

UiPath

Global Environmental Policy

Procedures Owner: Global Head of Justice, Belonging, Uniqueness and Social Responsibility
Procedures Champion: ESG Steering Committee

Objective

UiPath is committed to promoting environmentally conscious behaviors in our day-to-day interactions and to taking steps to minimize our impact on the environment. 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 customers. Such efforts include: (i) a cloud-first approach - with most of our carbon footprint derived from computing, we are able to minimize our climate impact by utilizing environmentally sustainable cloud services for our products and applications; (ii) a commitment to energy and water conservation and waste management; and (iii) helping our customers and partners measure and minimize their own environmental impact using UiPath technology.

Scope

This Global Environmental Policy ("Environmental Policy") is applicable to all employees and contingent workers working for UiPath, Inc., including its subsidiaries and affiliates ("UiPath").

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 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;
- conducting annual audits;
- 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.



Commitments and Initiatives

Sustainable Cloud-First Approach

- UiPath has a cloud-first approach for both our products and our internal business applications. A significant component of our total carbon footprint is derived from computing - utilizing cloud services enables us to reduce our environmental impact as well as maximize efficiencies.
- We utilize Microsoft Azure for more than 90% of our cloud computing needs and remain committed to utilizing Azure as efficiently as possible by: (i) taking advantage of extensive efficiency improvements that Microsoft has implemented; (ii) continuing to explore areas to right-size our cloud usage; and (iii) leveraging the Microsoft Sustainability Calculator to more accurately track and optimize our own emissions and to analyze and disclose our cloud-based emissions.

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 the newest and highest quality environmental standards in their local market and meet or surpass standards for energy and water efficiency.
- We pursue long-term leases in office buildings that surpass standards for energy and water efficiency, as well as sustainable in-office practices.
- We inform, train, 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;
 - ensuring our offices have recycling containers; and
 - promoting digitization and the paperless office.
- We seek to implement 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.

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. Such efforts may include encouraging: the increased use of public transportation, bike transportation and rail in lieu of air transportation; hosting more virtual events and meetings; and partnering with suppliers that have undertaken sustainability initiatives.

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 have partnered and will continue to work with customers and partners across industries to help them understand how to leverage the UiPath Platform to automate ESG reporting and compliance activities. For example, software robots can help companies go paperless, track progress on environmental targets such as carbon emissions, and assist with auditing activities.
- 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.


Procedures Breach Reporting

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 legal.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.

Document History

Version	Date	Changes	Approver	Location
V1.0	February 2022	Creation	Bettina Koblick	Global
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