

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

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Scope 1 emissions.	Our total Scope 1 emissions was 430 metric tonnes of CO ₂ equivalents (CO ₂ e). 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: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , are used in all emissions calculations and reported as CO ₂ equivalents (CO ₂ e).	305-1	
Scope 2 emissions.	Our total Scope 2 emissions were 22,801 metric tonnes of CO ₂ e (location-based) and 22,127 metric tonnes of CO ₂ e (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: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , are used in all emissions calculations and reported as CO ₂ equivalents (CO ₂ e).	305-2	
GHG emissions intensity.	Our Scope 1 and Scope 2 (market based) GHG emissions intensity ratio was 0.015 tonnes CO ₂ e/sq.ft. equivalent to 1.37 tonnes CO ₂ e/headcount or 11.19 tonnes CO ₂ e/\$ million of revenue. Gases included in calculation: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , are used in all emissions calculations and report as CO ₂ e.	305-4	

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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: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3, are used in all emissions calculations and report as CO2e.	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

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Social			
a. Total number and rate of new employee hires during the reporting period by gender.	Rate of new employee hires: Male: 20.0% (headcount: 2,202) Female: 23.6% (headcount: 1,310)	401-1	
b. Total number and rate of voluntary employee turnover during the reporting period by gender.	Voluntary employee turnover: Male: 12.3% (headcount: 1,358) Female: 12.7% (headcount: 710)		
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	

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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. 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.	404-2	

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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	

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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	

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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