



**NON-FINANCIAL DECLARATION  
FOR FISCAL YEAR ENDED AT  
31 JANUARY 2024**

**UIPATH SRL**

## **UIPATH SRL**

Non-Financial Declaration for fiscal year ended 31 January 2024

*(all amounts in Romanian Lei ("RON"), unless specified)*

*The non-financial reporting is prepared in accordance with Directive 2014/95/EU of the European Parliament and of the Council, based on the Guide on the reporting of non-financial information (2017/C215/01) and contains non-financial information and information on the diversity of the company's activities.*

*Considering the specifics of UiPath SRL's activity, developing and marketing software products, objectively, not all the indicators specified in the aforementioned guide are applicable to the company.*

*This non-financial statement contains information regarding the core activities of UiPath SRL that influence both the company and the stakeholders, and provides a description of the impact factors, management and results.*

### **1. Company Presentation**

UiPath SRL (the "Company") is a limited liability company established on 03.07.2015, the registered office being registered at 4 and 11 Vasile Alecsandri and Constantin Daniel Street, Building A, 5-6 Floor, Sector 1, Bucharest, Romania. The company is registered with the Trade Register under the number J40/8216/2015.

UiPath develops and sells software products (software through which processes are run automatically, based on rules and commercially referred to as ("robots") that can automate repetitive processes within the activities carried out within a company. In the IT industry, the generic name of this area is "RPA" and "AI" (acronym for "Robotic Process Automation", respectively "Intelligent Automation"). RPA and AI solutions are intended, in particular, to automate internal work processes within companies, public institutions and government authorities.

Automating repetitive rule-based business processes or connecting existing systems to digital technologies based on software robots and artificial intelligence, bring numerous benefits to companies, including:

- increasing the speed of work;
- improving operational efficiency and quality of services offered to customers;
- cost reduction;
- freeing employees from repetitive tasks, thus giving them more time for creative and constructive activities.

Moreover, the implementation and use of AI technology is not conditioned by a sophisticated IT infrastructure or applicability in a certain type of industry, as software robots automate the actions that a human would take while working on a computer.

### **2. UiPath Business Model**

The UiPath platform is a standardized software product made available online, very easy to implement with other software solutions in organizations due to its extensive compatibility with them. The platform is constantly being developed to meet the needs of customers and provide them with a complete automation experience.

Automation processes can be divided into three main categories: Discovery Phase, Automation Phase and Operation Phase, UiPath offers specific software products for each of these phases.

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### *Discovery Phase*

This phase involves the continuous discovery of opportunities for automating business processes. The products that UiPath offers in this category include:

- **Process Mining:** UiPath Process Mining este o platforma avansata de optimizare continua a proceselor operationale. Principalul sau obiectiv este acela de a transforma datele din sistemele IT in vizualizari intuitive ale proceselor, asigurând o imagine holistica a proceselor operationale.
- **Task Capture:** Un instrument de intelegere a proceselor care asambleaza fluxuri de lucru pas cu pas intr-o documentatie usor utilizabila.
- **Task Mining:** Este un instrument centralizat de intelegere a proceselor, care faciliteaza descoperirea proceselor si clasificarea potentialului de automatizare.
- **Automation Hub:** Automation Hub este o platforma deschisa, transparenta si colaborativa si un depozit de componente reutilizabile care accelereaza adoptarea RPA intr-o organizatie.
- **Communications Mining:** Extrage informatii relevante din comunicările de afaceri pentru a identifica si cuantifica oportunitatile de automatizare.

### *Automation Phase*

The automation phase involves accessing a digital workforce that collaborates with the human resource to automate business processes. The main products that UiPath offers in this category include:

- **UiPath Studio ("Studio"):** allows users to model the automation in a visual, no-code way and uses a recorder to build the automation, tracking the user's work;
- **Attended Robot:** operates on the same workstation as the user, to help the person perform their daily tasks by executing process models designed in the Studio. Usually, the assisted bot is triggered by user events.
- **Unattended Robot:** Runs unattended in virtual environments and can automate any number of process models designed in Studio. In addition to the capabilities of the assisted robot, this robot is responsible for executing processes without the need for human intervention;
- **Apps:** A suite of low-code, web-based, drag-and-drop business applications that allows users to build and deploy enterprise applications.
- **Document Understanding:** Combines RPA and AI technologies to extract and interpret data from different documents, ensuring end-to-end document processing.

### *Operation phase*

The operations phase involves running and optimizing large-scale automations at enterprise level. The main products that UiPath offers in this category include:

- **UiPath Insights:** UiPath Insights is a solution that tracks, measures, and forecasts the performance of your entire automation program.
- **Test Suite:** It is an automated software testing solution.

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- UiPath Orchestrator ("Orchestrator"): allows customers to manage the developed robots, allowing the administration of critical elements, such as: launch management, centralized logging, reporting, auditing and monitoring, remote control, workload balancing and asset management;
- Automation Cloud: UiPath Automation Cloud is the Enterprise SaaS solution, ready for immediate provision and use, that manages all automation resources in a single cloud location.

The company offers its customers licenses, allowing them to either install RPA software on their own hardware or access software in the cloud. Also, UiPath also offers support in implementation services, consulting and technical services in relation to the UiPath RPA platform, either directly, but especially, through its business partners or training partners.

The company offers its products and provides services for customers both on the domestic market and especially on the international market.

At the level of the UiPath group, the licensing of the products is provided by UiPath Inc (USA) and UiPath SRL (Romania) or by designated UiPath routine distributors, such as UiPath KK (Japan) and UiPath Robotic Process Automation India Private Limited (India) based on licensing agreements concluded with end customers in those territories. According to the agreement for participation in the sharing of costs and contributions regarding the research and development activity, UiPath Inc licenses the software products in the North American area (USA, Canada and Mexico), while UiPath SRL licenses the software products to customers worldwide except for the North American area.

For direct sales, the Company has a sales support team located in Romania and mainly contracts with affiliated companies to provide these services in the territories where sales are made and which is involved in the process of concluding contracts with customers around the world, except in North America (where these sales are carried out by UiPath Inc), in India (where sales are made by UiPath RPA India Ltd.) and Japan (where these sales are made by UiPath KK).

At the level of the sales support team located in Romania, the decision-making management takes place based on the information received from each country/market from the sub-contractors and/or business partners in those countries, as described in the paragraph below.

In order to sell UiPath products on the markets of Europe, Asia and Australia, the Company has concluded contracts with entities within the UiPath Group, or with various sub-contractors, which help to increase the visibility of UiPath products locally. The activities carried out by the affiliated entities and contractors are of an administrative nature, being limited to market prospecting and identifying potential customers. Once the potential customers are identified, the sales support team in Romania is the one that finalizes the contractual conditions with these customers.

The company is wholly owned by UiPath Netherlands Holding BV, a company established under Dutch laws. UiPath Netherlands Holding BV is in turn wholly owned by UiPath Inc., the parent company of the group, a company established under the laws of the United States of America, which is listed on the New York Stock Exchange. The consolidated annual financial statements are prepared at the level of the parent company UiPath, Inc., with its registered office in the United States of America, One Vanderbilt Avenue, 60th Floor New York, NY 10017, [www.uipath.com](http://www.uipath.com).

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### 3. RPA Software Market

The growing interest in RPA solutions at international level is also visible in the evolution of the number of companies that conclude partnerships with UiPath. The main competitive advantage of UiPath is the intellectual property that is in continuous development, as well as the extremely simple and friendly interface for the users of the UiPath platform.

Companies have very quickly adopted UiPath's RPA platform given the user-friendly interface, as well as the continuous technological innovation and constant investments in the development of the UiPath platform, respectively the development of the technical capacity to interact with other software products, developed by other companies in related fields.

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### 4. The main factors influencing our operations

Our results of operations and financial position are impacted by macro factors affecting our industry, including the proliferation of cloud-based applications, the cost of skilled human capital, and the global demand for automation solutions. While our business is influenced by macro factors, the results of our operations are more directly affected by certain company-specific factors, including:

- Developing our global customer base

We believe there is a substantial opportunity to continue to grow our customer base. Additionally, we believe that as more organizations adopt our automation platform and experience quantifiable competitive advantages, other



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organizations will adopt automation as a necessary tool to compete. While we sell to organizations of all sizes and in a wide range of industries, our company focuses on the largest organizations, including large enterprises and governments. We also use a sales team focused on small and medium-sized businesses.

- Expansion of the existing customer base

We use a "Land and Expand" business model focused on offering products that are easy to adopt and with a short recovery period. We believe there is a significant opportunity for us to become a strategic partner for our customers on their automation journeys. We can stimulate further sales expansion through the following vectors:

- Implementation of several robots in different departments;
- Providing more employees with their own robot assistants;
- Increasing the adoption of the platform's products;
- Extend use cases for automation

### Supporting innovation and automation

Our success depends on our ability to sustain innovation and leadership in the RPA market to maintain our competitive edge. We believe we have built a differentiated automation platform and intend to continuously increase the value we deliver to our customers by investing in expanding the capabilities of our platform. We have made and will continue to make significant investments in research and development to strengthen our existing technology and improve our usability to improve the productivity of our customers.

- Continuation of investments to develop and expand the business

We believe that our opportunity in the RPA market is substantial. We intend to continue to invest in the expansion of all organizational functions in order to develop our operations both domestically and internationally. These investments include:

- Investments in product development, including investments in our product development team and the development of new products and new functionalities for our platform, as well as investments in the further optimization of products and technological infrastructure, including system architecture, scalability, availability, performance and security;
- Strategic acquisitions or investments; identifying and acquiring companies and products or technologies that we believe could complement or extend our platform;
- Investments in our sales and marketing organization to increase brand awareness and drive adoption of our products;
- Investments in our international operations and continued international expansion; And
- General administration, including increased legal and accounting expenses associated with being a public company.

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The main risks that can influence the company's operations include:

- **Financial risks**

*Interest rate risk*

The Company's exposure to the risk of interest rate changes relates primarily to the Company's floating interest loans. As of January 31, 2024, the Company has no loans contracted.

*The risk of exchange rate changes*

The company has transactions and loans in a currency other than the functional currency (RON).

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Company's exposure to the risk of changing exchange rates refers mainly to the operational activity, the Company having transactions in a currency other than the functional currency (lei).

The vast majority of income and expenses, trade and other receivables and liabilities are in USD and EUR, respectively. The company monitors currency risk by tracking changes in exchange rates in the currencies in which its internal balances and external liabilities are denominated.

During the financial years ended January 31, 2024 and January 31, 2023, the Company periodically used foreign currency forward contracts to reduce exposure to currency fluctuations.

*Credit risk*

The Company's policy is that all clients who wish to carry out commercial relations under credit conditions are subject to verification procedures. Moreover, the receivables balances are permanently monitored, resulting in an insignificant exposure of the Company to the risk of bad debts

- **Data privacy and cybersecurity risks**

We have legal and contractual obligations regarding the confidentiality, protection and appropriate use of personally identifiable information and other proprietary or confidential information. Data privacy has become a significant issue in the United States, European Union countries, and many other countries where we operate and where we offer our products.

The regulatory framework for global privacy issues is rapidly evolving and is likely to remain uncertain for the foreseeable future. Failure to comply with the laws of each jurisdiction can subject us to significant penalties. We also operate in an industry prone to cyberattacks.

We may in the future become the target of cyberattacks by third parties seeking unauthorized access to confidential data or disrupting our ability to provide our services. The company constantly invests resources in complying with the data privacy and cybersecurity laws of each jurisdiction in which it operates and in increasing cybersecurity.

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- **Regulatory Compliance Risks and Government Issues**

The Company is subject to laws that combat corruption, bribery, money laundering and similar laws, and failure to comply with these laws may subject us to criminal or civil liability and may affect our business, financial condition and results of operations. The company has zero tolerance for these issues and has adopted a number of policies and procedures to address compliance with such laws.

The anti-corruption and bribery policy adopted within the company aims to protect UiPath's values and reputation by establishing the company's commitment to integrity and ethical behavior. The policy applies to all UiPath employees, contractors and professionals. UiPath adheres to a zero-tolerance approach to bribery. It is the duty of all employees and persons associated with UiPath to be aware of applicable local laws regarding anti-bribery regulations.

**5. Personnel, social and environmental aspects****Automation as a driver of good**

A conversation about our impact wouldn't be complete without a discussion about how our technology is making a positive impact in the world. We call this "Automation for Good," and we're committed to pursuing it in three ways.

First, we empower our customers, partners, and community to use automation to solve global challenges. The UiPath automation platform supports people as they work to solve challenges in areas ranging from health and well-being to sustainability and humanitarian concerns.

We are also committed to helping people gain the skills they need to succeed in the field of the work of the future. Automation promises to unlock productivity and creativity, but this requires digital literacy and fluency in new skills. We also maintain our focus on the broader understanding and support the alignment of standards in our industry. Automation and AI are powerful tools which should be implemented with care and attention.

Our environmental, sustainability and governance (ESG) strategy begins with carefully managing the direct impact of our operations on our people, the environment and our communities. We are also committed to working with our clients to help them use the UiPath Platform in support of their own ESG goals.

We consider our ESG work to be a responsibility and we take this obligation seriously. We are dedicated to building a business that our employees, customers, partners, investors, and community members can trust fundamentally today and in the future. We have infused ESG principles into our operating practices and decisions, working to deliver better results and value for our stakeholders.



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### ESG principles

**Automation for good:** Using automation to solve global challenges and equipping people with the skills needed to succeed.

We believe that the UiPath platform has the profound ability to make a positive impact on the world around us. Our commitment to automation as a driver for good has been fundamental to our business since the company's inception. We are relentlessly looking for ways to implement automation technology to help people solve complex global challenges in areas ranging from public health to workplace inequality and humanitarian crises.

Automation skills are becoming increasingly vital to success in the workplace. We are determined to ensure that people around the world have the skills they need to succeed in the future of work.

**Empowering our people:** Cultivating an inclusive culture that enriches the communities in which we live and work.

Our global workforce is united by the same ambitious goal: to accelerate human achievement. From our parent company's headquarters in New York to Romania, where our story began, we believe in a culture-oriented, inclusive organization where people can feel safe being themselves, empowered to develop their careers, competitively rewarded and challenged to do their best.

We believe that we have a duty to give back to the communities in which we live and work. Our people demonstrate this commitment every day by actively participating in their respective communities. Globally we have used donation platforms to support 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 all.

What we do:

- Promoting a diverse and inclusive work environment
- Attracting and developing talent
- Supporting and rewarding employees
- Contribution to the Community

**Ensuring good governance:** Promoting and maintaining ethical business practices that inspire trust.

We rely on the trust of our customers and we aim to earn it every day. We are committed to promoting and maintaining an ethical work environment, protecting our clients' data, managing risks, and building ongoing value for stakeholders through the practice of good governance and oversight. We understand that our reputation and continued success depend on the continued fulfillment 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 spread from our executive team, our people, and our suppliers and partners.

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What we do :

- We promote and maintain ethical business practices that inspire trust
- Business Integrity
- Data Privacy & End-User Protection
- Information Security & Cybersecurity
- Enterprise Artificial Intelligence (AI) Corporate Governance

**Protecting the planet:** Creating a more sustainable future by reducing our environmental impact.

We believe we have a responsibility to help create a more sustainable future for all. As a company, we take action to measure and reduce our impact on the climate, in line with the goals set by the Paris Agreement. We also believe that 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 requires urgent action. To limit the temperature increase to 1.5 degrees Celsius - in line with the Paris Agreement - global greenhouse gas emissions must be halved by 2030. Action on this scale will require the determination and coordination of all stakeholders, including companies like ours. According to the UN Environment Program, the private sector is essential for creating innovative and technological solutions to global environmental challenges.

What we do:

- Creating a more sustainable future by reducing environmental impacts
- Carbon footprint management
- Natural resource management
- Environmental surveillance
- Reducing our impact

UiPath is committed to going beyond simply measuring and reporting our climate impact – we are actively working to reduce it. To date, the steps we have taken to reduce our environmental impact include:

### **Cloud-service-oriented approach:**

We do not own any data centers and use sustainable cloud services for our products and applications. We use Microsoft Azure for most of our cloud computing needs and are committed to continuously improving efficiency to right-size our cloud usage. Some of the key initiatives we've taken to optimize our cloud-based emissions include disposing, resizing, and shutting down unused or idle resources through the use of automation, as well as adopting cutting-edge technologies like containers and microservices.

### **Sustainable Travel:**

While our employees started traveling for business after a sharp drop in fiscal 2021 and fiscal 2022, we saw an increase in travel-based emissions in fiscal 2023. Our employees are located in more than 30 countries, and travel is a valuable way for us to meet each other, as well as our customers and partners. But we understand that travel - especially air travel - is an activity that emits a lot.

To reduce our carbon footprint, we encourage UiPath employees to be mindful when organizing events and traveling for work. We encourage virtual events and meetings whenever possible, strive to limit in-person events to only those for legitimate business purposes, and encourage the use of public transportation instead of air travel

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when possible. As we work to further reduce our impact on the environment, we will continue to explore opportunities to promote efficient travel.

### **Sustainable offices:**

UiPath strives to ensure that our office spaces, respective buildings and event spaces comply with the highest environmental standards. We are also committed to improving the energy efficiency of our existing office spaces, including by promoting energy saving and recycling among our employees.

### **Human Capital Management**

UiPath is an organization with strong values of responsibility and integrity. Our Code of Conduct contains general guidelines for conducting business with the highest ethical standards.

UiPath promotes a work environment where open and honest communications are encouraged. The Company encourages employees to contact their direct manager or management in cases where there are indications that violations of policies or standards of conduct have occurred. In situations where the employee wishes to do so confidentially, this is possible through a direct line, hosted by an external provider (Ethics Point). Employees are thus encouraged to submit reports regarding violations mentioned in the Code of Conduct, policies and processes of the Company. The information provided by employees will be sent by Ethics Point on a completely confidential and anonymous basis.

UiPath promotes a culture of belonging. We value diversity, treat people with respect, and provide equal opportunities for employment, growth, and advancement. We expect everyone to bring their unique strengths and perspectives, and we see diversity as a major driver of innovation.

Through its Global Anti-Harassment, Anti-Discrimination and Anti-Retaliation Policy, UiPath is committed to establishing and maintaining a work environment free from discrimination, retaliation or harassment of any kind. UiPath employees should thrive in a positive environment, therefore, UiPath will not tolerate behavior that will negatively impact employee well-being. No employee or applicant for employment shall be discriminated against on the basis of race, color, age, religion, sex, sexual orientation, gender identity and expression, national origin, disability, military and/or veteran status, or any other legally protected class.

The rights and obligations of the employees stipulated in the individual employment contracts were developed in accordance with the respect for human rights and local legislation, the employees benefiting from equal and non-discriminatory treatment at all times.

The employees' activity is carried out according to the internal operating regulations and the job description.

The company evaluates its employees based on an internal procedure, annually or periodically.

UiPath SRL has prepared and analyzed the report in accordance with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council (the "Taxonomy Regulation") for the financial year 2024 (1 February 2023 – 31 January 2024), which is included as Annex 1 to this Non-Financial Statement.

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*(all amounts in Romanian Lei ("RON"), unless specified)***UiPath Academy**

In addition to offering training services directly and through partners, UiPath has developed the UiPath RPA Academy ("UiPath Academy"). The UiPath Academy is the first online training platform open to RPA users and partners. Through the UiPath Academy, developers and users can learn the fundamentals of working with the UiPath platform and gain the knowledge and experience necessary for RPA development. The training includes an online platform, tailored to key roles within an RPA team. The platform includes training documentation, such as tests designed to accelerate learning, demos, and video support. In addition, developers have the ability to start an automation project under the supervision of the UiPath training team, through interactive webinars. By offering the UiPath Academy, the Company ensures a better penetration of the RPA market with its own solution, providing any user with all the necessary tools to learn the technical details of the platform and develop robots. In the end, this translates into an increase in license sales to end customers, as the UiPath solution will have an RPA developer base that will allow for more efficient deployment.

With a similar purpose to the UiPath Academy, the Immersion Lab was created, offering potential customers and partners a unique place to explore UiPath solutions, test the applicability for their needs and give them access to the UiPath developer community. Thus, through the events held and the popularity of the Lab, UiPath strengthens its position on the RPA market by attracting clients who appreciate the innovative character of the Company (please find attached, as an example, the list of events held in the Immersion Lab).


**Environmental issues**

UiPath is committed to providing employees with a safe and healthy workplace and minimizing the company's environmental footprint by promoting environmentally conscious behavior within the company and in its daily work. The main steps taken by the company to reduce the impact on the environment are set out in the Environmental Policy adopted by the Company, and mainly include actions to reduce waste and consumption in UiPath's offices (paper, water, electricity), involvement in recycling activities and tree planting activities.


**6. Medium/long-term strategy Romania**

UiPath wants to continue the significant investments in the development of the R&D center in Romania that will occupy the main role in the medium and long term and maintain intellectual property in Romania further. Also, the Group's business model places Romania at the center of all commercial activity, with the sales teams and other support functions having Romania as the main center within the Group.

**25 September 2024****Administrator,**  
Marilena Visan

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**Administrator,**  
Ionut Sas

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## **Annex 1**

### **Taxonomy – UiPath SRL**

Report under Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council ("Taxonomy Regulation") Financial Year 2024 (February 1, 2023 – January 31, 2024)

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## Introduction

This taxonomy report is prepared at the level of UiPath SRL ("UiPath" or "the Company"). This section presents the key performance indicators provided for in Article 8 of the EU taxonomy, EU Regulation 2020/852 and related delegated regulations. The EU taxonomy is a classification system that defines economic activities that can be considered environmentally sustainable. The taxonomy regulation is a key element of the action plan developed by the European Commission, which aims to redirect capital flows towards a greener and more sustainable economy. This regulation defines the criteria and standards necessary to classify sustainable investments, thus facilitating the allocation of financial resources to projects and economic activities that contribute to achieving the objectives of sustainability and environmental protection. The EU taxonomy is a classification system through which six environmental objectives are established:

- climate change mitigation
- climate change adaptation
- sustainable use and protection of water and marine resources
- transition to a circular economy
- pollution prevention and control
- protection and restoration of biodiversity and ecosystems

The information comply with the reporting requirements under art. 8 of the Regulation on taxonomy and art. 10 para. (2) of the Delegated Act (Commission Delegated Regulation (EU) 2021/2178) and subsequent amending acts, Delegated Regulation (EU) 2021/2139, Delegated Regulation (EU) 2022/1214 Delegated Regulation (EU) 2023/2485 and Delegated Regulation (EU) 2023/2486.

An "eligible" economic activity is an activity that corresponds to the description of one of the activities defined in Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2022/1214. An "eligible" activity has the potential to be considered environmentally sustainable (i.e. "aligned") if it also meets the additional criteria listed in the delegated acts under the Regulation. More specifically, an economic activity is eligible regardless of whether it already meets one or all of the technical examination criteria provided. An "aligned" activity must comply with the following 4 conditions, as provided for in Article 3 of EU Regulation 2020/852:

- contributes substantially to one or more of the six environmental objectives;
- does not significantly harm any of the other five environmental objectives;
- respects the minimum social guarantees regarding the duty of care in terms of human rights, the fight against corruption and bribery, fair taxation and fair competition; and
- complies with the technical examination criteria that have been set by the EU and are listed in the delegated acts Eligibility and compliance with the EU taxonomy must be reported from a financial point of view, as a percentage of a company's total revenue, total capital expenditure (CAPEX) and selected operating expenses (OPEX).

The EU taxonomy is progressively introduced over several years in all EU member states. For the financial year 2024 (February 1, 2023 – January 31, 2024), UiPath reports its contribution in terms of "eligible" and "aligned" activities for two of the six environmental objectives: climate change mitigation and adaptation to climate change, as well as "eligible" activities for the other four environmental objectives (sustainable use and protection of water and marine resources, prevention and control of pollution, transition to a circular economy, including waste

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prevention and recycling, protection and restoration of biodiversity and ecosystems) in accordance with Art. 8 of the Regulation on taxonomy and art. 10 para. (2) of the Delegated Act (Commission Delegated Regulation (EU) 2021/2178) and subsequent amending acts.

UiPath carried out the assessment for its financial year 2024 (February 1, 2023 – January 31, 2024) using the EU taxonomy regulation acts and related documentation, the additional guidelines issued by the European Commission in the form of frequently asked questions (FAQs) and, where the criteria and guidelines still leave room for interpretation, independent analysis of the criteria. The EU taxonomy is itself subject to periodic review, and the interpretation of the taxonomy and its criteria may change over time, which could lead to different results in terms of eligibility and alignment with the EU taxonomy in future reporting periods.

## General Presentation

UiPath is a software company that performs research and development and software development in the Intelligent Automation and Specialized and Agentic AI and ensures the fulfilment of the object of activity in terms of efficiency, transparency, safety, non-discriminatory access and competitiveness regarding AI and automation technology, in compliance with the requirements of European and national legislation, as well as quality, performance, environment and sustainable development standards.

The table below shows the proportion of ineligible, eligible and aligned economic activities from the perspective of the Taxonomy for UiPath, according to art. 8, para. (2) Regulation on taxonomy in conjunction with art. 10 para. (2) of the Delegated Act.

Proportion of ineligible, eligible and aligned economic activities as per the Taxonomy (by turnover, CAPEX and OPEX)

KPI	Total (RON)	Eligibility – Financial Year 2024		Alignment – Financial Year 2024
		Share of economic activities eligible for taxonomy (%)	Share of economic activities ineligible for taxonomy (%)	Share of economic activities eligible and aligned with taxonomy (%)
Turnover	2,962,925,140	0%	100%	0%
Capital Expenditure (CAPEX)	12,695,293	0%	100%	0%
Operational Expenditure (OPEX)	2,104,655,211	0%	100%	0%

## Activity Description

### EU taxonomy eligibility assessment for financial year 2024

To assess whether the activities of UiPath are eligible based on the EU taxonomy, the descriptions of the activities and/or services offered were compared with the descriptions of the activities in the taxonomy that contribute to the 6 objectives. The main activity of the company consists in performing research and development and software



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development in the Intelligent Automation and Specialized and Agentic AI areas, according to CAEN code 5829 (equivalent to NACE H58.29/ J62), with over 99% of revenues coming from software development.

### Main activity

The main activity of UiPath consists in research and development and software production in the Intelligent Automation and Specialized and Agentic AI areas. Thus, UiPath SRL identified its main activity related to CAEN code 5829 as potentially eligible, according to the description of the activity 8 – Computer programming, consultancy and related activities. The requirements of the Delegated Regulation no. 2021/2139 include the description of the activity and, since it refers to climate adaptation, include also robust climate vulnerability studies to be performed at all locations in where the Company’s activities take place, to account for potential climate risks over climate change. The Climate Vulnerability Study is yet to be developed by the Company.

The turnover related to the income-generating activities that are potentially eligible to the taxonomy is worth RON 2,962,925,140, which represents a weight of over 99% of the total turnover. The value of the amount of CAPEX related to the activities potentially eligible for the taxonomy is RON 12,695,293, and the operational expenses (OPEX) related to the activities potentially eligible for the taxonomy are in proportion to RON 2,104,655,211. These figures are associated with the main activity of the Company, which needs further actions to comply with eligibility and alignment requirements. The results of the DNSH analysis and the results of the verification of the fulfilment of minimum social guarantees can be found in the following tables below.

## DNSH Analysis Results

### Eligible Activity 8 – Computer programming, consultancy and related activities contribution to climate adaptation

Environmental objectives assessed according to technical criteria  Substantial Contribution	Result
Adaptation to climate change	Partially meets the criteria, a full-scale climate vulnerability study needs to be finalised.
Environmental objectives assessed according to DNSH principles	Result
Climate mitigation	N/A - there are no DNSH requirements for this objective
Sustainable use and protection of water and marine resources	N/A - there are no DNSH requirements for this objective
Transition to a circular economy, including waste prevention and recycling	N/A - there are no DNSH requirements for this objective
Pollution prevention and control	N/A - there are no DNSH requirements for this objective
Protecting and restoring biodiversity and ecosystems	N/A - there are no DNSH requirements for this objective

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The activity does not make a substantial contribution to the objectives of the Taxonomy – **Adaptation to Climate Change**, according to the assessment carried out. The DNSH evaluation was carried out in this regard.

**Minimum Social Criteria Fulfilment Verification**

UiPath carries out an economic activity aligned with the OECD Guidelines for multinational organizations and the UN Guiding Principles on Business and Human Rights (including gender equality and the exploitation of minors, as well as the principles and rights established in the eight fundamental conventions identified in the Declaration International Labor Organization on fundamental principles and rights at work and the International Charter of Human Rights).

Summary - Fulfilment of minimum social guarantees		Result
Commitment to respecting human rights		Yes
Human rights reflected in operational policies and procedures and embedded throughout the organization		Yes
Human rights background check process to identify, prevent and mitigate human rights impacts in operations and supply chain		Yes
Complaints mechanism (including legal rights of action in court)		Yes
External communication on how human rights impacts are addressed		Yes
Identifying and redressing adverse human rights impacts through legitimate processes		Yes
Tax risk management policy		Yes
Health and Safety Policy		Yes
Labor Policy (Labour Code)		Yes
Policies that set standards for responsible business conduct:	GDPR - Processing of personal data	Yes
	Anticorruption Policy	Yes
	Warning mechanism/procedure	Yes
	Procurement policy/procedure	Yes
	Union policy - collective bargaining - employment contract	Yes
	Tax Policy	Yes

**Eligibility and Alignment of Activities**

The main activity of the Company was found to be potentially eligible according to the EU Taxonomy. However, in order to evaluate their full eligibility, the Company needs to have a robust climate vulnerability study to be performed at all locations where the Company’s activities take place.

In order to assess the possibility of the Company to be aligned to the EU Taxonomy requirements, the following were performed:

- Evaluation of the contribution to objectives and DNSH; and
- Verification of the fulfilment of the minimum social criteria.

According to the analysis carried out, during the reporting period February 1, 2023 – January 31, 2024, the main activity of the Company is potentially eligible to taxonomy.

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## CAPEX Plan

The CAPEX plan includes the list of taxonomy-eligible economic activities in the analyzed period and provides information on the planned CAPEX for their financing with the aim of increasing sustainability over the next 5 years.

The CAPEX plan for eligible activities is based on the most recent business plan approved by management, while the time horizon reflects the five-year period for a CAPEX plan set out in Annexes 1-5 to Commission Delegated Regulation (EU) 2020/852.

CAPEX plans may be subject to revisions and changes.

For the financial year 2024 (February 1, 2023 – January 31, 2024), potentially eligible revenue-generating activities have been included in a CAPEX plan, as set out in the table below:

Activity	CAPEX FY24 in RON	The year of completion of the investment for which the expenses were incurred in FY24	Total CAPEX planned to be invested until 2029 (next 5 years) RON
<b>8- Computer programming, consultancy and related activities contribution to climate adaptation</b>			
	12,695,293	2033	56,669,603
<b>Total</b>	<b>12,695,293</b>		<b>56,669,603</b>

Note\*\*\* Additional studies are needed for the activity to be confirmed as eligible and aligned. Minimum social safeguards are met.

## Turnover, CAPEX and OPEX

Key Performance Indicators (“KPI”) include Turnover KPI, CAPEX KPI and OPEX KPI. For the FY24 reporting period, KPIs must be disclosed for taxonomy-eligible/aligned and taxonomy-ineligible activities.

We determine taxonomy-eligible KPIs in accordance with legal requirements and describe our accounting policy in this regard as follows:

### Turnover KPI

**Definition** - The share of taxonomy-eligible/aligned economic activities in our total turnover was calculated as the share of net turnover derived from products and services associated with taxonomy-eligible/aligned economic activities (numerator) divided by net turnover (denominator), in each case for the financial year from February 1, 2023 - January 31, 2024.

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The turnover KPI **denominator** is based on the net turnover in accordance with the Individual statement of profit or loss account and other elements of the comprehensive result for the year ended 31 January, Lines Operating income before balancing, having a total amount of **RON 2,962,925,140**.

The turnover KPI **numerator** is defined as the net turnover derived from products and services associated with economic activities eligible for the taxonomy.

## CAPEX KPI

**Definition** - CAPEX KPI is defined as taxonomy-eligible/aligned CAPEX (numerator) divided by total CAPEX. Total CAPEX amount represents increases and entries during the year found in Note 3 of the individual Romanian GAAP Financial Statements, with a total amount of **RON 12,695,293**.

## OPEX KPI

**Definition** - OPEX KPI is defined as taxonomy-eligible/aligned OPEX (numerator) divided by total OPEX. Total OPEX expenses, in amount of **RON 2,104,655,211** (related to accounts - external services #611, 612, 624, 628, 658 and payroll expenses related to maintenance activities) are presented in the individual Romanian GAAP financial statements in the Profit and Loss Account, part of the Operating expenses line. Total OPEX consists of non-capitalized direct costs relating to research and development, building renovation measures, short-term leases, maintenance and repairs and any other direct expenses related to the day-to-day servicing of the Company.



# CAPEX

Financial year	FY 2024			Criteria regarding substantial contribution						Criteria related to the principle of "does not significantly harm" ('Does Not Significantly Harm' - DNSH) (h)									
Economic activities (1)	Code (a) (2)	CAPEX (3)	CAPEX Proportion, year FY24 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum guarantees (17)	Proportion of CAPEX taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.), prior year (18)	Facilitation activity category (19)	Transition activity category (20)
<i>Text</i>		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitation	Transition
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally Sustainable Activities (Taxonomy Aligned)</b>																			
CAPEX related to environmentally sustainable activities (aligned to taxonomy) (A.1)	0	0%	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%		
Of which facilitation	0	0%	0%	0%	0%	%	%	%	%	N	N	N	N	N	N	N	0%	Facilitation	
Of which transition	0	0%	0%							N	N	N	N	N	N	N	0%		Transition
<b>A.2 Taxonomically eligible activities but not environmentally sustainable (non-taxonomy-aligned activities) (g)</b>																			
		0	0%	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)								0%		
CAPEX related to taxonomy-eligible but environmentally unsustainable activities (non-taxonomy-aligned activities) (A.2)	0	0%	%	%	%	%	%	%	%								0%		
A. CAPEX related to taxonomy eligible activities (A.1+A.2)	0	0%	%	%	%	%	%	%	%								0%		
<b>B. TAXONOMY INELIGIBLE ACTIVITIES</b>																			
CAPEX related to taxonomy ineligible activities	12,695,293	100%																	
<b>TOTAL</b>	<b>12,695,293</b>	<b>100%</b>																	

**OPEX**

Financial year	FY 2024			Criteria regarding substantial contribution						Criteria related to the principle of "does not significantly harm" (Does Not Significantly Harm' - DNSH)							Minimum guarantees (social) (17)	Proportion of OPEX taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) OPEX, prior year (18)	Facilitation activity category (19)	Transition activity category (20)
	Code (a) (2)	Absolute OPEX (3)	OPEX proportion, year FY24 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
<i>Text</i>		RON	%	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D; N; N/EL (b)(c)	D/N	D/N	D/N	D/N	D/N	D/N	D/N	%	Facilitation	Transition
<b>A. TAXONOMY – ELIGIBLE ACTIVITIES</b>																				
<b>A.1. Environmentally Sustainable Activities (Taxonomy Aligned)</b>																				
OPEX of environmentally sustainable activities (aligned to taxonomy) (A.1)		0	0%	%	%	%	%	%	%	%								%		
Of which facilitation				%	%	%	%	%	%		D	D	D	D	D	D	D	%	Facilitation	
Of which transition				%							D	D	D	D	D	D	D	%		Transition
<b>A.2 Activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to the taxonomy)</b>																				
OPEX of taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities) (A.2)		0	0%	%	%	%	%	%	%	%								%		
Total (A.1 + A.2)		0	0%	%	%	%	%	%	%	%								%		

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**A.2 Activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to the taxonomy)**

**B. TAXONOMY - INELIGIBLE ACTIVITIES**

<b>OPEX of taxonomy ineligible activities (B)</b>	<b>2,104,655,211</b>	<b>100%</b>
<b>Total (A + B)</b>	<b>2,104,655,211</b>	<b>100%</b>