

UiPath Fiscal Year 2024 Impact Report

Crafting a better future



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Special note regarding forward-looking statements

The report does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. securities laws. The information covered by the report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, targets, commitments, and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated ESG goals and commitments, and execute our strategies in the time frame expected or at all, as a result of many factors, including changing government regulations or stakeholder expectations, and our expansion into

new products, services, technologies, and geographic regions. Forward-looking statements can also be identified by words such as “future,” “anticipates,” “believes,” “estimates,” “expects,” “intends,” “may,” “plans,” “possible,” “projects,” “outlook,” “seeks,” “should,” “will,” and variations of such words or similar expressions, including the negatives of these words or similar expressions. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of the company’s most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. We assume no obligation to update any forward-looking statements or information for any reason, which speak as of their respective dates.

A letter from our CEO



Automation and AI are redefining what's possible—not just in business, but in the ways we work and live.

In my years at UiPath, I have seen firsthand their power to transform companies, advance markets, and help solve complex global problems. Today, more than 10,000 customers use the UiPath Business Automation Platform™ to automate critical processes and unlock innovation across their organizations. Our platform helps our customers grow, adapt, and capitalize on new opportunities, so they can, in turn, deliver greater value to their customers.

Daniel Dines
Founder and CEO



A letter from our CEO (cont.)

Our customers use our platform not just to drive operational efficiencies, but also to help them solve some of the world's biggest issues, in areas ranging from public health to sustainability. For example, Dexcom, a pioneer in continuous glucose monitoring, is using the UiPath Platform to manage diabetes prescription medication requests more efficiently. NatWest, a major retail and commercial bank in the UK, is using our technology to reduce greenhouse gas emissions related to software development, furthering its goal to achieve net zero emissions by 2050.

These powerful stories are what drive us. We are laser-focused on our commitment to our customers and the missions they serve. In our steadfast pursuit of progress, we continue to challenge ourselves to create solutions that help tackle the problems UiPath customers are working so hard to address.

Over the past year, I have been deeply immersed in our product capabilities and strategy. And I can tell you that, from this vantage point, we're only just scratching the surface of what's possible with AI-powered automation. The opportunity to transform the way we work is massive. This past year, we've seen rapid advances in AI and how it can be applied across the enterprise. Organizations around the world are hungry to use AI to achieve their missions faster and move their markets forward. They're no longer just prioritizing digital transformation; they're also evaluating how they can transform their operations with AI.

We have long infused AI into the UiPath Platform. By combining automation with AI, our platform turns insights into action, creates efficiencies, and enhances enterprise intelligence. In turn, organizations can empower their employees to consider new possibilities, think bigger, and accomplish more. We enable organizations to deliver products and services that best serve their customers and communities.



Our sustainability commitment

Our impact extends well beyond our technology. UiPath has the chance to leave an indelible mark on the world. We strive to be a generational company that not only stands for innovation and progress, but for passion and integrity—a company that people feel proud to work for and to work with. We align our sustainability strategy to four pillars, which underpin every business decision we make:

- . Enable Automation for Good
- . Ensure Good Governance
- . Empower Our People, and
- . Protect Our Planet

Over the past year, we believe we've made significant progress in advancing each of these pillars. We bolstered efforts to attract diverse talent and maintain an inclusive team where people feel valued and empowered. We instituted corporate initiatives to foster a more sustainable future for our planet. We announced the UiPath AI Trust Layer to provide the governance and guardrails needed to harness AI safely and responsibly.

We also continue to invest in programs and initiatives that help people around the globe get the technology access and skills they need to succeed in today's changing workplace. This past year, UiPath Academy, which offers courses to develop automation skills, recorded a 24% increase in course completions,

serving more than 1.5 million people worldwide. UiPath Academic Alliance, designed to help universities educate students about automation and AI, forged partnerships with 115 new educational institutions. And in partnership with the Saudi Digital Academy, we launched our first Saudi School of Automation to equip students in Saudi Arabia with automation developer skills. We also formalized programs with UiPath employees, partners, and customers to make automation and AI more accessible to neurodivergent professionals so they can pursue fulfilling career paths.

While we're pleased with the strides we've made so far, we recognize the need to continue adapting our approach to keep pace with changing times. With new regulations on the horizon and inevitable technological, cultural, and environmental change ahead, we will continue to refine our sustainability programs to ensure that we're doing what is best for UiPath customers, partners, people, shareholders, and communities.

Together, I am confident that we will craft a better future.

Daniel Dines

Daniel Dines
Founder and CEO

About UiPath



UiPath is on a mission to uplevel knowledge work so more people can work creatively, collaboratively, and strategically. The AI-powered UiPath Business Automation Platform combines the leading robotic process automation (RPA) solution with a full suite of capabilities to understand, automate, and operate end-to-end processes, offering unprecedented time to value. For organizations that need to evolve to survive and thrive through increasingly changing times, UiPath is The Foundation of Innovation™.

UiPath Values

These are the values that define us, deeply influencing how we work, the actions we take, and the choices we make.

Humble

Keep an open mind.
Cultivate kindness.
Be a team player.
Check your ego.

Bold

Speak up.
Act with courage.
Make decisions.
Think big.

Immersed

Practice agility.
Prioritize simplicity.
Drive results.
Be proactive.

Fast

Dive deep.
Be passionate.
Own what you do.
Be customer-centric.

Fiscal Year 2024* Highlights

\$1.308B
Revenue

\$1.464B
ARR**

24%
Revenue growth YoY

22%
ARR** growth YoY

~10,830
Customers

4,035
Employees

*Data for the fiscal year February 1, 2023 through January 31, 2024.

**Annualized renewal run-rate (ARR) is a key performance metric we use in managing our business because it illustrates our ability to acquire new subscription customers and to maintain and expand our relationships with existing subscription customers. We define ARR as annualized invoiced amounts per solution SKU from subscription licenses and maintenance and support obligations assuming no increases or reductions in customers' subscriptions. ARR does not include the costs we may incur to obtain such subscription licenses or provide such maintenance and support, and does not reflect any actual or anticipated reductions in invoiced value due to contract non-renewals or service cancellations other than for certain reserves, for example, those for credit losses or disputed amounts. ARR does not include invoiced amounts associated with perpetual licenses or professional services. ARR is not a forecast of future revenue, which can be impacted by contract start and end dates and duration. ARR should be viewed independently of revenue and deferred revenue, as ARR is an operating metric and is not intended to replace these items.

Fiscal Year 2024 Recognition

Analyst recognition:



Everest Group Intelligent Document Processing (IDP) Products PEAK Matrix® Assessment 2023, June 2023 | Everest Group Task Mining Products PEAK Matrix® Assessment 2023, August 2023 | Everest Group Process Mining Products PEAK Matrix® Assessment 2023



2023 Gartner® Magic Quadrant™ for Robotic Process Automation, August 2, 2023*



Worldwide Intelligent Document Processing Software 2023–2024 Vendor Assessment, November 2023

Awards:

TIME Best Inventions of 2023

CRN Women of the Channel 2023

Comparably Best Places to Work in New York 2023

*Disclaimer: Gartner does not endorse any vendor, product, or service depicted in its research publications, and does not advise technology users to select only those vendors with the highest ratings or other designation. Gartner research publications consist of the opinions of Gartner's research organization and should not be construed as statements of fact. Gartner disclaims all warranties, expressed or implied, with respect to this research, including any warranties of merchantability or fitness for a particular purpose.

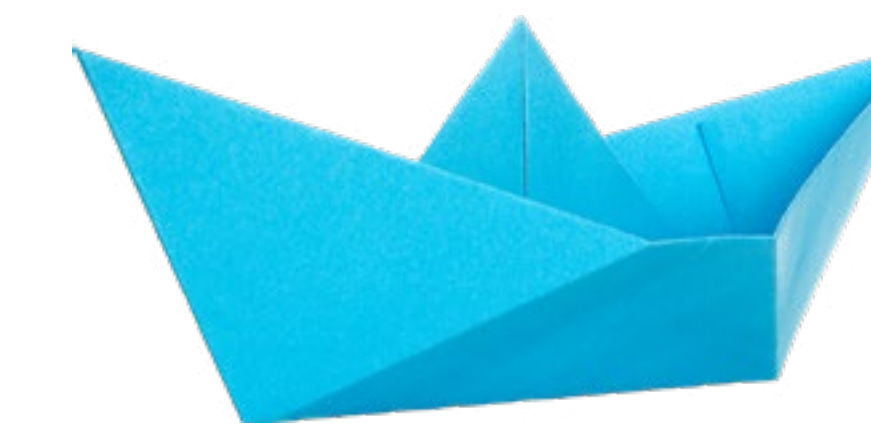
UiPath sustainability strategy

We carefully manage our sustainability initiatives to ensure our operations positively impact our people, environment, and communities. We are dedicated to building a business that our employees, customers, partners, investors, and community members can unequivocally trust today and in the future. We have infused environmental, social, and governance (ESG) principles across our operating practices and decisions to deliver better outcomes and value for our stakeholders.

Our Pillars



Enable Automation for Good
leverage automation to solve global challenges and equip people with the skills needed to succeed



Ensure Good Governance
promote and maintain ethical business practices that instill trust



Empower our People
cultivate an inclusive culture that enriches the communities where we live and work



Protect our Planet
create a more sustainable future by curbing environmental impact

UIPATH SUSTAINABILITY STRATEGY

Governance and oversight

At our core, UiPath is a purpose-driven business and our sustainability strategy is managed and informed by those who know our company ideals best—including our leadership team and UiPath Board of Directors.

Our strategy is overseen by our board’s [nominating and corporate governance committee](#), which receives detailed updates on a quarterly basis. The committee makes recommendations to the board and company leadership.

A Senior Director of ESG leads the implementation of our strategy. This individual is supported by an ESG steering committee, a cross-company group with representatives from our Legal, Finance, Investor Relations, People, and Marketing teams. A cross-functional working group of leaders from our Product and Engineering, IT, and Procurement teams also provides support to the committee.

Reporting frameworks

UiPath adheres to reporting standards and guidelines that are both relevant to our business and valued by our stakeholders. We prioritize transparency and are continuously reevaluating ways to enhance our ESG disclosures and reporting. We closely monitor regulatory developments and are actively working to ensure compliance with pending regulations in the markets in which we operate.

This report discloses sustainability and ESG data and information for UiPath, Inc. for the period February 1, 2023, through January 31, 2024, consistent with the UiPath fiscal year, unless otherwise noted.

Stakeholder engagement and materiality assessment

UiPath places a strong emphasis on stakeholder engagement as part of our ESG strategy. We proactively involve internal and external stakeholders to better understand their priorities. They inform the development of our ESG agenda and assessment of long-term business impact.

Our ESG priorities are based on a ‘materiality assessment’ to ensure we remain focused on the issues that matter most to our company and stakeholders (set forth below). Our commitments and performance metrics in these areas are disclosed throughout this report.

Material topics for UiPath and stakeholders <i>(in alphabetical order)</i>
Automation solutions for climate
Business integrity, anti-bribery, and anti-corruption
Carbon footprint management
Community support and engagement
Data privacy and end user protection
Employee diversity, equity, and inclusion
Information security and cybersecurity
Responsible AI
Talent attraction, development, and retention



United Nations Sustainable Development Goals

We align our ESG activities with the United Nations Sustainable Development Goals (UN SDGs), which were adopted by the UN as a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

UiPath currently aligns with eight UN SDGs:



Sustainability Accounting Standards Board

We disclose ESG metrics aligned with the Sustainability Accounting Standards Board (SASB) standards for the software & IT services industry.

Crafting a better future by enabling automation for good.

AUTOMATION FOR GOOD

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



17 PARTNERSHIPS FOR THE GOALS



UN SUSTAINABLE DEVELOPMENT GOALS

Automation for good



What we do

We aim to leverage automation and AI to help solve global challenges and equip people with the skills needed to succeed in the future of work.

How we do it



Deploying automation and AI to solve global challenges



Preparing people for the future of work



Advancing automation and AI thought leadership

We continue to be inspired by the impact the UiPath Business Automation Platform has in the world. From public health to education, our company, technology, and people are helping solve big and complex global challenges. We're proud to empower businesses, nonprofit and humanitarian organizations, and government agencies to efficiently deliver on their missions and drive positive global change with automation and AI.

And—as automation and AI increasingly influence the ways in which people work—we remain dedicated to providing people around the globe with access to both the technology and the skills needed to advance their goals.

Deploying automation to solve global challenges

Today, the UiPath Platform is being used by companies around the world to advance their missions and solve complex industry and societal problems, from healthcare, to sustainability initiatives, to education.

Dexcom

Dexcom

With a global mission to empower people to take control of their health, Dexcom has pioneered innovative technology that transforms how people manage their diabetes. The company's continuous glucose monitoring systems (CGMs) are a critical part of people's daily lives, enabling them to live confidently and feel more in control.

To speed up delivery of its systems to more patients in Germany, Dexcom turned to UiPath to transform its manual, time-consuming prescription intake and management processes with AI-powered automations. Previously, these processes required agents to read handwritten prescriptions and manually enter information, which took 10 to 15 minutes per prescription. As demand for Dexcom CGMs grew, and as the company scaled in Germany, the prescription volume doubled from 300 to 600 per week.

Leveraging Leveraging the UiPath Business Automation Platform, Dexcom has unlocked thousands of hours,

reducing prescription processing time from 10 to 15 minutes to just one minute each. As a result, Dexcom agents can now expedite these valuable prescriptions for even more patients in Germany.

any baby can

Any Baby Can

Any Baby Can is a beacon of support for families in need in Texas. With a mission to empower families and children to reach their full potential, the nonprofit's impact has been considerable, serving more than 3,300 children and parents in the last year. However, as the organization's programs expanded, so did the administrative burden, particularly for nurses.

"Program assistants were spending almost 80% of their time on data entry," said Renee Damron, Nurse Supervisor at Any Baby Can.

Recognizing that automation efficiencies would help enhance and expand service delivery, Any Baby Can turned to UiPath to streamline the cumbersome data entry processes that consumed a substantial amount of the nurses' time. By automating these tasks, nurses have been able to save about two hours per week per nurse—time now spent on what they do best: providing quality care and guidance while empowering first-time parents.



"We've always wanted to enhance our work with community collaborators—the medical providers, our doctors, and our pediatricians. Thanks to the efficiencies that automation has brought to our program, we now have the time and attention to focus on these mission-driven activities."

Renee Damron
Nurse Supervisor, Any Baby Can

AUTOMATION FOR GOOD



NatWest

NatWest

NatWest is a major retail and commercial bank in the United Kingdom. The bank is on a mission to [achieve net zero emissions for its operational value chain by 2050](#). To do this, the company aims to reduce its operating Scope 1 and Scope 2 location-based emissions by 50% by 2025.

Because software development contributes to Scope 1 and Scope 2 emissions, NatWest developed principles and practical toolkits to reduce energy use associated with software development. This included automating software testing—the process of checking the quality, functionality, and performance of a software product before launching.

Using the UiPath Platform to automate software testing, NatWest has demonstrated significant energy reduction, decreasing:

- . Script development time by 50% compared to other test tools, thereby decreasing test environment energy by as much as 50%
- . Execution time by 85% compared to manual testing, thereby decreasing test environment energy by as much as 85%
- . Maintenance time by 40% compared to other test automation tools, thereby decreasing test environment energy by as much as 40%

Because of NatWest's innovative work to make software testing more sustainable, the company has presented at multiple testing conferences and won [Team of the Year at the UK National Sustainability Awards](#).



Stride

Stride

Stride is leading great change in education. The education technology company's mission is to help learners of all ages reach their full potential through inspired teaching and personalized learning.

As organizations worldwide explore the transformative power of AI and automation, Stride has been at the forefront, deploying the UiPath Business Automation Platform to continually innovate across its student/parent communications tools and learning platforms.

In fact, UiPath automation has supported seasonal spikes in activity during the busy summer months when students and parents are registering and selecting fall course work. Managing hundreds of thousands of documents, including test scores, transcripts, certifications, and student identification, Stride has simplified the process to get students successfully enrolled and embarked on their personalized education journeys.



Preparing people for the future of work

There's no question that automation and AI are increasingly influencing the ways we work. According to [research from Bain & Company and UiPath](#), 70% of enterprise executives surveyed say AI-powered automation is “very important” or “critical” in fulfilling their organization’s strategic objectives. Nearly half believe that the integration of automation and AI will drive major transformation in their industries within the next few years.

As automation and AI take greater hold in business settings, it's becoming increasingly critical that people know how to use these tools effectively. According to the [World Economic Forum's Future of Jobs 2023 report](#), 59% of companies surveyed believe AI and big data skills will grow in importance, and many companies see it as a strategic priority. This aligns with the [UiPath State of the Automation Professional Report 2023](#), which found that 88% of those surveyed believe their organization will hire more automation professionals in the next year.

The challenge is that a significant portion of workers today don't have the skills needed to successfully use automation and AI. According to a recent [IBM Institute for Business Value study](#), executives estimate that 40% of their workforces will need to reskill in the next three years as a result of implementing AI.

As an enterprise automation and AI leader, we are committed to making it possible for people to cultivate the skills to effectively use our technology and ultimately succeed in their jobs. Building on our years of experience in upskilling professionals, we're empowering current and future workforces to succeed in the modern era.



Democratizing automation and AI skills and access

Since 2017, [UiPath Academy](#) has helped people of all ages prepare for careers involving automation. Our free and unlimited courses make automation and AI skills accessible to millions of people worldwide.

In the past year, UiPath Academy has expanded to develop specific courses and learning plans to help members advance in their professions. Members can take an AI-enabled Career Guidance survey to determine the most suitable automation- or AI-centric career path for them. Then they can access free, end-to-end education for 17 distinct roles, including automation developer, specialized AI professional, or automation solution architect.

Through our [Academic Alliance](#) program, we partner with leading education institutions and workforce development organizations to equip students and professionals with critical automation skills. This past year, we used our own technology to automate partner onboarding—empowering 115 new partner institutions to efficiently develop and deploy automation and AI curricula. Today, in collaboration with our more than 2,000 Academic Alliance partners, we provide automation and AI skills to students from kindergarten through post-graduate level in every corner of the world.

By the numbers

1.54M

new course completions, representing 24% YoY growth

4,292

newly certified automation professionals

253,330

new UiPath Academy users

115

new UiPath Academic Alliance partners

SPOTLIGHT

Russell Afeche

UiPath MVP and first person to receive specialized AI certification



“AI is and will be the biggest technology trend of this millennium. I want to be a trailblazer in this space. This is why I went through the UiPath specialized AI certification course. As a technology and UiPath capability leader at Botica, a platinum and featured implementation partner, this was an obvious pathway.

This certification has helped me expand my network and mentor others who are aspiring to be certified in specialized AI. More than that, this certification has empowered me to help my company build its credibility as an AI-infused automation implementation leader. It has allowed me and my team to better help our customers experience the benefits of cutting-edge AI technology.”

Automation and AI training

Training at every level

U.S. Department of Education sponsors automation resources for K-12 Schools

The U.S. Department of Education funded Academic Alliance professionals and alums to build an automation program for use in K-12 schools worldwide. The Academic Alliance has provided software, course content review, and guidance for the program.

Faith Alexander College of the Mainland builds the first College Certificate program with RPA:

With support from the Academic Alliance, Faith Alexander of the College of the Mainland received a grant from the National Science Foundation to create the first-ever College RPA Certificate program in the United States. Students pursuing the program learn programming and RPA business analyst and development skills, and then graduate with UiPath Certifications—giving them the skills and resources needed to find modern-era jobs.

Training around the world



UiPath provided 16,000 students in Tamil Nadu, India with foundational automation skills through partnerships with Wonderbotz, Boundaryless, and Her Second Innings.

UiPath partnered with Dream to Succeed to engage five universities across Latin America. Working with SimplifyNext and Greenlight Consulting, we hosted hackathons to make it easier for students to find jobs and internships.

To make our automation and AI trainings accessible worldwide, we localized and translated UiPath Academy content.

SPOTLIGHT Kelly



A Staffing and Workforce Solutions Company

In March, UiPath partnered with recruitment experts at Kelly, a staffing and workforce solutions company, to create an AI-powered talent-matching program called Kelly Arc. Specifically designed to address talent needs in the U.S., Kelly Arc connects skilled professionals who have been trained through UiPath Academic Alliance, UiPath Academy, and UiPath Certification programs with UiPath customers and partners seeking top-notch automation and AI talent. Kelly Arc features:

- . AI-based job matching
- . Hands-on support from Kelly's recruiters with full hiring process visibility
- . Free job postings



“Automation and AI fuel progress; organizations vie for top talent to execute it. Kelly Arc facilitates precise matches between exciting opportunities and quality candidates to drive growth.”

Leslie Stoner
Vice President, Product Development & Innovation, Kelly

Increasing accessibility for all

In our quest to make automation and AI technologies and skills available to all, it's important that we account for how our platform and education programs are received by professionals with varying abilities and thinking skills. Our product auditing and fixing processes adhere to global standards outlined by the Web Content Accessibility Guidelines (WCAG), which aim to make digital assets accessible to people with a broad range of disabilities, including sensory, intellectual, learning, and physical disabilities.

Today, 15–20% of the global population is neurodivergent, making it critical that we create solutions and programs that resonate with people with autism, ADHD, dyslexia, dyscalculia, and other differences. We honor neurodiverse thinkers through programs with our partners, customers and employees.

This year, we launched a Neurodiversity People Unity Council (PUC), designed to provide a safe space where employees can have open conversations, network, and find camaraderie. The Neurodiversity PUC's mission is to make UiPath a place where employees can celebrate

differences in how we think and innovate better together. In alignment with our mission, we hosted two internal panels to help educate our people on the ways neuroinclusion helps foster greater psychological safety, collaboration, and productivity. The first panel focused on neurodiversity in the workplace and was led by Neurodiversity PUC founder Cecile Arsan. Neurodiversity experts/advocates and UiPath partners AutonomyWorks, EY, and Google joined as panelists to offer their perspectives. The second panel focused on parenting neurodivergent children and featured author and advocate Merritt Phillips.



Partner Programs

We collaborate with partners like AutonomyWorks to identify ways to make our platform more accommodating for neurodiverse people. These changes have included redesigning our color palette and text sizes, making our product compatible with screen readers, and optimizing for keyboard navigation.

Customer Programs

We help match neurodiverse individuals trained on the UiPath Platform with customer organizations seeking automation and AI talent. For example, we connected three customers, including dentsu, with a team of associates with autism who are experts in UiPath Document Understanding. Their work in labeling invoices and other documents has helped these companies automate document processing workflows.

Employee Programs

The Neurodiversity PUC conducts cross-functional roadshows that highlight the strengths of neurodiverse talent, as well as the benefits and best practices of building a neuroinclusive culture. Group members meet monthly and the PUC has a dedicated Slack channel where its more than 120 members share resources and stories.



“UiPath is committed to ensuring all professionals, including neurodiverse talent, have the skills and resources needed to thrive in a workforce that is increasingly reliant on automation and AI. Teams across the company are working together to make our products and learning tools more accessible to neurodivergents and create opportunities for those with diverse cognitive abilities to pursue fulfilling careers.”

Cecile Arsan
Neurodiversity PUC Lead and Senior Manager, Sales Engineering Operations, UiPath



Advancing automation and AI thought leadership

As we consider what's possible with automation and AI, we strive to illuminate how the technologies can be a force for good. We do this by:



1 Facilitating Community events and meetups

[UiPath Community](#) empowers people from around the world to connect with experts and peers on the latest trends in automation and AI. This past year, we hosted 550 events across 36 countries, creating opportunities for our 2.5 million UiPath Community members to discuss best practices for using the UiPath Platform. We also hosted an [Automation for Good event](#), showcasing examples of how Community members are applying our platform to drive social good. In addition, we offered virtual series, including the Business Analyst and Women in Automation programs, giving thousands of professionals the opportunity to learn, bond, and network.

2 Hosting educational and inspiring events

We held our sixth annual global user conference, [FORWARD](#), in Las Vegas in October. FORWARD VI brought together thousands of automation and AI professionals for insightful sessions, inspiring speakers, and valuable networking opportunities.

We launched the [UiPath AI10 Awards](#), recognizing UiPath customers that have excelled in using automation and AI to achieve transformational business results.

We also held our fourth annual [UiPath AI Summit](#), which attracted more than 5,700 attendees. The global audience learned about successful automation and AI implementations, explored new AI capabilities across the UiPath Platform, and heard how AI and natural language processing (NLP) are transforming the enterprise landscape.

3 Producing visionary research

We continue to support research that helps educate organizations and individuals on using automation and AI to drive positive change. Our [UiPath 2023 Automation Generation Report](#) uncovered how workforces can use AI-powered automation to combat day-to-day challenges. The [State of AI-Powered Automation report](#), produced in collaboration with Bain & Co., examined how enterprises can deploy AI-powered automation to generate new value.

Crafting a better future by ensuring good governance.

ENSURE GOOD GOVERNANCE

8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



UN SUSTAINABLE DEVELOPMENT GOALS

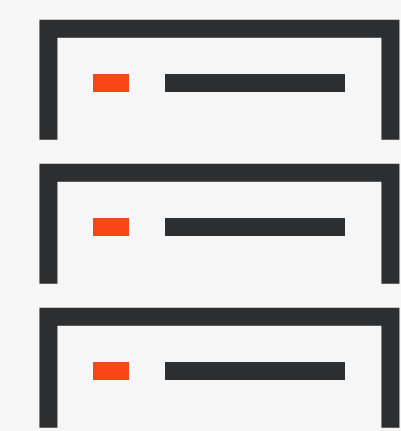
Ensure good governance



What we do

We aim to promote and maintain ethical business practices that instill trust.

How we do it



Data privacy and end user protection



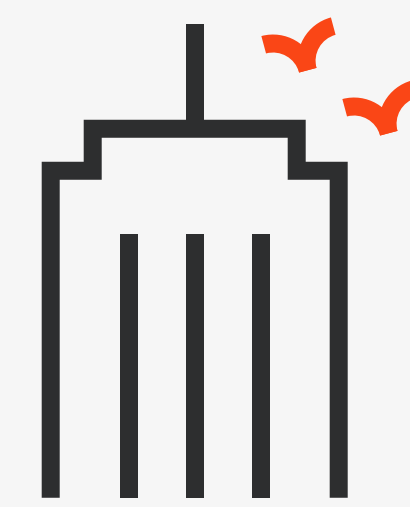
Information security and cybersecurity



Responsible AI



Business integrity, anti-bribery, and anti-corruption



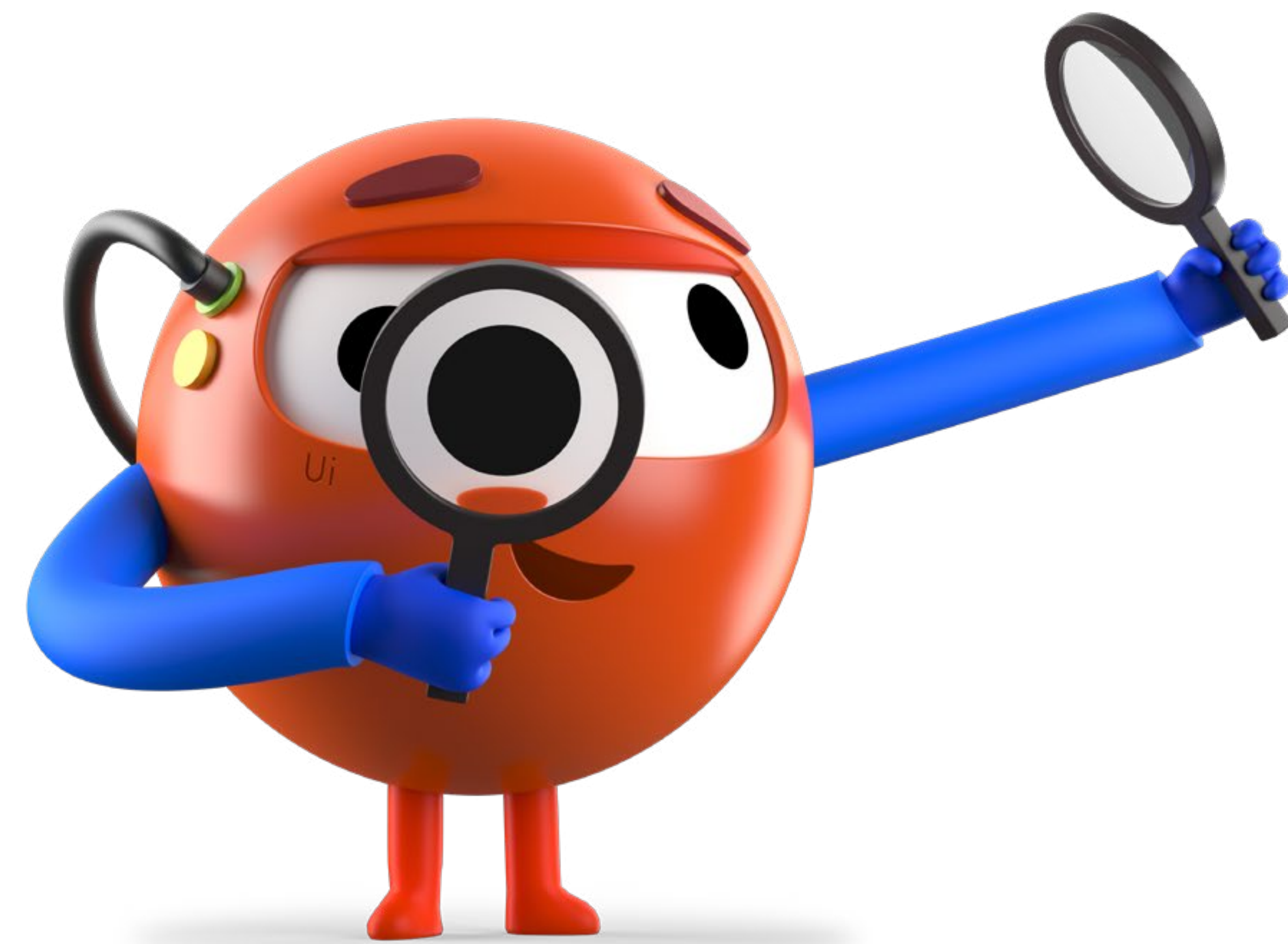
Corporate governance

Business and the ways we work are undergoing monumental transformation. UiPath takes our role as a navigator and steward of this transformation seriously. Our leadership position, growth, and ability to create impact through automation and AI are rooted in the trust we have built and continue to nurture across our stakeholder communities. These communities include our customers, users, partners, employees, and investors. This is a privilege we do not—and cannot—take for granted.

We are committed to fostering good governance by protecting our customers' data, complying with new and emerging privacy and security regulations, and adhering to responsible AI principles. Guided by our [Global Code of Conduct](#), we promote and maintain an ethical workplace, adhere to corporate governance best practices, and maintain frameworks to ensure that those affiliated with UiPath—from our Board of Directors and executives to our partners and suppliers—operate with the highest level of integrity.

Data privacy and end user protection

To maintain data privacy and end user protection, UiPath operates according to our [Global Privacy Policy](#). This policy provides guidelines for how we collect, process, and store personal data. It aligns with the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).



Our data privacy and end user protection strategy is upheld by the following pillars:

DATA PROTECTION MEASURES

UiPath implements technical and organizational measures to protect personal data, which include access controls, encryption, and other state-of-the-art security measures.

EMPLOYEE TRAINING

All employees receive training on the importance of data privacy and their responsibilities for maintaining it.

PRIVACY BY DESIGN

UiPath performs privacy compliance assessments on UiPath products before releasing them.

MANAGING SECURITY INCIDENTS

UiPath has comprehensive policies and procedures around incident management, analysis, remediation, and notification of relevant stakeholders.

THIRD-PARTY DATA PROCESSING

Through contractual provisions and privacy assessments, UiPath ensures that its cloud vendors comply with applicable privacy laws and implement appropriate technical and organizational measures.

STAKEHOLDER ENGAGEMENT

UiPath continually improves its privacy practices as a result of engaging with customers, partners, and employees.

While we honor these pillars, we also continuously assess our data privacy and end user protection strategies based on existing and emerging regulations.

Information security and cybersecurity

Security is central to our governance strategy. In July, we appointed Scott Roberts as our Chief Information Security Officer (CISO) to lead our information security efforts, including risk management, compliance, product security, bug bounty, security operations, and incident response. We also expanded our security team, increasing our employee headcount by nearly 18% during fiscal year 2024.

Our security team aims to ensure that UiPath products are designed and developed with security in mind, implementing automated security scans and adversary simulation tests on every generally available release. Not only that, but our Bug Bounty program—created in partnership with HackerOne, a leading cybersecurity company—continues to test our security posture by seeking vulnerabilities in our platform and surrounding ecosystem. Through this program, we strive to consistently keep our customers, partners, and Community users safe from cyber threats.

The UiPath Board of Directors also has an [audit committee](#) that periodically reviews material risks relating to data privacy, technology and information security, including cybersecurity, threats and information systems resiliency. The audit committee also collaborates with the CISO to oversee UiPath processes for assessing, identifying, and managing such risks, as well as the company’s internal controls and disclosure controls and procedures relating to cybersecurity incidents.

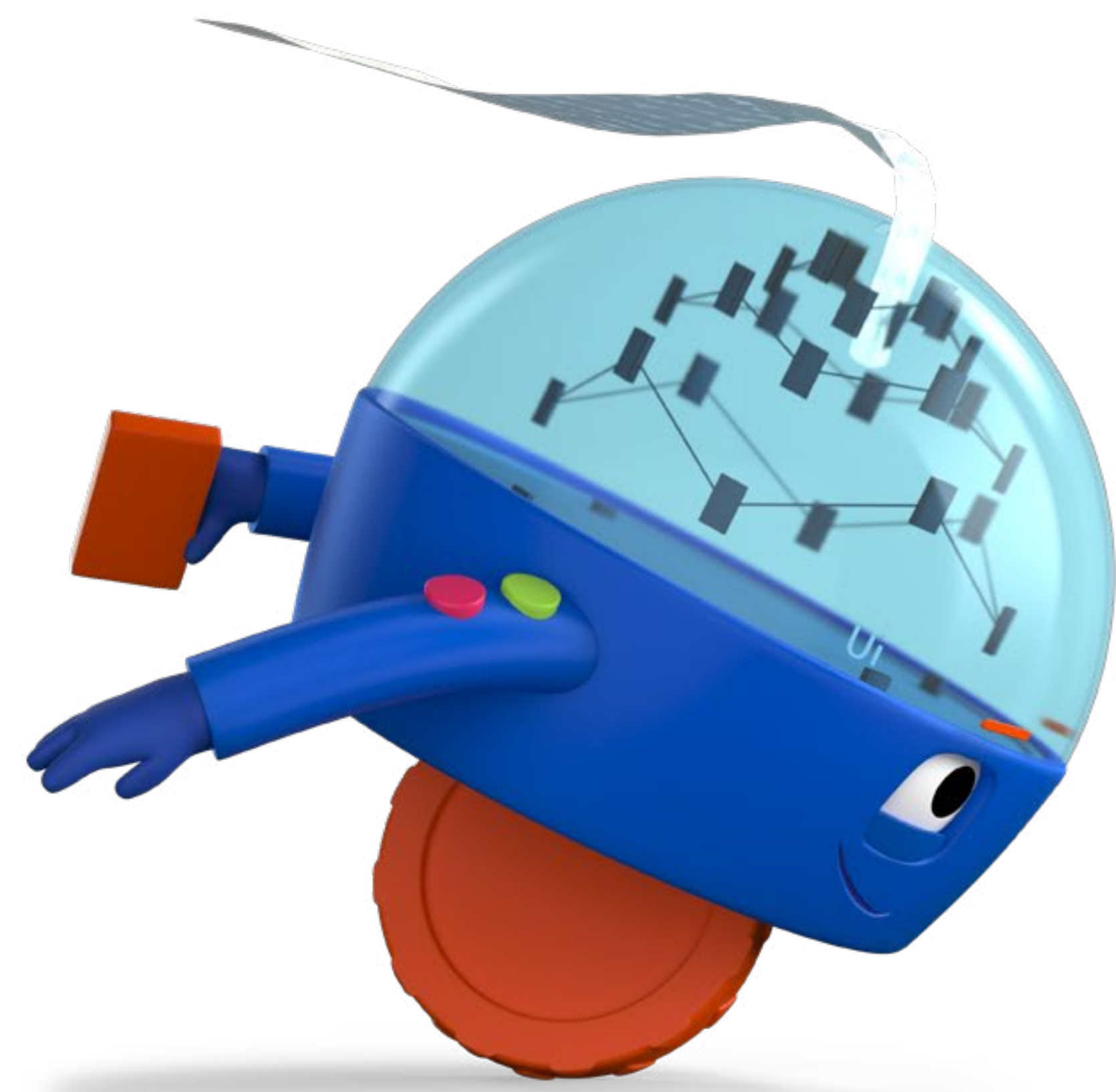


“UiPath relies on the trust of our customers, partners, and community users. To maintain their trust, we must take every opportunity to ensure their information is kept secure. We monitor the evolving regulatory climate, manage compliance with new and emerging data privacy and security policies, and continuously test our security posture. Through these actions, and with oversight from our audit committee, we aim to keep our stakeholders safe.”

Scott Roberts
Chief Information Security Officer, UiPath

Information security and industry certifications

We maintain an extensive information security program and engage independent auditors to provide industry certifications and attestations. During the reporting period, we have maintained:



ISO/IEC 27001:2013

UiPath has engaged a certification body accredited by the ANSI National Accreditation Board (ANAB) and United Kingdom Accreditation Service (UKAS) to audit our information security management system (ISMS) annually for conformity with the ISO/IEC 27001:2013 standard. UiPath has aligned to meet the control implementation guidance and additional control sets of ISO/IEC 27017:2015 and ISO/IEC 27018:2019.

ISO 9001:2015

UiPath has engaged a certification body accredited by the ANSI National Accreditation Board (ANAB) to audit our quality management system (QMS) annually for conformity with the ISO 9001:2015 standard.

SOC 2®

UiPath has engaged an independent certified public accounting firm to examine controls relevant to American Institute of Certified Public Accountants (AICPA) Trust Services Criteria for security, availability, and confidentiality relevant to the UiPath cloud offerings and issue SOC 2 reports annually.

HIPAA

UiPath has engaged an independent certified public accounting firm to examine our information security and privacy program every six months for conformity with applicable implementation specifications within the HIPAA Security, Privacy, and Breach Notification Rules.

Cyber Essentials

UiPath has engaged a certification body authorized by IASME to audit UiPath UK Limited and UiPath SRL annually against UK National Cyber Security Centre (NCSC) technical requirements for IT infrastructure, and issue a Cyber Essentials certificate.

NHS DSPT

UiPath UK Limited has submitted its 2022/2023 National Health Service (NHS) Data Security & Protection Toolkit (DSPT) annual self-assessment, which provides assurance that companies practice good data security and handle personal information correctly. UiPath exceeded NHS DSPT standards.

Paris Call for Trust and Security in Cyberspace

UiPath joined a global call for nation states, companies, and civil society to come together and face the increasing threats endangering citizens and infrastructure in cyberspace. The Paris Call is based on nine common principles to secure cyberspace and the commitment to adopt responsible behavior.

FedRAMP®

UiPath Automation Cloud™ Public Sector has achieved authorized status in the [Federal Risk and Authorization Management Program](#) (FedRAMP), the entity charged with standardizing security and risk assessment for cloud services accessed by federal government agencies.



For more information on the scope and implementation of our information security and cybersecurity practices, please see our [Trust Center](#).

Responsible enterprise AI

From the very beginning, AI has been an integral part of the UiPath Platform. Combining AI with automation, our technology allows our customers to drive new levels of enterprise productivity and performance. This means companies can operate more efficiently, deliver greater value to their own customers, and efficiently achieve their missions.

We prioritize the responsible use of AI based on our [Responsible AI Principles](#) and our commitment to an enterprise AI approach. With recent advancements in generative AI technology, we've continued to update our platform to allow our customers to deploy AI with confidence, knowing their data is secure.

Our approach to AI remains open, flexible and responsible. UiPath keeps pace with the rapid advancement of AI technology, enabling customers to automate more by bringing their own or other third party models into their workflows. For models managed by UiPath, we prohibit the use of customer data passed through the UiPath Platform to be used for third party model training. Customer data remains inside the established UiPath 'trust boundary' and no data is stored outside of that boundary by third party models managed by UiPath.

In October 2023, we announced [UiPath Autopilot™](#), an integration of generative AI, specialized AI, and automation that allows users to quickly automate work using natural language. This powerful tool makes it easy for anyone—from interns to CEOs—to create automated workflows, from ordering lunch to automating travel expense processes.

With this enhancement, we also announced a new management framework: the [UiPath AI Trust Layer](#). The UiPath AI Trust Layer ensures GenAI-powered solutions are properly governed by our customers' data and personnel policies, empowering them to responsibly scale and manage their use of GenAI through the UiPath Platform.

Our [specialized AI solutions](#) also inherently support responsible AI. These solutions are securely trained on our customers' data, with customer permissions. As a result, personally identifiable information and privacy is protected, while the solutions yield highly effective outputs.



“Automation and AI can fundamentally shape the way we work. As an enterprise automation and AI leader, UiPath has a responsibility to ensure these technologies are used safely and effectively in enterprise settings, empowering our customers to take responsible action that drives performance.”

Graham Sheldon
Chief Product Officer, UiPath

Responsible AI principles

We believe in the power of responsible AI, and are guided by the following principles:

Safeguards for data protection	AI systems should be designed, developed, implemented, and used with a strong focus on protecting personal data, to foster trust and to demonstrate commitment to respecting privacy rights.
Human-centricity and transparency	AI systems should employ guardrails and tests that can account for uncertainties in AI models, flag issues, and request human review when necessary.
Technical and security robustness	Security should be at the core of any AI system implementation to ensure the reliability, stability, and protection of AI systems against technical failures, vulnerabilities, and malicious activities.
Empowering digital education and upskilling	AI systems should be leveraged to enhance the effectiveness of upskilling initiatives, through dedicated training initiatives that provide individuals the capabilities to effectively use AI technologies.

As AI continues to evolve, we remain committed to maintaining both the internal infrastructure and external support our customers need to responsibly harness the power of AI through automation.




In April 2023, we hosted our annual [AI Summit](#). It brought together more than 5,700 attendees from around the world, not only to learn about AI capabilities across the UiPath Platform, but also to discuss how AI and automation can positively shape the ways we work.

We also maintain an AI Advisory Board consisting of

external AI experts who guide our efforts to develop and support human-centered automation and AI. In December 2023, we hired AI Advisory Board member Sarah Chasins, PhD, an Assistant Professor of Computer Science at UC Berkeley EECS, to advise our AI team alongside David Barber, Director of the UCL Centre for AI and UiPath Distinguished Scientist.

This board is complemented by a Responsible AI team, a cross-disciplinary group of UiPath employees who advise internal stakeholders on the development of AI systems based on existing and emerging regulations.

To build AI solutions tailored for the enterprise environment, UiPath has created guiding principles based on our customers' needs. Our AI approach is:

 <p>Open</p> <p>UiPath embraces an open approach, supporting both generative AI and specialized AI. The platform enables customers to leverage the best-in-class models available, whether they are developed by UiPath, brought by customers, or sourced from other providers. This openness allows organizations to leverage a wide range of AI capabilities and stay at the forefront of technological advancements in both generative AI and specialized AI.</p>	 <p>Flexible</p> <p>UiPath provides a flexible platform that allows users to construct workflows by combining multiple AI models, user interfaces (UIs), and APIs. This flexibility enables customers to create comprehensive automation solutions that leverage the strengths of various AI models. Additionally, customers can fine-tune the AI models to suit their specific tasks and domains, ensuring that the automation solutions are tailored precisely to their requirements.</p>	 <p>Responsible</p> <p>UiPath prioritizes responsible AI practices, ensuring the safety and governance of AI-powered automation solutions. The platform incorporates guardrails and governance mechanisms to make sure that AI models used in workflows are deployed responsibly and ethically. By integrating responsible AI principles, UiPath helps organizations mitigate risks associated with AI, such as privacy concerns, bias, and data security.</p>
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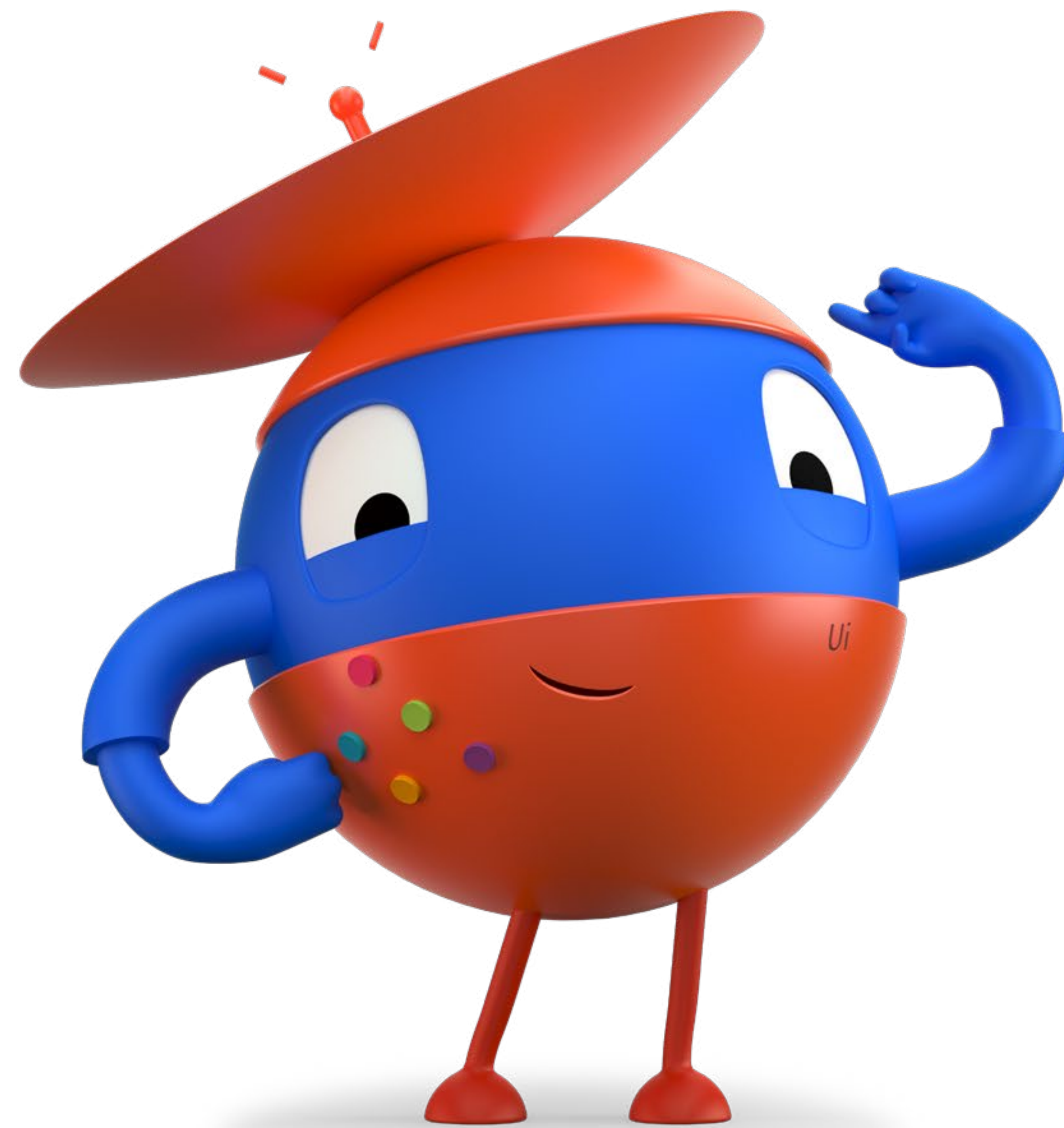
“Despite the hype, AI isn’t magic; nor is it infallible. Businesses need to leverage AI models that operate reliably, fairly, legally, and efficiently. This is the only way they will experience the transformative powers of AI.

UiPath devotes significant time and effort to making enterprise AI safe and effective. From the products we create, to the governance infrastructure we maintain, to the events and support forums we offer, we are committed to fostering the responsible use of AI.”

David Barber
Director of the UCL Centre for AI and UiPath Distinguished Scientist

Business integrity

We believe it is imperative that we uphold ethical business practices and behavior. This is about more than compliance; it's about honoring the UiPath core values and acting with integrity at all times.



Ethical workplace

We strive to create a company culture where employees feel valued, engaged, and empowered every day. To this end, we have adopted a [Global Code of Conduct](#) that outlines our values and the policies that govern how we operate with our customers, partners, communities, and each other. Every UiPath employee—regardless of location and position in the company—is obligated to certify that he or she has read and understood this code, and agrees to follow it. We hold annual mandatory ethics and compliance trainings to refresh employees and contingent workers on our values and policies.

The Code of Conduct is reviewed annually and updated as needed by our Legal and Compliance teams. Updates are approved by the UiPath Board of Directors.

In addition to the Code of Conduct, other policies that must be reviewed and acknowledged by employees each year include:

- . Anti-bribery and anti-corruption policy
- . Anti-harassment, anti-discrimination, and anti-retaliation policy
- . Insider trading policy
- . Whistleblower policy

Partner expectations

Our [Global Partner Code of Conduct](#) outlines our expectations and defines the standards of conduct and business practices for all UiPath partners. This code encompasses elements of the UN Declaration of Human Rights and International Labour Organization Conventions and provides guidelines on:

- . Health and safety
- . Child labor avoidance
- . Equal employment opportunity
- . Freedom of association; lawful and freely chosen employment
- . Environmental protection
- . Fair competition and conflict of interest avoidance
- . Anti-corruption, anti-bribery, and business courtesies
- . Confidentiality, security, and data privacy

Our [Slavery and Human Trafficking Statement](#) outlines our commitment to meeting the highest standards of welfare, safety, and business practices in accordance with all relevant legislation.

Corporate governance

Our charter documents incorporate the following:

Annual election of all directors	Annual Board of Directors and board committee self-evaluations	Periodic review of the appropriate size of the Board of Directors	Annual CEO evaluation by independent directors
Shareholder's right to call a special meeting	Shareholder's right to act by written consent	No poison pill	

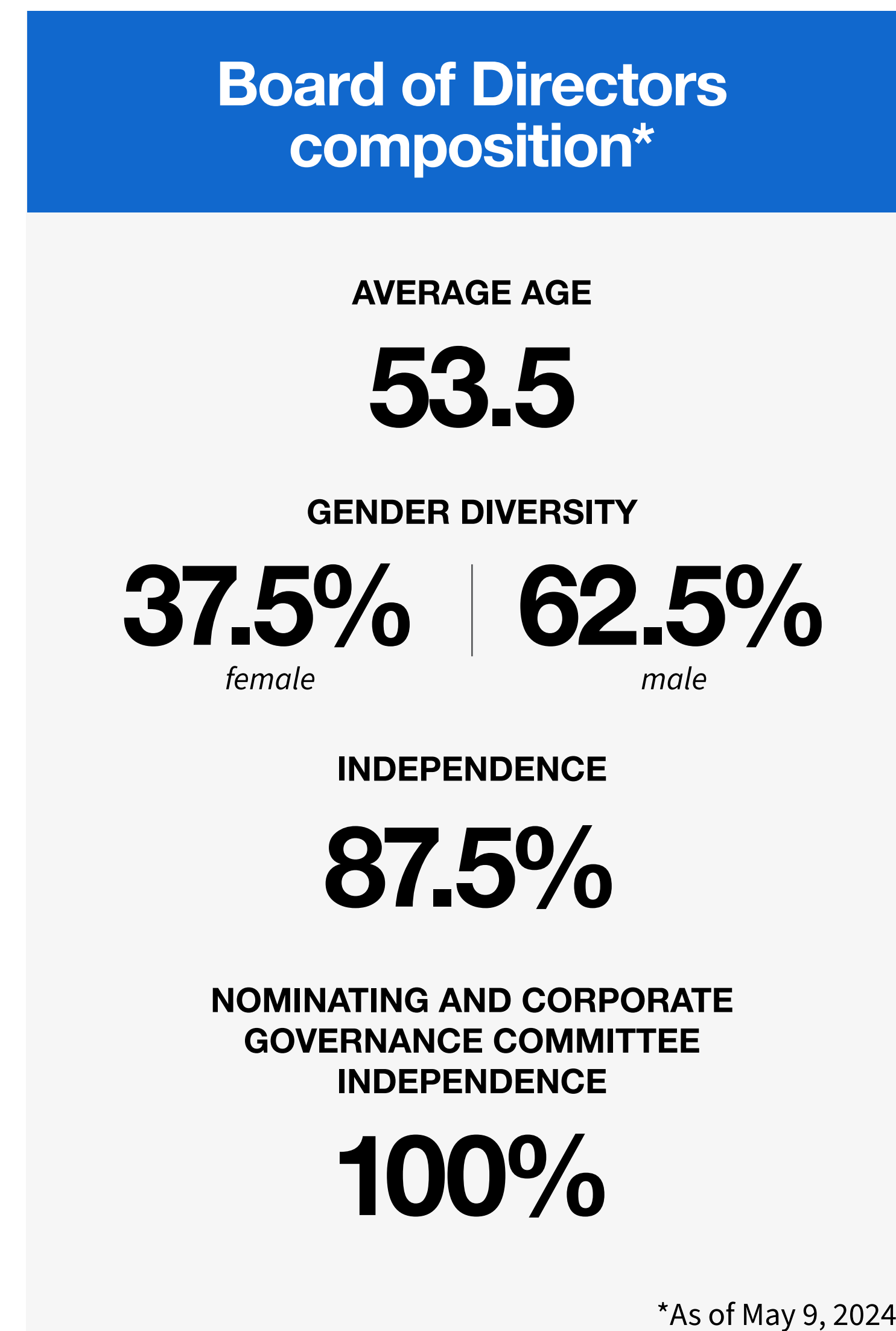
We follow these corporate governance best practices:

The UiPath Board of Directors constitutes and maintains an audit committee, a compensation committee, and a nominating and corporate governance committee, and only independent directors may serve on these.

A top priority of our Board of Directors and the nominating and corporate governance committee is ensuring our Board of Directors comprises directors who bring diverse viewpoints and perspectives and exhibit a variety of skills, professional experience, and backgrounds.

Non-employee directors are limited to four other public company boards of directors and no more than three public company audit committees.

We support continuing education for directors and onboarding for new directors.



Crafting a better future by empowering our people.

EMPOWER OUR PEOPLE

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



UN SUSTAINABLE DEVELOPMENT GOALS

Empower our people

What we do

We aim to grow and build a world-class team and inclusive culture.

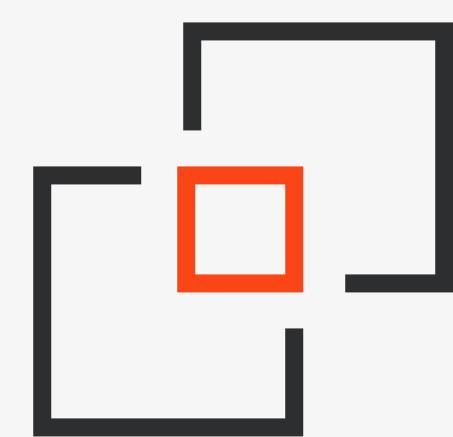
How we do it



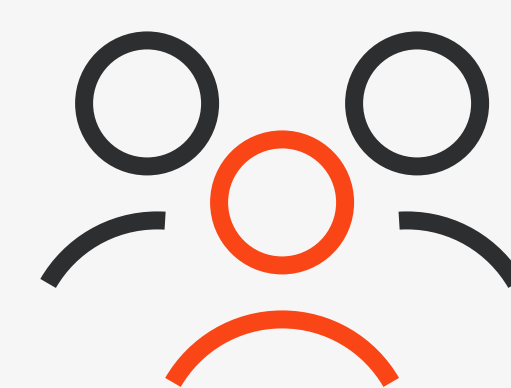
Accelerating
career growth



Supporting and
rewarding employees



Fostering a diverse
and inclusive culture



Giving back to
our communities

We strive to create an inclusive environment where our people feel safe to be themselves, are empowered to grow their careers, are rewarded competitively, and are challenged to do their best work while embracing automation to accelerate human achievement.

Accelerating career growth

TALENT ATTRACTION

Over the past several years, we have reassessed the way we attract, grow, and retain a diverse workforce. To drive impact and ensure accountability across the organization, we introduced aspirational goals and objectives for all people leaders. We rolled out a new global sourcing strategy: an in-depth effort to identify areas where we have historically been underrepresented and make concerted improvements by building diverse candidate slates at all levels.

We incorporated new technology and launched initiatives to help us reduce bias and attract a more diverse workforce. We provided leaders with dashboards that help them better understand their teams and enable them to support company-wide efforts to build a more inclusive workforce.

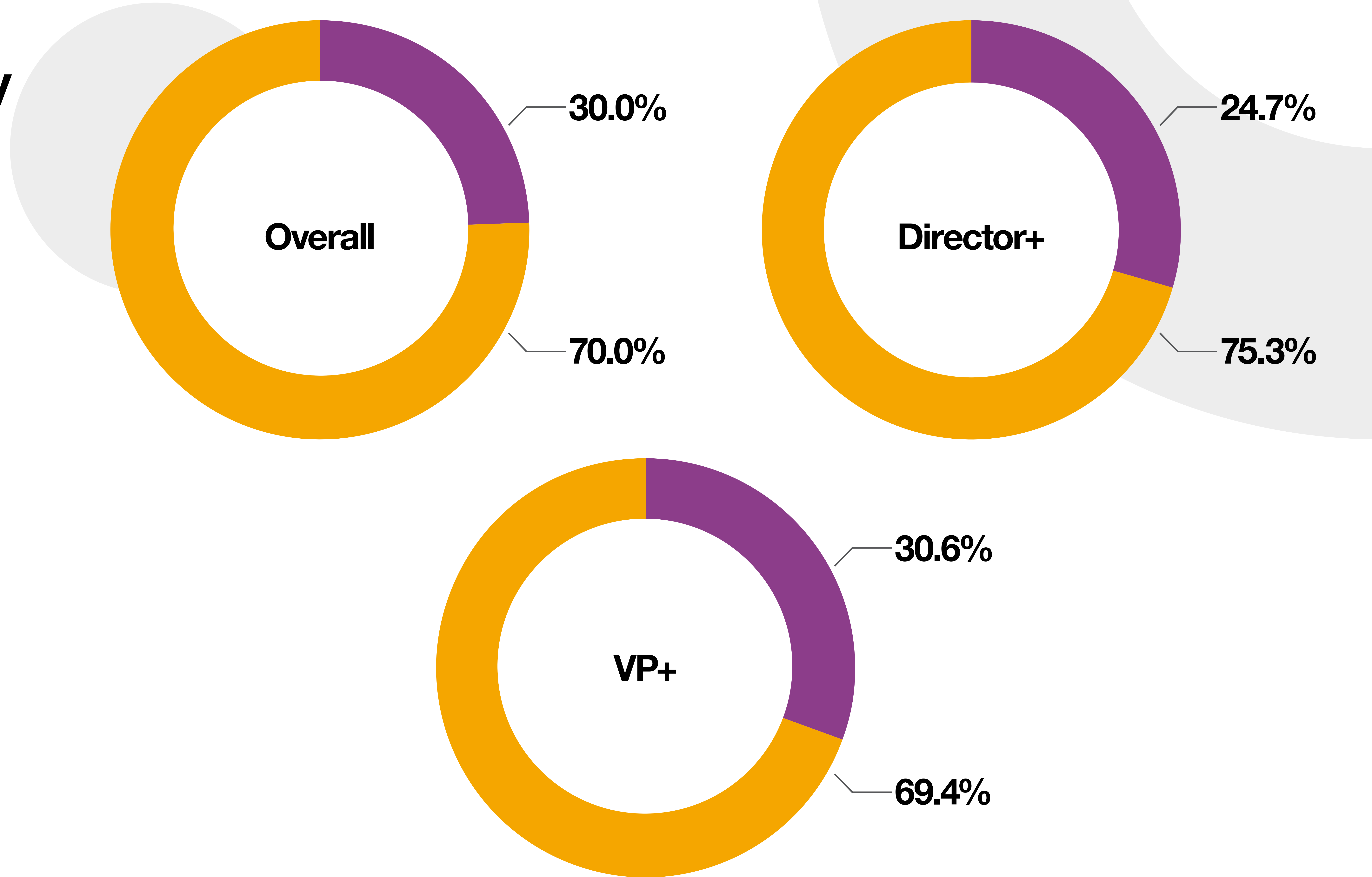
We shifted how we hire, simplified offers, revamped our employer value proposition, and ultimately improved our candidate experience and achieved a hire acceptance rate of 95.5% for fiscal year 2024. These efforts helped to improve our representation of women globally and of underrepresented groups in the U.S. For example, in fiscal year 2024, our U.S. offices saw a 36% increase in Black/African American hires and a 7.4% increase in Hispanic/Latin American hires, compared with the prior year. In addition, we saw a 31.7% increase in women hires globally. In fiscal year 2024, women accounted for 45.4% of senior leadership hires and 75% of hires at the senior vice president level and above.

Our work to improve our representation of women and underrepresented groups aligns with our commitments as a co-signatory of the 2019 pledge emerging from the [Tech for Good Summit](#), a key initiative for President Emmanuel Macron of France, as well as our [CEO in Action](#) commitment to advance diversity and inclusion in the workplace.



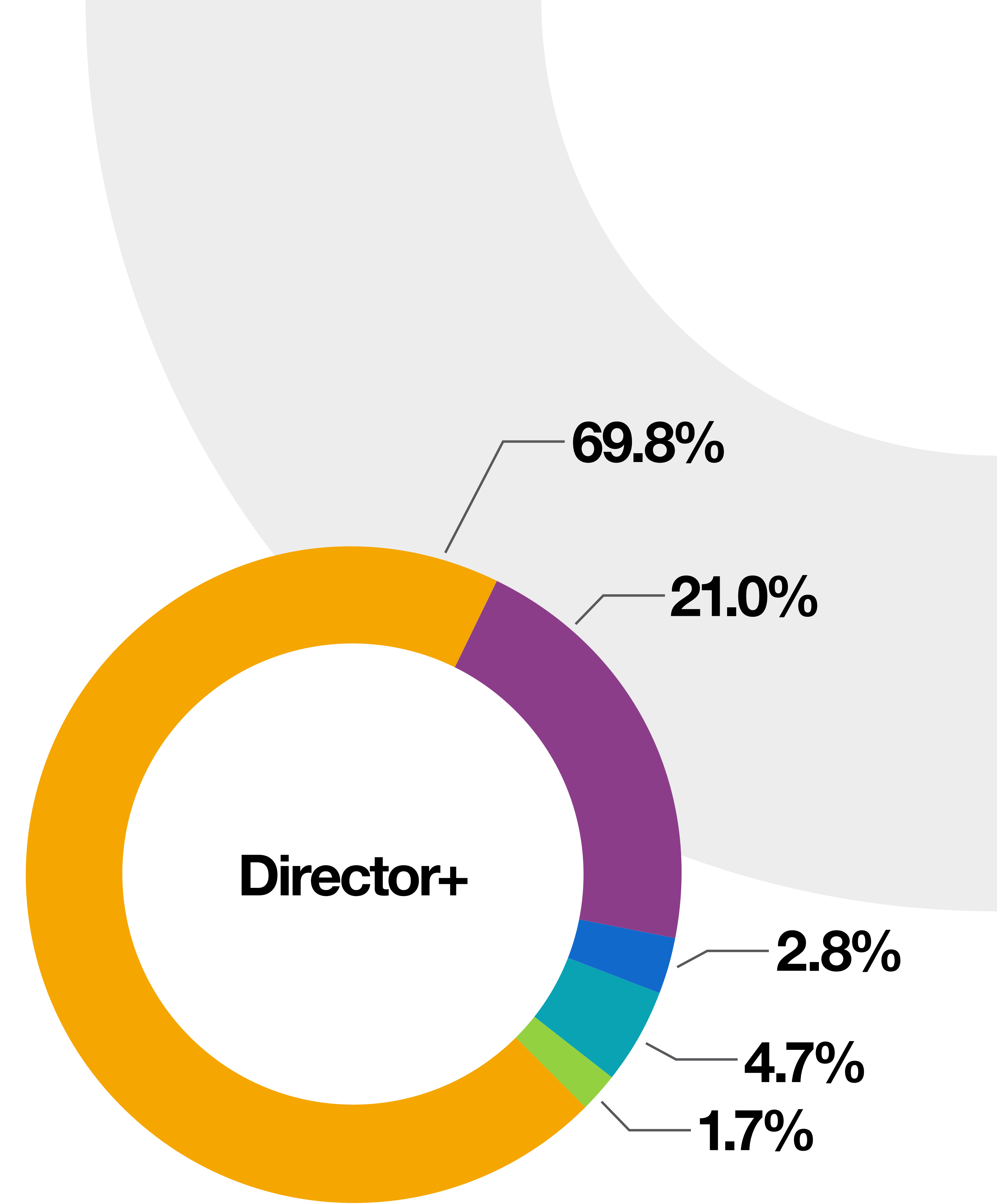
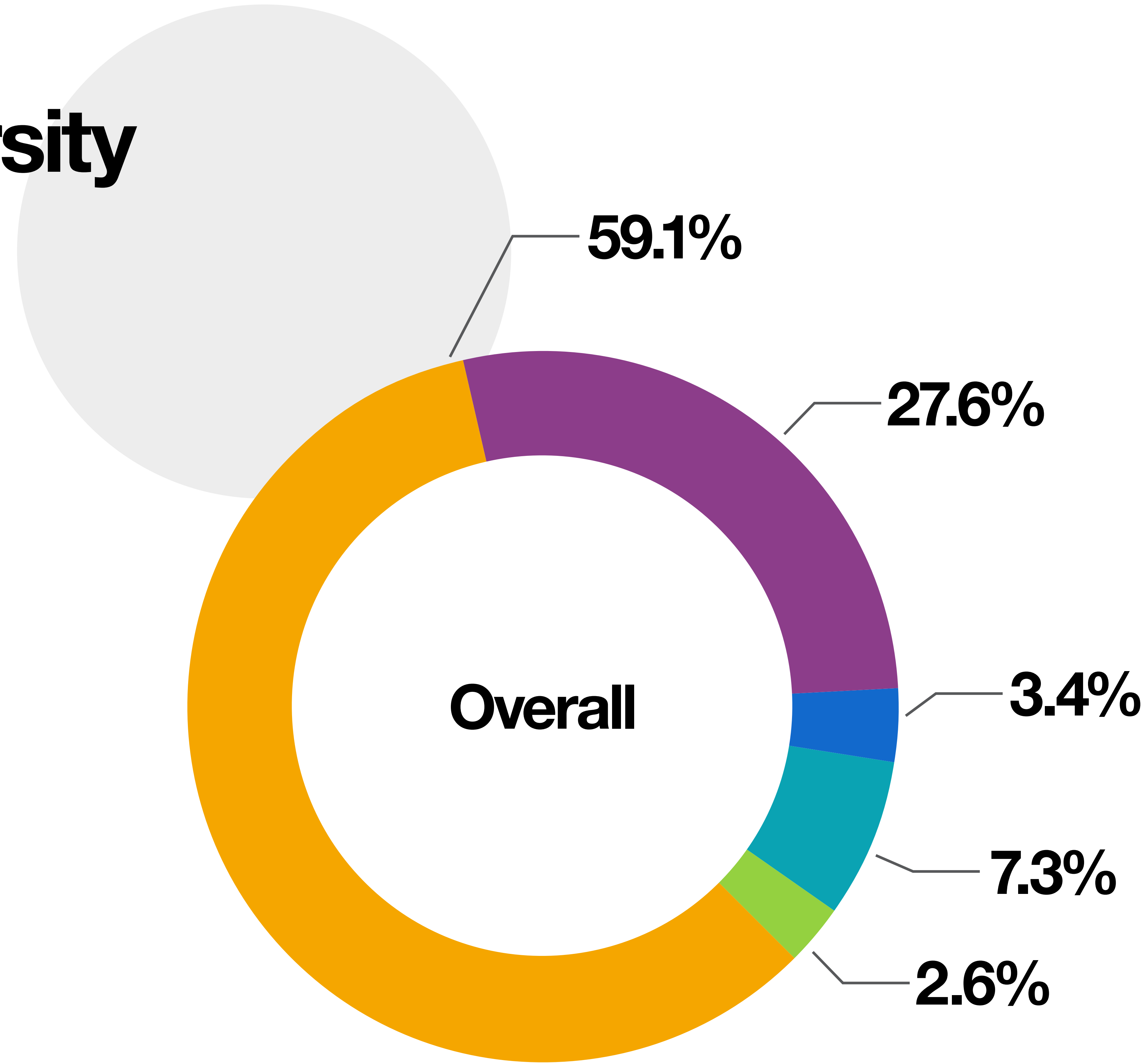
FY24 Self-identified global gender diversity

- Male
- Female



FY24 Self-identified U.S. racial/ethnic diversity

- White
- Asian
- Black
- Latinx
- Two or more



EMPOWER OUR PEOPLE

EARLY CAREER TALENT

Our emphasis on inclusive hiring extends to our internship program. With the support of organizations like ColorStack, Her Time, and Rewriting the Code—as well as through expanded partnerships with nonprofits, academic institutions, and student organizations—we have created an inclusive global internship program. Of our 110 interns in fiscal year 2024, 41% identified as female, a 28% increase from fiscal year 2023.

Our interns are immersed in our culture, working closely with mentors and teams to support meaningful projects. In fiscal year 2024, 96% of our interns reported that they were satisfied with the intern program. We strive to convert as many interns as we can to build the future generations of UiPath. In fiscal year 2024, 71% of our interns converted to full-time employees—a 6% increase over the previous year.



SPOTLIGHT

Diana Perez

Hispanic or Latin American People Unity Council leader

Diana was hired as a UiPath intern in 2022. After graduation, Diana joined UiPath as a full-time employee on the Enterprise Strategic Portfolio team. Today, Diana leads the Hispanic or Latin American People Unity Council.



“Throughout the three-month internship program, I experienced the responsibilities and rewards of a role in business development. From crafting targeted strategies to engaging with prospects, I enjoyed the challenge and opportunity to learn. Most importantly, I discovered a genuine passion for helping businesses leverage transformative technology to streamline processes and achieve their goals faster.”

EMPOWER OUR PEOPLE

CAREER DEVELOPMENT

We are passionate about equipping people with the skills they need to succeed, and that includes providing opportunities for our own people to develop vital automation and AI skills.

In addition to training our people on critical skills, we offer function-specific education content to all our employees. In fiscal year 2024, 45% of UiPathers engaged with at least one of our monthly trainings and certifications, e-learning platforms, or our UiPath mentoring app, Athena.

In September, we built and launched leadership learning journeys for all people leaders in the company. In fiscal year 2024, we saw the highest number of internal promotions to the director level, a pivotal career growth point at UiPath.

We believe in growing careers for our people, and are proud to share that one in four UiPathers changed roles internally in fiscal year 2024, with an internal promotion rate increase of 20%. We highlight UiPathers who have made internal career moves in a quarterly fireside chat series called Career Growth Panels.

Our employees have access to e-learning and instructor-led workshops on interpersonal skills, as well as six coaching sessions and six therapy sessions throughout the year.

In addition to offering learning programs and mentorship opportunities, we have built a foundation to support further career and organizational development by implementing company-wide objectives and key results, as well as focusing on robust succession planning.



How UiPath uses UiPath

We encourage every UiPather to be an active user of the UiPath Platform. We use our own technology to allow employees to focus on what matters most by automating cumbersome, time-intensive processes.

Each year, we host hackathons to encourage product innovation and usage, including a company-wide Hackweek. Every UiPather is invited to participate and contribute ideas on how to use the UiPath Platform to create solutions that foster continued innovation and growth. This not only helps build automation and AI skills, but also improves our own processes and performance. We believe great ideas come from every corner of the company, and encourage teams to include members from different departments to foster cross-functional collaboration and ensure a diverse range of perspectives.

In fiscal year 2024, more than 700 automations were in operation across UiPath, streamlining processes like reviewing and paying invoices, sending information about UiPath to qualified leads at events, and simplifying onboarding and provisioning for new employees. The UiPath Platform has helped UiPath employees save more than 300,000 hours in fiscal year 2024 and has freed up more than 1.19 million cumulative hours since 2018—in other words, more than a century.

Supporting and rewarding employees

UiPath is committed to providing our people with the resources and support they need to be successful. We recognize that every person at UiPath has different needs and circumstances. We prioritize employee input and choice in every decision we make—from the comprehensive benefits we provide to the flexible protocol we set around our hybrid working model.

COMPENSATION AND BENEFITS

UiPath provides highly competitive compensation and benefits packages. We customize benefits with a focus on value and local practice—offering health, life, and retirement plans in all countries where it is common practice to do so. In countries where it is not common practice, we offer other types of flexible and competitive benefits.

UiPath benefits are designed to support all our people, no matter their circumstances or stage of life. In fiscal year 2024, we have:

- Expanded our lifestyle spending offering to include caregiving expenses
- Added menopause, low testosterone, and gender-affirming care to our Carrot fertility benefit offering

- Added domestic partner coverage to healthcare plans in countries where it didn't already exist
- Added more flexible investment options for U.S. 401(k) plan

UiPath is committed to diversity, equity, and inclusion in all of our business practices, including compensation and benefits. To identify and remediate possible gender pay gaps throughout our employee population, we engaged outside experts to assist us in conducting a global pay equity study.

Our fiscal year 2024 People Experience Survey results showed that 71% of our people feel they are paid fairly. This exceeds external benchmarks by 17 percentage points and reflects the strength of our programs to ensure equitable compensation. We continue to monitor and assess our pay structure to ensure we are providing appropriate compensation to all UiPathers.

EMPLOYEE WELLBEING

We strive to create a culture where every employee feels that they and their families are supported by UiPath in their mental, physical, social, and financial health journeys. To this end, we provide a range of health and wellbeing benefits to meet the diverse needs of our global population.

UiPath offers wellbeing support through programs and platforms including:

Platform for mindful living

UiPath employees receive full premium access to Headspace, a digital library of mindfulness resources and exercises. These include themed sessions, bite-sized meditations for busy schedules, and meditations geared toward children, family, and relationships.

Mental health support

Modern Health is a mental health solution that supports employees and their eligible dependents through one-on-one sessions, live support groups, access to guided meditations, and a digital course library. Employees and their dependents have access to six free therapy sessions and six free coaching sessions annually.

Wellness Wednesday sessions

Each quarter, Wellbeing Wednesday sessions offer a space for employees to collectively learn, grow, and connect across topics that impact their mental and physical health. In the sessions, UiPathers and guest speakers share tips, tricks, and resources to help everyone feel their best.

Wellness accounts

Our Lifestyle Spending Account gives employees the freedom to choose health and wellness options that are right for them, such as gym memberships, fitness equipment, financial advisor services, student loan reimbursement, caregiving expenses, and more.

In addition to our many programs and resources, UiPath offers flexible paid time off (PTO) for all employees.



Ways2Work

Ways2Work refers to our hybrid working model. We strive to create an innovative, inclusive, and creative workplace that empowers our people to do their best work. Roles are either hybrid, office-based, or fully remote. A hybrid working model means that most people work onsite at least two days per week, depending on team needs.

Fostering a diverse and inclusive culture

In our quest to accelerate human achievement, we strive to ensure fair opportunities for all, enable a culture of inclusion, and celebrate the rich uniqueness of our people. We continuously seek opportunities to improve diverse talent acquisition and retention, while also implementing procedures and programs that support a more equitable and inclusive workforce.



“As we grow, inclusion is the way that we will continue to lift and evolve our culture. Inclusion is woven into everything we do—from our values, to our leadership expectations, to our everyday behaviors. If every UiPather models inclusion, we can achieve greater success and get one step closer to our goal of accelerating human achievement.”

Brigette McInnis-Day
Chief People Officer, UiPath



BUILDING INCLUSIVE COMMUNITIES

To create an inclusive culture, it's critical that we provide forums through which our people can create connections with peers and colleagues from around the world.

Our People Unity Councils (PUCs) serve this purpose. PUCs are people-led and executive-sponsored voluntary councils that provide a welcoming space for members who share a common identity to find community and support. PUCs host monthly meetings, offer opportunities to network, celebrate, and promote cultural moments, and advocate for inclusion, empowerment, and representation at UiPath and beyond. In the past year, we have established nine new local chapters of our PUCs across the globe. These groups take different forms globally and locally.

UiPath People Unity Councils:

Asian at UiPath

Empowered at UiPath

Hola at UiPath (*Hispanic or Latin American*)

Neurodiversity at UiPath

Pact at UiPath (*Parents and Caretakers*)

Pride at UiPath

Veterans at UiPath

Women at UiPath



From our People Unity Council Members



“Being a member of the Neurodiversity PUC this year has been life-changing. I have met many incredible people and discovered amazing resources that have helped me better navigate my professional and personal world. I’m able to better understand my middle son with ADHD, and I’ve discovered the value of neurodiverse traits to build a more capable team, family, and society.”

Erik Leaseburg
Neurodiversity PUC at UiPath



“Through my experience with the Women’s PUC, I received an award from Strong Women in IT and became a member of an inspiring community. This honor not only recognizes my achievements but also connects me with a powerful network of women in automation. This community provides me with the opportunity to inspire other women to never be afraid of striving for more and to pursue their passions in technology with confidence and determination.”

Ludmila Charton
Women PUC at UiPath



“As the Co-Chair of the Asian PUC at UiPath, I’ve connected with and learned from our diverse AANHPI community. Collaborating with ERGs from other companies and diverse stakeholders internally, this cross-functional initiative has broadened my exposure and built meaningful connections across the organization. It’s about empowering our people, fostering inclusion, and promoting career advancement.”

Tomo Oku
Asian PUC at UiPath



UiPath Culture Week

We celebrate UiPath Day each year on August 21, the company’s founding date, to give employees the chance to reset and recharge.

UiPath Day is followed by a week-long celebration. This year’s lineup of activities included launching a new podcast by UiPathers for UiPathers, regional trivia contests about our history, and culture forums.



UiPath Culture Champions Program

Our Culture Champions program recognizes and celebrates UiPathers who live and breathe our values and always look for ways to positively impact UiPath, locally and globally.

UiPathers are invited to nominate eligible colleagues to become Culture Champions. The Culture and Leadership teams review the submissions and select the top nominations from across locations, departments, levels, and tenures.



UiPath Recognition Using UiPath

Our own technology is a force for positive reinforcement, recognition, and support for all employees. Our Avokudos bot, for example, is an automation-powered chatbot used to promote peer-to-peer recognition and appreciation.

Each quarter we highlight both the highest givers and highest receivers of Avokudos.

EMPOWER OUR PEOPLE

PEOPLE EXPERIENCE SURVEY

We regularly and proactively engage with employees to solicit their perspectives on what we can do better. We field an annual People Experience Survey to understand how our people feel at both global and regional levels. The survey results allow us to be targeted in our approach to addressing needs and highlighting successes. We encourage and support leaders to take action on these insights.

More than 90% of our team globally participated in our fiscal year 2024 People Experience Survey. Our overall

engagement score has remained consistently strong over the past three years. In fiscal year 2024, we had an employee engagement score of 77%, four percentage points above the external benchmark. Our Belonging Index—which speaks to how many of our people feel that they can be themselves at work—increased to 87%. Nearly 89% of our people indicated that they feel they have a voice in the company, 93% believe in our company values, and 90% indicated that they believe their manager behaves in a manner consistent with our values. These positive results are linked to our recent work to set new leadership expectations and promote new values-based behaviors across the organization.

Key insights from fiscal year 2024 People Experience Survey

77%

overall engagement score

87%

feel like they can be themselves at work

91%

participated in the survey



Giving back to our communities

UiPath strives to be a force for good—and that extends to how we show up in our communities. We aim to enrich the lives of those around us by participating in initiatives like the [Pledge 1% movement](#), through which we reserved 2.8 million shares of our Class A common stock at our initial public offering in April 2021 for donation by April 2031. To date, we have donated 862,000 shares to a donor-advised fund in support of our philanthropic initiatives.

In addition to our corporate giving efforts, we are committed to supporting nonprofits, charities, and communities that are important to our people. In fiscal year 2024, we donated over \$750,000 to charities nominated by our employees around the globe.

HELPING EMPLOYEES IMPACT COMMUNITIES

Through our open giving model, we encourage employees to support charities that are important to them by nominating them for one of our weekly Giving Tuesday campaigns powered by Good Today. During Giving Tuesday, each week, every employee can select from one of two charities, to which UiPath will donate a dollar per click. Employees then have the option to make their own contribution.

In addition to our weekly Giving Tuesday campaigns, UiPath offers our people 40 hours of volunteer time off annually through Benevity, a volunteering and donation platform. In the past year, our employees have used that time to support their children's schools, empower the neurodiverse community, serve people experiencing homelessness, travel to developing nations to build homesteads, and support environmental initiatives.



“People give because of who they are, not where they work. This is why—instead of prioritizing corporate giving—we support our people in donating time and resources to the causes that mean the most to them. We strive to ensure that our philanthropic and wellbeing initiatives are as diverse and inclusive as our people are.”

Jessica Nolin
Director, Employee Experience, UiPath

EMPOWER OUR PEOPLE



“Thanks to UiPath support, 20 of my colleagues and I have been able to continue funding a hostel in Nepal for 20 women and children. We’ve also helped build a training center that will help with vocational skills in agriculture, cooking and tailoring so that these women can learn new skills to be self-sustaining.”

Jessica O'Reilly
Area Vice President, Enterprise Sales, UiPath

“During UiPath Day in August, we planted a Miyawaki forest around the hospital. This enhanced the green space, reduced temperatures, and created a more pleasant environment for patients and staff, demonstrating our commitment to environmental sustainability and community support.”

Shilpashree VP
Program Manager, Learning Content Governance, UiPath



UiPath Foundation

The UiPath Foundation, headquartered in Romania, is a nonprofit organization founded by UiPath that facilitates access to education for children in underserved communities in Romania and India. Since its establishment in January 2019, the UiPath Foundation has impacted more than 80,000 children, providing \$1.62 million in scholarships, and 44 tons of essential items, including clothing, school supplies, sanitary products, and food. In addition, children engaged in the foundation’s flagship programs—the Future Acceleration Program and Own Your Path—benefited from more than 116,000 hours of online educational activities.

At the heart of the UiPath Foundation mission lies the commitment of UiPath volunteers. In fiscal year 2024, 149 UiPath volunteers dedicated more than 4,100 hours. Volunteers are actively involved in a variety of activities, from directly engaging with children in the summer camps to crafting technical solutions for our educational programs.

Read more about the foundation’s work in the [UiPath Foundation Annual Report 2023](#).



Crafting a better future by protecting the planet.

PROTECT THE PLANET



UN SUSTAINABLE DEVELOPMENT GOALS

Protect our planet



What we do

We aim to create a more sustainable future by curbing environmental impacts and supporting customers and partners in their own sustainability initiatives.

How we do it



Carbon footprint management



Natural resource management



Environmental oversight

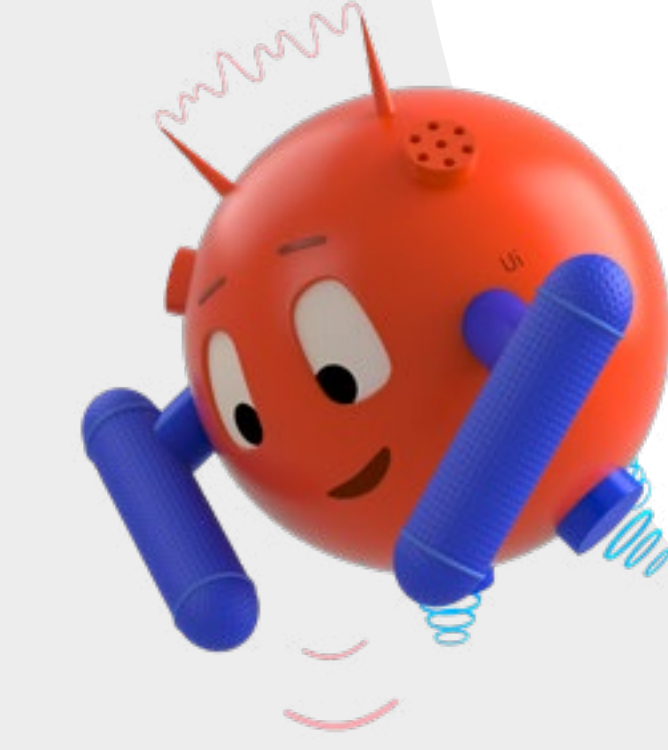
Climate change is an alarming threat to humanity, and one that we believe can only be combated if individuals, governments, and organizations unite in limiting and mitigating our environmental impacts. We believe we must all work together to accomplish the goals outlined in The Paris Agreement. We also support global reporting standards that encourage transparent disclosures and more sustainable practices.

We have committed to measuring and reporting our climate impact each year. Last year, we announced that we are working to set a near-term emissions reduction target, in alignment with the Science-Based Targets Initiative (SBTi). In the past year, we have made progress developing our target in accordance with SBTi timelines. We also support our customers, partners, and suppliers in advancing their own sustainability goals and initiatives using automation and AI. With these initiatives, we believe we can create a more sustainable future.

Carbon footprint management

It is critical for us to understand and report on our climate impact so we can take informed action to manage and reduce it. In fiscal year 2024, we partnered with a third-party greenhouse gas (GHG) accounting firm to measure our GHG emissions across Scopes 1, 2, and 3, in line with the GHG Protocol.

In fiscal year 2024, we leveraged the Comprehensive Environmental Data Archive (CEDA) for our GHG measurement. CEDA is a multi-region database that grants us a more granular, accurate, and complete picture of our global footprint. This is a change to our previous methodology: in earlier measurement cycles, we leveraged the U.S. Environmental Protection Agency’s Environmentally-Extended Input-Output (USEEIO) model.



Our carbon footprint highlights

66,529

absolute emissions
(tCO₂e)

50.86

revenue intensity
(tCO₂e per \$1M)

96.7%

emissions from
Scope 3 categories

UiPath emissions by scope

649

Scope 1 (tCO₂e)

1,573

Scope 2 (tCO₂e)

64,308

Scope 3 (tCO₂e)

Top contributors to our carbon footprint by GHG category

57%

purchased goods & services (3.1)

26%

business travel (3.6)

6.7%

employee commuting (3.7)

4.9%

capital goods (3.2)

2.4%

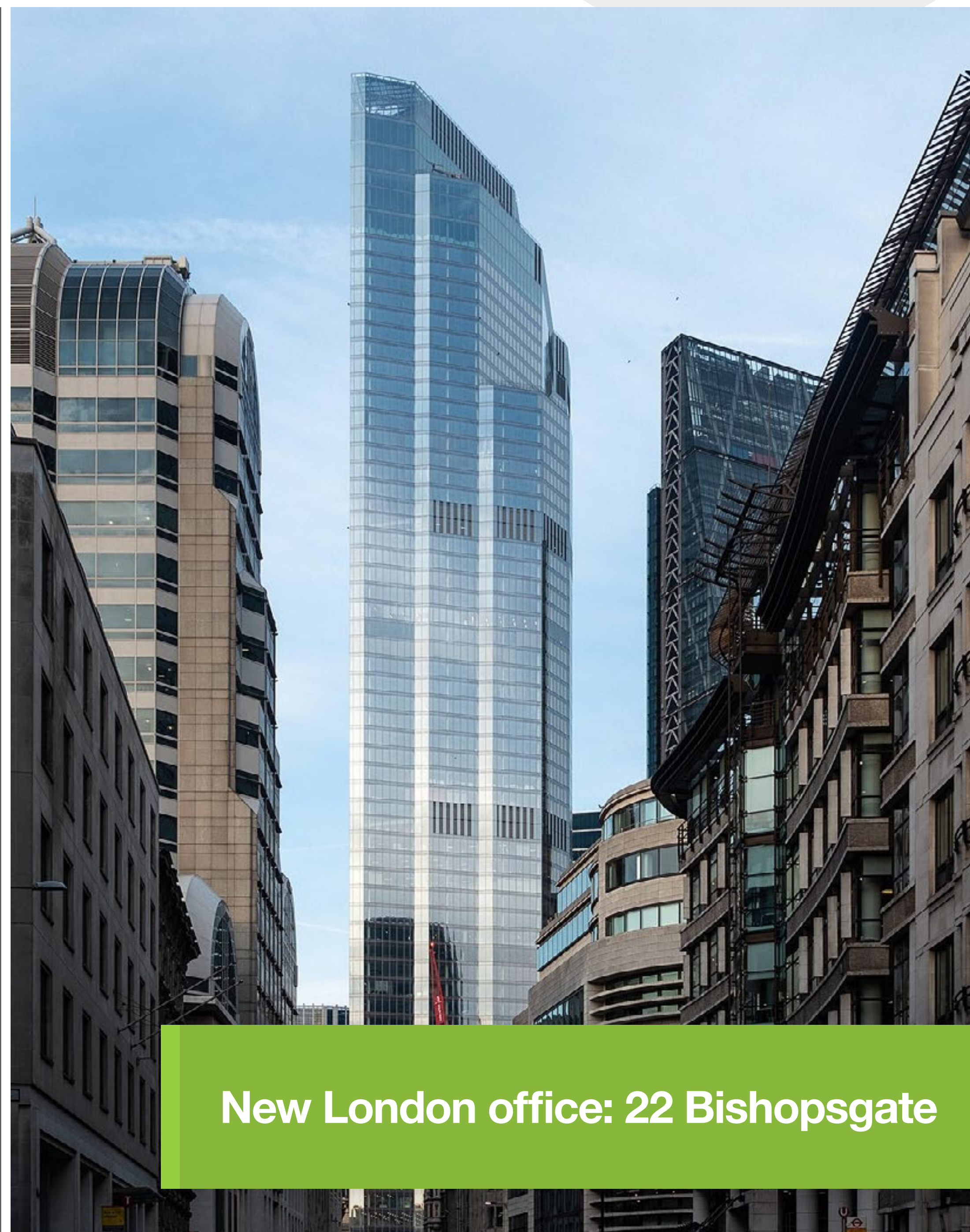
purchased electricity, steam, heating, and cooling (2)

Reducing our impact

Beyond measuring and reporting on our carbon footprint, we strive to take informed action to mitigate our environmental impact. Our strategies include:

Completed in 2020, 22 Bishopsgate was engineered for **optimum sustainability**. The triple-glazed façade incorporates automated blinds to manage the thermal gain within the office. The building uses 100% renewable electricity and offsets gas emissions through the purchase of Green Gas Certificates. No waste is sent to landfills, and any waste not suitable for recycling is incinerated to return as energy and the residual ash is used for construction. The building also uses a consolidation center on the outskirts of London to minimize traffic into the city.

As a tenant, UiPath will have access to the building's Energy Management System, through which we can monitor our own consumption. We will be invited to monthly energy forums to help reduce consumption and minimize our overall impact.



New London office: 22 Bishopsgate



Cloud-first approach

UiPath does not own any data centers. We use cloud services for our products and applications, relying on public clouds for our cloud computing needs.

We strive to reduce cloud-based emissions by optimizing cloud usage. One way we do this is by using automation, containers, and microservers to remove, right-size, or power off unused or idle resources.



Sustainable travel

To reduce our carbon footprint, we ask UiPath employees to be mindful when hosting events and traveling for work. We encourage virtual events and meetings whenever possible, and strive to limit in-person events.

Our preferred hotels are all within walking distances to our offices, reducing carbon emissions associated with local commuting. We also conduct an annual RFP to ensure we are working with like-minded travel partners. For example, many of our preferred hotel partners encourage towel reuse and reduced bedding changes, and offer free bicycles.

When we host events, we aim to minimize their environmental impact. At our large events such as FORWARD, we use biodegradable badges, work with our venues to limit non-sustainable materials, encourage our attendees and partners to limit waste, and donate materials for reuse whenever possible.

We encourage employees to walk, bike, or use public transportation when possible.

We pursue travel partners that prioritize sustainability.

As we work to further reduce our environmental impact, we will continue to explore opportunities that support sustainable travel.



Sustainable offices

We prioritize offices, buildings, and event spaces that adhere to the highest environmental standards in their local markets.

In addition, we maintain our global headquarters at One Vanderbilt in New York. This office, located near one of the largest public transportation hubs in North America, offers bike parking to support environmentally-conscious employee travel. In addition, the building includes a variety of sustainable features including rainwater collection, high-performance glazing, and high certification levels for both Leadership in Energy and Environmental Design (LEED) and the WELL Building Standard. Within this building, our office meets or exceeds all applicable energy codes.

For example, we signed a lease for a new office in London that enables us to consolidate two spaces into one. We also signed a lease for a new office in Paris. Both spaces are located in buildings certified by international sustainability standards.

Taking our commitment to climate action a step further

We believe that it is critical for everyone—from individuals to governments and private sector organizations—to play their part in meeting the goals of the Paris Agreement and protecting the planet for future generations. In our quest to support global climate objectives, we announced last year that we are working to set near-term emissions reduction targets. In the past year, we have continued to make progress formalizing our targets in alignment with timelines outlined by the Science-Based Targets initiative (SBTi).

We are in the process of understanding and forming a response to the many sustainability reporting regulations worldwide, and are moving towards compliance.

As part of our ongoing work to set near-term targets in alignment with SBTi guidelines, we are evaluating areas where we can potentially reduce emissions. Areas of evaluation include:

- 1** Commitment to renewable energy (GHG categories 2, 3.3)
- 2** Business travel efficiencies (GHG category 3.6)
- 3** Engagement with our suppliers (GHG categories 3.1, 3.6)



“Climate change is one of the biggest threats—if not the biggest threat—to our society. We must come together as individuals and organizations to change our collective behaviors and address this issue head-on. UiPath is committed to proactively supporting the goals of the Paris Agreement and complying with new and emerging regulations to ensure we effectively manage emissions and protect our planet.”

Anastasia Milgramm
Senior Director of ESG Strategy Solutions, UiPath

Deploying automation to advance sustainability goals

Beyond taking steps to reduce our environmental impact, we enable customers and partners to use automation to advance their own sustainability initiatives. An [IDC-led survey](#) of 800 global executives commissioned by UiPath found that 54% of organizations are already using enterprise automation technologies to help implement sustainability initiatives, and another 24% plan to do so in the coming years.

Automation technology helps companies with their sustainability initiatives by streamlining data collection and reporting. According to our [Navigating ESG Reporting Challenges Through Innovation and Collaboration](#) study conducted in partnership with Eco-Business, 77% of respondents in Singapore and Australia consider data collection to be the most demanding aspect of the sustainability reporting process. Nearly three-quarters (72%) said they rely on spreadsheets to collect data and 55% enter data manually.

Manual processes increase the likelihood of error, and when climate-related and other sustainability data is inaccurate, organizations run the risk of presenting investors and stakeholders with misleading reports. This, in turn, can lead to greenwashing or compliance violations—not to mention jeopardized investor trust and brand reputation.

The challenge becomes even more complex in a rapidly evolving regulatory landscape. With new global reporting standards on the horizon, organizations around the world are under even more pressure to provide detailed and accurate sustainability reports.

In response, they're increasingly looking to automation and AI to support data collection, monitoring, validation, and reporting. According to the [Navigating ESG Reporting Challenges report](#), 63% of respondents reported a moderate to significant improvement in sustainability management using automation. UiPath is well-positioned to meet these needs and efficiently advance sustainability reporting initiatives.

SPOTLIGHT

NatWest

A Retail and Banking Company



NatWest is a major retail and commercial bank in the United Kingdom. The bank is on a mission to [achieve net zero emissions for its operational value chain by 2050](#). To do this, the company aims to reduce its operating Scope 1 and Scope 2 location-based emissions by 50% by 2025.

Because software development contributes to Scope 1 and Scope 2 emissions, NatWest developed principles and practical toolkits to reduce energy use associated with software development. This included automating software testing—the process of checking the quality, functionality, and performance of a software product before launching.

Using the UiPath Platform to automate software testing, NatWest has demonstrated significant energy reduction, decreasing:

- . Script development time by 50% compared to other test tools, thereby decreasing test environment energy by as much as 50%
- . Execution time by 85% compared to manual testing, thereby decreasing test environment energy by as much as 85%
- . Maintenance time by 40% compared to other test automation tools, thereby decreasing test environment energy by as much as 40%

Because of NatWest's innovative work to make software testing more sustainable, the company has presented at multiple testing conferences and won [Team of the Year at the UK National Sustainability Awards](#).

Natural resource management

As part of our commitment to upholding environmentally conscious behaviors across our operations, we strive to reduce our impact on the natural environment.

ENERGY AND WATER EFFICIENCY

We work diligently to ensure that UiPath is using energy and water efficiently. When selecting office buildings for long-term leases, we pursue buildings that surpass existing energy and water efficiency standards and uphold sustainable in-office practices.

We also maintain water efficiency standards, including low-flow faucets and fixtures, across newly renovated office locations globally.

WASTE AND RECYCLING

UiPath has infrastructure in place to mitigate waste and promote recycling across our offices, in compliance with local regulations. We also install water bottle refilling stations where possible.

We also implement IT asset recovery, disposition, and recycling programs to help manage used and end-of-life electronics equipment, components, and materials based on reuse, recovery, and disposal strategies.



Environmental oversight

Our environmental strategy is overseen by our leadership team and the [nominating and corporate governance committee](#) of our Board of Directors, which receives detailed environmental and climate-related updates on a quarterly basis. The committee makes recommendations to the Board and company leadership.

Our environmental efforts are managed by the Senior Director of ESG and supported by the ESG Steering Committee, a cross-company group with representatives from our Legal, Finance, Investor Relations, People, and Marketing teams. A cross-functional working group of leaders from our Product and Engineering, IT, and Procurement teams also provides support to the committee.



The committee is responsible for:

- . Ensuring our business operates in a manner that complies with applicable environmental laws and regulations
- . Assessing our environmental footprint and identifying opportunities to accelerate our sustainability efforts
- . Aligning commitments and setting objective targets
- . Tracking results against the objective targets
- . Reporting on our progress against our commitments as part of our annual Impact Report
- . Benchmarking UiPath ESG initiatives against peer companies

Global environmental policy

Our [Global Environmental Policy](#) applies to all employees and contingent workers working for UiPath, Inc., including its subsidiaries and affiliates. The ESG Steering Committee is responsible for reviewing, approving, and periodically updating this policy.



SASB Standards: Index

Topic	Metric	Code	Disclosure	Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Total Energy Consumed: 23,816 GJ Percentage Grid Electricity: 58% Percentage Renewable Electricity: 0% The footprint includes some emissions with units that count not be converted to energy consumption in GJ: 820 mmbtu of Natural gas well-to-tank; 115 mmbtu of Heavy gas oils well-to-tank; 57 kg of R-410a fugitive emissions; 40 mmbtu of District heat transmission & distribution well-to-tank; 40 mmbtu of District heat well-to-tank; 30 mmbtu of Biofuels and waste well-to-tank; 8.8 mmbtu of Anthracite coal well-to-tank; 0.3 kg of R-134a fugitive emissions	Page 46 (Protecting The Planet – Carbon Footprint Management)
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	This is not considered of primary relevance for UiPath given limited impact on water sources. UiPath is monitoring the topic and working to reach full visibility on water impact.	Page 50 (Protecting The Planet – Natural Resource Management)
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	UiPath does not own or operate data centers.	
Data Privacy and Freedom of Expression	Description of policies and practices related to behavioral advertising and user privacy	TC-SI-220a.1	UiPath implements technical and organizational measures to protect personal data, which include access controls, encryption, and other state of the art security measures. UiPath maintains a privacy policy and a cookies policy . The privacy policy is currently under review.	Page 23 (Ensure Good Governance – Data Privacy and End-User Protection)
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	We cannot estimate the number of users whose information is used for secondary purposes. We use data resulting from the use of our products for product improvement (as specified in terms of use and contracts and as allowed by privacy laws). We do send marketing updates based on soft opt-in to customers & users who are interested in UiPath products. When a user logs in with a company account, their information may be shared with their employer, in our legitimate interest and the legitimate interest of our partner/customer.	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	On the 18th of July UiPath SRL was fined 70,000 EURO by the National Data Protection authority as a result of a personal data exposure from its Academy platform (more information here).	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”)

Topic	Metric	Code	Disclosure	Reference
Data Privacy and Freedom of Expression	Disclose the (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, and (3) percentage resulting in disclosure	TC-SI-220a.4	So far, to the best of our knowledge, there has been no request for disclosure from law enforcement.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”) https://ir.uiopath.com/financials/sec-filings
	List of countries where core products or services are subject to governmentrequired monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	We are keen on respecting intellectual property rights and we maintain a process of ingesting infringement complaints identified by users and partners, in accordance with the DMCA. As a result of such complaints, some content shared by third parties on our websites may be censored. UiPath Technology and Services may be subject to export control and trade sanctions laws, including without limitation the U.S. Export Administration Regulations administered by the U.S. Department ofCommerce’s Bureau of Industry and Security (“BIS”) and economic sanctions administered by the U.S. Department of the Treasury’s Office of Foreign Assets Control (“OFAC”), European Commission regulations, United Nations Security Council resolutions, and other similar national or international regulations (collectively, “Export Laws”). UiPath developed a process to assess products against the Export Laws criteria. In addition, we are taking steps to prevent the distribution of our products to third parties (i) located, organized, or resident in a country or territory that is subject to a U.S. trade embargo (currently, Crimea, Cuba, Iran, North Korea, Syria, Crimea and covered regions of Ukraine); or (ii) identified on, or owned or controlled by any party identified on, any applicable sanctions or restricted party list, including the Specially Designated Nationals and Blocked Persons List, Foreign Sanctions Evaders List, and Sectoral Sanctions Identifications List, administered by OFAC, and the Entity List, Denied Persons List, or Unverified List, administered by BIS. As a consequence, our products and services may not be available in all jurisdictions and we may cease to provide them if violations of the Export Laws are identified.	Page 23 (Ensure Good Governance – Data Privacy and End- User Protection)

Topic	Metric	Code	Disclosure	Reference
Data Security	Disclose the (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, and (3) percentage resulting in disclosure	TC-SI-230a.1	(1) Zero data breaches (2) 0% (3) zero account holders affected.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”) https://ir.uipath.com/financials/sec-filings
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	UiPath products are designed and developed with security in mind. Security is built directly into our development lifecycle, by performing both automated security scans and red team style penetration tests on every generally available release. We maintain a comprehensive information security management system and engage independent auditors to provide industry-standard certifications and attestations.	Page 24 (Ensure Good Governance – Information Security & Cybersecurity)
Recruiting and Managing a Global and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	As a global company, our team is located in more than 31 countries throughout the world. 27.3% of UiPath employees reside in Romania, where the company was founded, and 31.8% reside in the United States. Another 13.2% of our team is located in India and 5.8% in Japan, and the remaining 22% of our full-time employees call 28+ additional countries home.	Page 6 (About UiPath)
	Our overall engagement survey score was 77% in fiscal year 2024.	TC-SI-330a.2	Our overall engagement survey score was 77% in fiscal year 2024.	Page 32 (Empower Our People – Attracting & Growing Talent)
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Self-identified Global Gender Diversity (Overall: 30% Female, 70% Male; Director+: 24.7% Female, 75.3% Male; VP+: 30.6% Female, 69.4% Male) Self-identified U.S. Racial/Ethnic Diversity (Overall: 59.1% White, 27.6% Asian, 3.4% Black, 7.3% Latinx, 2.6% Two or more; Director+: 69.8% White, 21.0% Asian, 2.8% Black, 4.7% Latinx; 1.7% Two or more)	Page 38 (Empower Our People – Fostering a Diverse & Inclusive Workplace)

Topic	Metric	Code	Disclosure	Reference
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	So far there is no award against UiPath as a result of legal proceedings associated with anticompetitive behavior regulations.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”) https://ir.uipath.com/financials/sec-filings
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues, (2) service disruptions, and (3) total customer downtime for the reporting period	TC-SI-550a.1	UiPath provides up to date transparency around service availability and performance for our products at: status.uipath.com	status.uipath.com
	Description of business continuity risks related to disruptions of operations and how these risks are mitigated	TC-SI-550a.2	As provided in our risk factors in our periodic filings with the SEC, we could face inefficiencies or service disruptions with business disruptions. As usage of our platform capabilities grows, we expect to continue to improve and maintain our infrastructure and scale our internal business systems and our services organization to serve our growing customer base. Any failure of or delay in these efforts could hurt our revenue growth and our reputation. UiPath has a risk management process in place designed to reduce the risks to an acceptable level. Risk assessments are conducted at least annually, and identified risks are mitigated according to severity and business priorities. UiPath utilizes a decentralized office approach, and employees, and contractors are not dependent on specific office locations to perform their duties. Data processing environments maintain redundancy to meet availability requirements. Systems are built with failovers within availability zones. Data availability and continuity of service are insured by using reputable cloud service providers. UiPath maintains adequate insurance for cybersecurity risks.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”) https://ir.uipath.com/financials/sec-filings

UiPath FY24 Greenhouse Gas (GHG) Inventory

Scope	Emissions (tCO ₂ e)
Scope 1 (market-based)	649
Scope 2 (location-based)	1,484
Scope 2 (market-based)	1,573
Scope 3 (market-based)	64,308
Scope 3 category 1: Purchased goods and services (market-based)	37,994
Scope 3 category 2: Capital goods (market-based)	3,242
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2) (market-based)	795
Scope 3 category 4: Upstream transportation & distribution (market-based)	77
Scope 3 category 5: Waste generated in operations (market-based)	532
Scope 3 category 6: Business travel (market-based)	17,205
Scope 3 category 7: Employee commuting (market-based)	4,464
Scope 3 category 8: Upstream leased assets (market-based)	0
Scope 3 category 9: Downstream transportation and distribution (market-based)	0
Scope 3 category 10: Processing of sold products (market-based)	0

Scope 3 category 11: Use of sold products (market-based)	0
Scope 3 category 12: End-of-life treatment of sold products (market-based)	0
Scope 3 category 13: Downstream leased assets (market-based)	0
Scope 3 category 14: Franchises (market-based)	0
Scope 3 category 15: Investments (market-based)	0
Scope 3: Other (upstream) (market-based)	0
Scope 3: Other (downstream) (market-based)	0
Gross emissions (market-based)	66,529
Gross emissions (location-based)	66,370
Net emissions (market-based)	66,529
Net emissions (location-based)	66,370

Intensity metrics

Intensity	Value
Revenue intensity	50.86 tCO ₂ e/\$1M
Headcount intensity	14.26

UiPath FY23 Greenhouse Gas (GHG) Inventory (Rebaselined)*

Scope	Emissions (tCO ₂ e)
Scope 1 (market-based)	334
Scope 2 (location-based)	1,127
Scope 2 (market-based)	1,178
Scope 3 (market-based)	61,365
Scope 3 category 1: Purchased goods and services (market-based)	33,935
Scope 3 category 2: Capital goods (market-based)	6,096
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2) (market-based)	606
Scope 3 category 4: Upstream transportation & distribution (market-based)	0
Scope 3 category 5: Waste generated in operations (market-based)	176
Scope 3 category 6: Business travel (market-based)	17,086
Scope 3 category 7: Employee commuting (market-based)	3,466
Scope 3 category 8: Upstream leased assets (market-based)	0
Scope 3 category 9: Downstream transportation and distribution (market-based)	0
Scope 3 category 10: Processing of sold products (market-based)	0

*In fiscal year 2024, we leveraged the Comprehensive Environmental Data Archive (CEDA) for our GHG measurement. In previous cycles and in previous reporting, we leveraged the U.S. Environmental Protection Agency's Environmentally-Extended Input-Output (USEEIO) model. As such, we have rebaselined our FY23 GHG inventory using CEDA.

Scope 3 category 11: Use of sold products (market-based)	0
Scope 3 category 12: End-of-life treatment of sold products (market-based)	0
Scope 3 category 13: Downstream leased assets (market-based)	0
Scope 3 category 14: Franchises (market-based)	0
Scope 3 category 15: Investments (market-based)	0
Scope 3: Other (upstream) (market-based)	0
Scope 3: Other (downstream) (market-based)	0
Gross emissions (market-based)	62,878
Gross emissions (location-based)	62,858
Net emissions (market-based)	62,878
Net emissions (location-based)	62,858

Intensity metrics

Intensity	Value
Revenue intensity	59.4 tCO ₂ e/\$1M
Headcount intensity	12.72



Questions? Please contact
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