Unity®

2022 ESG REPORT

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

TABLE OF CONTENTS

LETTER FROM OUR CEO

At Unity, we believe the world is a better place with more creators in it, and that creativity can and should come from anyone, anywhere. We champion these values by enabling creators around the globe to bring their visions to life.

We also believe that Unity is the foundational platform for the next generation of the internet that is real-time, 3D, interactive, social, and persistent. As we work towards this, we also need to do right by the world – for creators, for ourselves, and for the future. While there are numerous challenges facing our planet, I'm optimistic about Unity's ability to use its influence to help foster equity, inclusivity, and sustainability.

Last year, we formalized our commitment to Environmental, Social, and Governance (ESG) by launching an inaugural ESG Report, which outlined measurable data supporting our efforts and provided a benchmark to hold ourselves accountable.

We have listened and learned since we first published our ESG commitments, and have refocused our efforts to help deepen our impact. Ultimately, we identified Diversity, Equity, and Inclusion (DEI) and environmental sustainability as the issues that are most critical to us and our stakeholders. Unity is uniquely positioned to ensure our solutions are accessible and equitable for all, to embed Inclusion deep within our business, and to play a critical role in making the planet habitable for everyone.

Through the Unity Charitable Fund, we are specifically addressing inequity across our communities and the globe. In 2022:

- We provided more than 700,000 students and more than 5,700 educators with free access to Unity's professional software, totalling $1.4 billion in value.

- Our Responsive Giving program reacted swiftly to global crises, which included donating $676,000 in medical aid and safe accommodations to those impacted by the conflict in Ukraine.

- We partnered with Meta to donate more than 5,000 VR headsets to U.S. schools – 96% of which serve 25% or greater low-income, historically marginalized student populations – providing over 11,000 students with access to otherwise unaffordable hardware.

We know that the unique experiences and backgrounds of our employees fuel innovations for a diverse set of creators, and while there is still work to be done to achieve greater diversity across our workforce, we have made year-over-year progress on representation of women and underrepresented ethnic groups globally. In 2022, we utilized demographic, engagement, and performance data to pinpoint our largest gaps across levels, helping us to shape our Inclusion programming and create a sponsorship program to address these gaps. We also further invested in Employee Resource Groups (ERGs) as drivers of inclusion by adding new groups, assigning executive sponsors, creating charters, sharing data to inform ERG strategies, and designing a continued investment plan.

We are still early on in our sustainability journey. Over the past year, we overhauled our carbon emissions accounting processes and migrated 100% of our emission inventories to the cloud with built-in data analytics, which will empower us to strategically reduce our carbon footprint. And, building on our work last year of identifying our material issues and aligning with sustainability frameworks, we solidified sustainability into parts of our business operations, with new procurement criteria and screening as well as a revised travel policy.

I am incredibly proud of the work being done by our teams at Unity to make the world a better place. We remain committed to forging a path for creators to bring people together, create joy, teach, celebrate, and capture emotion – all while making conscious decisions for the betterment of our shared future. Throughout this report, you will see both our wins and the acknowledgement of areas that need further improvement. More than anything, I hope you will see our wholehearted commitment to measuring progress and holding ourselves accountable.

I look forward to continuing this journey as we deepen our impact in the years to come.

Thank you,

John Riccitiello

COMPANY OVERVIEW[1]

Unity is the world's leading platform for content creators of all sizes to successfully realize their vision. Our platform provides a comprehensive set of software solutions that support them through the entire development lifecycle as they build, run, and grow immersive, real-time 2D and 3D content for mobile phones, tablets, PCs, consoles, and augmented and virtual reality devices. For more information, visit Unity.com.

In November 2022, to better serve users in the app economy, we completed 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.

7,703
employees in 21 countries and 64 offices across the world[2]

700K+
future creators learn Unity each year

$8M+
grant donations

4B+
downloads per month, on average, of apps built with Unity

1. All data is based on internal estimates and assumptions. All data as of December 31, 2022.
2. Includes ironSource employees.

Unity®

WHO WE ARE

Unity's values capture what we represent and form the foundation of our company culture. They materially impact how we do our jobs and how we treat each other every day. They also guide us in making the right decisions for our customers, partners, and creators.

USERS FIRST

We put users first; they are the reason we do what we do. Our shared dedication to our customers 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 collaborate deeply towards shared goals and respect each other's unique contributions.

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.

ESG STRATEGY AND MATERIALITY

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.

PROGRESS ON MATERIAL ISSUES AND SUSTAINABLE DEVELOPMENT GOALS

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. See the next page for a high-level snapshot of our progress.

Unity®

	U.N. SDGs	MATERIAL ISSUES*	PROGRESS
ENVIRONMENT	**Environment and climate action** Encourage companies to adopt sustainable practices	• **Climate change strategy** • Water use • Circular economy and sustainable supply chains • Technology as a sustainability solution	• Business operations returning to normal post-pandemic saw an 8% emissions revenue intensity increase and 37% absolute emissions increase in 2022[1] • Developed a carbon management plan that will be our living roadmap to meet our long-term emission goals
SOCIAL	**Inclusion and gender equality** Achieve gender equality and empower all women and girls **Health and wellbeing** Democratize access to healthcare **Education** Increase technical education for all, in particular underrepresented people **Economic opportunity** Add more high-value jobs, make those jobs more accessible to underrepresented people	• **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	• 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	**Peace, justice and strong institutions** Promote and build effective, accountable, and inclusive institutions at all levels	• Business ethics and sustainable business practices • Privacy and data protection • AI and machine learning • Content standards • Responsible use of IT products and services	• 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

* The seven issues in bold are fundamental to transformation.

ENVIRONMENT

IN THIS SECTION

→ 2022 in numbers

→ Milestones

→ Measuring and managing our impact

→ Sustainability partnership spotlights

Unity®

2022 IN NUMBERS

8%
increase in emissions revenue intensity[1]

31
offices responded to Sustainable and Healthy Office Checks

60%
of offices[2] use partial to 100% renewable energy

82%
of our supply chain[3] partners have an existing sustainability policy in place or have signed onto our sustainability requirements[4]

750
employees were engaged with sustainability-themed topics[5]

30%
of offices are green building certified[6]

1. 50 tCO2e/$1M to 54 tCO2e/$1M, from 2021 to 2022.
2. In gross floor area (sq. ft.), excluding executive suites (2% of our total floor area).
3. All nonpublisher vendors, vendors that do not publish/develop video games nor receive payouts from Unity.
4. This is equivalent to 70% of our global supply chain spend ($422M) having either an existing sustainability policy or signing onto our sustainability requirements.
5. Topics include reducing waste, shrinking personal carbon footprints, learning about sustainable retirement fund options, and participating in volunteering and giving opportunities.
6. Green building certifications include BREEAM, LEED, Living Building Challenge, Green Globes, Deutsche Gesellschaft für nachhaltiges Bauen (DGNB), Haute Qualité Environnementale (HQE), Green China Building Evaluation Label, CASBEE, G-SEED, and Green Mark.

Unity®

MILESTONES

In the Environmental section of our 2021 report, we identified climate change strategy, water use, circular economy, sustainable supply chains, and technology as a sustainability solution as our material issues. We also aligned with the Responsible Consumption and Production and Climate Action UN Sustainable Development Goals.

CLIMATE CHANGE STRATEGY

We achieved 13% emissions revenue intensity reduction in 2021 during the pandemic, but saw it increase by 8% in 2022 as the business normalized.

WATER USE

We will increase our data coverage on office water consumption in 2023 to better monitor usage and find opportunities for saving.

CIRCULAR ECONOMY

Our Sustainability team conducted an initial assessment to identify sustainable and healthy purchasing at our offices.

SUSTAINABLE SUPPLY CHAINS

Our Procurement and Sustainability teams updated our Vendor Master Service Agreement to include sustainability provisions, and revised Vendor Acceptance Survey questions to screen vendors for sustainability criteria.

TECHNOLOGY AS A SUSTAINABILITY SOLUTION

We continued to provide grant funding and creator support aligned with this material issue.

MEASURING AND MANAGING OUR IMPACT

OUR 2022 GHG EMISSIONS

Our business operations were impacted by ongoing COVID-19 restrictions in 2021, and it is important to understand that our 2021 emissions may not be a representation of business-as-normal prior to the pandemic. Notably, **our 2021 emissions intensity per revenue was down 13.3%** and **our emissions intensity per headcount was down 14.2%** from 2020 despite our 44% revenue increase during that same period. However, as we transitioned from pandemic operations to normal business in 2022, our emissions intensity per revenue was up 8% and our emission intensity per headcount was up 8.3%. We are still in the early stages of reducing our absolute emissions longer term. We saw a 37% absolute emissions increase from 2021 and will need to make impactful reduction progress in order to meet our long-term, net-zero emissions target[1].

Our 2020 emissions disclosed in our 2021 ESG Report were adjusted to include the full spend data in this report. We will continue to use this adjusted 2020 emissions inventory moving forward.

We are disclosing emissions intensity per revenue, emissions intensity by headcount, and absolute emissions to provide a full representation of our emissions reduction journey, keeping in mind that we are expanding quickly. We have been carbon neutral[2] since 2021, meaning we offset our emissions through carbon credits[3], Energy Attribute Certificates (EACs)[4], and carbon removals[5].

Our biggest drivers of emissions continue to be purchased goods and services (39%) followed by cloud (19%), offices (20%), employees (11%), and marketing (11%). Based on the 12-month change from 2021 to 2022, these drivers are expected to grow with business expansion following the merger with ironSource.

1. Unity committed to the Science Based Target Initiative's Net-Zero (aligned with 1.5 °C) Commitment in 2021.
2. Not adding new greenhouse gas (GHG) emissions to the atmosphere. Where emissions continue, they must be offset by absorbing an equivalent amount from the atmosphere, for example through carbon capture and reforestation that is supported by carbon credit schemes.
3. Unity purchased carbon credits and carbon removals through our Donor Advised Funds (DAFs), partnered with Tides Foundation in 2020–2022.
4. A category of contractual instruments used in the energy sector to convey information about energy generation to other entities involved in the sale, distribution, consumption, or regulation of electricity. This category includes instruments that may go by several different names, including certificates, tags, credits, etc.
5. Removal of GHG emissions from the atmosphere through sequestration or absorption; for example, when carbon dioxide is absorbed by forests and other vegetation during photosynthesis.

◈ Unity®

SCOPE DEFINITION & GHG CATEGORIES INCLUDED:

Scope 1

- Direct release of greenhouse gases from sources we own or control

- Direct emissions from natural gas use at our offices and data centers
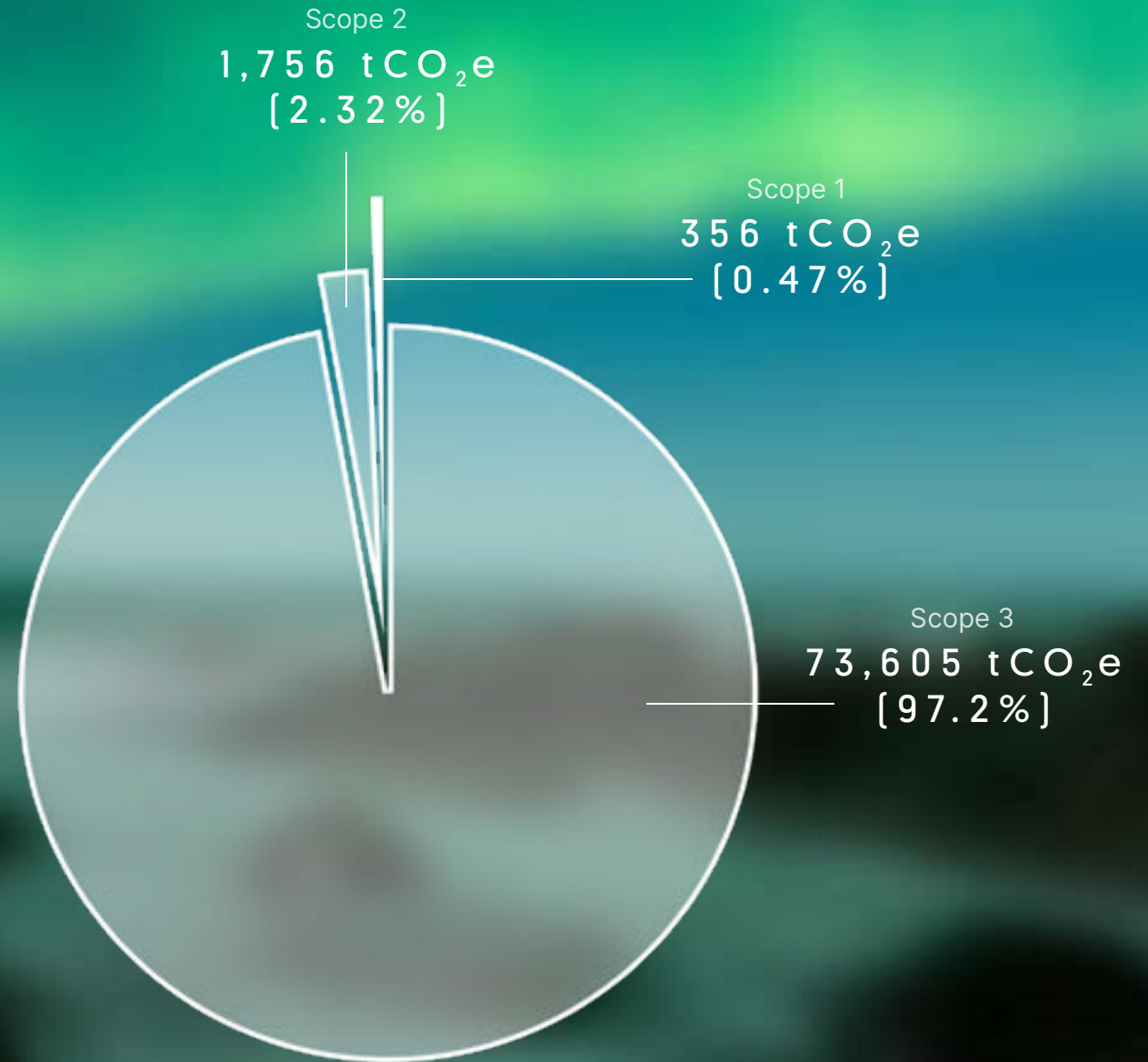
Scope 2

- Emissions from the generation of electricity, steam, heat, or cooling that we purchase from companies

- Emissions from purchased electricity use at our offices and data centers

Scope 3

- Purchased goods and services: goods and services, cloud, marketing, offices, data centers

- Capital goods

- Employee commuting

- Business travel

- Waste generated in operations

- Energy-related activities: electricity transmission and distribution loss, natural gas system leakage

Unity®

GROSS EMISSIONS (75,720 tCO₂e) BY GHG SCOPE

Scope 2
$1,756$ t CO$_2$ e
$[2.32\%]$

Scope 1
356 t CO$_2$ e
$[0.47\%]$

Scope 3
$73,605$ t CO$_2$ e
$[97.2\%]$

ABSOLUTE EMISSIONS
mtCO$_2$e

Legend:
- Goods & services
- Cloud
- Offices
- Business travel
- Employees
- Marketing
- Other

EMISSION CHANGES AND BREAKDOWNS

	TOTAL EMISSIONS mtCO$_2$e	YOY CHANGE %	REVENUE INTENSITY mtCO$_2$e/$1M of revenue	YOY CHANGE %	SCOPE 1 EMISSIONS mtCO$_2$e	SCOPE 2 EMISSIONS mtCO$_2$e	SCOPE 3 EMISSIONS mtCO$_2$e
2021	57,199	+23.9%	50	-13.3%	238	1,492	55,469
2022	75,720	+32.4%	54	+8%	359	1,756	73,605

PROGRESS IN 2022 AND LOOKING AHEAD

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

Unity®

SUSTAINABILITY PARTNERSHIP SPOTLIGHTS

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:

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.

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.

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.

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.

Unity®

SOCIAL

IN THIS SECTION

→ Diversity, Equity, and Inclusion

→ Our global workforce

→ Diversity recruiting

→ Workplace

→ Employee engagement and wellbeing

→ Employee growth and development

→ Our social impact

→ Unity Charitable Fund

→ Unity for Humanity

→ Education

⬡ Unity®

DIVERSITY, EQUITY, AND INCLUSION (DEI)

Our mission is to embed inclusion and diversity into every aspect of our business – from how we treat and empower our employees to the ways we create and solve for the needs of our partners and creators.

OUR STRATEGIC PILLARS

- **Workforce**: At every level of the organization, our workforce reflects the composition of the industry workforce and our partner/customer communities.

- **Workplace**: All employees feel included in the business, empowered to leverage unique perspectives to unlock new value, and have the opportunity to progress in their careers at Unity.

- **Customers**: Our services and products differentiate Unity as a platform that enables inclusion. We consider and address the unique needs of diverse creators and emerging markets.

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

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

Empathy is necessary to validate the perspectives of others. It is the capacity to feel what another person is experiencing by putting yourself in their position.

Respect is a recognition of dignity. It is about treating others how they want to be treated, which compels us to ask how they feel most valued.

Opportunity is a guarantee that individuals are treated equitably, free from artificial barriers, prejudices, or preferences.

OUR GLOBAL WORKFORCE

Below is a snapshot of our global workforce as of December 31, 2022. We have 7,703 employees[1] in 21 countries[2] and 64 offices across the world.

7,703
Unity employees

59.4%
Technical staff

13.6%
YTD attrition

Global representation by gender as of December 31, 2022*:

		2020	2021	2022	YOY change
Unity all	Women	28.1%	28.8%	28.3%	-0.5 pts
	Men	71.2%	70.4%	70.2%	-0.2 pts
Leadership	Women	27.0%	28.3%	26.1%	-2.2 pts
	Men	71.9%	70.9%	73.3%	2.4 pts
Tech	Women	17.1%	18.6%	18.8%	0.2 pts
	Men	82.2%	80.5%	79.6%	-0.9 pts

Underrepresented ethnic groups (U.S. only) as percentage of our employees*:

	2020	2021	2022	YOY change
White	51.6%	50.7%	51.8%	1.1 pts
AAPI	22.3%	23.0%	23.2%	0.2 pts
Black	3.1%	4.2%	4.2%	0.0 pts
Latinx	5.8%	6.2%	6.3%	0.1 pts
2+ Races	2.9%	3.6%	3.8%	0.2 pts
American Indian	0.1%	0.2%	0.3%	0.1 pts
Did not disclose	14.2%	12.1%	10.4%	-1.7 pts

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

DIVERSITY RECRUITING

Engaging in inclusive recruiting practices and embedding Empathy, Respect, and Opportunity into our recruiting process continue to be priorities for Unity. We aim to build a workforce that reflects the diversity of the communities we serve. Diversity recruiting is everyone at Unity's responsibility; every Talent Acquisition team member, hiring manager, interviewer, and Unity leader is responsible for creating Unity's globally diverse workforce.

In 2022, we continued our commitment to diversity recruiting and inclusive hiring practices through launching SocialTalent, the next evolution of inclusive interview training with Unity-specific inclusion resources. We also updated our accommodations process to better support candidates with disabilities and others who might require accommodations during the application and interview process. We track our progress towards individual recruiter and team diversity recruiting goals with progress reports, live dashboards, and a process review at the offer stage of every hire. In addition to our two-week focus period to source

underrepresented talent and kick off the hiring process, our teams use inclusive hiring tools such as SeekOut, Gem, and Textio, with all job descriptions written using Textio with a score of 90+. In 2022, Unity also connected with underrepresented talent through community partnerships, university partnerships, and attendance at major recruiting conferences for underrepresented

talent. Over 2,400 candidates have been added to the Unity talent pool and over 250 applications originated through partnerships and conferences such as AfroTech, the Grace Hopper Celebration, the National Society of Black Engineers, QueerTech, Latinx in Gaming, and the Society of Hispanic Professional Engineers.

Unity®

WORKPLACE

EMPLOYEE RESOURCE GROUP (ERG) PROGRAM

In 2022, Unity established four new Employee Resource Groups (ERGs) representing various underrepresented communities, bringing the total to nine. ERGs promote learning, partnership, and allyship across different experiences of culture and identity and are vital to advancing an inclusive environment and culture at Unity. As of December 31, 2022, 18% of employees are members of one or more ERGs, a 5% increase from 2021, while 24% of our VPs, SVPs, and C-suite executives serve as executive sponsors. Unity's ERGs published a year-in-review blog post highlighting various accomplishments in 2022 and plans for the future.

BLACK ERG
LATINX ERG
LGBTQ+ ERG
ASIAN ERG
WOMEN ERG

CAREGIVERS ERG
MUSLIM ERG
SERVICE MEMBERS ERG
ACCESS ERG

DEI LEARNING INITIATIVE

Building on anti-racism training delivered to our leaders in previous years, Unity partnered with Get Inclusive, Inc. in 2022 to scale diversity, inclusion, and equity-related learning modules to all employees, with a focus on new-hire onboarding. These self-paced, on-demand modules better serve our global workforce while focusing on topics such as microaggression, bias, allyship, and discrimination. Our program aims to build empathy and encourage connection in a way that empowers us all to actively interrupt problematic habits and consider the benefits of becoming better allies.

Unity®

PAY EQUITY

Pay equity is a priority for Unity as part of our broader commitment to diversity and inclusion. In advancing that commitment, we will incorporate a pay equity review into the annual compensation cycle starting in 2023. The goal of the review is to ensure that employees performing substantially similar roles are paid comparably based on objective, predefined factors, regardless of gender, race, or whether they are in an underrepresented ethnic group.

SPONSORSHIP PROGRAM

We have designed a formal sponsorship program to support future women leaders at Unity from backgrounds that are underrepresented in the technology industry. Launching in 2023, our program aims to address the structural barriers to advancement and retention that impede women's career paths. Most people have benefited from sponsorship in some form or another to advance in their professional lives, but research shows that high-performing women and people of color are less likely to have

access to this type of relationship capital. Different from mentorship, sponsorship is how power is transferred in an organization, as sponsors are expected to amplify, boost, connect, and defend their sponsees.

Elevate with Unity is a new hiring program designed to support underrepresented job seekers starting their careers in the real-time industry. Many of the candidates for this program are sourced from workforce development organizations that have a proven track record of training and placing talent from underserved communities. Through this program, Elevate trainees are offered 12-month paid apprenticeships that come with resources such as mentors and workshops designed to prepare them for successful full-time careers.

EMPLOYEE ENGAGEMENT AND WELLBEING

WELLBEING

Well

MISSION

The mission of our Wellbeing programs is to empower our employees to be well at work and beyond. We do this through our global benefit offerings and the initiatives described below.

WELL AT UNITY

Our Well at Unity program aims to support employees' wellbeing in a holistic way. We use a broad definition of wellbeing that encompasses professional, mental, physical, and emotional wellness.

We define professional wellbeing as the ability to work creatively, be professionally fulfilled, perform meaningful work, build positive relationships, and be supported to achieve a healthy work/life blend.

◈ Unity®

The Well at Unity program strategically focuses on these key areas:

WELLBEING ADVOCATES

Unity Wellbeing Advocates are a group of 40 global employees at various career and life stages who all share a passion for wellbeing. In addition to fostering a sense of community, Advocates help promote Unity's wellbeing tools and resources with their teams and colleagues. As we build out new programs, they also help cocreate these initiatives and make sure they're tailored for our global teams.

MANAGER RESILIENCY

We believe in ensuring that managers understand how they influence and foster a sense of wellbeing on their teams. Additionally, we want to make certain that leaders have the resources and tools they need to manage their own stress and avoid burnout.

In 2022, we partnered with our Talent and Development team to cohost a wellbeing-focused workshop specifically for managers. This series shared four research-backed steps managers can take to boost the wellbeing of their teams. We also hosted three sessions in partnership with Lyra Health, our global mental health benefit partner, focused on educating managers on how to respond when they observe an employee experiencing a mental health crisis.

MENTAL HEALTH AID TRAINING

Our final focus area is anchored in providing general mental health awareness education to all employees and offering a company-wide, multiphase mental health aid training so people feel better equipped to help a peer facing a mental health crisis. Close to 200 employees participated in the mental health awareness training, and our first cohort of approximately 75 mental health aiders completed their training in November 2022.

GLOBAL MENTAL HEALTH BENEFITS

In 2022, we enhanced our global mental health benefit, which is offered at no cost to employees. Unity offers employees and their eligible dependents up to 25 Lyra Health sessions per person, per calendar year for confidential mental health coaching or short-term therapy. Additionally, people managers are able to take advantage of management consultations with trained clinicians to help support colleagues who may be struggling.

We also launched a new mental health learning management system that provides on-demand training on topics like burnout and facilitates small group gatherings.

Unity®

EMPLOYEE GROWTH AND DEVELOPMENT

UNITY LEADERSHIP

We believe leadership is something that anyone can demonstrate; it's not tied to a specific role or level. Our flagship learning program, Unity Leadership, is open to all Unity employees and emphasizes key skills that have been demonstrated to support high performance in teams. Incorporating the best practices in adult learning, participants spend two days engaged in peer-to-peer mentoring, deliberate practice, game-based learning, and knowledge sharing.

GOALS, PERFORMANCE, SUCCESS (GPS)

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).

INTERNAL MOBILITY

Unity is dedicated to helping employees grow within the company, and one way we do this is through our Internal Mobility program. We launched a formal program in mid-2019, and since then we've seen over 1,100 internal moves take place. In 2022, internal mobility grew to represent 22.5% of our overall hires.

OUR SOCIAL IMPACT

2022 IN NUMBERS

$8M+
grant donations

4,611
hours of employee volunteer time

$428K
employee giving matched by Unity

731
causes supported

$1.4B
in-kind donations given

700K+
people supported

Unity®

UNITY CHARITABLE FUND

The Unity Charitable Fund[1] provides the financial means to bring our social impact goals to life. This past year, we gave away approximately $8 million[2]. Our largest area of grant support goes to current and future creators who are building real-time 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. Below is an overview of a few grant recipients:

Code Coven – This game development accelerator provides marginalized developers with the skills and confidence needed to thrive in the games industry. Unity supported two of their programs: Introduction to Game Making and Solstice, an incubator program helping underrepresented talent kick-start their careers. Out of all Code Coven participants since 2019, over 70% are now employed in the games industry.

Generation – In June 2021, we awarded a grant to Generation, an organization transforming education-to-employment systems to prepare, place, and support learners. The results from this grant included 119 graduates in Pakistan, 98% job attainment 180 days after graduation from the program, and an average income increase of 1.9x their previous income, with graduates earning 1.3x the entry-level salary in the sector. The astounding success from the Pakistan cohort led to a grant renewal from Unity to help Generation pilot a second program in Colombia for an additional 120 learners.

Raspberry Pi Foundation – This U.K.-based charity's mission is to enable young people to realize their full potential through the power of computing and digital technologies. Unity supported the Raspberry Pi Foundation's online Introduction to Unity learning pathway to engage young people who might not yet know what real-time 3D is. The pathway has so far reached over 38,000 learners from more than 60 countries.

1. In partnership with the Tides Foundation.
2. The grant funding amounts indicated throughout the report are part of the $8M total grant donation number.

4,611

Hours of volunteer time off (VTO) logged*

* VTO is calculated from the volunteer time off report supplied by Workday.

$1,101,275

Total employee donations, company match, and seeded donation funding

PHILANTHROPY AND EMPLOYEE VOLUNTEERING

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.

RESPONSIVE GIVING

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.

RESPONSIVE GIVING CASE STUDY

Ukraine crisis relief – In 2022, Unity donated $676,000 to crisis relief efforts in Ukraine, supporting the provision of medical aid and safe accommodations to displaced Ukrainians. Organizations included the International Medical Corps UK, Nova Ukraine, Australia Committee for UNICEF, Canadian Ukrainian Immigrant Aid Society, GlobalGiving Foundation, and United Help Ukraine.

Additionally, Unity employees organized to donate 100% of Unity's net revenue from sales of assets made by Ukrainian publishers to charity, and partnered with creators to host the Ukraine Mega Bundle in March, which featured assets contributed by publishers from around the world. The campaign ran through December, and 100% of the revenue from the Mega Bundle was donated to organizations including People in Need, International Rescue Committee, UNHCR, and UNICEF, totaling over $1.1 million.

Donations made:

→ $598,475 – Employee donations

→ $502,702 – Company matching donations and seeded employee donation funding

Unity®

26

UNITY FOR HUMANITY

Unity for Humanity uplifts and connects creators using real-time 3D to achieve a more sustainable and inclusive world. In 2022, we supported 72 projects from 28 countries with funding, marketing, and technical assistance.

We awarded grants to five impact-driven real-time 3D projects through the 2022 Unity for Humanity Grant. The following projects received a share of $500,000 in funding, plus technical and marketing support to develop their changemaking work.
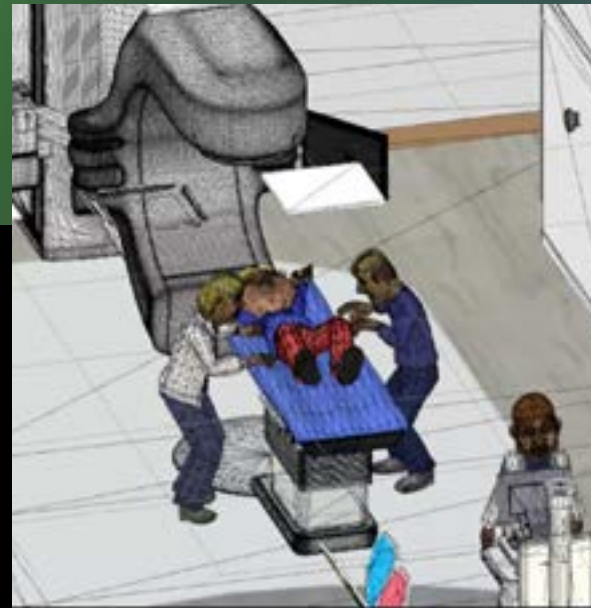
AUGMENT THERAPY

The *Augment Therapy* AR experience turns children's physical therapy into a game, utilizing software that is both fun for kids and effective for clinicians. The experience is designed to excite children and assist therapists across the full-care continuum, from inpatient to outpatient, telehealth, and remote therapeutic monitoring.

DARKENING

How is the world perceived by someone with depression? Based on creator Ondřej Moravec's personal experiences, *Darkening*'s animation combines stylized representations of his environment with abstract images of his emotions, helping viewers understand what it is like to live with depression and learn effective coping strategies.

Unity®

UNITY FOR HUMANITY

MY LOVELY PLANET

Built to create a community of 100 million people who actively protect the environment while having fun, *My Lovely Planet* is a free, eco-friendly mobile game that transforms actions taken by players into tangible, positive impact. If you plant trees or clean ocean waste in-game, those measures are replicated in the real world.

SONGS OF CULTURES

This gamified AR learning experience is designed to help parents and educators introduce foreign cultures to kids through music. The project's goal is to facilitate the integration of children and migrant families while encouraging open-minded thinking and diversity awareness in an entertaining way.
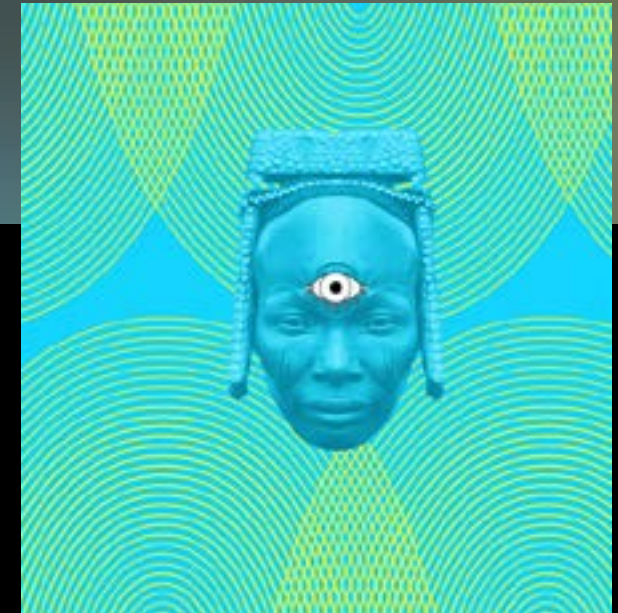
TOGUNA WORLD

This digital and mixed-media art installation employs storytelling to advance a pan-African conversation about the future of the continent. The experience uses dreams collected through a series of future-thinking workshops to consider potential solutions to some of the major challenges facing Africa today.

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.

Leveraging Unity's unique position to provide disadvantaged populations with the opportunities to be creators – not just consumers – of emerging technology, we ran programs in partnership with Meta to bring VR access to highest-need schools. Through this partnership, we donated over 5,000 VR headsets to U.S. schools, 96% of which serve 25%-or-greater low-income, historically marginalized student populations, ultimately providing over 11,000 students with access to otherwise unaffordable hardware. We also ran two free and open online training programs to support educators in learning how to teach VR creation skills, for which over 3,000 teachers from around the world registered. We anticipate that this program will result in hundreds of thousands of students being trained in emerging VR creation skills over the next few years. With such skills, students will be prepared to fill technology jobs and experience the economic mobility that tech careers can offer.

Additionally, Unity and Meta supported higher-education XR innovation with a $1.25 million fund. Together, we funded 10 higher-education grant recipients to develop or enhance their XR degree programs and innovate learning through the use of immersive technology. These grants will impact more than 2,500 students over the next three years.

LOOKING AHEAD

Our commitment to supporting our employees, creators, and communities is not only core to who we are, but essential to our success and longevity. In the year to come, we have committed to multiyear grants to maximize impact where possible, and will continue to provide global employee volunteering opportunities in addition to offering in-kind product donations.

GOVERNANCE

IN THIS SECTION

→ ESG oversight

→ Privacy and data protection

→ Forward-looking statements

Unity®

ESG OVERSIGHT

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.

COMPOSITION OF THE BOARD

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

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

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

Unity®

BUSINESS ETHICS AND SUSTAINABLE BUSINESS PRACTICES

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

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

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

◈ Unity®

PROTECTING OUR EMPLOYEES AND COMMUNITY

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

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

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

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

To maintain our respectful environment, we do not tolerate harassment of, or discrimination against, any employee, applicant, or contractor because of race, color, religion, national origin, sex, gender, gender identity and/or expression, genetic predisposition or carrier status, ancestry, age, physical or mental disability, medical condition, marital status, parental status, registered domestic partnership status, military or veteran status, sexual orientation, natural hair, citizenship status, victim of domestic violence status, or any other status protected by applicable laws.

We require all employees to complete anti-harassment training at onboarding and at least once every two years thereafter.

⬡ Unity®

ENVIRONMENT, HEALTH & SAFETY POLICY

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:

- 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.

Songs of Cultures by A.MUSE – Made with Unity
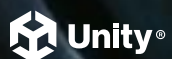
Unity®

Unity's EHS Policy is implemented through a comprehensive EHS management system overseen by governance arrangements that involve all levels of the company. Our performance is monitored and regularly reviewed to ensure our standards of conduct meet our high expectations and that the Policy continues to be of value to our business and its stakeholders.

In 2022, EHS transitioned from the Security organization to the People organization, offering better alignment with the work that affects Unity's employees globally. During this transition, existing EHS standards were overhauled and new standards were developed to meet the evolving needs of Unity's business operations. EHS also contracted with a third-party vendor to complete a comprehensive audit of 13 offices across 11 countries. The overall objective of the audits was to assess site records and operations at a strategic sampling of Unity offices in order to maintain or achieve EHS compliance with applicable national, state, and/or federal requirements across the company's three regions.

LOOKING AHEAD

In 2023, the EHS team will evaluate the audit reports, assigning and prioritizing the audit's findings for areas of improvement or protective actions identified in Unity's EHS management system software and socializing the findings with impacted stakeholder groups. This year, we will also launch a series of global health and safety web-based trainings. Topics include office visitor safety, a global new-hire health and safety orientation, and ergonomics training. Additionally, EHS will pilot a global Office Safety 101 that considers onsite, hybrid, and fully remote workers, as well as general topics like emergency preparedness, fire safety, and reportable hazards and incidents. EHS will supplement global training and awareness with local and regional offerings to meet local needs.

PRIVACY AND DATA PROTECTION

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

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

We issue Unity Privacy Standards to support compliance with applicable regulatory requirements, Unity requirements, and industry best practices, and evaluate our third parties to ensure that our Privacy Standards are upheld throughout our supply chain. All Unity personnel are provided annual privacy training, with additional targeted training for key participants in our privacy program. We also have procedures in place to deal with any suspected personal-data breach and notify any user and any applicable regulator of a breach where we are legally required to do so.

These processes are governed by our Unity Global Privacy Program, developed and implemented by the Global Privacy team, Data Governance Council Members, and Operations Management, overseen by the Executive Data Steering Committee and the Audit Committee for the Board, and will continue to be evaluated and refined. Additionally, we are working to formalize AI Ethics evaluations to meet pending legal requirements. This programmatic approach will enhance our Guiding Principles on AI and live within our privacy group already dedicated to protecting privacy rights through data use analysis and controls.

PRIVACY PROGRAM

- DATA RETENTION AND STORAGE
- CROSS-BORDER DATA TRANSFERS
- INDIVIDUAL RIGHTS
- DISCLOSURE OF PI
- PRIVACY BY DESIGN
- DATA USE
- DATA MINIMIZATION
- LEGAL BASIS
- PRIVACY NOTICE

Unity®

MAKING UNITY AND ITS CUSTOMERS MORE SECURE

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

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

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

Our security program includes implementation of software security development life cycle (SSDLC), vulnerability, and configuration management across all infrastructure, products, and services. This approach assists us with the identification and management of attacks and compromises, allowing us to carry out our duties to protect our data with the utmost urgency and care.

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

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

LOOKING AHEAD

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

 Unity®

FORWARD-LOOKING STATEMENTS

This report contains "forward-looking statements," as that term is defined under federal securities laws, regarding our future business expectations. These statements include, but are not limited to, statements regarding our efforts to make the world a better place, empowering creators, improving environmental sustainability, attracting and retaining diverse talent, growing our workforce, our ability to create meaningful social impact, and our ability to maintain effective governance structures including with respect to data privacy and security. The words "believe," "may," "will," "estimate," "continue," "intend," "expect," "plan," "project," and similar expressions are intended to identify forward-looking statements. These forward-looking statements are subject to risks, uncertainties, and assumptions. If the risks materialize or assumptions prove incorrect, actual results could differ materially from the results implied by these forward-looking statements. Further information on these and additional risks that could affect Unity's results is included in our filings with the Securities and Exchange Commission ("SEC"), including our Annual Report on Form 10-K for the year ended December 31, 2022 and subsequent Form 10-Qs and Form 8-Ks, which could cause actual results to vary from expectations. Copies of reports filed with the SEC are available on the Unity Investor Relations website. Unity assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this publication. Any unreleased services, features, or functions referenced in this document, our website, or our press releases or public statements that are not currently available are subject to change at Unity's discretion and may not be delivered as planned or at all. Customers who purchase Unity services should make their purchase decisions based upon services, features, and functions that are currently available.

Unity®