



UNILY

Sustainability Report

2025

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A message from our CEO:

Shaping Resilient, Responsible Workplaces

Over the past year the world of work has continued to transform at an astounding rate: shaped by rapid technological innovation, the exponential scaling of AI, evolving sustainability expectations, and the need for greater organizational alignment across increasingly complex and diffuse operations. The future is here, and it is complicated.



LOKDEEP SINGH
CHIEF EXECUTIVE OFFICER, UNILY

Businesses are no longer asking why sustainability

matters, they're asking how to embed it into every decision.

Sustainability has meant different things to different people. For some, it centered on giving back to the communities that support their business. For others, it served as a tool to strengthen stakeholder relationships or demonstrate social and environmental responsibility. At times, it was even perceived as a barrier to commercial success.

But a different future requires a different way of thinking about sustainability. We are now operating in a fundamentally different context, one that demands a more integrated, forward-looking understanding of sustainability and its role in shaping resilient, future-ready organizations. Unily has consistently developed a bold vision of the future, and having sustainability woven into our operations, products, and services means that we will be prepared for the years ahead as we look to innovate, grow, and remain a valuable partner.

At the core of our vision is employee experience. We know that engaging, educating, and enabling employees is the cornerstone of any good sustainability strategy. Our experience shows that doing so attracts and keeps the best talent, fosters an environment beneficial to business outcomes, and creates community. We know that engaging our own employees allows them to flourish, with the knock-on effect of allowing our customers to flourish too. Success comes from connection, that's why we created Compass, our alignment tool.

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To create workplaces that are not only digitally empowered but socially and environmentally responsible.”

Introduced in 2024, Compass has become fundamental to how we align corporate, team, and individual goals. We see it as a cultural shift that fosters transparency, collaboration, and a shared sense of purpose, and we've seen Compass intersect powerfully with our sustainability strategy, reinforcing that environmental and social responsibility is not a separate agenda but integral to how we operate and innovate.

The sustainability landscape has evolved significantly in the past 12 months. Regulatory pressures have intensified, ESG criteria now dominate procurement decisions, and customers expect partners who can help them navigate complexity with confidence. At the same time, the conversation has shifted from ambition to action. Businesses are no longer asking why sustainability matters, they're asking how to embed it into every decision.

For Unily, this means continuing to reduce our own footprint while enabling our customers to achieve their net zero goals through responsible technology and transparent reporting. Mostly, this means solutions that help solve the complex data, alignment, communication, and action problems that come with sustainability-related ambitions.

We've made strong progress: advancing our science-based targets, deepening supply chain engagement, and embedding climate-related risks into our governance framework. But sustainability is not just about carbon – it's about people. Our commitment to creating exceptional employee experiences remains at the heart of our mission. By connecting employees and reducing digital friction, we help organizations unlock productivity and resilience. This alignment between employee engagement, innovation, and sustainability is where we see the greatest opportunity for impact.

Looking ahead, we will continue to lead with integrity and ambition: investing in ethical AI, modernizing our platform for resource and cost efficiency, and strengthening partnerships that drive positive change. The challenges are complex, but our vision is clear: to create workplaces that are not only digitally empowered but socially and environmentally responsible. Together, we can shape a future where technology accelerates progress without compromising the planet or the people who power it.

Shifting the Mindset: Sustainability as Value Driver

After several years working in Human Rights, an MSc in Sustainability and Enterprise at Oxford, and working as a sustainability researcher, Lewis turned his hand to the private sector. First in tech solutions for ESG data, and now over to the corporate world of Unily six months ago.

He joined at a time of positive change for the company, with new leadership and a new home for sustainability. Now part of the legal and governance team, Lewis is setting out to realize his vision of sustainability with a cross-functional focus on systems change and value creation that embeds sustainability into the fabric of the organization.

While it's been a challenging 12 months for sustainability more generally, Lewis remains committed to his goals and the belief that sustainability is a key driver of value. Here, he shares his views on his journey so far and more on what's to come.

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My hope is to change the way people think about sustainability more broadly.

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“My hope is to change the way people think about sustainability more broadly. In the past, a lot of the focus was centered around policy regulation, setting up science-based targets (SBTis) and monitoring progress. These are all incredibly important things to do; enabling the tracking, monitoring, and comparison of sustainability related data. But sustainability is in a transition period, where stakeholders want progress, our partners want relationships that enable their own sustainability goals, and investors want to see how sustainability impacts the bottom line, governance, or long-term business success. I think the key difference is that sustainability has to relate to opportunity, not just management of risk. It has to be proactively tied to the commercial arm of the business.

There are no easy answers on how to do this, but I like a good challenge. The reassuring thing is that everyone here is pro-sustainability, so we have a great foundation to build on further. I do think, however, that there is a marked difference between thinking something is a good idea and embedding it culturally. When something is embedded culturally, it becomes second nature. That's what I want to focus on.

We're progressing on a journey to position sustainability as a driver of commercial opportunity and long-term value. I want it to be understood as a way to improve our product offering and in turn, help our clients achieve their own sustainability ambitions; as an integral part of the business that underpins everything we do.

My ultimate goal is to clearly articulate the financial connection between business and sustainability through proven data. I would love to say, 'if we make x product more sustainable in such and such way, that would open up y amount in new revenue.' Corporate sustainability goals are complex and difficult to act on, and they are looking to have partners who can help solve those problems. I think we are well situated to help.”

Let's be clear: “One of the hardest things any large company has to manage is aligning its employees to the company's values, goals and strategy. For that to be successful, effective communications is key. Some of our customers have a workforce of well over 20,000 people, so the trick is knowing when, where, and how to get information to staff, as well as making it relevant and valuable to people's roles.”

Climate education remains a critical piece in the move towards embedding sustainability, and climate communications research has shown that static approaches provide limited guidance for climate action, underscoring the need for adaptable and relational communication strategies.¹ As Lewis suggests, “This is what Unily was built to do.

Our main task is to get people thinking, talking, and working together. We have enabled employees to set up communities that allow them to share information, collaborate, and express themselves in a safe and productive space. This is about empowering the individual to be able to collaborate, learn, and make informed decisions, but also fostering that cultural shift where sustainability becomes second nature by building conducive environments. The places we work tend to do that; create cultural norms. I think we can achieve the same online.

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One of the hardest things any large company has to manage is aligning its employees to the company's values, goals and strategy

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Cultural shifts take time to implement and involve lots of gentle nudges and intelligent environment building. Whether it's about infrastructure, the carbon cost of different choices, offsetting the environmental cost of air travel, or just thinking about what you're eating for dinner. It's about helping to set up those subtle changes that encourage people to

think and naturally adapt their behavior. At the end of the day, an ocean is just a myriad of drops; a system is the sum of its constituent parts.

I view our sustainability report as a moment to take stock and review progress. It gives me the opportunity to share information with others in the company and seek feedback. Sitting in the governance team, I'm very aware of the impacts sustainability has on the business, from reputational risk to investment and talent; there's a lot at stake. However, where we now need to go is seeing this as our opportunity to really stand out.

If you think about where Unily sits in the global system of information, we're at the heart of some of the world's largest corporate work teams. We want to take a systems level lens to this problem and start asking: what can we do to help the global transition to net zero? Where does our expertise, knowledge, and product fit in? We feel that if we can enable our customers to align their sustainability strategy across their increasingly complex organizations, we can create better outcomes for all.”

Moreover, “innovations in AI are challenging companies to think differently about the nature of work and employee engagement. This is a huge moment to re-gauge and to show how we can help to answer these complex questions with a product that continues to evolve in a transient world. I'm excited about the future and the chance to really make a difference at Unily and beyond.”

**LEWIS IRELAND,
SUSTAINABILITY ASSOCIATE, UNILY**



¹Rawlyk, M., Willness, C. Toward adaptive climate communication and an expanded frame theory: lessons from environmental organizations. *Sustain Sci* 20, 2177–2193 (2025). <https://doi.org/10.1007/s11625-025-01685-9>

Measuring our Environmental Impact

- Independent analysis from EcoVadis
- Optimizing our platform operations
- The power of AI – an interview with Tim Moxon, Director of Engineering

MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Measuring our Environmental Impact

As a people-based technology business, we continue to approach sustainability through the lens of responsible growth, operational realism, and long-term resilience. Our focus remains on understanding where our impacts sit, maintaining the trust of customers and stakeholders, and making proportionate decisions that support both our business and the environments in which we operate.

We recognize that digital platforms, cloud infrastructure, and emerging AI technologies are increasingly energy-intensive. While Unily's direct emissions remain limited, the indirect impacts associated with cloud services, employee travel, and purchased services form the majority of our carbon footprint. For this reason, our approach prioritizes measurement, transparency, and targeted action on the areas where we have influence.

UNDERSTANDING OUR CARBON FOOTPRINT

Over recent years, Unily has experienced sustained growth in platform usage and global customer reach. This expansion is reflected in our total carbon footprint, which increased in 2024 and then reduced in 2025 as a result of more targeted data collection and a reduction in purchased goods and services.

While technology companies have not historically been large contributors to global greenhouse gas emissions, the rapid growth of enterprise software, cloud computing, emerging AI technologies, and data processing is changing that context. For Unily, the majority of emissions continue to sit within Scope 3, particularly cloud hosting, purchased services, and employee travel.

Rather than viewing these trends in isolation, we focus on carbon intensity metrics alongside absolute emissions, allowing us to assess how efficiently the business is operating as we grow.

CARBON INTENSITY AND GROWTH CONTEXT

In 2024, Unily's total emissions increased alongside workforce expansion, higher platform usage, and continued investment in our product and delivery capabilities. This was reflected in increased emissions per employee, per platform user, and per £m of revenue.

In 2025, despite continued business growth, we recorded a reduction in total emissions and an improvement across all intensity ratios. This reflects more accurate Scope 3 data, reduced travel-related emissions, and greater visibility across our carbon hotspots, rather than reliance on offsets or one-off measures.

SCIENCE BASED TARGETS INITIATIVE (SBTI)

Unily remains committed to its Science Based Targets initiative (SBTi) alignment, with a target to reduce Scope 1 and Scope 2 emissions by 42% by 2030. While our overall footprint is predominantly driven by Scope 3 emissions, SBTi provides a clear framework for disciplined and credible decarbonization.

During the year, we continued to refine our carbon accounting processes, improving data quality across travel, events, and supplier-related emissions. This improved visibility supports both internal decision-making and customers seeking reliable Scope 3 data from technology partners.

AN ITERATIVE APPROACH TO NET ZERO

Given Unily's current size and operating model, our Net Zero approach is deliberately pragmatic. We focus on where we can move the needle: protecting customer eligibility, managing dependency on suppliers, maintaining credibility with investors, and supporting talent attraction and retention through transparent communication. As Unily continues to integrate AI into both its operations and product, we recognise that an iterative learning approach is key to maintaining trust, transparency, and an understanding of impacts as technologies, data sources, and use cases evolve.

BUSINESS TRAVEL

Business travel remains a significant source of Unily's emissions, reflecting our global footprint and continued investment in customer and partner engagement. Emissions from business travel increased from **689 tCO₂e in 2023** to **1,251 tCO₂e in 2024**, before reducing to **1,108 tCO₂e in 2025** as travel decisions became more targeted and data quality improved.

Rather than introducing prescriptive limits or carbon budgets, we are focusing on improving data visibility, refining our travel policy, and promoting lower-carbon alternatives where practical, including rail travel and electric vehicle use. This approach supports necessary business activity while building greater awareness and accountability around travel-related emissions. Employees also have access to our electric vehicle and cycle-to-work schemes, supporting lower-carbon commuting choices.



Unily Electric Vehicle (EV) scheme

18

Total number of employees in the scheme

28.7

Tons of CO₂ saved in last 12 months

14,330

Trees saved in last 12 months

With 250 employees the figures represent **8%** of employees use



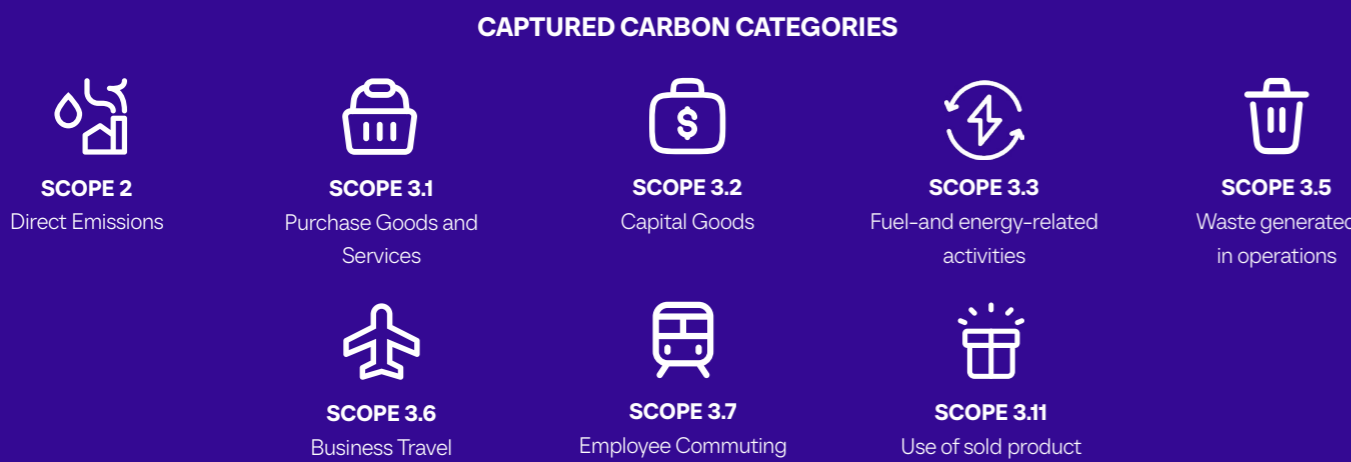
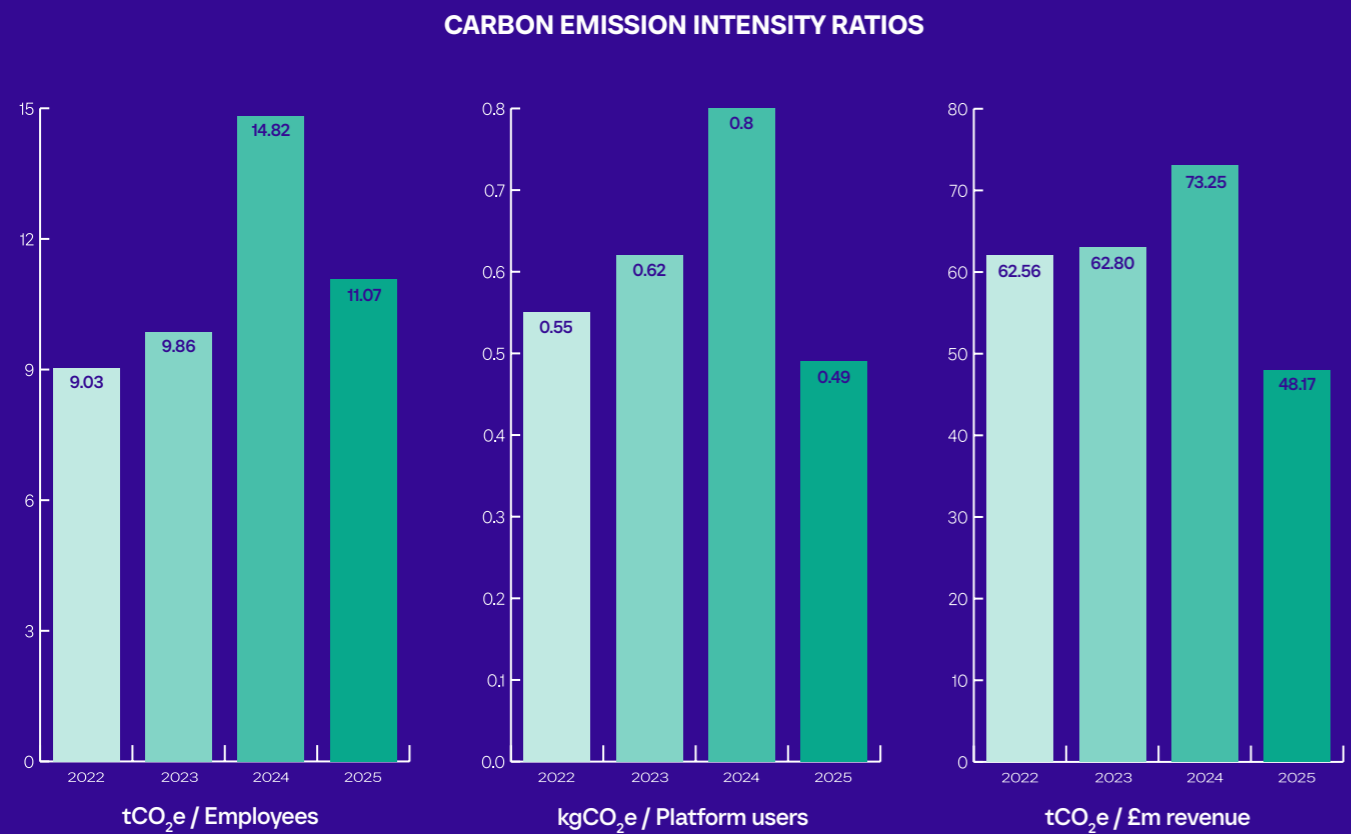
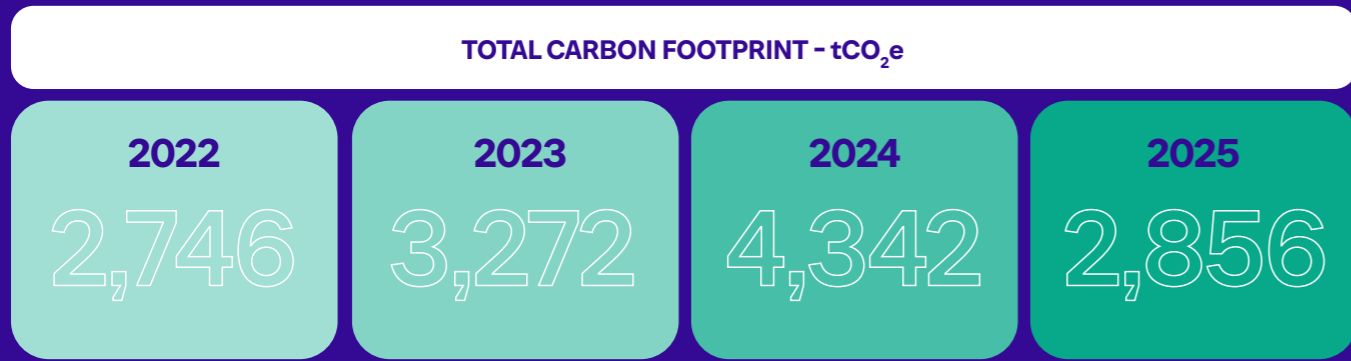
Solar

The installation of solar panels at our headquarters in Eashing helped us to lower our energy consumption over the year significantly. 2025 total yield =

21072.700kWh



Equivalent to driving **70,000** miles in an EV



Independent analysis from EcoVadis

EcoVadis is a global sustainability ratings platform that evaluates how responsibly a company operates across its entire business and supply chain.

It evaluates companies' environmental, social, and ethical performance based on international sustainability standards and regulations.

Keeping track of how we have progressed against our sustainability ambitions serves as an important and timely guide. We utilize this understanding as a way of both acknowledging our successes, and as a way of highlighting areas where we can continue to learn.



- #### AREAS WHERE WE PERFORMED BEST
- Environmental policy on energy consumption and waste
 - Employee training on sustainability and energy conservation
 - Promotion of employee health and wellbeing (same as last year)
 - Employee satisfaction (same as last year)
 - Comprehensive whistleblower process (same as last year)
 - Measures to protect third party data from unauthorized access or disclosure

- #### AREAS WHERE WE NEED TO IMPROVE
- Improved reporting on environmental reporting (same as last year)
 - Improved reporting on labor and human rights issues (same as last year)
 - Documentation of corruption risk assessments
 - Improved guidance on social and environmental clauses in supplier contracts

ABOUT ECOVADIS RATINGS

As part of our commitment to sustainable business, Unily completes a thorough assessment of its sustainability practices every year. The EcoVadis assessment is one of the most rigorous and widely recognized, providing a score that rates the overall quality of a company's sustainability management system.

In 2025, we were rated in the top 35% of companies assessed by EcoVadis, achieving a Bronze sustainability rating across its database of over 150,000 businesses. Our score of 68/100 placed us in the 84th percentile, narrowly missing Silver status by just 1%, providing a clear target and set of recommendations for 2026.

THE METHODOLOGY

EcoVadis is an independent company that provides business sustainability assessments. It analyzes 21 sustainability criteria across four core themes: Environment, Labor and Human Rights, Ethics and Sustainable Procurement. Based on the results, participating companies may be awarded with a medal or badge if they have demonstrated strong management systems that address sustainability. The process involves completing a questionnaire covering various material sustainability impacts and providing supporting documentation to validate answers. Our answers are then collated and compared with all rated companies in the EcoVadis index within the previous 12 months to produce a comparable score.

We scored above 30 in each of the four themes: **Environment, Ethics, Labor and Human Rights, and Sustainable Procurement.**

OPTIMISING OUR PLATFORM OPERATIONS

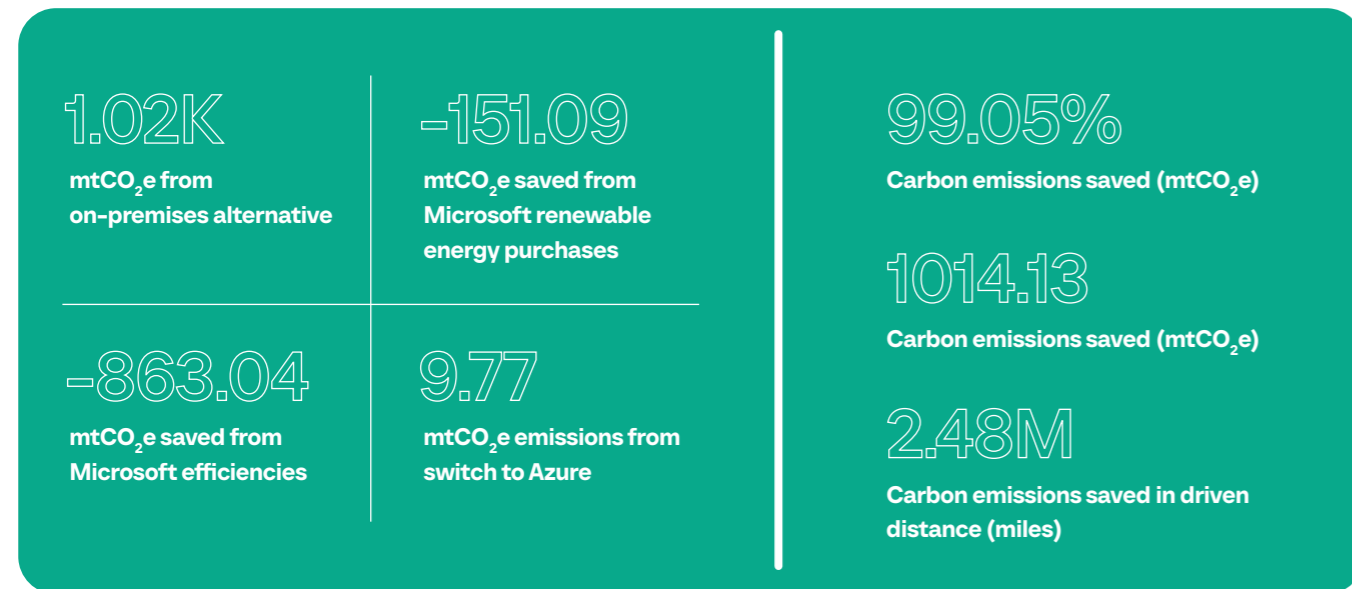
CARBON IS COSTLY

Data centers are a fast-growing source of electricity demand. As a cloudbased service business, we take our commitment to minimize emissions wherever possible seriously because it reduces both operational costs and energy usage; a win-win.

Across 2025, we delivered approximately \$1.72m in hosting cost savings through our cloud efficiency programme. This is based on our internal optimisation model, which aggregates across Azure services, including compute, storage, database and networking improvements. While we continue to refine our

understanding of the associated emissions impact, these efficiency gains represent a clear reduction in underlying energy demand and, consequently, emissions from our cloud infrastructure.

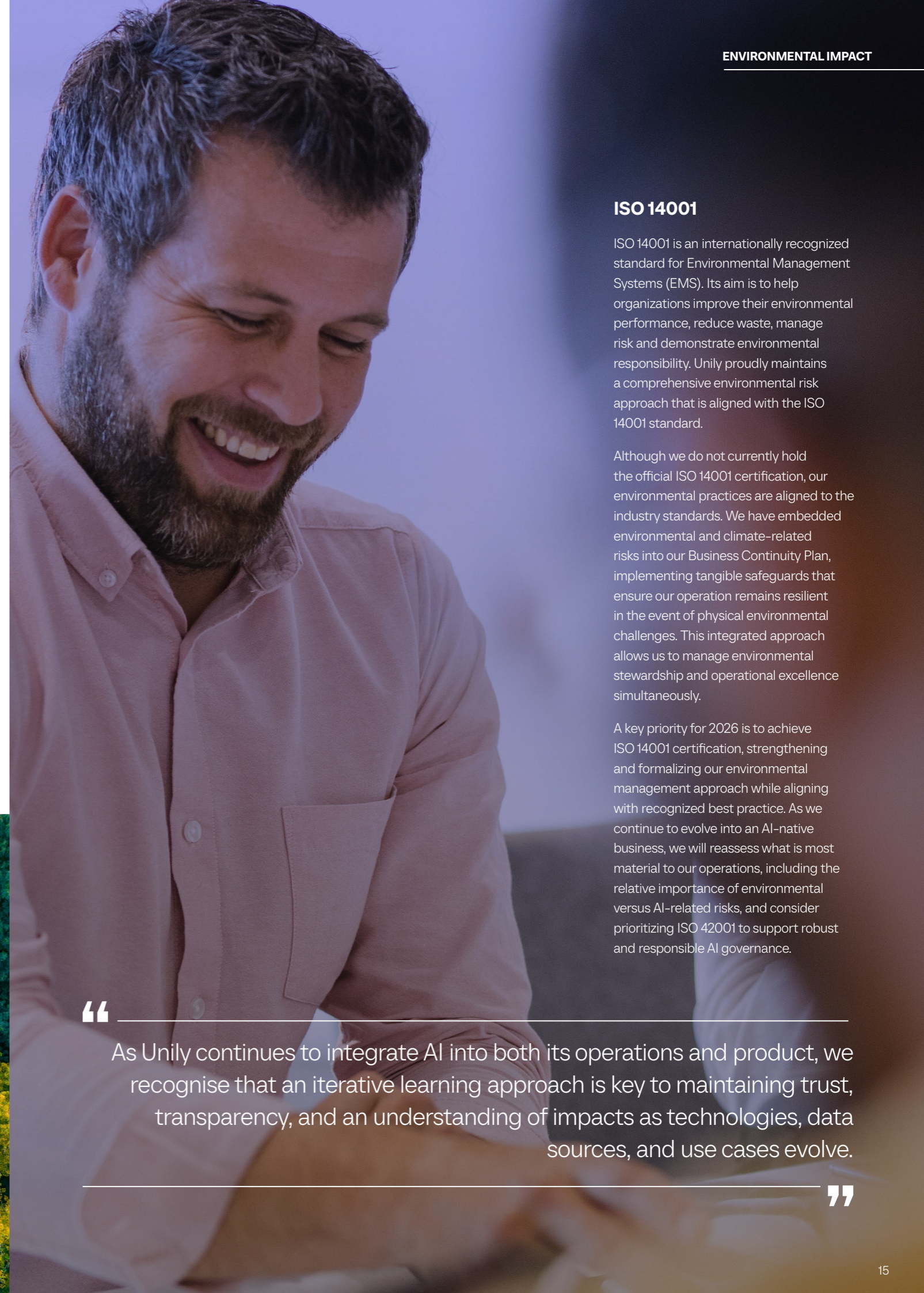
Moreover, our ongoing partnership with Microsoft Azure has enabled us to avoid the following emissions across 2025, highlighting the importance of strategic partnerships in driving scalable, low-carbon infrastructure and supporting our broader decarbonisation efforts.



TREEDOM

As a company invested in a sustainable future, we know the importance of protecting the natural world. Trees play a critical role in maintaining planet health by absorbing CO₂, improving air quality, protecting biodiversity and ensuring ecological balance. Treedom also works

directly with local communities by funding the planting and long-term care of trees, creating stable employment opportunities for farmers and supporting sustainable livelihoods within the regions where the projects take place.



ISO 14001

ISO 14001 is an internationally recognized standard for Environmental Management Systems (EMS). Its aim is to help organizations improve their environmental performance, reduce waste, manage risk and demonstrate environmental responsibility. Unily proudly maintains a comprehensive environmental risk approach that is aligned with the ISO 14001 standard.

Although we do not currently hold the official ISO 14001 certification, our environmental practices are aligned to the industry standards. We have embedded environmental and climate-related risks into our Business Continuity Plan, implementing tangible safeguards that ensure our operation remains resilient in the event of physical environmental challenges. This integrated approach allows us to manage environmental stewardship and operational excellence simultaneously.

A key priority for 2026 is to achieve ISO 14001 certification, strengthening and formalizing our environmental management approach while aligning with recognized best practice. As we continue to evolve into an AI-native business, we will reassess what is most material to our operations, including the relative importance of environmental versus AI-related risks, and consider prioritizing ISO 42001 to support robust and responsible AI governance.

“ As Unily continues to integrate AI into both its operations and product, we recognise that an iterative learning approach is key to maintaining trust, transparency, and an understanding of impacts as technologies, data sources, and use cases evolve. ”

The power of AI

An interview with Tim Moxon, Director of Engineering

AI is reshaping the entire technology landscape, and businesses across the industry are moving quickly to understand how to integrate it responsibly.

At Unily, we're focused on adopting AI in a way that enhances our products while upholding the high standards of quality and trust that define our brand.

UNILY'S NEW AI-BASED EXPERIENCE

"AI is transforming product development here. Inspired by the seemingly endless opportunities for using AI, we've set out to build a new experience with AI at its core. Though its use may require more energy or resources than our traditional products, it also has the potential to find or create efficiencies too.

The energy used by an AI coding agent for one day still consumes less energy than a short drive to the office in an EV, yet it might save a day in effort. If we can unlock these sorts of gains for our own team and our customers, then we can spread these benefits further. You cannot underestimate how game-changing this is.

The key is to make sure we're focused on genuine efficiencies rather than just creating a suite of new features that consume more without delivering actual value. If we can make AI adoption commensurate with the value it provides, we will open up all sorts of new opportunities that will be hugely beneficial for all."

IMPROVING EFFICIENCIES

"We always look to make our products run as efficiently as possible because it makes sense both financially and for sustainability-related issues. We know that we can continue developing with the least impact and cost, all whilst ensuring the best possible outcomes.



TIM MOXON,
DIRECTOR OF ENGINEERING

Currently, we're trying to improve our technology by moving to a more modern, cloud-native architecture. The nature of this strategy means that we will have to use best-in-class scalability and performance technologies, which in turn means that we can simultaneously improve and protect site performance while reducing the overall impact of hosting.

In the meantime, we continue to listen to our clients to better understand how we can run the platform to meet their own sustainability aspirations. For example, one client suggested that we work together to establish times in which their usage of the platform is lower. If we do that, we can switch off unused capacity and save energy. There are lots of little wins to be found.

We're all inundated with AI and I do believe it's unstoppable. The cat is out of the bag. There are legitimate opportunities for it to both add value and to make organizations more efficient. In our own case, this might be unlocking options for platform optimisations that we couldn't undertake before, so that it can run more quickly and cost effectively. For our clients, it may be the capabilities we provide that help them streamline their work, unlocking time or resources to spend on other value-adding work."

THE POWER OF COMMUNICATIONS

"Ultimately, Unily provides companies with a powerful communications tool that helps employers to land the right messages with their employees at the right time. Getting people to take in information is not easy in a world of endless distraction. AI allows us to tailor employee experiences in novel ways so that they land with the right audience.

We find our platform does best for sustainability when it's used to help inform and educate. What we have

“ McKinsey estimates that AI could unlock up to \$4.4 trillion in long-term productivity gains across corporate use cases². ”

built is a very powerful information and alignment tool, if we can combine those with our ability to effectively communicate with people in a more interactive way, that gives us a whole new way of sharing information and encouraging genuine engagement. We call this organizational velocity, the speed and effectiveness with which a company can align people, decisions, and processes toward shared goals. It seems to me that sustainability needs a little organizational velocity, too.”

FUTURE PLANS

By Tim's own admission, the platform as it stands today lacks the features to track or reduce carbon directly—though these could be introduced via API— but employee engagement itself is a big part of any corporate sustainability strategy.

"The platform can pull together information from disparate systems so has the capability to deliver some very valuable sustainability data. For instance, it could easily be integrated with corporate travel products to show

“ Sustainability needs a little organizational velocity, too. ”

data on flights taken. Some of the carbon costs of our own activities are often not understood, and just making it clear to people is a great way to help steer behaviors. Taking lots of unnecessary flights is not something we can afford to do as a business, and knowing the impact and sharing this with colleagues can help us think more about the environmental cost of air travel and our decisions relating to work.

But what we really specialize in is employee engagement. Research has shown that actively engaging employees not only increases productivity and employee wellbeing, but also leads to reduction in voluntary turnover. Human capital management is a win-win: good for employees who feel more valued, respected, and supported, and good for organizations that benefit from stronger engagement, lower turnover, and better performance.

²AI in the workplace: [A report for 2025](#) | McKinsey

CASE STUDY

BA and their Sustainability Goals

British Airways (BA) has been expanding its use of the Unily platform to deepen employee engagement with its BA Better World sustainability strategy. To build awareness and drive action across a diverse global workforce, BA's sustainability team partnered with Unily to deliver a personalized learning experience accessible to all 44,000 employees.



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BA Better World builds on our long track record of attention to sustainability in the world of aviation, focusing on where we believe we can make the biggest impact for our business, our customers, and for society – People, Planet and Responsible Business. The ability to scale critical training without code or delay helped us engage and empower even more colleagues.

”

GEN HERGA, SENIOR SUSTAINABILITY MANAGER, BRITISH AIRWAYS

BA selected Unily Journeys to automate and tailor sustainability learning pathways by role. Developed collaboratively with BA's Global Learning Academy, the program used Unily's no-code journey builder to launch an interactive training series designed specifically for different job families, including cabin crew, pilots, engineers, operational teams, and head-office staff.

The experience combined dynamic design elements, built-in progress tracking, and automated role-based delivery, ensuring every colleague received content relevant to their work. Employees who completed each level of the program automatically earned sustainability badges via Unily Recognition, granting access to the BA Better World Club—an internal community offering exclusive content, events, and incentives for sustainable action.

At Unily, we understand that helping our partners practically implement their sustainability strategies is impactful far beyond the walls of any single organization. This is about recognizing our place in the global system of information and figuring out where our expertise can be leveraged to create better outcomes.

Ambition alone isn't enough: achieving meaningful environmental and social progress requires clear communication, engaged employees, and accessible pathways to action. By equipping global workforces with the tools, knowledge, and motivation they need, we help turn high-level sustainability commitments into everyday behaviors at scale. When our partners succeed in embedding sustainable practices across their organizations, the ripple effect contributes to meaningful change at a macro level. That's why we design our platform to empower collaboration, learning, and real action, because ambition needs action.

IMPACT

 **10,000+** employees engaged with the sustainability training so far 



2,000+

colleagues fully completed the course

Improved alignment across all teams supporting BA's goal of achieving net zero carbon emissions by 2050

2 Our people

- Organizational velocity starts at home – an interview with Jenny Shiers, CPO
- The role of communications in employee engagement
- 2026 Unily Company Compass
- Learning and development
- Employment inclusion



MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 
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OUR PEOPLE

We believe our company’s success is inseparable from the experience we create for our people. When we get the employee experience (EX) right, we create the conditions for exceptional customer outcomes. That’s why we place such emphasis on meaningful EX, employee engagement, and clear, purposeful communication.

Our values and culture are designed to ensure every employee feels valued, supported, and empowered — able to bring their best self to work and deliver their best work every day.

THE ROLE OF SUSTAINABILITY COMMUNICATIONS

Employee engagement and sustainability are two sides of the same coin. When organizations articulate clear sustainability goals and give employees a purpose they can genuinely identify with, it builds deeper connection, motivation, and pride. This sense of alignment not only enhances productivity and retention but also creates a workforce energised by the chance to contribute to meaningful, positive change. We are committed to helping our clients and their people experience that same alignment — linking individual roles to organizational sustainability commitments in ways that inspire, empower, and drive long-lasting impact.

“ Globally, about a quarter of respondents have considered switching jobs to work for a more sustainable company. Among job seekers, about a quarter say they would consider a potential employer’s position on sustainability before accepting a job.³ ”



³ Deloitte (2025). *Sustainability Signals 2025*. Deloitte Global Sustainable Behaviors Survey. Available at: <https://www.deloitte.com/us/en/insights/topics/environmental-social-governance/deloitte-global-sustainable-behaviors-survey.html>

Organizational velocity starts at home

An interview with Jenny Shiers, Chief People Officer, Unily

Employee Experience (EX) is often mistaken for a collection of perks or feelgood initiatives. In reality, it’s a core systems issue that shapes how effectively a business functions. When employee engagement is embedded into the foundations of an organization, it starts influencing decision-making, steering priorities, and ultimately accelerating performance.

In my two years at Unily—an employee experience company by design—I’ve witnessed firsthand how transformational it is when people feel connected, informed, and invested in. Engaged employees don’t just contribute more; they lift the entire organization’s productivity and momentum.

Sustainability is a powerful example of how aligning values deepens that engagement. It has been a key priority for Unily for several years, and our employees feel passionately about it.

“ Last year, low engagement cost the world economy approximately \$10 trillion in lost productivity, or 9% of GDP⁴. ”

When people see their company acting on commitments that matter to them, it strengthens trust, pride, and connection. Internally, we reinforce this through consistent communication and practical changes; from installing Solar Panels at our offices, EV charging infrastructure, and EV leasing options, to sustainability learning initiatives and quarterly volunteer events. These touchpoints may seem small in isolation, but that steady drumbeat anchors sustainability into everyday behavior.

Ultimately, great employee experience is about reducing friction and increasing organizational velocity — the speed and agility of business operations. The smoother it is for people to work, collaborate, and learn, the faster a

company can move. When employees feel empowered, they innovate more, deliver more, and elevate outcomes for customers— and that’s not to mention the deep sense of fulfilment people gain when they work for a company that strives to do well and to do good.

We help organizations create high-performing cultures through exceptional employee experience. Living by those same principles internally isn’t just an ethical choice, it’s a materially commercial one. When we invest in our people, we see the return in customer satisfaction, productivity, and long-term profitability. Doing right by employees and doing well as a business are not competing ideas; it’s a win-win. At Unily, we get to see every day how engaging with and investing in our employees generates commercial success both for our own business and the customers we proudly serve.



**JENNY SHIERS,
CHIEF PEOPLE OFFICER, UNILY**

⁴Gallup, *State of the Global Workplace: 2026 Report*, p. 6.

The importance of information dissemination

Employee experience (EX) has become a defining indicator of organizational success and is now a core source of competitiveness, influencing outcomes such as productivity, profitability, innovation, and long-term retention. Productivity loss rarely stems from a lack of employee effort – it is far more often the result of workplace friction. This friction shows up as the invisible drag created by disconnected information, unclear priorities, manual processes, and teams who lack the tools or coordination needed to collaborate effectively and at speed.

□ A report by Unily⁵ found that poor access to information for frontline workers costs enterprises up to **\$80.6 billion** annually in lost productivity.

□ A McKinsey⁶ report found organizations that focus on performance are more than four times likely to outperform peers and achieve a **30% higher revenue**.

One often-overlooked way to address this challenge is by reducing digital friction and making information genuinely easy to access and act on

Employee trust is directly tied to how openly and consistently an organization shares information, and that trust has a measurable impact on productivity and engagement. The most forward-thinking enterprises are now building transparency into the core of their digital workplaces, creating systems where feedback is visible, dialogue is encouraged, and employees can clearly see how organizational actions align with stated values and priorities.

“Transparency is becoming non-negotiable. Employees want to understand the ‘why’ behind key business decisions, not just the ‘what.’ Organizations that can’t clearly explain their reasoning on difficult topics like hybrid working policies or AI adoption will struggle to maintain trust,” says Ben Levine, Senior Manager, Employee Communications and Engagement at Unily.

□ In organizations where feedback is listened to and acted upon, **90% of employees say they are more likely to stay**, according to a report by Deloitte⁷.

INTERNAL COMMUNICATIONS UNDERPIN TRUST

Internal communications plays a key role in building this sense of connection between organizations and their employees with clear accountability, good communication and aligning people with a shared sense of purpose.

As Ben Levine elaborates: “The trend is now moving towards a much greater focus on two-way communication where both bottom-up and peer-to-peer information flow is expected. At Unily, we talk about ‘organizational velocity’ which refers to the speed at which information flows to enable action. Speed and execution have come to matter more than ever. We’re also seeing the rise of the ‘EX Super Team,’ where HR, IT, and Internal Communications merge into cross-functional teams with unified metrics.”

THE ROLE OF AI

Gartner⁸, one of the world’s leading research and advisory firms, suggests that “Intranets are one of the few technology investments that have widespread influence on employee experience, productivity and community building.”

In the Gartner Magic Quadrant for Intranet Packaged Solutions report 2025, Unily is rated as a Leader and recognized for its key innovations in AI-powered search, publishing, language translation and reporting.

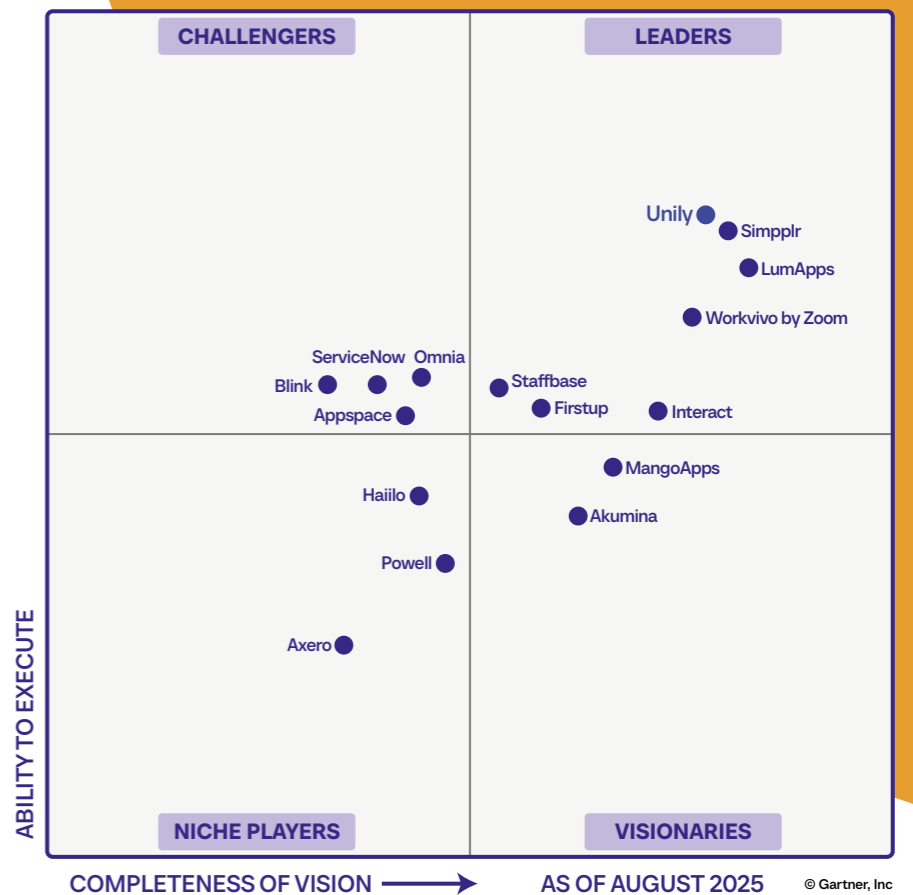


Figure: Magic Quadrant for Intranet Packaged Solutions

EX has become the new business operating system: the determinant of how quickly an organization can move, adapt, and deliver. As the industry progresses towards a more AI-driven future, the need for trusted and effective partners will be amplified. Unily sees a key opportunity here for being the lubricant that keeps organizations moving smoothly, reducing friction in adoption, and enabling AI-era transformation at scale.

⁵ Unily report, *Disconnected and disengaged: The economic cost of frontline friction*, <https://www.unily.com/resources/reports/frontline-friction>
⁶ Noguera Lasa, A., Pedroni, A. and Komm, A., 15 May 2024, *In the spotlight: Performance management that puts people first*, Article, McKinsey
⁷ Cornwell, C. and Johnson-Hales, M., 20 April 2023, Workforce listening: The proof is in the planning, Deloitte Insights2Action Perspective, <https://www.unily.com/resources/reports/frontline-friction>

⁸ Gotta, M., Singh, P. et al, 6 October 2025, Gartner, ID G00827475, *Magic Quadrant for Intranet Packaged Solutions*

2026 Unily Company Compass

As part of our evolving strategy, we've defined our priorities for 2026 with a clear emphasis on removing friction from the employee experience. This focus strengthens our commitment to supporting clients with the tools and systems they need to become truly frictionless employers.

Our business is rooted in employee engagement and talent development, helping clients boost productivity, performance, and ultimately their bottom line through a highly engaged and committed workforce – all while ensuring we create that same empowering experience for our own people. Compass is fundamental to that.

From intranet to impact – Unily unites what others can't

OUR VALUES

- 1 We Are Customer-Obsessed:** We go the extra mile to deliver extraordinary results for our customers, turning them into fans. We are easy to do business with.
- 2 We Get Things Done:** We are passionate about what we do, have a bias for action and we aren't afraid to make mistakes when trying something new.
- 3 We; Not Me:** We are a high-performance team that is playing to win and believe that we can only win together and in partnership with our customers. We are resilient, set ambitious standards and hold each other accountable.
- 4 We Are Employee Experience Experts:** We strive to deliver excellent employee experience internally and externally.

LEARNING AND DEVELOPMENT

Launching our new learning management system, Odyssey, has unlocked a vast library of learning content for our employees, covering everything from core business skills to leadership and management best practices.

The introduction of Odyssey has also enabled us to roll out additional development programmes, including Pathfinder, our manager-enablement toolkit, and Libby, which provides employees with open access to curated library resources for self-directed learning.

Crucially, Odyssey is delivered through unily.learn, our own employee experience platform. This allows us to reduce the use of siloed tech and in turn reduce our own digital friction. Together, these tools broaden employees' learning journeys, supporting both professional growth and personal development, while mandatory compliance training continues to ensure we uphold the highest ethical and security standards.

We have also transitioned our key knowledge content into in-house-created learning modules, ensuring it is tailored specifically to Unily's needs. These modules are assigned to all new starters within their first two weeks and then completed annually across the organisation as a refresher:

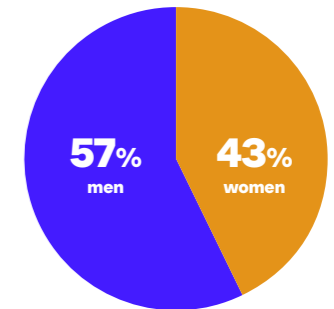
- GDPR Essentials
- Bullying and Harassment (UK) / Bullying and Sexual Harassment (US)
- Information Security
- Working with Display Screen Equipment
- UK Safety at Work training (only issued to UK staff)

Learning and development in numbers

- 294** pieces of content in Odyssey
- 5,116** views in the first six months of going live
- 90%** of managers engaged with at least one piece of content
- 252** hours spent attending live classes
- 25** Unily employees have used the new Libby service accessing **744** pieces of learning content

EMPLOYMENT INCLUSION

As of 31 December 2025, there were **258** active employees
Average employee age: **37** years old



PROMOTING GENDER PARITY

The information in the tables below uses estimated bonus payouts for the 2025 financial year, paid in March 2026.

Gender Pay Gap Reporting

	GLOBAL					
	DEC-23		DEC-24		DEC-25	
	M	F	M	F	M	F
Salary (including bonus + commission)						
Percentage of men and women	61.3%	38.4%	59.1%	40.9%	57.4%	42.6%
Percentage of men and women receiving bonuses	100.0%	100.0%	99.4%	97.5%	99.3%	97.2%
Upper Quartile gender pay gap	11.5%		2.3%		4.9%	
Lower Middle Quartile gender pay gap	-3.6%		-3.4%		-5.6%	
Lower Middle Quartile gender pay gap	4.1%		0.3%		-4.0%	
Lower Quartile gender pay gap	4.1%		5.8%		7.1%	
Ratio of Highest Paid Individual vs Average	8.13x		5.6x		4.28x	

Average Pay Difference Between Men & Women	DEC-23		DEC-24		DEC-25	
	Mean	Median	Mean	Median	Mean	Median
Hourly Pay	1.0%	1.9%	-5.8%	-11.9%	-1.8%	-9.7%

Proportion of Men & Women in each pay quartile	Men	Women	Men	Women	Men	Women
Top Quartile	56%	44%	54%	46%	56%	44%
Upper Middle Quartile	62%	38%	55%	45%	55%	45%
Lower Middle Quartile	70%	30%	66%	34%	58%	42%
Bottom Quartile	59%	41%	62%	38%	61%	39%

3 Governance and Data

- Keeping data safe in a changing world – an interview with Sarah Batterbury, General Counsel
- Our Sustainability Strategy
- Supplier Sustainability

MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



GOVERNANCE AND DATA

Governance underpins every decision we make at Unily. As a trusted processor of our customers' employee data, we continuously undertake thorough risk assessments and utilize best practices to ensure customer confidence in our handling of their data. In addition, we promote a policy of privacy-by-design and *governed AI* to ensure secure, controlled and scalable use of innovative new technologies.



Keeping data safe in a changing world

An interview with Sarah Batterbury, General Counsel, Unily

We believe that governance provides an essential backbone as part of our sustainability approach. It encompasses the management of risk, business resilience, and the ability to adapt in the face of changing market dynamics.

Sarah Batterbury joined Unily as General Counsel a year ago and has already made significant enhancements resulting in stronger corporate governance and risk management. Her team's responsibilities include overseeing sustainability, data protection, and AI governance.

**SARAH BATTERBURY,
GENERAL COUNSEL, UNILY**



"Data compliance is usually our customers' first concern when discussing Unily's processing of their employee data. We take a fully transparent approach to privacy and data security, supported by our dedicated Privacy Hub on the Unily website. This resource provides our prospects and customers with clear, accessible information about our data protection practices, security measures, industry certifications, and answers to FAQs.

Of course, no customer conversation goes without mention of AI. Both the technology underpinning our product and AI laws continue to evolve at pace - as a legal team we work hard to horizon scan and update the business on the changing global regulatory landscape. For any use of AI in the product, we work collaboratively with our product and engineering teams to build appropriate guardrails into any new AI functionality. Customer concerns and requirements are considered and integrated into the development process which results in peace of mind and assurance for our customers. We take AI governance very seriously and acknowledge the need to invest in upskilling our people to stay ahead of the curve. We have therefore recently supported our Data Protection team to attain their IAPP AI Governance certifications.

For internal use of AI tools, we developed our AI internal use policy before rolling out Copilot across the organization about a year ago. Since then, the guide has grown from a 4-page to a 14-page

document that helps to provide good governance and common-sense advice on appropriate internal use of AI. Our 10-step guide is structured around the following key principles:

1. Use only authorized tools
2. Protect confidential and personal data
3. Give clear but safe context
4. Assess task-level risk
5. Use AI to support your judgement (not replace it)
6. Think critically and check for accuracy
7. Protect IP
8. Use AI ethically and responsibly
9. Learn and share to build on positive AI use
10. Always consult an expert if you're unsure

Sustainability, in my view at least, is about being a good corporate citizen. I frequently see customer questions on ESG governance. Our customers want to know that we have a thorough handle on the business from top to bottom. It's why I'm so pleased that our sustainability function now sits within the legal and governance division.

I'm optimistic for the future of Unily and how we do business. I think we're successful because we are thoughtful. At other companies I know, ESG is just lip service with companies using biased awards and accolades to try and prove credibility but without putting in the investment into policies and practices

that really drive change. Unily has a good heart and through our actions, we have shown that we care. It makes for a nice place to work, and those values are reflected in the service we deliver".

AI AND THE FUTURE OF WORK

AI is fast becoming an indispensable tool, both in the workplace and at home. As companies strive to stay competitive, the pressure to adopt AI is now insurmountable.

EY-Parthenon estimates that AI could lift economy-wide labor productivity by 1.5% to 3% over the next decade⁹, while Deloitte's State of AI in the Enterprise Report has suggested that although enterprise adoption of autonomous AI agents is accelerating quickly, oversight structures remain underdeveloped. Although 74% of organizations plan to implement agentic AI within two years, just 21% have established robust governance models, raising concerns about emerging risks¹⁰.

It is clear that the race to adopt AI and reap the benefits will be an ongoing process, in which businesses must balance innovation with responsible governance to ensure that progress does not outpace safety, trust, and long-term value. AI capabilities will need to be continually refined, oversight frameworks strengthened, and businesses will need to evolve alongside the technology to remain competitive.

⁹ <https://www.weforum.org/stories/2026/01/the-where-and-when-of-ai-making-us-more-productive-according-to-experts/>
¹⁰ <https://www.deloitte.com/content/dam/assets-zone3/us/en/docs/services/consulting/2026/state-of-ai-2026.pdf>

THE ISSUE OF DATA SOVEREIGNTY

As it stands, it's impossible to predict with certainty how AI will reshape the global economy in the years ahead. What is clear, however, is that the more immediate risks lie elsewhere, particularly in the potential for data breaches and the growing urgency for strong governance and safeguards around AI use.

Most advanced AI runs on global cloud infrastructure dominated by US hyperscalers, meaning the data used or processed by AI systems can fall under foreign legal frameworks, even when stored locally; at the same time, governments and regulators warn that cross-border data flows, jurisdictional overlap, and reliance on foreign-owned infrastructure complicate compliance with national privacy, security, and regulatory requirements, making it harder for organizations to maintain full control over how their sensitive information is accessed, governed, and protected.

Sarah's view is, "the issue of data sovereignty is a tricky one. Customers often have distinct requirements on data hosting locations. However, as a global business, we have to be able to process our customers' data and have access to it anywhere in the world to be able

to provide a 24/7 support service. We partner with Microsoft Azure data centers globally and rely on that infrastructure to be able to offer options on data hosting locations and round the clock support".

GOVERNED AI

As we integrate AI usage into both our product and how we operate day to day, our belief is that by keeping pace with current standards and regulatory requirements, continually learning, and maintaining robust controls, AI can be an invaluable asset for the future of our business. Governed AI is the deployment of emerging artificial intelligence in a secure, controlled, and scalable manner, ensuring that organizations reap the benefits of AI without exposing themselves to undue risks. Our framework will enable customers to harness the power of AI with the appropriate guardrails in place.

"We do business with some of the world's largest brands and wouldn't be here if we weren't thoughtful and considerate of the trust given to us by our clients in helping them to manage their most sensitive data."

THE IMPORTANCE OF EMPLOYEE TRAINING

Sarah: "We believe it's important that all employees understand our privacy and security responsibilities, which is why we provide data protection and security training across the organization. Every employee completes this during onboarding, with annual refreshers and additional specialist modules where relevant to their role. In line with our ISO/SOC compliance, our processes are thoroughly reviewed and independently audited to provide external validation of our systems.

Our company-wide training also supports greater awareness and understanding of how to use AI responsibly, helping us realise the benefits of new technologies while protecting our data, people, and reputation, and minimising risk to the business.

Our approach goes beyond compliance; it's about building confidence and capability so our people can use emerging technologies like AI responsibly and effectively. With independently audited processes and strong governance in place, we create a secure foundation that empowers our teams to innovate safely, while continuing to learn and adapt together."

Our Sustainability Strategy

We are committed to protecting the environment, preventing pollution, and promoting the efficient use of resources, while maintaining a people-focused ethos. We recognize that sustainability is an evolving field and take an iterative, open, and collaborative approach to learning and innovating our practices.

Such an approach allows us to continually improve our environmental, social, and ethical principles and strengthen our positive impact. We operate in compliance with all relevant legislation, whilst maintaining resilience against risks.

Our Strategy: Unily's Sustainability Policy is based on, but not limited to, the following 4 key principles:

- **People First** – We prioritize our people by fostering a supportive, inclusive culture where everyone can grow, feel valued, and do their best work.
- **Net Zero** – We measure our carbon emissions annually and pursue meaningful decarbonisation aligned with SBTi targets. We work towards zero waste to landfill and continuously improve our ISO 14001:2015-aligned Environmental Management System.
- **Responsible Innovation** – We take a structured, data-driven approach to improving how we operate and what we deliver, driving sustainable innovation that enhances our products, client experience, and internal performance.
- **Community Impact** – We use our time, skills, and resources to positively impact the communities around us through volunteering, knowledge-sharing, and charitable support.

SUPPLIER SUSTAINABILITY

As Unily continues to grow as a global technology platform, we recognize the importance of understanding the sustainability-related impacts associated not only with our own operations, but also with the suppliers and partners that support the delivery of our products and services.

Our ambition is to develop a supply-chain approach that reflects both our values and the expectations of our customers, investors, and employees. By combining robust supplier engagement with the power of digital platforms, we aim to build a more transparent, sustainable and future-ready ecosystem that supports responsible growth and long-term value creation.

A key part of our strategy from 2026 and beyond will be engaging with suppliers in order to get a clearer understanding to improve decision-making.

Over the coming period, we intend to:

- **Build a clearer understanding of the sustainability performance of our key suppliers**, prioritizing those that are most material to our operations, such as cloud hosting, software, and people-based services.
- **Engage suppliers to share meaningful sustainability data**, including environmental metrics, workforce representation, human rights practices, and governance controls.

- **Evaluate opportunities to integrate sustainability data platforms or automated assessment tools** that can help us streamline data collection, support supplier benchmarking, and enable more consistent and reliable decision-making across procurement and governance processes.
- **Use these insights to inform procurement decisions**, ensuring that sustainability, ethics and human rights expectations are embedded into the way we select, evaluate and manage suppliers.
- **Promote transparency and improvement across our supply chain**, by identifying areas where we can collaborate with suppliers and customers to reduce emissions, mitigate risks, and strengthen ethical practices.

4 Community Impact

- Unily and Treloars
- Volunteering and employee participation
- Our ERG communities



MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	11 SUSTAINABLE CITIES AND COMMUNITIES 
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COMMUNITY IMPACT

Our goal is to create a lasting positive impact for our employees, customers, and communities. From supporting local charities to investing in sustainable initiatives and promoting a culture of inclusivity, we aim to promote a positive environment for all our employees and the communities we serve.

UNILY AND TRELOAR'S

About the Treloar Trust

The Treloar Trust comprises Treloar School and Treloar College, together supporting around 170 students in a highly specialized and nurturing learning environment. Treloar serves young people with complex needs that cannot be fully met within mainstream education, integrating learning with tailored therapy and dedicated care.

Many students live with significant physical disabilities, and some require round-the-clock support, which is why around 50% reside on campus. Through this unique combination of education, care, and therapeutic provision, Treloar empowers students to reach their academic potential while developing essential independent living skills.

Local is Focal

The close proximity of the Treloar Trust to Unily's office in Godalming means that we share the same local community, one in which we continue to build on and strengthen our connections. Our partnership with Treloar offers a meaningful opportunity to support a vital local charity while deepening our own understanding of accessibility considerations and priorities.

Over the last few years, Unily has raised over £9,700, as well as providing a Christmas tree to Treloars each year.



“We’re delighted to continue our partnership with Unily, who have supported us so generously over the past few years through donations, volunteering days, fundraising activities, and opportunities for work experience. They share our passion for empowering young people with physical disabilities while caring for the world around us. This partnership helps us celebrate our students’ achievements, grow accessibility and inclusion, and support young people as they move into meaningful and sustainable futures.”

Andy Brown
Business Partnerships Manager

Recent examples include our Texas Volunteer Day at the Central Texas Food Bank, where Unily employees prepared 80 food boxes weighing 4,650 pounds, helping provide approximately 3,875 meals to local families. This initiative demonstrated how even small teams can deliver meaningful impact when focused on community needs.

Employees also use their volunteering time in diverse ways:

Director of Engineering Tim Moxon recently participated in a countryside conservation initiative at Blackheath, working with local rangers to manage invasive tree species and protect a sensitive heathland ecosystem. Activities included clearing Scots pine and birch growth, maintaining controlled fires for habitat management, and supporting conservation efforts ahead of nesting season for protected bird species.

“Using my volunteering day was genuinely rewarding. It was a chance to step away from the day job, do something practical for nature and the local community, and come back with a fresh perspective. Those experiences remind you why giving time matters.”

Tim Moxon,
Director of Engineering, Unily

LET ME IN

Let Me In is a student-led programme by Treloars in which students conduct an accessibility assessment on working environments. In 2025, we had Unily's first ever rating of its accessibility and was awarded a score of 65%.

The results showed that we are performing well in several areas, including our website and employee training, but there are also opportunities for improvement, particularly around providing height-adjustable desks and expanding our disabled toilet facilities to be larger and better equipped. We see such iterative learning as a chance to take stock, learn, and improve.

VOLUNTEERING AND EMPLOYEE PARTICIPATION

Every Unily employee benefits from one fully paid volunteering day per year to give back to their local communities or any charity of their choice. Unily employees gave a total of 2027 volunteering hours in 2025.

Community engagement is supported through structured volunteering opportunities designed to encourage participation while supporting local communities:

- Paid volunteering time off available to all employees
- Support for engagement with local charities, environmental programmes, and community initiatives
- Opportunities that strengthen team connection while allowing individuals to contribute to causes that matter personally

Katie Chou, our People Operations Associate, organized two New York City volunteering events - one in the summer and one in the winter.

Back-to-School Backpack Drive: Over the summer, we partnered with Volunteers of America to support students preparing for the new school year. Employees were invited to contribute financially, and those donations were used to purchase backpacks and essential school supplies. Thanks to their generosity, the team assembled 10 fully stocked backpacks for students experiencing homelessness, along with additional supplies to support even more children in need. Unily employees raised \$525, which the company matched - bringing the total contribution to \$1,050.



Holiday Letter-Making Event: Supporting Love For Our Elders, employees wrote cards, and we sent out 33 holiday letters to senior citizens to help foster connection during the holiday season.

OUR ERG COMMUNITIES

Supporting our people, strengthening communities, and fostering an inclusive culture remain central to Unily's social impact strategy. Our Employee Resource Groups (ERGs) help translate our diversity, equity and inclusion commitments into practical action by creating supportive internal communities while enabling meaningful engagement with charitable, accessibility, and volunteering initiatives.

These groups provide opportunities for connection, learning, advocacy, and community contribution. Through volunteering, fundraising, awareness campaigns, and knowledge sharing, ERGs help embed inclusion and social responsibility into everyday working life at Unily.

Unily actively supports several employee-led communities that contribute to inclusion, wellbeing, and engagement across our global workforce:

- Pride community supporting LGBTQ+ inclusion, awareness, and advocacy
- Women's Network promoting gender equity, professional development, and peer support
- Accessibility ERG helping improve awareness and practical inclusion for colleagues with diverse accessibility needs while influencing product accessibility considerations
- Charity ERG coordinating volunteering initiatives, fundraising activities, and community partnerships across the organization

Together, these communities create spaces for open dialogue while helping inform company policies, employee wellbeing initiatives, and broader ESG priorities.

LOOKING AHEAD

As our sustainability strategy continues to evolve, ERGs remain a key driver of community engagement, inclusion, and social impact. Our focus includes:

- Increasing employee participation in volunteering and ERG initiatives
- Expanding partnerships with charitable and community organizations
- Strengthening accessibility awareness and inclusion across the business
- Ensuring social impact initiatives remain employee-led and globally relevant

Through these efforts, Unily aims to create lasting positive impact for employees, customers, and the communities we serve.

CHARITABLE GIVING AND MATCH FUNDING

Unily complements employee volunteering with financial support programmes designed to maximise community impact:

- A dedicated charity donation fund aligned to social impact priorities
- Employee match funding to amplify personal fundraising efforts
- Collaboration between ERGs and leadership to identify organizations where support can deliver meaningful outcomes

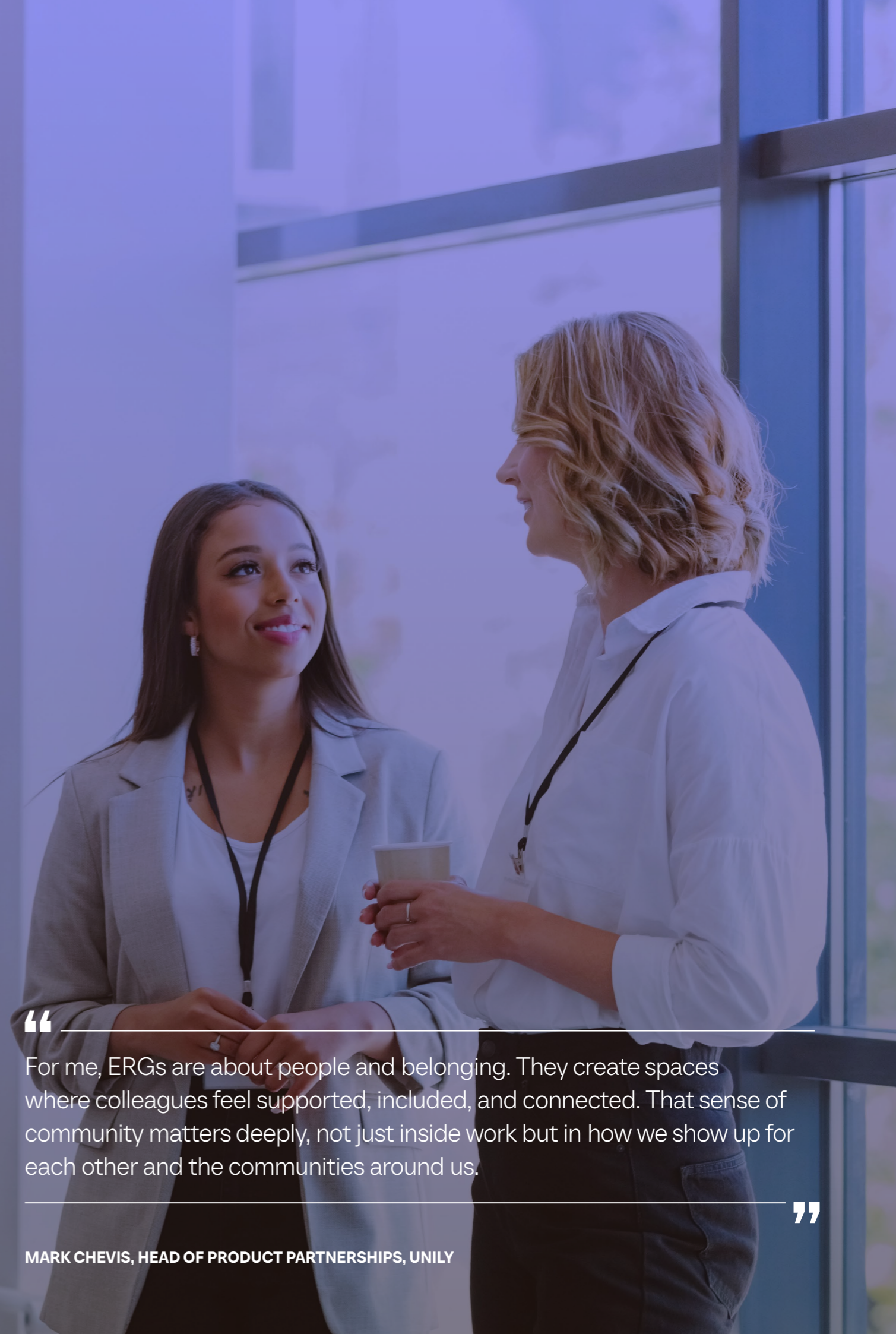
These initiatives allow employees and the organization to work together in supporting communities locally and globally.

SUPPORTING VULNERABLE COMMUNITIES

ERG-led initiatives continue to focus on supporting communities experiencing increased vulnerability. Seasonal donations were made to:

- akt, supporting LGBTQ+ young people at risk of homelessness
- The Trussell Trust, working to address food insecurity through food banks and community initiatives

These efforts reflect our commitment to inclusion, community care, and responding thoughtfully to periods when demand for support may increase.



“For me, ERGs are about people and belonging. They create spaces where colleagues feel supported, included, and connected. That sense of community matters deeply, not just inside work but in how we show up for each other and the communities around us.”

MARK CHEVIS, HEAD OF PRODUCT PARTNERSHIPS, UNILY



UNILY