / Water and Effluents / Management of Material Topics: Water and Effluents GRI 3-3

Management of Material Topics (Water and Effluents)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started establishing water related corporate strategies. Therefore, we are not disclosing for Water and Effluents issues.

Interactions With Water as a Shared Resource GRI 303-1

Environmental / Water and Effluents / Interactions With Water as a Shared Resource GRI 303-1

Interactions with water as a shared resource

How our organization interacts with water:
Approach used to identify water-related impacts:
How water-related impacts are addressed:
Process for setting water-related goals and targets:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started establishing water related corporate strategies. Therefore, we are not disclosing for Water and Effluents issues.

Deemed material? Yes

Management of Water Discharge-Related Impacts GRI 303-2

Environmental / Water and Effluents / Management of Water Discharge-Related Impacts GRI 303-2

Management of water discharge-related impacts

Discharge-related Impacts

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started establishing water related corporate strategies. Therefore, we are not disclosing for Water and Effluents issues.

Deemed material? Yes

Water Withdrawal GRI 303-3

Environmental / Water and Effluents / Water Withdrawal GRI 303-3

Water withdrawal

Total Water Withdrawal (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water				
Total water withdrawal				
Withdrawal from Water Stressed Areas (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water				
Total water withdrawal from areas with water stress				
Surface water breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Groundwater breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Seawater breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Produced water breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Third-party water breakdown (megaliters)	2022	2021	2020	2019
Surface water (via third party) from water stressed areas				
Ground water (via third party) from water stressed areas				

Seawater water (via third party) from water stressed areas				
Produced water (via third party) from water stressed areas				
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Contextual Information				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity as we operate in leased facilities and do not manufacture physical products.

Deemed material? No

Water Discharge GRI 303-4

Environmental / Water and Effluents / Water Discharge GRI 303-4

Water discharge

Total Water Discharged (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Third-party water				
Third-party water sent for use to other organizations				
Total water discharged				
Discharge by total dissolved solids category (megaliters)	2022	2021	2020	2019
Freshwater				
Other water				
Discharge to water stressed areas by total dissolved solids category (megaliters)	2022	2021	2020	2019
Freshwater				
Other water				
A breakdown of total water discharge to all areas by level of treatment (Megaliters)	2022	2021	2020	2019
Primary				
Secondary				
Tertiary				
Additional Information	2022	2021	2020	2019
The number of occasions on which discharge limits were exceeded				
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge				
Priority substances of concern				
Contextual information				
How the treatment levels were determined				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity as we operate in leased facilities and do not manufacture physical products.

Deemed material? No

Water Consumption GRI 303-5

Environmental / Water and Effluents / Water Consumption GRI 303-5

Water consumption

Water Consumption (megalliters)	2022	2021	2020	2019
Total water consumption				
Consumption from all areas with water stress				
Change in water storage				
Contextual information				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently does not have enough water consumption data coverage to disclose the data. We plan to have the data by 2025.

Deemed material? Yes

Biodiversity

Management of Material Topics: Biodiversity GRI 3-3

Environmental / Biodiversity / Management of Material Topics: Biodiversity GRI 3-3

Management of Material Topics (Biodiversity)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Environmental / Biodiversity / Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Geographic location	Subsurface and/or underground land that may be owned, leased or managed	Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	Type of operation (office, manufacturing or production, or extractive)	Size of operational site in km2	Biodiversity value characterized by: 1) the attribute of the protected area and high biodiversity value area outside protected area, and 2) listing of protected status

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Environmental / Biodiversity / Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Significant impacts of activities, products and services on biodiversity

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Habitats Protected Or Restored GRI 304-3

Environmental / Biodiversity / Habitats Protected Or Restored GRI 304-3

Habitats protected or restored

Geographic location	Size (in km2 if larger than one km2)	Success of the restoration was/is approved by independent professionals	Status of area at close of reporting period
Partnerships with 3rd parties to protect or restore habitat areas not listed above:	Standards, methodologies, and assumptions used:		

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Environmental / Biodiversity / IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

IUCN Red List species and national conservation list species with habitats in areas affected by operations

Habitat affected by operations that include species on the IUCN Red List and on national conservation lists	# of Critically Endangered species	# of Endangered species	# of Vulnerable species	# of Near Threatened species	# of Least Concern species

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Emissions

Management of Material Topics: Emissions GRI 3-3

Environmental / Emissions / Management of Material Topics: Emissions GRI 3-3

Management of Material Topics (Emissions)

Describe impacts on the economy, environment, and people:

Unity is committed to driving sustainability throughout our entire ecosystem, from minimizing our footprint to supporting creators leveraging real-time 3D (RT3D) to decarbonize the world. Our business operations have potential negative environmental impact caused from our carbon emissions that can exacerbate climate change. Climate change has potential physical and transitional risks to the people and the economy.

Report involvement with negative impacts:

In order to measure our impact, since 2021, we have reported our GHG emissions inventory, which encompasses our full Scope 1–3 emissions, including:

- Direct emissions
- Indirect emissions from purchased electricity
- Indirect emissions from purchased goods and services, capital goods, employee commuting, business travel, operational waste, and others

We have remained carbon neutral since 2021 through energy attribute certificates (EACs), clean power procurement via utility providers, carbon offsets, and removal projects.

Describe policies and commitments:

We remained carbon neutral since 2021 and work towards our net zero commitment with Science-Based Target Initiative made in 2021. We plan to draft and publish sustainability policy before the end of 2023.

Describe actions taken to manage topic and related impacts:

In 2021, our emissions intensity per revenue improved by 13.3% due to the pandemic. However, both the emissions intensity per revenue and absolute emissions saw an increase in 2022 due to normalizing business operations post-pandemic. In order to reduce emissions from the top drivers, we intend to make efforts in the following areas:

1. Engage and prioritize suppliers that are aligned with our emissions reduction goals, where feasible
2. Optimize cloud hosting locations
3. Increase understanding of energy consumption from our bare metal servers
4. Continue to increase procurement of clean energy for our offices

Report information about tracking of effectiveness of actions taken:

Unity publicly discloses annual carbon emissions inventory and progress every year.

Describe stakeholder engagement:

Internal stakeholder engagement:

750 employees were engaged with sustainability-themed topics (i.e. reducing waste, shrinking personal carbon footprints, learning about sustainable retirement fund options, and participating in volunteering and giving opportunities).

External stakeholder engagement:

Every year, we partner with creators, researchers, and industry alliances to advance sustainability solutions across our ecosystem. Here are a few of our 2022 sustainability partnership highlights:

1. Drawdown Labs is Project Drawdown's private-sector testing ground for accelerating the adoption of climate solutions quickly, safely, and equitably. In 2022, we partnered with Drawdown to bring together experts from the gaming industry to identify how the Drawdown Aligned Business Framework could be applied to this sector.
2. BC3 is a San Francisco based, multisector partnership dedicated to incubating, scaling, and sharing world-leading solutions to address climate change. In 2022, BC3 had three work streams that Unity staff learned from and contributed to: employee engagement related to climate change, supply chain engagement for improved sustainability, and carbon removal technology and funding.
3. The Atlantic Council is a nonpartisan organization that galvanizes U.S. leadership and engagement in the world to shape solutions to global challenges. With the support of Unity, the Atlantic Council designed and led three full day workshops teaching game developers and enthusiasts how to build climate resilience content and messaging into video games and other XR experiences.
4. In October 2022, Unity and MIT's Open Documentary Lab launched Worlding, a weeklong accelerator program to support teams of seasoned professionals whose work lies at the intersection of land use planning, storytelling, real-time 3D, and climate futures.

References:



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14

Direct (Scope 1) GHG Emissions GRI 305-1

Environmental / Emissions / Direct (Scope 1) GHG Emissions GRI 305-1

Direct (Scope 1) GHG emissions

GHG emissions in metric tons of CO2e	2022	2021	2020	2019	Emissions in base year Year:
Gross direct (Scope 1) GHG emissions	359	238	211		
Biogenic CO2 emissions					
Gases included in the calculation of gross direct (Scope 1) GHG emissions: CO2					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: US EPA (2022) Emissions factor hub					
Direct (Scope 1) GHG emissions consolidation approach: Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for direct (Scope 1) GHG emissions: GHG Protocol Corporate Accounting and Reporting Standard					

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

We have not yet selected a baseline year due to pandemic-year inactivity considerations.

References:

 [Unity ESG Report FY 2022](#) Page(s) 12-13

Deemed material? Yes

Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Environmental / Emissions / Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Energy indirect (Scope 2) GHG emissions

GHG Emissions in metric tons of CO2e	2022	2021	2020	2019	Emissions in base year Year:
Gross location-based indirect (Scope 2) GHG emissions	2626	1985	1759		
Gross market-based indirect (Scope 2) GHG emissions	1756	1492	1324		
<input type="checkbox"/> Total GHG Emissions					
Total direct (Scope 1) GHG emissions					
<input type="checkbox"/> Location Based (Scope 2)					
<input type="checkbox"/> Market Based (Scope 2)					
Total (Scope 1) + (Scope 2) GHG emissions					
Gases used to calculate indirect (Scope 2) GHG emissions:					
CO2					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
US EPA (2022) Emissions factor hub, Department of Energy's Building Performance Database (electricity consumption per square foot)					
Consolidation approach for Direct (Scope 1) and Indirect (Scope 2) GHG emissions:					
Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for Scope 1 and Scope 2 GHG emissions:					
GHG Protocol Corporate Accounting and Reporting Standard					

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Additional Comments

Unity has not chosen the base year.

References:

 [Unity ESG Report FY 2022](#)

Page(s) 12-13

Deemed material? Yes

Other Indirect (Scope 3) GHG Emissions GRI 305-3

Environmental / Emissions / Other Indirect (Scope 3) GHG Emissions GRI 305-3

Other indirect (Scope 3) GHG emissions

GHG emissions in metric tons CO2e	2022	2021	2020	2019	Emissions in base year Year
Gross other indirect (Scope 3) GHG emissions	73605	55469	44632		
Biogenic CO2 emissions					
Gases included in the calculation: CO2					
Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: Scope 3.1 purchased goods and services, scope 3.2 capital goods, scope 3.3 fuel and energy related activities, scope 3.5 waste generated in operations, scope 3.6 business travel, scope 3.7 employee commuting					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: eGRID emissions factors for US States grids (2020), Canada National Inventory Report 2020 for Canada, IEA emissions factor for each country (2021), Ecoinvent emissions factor if not available in the previous three sources, category emission factors from the EPA's USEEIO v2.0.1					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions: GHG Protocol Corporate Accounting and Reporting Standard, GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard					

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not chosen the base year.

References:

 [Unity ESG Report FY 2022](#) Page(s) 12-13

Deemed material? Yes

GHG Emissions Intensity GRI 305-4

Environmental / Emissions / GHG Emissions Intensity GRI 305-4

GHG Emissions Intensity

	Denominator	2022	2021	2020	2019
GHG emissions intensity ratio:	\$1M of revenue	54	50	60	
List of gases included: CO2	Types of greenhouse gas emissions included: Direct (Scope 1) Indirect (Scope 2) Other Indirect (Scope 3)				

References:

 [Unity ESG Report FY 2022](#) Page(s) 12-13

Deemed material? Yes

Reduction Of GHG Emissions GRI 305-5

Environmental / Emissions / Reduction Of GHG Emissions GRI 305-5

Reduction of GHG emissions

Unit:	Denominator	2022	2021	2020	2019
Total GHG reductions:	Type of GHG emissions that have been reduced				
List of gases included:	Base year or baseline:				
Rationale for choosing base year:					
Standards, methodologies, and assumptions used					

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity is not disclosing reductions currently as we have not set a baseline year.

Deemed material? Yes

Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Environmental / Emissions / Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Emissions of ozone-depleting substances (ODS)

		2022	2021	2020	2019
Production of ODS	Metric tons of CFC-11 equivalent				
Imports of ODS	Metric tons of CFC-11 equivalent				
Exports of ODS	Metric tons of CFC-11 equivalent				
Total ODS	Metric tons of CFC-11 equivalent				
Substances included in the calculation	Standards, methodologies, and assumptions used:				
Source of the emission factors used:					

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Environmental / Emissions / Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Emissions Types (specify units for each)	2022	2021	2020	2019	Target (year):
SOx emissions Units:					
Data coverage (as % of denominator):					
SOx intensity. Factored against base figure:					
<input type="checkbox"/> Do not track					
NOx emissions Units:					

Data coverage (as % of denominator):					
NOx intensity. Factored against base figure:					
<input type="checkbox"/> Do not track					
Particulate matter emissions Units:					
Persistent organic pollutant (POP) emissions Units:					
Hazardous air pollutants (HAP) Units:					
<input type="checkbox"/> Do not track					
Volatile organic compound (VOC) emissions Units:					
Data coverage (as % of denominator):					
Specify the base factor:					
<input type="checkbox"/> Do not track					
Dust Emissions Units:					
Data coverage (as % of denominator):					
We do not track Dust Emissions <input type="checkbox"/> Do not track					
Other Air Emissions:					
Standards, methodologies, and assumptions used:					
Source of emission factors used:					
Third Party Verification:					
Data is made publicly available about NOx, SOx, and other significant air emissions and sources Data publicly available:					
Emissions publicly disclosed					

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

This issue is not material to Unity.

Deemed material? No

Waste

Management of Material Topics: Waste GRI 3-3

Environmental / Waste / Management of Material Topics: Waste GRI 3-3

Management of Material Topics (Waste)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Waste Generation and Significant Waste-related Impacts GRI 306-1

Environmental / Waste / Waste Generation and Significant Waste-related Impacts GRI 306-1

Waste generation and significant waste-related impacts

Inputs, activities, and outputs that lead or could lead to these impacts
Identify whether impacts relate to waste generated in the organization's own activities or to upstream or downstream in value chain

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Deemed material? Yes

Management of Significant Waste-related Impacts GRI 306-2

Environmental / Waste / Management of Significant Waste-related Impacts GRI 306-2

Management of significant waste-related impacts

Waste generation prevention and impact management
Third party waste management and oversight processes
Processes used to collect and monitor waste-related data

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Deemed material? Yes

Waste Generated GRI 306-3

Environmental / Waste / Waste Generated GRI 306-3

Waste generated

Waste Composition	Waste Generated in metric tons (t) 2022	Waste Generated in metric tons (t) 2021	Waste Generated in metric tons (t) 2020	Waste Generated in metric tons (t) 2019
Category:				
Total Waste				
Contextual Information:				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Deemed material? Yes

Waste Diverted from Disposal GRI 306-4

Environmental / Waste / Waste Diverted from Disposal GRI 306-4

Waste diverted from disposal

Waste Composition	Waste Diverted in metric tons (t)		
Reporting Year			
Category:			
Total Waste Diverted			
Hazardous waste	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Reporting Year			
Preparation for reuse			
Recycling			
Other recovery operations			
Total			
Non-hazardous waste	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Reporting Year			
Preparation for reuse			
Recycling			
Other recovery operations			
Total			
Waste Prevented			
Total waste prevented in metric tons (t)		Baseline and methodology for this calculation	
Contextual information			

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Deemed material? Yes

Waste Directed to Disposal GRI 306-5

Environmental / Waste / Waste Directed to Disposal GRI 306-5

Waste directed to disposal

Waste Composition Reporting Year	Waste Directed in metric tons (t)		
Category:			
Total Waste			
Hazardous waste Reporting Year	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations			
Total			
Non-hazardous waste Reporting Year	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations			
Total			
Contextual information			

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity has not started strategizing on this issue and does not have disclosure.

Deemed material? Yes

Supplier Environmental Assessment

Management of Material Topics: Supplier Environmental Assessment GRI 3-3

Environmental / Supplier Environmental Assessment / Management of Material Topics: Supplier Environmental Assessment GRI 3-3

Management of Material Topics (Supplier Environmental Assessment)

Describe impacts on the economy, environment, and people: As a company that works with over 900 suppliers, we have economic impacts on the economy from small suppliers to big suppliers, environmental impact associated with Scope 3 emissions, and social impacts as our procurement has impact on the people in the ecosystem of procurement.
Report involvement with negative impacts: N/A
Describe policies and commitments: "Unity Technologies Partner Code of Conduct" requires its partners to operate in compliance with all applicable laws and regulations, and to comply with the principles outlined in this document.
Describe actions taken to manage topic and related impacts: In 2022, Unity revised MSA and vendor questionnaire for screening to include sustainability topics.
Report information about tracking of effectiveness of actions taken: 82% of our supply chain partners (i.e. All nonpublisher vendors, vendors that do not publish/develop video games nor receive payouts from Unity) have an existing sustainability policy in place or have signed onto our sustainability requirements (i.e. This is equivalent to 70% of our global supply chain spend (\$422M) having either an existing sustainability policy or signing onto our sustainability requirements).
Describe stakeholder engagement: In order to renew the contract with a revised MSA, our procurement team engaged many new or existing supply chains to explain the newly added sustainability section.

New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Environmental / Supplier Environmental Assessment / New Suppliers that were Screened Using Environmental Criteria GRI 308-1

New suppliers that were screened using environmental criteria

% of new suppliers screened from total of new suppliers: 82

References:

 [Unity ESG Report FY 2022](#) Page(s) 9

Deemed material? Yes

Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Environmental / Supplier Environmental Assessment / Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Negative environmental impacts in the supply chain and actions taken

Number of suppliers subject to environmental impact assessments:	
Number of suppliers identified as having significant actual and potential negative environmental impacts:	
Significant actual and potential negative environmental impacts identified in the supply chain:	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	
Reason(s) for negative environmental impact terminations:	

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently does not have the level of details required for this issue's disclosure.

Deemed material? Yes

Social

Employment

Management of Material Topics: Employment GRI 3-3

Social / Employment / Management of Material Topics: Employment GRI 3-3

Management of Material Topics (Employment)

Describe impacts on the economy, environment, and people: Unity's Global Code of Conduct and Ethics, and its underlying policies describe information on our views and policies on maintaining a Respectful and Inclusive Workplace and specifies our employment policies. Additionally, our ESG Report describes our policies around our Business ethics and sustainable business practices, Protecting our employees and community and Environmental Health and Safety practice.
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 5-22

 [Unity ESG Report FY 2022](#) Page(s) Pg 32-34

New Employee Hires and Employee Turnover GRI 401-1

Social / Employment / New Employee Hires and Employee Turnover GRI 401-1

New employee hires and employee turnover

New Employee Hires			2022		2021		2020		2019	
Area of Operations	Age Group	Employee Category	Total Number	Rate	Total Number	Rate	Total Number	Rate	Total Number	Rate
Global	All age groups	Total Workforce								
Employee Turnover			2022		2021		2020		2019	
Global	All age groups	Total Workforce								
Public Disclosure	No, we do not publicly disclose our employee turnover rates									

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Unity does not disclose employee turnover rate.

Deemed material? No

Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Social / Employment / Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations:

- Life insurance
- Accident insurance
- Adoption or fertility assistance programs
- Disability/invalidity insurance
- Mortgages and loans
- Pension plans/retirement provision
- Maternity and/or paternity leave
- Child care
- Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
- Flexible workschemes and work-sharing
- Recall rights for laid-off employees
- Stock ownership
- Vacation
- Paid sick days
- PTO (including any of the following: unspecified, vacation and/or sick days)
- Insurance: Healthcare Employee
- Insurance: Healthcare Family
- Insurance: Healthcare Domestic Partner
- Insurance: Dental
- Insurance: Vision
- Insurance: AD&D
- Insurance: Short Term Disability
- Insurance: Long Term Disability
- Employee Assistance Program
- Education Benefits: Employee
- Education Benefits: Family
- Sabbatical Program
- Relocation Assistance
- Work/Life Support Program
- Wellness/Fitness Program
- Onsite Fitness Facilities
- Onsite Recreation Facilities
- Stock Options
- Stock Purchase Plan
- Employee Profit Sharing
- Retirement: Defined Benefit Plan (including pension plans)
- Childcare: Other
- Bereavement Leave
- Tuition reimbursement (other than career training)
- Gym facilities or gym fee reimbursement programs
- Higher education scholarship programs, for either employees or their relatives
- Preventative healthcare programs
- Flex scheduling
- Telecommuting options
- Public transportation subsidy
- Carpooling support programs
- Employee recognition programs
- Paid time off for employee volunteers
- Workforce training, skills, and leadership development programs
- Matching gift program
- Mentoring Program
- Others
- No additional benefits offered

We publicly disclose one or more of the benefits we offer employees (This does not count disclosure found in the company's required filing with the SEC).

Reason for Omission:


Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Additional Comments

More information on benefits can be found in our career + benefits page:
<https://careers.unity.com...>

References:

 [Unity Careers- Benefits](#) Page(s) Benefits

Parental Leave GRI 401-3

Deemed material? No

Social / Employment / Parental Leave GRI 401-3

Parental leave

	2022	2021	2020	2019
Number of female employees by gender that were entitled to parental leave:				
Number of male employees by gender that were entitled to parental leave:				
Number of female employees by gender that took parental leave:				
Number of male employees by gender that took parental leave:				
Number of female employees who returned to work after parental leave ended:				
Number of male employees who returned to work after parental leave ended:				
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Return to work and retention rates of female employees who returned to work after leave:				
Return to work and retention rates of male employees who returned to work after leave:				

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Unity does not disclose specific number of employees receiving parental leave.

Deemed material? Yes

Labor/Management Relations

Management of Material Topics: Labor/Management Relations GRI 3-3

Social / Labor/Management Relations / Management of Material Topics: Labor/Management Relations GRI 3-3

Management of Material Topics (Labor/Management Relations)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Additional Comments

Labor management/relations and policies in our Global Code of Conduct.

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 5-22

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Social / Labor/Management Relations / Minimum Notice Periods Regarding Operational Changes GRI 402-1

Minimum notice periods regarding operational changes

Minimum number of weeks notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Minimum Notice Periods Regarding Operational Changes not available or material for Unity

Deemed material? No

Occupational Health and Safety

Management of Material Topics: Occupational Health and Safety GRI 3-3

Social / Occupational Health and Safety / Management of Material Topics: Occupational Health and Safety GRI 3-3

Management of Material Topics (Occupational Health and Safety)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments: Unity prioritizes Environment, Health & Safety (EHS) in order to protect our most important assets: our people. As our understanding of workplace environments and their potential impacts on worker health evolves, we strive to ensure Unity's workplaces reduce health or safety risks, whether teams are onsite at an office or working remotely. This stewardship extends to vendors, contractors, and visitors at our workplaces globally. Unity's EHS Policy, standards, and audit programs act as the north star for our employees around the world. We consider proactive injury and illness prevention equally important as operations, customer service, and administration. EHS success – as measured by optimal performance – occurs when the program is integrated into all facets of our business and when all colleagues and partners understand and engage with what is expected of them. Our EHS success is measured by achieving the following objectives: <ul style="list-style-type: none">• Ensuring compliance with all applicable occupational health and safety laws in all countries in which the Company operates;• Creating, implementing, and refining global workplace minimum EHS standards to create a baseline of health and safety across offices;• Managing workplace environmental health and safety risk and performance effectively, actively seeking and acting upon meaningful opportunities to reduce risk, and enhancing our EHS performance;• Selecting suppliers and business partners with consideration of their ability to run safe and responsible operations;• Supporting synergies between EHS and the Wellness, Sustainability, and Social Impact programs;• Fostering openness and dialogue about EHS matters with our internal and external stakeholders to continuously find ways to improve performance and quality assurance.
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 34-35

Occupational Health and Safety Management System GRI 403-1

Social / Occupational Health and Safety / Occupational Health and Safety Management System GRI 403-1

Occupational health and safety management system

Statement of implementation Unity prioritizes Environment, Health & Safety (EHS) in order to protect our most important assets: our people. As our understanding of workplace environments and their potential impacts on worker health evolves, we strive to ensure Unity's workplaces reduce health or safety risks, whether teams are onsite at an office or working remotely. This stewardship extends to vendors, contractors, and visitors at our workplaces globally. Unity's EHS Policy, standards, and audit programs act as the north star for our employees around the world. We consider proactive injury and illness prevention equally important as operations, customer service, and administration. EHS success – as measured by optimal performance – occurs when the program is integrated into all facets of our business and when all colleagues and partners understand and engage with what is expected of them. Our EHS success is measured by achieving the following objectives: <ul style="list-style-type: none">• Ensuring compliance with all applicable occupational health and safety laws in all countries in which the Company operates;• Creating, implementing, and refining global workplace minimum EHS standards to create a baseline of health and safety across offices;• Managing workplace environmental health and safety risk and performance effectively, actively seeking and acting upon meaningful opportunities to reduce risk, and enhancing our EHS performance;• Selecting suppliers and business partners with consideration of their ability to run safe and responsible operations;• Supporting synergies between EHS and the Wellness, Sustainability, and Social Impact programs;• Fostering openness and dialogue about EHS matters with our internal and external stakeholders to continuously find ways to improve performance and quality assurance.
Description of OHS management system scope 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.

Additional Comments

In 2021, Environmental Health and Safety program was in nascent stage and year's data used for benchmarking

References:

 [Unity ESG Report FY 2021](#) Page(s) Pg 34
 [Unity ESG Report FY 2022](#) Page(s) Pg 34-35

Deemed material? No

Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Social / Occupational Health and Safety / Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Hazard identification, risk assessment, and incident investigation

Process to identify work-related hazards and risks:
Process for worker reporting:
Policy or process for workers to remove themselves from unsafe situations:
Process to investigate work-related incidents:

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Unity's Environmental Health and Safety information not disclosed publicly

Deemed material? No

Occupational Health Services GRI 403-3

Social / Occupational Health and Safety / Occupational Health Services GRI 403-3

Occupational health services

Occupational health services' functions:

Unity's EHS Policy, standards, and audit programs act as the north star for our employees around the world. We consider proactive injury and illness prevention equally important as operations, customer service, and administration. EHS success – as measured by optimal performance – occurs when the program is integrated into all facets of our business and when all colleagues and partners understand and engage with what is expected of them. Our EHS success is measured by achieving the following objectives:

- Ensuring compliance with all applicable occupational health and safety laws in all countries in which the Company operates;
- Creating, implementing, and refining global workplace minimum EHS standards to create a baseline of health and safety across offices;
- Managing workplace environmental health and safety risk and performance effectively, actively seeking and acting upon meaningful opportunities to reduce risk, and enhancing our EHS performance;
- Selecting suppliers and business partners with consideration of their ability to run safe and responsible operations;
- Supporting synergies between EHS and the Wellness, Sustainability, and Social Impact programs;
- Fostering openness and dialogue about EHS matters with our internal and external stakeholders to continuously find ways to improve performance and quality assurance.

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 34-35

Deemed material? Yes

Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Social / Occupational Health and Safety / Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Worker participation, consultation, and communication on occupational health and safety

Details of worker participation and consultation:
Details of joint management-worker health and safety committees:

Additional Comments

In 2021 Unity's Environmental Health and Safety program was nascent. Information on Incident reporting on Global Code of Conduct (pg22)

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 22

 [Unity ESG Report FY 2022](#) Page(s) Pg 34-35

Deemed material? Yes

Worker Training on Occupational Health and Safety GRI 403-5

Social / Occupational Health and Safety / Worker Training on Occupational Health and Safety GRI 403-5

Worker training on occupational health and safety

Description of training:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity's Environmental Health and Safety information not disclosed publicly

References:



Page(s) Pg 34-35

Deemed material? Yes

Promotion of Worker Health GRI 403-6

Social / Occupational Health and Safety / Promotion of Worker Health GRI 403-6

Promotion of worker health

Worker access to non-occupational medical and healthcare services:

Health promotion services and programs:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity's Environmental Health and Safety information not disclosed publicly

Deemed material? Yes

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

Social / Occupational Health and Safety / Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Approach to preventing or mitigating business relationship impacts:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

In 2021 Unity's Environmental Health and Safety program was nascent.

References:



Page(s) Pg 34-35

Deemed material? Yes

Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Social / Occupational Health and Safety / Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Workers covered by an occupational health and safety management system

	2022	2021	2020	2019
Number of covered employees...				
...as percentage of total work force.				
Number of employees covered by internally audited system...				
...as percentage of total work force.				
Number of employees covered by externally audited system...				
...as percentage of total work force.				
Exclusions:				
Contextual information:				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently does not disclose EHS number of covered employees

Work-Related Injuries GRI 403-9

Social / Occupational Health and Safety / Work-Related Injuries GRI 403-9

Work-related injuries

Employees	2022	2021	2020	2019
Number of fatalities:				
Rate of fatalities:				
Number of high-consequence work-related injuries:				
Rate of high-consequence work-related injuries:				
Number of recordable work-related injuries:				
Rate of recordable work-related injuries:				
Number of hours worked:				
Main types of work-related injury:				
Non-Employees	2022	2021	2020	2019
Number of fatalities:				
Rate of fatalities:				
Number of high-consequence work-related injuries:				
Rate of high-consequence work-related injuries:				
Number of recordable work-related injuries:				
Rate of recordable work-related injuries:				
Number of hours worked:				
Main types of work-related injury:				
Risks of high-consequence injury:				
Action to eliminate work-related hazards:				
Rates calculated based on 200,000 or 1,000,000 hours worked:				
Exclusions:				
Contextual information:				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently does not disclose Work-Related Injuries

Deemed material? No

Work-Related III Health GRI 403-10

Social / Occupational Health and Safety / Work-Related III Health GRI 403-10

Work-related ill health

Employees	2022	2021	2020	2019
Number of fatalities as a result of work-related ill health:				
Number of cases of recordable work-related ill health:				
Main types of work-related ill health:				
Non-Employees	2022	2021	2020	2019
Number of fatalities as a result of work-related ill health:				
Number of cases of recordable work-related ill health:				
Main types of work-related ill health:				
Work-related hazards that pose a risk of ill health:				
Exclusions:				
Contextual information:				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Unity currently does not disclose Work-Related Injuries

Training and Education

Management of Material Topics: Training and Education GRI 3-3

Social / Training and Education / Management of Material Topics: Training and Education GRI 3-3

Management of Material Topics (Training and Education)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Average Hours of Training Per Year Per Employee GRI 404-1

Social / Training and Education / Average Hours of Training Per Year Per Employee GRI 404-1

Average hours of training per year per employee

Employee category	Male 2022	Female 2022	Male 2021	Female 2021	Male 2020	Female 2020	Male 2019	Female 2019
Overall Average:								

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Unity information on hours trained not disclosed publicly

Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Social / Training and Education / Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Programs for upgrading employee skills and transition assistance programs

Supporting the success and growth of Unity employees while enabling Unity and our users means providing a fair and equitable approach to performance. Our Unity-wide standard called Goals, Performance, Success (GPS) involves two enterprise check-ins centered on: • Goal setting for clarity on what's expected. • Actionable feedback to grow ourselves and colleagues. • Ongoing development conversations for managers and employees to best meet tomorrow's challenges. The central ingredient of GPS is the Impact, Culture, Growth framework. It's our way of ensuring we evaluate performance in a consistent way, and it links performance to reward by having every employee participate in an annual evaluation. The objective is to:

- Reward performance (Impact).
- Reflect the role we all have in strengthening our culture (Culture).
- Reinforce the value of learning and ongoing development (Growth).

References:

 [Unity ESG Report FY 2022](#) Page(s) Pf
23

Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Social / Training and Education / Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Percentage of employees receiving regular performance and career development reviews

Employee Category	Male 2022	Female 2022	Total 2022	Male 2021	Female 2021	Total 2021	Male 2020	Female 2020	Total 2020	Male 2019	Female 2019	Total 2019
Total workforce												

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not disclosed publicly

Diversity and Equal Opportunity

Management of Material Topics: Diversity and Equal Opportunity GRI 3-3

Social / Diversity and Equal Opportunity / Management of Material Topics: Diversity and Equal Opportunity GRI 3-3

Management of Material Topics (Diversity and Equal Opportunity)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 16-20

Diversity of Governance Bodies and Employees GRI 405-1

Social / Diversity and Equal Opportunity / Diversity of Governance Bodies and Employees GRI 405-1

Diversity of governance bodies and employees

	Male			Female			Minority or Vulnerable Group			Age groups		
	Number	%		Number	%		Number	%		% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Governance body (e.g., board) members	8	67		4	33		3	25				
	Male			Female			Minority Groups			Age groups		
Employees by job category (per company breakout)	Global number	% in home country	Global %	Global number	% in home country	Global %	Global number	% in home country	Global %	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Total			70.2			28.3						
Managers			73.3			26.1						
Employee Average Age:												
Data publicly available:												
Yes Link to disclosure: https://unity.com/esg												

References:

 [Unity ESG Report FY 2022](#) Page(s) Pg 17, 31

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Social / Diversity and Equal Opportunity / Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Ratio of basic salary and remuneration of women to men

Employee Category / Location	2022 Ratio	2021 Ratio	2020 Ratio	2019 Ratio
Definition of "significant location":				

Reason for Omission:

Confidentiality Constraints

Describe the specific confidentiality constraints.

Information not disclosed publicly

Non-Discrimination

Management of Material Topics: Non-Discrimination GRI 3-3

Social / Non-Discrimination / Management of Material Topics: Non-Discrimination GRI 3-3

Management of Material Topics (Non-Discrimination)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 6

Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Social / Non-Discrimination / Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Incidents of discrimination and corrective actions taken

	2022	2021	2020	2019		
Total number of incidents of discrimination						
Incidents (reporting year only)					Status of incident	Corrective actions taken
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	

Reason for Omission:
 Confidentiality Constraints
 Describe the specific confidentiality constraints.
 Information not disclosed publicly

Freedom of Association and Collective Bargaining

Management of Material Topics: Freedom of Association and Collective Bargaining GRI 3-3

Social / Freedom of Association and Collective Bargaining / Management of Material Topics: Freedom of Association and Collective Bargaining GRI 3-3

Management of Material Topics (Freedom of Association and Collective Bargaining)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Not applicable

Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Social / Freedom of Association and Collective Bargaining / Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Not applicable

Deemed material? No

Child Labor

Management of Material Topics: Child Labor GRI 3-3

Social / Child Labor / Management of Material Topics: Child Labor GRI 3-3

Management of Material Topics (Child Labor)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Code of Conduct & Ethics](#)

Page(s) Pg
20

 [Modern Slavery Transparency Statement-Unity](#)

Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Social / Child Labor / Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Operations and suppliers at significant risk for incidents of child labor

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Information not disclosed publicly

Forced or Compulsory Labor

Management of Material Topics: Forced or Compulsory Labor GRI 3-3

Social / Forced or Compulsory Labor / Management of Material Topics: Forced or Compulsory Labor GRI 3-3

Management of Material Topics (Forced or Compulsory Labor)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Modern Slavery Transparency Statement-Unity](#)

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Social / Forced or Compulsory Labor / Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Not applicable

Security Practices

Management of Material Topics: Security Practices GRI 3-3

Social / Security Practices / Management of Material Topics: Security Practices GRI 3-3

Management of Material Topics (Security Practices)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
<p>Describe policies and commitments: Unity Technologies is focused on making it easy for content creators to build and distribute their creative results. Because of this we also know that security and trust is paramount here at Unity. This page discusses some security information for our services and also how to get a hold of Unity's security team Unity has developed and shared its security practices with others in our industry, such as our SSDLC, and security tools to maintain a high-level of Security. This includes on-going assessments, bug-bounty programs and continuing to grow our global security team (apply at https://careers.unity.com)</p> <p>Security Updates and Patches are found in: https://unity.com/secureit...</p>
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Additional Comments

Not applicable

References:

 [Unity Security](#)

Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Social / Security Practices / Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Security personnel trained in human rights policies or procedures

	2022	2021	2020	2019
Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security				
Training requirements regarding human rights issues also apply to third party organizations providing security personnel				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Information not disclosed publicly

Rights of Indigenous Peoples

Management of Material Topics: Rights of Indigenous Peoples GRI 3-3

Social / Rights of Indigenous Peoples / Management of Material Topics: Rights of Indigenous Peoples GRI 3-3

Management of Material Topics (Rights of Indigenous Peoples)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:
 Not Applicable
 Explain why the disclosure or the requirement is considered not applicable.
 Information not disclosed publicly

Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Social / Rights of Indigenous Peoples / Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1
 Incidents of violations involving rights of indigenous peoples

	2022	2021	2020	2019		
Total number of identified incidents involving indigenous rights						
Incidents (reporting year only)					Status of incident	Actions taken
					<input type="checkbox"/> Reviewed <input type="checkbox"/> Remediation plan being implemented <input type="checkbox"/> Remediation plan implemented, results reviewed through routine internal management review process <input type="checkbox"/> Incident no longer subject to attention	

Reason for Omission:
 Not Applicable
 Explain why the disclosure or the requirement is considered not applicable.
 Information not disclosed publicly

Deemed material? No

Local Communities

Management of Material Topics: Local Communities GRI 3-3

Social / Local Communities / Management of Material Topics: Local Communities GRI 3-3

Management of Material Topics (Local Communities)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:


-  [Unity ESG Report FY 2022](#) Page(s) Pg 23-29

Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Social / Local Communities / Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1
 Operations with local community engagement, impact assessments, and development programs

% of operations with implemented local community engagement, impact assessments, and development programs:	
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References:

-  [Unity Social Impact page](#)
-  [Unity ESG Report FY 2022](#) Page(s) Pg 23-29

Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Social / Local Communities / Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2
 Operations with significant actual and potential negative impacts on local communities

Operations with significant potential or actual negative impacts on local communities	Location of the operations with significant potential or negative impacts	Potential or actual negative impacts of operations

Reason for Omission:

Unavailable
 Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).
 Explain why the required information is unavailable or incomplete.
 Describe the steps being taken and the expected time frame to obtain the information.
 Not available

Supplier Social Assessment

Management of Material Topics: Supplier Social Assessment GRI 3-3

Social / Supplier Social Assessment / Management of Material Topics: Supplier Social Assessment GRI 3-3

Management of Material Topics (Supplier Social Assessment)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Not available

New Suppliers that were Screened Using Social Criteria GRI 414-1

Social / Supplier Social Assessment / New Suppliers that were Screened Using Social Criteria GRI 414-1

New suppliers that were screened using social criteria

	2022	2021	2020	2019
Percentage (%) of new suppliers that were screened using social criteria:	%	%	%	%

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Not Available

Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Social / Supplier Social Assessment / Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Negative social impacts in the supply chain and actions taken

	2022	2021	2020	2019
Number of suppliers assessed for social impacts:				
Number of suppliers identified as having significant actual and potential negative social impacts:				
Significant actual and potential negative social impacts identified in the supply chain:				
Percentage (%) of suppliers identified as having significant actual and potential negative social impacts				
Suppliers with which improvements were agreed upon as a result of assessment:				
Suppliers with which relationships were terminated as a result of assessment:				
Details on the termination of relationships as a result of assessment:				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Not available

Public Policy

Management of Material Topics: Public Policy GRI 3-3

Social / Public Policy / Management of Material Topics: Public Policy GRI 3-3

Management of Material Topics (Public Policy)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Code of Conduct & Ethics](#) Page(s) Pg 8

Political Contribution GRI 415-1

Social / Public Policy / Political Contribution GRI 415-1

Political contributions

Reporting Currency:	2022	2021	2020	2019
Recipient:				
Country:				
Data publicly available:				
Not publicly available.				

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

Political Activity policy in global code of conduct (pg 12). Specific data is not publically available.

Deemed material? No

Customer Health and Safety

Management of Material Topics: Customer Health and Safety GRI 3-3

Social / Customer Health and Safety / Management of Material Topics: Customer Health and Safety GRI 3-3

Management of Material Topics (Customer Health and Safety)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Customer Health and Safety is not a material topic for Unity.

Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Social / Customer Health and Safety / Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Assessment of the health and safety impacts of product and service categories

	2022	2021	2020	2019
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts:				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Customer Health and Safety is not a material topic for Unity.

Deemed material? No

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Social / Customer Health and Safety / Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

	2022	2021	2020	2019
Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with health and safety regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes for health and safety:				
Please describe any product safety controversies the company has experienced within the last three years. Include information about any fines, settlements, or court-imposed awards and indicate dates, amounts and any cases involving fatalities:				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Customer Health and Safety is not a material topic for Unity.

Deemed material? No

Marketing and Labeling

Management of Material Topics: Marketing and Labeling GRI 3-3

Social / Marketing and Labeling / Management of Material Topics: Marketing and Labeling GRI 3-3

Management of Material Topics (Marketing and Labeling)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Reason for Omission:

Unavailable

Specify which information is unavailable or incomplete. When the information is incomplete, specify which part is missing (e.g., specify the entities for which the information is missing).

Explain why the required information is unavailable or incomplete.

Describe the steps being taken and the expected time frame to obtain the information.

N/A Marketing and labeling is not a material issue for Unity.

Requirements for Product and Service Information and Labeling GRI 417-1

Social / Marketing and Labeling / Requirements for Product and Service Information and Labeling GRI 417-1

Requirements for product and service information and labeling

Product/service information					Required for product/service labeling
The sourcing of components of the product or service					
Content, particularly with regard to substances that might produce an environmental or social impact					
Safe use of the product or service					
Disposal of the product and environmental/social impacts					
Other (please explain):					
	2022	2021	2020	2019	
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:					

Reason for Omission:
 Not Applicable
 Explain why the disclosure or the requirement is considered not applicable.
 Marketing and Labeling is not a material topic for Unity

Deemed material? No

Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2
 Incidents of non-compliance concerning product and service information and labeling

	2022	2021	2020	2019
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:				

Reason for Omission:
 Not Applicable
 Explain why the disclosure or the requirement is considered not applicable.
 Marketing and Labeling is not a material topic for Unity

Deemed material? No

Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Incidents of non-compliance concerning marketing communications

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications	2022	2021	2020	2019
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes:				

Reason for Omission:

Not Applicable

Explain why the disclosure or the requirement is considered not applicable.

Marketing and Labeling is not a material topic for Unity

Deemed material? No

Customer Privacy

Management of Material Topics: Customer Privacy GRI 3-3

Social / Customer Privacy / Management of Material Topics: Customer Privacy GRI 3-3

Management of Material Topics (Customer Privacy)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

 [Unity Privacy Policy](#)

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Social / Customer Privacy / Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1


Substantiated complaints concerning breaches of customer privacy and losses of customer data

<input type="radio"/> Company has identified substantiated complaints of breaches of customer privacy				
<input checked="" type="radio"/> Company has not identified substantiated complaints of breaches of customer privacy				
	2022	2021	2020	2019
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:				
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:				
Total number of identified leaks, thefts, or losses of customer data:				
<input type="checkbox"/> Amount of substantiated complaints concerning customer privacy and loss of customer data is publicly disclosed.				

Additional Comments

Information on Substantiated Complaints are not disclosed publicly. Unity's Privacy Policy attached.

References:

 [Unity Privacy Policy](#)