unisys

Creating Tomorrow.
Advancing Together.

Contents

A letter from the CEO

We published our first corporate environmental stewardship report in 1994 to underscore our even then long-held belief in sustainability. Today, 30 years later, Environmental, Social and Governance (ESG) practices are a core component of our corporate identity and are fundamental to serving our stakeholders, unlocking new opportunities for our organization, and positively impacting the communities where we operate.

In this, our Unisys 2023 Sustainability Report, we are providing updates on how we measure up against some of the most critical standards that independent ESG regulators evaluate.

From an environmental standpoint, as a global company supporting clients in more than 120 countries, Unisys is committed to optimizing our operational footprint, which in turn allows us to be more responsible energy consumers.

Socially, we think of how we accelerate the innovation of industry-leading products and services for our clients, and how we support our greatest asset – our people – through advanced professional development and an inclusive workplace that empowers them to create breakthroughs.

When we consider governance practices, Unisys continues to make advances to meet and exceed standards for disclosure, sustainability performance, and risk mitigation.

This year, you will also find even more information as we highlight significant strides and report on a broader set of ESG-related topics. These 2023 additions include the following:

- By right-sizing our real estate footprint across the globe, among other initiatives, we have achieved an energy consumption reduction of 47% over the course of the last five years.

- Our business continuity management practices support resiliency in responding to disruptive events and protect the support and delivery of products and services to clients.

- Workplace mobility and transparent paths to workforce advancement help support talent recruitment and retention efforts, making Unisys an employer of choice in this highly competitive labor market.

- We have strengthened our commitment to ethical and responsible AI use, building upon a solid foundation of privacy, security, and data protection policies.

Our work to create a better tomorrow through sustainability initiatives is an ongoing process that requires commitment and transparency. I extend my appreciation to all of our Unisys employees who help us achieve meaningful progress on our path to a sustainable future.

Peter Altabef

Peter Altabef
Chair and Chief Executive Officer

About this report

Within this report, we present the progress and milestones achieved in our ongoing commitment to sustainability. Our efforts this past year reflect the importance of integrating ESG values into our business operations. We believe that our ESG journey is a collaborative one, involving our valued stakeholders throughout the process. As such, we extend an invitation for engagement and partnership with our stakeholders in shaping a sustainable and responsible path forward as we identify company- and industry-specific ESG opportunities and risks.

This report builds on and immediately follows our 2022 Sustainability Report and focuses on the policies, performance and activities of our organization and the interests of our stakeholders. In addition, this report reflects our commitment to the United Nations Global Compact, and responds to key disclosures aligned with Global Reporting Initiative (GRI) Universal Standards and the Sustainability Accounting Standards Board (SASB) Professional Commercial Services and Software & IT Services standards, which have been addressed throughout the report and referenced in the Appendix starting on page 46.

The data presented in this report is for the 2023 calendar year, with supporting narratives on key updates for 2024. All reported currencies are in U.S. dollars unless otherwise stated. We engaged the ISOS Group, an independent third-party provider to conduct assurance on select environmental metrics. The selected metrics include Unisys Corporation's (Unisys, we, our or the company) 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. U.S. Securities and Exchange Commission (SEC) filings and other regulatory information can be found on our website.

Questions about this report or topics related to our ESG program can be found on our website.

About our business

Unisys is a global information technology solutions company that powers breakthroughs for the world's leading organizations. Our clients rely on us to help solve many of their toughest business and technology challenges in highly complex and regulated environments. We partner with clients to transform the mission-critical systems that support their daily operations in a rapidly evolving digital age. We believe that agile technology can inspire breakthroughs that propel organizations into the future every day. No matter the industry, we work together with clients around the world to drive innovation through digital workplace, cloud and enterprise computing. From our origins dating back to 1873 through the formation of Unisys in 1986, we have built a legacy of innovation and reputation of trust.

Our organizational structure aligns with our clients' evolving needs, reflected in three reportable segments:
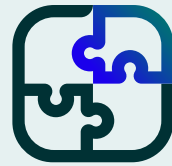
Digital Workplace Solutions (DWS) help clients shape the future of their workplace – in-office, remote, or hybrid – to help employees be more efficient and productive, which improves retention, collaboration and company performance. We advise and execute the deployment, integration and management of enterprise technologies, applications and data-driven management to orchestrate a seamless workplace experience.

Cloud Applications & Infrastructure Solutions (CA&I) accelerate digital transformation in the critical areas of cloud migration and management, as well as application and infrastructure transformation and modernization. Our solutions accelerate multi-cloud adoption and help our clients leverage the flexibility and efficiency of the cloud to deliver business growth. Our in-house developers also design and build customized enterprise applications that address our clients' needs with long-term support to manage and evolve applications over time. Our CA&I offerings also incorporate targeted cybersecurity solutions, as well as services to ensure that environments are protected against threats, whether developed by Unisys or through strategic partnerships.

Enterprise Computing Solutions (ECS) deliver proprietary and hybrid compute capabilities in the cloud and on-premises. We extend value through services to operate and manage these environments and the application workloads that run on them. We use industry expertise to create data-intensive, artificial intelligence (AI)-enabled solutions to provide next-level business outcomes in financial services, travel and transportation, telecommunications and other industries.

Global footprint

As a global company servicing clients in more than 120 countries, we strive to ensure we are a trusted partner to help lead their organizations into the future.
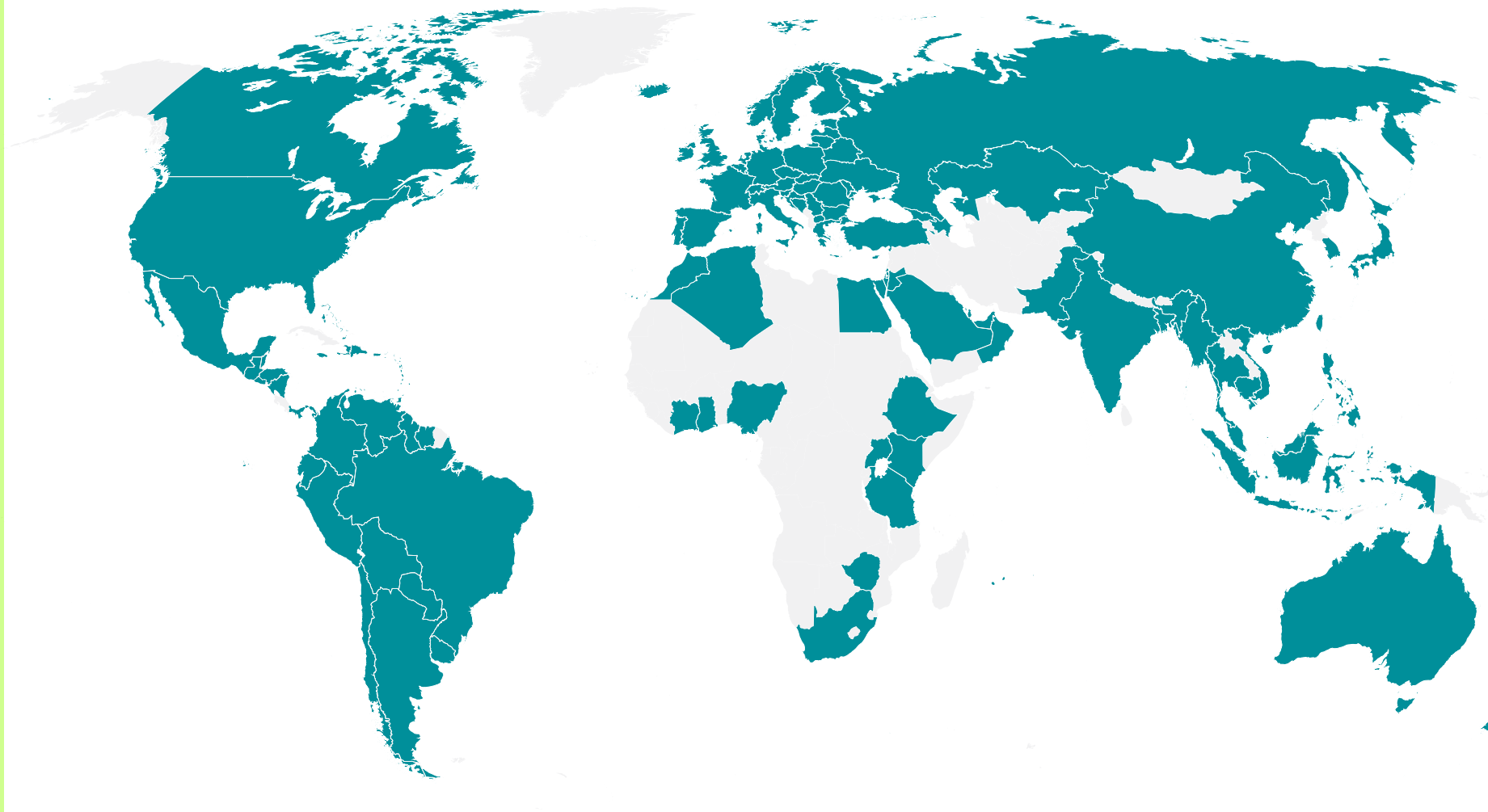
150+
Years of innovation

+95%
Client renewal rate
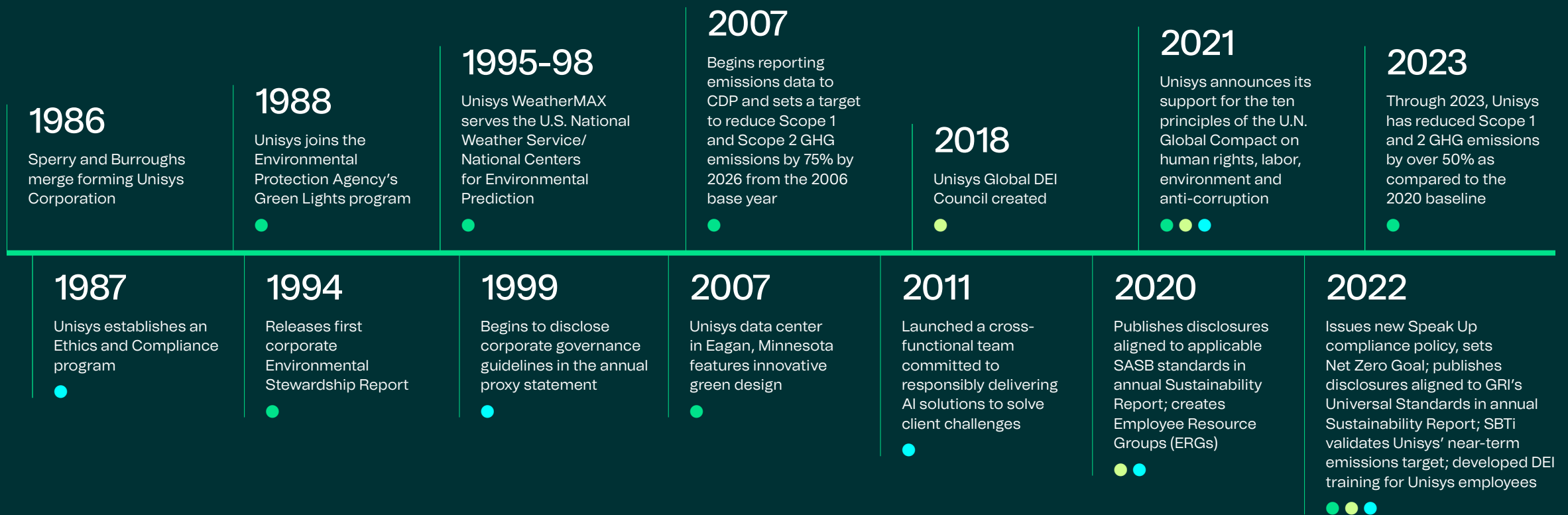
800+
Global clients

$2.02B
2023 Revenue

All data as of December 31, 2023.

ESG journey

The integration of ESG into business strategy and disclosure is a core priority for our company. Our ESG evolution highlights our continued commitment to this practice and how we support our clients' business challenges.

● Environmental ● Social ● Governance

1986
Sperry and Burroughs merge forming Unisys Corporation

1988
Unisys joins the Environmental Protection Agency's Green Lights program

1995-98
Unisys WeatherMAX serves the U.S. National Weather Service/ National Centers for Environmental Prediction

2007
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

2018
Unisys Global DEI Council created

2021
Unisys announces its support for the ten principles of the U.N. Global Compact on human rights, labor, environment and anti-corruption

2023
Through 2023, Unisys has reduced Scope 1 and 2 GHG emissions by over 50% as compared to the 2020 baseline

1987
Unisys establishes an Ethics and Compliance program

1994
Releases first corporate Environmental Stewardship Report

1999
Begins to disclose corporate governance guidelines in the annual proxy statement

2007
Unisys data center in Eagan, Minnesota features innovative green design

2011
Launched a cross-functional team committed to responsibly delivering AI solutions to solve client challenges

2020
Publishes disclosures aligned to applicable SASB standards in annual Sustainability Report; creates Employee Resource Groups (ERGs)

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 emissions target; developed DEI training for Unisys employees

2023 ESG highlights

ENVIRONMENT

B

We received a "B" rating for our climate-related disclosures from CDP, surpassing the average rating of "C" for the IT and software industry.

Maintain net zero goal

On target to achieve our net zero goal by 2030 through reducing our Scope 1 and Scope 2 emissions.

0

Citations for violations of environmental, health and safety regulations for more than ten years.

300,000+ lbs

End-of-life electronics collected by Unisys in 2023 and processed through recycling partners and third-party facilities.

730

Tonnes of carbon reduced by our employees by selecting environmentally friendly travel options when conducting business travel (e.g., travel by train rather than airplane for some trips).

5,168

Tonnes of carbon eliminated by right-sizing our real estate footprint.

0

Global hazardous waste from operations for more than three years.

SOCIAL

48% | 53%

Percentages of women in leadership positions globally and in the United States, respectively.

71%

Proportion of employees whose responses in our annual engagement survey indicate they are "fully engaged."

338,650+

Total employee training hours completed in Unisys University.

GOVERNANCE

Prime

Our rating reflects how we achieve ISS' industry-specific performance expectations to be an ESG leader and manage critical ESG risks to influence sustainable development.

A

Our MSCI rating for how we manage our most significant ESG risks and opportunities relative to industry peers.

Gold

Our European entity, Unisys Europe Limited, maintained its Gold rating from EcoVadis, a leading provider of business sustainability ratings, placing us in the top 5% (95th percentile) of all companies across all industries ranked.

100

Languages in which the 24/7/365 Unisys Compliance Helpline accepts reports.

3/11

of our board of directors belong to underrepresented ethnic groups.

3/11

of our board of directors are women.

ESG ratings

Independent, external analysis and examination of our ESG practices is key to improvement. We welcome recognized leaders in environmental disclosure, sustainability performance and business risk assessment to evaluate our ESG practices and programs as we continue to pursue ESG excellence. In 2023, 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

The Unisys Europe Limited entity (as a supplier to customers), maintained its **"Gold"** rating by EcoVadis, representing the top 5% (95th percentile) of all companies in all industries that meet stringent criteria in environment, ethics, labor and human rights and sustainable procurement.

ISS

Unisys continues its **"Prime"** rating from Institutional Shareholder Services (ISS), a preeminent North American proxy advisory service and ESG rating institution, for its acute ability to achieve ISS' industry-specific performance expectations to be an ESG leader and manage critical ESG risks to influence sustainable development.

MSCI

Our efforts to achieve excellence in our ESG performance continue to earn us an **"A"** rating from MSCI, which provides data about long-term business risks to the global investment community.
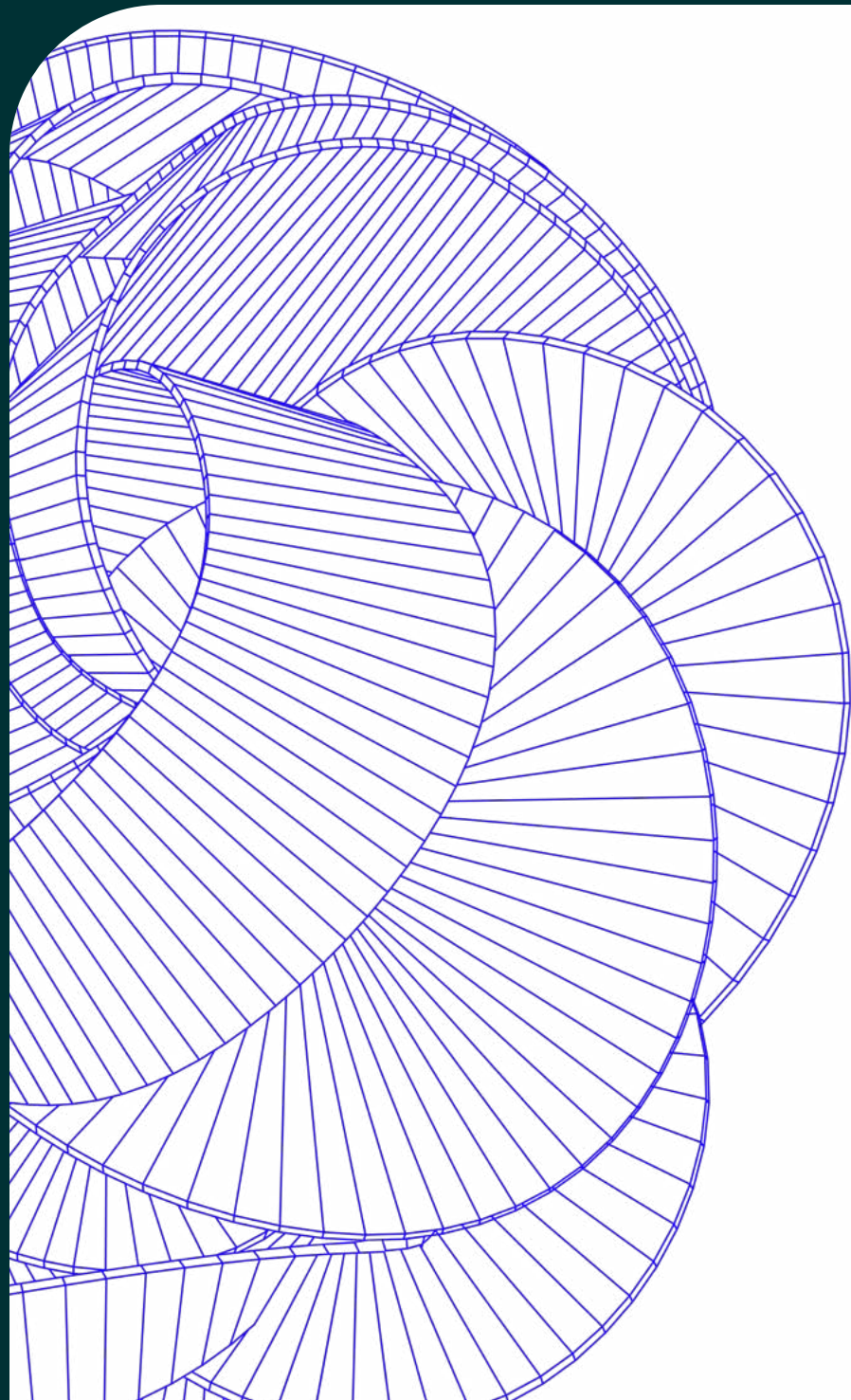
DEI awards

During 2023, we were gratified to be recognized by both global and national non-profit organizations, analysts, advocacy groups and publications for our commitment to making our company more inclusive and diverse.

Our employees are the heart and soul of our organization. By enabling a diverse, equitable and inclusive workforce, we empower decision-making and innovation, build competitive advantages and further our long-term success. These honors result from our employees' passion and constant efforts to build and sustain a work environment reflective of our core DEI values.

Forbes 2023 Best Employers for Diversity, Ranked 161st out of 500

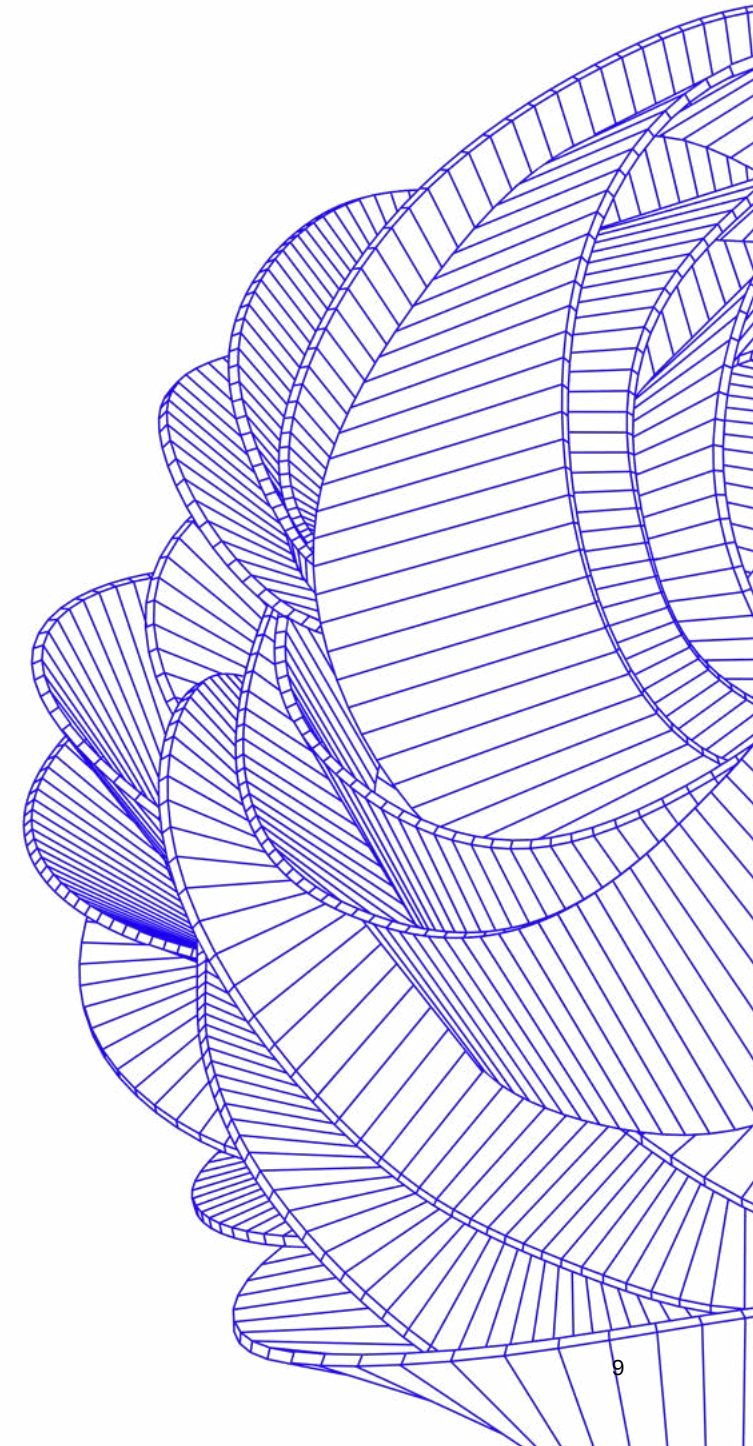**Forbes 2023 Best Employers for Women, Ranked 63rd out of 400**

Divhersity Award for innovative policies, India

Disability Equality Index, Best Place to Work for Disability

Inclusion Top 50 "Noteworthy" by Diversity Inc. 2023[1]

*Please see our website for a complete list of 2023 DEI recognitions.

ENVIRONMENT

Resource stewardship – one of our most important roles

We recognize our environmental impact and believe that using resources efficiently and minimizing waste is essential for maintaining clean air, water and land. We are committed to implementing environmentally sustainable practices in our operations so that we can be a good steward with our resources. Additionally, we are encouraging and assisting our employees, partners, clients and communities in their efforts to address environmental opportunities and challenges.

"

Climate change is a global challenge that faces our society and businesses. Unisys and its predecessor companies' commitment to energy and resource conservation dates back to the early 1980s."

Kevin Krueger
Director of Global Environment, Health, Safety and Security

Climate change and carbon emissions

Global climate change, as one of the defining issues of our time, requires collective action by us and our stakeholders to mitigate the risks.

We believe it is our responsibility to understand and actively address how climate-related drivers will affect our business and our clients.

In 2006, we set a target to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by 75% by 2026. We accomplished this goal in 2021 – demonstrating our commitment by setting ambitious goals and taking action to shrink our carbon footprint.

Because we accomplished our previous goal, in 2022 we set a new target to achieve net zero GHG emissions for Scope 1 and 2 sources by 2030 as compared to our baseline year of 2020 (the Net Zero Goal).[1] This target received validation from SBTi in March 2023.[2] We see SBTi validation as an important stamp of independent assurance that this near-term target is credible, anchored in sound science, and aligned with the Paris Climate Agreement's goal of limiting global temperature increase to 1.5°C.

[1] For purposes of this 2023 Sustainability Report, we define "net zero" as the state achieved when our anthropogenic Scope 1 and 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 2 GHG emissions sources. 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. Carbon offsets may be used here in addition to standard emissions reductions to obtain net zero emissions by 2030.

[2] SBTi deemed this target to conform 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.

Net zero by 2030

Our journey to net zero is specific to Scope 1 and Scope 2 GHG emissions. Through 2023 we have already reduced our aggregated Scope 1 and Scope 2 GHG emissions by over 50% as compared to our baseline year.[1]

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

[1]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.

Carbon Footprint Scope 1 & 2

Metric Tonnes of Carbon Equivilents
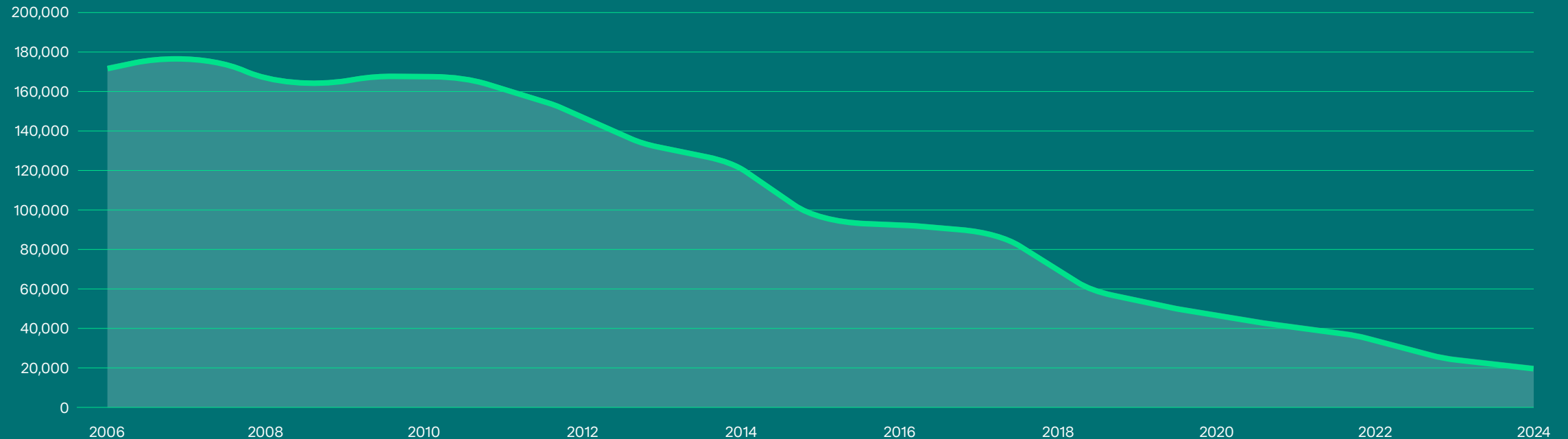
Reducing emissions

Developed to efficiently reduce our carbon footprint, these four initiatives help us achieve our energy reduction target and increase our energy efficiency.

01

Right-sized our real estate footprint

During 2023, we right-sized these facilities and reduced our carbon footprint.

Augusta, Georgia - We reduced our energy consumption by 500,000 kWh and reduced Scope 2 GHG emissions by 170 metric tonnes.

Auckland, New Zealand - We reduced energy consumption by 2,500,000 kWh and over 300 metric tonnes of Scope 2 GHG emissions.

Eagan, Minnesota - We reduced our carbon footprint by 4,000,000 kWh and Scope 2 GHG emissions of over 2,000 metric tonnes.

Sydney, Australia – We reduced electricity consumption by approximately 1,700,00 kWh and Scope 2 GHG emissions by approximately 1,300 metric tonnes.

Salt Lake City, Utah – We right-sized our operational footprint by approximately 60,000 square feet, and we reduced the associated Scope 2 GHG emissions by over 200 metric tonnes.

56%
of emissions reduction in 5 years

02

Reducing corporate air and vehicle travel

GHG emissions per headcount in 2023 have been reduced by approximately 14% as compared to 2019.

03

Increasing energy efficiency

Since 2019, our power consumption has been reduced globally by over 47%. In 2023, dedicated physical servers were migrated to virtual servers, which were used to run physical access control for over 50 sites worldwide. This change reduced energy consumption by a total of 15,000 kWh.

04

Procuring renewable power

Salt Lake City, Utah - Renewable energy procurement resulted in a reduction of approximately 4,000,000 kWh and over 1,400 metric tonnes of Scope 2 GHG emissions.

Hyderabad, India - We procured renewable power that reduced Scope 2 GHG emissions by over 200 metric tonnes.

Energy management

For us, energy efficiency means more than just short-term successes. We are focused on reducing our overall energy consumption to achieve maximum energy efficiency over the long term.

From 2019 to 2023, we reduced our annual energy use by 47% as our efforts continued to build upon themselves. For example, in 2023, our efficiency efforts to optimize our real estate footprint included migrating to more efficient facilities at two data centers in New Zealand and one in the United States for additional cost and energy savings.

2019	2020	2021	2022	2023
107,660	91,906	67,744	67,197	56,777
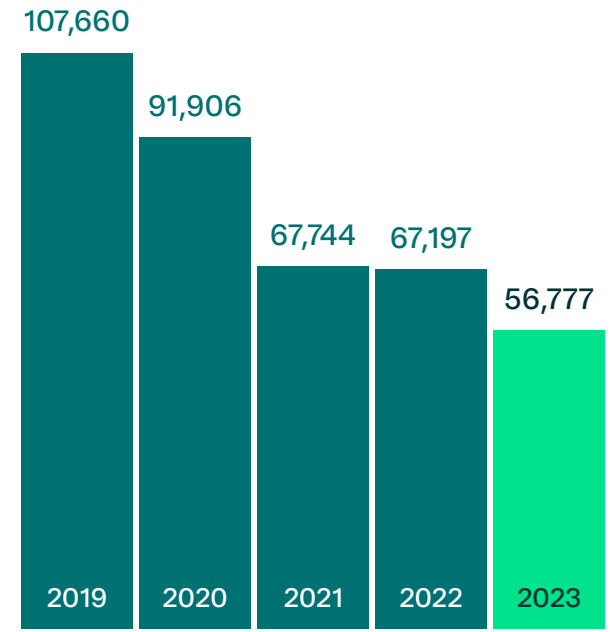
↓ **47%**

Reduced energy consumption from 2019 to 2023

(in megawatts)

Environmental management

We are investing in and developing innovative recycling and waste solutions that help fuel the continuous reuse of materials. By keeping more material in a circular economy, we recover untapped value from materials otherwise destined for disposal.

We mandate that all electronic equipment we deploy in the provision of services (including those sourced from other vendors) comply 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.

Transforming our internal economy into a more circular one where waste is seen as a resource will require the collaboration of all stakeholders. We support this ecosystem by recovering materials for reuse from our clients and communities through end-of-life (EOL) recycling.

Minimizing waste from the third-party products we use by actively focusing on areas within our control, such as design and EOL recoverability and recycling, is a key sustainability goal.

Since 1997, our EOL product disposition program has been well ahead of EU legislation. For example, our EOL management program was put in place before the Waste from Electrical and Electronic Equipment (WEEE) Directive was enacted in 2003. Unisys consistently interacts with its clients to recycle or remarket EOL products to avoid landfill waste.

Over the years we have recovered 45.8 million pounds of obsolete products internally, as well as a large percentage of products from clients globally and processed them through recycling partners and third-party facilities. Since 2018, we have refurbished over 65,000 assets (laptops, computers, servers, telephones, monitors, IT racking equipment and certain plastics) for reuse, more than 78,000 assets have been recycled for material recovery, and close to 19,000 tonnes of CO2 emissions have been avoided.

In 2023, more than 300,000 pounds of EOL electronics were collected as a part of this program, designed to incorporate applicable compliance obligations, including with the WEEE Directive.

65,247
Assets refurbished for reuse

78,421
Assets recycled for material recovery

18,883
Total tonnes of CO_2e emissions avoided

314,723
Tree seedlings grown for 10 years

SOCIAL

Invest in people and exceed expectations

We have heard it before – people are the heart and soul of an organization. We just don't say these words, we live these words. We believe effectively managing and investing in our global workforce is critical to our long-term success. We work hard to create a positive, supportive, collaborative workplace where all employees are encouraged to thrive and innovate. We strive to foster a dynamic and inclusive culture designed to attract and retain talent, provide opportunities for employees to apply their skills and experiences, and provide an environment where employees can learn new skills that ultimately strengthen and support our communities and the world.

Culture

We champion our employees in every phase of their career by promoting and supporting the diversity of thought, unfailing engagement and creativity in imagining "what if."

Attracting, recruiting, developing and retaining diverse talent is crucial to delivering new services and solutions while advancing our mission to help clients and suppliers succeed and thrive in a continually changing global economy. Actively engaging employees at every phase of their career — from recruitment to offboarding — is a mainstay of our culture. Through frequent engagement, a robust talent management strategy, a strong focus on total wellbeing and an ongoing commitment to a diverse and inclusive environment, our employees quickly realize that Unisys is invested in their success and wellbeing.

From collaboration and accountability to taking ownership, our employees are stepping forward and driving organizational change. Building on our brand purpose to "relentlessly reimagine the status quo to propel people and organizations forward," we formalized the Unisys Brand & Winning Culture Network in 2023 by establishing a steering committee of 24 cross-functional leaders to act as critical advisors. The committee serves as a catalyst, providing inspiration, guidance, leadership and input to employee activities. By strengthening internal alignment with company priorities and driving strategic engagement across the organization from the bottom up, our Winning Culture fosters an employee experience that supports and embodies who we are and who we represent to our clients, suppliers and community.

Human rights and modern slavery

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

Our commitments strengthen our position 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 annually by the Unisys Board of Directors.

As a global employer, we ensure fair labor practices and employment activities. Conducting business ethically and sustainably for our stakeholders, including employees, clients, partners and suppliers is the right thing to do. We expect our business partners to do the same, as outlined in our Business Partner Code of Business Conduct.

In keeping with these commitments, it is the goal at Unisys to not engage in, permit, condone or otherwise accept the use of child labor or any form of slavery and human trafficking by our employees, business partners, agents or other entities with which we to 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.

Social policies, procedures and guidelines

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 Unisys on Social Issues
- Human Rights and Modern Slavery Statement

Employee engagement

To better understand employee satisfaction and organizational culture, we survey our employees yearly to gather critical feedback. These surveys offer a transparent lens into the perceptions of our employees. The results provide essential feedback that helps us continually improve our workplace environment.

Already recognized among the world's best workplaces, we constantly strive to improve. With the feedback derived from our annual employee survey, we can foster a thriving, inclusive and supportive workplace culture that is intrinsically linked to our business, together with our ability to promote personal and career development and satisfaction.

In 2023, 80% of our employees participated in our annual engagement survey, which was again conducted in partnership with Glint, a leading employee engagement platform.

According to the survey, 71% of participating employees indicated they "are engaged," with 80% of responding employees indicating they "feel comfortable being themselves at work." Continuing the themes established in 2022, employees again noted collaboration, client focus, inclusion, corporate citizenship and accountability as workplace culture strengths. One critical takeaway this year was the belief that meaningful action would be taken as a result of the survey – employees know they have a voice and that we listen.

Diversity, equity and inclusion

Our differences are our strengths. With diverse perspectives, backgrounds and experiences, we are committed to creating a Winning Culture where everyone belongs and has equal opportunities for success. It fosters innovation and growth and is essential to our ability to provide expectational service to our clients and within our communities.

In 2023, our sustained commitment to inclusion drove meaningful steps to enrich a workforce and culture that we believe reflects the communities where we work, live and serve. Our diversity, equity and inclusion (DEI) initiatives continue to be 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 employee belongs – our "Winning Culture"

Community – Supporting our employees as they advocate for issues that matter to them and their communities

Market – Leveraging DEI in our business practices

We continued to enhance our existing inclusion efforts in 2023 with the introduction of three new initiatives:

- Retention of women and underrepresented groups in the U.S.

- DEI business unit reviews – we partnered with senior leaders to create opportunities for improvement

- DEI awareness events – education and awareness activities through employee events

Diversity representation metrics, external awards and employee engagement and perception survey results measure our DEI success. Incorporating inclusion-focused questions in our annual employee engagement survey allows us to understand employee sentiment and experiences better.

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 2,500 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

Established by UN Women and the UN Global Compact Office

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, such as global metrics monitoring female representation at every level within the organization and retention planning. Unisys looks forward to fulfilling our commitment.

Diversity representation

Our global workforce is the foundation of our unique corporate culture and helps attract the world's best talent to shape the future of our company. Understanding employee needs, values and potential and incorporating them into our decision-making creates an inclusive and Winning Culture. We respect diversity, which in turn creates a workplace that prioritizes employee health, happiness and inclusivity and offers ample opportunities for career growth. Unisys' focus on an inclusive culture includes increasing the representation of women globally and underrepresented ethnic groups in the United States.

Our DEI practices throughout the company are central to building a resilient organization. By thinking ahead and equipping our employees with the future skills, training and leadership qualities necessary for personal and career growth, we foster their long-term success and our own.

Workforce Metrics

Underrepresented Ethnic Groups (UREGs)[1]	2020	2021	2022	2023
U.S. employees who belong to UREGs[1]	27%	27%	31%	33%
U.S. employees in management positions who belong to UREGs[1]	17%	20%	20%	23%
U.S. employees in leadership positions who belong to UREGs[1]	16%	14%	17%	20%
U.S. employees who are veterans	9%	8%	8%	8%
U.S. employees who identify as disabled	5%	7%	9%	10%

Women	2020	2021	2022	2023
Women in our U.S. workforce	20%	24%	25%	24%
Women in management positions in our U.S. workforce	25%	27%	30%	32%
Women in leadership positions in our U.S. workforce	35%	42%	49%	53%
Women in our global workforce	30%	32%	33%	34%
Women in management positions in our global workforce	22%	23%	25%	25%
Women in leadership positions in our global workforce	34%	38%	43%	48%

[1] UREG is US only; other metrics are used globally and include employees of Intelligent Processing Services Limited (iPSL).

"

Our business has always been about enabling people to connect and collaborate across distance and difference. We believe diversity is a core competency that we leverage to accelerate and amplify our existing business goals and mission. We have accomplished a lot—but we know we still have a long way to go to realize our vision of creating an inclusive future for everyone, everywhere."

Ruchi Kulhari
Chief Human Resources Officer

Building an inclusive culture through education

In today's dynamic and interconnected world, organizations are increasingly aware of the importance of DEI training. We launched DEI training for all employees in 2022, which included an overview of our DEI foundational principles. This transformative approach provides the knowledge and skills to embrace differences, challenge biases and foster an inclusive workplace culture. Employees are assessed for their knowledge and understanding of each course.

DEI is key to dismantling barriers, driving innovation and enhancing employee wellbeing. At Unisys, all mid-level leaders and those with direct reports are offered unconscious bias training.

DEI training focuses on cultivating inclusive leadership behaviors and provides leaders with the tools to create an inclusive culture, empower diverse teams and leverage the strength of each individual. For these reasons, all senior leaders participate in our Inclusive Leadership workshop, which is designed to help leaders understand and mitigate unconscious bias and lead inclusively.

We offer extensive resources related to gender, race, disability, LGBTQ+ and veterans in our DEI training library.

Unisys DEI index

In 2021, we launched our DEI Index within our annual engagement survey to assess their perspectives on DEI efforts across the company. The DEI Index's fundamental purpose is to determine our employees' perceptions of inclusion, whether their opinions count, authenticity, belonging and equal opportunity. Employees consistently rate being part of a diverse and multi-cultural organization as favorable and that it enhances their wellbeing both personally and professionally.

The participation rate in 2023 was 80%, and our score was 75 out of 100. Our overall result for 2023 was slightly higher than the 2023 global benchmark established by our survey partner, Glint. By providing us with a barometer to measure overall perceptions and specific feedback on our DEI efforts, our employees provide vital input for planning future DEI activities. We are proud of our achievements to date:

80%
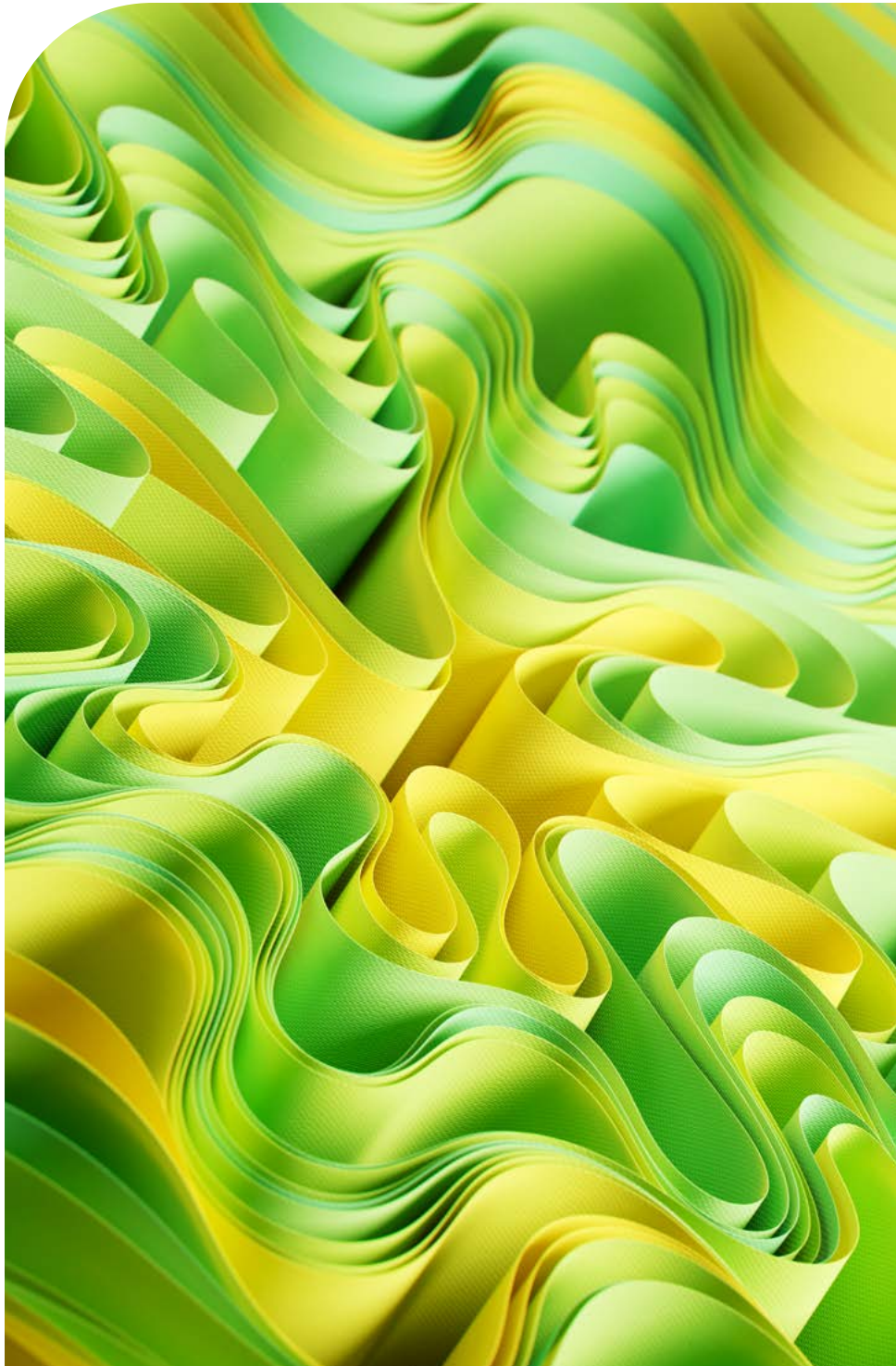**Feel comfortable being themselves at work**

74%
Believe that regardless of background, everyone at Unisys has an equal opportunity to succeed

74%
View their total experience relating to DEI positively

68%
Feel a strong sense of belonging

24

Employee resource groups and councils

Employee Resource Groups (ERGs) are vital in fostering diversity and inclusion at Unisys. Employees in these groups contribute their time, energy and passion to serve on our Global DEI Council or one of 13 ERGs including women, LGBTQ+, veterans, and other diverse groups.

The DEI Council was formed in 2018 to meet the needs of our globally diverse workforce. DEI council members are nominated by their business unit leaders and provide input on our DEI strategy during their two-year term.

The 13 voluntary, employee-led ERGs have an executive sponsor and are aligned with Unisys' purpose, goals, business practices and objectives. Each ERG is also focused on fostering the inclusion of a particularly diverse group of employees and their supporters. The ERGs provide employees with personal support, fellowship, career development opportunities, professional networking and overall development in the workplace. Multiple ERG events are organized throughout the year, where everyone is welcome, furthering the inclusivity within the company.

"

As a new employee, I was nervous about so many things. Would I feel I belong here – Yes! I soon learned that there were many other employee resource groups. For me, the ERGs offered more than a forum to discuss common interests; it offered a sense of belonging and a platform to connect, represent, and learn more about the Unisys organization. My experience has been such a positive one, and I owe much of it to engagement with the ERGs and its executive sponsors. I immediately felt I belonged here."

Varsha Styer
Procurement Manager and Unisys ERG Member

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Developing our talent

Technology continues to shape our world and our work. Now more than ever, technical literacy is crucial for workers in many fields. At Unisys, we promote continuous learning for all employees and provide a means to develop and learn new skills. Talent development initiatives that recognize employee potential, provide a work-life balance, and provide opportunities to access external training for eligible employees are key to talent retention and leadership succession.

Unisys University has evolved over the past 25 years to become a cornerstone of our corporate learning strategy. Offering educational opportunities with leading third-party programming and content providers, employees hone their technical, business and leadership skills. Learning assets include audiobooks, courses, virtual labs, video instruction, skill assessments, role-based learning paths, mentoring and instructor-led boot camps.

Graduate-level learning through the Executive Education by edX program is also available. This program enables employees to participate in learning activities that are more advanced and career-specific than the self-directed courses available through the learning portal.

Employee experience initiative

To attract and retain highly skilled talent, we offer employee training experiences designed to provide both personal and professional growth opportunities.

Our companywide learning goals are designed to provide training crucial for the company's success. In 2023, this included topics ranging from Winning Culture training for leaders to generative AI courses for all employees. The generative AI training initiative, one of the most comprehensive training programs initiated by Unisys, was designed to provide all employees with a fundamental understanding of AI, its capabilities and its pitfalls. All programs and courses continue to be used extensively by employees, which is the real measure of successful adoption. During 2023, employees who participated in Unisys University training completed more than 338,650 training hours.

Upskilling opportunities for employees continues to be a critical component of our continuous learning strategy. Upskilling and career mobility for employees in nontechnical roles provide a better understanding of the technical aspects of our clients' needs. Interactive virtual classes cover topics like cloud computing, networking, data science, security, software development, project management, IT service management and emerging technologies.

Tuition reimbursement is available to employees pursuing certain degree programs that align with our business goals. In addition, through the Executive Education by edX program, we continued to offer access to prepaid micro-degree graduate courses and programs from prestigious colleges and universities worldwide to create new opportunities for employees' technical, business and leadership development.

"

The MicroMasters program on Quantum Technology Computing has significantly enhanced my leadership and developmental trajectory. By deepening my understanding of fundamental quantum phenomena, addressing engineering challenges and formulating quantum algorithms, I can lead my team effectively in the innovation and advancement of quantum computing solutions. My experience has opened doors for career advancement and facilitated valuable networking opportunities with peers and industry experts, enriching my professional and personal Unisys journey."

Salvatore Sinno
Vice President of Innovation, Enterprise Computing Solutions
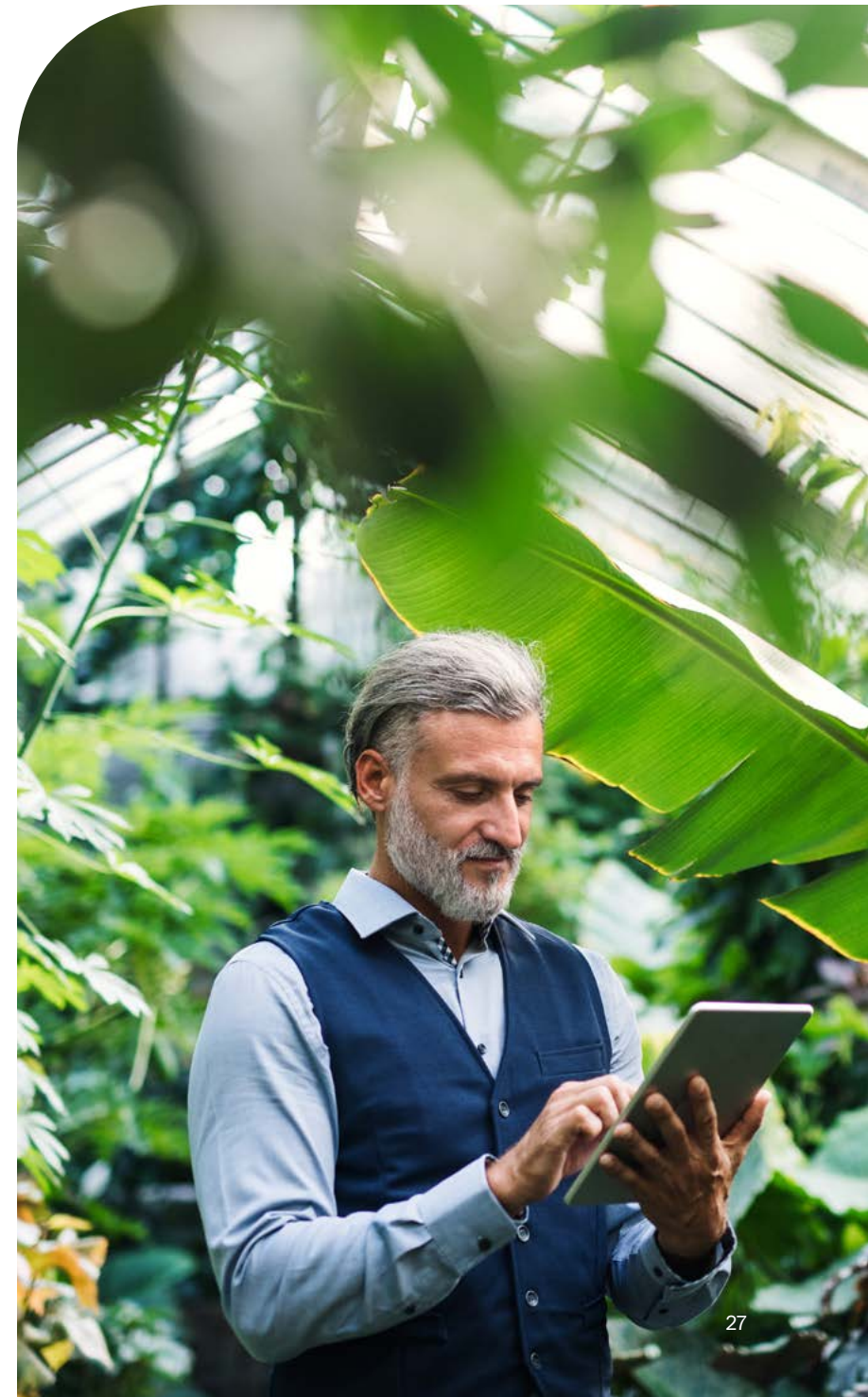
Recruitment

Recruiting for the future

Our employees are our biggest asset, making talent acquisition a top business priority as we continue to build a skilled, diverse, engaged and sustainable workforce. We are in constant pursuit of hiring the world's top talent – smarter, faster and more efficiently.

We source, evaluate, interview and select talent that will benefit the organization in the long term. Multiple factors are considered in the talent recruitment process, including speed to hire, business costs, internal versus external talent and DEI considerations. Our talent recruitment strategies are tailored for each role based on business requirements, corporate objectives and geographical needs. We utilize a variety of recruitment channels, tools and resources to assist us in our efforts.

First and foremost in our recruiting efforts is recognizing and rewarding our employees' desire to excel and grow within the organization. We demonstrate this by prioritizing internal talent mobility and attempting to identify and promote talent from within. With our UMove program, our employees have visibility to open jobs via our internal talent opportunity marketplace. UMove also recommends potential opportunities that match the skills employees have entered in their Workday profile.

To further support internal talent mobility and growth, Unisys drives UGrow, an impactful skill-development initiative that helps facilitate additional internal mobility through upskilling or reskilling opportunities. In 2023, this initiative was leveraged within our Business Process Solutions, Cloud Applications & Infrastructure and Digital Workplace Solutions business areas and targeted essential skills such as automation testing, .Net, AWS, MS Azure and People Management for Team Leads. By the end of the year, we had successfully executed these five programs, upskilling more than 200 employees.

Ensuring employees have access to open positions allows them to plan their careers and also facilitates their introduction of Unisys to their talent network through our Employee Referral Program. Through our Employee Referral Program, we access our employees' networks for talent. By providing us with high-quality talent, this referral program allows us to streamline our recruitment time and optimize recruiting costs while strengthening our brand presence in our social ecosystem.

To attract talent outside of our internal recruitment programs, we advertise current vacancies on our Unisys Careers site, select job boards for specific talent markets and demographics, and post customized content on social media. Applications flow directly to Workday and are visible to recruiters and hiring managers. These channels not only help us to promote opportunities but also enable us to source talent proactively and strengthen the Unisys brand.

Strategic external recruiting partnerships also allow us to cultivate and foster relationships with associations and third-party agencies. Tapping into multiple talent pools when demand is high, particularly time-sensitive, or when we are looking to acquire specific niche skills in highly competitive markets is a key recruitment advantage. In the early career talent space, we have built similar relationships with universities and schools and leveraged their platforms to increase our reach to student communities.

Health and safety

Protecting the health, safety, and wellbeing of our employees, all of whom are essential to driving our business forward, is an integral part of how we operate.

Over the past year, our health and safety professionals continued to focus on adapting to hybrid workplaces, as well as refining our training programs for new hires. Our primary health and safety concerns relate to office, remote office settings and field engineering. With this in mind, our new hire training guides employees on the proper ergonomics for computer-based work, access to health and safety and security information, physical security awareness and incident reporting. For field engineering, we provide safe work method statements advising employees on how to safely perform work-related tasks.

The main goal of our safety and health programs is to prevent work-related injuries and illnesses and the hardship these events may cause for employees and their families. More than 20% of Unisys employees work fully remotely, and we continue to offer e-learning opportunities that promote strategies to optimize comfort, safety and productivity while avoiding injuries and illnesses.

2023 health and safety performance*

Our rates of total recordable incidents and lost and restricted workday cases are significantly lower than the industry average for similar businesses and infrastructure.

	Unisys	U.S. Bureau of Labor Statistic weighted average*
Total recordable incident rate (per 100 employees)	0.18	0.64
Lost and restricted workday cases rate (per 100 employees)	0.16	0.38

*For appliable NAICS codes

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Mental health initiatives

We support and are committed to fostering a psychologically safe work environment where engagement with mental health resources is valued and accessed without burden. Improved mental health is the foundation for seeing improvements in all aspects of wellbeing.

In 2023, we took these actions for all employees regardless of their participation in our health and welfare benefit programs:

- Offered Compsych, our Global Associate Employee Program, which provides employees and their families globally holistic, 24/7 resources for financial wellness, physical fitness, social wellbeing and mental health.

- Expanded Espresa, our culture and engagement platform, to include ERG support and deploy a wellness platform on a global basis.

- Measured the effectiveness of these programs by our employees' assessment of our culture of caring in our 2023 engagement survey; employees continue to rate our mental health programs at or above Glint's global benchmark.

Supply chain

We recognize that our supply chain partners have a significant role in supporting our sustainability programs and reducing the Unisys' operational footprint. We are actively working with our suppliers to align our mutual sustainability goals and share ideas about reducing emissions and carbon impacts associated with their products, services and solutions.

With suppliers from large multinational corporations to small, local businesses, we recognize that many of our suppliers have mature sustainability programs, such as published net zero commitments, while others are just initiating their sustainability journey. We expect compliance with our Business Partner Code of Business Conduct, including our principles regarding human rights, ethical practices and conflict minerals rules.

During 2023, our procurement team embraced and adopted ESG as an integral part of our end-to-end sourcing and contracting processes. We have also further embraced the opportunity to partner more closely with our suppliers to identify and implement ESG initiatives

that align with our mutual goals of cost reduction and supply chain efficiencies.

Unisys continues its partnership with EcoVadis, a leading sustainability ratings provider that provides access to the ESG scores of select suppliers. 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 their ESG programs.

Our company is committed to a culture of diversity and inclusion. As a result of this commitment, we invest in and continue to grow our own Supplier Diversity Program and strongly encourage our suppliers to do the same.

Potential members of 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.

"

At Unisys, we are passionate about making a difference in the world and in the communities where we live and serve. We invite and encourage our supply chain partners to join us on our ESG journey to promote sustainability and drive lasting change."

Jon Good
Vice President and Chief Procurement Officer

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Supporting our communities

Just as the whole is a sum of its parts, our employees are committed to giving back, creating shared value and seeking opportunities to enable a more equitable future for all.

Fostering a culture that empowers our employees to give back is integral to our mission. We are committed to driving better outcomes and positive change in support of our local communities. Whether it is our companywide support for our global volunteering and food drives, the Movement for Accessibility in Brazil, Women Empowerment Through Sign Language and Technology in India or many other charitable organizations, we strive to make our communities better as a result of our support, both through corporate giving and volunteerism.

It has long been an integral part of our purpose-driven culture to partner with global nonprofit organizations where our employees and clients live and work. We deploy our skills, time, and resources to create positive impact and change in our communities. Our Unisys Cares program focuses to drive impact in science, technology, engineering and math (STEM). Some of the organizations we support are listed here.

## Creating life-changing impact

Purna Chandra from Hyderabad was forced to drop out of high school at a young age for personal reasons. She later married, raised a family, and put her dreams of education on hold. When she heard about the Ashray Akruti WEST program (Women Empowerment through Sign language and Technology), which would train her in sign language and help her communicate in English and use computer applications, she applied to the program. Ashray Akruti is a nonprofit that helps children and adults with hearing disabilities and Unisys India has supported programs at Ashray Akruti for the past five years. When the WEST project was presented to us for consideration in early 2023, it aligned with the company's goal of supporting STEM education for a variety of beneficiaries. With three months of training, Purna's confidence in using English, computers and sign language has increased considerably. Purna can now look for job opportunities in sign language interpretation, which will change not only her life but also her family's financial prospects.

GOVERNANCE

Transparent corporate governance equals accountability

Balancing the interests of our community of stakeholders, clients, suppliers, and employees is a continuous process. By applying proven corporate governance practices, we employ transparent governance principles that allow us to move beyond the ordinary and reshape what is possible today and in the future for our organization and clients.
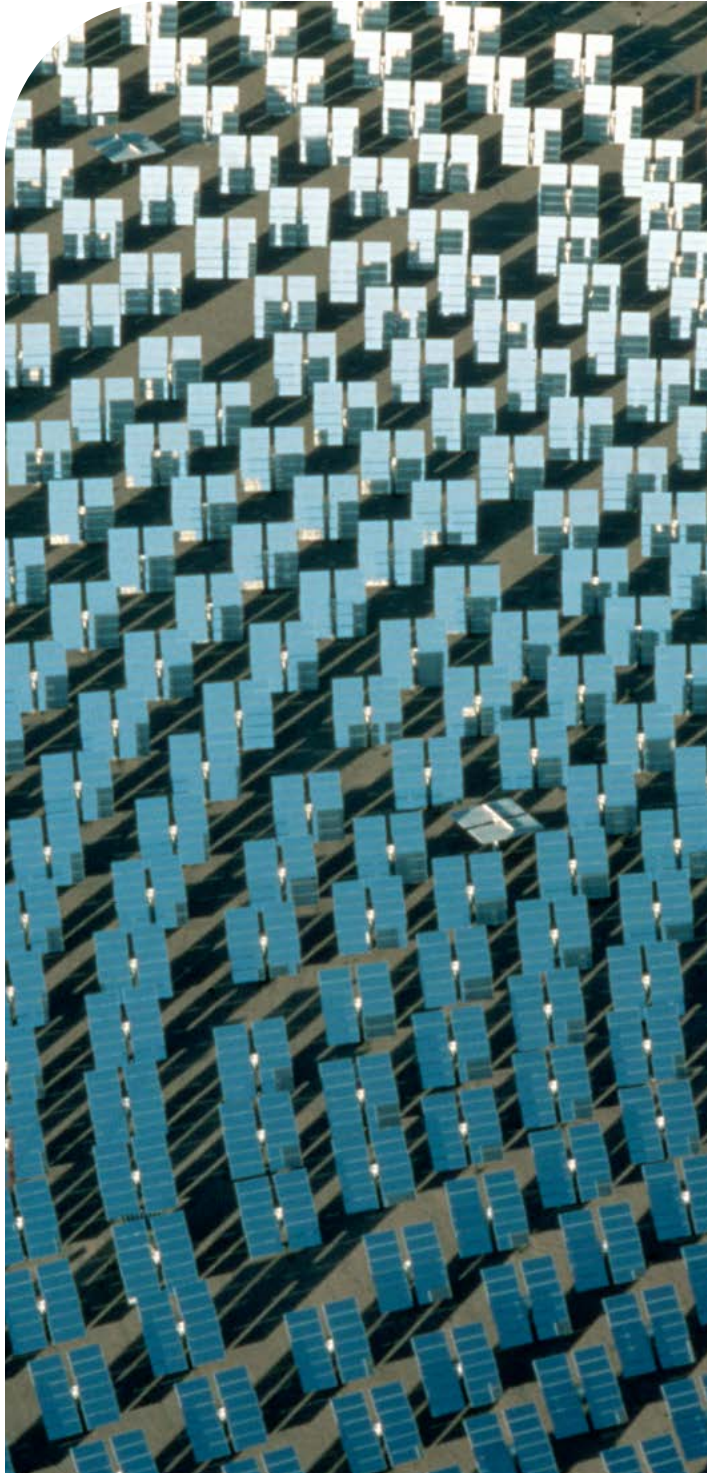
Corporate governance

Our board of directors (board) is comprised of a diverse group of members, all leaders in their respective fields. The board includes directors who deeply understand the Unisys business and members who bring new skills and fresh perspectives. We foster a deliberate mix of age and tenure on the board, reflecting our commitment to ongoing and proactive board refreshment. The strong corporate governance practices adopted by Unisys include:

- 91% of directors are independent
- Appointed lead independent director
- Limit on outside directorships
- Mandatory retirement age of 74
- 6 of 11 board members are female or belong to UREGs
- Regular board composition refreshment with a focus on diversity and optimizing the mix of skills and experience

- Regular executive sessions at board and committee meetings with key strategic leaders from senior management
- Commitment to social responsibility and sustainability
- Annual board and committee self-evaluations
- Director onboarding and continuing education programs
- Strong alignment between company performance and executive compensation
- Annual election of all directors
- No stockholder rights plan
- Majority voting for uncontested director elections

Board leadership

The Unisys Board of Directors, led by Unisys Chair and Chief Executive Officer Peter Altabef, provides governance and direction as we progress along our ESG journey. Our board's ESG capabilities and expertise stem from a keen understanding of diverse business environments and economic conditions and a broad perspective on global business opportunities. Our board members are committed to sustainability efforts that will further our mission, including initiatives to promote sustainable operations.

Membership on 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.

Unisys Board of Directors

AFC Audit and Finance Committee   **CHRC** Compensation and Human Resources Committee   **NCGC** Nominating and Corporate Governance Committee   **SRC** Security and Risk Committee

C Committee Chair   **M** Member   **IND** Independent   **MA** Male   **FE** Female   **AA** African American   **WH** White

		Age	Director Since	Committee Membership				Gender	Race
				AFC	CHRC	NCGC	SRC		
	Peter A. Altabef, Chair Of The Board Chief Executive Officer, Unisys Corporation	64	2015					MA	WH
	Nathaniel A. Davis, Lead Independent Director[1] IND Former Chairman of the Board and Chief Executive Officer, Stride, Inc.	70	2011					MA	AA
	Matthew J. Desch IND Chief Executive Officer, Iridium Communications Inc.	66	2019		M			MA	WH
	Philippe Germond IND Partner, Barber Hauler Capital Advisers	67	2016	M		C		MA	WH
	Deborah Lee James IND Former U.S. Secretary of the Air Force	65	2017		M	M		FE	WH
	John A. Kritzmacher IND Former Executive Vice President and Chief Financial Officer, John Wiley & Sons, Inc.	63	2022	M			M	MA	WH
	Paul E. Martin IND Former Senior Vice President and Chief Information Officer, Baxter International, Inc.	66	2017	M		C		MA	AA
	Regina Paolillo IND Former Global Chief Operating Officer, TTEC Holdings, Inc.	65	2018	C			M	FE	WH
	Troy K. Richardson IND Former President of the Digital Thread group, PTC Inc.	61	2021	M			M	MA	AA
	Lee D. Roberts IND Chief Executive Officer and President, BlueWater Consulting, LLC	71	2011		C	M		MA	WH
	Roxanne Taylor IND Former Senior Vice President and Chief Marketing and Communications Officer, Memorial Sloan-Kettering Cancer Center	67	2021		M	M		FE	WH

[1]Mr. Davis does not sit on any committees given he is appointed as Lead Independent Director, but he regularly attends committee meetings.

ESG oversight and governance

ESG is as critical to the board as it is essential to how Unisys operates as a company and to the success of its long-term business strategy.

Our board, through its standing committees, has oversight for all ESG programs, including, but not limited to:

- The Nominating and Corporate Governance Committee annually reviews management's report on our posture with respect to ESG and corporate social responsibility matters.
- The Audit and Finance Committee oversees our compliance with legal and regulatory requirements and the adequacy and effectiveness of our ethical and environmental compliance programs.
- The Compensation and Human Resources Committee reviews our human capital and people strategy, including DEI programs, as presented by the Chief Human Resources Officer.

- The Security and Risk Committee assists the Board in its oversight responsibilities with regard to (i) 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, privacy and disaster recovery and respond to incidents accordingly, and (ii) the practices, procedures and controls that management uses to identify, manage and mitigate other key enterprise risks that the company faces such as strategic, commercial, physical security, property, workplace safety, legal, regulatory and reputational risks.

Executive responsibility for ESG is overseen by Kristen Prohl, our Senior Vice President, General Counsel, Secretary and Chief Administration Officer. Those responsibilities include periodic updates to the Board's Nominating and Corporate Governance Committee while leading a team coordinating the company's ESG activities and initiatives.

"To achieve long-term success and deliver sustainable stockholder value, a purpose-driven ESG strategy must be developed, implemented and well-communicated. Oversight and governance of these plans by our diverse, experienced and engaged board of directors is a key component of our ESG success."

Kristen Prohl
Senior Vice President, General Counsel, Secretary and Chief Administration Officer

Stakeholder engagement

Engaging with our critical stakeholders is fundamental to our success. We are a dedicated, transparent, and trusted business partner who focuses on building strong and engaged relationships. On an annual basis we proactively reach out to stakeholders who provide important feedback while we share updates on key corporate initiatives. In addition, one of our important stakeholder communication channels is the Sustainability Report which provides a detailed and comprehensive snapshot of our annual ESG journey.

During 2023, we elevated our companywide ESG mission. Our ESG Committee, comprised of executives, senior leadership and employees from various functional areas, meets monthly and engages in an array of ongoing activities designed to advance the importance of sustainability, accountability, compliance and ethics awareness. These activities further showcase our commitment to the environment, employees and communities. In addition to companywide corporate responsibility campaigns to ensure initiatives are communicated effectively throughout the organization, we maintain a website documenting our progress toward our ESG goals and promote them across social media platforms.

Governance policies, procedures and guidelines

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

- Business Partner Code of Business Conduct
- Code of Ethics and Business Conduct
- Guidelines on Significant Corporate Governance Issues
- Information Security and Data Policies and Procedures
- Privacy Statement

Ethics and compliance

We uphold an unwavering commitment to high ethical standards and principles. Everyone at Unisys – our directors, our officers and employees – is expected to act responsibly at all times and in an honest and ethical manner in all their interactions related to our company and our clients.

Our Ethics and Compliance Program has been built on ethical decision-making, accountability for conduct and placing our commitment to honesty and trust above all else. We have implemented a range of policies, employee and leader training, risk assessment and mitigation that establishes clear performance expectations for our workforce, including the promotion of human rights and respect for the cultural values of our employees, business partners and suppliers. Our program's key elements undergo annual audits to ensure continued effectiveness.

Our Code of Ethics and Business Conduct (the "Code") reaffirms our commitment to high standards of ethical behavior and embodies our business ethics, policies and procedures. As a global organization, the Code applies to everyone at Unisys and all business activities. The Code sets expectations for compliance with the laws and regulations in all countries where we operate, conflicts of interest, political contributions and lobbying, equal employment opportunity, human rights and protecting health, safety and the environment. Additional resources are also available to help leaders and employees make sound legal and ethical decisions.

Our Ethics and Compliance Program is continually evolving. We strive to work with business partners and suppliers who share our commitment to ethical business practices, health and safety, people and the environment. As a part of our compliance program, Unisys evaluates prospective business partners and suppliers and conveys our expectation that they must comply with our policies, including our Business Partner Code of Business Conduct. Our procurement contracts include provisions for ethical business conduct and other relevant policies.

During 2023, an Investigations Oversight Team was created, representing a cross-functional team of HR, legal, and compliance employees to ensure oversight, alignment and appropriate escalation of investigation issues throughout the company. By detecting, investigating and mitigating potential wrongdoing, we foster a culture of compliance and organizational justice, minimize reoccurrence and sharpen our controls and processes. We strive to remain compliant with all 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 activities
- Anti-trust
- Confidential information, data privacy and intellectual property
- Conflict minerals and human rights
- Export controls, anti-money laundering, trade sanctions and the environment
- Accurate financial costs and timekeeping records

Speak Up culture

We foster a culture of inclusion and freedom of expression, where ideas can be heard and recognized. This was the foundational thinking behind our Speak Up policy.

" We continuously promote a culture where speaking up to raise potential issues is not just expected but is actively encouraged. The sooner we know about a potential issue, the sooner we can respond and mitigate it. We know each of us is accountable for taking ownership and reinforcing the inclusive and risk-aware culture we need to foster innovation and to continue creating breakthroughs."

Gwendolyn Lee Hassan
Deputy Chief Compliance Officer

Based on this premise, our Speak Up policy was designed to provide employees a secure and effective communication channel to report concerns about potential violations of our Code or the law. With this policy, we are reinforcing a workplace culture where employees feel safe sharing their ideas and concerns, reporting misconduct and informing the company about ethical violations. In a healthy speak-up culture, our employees value and are encouraged to provide feedback, ask questions, raise concerns and make suggestions without fear of retaliation or any other

negative repercussions. Details of country-specific reporting channels and investigation processes are outlined in the policy, and the facts on our non-retaliation practices are provided.

100% of active employees at all levels of the organization receive ethics and compliance training.
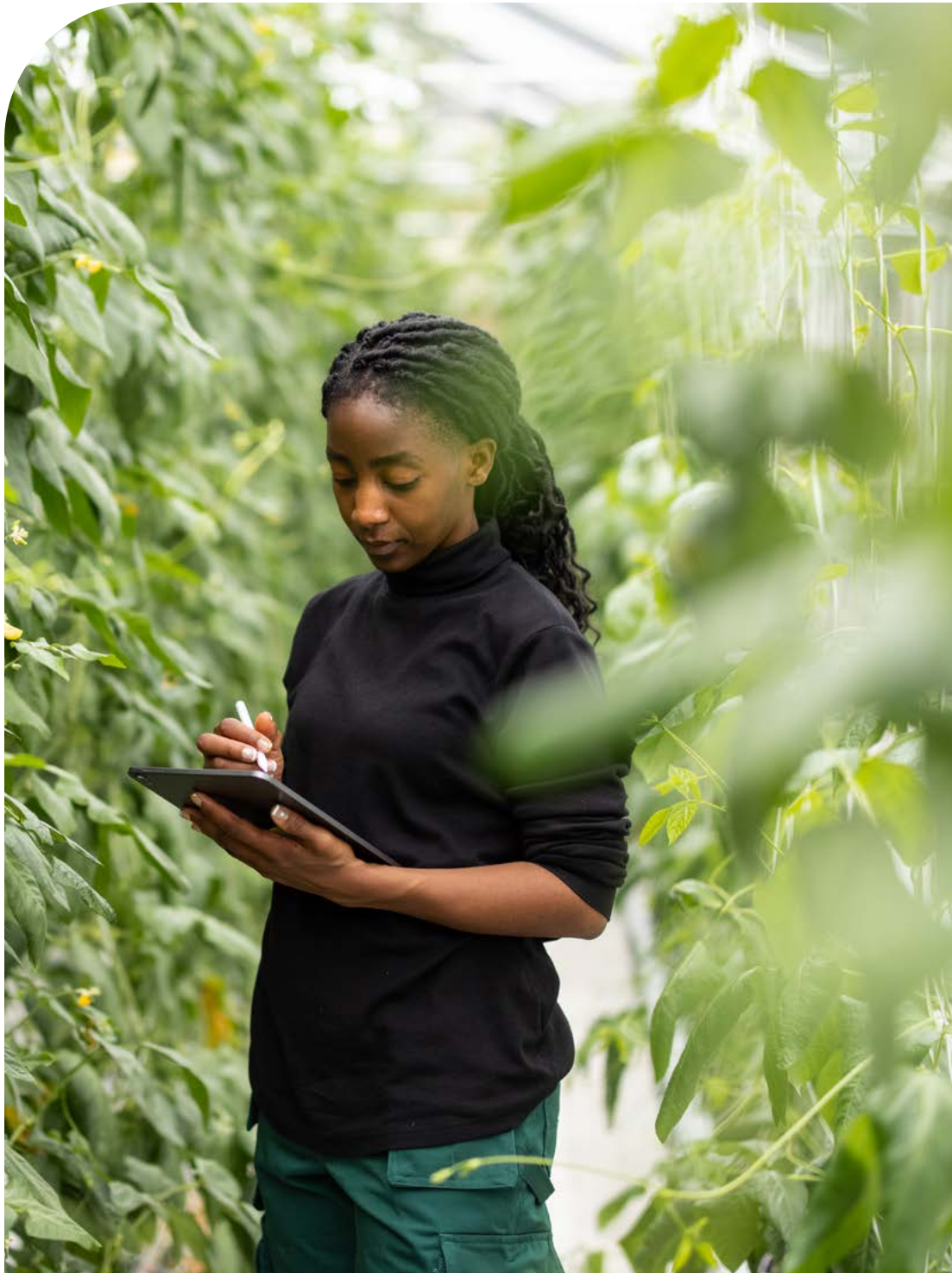
To build a culture of ethics, everyone needs to be able to safely say something when they see – or think they see – misconduct. If employees observe, learn about or suspect violations of our Code, related policies or the law, we encourage them to act. The Unisys Compliance Helpline is toll-free and available 24/7/365. Reports can be made in more than 100 languages or via online submission. Anonymous reporting is supported and all Helpline reports are investigated directly with the oversight of our Ethics and Compliance Office. Also, Helpline activity, including reports, investigations and other related efforts of the Ethics and Compliance Office, are provided to the Audit and Finance Committee of the Board.

Unisys Compliance Helpline

Ethics and compliance training

Just as compliance and ethics apply to every organization, it also applies to each and every employee within the organization. Ethics and compliance training at Unisys is not a static event but a continuous process of acquainting each employee with their legal and ethical obligations. We strive to ensure that our employes know how to access all ethics and compliance rules through our robust training and communication programs.

Multiple online ethics training courses, as well as in-person training, are available to all global employees and are conducted at various places and times during the year, including mandatory ethics and compliance training for all new hires. Our goal is 100% completion of all mandatory ethics and compliance education courses by those employees available for learning (e.g., those not on a leave of absence or otherwise unable to timely complete), and we regularly exceed a 95% completion rate. To successfully complete the training, employees must pass a competency test on the material covered in the course. Mandatory quarterly training covers, but is not limited to, our Code and associated policies.

In addition to our extensive training programs, in 2023, we engaged our employees in the celebration of Corporate Compliance and Ethics Week and conducted a Human Trafficking Prevention Awareness campaign, each designed to increase knowledge of and responsiveness to ethical and compliance issues.

Data privacy

The ongoing evaluation of our internal and external operating environment is a vital component that contributes to our success and the security of global information exchange.

Unisys respects the privacy of employee and client information. Unisys' privacy program was created to enable the ethical and responsible handling of personal data. Our Global Privacy Office (GPO) consists of a team of certified privacy professionals led by our Chief Privacy Officer. Under the GPO's oversight, we work closely with key stakeholders to address the privacy needs of our business units and our clients. The Chief Privacy Officer provides regular updates to the Security and Risk Committee of the Board.

Unisys is a member of the International Association of Privacy Professionals, the largest global information privacy community and resource. Through this association, we gain knowledge and stay current with evolving global privacy regulations.

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

Employees receive annual mandatory data privacy training that covers a wide range of topics, from data protection laws to actual data protection practices. This mandatory training is reviewed on an annual basis and affords different groups of employees exposure to real-life applications and scenarios.

In 2023, Unisys was certified to the Data Privacy Framework (DPF) program, which is administered by the International Trade Administration within the U.S. Department of Commerce. The DPF certification provides a framework for organizations to demonstrate their commitment to privacy principles and cross-border data protection.

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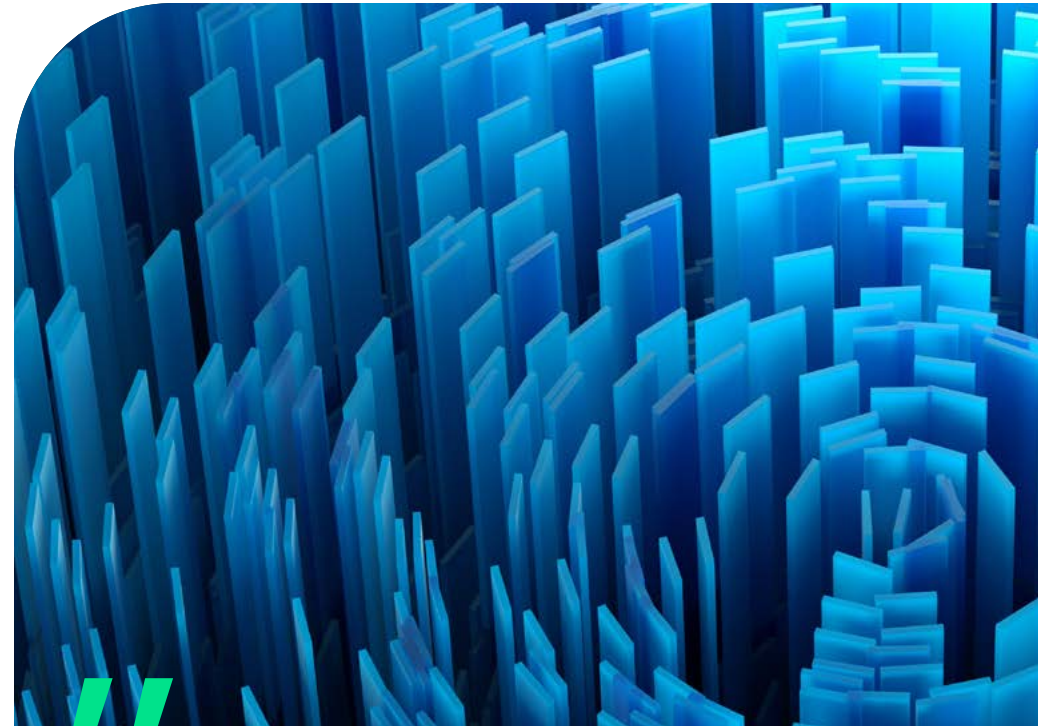
Our policies and processes are designed to manage data privacy in accordance with the laws, rules and regulations of the jurisdictions in which we operate. We take a multi-faceted approach to address data privacy risks aimed at maintaining the trust placed in us by our employees and valued clients."

Katie Dix Elsner
Vice President, Chief Privacy Officer

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Data security

Protecting information, including information of our clients, is a top priority.

We have expertise, dedicated resources and technology to identify, mitigate, protect, assess, respond to and recover material risks from cybersecurity threats. Our Global Information Security organization (GIS), led by our Chief Information Security Officer (CISO), establishes and maintains our companywide information security management program and provides guidance for information security activities and controls at Unisys.

Our overall cybersecurity and privacy strategy is to protect to enable the business. We aim to protect ours and our clients' information and assets to enable agility in the business. Our GIS manages Unisys' cybersecurity risk identification, assessment, response, remediation and mitigation processes, and interfaces with other departments, including business units, the information technology department and enterprise risk management, to facilitate the risk management processes and ensure the policies and procedures established by the GIS are integrated into our overall enterprise risk management system. The GIS's processes also work in tandem with the processes maintained by our GPO. Through our GPO, we deploy functional and business unit-specific approaches to data and privacy compliance. Taking into consideration the processes established by the GIS, our GPO has developed a framework of policies, procedures and other

initiatives that are implemented across Unisys to help meet data privacy requirements.

Third-party cybersecurity experts regularly supplement our cybersecurity risk management efforts, including those we engage to conduct periodic cybersecurity risk assessments. Unisys also recognizes the importance of overseeing and identifying material risks from cybersecurity threats associated with our use of third-party service providers, and that is why we monitor our principal suppliers and service providers on an ongoing basis by conducting additional periodic reviews.

The future success of any digitally enabled business is built on digital trust — cybersecurity and privacy are vital foundations for that trust. At Unisys, this is a shared responsibility and a collective commitment from all stakeholders. Annual employee training is tailored to all business units and focuses on real life applications. In addition, a dedicated Unisys team customizes and periodically sends test phishing emails to each business unit. If an employee takes the bait and clicks on a malicious link, they are immediately diverted to a remedial training. A combination of ongoing fundamental education together with sporadic outreach keeps employees alert and prepared. Data security is governed under the leadership of the CISO through the cybersecurity council. Its charter is to maintain a cross-functional platform for governance, exchange, and communication on cybersecurity, compliance, privacy, audit, risks, and business continuity at both a strategic and tactical level throughout Unisys.

Protecting our perimeter

Our future is dependent on data and digital infrastructure. A complex tapestry of public-private partnerships, connected ecosystems, transient users and information infrastructures makes our lives more and more complicated. As the degree of interconnectedness and dependency increases, so does the interest from those looking to attack and exploit those infrastructures. That's why we are active with many government advisory groups and associations and leading non-profits on cybersecurity. Our participation as a technology leader in these initiatives benefits our internal and external stakeholders. Our affiliations in these efforts include:

- The Security50 Group
- The Information Systems Security Association
- The Paris Call for Trust and Security in Cyberspace
- The President's National Secure Telecommunications Advisory Council

Business continuity

By integrating ESG considerations into business continuity planning, Unisys can enhance its resilience to environmental, social and governance risks. This approach fosters sustainability, promotes responsible business practices and strengthens the ability to adapt to and recover from disruptions.

Business continuity can be affected by natural disasters, cyberattacks, supply chain disruptions, turbulent financial markets or unexpected health and humanitarian events such as a global pandemic. Unisys, as a global leader in IT solutions and services, has a long history of managing disruption and ensuring resilience and reliability for its clients and partners. Unisys Business Continuity Management (BCM) program is an essential part of the overall Enterprise Resilience program, integrating crisis management, business continuity, incident management and emergency preparedness.

The BCM program and thorough risk assessment processes support its ability to be resilient, continue operations and minimize the impact on its clients, business partners and the organization.

- **Business impact analysis** identifies the critical business processes, resources and dependencies that are essential for delivering the products and services to the clients.

- **Risk assessment** evaluates the potential threats and vulnerabilities that may disrupt the business operations and cause financial, reputational or regulatory damage.

- **Business continuity strategy** develops and implements the appropriate strategies and solutions to prevent, mitigate or recover from the disruptive incidents.

- **Business continuity plan** documents the roles, responsibilities, procedures and actions to be taken in the event of a disruption.

- **Business continuity testing** conducts regular tests and exercises to validate the effectiveness and readiness of the business continuity plans and solutions.

- **Business continuity improvement** reviews and updates the business continuity program based on the test results, lessons learned, feedback and changing business needs.

In addition, during 2023, we launched a program to improve the integration across enterprise resilience areas such as crisis management, business continuity, incident management and emergency preparedness.

With this, the crisis management plan was updated to ensure alignment with all response teams and undergoes regular testing to reinforce response team awareness and preparedness. The enhanced crisis management plan details the steps for managing Unisys' response to significant disruptive incidents and leading the recovery effort for affected people, service delivery and resources. The plan describes the roles and duties of the Crisis Management Team, which is made up of senior executives and functional leaders, as well as the Crisis Management Office, which provides the crisis response with the necessary coordination and support. The plan also sets the communication and escalation guidelines for internal and external stakeholders, such as clients, business partners, regulators, media and employees.

By utilizing a robust enterprise resilience program, we are able to help prevent, mitigate and recover from disruptive incidents and continue to deliver products and services with excellence and efficiency.

Artificial intelligence

Using a principled approach to data analytics, AI and generative AI.

Unisys uses deep client relationships and industry insights to develop differentiated artificial intelligence (AI) solutions. Our commitment to responsible AI is a testament to our dedication to innovation and ethical uses of technology. We recognize the importance of ethical, transparent and accountable AI practices, which include utilizing human-in-the-loop (HITL) methods as appropriate. Unisys is committed to ensuring responsible AI within its organization and with its clients.

We have implemented responsible AI practices across our organization. Our AI Acceptable Use Guidelines serve as a framework for ethical and responsible AI use, development and deployment. These guidelines build on our foundational privacy, security and data protection policies.

For over a decade, our company has had a cross-functional team of data scientists, AI engineers, subject matter experts and business stakeholders committed to responsibly delivering AI solutions to solve client challenges. In addition, the Office of the Chief Technology Officer has established a dedicated internal AI Enablement team. Their focus is to accelerate AI adoption within our corporate functions and business operations, driving internal efficiencies.

Our expansive training program educates Unisys employees on AI fundamentals, which emphasizes responsible, ethical and safe AI and data practices. In 2023, 99% of our employees successfully completed our AI Fundamental training.

"AI continues to permeate everything we do, which is why we treat this as a paramount priority, opportunity and catalyst for innovation. We take pride in our ability to balance responsible and ethical use of AI with the passion, curiosity and drive needed to advance the best interest of our clients for significant outcomes."

Dwayne Allen
Senior Vice President and Chief Technology Officer

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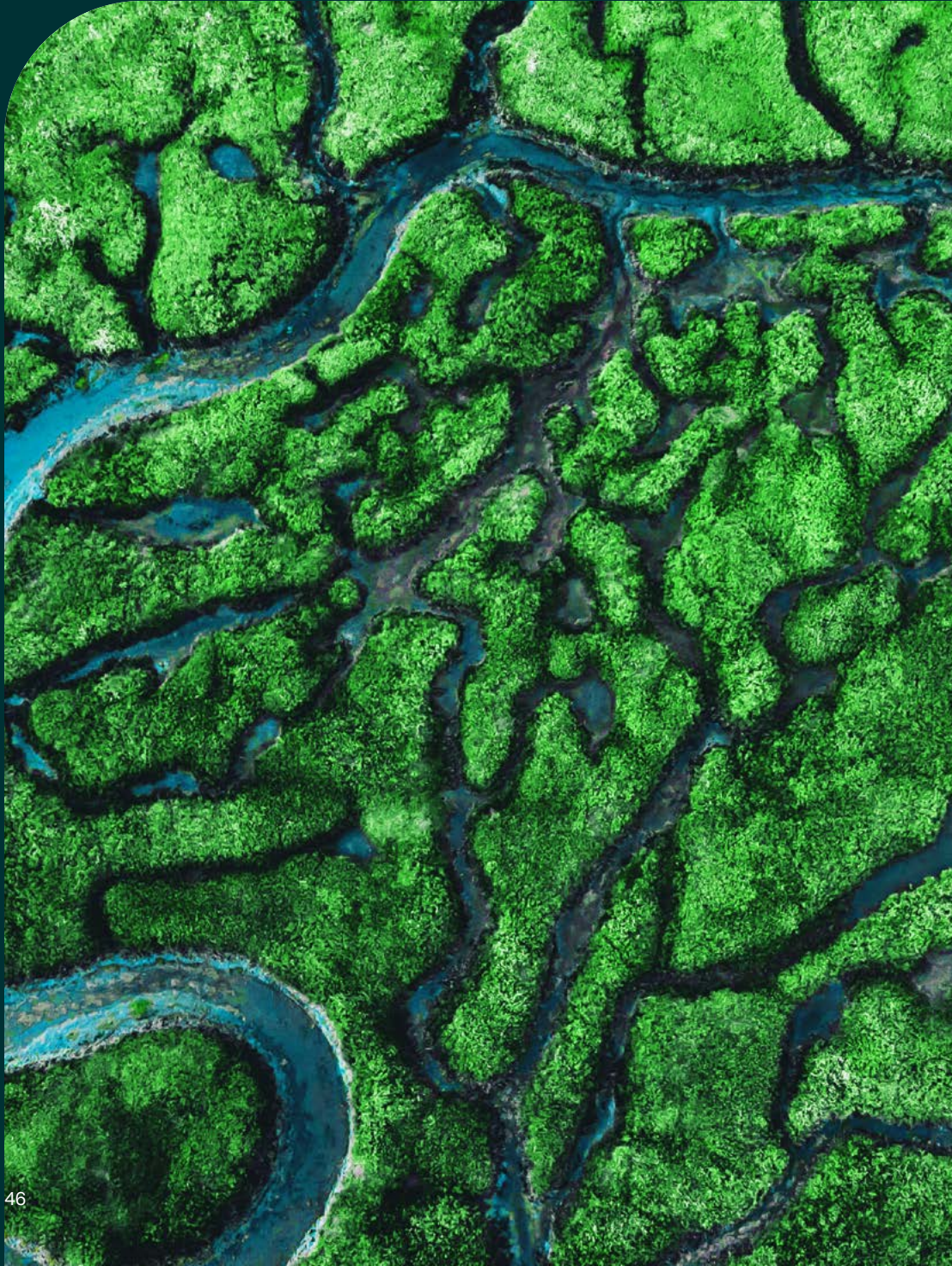
APPENDICES

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.

GRI and SASB content index

TOPIC	2023 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 2023 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 2023 was 10,170,254 Megajoules (MJ). Total electricity consumption was 194,227,456 kWh and total energy consumption within the organization was 204,397,710 MJ.	302-1	TC-SI-130a.1
Energy intensity.	Our energy intensity ratio was 37.2kWh/sq.ft. (equivalent to 3,441 kWh/employee or 28,177 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 2023, energy consumption has been reduced by over 40%. 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

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Scope 1 emissions.	Our total Scope 1 emissions was 430 metric tonnes of CO2 equivalents (CO2e). 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). Rationale for the established base year used in calculations: The approved near term net zero goal with the Science Based Target initiative of reducing our Scope 1 and 2 emissions by 75% by 2030 uses a baseline line year of 2020. Consolidation approach for emissions: Operational Control. Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations. Gases included in calculation: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3, are used in all emissions calculations and reported as CO2 equivalents (CO2e).	305-1	
Scope 2 emissions.	Our total Scope 2 emissions were 22,801 metric tonnes of CO2e (location-based) and 22,127 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). Rationale for the established base year used in calculations: The approved near term net zero goal with the Science Based Target initiative of reducing our Scope 1 and 2 emissions by 75% by 2030 uses a baseline line year of 2020. Consolidation approach for emissions: Operational Control. Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations. Gases included in calculation: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3, are used in all emissions calculations and reported as CO2 equivalents (CO2e).	305-2	
GHG emissions intensity.	Our Scope 1 and Scope 2 (market based) GHG emissions intensity ratio was 0.015 tonnes CO2e/sq.ft. equivalent to 1.37 tonnes CO2e/headcount or 11.19 tonnes CO2e/$ million of revenue. Gases included in calculation: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3, are used in all emissions calculations and report as CO2e.	305-4	

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
GHG emissions reduction.	From 2020 to 2023, the combined Scope 1 and Scope 2 GHG emissions have been reduced by 49%. Rationale for the established base year used in calculations: The approved near term net zero goal with the Science Based Target initiative of reducing our Scope 1 and 2 emissions by 75% by 2030 uses a baseline line year of 2020. Standards, methodologies and assumptions: Unisys follows the GHG Protocol for all emissions calculations. Gases included in calculation: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3, are used in all emissions calculations and report as CO_2e.	305-5	
Waste-related impacts.	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.	306-1	
Management of significant waste-related impacts.	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 2023, more than 300,000 pounds were sent to either be repurposed or recycled. With respect to hazardous waste, there was no hazardous waste generated by operations in 2023.	306-2	
Negative environmental impacts in the supply chain.	177 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.	308-2	
Discussion of the integration of environmental considerations into strategic planning for data center needs.	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 efficiently as well as renewable power options.		TC-SI-130a.3

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Social			
a. Total number and rate of new employee hires during the reporting period by gender. b. Total number and rate of voluntary employee turnover during the reporting period by gender.	**Rate of new employee hires:** Male: 20.0% (headcount: 2,202) Female: 23.6% (headcount: 1,310) **Voluntary employee turnover:** Male: 12.3% (headcount: 1,358) Female: 12.7% (headcount: 710)	401-1	
Occupational health and management system.	An occupational health and safety management system certified to ISO 45001 has been implemented in our Colombian 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 0.18 incidents per 100 employees and the total lost and restricted incident was 0.16 per 100 employees 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 employees invested 338,659 hours - or 18.3 hours per employee – in training and skill development activities available through our learning portal, Percipio. Unisys does not break hours down between different employee types.	404-1	

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Training and skills programs.	The Unisys University vision is to "Enhance our employees' 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 tens of thousands of learning assets available to our employees 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.	404-2	
	We recently introduced a coaching tool called CAISY (Conversational AI Simulator) which enables learners to select a scenario they would like to practice (for example, a performance meeting); the learner interacts with an AI "coach" which participates in the session and then provides feedback including what was done well and what can be improved.		
	In addition, we offer learning opportunities to our employees through our Executive Education by edX program which provide our employees 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 employees 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 employees at Unisys as well as many other developmental and career growth opportunities that are available to our employees.		
	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.		

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Employee performance reviews.	Of the employees participating in the Performance Review process, 99.30% of females and 99.12% of males received a performance review. Exclusions: New hires on/after September 1, 2023, and employees on an extended leave.	404-3	
Employee diversity.	**Gender (global):** Male: 66.1% Female: 33.7% **Ethnicity (U.S.):** UREG: 32.6% (Asian: 11.8%, Black or African American: 11.0%, Hispanic or Latino: 6.4%, Two or more races: 2.7%, American Indian or Alaska Native: 0.5%, Native Hawaiian or Other Pacific Islander: 0.2%) People with disabilities (U.S.): 10.1% Military veterans status (U.S.): 7.6%	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.	177 suppliers have been assessed for social impacts in EcoVadis.	414-2	

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Employee engagement.	At Unisys we measure engagement on a point scale, and based on our latest engagement survey we scored 74. The measurement reflects a combined representation of employee satisfaction and company recommendation scores.		TC-SI-330a.2 SV-PS-330a.3
Representation within the company and in management positions.	Female representation (global): 33.7% Female representation Sr. Manager & above (global): 25.4% Underrepresented groups (U.S.): 32.6% Underrepresented groups Sr. Manager & above (U.S.): 23.1%		TC-SI-330a.3
Governance			
Communication and training about anti-corruption policies and procedures.	Governance body members: Unisys anti-corruption policies and procedures have been communicated to 11 (100%) members of the board of directors. One (1), or 9%, member of the board is located in Europe, the Middle East and Africa (EMEA); all others (10) or 91% are located in the U.S. and Canada (US&C). Unisys employees: Unisys anti-corruption policies and procedures have been communicated, and anti-corruption training has been provided to employees at all levels of the organization. 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.	205-2	

TOPIC	2023 DISCLOSURE RESPONSE	GRI INDICATOR	SASB INDICATOR
Public legal cases regarding corruption brought against the organization or its employees.	There were no public legal cases regarding corruption brought against Unisys or its employees.	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 2023 Form 10-K Part 1A. Risk Factors.		TC-SE-550a.2
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 2023 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 employees to follow. It requires employees to conduct themselves and the business at the highest ethical standards and with integrity. Each year, all employees 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 employees 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 within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Unisys cautions readers that the assumptions forming the basis for forward-looking statements include many factors that are beyond Unisys' ability to control or estimate precisely, such as GHG emissions, net zero, climate, carbon footprint, waste and diversity goals. Words such as "anticipates," "estimates," "expects," "projects," "may," "will," "intends," "plans," "believes," "should" and similar expressions may identify forward-looking statements and such forward-looking statements are made based upon management's current expectations, assumptions and beliefs as of this date concerning future developments and their potential effect upon Unisys. There can be no assurance that future developments will be in accordance with management's expectations, assumptions and beliefs or that the effect of future developments on Unisys will be those anticipated by management. Forward-looking statements in this report 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, employees and communities.

Additional information and factors that could cause actual results to differ materially from Unisys' expectations are contained in Unisys' filings with the SEC, including Unisys' Annual Reports on Form 10-K and subsequent Quarterly Reports on Form 10-Q, recent Current Reports on Form 8-K and other SEC filings, which are available on the SEC's web site. Information included in this report is representative as of the date of this report only and while Unisys periodically reassesses material trends and uncertainties affecting Unisys' results of operations and financial condition in connection with its preparation of management's discussion and analysis of results of operations and financial condition contained in its Quarterly and Annual Reports filed with the SEC, Unisys does not, by including this statement, assume any obligation to review or revise any particular forward-looking statement referenced herein in light of future events.

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