

Innovation Meets Intention

Harnessing bold ideas and shared
commitment to create lasting impact

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A letter from the CEO and President

There's a powerful shift happening in our industry. Innovation is no longer just about speed or capability. It's about impact — the lasting, positive change we can create for our clients, our communities and our planet. This focus on impact is why sustainability is integral to how we run the business, dating back to our first environmental report in 1994. It's also the standard we hold ourselves to today, and I'm proud to share our progress in the Unisys 2025 Sustainability Report.

Advancing our sustainability journey is about building a stronger, more resilient company. Driven by a deep commitment to discipline and transparency, this report charts our work. We are making steady progress toward our Greenhouse Gas Emission reduction goal, and our approach is being validated by independent organizations. We've earned strong ratings from the Carbon Disclosure Project (CDP) for environmental performance, Morgan Stanley Capital International (MSCI) for long-term business resilience and Institutional Shareholder Services (ISS) for strong governance. These scores reflect a structured approach to managing our impacts and risks.

That kind of impact is only possible when you empower great people. We're investing in their growth by expanding AI enablement and cultivating an inclusive workplace where every voice can contribute. This is how we fuel the collaborative breakthroughs that solve our clients' toughest challenges.

This work is built on a foundation of transparency and accountability. We continue to strengthen the practices that guide responsible decision-making across the company. By advancing our standards for disclosure, performance and risk management, we ensure we meet the high expectations of our stakeholders and build long-term durability for our business.

The future isn't something we wait for; it's something we build together. The work detailed in this report is a testament to our team's dedication and our ongoing commitment to the success of our partners. I invite you to explore the progress we've made and join us in building a future that works better for everyone.

Sincerely,



A handwritten signature in black ink, appearing to read "Mike Thomson".

Mike Thomson
CEO and President, Unisys

About this report

This report provides an overview of Unisys' sustainability strategy, performance, and progress over the 2025 calendar year. It reflects how sustainability is embedded across our operations and decision-making and is designed to provide all stakeholders with information on our key sustainability priorities, performance, and management approach. By detailing our goals, actions, and results, we aim to demonstrate how we create long-term value and manage risks through responsible business practices. We believe sustainability is a shared endeavor, and we count on our stakeholders to help shape it alongside us.

This report has been prepared in alignment with the Global Reporting Initiative (GRI) Universal Standards and the Sustainability Accounting Standards Board (SASB) Standards for the Professional Commercial Services and Software & IT Services industries. Relevant topics are addressed throughout the report, and a GRI and SASB Index is provided in the Appendix for reference. As part of our biennial reporting cycle, we publish key sustainability updates online during off-cycle years, consistent with industry practice and peer reporting trends.

In 2025, we expanded our environmental disclosures to include Scope 3 emissions for categories relevant to our business, further strengthening the transparency of our reporting. We engaged ISOS Group, an independent third-party provider, to provide moderate level type 2 assurance of select environmental metrics, including Unisys' energy consumption and Scope 1, Scope 2 (location and market based), and applicable Scope 3 Greenhouse Gas (GHG) emission categories.

The data presented in this report is for the 2025 calendar year, with supporting narratives on updates for 2026. All reported currencies are in U.S. dollars unless otherwise stated.

Unisys is headquartered in Blue Bell, Pennsylvania, and our shares (UIS) are traded on the New York Stock Exchange. Regulatory filings, including those with the U.S. Securities and Exchange Commission (SEC), and additional information about our sustainability efforts are available on our website.

About our business

Unisys is a global technology solutions company that keeps the world's leading organizations moving forward through complexity and change to push for more. We partner with clients in more than 100 countries in highly complex and regulated environments to solve their toughest business and technology challenges. From our origins dating back to 1873 through the formation of Unisys in 1986, we have built a legacy of innovation and a reputation for trust.

Our organizational structure aligns with our clients' evolving needs, reflected in three reportable segments, each with responsible AI capabilities built in to help organizations develop the right foundation, transform how work gets done and orchestrate AI securely at scale:

Digital Workplace Solutions (DWS) help clients shape the future of work in-office, remote, or hybrid, so employees can be more productive and engaged. We advise on and execute the deployment, integration and management of enterprise technologies, applications and data-driven management to deliver a seamless workplace experience.

Cloud Applications & Infrastructure Solutions (CA&I) accelerates cloud migration, application transformation and infrastructure modernization. Our solutions support multi-cloud adoption, and our developers build customized enterprise applications and provide long-term support. CA&I offerings also incorporate targeted cybersecurity solutions and strategic partnerships to help keep environments secure.

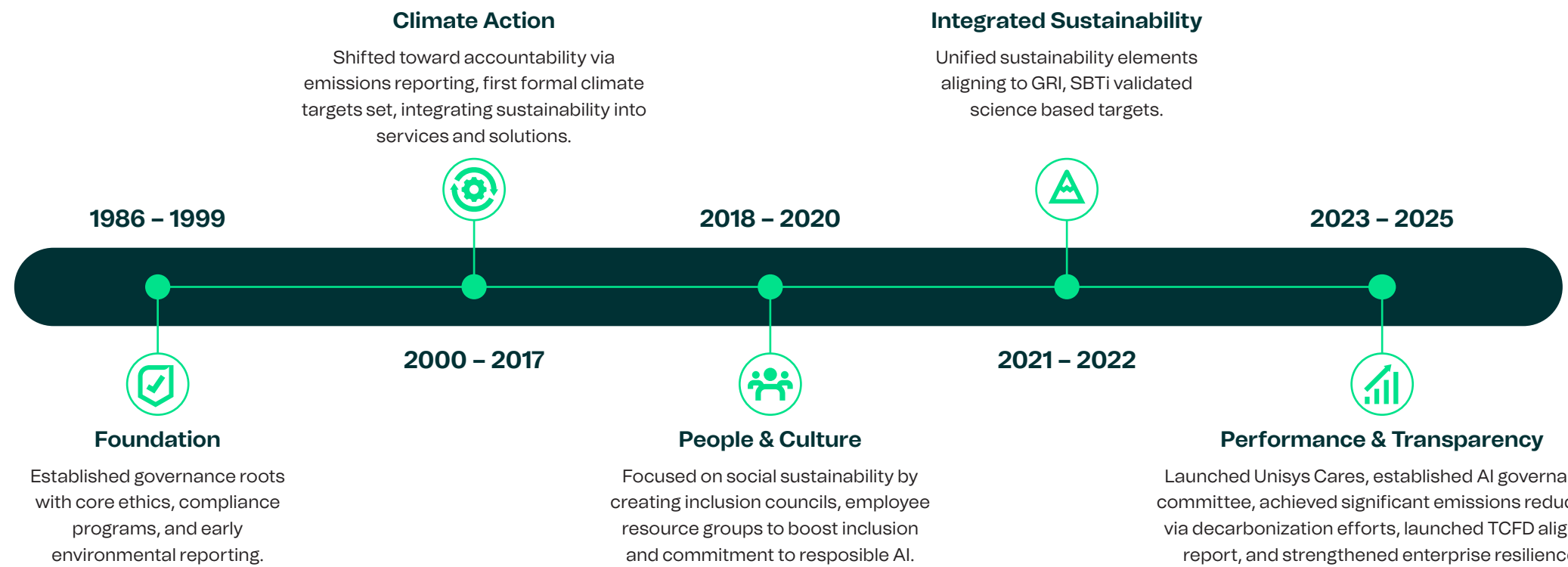
Enterprise Computing Solutions (ECS) deliver proprietary and hybrid compute capabilities in the cloud and on-premises, with services to operate and manage these environments. We apply deep industry expertise and AI-enabled capabilities to drive outcomes in financial services, travel and transportation, telecommunications and beyond.

Unisys sustainability journey

As a global technology solutions company operating in complex and regulated environments, Unisys has, for over 30 years, worked to continue to strengthen its approach to sustainability as a driver of long-term value, operational resilience, and responsible growth. Since publishing our first Environmental Stewardship Report in 1994, we have expanded our efforts to address climate, workforce, governance, and responsible innovation in a more connected and disciplined way. This progression reflects increasing stakeholder expectations, our commitment to continuous improvement, and how we operate today.

Sustaining momentum

Together, these priorities reflect Unisys’ continued progress from early environmental reporting to a more integrated and performance-driven sustainability approach. We remain focused on advancing outcomes over time, supporting our stakeholders, strengthening our operations, and delivering sustainable value to our clients and stockholders.



2025 performance highlights



CLIMATE

- Reduced combined Scope 1 and Scope 2 GHG emissions by 72% and energy consumption by 63% in FY2025 from 2020 baseline.
- 96% of the way toward our 2030 SBTi emission reduction target.
- Increased renewable electricity use to 16%, while reducing total energy consumption by 31% year-over-year (YoY).
- Diverted more than 275,000 pounds of electronic waste through our responsible electronics recycling programs.
- Generated zero hazardous waste from operations.



PEOPLE AND IMPACT

- Completed 310,731 hours of employee training (17.57 hours per employee) to support skills development.
- Achieved an employee engagement score of 76, exceeding industry benchmarks.
- 723 suppliers were assessed for environmental and social impacts via Unisys third-party supplier assessment platform.
- Continued community engagement and social impact initiatives aligned with responsible business priorities.



RESPONSIBLE GOVERNANCE

- Achieved over 98% Code of Conduct training completion rate for our associates.
- Achieved an ISS Prime status signifying robust carbon management, social impact, and governance transparency well above the IT and software industry average.
- Three of our directors are women.
- Nine of our directors are independent.
- Unisys 24/7/365 Compliance Helpline capable of handling reports in multiple languages.

Awards and recognitions

Unisys' sustainability, governance and workplace practices continue to be recognized by global rating agencies, industry benchmarks and independent business rankings. These recognitions provide external perspectives on our performance across environmental management, governance, employee experience, and responsible business practices as of December 2025.

Sustainability ratings and sustainability benchmarks

CDP Climate Rating:

B, above the IT/software industry average of C

CDP Supplier Engagement Assessment:

A

ISS Environmental Quality Score:

1, the highest rating

ISS Governance Rating:

Prime

MSCI Rating:

BBB

Employer and business recognition

TIME:

World's Best Companies of 2025

TIME:

India's Best Employers of 2025

Newsweek:

2025 Global Top 100 Most Loved Workplaces®

Forbes:

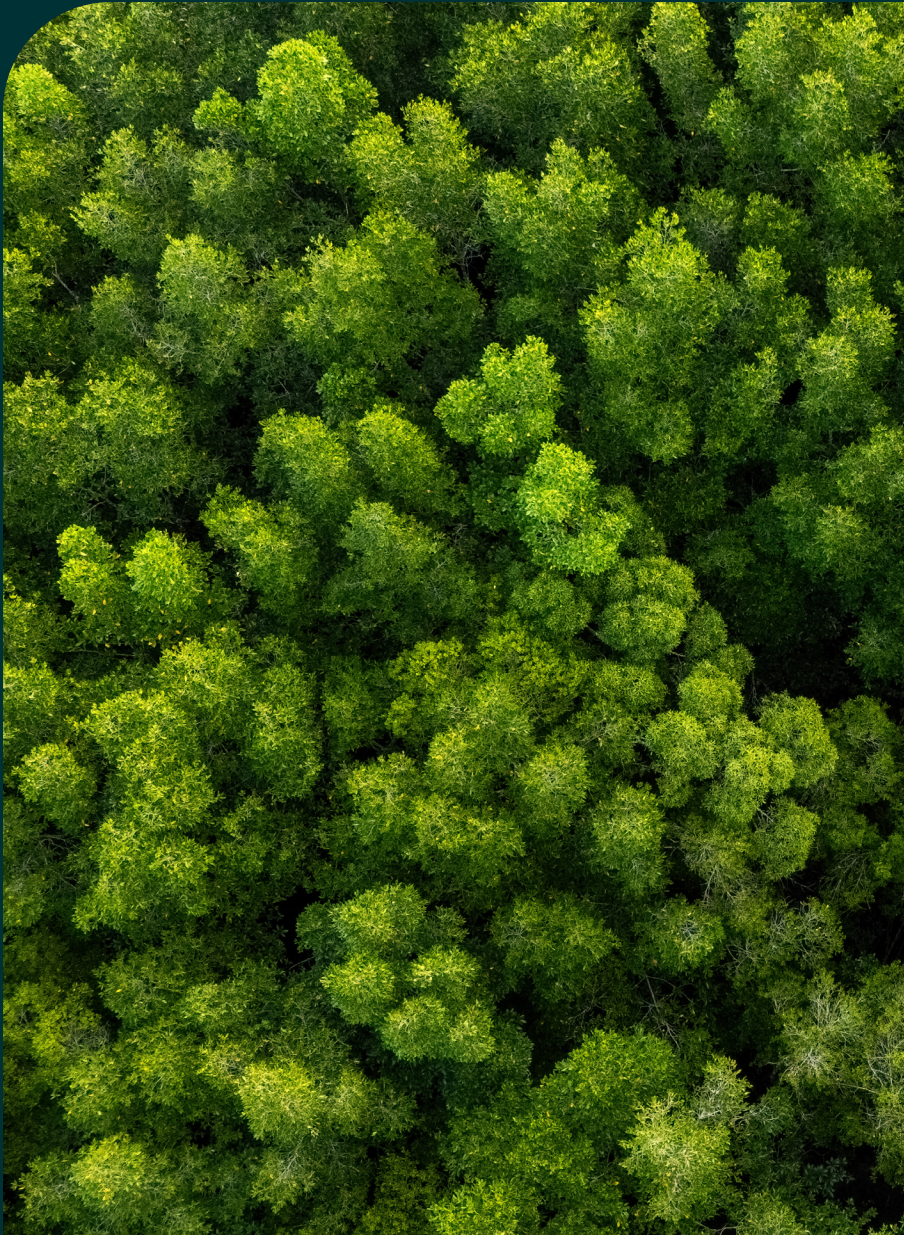
2025 America's Best Employers for Engineers

Forbes:

2025 America's Best Employers for Women

Financial Times:

Best Employers Asia Pacific 2025



Climate strategy, emissions, and targets

Unisys continues to advance a disciplined climate strategy anchored in measurable targets, operational execution, and alignment with leading global frameworks.

Our approach focuses on reducing emissions, improving operational efficiency, integrating environmental considerations into business decision making and strengthening climate resilience across our global operations.

In 2023, Unisys established a near-term target to reduce Scope 1 and Scope 2 GHG emissions by 75% by 2030, using 2020 as the baseline year. This target, validated by the Science Based Targets initiative (SBTi), provides the foundation for our climate strategy and guides our approach to operational emissions reduction.

In addition, Unisys has established a goal to achieve Net Zero¹ emissions covering Scope 1 and 2 emissions, across its operations by 2030. We believe that, together, our science-based emissions reduction target and Net Zero Goal provide a structured framework for managing operational emissions, supporting long-term environmental performance and aligning with evolving regulatory and stakeholder expectations.

In 2025, Unisys continued to reduce its GHG emissions, achieving a 72% reduction in combined Scope 1 and Scope 2 emissions from its 2020 baseline and a 38% year-over-year reduction. These results reflect ongoing efforts to optimize facility operations, right-size the real estate portfolio, transition to more energy-efficient colocation data centers, and reduce business travel. Beyond our own operations, we continue to incorporate sustainability considerations into our services and solutions to help clients improve efficiency and support their sustainability goals as well.

¹For purposes of this 2025 Sustainability Report, we define "Net Zero" as the state achieved when our anthropogenic Scope 1 and 2 GHG emissions to the atmosphere are balanced by anthropogenic removals. Our definition of Net Zero and our Net Zero goal are limited to our Scope 1 and 2 GHG emissions sources. Our Net Zero goal is not validated in connection with the SBTi's Corporate Net-Zero Standard or classified as a "Net Zero" target by the SBTi. Carbon offsets may be used in addition to standard emissions reductions to obtain Net Zero emissions by 2030. Unisys reviews its GHG emissions reductions goals and targets, including its Net Zero goal, on an ongoing basis, and the goals and targets discussed in this 2025 Sustainability Report are subject to change.

Scope 3 Emissions and value chain engagement

In 2025, we achieved a key milestone by publishing our Scope 3 inventory, improving visibility into value chain impacts and aligning the inventory with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Please refer to the Appendix for a detailed emissions inventory. Year-over-year changes primarily reflect methodology updates and broader category coverage through a mix of supplier- and activity-based data and updated methodologies for Waste Generated in Operations (Category 5) and Upstream Leased Assets (Category 8). The reported increase of approximately 15% within these categories from 2024 to 2025 primarily reflects expanded boundary coverage and improved data quality rather than a material shift in underlying emissions. Our Scope 3 footprint is largely concentrated in a small number of upstream categories that include purchased goods and services (54%), capital goods (15%) and use of sold products (12%), which together represent the majority of emissions, while select categories such as waste and business travel remain relatively low in comparison YoY.

These insights continue to inform our broader climate strategy and SBTi-aligned ambition, with a growing focus on supplier engagement and procurement decisions as key levers, alongside continued data quality improvements in priority categories. We have obtained limited independent assurance over our Scope 3 greenhouse gas emissions for three consecutive years, reflecting the continued maturity of our emissions inventory, methodologies, and internal controls, and reinforcing the reliability and transparency of our disclosed data.

UNISYS SBTI TARGETS ²	FY20 BASE YEAR	FY25 PROGRESS	TARGET	PROGRESS TOWARD TARGET
Reduction of absolute Scope 1 + 2 emissions by 2030	42,667 MTCO ₂ e	-72%	-75%	96%
Scope 3 - Supplier Engagement ² 78% of suppliers (by spend) with SBTi-aligned targets by 2027	<1%	33%	78%	42%

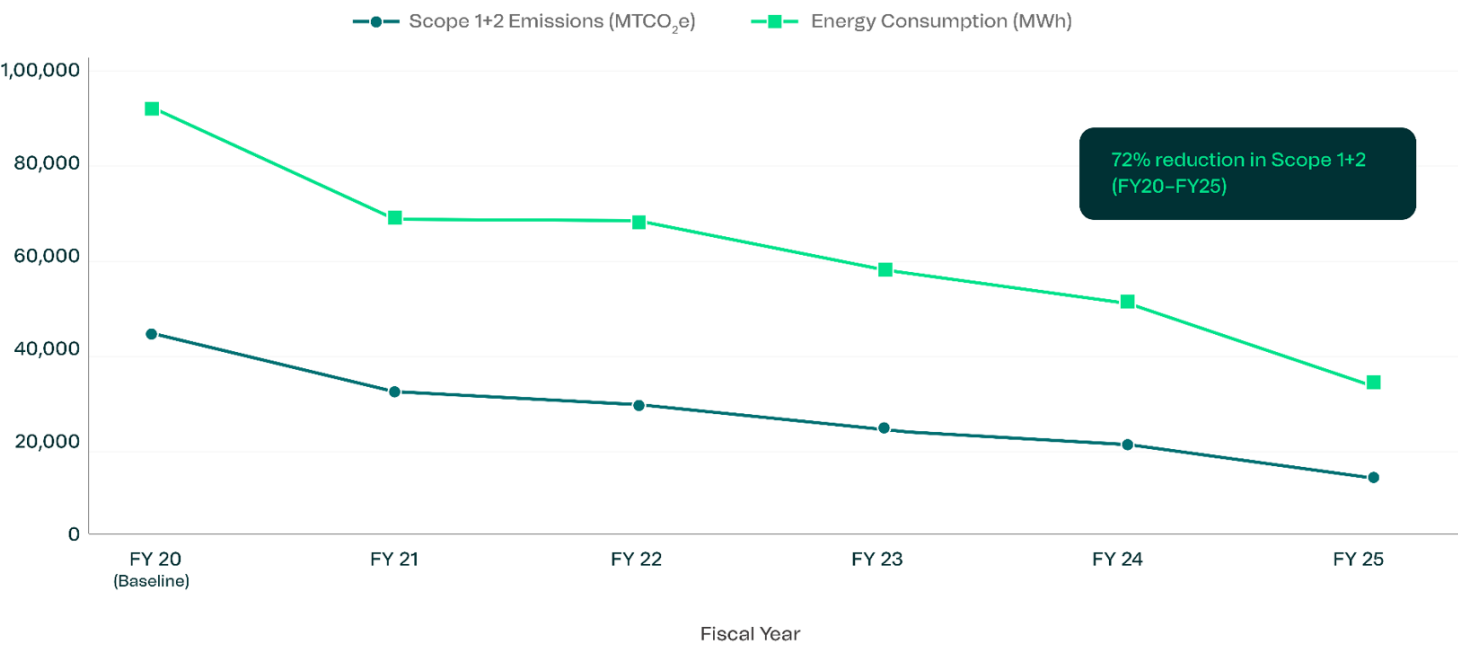
² Unisys Corporation commits that 78% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by 2027. This goal received SBTi validation in 2023. The progress towards targets indicates a 42% point improvement from 2020 baseline; 33% currently attributed to suppliers with SBTi targets.



Environmental challenges are evolving rapidly, and so is our response. We remain committed to reducing our carbon footprint, strengthening climate resilience and embedding sustainability principles across our global operations.

Tanushree Chakravarty
Director of Global Environment,
Health, Safety, Security, Sustainability
& Enterprise Resilience

Scope 1+2 Emissions and Energy Consumption Trend (FY20-FY25)



³ Data presented reflects the most recent reporting periods based on available data coverage. ISOS Group, Inc. (ISOS) has provided independent assurance of energy consumption, Scope 1, Scope 2, and Scope 3 GHG emissions in this report. GHG emissions were calculated using the operational control methodology specified in the GHG Protocol. Several smaller Scope 1 GHG emissions sources (e.g., refrigerant releases and mobile combustion sources) were excluded from ISOS’s review.

⁴ Carbon credits were applied to Market-Based emissions totals.

⁵ Scope 3 categories comprise categories 1-8 and categories 11 and 12, as applicable to Unisys operations.

⁶ Water withdrawal data reflects the best available site-level utility and landlord-provided information. Where direct data was unavailable, estimates were developed using a consistent methodology based on available operational data to support complete enterprise-wide reporting.

Environmental performance table

EMISSIONS (MTCO ₂ E) ³	FY24	FY25
Scope 1	438	196
Scope 2 (Market-Based) ⁴	18,762	11,654
Scope 2 (Location-Based)	19,078	13,577
Scope 1 + 2 (Market-Based)	19,200	11,850
Scope 3 Totals ⁵	121,170	139,569
Total Emissions Scope 1+2+3 (Market-Based)	140,370	151,419
ENERGY INTENSITY		
Emissions per headcount (kWh/per associate)	3,160	2,244
Emissions per revenue (kWh/USD million)	0.025	0.017
TOTAL ENERGY		
Total Energy Consumption (MWh)	49,841	33,926
% Total Renewable Energy (MWh)	11%	16%
Total Water Consumption (U.S. Gallons) ⁶	-	28,935,359



Climate risk and opportunity assessment

Unisys assesses climate-related risks and opportunities as part of its broader enterprise risk management (ERM), business continuity and strategic planning processes. This approach helps us evaluate how physical climate impacts, transition risks and evolving stakeholder expectations may affect our operations, supply chain, clients and long-term business performance.

Our FY2025 assessment via climate scenario analysis considered both physical and transition risks across relevant time horizons. Physical risks include operational disruptions associated with severe weather events or other climate-related impacts. Transition risks include changes in regulation, energy costs, market expectations, technology requirements and client demand for lower-carbon solutions. We also consider climate-related opportunities, such as improving efficiency and managing resources and technology solutions that help clients reduce energy use and strengthen resilience.

In 2025, Unisys advanced its climate-related disclosure through a standalone Task Force on Climate-related Financial Disclosures (TCFD)-aligned report following the TCFD framework. We believe this structure supports clearer disclosure across governance, strategy, risk management, and metrics and targets, and helps connect climate considerations to business decision-making.

Climate-related insights are used to inform ERM operational planning, business continuity and our environmental strategy. Relevant risks and opportunities are reviewed through management processes and shared with the Board of Directors and its committees, as appropriate. Material risks that may affect operations, revenue or expenditure are addressed in Unisys' public filings with the SEC, including the Risk Factors section of the company's Form 10-K.

Resource management and stewardship

At Unisys, we manage energy and resource use through operational controls, monitoring processes, and facility management practices that support consistent performance across our global office footprint and informed decision-making at the site level. These practices support energy-efficient design and ongoing building performance management. Key practices include:

- Tracking and managing energy consumption through centralized building management systems and reporting.
- Applying standardized facility management practices to support efficient building operations.
- Leveraging certified and high-performance workplaces, including LEED-aligned sites.
- Optimizing occupancy and utilizing building automation for energy management tools.

Unisys includes water considerations within its broader resource stewardship approach, even though consumption is primarily office based, and Unisys has no water intensive direct operations or infrastructure. In 2025, we continued our efforts to enhance water data coverage, compiling available site-level information and applying estimation methodologies where necessary to establish a baseline understanding of our water use.

We incorporate baseline water management practices, including:

- Monitoring consumption where data is available.
- Promoting responsible use.
- Utilizing high water efficiency fixtures and processes.

 **63%**
energy reduction
since 2020

Circular economy and responsible electronics management

Innovative business solutions, like Unisys device health analysis, hardware asset management solutions, and telemetry-driven lifecycle planning, help improve cost and minimize electronic waste. These solutions assist us with informing our procurement decisions to reduce waste for us and clients. Using these approaches, we extend the life of assets, support a circular economy, reduce material consumption and improve material recovery through our well-established recycling programs.

Unisys maintains a strong focus on resource efficiency and circularity, supported by disciplined operational practices. In 2025, the company continued to demonstrate:

Zero environmental violations for over 15 years

Zero hazardous waste generation for more than five years

Responsible management of end-of-life (EOL) assets, and recycling electronic waste

Electronics recycling and waste management

Equipment used in our operations complies with applicable European Union directives, including the Restriction of Hazardous Substances (RoHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). Unisys manages electronic waste through qualified third-party vendors, prioritizing reuse, repurposing, and recycling, and has recovered more than 50 million pounds of obsolete products since 1997. In 2025, more than 275,000 pounds of end-of-life electronics were collected under Waste from Electrical and Electronic Equipment (WEEE)-compliant programs for responsible processing. No hazardous waste was generated within Unisys operations in 2025.

Waste generated at our offices consists primarily of paper and packaging. We maintain strong controls through certified partners to ensure proper segregation, handling, and disposal, while promoting recycling and composting programs at key office locations. We also educate associates on responsible waste practices through workplace guidance and awareness initiatives.





People and culture strategy

Invest in people, power our future

At Unisys, our people drive our success. We invest in building a skilled and adaptable global workforce that supports innovation, delivers for clients and strengthens business performance.

We are committed to creating an inclusive and collaborative workplace where associates can grow, contribute and make an impact. By aligning business priorities with workforce skills and capabilities, we are better positioned to meet evolving client needs while improving efficiency and resilience.

We continue to strengthen our approach to workforce planning and talent deployment to better align business demand, available skills and hiring priorities. This helps us respond more effectively to client needs while improving workforce agility and efficiency across our global operations.

A culture where we build what's next, together

Anchored in integrity, respect, and a laser focus on our clients, our Winning Culture inspires us to meet the future and build it. We seek to foster an environment of boundless curiosity where our teams can experiment boldly, turning today's "what if" into tomorrow's "what's next."

This spirit of discovery is matched by a drive to make a real impact. It's how we attract passionate thinkers and doers, and it's our commitment to their journey that turns individual talent into a collective triumph. Our partnership with our people spans their entire career. From the moment someone joins us, we invest in their growth and well-being, because when our team steps forward, they strengthen our promises to our clients, our partners, and the communities we serve.

Leveraging our global workforce

Our global workforce is a key driver of our long-term success. We strive to incorporate employee needs, values and capabilities into our decision-making to foster an inclusive and high-performing culture. As of December 31, 2025, Unisys employed approximately 15,116 associates globally, supporting clients in more than 100 countries and helping drive innovation, client service, and business performance.

We invest in building future-ready skills and supporting continuous development to enable long-term career growth and organizational resilience. We believe these efforts strengthen workforce adaptability and internal mobility, ensuring our capabilities remain aligned with evolving business priorities and client needs while supporting sustained performance.

Building a respectful workplace

Maintaining a respectful workplace is fundamental to how we operate and support our people. We are committed to an environment where associates are treated with dignity, feel heard, and can comfortably share ideas and concerns. This approach encourages collaboration and accountability across the organization.

Our centralized Associate Relations function provides quarterly updates to the Board and plays a central role in fostering a positive work environment where all associates are treated fairly and positioned to succeed.



Working in partnership with Human Resources and Ethics and Compliance, the Associate Relations function provides trusted channels for associates to raise concerns and helps ensure that they are addressed in a timely and consistent manner. The Associate Relations function also provides tools and resources for how to directly address peer-to-peer conflict when necessary.

By encouraging open dialogue and analyzing trends in reported concerns, we identify root causes and take proactive steps to address issues before they affect business outcomes. This approach strengthens trust, engagement, and a healthy work environment by creating a workplace where associates feel valued and supported.

All associates complete annual Respectful Workplace training, reinforcing expectations for professional conduct and awareness of available reporting mechanisms. As part of this training, all associates affirm that they will abide by the Unisys Respectful Workplace Policy.

Inclusion, belonging, and engagement

Employee engagement: Listening, learning, and leading the way

We believe progress starts with listening. To ensure our workplace continues to be one of the world's best, we actively seek feedback from our team through our annual employee engagement survey. This is as much about data as it is about dialogue.

These insights are essential, helping us maintain a strong, skilled workforce alongside a thriving and supportive culture that is intrinsically linked to both personal and professional growth.

Inclusion as an innovative imperative

We are committed to creating an inclusive workplace and a Winning Culture where all associates have an equal opportunity to contribute and succeed.

Our inclusion and belonging initiatives strengthen our ability to deliver high-quality outcomes for our clients and the communities we serve.

Our Inclusivity Index

We launched the Unisys Inclusivity Index in 2021 as part of our annual employee engagement survey to measure how associates experience inclusion across the organization. The Index reflects key aspects of the employee experience, including feeling heard, being able to contribute authentically, and having access to opportunities.

In 2025, the survey achieved a 73% participation rate. Our overall score of 76 out of 100 exceeded the global benchmark established by our survey partner, Glint. Results highlighted collaboration as a key pillar of our culture for the fourth consecutive year while also recognizing our commitment to taking action on feedback and providing abundant opportunities for professional growth. These insights help guide our ongoing workforce strategy efforts and confirm that at Unisys, we're not just moving forward; we're growing together.

2025 Inclusivity Index results

80%

Feel comfortable being themselves at work

76%

Believe that Unisys fosters an environment that values different perspectives

72%

Feel a strong sense of belonging

Employee resource groups and councils

Employee Resource Groups (ERGs) play an important role in strengthening inclusion and connection at Unisys. Many associates actively contribute their time, energy and passion to participate in one or more ERGs, helping build community and shared purpose.

Workforce metrics

METRIC	2025
U.S. associates who are veterans	8%
U.S. associates who identify as disabled	10%
Women in U.S. workforce	24%
Women in U.S. management	32%
Women in U.S. leadership	53%
Women in global workforce	33%
Women in global management	25%
Women in global leadership	44%

In 2025, ERGs transitioned to a more community-driven model, giving members greater ownership of programming and priorities. This approach supports more meaningful engagement and allows each group to tailor initiatives to the needs and interest of their communities.



Our business has always been driven by the power of bringing people together, creating meaningful connections and inspiring collaboration across every distance and walk of life. We believe our strength lies in the unique perspectives, experiences, and talents that fuel our purpose and propel us toward our goals. While we are proud of our accomplishments, we are dedicated to building a future where everyone, everywhere is valued.

Maria Sitaramayya
Vice President, Human Resources,
Culture and Capability



Developing our talent

At Unisys, we encourage continuous learning for all associates and provide resources to build new skills.

In 2025, we advanced our transition to a skills-based organization by establishing a comprehensive skills taxonomy and expanding talent development initiatives. We integrated skills data into career development, workforce planning, hiring, and internal mobility processes, helping associates identify growth opportunities, access personalized learning, and build capabilities aligned with evolving business needs. Our learning ecosystem includes courses, virtual labs, mentoring, role-based learning paths, instructor-led boot camps, and targeted upskilling programs focused on AI fluency, advanced technical skills, and other high-demand technology areas.

Through programs such as UMove, UGrow, and other skills-based development initiatives, we enhanced transparency around roles, skills, career pathways, and internal opportunities. Structured learning, individual development plans, ongoing skill assessments, and skills-based matching tools support career progression, strengthen workforce agility, and help connect associates with opportunities across the organization.

We also provide access to development through our External Learning Request programs, which support industry-recognized certifications and specialized training. Together, these efforts build a more adaptable, future-ready workforce and support sustained organizational performance.

Recruitment

Through responsible hiring, internal mobility and continuous upskilling, Unisys invests in a workforce that can grow and adapt in an evolving digital landscape.

Responsible and ethical hiring

Unisys applies a structured, skills-based approach to hiring, supported by technology, automation and data-driven insights that improve transparency and consistency throughout the hiring process. Modern screening standards, market analysis and strategic partnerships with universities and specialized talent networks support our efforts to attract qualified candidates aligned with current and future business needs.

Workforce sustainability and continuous development

Internal mobility and continuous learning are integral to our sustainability approach. Through targeted upskilling and development programs, such as UMove and UGrow, we strengthen critical capabilities, including cloud technologies, AI and digital engineering skills while expanding access to career opportunities. We believe these efforts support workforce stability, adaptability, and long-term growth.

Integrated and future-ready talent ecosystem

Unisys is advancing a holistic workforce ecosystem that balances hiring demand with workforce planning throughout the talent lifecycle. We are optimizing internal and external talent to support immediate delivery and long term workforce development. This integrated workforce model encourages more efficient deployment of skills, reduces duplication of hiring efforts, and improves alignment between talent supply and business demand-reducing operational friction. This approach reinforces our broader sustainability commitments by enabling more efficient use of human capital and supporting a scalable, resilient workforce model that drives sustainable value for clients and stakeholders.

Talent and university partnerships

We maintain strong relationships with academic institutions to build a pipeline of early career talent in key technology areas. Through campus recruitment, research partnerships and outreach programs, we help build skills in cloud, cybersecurity, digital engineering and AI while expanding access to technology careers.

The Unisys Innovation Program (UIP) is a central component of this effort, engaging students in solving real world technology and business challenges through mentorship and applied learning. In 2025, the program attracted more than 27,000 registrations and 4,700 idea submissions, with many participants subsequently joining Unisys as interns or full time associates. These efforts support workforce development while strengthening our future talent pipeline.



Health and safety

Safeguarding the health and safety of Unisys associates, contractors and visitors is fundamental to our operations. Our global Environmental, Health, and Safety (EHS) management system integrates risk management, regulatory compliance, and continuous improvement, and is aligned with international standards, including ISO 14001 and ISO 45001, with certifications at business-critical locations.

Safety is embedded in everything we do. We apply a risk-based approach to continuously identify, assess, and mitigate hazards across our evolving work environments, from office settings to field operations. Safety performance is monitored and reported through key metrics to drive transparency and continuous improvement.

Senior leadership provides oversight, sets expectations, and allocates resources to ensure safety is fully integrated into business operations. Accountability is supported through a structured governance model at the site, country and regional levels, with oversight from safety committees, Health and Safety Representatives and regional EHS professionals.

We foster a proactive safety culture where associates are encouraged to identify risks and report concerns. Our approach includes role-based EHS training, safe work practices for field operations, ergonomic support for office and remote environments, and standardized global processes for incident reporting and investigation. In 2025, we continued to maintain high participation in EHS training, including a 100% completion rate for core health and safety training modules. In 2025, our Total Recordable Injury Rate (TRIR) for our U.S. operations was 0.05, significantly below the industry average of 0.2, reflecting the effectiveness of our approach. (TRIR is calculated per 200,000 hours worked.)



Mental health and well-being

Our people are central to how we deliver value for clients, communities, and stakeholders. We prioritize associate health, well-being, and engagement as essential drivers of individual performance and collective impact.

We are committed to an inclusive, stigma-free workplace where mental health support is accessible, normalized, and easy to use. As part of our human capital strategy, we continue to evolve from a transactional benefits model to an integrated, experience-led approach.

In 2025, we strengthened our global wellbeing framework by aligning policies, programs, reporting mechanisms, and EHS management system to psychosocial risk management. With more than 20% of associates working remotely, we expanded targeted learning on ergonomics, mental resilience, and safe work practices to support productivity and reduce risk.

Key initiatives included:

- 24/7 access to confidential, holistic support through our global associate assistance program (Compsych).
- Expanded deployment of our global wellbeing and engagement platform (Espresa) to enhance engagement and ERG support.
- Feedback and measurement mechanisms to improve utilization and program effectiveness.

We assess the effectiveness of these programs through our annual engagement survey, where associates continue to rate our mental health support at or above global benchmarks together. These efforts strengthen organizational resilience and help associates thrive.

Supporting our communities

Unisys is committed to giving back to our communities and seeking opportunities to create a more equitable future for everyone.

Fostering a culture that empowers our associates to give back is integral to our mission. We support the communities where we live and work through companywide initiatives including volunteering, food drives, partnerships with charitable organizations and science, technology, engineering and math (STEM) education.

Through our Unisys Cares program and regional aligned initiatives, we prioritize mentoring, coaching, employability, skills development, and social inclusion, covering underserved populations, including women and persons with disabilities. We believe these efforts equip individuals, particularly youth, with the skills and confidence needed to pursue higher education and transition into meaningful careers.

Environmental stewardship is also integral to our community investments. In 2025, our water conservation and sustainable resource initiatives, such as rainwater harvesting programs in schools, conserved critical resources while benefiting students and surrounding communities. Collectively, these initiatives reflect Unisys' commitment to creating sustainable, community-centered impact while reinforcing our broader sustainability and talent development priorities. Some of the organizations we support are listed [here](#).

2025 Impacts

Nearly **3,000** volunteer hours globally

Workforce readiness and vocational training programs

65+ global nonprofit partnerships

Inclusion initiatives for women, persons with disabilities and underserved youth

Over **1,000** pounds of food supplied to communities worldwide

Community-based environmental programs, such as rainwater harvesting and tree planting initiatives

100+ hours of STEM education to inspire the next generation of innovators

Provided **10** laboratories infrastructure support to enhance STEM learning and capabilities

Responsible sourcing and human rights

Supply chain and responsible procurement

Unisys recognizes the significant role of suppliers in supporting our sustainability objectives. We work closely with our global supplier base to promote responsible practices while improving efficiency and creating long-term value.

We embed responsible sourcing into our procurement approach through defined standards and expectations, including:

- Integrating ethics and sustainability criteria in supplier selection.
- Requiring adherence to our Business Partner Code of Conduct.
- Conducting ongoing supplier engagement and continuous improvement to our supplier sustainability efforts.

All suppliers are required to comply with our Business Partner Code of Conduct, which covers human rights, ethical business practices and responsible sourcing practices, including conflict minerals compliance. Assessments are conducted periodically using risk-based approaches, including third-party tools⁷, supplier disclosures, and internal reviews. This allows Unisys to validate factors covering environmental and social certifications, labor and human rights practices, inclusion practices, GHG performance metrics, community involvement, sustainability reporting, and more.

We are also focused on building a more inclusive and resilient supplier ecosystem. By working with a diverse range of suppliers and encouraging the adoption of responsible and inclusive practices, we aim to support economic opportunity, innovation, and sustainable growth across our supply chain. This includes small and medium-sized businesses, and underrepresented supplier groups, such as veteran-owned and disability-owned businesses. We also continue to encourage suppliers to set their own science-based climate targets.

Zero tolerance: forced and child labor

Policies embedded across operations

Progress towards SBTi supplier spend target – 42% from baseline⁹

Human rights and modern slavery

We strive to treat everyone with dignity and to respect the human rights of all people across our operations and value chain. We are committed to operating in alignment with the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work. Our approach includes a zero-tolerance policy for forced labor, child labor, and human trafficking. These expectations apply to all associates, suppliers, and business partners and are embedded in our policies and supplier standards. Oversight of responsible sourcing and human rights is integrated into our governance framework, supporting consistent application of standards and effective management of potential risks across our business and supply chain. Our Human Rights and Modern Slavery Statement, published annually in accordance with applicable law, [is available here](#).

⁷ Unisys utilizes a third-party supplier intelligence and supplier diversity data platform to track, validate, and manage diverse and sustainable supplier spend, enabling visibility into supplier classifications and supporting responsible sourcing and sustainability reporting. Supplier sustainability and diversity insights are derived from a combination of third-party data sources and voluntary supplier disclosures. Reported results reflect suppliers that provided information and may not represent the entirety of our supplier base.

⁹ Represents a 42 percentage-point increase from the 2020 baseline in the share of supplier spend associated with suppliers that have set or committed to science-based targets, supporting progress toward our 78% target by 2027.

Board leadership

Building on a strong governance framework, our Board oversees corporate strategy, enterprise risk, and sustainability priorities through a structured committee system and integrated management reporting.

The Unisys Board of Directors provides oversight of corporate strategy, risk management, and governance, supporting the company's long-term performance and resilience. Led by an independent Chair, the Board is composed predominantly of independent directors with diverse expertise across technology, cybersecurity, finance, and global operations, enabling informed governance of a complex and evolving business environment. The Board plays an active role in overseeing sustainability priorities, including climate risk, cybersecurity, and responsible business practices. Our Board members are committed to sustainability efforts that will further our mission, including initiatives to promote sustainable operations.

The Board operates through four standing committees (Audit and Finance; Compensation and Human Resources; Nominating and Corporate Governance; and Security and Risk). Each committee has clearly defined responsibilities and is comprised solely of independent directors. Together, the Board and its committees oversee financial integrity, executive compensation, enterprise risk, cybersecurity, AI and governance practices, while reinforcing accountability and alignment with stockholder interests.

Each committee's specific functions and responsibilities are set forth in its charter and, together with our Corporate Governance Guidelines, are available on the Unisys [website](#). Together, the Board, its committees and the leadership team set the tone for our governance, strategy, risk, sustainability and corporate social responsibility priorities.

- 9 independent directors
- Independent chair
- Annual director elections
- Majority voting standard
- Board skills & refreshment
- Annual board evaluations
- Pay-performance alignment
- One share, one vote



Unisys Board of Directors

Name and Primary Occupation	Age	Director Since	Committee Membership			
			AFC	CHRC	NCGC	SRC
 Nathaniel A. Davis, Chair of the Board IND Former Chairman of the Board and Chief Executive Officer, Stride, Inc.	72	2011			M	
 Matthew J. Desch IND Chief Executive Officer, Iridium Communications Inc.	68	2019		C		
 Philippe Germond IND Partner, Barber Hauler Capital Advisers	69	2016	M		C	
 Deborah Lee James IND Former U.S. Secretary of the Air Force	67	2017	M		M	
 John A. Kritzmacher IND Former Executive Vice President and Chief Financial Officer, John Wiley & Sons, Inc.	65	2022	M			M
 Paul E. Martin IND Former Senior Vice President and Chief Information Officer, Baxter International, Inc.	68	2017		M		C
 Regina Paolillo IND Former Global Chief Operating Officer, TTEC Holdings, Inc.	67	2018	C			M
 Troy K. Richardson IND Former President of the Digital Thread group of PTC Inc.	63	2021		M		M
 Roxanne Taylor IND Former Chief Marketing and Communications Officer of Accenture	69	2021		M	M	
 Michael M. Thomson Chief Executive Officer and President, Unisys Corporation	57	2025				

- AFC

CHRC

NCGC

SRC
- Audit and Finance Committee

Compensation and Human Resources Committee

Nominating and Corporate Governance Committee

Security and Risk Committee
- M

C

IND
- Member

Chair

Independent

Board composition reflects the Board of Directors at the time of publication, August 2026. Governance oversight activities described in this report relate to fiscal year 2025.





Sustainability and corporate social responsibility governance

Sustainability and Corporate Social Responsibility (CSR) oversight is integrated into our governance framework through structured Board and committee oversight, supported by cross-functional management processes and regular reporting.

The Board oversees sustainability and corporate social responsibility priorities as part of its broader governance and enterprise risk management responsibilities, ensuring alignment with long-term strategy, regulatory developments, and stakeholder expectations. Sustainability-related topics are regularly incorporated into Board and committee discussions.

Sustainability and CSR oversight is anchored within the executive leadership team, including the General Counsel and Chief Administration Officer, who plays a key role in overseeing corporate governance, ethics, and compliance, and supporting the integration of sustainability priorities across business operations, risk management, and stakeholder engagement.

This structure is supported by a cross-functional working group composed of senior leaders and subject matter experts across the business. The group monitors regulatory developments, tracks material sustainability topics, and supports the implementation and coordination of sustainability initiatives across the organization.

Insights and updates are escalated through defined management reporting processes to the Board and its committees, where they are incorporated into broader strategic, risk, and operational oversight.

This governance establishes clear delegation from the Board to executive leadership and cross-functional management teams, supporting accountability, coordinated execution, transparency, and alignment with long-term business strategy.

Board-level oversight includes:

Nominating and Corporate Governance Committee

Oversees corporate governance practices, Board composition, and director independence, and reviews management’s approach to governance and sustainability-related priorities including policies, performance, and disclosures.

Audit and Finance Committee

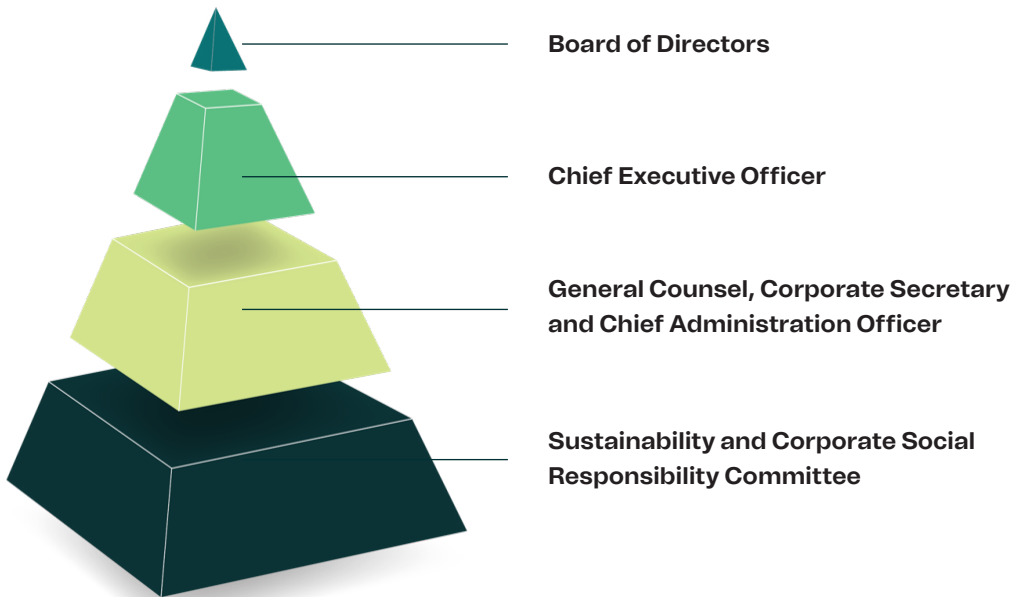
Oversees financial reporting, internal controls, and compliance with legal and regulatory requirements. The Committee also monitors the effectiveness of ethics, compliance, and environmental control frameworks, supporting risk management and accountability across the organization.

Compensation and Human Resources Committee

Oversees executive compensation and human capital management, including talent development, workforce engagement, and incentive structures that align performance with long-term business and sustainability priorities.

Security and Risk Committee

Oversees ERM, including cybersecurity, data privacy, business continuity, and broader strategic and operational risks, ensuring that risk considerations are systematically identified, assessed, and integrated into business decision-making and resilience planning.



Long-term stockholder value is built on a purpose-driven strategy that is clearly articulated, consistently executed, and effectively communicated. Active oversight by a seasoned Board is essential in ensuring accountability, sound governance, and achievement of our goals.

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



Stakeholder engagement

Engaging with our critical stakeholders is fundamental to our success. We strive to be a dedicated, transparent, and trusted business partner, focused on building strong and lasting relationships.

Our approach to stakeholder engagement is supported by an established cross-functional governance structure, including the Sustainability and Corporate Social Responsibility Committee. Comprised of executives, senior leaders, and associates, the Committee meets quarterly to align and coordinate sustainability, accountability, compliance, and ethics-related initiatives across the organization, with ongoing enhancements in 2025 to strengthen effectiveness.

Insights gathered through stakeholder engagement, together with internal risk assessment processes, help inform the identification and prioritization of key sustainability topics, as well as climate-related risks and opportunities relevant to our business and stakeholders. This approach builds on prior qualitative assessments conducted across the organization and is complemented by ongoing internal evaluations of emerging risks, regulatory developments, and stakeholder expectations.

We are conducting internal assessments to further enhance our approach to identifying and integrating material topics into our sustainability and CSR strategy, with increased focus on evaluating relevant impacts, risks, and opportunities across our operations and value chain.

We communicate progress through our Sustainability Report and Sustainability website to support accessibility and transparency for stakeholders.

We engage with key stakeholder groups through a range of structured channels, as outlined below.

Key stakeholder groups and engagement approach

STAKEHOLDER GROUP	ENGAGEMENT METHODS	KEY TOPICS OF INTEREST
Associates	Surveys, town halls, training programs	Engagement, wellbeing, culture, development
Clients	Account management, business reviews, client satisfaction research	Service delivery, innovation
Investors	Earnings calls, SEC filings, Investor Relations (IR) engagement	Financial performance, governance
Communities	Volunteer programs, partnerships	Social impact
Suppliers	Procurement processes, engagement	Performance, compliance

Ethics and compliance

Unisys is committed to maintaining the highest standards of ethical conduct and business integrity across all operations.

Everyone at Unisys including directors, officers, and associates is expected to act responsibly, honestly, and ethically at all times, and in all interactions related to our company and our clients. Our culture emphasizes integrity and accountability as foundational to our ongoing success and is supported by clear standards, regular training, and accessible reporting channels that enable associates and external stakeholders to raise concerns and promote ethical conduct across our operations.

Our ethics framework is anchored in a global Code of Ethics and Business Conduct (the Code), supported by training, oversight, and reporting mechanisms. The Code establishes clear expectations for compliance with applicable laws and regulations across all countries where we operate and applies to all associates and business activities worldwide. The Code provides guidance across key areas, including conflicts of interest, anti-corruption, human rights, data protection, and responsible business practices. All associates are required to review and acknowledge the Code annually and complete regular training to reinforce expectations and promote awareness.

Our Ethics and Compliance Program is designed to support ethical decision-making, accountability, and transparency. The program is led by the Ethics & Compliance Office, which works across business functions, and in coordination with our Associate Relations and Human Resources teams, to embed ethical practices into day-to-day operations, strengthen our culture of integrity and reinforce leadership accountability across the organization, including promoting responsible business practices across all business operations and the supply chain.

Speak-up culture

We are committed to fostering a culture where associates and external stakeholders feel comfortable raising concerns. Our Speak Up framework provides secure and accessible reporting channels for potential violations of our Code, company policies, or the law, and supports confidentiality and non-retaliation. The Unisys Compliance Helpline is available 24/7/365 and is accessible to associates as well as external stakeholders, including clients, suppliers, and business partners, with reporting available in multiple languages and anonymously, where permitted.



Our Code of Ethics and Business Conduct includes our approach towards:

- Integrity and speaking up
- Safe and respectful workplace
- Anti-corruption, charitable contributions and government and political activities
- Anti-trust
- Confidential information, data privacy and intellectual property
- Conflict minerals and human rights
- Export controls, anti-money laundering, trade sanctions and the environment
- Accurate financial costs and timekeeping records

Reports are reviewed under the oversight of the Ethics and Compliance Office, and depending on the issue may be addressed in coordination with our Associate Relations and Human Resources teams. Key trends and insights are shared with management and the Board, including the Audit and Finance Committee, to support oversight and continuous improvement.

We also maintain high standards for business partners and suppliers, requiring adherence to our policies, including the Business Partner Code of Conduct, as a condition of doing business with Unisys.





Data protection and cybersecurity governance

Data privacy and security

Unisys is committed to protecting information, including that of our clients, and maintaining strong cybersecurity practices through an integrated privacy and security governance framework that supports secure operations, regulatory compliance, and resilience.

Data privacy and cybersecurity are overseen by the Global Privacy Office (GPO) and the Global Information Security (GIS) organization, led by the Chief Privacy Officer and Chief Information Security Officer (CISO), respectively. GIS oversees the enterprise-wide information security management program, while the GPO drives data protection and privacy compliance. Together, these functions provide governance, align privacy and security controls, and manage risk across the enterprise. Our approach is guided by recognized industry frameworks and certifications (see Credentials and Standards) and supported by ongoing alignment with evolving regulatory requirements and best practices.

We apply a risk-based approach to data protection, supported by key controls, continuous monitoring, and incident response capabilities designed to detect and respond to potential threats. To support operational compliance, we utilize privacy management tools to conduct impact assessments and support visibility over enterprise data flows. These practices are embedded within our ERM framework. We also apply advanced capabilities to strengthen resilience, including AI-enabled tools for vulnerability management, patching, and incident response, combined with continuous monitoring and a Zero Trust “assume breach” approach.

Cybersecurity and data privacy are embedded across the organization and governed through defined policies, controls, and training programs. All associates complete mandatory annual training, supplemented by targeted initiatives, such as simulated phishing exercises, to strengthen awareness and reduce human-factor risk.

Unisys maintains a third-party risk management (TPRM) program to identify, assess, and manage supplier risks across key areas, including information security, data privacy, business continuity, and emerging domains such as AI and cloud security. Critical suppliers are subject to enhanced due diligence, periodic reassessment, and ongoing monitoring.

Oversight is provided by the Security Council, led by the CISO, which enables cross-functional governance and coordination across cybersecurity, privacy, compliance, risk, and business continuity functions.

These governance structures, controls, and risk management processes support enterprise resilience, strengthen operational continuity, and reinforce trust with clients, associates, and stakeholders.

Credentials and standards

- ISO 27001:2022 certified Information Security Management Systems
- NIST Cybersecurity Framework (CSF) alignment
- NIST 800-53 aligned security controls
- Data Privacy Framework (DPF) certification (U.S. Department of Commerce, 2025)
- Active member of the International Association of Privacy Professionals (IAPP)



At Unisys, protecting our clients’ data, our data, and IP is fundamental to everything we do. Through strong governance, adherence to global standards, and a risk-based cybersecurity program, we ensure that security is embedded into our operations, enabling trust, resilience, and responsible growth.

Chris Jacquet
Chief Information Security Officer

Business continuity, enterprise resilience, and crisis management

Unisys maintains an enterprise-wide Business Continuity Management (BCM) program aligned with ISO 22301:2019 to support operational resilience and continuity of services.

The BCM program integrates business continuity, disaster recovery, major incident management, emergency preparedness, and crisis management into a unified framework that supports strong governance and risk oversight. Through ongoing risk assessments, continuity planning, and regular testing, Unisys helps support its capability to operate through disruptions, such as cyber incidents, natural disasters, and supply chain interruptions.

As part of its enterprise resilience approach, Unisys strengthened its crisis management capabilities in 2025. The updated framework aligns BCM response teams, clarifies executive and functional roles, and establishes structured communication and escalation protocols for key stakeholders, including clients, partners, regulators, media, and associates. Regular exercises reinforce readiness and support coordinated timely response to significant events. Together, these capabilities support resilient operations, protect stakeholders, and help ensure reliable service delivery across global operations.

Protecting our perimeter

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



Artificial Intelligence

We apply a principled approach to data analytics, AI and generative AI, supported by governance, risk management, and responsible use practices.

Our AI strategy integrates responsible design, governance, and enterprise scale deployment to deliver secure, scalable, and client-focused outcomes. Unisys applies AI capabilities across its operations and client solutions to support innovation, enhance operational efficiency, and deliver value at scale. Our AI-First strategy supports clients across the AI lifecycle, from readiness to deployment to ongoing operations.

Our approach to AI is guided by a commitment to responsible and ethical use, supported by governance processes and security-by-design principles. We align with recognized industry standards, including ISO/IEC 42001, and apply internal AI Acceptable Use Guidelines that establish clear expectations for the responsible development, deployment, and use of AI technologies. These guidelines build on our broader privacy, security, and data protection policies.

We recognize the importance of ethical and accountable AI practices, including the use of human-in-the-loop approaches where appropriate, and consider risks such as data protection, security, bias, and regulatory compliance within our existing governance and risk management frameworks.

The Unisys AI Practice supports enterprise adoption and builds AI capability across the organization through training and certification programs. These initiatives emphasize responsible and secure AI use and are supported by controlled environments and secure platforms that enable experimentation and innovation while maintaining appropriate safeguards. Further details on our Responsible AI principles, governance approach, and implementation practices are available in our [Responsible AI Statement](#).



AI is embedded across Unisys' solutions and services, where it serves as a strategic priority and a driver of efficiency and innovation. We apply AI responsibly and ethically, guided by strong governance and transparency, while cultivating the curiosity and ambition needed to advance our clients' best interests and deliver meaningful, long-term outcomes.

Chris Bennett
Vice President, Global AI Practice

Appendices

Learn more about our sustainability story.

The tables linked below encapsulate our key disclosures from the GRI Universal Standards and the SASB Professional Commercial Services and Software & IT Services standards.

These appendices provide additional supporting detail, including key references and links to relevant policy documents that underpin these disclosures.

[Click here for GRI-SASB Content Table and Environmental Metrics.](#)



Key references and policy documents

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

[Conflict Minerals Policy Statement](#)

[Human Rights and Modern Slavery Statement](#)

[Business Partner Code of Conduct](#)

[Code of Ethics and Business Conduct](#)

[Current Corporate Governance Practices](#)

[Information Security and Data Policies and Procedures](#)

[Responsible AI Statement | Unisys](#)

[Privacy Statement](#)



Forward-looking statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Unisys cautions readers that the assumptions forming the basis for forward-looking statements include many factors that are beyond Unisys' ability to control or estimate precisely, such as GHG emissions, Net Zero, climate, carbon footprint, and waste. Words such as "anticipates," "estimates," "expects," "projects," "may," "will," "intends," "plans," "believes," "should" and similar expressions may identify forward-looking statements and such forward-looking statements are made based upon management's current expectations, assumptions and beliefs as of this date concerning future developments and their potential effect upon Unisys. There can be no assurance that future developments will be in accordance with management's expectations, assumptions and beliefs or that the effect of future developments on Unisys will be those anticipated by management. Forward-looking statements in this report include, but are not limited to, any statements, express or implied, of belief or expectation or aspirational statements concerning our expectations regarding our sustainability commitments, targets including our GHG emission reduction and Net Zero goals, initiatives, strategies and efforts and their impact on our business, future financial results, clients, associates and communities.

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

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