

# UiPath ESG Overview 2020



# Contents

03	About this Report	
04	A Letter from our CEO	
07	Leveraging Automation for Good	●
10	Empowering People and Communities	●
15	Protecting our Environment	●
17	Fostering Good Governance	●
22	About UiPath	

# About this Report



This document contains disclosure of environmental, social, and governance (ESG) metrics relevant to UiPath, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Software & IT Services industry.

The disclosures in this report illustrate how UiPath activities align with the United Nations Sustainable Development Goals (UN SDGs), which comprise the key objectives of the United Nations 2030 Agenda for Sustainable Development.

We currently align our activities with eight SDGs:



*This document discloses ESG information and data for UiPath, Inc. and subsidiaries ("UiPath") for the period January 1, 2020 through December 31, 2020, unless otherwise noted.*



# A Letter from our CEO

We believe that we can accelerate human achievement through the transformative power of automation. UiPath is committed to building a multi-generational, purpose-driven business that minimizes our environmental impact on the planet and creates long-term value for our employees, shareholders, customers, partners, and communities.

To achieve our purpose, we live our values: we strive to be Bold, Immersed, and Fast, while acting with Humility. These values keep us both grounded and focused. They ensure that we engage with the world around us in a thoughtful manner that considers both immediate and longer-term impacts on our stakeholders and society.

Being a purpose-driven company is not new to UiPath; it has been part of our DNA since our founding more than 15 years ago. It is embedded in who we are and how we think about our business objective of transforming how people work by unlocking human creativity through automation. As a newly public company, the discipline of gathering and publicly reporting environmental, social, and governance (ESG) metrics is new for us. That said, we know that accountability drives action—so we are committed to working to identify metrics and create disclosures that measure our successes in these areas and point us to where we can do better.

**Our ESG initiatives and disclosure support four core pillars that we believe best align to our business strategy:**

- Leveraging Automation for Good
- Empowering People and Communities
- Protecting our Environment
- Fostering Good Governance

This is an exciting time to be at UiPath. We operate in a large and growing market and we are the market share leader. We continue to drive meaningful growth at scale, with the privilege of serving more than 9,100 customers as of July 31, 2021. We are in discussions with our customers and partners to help them leverage our technology to achieve their own ESG goals and commitments. As we have worked to launch our own ESG program, we have been humbled by the excitement we have encountered at UiPath in the process of creating a cross-functional ESG team that spans the globe and brings a real passion for this subject.

This report is the first step along our PATH to establishing a world-class ESG program at UiPath. We aim to be at the forefront of critical conversations about how automation can unlock value for society. We are very excited by our potential and the real impact we can have collectively.



## Leveraging Automation for Good

A key tenet of our technological and social responsibility is the promotion, design, and use of automation technologies to drive positive change for people and our planet. We believe that we have a responsibility to align our short-term business goals with long-term societal goals. Through the democratization of automation, we aim to create a diverse and inclusive future that makes the skills for a fulfilling career accessible to all who want them. We believe in the transformative power of automation to bring out the best in people, and the potential of people to bring out the best in our world.

**The following are a sample of the initiatives we have undertaken to make automation a force for good in the world:**

- **COVID-19 response support efforts.** We provided free RPA software and technical support to help healthcare organizations unlock valuable time and deliver better care for their patients, governments cope with the onslaught of citizen requests, and companies deliver the goods and services necessary to keep our economies running.
- **Access to upskilling and reskilling programs.** We strive to increase workforce technological literacy and prepare today's workers for the jobs of tomorrow through free training, skills development programs, and strategic partnerships with educational institutions, workforce organizations, online education providers, and NGOs.
- **"Automation for Good" program development.** We created an immersive and global effort to drive the conversation about the role of automation in our society's future.

## Empowering People and Communities

We are committed to creating a positive social impact for our employees and our wider community. Our culture and strong values, particularly our focus on humility, emphasize the importance of listening to each other, seeking feedback, and moving to action. Every day, we experience the power of a diverse community that spans geographies, backgrounds, and perspectives. The diversity of our community guides us to achieve the best possible outcomes. Since UiPath was founded, we have been—and continue to be—committed to helping each other and the world around us.

**Among the many things we do for our people and communities is our:**

- **Focus on UiPath as the best place to work.** We offer world-class health and well-being programs and benefits to our employees. We conduct an annual engagement survey and periodic pulse surveys to gather feedback that informs our ongoing people strategy.
- **Commitment to diversity, equity, and belonging.** This includes programs like our Women's Circle to support women across all stages of their careers and the UiPath Diversity, Equity, and Belonging Committee to foster an inclusive, diverse, and equitable work experience. We recently recruited a Global Head of Diversity, Equity, and Belonging.
- **Commitment to philanthropy and community engagement.** We encourage and support grassroots initiatives that enable our employees to engage in and make a difference in the communities in which they live and work. Examples include the UiPath Foundation, as well as employee fundraising efforts to support global and local organizations.

## Protecting the Environment

We promote environmentally conscious behaviors in all our day-to-day interactions and are committed to taking steps to minimize our impact on the environment. By supporting the development of innovative solutions that address environmental challenges both at UiPath and with our customers, we strive to create a healthier and more sustainable future for all.

To achieve this, we invest in:

- **A cloud-first approach.** With most of our carbon footprint derived from computing and environmentally sustainable cloud services for our products and applications, we are able to reduce our environmental impact.
- **Commitment to energy & water management.** We pursue long-term leases in office buildings that surpass standards for energy and water efficiency, as well as sustainable in-office practices.
- **Ongoing partnerships with customers.** We help our customers and partners measure and minimize their own environmental impact using UiPath technology.

## Fostering Good Governance

Finally, we are committed to promoting and maintaining an ethical workplace, protecting our customers' data, managing risk, and building ongoing stakeholder value through the practice of good governance and oversight. Our ESG efforts are overseen by the Nominating and Corporate Governance Committee of the UiPath, Inc. Board of Directors.

## Closing

This is not a static exercise, but one where we strive to stay in the forefront of evolving policies and regulations.

Much work lies ahead for us to demonstrate our commitments and prove our resolve. We lead by example, with openness and transparency, realizing that our actions speak louder than our words. I invite you to hold us accountable and continuously push us to outperform and think bigger.

I look forward to updating you on our progress.



**Daniel Dines**  
Co-Founder and CEO





# Leveraging Automation for Good



**4** QUALITY  
EDUCATION



**8** DECENT WORK AND  
ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**17** PARTNERSHIPS  
FOR THE GOALS





# Leveraging Automation for Good

## LEVERAGING AUTOMATION FOR GOOD

The surface-level benefits of enterprise automation software are clear: save time, decrease costs, increase revenue, and improve employee satisfaction. But our customers' business goals aren't limited to those objectives. They, like us, have greater missions to achieve. Now more than ever, leaders have to be connected to the world outside their organizations. From sustainability to social good, automation offers a practical path to achieving those goals that not only helps organizations create a better work environment, but also positively impact society around them.

In 2020, we:

### Partnered with organizations to accelerate COVID-19 response efforts

This past year has been a defining year for all of us—forcing us to confront harsh new realities, react to rapid changes in the world around us, and adapt to new ways of working. Early in 2020, we committed to partnering with our customers and partners to [deploy automation to accelerate COVID-19 response efforts](#). We have helped leaders across healthcare, public sector, retail, transportation, and financial services leverage automation tools to solve urgent problems for their customers and employees. For example, UiPath software robots automated COVID-19 test reporting at Dublin's Mater Hospital so nursing staff could spend less time inputting data into systems and more time taking care of patients. In just 24 hours, UiPath robots were deployed to [handle voucher requests](#) for Scandinavian Airlines due to an influx of flight changes and cancellations. And UiPath robots helped two top U.S. banks [process Paycheck Protection Program \(PPP\) loan applications](#) from small-and-medium-sized businesses.

### Expanded efforts to upskill today's workers

The future of work is here. The COVID-19 pandemic has accelerated digital adoption and pushed organizations' digital transformation initiatives into hyperdrive. People changed how and where they got work done. This shift in how we work is just beginning. Companies and governments must prepare the current and future workforce to take on the jobs of the future. To remain competitive, companies must recruit, train, retain, and reward technology-literate employees.

UiPath has been committed to providing access to training to millions of people: from rural areas to city streets; men, women, and children; old and young; and from various and diverse backgrounds. We are committed to expanding automation literacy across the globe and believe that education and workforce training at scale will pave the way for economic growth. We signed the White House Pledge to America's Workers in the US in 2019, committing to training 750,000 Americans in RPA technology over the next five years—the fifth highest commitment of the more than 430 participating companies. We have also participated in similar initiatives in the European Union, including signing the Tech for Good Call in France, and the EU Digital Skills & Jobs Coalition Pledge.

In 2020, we have also invested in our own training offerings, including UiPath Academy, UiPath Academic Alliance, UiPath Community Edition, and our ongoing training efforts with our customers.

- **UiPath Academy.** Our free online learning platform is accessible to anyone who wants to learn how to build and use automation.

# Leveraging Automation for Good

## LEVERAGING AUTOMATION FOR GOOD

We introduced the UiPath Academy in 2017 as the industry's first free online training platform. As of December 31, 2020, 840,000 users have created accounts in Academy.

- **UiPath Academic Alliance.** We partner with higher education institutions and workforce development organizations to offer free automation curricula and give students access to the UiPath platform. As of the middle of 2021, more than 1,400 teachers and 200,000 students across 1,000 universities in 61 countries participate in the alliance to establish automation as an academic discipline. We are committed to partnering with Historically Black Colleges and Universities (HBCUs) and have signed with 10 in the US to date. Together with Udacity, Inc., we have also introduced the first RPA nanodegree in the industry.
- **UiPath Automation Cloud for Community.** We provide access to the UiPath platform at no cost to small businesses, NGOs, and other small teams.
- Additionally, we are committed to **partnering with our customers to bring automation training into their organizations** using a combination of online courses, in-person workshops, and hackathons.

# 840,000

users on Academy, our free online training platform which is accessible to anyone who wants to learn how to build and use automation.

As of December 31, 2020

## Built a global program around automation for good

We are committed to leading the conversation around how automation can impact the world around us. In 2020, we developed an immersive and global initiative with our customers, partners, and community stakeholders to facilitate a global conversation on the societal impact of automation.

To maximize our impact, we have engaged in advocacy and public policy debates by participating in trade associations, collaborating with think tanks and responding to public consultations on the topics of automation, artificial intelligence, digital skills and economic recovery. We published two reports and hosted dedicated webinars and roundtables that focused on the important role that automation can play in fostering socio-economic growth and providing a path towards renewal and resilience for organizations and individuals.

Our collaboration with NGOs is multifaceted, ranging from providing technical support to automate internal processes and collaborating on reducing the skills gap, to delivering workforce readiness training for vulnerable groups and fostering employment opportunities. For example, the collaboration between our customer Dentsu, AutonomyWorks, Specialisterren, Autimatic, and UiPath allowed us to help neurodiverse individuals experience more meaningful employment by leveraging automation.



# Empowering People and Communities

5

GENDER  
EQUALITY



8

DECENT WORK AND  
ECONOMIC GROWTH



10

REDUCED  
INEQUALITIES





# Empowering People and Communities

## EMPOWERING PEOPLE AND COMMUNITIES

---

We are committed to creating a positive impact for our employees and our wider community.

Our strongest asset is the people we have been able to attract, retain, and motivate. UiPath is a place where individuals from all backgrounds come together to rethink and reinvent how the world works. We strive to cultivate an innovative culture where individuals of all identities feel like they belong and have the opportunity to grow.

As a part of our purpose to accelerate human achievement, we also work to positively contribute to society by bringing our technology to communities where we believe we can have the most impact. We look for ways to empower and embolden the communities in which we live and work, to identify inequities and unleash the power of automation to solve them. Our employees are committed to this vision and participate actively in these efforts.

In 2020, we:

### Invested in UiPath as a 'best place to work'

UiPath is committed to building a workplace that attracts, develops, and retains the industry's best talent.

### Talent recruitment

In 2020, we continued our recruitment efforts despite COVID-19 challenges. Our hiring accelerated between January 1 and December 31, 2020 to support our hyper-growth. To attract world-class talent, our talent acquisition team is committed to:

- **Predictive hiring** with support from platforms such as LinkedIn Recruiter, LinkedIn Talent Insights, HackerRank, Seekout, and Survale
- **Social media engagement** that leans heavily on employee storytelling on Twitter, Facebook, Instagram, LinkedIn, and our UiPath Careers Page
- **Employee Referral Program (ERP)** that encourages and incentivizes our global community of UiPathers to refer talent to the organization
- **University Recruiting (UR)** relationships with 12+ universities

UiPath is committed to attracting and retaining people across geographies, backgrounds, and perspectives. We advocate for diversity, equity, and belonging in the talent acquisition process in the following ways:

- Drive discussions around the diversity of skills and mindset needed
- Develop gender-neutral marketing content, templates, and job descriptions
- Provide a diverse slate of candidates for interview
- Conduct interview training for hiring diverse teams and understanding biases
- Provide guidelines and best practices for unbiased interviewing

# Empowering People and Communities

## EMPOWERING PEOPLE AND COMMUNITIES

---

### Learning and development

At UiPath, we believe in continuous and meaningful learning and development that helps our people prepare for and thrive in an increasingly dynamic world. Our learning and development program encompasses four main pillars:

- **Leadership Development:** We invest with purpose and intent in our leaders. UiPath leaders at all levels have access to customized programs to help them accelerate growth and results.
- **Employee Development:** More than 1,300 UiPath employees accessed available learning resources, including e-learning platforms, certification training, and high-performing individual contributor programs.
- **Mentorship and Peer Learning:** Our mentorship app, Athena, matches mentors and mentees based on interest topics. The app is a marketplace for exchanging skills, experiences, and knowledge.
- **New Hire Onboarding:** We are committed to world-class onboarding programs and processes to set our new hires up for success. We are constantly improving this experience.

### Employee engagement as a percentage

SASB: TC-SI-330a.2

UiPath launched its first annual employee engagement survey in 2020. During a period of significant growth, our employees remained engaged and committed to the UiPath vision. With a 91% response rate for our inaugural engagement survey, our overall employee engagement score was 74%. This exceeds the global benchmark by 2% as specified by Qualtrics.

### Benefits and wellness

UiPath is committed to offering benefits that meet and exceed the needs and standards of each market in which we operate. Our employee healthcare benefits & wellness programs vary by country, but all global employees have access to:

- Global work/life balance and crisis counseling services through the Employee Assistance Program
- “Wellbeing Wednesday,” a monthly series launched in April 2020
- Premium subscription to Headspace, a mindfulness app
- Premium subscription to Aaptiv, an exercise app
- An employee recognition program (“Avokudos”) that enables employees to recognize and reward their peers
- A flexible PTO policy

### Percentage of employees that are (1) foreign nationals and (2) located offshore

SASB: TC-SI-330a.2

As a global company, our team is located in more than 40 countries throughout the world. Approximately 25% of UiPath employees reside in Romania, where the company was founded, and 25% reside in the United States. Another 25% of our team is evenly distributed between India and Japan, and the remaining quarter of our full-time employees call 40-plus additional countries home.

# Empowering People and Communities

## EMPOWERING PEOPLE AND COMMUNITIES

### Committed to Diversity, Equity, and Belonging

At UiPath, we believe that diversity, equity, and belonging (DEB) drives value for our employees, communities, and customers. We are strong because we welcome diverse perspectives, experiences, and approaches that foster a stronger, smarter, and more informed ecosystem. DEB is a business priority as well as a moral imperative.

In 2020, UiPath recruited a Global Head of Diversity, Equity, and Belonging. The addition of this leadership role enables us to articulate the expected business impact and design strategies that create an environment where employees are valued, respected, and empowered to positively support our culture, our business objectives, and customers.

UiPath is committed to challenging inequities in our internal systems and in the communities we uplift. We invest in education to create equity. In 2020, we:

- Invested in efforts to increase candidate pipeline diversity through external resources such as Jobwel, NPower, and Inroad, as well as outreach to Historically Black Colleges, Black Girls Who Code, and Women Impact Tech
- Increased focus on recruiting women into leadership roles at UiPath, including on the Board of Directors
- Rolled out Global and US-focused anti-harassment, discriminatory and retaliation policies, and training to all employees
- Initiated a mentor-mentee program and Women's Circles

To demonstrate our commitment to diversity in all aspects of our business, our Chief Executive Officer, Daniel Dines, signed the [Tech for Good](#) pledge, committing to 30% of women in leadership and 30% of women in technical roles by 2022.

### Percentage of employee gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees

SASB: TC-SI-330a.3

UiPath has grown quickly across more than 30 countries. Gender, racial, and ethnic diversity is of the utmost importance to UiPath and we are committed to tracking and disclosing detailed representation metrics for future reporting.

#### 2020 Self-Identified Global Gender Diversity\*

	Women	Men
Overall	30%	70%
Executive	13%	87%
Leadership**	24%	76%
Non-Leadership	31%	69%

*\*In 2020, UiPath did not have a formally established job architecture. Data may shift in future disclosures.*

*\*\*Leadership refers to employees Director-level and above, excluding the Executive team.*

# Empowering People and Communities

## EMPOWERING PEOPLE AND COMMUNITIES

### Gender pay equity

UiPath, as reflected in its mission statement, values, and policies (e.g. Code of Conduct), fully supports gender pay equity. We recently executed a global job architecture program to align job titles and levels to create consistency across the organization. The next step in this process, which is underway, will be a robust analysis to ensure that varying genders with comparable roles and responsibilities are compensated equitably. Our intent at UiPath is to undertake a gender pay equity review process annually.

### Committed to philanthropy and community engagement

Guided by our culture and strong values, we continue to invest in community engagement and encourage employees to participate in philanthropic work. In 2020, we:

- **Invested in our UiPath Community.** As of December 31, 2020, more than 1.1 million members participate in our Community, growing by more than 490,000 unique users over the calendar year.
- **Expanded our UiPath Foundation footprint.** UiPath Foundation is an independent, non-governmental, non-profit, non-political, and non-religious global organization founded in 2019 and headquartered in Bucharest, Romania. Its mission is to expand access to education for children, as well as provide access to modern teaching techniques for teachers in vulnerable communities. Since January 2019, UiPath Foundation has supported more than 25,000 children in Romania and India and more than 3,000 teachers in Romania.

In 2020, the UiPath Foundation ran fundraising campaigns for the Global Emergency Fund against COVID-19. The joint efforts of the

foundation and UiPath employees provided immediate support for affected communities in Romania and India, deploying close to \$1 million in a series of outreach initiatives.

- **Engaged employees in local and global causes.** Our employees are actively engaged in supporting global and local organizations in their communities. Supported by the UiPath matching program, employees raised funds in 2020 to support Black Girls Code, the Equal Justice Initiative, InRoads, and similar organizations. Employees also contributed to fundraising efforts for LGBTQIA+ programs, including the Trevor Project, Trans Lifeline, and Outright International.

UiPath actively encourages our employees to evangelize, lead, and/or participate in programs that give back to their local communities. Our employees are distributed across the globe, and our goal is to make it easy for our employees to engage with their local communities. For example, in Bellevue, Washington, our employees participated in a community volunteering effort to build tiny homes for the homeless population and distribute food at a local food bank. In Paris, France, our employees participated in automation and soft skills trainings for a local NGO promoting inclusion of refugees and disadvantaged populations.

# 1.1 million

UiPath Community members.

As of December 31, 2020



# Protecting Our Environment

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION





# Protecting Our Environment

## PROTECTING OUR ENVIRONMENT

As a cloud-based automation platform, our environmental footprint is narrow. However, we strive to increase our efficiencies to minimize the environmental impact of our operations. We are committed to quantifying our impacts and setting sustainability performance targets in future disclosures. We adopted an environmental policy in 2018 to reduce pollution and waste in our physical offices. As we navigate the new normal of return to work, we expect to revisit and update this policy.

In 2020, we:

### Utilized environmentally sustainable cloud services

#### Discussion of the integration of environmental considerations into strategic planning for data center needs

SASB: TC-SI-130a.3

UiPath has a cloud-first approach for both our products and our internal business applications. A significant component of our total carbon footprint is derived from computing; utilizing cloud services enables us to reduce our environmental impact as well as maximize efficiencies.

We utilize Microsoft Azure for more than 90% of our cloud computing needs. We are committed to utilizing Azure as efficiently as possible. First, we take advantage of extensive efficiency improvements that Microsoft has implemented. We also continue to look for areas to right-size our use of Azure. In 2020, Microsoft released a sustainability calculator that has allowed us to more accurately track and optimize our own emissions. Moving forward, we intend to leverage this tool to analyze and disclose our cloud-based GHG emissions in future reporting on our cloud computing.

### Continued commitment to energy and water management

#### Energy & Water Management

SASB: TC-SI-130a.1 | SASB: TC-SI-130a.2

All of our offices are in office buildings that adhere to the newest and highest quality environmental standards in their local market, and meet or surpass standards for energy and water efficiency.

#### Waste reduction efforts

To encourage sustainable behaviors in our offices, we:

- Provide reusable containers for food and beverages to reduce single-use bottle and utensils
- Provide employees with easy access to recycling containers across the office

### Worked with customers and partners to help them achieve their environmental goals

Like UiPath, companies across the globe - including many of our customers and partners - recognize the importance of prioritizing ESG goals, progress, and disclosures. Automation technology can help companies comply with ESG commitments, particularly in the areas of reporting and auditing. In 2020, we partnered with customers and partners across industries to help them understand how to leverage the UiPath platform to automate ESG reporting and compliance activities. For example, software robots can help companies go paperless, track progress on environmental targets such as carbon emissions, and assist with auditing activities.



# Fostering Good Governance

8 DECENT WORK AND  
ECONOMIC GROWTH



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS





# Fostering Good Governance

## FOSTERING GOOD GOVERNANCE

We strive to conduct our business with integrity, ensure human rights are upheld and respected throughout our value chain, and safeguard the data and user experience of our customers.

In 2020, we:

### Upheld strict data privacy and security standards

#### Description of policies and practices relating to behavioral advertising and user privacy

SASB: TC-SI-220a.1

UiPath maintains a public [Privacy Policy](#) that contains details relative to how UiPath collects, uses, and processes user personal data and the measures put in place to maintain the integrity of personal data. The policy contains information about the use of analytics tools, behavioral data, profiling, and marketing-purposed use of personal data. UiPath also maintains a [Cookies Policy](#).

UiPath has also implemented internal policies pertaining to personal data and is working to enhance the protection of personal data internally by:

- Data mapping procedures designed to set out the rules for data collection and the limits of data sharing within the company
- Data retention procedures aimed to set out the applicable timelines to retain personal data

Within the EU, UiPath maintains GDPR standards and is aiming to uphold GDPR standards globally, while applying different standards

of protection in some local jurisdictions, including for marketing, sales, and recruitment purposes, or as otherwise directed by the relevant local legislation.

- UiPath collects data in accordance with the applicable law, using the available legal basis for collection e.g., consent, contract performance, legitimate interest, or legal requirement.
- UiPath generally uses the collected data for contract performance, for providing its offering, for marketing and data generation purposes, and to build new and improved products.
- Typically, data is retained for as long as it is needed for the purpose for which it was collected. Sometimes, on account of regulatory requirements, the data may be retained for a longer period.

#### Number of users whose information is used for secondary purposes

SASB: TC-SI-220a.2

UiPath does not generally process data for secondary purposes. However, where use for secondary purposes is envisaged, it would be subject to preserving the adequate legal basis.

#### Total amount of monetary losses as a result of legal proceedings associated with user privacy

SASB: TC-SI-220a.3

For information on legal proceedings, please refer to periodic reports UiPath files with the [U.S. Securities and Exchange Commission](#) ("SEC").

# Fostering Good Governance

## FOSTERING GOOD GOVERNANCE

### List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring

SASB: TC-SI-220a.5

To our knowledge, there are none. However, there are certain limitations on personal data in countries such as Russia and China.

### (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected

SASB: TC-SI-230a.1

UiPath is constantly working to improve its privacy and security practices and reduce the risk of data breaches. UiPath is working to design processes focused on data protection, implement policies on data access and data mapping and train personnel on a recurrent basis. UiPath maintains a partner code of conduct requiring high industry standard practices on data privacy and security and is embedding privacy and security in the product design and development.

### Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards

SASB: TC-SI-230a.2

Business partners and vendors are required to implement high industry standard practices. UiPath maintains the right to perform vendor audits. UiPath delivers training annually to employees and use of technology is subject to prior formal review.

UiPath performs regular audits on its products and processes and maintains: SOC 2 Type 2, ISO/IEC 27001, ISO 9001. Other certifications are on the roadmap plan. UiPath products are Veracode verified.

### Continued to promote an ethical workplace

Our commitment to promote and maintain an ethical workplace is demonstrated in our [Global Code of Conduct](#) that applies to internal and external stakeholders.

We conduct annual employee training on the Code of Conduct, and we have an external ethics and compliance confidential reporting hotline.

### Global Partner Code of Conduct & Human Rights

This [Global Partner Code of Conduct](#) sets out our expectations and defines the minimum 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 (ILO) Conventions.

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.

# Fostering Good Governance

## FOSTERING GOOD GOVERNANCE

### **Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations**

SASB: TC-SI-520a.1

For information on legal proceedings, please refer to periodic reports UiPath files with the SEC.

### **UiPath Risk Management Overview**

#### **Number of (1) performance issues, (2) service disruptions, and (3) total customer downtime**

SASB: TC-SI-550a.1

UiPath launched General Availability of our first UiPath cloud products in May 2020 with a Service Level Agreement (SLA) target of 99.5%. Throughout the rest of 2020 we launched additional products and services with this same target, which we substantially achieved or exceeded. In 2020, we experienced several smaller disruptions (which we announced on [status.uipath.com](https://status.uipath.com)) but we quickly remediated the problems and stayed within our error budgets.

#### **Description of business continuity risks related to disruptions of operations**

SASB: 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 grow, 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.

### **Established ESG Oversight**

We have implemented a robust ESG governance framework intended to leverage the knowledge and expertise of our internal and external stakeholders. Our ESG Steering Committee, which consists of leaders from UiPath Marketing, Finance, Investor Relations, and Legal teams, has been empowered to develop and implement an ESG strategy with support from cross-functional stakeholders in Product and Engineering, IT, Procurement, Legal, and the People Team.

#### **The ESG Steering Committee focuses its efforts on the following:**

- Assess our environmental footprint, demographics, and corporate social responsibility initiatives
- Develop short- and long-term strategies to achieve our ESG targets
- Implement our ESG strategy and ensure an adequate means to track, report, and amplify our efforts
- Leverage UiPath internal and external stakeholders, including our employees, contractors, partners, and customers, to achieve our overall mission

# Fostering Good Governance

## FOSTERING GOOD GOVERNANCE

At the Board of Directors level, [the Nominating and Corporate Governance Committee](#) is responsible for overseeing ESG matters at UiPath. As formalized in its charter, the Committee shall consider social responsibility, environmental, and sustainability matters as it determines appropriate and make recommendations to the Board of Directors regarding, or take action with respect to, such matters.

### Corporate Governance Best Practices

#### Board of Directors Composition

Average Age	49
Gender Diversity	33% Female   67% Male
Independence	89% (8 out of 9 directors are independent)
Lead Independent Director	Yes
Standing Board Committee Independence	100%

### Best Practices

- Non-employee directors limited to 4 other public company board of directors and no more than three public company audit committees
- Continuing education for directors and onboarding for new directors
- Board oversight of ESG by the Nominating and Governance Committee

### Accountability

- Annual election of all directors
- Annual Board of Directors and Committee self-evaluation
- Annual evaluation of CEO by independent directors
- Shareholder right to call a special meeting
- Shareholder right to act by written consent
- No poison pill







# About Us





# About Us

## ABOUT US

UiPath was founded in 2005 in Bucharest, Romania, as a company principally focused on building automation scripts and developing computer vision technology, which remains the foundation of our platform today. We listed on the NYSE under the ticker symbol “PATH” in April 2021. We are at the forefront of technology innovation and thought leadership in automation, offering an end-to-end platform that provides automation with user emulation at its core. Our platform leverages computer vision and artificial intelligence (AI), which empowers software robots to emulate human behavior and execute specific business processes. This allows employees to spend less time on mundane tasks and more time on higher-value work. Our technology enables organizations to seamlessly automate business processes across legacy information technology systems, on-premises applications, and cloud-native infrastructure and applications—all without significant changes to the organization’s underlying technology infrastructure. Our platform is purpose-built to be used by employees throughout a company and to address a wide variety of use cases, from simple tasks to long-running, complex business processes.

We live our values at UiPath. These values describe our aspirations from a cultural perspective at our global company. We strive to be:

- **Humble:** we listen, learn, and help others
- **Bold:** we challenge, seek, and explore
- **Immersed:** we consider, reflect, and imagine
- **Fast:** we act, preempt, and transform

These values describe our aspirations from a cultural perspective at our global company.

### Activity Metrics\*

Revenue (\$MM)	607,643
Full time employees	2,863
Number of customers <i>SASB: TC-SI-000.A</i>	7,968 customers

*\*Activity metrics reflect fiscal year-end, as provided in the UiPath Registration Statement on Form S-1 (File No. 333-254738) for the IPO filed with the SEC pursuant to Rule 424(b)(4) on April 21, 2021.*





Questions? Please contact  
[investor.relations@uipath.com](mailto:investor.relations@uipath.com)