



Environmental Sustainability Policy

Last updated December, 2023

Unity is the world's leading platform for creating and growing interactive, real-time 3D ("RT3D") content and experiences. Our comprehensive set of software and AI solutions supports content creators of all sizes through the entire development lifecycle as they build, run, and grow immersive, real-time 2D and 3D content and experiences for mobile phones, tablets, PCs, consoles, and augmented and virtual reality devices.

This policy applies to all Unity employees and partners (i.e. companies in our supply chain).

UNITY'S SUSTAINABILITY PROGRAM & PILLARS

1. We believe that as a responsible business, we **lead and empower our ecosystem to create a more sustainable future**. This supports Unity's [Social Impact team's](#) overarching goals.
2. We decided to align and make progress towards two **UN Sustainable Development Goals: (i) Climate Action**; and **(ii) Responsible Consumption and Production** for environmental sustainability as a company.
3. We **conducted a formal materiality assessment¹** in 2021 and identified that **Climate Change Strategy, Water Use, Circular Economy, Sustainable Supply Chains, and Technology as a Sustainability Solution** are the environmental sustainability issues material to our business (aligned with [GRI](#)). We plan to conduct a double materiality assessment aligned with CSRD² in 2024 and will continue to prioritize environmental sustainability issues accordingly.

The following are the three pillars that the Corporate Sustainability team is focusing on with regards to Unity's corporate sustainability. Environmental sustainability is part of corporate sustainability and we use Environmental Social Governance ("ESG") frameworks to manage.

1. **Responsible Business Practices** - Design and implement internal operations that are aligned with Unity's values and KPIs to corporate sustainability best practices.
2. **Corporate Sustainability Risk Management** - Manage and mitigate corporate sustainability risks in the areas of ESG.
3. **Reporting and Stakeholder Engagement** - Engage internal and external stakeholders³ through proactive engagement initiatives and transparent reporting.

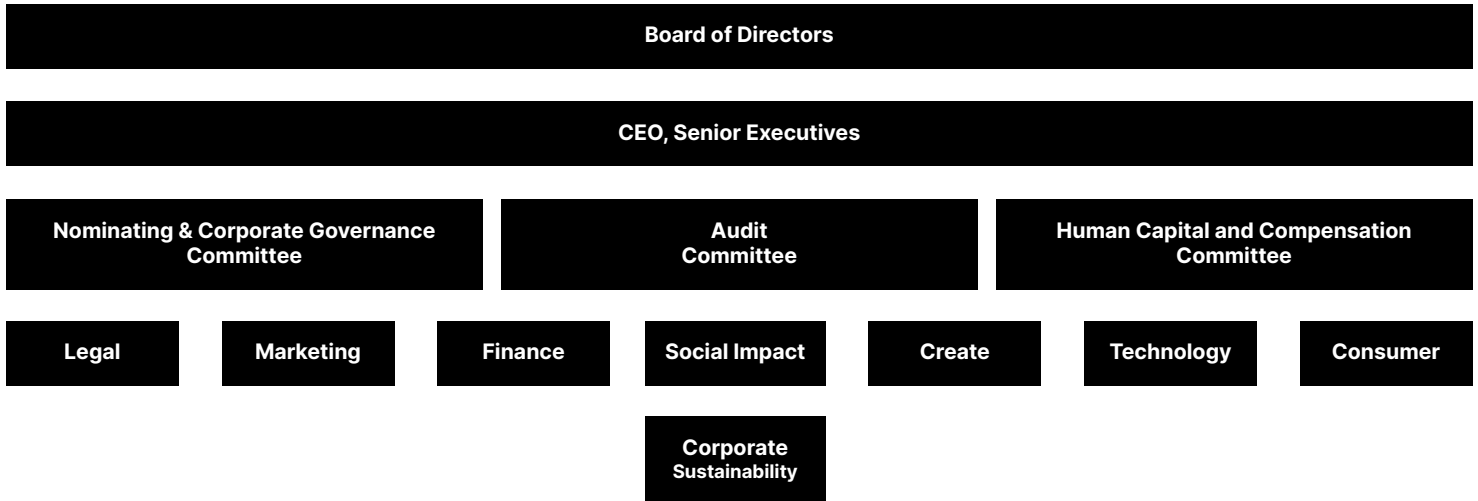
¹Unity plans to conduct a double-materiality assessment in 2024. Material issues will be updated post-assessment.

²EU's Corporate Sustainability Reporting Directive ([CSRD](#)).

³**Internal and external stakeholders** include senior leadership, employees, investors, shareholders, regulators, ESG raters/rankers, regulators, potential and existing customers and vendors, communities, etc.

SUSTAINABILITY GOVERNANCE

Unity has a dedicated in-house **Corporate Sustainability** team under the Social Impact organization led by the VP of Social Impact. The Nominating & Corporate Governance Committee (NomGov) Committee has oversight over ESG matters and the Corporate Sustainability team reports quarterly to the NomGov Committee. The NomGov Committee reports on ESG matters to the Board of Directors. NomGov Committee's charter can be found [here](#).



OUR COMMITMENT

In 2021, Unity [signed on to the Science Based Targets initiative's \(SBTi\) Business Ambition for 1.5°C](#). Unity has stayed carbon neutral since 2021 and started working towards our net-zero target.

Setting measurable targets and monitor progress

Unity currently has an internal annual target of 7% emissions intensity (by revenue) reduction established for 2023. Unity plans to reassess and adjust this target in conjunction with [SBTi target validation](#) planned next year to finetune its emissions reduction targets and supporting strategies.

Reporting

Unity discloses its emissions at the enterprise level annually (for example, disclose FY2022 emissions in 2023) in its annual [ESG Report](#). Since 2023, Unity has been measuring emissions twice a year to check on its mid-year progress. Starting from 2023, Unity will also disclose on our voluntary carbon offset purchases in our website.

Unity's longer term goal for reporting environmental sustainability is to be able to measure and monitor its progress on a more regular basis.

OUR ACTIONS

Set out below are recommended actions Unity strongly encourages all of our employees and external partners to adopt to reduce our environmental impact. These actions are designed to prioritize carbon emissions reduction at a company-level, among other environmental impact considerations like water use, and waste reduction. “The Basics” outline what the company needs to do at the minimum, and “Advancing Further” is what needs to be done beyond mere compliance to integrate environmental sustainability across our business ecosystem.

The Basics - Legal Compliance and Risk Management

1. **Comply with all local and international laws and regulations** concerning environmental sustainability, at a minimum. Additionally, we strongly recommend using industry best practices when making business decisions. Unity provides internal resources to employees to guide decision making.
2. Integrate **environmental sustainability risk and opportunity** considerations into business decisions. Remember, fiduciary responsibilities will always be part of corporate sustainability.

Advancing Further - Integration across Business Ecosystem

Cloud Providers and Data Center Operations

1. Prioritize partnering with cloud providers that increase the % of renewable energy powering their servers.
2. Prioritize partnering with data center operators that monitor energy consumption, working towards increasing the % of energy powered by renewable energy and optimizing operations to improve Power Usage Effectiveness (PUE).

Information Technology

1. Extend the life cycles of the IT equipment purchases by recycling and donations to local charitable organizations and educational institutions.
2. Prioritize energy efficiency in addition to the technical performance of equipment when purchasing new IT equipment.

⁴ The ratio of the total amount of power used by a computer data center facility to the power delivered to computing equipment ([High-Performance Computing Data Center Power Usage Effectiveness | Computational Science | NREL](#))

⁵ Recycling and donations follow the internal Secure Erase Process with Unity's Security Team to ensure no data is recoverable from computers.

Offices

1. Work towards procuring 100% renewable electricity for offices - through direct procurement through utility providers, Energy Attribute Credits (EACs), Renewable Energy Certificates (RECs, for the US), and Virtual Power Purchase Agreements (VPPAs).
2. Prioritize selecting office buildings with high performance in sustainability and minimal physical risks from climate change.
3. Prioritize sourcing interior materials with high performance in sustainability and design with focuses in sustainable and healthy offices that are in line with [LEED](#) and [WELL](#) guidance.
4. For ongoing purchases of cleaning products, paper products, hand sanitizer or soap products, food containers/utensils/straws/cups, etc., prioritize products that have high environmental performance.
5. Monitor and reduce inefficiencies in office utilities consumption with a prioritization order of energy, water, followed by waste.

Responsible Supply Chain

1. All partners working with Unity should abide by our [Partner Code of Conduct \(for Supply Chain\)](#) and complete a supplier assessment screening which includes a sustainability section. All partners should have a sustainability policy in place (with a grace period of 2 years, to be shared upon request).
2. Partners working with Unity which meet a revenue threshold of 200,000 USD must have ESG commitments that align with [Unity's Commitment](#) and are expected to make progress towards their commitment.
3. All partners working with Unity are strongly recommended to set their environmental sustainability target, starting with carbon emissions, in the next two years from the time of partnership with Unity.
 - a. For emissions, we recommend setting a public [near-term commitment with Science-Based Target Initiatives](#) or equivalent.
 - b. When the partner's carbon program is sufficiently mature, the partner sets measurable public targets for water and waste efficiency and monitors progress.

Marketing

1. Have sustainability considerations for event planning - promotional swags, prints, decors, booth setups, food/beverages, participant instructions, etc.
2. Make considerate marketing claims to minimize greenwashing.

Traveling for Work

1. Minimize environmental impact caused by team offsites. Select the location and mode of transportation with environmental impact in mind.
2. When commuting to the office, prioritize public transportation or carpooling if available.
3. When you're planning for a work trip,
 - a. Prioritize direct flights over flights with layovers
 - b. Prioritize hotels with sustainability labels mentioned [here](#)
 - c. If there is a rapid train connection available, prioritize taking trains rather than short-haul domestic flights.
 - d. For ground car transportation, prioritize taking an EV.

Working from Home

1. Consider opting-in for switching to renewable energy with your local utility provider.
2. Switch off your computers, laptops, and other connected devices when not in use.

Appendix: Useful Resources

Each policy or website is embedded with links.

1. [Unity's Annual ESG Report](#)
2. [Unity's Environmental Sustainability Page](#)
3. [Global Environmental, Health and Safety \(EHS\) Policy](#)
4. [Partner Code of Conduct \(for Supply Chain\)](#)

