

Task Force on Climate-Related Financial Disclosure Report 2025



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Overview

Unisys Corporation, a Delaware corporation (Unisys, we, our or the company), is a global information technology (IT) solutions company that powers breakthroughs for the world's leading organizations. We transform and manage mission-critical IT systems, software, applications and devices that power enterprises, financial institutions and public sector organizations around the world. Our clients rely on us to help solve many of their toughest business and technology challenges in highly complex, regulated and heterogeneous environments.

As a global company supporting clients in more than **120** countries, Unisys is committed to addressing climate-related risks and supporting the transition to a more sustainable future. Our sustainability 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. Our climate actions are anchored in Unisys' longstanding sustainability journey, dating back to our first environmental stewardship report in 1994, and strengthened by our targets, science-based commitments and transparent disclosure practices.

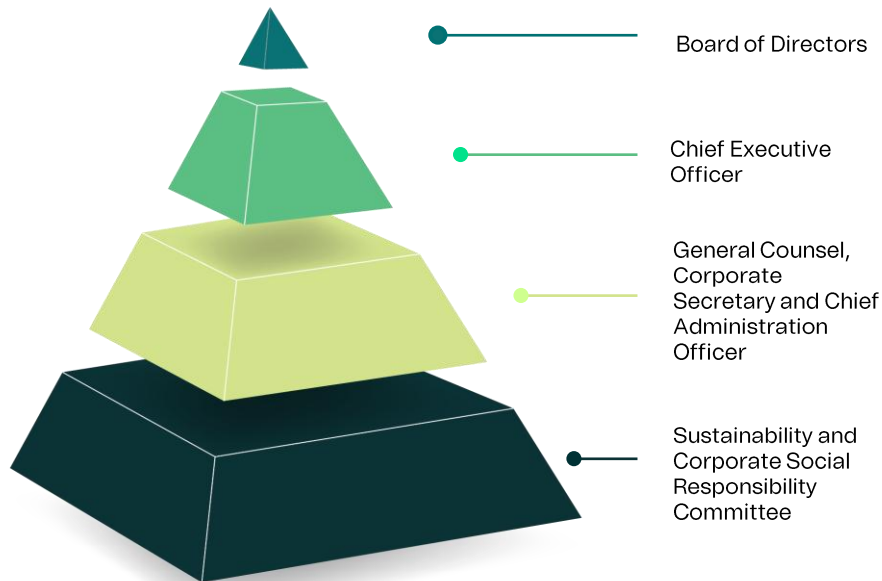
About this report

This report demonstrates how Unisys identifies, evaluates and manages climate-related risks and opportunities across its global operations. It details the integration of climate considerations into enterprise risk management and strategic planning, following the recommendations of the **Task Force on Climate-Related Financial Disclosures (TCFD)**. The framework provides a structured approach — covering governance, strategy, risk management, and metrics — to guide actions that enhance resilience and long-term value creation.

- **Governance:** Describes the governance structure that provides oversight, accountability and direction on climate-related risks and opportunities.
- **Strategy:** Explains the actual and potential impacts of climate-related risks and opportunities on Unisys' business model, strategy and financial planning over the short, medium and long term.
- **Risk Management:** Details the processes used to identify, assess and manage climate-related risks and how these processes are integrated into broader enterprise risk management.
- **Metrics & Targets:** Outlines the quantitative indicators and targets used to monitor, measure and manage Unisys' climate-related risks and opportunities.

Governance

When we consider governance practices, Unisys continues to make advances to meet and exceed standards for disclosure, sustainability performance, climate-related issues and risk mitigation. The board of directors, through its committees, oversees all aspects of our sustainability program.



Board's oversight of climate-related risks and opportunities

The Unisys board, through its standing committees, has oversight over all sustainability programs to include:

- **The Nominating and Corporate Governance Committee** annually reviews management's report on the company's position with respect to sustainability and corporate social responsibility matters.
- **The Audit and Finance Committee** oversees compliance with legal and regulatory requirements and the effectiveness of environmental compliance programs.
- **The Compensation and Human Resources Committee** reviews our human capital and people strategy, including inclusion programs, as presented by the chief human resources officer.
- **The Security and Risk Committee** assists the board in its oversight of enterprise risk management, which includes practices to identify, manage and mitigate key enterprise risks such as strategic, legal and reputational risks.

Management's role in assessing and managing climate-related risks and opportunities

The **chief executive officer (CEO)** determines the organization's overall business strategy and provides guidance on sustainability matters, including climate-related objectives. The CEO delegates responsibility to execute these objectives to the **general counsel (GC), corporate secretary and chief administration officer (CAO)**.

Supporting the CEO, GC, Corporate Secretary and CAO is the **Sustainability and Corporate Social Responsibility committee**, which is comprised of representatives from various functional areas. This committee's responsibilities include:

- Promoting sustainability program alignment with business processes and decisions
- Guiding the development of sustainability program strategy, risks, opportunities and goals
- Monitoring and anticipating evolving sustainability requirements and appropriate responses

Strategy

Unisys approaches climate strategy with a clear understanding of how physical and transition risks influence our operations, our clients and the resilience of the services we deliver. Climate considerations have shaped our environmental stewardship for decades, and our decarbonization roadmap reflects this long-standing commitment. We aim to reduce **absolute Scope 1 and Scope 2 emissions by 75% by 2030** (from a 2020 baseline) and expect **78% of suppliers by spend** to set science-based targets by **2027**. These commitments reinforce our focus on responsible growth, operational resilience and supporting clients as they transition to a low-carbon economy.

Unisys evaluates climate-related risks and opportunities that may influence our financial performance, operational continuity or strategic direction across multiple time horizons:

- **Short-term (0-2 years):** aligned to annual contract cycles and cloud/IT refresh timelines
- **Medium-term (through 2030):** consistent with typical office lease cycles and operational planning
- **Long-term (through 2050):** reflecting the useful life of physical infrastructure and global climate pathways

In parallel, we assess climate-related opportunities that can strengthen our resilience and competitiveness.

These include improvements in resource efficiency (energy, water and materials), adoption of lower-emission energy sources and the development of solutions that support our clients and markets in transitioning to a low-carbon economy.

Scenario analysis

In 2025, Unisys conducted a comprehensive climate scenario analysis aligned with TCFD recommendations to understand how different climate futures may affect our global operations.

The assessment covered **103 Unisys sites worldwide**, evaluating physical risks under two Intergovernmental Panel on Climate Change (IPCC)-aligned climate pathways (**SSP1-2.6** and **SSP5-8.5**) and transition risks using two NGFS scenarios (**Net Zero 2050** and **Delayed Transition**). These scenarios provide a structured way to explore a range of plausible futures — from strong global mitigation to more disruptive, high-emissions trajectories.

This work provides an initial view of Unisys' exposure to climate-related risks. We are continuing to integrate these insights into our strategy, operational planning and financial processes and expect future disclosures to expand as our capabilities evolve.

Our analysis used established open-source tools such as **OS-Climate, the World Bank Climate Change Knowledge Portal, the WWF Risk Filter Suite and WRI Aqueduct**. These platforms provide global coverage, multi-decadal projections and strong alignment with TCFD frameworks.

Risk	Scenario	Description
Physical	SSP1-2.6	Represents a future with strong climate mitigation, lower greenhouse gas emissions and limited warming
	SSP5-8.5	Represents a high-emissions, fossil-fuel-intensive future with significant warming
Transition	NGFS Net Zero 2050	Immediate and ambitious climate action aligned to a 1.5°C pathway, with global net-zero CO ₂ around 2050
	NGFS Delayed Transition	Climate action delayed until 2030, requiring faster and more disruptive policy measures to limit warming below 2°C

Physical risks

Our analysis indicates that Unisys faces exposure to a range of physical climate hazards — including water stress, flooding, heat waves, cyclones, earthquakes and wildfires across key regions. These risks are expected to intensify over the short, medium and long term under both low- and high-warming scenarios.

The most exposed business-critical locations, representing approximately **5,000** employees, face a mix of chronic pressures (such as rising temperatures and water scarcity) and acute hazards (including floods, cyclones and seismic events). These risks have the potential to affect operational continuity, infrastructure resilience and workforce productivity.

Unisys continues to strengthen site-level resilience through measures such as high-performance building standards, water- and energy-efficiency initiatives and ISO 22301:2019-certified business continuity capabilities in priority locations.

Physical risk	Risk description	Primary impact	Management approach
Chronic	Exposure to high water stress and recurring drought at some locations	Increased facility operating costs	<ul style="list-style-type: none"> Use LEED criteria for new offices and data centers. Ensure water intensity of business-critical sites in water stressed areas to be higher than WaterSense benchmark Apply efficient cooling, corporate Water Usage Effectiveness (WUE) targets, and Certified Network Cabling Design Professional (CNCDP) WUEmax standards for data centers.
Chronic	Rising temperatures and more frequent heat waves	Lower workforce productivity and increased energy demand	<ul style="list-style-type: none"> Use high-performance LEED-rated buildings in heat-exposed regions. Apply design measures to maintain indoor comfort. Maintain ISO 22301:2019 readiness for heat wave events. Certification of business-critical sites to ISO 22301:2019.
Acute	Greater frequency of natural disasters (floods, cyclones, earthquakes, wildfires)	Service disruption, physical damage and revenue loss	<ul style="list-style-type: none"> Employ remote work capabilities for continuity. Implementation of resilient infrastructure (cooling redundancy, generators, dual power, UPS).

Transition risks

Unisys evaluated a range of transition risks that may arise as climate policies, markets and technologies evolve, and the table below outlines our primary exposures and corresponding management responses.

Transition risk	Primary impact	Management approach
Policy/Legal Inability to comply with climate disclosure requirements	Potential penalties, increased reporting and assurance costs and restricted access to client procurement processes	<ul style="list-style-type: none"> Unisys maintains a sustainability reporting program aligned with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), providing a strong foundation for emerging global reporting requirements. We continuously monitor regulatory developments across regions (EU, US, LATAM, APAC) to align reporting systems and governance. Science Based Targets initiative (SBTi) aligned targets strengthen our readiness and credibility under evolving disclosure frameworks.

Transition risk	Primary impact	Management approach
Policy/Legal Carbon pricing exposure in operating regions	Increased operating cost from carbon price pass-throughs	<ul style="list-style-type: none"> SBTi-aligned emission reduction targets reduce exposure ahead of rising carbon prices. A 55.9% energy reduction across FY19-FY24 and shift to co-located data centers reduce operational emissions and associated carbon costs. Climate resilience and renewable energy performance are now mandatory criteria in data center provider selection. LEED-certified offices enhance energy efficiency and mitigate future energy- or compliance-related cost increases.
Market Shifting client demand toward climate-aligned IT services	Revenue impact as clients increasingly prioritize low-carbon suppliers, potentially affecting competitiveness and access to new contracts	<ul style="list-style-type: none"> Strong ESG ratings (CDP B, EcoVadis Silver, ISS Prime, MSCI BBB) support credibility in supplier screening. SBTi-aligned targets and GHG accounting since 2020 with limited assurance enhance procurement alignment with client expectations. Gradual migration to green-certified and renewable-powered sites, including co-located data centers, supports demand for low-carbon service delivery.
Reputation Loss of stakeholder confidence from inadequate climate action	Potential impacts on brand, investor confidence, client trust, employee retention and access to capital	<ul style="list-style-type: none"> Unisys proactively reports to global ESG frameworks (CDP, EcoVadis, ISS, MSCI), reinforcing transparency and meeting investor expectations. Near-term SBTi-aligned emissions targets reinforce climate leadership commitments. Long-standing transparency in sustainability reporting strengthens stakeholder trust.
Technology Obsolescence and shift to energy-efficient IT	Operational and capital expenditure impacts from the need to modernize infrastructure, retire obsolete hardware and adopt new energy-efficient technologies	<ul style="list-style-type: none"> A global take-back and recycling program (8,500 lbs end of life (EOL) processed in 2024) supports responsible retirement of hardware. Migration to more energy-efficient facilities and IT footprint rationalization reduces energy intensity and outdated technology exposure. Hybrid work reduces device demand and on-premises IT load.

Opportunities

Type	Opportunity description	Primary impact
Resource Efficiency	Downsizing Unisys-owned data centers and migrating workloads to modern co-location facilities will lead to reduced operating costs and disruptions.	Improved operational resilience and lowered operational costs
Resource Efficiency	Unisys' long-running global circularity and electronics take-back program (active since 1997) recovers substantial volumes of hardware for recycling and refurbishment. In 2024, over 8,500 pounds of EoL electronics were recovered, reducing material waste, compliance risk and procurement demand.	Reduced procurement and compliance costs
Resource Efficiency	Optimizing real estate and transitioning to efficient, green-certified buildings will improve space utilization and operational efficiency.	Increased asset efficiency and workplace productivity
Energy Source	Transitioning high energy consuming locations toward renewable-powered operations through strategic procurement, renewable-backed co-location facilities, and green leases will reduce exposure to carbon pricing and energy cost volatility.	Reduced exposure to carbon pricing and lower energy cost volatility

Resilience of strategy

Unisys is strengthening the resilience of its business strategy by integrating climate considerations across our products and services, supply chain, R&D and operational footprint. Insights from our scenario analysis and Enterprise Risk Management (ERM) processes are increasingly shaping strategic decisions and future investment plans.

Products & services: Unisys is expanding solutions that help clients enhance environmental efficiency by reducing energy use, emissions and operational waste. Our **Sustainable Workplace** solution, developed in partnership with Appspace, uses smart building controls, real-time workplace data and automated environmental

management to optimize energy use, improve space utilization and support hybrid work models.

Our **Device Subscription Service (DSS)** applies circular economy principles across the device life cycle, extending hardware life, improving reclamation rates and reducing unnecessary device replacements. These offerings support clients' sustainability goals.

Supply chain: Climate-related supply chain vulnerabilities are assessed through annual business continuity reviews. Our supplier engagement strategy focuses on aligning vendor practices with our decarbonization commitments, strengthening climate intelligence across our value chain and increasing resilience to procurement and delivery disruptions.

Investment in R&D: Unisys continues to invest in new technologies that enable more sustainable IT operations, such as liquid cooling systems for data center clients and innovations emerging from the Unisys Innovation Program. These investments advance long-term operational resilience and support clients' transition to lower-emission digital environments.

Operations: Unisys maintains a mature enterprise resilience framework that integrates crisis management, business continuity, incident response and emergency preparedness. Our **Business Continuity Management (BCM)** program includes impact assessments, risk evaluations, documented continuity plans, regular testing and continuous improvement.

We have implemented **ISO 22301-certified** business continuity systems across many of our business-critical sites, strengthening our ability to prevent, withstand and recover from climate-related disruptions. Operationally, we continue to optimize our real estate portfolio, prioritize energy-efficient and LEED-aligned facilities and transition from on-premises data centers to modern co-location facilities.

Integration into financial and strategic planning

Unisys is in the initial stages of embedding climate considerations into financial planning and long-term strategic decision-making. While initiatives such as emissions reductions, renewable energy exploration and green-building criteria are underway, deeper integration of scenario-analysis results into financial modelling will progress over future reporting cycles.

Initial findings indicate that our existing resilience frameworks, operational practices and decarbonization commitments provide a solid foundation for climate resilience under both low-warming (SSP1-2.6) and high-warming (SSP5-8.5) physical risk pathways as well as Immediate Transition and Delayed Transition scenarios.

Planned enhancements

Over time, we intend to:

- Deepen financial quantification of climate impacts across business operations
- Enhance disclosure of value-chain climate impacts
- Refine our understanding of strategic vulnerabilities and adaptive capacity under divergent climate futures

Unisys will continue developing internal data systems, site-level climate resilience assessments and quantitative modelling capabilities. We plan to provide enhanced TCFD disclosures biennially, with increased geographic granularity and deeper integration of climate considerations into core business strategy as our capabilities mature.

Risk management

Processes for identifying and assessing climate-related risks

Unisys identifies and assesses climate-related risks through its Security and Risk Committee, with input from risk owners across the company. Risks are evaluated based on their likelihood and potential business impact, helping determine severity and inform mitigation or adaptation priorities. Internal controls and governance mechanisms are reviewed to assess effectiveness and confirm that residual risks remain within defined thresholds. In 2025, Unisys incorporated climate-focused scenario analysis to test resilience under different climate pathways and improve risk responses. Ongoing monitoring and root cause analysis help keep our approach adaptive and aligned with evolving regulatory expectations.

Process for managing climate-related risk

Unisys uses a structured ERM approach for climate-related risks, applying defined strategies — accept, avoid, pursue, reduce, or share — based on risk severity, materiality and alignment with the company's risk appetite. Each risk has an assigned owner responsible for action plans, monitoring and mitigation. ERM committees provide oversight, ensuring responses are regularly reviewed and adapted as operating conditions, regulations or climate dynamics change. Scenario analysis and stress testing are used to evaluate resilience, and lessons learned from events inform ongoing improvements. Mitigation strategies include business continuity planning, technology and process improvements and value chain reviews.

Integration of climate-related risks into overall risk management

In line with TCFD recommendations, climate-related risk identification, assessment, and mitigation are fully integrated into Unisys' ERM framework using the same governance and escalation processes applied to other enterprise risks. This ensures climate considerations inform strategic decisions, business continuity planning and long-term resilience. Physical risks — such as severe weather risks — are managed through business continuity and crisis management processes, including impact assessments, emergency response plans, and continuity procedures like remote work or workload transfers. Transition risks — such as new disclosure requirements or carbon pricing — are addressed through regulatory monitoring, compliance planning and procurement policies.

Metrics and targets

Metrics

GHG emissions

Unisys measures and manages GHG emissions across Scope 1, Scope 2 (market-based and location-based) and selected Scope 3 categories. Scope 1 and 2 represent direct and energy-related emissions from our operations, while Scope 3 captures value chain impacts. Together, these metrics provide a comprehensive view of our climate footprint and support our progress toward long-term emissions-reduction goals.

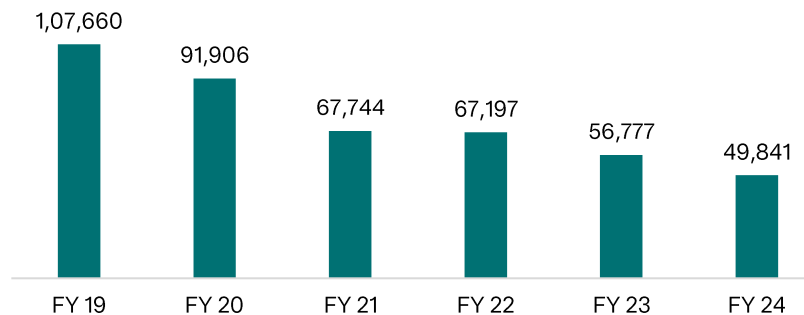
Emissions (Metric Tonnes CO2e)	FY 21	FY 22	FY 23	FY 24
Scope 1	706	809	430	438
Scope 2 (Market-Based)	29,658	27,190	22,127	18,762
Scope 2 (Location-Based)	-	27,115	22,801	19,078
Scope 1 + 2	30,364	27,999	22,557	19,200
Scope 3 Categories				
Purchased Goods & Services	-	58,519	57,278	55,091
Capital Goods	-	21,434	24,851	24,263
Fuel and Energy-Related Activities	-	5,836	6,431	5,073
Upstream Transportation & Distribution	-	3,818	32,928	5,509
Waste Generated in Operations	-	235	30	19
Business Travel	-	6,421	4,570	4,546
Employee Commuting	-	3,185	940	13,541
Use of Sold Products	-	10,012	4,982	13,127
End-of-life Treatment of Sold Products	-	1	0.2	0.22
Scope 3 Total	-	109,461	132,012	121,169
Emission Intensity				
Metric Tonnes CO2e/\$M Revenue	16	14	11.19	9.6
Metric Tonnes CO2e/FTE employees	1.65	1.37	1.37	1.22

Energy consumption

Unisys continuously monitors and reports its operational performance through key sustainability metrics. Energy consumption and energy intensity serve as critical indicators of the company's efficiency and progress toward reducing its overall environmental footprint. These metrics enable Unisys to track improvements, identify areas for optimization and support its broader decarbonization objectives.

Unisys' total energy consumption has significantly declined from 107,660 MW in FY19 to **49,841 MW in FY24**, representing a reduction of approximately **53.7%** over the six-year period, highlighting improved energy efficiency and conservation measures across our global operations.

Energy Consumption Trend (Megawatts)



Energy Intensity	FY 22	FY 23	FY 24
kWh/sq.ft	40.6	37.2	34.4
kWh/employee	3,530	3,441	3,160
kWh/\$ million	36,089	28,177	30,000

Driving energy efficiency and emissions reduction

Unisys continues **to optimize its data center footprint** to improve energy efficiency and reduce Scope 2 GHG emissions. Building on prior site consolidations, in 2024 we transitioned data center workloads from facilities in Sydney, Australia, and Eagan, United States, to more energy-efficient co-location data centers. This migration resulted in a material reduction in electricity consumption at both locations, with energy use decreasing by approximately 2 million kWh in Sydney and over 1 million kWh in Eagan.

Waste

Unisys' end-of-life product disposition program has been actively collecting EOL electronics to reduce environmental impact. In 2024, over **5,300 assets** (including laptops, computers, servers, telephones, monitors, IT racking equipment, and certain plastics) have been **refurbished or reused**, while more than **10,800 assets** have been **recycled** for material recovery. These initiatives have collectively helped avoid **over 1,100 tonnes of CO₂e emissions** in 2024.

Through consistent tracking and transparent disclosure of these metrics, Unisys reinforces its commitment to energy efficiency, operational excellence and continuous environmental improvement across its global operations.

Targets

Unisys remains committed to advancing its sustainability agenda through clearly defined and measurable targets. These goals reflect the company's continued focus on reducing emissions, strengthening supplier engagement and aligning with global best practices in climate action. The tables below summarize Unisys' progress against its key climate and supplier-related commitments.

Climate Targets	Target Type	FY 2020 (Base Year) (MtCO2e)	FY 23 (MtCO2e)	FY24 (MtCO2e)	Progress Toward Target
75% reduction in absolute Scope 1 and 2 by 2030	Absolute	42,525	22,558	19,110	73.4%

Supplier Engagement Target	Target Type	FY 2021 (Base Year)	FY 24	Progress Toward Target
78% of suppliers (by emissions) with a science-based target by 2027	Absolute	0%	48%	61.54%

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Recommended disclosure	Response	Page
Governance		
a. Describe the board's oversight of climate-related risks and opportunities.	The board of directors oversees climate-related risks and opportunities through its standing committees: the Nominating and Corporate Governance Committee, the Audit and Finance Committee, the Compensation and Human Resources Committee and the Security and Risk Committee.	4
b. Describe management's role in assessing and managing climate-related risks and opportunities.	Management evaluates and manages climate-related risks and opportunities under the CEO's direction, with execution delegated to the general counsel, corporate secretary, and chief administration officer. They are supported by the cross-functional Sustainability and Corporate Social Responsibility Committee.	4
Strategy		
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Unisys assessed climate risks across short- (0-2 years), medium- (through 2030), and long-term (through 2050) horizons under IPCC and NGFS scenarios. Physical risks include water stress, flooding, cyclones, heat waves, earthquakes and wildfires driving operational costs and continuity challenges. Transition risks include regulatory compliance, carbon pricing, client procurement shifts and technology obsolescence. Opportunities include renewable energy migration, resource efficiency, circular economy expansion and climate-aligned client solutions.	5, 6, 7, 8
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate risks affect operating costs, service continuity, infrastructure resilience and market competitiveness. Physical and transition risks drive investments in efficient facilities, cooling, continuity systems and compliance. Opportunities influence strategic planning through energy efficiency, renewable energy and sustainable product offerings.	6, 7, 8
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Scenario analysis across all the sites (SSP1-2.6, SSP5-8.5, Net Zero 2050, Delayed Transition) shows Unisys' existing measures for business-critical sites such as energy-efficient facilities, renewable-backed operations, and ISO 22301 systems, support resilience under both 2°C and higher-warming futures. At other sites, the insights derived from the scenario analysis will inform long-term planning and future enhancements.	5, 8, 9

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Recommended disclosure	Response	Page
Risk management		
a. Describe the organization’s processes for identifying and assessing climate-related risks.	The Security and Risk Committee identifies and assesses climate-related risks with input from risk owners. Risks are evaluated by likelihood and business impact, and controls are reviewed to ensure residual risks stay within set thresholds.	10
b. Describe the organization’s processes for managing climate-related risks	Unisys manages climate-related risks through its ERM framework, using strategies such as accept, avoid, pursue, reduce or share. Each risk has an assigned owner responsible for action plans and monitoring.	10
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Climate-related risk processes are fully integrated into Unisys’ ERM framework using the same governance and escalation pathways as other enterprise risks. These risks also inform strategic planning and guide business continuity measures.	10
Metrics and targets		
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	The organization monitors key climate-related metrics including greenhouse gas emissions, energy consumption, emissions and energy intensities and waste collected to assess its exposure to climate risks and identify improvement opportunities.	11, 12
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	In 2024, our total Scope 1 emissions was 438 metric tonnes of CO ₂ e, Scope 2 (market-based) emissions was 18,762 metric tonnes of CO ₂ e, Scope 2 (location-based) emissions was 19,078 metric tonnes of CO ₂ e and Scope 3 emissions was 121,169 metric tonnes of CO ₂ e.	11
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Unisys has established a science-based target to reduce Scope 1 and Scope 2 GHG emissions by 75% by 2030 from a 2020 base year. Unisys also aims for 78% of its suppliers (by emissions) to have validated science-based reduction commitments by 2027, strengthening value-chain resilience and reducing transition risk exposure.	13



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