

UiPath Environmental Policy Global

Policy Owner	Senior Director, Procurement
Policy Champion	ESG Steering Committee

Objective

UiPath is committed to taking steps to minimize our impact on the environment by promoting environmentally conscious behaviors in our day-to-day interactions. We strive to create a healthier and more sustainable future for all by implementing and supporting the development of innovative solutions that address environmental challenges at UiPath, with our customers and suppliers. Such efforts include: (i) carbon footprint measurement of our greenhouse gas emissions across Scopes 1, 2, and 3, in line with the Greenhouse Gas Protocol (“GHG Protocol”); (ii) a commitment to set a near-term emissions reduction target in alignment with the Science-Based Target Initiative (“SBTi”) (iii) reducing our impact through: sustainable travel, sustainable offices, natural resource management and a cloud-first approach; (iv) helping our customers and partners measure and minimize their own environmental impact using UiPath technology, and (v) building with suppliers that adhere to high environmental standards and embrace the ideas and goals set forth within this policy.

Scope

This policy applies to all employees of UiPath. All references to “employees”, “workers”, “UiPathers” or “users” include employees, free-lancers, consultants, and contingent workers, irrespective of location, employed or otherwise contracted by either company in the UiPath group of companies.

Confidentiality and Copyright

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1. Governance

At the Board of Directors level, the **Nominating and Corporate Governance Committee** is responsible for overseeing Environmental, Social, and Governance (“ESG”) matters at UiPath.

UiPath has 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 oversees this Environmental Policy and UiPath environmental efforts, which we anticipate will include without limitation the following:

- ensuring our business operates in a manner that complies with applicable environmental laws and regulations;
- assessing our environmental footprint and identifying opportunities to accelerate our sustainability efforts;
- aligning on commitments and setting objective targets;
- tracking results against the objective targets;
- reporting on our progress against our commitments as part of our annual ESG report;
- benchmarking the Company’s ESG initiatives against peer companies; and
- reviewing, approving, and periodically updating this Environmental Policy.

2. Commitments and Initiatives

2.1. Carbon footprint management

- UiPath believes that an accurate measurement of greenhouse gas (“GHG”) emissions across Scopes 1, 2 and 3, in alignment with the GHG Protocol, is essential for understanding our environmental impact and taking effective climate action. In order to achieve this, UiPath is committed to measuring GHG emissions across Scopes 1, 2, and 3, in line with the GHG Protocol.

2.2. Science-Based Targets

- Science-based targets provide a robust and evidence-based approach to address environmental challenges. We are committing to set near-term emissions reduction targets in alignment with the Science-Based Target Initiative (SBTi¹) and plan to submit them for SBTi approval. By doing this, we ensure that our actions are aligned with the best available scientific knowledge and that we are effectively contributing to sustainability and combating climate change.

2.3. Energy and Water Use Management and Waste Reduction

- UiPath strives to ensure that our office spaces and their respective buildings, and event spaces, adhere to high quality environmental standards in their local market.
- We pursue long-term leases in office buildings that surpass existing standards for energy

¹ The [Science Based Targets initiative \(SBTi\)](#) is a global body enabling businesses to set ambitious emissions reduction targets in line with the latest climate science. The SBTi’s goal is to accelerate companies across the world to support the global economy to halve emissions before 2030 and achieve net-zero before 2050. The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and one of the We Mean Business Coalition commitments. The SBTi defines and promotes best practice in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies’ targets.

and water efficiency, as well as sustainable in-office practices.

- We maintain water efficiency standards, including low-flow faucets and fixtures across newly renovated office locations globally.
- We inform and encourage UiPathers to adhere to environmentally responsible principles, which include:
 - turning off lights, computers, and other electronic equipment during non-working hours;
 - using reusable containers for food and beverages to reduce single-use bottle and utensil usage;
 - not letting the water run when not needed;
 - using available recycling containers; and
 - promoting digitization and a minimal use of paper in the office.
- We implemented IT asset recovery, disposition, and recycling programs to help manage used and end-of-life electronics equipment, components and materials based on reuse, recovery, and disposal strategies.

2.4. Cloud-First Approach

- UiPath has a cloud-first approach for both our products and our internal business applications. Utilizing cloud services enables us to reduce our environmental impact as well as maximize efficiencies.

2.5. Promoting Efficient Travel

- In an effort to reduce its carbon and greenhouse gas emissions footprint, UiPath encourages its workers to be environmentally mindful when considering hosting events and traveling for business. Virtual events and meetings are encouraged whenever possible, while in-person events should have a legitimate business purpose. We also encourage our workers to use public transportation, bike transportation and rail when possible. We also seek to partner with suppliers that have undertaken sustainability initiatives.

2.6. Impacting Employees, Stakeholders, Customers & Suppliers

- 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. We commit to partnering with customers and partners across industries to help them understand how to leverage the UiPath Platform to support their sustainability goals. For example, software robots can help companies go paperless, track progress on environmental targets such as carbon emissions, and assist with auditing activities.
- UiPath seeks to build relationships with suppliers that adhere to high environmental standards and embrace the ideas and goals set forth within this Policy. Suppliers are expected to maintain environmentally responsible practices and to pursue certain environmental certifications, as may be applicable.
- UiPath encourages the use of our technology to help free up time for people, which may be devoted to other initiatives having a positive impact on the environment.

3. **Policy Breach Reporting**

Failure to adhere to this policy may result in disciplinary action, up to and including, termination, in accordance with UiPath policies.

At UiPath, we encourage open and honest communication. Employees are encouraged to first discuss with someone in their management chain or contact their People Team Business Partner or the Compliance team at ethics.compliance@uipath.com.

If employees wish to report anonymously and/or do not wish to address with their managers or the People or Compliance Teams, they can use the means provided by the independent vendor as follows:

- **Web app:** uipath.ethicspoint.com
- **Phone app:** uipathmobile.ethicspoint.com
- **Hotline:** There are dedicated lines for each country where UiPath has an entity. Access uipath.ethicspoint.com and select the country the employee is located in. This action will display the hotline number for employee's country.

No retaliation will be taken against an employee for reporting a suspected breach that the employee believes in good faith to be true or for participating in an investigation.

4. Policy Modifications

UiPath reserves the right to modify and/or revoke this Policy in its sole discretion. Failure to adhere to this Policy may result in disciplinary action, up to and including, termination.

5. Document History

Version	Date	Changes	Approver	Location
V1.0	February 2022	Creation	Bettina Koblick	Global
V1.0	April 2022	Updated	Bettina Koblick	Global
V1.1	June 2023	Amended	Dana Forfa	Global
V1.2	June 2024	No material changes	Dana Forfa	Global

DocuSigned by:

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