

Unity Technologies Canada Company  
Modern Slavery Transparency Statement

Introduction

This statement below outlines efforts taken by Unity Technologies Canada Company (“Unity”) to prevent slavery and human trafficking in its business and supply chain. This statement has been approved by the board of Unity for the financial year ending 2023.

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. Most of our business and suppliers operate within the professional services and technology industries.

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 we strongly believe in our values: Users First, Best Ideas Win, Go Bold, and In It Together.

- **Users First.** We put users first... they are rock stars and we are their biggest fans. Our shared dedication to users holds us together, defines and aligns our work and drives us to deliver for them.
- **Best Ideas Win.** *We believe great ideas can come from anywhere. We have vigorous debates, we listen and learn, and we make sure the best ideas win. We care enough to go through the pain of messy conversations.*
- **In It Together.** *We are Citizens of Unity. We act like owners. We’re activists; we have a voice and use it. We’re direct and candid, with good intent. We respect each other’s uniqueness and we’re in it together.*

- **Go Bold.** *We do bold things. We go big and when we fail, we learn, get better and go big again. We challenge and elevate each other beyond our limits to do what may seem impossible. We stay curious and hungry.*

We are also deeply committed to diversity and inclusion across all of Unity, anchoring our approach in empathy, respect, and opportunity.

- **Empathy** *fuels connection through the recognition of perspectives and experiences of others, even without connecting yourself to those experiences.*
- **Respect** *builds trust through empathetic actions demonstrating an appreciation for individual differences.*
- **Opportunity** *supports equity through respect by empowering people to contribute, create, and lead based on their knowledge and experience.*

Our values are what we stand for and what we aspire to be. They underpin 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 noted above, 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 and as such have not taken any remedial actions, 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:

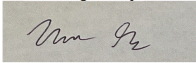
1. **Global Code of Conduct and Training:** Unity's Global Code of Conduct (the "Code") outlines the company's expectation that employees operate ethically, fairly, and with integrity. The Code expressly states that Unity does not tolerate any form of human trafficking or modern slavery, and articulates 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). Further, all employees receive training on the Code at onboarding and on an annual basis, are reminded about compliance with the Code in their employment contracts, and are also asked to certify compliance with the Code both at onboarding and on an annual basis.
2. **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.
3. **Environmental Social Governance:** Unity created and published an Environmental Social Governance (ESG) report, <https://investors.unity.com/governance/ESG/default.aspx>, which includes a commitment to fostering a more inclusive, equitable, and sustainable world for all.
4. **Due Diligence** - Unity's pre-engagement due diligence on vendors/suppliers includes questions relating to modern slavery and employment practices. If an issue is uncovered during diligence, Unity will take appropriate action.

- 5. 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.

\*\*\*\*\*

I attest that I have reviewed the information contained in the report for the entity listed above, and that based on my knowledge, the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind Unity Technologies Canada Company.

DocuSigned by:  
  
82D7FBE2AB7E489...

Full name: Nora Go

Title: Director and President

Date: May 30, 2024