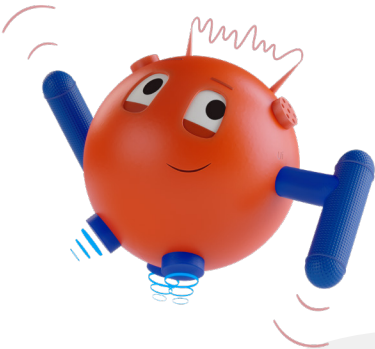




UiPath Fiscal Year 2023 Impact Report

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Special note regarding forward-looking statements

Statements we make in this report may include statements which are not historical facts and are considered forward-looking within the meaning of the Private Securities Litigation Reform Act of 1995, which are usually identified by the use of words such as “anticipates,” “believes,” “estimates,” “expects,” “intends,” “may,” “plans,” “projects,” “outlook,” “seeks,” “should,” “will,” and variations of such words or similar expressions, including the negatives of these words or similar expressions.

We intend these forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and are making this statement for purposes of complying with those safe harbor provisions.

These forward-looking statements include, but are not limited to, statements regarding our strategic plans, objectives and roadmap, statements regarding the growth of the enterprise automation market, the success of our platform and new releases, the success of our collaborations with third parties

and the success of our environmental, social and governance efforts. Accordingly, actual results could differ materially, or such uncertainties could cause adverse effects on our results. Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. Further information on risks that could cause actual results to differ materially from our guidance can be found in our Annual Report on Form 10-K for the annual period ended January 31, 2023 filed with the SEC on March 24, 2023, and in our Quarterly Reports on Form 10-Q filed with the SEC, and other filings and reports that we may file from time to time with the SEC. Any forward-looking statements contained in this report are based on assumptions that we believe to be reasonable as of this date. Except as required by law, we assume no obligation to update these forward-looking statements.



Daniel Dines
Co-Founder & Co-CEO

Rob Enslin
Co-CEO

A letter from our Co-CEOs

We believe that automation is transforming industries and improving the lives of people around the world.

Human history has been in no small part the history of technology. Human innovation harnessed fire and invented the wheel. It created the written word and produced the printing press. It mastered the power of steam and electricity and hydrocarbons. And, in little more than two generations, the power of human innovation leaped from telephones to computers to the internet and then to automation and artificial intelligence (AI).

We believe in the power of technology to continue to enrich people's lives at home and at work. That's why we're passionate about our company's vision to enable automation across all knowledge work to accelerate human achievement.

We believe people, empowered by automation and AI, can accomplish more and better address some of the world's most urgent challenges, from public health issues and humanitarian crises to climate change.

We're proud of what we do. We also take seriously our accountability for the impact our business has on people, society, and the planet. It is important to us that we not only report simply and transparently about the impact of our products, services, and operations, but also incorporate our environmental, social, and governance (ESG) impacts into our business strategy and decisions.

We hope this report will provoke interest in learning more about UiPath and automation, and we look forward to continuing a dialogue.

Our ESG Strategy and Performance

We measure our ESG efforts across four pillars that align with our strategy: automation for good, empowering people, ensuring good governance, and protecting the planet.

In this report, you will see the progress we are making across those four pillars as well as how we're holding ourselves accountable to recognized ESG standards. Our ability to make a difference in the world begins with the way we conduct our business "at home."

This year's report anchors both our ESG strategy and the reporting of our data in an understanding of our stakeholders and what they consider to be material. We conducted an in-depth materiality assessment that identified areas of particular focus and expectation from a selection of institutions and individuals. You will find the results of that assessment on page 14.

In the Environment section, you will see for the first time our greenhouse gas inventory and our commitment to set corporate climate targets, in alignment with the Science-Based Target Initiative (SBTi).

Our work on Social topics centers on our commitment to our people. More than 3,800 UiPath employees across more than 30 countries have built a purpose-driven business dedicated to helping our customers, partners, and community members leverage automation to unlock innovation. Our diverse and global network of people is the foundation of our business, and we continue to invest in its development, growth, and culture. Over the last year, we have intentionally expanded efforts to foster diversity, equity, and belonging because we believe in the importance of creating opportunities for everyone to contribute to our mission and vision.

Within the scope of Governance, we continue to apply rigorous standards of oversight and risk management to the way we manage our business. We remain committed to fostering good governance around issues of data privacy, end-user protection, information security, cybersecurity, and enterprise AI.

Automation as an engine for good

A conversation about our impact would not be complete without discussion about how our technology drives positive impact in the world. We call this "automation for good" and we are committed to pursuing it across three paths.

First, we empower our customers, partners, and community members to leverage automation to solve global challenges. The UiPath Business Automation Platform supports people as they work to solve challenges in domains as diverse as health and wellbeing, sustainability, and humanitarian concerns. We will highlight some of these examples in this report.

We are also committed to helping people get the skills they need to succeed in the future of work. Automation promises to unlock productivity and creativity, but this requires digital literacy and fluency in new skills. You will see in this report how we're educating and empowering individuals at work. We're especially proud of our focus on increasing workplace accessibility for neurodiverse people.

Finally, we remain focused on advancing a broader understanding of automation and supporting alignment of standards across our industry. Automation and AI are powerful tools that should be deployed thoughtfully and with care, and you will read in this report how UiPath continues to support this understanding as an industry leader.

We are on a mission to use automation technology to create value in the way people work and live, individually and in society. And we are committed to rigorous standards of ESG performance.

We invite you to read this Impact Report in depth. Even more, we look forward to your questions, comments, and perspectives on what we do and how we do it.

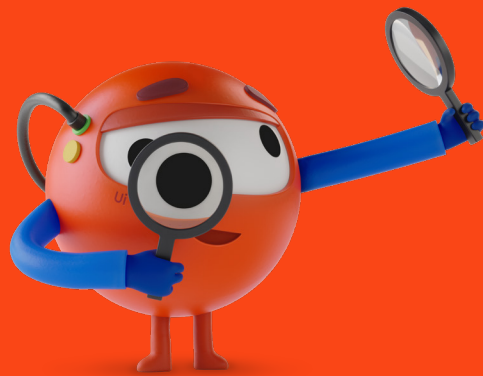
Daniel Dines & Robert Enslin

Daniel and Rob



About UiPath

UiPath is on a mission to uplevel knowledge work so more people can be creative, collaborative, and strategic. Our AI-powered Business Automation Platform combines the leading robotic process automation (RPA) solution with a full suite of capabilities to discover, automate, and operate end-to-end processes, offering unprecedented time-to-value. For organizations that want to not only survive but thrive in the evolving landscape of today's workforce, UiPath is The Foundation of Innovation™.



Our Purpose

To accelerate human achievement.

Our Mission

To build an AI-powered automation platform that understands, automates, and operates end-to-end processes.

Our Vision

To enable automation across all knowledge work to accelerate human achievement.

Our values



Humble

Listen. Learn. Help others.



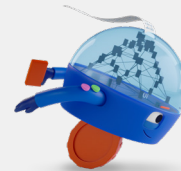
Bold

Challenge. Experiment. Explore.



Immersed

Consider. Reflect. Imagine.



Fast

Take action. Preempt. Transform.

How we help

Our customers use the UiPath Business Automation Platform to achieve better outcomes, streamline operating flows, and transform customer and employee experiences. UiPath offers an enterprise automation platform that enables full process automation—from identifying automation opportunities to analyzing results to implementing continuous process improvements.

We have seen time and again how the transformative power of automation is used to free people from the mundane and enable them to accomplish the momentous. We're helping organizations—and their people—get work done better, faster, and more efficiently.



Fiscal year 2023 highlights*

Fiscal year 2023 performance

\$1.059B
revenue

\$1.2B
ARR**

~10,800
customers

19%
revenue growth
year-over-year

30%
ARR** growth
year-over-year



*Data as of January 31, 2023

**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 specific 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 2023 highlights*

People



3,833 employees



30+ countries



*Data as of January 31, 2023

Fiscal year 2023 highlights*

Innovation



Leader, Magic Quadrant for Robotic Process Automation, Saikat Ray, et. al., 25 July 2022

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Leader, The Forrester Wave: Robotic Process Automation, Bernhard Schaffrik, 28 February 2023



Leader, Robotic Process Automation PEAK Matrix, Amardeep Modi, et. al., 14 October 2022

Leader, Process Mining PEAK Matrix, Amardeep Modi, et. al., 2 June 2022



Leader, IDC MarketScape: Worldwide Cloud Testing, Melinda Ballou, 18 March 2022

Leader, IDC MarketScape: Worldwide Robotic Process Automation Software, Maureen Fleming, 9 November 2021

Culture



#1 in all major independent user review sites for RPA

Gartner Peer Insights | GSCrowd
TrustRadius | Capterra | ITCentralStation

*Data as of January 31, 2023

UiPath ESG strategy

Our ESG strategy begins with carefully managing the direct impact of our operations on our people, environment, and communities. We are also committed to partnering with our customers to help them leverage the UiPath Platform to support their own ESG objectives.

We see our ESG work as a responsibility—not just a check-the-box exercise—and we take this obligation seriously. We are dedicated to building a business that our employees, customers, partners, investors, and community members can fundamentally trust today and in the future. We have infused ESG principles across our operating practices and decisions, working to deliver better outcomes and value for our stakeholders.

Our priorities



Automation for good

Leverage automation to solve global challenges, and equip people with skills needed to succeed



Empower our people

Cultivate an inclusive culture that enriches the communities where we live and work



Ensure good governance

Promote and maintain ethical business practices that instill trust



Protect the planet

Create a more sustainable future by curbing environmental impacts

Governance and oversight

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

Our ESG strategy is overseen by the Nominating and Corporate Governance Committee of our Board of Directors, who receive detailed ESG updates on a quarterly basis. The Nominating and Corporate Governance Committee makes recommendations to the Board of Directors, in partnership with company leadership.

Implementation of our strategy is led by an ESG Steering Committee, which is a cross-company effort with representatives from Investor Relations, Legal, Finance, and Marketing. In fiscal year 2023, we hired a Head of ESG—who is supported by the ESG Steering Committee—as part of our broader prioritization of ESG oversight and governance. The Committee is also supported by a cross-functional working group of leaders from Product and Engineering, IT, Procurement, Legal, and People teams.

Reporting frameworks

UiPath adheres to reporting standards and guidelines that are both of relevance to our business and valued by our stakeholders. We prioritize transparency and are continuously reevaluating ways to enhance our ESG disclosures and reporting.

This report discloses ESG information and data for UiPath, Inc. and subsidiaries (“UiPath”) for the period February 1, 2022, through January 31, 2023, consistent with the UiPath fiscal year, unless otherwise noted.



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.

Stakeholder engagement and materiality assessment

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

We solicited feedback and engagement with a diverse group of stakeholders this year, including:

- Customers
- Employees
- Suppliers
- Partners
- Investors

In fiscal year 2023, we undertook a formal materiality assessment to ensure our ESG strategy focuses on the issues that matter most. Completion of this materiality assessment reflects our commitment to analyzing, understanding, and prioritizing the ESG topics that present sources of impact, risk, and opportunity for our company and stakeholders.

Steps taken as part of materiality assessment:

- Understanding of major ESG issues faced by peers and relevant to investors
- Definition of a list of relevant issues
- External stakeholder engagement – survey
- Internal stakeholder engagement – workshop
- Executive interviews to refine financial materiality and validate matrix

The outcome of the materiality process is reflected by the following priorities, and our commitments and performance metrics in these areas are disclosed throughout this report.

We will continue to review our priorities on a regular basis to ensure efforts are closely aligned with societal and stakeholder expectations, as well as our corporate values.

Most material topics for UiPath and stakeholders (in no particular order):

- Employee Diversity, Equity, & Inclusion
- Information Security & Cybersecurity
- Data Privacy & End-User Protection
- Talent Attraction, Development, & Retention
- Business Integrity, Anti-Bribery, & Anti-Corruption

Most material topics for UiPath or stakeholders (in no particular order):

- Automation Solutions for Climate
- Community Support & Engagement
- Responsible AI
- Carbon Footprint Management



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



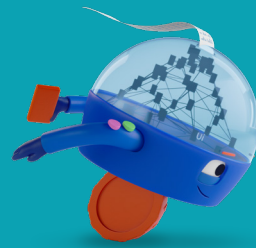
Automation for good

We believe that the UiPath Platform has the profound ability to exert a positive impact on the world around us. Our commitment to automation as an engine for good has been core to our business since the day our company was founded.

We tirelessly seek ways to deploy automation technology to help people solve complex global challenges in areas ranging from public health to workplace inequality to humanitarian crises.

Automation skills are increasingly vital to success in the workplace. We are determined to help ensure people across the globe have the skills they need to succeed in the future of work.

We are proud of the values we adhere to—as well as the value we create—with our business and our technology.



WHAT WE DO

Leverage automation technology 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 to solve global challenges



Preparing people for the future of work



Advancing automation & AI thought leadership



Deploying automation to solve global challenges

From the outbreak of war and the ensuing humanitarian crisis in Ukraine to ongoing recovery from the COVID-19 pandemic and increasing concerns around inflation, this past year has been one of unprecedented global challenges. Organizations—both public and private—had to adapt to new realities and respond to economic and political instability. Guided by our vision of accelerating human achievement and our continued commitment to invest in automation as a force for good, we stepped up this past year, as we have in previous years, to help organizations navigate and respond to global uncertainties.

Humanitarian relief

As the outbreak of war in Ukraine created the largest refugee crisis in Europe since World War II, we moved quickly to deploy the UiPath Business Automation Platform to support overwhelmed humanitarian and nonprofit organizations and speed up the delivery of critical aid to refugees affected by the crisis.

UiPath immediately made our platform available at no cost for humanitarian organizations providing direct support for refugees fleeing Ukraine or other countries impacted by the crisis. We worked with [Ective](#) to set up a call center powered by automation that could quickly find suitable homes for Ukrainian refugees,

helping place more than 5,000 people in just three months. We also partnered with the [Romanian Red Cross](#) (RRC) to automate critical reporting processes, allowing staff to focus instead on providing timely support to Ukrainian refugees in Romania.

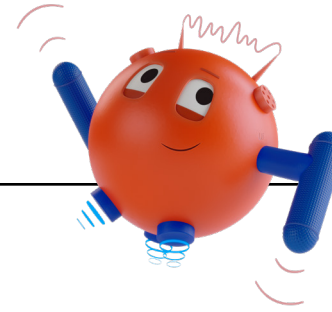
Health and wellbeing

We work with leaders from across the healthcare industry to help them leverage the UiPath Platform to increase efficiency and accuracy, in areas ranging from diagnostics to administration—freeing up healthcare workers to do what they do best: help patients and save lives.

We worked with one of the oldest and largest teaching hospitals in the United States to implement automation to support their oncology research and development work, improving the speed and accuracy of cancer diagnostics. We [partnered](#) with a regional Norwegian health authority, Helse Vest, to leverage automation to reduce the administrative burden on its doctors and nurses, allowing them to spend more time with patients. We also helped ChildNet, a U.S.-based organization that provides adoption and foster care services, leverage automation to place children in homes significantly faster.

Sustainability

As global organizations increasingly focus on reducing their carbon footprint to help slow down the impacts of climate change, UiPath is helping companies apply automation and AI to meet and



accelerate their sustainability goals. An IDC-led [survey](#) of 800 global executives commissioned by UiPath found that organizations which have established intelligent automation practices are significantly more mature in terms of their sustainability efforts. The same study 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 two years. Automation can help companies monitor and report ESG-related risks and assist in many activities that drive a successful ESG auditing program.

In Focus – California Department of Motor Vehicles (DMV)

Faced with a surging backlog and a stretched workforce, the California DMV turned to UiPath to deploy automation as a way to streamline their administrative processes. Repetitive, manual work was shifted to software robots while DMV workers were able to focus on interacting with customers and solving problems.

By reducing paper-driven activities, the California DMV saved 8,000 trees, with one million sheets of paper saved [attributed to automation](#). Digitizing processes also meant fewer customers traveling to the DMV office, reducing their overall carbon footprint. Not only did this improve sustainability efforts, it also resulted in [\\$8.8 million in savings](#).



Preparing people for the future of work

UiPath believes that we have a duty to help people succeed in the workplace of today and tomorrow by bridging the automation skills gap and creating meaningful employment opportunities. With the rapidly accelerating pace of technological innovation—especially related to AI and automation—upskilling opportunities are vital to prepare people with the skills they will need to succeed at work.

According to [IDC research](#), UiPath automation technology will create 73,000 new jobs by 2025. IDC estimates that UiPath and its partner ecosystem will employ more than 40,000 people by the end of 2025 while generating \$52.1 billion in revenue opportunities between 2021 and 2025.

Our AI-powered Business Automation Platform unlocks human innovation by giving people time back in their day to do higher-value work. But we don't stop there. We are taking intentional action to ensure people have the opportunity to learn automation skills that will help them succeed and thrive in the workplace.

“Education is a lifelong journey. Automation skills are increasingly important for success in today’s workplace, and we’re committed to making it easier and more accessible for people from all backgrounds and geographies to learn these skills.”

Rob Enslin, Co-CEO
UiPath



In Focus – South Africa National Qualification for RPA Developers

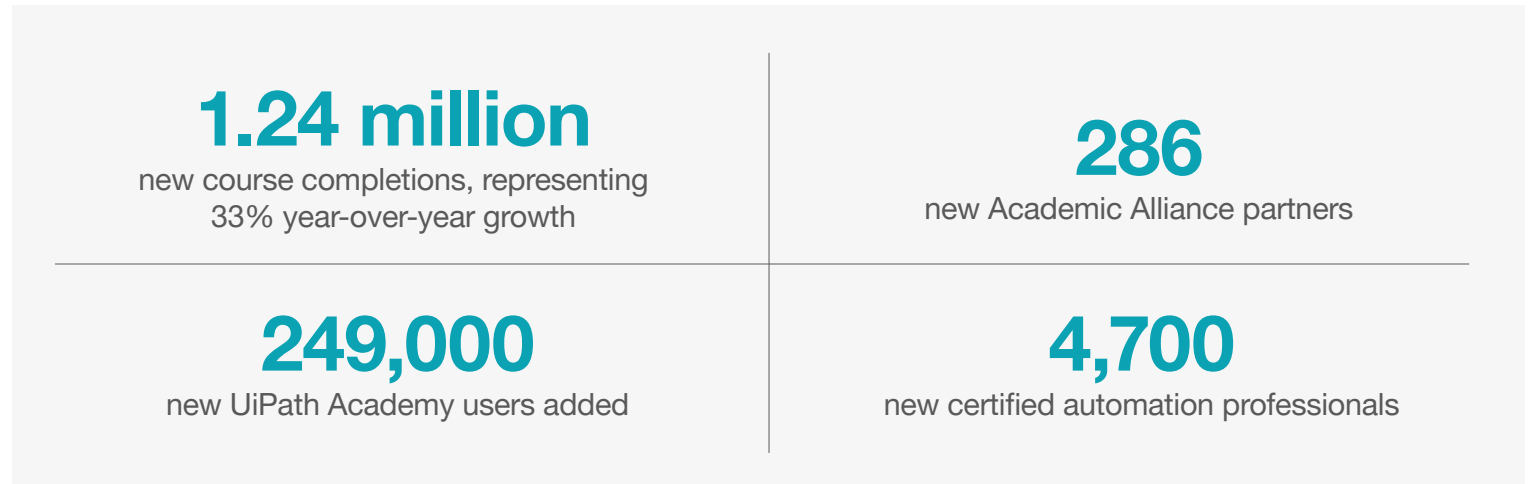
Unemployment is among the most pressing issues facing youth in South Africa. In addition, recent research points to tech skills shortages, including in automation, as one of the most significant business risks for South African organizations. To address these interconnected challenges, UiPath collaborated with the country’s Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) to [develop the first national qualification in RPA](#) in the Europe, Middle East, and Africa region. A standardized qualification provides a clear and defined pathway for individuals interested in this field, helping propel young professionals forward in their career while also supporting the local economy in South Africa.

Democratizing automation skills and access

We believe automation skills should be accessible to everyone. Since 2017, [UiPath Academy](#), an online training platform that offers free and unlimited access to learning plans, has helped prepare people of all ages for future careers in automation. UiPath Academy offers courses to train people for new, high-paying roles such as developer, business analyst, implementation manager, and solution architect.

Through the [UiPath Academic Alliance](#), we partnered with 286 new academic institutions in fiscal year 2023 to equip students and workers with valuable automation skills. UiPath is also a supporter of George Mason University's [RPA initiative](#), which fosters research and education on how the adoption of automation can improve productivity, operations, and service delivery of public sector organizations. In 2022, the initiative was expanded to include the Virginia Academic Robotic Process Automation Community of Practice, which brings together universities across Virginia to use automation in higher education. We have [launched](#) programming aimed at supporting young people ages 8–18, which explores how building software robots can help children express critical and analytical thinking—while also helping them embrace technology on their path to building a career.

In November 2022, we held our first global UiPath Automation Education Summit, which was attended by more than 1,300 educators and students.



*based on FY23 data

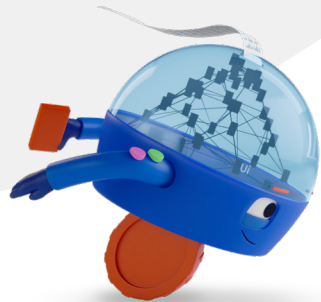
We are committed to supporting the workforce of today in being responsive to the demands of an increasingly digital economy. Through collaboration with education partners like [Coursera](#) and the [NTUC Learning Hub](#) as well as our own [automation workshops](#), UiPath is making flexible [learning](#) solutions available for all—no matter their age or level of experience. Since launching our partnership with Coursera, we've seen more than 14,000 students take advantage of free courses on automation concepts, design, and development strategies. We've also partnered with [Revature](#), the largest employer of entry-level technology talent in the U.S., to build a certified talent pipeline for the automation ecosystem.

In Focus – Citizen Developer Skill-A-Thon

With the demand for RPA skills on the rise, UiPath hosted a [2022 Skill-A-Thon](#) to help those interested in automation become citizen developers—individuals with the skills and expertise needed to create simple automation for themselves and their companies. 29,631 students enrolled in the 2022 Skill-A-Thon, with 201 colleges participating, resulting in over 8,000 automations built.

Increasing accessibility

UiPath is on a mission not only to develop accessible technology, but also to create workplaces that embrace all the ways a brain can think. With 15-20% of the global population being neurodivergent, we believe that all neurological differences—like autism, ADHD, dyslexia, dyscalculia, and others—are the result of natural variations in the human genome. We believe that celebrating neurodiversity contributes to greater psychological safety, collaboration, and creativity. [Research](#) has found that companies that value diversity of thinking are 30% more productive and 20% more innovative.



“We want UiPath to be a place where we celebrate all the different ways that brains can think, ensuring that we can innovate better together. That’s why we are committed to educating, connecting, and advocating for neuroinclusive career opportunities.”

Brigette McInnis-Day,
Chief People Officer
UiPath



Increasing Accessibility: Case Studies



AutonomyWorks

Last year, UiPath signed an official partnership agreement with [AutonomyWorks](#) to create a pipeline for increasing employment opportunities for individuals with autism, offering UiPath customers the opportunity to work with AutonomyWorks employees to do meaningful work on the UiPath Platform. This builds on historical efforts by UiPath to help organizations like AutonomyWorks empower adults with autism and provide employment solutions that combine their unique talents with automation technology.



UiPath is working with [CAI](#), a global technology services firm with an end-to-end neurodiversity employment program, to recruit, train, and support neurodivergent adults interested in automation-related employment.



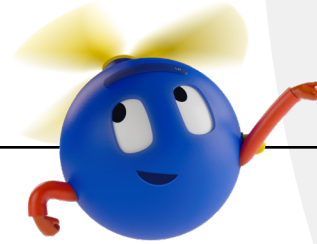
ManpowerGroup

UiPath expanded our partnership with [ManpowerGroup](#), a leading global workforce solutions company, to deploy the right blend of skilled talent and automation, supporting sustainable employment that is both inclusive and accessible for all.



In honor of the International Day of Persons with Disabilities, UiPath partnered with [Villanova University](#) to host a Disability Inclusion in the Workplace conference, providing space for people and organizations to engage in dialogue and learn about how to advance disability inclusion as they hire college students into internship and entry-level roles.





Advancing automation and AI thought leadership

At UiPath, we are passionate about bringing people together to drive transformative change. We are always seeking opportunities to have conversations with customers, experts, thought leaders, and community members about the role of automation technology in society.

In fiscal year 2023, we launched our inaugural [CIO Automation Council](#), bringing together pioneering and innovative CIOs from across industries to accelerate automation maturity through sharing best practices. We also continued to expand our [UiPath Partner Network](#), a diverse group of carefully vetted professionals dedicated to helping companies make work more fulfilling, valuable, and strategic.

We continue to work with various policy and trade associations, including:

- AmCham EU
- AmCham Romania
- Healthcare Information and Management Systems Society (HIMSS)
- Armed Forces Communications and Electronics Association (AFCEA)
- National Association of State CIOs (NASCIO)
- Aspen Institute Romania
- Romanian Diversity Chamber of Commerce (RDCC)

In Focus – UiPath Forward 5

Part celebration, part automation academy, part community gathering—UiPath [brought thousands of like-minded innovators](#) together in September 2022 for a 2.5-day conference on driving automation forward. With over 100 sessions, attendees were immersed in inspiration, exploration, and connection with fellow groundbreakers—all aimed at accelerating the promise and practice of using automation to fuel digital transformation.

In Focus – UiPath AI Summit 2022

The [UiPath AI Summit 2022](#) brought together a record number of automation professionals and enthusiasts from around the world interested in unlocking and accelerating their AI-powered ambitions. The summit offered participants an opportunity to learn about the latest trends in AI and RPA, including how to leverage their transformative implications for businesses of all sizes and industries.

Empowering our people

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Empowering our people

Our global workforce is united by the same ambitious purpose: to accelerate human achievement. From our headquarters in New York City to Romania where our story began, we believe in an inclusive, culture-first organization where people can feel safe to be themselves, empowered to grow their careers, rewarded competitively, and challenged to do their best work.

We believe that we have a duty to give back to the communities where we live and work. Our people demonstrate that commitment every day by actively participating in their respective communities. We have leveraged giving platforms to lift 49 charities around the world. Automation can make work more inclusive, accessible, and rewarding, and UiPath is dedicated to supporting our employees and communities to create opportunities for everyone.



WHAT WE DO

Cultivate an inclusive culture that enriches the communities where we live and work

HOW WE DO IT



Fostering a diverse & inclusive workplace



Attracting & growing talent



Supporting & rewarding employees



Giving back to communities



Fostering a diverse and inclusive workplace

We see advancing diversity, equity and inclusion as more than an exercise. DE&I are the foundational principles of how we develop and grow our workforce. We recognize that real, measurable change requires consistent and active support from leadership. We not only want to move the needle at UiPath; we want to drive change for a more diverse and equitable future across our industry.

In Focus – CEO pledge

In January 2022, UiPath Co-CEO Daniel Dines signed the [CEO Action for Diversity & Inclusion™ pledge](#), joining more than 2,000 CEOs representing 85 industries in committing to:

- Cultivate a trusting workplace where employees can have complex, and sometimes difficult, conversations
- Implement and/or expand unconscious bias training
- Share best-and unsuccessful-practices
- Create and share strategic inclusion and diversity plans with the board of directors (or equivalent governing bodies)

Inclusive culture and employee engagement

Culture is at the very core of who we are as a company and drives everything related to the UiPath employee experience. To foster connections across the company and the globe, we host a variety of programs, including:

- **Culture Forums** that bring colleagues together from around the world on a monthly basis for conversations that showcase individual perspectives and lived experiences.
- **People Unity Councils (PUCs)**, which are employee resource groups that provide a safe, voluntary space where members share brave conversations, network, and discuss areas where we can implement changes to improve our culture. All PUCs are sponsored by senior executives.

UiPath People Unity Councils

Pride at UiPath

Empowered at UiPath

Women in Automation at UiPath

Asian at UiPath

HOLA at UiPath

Veterans at UiPath



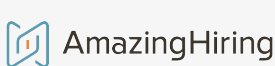


Parents & Care Takers at UiPath

Neurodiversity at UiPath

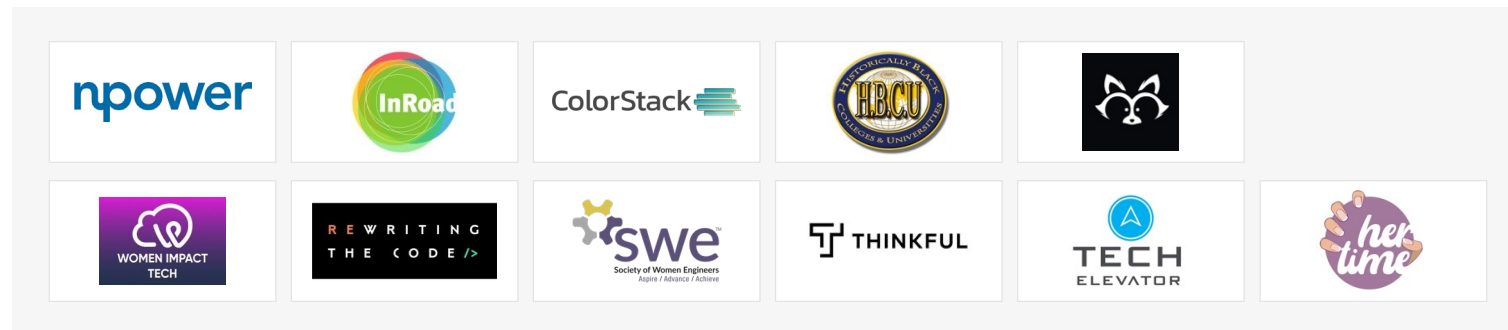
We also recognize that the UiPath brand is one of our most important assets, and how a brand sounds is every bit as important as how it looks. Through our One Voice Council, we maintain a universal writing style guide that covers everything from tone of voice to punctuation and terminology.

Diverse talent strategies

We have expanded our talent attraction, messaging, and outreach strategies to help remove bias and increase diverse talent pools, incorporating a range of new systems and resources for sourcing candidates that go beyond standard industry practices.

Previous				
Additional Tools Added in 2022				

Through providing learning opportunities to a diverse set of students, we have expanded partnerships with various nonprofits, academic institutions, and student organizations to ensure our internships are inclusive and excite people about a future career at UiPath.



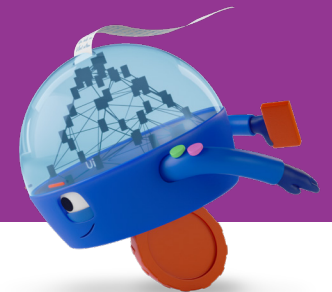
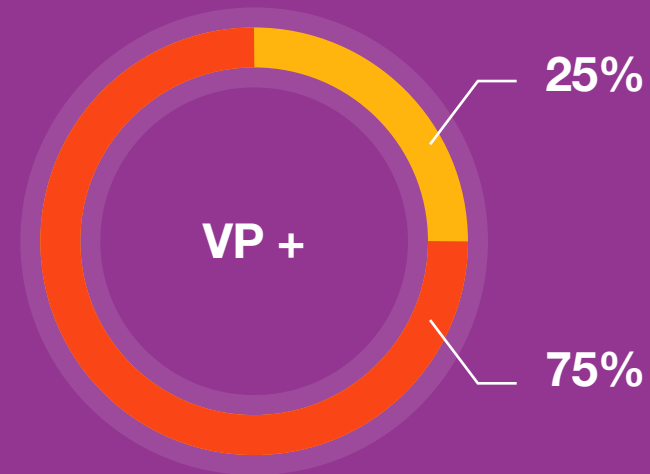
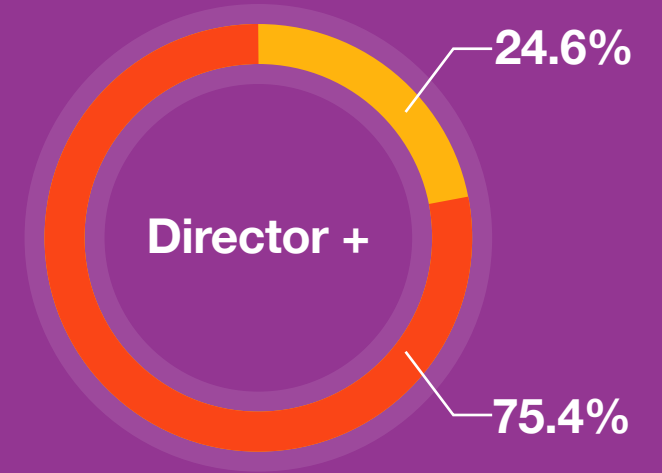
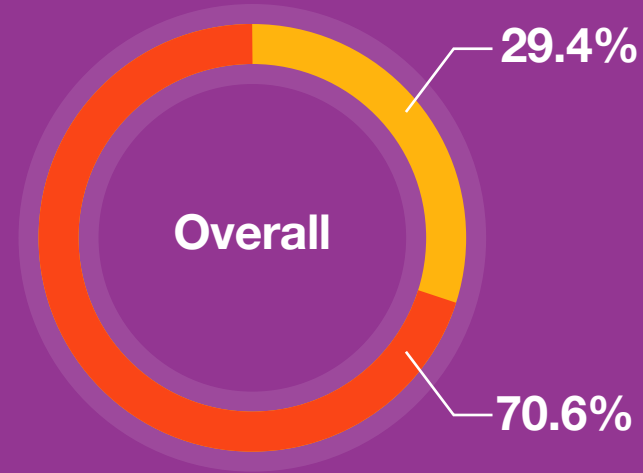
In Focus – Supporting women leaders in tech

Increasing the representation of women in tech has been a longstanding goal at UiPath. In 2019, UiPath participated in the Tech for Good Summit, a key initiative of President Emmanuel Macron of France, and co-signed the “Increase Women in Leadership” pledge.

We believe that we have a unique opportunity to support current and future generations of women in building vibrant and successful careers in automation. We work with partners like Rewriting the Code to provide mentorship, industry experience, and educational resources to college, graduate, and early career women as they work to become engineers and tech leaders. We also host women's circles for female-presenting and non-binary people at UiPath who want to come together to learn and share experiences. We have seen participation in these groups grow over 300% in the last year alone. We have also been included on [Women Impact Tech’s list of progressive companies empowering women in tech](#), reflecting our strong commitment.

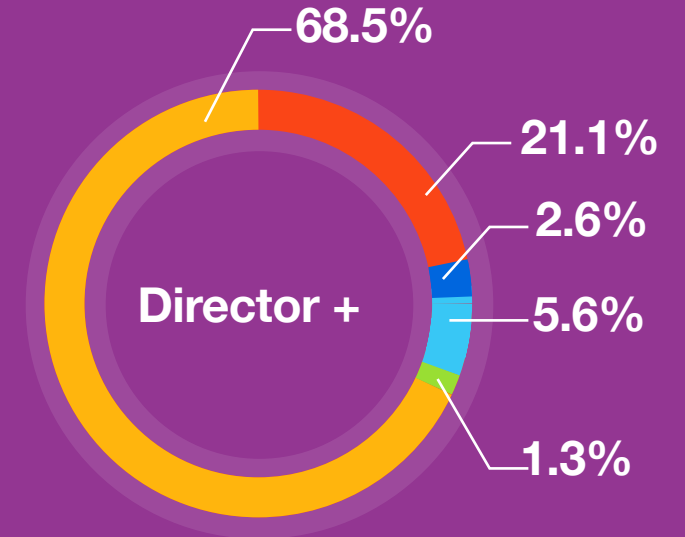
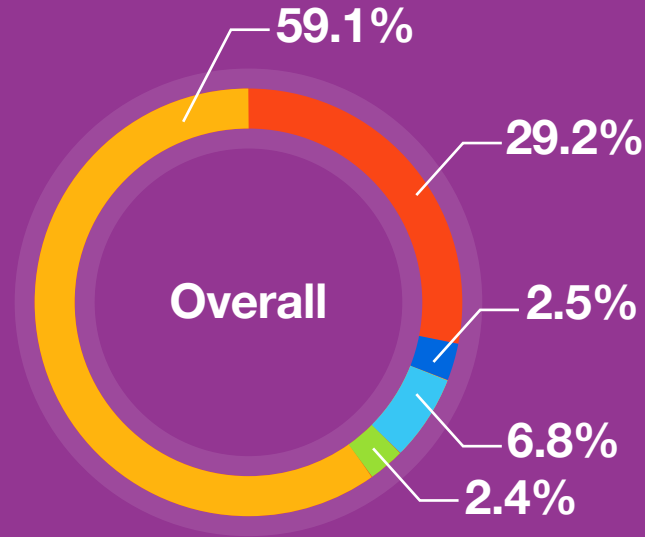
FY23 Self-identified Global Gender Diversity

- Female
- Male



FY23 Self-identified U.S. Racial/Ethnic Diversity

- White
- Asian
- Black
- Latinx
- Two or More





Attracting and growing talent

UiPath is a place where curious minds come together to help others work better, and where new ways of thinking build the path to a better world. We are committed to being an employer that works with and for our people and addresses diversity not only globally, but also locally, to meet our people's needs wherever they are.

We recognize that attracting and growing diverse talent often requires a different approach. Guided by our cultural value of humility, we are committed to listening, learning, and adopting new ways to foster diverse talent and ensure opportunities for ongoing learning.

Talent attraction

As a global company, we attract people that have a global and inclusive mindset, and a desire to grow, build, and work with amazing products as part of a great team. We appreciate people who never stop asking questions and strive to find creative solutions. We do this by fostering a company culture that supports our people and equips them for success from day one.

In Focus – UiPath interns

At UiPath, we are especially passionate about supporting early-career professionals. Our internship program gives individuals the opportunity to work with some of the best people in the tech industry. And we are always looking for ways to continue engaging these ambitious, innovative, and driven young people.

In fiscal year 2023, 65% of our interns converted to full-time employment at the end of their program, our highest conversion rate to date.

“Technology impacts society and communities across the globe, and to identify the most important issues we need a balanced and diverse workforce. That remains an imperative for me personally, and an imperative for UiPath.

Now, more than ever, we need to work together and support each other every day to break down barriers, challenge work-based gender stereotypes and biases, and create real change that sticks, when and where it matters most.”

Rob Enslin, Co-CEO
UiPath



Talent retention

UiPath actively invests in company-wide initiatives to support employee engagement and retention, including employee monthly culture forums, virtual team-building events, and a recognition Slack bot. The Avokudos bot utilizes our own technology to encourage peer- to-peer recognition and engagement. Last year, in addition to our UiPath Day events, we launched a new recognition program focused on honoring our tenured employees.

Talent development

Education and development content is available to all of our employees. We offer different e-learning platforms, monthly training and certifications, and dedicated programs for high-performing individual contributors. UiPath leaders have access to specialized development programs. In fiscal year 2023, more than 200 people managers completed at least one of these development programs. One in four employees utilized our e-learning platforms.



UiPath Athena App

Employees use a dedicated mentorship app, Athena, which is built utilizing UiPath automation technology. People can enroll either as a mentee to learn more about a specific topic or as a mentor to share their experience.

In Focus – Preparing our people for the future of work

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

With the support of 138 employee citizen developers and our Center of Excellence, we automated 420 internal processes, saving a total of 855,000 hours for UiPath in fiscal year 2023.



Supporting and rewarding employees

UiPath encourages practices that give our people freedom to introduce new ways to approach work, enable productivity, and feel a sense of accomplishment. We offer highly competitive benefits and rewards to our people that provide flexibility and choice based on their personal and career needs.

Compensation and benefits

UiPath believes in customizing benefits with a focus on deep value and local practice. UiPath offers health, life, and retirement plans in all countries where it is common local practice to do so. In countries where it is not common practice, we offer other types of appropriate benefits to best meet the needs of the local market.

UiPath is committed to diversity, equity, and inclusion in all of our business practices, including compensation and benefits. We are taking steps to identify and remediate pay gaps that may exist along gender lines. While this consistent evaluation will continue, we plan to further invest in our objective to achieve pay equity by engaging outside legal and compensation experts who will assist in conducting pay equity studies in some of our major employee hubs.

UiPath offers additional benefits to our global workforce:

Flexible monthly spending

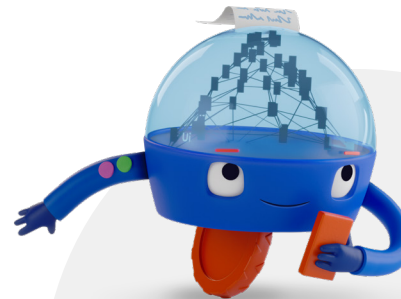
Health travel

Flexible PTO

Hybrid work

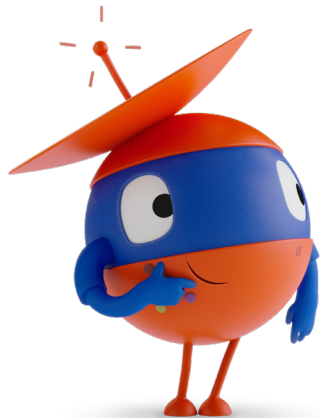
Wellness accounts

Enhanced 401k



Employee wellbeing

Supporting the overall wellbeing of UiPath employees is core to our culture. Once per quarter we host a Wellbeing Wednesday session, offering a space for people to collectively learn, grow, and connect across topics that impact mental and physical health. All full-time UiPath employees also receive access to both Headspace and Modern Health, platforms which offer a digital library of mindfulness resources. In addition to our many programs and platforms, UiPath offers unlimited paid time off (PTO) for all employees.



Employee engagement

We are constantly renewing, rethinking, and reinventing. We value our people’s opinions and seek out avenues to encourage dialogue. In fiscal year 2023, we upleveled our listening strategy to gather additional insights into our employees’ experiences at UiPath. We measure the onboarding experience, we ask for feedback whenever someone exits, and we run bi-weekly pulse surveys. Our people leaders are empowered and expected to take action for their teams, follow up with results, and make sure people have a great experience.

We regularly host Zoom coffee meetings and town halls with members of the senior leadership team to support the timely flow of information and opportunities for feedback.

“Our people leaders are empowered and expected to take action for their teams, follow up with results, and make sure people have a great experience. Year over year we are constantly striving to improve.”

Brigette McInnis-Day,
Chief People Officer
UiPath

Employee engagement survey (eNPS) trends

UiPath continues to strive to be a best-in-class company for employees. Three years of engagement score data show the effort and attention to this at the levels where it counts – “line manager index” and “psychological safety” are rated as best-in-class and “workload” is well above average.

74%
engaged FY21

79%
engaged FY22

78%
engaged FY23

We are seeing improvements in areas of engagement, such as:

1. Line manager index is increasing: 73% (FY21), 80% (FY22), 83% (FY23)
2. Psychological safety increasing: 80% (FY21), 81% (FY22), 88% (FY23)
3. Workload management got better: 59% (FY22), 70% (FY23)

eNPS scores can range from -100 to 100
10 and below = Below Average
10 to 30 = Average
50 and above = Good
80 to 100 = Best in Class



Giving back to communities

Our values guide how we operate in communities around the globe. By participating in initiatives like the [Pledge 1%](#) movement, we are matching words with action: encouraging our people to strive to learn more, do more, and have more fulfilling careers. In connection with the Pledge 1% movement, we reserved 2.8 million shares of our Class A common stock at IPO for donation by April 2031. To date, we have donated 0.6 million shares to a donor-advised fund in support of our philanthropic initiatives.

Helping employees impact communities

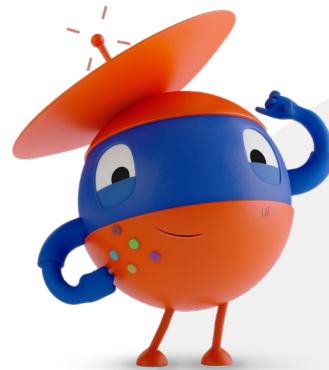
We take care of our people so they can take care of the world. We give our people 40 hours of Volunteer Time Off and an easy-to-navigate platform that allows them to donate to and volunteer at millions of vetted organizations. We also celebrate Giving Tuesday every Tuesday by giving each employee \$1 U.S. dollar to donate to one of two charities featured that week using the Good Today Slack app.

In fiscal year 2023, UiPath partnered with donation management platform Benevity to launch UiPath Cares, a platform that lets employees create and attend volunteering events and donate to one of more than two million causes. We had 33% engagement in year one from UiPath employees, which is on par with the average.



The UiPath Foundation is a global nonprofit organization headquartered in Romania that provides access to education for vulnerable children in underprivileged communities. Since its founding in January 2019, the Foundation has reached over 50,000 children in Romania and India, granted \$1.5 million in scholarships, and provided over 42,000 hours of private tutoring and 27.6 tons of clothing, stationery, sanitary products, and food.

In February 2022, the UiPath Foundation launched the Solidarity Fund for Ukraine as a humanitarian response to the crisis unfolding in Eastern Europe. In two weeks, with the support of the UiPath community, the Fund raised over \$1.4 million for immediate relief for children and their families affected by the war, as well as long-term socio-educational support for displaced children from orphanages and maternal centers in Ukraine.



Ensuring good governance

8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Ensuring good governance

We rely on our customers' trust, and we aim to earn it every day. We are committed to promoting and maintaining an ethical workplace, protecting our customers' data, managing risks, and building ongoing stakeholder value through the practice of good governance and oversight. We understand that our reputation and continued success depend on continued fulfilment of these commitments.

Guided by our Global Code of Conduct as well as our purpose-driven culture, we strive to ensure that our governance principles cascade from our Board of Directors to our executive team, our people, and our suppliers and partners.



WHAT WE DO

Promote and maintain ethical business practices that instill trust

HOW WE DO IT



Business integrity



Data privacy & end-user protection



Information security & cybersecurity



Enterprise AI



Corporate governance



Business integrity

Ethical behavior and compliance are integrated into our values. We are committed to doing business ethically and with integrity, and the safety of our employees and business operations is essential.

Ethical workplace

In order to foster a company culture where employees feel inspired, engaged, and happy, we have adopted a [Global Code of Conduct](#). Every UiPath employee, regardless of location or position in the company, has an obligation to read it, understand it, and follow it. We conduct annual employee training on the Code of Conduct and have historically achieved a completion rate of greater than 90% for employees and contingent workers. The Code of Conduct is reviewed annually and updated as needed by our legal and compliance team. Updates are approved by the Board of Directors.

We also administer a range of other policies that must be acknowledged by employees annually, including:

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](#) sets out our expectations and defines the standards of conduct and business practices applicable to all UiPath business partners. This code encompasses elements of the UN Declaration of Human Rights and International Labour Organization Conventions and discusses principles concerning:

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

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



Data privacy & end-user protection

UiPath has developed and published a comprehensive [Global Privacy Policy](#) that shows how we collect, process, and store personal data, in alignment with the principles of the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

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 assessments for UiPath products focusing on privacy compliance during the end-to-end product lifecycle.

Managing security incidents:

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

Third-party data processing:

UiPath requires its sub-processors to comply with applicable privacy laws and to implement appropriate technical and organizational measures through contractual provisions and privacy audits, taking a risk-based approach.

Stakeholder engagement:

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

“UiPath is deeply committed to privacy and the responsible use of technology. We proactively strive to implement the principles of the EU General Data Protection Regulation (GDPR) worldwide to demonstrate our unwavering commitment to data protection for all our users.

Our commitment to privacy reflects our strong belief in ethical business practices and in fostering trust with our stakeholders.”

Brad Brubaker,
Chief Legal Officer
UiPath





Information security & cybersecurity

UiPath products are designed and developed with security in mind. We build security directly into our development lifecycle with automated security scans and adversary simulation tests on every build.

Information security

The [Audit Committee](#) of the UiPath Board of Directors is responsible for oversight of the effectiveness of the company's information security program and cybersecurity policies and practices.

In Focus – Bug Bounty Program

In partnership with HackerOne, a leading cybersecurity company, the UiPath Bug Bounty Program leverages the expertise of HackerOne's ethical hacker community to find vulnerabilities in our platform and surrounding ecosystem—another way we strive to keep our customers, partners, and community users safe from cyber threats.

“Cybersecurity and data privacy are top priorities at UiPath. We continuously strive to enhance our security posture, protect customer data, and enable customer compliance.”

Yassir Abousselham,
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 every six months.



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 Plus

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 Plus certificate.



NHS DSPT

UiPath UK Limited has submitted its 2021/2022 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.

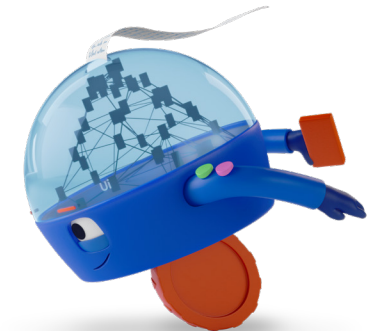


FedRAMP (In Process)

UiPath Automation Cloud Public Sector has achieved In Process status from the Federal Risk and Authorization Management Program (FedRAMP). Our 'In Process' designation at the Moderate Impact Level means our offering is on the path to FedRAMP authorization.

UiPath Trust Portal

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





Enterprise AI

We are passionate about the transformative potential of AI-powered automation. AI is not an add-on or complementary technology to automation; it is, and has long been, an integral part of our platform. While AI models have advanced significantly, automation remains key to bringing these models to life for day-to-day use cases such as filling in forms, taking actions across applications, or analyzing and acting on enterprise data. Automation and AI are a powerful and natural combination that, together, empower our vision of enabling automation across all knowledge work to accelerate human achievement.

With the AI capabilities that are built into the UiPath Platform, companies can discover automation opportunities with [UiPath Process Mining](#) and [UiPath Task Mining](#), automate more with [UiPath Document Understanding](#) and [UiPath Communications Mining](#), and manage and train their own AI models with [UiPath AI Center](#). [UiPath Clipboard AI™](#), currently in private preview, combines AI from UiPath with large language models (LLMs), like Microsoft Azure OpenAI, to automate routine copy/paste work.

“AI models can make mistakes. An enterprise that puts boundless faith in foundational models with zero safeguards opens itself to financial, regulatory, and reputational risks.

UiPath delivers responsible, ethical, and enterprise-ready AI capabilities. Our state-of-the-art models are backed by strong checks and guardrails. They are defined by data security and business requirements, with human-in-the-loop training, deployment, and rigorous testing.

Our approach ensures AI-powered automations are trustworthy and work reliably and responsibly—in line with key policies, both external and internal”

Professor David Barber,
Distinguished AI Scientist





UiPath is committed to meeting the needs of customers and has the following guiding principles and approach to building AI solutions tailored for the enterprise environment:

Open:

UiPath embraces an open approach, supporting both Generative AI and Specialized AI. The platform enables users to leverage the best-in-class models available, whether they are developed by UiPath, brought by users, 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.

Flexible:

UiPath provides a flexible platform that allows the construction of workflows by combining multiple AI models, user interfaces (UI), and APIs. This flexibility enables users to create comprehensive automation solutions that leverage the strengths of various AI models. Additionally, users have the ability to fine-tune the AI models to suit their specific tasks and domains, ensuring that the automation solutions are tailored precisely to their requirements.

Responsible:

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, enabling them to build trustworthy and compliant automation solutions.

As a pioneer in AI-powered automation, we believe we have a responsibility to drive the ongoing conversation on the evolution of AI and automation technology.

We maintain an AI Advisory Board for this purpose. The goals of the Advisory Board are to foster research that leads to the next wave of transformational technologies at the interactions of automation and AI, and to ensure human-centered automations are deployed to establish ethical, inclusive, and accountable AI systems.

In May 2023, we set up a Responsible AI Team, a cross-disciplinary team that advises internal stakeholders on the responsible development of AI Systems. The team is supported by executive sponsorship of the Chief Legal Officer and the Chief Product Officer and consists of members across multiple company business units.



Corporate Governance

We adhere to several evolving best practices, including:

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

Other best practices:

- The 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 also support continuing education for directors and onboarding for new directors.

Board of Directors composition

Average Age: 53

Gender Diversity: 28.6% Female, 71.4% Male

Independence: 85.7%

Nominating and Corporate Governance
Committee Independence: 100%



Protecting the planet

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Protecting the Planet

We believe that we have a responsibility to help create a more sustainable future for all. As a company, we are taking steps to measure and reduce our climate impact, in alignment with the goals set forth by the Paris Agreement. We also believe the UiPath Platform can help our customers and partners measure and minimize their environmental impact and support the development of solutions to address environmental challenges.

The current global situation demands urgent action. To limit temperature rise to 1.5 degrees Celsius – in line with the Paris Agreement – global greenhouse gas emissions must be cut in half by 2030. Action at this scale is going to require the resolve and coordination of all stakeholders, including companies like us. According to the UN Environment Programme, the private sector is critical to creating innovative and technological solutions to global environmental challenges.



WHAT WE DO

Create a more sustainable future by curbing environmental impacts

HOW WE DO IT



Carbon footprint management



Natural resource management



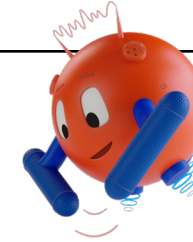
Environment oversight



Carbon footprint management

We believe it is important for us to understand and report on our environmental impact so that we can take informed action to manage and reduce it.

In fiscal year 2023, we partnered with a greenhouse gas (GHG) accounting firm to measure our GHG emissions across Scopes 1, 2, and 3, in line with the GHG Protocol.








Our carbon footprint highlights

48,972	Absolute emissions (tCO ₂ e)
46.26	Revenue intensity (tCO ₂ e/\$1M)
97.9%	Emissions from scope 3 categories

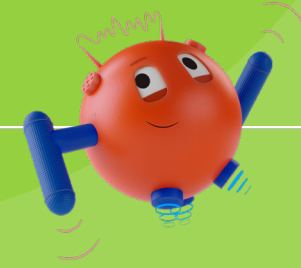
UiPath emissions by scope

271	Scope 1 emissions (tCO ₂ e)
725	Scope 2 (location-based) emissions (tCO ₂ e)
752	Scope 2 (market-based) emissions (tCO ₂ e)
47,949	Scope 3 emissions (tCO ₂ e)

Top contributors to our carbon footprint by GHG category

50%		Purchased goods & services (3.1)
30%		Business travel (3.6)
9%		Capital goods (3.2)
7%		Employee commuting (3.7)
2%		Purchased electricity, steam, heat, and cooling (2)

*based on FY23 data



Reducing our impact

UiPath is committed to going beyond merely measuring and reporting on our climate impact – we are actively working to reduce it.

The steps we've taken to reduce our environmental impact to date include:

Cloud-first approach:

We do not own any data centers and utilize sustainable cloud services for our products and applications. We use Microsoft Azure for most of our cloud computing needs, and are committed to continued efficiency improvements to ensure we right-size our cloud usage. Some of the key initiatives we have taken to optimize our cloud-based emissions include removing, right-sizing, and powering off unused or idle resources by leveraging automation, as well as adopting cutting-edge technologies like containers and micro-services.

Sustainable travel:

As our employees began to travel for business following a sharp decline in fiscal year 2021 and fiscal year 2022, we saw an uptick in travel-based emissions in fiscal year 2023.

Our employees are located in more than 30 countries, and travel is a valuable way for us to meet with one another, as well as with our customers and partners. But we understand that travel—especially airline travel—is a highly emissive activity.

To reduce our carbon footprint, we encourage UiPath employees to be mindful when hosting events and traveling for work. We encourage virtual events and meetings whenever possible, strive to limit in-person events to only those with legitimate business purposes, and encourage the use of public transportation instead of air transportation when possible. As we work to further reduce our impact on the environment, we will continue to explore opportunities to drive efficient travel.

Sustainable offices:

UiPath strives to ensure that our office spaces, their respective buildings, and event spaces adhere to the highest environmental standards in their local markets.

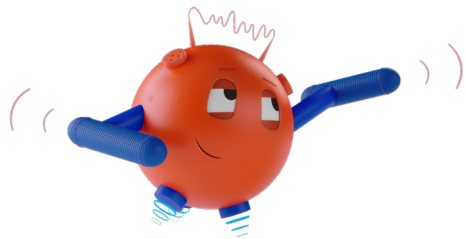
In fiscal year 2023, we completed construction on our new global headquarters at One Vanderbilt in New York, New York. This construction and related activities were contributors to our emissions this past year. We are confident, however, that this location selection will help us reduce our carbon footprint in the long-term. Compared to similar buildings in New York, One Vanderbilt offers a variety of sustainable features such as rainwater collection, high performance glazing and integration to New York City's public transportation system, as well as high levels of certification for both LEED (Leadership in Energy and Environmental Design) and WELL.



In Focus - New UiPath Headquarters

In Fall 2022, UiPath officially opened the doors of its new headquarters at One Vanderbilt in New York City. Sustainability features at One Vanderbilt ensure that the tower maintains one of the lowest carbon footprints compared to similarly scaled buildings in New York City. The tower was built using steel rebar made of 90% recycled content, features cutting-edge technologies such as 1.2-MW cogeneration and 90,000-gallon rainwater collection systems, and regulates insulation for heating and cooling through its high-performance glazing.

One Vanderbilt has received several environmental distinctions – it is Leadership in Energy and Environmental Design (LEED) Platinum Certified for Core & Shell Development and Gold Certified overall. One Vanderbilt is also the first building in NYC to receive a double WELL designation – WELL Core Platinum and WELL Health & Safety. The building has a single stand-alone application with access control for tenants, visitor management, and elevator calls, for tenants and guests to move through a seamless, touch-free experience from turnstiles to elevators. One Vanderbilt also offers engineering controls such as MERV-16 filtration and increased outdoor air.



This year, we're taking our commitment to climate action a step further

We know there is no time to waste. Everyone—from individuals to governments to the private sector—must step up if we are to meet the goals of the Paris Agreement and protect the planet for future generations. That's why we are committing to set a near-term emissions reduction target in alignment with the Science-Based Target Initiative (SBTi). We will be working diligently to set near-term targets and submit them for SBTi approval.

Based on initial analysis and modeling, we believe levers to reduce our emissions in alignment with near-term targets may be:

- 1. Commitment to 100% renewable energy (GHG Categories 2, 3.3, 3.7)**
- 2. Business travel efficiencies (GHG Category 3.6)**
- 3. Engagement with our suppliers (GHG Categories 3.1, 3.6)**

“Climate change is real, and it's happening quickly. The time to act is now. We take seriously our role in helping the planet reach the ambitious goals set forth by the Paris Agreement and we look forward to sharing more about our efforts in this space.”

Rob Enslin, Co-CEO
UiPath

Deploying automation to advance sustainability goals

In addition to the steps we're taking to reduce the climate impact of our own operations, UiPath is working with our customers and partners to deploy automation as a tool for overcoming the obstacles that companies face in setting and reaching their own sustainability goals.

An IDC-led [study](#) of 800 execs commissioned by UiPath found that companies are committed to sustainability but often struggle to accurately measure and advance sustainability targets. Companies struggle to gather and analyze data, especially real-time data, from disparate systems and processes. This is not only highly manual work for employees, but it also makes it difficult for leaders to measure their progress against sustainability objectives and prioritize actions.

This is a clear opportunity for enterprise automation—and companies are taking steps today to leverage automation and AI to support their sustainability goals. In fact, IDC found that 54% of organizations are already using enterprise automation technologies to implement sustainability initiatives, and 24% plan to do so in the next two years.

UiPath firmly believes that every organization has an obligation to be a responsible corporate citizen for its community, its employees, and the environment, and automation is key to unlocking the potential of sustainability initiatives.

We are committed to working with our customers and partners to help them address their sustainability challenges with automation. For example, we recently launched a collection of sustainability focused [UiPath Solution Accelerators](#) that make it easier for manufacturing companies to extract sustainability data from disparate systems, including legacy and modern (SAP), and across multiple data formats, including structured, semi-structured, and unstructured documents as well as app forms and APIs. These UiPath Solution Accelerators enable companies to streamline data gathering, enabling better sustainability reporting and greater visibility into progress against sustainability KPIs.

In Focus – Automation to support ESG reporting

Companies across industries are setting and reporting on their ESG commitments. The stakes are high, and compliance is complex – but automation can help companies turn their good intentions for ESG into a workable reality.

Automation helps companies monitor and track their performance against various ESG metrics – including tracking progress on environmental targets such as carbon emissions. Automation can also be deployed to support the sampling, monitoring, and assessment activities that drive a successful ESG auditing program. Working with software robots to streamline and simplify ESG reporting and auditing is a natural fit, and companies have only begun to scratch the surface of what is possible.





Natural Resource Management

UiPath is committed to promoting environmentally conscious behaviors across our operations, including mitigating our impact on the natural environment.

Energy & Water Efficiency

UiPath works diligently to ensure efficient usage of energy and water. When selecting office buildings for long-term leases, we pursue buildings which surpass existing standards for energy and water efficiency, as well as sustainable in-office practices.

We maintain water efficiency standards, including low-flow faucets and fixtures, across newly renovated office locations globally to appropriately manage this finite resource.

Waste & Recycling

UiPath implemented 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.



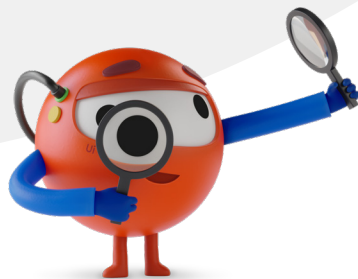
Environmental Oversight

UiPath environmental efforts are managed by the Head of ESG and overseen by the ESG Steering Committee. This includes the following:

- 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 on commitments and setting objective targets
- Tracking results against the objective targets
- Reporting on our progress against our commitments as part of our annual ESG report
- Benchmarking the Company's ESG initiatives against peer companies

Global Environmental Policy

Our [Global Environmental Policy](#) is applicable 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: 12,616 GJ Percentage Grid Electricity: 67% Percentage Renewable Electricity: 0%. The footprint includes some emissions with units that could not be converted to energy consumption in GJ: - 31 kg of Refrigerant equipment leaks (r-410a) - 0.2 kg of Refrigerant equipment leaks (r-134a)	Page 46 (Protecting The Planet – Carbon Footprint Mitigation)
	(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 51 (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 currently track this information as we do 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 here: https://www.uipath.com/legal/trust-and-security/privacy-policy and a cookies policy here: https://www.uipath.com/legal/trust-and-security/cookies-policy	Page 37 (Ensuring Good Governance - Data Privacy & End-User Protection)
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Omitted, as the use of information for secondary purposes is not part of our main business operations. Where use for secondary purposes is envisaged, it's subject to preserving the adequate legal basis.	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	So far there are no fines from competent authorities, nor any awards to individuals, as a result of legal proceedings associated with user privacy.	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 (cont.)	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 was no request for disclosure.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”)
	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 sanctions laws, including without limitation the U.S. Export Administration Regulations administered by the U.S. Department of Commerce’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, and Syria); 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 37 (Ensuring Good Governance - Data Privacy & End-User Protection)

Topic	Metric	Code	Disclosure	Reference
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	TC-SI-230a.1	(1) One data breach (2) 100% (3) 600,000 account holders affected.	For more information, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission (“SEC”)
	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 build. We maintain a comprehensive information security management system and engage independent auditors to provide industry-standard certifications and attestations.	Page 38 (Ensuring 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 30 countries throughout the world. 27.5% of UiPath employees reside in Romania, where the company was founded, and 31.1% reside in the United States. Another 13.2% of our team is located in India and 6.7% in Japan, and the remaining quarter of our full-time employees call 31-plus additional countries home.	Page 6 (About UiPath)
	Our overall engagement survey score was 78% in fiscal year 2023.	TC-SI-330a.2	Our overall engagement survey score was 78% in 2023.	Page 28 (Empowering 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: 29.4% Female, 70.6% Male; Director+: 24.6% Female, 75.4% Male; VP+: 25% Female, 75% Male) Self-identified U.S. Racial/Ethnic Diversity (Overall: 59.1% White, 29.2% Asian, 2.5% Black, 6.8% Latinx, 2.4% Two or more; Director+: 68.5% White, 21.1% Asian, 2.6% Black, 5.6% Latinx; 1.3% Two or more)	Page 24 (Empowering 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”)
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”)

UiPath FY23 Greenhouse Gas (GHG) Inventory

Scope	Emissions (tCO _{2e})
Scope 1	271
Scope 2 (location-based)	725
Scope 2 (market-based)	752
Scope 3	47,949
Scope 3 category 1: Purchased goods and services	24,430
Scope 3 category 2: Capital goods	4,324
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	425
Scope 3 category 4: Upstream transportation & distribution	0
Scope 3 category 5: Waste generated in operations	176
Scope 3 category 6: Business travel	14,458
Scope 3 category 7: Employee commuting	3,466
Scope 3 category 8: Upstream leased assets	670
Scope 3 category 9: Downstream transportation and distribution	0
Scope 3 category 10: Processing of sold products	0

UiPath FY23 Greenhouse Gas (GHG) Inventory

Scope	Emissions (tCO ₂ e)
Scope 3 category 11: Use of sold products	0
Scope 3 category 12: End-of-life treatment of sold products	0
Scope 3 category 13: Downstream leased assets	0
Scope 3 category 14: Franchises	0
Scope 3 category 15: Investments	0
Scope 3: Other (upstream)	0
Scope 3: Other (downstream)	0
Gross emissions (Market-based)	48,972
Gross emissions (Location-based)	48,952
Net emissions (Market-based)	48,972
Net emissions (Location-based)	48,952

Intensity metrics

Intensity	Value
Revenue intensity	46.26 tCO ₂ e/\$1M
Headcount intensity	9.91



Questions? Please contact
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