UNITY SOFTWARE INC.
HUMAN CAPITAL AND COMPENSATION COMMITTEE CHARTER
(Amended and Restated August 5, 2026)

PURPOSE

The purpose of the Human Capital and Compensation Committee (the "***HCC Committee***") of the Board of Directors (the "***Board***") of Unity Software Inc., a Delaware corporation (the "***Company***") is to:

- review and approve corporate goals and objectives relevant to the Company's Chief Executive Officer ("***CEO***") compensation, evaluate the CEO's performance in light of those goals and objectives, and, either as a committee or together with the other independent directors (as directed by the Board), determine and approve the CEO's compensation level based on this evaluation;

- review and approve the compensation of individuals who are "officers" of the Company under Rule 16a-1(f) promulgated under the Exchange Act (the "***Executive Officers***"), other than the CEO, including incentive-compensation and equity-based compensation;

- consider the results of stockholder advisory votes, where applicable, on executive compensation when establishing, reviewing and approving the compensation of Executive Officers;

- provide oversight of the Company's compensation policies, plans and benefits programs, and overall compensation philosophy;

- oversee and administer the Company's equity compensation plans and the granting of equity awards pursuant to such plans or outside of such plans;

- provide oversight of other human capital management activities at the Company;

- review succession planning for the executive leadership team; and

- prepare the compensation committee report required by the rules and regulations of the Securities and Exchange Commission (the "***SEC***").

COMPOSITION

1. **Membership and Appointment**. The HCC Committee will consist of at least two (2) members of the Board, with the exact number determined by the Board. Members of the HCC Committee will be appointed by the Board and may be removed by the Board in its discretion.

2. **Qualifications**. Members of the HCC Committee must meet the following criteria as well as any additional criteria required by applicable law, the rules and regulations of the SEC, the listing standards of the securities exchange on which the Company's securities are listed (the "***Exchange***") or such other qualifications as are established by the Board from time to time, subject to any election by the Company to rely on any available exemption, cure period or transition period.

- Each member of the HCC Committee will meet the independence requirements of the listing standards of the Exchange.

- At least two members of the HCC Committee will qualify as “non-employee directors” as defined in Rule 16b-3 promulgated under Section 16 of the Securities Exchange Act of 1934, as amended (the “***Exchange Act***”).

3. **Chairperson**. The Board may designate a chairperson of the HCC Committee. In the absence of that designation, the HCC Committee may designate a chairperson by majority vote of the members of the HCC Committee; provided that, the Board may replace any chairperson designated by the HCC Committee at any time.

RESPONSIBILITIES

The following are the principal responsibilities and duties of the HCC Committee. The HCC Committee may perform such other functions as are consistent with its purpose and applicable law, rules and regulations and as the Board may request.

1. **Set Compensation for Executive Officers**.

The HCC Committee will:

- review and approve annually the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least annually the CEO’s performance in light thereof, and consider factors related to the performance of the Company in approving the compensation level of the CEO;

- at least annually, review and approve, either as a committee or together with the other independent members of the Board, the CEO’s (i) base salary, (ii) incentive bonus, including the specific goals and amount, (iii) equity compensation, (iv) employment agreement, severance arrangement or change of control protections and (v) other benefits, compensation or similar arrangements, if any (including, without limitation, perquisites and any other form of compensation). In consultation with the CEO, review at least annually and approve or recommend to the Board for approval items (i) through (v) for (1) the other Executive Officers and (2) for such other non-Executive Officer employees of the Company as the HCC Committee may determine from time to time in its discretion; and

- review and approve any compensatory contracts or similar transactions or arrangements with current or former Executive Officers, including consulting arrangements, employment contracts, severance or termination arrangements, which will include any benefits to be provided in connection with a change of control of the Company. In this regard, the HCC Committee will have the power and authority to adopt, amend and terminate such contracts, transactions or arrangements.

2. **Oversee Compensation Plans and Programs**.

The HCC Committee will:

- review, approve and administer annual and long-term incentive compensation plans for service providers of the Company, including Executive Officers and any other senior executives or service providers as the HCC Committee deems appropriate, including by:

    - establishing performance objectives and certifying performance achievement;
    - reviewing and approving all equity incentive plans and granting awards under such plans; and
    - adopting, amending and terminating any such plans.
- administer the Company's equity incentive plans. In its administration of the plans, the HCC Committee may (i) grant stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards to individuals eligible for such grants (including grants to individuals subject to Section 16 of the Exchange Act in compliance with Rule 16b-3 promulgated thereunder) in accordance with procedures and guidelines, if any, established by the Board and (ii) amend such stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards. The HCC Committee may also adopt, amend and terminate such plans, including approving changes in the number of shares reserved for issuance thereunder subject to obtaining any required stockholder approval;
- review, approve and administer any of the Company's employee benefit plans that the HCC Committee deems appropriate, including by adopting, amending and terminating such plans;
- review and approve the list of companies, if any, to be included in any compensation peer group used to determine executive pay levels based on criteria the HCC Committee deems appropriate;
- if the Board or HCC Committee determines to be necessary or appropriate, establish and periodically review the Company's policies for equity grant timing;
- oversee the Company's overall compensation philosophy, and any compensation plans and benefits programs that the HCC Committee deems appropriate, and approve, or make recommendations to the Board for approval, with respect to improvements or changes to such plans or programs or the termination or adoption of plans or programs when appropriate;
- in connection with executive compensation programs:
    - review and approve, or recommend to the Board for approval, new executive compensation programs;
    - review on a periodic basis the operations of the Company's executive compensation programs to determine whether they are properly coordinated and achieving their intended purpose(s);
    - establish, or recommend to the Board for establishment, and periodically review policies for the administration of executive compensation programs.
    - periodically review executive compensation programs and total compensation levels, including the impact of tax and accounting rules changes;
    - review and discuss annually with management the risks arising from the Company's compensation philosophy and practices applicable to all employees

to determine whether they encourage excessive risk-taking and to evaluate compensation policies and practices that could mitigate such risks; and

- review, adopt, amend and/or terminate, or recommend to the Board for approval, amendment or termination, and oversee clawback policies and/or practices if and as the HCC Committee determines to be necessary or appropriate, or as required by law.

3. **Compliance and Governance**.

The HCC Committee will, to the extent applicable:

- review and discuss with management the Company's Compensation Discussion and Analysis ("***CD&A***") and related disclosures required by the rules and regulations of the SEC, to the extent required of the Company. The HCC Committee will also review and recommend the final CD&A to the Board for inclusion in the Company's annual report on Form 10-K or proxy statement, to the extent required of the Company;

- prepare the compensation committee report required by the rules and regulations of the SEC to be included with the Company's annual report on Form 10-K or proxy statement;

- review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation (any such vote, a "***Say-on-Pay Vote***"), taking into account the results of the most recent stockholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and review and recommend to the Board for review and approval the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement;

- oversee the Company's submissions to stockholders with respect to incentive and other executive compensation plans, and amendments to such plans (to the extent required under the listing standards of the Exchange) and, in conjunction with the Nominating and Corporate Governance Committee of the Board (or its designees), engagement with proxy advisory firms and other stockholder groups on executive compensation matters; and

- review and make recommendations to the Board regarding compensation-related stockholder proposals, if any.

4. **Director Compensation**. The HCC Committee will periodically review and recommend to the Board the type and amount of director compensation for Board and committee service for non-management directors in accordance with applicable legal and regulatory guidelines;

5. **Stock Ownership Guidelines**. The HCC Committee will review, adopt, amend and/or terminate, or recommend to the Board for approval, amendment or termination, and oversee stock ownership policies and/or practices applicable to members of the Board and/or Executive Officers, if and as the HCC Committee determines to be necessary or appropriate.

6. **Human Capital Management.** The HCC Committee oversees human capital management activities including, but not limited to, matters relating to the Company's headcount, employee engagement, and talent management, acquisition and retention strategies, and oversees as appropriate the preparation of human capital management disclosure in the annual report on Form 10-K and proxy statement.

7. **Succession Planning**. The HCC Committee will conduct a periodic review of the Company's succession planning process for the CEO and any other members of the Company's executive management team, report its findings and recommendations to the Board, and assist the Board in evaluating potential successors to the CEO or other members of the Company's executive management team.

8. **Committee Charter Review**. The HCC Committee will review and reassess the adequacy of this charter at least annually and shall submit any recommended changes to this charter to the Board for approval.

9. **Performance Review**. The HCC Committee will review and assess the performance of the HCC Committee on an annual basis.

The HCC Committee will seek to ensure that the Company structures its compensation plans, policies and programs in a manner designed to attract and retain the best available personnel for positions of substantial responsibility with the Company, to provide incentives for such persons to perform to the best of their abilities for the Company, to maintain appropriate levels of risk and reward, and to promote the success of the Company's business. In reviewing and approving the Company's annual and long-term incentive compensation plans for Executive Officers and other senior executives, including equity incentive plans, the HCC Committee shall consider the results, if any, of the most recent Say-on-Pay Vote.

MEETINGS AND PROCEDURES

1. **Meetings**.

- The HCC Committee will meet as often as it deems necessary or appropriate, but no less than two (2) times per year, at such times and places as the HCC Committee determines. The chairperson of the HCC Committee will preside at each meeting. The chairperson will approve the agenda for the meetings, and any member may suggest items for consideration. If a chairperson is not designated or present, an acting chair may be designated by the HCC Committee members present. The HCC Committee may act by unanimous written consent (which may include electronic consent) in lieu of a meeting in accordance with the Company's bylaws.

- The HCC Committee will maintain written minutes of its meetings and actions by written consent, which minutes and actions will be filed with the minutes of the meeting of the Board.

- The HCC Committee may invite to its meetings any director, officer or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The HCC Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities, including non-employee directors who are not members of the HCC Committee. The CEO may not be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined.

2. **Reporting to the Board of Directors**. The HCC Committee will report regularly to the Board regarding its activities, determinations and recommendations.

3. **Authority to Retain Advisors**.

- The HCC Committee will have the authority, in its sole discretion, to select and retain any compensation consultant, outside legal counsel and such other advisors (each, an "***Advisor***") as necessary or appropriate to assist with the execution of its duties and responsibilities as set forth in this charter. The HCC Committee will be directly responsible for the compensation and oversight of the work of any Advisor retained by the HCC Committee. The Company will provide appropriate funding, as determined by the HCC Committee, to pay any such Advisors hired by the HCC Committee and any administrative expenses of the HCC Committee that the HCC Committee determines are necessary or appropriate in carrying out its activities.

- Prior to selecting, retaining and receiving advice from an Advisor (other than the Company's in-house legal counsel), the HCC Committee must take into consideration the independence factors set forth in the listing standards of the Exchange and the applicable rules of the SEC, as in effect from time to time.

- The HCC Committee may retain, or receive advice from, any Advisor it prefers, including Advisors that are not independent, after considering the requisite independence factors. Notwithstanding the foregoing, the HCC Committee is not required to assess the independence of any Advisor that acts in a role limited to (i) consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of Executive Officers or directors and that is generally available to all salaried employees and/or (ii) providing information that is not customized for a particular company or that is customized based on parameters that are not developed by the Advisor, and about which the Advisor does not provide advice.

- The authority granted to the HCC Committee pursuant to this charter to retain Advisors shall not affect the ability or obligation of the HCC Committee to exercise its own judgment in fulfillment of its duties under this charter.

- The HCC Committee will evaluate whether any Advisor retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

4. **Access to Company Resources**. The HCC Committee shall have access to all books, records, facilities, and personnel of the Company as the HCC Committee deems appropriate in order to carry out its responsibilities.

Subcommittees. The HCC Committee may form subcommittees for any purpose that the HCC Committee deems appropriate and may delegate to such subcommittees such power and authority as the HCC Committee deems appropriate. If designated, any subcommittee will establish its own schedule and maintain written minutes of its meetings and actions by written consent, which minutes and actions will be filed with the minutes of the meetings of the Board. The HCC Committee shall not delegate to a subcommittee any power or authority required by law, regulation or listing standard to be exercised by the HCC Committee as a whole.

5. **Compensation**. Members of the HCC Committee will receive such fees or other compensation, if any, for their service as HCC Committee members as may be determined by the Board in its sole discretion.