



2021 Unisys Diversity, Equity and Inclusion Report

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2021 UNISYS DIVERSITY, EQUITY AND INCLUSION REPORT

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A MESSAGE FROM OUR CEO



At Unisys, the one thing that will never change is our commitment to our greatest strength, our people. We understand that our growth, success and competitiveness as a company depend on our ability to foster an inclusive culture, ensure diverse perspectives and cultivate a strong sense of belonging. To that end, we have built a powerful foundation for our Diversity, Equity and Inclusion (DEI) journey, and we strive to be an employer of choice.

More and more, current and prospective clients want to associate themselves with companies that align with their core beliefs and values. The same is true for people. That is why I am reaffirming our long-standing commitment to embed DEI within the fabric of our organization and to provide opportunities that enable all of our associates to learn, connect and grow.

Our workforce is diverse, with associates of different backgrounds, cultures, languages, religions, genders, sexual identities, ages and family types. Our diversity establishes a wide range of perspectives, empowering all to share, listen and inspire change. Each Unisys associate is different, and those differences are celebrated. Ultimately, they make our company stronger.

DEI at Unisys means nurturing an inclusive environment in which every associate's contributions are valued. To achieve this, I have committed to the Valuable 500, a global movement to ensure disability is on the business leadership agenda and to help unlock the social and economic value of people living with disabilities. By joining, I agree to place disability on the board agenda, make one firm commitment to action and to share this commitment to the Valuable 500 internally and externally.

By investing in our people and their contributions, we are investing in our collective success. I am incredibly proud of our progress to date as established in this report. I also know that our progress will continue. We are firmly on this journey, and our commitment to these efforts and to our people is here to stay.

A handwritten signature in black ink that reads "Peter Altabef". The signature is fluid and cursive, with the first name "Peter" and last name "Altabef" clearly distinguishable.

Peter Altabef, CEO

About This Report

This report highlights many of the initiatives that we're undertaking to improve diversity, equity and inclusion at Unisys. 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 work equally hard to create a diverse and inclusive environment for our associates.

Our report is a snapshot in time and while we have opportunities to improve, we have much progress to celebrate.

This report demonstrates our commitment to improving diversity, equity and inclusion at Unisys.



Wendy Reynolds-Dobbs

VP and Chief Diversity, Equity and Inclusion Officer

"At Unisys, we are committed to growing an inclusive, equitable and diverse environment for our associates, clients, partners and surrounding communities. As we reflect on this year, we

are proud of our concentrated efforts to embed DEI within the fabric of our organization. In 2021, we increased our representation of women and people from underrepresented ethnic groups throughout our leadership. We also continued to invest in our associate's experiences and their sense of engagement and inclusion, which is above external benchmarks. While our progress is remarkable, we recognize that we can and will do more. This report highlights our efforts to date but also serves as a reinforcement to our commitment to advance DEI within and outside of our company walls, fostering a culture where everyone belongs."



Our Approach to 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 plays in our corporate life, in our ability to provide exceptional service to our clients and within society. Fostering an inclusive culture that focuses on respect, diversity of thought and equal opportunity for all people is key to innovation and growth.

We strive to promote DEI at every level of our company with a focus on four key areas to drive our efforts forward.

Our DEI approach is supported by initiatives that focus on:

PEOPLE



Building a diverse workforce that represents the communities we live in

CULTURE



Cultivating a respectful, equitable and inclusive workplace where every associate belongs

COMMUNITY



Advocating for issues that matter to our people and communities

MARKET



Leveraging diversity, equity and inclusion in our business practices

OUR PEOPLE

Build a diverse workforce that represents
the communities we live in and serve



Diversity Starts at the Top

Our commitment to diversity starts at the top, and we are proud to have a diverse corporate board and a senior leadership team who are reflective of the communities we serve. Our board understands the importance of diversity, equity and inclusion and demands continuous improvement.

The Forum of Executive Women has recognized the company as a 2021 Champion of Board Diversity for its commitment to paving the way for gender equality in the corporate boardroom. The Forum honored Unisys as one of 27 enterprises among the top 100 public companies in the Greater Philadelphia Region where women comprise at least 30% of their respective boards of directors.

In addition, we reinforced our commitment to diversity with several C-suite appointments this year and created the leadership role of chief diversity, equity and inclusion officer. We welcomed Wendy Reynolds-Dobbs as the first person to hold this role, reporting to our chief human resources officer. This is a concrete step toward strengthening our diversity, equity and inclusion strategy and driving impact across our company and the communities we serve.



Katie Ebrahimi

Chief Human Resources Officer

“Unisys is committed to our associates, and we know that our growth, success and competitiveness as a company depend on our ability to foster an inclusive culture, ensure diverse perspectives and cultivate a strong sense of belonging so that all of our associates may bring their whole selves to work every day.”

This year, we welcomed two new board members:



Troy Richardson

Mr. Richardson, who serves as executive vice president and chief operating officer of global digital technology software company PTC Inc., brings to Unisys expertise in operations, sales, marketing and client services from his more than three decades in the information technology industry.



Roxanne Taylor

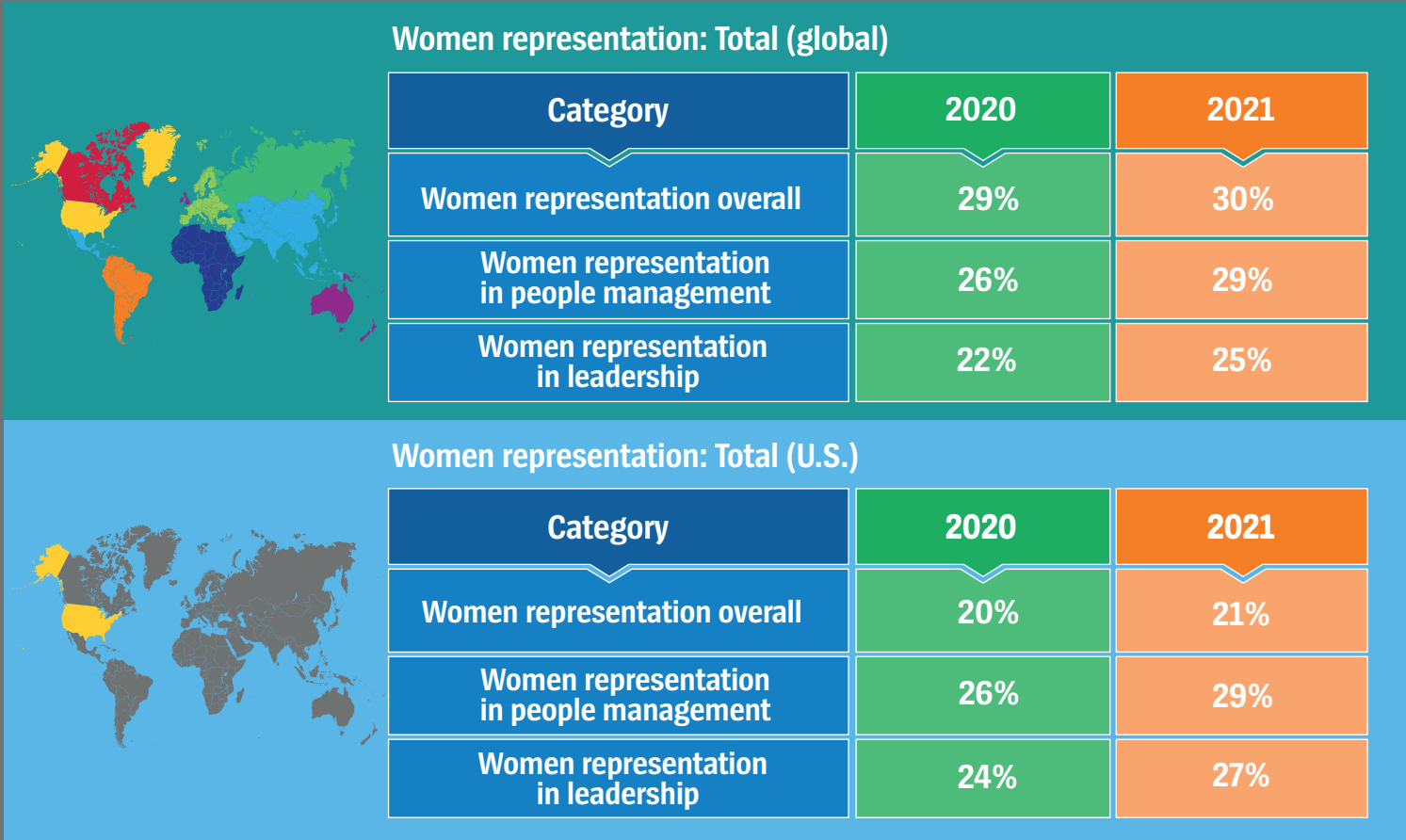
Ms. Taylor, who serves as the chief marketing and communications officer for Memorial Sloan Kettering Cancer Center in New York, brings to Unisys deep experience in brand leadership, marketing communications and diversity, equity and inclusion.

Board data:



Our Globally Diverse Workforce

Across Unisys, we are focused on having a workforce that represents the diverse communities that we serve. Here is a snapshot of our diversity representation efforts.



* Data as of October, 31 2021.

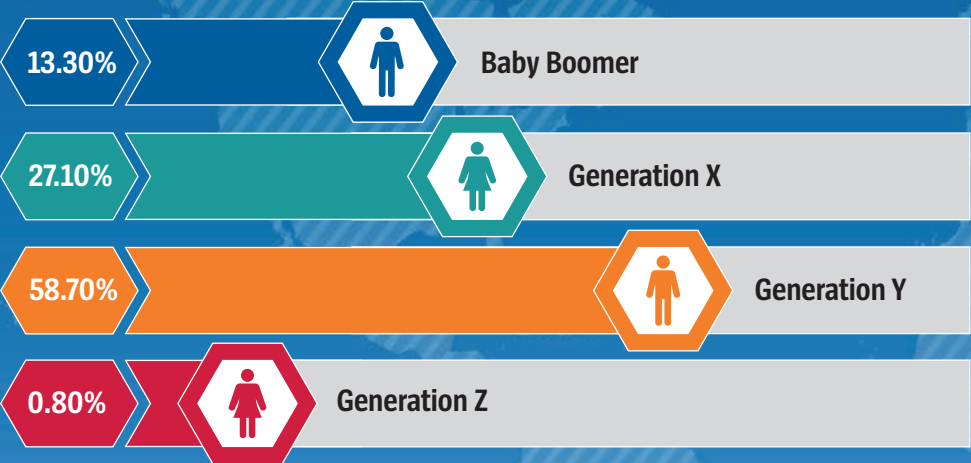
* Data in this report excludes iPSL, which is a joint venture between Unisys, Barclays and Lloyds Banking Group. iPSL consists of 61% women associates

* People management refers to anyone with direct reports.

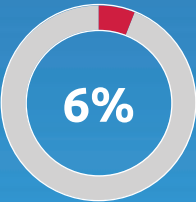
* Leadership refers to directors and above.

Our Globally Diverse Workforce (continued)

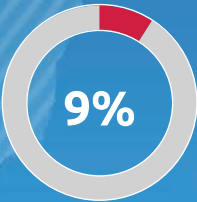
Age Representation (global)



Representation of veterans: (U.S.)



Representation of people with disabilities: (U.S.)



Underrepresented Ethnic Groups: Total (U.S.)

DETAIL	2020	2021
UREG overall	27%	27%
Black or African American	10.20%	9.91%
Asian	8.28%	8.97%
Hispanic or Latino	6.29%	6.36%
Two or more races	1.56%	1.57%
American Indian or Alaska Native	0.37%	0.44%
Native Hawaiian or Other Pacific Islander	0.29%	0.22%
Undeclared	7.90%	7.65%
UREG representation in people management	17%	19%
UREG representation in leadership	15%	17%

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Expanding Diversity: Veterans

Through the Hiring Our Heroes corporate fellowship program, we're able to help active-duty service members gain civilian work experience while also providing them with training, mentorship and professional development. We have hired service members into positions at the end of their fellowships in talent segments including Cyber Security, Project Management, and Field Engineering, and we look forward to continuing to grow this successful program.

Unisys also supports the U.S. Department of Defense Military Spouse Employment Partnership. This initiative connects military spouses with partner employers who help provide them with portable careers.



Russell Hartzel

Cyber Security Project, Hiring our Heroes alumnus
and co-leader of Veteran AIG

"We work hard to make sure all veterans feel like they belong here and like they have opportunities toward advancement. We reach out to new military veterans in the company during onboarding to help with the adjustment to corporate culture if they haven't

previously worked in this type of environment. With members from all business units and levels, the group can provide insight into both lateral and vertical opportunities."

Expanding Diversity: Neurodiversity

Through the Neurodiversity at Work program, Unisys leverages the unique ability and perspectives of neurodivergent people to foster an inclusive and innovative environment. Rather than going through a traditional interview process, candidates can demonstrate their skills solving a technical problem and meet informally for discussions with our hiring team. Prior to these meetings, the candidates attend professional development workshops and work closely with the coaches from Neurodiversity in the Workplace to help them prepare for these sessions. We launched our first pilot for Service Desk roles, which has been received very well by the business, and are looking to expand into other areas.





Developing for the Future

We have several programs aimed at growing and developing our people.

Connected Leader Program

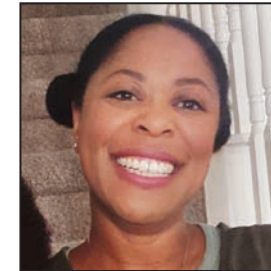
In 2021 we piloted a new program aimed at developing our pipeline of ethnically and racially diverse leaders, the Connected Leader. Both the Executive Leadership and Management tracks are designed to progress the development of people from under-represented ethnic groups into senior leadership positions.

Women in Action

This five-month development program is designed to help entry-level women associates prepare for more senior roles throughout Unisys. The program focuses on career discussions, presentation skills, personal branding, networking and mentoring. Since its inception in 2019, over 60 women have graduated from the program.

Diversity Accelerator

This nine-month program provides management-level associates from underrepresented ethnic groups with personal and professional development. Participants focus on various career topics and serve as mentors for other associates across the organization. Since its inception in 2020, 40 associates have graduated from the program.



Rashida Krueger

Global Administrative Manager
and graduate of Diversity
Accelerator program

*"Through Diversity Accelerator, I
found an incredible mentor
with whom I meet every month.*

*She answers my questions and provides guidance without
judgment. That's been a career game changer and a huge asset
for me as a new leader."*

Internship Program

Early career development is critical. In recent years, our internship program has expanded into various departments and business units. Unisys has spent the last few years engaging in relationships with many universities and their students, hosting networking events and job shadowing as well as attending career fairs across the globe. Our continuous efforts with these universities have enabled Unisys to build the company's future pipeline with top talent.

Interns gain an exclusive opportunity to learn about and work with leading-edge Unisys technology, such as ClearPath Forward® and Stealth™. Working alongside Unisys leaders, our interns gain great exposure to the company and products, giving them a practical edge that is difficult to obtain from a textbook.

At the end of the program, we invite our interns to share their perspectives, which help us improve our program for future interns. Their feedback has enriched the leadership development training we provide to all interns through Unisys University. Unisys continually looks for ways to expand our internship program, and we are excited about what the future will bring.

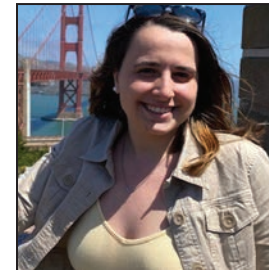


Eric Xu

Applications and Architecture Analyst and former intern

"I have been at Unisys for over a year now, with most of that time spent as an intern. While it may sound odd that I have yet to meet a single coworker in person, this speaks to both Unisys' success in adapting to a modern workforce and its embrace of talent across the globe."

Diversity, equity and inclusion are not just terms used here at Unisys. They permeate my education, career and personal life as well. My parents are industrious Chinese immigrants and small-business owners who have dedicated their life to providing the best opportunities for my older sister and me. Unisys has supported my natural progression from a college student to an early career associate so that I can make the most out of these opportunities. Each day, I work with a diverse group of individuals who contribute unique values, ideas, and personalities to Unisys. In this way, I feel fortunate to have joined an organization fostering a culture of inclusion and growth."



Paige Pichette

Unisys intern

"From my experience, Unisys makes each associate feel very welcomed and included. They have helped me to grow as a young professional while building a set of connections that I can rely on when I need them."



OUR CULTURE

Cultivate a respectful, equitable and inclusive workplace where every associate belongs



An Environment Where You Belong

At Unisys, we strive to create a workplace where every associate can bring their talents, perspectives and abilities to work. Inclusivity, which is one of our core beliefs, displays our commitment to fostering an inclusive environment where our associates can be their authentic selves and feel like they belong. Diversity and inclusion help advance innovation, spark great ideas and contribute to overall business success. By creating a culture that celebrates diversity, supports inclusivity and respects different ideals, we innovate, learn and have fun!

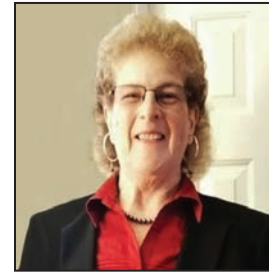


Associate Impact Groups and Networks

Our Associate Impact Groups (AIGs) are voluntary, associate-led groups that foster a diverse, inclusive workplace aligned with our mission, beliefs and goals. Each AIG provides associates with a passion or interest in furthering diversity, equity and inclusion the opportunity to volunteer to help support our company's DEI efforts. Our groups are inclusive, and everyone is welcome to join whether they identify with a group or are supporters or allies.

In addition to our AIGs, Unisys has informal networks where associates who share similar interests or passions can sponsor events and programs designed to help associates build their network. For instance, our Women in Leadership group focuses on increasing the number of women in sales leadership in the Americas while our Women in Tech group in Europe hosts thought-provoking discussions about topics relevant to women in technology.

Through our AIGs and informal networks, our associates have facilitated more than 50 programs throughout 2021, ranging from external speakers, panel discussions, personal and career development to mentoring.



Deb Shapiro

Learning and Development Manager and Co-leader of Unisys Pride AIG

"I believe that when Unisys associates can be themselves both at work and at home, we see their whole self. Imagine how wonderful it is to be able to talk about our families and just be 'part of the crowd' instead of having to hide part of ourselves. Once they realize there is a support system at Unisys, people tend to get more involved."



United by Diversity AIG

Focused on engaging, empowering and developing associates from underrepresented ethnic groups, this group's mission is to help foster a welcoming and inclusive environment for all associates at Unisys.

United by Diversity regularly hosts events aimed at recognizing and celebrating our diversity. This year's events included celebrations for Black History Month, Homecoming, Cinco de Mayo, Immigrants Heritage Tribute, Juneteenth, LatinX Heritage Month and Global Diversity Month, amongst others. Educational events hosted by this group included lunch and learns, fireside chats, living room conversations and cultural learning sessions.



Women+ Network AIG

Comprised of women and allies of any gender, this group provides a forum for leadership, networking and collaboration, as well as personal and professional development.

In 2021 the Women+ Network hosted numerous events, including networking sessions, a panel discussion with women in leadership and guest speaker events focusing on career advancement and mentorship.





Empower-U AIG

Empower-U provides meaningful professional development, networking and support for women and their allies working in Latin America.

In 2021, Empower-U hosted a Speak for Women's month, a panel discussion with a diverse group of women focused on career development and meetings on mental health, empowerment and career development.



The Ability Innovation Group

With chapters in the United States and Brazil, this group brings people with disabilities and their allies together to share their experiences, enhance career development and increase engagement opportunities. The Ability Innovation Group offers programs focused on disability awareness and helps identify ways to hire, retain and develop people with disabilities.

In 2021, the Ability Innovation Group hosted company-wide webinars on the effect of COVID-19 on workplace accommodations for people with disabilities, and on the benefits of the company's neurodiversity hiring program.



BlackU AIG

BlackU, which is based in Brazil, is our latest AIG. Launched this year, BlackU focuses on building an inclusive culture for the Unisys Black community in Latin America. Additionally, the group works to deconstruct unconscious bias and provide opportunities for networking and professional development.



Veterans AIG

The Veterans AIG provides a community atmosphere in which military veterans and associates with a passion to support veterans can network, collaborate and share resources and knowledge. The group helps recruit, retain and develop military veteran talent.

This group actively mentors new veteran associates and in 2021, the Veteran's AIG co-hosted a Veteran's Day event with CEO Peter Altabef discussing veteran advocacy at Unisys and across the industry.



Unisys Pride AIG

Supporting LGBTQ+ associates and their allies, this group affects change via communication, education and assistance. It provides an inclusive and safe space for associates that touch the LGBTQ+ community personally, with family, or through colleagues.

Unisys Pride hosted guest speakers on the transgender experience, created a chapter in Latin America and celebrated Pride Month with a special Coffee with Peter conversation with the CEO.

Additionally, members from the AIG attended the Out & Equal Summit to learn more about best practices in LGBTQ+ inclusion.

Our Global Diversity, Equity and Inclusion Council

Our DEI council consists of 20 representatives from across Unisys' business units and regions who work together to build and nurture a more inclusive culture. In 2021, the council had several working groups focused on specific aspects of diversity, such as race and ethnicity, people with disabilities and gender-equity topics. All groups aim to build and nurture a better, more inclusive culture.

In addition to the global council, Unisys has active DEI councils in India and Latin America designed to help support DEI within their region.

Belonging and Engagement

It is crucial for us to understand our associates' perspectives and experiences. Through our annual engagement survey, we gain insight into what is important for our associates and identify ways to increase engagement.

This year 83% of our associates participated in the survey, revealing that 72% of our associates are actively engaged. Since we understand that a key factor in one's level of engagement is a sense of belonging, we implemented a pulse survey in 2019 to measure our associates' sense of belonging. This year, as part of our commitment to progress in DEI, we included a new DEI index as part of our annual engagement survey to get an objective measure of belonging, inclusion and equity, and how these factors impact engagement.

Other Initiatives

- **Diversity Champions:** Each quarter we highlight individual associates who have shown a commitment to actions and behaviors that help make our culture more inclusive and diverse. Since the start of this initiative, we have had 11 champions across multiple business units and regions.
- **Coffee with Peter:** This year, we initiated a "Coffee with Peter" series, designed to bring our associates and our CEO, Peter Altabef, 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.
- **New Core Belief:** We added "Inclusivity" to our set of core corporate beliefs as a demonstration of our steadfast commitment to living this value. We believe that including diverse perspectives throughout our business will make our organization stronger. Our other beliefs are Curiosity, Creativity, Client-Centricity and Integrity.
- **New DEI Position Statement:** Since it is important to be clear and transparent on how we view topics of diversity, equity and inclusion, we created a DEI statement that outlines our position and support of DEI efforts across Unisys.

This year 83% of our associates participated in the survey, revealing that 72% of our associates are actively engaged.





Education

Continuous learning is extremely important at Unisys. Our associates indicated in our engagement survey that they have good opportunities to learn and grow at Unisys. In fact, more than two-thirds are very satisfied with their growth.

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 FranklinCovey. This gives associates access to more than 50,000 on-demand development programs, ranging from books to boot camps. In addition, we provide tuition reimbursement to associates pursuing qualifications or certifications that align with our business goals.

In regards to DEI, this year we expanded the **Unconscious Bias Training** that all associates take as part of our Respectful Workplace training, giving them insight into how unconscious bias shows up in the workplace and the importance of recognizing it when it occurs.

To support our leaders in creating an inclusive culture, we launched a new educational program, **Inclusive Leadership**, for our directors and above. Close to 90% of our leaders have completed this program covering how to disrupt biased decision-making patterns in talent management.

Close to 90% of our leaders have completed our Inclusive Leadership program covering how to disrupt biased decision-making patterns in talent management.

OUR COMMUNITY

Advocate for issues that matter to
our people and communities



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 Unisys Cares program, we have partnered with nonprofit organizations that are driving better outcomes and positive change around the globe. We support the critical missions of these nonprofits through a combination of volunteerism and corporate giving. Just as we strive to enhance people's lives through secure, reliable, advanced technology, we are equally passionate about making the world a better place by supporting important philanthropic activities and causes through the Unisys Cares program.

Doing Our Part in a Pandemic

This year, once again, 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.



Helping to Close the Digital Divide

The digital divide is the gap between those who benefit from the digital age and those who do not. As an information technology company, we focus on closing the gap of access to information and communication technologies within our communities to reduce the digital divide. This past year, we donated 60 laptops to the Messengers of Peace Association in Spain, whose mission is promoting the human and social development of society's most underprivileged populations.

Additionally, we partnered with Digitunity to donate 700 laptop devices to be distributed to residents in need across Philadelphia, Pa. The donated laptops benefited students within the School District of Philadelphia as well as residents working with other community-service organizations in the area, such as Better Tomorrows in Camden, N.J.

Supporting Education and STEM

Unisys supported the Hawaii Annual Code Challenge (HACC) to help prepare students for the digital economy. The hackathon encourages civic engagement with the local technology community in modernizing state functions and services for a more effective, efficient and open government. Another objective of the hackathon is to strengthen the pipeline of the IT workforce and expand the tech industry in Hawaii.

Also this year, we supported Pennsylvania's State System of Higher Education. Their mission is to increase educational attainment in Pennsylvania; to prepare students at the undergraduate and graduate levels for professional and personal success in their lives; and to contribute to the economic, social and cultural development of Pennsylvania's communities.

In addition to our COVID-19 efforts in India, we also partnered with the Hungarian Food Bank Association in Hungary to prepare hot meals for those in need.

Improving Social Equity

Social equity is important to Unisys. To that end, we supported the Urban League of Greater Atlanta which is dedicated to fostering economic empowerment in order to elevate the standard of living in historically underserved urban communities.

Our efforts to improve social equity expand outside of the United States. In 2021, our associates in Hungary partnered with the Hungarian Food Bank Association to prepare hot meals for those in need.



OUR MARKET

Leverage diversity, equity and inclusion
in our business practices

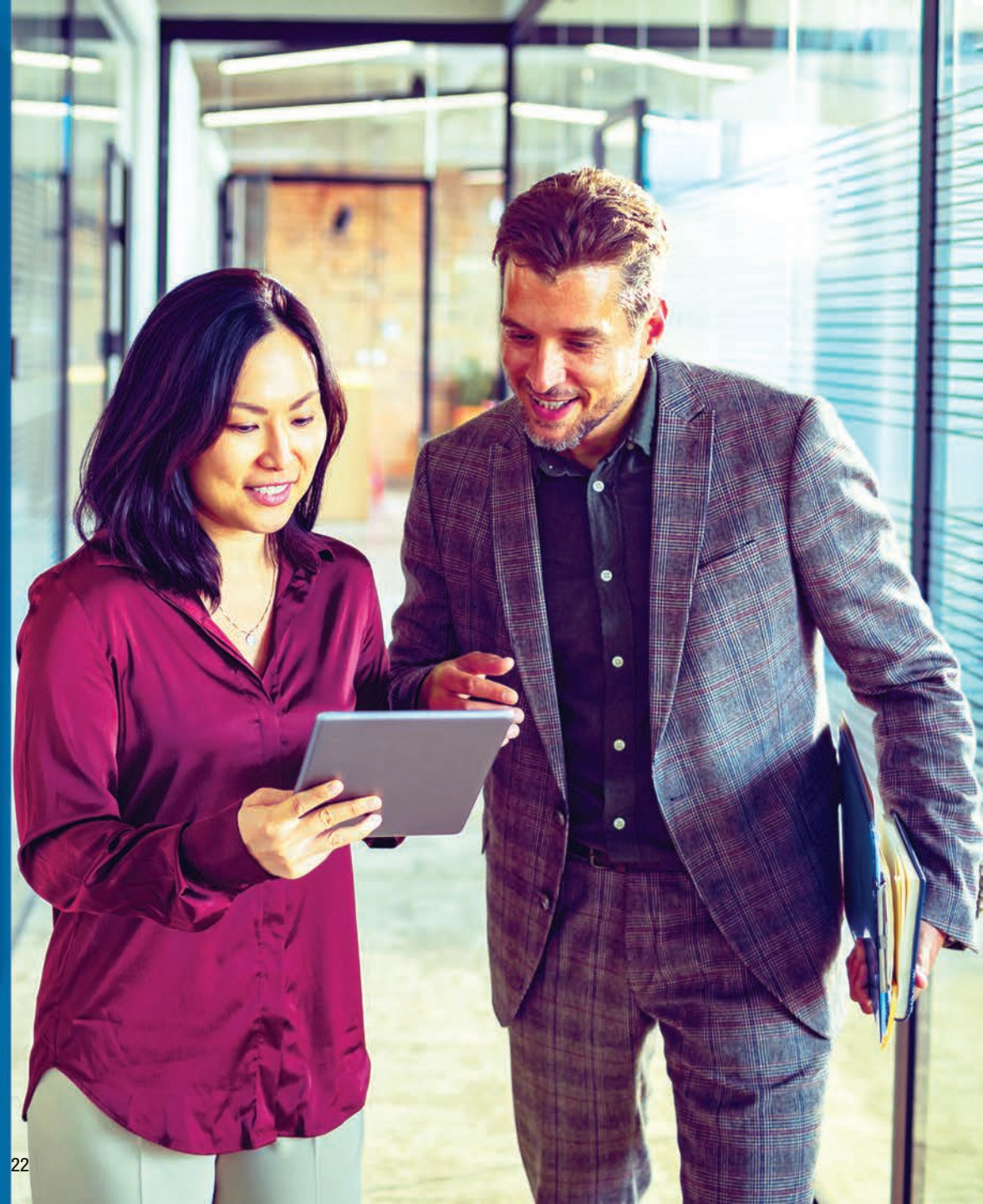


Supplier Diversity

Just as diversity is important in our associate base, it is important in our supplier base. Not only does it uplift the communities we live in, it is good for business, innovation and growth. Our longstanding Supplier Diversity program identifies, develops and promotes emerging suppliers across a variety of business classifications, including minority-owned, women-owned, veteran-owned and small businesses.

Unisys is proud to serve as an active member of the National Minority Supplier Development Council, which advances business opportunities for certified minority business enterprises and connects them to corporate members.

In 2020, we spent over 9% of our annual third-party expenditures in the United States with diverse suppliers. We will continue to focus on our supplier diversity program and are excited about the value and impact we can drive through partnering with our diverse supplier community.



AWARDS

- Disability Equality Index 2021: 100%
- The DiversityInc 2021 Top 50: Noteworthy Company
- Participated in the 2021 Corporate Equality Index with a score of 70%
- Humanizadas Conscious Business Assessment 2020: BBB rating
- The Forum of Executive Women has recognized the company as a 2021 Champion of Board Diversity for its commitment to paving the way for gender equality in the corporate boardroom. The Forum honored Unisys as one of 27 enterprises among the top 100 public companies in the Greater Philadelphia Region where women comprise at least 30% of their respective boards of directors.



The Forum
of Executive
Women



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