



Evolving for impact

 unisys

2022
SUSTAINABILITY REPORT

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A letter from the CEO

It has been a transformational year for Unisys, from reshaping our solutions portfolio to reimagining our brand in a way that reflects our identity as a dynamic innovator, and our ESG engagement has remained as the core. I am pleased to introduce our 2022 Sustainability Report.

This Sustainability Report highlights our efforts to help tackle one of the world's most pressing environmental challenges – reducing carbon emissions to combat climate change.

The commitment and enthusiasm of thousands of Unisys associates helped us reach our initial 2026 greenhouse gas (GHG) emissions goal – five years early. This proud accomplishment served as the foundation for setting a new, bar-raising goal in June 2022 to achieve net zero GHG emissions from Scope 1 and Scope 2 sources by 2030 (the “Net Zero Goal”).

As an organization, our commitment to making the world a better place for our stakeholders and society is not new. This report builds on a history of sustainability efforts, showcasing our activities and external recognition of our achievements across the ESG spectrum. Now, our new Net Zero Goal marks a step forward in the maturing of our sustainability strategy.

66 The commitment and enthusiasm of thousands of Unisys associates helped us reach our initial 2026 greenhouse gas emissions goal – five years early.



Peter Altabef
Chair and Chief Executive Officer



I am confident that with our new brand and ESG strategies in place, we have the means and the imagination to continue achieving breakthroughs together.



Our pursuit of a more robust ESG strategy includes other initiatives introduced in 2022:

Environment

- We set our Net Zero Goal and took important action toward accomplishing this goal, as discussed further in the Environment section of this Sustainability Report.

Social

- Recognizing the value of education in building an inclusive culture, we expanded our diversity, equity and inclusion training to include all associates.
- To build a more sustainable supply chain, we embedded ESG in our procurement processes by including sustainability questions in our request for proposals from our suppliers.
- To support our associates, we identified mental health and well-being as priority pillars of the associate experience and began providing access to new tools and support services in this area.

Governance

- To uphold our culture of trust and integrity, we launched our Speak Up policy, which reinforces our commitment to provide a safe, secure means for associates to report potential violations of our Code of Ethics and Business Conduct or the law.
- This Sustainability Report is the first of ours developed with reference to the Global Reporting Initiative (GRI) Universal Standards, over and above our existing Sustainable Accounting Standards Board (SASB) disclosures.

I want to acknowledge the contributions of every Unisys associate in getting us to this stage in our ESG journey. We celebrated many important milestones in 2022. I am confident that with our new brand and ESG strategies in place, we have the means and the imagination to continue achieving breakthroughs together.

Peter Altabef
Chair and Chief Executive Officer

About this report

Unisys Corporation (Unisys, we, our or the company), is a global information technology solutions company that powers breakthroughs for the world's leading organizations. This report describes our environmental, social and governance (ESG) policies, programs and goals and documents our progress and achievements in their execution.

In this report, we have responded to key disclosures from the GRI Universal Standards and the SASB Professional Commercial Services and Software & IT Services standards, which have been addressed throughout the report and are referenced in the Appendix starting on [page 34](#).

The data presented in this report is for the 2022 calendar year, with supporting narratives on key updates from 2023. All reported currencies are in U.S. dollars unless otherwise stated.

We engaged an independent third-party provider to conduct assurance on select environmental metrics. The selected metrics include Unisys' energy consumption and Scope 1 and Scope 2 emissions (location- and market-based).

Unisys is headquartered in Blue Bell, Pennsylvania. Unisys (UIS) shares are traded on the New York Stock Exchange. Please find Unisys SEC filings information on our [website](#).

Unisys welcomes questions related to the report through our [website](#).





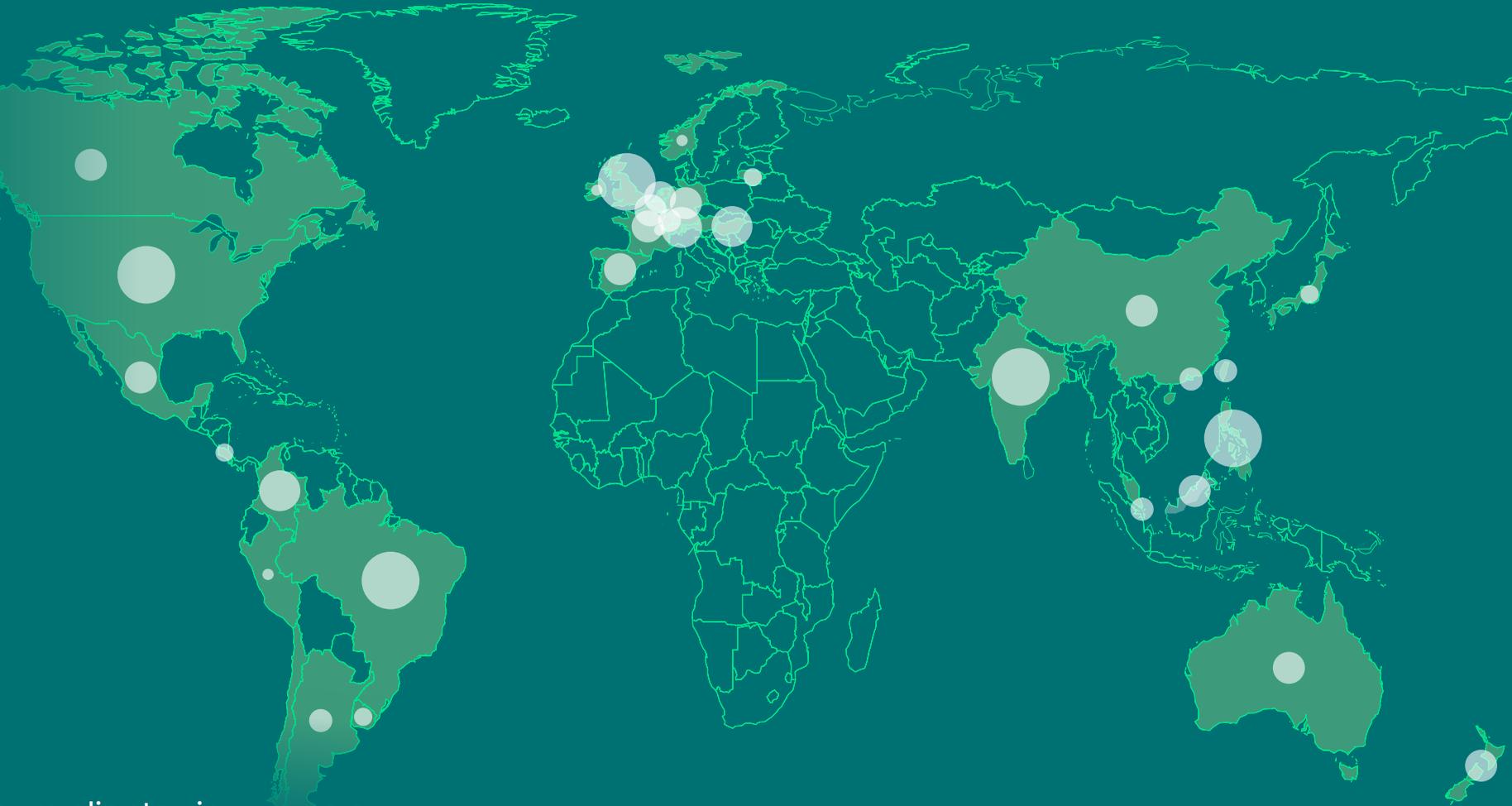
About our business

Unisys is a global technology solutions company dedicated to driving breakthroughs for our clients.

We push the boundaries of what's possible, powering the performance and profitability of organizations around the world.

Our organizational structure is aligned with our clients' evolving needs in the following segments:

- Digital Workplace Solutions that bolster employee experience and empower workforces
- Cloud Applications & Infrastructure solutions that modernize apps while boosting security
- Enterprise Computing Solutions that embrace innovation
- Business Process Solutions that optimize processes to fuel productivity



Across our solutions, we strive to ensure clients view us as a trusted partner to help lead their organizations into the future.

149

Years of game-changing innovation

93+%

Client renewal rate

850+

Global clients

\$1.98B

Revenue

16,200

Global headcount in 30 countries

Global headcount legend



Our ESG journey

Our relentless pursuit of progress in ESG performance is rooted in our company's history of continuous evolution, propelling us to deliver bold breakthroughs.



1986

Sperry and Burroughs merge, forming Unisys Corporation

1987

Unisys establishes an Ethics and Compliance program

1988

Unisys joins the Environmental Protection Agency's Green Lights program



1994

Releases first corporate Sustainability Report

1995–1998

Unisys WeatherMAX serves the U.S. National Weather Service/National Centers for Environmental Prediction

1999

Unisys discloses corporate governance guidelines in the annual proxy statement



2006

Begins reporting emissions data to CDP and sets a target to reduce Scope 1 and Scope 2 GHG emissions by 75% by 2026 from the 2006 base year

2007

Unisys data center in Eagan, Minnesota, features innovative green design



2020

Publishes disclosures aligned to applicable SASB standards in annual Sustainability Report

2022

Issues new Speak Up compliance policy

Sets Net Zero Goal

Publishes disclosures aligned to GRI's Universal Standards in annual Sustainability Report

SBTi validates Unisys' near-term target

2021

Achieves 2006 goal to reduce Scope 1 and Scope 2 GHG emissions by 75%, five years ahead of target

Unisys announces its support for the 10 principles of the U.N. Global Compact on human rights, labor, environment and anti-corruption

2022 ESG highlights

Environmental

Net zero by 2030

Set Net Zero Goal

0
Citations for violations of environmental, health and safety regulations for more than 10 years

0
Hazardous waste from assembly and testing of hardware operations for more than two years

MORE THAN 200,000 lbs
of end-of-life electronics collected by Unisys in 2022 and processed through recycling partners and third-party facilities

Social

43% | 49%
Percentages of women in leadership positions globally and in the U.S., respectively

75%
Proportion of associates whose responses in our annual engagement survey indicate they are "fully engaged"

293,013
Total associate training hours completed in Unisys University

Governance

A
Our MSCI rating improved from 2021's BB

Gold
The rating for Unisys Europe Limited (as a supplier to customers) by EcoVadis, elevated from Silver

100
Languages in which the 24/7 Unisys Compliance Helpline accepts reports

3 of 12
Members of our board of directors who belong to underrepresented ethnic groups



4 of 12
Members of our board of directors who are women



Ratings and awards

ESG ratings

We welcome independent, external scrutiny of our ESG practices by recognized leaders in environmental disclosure, sustainability performance and business risk assessment. In 2022, we achieved the following results:



CDP

We received a **B- rating** for our climate-related disclosures from CDP, the global standard bearer for corporate disclosure of carbon emissions, surpassing the IT and software industry average rating of C.



EcoVadis

EcoVadis, a leading provider of business sustainability ratings – in this case, sustainable procurement – awarded our European entity, Unisys Europe Limited, its **Gold rating** after it placed in the 94th percentile of companies ranked. This is a step up from our earlier Silver rating.



ISS

Institutional Shareholder Services (ISS), a preeminent North American proxy advisory service and ESG rating institution, awarded Unisys a **Prime rating**. Companies earn a Prime rating if their sustainability performance fulfills ISS's ambitious absolute performance requirements.



MSCI

Our efforts to achieve excellence in our ESG performance earned us an **A rating** from MSCI, which provides data about long-term, material¹ business risks to the global investment community. This increase from our previous BB rating reflects greater resilience to those risks.

DEI awards

We received accolades for our achievements from respected global and national non-profit organizations, analysts, advocacy groups and publications. We're gratified to accept recognition year after year on workforce diversity, equity and inclusion. We owe it to the relentless efforts of our associates who collaborate to create a welcoming, inclusive work environment. In 2022, that recognition included the following honors:



Disability Equality Index 2022 Best Places to Work
100% score for disability workplace inclusion



DivHERsity Top 20 Companies (Large Enterprises)

Award for large enterprises meeting and surpassing their diversity and inclusion goals, making the workplace in India a women-friendly space



DivHERsity Top 20 Most Innovative Practice – Policies

Recognized for innovative policies, contributing to making the workplace in India a women-friendly space



DiversityInc

Named a "Noteworthy" company that shows potential to reach the DiversityInc Top 50²



Forbes: America's Best Employers for Women 2022

Ranked 18th out of 400 companies



Forum of Executive Women

Champion of Board Diversity

¹ In this report, we are not using such terms "material" or "materiality" as they are used under the securities or other laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document should not, therefore, be read as equating to any use of the word in other Unisys reporting or filings.

² Unisys was evaluated across human capital diversity metrics, leadership accountability, talent programs, workplace practices, supplier diversity and philanthropy.



ENVIRONMENT

We only have one planet Earth.

Protecting it is essential for the prosperity and well-being of current and future generations. That's why at Unisys, we have set an ambitious Net Zero Goal, taken an important step by committing to a near-term target and embraced environmentally sustainable practices throughout our organization. The more we achieve, the more we contribute to assuring a brighter outcome for our associates, clients, partners, the communities in which we live and work and ultimately for our business.

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Climate change and carbon emissions

In 2006, we recognized the seriousness of the climate crisis and our potential to engage our associates and other stakeholders in taking meaningful action to become part of the solution.

That year, we set a target to reduce our Scope 1 and Scope 2 GHG emissions by 75% by 2026. We accomplished this goal in 2021, five years ahead of schedule – a testimony to our collaborative spirit and the Unisys leadership team’s embrace of climate action as a business priority.

Countries, companies and people around the world are rallying to reduce the threats posed by climate change. At Unisys, we’re demonstrating our commitment by setting ambitious goals and taking action to shrink our carbon footprint.

Now, we have set a new target: to achieve net zero GHG emissions for Scope 1 and Scope 2 sources by 2030 (the “Net Zero Goal”)¹. This builds on our association with other organizations demonstrating climate leadership, like CDP (formerly the Carbon Disclosure Project) and the United Nations Global Compact (UNGC).

¹ For purposes of this 2022 Sustainability Report, we define “net zero” as the state achieved when our anthropogenic Scope 1 and Scope 2 GHG emissions to the atmosphere are balanced by anthropogenic removals. Our definition of net zero and our Net Zero Goal are limited to our Scope 1 and Scope 2 GHG emissions sources and do not encompass Scope 3 GHG emissions. Our Net Zero Goal is not validated in connection with the Science Based Targets initiative’s Corporate Net-Zero Standard or classified as a “net zero” target by the Science Based Targets initiative.



Leadership’s endorsement of our goal to reach net zero Scope 1 and Scope 2 GHG emissions by 2030 is a new milestone for Unisys. We hit our previous GHG emissions reduction target five years ahead of schedule, and now we’re scaling up our ambition.

Kevin Krueger, Director of Global Environmental, Health, Safety and Security, Unisys

Our journey to net zero

In 2022, we developed our near-term target to reduce our combined absolute Scope 1 and Scope 2 GHG emissions by 75% by 2030 from a 2020 base year. This target received validation from SBTi in March 2023¹.

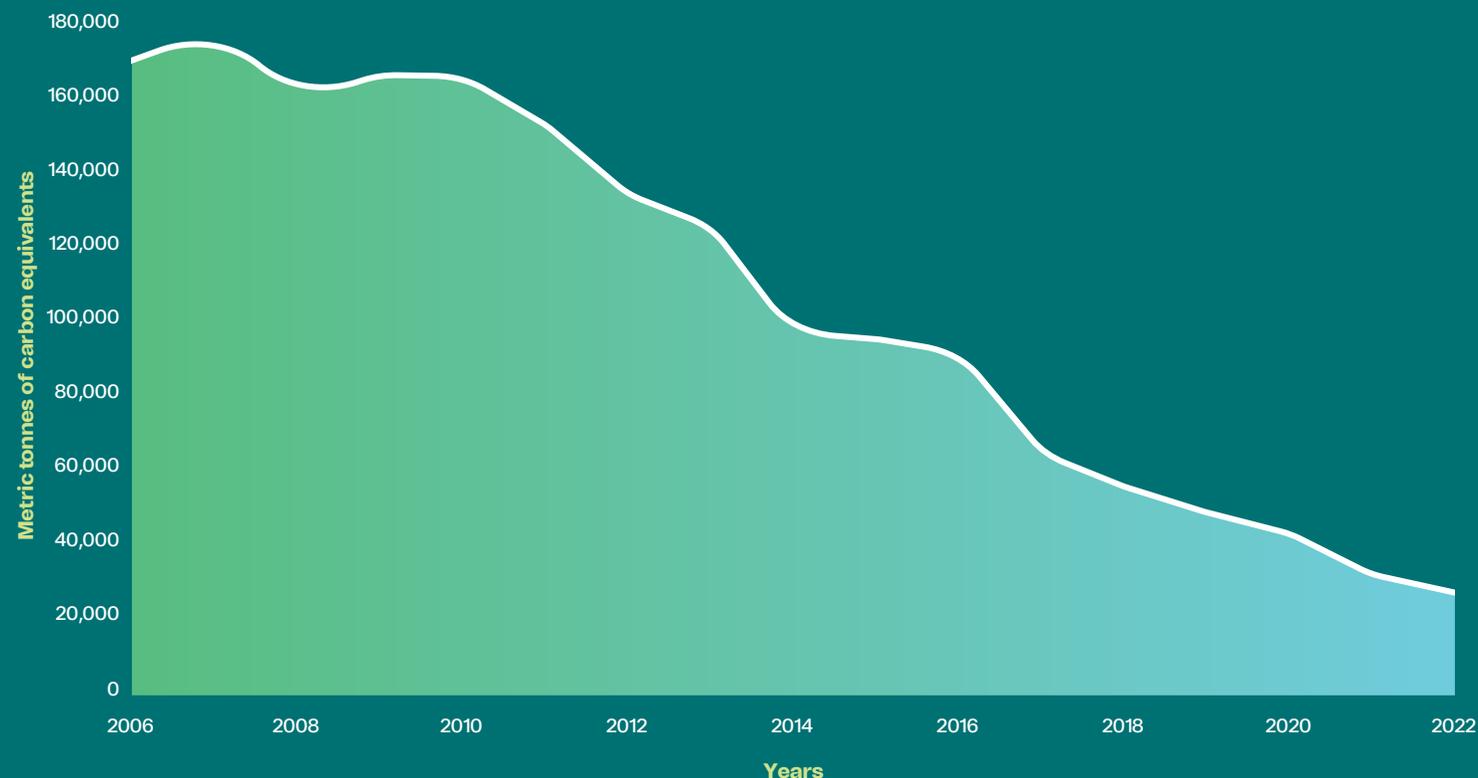
We see SBTi validation as an important stamp of independent assurance that this near-term target is credible and anchored in sound science and in alignment with the Paris Climate Agreement's goal of limiting global temperature increase to 1.5°C.

Through 2022, we have already reduced our aggregated Scope 1 and Scope 2 GHG emissions by 37% as compared to our 2020 baseline year².

While our priority is to reduce our Scope 1 and Scope 2 GHG emissions, we also intend to explore viable options to address residual, harder-to-abate Scope 1 and Scope 2 emissions. These include potential technological developments or tools such as renewable energy credits (to address Scope 2 emissions) as well as carbon credits (to support climate mitigation activities beyond our value chain).

Although our Net Zero Goal is specific to Scope 1 and Scope 2 GHG emissions, we recognize the importance of addressing our Scope 3 emissions and have therefore also set an SBTi-validated target for 78% of our suppliers³ to have their own science-based targets by 2027.

Carbon footprint Scope 1 and Scope 2 GHG emissions



¹ SBTi deemed this target to be in conformance with SBTi Criteria and Recommendations (version 4.2). This target was not validated in connection with SBTi's Corporate Net-Zero Standard or classified as a "net zero" target by SBTi.

² ISOS Group, Inc. (ISOS) has provided independent assurance of the energy consumption, Scope 1 and Scope 2 GHG emissions, and Scope 2 GHG emissions data in this report. GHG emissions were calculated using the operational control methodology specified in the GHG Protocol. Several smaller Scope 1 GHG emissions sources (e.g., refrigerant releases and mobile combustion sources) were excluded from ISOS's review.

³ By spend, covering purchased goods, services and capital goods.

How we're reducing our emissions

Five actions that enabled us to meet our previous target that will help us take aim at the next one.



Innovating and deploying solutions that reduce our carbon footprint and those of our clients through our products and services

Our Digital Workplace Solutions are designed to optimize remote work; our Cloud Applications & Infrastructure and Enterprise Computing Solutions offer agility and efficiency and unlock innovation.



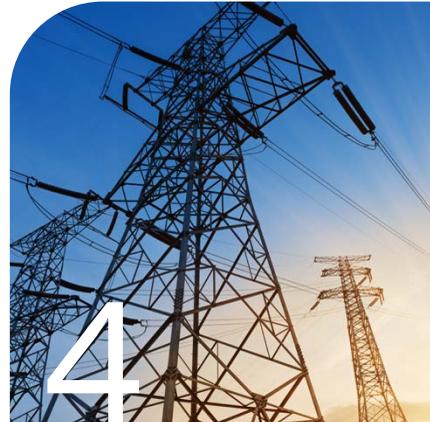
Optimizing our real estate footprint

In the past four years, our real estate square footage has been reduced globally by about 16%.



Reducing air and vehicle travel

CO₂e emissions from air travel for business in 2022 were 19% lower than in 2019; CO₂e emissions from car travel for business fell 57% in the same period.



Increasing energy efficiency

Since 2019, our power consumption has been reduced globally by about 40%.



Procuring renewable power

In 2022, the purchase of renewable power in the United Kingdom decreased Scope 2 emissions by more than 800 metric tonnes as compared to our 2021 Scope 2 emissions.



Environmental management

Expertise, innovation and attention to detail make us an enterprise solutions leader, respected worldwide.

By bringing those same principles to bear on our environmental management practices, we strive to perform – and be recognized – as a company that meets equally high standards for environmentally responsible conduct. Through such efforts, in partnership with our clients, suppliers and associates, we can continually lessen our environmental impact, reduce waste and resource consumption, increase efficiencies and further safeguard and enhance the interests of our stakeholders.

We work to comply with local, national and international environmental protection laws. For more than 10 years, Unisys has not received a violation or a fine for environmental regulatory non-compliance. Regulatory compliance reviews are held periodically at Unisys locations to help ensure conformity with country-specific environmental regulations and our best practices. We augment internal reviews with independent third-party assessments to provide transparency and assurance for stakeholders.

Adherence to laws and regulations is only the starting point. Our sustainability-focused lens also demands that, wherever possible, the effects of our environmental management practices consider our clients, suppliers and associates. This encourages our actions to have the greatest possible positive impact across our current ecosystem and protect resources for future generations. This approach is highlighted in each of the two areas on the following page.



Environmental Management System

Our Environmental Management System (EMS) provides a framework to control, monitor, refine and demonstrate the effectiveness of our environmental management operations.

Introduced in 1999, it considers legislative requirements, environmentally-friendly technologies and the latest science about environmental impacts. Under the EMS, we maintain a corporate-wide environmental policy and actively seek to identify impacts from our past, existing or planned activities to meet and exceed our objectives. Where required, Unisys sites are certified to the ISO 14001 Environmental Management Systems standard.

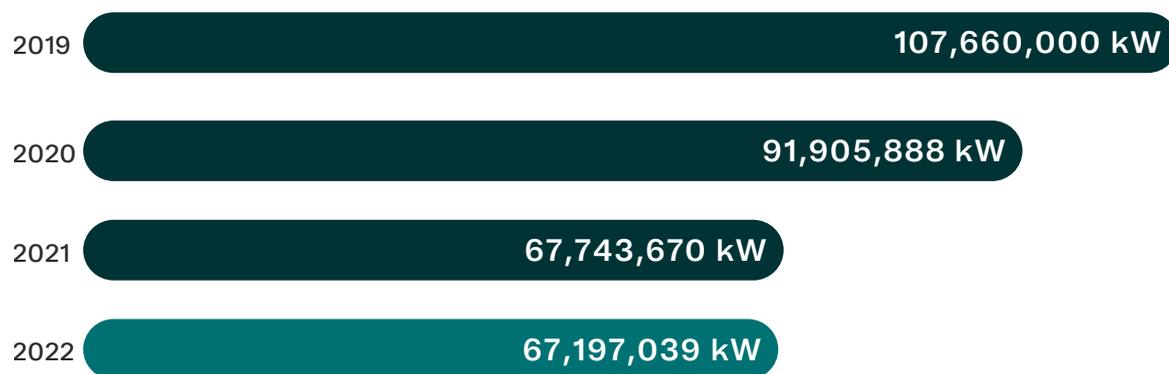


Energy management

More than 40 years ago, we launched our first company-wide effort to meaningfully reduce energy use. Since then, we've continuously lowered our average consumption year-over-year, an activity that contributes directly into lowering GHG emissions.

From 2019 to 2022, we reduced our annual energy use by 38%. In 2022, our efficiency efforts focused on optimization of our real estate footprint, including migration to more efficient facilities for two data centers in New Zealand and one in the United States.

Reduced energy consumption from 2019 to 2022



Waste management

Our program for collecting and recycling solid and universal waste meets established best practices and local regulations. Over the past two decades, we reduced our hazardous waste generation by more than 99%. In 2022, we generated zero hazardous waste from our operations in the U.S.

All electronic equipment we sell (both our products and those sourced from other vendors) complies with the European Union's (EU) Restriction of Hazardous Substances (RoHS) Directive mandating electronics to be free of certain heavy metals, flame retardants and phthalates. We also work to comply with and regularly monitor the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation and legislation in each jurisdiction in which we operate.

We're further committed to minimizing waste from our products by actively focusing on areas within our control, such as design and end-of-life recoverability and recycling. When distributing products, we endeavor to opt for environmentally safe packing materials and shipping cartons.

The Unisys end-of-life product disposition program has been active since 1997, well in advance of EU legislation. Since then, we have recovered 45.5 million pounds of obsolete products internally and products from clients globally and processed them through recycling partners and third-party facilities. In 2022, more than 200,000 pounds of end-of-life electronics were collected as a part of this program, which is designed to incorporate applicable compliance obligations, including with the EU Waste Electrical and Electronic Equipment (WEEE) Directive.



Every one of our environmental policies and programs reflects our determination to be better environmental stewards, create greater value for our clients and associates and make the world a better place.

Claudius Sokenu, Senior Vice President, General Counsel, Corporate Secretary and Chief Administrative Officer, Unisys



SOCIAL

People are our greatest strength.

We prioritize the growth and well-being of our enterprise by investing daily in cultivating a supportive and productive environment. Our inclusive and winning culture empowers our associates to unlock their full potential. By striving to reach the same bar in our relationships with clients, business partners and community stakeholders, we help propel all of us forward.

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Our culture

We take great pride in making Unisys a place where our associates can act with agility, explore, experiment and take ownership of their future.

We welcome people with diverse backgrounds and opinions and strive to create an inclusive environment where every associate belongs. Additionally, we encourage curiosity, accountability and collaboration in an engaging environment where positive pressure for meaningful change is felt at every turn.

With associates in more than 30 countries elevating each other to raise the bar on what we can accomplish together, shared success is our ambition. Our new brand purpose to “relentlessly reimagine the status quo to propel people and organizations forward” cultivates a winning

culture – our associates thrive and are equipped to deliver breakthroughs for our clients, suppliers and community stakeholders.

Human rights and modern slavery

We endeavor to treat all people with respect. We are committed to respecting the human rights of all people and following the United Nations Guiding Principles on Business and Human Rights. We’ve based our Human Rights and Modern Slavery Statement on the International Bill of Rights and the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work.

Social policies, procedures and guidelines

Our values, as reflected in our policies and procedures, some of which are listed below, help set the tone at the top and throughout our company:

[Business Partner Code of Business Conduct](#)

[Code of Ethics and Business Conduct](#)

[Conflict Minerals Policy Statement](#)

[Diversity, Equity and Inclusion Position](#)

[Human Rights and Modern Slavery Statement](#)

Associate engagement

Each year we survey our associates to measure their engagement and perceptions of our culture and work environment.

We aim to use that data to refine or develop programs that encourage and strengthen our culture, foster belonging, promote personal and career development and boost our ability to attract and retain talent.

In 2022, 81% of our associates participated in our annual engagement survey, which was conducted in

partnership with Glint, a leading employee engagement platform. According to the survey, 75% are “fully engaged” (defined as a 4 or 5 rating on the 5-point rating scale), up 3% from 2021. Our associates cited collaboration, feedback and accountability as our workplace culture’s top strengths.

Our position is strengthened by our commitments throughout multiple policies, practices and procedure documents, including the Unisys global Code of Ethics and Business Conduct and our Diversity, Equity and Inclusion position, all of which are validated by the Unisys board of directors.

As a global employer, we are committed to ensuring fair labor practices and employment activities. We aim to conduct business ethically and sustainably for our stakeholders, including associates, clients, partners and suppliers.

We expect that our business partners do the same, as outlined in our Business Partner Code of Business Conduct.

In keeping with these commitments, we do not engage in, permit, condone or otherwise accept the use of child labor or any form of slavery and human trafficking by our associates, business partners, agents or other entities with which we do business. Therefore, all forms of slavery, human trafficking, forced labor and child labor, as defined by applicable law, are prohibited within our operations, including in our supply chain.



Diversity, equity and inclusion

We are a company that believes in the power of diversity. Creating a culture where everyone belongs and has equal opportunities for success is crucial to our mission. It fosters innovation and growth and is essential to our ability to provide exceptional service to our clients and within our communities.

To deliver on this commitment, we take steps every day to embed diversity, equity and inclusion (DEI) within the fabric of our organization and to provide opportunities that enable all of our associates to learn, connect and grow. Those steps include setting diversity goals, promoting DEI awareness and aligning our practices with DEI leadership organizations.

Our DEI initiatives are centered on four pillars:

- **People:** Building a diverse workforce that represents the communities where we live and serve.
- **Culture:** Cultivating a respectful, equitable and inclusive workplace where every associate belongs.
- **Community:** Advocating for issues that matter to our people and communities.
- **Market:** Leveraging diversity, equity and inclusion in our business practices.

We promote being and are proud to be an equal opportunity employer that considers all qualified applicants. Our approach is to nurture a sense of belonging, recognize talent and provide ongoing skill development so all associates can reach their full potential.

Each associate, in turn, is responsible for supporting our DEI efforts. We do not tolerate discrimination, harassment, retaliation or other improper behavior – a commitment that extends to our clients, partners and suppliers.

We gauge our DEI success with such measures as diversity representation metrics, external awards and associate engagement and perception surveys. While we are proud of our performance, we also acknowledge there is much work to be done and are pushing forward to accelerate the pace of progress.

Our commitment to DEI in recent years includes aligning with the following leadership organizations. The evolution of many of our practices, policies and programs is influenced, directly and indirectly, by our participation in these initiatives.

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

In 2019, our Chair and CEO, Peter Altabef, joined more than 2,400 corporate leaders in CEO Action for Diversity & Inclusion, which rallies businesses to cultivate welcoming work environments for people from all backgrounds. Signatories agree to foster space for complex conversations; broaden unconscious bias education; share best practices; and share strategic inclusion and diversity plans with their boards of directors.

Valuable 500

People with disabilities make up the largest minority group in the world. With our Valuable 500 Commitment, which began in 2020, Unisys draws on internal research to center disability inclusion at the heart of our business through recruitment, communication and training.

WOMEN'S EMPOWERMENT PRINCIPLES

In 2021, our Chair and CEO Peter Altabef signed the Women's Empowerment Principles, to make public our commitment to advancing gender equality in the workplace, marketplace and community. Signatories agree to follow these seven principles: demonstrate high-level corporate leadership; treat women and men fairly; create a safe environment; provide education and training for career advancement; remove barriers through enterprise development, supply chain and marketing practices; invest in community initiatives and advocacy; and promote measurement and reporting. Currently, we have implemented many of these principles and look forward to fulfilling our commitment.



Diversity representation

Our workforce is global and diverse, with associates of different backgrounds, cultures, languages, religions, genders, sexual identities, ages and family types. What makes us different makes Unisys strong, and we seek to build on that foundation by ensuring that DEI is increasingly woven into our organizational DNA.

In this regard, the ultimate benchmark of success is our ability to attract and retain more diverse talent at all levels of the company. To achieve this, our DEI policies and programs are designed to increase the representation of both women globally and members of underrepresented ethnic groups in the United States. We support these efforts by setting diversity goals at the company level and for specific business units. We underscore their importance by including them as a performance standard against which senior associates are assessed.

Workforce metrics	2020	2021	2022
Underrepresented groups			
Percent of U.S. associates who belong to UREGs ¹	27%	27%	31%
Percent of U.S. associates in management positions who belong to UREGs	17%	20%	20%
Percent of U.S. associates in leadership positions who belong to UREGs	16%	14%	17%
Percent of U.S. associates who are veterans	9%	8%	8%
Percent of U.S. associates who identify as disabled	5%	7%	9%
Women			
Percent of women in our U.S. workforce	20%	24%	25%
Percent of women in management positions in our U.S. workforce	25%	27%	30%
Percent of women in leadership positions in our U.S. workforce	35%	42%	49%
Percent of women in our global workforce	30%	32%	33%
Percent of women in management positions in our global workforce	22%	23%	25%
Percent of women in leadership positions in our global workforce	34%	38%	43%

¹ UREG is U.S. only; the rest is global including Intelligent Processing Services Limited.



Unisys has long understood its role to build and foster a compassionate, inclusive culture that drives innovation and opportunities for our people, communities and environment. To truly have the diversity that represents our communities at large, our talent initiatives need to also address equity.

Katie Ebrahimi, Senior Vice President and Chief Human Resources Officer, Unisys



Building an inclusive culture through education

In 2022, we launched mandatory DEI training for all associates. The training provides an overview of DEI’s foundational principles, focusing on recognizing and responding to unconscious bias and microaggressions. All mid-level leaders and those with direct reports must complete an additional module about the potential for bias to influence talent processes. All associates’ knowledge and understanding are assessed after each course. This training is now part of our new hire onboarding.

All senior leaders are required to participate in our Inclusive Leadership workshop, which is designed to help our senior leaders understand and mitigate unconscious bias and lead inclusively. The training is included for newly hired senior leaders as part of their onboarding process. Participation is tracked to ensure all senior leaders take the training.

To complement the training, our DEI training library offers extensive resources related to gender, race, disability, LGBTQ+ and veterans, among other facets of diversity.

Associate groups and councils

Our associates contribute their time, energy and passion to serve on our global DEI Council or one of nine Associate Impact Groups (AIGs), playing vital roles in fostering diversity and inclusion at Unisys.

Our first global DEI Council was founded in 2018. The global DEI Council consists of 17 members who represent each business unit and region. Its goals are to create visibility of DEI initiatives at the business unit level and act as the link between the DEI team and the business. For example, DEI Council members also provide input on our DEI strategy. Representatives are nominated by their business unit leaders and serve a two-year term.

Our company also sponsors nine voluntary, associate-led AIGs, with each AIG having an executive sponsor. The groups are aligned with Unisys’ purpose, values, goals, business practices and objectives, while each is also focused on the diversity and inclusion of a particular underrepresented group. Each AIG provides associates with personal support, fellowship, career development opportunities, professional networking and overall development in the workplace. The groups are inclusive, and everyone is welcome.

The nine Unisys AIGs are listed below. In 2022, we proudly added the Latinos Unidos AIG to create a place of belonging for all our Latinx and Hispanic associates worldwide.

AIG name	Presence and focus area	Objective
Women+	Global	Fostering an inclusive workspace for women and their allies
Pride	Global	Building and nurturing a supportive, equitable and inclusive Unisys for LGBTQ+ associates and their allies
Veterans	Global	Cultivating an environment to assist in recruiting, developing and retaining military veteran talent
United by Diversity	Global	Nurturing a welcoming, inclusive and equitable work environment for all with a focus on race and ethnicity
Latinos Unidos	Global	Fostering the development and belonging of Latinx associates and their allies
Ability Innovation Group US&C	U.S., Canada	Creating an inclusive environment for people with different abilities
Empower-U	Latin America	Ensuring women secure equal opportunities, growth and development in a welcoming and safe environment
Ability Innovation Group Brazil	Brazil	Developing an inclusive culture for professionals with disabilities
BlackU	Brazil	Developing an inclusive culture for Black associates



The diversity in our AIGs creates a synergistic effect towards developing the community that makes Unisys a truly special place to work and thrive.

Russell L. Hartzell, Enterprise Applications & Architecture Analyst, United States and Co-Lead/Founder Global Veterans AIG, Unisys

2022 Unisys DEI Index

In 2021, we launched our DEI Index, an annual survey of associates to assess perspectives on DEI efforts across the company. The purpose of the DEI Index is to determine the perceptions of our associates on inclusion, whether their opinions count, authenticity, belonging and equal opportunity.

In 2022, the participation rate was 81%, and our score was 77 (out of 100), a 2-point increase versus the 2021 result. The goal set in 2021 was to achieve a score of 2 points higher by 2025, so we have already achieved that. Our overall result for 2022 is 3 points higher than the global benchmarks established by our survey partner, Glint.

As well as providing us with a barometer of where we stand currently, our associates' feedback on this survey also yields vital inputs for planning future DEI activities. While there is room for improvement, we are proud of where we are today as our associates report that:

77%

Believe that regardless of background, everyone at Unisys has an equal opportunity to succeed

80%

Feel comfortable being themselves at work

70%

Feel a strong sense of belonging

70%

View their total experience relating to DEI positively



Developing our talent

Our associates are our greatest strength, and we are delighted to provide a range of programs to help them develop their full potential, personally and professionally. We offer talent development initiatives that balance well-being, growth and shared purpose and fund relevant external training for eligible associates if suitable options aren't available internally. These programs are designed to ensure equitable access and are central to fostering future leaders.

The centerpiece for these initiatives is our corporate learning group, Unisys University. It offers educational opportunities with leading third-party programming and content providers through which associates can develop their technical, business and leadership skills. Learning assets include audiobooks, courses, virtual labs, video instruction, skill assessments, role-based learning paths, live mentors and live boot camps. We seek to continually monitor and broaden our offers to meet emerging needs.

In 2022, this resulted in expanding training modules linked to our Digital Workplace Solutions group.

This year, we saw an increase in associates spending their training time in boot camps for technology training and leadership skills development. These long-duration programs run from several hours to several days and provide an opportunity for significant upskilling in the topics. Associates enrolled in Unisys University completed 293,013 training hours in 2022.

In a separate initiative, under the banner of our Education Reimagined program, we provide tuition reimbursement to associates pursuing degree programs that align with our business goals.

We also continued offering access to prepaid Massive Open Online Courses (MOOC) and MicroMasters micro-degree graduate programs from prestigious colleges and universities worldwide to create new opportunities for associates' technical, business and leadership development. By the end of 2022, 75 associates had completed MOOC courses and 60 had started participating in MicroMasters programs (completion takes 6 to 16 months).



Developing and retaining our talent is critical to our success and is a key part of our overall people strategy. We are continuously increasing our investments in leadership development and upskilling opportunities for all associates to ensure they can prioritize their personal and professional growth and development.

Maria Sitaramayya, Vice President of Human Resources, Culture and Capability, Unisys

Enhancing our associates' experience

One of our strategic priorities is ensuring a purposeful associate experience. In 2022, as part of the Associate Experience Initiative, a cross-functional team reviewed our associates' experience with the following goals: to attract talent through technology and expanded programs; retain current associates by creating more interesting, fulfilling experiences; and develop associates by providing growth opportunities.

This team is sponsored by our Chief Human Resources Officer, Katie Ebrahimi, and our Chief Operating Officer, Mike Thomson. It consists of representatives of our business units at different levels of seniority. Its work is organized around three pillars of experience: shared purpose, well-being and growth. Our work on this team is ongoing and is expected to yield additional benefits in support of our focus on developing our winning culture. We will track the program's impact through our annual associate engagement survey.



Health and safety

Putting our associates in a position to thrive isn't only about providing best-in-class education and skills development. It also requires that we commit to ensuring their health and safety in every work environment.

As a global technology solutions provider not involved in manufacturing, our primary health and safety risk factors relate to office and remote work settings. Over the past year, our health and safety professionals focused on adapting to hybrid workflows and continuing our four-part training programs for new hires. That training includes guidance on proper ergonomics for computer-based work, where to get more health and safety and security information, basic physical security awareness and incident reporting. We continue to tailor measures, including e-learning, that foster comfort, safety and productivity for the more than 30% of Unisys associates working from home.

During the ongoing COVID-19 pandemic in 2022, our company was well positioned to evolve to hybrid workspaces and meet workforce health and safety needs. This was a result of our long-time business continuity plans, existing culture of flexible working arrangements and effective IT and security backbone. For associates returning to the office in 2022, we increased health protocols and delivered education about social distancing to help them return to work confidently and safely.

2022 health and safety performance

Our rates of total recordable incidents and lost and restricted workday cases declined for the 11th straight year. Both were also significantly lower than the industry average for similar businesses.

	Unisys ¹	U.S. Bureau of Labor Statistics average
Total recordable incident rate (per 100 associates)	0.10	0.33
Lost and restricted workday cases rate (per 100 associates)	0.08	0.18

Mental health initiatives

Unisys' culture supports associates in all aspects of their work and life, by providing resources that help maintain their overall mental health and well-being. At the same time, we recognize that outside influences play a major role in our associates' lives, especially following the impact of COVID-19.

In 2022, we responded by:

- Identifying mental health and well-being as a key 2022 pillar of our Associate Value Proposition (AVP). The AVP, part of Unisys' Associate Experience Initiative outlined previously, is our commitment to helping our associates "unlock the possible" in their personal and work lives to achieve balance through well-being.
- Offering services that address our associates' total well-being and introduced ComPsych's My Life Resources. This associates' assistance support program provides associates and their families globally holistic, 24/7 resources for financial wellness, physical fitness, social well-being and mental health.
- Measuring the effectiveness of these programs on how our associates viewed our culture of caring in our 2022 engagement survey. The results revealed that our associates rate Unisys at or above Glint's global benchmark.

Supporting our associates: swift action delivered wage security in Hungary

When Russia invaded Ukraine in February 2022, people quickly felt the economic impact in neighboring Hungary, where a certain number of our associates

are located. The destabilization of the Hungarian forint currency created uncertainty for our associates. We sprang into action to provide meaningful economic stability upon which our associates could depend. We indexed our associates' salaries to the euro and closed the gaps with supplementary payments. It has been a vital support for our largest European associate population.



With the unique euro indexing, the company took the stress of sleepless nights due to our weakening currency off our shoulders. Well done and thank you to all who made it possible.

Unisys associate, Hungary, Unisys

¹ Data for U.S. sites only.

Supply chain

At Unisys, we believe in the power of networks and that there can be strength in numbers. As such, we invite our supply chain partners to join us on our journey, to share our commitment and to partner with us on our sustainability efforts to drive more impact than we can accomplish alone.

Globally, we conduct business with more than 6,000 suppliers, from large multinational corporations to small, local firms. Many are recognized leaders with mature sustainability initiatives, such as published net zero commitments, while others are in the earlier stages of their sustainability journey. We expect their compliance with our Business Partner Code of Business Conduct in all cases. In addition to compliance with applicable laws, this includes our values regarding human rights, ethical practices and conflict minerals rules.

Embedding ESG into our supply chain

In 2022, we began to embed ESG in our procurement processes, including requests for proposals for our suppliers, purchase orders and contracts as appropriate. In addition, we've invested in tools to help implement and manage our ESG initiatives. We selected those tools via a competitive bidding process in which the suppliers' ESG commitments were assessed.

66 Within Global Procurement, we seek to extend Unisys' commitments to environmental sustainability, data privacy and helping to shape the future through our supply chain by implementing sustainable and socially responsible practices in our sourcing decisions and with our supplier partners.

Jon Good, Vice President and Chief Procurement Officer, Unisys



Unisys continued its partnership with EcoVadis, a leading sustainability ratings provider with access to its ESG scores for select suppliers. These scores can be used in our future purchasing decisions. As we expand our supply network, we seek to grow relationships with suppliers and partners that have developed formal ESG policies and/or are building out their ESG programs.

Supplier diversity and inclusion

Our commitment to continually enhancing Unisys' culture of diversity and inclusion extends to our external supplier base. We welcome diverse suppliers because a diverse supplier base aligns with our values, and we recognize that working with them provides Unisys with unique capabilities and insights to help us retain our competitive advantage.

Potential participants in our Supplier Diversity Program should hold valid certifications, such as minority and/or woman owned business or valid registration as a small business through the Small Business Administration. Candidates must also be evaluated based on their industry expertise, insight and capability to serve a company of our size.

We are a proud and active member of the [National Minority Supplier Development Council \(NMSDC\)](#). This valued partnership provides us access to a broad network of certified minority-owned businesses and best practices as we continue to enhance and expand our supplier diversity program.

Supporting our communities

Just as we strive to propel people and organizations forward with robust solutions and innovative experiences, we are equally devoted to making our communities better places through the Unisys Cares program.

Partnering with non-profit organizations in locations where our associates and clients live and work around the globe, we help drive better outcomes and positive change. Our support for these non-profits' critical missions involves corporate giving and volunteerism. Through the latter, our associates' efforts directly impact their local communities.

Unisys Cares' focus areas include health and wellness, education, social equity and closing the digital divide. Some of the organizations we support are listed [here](#).



Community support in action: Unisys India

Our capacity to provide development opportunities for people in need inspired a wide range of philanthropic activities at Unisys India.

As the world recovered from the impact of COVID-19, Unisys Associate Giving Program volunteers contributed to non-government organizations (NGOs) through Give India to empower underprivileged members of society. Volunteers across India, U.S. and U.K. converted 69 book titles into audiobooks, ranging from stories for young readers to prescribed texts for the Indian public service examinations – downloaded more than 116,000 times in 16 countries.

Other Unisys Cares activities in India with NGO partners included installing rainwater harvesting at seven schools to provide community drinking water, training 300 visually impaired boys in sports and life skills through cricket and providing education and extracurricular support for children aged 8 to 15 in an orphanage.



GOVERNANCE

Success begins with strong governance.

It supports our ability to push boundaries and create breakthroughs. Achieving it demands strong and capable leadership, a culture of integrity and high ethical standards. This foundation enables our ambition and everything we do to support our associates, clients and community of stakeholders.

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Ethics and compliance	30
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Corporate governance

Our board of directors highly values strong corporate governance principles and firmly believes that such principles create long-term value for our stockholders. Tenets of the strong corporate governance practices adopted by Unisys include:

- Majority of independent directors
- 7 of 12 board members are female or belong to UREGs¹
- Regular board composition refreshment
- Year-round shareholder engagement
- Commitment to social responsibility and sustainability
- Annual board and committee self-evaluations
- Alignment between company performance and executive compensation

¹ Denise K. Fletcher retired on May 5, 2023, reducing the board composition to 11 members.

Board leadership

Under the leadership of Peter Altabef, our Chair and Chief Executive Officer, our board of directors provides governance and direction for the company as we progress along our ESG journey.

The 2022 board's composition illustrates our commitment to ESG – 11 of the 12 directors are independent, four are women and three belong to underrepresented ethnic groups. Membership in any of the four standing committees (Audit and Finance, Compensation and Human Resources, Nominating and Corporate Governance and Security and Risk) is limited solely to independent directors. Each committee's specific functions and responsibilities are set forth in its charter, available on the Unisys [website](#).

Together, Peter Altabef, our board and the leadership team set the tone for our governance and ESG programs.

Governance policies, procedures and guidelines

Our values, as reflected in our policies and procedures, some of which are listed below, help set the tone at the top and throughout our company:

[Business Partner Code of Business Conduct](#)

[Information Security and Data Policies and Procedures](#)

[Code of Ethics and Business Conduct](#)

[Privacy Statement](#)

[Guidelines on Significant Corporate Governance Issues](#)





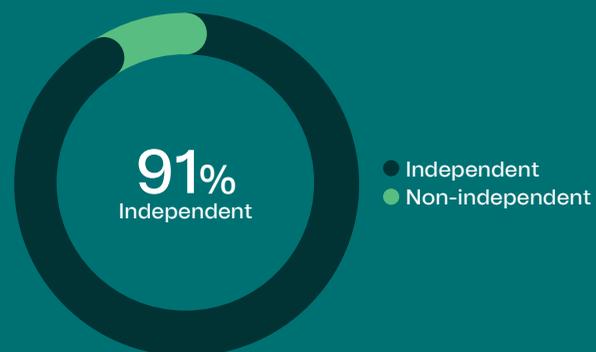
Unisys board of directors

(As of 12/31/22)

	 Peter A. Altabef (Chair of the board)	 Nathaniel A. Davis (Lead Independent Director)	 Matthew J. Desch	 Denise K. Fletcher ¹	 Philippe Germond	 Deborah Lee James	 John Kritzmacher	 Paul E. Martin	 Regina M. Paolillo ¹	 Troy K. Richardson	 Lee D. Roberts	 Roxanne Taylor
Gender	M	M	M	F	M	F	M	M	F	M	M	F
Underrepresented groups	N	Y	N	N	N	N	N	Y	N	Y	N	N
Director since	2015	2011	2019	2001	2016	2017	2022	2017	2018	2021	2011	2021
Director independence	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Audit and Finance Committee				Chair			Member	Member	Member	Member		
Compensation and Human Resources Committee			Member			Member					Chair	Member
Nominating and Corporate Governance Committee					Chair	Member					Member	Member
Security and Risk Committee				Member			Member	Chair	Member	Member		

¹ The board has determined these members to be audit committee financial experts as defined by the SEC.

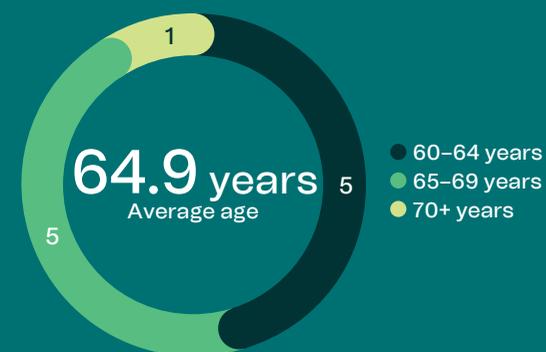
Independence



Tenure



Age



Diversity



This data reflects the 11 board members who continued service after May 2023, following Denise K. Fletcher's retirement.



Sound, robust corporate governance is foundational to our success, and the leadership provided by our talented, diverse board of directors sets the tone.

Claudius Sokenu, Senior Vice President, General Counsel, Corporate Secretary and Chief Administrative Officer, Unisys

ESG oversight and governance

Rigorous oversight, with clear lines of reporting and accountability, are essential foundations of our ESG commitment.

The board of directors, through its committees, oversees all aspects of our ESG program, as follows:

- On an annual basis, the board's Nominating and Corporate Governance Committee reviews management's report on the company's posture concerning ESG and CSR matters.
- The Audit and Finance Committee assists the board in overseeing our compliance with legal and regulatory requirements and the adequacy and effectiveness of the company's ethical and environmental compliance programs.
- The Compensation and Human Resources Committee reviews our human capital and people strategy as presented by the Chief Human Resources Officer.
- The Security and Risk Committee assists the board in its oversight responsibilities concerning the company's organization-wide security and enterprise risk management practices, including overseeing the practices, procedures and controls that management uses to identify, manage and mitigate risks related to cybersecurity and privacy.

Executive responsibility for ESG rests with Claudius Sokenu, our Senior Vice President, General Counsel, Corporate Secretary and Chief Administrative Officer. Those duties include periodically updating the board's Nominating and Governance Committee, while leading a cross-functional group coordinating the company's ESG activities and initiatives.

Stakeholder engagement

Each year, we make comprehensive efforts to proactively engage our shareholders to obtain important feedback and share updates on key corporate initiatives. With each Sustainability Report, we endeavor to increase our stakeholders' engagement with our ESG journey.

In addition to our Sustainability Report, we maintain a website documenting our progress towards our ESG goals and promote them across social media platforms. Most importantly, we seek to engage our associates in our ESG mission.

Ethics and compliance

“Integrity in all we do” is more than a tagline. At Unisys, our culture of integrity informs every decision, action and relationship. Making ethical decisions, being accountable for our conduct and honoring our commitments are how we build a winning culture, take clients to the next level, reward the trust of our stakeholders and build a sustainable enterprise.

Our [Ethics and Compliance Program](#) is the framework we rely on to uphold and enhance these commitments. In place since 1987, it operationalizes our culture of trust and integrity through policy development, associate and leader training and risk assessment and mitigation. The program’s key elements also undergo annual audits to ensure effectiveness.

Much of the program’s foundation is drawn from our company’s Code of Ethics and Business Conduct (the “Code”). The Code applies to everyone at Unisys. It sets out the principles and expectations that guide our business activity, in accordance with the laws of the countries in which we operate. The Code also offers a pathway to additional resources that enable leaders and associates to make sound, legally compliant and ethical decisions.

In a competitive marketplace, clients can be won or lost based on how a company does business. We consider our rigorous Ethics and Compliance Program, which guides how we conduct business with our clients and each other, as part of our competitive advantage. Through our Business Partner Code of Business Conduct, we set the expectation that our suppliers and business partners operate to the same standards to which we hold ourselves.

The Ethics and Compliance Program is designed to continually evolve to address the root cause of problems, minimize reoccurrence, further develop our controls and processes and remain current with legal regulations.



Our Code of Ethics and Business Conduct includes our approach towards:



Integrity and speaking up



DEI and a safe and respectful workplace



Anti-corruption, charitable contributions and government and political dealings



Anti-trust



Confidentiality, data privacy and information security



Conflict minerals and human rights



Trade controls, anti-money laundering and the environment



Accurate financial reporting, costs and time-keeping

Speak Up culture

No matter how strong our culture of trust and integrity is, it can only be maintained if associates speak up when they have concerns about potential violations of our Code or the law.

In 2022, we instituted our Speak Up policy, through which we provide a means for associates to report such concerns. This policy reinforces the importance of speaking up, details country-specific support for reporting channels, states our non-retaliation practices in connection with such reporting and explains the investigation process.

If associates observe, learn about or suspect violations of our Code, related policies or the law, we encourage them to say something. The [Unisys Compliance Helpline](#) is toll-free and available 24/7/365. Reports can be made in more than 100 languages or via online submission. Anonymous reporting is supported where permitted by law, and all Helpline reports are investigated directly with the oversight of our Ethics and Compliance Office. Additionally, Helpline activity, including reports, investigations and other related efforts of the Ethics and Compliance Office, are provided to the Audit Committee of the board.



Ethics and compliance training

Unisys' culture of integrity is supported by a mature awareness program. Every associate in the company is responsible for owning ethics and compliance. This obligation is reinforced by continuous communication and quarterly training.

We set policies and establish controls based on risk, then seek to ensure that our associates know how to access those rules through our robust mandatory training and communication program. Our goal is 100% completion of all mandatory ethics and compliance training, and we regularly exceed a 95% completion rate. Associates must obtain a minimum score of 80% to complete the training.

Training modules target subjects to specific associate populations based on geography, function and role in the organization. We communicate regularly with associates and leaders across internal channels to broaden awareness of training topics and provide additional learning aids. Mandatory quarterly training covers, but is not limited to, our Code and associated policies.

In 2022, we deployed targeted training to team leaders to guide them on inspiring ethical behavior, promoting a Speak Up culture among their teams and establishing best practices for responding to concerns raised by associates.



Fostering a culture of compliance isn't just about following rules. It means fostering integrity and accountability, while enabling our associates to do their best work.

Michelle E. Jones, Vice President, Deputy General Counsel, Global Head of Litigation & Chief Compliance Officer, Unisys

Data privacy and security

Agile technology that drives innovation is part of our company DNA. Our associates and clients expect our systems to perform, and they need to trust that their data will remain private and secure.

In the face of increasing cybersecurity threats and enhanced regulations, we seek to continually improve our tools and practices to meet these expectations without impeding the demands of today's global information exchange.

Data privacy

Our Chief Privacy Officer leads Unisys' Global Privacy Office (GPO) with a team of certified privacy professionals. The GPO has developed a framework of policies, procedures and other initiatives that are implemented across the globe to help ensure that we meet data privacy requirements.

In doing this work, the GPO is supported by a network of data protection officers, attorneys and functional, security and business privacy leads embedded across the company. They ensure our privacy program remains closely aligned with our business objectives and acts as a bridge between the GPO and their business units, allowing us to deploy function and business unit-specific approaches to data and privacy compliance.

To advance our knowledge and stay current with evolving global privacy regulations, Unisys is a member of the International Association of Privacy Professionals (IAPP), the largest global information privacy community and resource.

OneTrust privacy management software is used across Unisys to facilitate privacy impact assessments, record data processing activities and map data flows.

Our annual privacy training program is mandatory for all associates. It is tailored to specific business units and teams to focus on real-life application for different groups of associates.

Recent GPO work focused on the impact of Brexit and emerging privacy laws, including in Brazil, China and India. The team also implemented a program to address new requirements under the California Consumer Privacy Act (CCPA) as recently amended by the California Privacy Rights Act (CPRA).



We understand that privacy is critically important to our clients and associates. We also recognize its importance to society as digitization becomes widespread. Our role is to safeguard personal information. In doing that, we enable trust for all of our stakeholders.

Simon White, Vice President, Chief Privacy Officer, Unisys



Data security

The Corporate Security and Infrastructure Office (CSIO) provides guidance and direction for information security activities and controls at Unisys. It is responsible for establishing and maintaining corporate information security policies and embedding security.

Our baseline security standard is NIST 800-53, but we follow relevant regulatory guidance for countries in which we operate. Rather than separating physical security and cyber security, we look at the overall risk to information and take proactive steps to minimize that risk. Through automation and alerting with our tools and procedures, we are able to track data as it

moves through our systems and analyze it for the type of data and who's touching or transmitting it.

Providing training to our associates is a crucial part of ensuring security. But Unisys doesn't provide associates with a one-time security training and call it a day. We keep our workforce on its toes with ongoing, real-world learnings.

We are creative about helping our associates defend against would-be future attacks. A dedicated Unisys team customizes and sends test phishing emails to each business unit. If an associate takes the bait and clicks on a malicious link, they are immediately diverted to a security lesson.



Technology's power to help businesses excel and improve people's lives has never been greater. Our commitment to security makes it possible.

Lance Thatcher, Chief Security and Information Officer, Unisys

Beyond our firewall

Digital security isn't just an issue for companies. It is also a major societal concern. That's why beyond the CSIO's core focus, we are also active with many government advisory committees and leading non-profits on cybersecurity. Threats from bad actors can potentially put public institutions, national and international infrastructure, critical resources and economic stability at risk. Our participation as a technology leader in these initiatives benefit our internal and external stakeholders. Our affiliations in these efforts include:

- The Cybersecurity Tech Accord
- The National Cyber Security Moonshot, in conjunction with the Department of Homeland Security
- The Paris Call for Trust and Security in Cyberspace
- The President's National Secure Telecommunications Advisory Council





PERFORMANCE DATA AND DISCLOSURE INDEX

Learn more about our sustainability story.

The tables that follow encapsulate our key disclosures from the GRI Universal Standards and the SASB Professional Commercial Services and Software & IT Services standards.

IN THIS SECTION:

Environmental	35
Social	38
Governance	40





GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Environmental			
Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.	Refer to Item 1A – Risk Factors within the 2022 Form 10-K for material risks.	201-2	
Energy consumption within the organization.	The total fuel consumption, which includes No. 2 diesel fuel for emergency generator and natural gas for heating, in 2022 was 15,337,162 Megajoules (MJ). Total electricity consumption was 67,197,039 kWh and total energy consumption within the organization was 257,246,466 MJ.	302-1	TC-SI-130a.1
Energy intensity.	Our energy intensity ratio was 40.6 kWh/sq.ft. (equivalent to 3,530 kWh/employee or 36,089 kWh/\$ million of revenue). Types of energy included in the intensity ratio are electricity, No. 2 diesel fuel and natural gas. The energy intensity ratio is for energy that is consumed within the organization.	302-3	
Reduction of energy consumption.	From 2020 (baseline) to 2022, energy consumption has been reduced by 26%. This reduction reflects both fuel and electricity consumed in the organization. Types of energy included in the intensity ratio are electricity, No. 2 diesel fuel and natural gas.	302-4	
Water usage.	Water usage is primarily for sanitation purposes in the offices. Therefore, water is not a focused action given its materiality.	303-1	TC-SI-130a.2
Scope 1 emissions.	<p>Our total Scope 1 emissions was 809 metric tonnes of CO₂ equivalents (CO₂e).</p> <p>Emission factors: Sources of emission factors used were EPA eGrid, IEA Electricity Factors, Green-e Residual Factors (U.S. only) and AIB Residual Factors (Europe only).</p> <p>Rationale for the established base year used in calculations: After attaining our 2006 goal of 75% Scope 1 and Scope 2 GHG emissions reductions by 2026 – five years early – it was logical to then start a new baseline from that reported year, i.e., 2020. See CDP report for 2020 data.</p> <p>Consolidation approach for emissions: Operational Control.</p> <p>Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations.</p> <p>Gases included in calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, are used in all emissions calculations and reported as CO₂ equivalents (CO₂e).</p>	305-1	



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Environmental			
Scope 2 emissions.	<p>Our total Scope 2 emissions were 26,842 metric tonnes of CO₂e (location-based) and 26,917 metric tonnes of CO₂e (market-based). Emission factors: Sources of emission factors used were EPA eGrid, IEA Electricity Factors, Green-e Residual Factors (U.S. only) and AIB Residual Factors (Europe only).</p> <p>Rationale for the established base year used in calculations: After attaining our 2006 goal of 75% Scope 1 and Scope 2 GHG emissions reductions by 2026 – five years early – it was logical to then start (new baseline) from that reported year, i.e., 2020. See CDP report for 2020 data.</p> <p>Consolidation approach for emissions: Operational Control.</p> <p>Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations.</p> <p>Gases included in calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, are used in all emissions calculations and reported as CO₂ equivalents (CO₂e).</p>	305-2	
Scope 3 emissions.	<p>Scope 3 emissions associated with business travel were 6,421 metric tonnes of CO₂e equivalents.</p> <p>Unisys uses Concur to track flight mileage. Source of emission factors used were:</p> <ul style="list-style-type: none"> • EPA CO₂e rail factor of 0.113 kg CO₂e/mile; • EPA CO₂e car travel factor of 0.332 kg CO₂e/mile; • EPA air travel CO₂e factors of 0.207 kg CO₂e/mile for flights less than 300 miles; • 0.129 kg CO₂e for flights >300 miles and <2,300 miles; and • 0.163 kg CO₂e/mile for flights >2,300 miles. <p>Rationale for the established base year used in calculations: After attaining our 2006 goal of 75% Scope 1 and Scope 2 GHG emissions reductions by 2026 – five years early – it was logical to then start (new baseline) from that reported year, i.e., 2020. See CDP report for 2020 data.</p> <p>Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations.</p> <p>Gases included in calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, are used in all emissions calculations and reported as CO₂e.</p>	305-3	
GHG emissions intensity.	<p>Our Scope 1 and Scope 2 GHG emissions intensity ratio was 0.016 tonnes CO₂e/sq.ft. equivalent to 1.37 tonnes CO₂e/headcount or 14 tonnes CO₂e/\$ million of revenue.</p> <p>Gases included in calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, are used in all emissions calculations and report as CO₂e.</p>	305-4	



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Environmental			
GHG emissions reduction.	<p>From 2020 to 2022, the combined Scope 1 and Scope 2 GHG emissions have been reduced by 37%.</p> <p>Rationale for the established base year used in calculations: After attaining our 2006 goal of 75% Scope 1 and Scope 2 GHG emissions reductions by 2026 – five years early – it was logical to then start (new baseline) from that reported year, i.e., 2020. See CDP report for 2020 data.</p> <p>Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations.</p> <p>Gases included in calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, are used in all emissions calculations and report as CO₂e.</p>	305-5	
Waste-related impacts.	<p>The company does not generate large volumes of office-related waste or hazardous waste. With respect to the electronic waste, relationships have been established with qualified and approved third-party vendors to manage these materials.</p>	306-1	
Management of significant waste-related impacts.	<p>Only licensed or certified firms are used for waste disposal. Waste that is generated consists primarily of paper and packaging material that is disposed of by landlords. Where recycling opportunities are available, paper, cardboard, metal, plastics and glass are recycled. Electronic waste is managed by approved third-party vendors and in 2022, more than 200,000 pounds were sent to either be repurposed or recycled. With respect to hazardous waste, there was no hazardous waste generated by operations in 2022.</p>	306-2	
Negative environmental impacts in the supply chain.	<p>92 suppliers who are registered with EcoVadis have been assessed for environmental impacts and none were identified as having significant actual and potential negative environmental impacts. EcoVadis reports on changes to ESG assessments of the suppliers who are registered. The data provides information on whether or not there are concerns the company should be aware of.</p>	308-2	
Discussion of the integration of environmental considerations into strategic planning for data center needs.	<p>As part of the reduction in Scope 1 and Scope 2 GHG emissions, the company is migrating from on-premises to co-location data centers that provide improved energy efficiency as well as renewable power options.</p>		TC-SI-130a.3



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Social			
a. Total number and rate of new associate hires during the reporting period by gender. b. Total number and rate of voluntary associate turnover during the reporting period by gender.	Rate of new associate hires: Male: 64.0% (headcount: 2,802) Female: 35.2% (headcount: 1,562) Voluntary associate turnover: Male: 18.2% (headcount: 928) Female: 17.7% (headcount: 1,986)	401-1	
Occupational health and management system.	An occupational health and safety management system certified to ISO 45001 has been implemented in our Columbian operations due to client requirements. Operations do not typically engage in activities that could result in recordable work-related illnesses and injuries. For the operations in the U.S., the total recordable incident rate was 0.10 incidents per 100 associates and the total lost and restricted incident was 0.08 per 100 associates during 2022. Unisys otherwise has an Occupational Health and Safety Policy applicable to all Unisys facilities globally. For more information, refer to Employee Health and Safety .	403-1	
Employee training hours.	Unisys associates invested 293,013 hours – or 15.6 hours per associate – in training and skill development activities available through our learning portal, Percipio. Unisys does not break hours down between different associate types.	404-1	
Training and skills programs.	<p>The Unisys University vision is to “Enhance our associates’ lives through continuous learning”, and the mission is “to offer compelling and learner-centric learning opportunities that positively impact results.” Through our learning portal, Percipio, we have hundreds of learning assets available to our associates including courses, videos, books, audio books, virtual practice and challenge labs, skills benchmarks and bootcamp-style workshops that are instructor-led but virtual and accessible through our learning platform.</p> <p>In addition, we offer learning opportunities to our associates through our external learning request program, which provides an opportunity to go outside of Unisys for training and/or certifications that are not available internally; MOOC’s & MicroMasters programs, which provide our associates with an opportunity to participate in graduate-level courses/programs from prestigious colleges/universities around the world; and our Ardor Learning program, which helps learners acquire new language skills (English and other languages). Our Tuition Reimbursement program, which is partially funded by Unisys, provides associates with an opportunity to complete college courses that will enhance their skills for their current role or build skills for a future role at Unisys. Finally, our Global New Hire Onboarding Program provides an introduction to Unisys and the Unisys solutions and the learning and development opportunities available to associates at Unisys as well as many other developmental and career growth opportunities that are available to our associates.</p> <p>Around the world we provide severance pay based on country-specific policies for those who are terminated. These policies differ by country and are driven by local legislation and local market practice. For termination in many countries, the company provides career counseling or training support.</p>	404-2	
Employee performance reviews.	Of the associates participating in the Performance Review process, 89.15% of females and 90.29% of males received a performance review. New hires on/after September 1, 2022, associates on extended leave and in-progress merger/acquisition associates are not included.	404-3	



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Social			
Employee diversity.	<p>Gender (global): Male: 66.8% Female: 33.1%</p> <p>Ethnicity (U.S.): UREG: 30.7% (Asian: 11.2%, Black or African American: 10.4%, Hispanic or Latino: 5.8%, Two or more races: 2.4%, American Indian or Alaska Native: 0.5%, Native Hawaiian or Other Pacific Islander: 0.4%) People with disabilities (global): 8.9% Military veterans status (global): 8.2%</p>	405-1	
Operations and suppliers at significant risk for incidents of child labor.	For our approach to operations and suppliers that are considered to have significant risk for incidents of child labor and young workers exposed to hazardous work, refer to Human Rights and Modern Slavery Statement . We do not engage in business with suppliers in high-risk countries based on recurring supplier spend report. Contractual and PO terms and conditions include language requiring suppliers' compliance with the Unisys Code of Ethics and Business Conduct and the Unisys Business Partner Code of Business Conduct.	408-1	
Operations and suppliers at significant risk for incidents of forced or compulsory labor.	Refer to Human Rights and Modern Slavery Statement .	409-1	
Employee training on human rights policies or procedures.	Refer to Human Rights and Modern Slavery Statement .	412-2	
Number of suppliers assessed for social impacts.	92 suppliers have been assessed for social impacts in EcoVadis.	414-2	
Employee engagement.	At Unisys we measure engagement on a point scale, and based on our latest engagement survey, 75% of our associates are engaged.		TC-SI-330a.2 SV-PS-330a.3
Representation within the company and in management positions.	<p>Female representation (global): 33.1%</p> <p>Female representation Sr. Manager & above (global): 24.5%</p> <p>Underrepresented groups (U.S.): 30.7%</p> <p>Underrepresented groups Sr. Manager & above (U.S.): 20.4%</p>		TC-SI-330a.3



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Governance			
Operations assessed for risks related to corruption.	100% of Unisys operations were assessed for risks related to corruption. For more information, refer to Ethics and Compliance .	205-1	
Communication and training about anti-corruption policies and procedures.	<p>Governance body members: Unisys anti-corruption policies and procedures have been communicated to 12 (100%) members of the board of directors. One (1), or 8%, member of the board is located in Europe, the Middle East and Africa (EMEA); all others (11) or 92% are located in the U.S. and Canada (US&C).</p> <p>Unisys associates: Unisys anti-corruption policies and procedures have been communicated, and anti-corruption training has been provided to 15,882 associates at all levels of the organization. By region: Asia-Pacific (APAC) 50%; Europe, Middle East and Africa (EMEA) 16%; Latin America (LATAM) 15%; and United States and Canada (US&C) 18%.</p> <p>Business partners: Unisys anti-corruption policies and procedures have been communicated to 100% of Unisys business partners worldwide. The Unisys Code of Ethics and Business Conduct and the Business Partner Code of Business Conduct are posted on the Unisys.com site and available to all external parties. Unisys suppliers agree to compliance with our Code of Ethics and Business Conduct and Business Partner Code of Business Conduct as a condition of their contract to provides goods/services to Unisys. The total number of suppliers is 3,849, broken down by region as follows: APAC: 933; EMEA: 1,364; LATAM: 627; US&C: 1,012. Please note that some suppliers provide goods/services across multiple regions.</p>	205-2	
Public legal cases regarding corruption brought against the organization or its associates.	There were no public legal cases regarding corruption brought against Unisys or its associates.	205-3	
Number of legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	There were no legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	206-1	
Political contributions.	Refer to Political Contributions for information on political contributions.	415-1	
Description of policies and practices related to behavioral advertising and user privacy.	Refer to Privacy Statement for information on policies and practices related to behavioral advertising and user privacy.		TC-SI-220a.1
Total amount of monetary losses as a result of legal proceedings associated with user privacy.	Unisys did not experience any monetary or material losses as a result of legal proceedings associated with user privacy in the last 12 months.		TC-SI-220a.3
Description of business continuity risks related to disruptions of operations.	Risk of operational disruption addressed in part within the 2022 Form 10-K Part 1A. Risk Factors.		TC-SE-550a.2



GRI and SASB content index

TOPIC	DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Governance			
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	Unisys did not experience any monetary losses as a result of legal proceedings associated with anti-competitive behavior in the 2022 reporting period.		TC-SI-520a.1
Description of approach to ensuring professional integrity.	The Unisys Code of Ethics and Business Conduct (“Code”) sets the standards for the associates to follow. It requires associates to conduct themselves and the business at the highest ethical standards and with integrity. Each year, all associates receive the Code, for which they are required to acknowledge that they have reviewed and are in compliance. Unisys supports a commitment to business integrity with mandatory training for all associates on a wide range of topics including but not limited to conflict of interest, anti-bribery, harassment and discrimination and data privacy. For more information, refer to Ethics and Compliance .		SV-PS-510a.1



Important information

This report contains forward-looking statements that are based on management's assumptions, estimates, and expectations at the time the statements were posted. Forward-looking statements include, but are not limited to, any statements, express or implied, of belief or expectation or aspirational statements concerning our expectations regarding our ESG commitments, targets, goals, initiatives, strategies, and efforts and their impact on our business, future financial results, clients, associates and communities. These statements are typically accompanied by the words "aim", "hope", "plan", "estimate", "project", "intend", "expect", "believe", "target", "anticipate" and similar expressions. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended. All forward-looking statements rely on assumptions and are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Risks and uncertainties that could affect our future results include, but are not limited to, the following: our ability to attract and retain experienced personnel in key positions; our ability to effectively anticipate and respond to rapid technological innovation in our industry; the business and financial risk in implementing acquisitions or dispositions; unauthorized access, disclosure, misappropriation or compromise of confidential information or other data in our information technology systems, networks and facilities, or those of third parties with whom we share our data; the risks of doing business internationally when a significant portion of our revenue is derived from international operations; our inability to identify suitable suppliers and/or partners and negotiate acceptable terms; the actual amount the company spends with suppliers and on ESG initiatives while implementing operating expense control initiatives; an inability to build partnerships and execute programs with other companies and of our partners to meet their obligations to the company; changes in developing standards and certifications; the

cost and availability of renewable energy and energy prices generally, carbon removal and carbon offset projects, and green buildings; supply chain and market disruption; changes in the regulatory environment; the adverse effects of global economic conditions, acts of war, terrorism, natural disasters or the widespread outbreak of infectious diseases; a reduction in our credit rating; significant disruptions in our IT systems; and a failure to meet standards or expectations with respect to our environmental, social and governance practices. Additional discussion of factors that could affect our future results is contained in our periodic filings with the Securities and Exchange Commission, including our Forms 10-K, 10-Q and any 8-Ks. Existing and prospective investors are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date on which they are made. We assume no obligation to update any forward-looking statements whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law. While included under the definition of forward-looking statements, for the avoidance of doubt, any specific guidance or color that we may provide from time to time regarding our expected future financial performance is effective only on the date given. Data in this report reflects estimates using methodologies and assumptions, which may change in the future as a result of new information or subsequent developments. Certain information contained herein has been obtained from third parties, and in certain cases has not been updated through the date hereof. While these third-party sources are believed to be reliable, the Company makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor.

Statements regarding the company's future direction and intent are subject to change or withdrawal without notice and represent goals and objectives only.

Certain information contained herein relating to any goals, targets, intentions or expectations, including with respect to our Net Zero Goal and other climate-related targets and goals and related timelines, is subject to change, and no assurance can be given that such goals, targets, intentions or expectations will be met. For purposes of this report, we define "net zero" as the state achieved when our anthropogenic Scope 1 and Scope 2 GHG emissions to the atmosphere are balanced by anthropogenic removals. Our definition of net zero and our Net Zero Goal are limited to our Scope 1 and Scope 2 GHG emissions sources and do not encompass Scope 3 GHG emissions. Our Net Zero Goal is not validated in connection with the Science Based Targets initiative's Corporate Net-Zero Standard or classified as a "net zero" target by the Science Based Targets initiative.

Further, there can be no assurance that our ESG policies and procedures as described in this report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our ESG initiatives, policies and procedures based on cost, timing or other considerations.



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