

Global Code of Conduct



A message from Daniel Dines Founder and CEO of UiPath

Team,

As we navigate our ever-evolving landscape, it is essential to ground ourselves in the core values that define who we are and how we operate. Being Fast, Immersed, Humble and Bold are at the heart of our mission - and our Code of Conduct represents how we live these values every day.

With every decision and every action, we have an opportunity to represent our values and follow our Code of Conduct. Please take the time to read it and understand how it applies to your work at UiPath.

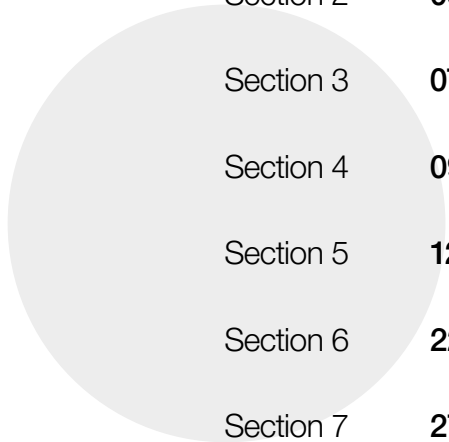
Let us all commit to upholding these standards, supporting each other, and striving for excellence in everything we do.

Sincerely,

Daniel Dines



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Objective and Scope



This Code of Conduct sets the tone to ensure that you have available at all times the standards acceptable to UiPath Inc. and all its subsidiaries or otherwise controlled companies (hereinafter “UiPath”). UiPath expects you to act in good faith, with integrity and consistent with its values to maintain effective trust with its employees, customers, business partners, and communities in which it operates.

Employees, Executive Officers, and members of the Board of Directors of UiPath Inc. are expected to comply with this Code of Conduct. The Code of Conduct also applies to freelancers, consultants, contractors, contingent workers, or carrier employees, irrespective of location, employed or otherwise contracted by a company in UiPath in relation to their work for UiPath. Collectively, the individuals subject to this policy are referred to as “Covered Individuals”, “you” or “UiPathers”).

After carefully reviewing the Code of Conduct, you must acknowledge that you have received, read, understand, and agree to comply with this Code. The acknowledgment must be made within thirty days of your receipt of this Code and on an annual basis or as UiPath may require.

Values and Culture

We're striving to evolve and strengthen a high-performance, inclusive culture. We recognize, reward, and grow talent based on performance, results, and values as ONE team. We continue to create an inclusive environment where diverse perspectives are embraced, and employees can be themselves.

Our culture and **core values** continue to be our compass, always showing us the way forward:



Humble

Humble is keeping an open mind. Cultivating kindness, we are all team players. We are all checking our egos, acting in the best interest of UiPath. We encourage the open and respectful exchange of ideas—from both within and outside the company.



Bold

Bold is speaking up. Acting with courage, we experiment, take smart risks, and learn from them. We make decisions in a timely and effective manner, and we think big, going above and beyond.



Immersed

Immersed is diving deep, focusing on our work, our product, and our strategy. Being passionate, we own everything we do. Being customer centric, we take time to understand their needs.



Fast

Fast is practicing agility, not being afraid to pivot when needed. Prioritizing simplicity, we plan, and we drive results. Being proactive, we dig in whenever we see something that can be done in a better way.

Speak Up

If you become aware of any circumstances that you believe in good reason are inconsistent with, or in violation of, this Code of Conduct, you have a responsibility to report such conduct through one of the reporting channels below:



Speak Up

Managers' responsibilities

Managers must act as role models and must guide their teams in doing the right thing, in acting with integrity, in safeguarding UiPath values. Managers are also responsible for reporting promptly to the People team or the Compliance team if they become aware of any situation that could be a breach of this Code of Conduct.

Disciplinary action

Any violation of this Code of Conduct or any other UiPath policy or procedure may result in discipline, up to and including, termination.

No retaliation

When reporting a suspected violation of this Code of Conduct no retaliation will be taken against you that you believe in good faith to be true or for participating in an investigation.

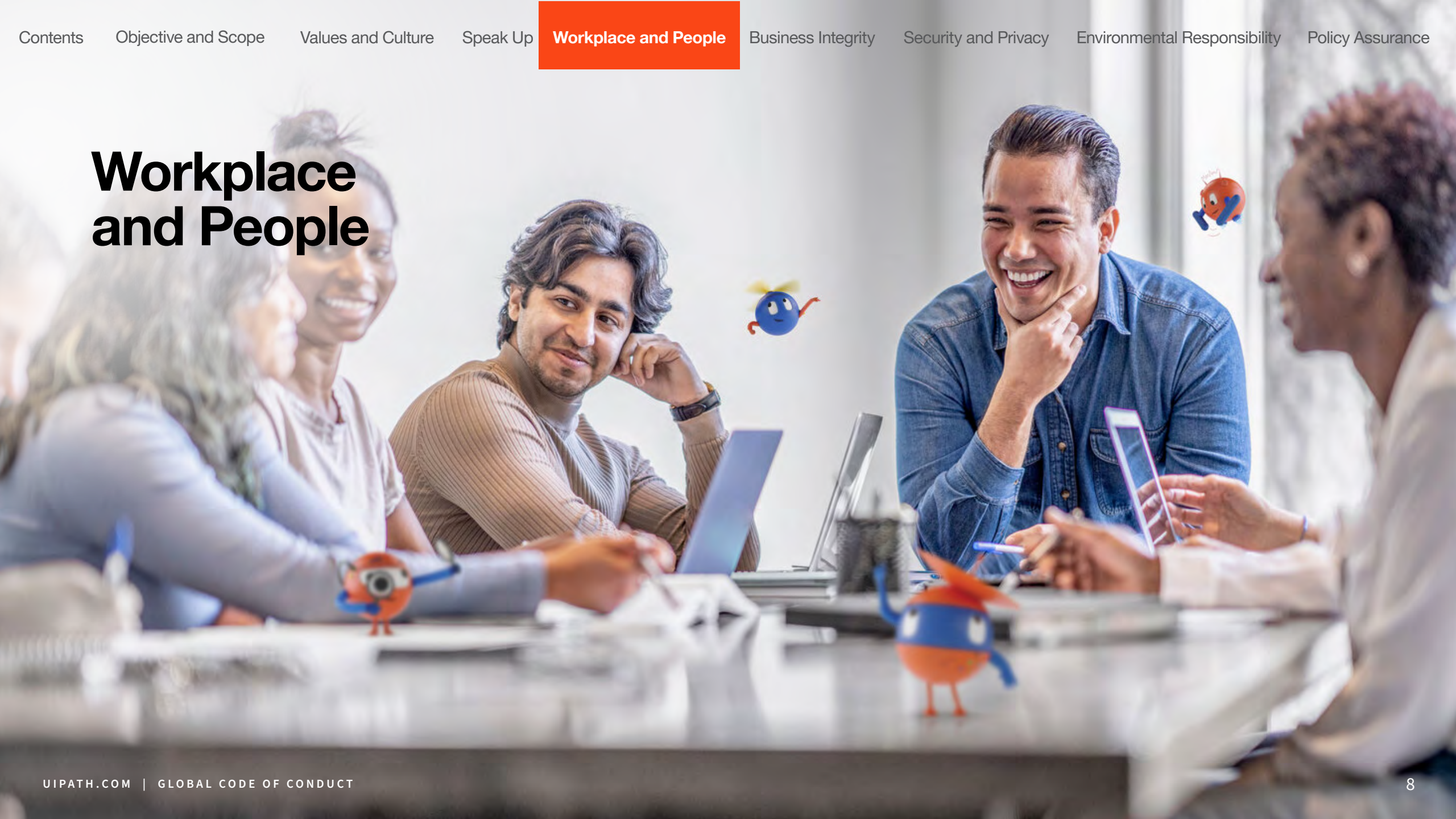
Matters and investigations will be kept confidential to the greatest extent possible, and in accordance with applicable laws. However, UiPath cannot guarantee complete confidentiality of reported claims, given that the Company may need to disclose certain information on a need-to-know basis to appropriately respond to the complaint.



All necessary internal information concerning UiPath policies and guidelines is available on **Inside UiPath**.



Workplace and People



Workplace and People

1.1 Equal employment opportunity provider

Our strongest asset is the people we attract, retain, and motivate. UiPath is a place where individuals from all backgrounds come together to rethink how the world works. As a proud Equal Opportunity Employer, we are committed to establishing and maintaining a work environment free of discrimination, retaliation, or harassment, and providing equal opportunities to all persons regardless of race, age, color, religion, sex, sexual orientation, gender identity, and expression, national origin, disability, military and/or veteran status, or any other protected classes.



For more information, please see the following:

- Equal Opportunity Employer**
- Disability Accommodation Policy**
- Global Employee Handbook**
- Employee Handbook - US Addendum**

1.2 Prohibition of harassment, discrimination and retaliation

We are mindful of our healthy work practices wherever we work so that we and the people around us can thrive.

We are concerned about each other's well-being and we work towards establishing an environment in which we are safe and free to accomplish our best.

Coworkers, supervisors, managers, and third party employees are prohibited from discriminatory, intimidating, harassing, or retaliatory behavior. The Company takes allegations of discrimination, intimidation, harassment, and retaliation very seriously and will promptly conduct an investigation and take appropriate corrective action when warranted.



For more information, please see the following:

- Global Policy Prohibiting Discrimination, Harassment and Retaliation**

Workplace and People

1.3. Prohibition of threats and violence

We foster a workplace free of threats and violence. All disagreements must be managed respectfully.

1.4 Avoiding conflicts of interest

UiPath expects you to be loyal and act in its best interest. When your interests and UiPath interests collide or appear to collide, you have the duty to disclose as soon as possible. These disclosures should include, amongst other things, personal financial interests or investments, conflicting personal relationships, outside employment or engagements, membership in professional and political organizations, as well as excessive gifts or hospitalities.

Prohibited behavior:

- **Taking any position with a competitor** is not allowed. If you are unsure who a competitor is, contact the Ethics and Compliance Office to assess.

- **Unfairly competing against UiPath, directly or indirectly through family or friends**, by developing similar business, products or services is also prohibited. Exceptions may be made only in limited circumstances, as preapproved by Ethics & Compliance Office.
- **Supervising** or being involved in the hiring, performance evaluation, or disciplinary procedures of a family member or a person you are romantically involved with.
- Having a **financial or personal interest or investment** in a competitor, customer, partner, or supplier while being in the position to make decisions regarding such business relationship.

Behavior that needs review and clearance:

- Board of directors membership or advisory committee positions
- Other side activities, paid or not, that impede your capacity to work in the best interest of UiPath or that may affect your performance.



For disclosures, queries, or checking out the **Conflict of Interest Policy**, access the **Conflict of Interest** section on Inside UiPath. Members of the Board of Directors of UiPath Inc. and Executive Officers may reach out directly to the Chief Legal Officer.



Workplace and People

1.5 Wages and working hours

UiPath is paying its employees based on the living wage and provides them with all social benefits required by law.

1.6 Health and safety

We monitor our facilities and protect against hazards that may cause serious physical harm in accordance with all local laws. All business partners, including suppliers, shall be bound to maintain facilities where health and safety practices are conducted in accordance with the law and represent a priority.

1.7 Professional etiquette

UiPathers are required to conduct themselves professionally and adhere to company policies and standards of behavior during all company events and events where they represent UiPath. This includes but is not limited to maintaining respectful communication and interactions with colleagues, clients, and any other attendees, refraining from inappropriate language or behavior, and adhering to any event-specific guidelines provided by the company.

1.8 Social responsibility

UiPath runs various programs to support communities where it operates. If there is a social cause you wish to support, do not make any promises or pledges on behalf of UiPath without proper approvals.

1.9 Human rights

UiPath aims at empowering people through automation. UiPath stands for the protection of human rights, and prohibits forced labor, modern slavery, torture, cruel, inhumane, or degrading treatment or punishment.

UiPath takes act of the Universal Declaration of Human Rights and the principles therein and requires all UiPathers to act accordingly. UiPath has the same requirements for its partners and suppliers, as per the [Global Partner Code of Conduct](#).



Business Integrity

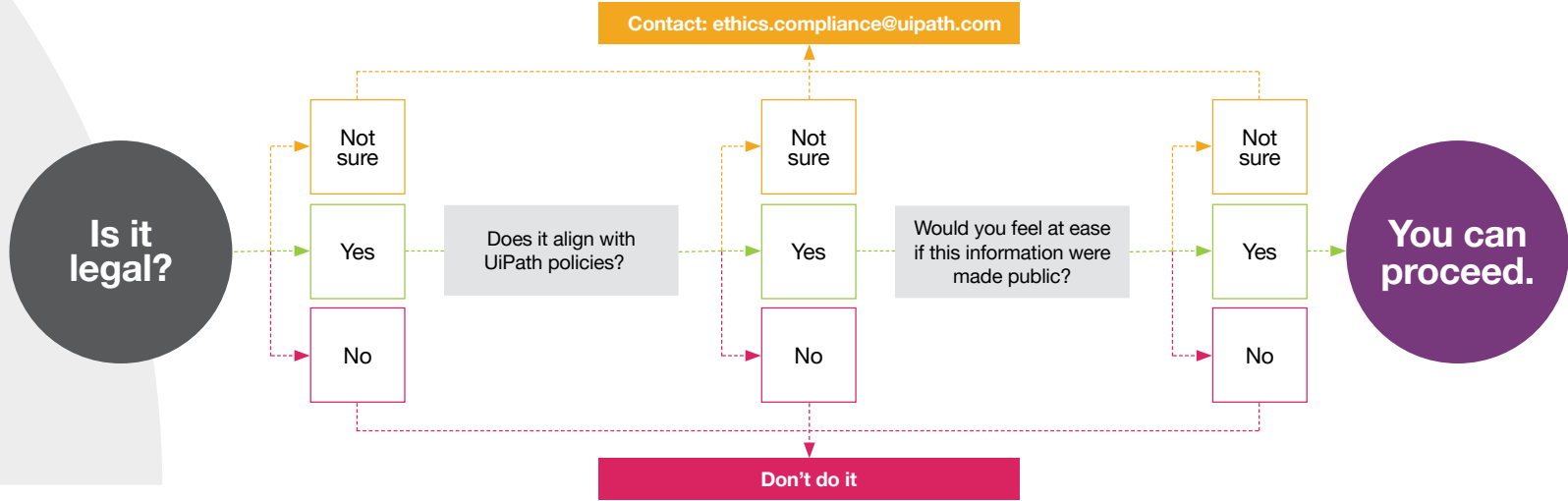
Agenda
Top
Principles
* SWOT Analysis
* Next Steps
- As a team
- To engage community
May 4
B2B-11
Workshop
Authority



Business Integrity

2.1 Compliance with the law

UiPathers, as well as our business partners, are expected at all times to strictly obey legislation applicable to them, whether national, local, or regional and industry standards in every jurisdiction where it operates. Any action or decision taken on behalf of UiPath should align with the law and UiPath policies and procedures.



Business Integrity

2.2 Corporate opportunities

UiPathers may not take personal advantage of opportunities for the Company that are presented to or discovered by UiPathers because of their position with the Company or through your use of corporate property or information. Even opportunities that you acquire privately may be questionable if they are related to our existing or proposed lines of business. Significant participation in an investment or outside business opportunity that is directly related to UiPath lines of business must be pre-approved. You may not use your position with UiPath or corporate property or information for improper personal gain, nor should you compete with UiPath in any way.



For disclosures, queries, or checking out the **Conflict of Interest Policy**, access the **Conflict of Interest** section on Inside UiPath. Members of the Board of Directors of UiPath Inc. and Executive Officers may reach out directly to the Chief Legal Officer.

2.3 Unauthorized commitments

All commitments with third parties must be completely and accurately registered in writing and must be pre-approved as per UiPath policies, in particular, the Commercial policy. Side agreements are not acceptable as they may impact UiPath financials, and implicate potentially fraudulent activities.

2.4 Use of company assets

UiPathers are expected to protect and maintain Company assets, tangible or not, and to use its resources for legitimate business functions at all times.



For more information, please see the following:

Acceptable Use Policy

Asset Management Standard

Cyber Security Policy

Information Security Management Standard

IT Business User Standard

Business Integrity

2.5 Fraud

Many of the actions prohibited by this Code of Conduct may be classified as fraudulent activity and we count on your cooperation to prevent and identify any situation that might qualify as such under this Code and UiPath Fraud Prevention Policy. UiPath set internal policies and procedures to deter, prevent, and detect fraud. You are bound to ensure that UiPath tangible assets, such as cash, inventory, property, equipment, but also intangible assets such as patents are protected from fraud.

Examples:

- Misappropriation of company assets, be it physical assets, cash, inventory, receivables, funds, securities, etc.
- Forging or altering documents
- Payroll schemes - inflating reported hours worked, intentionally overpaying commissions
- Using company equipment for personal reasons
- Accepting or paying bribes, except for the Gifts and Hospitality considered acceptable as per the Anti-Bribery policy
- Making an excessive or unfair profit as a result of insider knowledge of company activities
- Disclosing proprietary information without appropriate safeguards as required by Company policy
- Engaging in transactions in which an employee has a conflict of interest
- Destroying company records with malicious intent
- Intentionally misstating financial statements
- Committing expense fraud (e.g., submitting false, incorrect or overstated receipts, using Uber company account for trips that are not for the Company's scope, etc.)
- Destruction of UiPath property



For more information, please see the following:
Fraud Prevention Policy

Business Integrity

2.6 Anti-bribery and anti-corruption

Simply put, bribery and corruption are bad for business as they erode the trust of Business Partners, employees, and communities where UiPath is present and they undermine free markets.

UiPathers must comply at all times with applicable anti-bribery and anti-corruption legislation, and must be aware that they operate under the standards of the Foreign Corrupt Practices Act 1977 and UK Bribery Act 2010, as amended.

UiPathers or persons or entities acting on behalf of UiPath should never offer, receive, promise, or authorize the payment of anything of value (e.g., bribes, kickbacks, facilitation payments) in order to improperly influence a business outcome (e.g. winning a contract, influencing the procurement process, gaining access to non-public bid information, evading tax or penalties, expediting authorizations and permits), to obtain or retain treatment in favor of UiPath.



For more information, please see the following:
Anti-Bribery and Anti-Corruption Policy
Anti-Bribery and Anti-Corruption Statement

To enforce these standards, UiPath set up an Anti-Bribery and Anti-Corruption policy and procedures. In short, these standards define:

2.6.1 Gift and hospitality (G&H) rules:

- G&H, including travel for non-UiPathers, must be transparent, appropriate, modest, infrequent, unsolicited, and made in good faith. It is also prohibited to promise, receive, or offer anything, regardless of the value, with corrupt intentions.
- Cash is not allowed. Cash equivalents, such as gift cards, may only be permissible under limited circumstances.
- All UiPather must observe the thresholds and approval process set-up for G&H as detailed in the Anti-Bribery and Anti-Corruption policy.



For more information, please see the following:
Gifts, hospitalities and other benefits protocol
Gifts and hospitalities limits
Gift and hospitalities pre-approval request
Business meal pre-approval request

Business Integrity

2.6.2 Engaging with public sector

- Most states prohibit anything of value from being offered to governmental officials, people running for office, or political parties. UiPath abides by the local legislation and has the same requirement from you.
- UiPath maintains a policy of not supporting any political activity.
- Facilitation payments are not allowed.



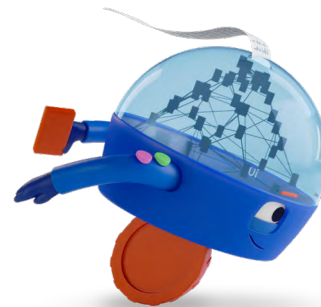
For more information, please see the following:
Public Sector Engagement Guidelines

2.6.3 Charitable contributions and sponsorships

- UiPath engages in charitable contributions and sponsorships in good faith, without seeking improper business advantages.
- Charitable contributions and sponsorships must be clear of conflicts of interest.



For more information, please see the following:
Donations and Sponsorship Protocol
UiPath Cares



Business Integrity

2.7 Export controls and trade sanctions

A critical objective of export control laws is to prevent the proliferation of weapons of mass destruction and to regulate the development and export, re-export, and transfers of dual use items (meaning items that can be used for both military and commercial purposes). UiPath software and services are subject to these regulations.

Trade sanctions target countries, entities, or individuals that threaten national security. Under these laws, UiPath may be prohibited from making software and services available in certain countries, to certain individuals or entities.

UiPath developed internal controls to ensure compliance with applicable Export Controls and Trade Sanctions. These controls are embedded in product development, product and services distribution, availability, and use. As per these controls, some UiPathers may have more complex obligations, however, it is the duty of all UiPathers to ensure that UiPath products and services are used ethically by trustworthy third parties.

For more information, you can reach out to:

exportcontrol@uipath.com



For more information, please see the following:

Export Control

Export Control, Trade Sanctions and Anti-Money Laundering Policy

2.8 Anti-money laundering compliance

Money laundering is the act of concealing or disguising the existence, illegal origins, and/or illegal application of criminally derived income so that such income appears to be legitimate. While money-laundering involves giving “dirty” money the appearance of legitimacy, terrorist financing generally involves using legally earned income to finance illegal activities. The Company expects all UiPathers to comply with all applicable anti-money laundering and countering the financing of terrorism laws and regulations.



For more information, please see the following:

Export Control, Trade Sanctions and Anti-Money Laundering Policy

Business Integrity

2.9 Fair competition

UiPath business activities must be conducted in full compliance with the applicable competition / antitrust rules and regulations. UiPath shall apply its Commercial Policy in a consistent, fair, and non-discriminatory manner to all of its customers and partners. UiPathers shall only engage in fair dealings and therefore refrain from participating in anticompetitive practices, as defined by such applicable law, including by way of side agreements with competitors such as price fixing with direct competitors and partners; dividing territories, markets, or customers; participating in any form of bid rigging (e.g., fixing the outcome of a tender); sharing or discussing non-public information such as UiPath strategies, business plans, budgets, forecasts, financial and operating information, pricing, production and inventory, customers, or other commercially sensitive information with competitors, regardless of how innocent or casual the exchange; or applying discriminatory treatment to similar trading partners. UiPathers shall observe at all times the rules of accessing, handling, and collecting any confidential information from the market as set out in the Competitive Intelligence Policy.

Some indicators that could reveal potential violations of antitrust regulations:

- Partners share the prices applied to their end customers or ask for confirmation if such prices are acceptable by UiPath.
- Identical bids from different partners, either as to individual line items or lump-sum bids, are submitted to the same tender.
- Group meetings with various partners participating to the same tender or with partners and the end customers discussing on commercials terms.

Indicators of potential violations of antitrust or competition laws include, but are not limited to:

- Company displaying a lack of cooperation in providing the necessary KYC documentation.
- Submission of inaccurate or incomplete information.
- Difficulty in reasonably determining the ultimate beneficial owner (for private entities).
- Deal structures that are unusually complex or designed to circumvent local recording and reporting requirements.
- Establish or manipulate prices, including those of a reseller to its customers.
- Organize or manipulate bids to steer a contract towards a specific competitor or reseller.
- Participate in the boycott of suppliers or customers.
- Divide or allocate markets or customers.
- Presentation of business formation documents from a tax haven or a high-risk country.

For more information, reach out to legal.competition@uipath.com



For more information, please see the following:

Competitive Intelligence Policy

Commercial Policy

Business Integrity

2.10 Fair dealing

UiPathers are expected to deal fairly with our customers, suppliers, employees, and anyone else with whom they have contact while in the course of performing their jobs. Statements regarding the Company's services must not be untrue, misleading, deceptive, or fraudulent. Acquiring proprietary information from others through improper means, possessing trade secret information that was improperly obtained, or inducing improper disclosure of confidential information from employees of other companies is prohibited.

For more information, reach out to: legal.competition@uipath.com



For more information, please see the following:

Competitive Intelligence Policy

Commercial Policy

2.11 Financial disclosures

UiPathers are required to maintain accurate financial books and records reflecting the true nature of UiPath operations and finances. Falsification of company business documents is expressly prohibited. Any employee who becomes aware of any departure from these standards has a responsibility to promptly report their knowledge.



For more information, please see the following:

Whistleblower Policy

2.12 Disclosure of inside information

As a UiPather, you may be privy to confidential information of UiPath or its customers or partners that may provide you or anyone to whom you disclose such information an unfair financial advantage as it pertains to the purchasing or selling of equity in such companies. The use of such inside information with respect to purchasing or selling equity is unlawful and may lead to civil and/or criminal liability.

For more information, reach out to: legal@uipath.com



For more information, please see the following:

Insider Trading Policy

Business Integrity

2.13 Responsible AI

When coupled with automation, AI can dramatically speed processes, improve decisions, and free people from an ever-wider range of repetitive tasks. But as with any powerful, transformative technology, AI must be thoughtfully managed to maximize its positive impact. We are committed to enabling the responsible and ethical application of AI + automation for UiPath, our customers, and our partners. All UiPathers should ensure they observe the Responsible AI Principles as well as the third party AI systems guidelines when employing AI in their activity.

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

(i) Safeguards for data protection. AI Systems should be designed, developed, implemented, and used with a strong focus on protecting personal data, to foster trust and demonstrate commitment to respecting privacy rights.

(ii) Human -centricity and transparency. AI Systems should employ guardrails and tests that can account for uncertainties in AI models, flagging issues, and requesting human review when necessary.

(iii) Technical and security robustness. Security should be at the core of any AI System implementation, to ensure the reliability, stability, and protection of AI systems against technical failures, vulnerabilities, and malicious activities.

(iv) Empowering digital education and upskilling. AI Systems should be leveraged to enhance the effectiveness of upskilling initiatives while equipping individuals with capabilities to navigate through AI technologies with dedicated training initiatives.

For more information, reach out to: legal.product@uipath.com

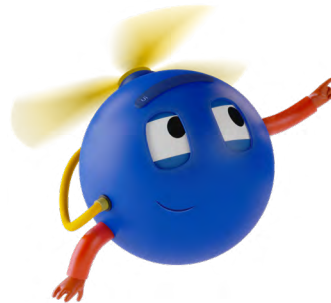


For more information, please see the following:

Responsible AI Principles

Third Party AI Systems Guidelines

Responsible AI Statement



Security and Privacy



Security and Privacy

3.1 Confidentiality and information security

UiPathers must at all times hold in strictest confidence, and not use (except for the benefit of the Company) or disclose to any person, firm, or corporation (without written authorization), any Confidential Information of the Company.

“Confidential Information” means any non-public information that relates to the actual or anticipated business, research, or development of the Company, or to the Company’s, technical data, trade secrets, or know-how, including, but not limited to, research, business plans, product plans, products, services, customer lists and customers, markets, software, developments, inventions, processes, source code, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, or other business information obtained either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. Failure to safeguard such information may significantly harm UiPath and its competitiveness in the marketplace.

Promptly report any cyber security incidents or issues you notice using the [portal](#).



For more information, please see the following:
Information security and privacy policies
Information classification policy



Security and Privacy

3.2 Personal data privacy and protection

“Personal Data” relates to information allowing an individual to be identified directly or combined with other data, which includes names, addresses, images, online behavior, IP, a unique identifier, activity logs, browsing history, or contact information. When data is handled (collected, aggregated, analysed, used, disseminated, or erased) through automated means or not, UiPathers must respect the following principles:

- Be transparent in the way data is collected and processed
- Minimize the personal data to be used
- Limit data retention periods
- Allow access only on a need-to-know basis
- Ensure data is secure

UiPath employees must collect, share, or otherwise handle/process Personal Data only if:

- Consent was gathered from the individuals whose data is being handled
- The handling of personal data is necessary to perform a contract with a customer or partner or to provide services to a user who has checked the terms and conditions of service
- The handling of personal data is in UiPath legitimate interest, vetted with privacy legal
- There is a legal obligation for UiPath to handle such data.

You must safeguard the Personal Data of other employees, applicants, employees of customers or partners and of all other individuals whose Personal Data they have access to, and notify any unauthorized access to these data. If you identify any unauthorized access to personal data or loss of personal data, you should immediately report it to privacy@uipath.com.



For more information, please see the following:
Privacy Section of Trust and Security Portal

3.3 Intellectual property (IP)

It is the policy of UiPath to acquire, maintain, and protect all IP rights in the products and services that it develops, uses, and licenses. This includes patents, trademarks, copyrights and trade secrets. Employees must protect UiPath IP rights. At the same time, the UiPath IP Policy requires employees to respect other parties' IP rights; thus unauthorized use of third-party IP rights is prohibited, and compliance with any applicable terms and conditions is mandatory.



For more information, please see the following:
IP Policy

Security and Privacy

3.4 Advertising and marketing standards

Publicity must be honest and it must not amount to an unfair trade practice as deemed under the various applicable regulations. Marketing materials must meet certain transparency and accuracy standards. Publicity must be decent, fair and responsible. Special consideration should be given to avoid misleading practices and manipulation of the customer by taking advantage of the disparity of information and unequal understanding of the product's functionality and characteristics. Factual statements made in marketing campaigns and materials must be accurate and provable. Unfair or deceptive/unsubstantiated comparisons with competitors' products and services, as well as copying competitors' marketing campaigns and strategies are prohibited.

Requirements for fair publicity

Any form of publicity must meet the following requirements:

- Publicity must be honest; misleading publicity is prohibited
- Publicity must not discredit or insult the commercial brand, the products or services of a competitor;
- Publicity must not create confusion between the commercial brands, products and services of the company and those of a competitor;
- Publicity must not be discriminatory, insulting or affecting the dignity of a person or public morality (e.g.: vulgar expressions are forbidden);
- Publicity must not otherwise distort competition by (i) spreading false rumours about the activity or products/services of a competitor; (ii) "free riding" practices (i.e. exploiting the commercial reputation of a competitor by imitating its marketing campaigns and strategies or by making unfair and unsubstantiated comparisons between the company's and the competitor's products and services.)

Security and Privacy

3.5 Communications and use of social media

Social Media is changing the way we work, offering a new model to engage with customers, team members, and the world at large. We believe this kind of interaction can help build stronger, more successful business relationships.

Only the Social Media team and its approved delegates are permitted to use the corporate social media channels in the name and on behalf of UiPath. If you choose to talk about UiPath on your personal social media account, make sure to never disclose confidential information. Also you are required to present truthful representations of facts, and you must disclose that you are presenting your own opinion and not an official position of the company. Do not make statements or answer to questions on matters outside your field of expertise. If you are asked to participate in any interview or to provide any public statements, please contact the PR team before making any commitments or statements.

If you encounter content that exceeds your field of expertise, please refer them to pr@uipath.com.



For more information, please see the following:

Social Media Policy

Communication Policy



Environmental Responsibility



Environmental Responsibility

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



For more information, please see the [UiPath ESG page](#)



Policy Assurance



Policy Assurance

- This Code of Conduct cannot address every potential legal, regulatory, or ethical issue that you will face while working for or on behalf of UiPath. It is, however, intended to guide you in the interactions you have with your peers or UiPath customers, partners, or suppliers.
- When acting for or on behalf of UiPath you are expected to conduct yourself in a legally and ethically manner consistent with this Code of Conduct and UiPath values, policies, procedures, guidelines, and practices. When in doubt you are encouraged to communicate with a member of management, the People team, or the Ethics & Compliance Office.
- The Ethics and Compliance Standards are endorsed by UiPath CEO and Board of Directors. Regular reports will be shared with them on matters related to this Code of Conduct.
- Any waivers from this Code of Conduct for Executive Officers or members of the Board of Directors of UiPath Inc. may be authorized only by the Board of Directors of UiPath Inc. or a committee of the Board and will be disclosed to stockholders as required by applicable laws, rules, and regulations.

