

UiPath 2021 Impact Report



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About this Report



We currently align our activities with eight UN SDGs:



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

The disclosures in this report illustrate how UiPath activities align with the United Nations Sustainable Development Goals (UN SDGs), which comprise the key objectives of the United Nations 2030 Agenda for Sustainable Development. This document discloses ESG information and data for UiPath, Inc. and subsidiaries (“UiPath”) for the period January 1, 2021 through December 31, 2021, unless otherwise noted.

UiPath is working to increase the accessibility and usability of content to adhere to relevant standards and guidelines.



A letter from our Co-CEO

I am pleased to introduce our first annual impact report. UiPath became a public company in April 2021—a significant accomplishment that came with a heightened responsibility to deliver value to shareholders, customers, and employees, as well as the communities and societies in which we operate.

As I shared in our first ESG Overview last fall, UiPath remains committed to building a multi-generational, purpose-driven business that minimizes our environmental impact on the planet and creates long-term value.

Delivering on that commitment while adhering to global standards is the foundation of our ESG program.

We founded UiPath more than 15 years ago on the principle that automation has the power to unlock human creativity and ingenuity by empowering people. This principle frees employees from mundane work to create and innovate.

As of the end of fiscal year 2022*, more than 4,000 UiPath team members serve more than 10,000 customers and work with more than 5,000 partners. Our market opportunity exceeds \$60 billion. We ended the year with more than \$925 million in annualized renewal run-rate (ARR) and we still have a massive opportunity in front of us. We believe that automation can have a meaningful and measurable impact on how UiPath, as well as our customers and partners, run their businesses, formulate ESG priorities, and launch and measure ESG programs.

** Fiscal year ending January 31, 2022*

We measure our ESG efforts across four pillars that align with our business strategy. This report provides our stakeholders with more detail on each pillar and facilitates an ongoing dialogue.

Leveraging Automation for Good

We believe that the UiPath platform is uniquely positioned to help address global challenges across public health, climate, sustainability, and inequality. This commitment to automation technology as a force for good is core to our business. In calendar year 2021, we continued to invest in research, development, and partnerships to develop automation solutions that positively impact society. We also remain dedicated to upskilling: in 2021, we reached more than 1.1 million learners worldwide via UiPath Academy, our free online platform. We continue our work with partners to develop accessible paths to fulfilling careers and meaningful employment opportunities. As part of our UiPath Academic Alliance program, we partner with 1,690 organizations to equip students and workers with automation skills.

A letter from our Co-CEO



Empowering People and Communities

Our approach to diversity and inclusion is threaded into the fabric of our culture. In that spirit, we have created an initiative called Just Be Us, which stands for Justice, Belonging, Uniqueness, and Social Human Responsibility. The goal is to create an environment that empowers our people across geographies, backgrounds, and perspectives to have brave and empathetic conversations with colleagues and volunteer in their communities. As part of this initiative, we have established more than 20 employee communities across the globe, including resource groups, belonging councils, and women's circles.

Protecting the Environment

We strive to create a more sustainable future for all by developing innovative solutions for environmental challenges—at UiPath and with our customers. We are committed to promoting environmentally-conscious behaviors in our daily interactions. Our efforts include our cloud-first approach and our commitment to energy and water conservation and waste management. UiPath technology can help companies measure and minimize their environmental impacts, and we are focused on supporting our customers and partners as they look to leverage automation in their own environmental programs.

Fostering Good Governance

We are committed to promoting and maintaining an ethical workplace, protecting our customers' data, managing risk, and building ongoing stakeholder value through good governance and oversight. We believe it's critically important to give our Board of Directors oversight responsibilities through various governance bodies, including the Nominating and Corporate Governance Committee that oversees our ESG efforts.

UiPath teams across the globe have contributed to this first impact report. I am grateful for their dedication. This has been a broad and cross-functional effort that demonstrates our commitment to these issues and our passion for driving change.

It is also a testament to our culture and values. We strive to be **immersed** (always consider and reflect), **fast** (take action and stay agile), **bold** (innovation comes with experimentation and exploration), and **humble** (we learn the most from listening to all while acting with humility). These values will guide us as our ESG program evolves.

Closing

This is an ongoing process. We now better understand and can evaluate our progress in our ESG journey. We hold ourselves accountable for the impact we have on our employees, customers, partners, shareholders, and communities. We understand that this is just the first step on our PATH and that we still have much to do to demonstrate our commitment and drive improvement.

We look forward to updating you regularly and continuing our conversation.

Daniel Dines
Co-Founder and Co-CEO

UiPath 2021 Impact Report Highlights

Leveraging Automation for Good



1.1M

UiPath Academy users



1.8M

UiPath community members



1,690

UiPath Academic Alliance partners

Empowering People & Communities



4,013

employees (as of Jan 31, 2022)



45

countries in which employees reside



79%

employee engagement score

UiPath 2021 Impact Report Highlights

Protecting the Environment



Automation for Sustainability

The UiPath Platform helps companies with sustainability reporting and compliance



~677

MTCO2e (cloud-based emissions from UiPath consumption of Microsoft Azure)



UiPath Environmental Policy
newly released

Fostering Good Governance



ESG Steering Committee

newly formed with Board oversight



Security Certifications

and attestations including ISO/IEC 27001:2013, SOC 2®, Cyber Essentials Plus, HIPAA, and Veracode



Dr. Oren Etzioni

appointed to chair the new UiPath Artificial Intelligence Advisory Board

Leveraging Automation for Good



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



17 PARTNERSHIPS FOR THE GOALS

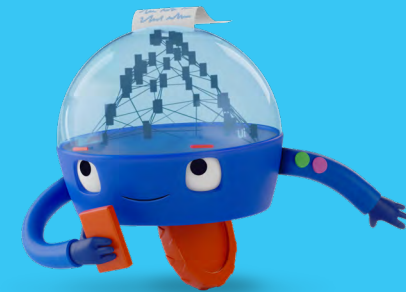


Leveraging Automation for Good

Organizations faced novel challenges in the last two years, ranging from concerns about workforce well-being to supply chain disruptions. In 2021, we leveraged UiPath technology and expertise to help our customers navigate uncharted waters. We helped companies ensure business continuity and productivity, improve public service delivery, and strengthen overall digital capacity.

Guided by our purpose to *accelerate human achievement*, we continued to invest in our UiPath Automation for Good initiative by researching, exploring, and developing automation solutions that make a positive impact on our world.

Our global economy is becoming more digitalized. And it's increasingly important to provide people with access to digital skills and technologies. In 2021, we expanded our learning programs, reaching 1.1 million people with UiPath Academy, our free online learning platform. We also significantly expanded our partnerships with educational institutions and the nonprofit sector.



Finding Solutions to Global Challenges through Automation for Good

In 2021, we continued to invest in research and development of automation solutions that make a positive social impact. We look to the 17 UN SDGs for guidance on where automation can make a positive impact. We believe that the UiPath platform, our services, and our community are uniquely positioned to help address global challenges relating to health and well-being, climate change, sustainability, and inequality. We call this effort Automation for Good.

Using automation as a catalyst for positive change is a continuous process of innovation and reflection. It's an ongoing cycle that takes in everything from how to implement automation to maximize social impact to identifying issues and challenges that technology can help solve. To maximize our impact, we collaborate with our customers, partners, experts, thought leaders, and the larger community.

Automation for Good 2021 Highlights

Partnerships

We expanded our partnership with IDC. In 2021, we sponsored an IDC white paper that outlines ways companies can leverage automation technology to deliver social and environmental value. We also collaborated with IDC on an assessment tool to help readers identify opportunities for Automation for Good in their organizations. Read the white paper [here](#), and take the assessment [here](#).

We partnered with [TechSoup](#) to generate awareness of artificial intelligence (AI) and Automation for Good opportunities within the nonprofit sector.

Hackathons

More than 350 participants from across the world joined us for the [UiPath Community Automation for Good Hackathon](#), focused on healthcare and well-being, NGOs and the public sector, accessibility, and education.

Events & Conversations

We are committed to ongoing conversations with customers, experts, thought leaders, and community members about the role of automation technology in society. Such conversations often result in new ideas and applications for automation. We are proud to drive these dialogues across the globe. In 2021, we:

- Designed a series of dedicated Automation for Good sessions and experiences at UiPath FORWARD IV, the world's largest gathering of automation experts.
- Invited experts and industry leaders to participate in discussions about the societal impact potential of enterprise automation via our ongoing [UiPath Automation for Good video series](#). For example, leaders from AutonomyWorks and Kelly joined UiPath moderators in April 2021 to discuss how automation technology opens new doors for employment for individuals with autism. Leaders from the banking industry joined UiPath industry experts to discuss how [automation technology can enable ESG and sustainability in banks](#).

Case Studies

01

The winners of the UiPath Automation Awards 2021 in Central Europe, Eastern Europe, and Turkey, sponsored by AWS Activate, developed automation solutions that help solve challenges in farming and healthcare. Serket, the winner of the Start-up Automation award, developed a solution to revolutionize the pig farming industry with the help of AI and computer vision technologies. This solution improves the well-being of pig herds and reduces the need for antibiotics.

Powerful Medical, winner of the Scale-up Automation award, uses an AI-powered learning platform for electrocardiogram (ECG) digitization, analysis, and patient management to help with ECG interpretation and treatment options.

02

The ROBOEnablers, winners of the UiPath HyperHack: Hunt for Best Centers of Excellence (CoEs), built a solution that uses automation technology to quantify the carbon footprint of emails and then proactively makes suggestions on how to reduce this negative impact.



Skilling, Reskilling, and Upskilling to Prepare People for the Future of Work

We believe we have a duty to help the current and future workforce succeed by bridging the automation skills gap and creating meaningful employment opportunities. The COVID-19 pandemic has accelerated the pace of digital transformation and technological innovation, increasing demand for digital skills. At the same, skills gaps lead to decreases in job satisfaction and productivity.

According to IDC research, UiPath automation technology will [create 73,000 new jobs by 2025](#). IDC estimates that UiPath and its partner ecosystem will employ more than 40,000 people by the end of 2025 while generating \$52.1 billion in revenue opportunities between 2021 and 2025.

To prepare people for jobs that require new skills, companies must embrace upskilling opportunities for employees. Efforts to upskill positively impact employee compensation and career pathing. IDC research finds that 68% of workers who participated in a technical training program received an increase in pay of 10% or higher, while 57% of upskilled employees received offers for new roles.

We believe automation should be accessible to everyone. In 2017, we launched the UiPath Academy, an online training platform that offers free, unlimited access to learning plans. Since 2017, more than 1.1 million students around the world have joined the platform. UiPath Academy offers courses to prepare people for new, high-paying roles such as RPA developer, business analyst, implementation manager, and solution architect.

Through UiPath Academic Alliance, we partner with leading higher education institutions and workforce development organizations to equip students and workers with automation skills.

1.1M UiPath Academy Users

320K new users joined our free training platform, UiPath Academy, in 2021.

1.8M Community Members

across a vibrant ecosystem of professionals and citizen developers. 686K new members joined in 2021.

1,690 Academic Alliance Partners

across 68 countries, representing a community of 2,200 educators and 290,000 students. 900 new university partners were added in 2021.

13 Partnerships

with Historically Black Colleges and Universities (HBCUs), including seven new partnerships added in 2021.

347 Active Courses

in UiPath Academy. 227 new courses were added in 2021.

48,000 Graduates

in the UiPath Certified Professional Program.

Case Studies

01

The Ministry of Education in South Africa recognized “RPA Developer” as an official occupational qualification, becoming the first government to do so. We believe this will lead to many career opportunities for unemployed youth in South Africa.

02

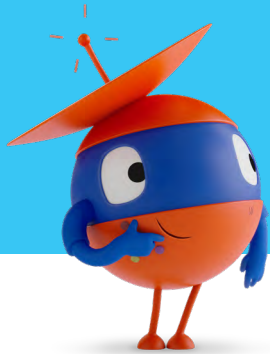
Through the partnership with Coursera, UiPath plans to offer automation skills to more than 92 million learners worldwide. As part of this collaboration, we launched [Step into RPA](#), a short introductory course on automation, and a comprehensive [RPA Specialization](#) course that prepares learners for the UiPath RPA Associate certification exam.

03

Together with [ICT Academy](#), our Academic Alliance partner in India, we introduced automation skills to 500+ academic institutions. More than 70,000+ students participated in the RPA Skillathon 2021. More than 1,000 students (80% of whom are female) are in training for the UiPath RPA Associate certification exam. The cost of training, including the certification fee, is sponsored by Honeywell’s Student Empowerment Program.

04

We have partnered with ABP Innovation, a UiPath business partner, to launch the [School of Automation](#) in Ireland and the United Kingdom. Through School of Automation, apprentices can learn skills required to develop software robots. The initiative received support from the Limerick and Clare Education and Training Board.



According to a UiPath global office worker [survey](#) from 2021, **44%** of office workers received automation training within the past year, and of those, **91%** believe that it has improved their job performance.

Supporting Inclusion, Diversity, and Accessibility in Tech

Together with our partners, customers, and community, we continue to explore ways automation can create a more accessible and inclusive workplace.

We are committed to making our products accessible to everyone. Empowering nonprofits to achieve their mission with the help of technology, as well as supporting and advising professionals, young entrepreneurs, innovators, and startups, is another key priority at UiPath. For example, nonprofits, small businesses, and small teams can use UiPath Automation Cloud™ Community version at no cost.



Case Studies

01

The winner of the [UiPath Community Automation for Good Hackathon](#), the RAYS team, built an application that leverages the UiPath platform to help people with disabilities who primarily rely on Braille language to communicate, get access to news, learn online content, access search engines, and convert MusicXML to Braille script for accessibility.

02

We hosted an event with [Black Girls Code](#) to introduce children to automation. During this 90-minute session, nearly 190 participants between the ages of 7 and 17 built an automation that played an online piano.

03

UiPath partnered with [Up School](#), an edtech startup offering upskilling opportunities for young women, to create employment opportunities in Turkey. We contributed learning materials, teaching guidelines, and software. The UiPath team in Turkey facilitated networking sessions.

04

[SuperPOSITRON](#) is an international, all-female and non-binary hackathon hosted by Toronto's largest student-led women in science, technology, engineering, and math (STEM) organization, Superposition Toronto. The purpose of the hackathon is to provide participants with opportunities to work on innovative projects while instilling confidence and a sense of belonging. UiPath supported the initiative by organizing workshops with UiPath women MVPs (Most Valuable Professionals) throughout the hackathon.

Automation for Good at the Forefront of Policy Discussions

We strongly believe in advancing the public discourse on automation as a force for good in the world. In 2021, we partnered with businesses, academia, workforce organizations, governments, international organizations, and think tanks on advocacy initiatives, thought leadership content, and events.

We are active participants in public policy discussions and debates on the topics of automation, artificial intelligence, the future of work and skills, innovation, and economic recovery.

2021 Highlights

- We became a member of the Future of Work Forum Engagement Group established by the Organisation for Economic Co-operation and Development (OECD)
- We supported the establishment of the Robotic Process Automation Initiative by the Center for Business Civic Engagement at George Mason University, focusing on researching and documenting automation solutions that improve productivity and service delivery for public sector organizations
- We joined the initiative led by Ms. Mariya Gabriel, European Commissioner for Innovation, Research, Culture, Education, and Youth, to support the innovation ecosystem within the European Union
- Our Co-Founder and Co-CEO, Daniel Dines, participated in [AI Going Global: The Future of Education in an AI-driven Economy](#), an event hosted by Mr. Dragos Tudorache, Member of the European Parliament

We work with various policy and trade associations, including:

- [AmCham EU](#)
- [AmCham Romania](#)
- [Healthcare Information and Management Systems Society \(HIMSS\)](#)
- [Armed Forces Communications and Electronics Association \(AFCEA\)](#)
- [National Association of State CIOs \(NASCIO\)](#)
- [Aspen Institute Romania](#)

Empowering People and Communities

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

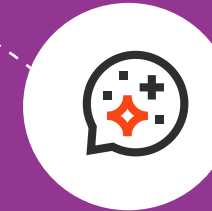


Empowering People and Communities

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. We strive to cultivate an innovative and inclusive culture. As a part of our purpose to accelerate human achievement, we also look for ways to empower and embolden the communities in which we live and work. Our people are committed to this vision and participate actively in their communities.

Cities
where UiPath
employees live

90

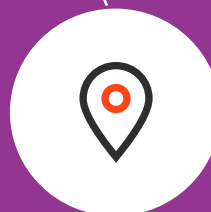


Languages
that UiPath
employees speak

30

Countries
where UiPath
employees live

45



4,013
total employees

as of Jan 31, 2022



U.S. states
where UiPath
employees live

41

Key Insights from UiPath Employee Engagement Survey 2021*

85%	participation rate
79%	overall engagement score
82%	would recommend UiPath as a great place to work
94%	are proud to work for UiPath
81%	feel comfortable voicing their ideas and opinions, even if they are different from others
84%	noted that UiPath treats employees equally and fairly, regardless of their background

Employee Engagement and Retention

Our people are the heart of all we do. It is our top priority to capture feedback from our employees and act on these insights to improve engagement and retention. In 2021, in addition to our annual Employee Engagement Survey, we also held focus groups and developed targeted surveys to understand sentiment from people who have been with UiPath for more than 2.5 years.

We share survey insights with our people managers to empower them to provide transparency to employees and take steps to address results. For example, UiPath colleagues in India formed a taskforce that held interviews and focus groups with local employees and executed a plan of action to act on Engagement Survey findings.

**Our Employee Engagement Survey had an 85% participation rate, and our overall engagement score was 79%. This is four percentage points higher than the 2020 score and exceeds the overall global Qualtrics benchmark by 7%. Survey conducted June 2021.*

In 2021, we actively invested in company-wide initiatives to support employee engagement and retention, including employee appreciation days, virtual team-building events, and tools to encourage engagement. Two highlights include:

Avokudos bot: This bot uses our own technology to encourage peer recognition. In 2021, 600 UiPath colleagues recognized peers and 1,377 received recognition, up nearly 14% and 37% year-over-year, respectively.

Officevibe app: A bi-monthly survey tool that regularly measures drivers of employee engagement. Since launch, the tool has seen a 77% overall engagement score. Answers to free-form survey questions are shared on a channel dedicated to feedback on Slack, where UiPath employees can openly discuss questions and concerns.

Learning and Development

In 2021, we focused our learning and development efforts on four main pillars.

Employee Development

Education and development are available to everyone at UiPath. Employees can access four different e-learning platforms, monthly training and certifications, dedicated programs for high-performing individual contributors, and other resources. In 2021, more than 1,400 employees accessed at least one of these resources.

Leadership Development

We invest with purpose and intention in our leaders, and we are constantly elevating managerial capabilities. Our UiPath leaders have access to dedicated development programs for their specific level of expertise. In 2021, more than 200 people managers completed at least one of these development programs.

Mentorship and Peer Learning

We have a dedicated mentorship app, Athena, that all employees can use for their development. With 80+ topics to choose from, people can enroll either as a mentee to learn more about a specific topic or as a mentor to share their experience. In 2021, over 70 mentors and 100 mentees were matched in Athena.

New Hire Onboarding

We are committed to equipping new hires for success from day one. In 2021, we updated our onboarding process by organizing regional sessions to help people connect with colleagues. Nearly 900 new hires participated in the revamped experience since launch, with 82% reporting a favorable onboarding experience. New hires also use the Rocketeer, a tool that offers information to get up to speed, delivers onboarding notifications for hiring managers, and congratulates colleagues when they reach a milestone.

1,400+ Employees

participated in at least one learning program

200+ People Managers

participated in leadership development programs

70+ New Mentors

signed up to mentor peers

82% of New Hires

reported a favorable onboarding experience

Talent Recruitment

UiPath is committed to attracting talent across the globe. In 2021, we accelerated our hiring efforts, hiring 1,510 new UiPath employees, up nearly 194% year-over-year. In 2021, 22% of our new hires were referrals.

We are committed to recruiting interns, trainees, working students, and graduates for roles across the business and across regions. We partner with universities, organizations for underrepresented students, coding bootcamps, and military programs. In 2021, we hired 130+ interns across 16 locations, up 40% year-over-year. Our intern offer acceptance rate was 93%, and our intern satisfaction rate was 95%. Half of all offers were extended to female candidates.

We strive to offer world-class experiences during the talent acquisition process. In 2021, we implemented Survale to gain insight into candidate experiences. In 2021, candidates reported a recruiter satisfaction rating of 90 out of 100 and a hiring manager satisfaction rating of 85 out of 100.

UiPath continues to be recognized as an employer of choice. In 2021, we received multiple Comparably awards, including Best Company Culture and Best Leadership Teams.

Compensation and Benefits

UiPath believes in customizing benefits with a focus on deep value and local practice. In partnership with our consultants, UiPath re-benchmarked all benefits plans in 2021 to ensure they are competitive and well-suited to the local market and the needs of our employees and their families.

UiPath offers health, life, and retirement plans in all countries where it is common local practice to do so. In countries where it is not common practice to offer certain company-sponsored plans, we offer other types of appropriate benefits to best meet the needs of the local market.

In addition, all full-time employees globally are offered:

Headspace app for mindfulness and meditation

Aaptiv app for physical well-being

Employee Assistance program for crisis counseling and work-life balance

Modern Health for mental well-being

Flexible well-being allowances for physical, mental, emotional, and financial well-being



Just Be Us

Diversity, Equity, & Belonging

UiPath is committed to diversity, equity, and belonging in all we do. We believe this is both a business and moral imperative.

In 2021, we conducted an analysis and cleanup of self-identification data for gender assignment and U.S. race/ ethnicity. We also established processes to ensure ongoing data accuracy as well as a baseline for additional self-identification data in 2022.

In 2021, we launched an initiative called Just Be Us, which stands for Justice, Belonging, Uniqueness, and Social Human Responsibility. The goal is to create and foster an inclusive workplace environment by blending our diversity programs with social human responsibility and wellbeing initiatives.

Employee Communities

As part of Just Be Us, we established various employee communities to encourage our people to have brave conversations and collaborate with colleagues.

Regional Belonging Councils

Council members in the U.S. and India are early adopters of our Just Be Us initiative. They evaluate the relevance and scalability of tools and resources suggested by UiPath employees and are empowered to propose resources, tools, and programs for consideration.

People Unity Councils

These councils provide a safe space for employees to have open conversations. They are open to everyone and led by employees.

Pride at UiPath

We work to educate, elevate, and protect LGBTQIA+ rights and voices in the workplace. Pride at UiPath is a space where LGBTQIA+ employees can be their authentic selves.

Empowered at UiPath

This community amplifies and supports Black employees and allies through networking opportunities and events that promote cultural awareness.

Women's Circles

Through conversations, peer support, and shared experiences, members of our Women's Circles explore new approaches to challenges that women face in the workforce. Since 2020, we scaled the program from three groups to 10.



Just Be Us (Cont.)

Diversity, Equity & Belonging in the Hiring Process

We advocate for diversity, equity, and belonging in the talent acquisition process by providing a diverse slate of candidates for consideration, offering training and best practices for unbiased interviewing, and encouraging discussions about the diversity of skills required to fulfill our mission.

We work with external organizations such as Jobwel, NPower, Inroad to increase candidate pipeline diversity. We also partner with Historically Black Colleges and Universities, Black Girls Code, and Women Impact Tech.

In 2021, we incorporated diversity and belonging into our training curriculum to educate hiring managers about the importance of diversity and the role of unconscious bias in the hiring process.

Social Human Responsibility

In 2021, we began work on our social human responsibility program, UiPath Cares. The program, which will include volunteering, donations, matching, and grant giving, will formally launch in 2022. UiPath Cares is powered by Benevity, our primary tool for engagement and social impact. In 2021, we also established a partnership with micro-giving platform Good Today to drive employee donations.

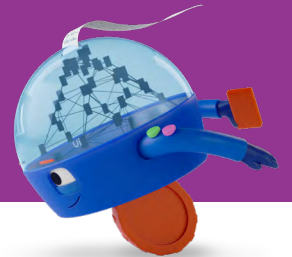
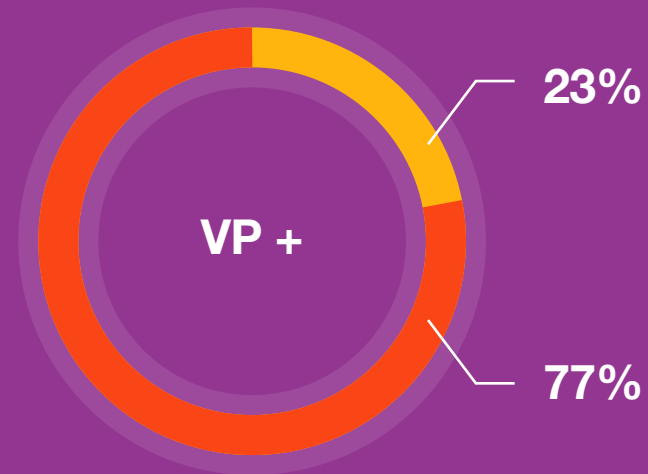
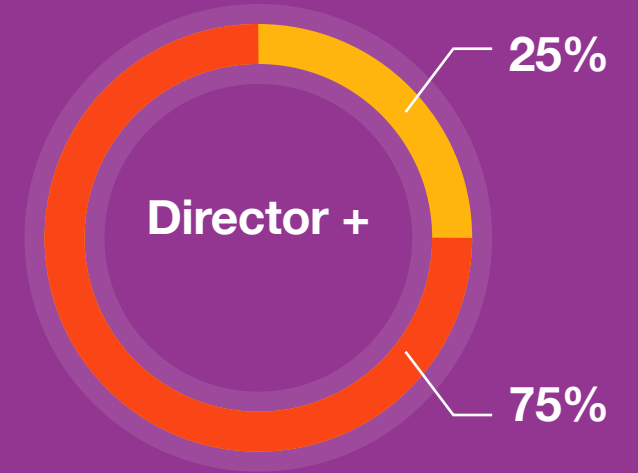
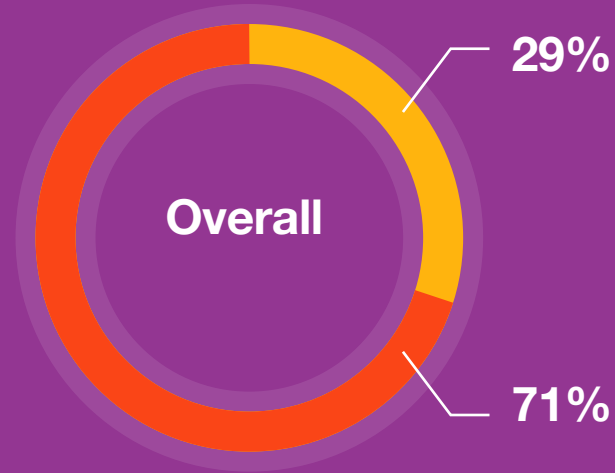
Product Accessibility

We are focused on providing our users a seamless and accessible experience. In 2021, we conducted an initial evaluation of opportunities to address accessibility in the design of our products, services, websites, and certifications. The UiPath Product Release team implemented foundational procedures for ensuring accessibility in our products.

2021 Self-Identified Global Gender Diversity

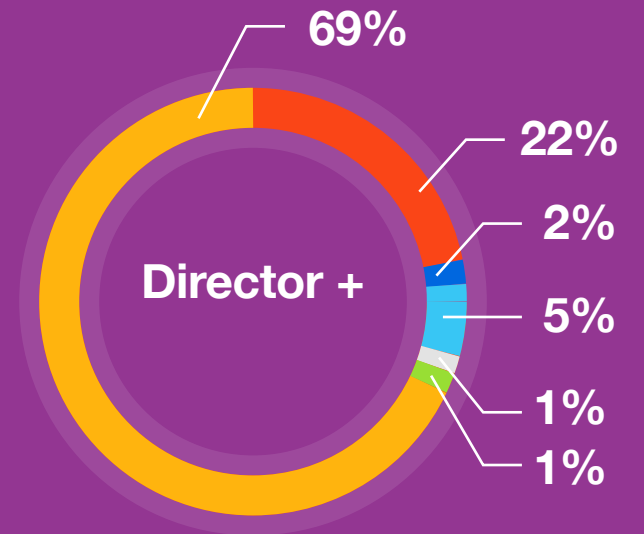
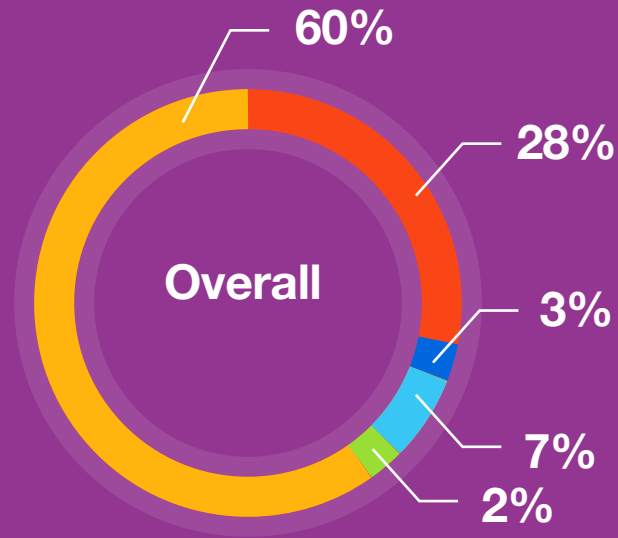
- Female
- Male

99% of individuals self-identify for gender assignment



2021 Self-Identified U.S. Racial/ Ethnic Diversity

- Native American+
- Asian+
- Black+
- Latinx+
- Pac. Islander
- Two or More
- White



97% of individuals self-identify for race/ethnicity





UiPath supports the UiPath Foundation, which is on a global mission to nurture the tremendous potential of children from underprivileged families. It aims to shift from a reality of inequalities to a world of opportunities by giving children living in poverty access to quality and relevant education. Since 2019, the UiPath Foundation has supported more than 40,000 children in Romania and India. More than 5,000 teachers in Romania participated in training activities. Since the start of the COVID-19 pandemic, Romanian children have received more than 29,000 hours of online tutoring.

In 2021, UiPath partnered with the UiPath Foundation to host a week-long virtual marathon to raise funds for children in Romania and India.

40,000+
children supported
(2019 – 2021)

5,000+
teachers supported
(2019 – 2021)

29,000+
hours of tutoring
(2020 – 2021)



www.uipathfoundation.com

Protecting the Environment

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Protecting the Environment

UiPath is committed to promoting environmentally conscious behaviors in our day-to-day interactions and taking steps to minimize our impact on the environment. We strive to create a healthier and more sustainable future by developing innovative solutions that address environmental challenges—both at UiPath and with our customers.

As outlined in the [UiPath Global Environmental Policy](#), our efforts include:

- A sustainable, cloud-first approach that minimizes our climate impact by using sustainable cloud services for our products and applications
- A commitment to energy and water conservation and waste management
- Helping customers and partners measure and minimize their own environmental impact using our technology



Environmental Oversight

Our ESG Steering Committee oversees our environmental policy and our environmental efforts, which include:

- 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 impact report
- Benchmarking the Company’s environmental initiatives against peer companies
- Reviewing, approving, and periodically updating the environmental policy

A Sustainable Cloud-First Approach

UiPath has a cloud-first approach for its products and internal business applications. A significant component of our total carbon footprint results from computing. Cloud services enable us to reduce our environmental impact as well as maximize efficiencies.

UiPath does not own any data centers and utilizes Microsoft Azure for more than 90% of our cloud computing needs. We’re committed to utilizing Azure as efficiently as possible by:

- Taking advantage of extensive efficiency improvements that Microsoft has implemented (including its goals to power its platform 100% with renewable energy by 2025)
- Exploring ways to right-size our cloud usage
- Leveraging the Microsoft Sustainability Calculator to more accurately track and optimize our own emissions and to analyze and disclose our cloud-based emissions

In 2021, UiPath launched multiple new versions of our platform and continued to add customers. As we continue to grow and expand our use of the cloud, we may generate more cloud-based emissions. Our primary strategy to manage our carbon footprint is to increase our cloud utilization efficiency.

Some of the key initiatives we have taken to optimize our cloud-based emissions include removing, right-sizing, and powering off unused or idle resources by leveraging automation, as well as adopting cutting-edge technologies like containers and micro-services. This helps us minimize our cloud-based carbon footprint.

Two groups of cloud users account for the bulk of our cloud-based emissions: customers (production) and UiPath engineers (non-production). We track our absolute greenhouse gas (GHG) emissions from Azure activity, as well as the disaggregated totals from production and non-production environments. From there, we track normalized carbon emissions per customer or engineer for each environment—helping us better understand our cloud-footprint on an absolute and relative basis.

Cloud-Based Emissions 2021

Total cloud-based emissions from UiPath use of Microsoft Azure

Total cloud-based emissions (MTCO2e)	676.95
Production emissions (MTCO2e)	390.84
Production emissions intensity*	0.000901
Non-production emissions (MTCO2e)	286.11
Non-production emissions intensity**	0.07136

**Calculated as MTCO2e per customer.*

***Calculated as MTCO2e per UiPath engineer.*

Encouraging Sustainable Operations

UiPath strives to ensure that our office spaces, their respective buildings, and event spaces adhere to the latest and highest environmental standards in their local markets. We also work to 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 also inform, train, and encourage employees to adhere to environmentally responsible practices, 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
- Promoting digitization and the paperless office

New UiPath Headquarters in NYC

Sustainability was at the heart of selection of our new headquarters at One Vanderbilt in New York, New York. UiPath employees will move into the new headquarters in Fall 2022.

Sustainability features at One Vanderbilt ensure that the tower maintains one of the lowest carbon footprints compared to similarly scaled buildings in New York City. The tower was built using steel rebar made of 90% recycled content, features cutting-edge technologies such as 1.2-MW cogeneration and 90,000-gallon rainwater collection systems, and regulates insulation for heating and cooling through its high-performance glazing. One Vanderbilt is on track to receive several environmental distinctions, including the highest levels of Leadership in Energy and Environmental Design (LEED) and WELL certification.

One Vanderbilt will have a single stand-alone application with access control for tenants, visitor management, and elevator calls, for tenants and guests to move through a seamless, touch-free experience from turnstiles to elevators. The building will offer engineering controls such as MERV-16 filtration and increased outdoor air.

Promoting Efficient Travel

To reduce our carbon and greenhouse gas emissions footprint, we encourage our workers to be environmentally mindful when hosting events and traveling for business. Such efforts include:

- Hosting more virtual events and meetings
- Limiting in-person events and meetings to those with legitimate business purposes
- Partnering with suppliers that have undertaken their own sustainability initiatives
- Encouraging the increased use of public transportation, bike transportation, and rail instead of air transportation

UiPath is working to track its GHG emissions from business travel through third-party travel services, and we are in process of identifying opportunities to better manage the carbon footprint from such activities.

Responsibly Managing Electronic Waste

UiPath seeks 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.

Automation for Sustainability

Automation to help our customers improve sustainability performance and reduce environmental impact.

Companies across the globe—including many of our customers and partners—recognize the importance of prioritizing sustainability. Automation technology can help companies reduce energy and paper use while increasing data accuracy. Driven by our commitment to Leverage Automation for Good, we continue to partner with organizations in multiple industries to explore how to leverage the UiPath Platform to enable their sustainability goals, automate ESG reporting, improve compliance and enhance transparency. The UiPath Platform can help companies with challenges like:



Reporting on climate-related risks.

Software robots can track and report on progress against predefined targets, such as carbon emissions.



Ensuring compliance.

Software robots can streamline and simplify auditing procedures.



Develop automation solutions to support sustainability goals.

Automation technology can help companies streamline processes related to environmental compliance and policy enforcement. For example, employees at the United Kingdom Department for Environment, Food & Rural Affairs (Defra) [automate processes](#) related to issuing environmental licenses and permits. This not only helps Defra get work done faster, but it also eliminates process errors.



Fostering Good Governance

8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Fostering Good Governance

At UiPath, we rely on our customers' trust. We have shown a strong commitment to customer service, business partners, product quality, and employee development—and we aim to deliver, thanks to the effort and dedication our employees bring to work each day. We are committed to doing business ethically and with integrity. We understand that our reputation and continued success depend on making good on this commitment. Work conducted ethically, with integrity, and in compliance with the law isn't just UiPath policy; it's ingrained in our culture. Our [Global Code of Conduct](#) describes our principles and our purpose.

We value transparency, and we maintain a [Trust Portal](#) on our website that outlines our principles and ethics, privacy, and security practices.

The same principles cascade from our Board of Directors to our executive team and our workforce, and to our suppliers and partners.



Ethics and Integrity

Ethical Workplace

Our commitment to maintaining an ethical workplace is outlined in our [Global Code of Conduct](#). Each year, the legal and compliance team reviews the Code of Conduct. Material changes, if any, are approved by the Board of Directors or the Co-CEOs.

We conduct annual employee training on the Code of Conduct, with a completion rate of greater than 90% for employees and contingent workers.

We also administer other ethical policies that must be acknowledged by employees annually, such as:

Anti-bribery and anti-corruption policy

Anti-discrimination, anti-harassment, and anti-retaliation policy

Insider trading policy

We also educate employees on regulatory obligations and UiPath ethics commitments and we maintain a formal whistleblowing policy for accounting, auditing, fraud, and financial matters that protects anonymity and enforces non-retaliation. We have an open-door policy and encourage our employees to speak up any time they become aware of any circumstances that are inconsistent with or in violation of our policies. An appropriate line of support and reporting is available in each country in which UiPath operates.

The safety and integrity of employees and business operations are essential to UiPath. We take complaints seriously and investigate them through appropriate channels.

Transparency

We maintain guidelines regarding public sector engagements in accordance with the law and applicable ethical standards, whereby employees are required to act in a professional manner, in accordance with the principles of transparency, integrity, responsibility, independence, and fair competition.

Global Partner Code of Conduct and Human Rights

Our [Global Partner Code of Conduct](#) sets out our expectations and defines the minimum standards of conduct and business practices applicable to all UiPath business partners. This code encompasses elements of the UN Declaration of Human Rights and International Labour Organization Conventions and discusses principles concerning:

- Health and safety
- Child labor avoidance and equal employment opportunity
- Environmental protection
- Freedom of association, lawful and freely chosen employment
- Fair competition and conflicts of interest
- Anti-corruption, anti-bribery, and business courtesies
- Confidentiality, security, and data privacy

Our [Slavery and Human Trafficking Statement](#) illustrates our commitment to ensuring the highest standards of welfare, safety, and business practice, in accordance with all relevant legislation.

Data Privacy and Security

User Data Privacy

We understand the importance of personal data protection, and we have teams responsible for ensuring adherence to adequate privacy principles. Our privacy legal team reporting to the Chief Legal Officer is responsible for privacy and receives support from the information security team reporting to the Chief Information Security Officer.

We maintain a cyber security policy and ancillary policies for the protection, security and integrity of our systems, and the data processed therein. We maintain privacy and security training materials and conduct annual employee training on our privacy and security policies.

With respect to the collection, use, and processing of personal data required to provide our products and services, we follow the applicable data protection and cyber security laws. We are committed to respecting our users' choices regarding their personal data. We do not transfer personal data to third-party providers other than in connection with performing our services, and subject to our privacy principles.

We want to make it easy for data subjects to get access to their personal data that we hold, and we maintain a user-friendly form for data subject access requests. The form is available on our Trust Portal.

Our products do not target children, and all our educational efforts are carried out with regard to the safety and protection of the participants. The personal data we process varies, and the associated retention schedule will vary as well for each type of data set and depending on the purpose of processing, as permitted, or required by law.

We use techniques to protect personal data, including employing appropriate access controls, data storage, and security practices. We may use third-party service providers that may have access to customer data, as sub-processors of UiPath, as reflected in the list we maintain in the Privacy section on our Trust Portal.

We perform privacy assessments as part of our data collection and processing efforts to determine the lawfulness, risks, and purpose of data processing. As part of the product readiness process, we perform data privacy impact assessments for products that collect and process personal data. Data protection agreements are in place for products that entail the use of personal data, and a list

of technical and organizational measures to protect the data is included therein. We schedule regular audits of our products to ensure compliance with standards appropriate for the industry we operate in.

For more information on the scope and implementation of our practices related to user privacy, please see the Privacy section and the [Privacy Policy](#) on the Trust Portal.

Data Security

We recognize the importance of implementing appropriate technical and organizational security measures and adequate security controls to prevent any unauthorized access, disclosure, alteration, or destruction of data. Our information security team oversees security, with legal assistance from the privacy legal team. A Cyber Risk Subcommittee actively tracks cyber risk mitigation and investments, and reports to the Board of Directors.

We maintain a comprehensive information security management system and engage independent auditors to provide industry-standard certifications and attestations. During the reporting period we have maintained:

ISO/IEC 27001:2013 certification for UiPath's information security management system

SOC 2® report covering American Institute of Certified Public Accountants (AICPA) Trust Services Criteria for security, availability, and confidentiality relevant to the UiPath cloud

HIPAA attestation covering applicable administrative, physical, and technical safeguards relevant to the UiPath cloud, Professional Services and Customer Support

Cyber Essentials Plus certification relevant to UiPath's management networks in the United Kingdom and Romania

Scope of these certifications and attestations is detailed on the [Trust Portal](#).

We work to improve quality and security standards and design an internal roadmap of assurance and standards relevant to, and adequate for, the industry in which we operate and we maintain up-to-date information on our security practices in the Security section of our Trust Portal.

Vulnerabilities identified in our software are mapped to an industry-standard Common Vulnerability Scoring System (CVSS) methodology (i.e., critical, high, medium, and low) and are remediated in a timely manner within internally defined timeframes. Regular testing is also performed directly against our software, and we have a bug bounty program that aims to leverage the expertise of the ethical hacker community to find vulnerabilities in software.

We check the security measures of our critical vendors and have a policy to enter into data protection agreements containing adequate security requirements and seeking to ensure that at least the same level of confidentiality and data security applicable to UiPath is implemented by these vendors.

We've designed processes to provide response to security and operational incidents, without delay, to minimize risks and ensure availability of information systems. To respond to incidents effectively and in a timely manner, our incident management teams take necessary actions to contain the threat, eradicate the source of the incident, and restore the affected systems, information, and data. Incident responders track the incident root causes, the lessons learned in the incident management system, and propose continuous improvements to system and data owners.

We take security very seriously. We value our relationships with customers, and we keep a live channel of communication open with respect to security issues by maintaining [a page](#) dedicated to product security advisories in the Security section of our Trust Portal.

As proof of our commitment to security, we joined Paris Call for Trust and Security in Cyberspace, a global call for nation states, companies, and civil society to come together and face the increasing threats endangering citizens and infrastructure in cyberspace. The call is based around [nine common principles](#) to secure cyberspace and the commitment to adopt responsible behavior.

ESG Oversight

We have implemented a robust ESG governance framework intended to leverage the knowledge and expertise of our stakeholders. Our ESG Steering Committee 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 consists of leaders from UiPath marketing, finance, and legal teams:

SVP, Investor Relations

Director, Investor Relations

VP, Senior Corporate Counsel

VP, Marketing Communications

Manager, Public Affairs

Director, Product Marketing

ESG Oversight

The ESG Steering Committee focuses its efforts on the following:

- Assess our environmental footprint, demographics, diversity, equity and inclusion, and human capital management initiatives
- Develop short- and long-term strategies to achieve our ESG goals
- Implement our ESG strategy and ensure adequate means to track, report, and amplify our efforts
- Leverage UiPath stakeholders, including our employees, contractors, partners, and customers, to achieve our overall mission

The ESG Steering Committee reports to the Nominating and Corporate Governance Committee of our Board of Directors. The Nominating and Corporate Governance Committee receives quarterly governance and ESG updates from the ESG Steering Committee and provides a report at each Board meeting. As formalized in its charter, the Nominating and Corporate Governance Committee considers social responsibility, environmental, and sustainability matters as it determines appropriate and makes recommendations to the Board of Directors regarding, or acts with respect to, such matters. ESG matters remain under the shared responsibility of our leadership team, which reports on such matters directly to the Board of Directors.

We believe an important step in our maturity as an AI company was the nomination of Dr. Oren Etzioni as chair the new UiPath AI Advisory Board. The AI Advisory Board will help foster the UiPath AI Research and Incubation function, which is focused on research in machine learning (ML) and AI investments. The goal of the research is to help develop the next wave of transformational technologies at the intersection of automation and AI. More information about our AI Advisory Board and the UiPath AI Principles can be found on our [website](#).

Corporate Governance

Best Practices

- Non-employee directors limited to four other public company boards of directors and no more than three public company audit committees
- Continuing education for directors and onboarding for new directors

Accountability

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

Board of Directors Composition

Average Age	49
Gender Diversity	33% Female 67% Male
Independence	89%
Lead Independent Director	Yes
Standing Board Committee Independence	100%

About UiPath

UiPath has a vision to deliver the Fully Automated Enterprise™, one where companies use automation to unlock their greatest potential. UiPath offers an end-to-end platform for automation, combining the leading Robotic Process Automation (RPA) solution with a full suite of capabilities that enable every organization to rapidly scale digital business operations.

ARR*

\$925.3M

Customers*

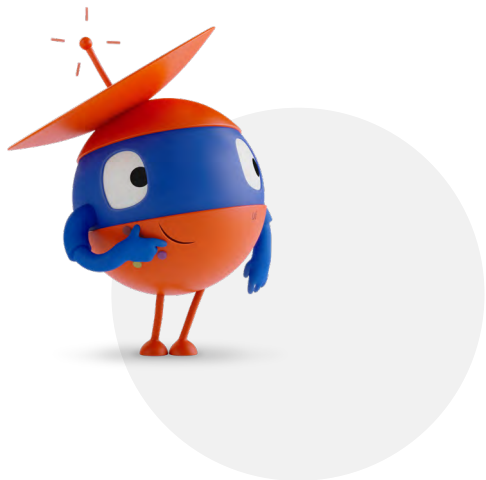
10,100+

Dollar-based Net Retention Rate*

145%

Business Partners*

5,100+



**As of January 31, 2022*

4 Core Cultural Tenets



humble

Listen, learn, and help others.

bold

Challenge, experiment, and explore.

immersed

Consider, reflect, and imagine.

fast

Take action, preempt, and transform.

SASB Standards: Index

Topic	Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	UiPath does not own or operate data centers, but the most material environmental impact of our operations is derived from cloud computing. Please refer to pg. 28 (Environment – A Sustainable Cloud-First Approach) to learn about our approach and efforts for efficient and sustainable cloud usage.
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	UiPath does not currently track this information as we do not own or operate data centers.
Data Privacy and Freedom of Expression	Description of policies and practices related to behavioral advertising and user privacy	TC-SI-220a.1	For an overview of our policies and practices related to behavioral advertising and user privacy, please refer to pg. 34 (Governance - Data Privacy and Security, User Privacy) .
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Use of information for secondary purposes is not part of our main business operations. Where use for secondary purposes is envisaged, it's subject to preserving the adequate legal basis.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	For information on legal proceedings, please refer to periodic reports UiPath files with the U.S. Securities and Exchange Commission ("SEC") .
	Disclose the (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, and (3) percentage resulting in disclosure	TC-SI-220a.4	For information on materials requests from law enforcement, please refer to periodic reports UiPath files with the SEC.

Topic	Metric	Code	Disclosure
Data Privacy and Freedom of Expression (cont.)	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	<p>We are keen on respecting intellectual property rights and we maintain a process of ingesting infringement complaints identified by users and partners, in accordance with the DMCA. As a result of such complaints, some content shared by third parties on our websites may be censored.</p> <p>UiPath Technology and Services may be subject to export control and sanctions laws, including without limitation the U.S. Export Administration Regulations administered by the U.S. Department of Commerce’s Bureau of Industry and Security (“BIS”) and economic sanctions administered by the U.S. Department of the Treasury’s Office of Foreign Assets Control (“OFAC”), European Commission regulations, United Nations Security Council resolutions, and other similar national or international regulations (collectively, “Export Laws”). UiPath developed a process to assess products against the Export Laws criteria. In addition, our products are not distributed to natural or legal persons (i) located, organized, or resident in a country or territory that is subject to a U.S. trade embargo (currently, Crimea, Cuba, Iran, North Korea, and Syria); or (ii) identified on, or owned or controlled by any party identified on, any applicable sanctions or restricted party list, including the Specially Designated Nationals and Blocked Persons List, Foreign Sanctions Evaders List, and Sectoral Sanctions Identifications List, administered by OFAC, and the Entity List, Denied Persons List, or Unverified List, administered by BIS. As a consequence, our products and services may not be available in all jurisdictions and we may cease to provide them if violations of the Export Laws are identified.</p>
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	TC-SI-230a.1	For information on data breaches, please refer to periodic reports UiPath files with the SEC.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	For an overview of our approach to identifying and addressing data security risks, please refer to pg. 34 (Governance – Data Privacy and Security)

Topic	Metric	Code	Disclosure
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	As a global company, our team is located in more than 40 countries throughout the world. 24% of UiPath employees reside in Romania, where the company was founded, and 31% reside in the United States. Another 14% of our team is located in India and 7% in Japan, and the remaining quarter of our full-time employees call 40-plus additional countries home. Please refer to pg. 17 (Empowering People and Communities – UiPath Workforce At A Glance) for more information about our global workforce distribution.
	Employee engagement as a percentage	TC-SI-330a.2	Our overall engagement score was 79% in 2021, which is four percentage points higher than the 2020 score and exceeds the global Qualtrics benchmark by 7%. For further insights from our 2021 Employee Engagement Survey, please refer to pg. 18 (Empowering People and Communities - Employee Engagement and Retention) .
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Our global gender and U.S. racial/ethnic workforce representation metrics are disclosed on pg. 23 & 24 (Empowering People and Communities – Diversity, Equity, & Belonging) .
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	For information on legal proceedings, please refer to periodic reports UiPath files with the SEC.

Topic	Metric	Code	Disclosure
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues, (2) service disruptions, and (3) total customer downtime for the reporting period	TC-SI-550a.1	UiPath provides transparency around service availability and performance for our products at: status.uipath.com .
	Description of business continuity risks related to disruptions of operations and how these risks are mitigated	TC-SI-550a.2	<p>As provided in our risk factors in our periodic filings with the SEC, we could face inefficiencies or service disruptions with business disruptions. As usage of our platform capabilities grows, we expect to continue to improve and maintain our infrastructure and scale our internal business systems and our services organization to serve our growing customer base. Any failure of or delay in these efforts could hurt our revenue growth and our reputation.</p> <p>UiPath has a risk management process in place designed to reduce the risks to an acceptable level. Risk assessments are conducted at least annually, and identified risks are mitigated according to severity and business priorities.</p> <p>UiPath utilizes a decentralized office approach, and employees, and contractors are not dependent on specific office locations to perform their duties. Data processing environments maintain redundancy to meet availability requirements. Systems are built with failovers within availability zones. Data availability and continuity of service are insured by using reputable cloud service providers. UiPath maintains adequate insurance for cybersecurity risks.</p>



Questions? Please contact
esg@uipath.com