

UiPath Global Partner Code of Conduct

I. Applicability

This Global Partner Code of Conduct (the “Code”) sets out our expectations and defines the minimum standards of business conduct and business practices applicable to all UiPath clients, resellers, consulting partners, vendors, OEMs, suppliers, agents, entities and/or individuals who do business with or on behalf of UiPath (the “Partners”). Between this Code and applicable laws and regulations, our Partners are always expected to comply with those requirements that are more restrictive. UiPath may audit compliance with this Code and terminate any Partners relation due to a breach, as assessed by UiPath.

II. Integrity and Compliance with Laws

(A) Anti-Corruption, Anti-Bribery and Business Courtesies

At UiPath we are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and enforcing effective systems to counter bribery and corruption. As such, we prohibit our Partners from engaging in any form of public sector or commercial bribery and we do not accept bribes or facilitation payments in any form. You are responsible for ensuring that acceptance of any business courtesies, gifts, or entertainment is proper and could not reasonably be construed as an attempt by the offering party to secure favorable treatment or otherwise violate applicable laws. We expect our Partners to comply with the US Foreign Corrupt Practices Act, 1977 (‘FCPA’), UK Bribery Act and similar anti-bribery laws including, without limitation, the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and the United Nations Convention Against Corruption (if applicable) and hereby agree not to engage in any activity which could lead to accusations of breach of FCPA, UK Bribery Act or similar anti-bribery laws including the OECD Convention (if applicable).

(B) Conflict of Interest

Conflicts of interest commonly arise and should not be a problem if they are openly and effectively managed. It is the policy of UiPath and our Partners responsibility that ethical, legal, financial or other conflicts of interest be avoided and that any such situations do not conflict with obligations to UiPath. UiPath Partners are prohibited from providing or offering gifts to UiPath employees that could inappropriately influence UiPath’s business decisions or gain an unfair advantage.

(C) Fair Competition

UiPath Partners are required to comply with fair trade and competition laws and must abstain to propose or enter into any agreement with any competitor to fix prices, margins, terms and conditions, to divide up any markets or customers or restricting resale pricing of UiPath products.

(D) Intellectual Property

UiPath respects the intellectual property rights of others and expects other companies to respect its intellectual property rights. UiPath Partners are responsible for protecting any intellectual property rights. Partners must not use proprietary information, patented technology or copyrighted software, documentation, or other materials of UiPath or of third parties without the owner’s authorization.

(E) Export Regulations

UiPath is keen on complying with export control regulations and therefore we expect our Partner to abide by all export control regulations as set forth by (i) the U.S. Department of Commerce Export Administration Regulations (EAR), U.S. Department of State International Traffic in Arms Regulations (ITAR) or other requirements of the U.S. Government; (ii) European Commission regulations; (iii) United Nations Security Council resolutions (the “Export Control Regulations”) regulating the export and reexport of the UiPath RPA Platform. We also expect our Partners not to be named on any Export Control Regulations list of restricted parties and not to be involved in dealings with entities and individuals located in countries subject to trade embargoes or economic sanctions.

III. Labor and Human Rights Practices

(A) Freedom of Association, Lawful and Freely Chosen Employment

UiPath Partners must respect the legal rights of employees to join worker organizations. UiPath partners must validate and review all relevant documentation to ensure that any employed worker has the legal right to work in that jurisdiction. Also, UiPath does not employ or accept any form of forced or bonded labor, prisoners or illegal workers, and expects its Partners to do the same.

(B) Child Labor Avoidance

Any use of child labor is not permitted and UiPath partners must adopt procedures to verify and maintain documentation that no workers are younger than permitted by the local law. Partners must follow all applicable local laws, regulations and standards concerning working hours and conditions for all workers.

(C) Equal Employment Opportunity

UiPath is an equal opportunity employer and prohibits discrimination and harassment of any kind. We are committed and expect our Partners (i) to offer equal employment opportunity for all job applicants and employees, (ii) to provide all employees a work environment free of discrimination and harassment of any kind and (iii) to take all employment related decisions without regard to race, color, religion or belief, national, social or ethnic origin, sex, pregnancy, age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by any and all similar laws.

(D) Health and Safety

UiPath Partners must comply with all applicable health and safety laws and regulations and provide a safe work environment and conduct themselves in a manner consistent with all applicable safety standards, including governmental requirements, operations and facility

specific safety requirements, and contractual requirements as well as identifying and responding to any public health impacts of their operations and use of their products and services.

(E) Human rights

UiPath recognizes and respects the importance of the European Charter for Fundamental Rights and of the Universal Declaration of Human Rights, which is why UiPath is involved in supporting education and social development with the help of automation. Partners must respect and promote human rights in carrying out their business, through their actions and relations with governments and organizations.

IV. Environment Protection

(A) Standards

UiPath is committed to protecting the environment and environmental responsibility is at the hearth of UiPath's business model. All Partners shall develop, implement, and maintain environmentally responsible business practices and will comply with all applicable laws and regulations relating to the impact of their business on the environment, including by taking steps to ensure that waste is minimized and items recycled whenever practicable avoid undue and unnecessary use of materials and utilize recycled materials whenever appropriate, ensure conservation of scarce resources, and adapt production and delivery processes as well as heating, ventilation, lighting, IT systems and transportation to maximize efficient energy use and to minimize harmful emissions.

V. Information Security

(A) Information Security and Privacy Requirements

If Partners will process or store any confidential information or personal data (as defined by applicable law) in any manner, the Partners will comply with the requirements set forth in the Information Security and Privacy UiPath Procurement Terms Requirements available on UiPath website at the following link: https://www.uipath.com/hubfs/legalspot/Information_Security_and_Privacy_Requirements.pdf (or successor website) or as notified by UiPath.

(B) Confidentiality

Partners must take all reasonable and necessary precautions to safeguard any information of UiPath and its Partners, to which they have access, including not disclosing to anyone, inside or outside of UiPath, unless disclosure is properly authorized by UiPath or is otherwise required in connection with a clearly defined legitimate business need (*i.e.*, shared only on a need-to-know basis) and subject to a written confidentiality agreement. Partners shall agree to defend UiPath from all harm or damages resulted from any breach of confidentiality.

(C) Data Privacy

Privacy and data security are important to building trust and ensuring data confidentiality. UiPath commits to respecting high standards of data protection, in accordance with the European Union privacy legislation and to implement security and organizational measures for minimizing data alteration, loss or unauthorized access. The Partners should also comply with data protection laws and should ensure that security measures are in place and that the rights of the data subjects are respected. For the purpose of any engagement between UiPath and the Partner (each, a "Party"), each Party may collect, store and use personal data related to the other Party's representatives or employees, such as their name, telephone number, e-mail address, job title. This personal data may be collected from the other Party or directly from the representatives or employees and it is necessary to allow the parties to enter into and perform under the terms of the engagement. Each Party will be responsible for informing its own representatives or employees of the processing of their personal data as provided thereof. Each Party is responsible for complying with the applicable data protection legal requirements for the purposes thereof. If any of the Parties would at any time act as a data processor on behalf of the other Party during the performance of the terms of the engagement, the Parties shall enter into a data processing agreement in accordance with the General Data Protection Regulation (EU) 2016/679 ("GDPR") or equivalent.

VI. Compliance with this Code

(A) Records

All UiPath Partners must maintain accurate and appropriate records to demonstrate compliance with applicable laws and regulations and this Code. The Partners hereby agree and acknowledge UiPath has the right to be provided upon written request with all relevant data and documents in order to demonstrate compliance with applicable laws and regulations and this Code.

(B) Reporting

All UiPath Partners must report suspected violations of this Code to the UiPath dedicated e-mail hotline at legal.compliance@uipath.com.