

# 2021 SUSTAINABILITY REPORT

Doing Well by Doing Good



# TABLE OF CONTENTS

## 2021 Sustainability Report: Doing Well by Doing Good



### OVERVIEW

- 3 A Letter from Our CEO
- 4 Company Snapshot
- 5 About This Report

### ENVIRONMENT

- 8 Climate Change and Carbon Emissions
- 10 Environmental Stewardship
- 11 Supply Chain

### SOCIAL

- 14 Diversity, Equity and Inclusion
- 15 Building an Inclusive Culture Through Education
- 15 Diversity Representation
- 16 Associate Engagement
- 17 Recognition
- 17 Developing Our Talent
- 18 Health and Safety
- 18 Human Rights
- 19 Corporate Giving

### GOVERNANCE

- 22 Ethics and Compliance
- 23 Data
- 24 Security
- 24 Emerging Threats

### REPORTING STANDARDS

- 26 SASB Content Index



# A MESSAGE FROM PETER ALTABEF, CHAIR AND CHIEF EXECUTIVE OFFICER

Philip Kotler, influential author and consultant, made this insightful conclusion about great companies: "A good company offers excellent products and services. A great company also offers excellent products and services but also strives to make the world a better place."

I couldn't agree more. That is why I'm reaffirming Unisys' commitment to ensure a sustainable and socially conscious future with the release of our 2021 Sustainability Report. This report reflects our progress and action to date to advance our environmental, social and governance (ESG) goals in all facets of our business, all over the world.

At its heart, Unisys is a people company. We strive for greater outcomes for our associates, clients and partners. This year, we continued to expand our Diversity, Equity and Inclusion programs and deployed new ways to engage, recognize and develop our associates. In addition, it's as important that we strive to protect our environment, deliver equitable impact and give back to our communities. Our commitment to sustainability is not new; we have long understood that our proactive role will ultimately ensure we leave things in a better place than we found them.

We have participated in the Carbon Disclosure Project for more than a decade, led by our goal of reducing our Greenhouse Gas (GHG) emissions by 75% by 2026. We have nearly reached our target and will meet our goal years earlier than expected. This is just one way we are leading with purpose at Unisys, and the details in this report provide even more insights.

I am incredibly proud of our progress to date; however, we won't rest on our laurels. We remain steadfast in our commitment to drive impactful change on many of the most pressing challenges facing society today.

Sincerely,



Peter Altabef  
Chair and Chief Executive Officer




# COMPANY SNAPSHOT

Unisys is a global IT solutions company that delivers successful outcomes for the most demanding businesses and governments. Unisys offerings include digital workplace services, cloud and infrastructure services and software operating environments for high-intensity enterprise computing. Unisys integrates security into all of its solutions.



**\$2 billion**  
revenue




Unisys has a  
**90+%**  
client renewal rate



**148 years**  
of game-changing  
innovation



**17,000+**  
associates



Unisys supports more than  
**71 million**  
end-users

Our Vision: Enhancing people's lives through secure, reliable, and advanced IT solutions

# ABOUT THIS REPORT

The Unisys Sustainability Report highlights many of the initiatives that we're undertaking to move the needle on the most pressing challenges facing society today. We recognize that "Securing Your Tomorrow" means striving to make the world a better place. Not only do we work to make our clients successful, we also invest in efforts to protect our environment and give back to the communities in which we live and serve.

Many of our initiatives began more than a decade ago. In 2006, we set a goal to reduce our carbon footprint by the year 2026. We're now at more than 99% of that target and expect to succeed years earlier than planned. While our commitment to sustainability is not new, we are always looking for ways that we can do more. This requires ongoing investment, innovation and dedication at all levels of our organization.

To strengthen our commitment, we have recently joined the United Nations Global Compact, which is the world's largest corporate sustainability initiative focusing on advancing human rights, labor, anti-corruption, environment and other societal goals. Through our ESG initiatives and our recent commitment to the UN Global Compact, we strive to leave things in a better state than when we found them. Our commitment positively impacts all Unisys stakeholders while also increasing shareholder value.

Our report is in accordance with the Sustainability Accounting Standards Board (SASB) and demonstrates our commitment to improving our environment and communities.





An aerial photograph of a tropical landscape featuring a large, winding lake with vibrant turquoise water. The lake is surrounded by dense, lush green forest. Several small, forested islands are scattered throughout the water. In the upper left, a small cluster of buildings and a boat are visible on one of the islands. The overall scene is a serene and beautiful representation of a natural environment.

# ENVIRONMENT



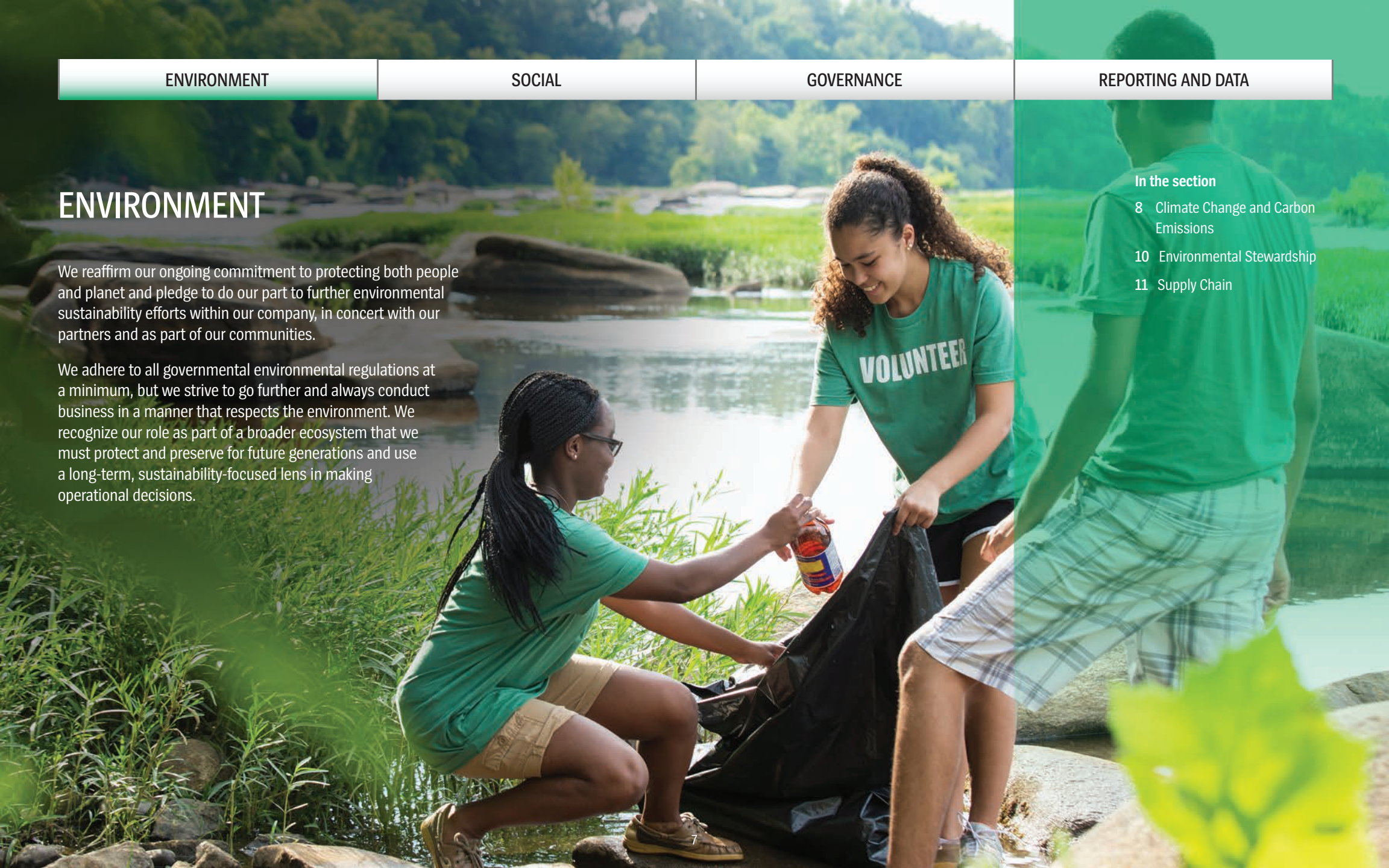
# ENVIRONMENT

We reaffirm our ongoing commitment to protecting both people and planet and pledge to do our part to further environmental sustainability efforts within our company, in concert with our partners and as part of our communities.

We adhere to all governmental environmental regulations at a minimum, but we strive to go further and always conduct business in a manner that respects the environment. We recognize our role as part of a broader ecosystem that we must protect and preserve for future generations and use a long-term, sustainability-focused lens in making operational decisions.

In the section

8	Climate Change and Carbon Emissions
10	Environmental Stewardship
11	Supply Chain





## Climate Change and Carbon Emissions

We acknowledge that human-caused Greenhouse Gas Emissions (GHG) are among the dominant forces causing climate change. An increase in the number and severity of weather-related events poses severe risks to Unisys employees, clients and locations. In addition, increasing temperatures drive additional demand of electricity. In the face of these challenges, we commit to raising awareness and doing our part to develop solutions and to reduce our emissions in an effort to slow global warming and protect the planet from its damage.

We have nearly reached the 20-year goal we set in our baseline year of 2006 of reducing our GHG emission associated with Scope 1 and 2 by 75% by 2026. That reduction reflects our ongoing participation in the Carbon Disclosure Project, an international initiative aimed at increasing transparency around carbon emissions.

Our participation in the project requires that every year we measure and evaluate our total GHG emissions. In 2020, we have reduced our Scope 1 and 2 GHG emissions by 74% from the base year with energy from renewable sources accounting for about 30% of the purchased electricity. Our Scope 3 emissions were 4,433 metric tonnes in 2020, an almost 90% reduction from our Scope 3 emissions from the base year.

**In 2020, we reduced our Scope 1 and 2 GHG emissions by 74% from the base year.**







Since the base year of 2006, we have also decreased intensity factors associated with Scope 1 and 2 emissions as follows:

- Metric tonnes per million USD of revenue: reduced by 27%
- Metric tonnes per headcount: reduced by 60%
- Energy use per headcount: reduced by 60%

We realize that these improvements are simply the beginning. We will be looking to establish Science Based Target initiatives that will serve as the basis for our near-term (next five years) goal by the end of July 2022. With respect to our long-term (beyond five years) goal, we will be looking at establishing a net zero goal during 2022. We also help our clients reduce their carbon footprints through the products and services we provide. We work with clients to improve their IT operational and equipment efficiency by matching capacity to demand and leveraging the advances in equipment technology to improve energy efficiency. We continue to apply Leadership in Energy and Environmental Design (LEED) to our renovation and construction projects.

By supporting our clients as they migrate to the cloud and hybrid cloud, we enable them to capture infrastructure efficiencies and renewable energy opportunities in cloud environments, further reducing their hardware footprint. Additionally, our Digital Workplace Solutions offerings enable organizations to support remote workers while minimizing travel and environmental impact.



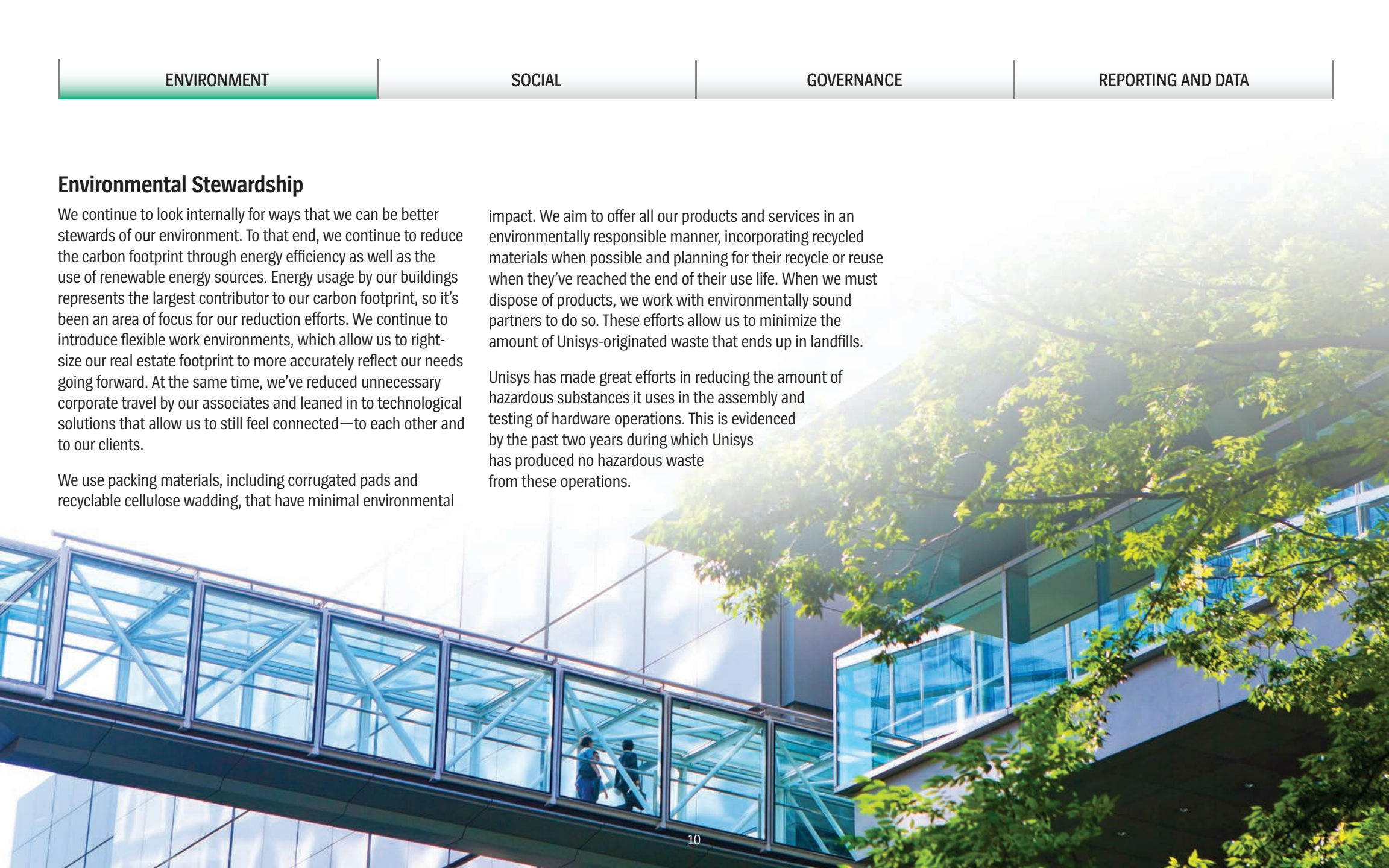
## Environmental Stewardship

We continue to look internally for ways that we can be better stewards of our environment. To that end, we continue to reduce the carbon footprint through energy efficiency as well as the use of renewable energy sources. Energy usage by our buildings represents the largest contributor to our carbon footprint, so it's been an area of focus for our reduction efforts. We continue to introduce flexible work environments, which allow us to right-size our real estate footprint to more accurately reflect our needs going forward. At the same time, we've reduced unnecessary corporate travel by our associates and leaned in to technological solutions that allow us to still feel connected—to each other and to our clients.

We use packing materials, including corrugated pads and recyclable cellulose wadding, that have minimal environmental

impact. We aim to offer all our products and services in an environmentally responsible manner, incorporating recycled materials when possible and planning for their recycle or reuse when they've reached the end of their use life. When we must dispose of products, we work with environmentally sound partners to do so. These efforts allow us to minimize the amount of Unisys-originated waste that ends up in landfills.

Unisys has made great efforts in reducing the amount of hazardous substances it uses in the assembly and testing of hardware operations. This is evidenced by the past two years during which Unisys has produced no hazardous waste from these operations.





## Supply Chain

We met our 2021 goal of driving 75% of our key suppliers to respond to our ESG survey, providing us with a clear and solid baseline from which to understand our partners' approach to sustainability. This year, we've invested to put a more formal program in place, partnering with EcoVadis to secure independent third-party sustainability ratings for our top suppliers.

We're working on going even further, looking for specific projects on which we can work with our suppliers to create a measurable impact going forward. We intend to incorporate the data and ratings collected from EcoVadis to assist us with making informed purchasing decisions and ensure that we're partnering with companies that share our values.

---

## More than 75% of our suppliers disclosed ESG actions.





SOCIAL



# SOCIAL

At Unisys, two of our core values are inclusivity and integrity. It's our commitment to these values that drives us to create a corporate culture in which everyone belongs and all associates have an opportunity for development and advancement.

We embrace the differences of our associates and see our diversity and the varied perspectives in our workforce as a competitive advantage that provides us with a stronger and more capable workforce.

In the section

14	Diversity, Equity and Inclusion
15	Building an Inclusive Culture Through Education
15	Diversity Representation
16	Associate Engagement
17	Recognition
17	Developing Our Talent
18	Health and Safety
18	Human Rights
19	Corporate Giving





## Diversity, Equity and Inclusion

The Unisys approach to Diversity, Equity and Inclusion (DEI) is simple: Create an environment where everyone belongs. At Unisys, we recognize the crucial role that inclusion and diversity play in our corporate life and in our ability to provide exceptional service to our clients and within society.

We take pride that our commitment to diversity, equity and inclusion begins at the top with our Board and our CEO and Chairman Peter Altabef and extends to our leadership team throughout our company. Our areas of focus include gender, race and ethnicity, LGBTQ+, disability, veteran status and other areas as determined by our market.

To further strengthen our commitment, this year we joined the Valuable 500, which is a global movement to advance workplace equality and inclusion for people with disabilities. Additionally, we are looking to partner with other organizations that offer guidance on how to promote equality and advance DEI in the workplace.

*“At Unisys, we believe in the value of diversity and inclusion. We understand that when people are empowered to bring their authentic selves to work, they have the ability to not only fully contribute, but flourish.”*

*— Wendy Reynolds-Dobbs*



**Wendy Reynolds-Dobbs,**  
Vice President and  
Chief DEI Officer



## Building an Inclusive Culture Through Education

We recognize that DEI education is foundational to helping us foster an inclusive culture. This year, we initiated a “Coffee with Peter” series, designed to bring our associates together to discuss their unique backgrounds and experiences. These small group gatherings give our associates the opportunity to learn about different cultures and experiences, helping us to create a greater sense of understanding and appreciation of each other.

Additionally, we have expanded our DEI education this year by including unconscious bias education as part of our Respectful Workplace training, giving associates insight into how unconscious bias shows up in the workplace and the importance of recognizing it when it occurs. We also introduced an inclusive leadership workshop for leaders across the company to deepen their understanding of how unconscious bias can affect decision-making and identify ways to mitigate its impact.

## Diversity Representation

As we strive for equity, diversity representation across our company is top of mind. This past year we have made improvements in hiring women at the director and above levels and have seen an overall increase of women and people from underrepresented ethnic groups (UREG) within leadership. Since January 2021, our representation of women globally has increased from 22% to 23% and our UREG population in the US has increased from 17% to 20% within the senior management and above levels.

In addition to our efforts focused on increasing gender and ethnic diversity, we have also introduced a neurodiversity program, aimed at hiring and better integrating individuals who are neurodiverse into our workplace. Additionally, we continue to support our veterans by participating in the Hiring Our Heroes program, to help connect our military community with employment opportunities within Unisys.



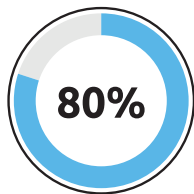


## Associate Engagement

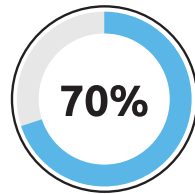
At Unisys, part of fostering an inclusive environment also means ensuring we have an engaged workforce. We take our associate engagement seriously and know that our people are our most valuable asset.

Every year we measure associate engagement and develop action plans to improve in key areas. This year 83% of our associates participated in the survey, revealing that 72% of associates are actively engaged. In addition to launching the engagement survey, we also introduced a Diversity Equity and Inclusion index to assess associate perspective on DEI efforts across the company. Overall, 73% of our associates view our efforts regarding DEI favorably. Our data shows that 80% of associates “feel comfortable being themselves at work” and 70% “feel a strong sense of belonging.”

In our efforts to foster inclusion and create an environment where everyone belongs, our Associate Impact Groups (AIGs) continue to provide programming and initiatives to support our business and help bring our associates together. This year we welcomed two new groups, BlackU, an organization aimed at promoting and developing our Black associates within Latin America, and our Ability Innovation Group, aimed at creating an inclusive environment for associates with disabilities. These two new AIGs, in addition to our others, are open to all associates and help represent and celebrate the rich diversity at Unisys.



**Associates who feel comfortable being themselves at work**



**Associates who feel a strong sense of belonging**





## Recognition

Unisys's efforts in DEI have garnered third-party recognition. In August, we received a perfect score on the 2021 Disability Equality Index, the world's most comprehensive benchmarking tool to measure disability workplace inclusion. This score, which increased from 80% to 100% this year, reflects Unisys' performance on a range of key performance indicators, including culture and leadership, enterprise-wide access, employment practices, community engagement and supplier diversity. To improve our score, we began measuring the engagement of people with disabilities, offered Disability Inclusion training, implemented closed captioning on Zoom for associates with hearing impairments and added coverage of hearing aids to our insurance benefits. In addition to the recognition we received from the Disability Equality Index, we also were listed on the DiversityInc 2020 Noteworthy Companies Top 50 for a second year in a row and received the Premio Mulheres Na Liderança award for women in Brazil.

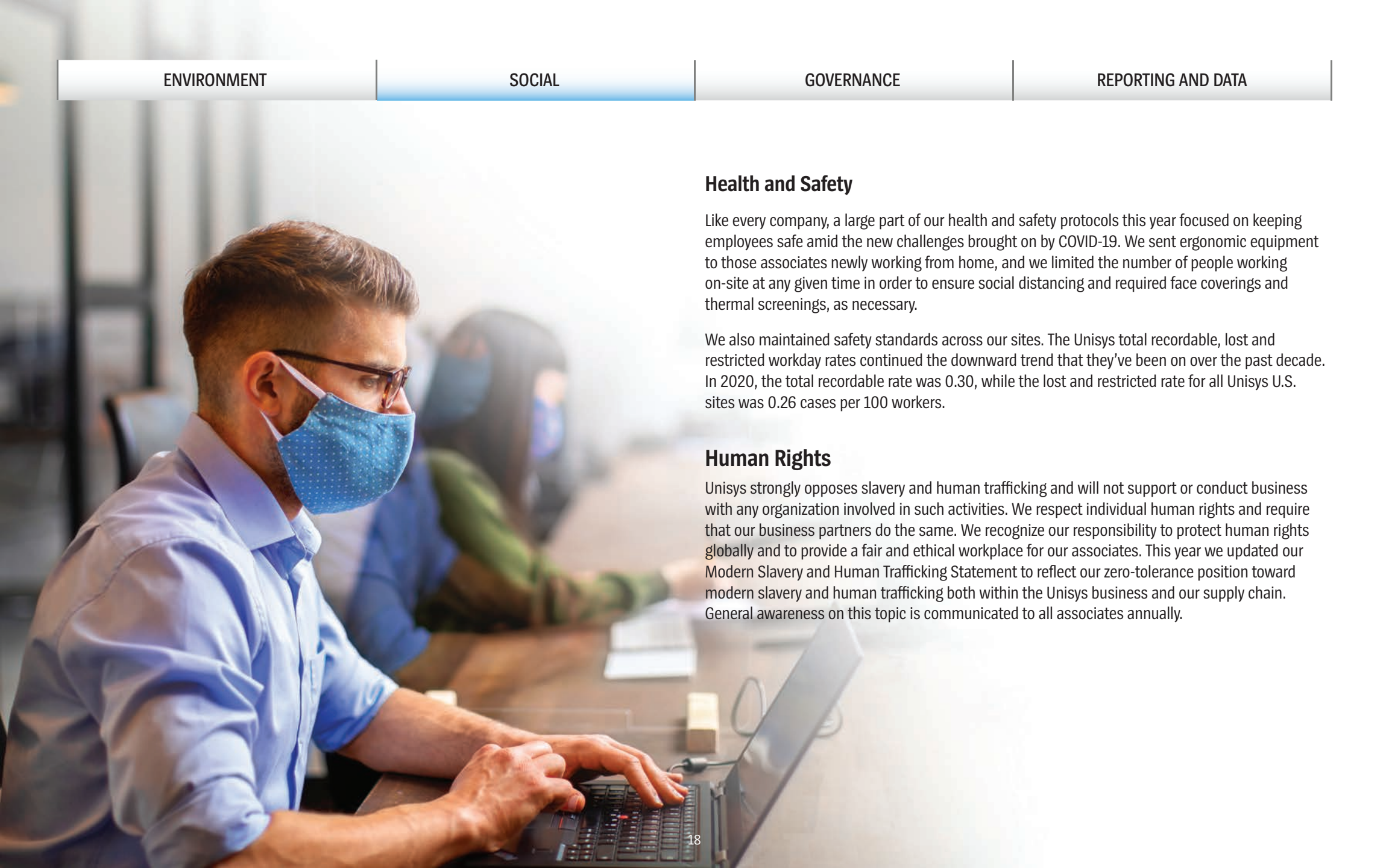
## Developing Our Talent

Our thoughtful and purposeful investment in professional development remains focused on building a diverse and inclusive bench of future leaders empowered to improve our business. That includes reskilling initiatives to ensure that our associates remain as competitive as possible in rapidly evolving technical fields.

Our Unisys University educational programming offers a wide range of development opportunities through partnerships with organizations such as Skillsoft and subject matter leaders such as Global Knowledge and Franklin Covey. This program gives associates access to more than 50,000 on-demand development programs.

We provide tuition reimbursement to associates pursuing degree programs or certifications that align with our business goals. We are also piloting a Connected Leadership program focused on developing associates from underrepresented ethnic groups at both the executive and management levels. As part of the Minnesota Aspirations for Women in Computing, we have hosted an event that allows one-on-one meetings and networking between high school students and professional women.





## Health and Safety

Like every company, a large part of our health and safety protocols this year focused on keeping employees safe amid the new challenges brought on by COVID-19. We sent ergonomic equipment to those associates newly working from home, and we limited the number of people working on-site at any given time in order to ensure social distancing and required face coverings and thermal screenings, as necessary.

We also maintained safety standards across our sites. The Unisys total recordable, lost and restricted workday rates continued the downward trend that they've been on over the past decade. In 2020, the total recordable rate was 0.30, while the lost and restricted rate for all Unisys U.S. sites was 0.26 cases per 100 workers.

## Human Rights

Unisys strongly opposes slavery and human trafficking and will not support or conduct business with any organization involved in such activities. We respect individual human rights and require that our business partners do the same. We recognize our responsibility to protect human rights globally and to provide a fair and ethical workplace for our associates. This year we updated our Modern Slavery and Human Trafficking Statement to reflect our zero-tolerance position toward modern slavery and human trafficking both within the Unisys business and our supply chain. General awareness on this topic is communicated to all associates annually.

## Corporate Giving

Unisys is committed to making a positive impact in the communities where our associates and clients live and work through corporate philanthropy. Through our global Unisys Cares program, we have partnered with non-profit organizations who are driving better outcomes and positive change around the globe.

This year many of our efforts centered on the evolving pandemic. For instance, since India was heavily impacted by COVID-19, we partnered with a healthcare services provider to organize two vaccination drives in Bengaluru and Hyderabad. More than 1,400 associates and their dependents were vaccinated across both cities. Additionally, we put in place a dedicated 24/7 COVID-19 Task Force to assist associates and their dependents during medical emergencies, and we created a campaign across Unisys to support families of associates impacted by COVID-19.



*Partnership with Hungarian Food Bank Association.*



*Messengers of Peace Association laptop donation.*

We also partnered with the Hungarian Food Bank Association in Hungary to prepare 200 hot meals for those in need. Not only do we volunteer for efforts that affect our communities, as an IT company we also focus on helping to close the digital divide. This past year we donated 60 laptops to the Messengers of Peace Association in Spain, and we partnered with Digitunity to donate 700 laptop devices to be distributed to residents in need across Philadelphia, Pa.

Through our Unisys Cares program, we will continue to support organizations that have a positive impact on our environment, society and communities. Organizations that received donations from Unisys included the following:

- **Urban League of Greater Atlanta**
- **Pennsylvania State System of Higher Education**
- **Hawaii Annual Code Challenge**
- **American Heart Association**



# GOVERNANCE





# GOVERNANCE

Integrity is one of our core values at Unisys. It guides operational decisions and business relationships. We uphold our commitment to effective and efficient governance and operate a risk-driven program with a focus on compliance, reporting and ethical behavior. We recognize that acting as a good corporate citizen is both the right thing to do and the best way to run our business.

We aim to make a positive impact and to follow good governance practices. This includes a regular review of the structures and processes designed to increase accountability and transparency throughout the organization. We promote an environment where all associates are comfortable speaking up without fear of retaliation. We do not tolerate harassment or discrimination and stand for honesty and fair competition.

Our commitment to sound corporate governance begins with our board of directors, who strive to act responsibly and to oversee and counsel Unisys with an eye toward minimizing strategic risks for both shareholders and stakeholders. The board’s Audit & Finance and Security & Risk Committees receive quarterly reports from our Chief Compliance and Privacy Officer. The board holds itself, our executive leadership team and our associates to high ethical standards in conducting business.

Each independent member of our diverse Board of Directors is a leader in their field and contributes a valuable perspective. 58% of our 12-member board identifies as women and members from underrepresented ethnic groups.

In the section

22	Ethics and Compliance
23	Data
24	Security
24	Emerging Threats



**Karen Moore,**  
Chief Compliance and  
Privacy Officer

## Ethics and Compliance

Our approach to compliance and ethics sustains our culture of accountability and transparency. In 2020, we investigated 127 allegations of Code violations and substantiated 64 matters. There were no material lawsuits or regulatory inquiries arising from compliance misconduct.

This year we revised the Unisys Code of Ethics and Business Conduct to improve its relevance and readability and to include visual aids to assist understanding. The Code provides clear guidance for associates to enable them to exercise good judgement and make the right decisions, and calls out additional leader accountabilities.

This year, we improved our micro learning to assign relevant training on the basis of role, function or geography. We asked all associates to supplement their certification to comply with the Code and related policies with a separate Pledge Wall to encourage more personal expressions of their commitment. Each learning assignment includes information on how to ask questions, seek guidance or raise concerns across multiple channels, including a helpline that allows for web reporting as well as support calls. The helpline operates 24/7 in more than 100 languages and allows for anonymous reporting.

*“Our compliance and ethics program promotes ethical leadership and empowers our associates to exercise good judgement and take the right actions.”*  
– Karen Moore

---

**More than 95% of our associates have completed ethics and security training.**



## Data

We require all associates to protect and safeguard all data, whether owned by Unisys or our partners. We adhere to the following principles at all times when handling personal data:

- Collect or process only personal data needed for a defined and valid purpose
- Use personal data only for the purpose for which we obtained it
- Share personal data only when necessary and only to those allowed to access it
- Store personal data securely and only for as long as necessary
- Securely destroy personal data when we no longer need it

This year we appointed privacy leads in each of the business units. These senior-level associates act as a bridge between the central privacy office and their business units, ensuring that our privacy program remains closely aligned with operations and business objectives. This allows us to deploy function and business unit-specific approaches to complying with privacy principles.

The privacy lead cohort supplements a cross-functional privacy network at Unisys, which includes subject matter experts from Law, Information Security, Procurement and Audit, as well as data protection officers in those countries where the law requires it. We keep abreast of developments in cybersecurity, emerging technologies such as biometrics and artificial intelligence and the evolving regulatory environment, including the implications of recent and upcoming laws in Brazil, China and India.



## Security

Our rigorous internal security standards are foundational to our ability to deliver leading security solutions for our clients. This year we promoted former Chief Information Security Officer Mat Newfield into the newly created Corporate Security and Infrastructure Officer (CSIO) role. In this expanded role, the CSIO is responsible for both security and information technology functions and reports directly to Peter Altabef, CEO and chairman of the board. The strategic alignment between security and information technology enables us to create a cybersecure environment and protect the Unisys brand while delivering a frictionless associate experience. In addition to organizational cybersecurity measures, we empower our global associate population to be cybersecure through continuous education and required cybersecurity training.

The methodologies we employ to secure the Unisys Corporation are also being leveraged to create a more cybersecure environment for our clients. Unisys has recently been recognized by multiple cybersecurity industry organizations because of this approach. In September of this year, global technology and research advisory firm Information Services Group recognized Unisys as a global leader in cybersecurity solutions and as a regional leader in managed security services in the United States, Australia and Brazil, and as a regional leader in technical security services in the United States. Unisys Stealth won in the “Innovation in Cybersecurity” category of the Aegis Graham Bell Awards in May of 2021 for addressing an emerging business problem in the market.

## Emerging Threats

Threat actors look for opportunities to exploit the current virtual working environment; there has been a 300% increase in attacks against our network. Unisys has kept our associates and corporation secure by focusing on endpoint protection for remote laptops and devices.





# REPORTING STANDARDS



# SASB CONTENT INDEX

## Standards and Sustainability Accounting Standards (SASB) Content Index

Disclosure map for the SASB Professional Commercial Services standards

CODE	ACCOUNTING METRICS	RESULTS / REFERENCE
	<b>Recruiting &amp; Managing a Global, Diverse and Skilled Workforce</b>	
TC-SI-330a.2	Employee engagement as a percentage	Disclosed in 2021 DEI Report.
	<b>Managing Systemic Risks from Technology Disruptions</b>	
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Risk of operational disruption addressed in part within the 10K Part 1A Risk Factors.
	<b>Workforce Diversity &amp; Engagement</b>	
SV-PS-330a.3	Employee engagement as a percentage	Disclosed in 2021 DEI Report.
	<b>Environmental Footprint of Hardware Infrastructure</b>	
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Unisys has and will continue over the next several years to transition several on premise data centers to co-location data centers that have more efficient power utilization effectiveness (PUE) ratios and in some instances offer renewable energy sources. The end results of these actions with respect to the environment are conservation of electricity and lower greenhouse gas (GHG) emissions.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Unisys is not a water-intensive operation. Our primary usage is potable water at our facilities, many of which are multi-tenant buildings. We continue to incorporate LEED principles into our buildings, which includes the use of water conservation fixtures.
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	For 2020, Unisys consumed 92,000 megawatt-hours of electricity with approximately 30% of the electricity consumed from renewable sources.



# Standards and Sustainability Accounting Standards (SASB) Content Index

## Disclosure map for the SASB Professional Commercial Services standards

	Professional Integrity	
SV-PS-510a.1	Description of approach to ensuring professional integrity	Unisys did not experience any monetary or material losses as a result of legal proceedings associated with professional integrity in the last 12 months.
	Data Privacy and Freedom of Expression	
TC-SI-220a.3	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.
	Intellectual Property Protection & Competitive Behavior	
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Unisys did not experience any monetary or material losses as a result of legal proceedings associated with anticompetitive behavior regulations in the last 12 months.



For more information visit [www.unisys.com](http://www.unisys.com)

© 2022 Unisys Corporation. All rights reserved.

Unisys and other Unisys product and service names mentioned herein, as well as their respective logos, are trademarks or registered trademarks of Unisys Corporation. All other trademarks referenced herein are the property of their respective owners.