



Unity Software Inc.
Modern Slavery Transparency Statement
(Amended and Restated on September 18, 2025)

Introduction

This statement below outlines efforts taken by Unity Technologies to prevent slavery and human trafficking in its business and supply chain. This statement has been approved by the board of Unity Software Inc. for the financial year ending 2025.

Company Overview

We are the world's leading platform for creating and operating interactive, real-time 3D (RT3D) content. We believe the world is a better place with more creators in it. Creators, ranging from game developers to artists, architects, automotive designers, filmmakers and others, use Unity to make their imaginations come to life.

Our platform provides a comprehensive set of software solutions to create, run and monetize interactive, real-time 2D and 3D content for mobile phones, tablets, PCs, consoles, and augmented and virtual reality devices.

Who We Are

Unity is committed to the highest possible standards of ethics and business conduct. We are a deeply values-driven company. We are very focused on the role we play in enabling people to become creators, and are deeply committed to equitable policies across all of Unity, anchoring our approach in empathy and respect.

anchoring our This commitment underpins everything we do, including our approach to modern slavery and human trafficking. Unity has a zero-tolerance approach to any form of human trafficking or modern slavery.

We expect high standards of ethics from all of our employees, contractors, suppliers, and other business partners, such that there is no forced, compulsory, or trafficked labor, or anyone held in slavery or servitude in our supply chain.

Steps We Are Taking

Unity's core business is in the development, sale and support of software used by content creators - game developers, artists, designers, engineers and architects - to deliver high-definition, real-time 2D and 3D content, as well as services for game developers to grow and engage their end-user base, and run and monetize their content.

As a result, most of our business and suppliers operate within the professional services and technology industries, which ordinarily have a low level of risk associated with slavery and human trafficking. While we are not aware of any inappropriate labor conditions in our supply chains, we recognize that human rights abuses can occur within any company and its supply chain.



Unity takes a zero tolerance approach to slavery and human trafficking, and has worked to implement policies and controls within our business. Unity takes the following actions to help prevent forced labor, slavery and human trafficking in its supply chain:

- **Global Code of Conduct and Training:** Unity's Global Code of Conduct (the "Code") outlines the company's expectation that employees operate ethically, fairly, and with integrity. The Code expressly states that Unity does not tolerate any form of human trafficking or modern slavery, and articulates the company's adherence to all local laws in all countries that we operate in, including those regarding working hours, minimum wage, age eligibility, and benefits provisions. In addition, the Code also requires employees to report any misconduct, policy violation, or area of concern, and provides a process for doing so (including a whistleblower hotline managed by an independent third party). The Code is available in eleven languages, and is available (along with all Company policies) to employees via our Intranet. Further, all employees receive training on the Code at onboarding and on an annual basis, and are asked to commit to the Code at onboarding and on an annual basis. Employees are also reminded about compliance with the Code in their employment contracts.
- **Monitoring/Governance** - Unity conducts a review of all corporate compliance policies on an annual basis, including the Code of Conduct, to make any updates needed to further enhance employee understanding of the policies, and reflect best practices and any changes to the regulatory landscape. The company also conducts audits of a general nature on corporate governance.
- **Environmental Social Governance:** Unity created and published its annual [Impact Report](#), which includes a commitment to fostering a more inclusive, equitable, and sustainable world for all. It outlines measurable data supporting our efforts and provides a benchmark to hold ourselves accountable.
- **Due Diligence** - Unity's pre-engagement due diligence on vendors/suppliers includes questions relating to modern slavery and employment practices, including information on compliance with local labor laws on remuneration and overtime. If an issue is uncovered during diligence, Unity will take appropriate action.
- **Partner Code of Conduct** - Unity has a Partner Code of Conduct in place, which among other things, requires partners to adhere to certain ethical standards and employment practices, including practices relating to wages, hours, overtime and benefits, and health and safety. Unity also requires contractual commitments to the Partner Code of Conduct.

Unity is committed to preventing slavery and human trafficking in its business and supply chain, and intends to continue evaluating opportunities to promote respect for all human rights and ethical employment practices.