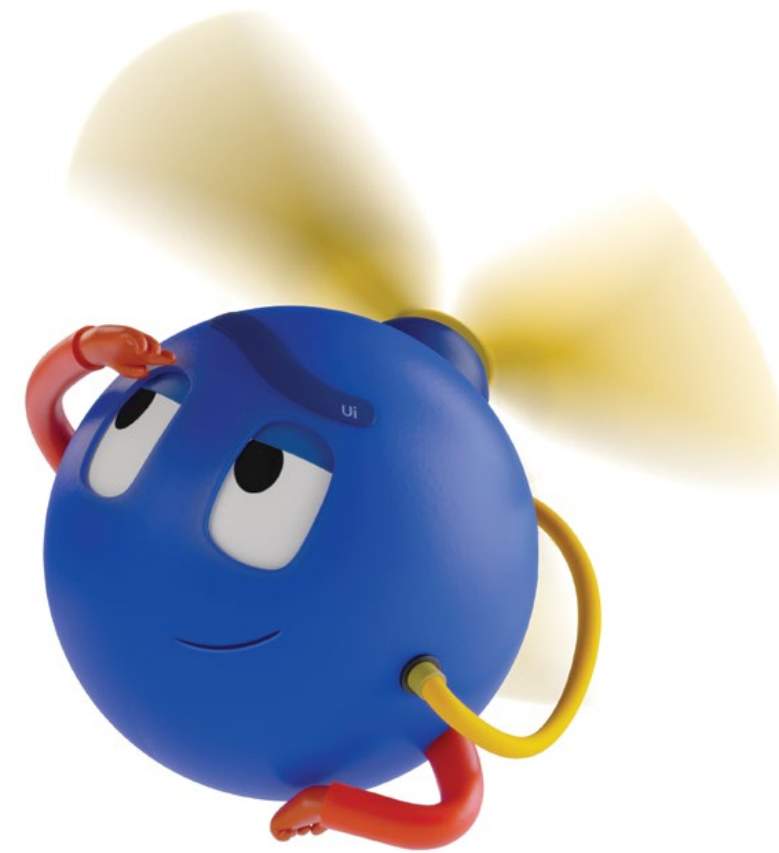


Global tax policy



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UiPath global tax team

The **UiPath global tax team** aims to ensure that the company's operations and payments are consistent with relevant tax rules. UiPath is committed to complying with applicable global tax rules and paying its correct share of taxes, maintaining an appropriate level of profits generated from the activities undertaken in each jurisdiction. Consistent with our strategy, UiPath strives to be recognized, via its clearly stated policies and actions, as a company that is responsibly governed, behaves ethically, and is open and transparent with authorities in its tax affairs.



Approach to tax

UiPath follows applicable tax laws, treaties, regulations, and other tax guidance to ensure that each UiPath entity reports the appropriate profit based on their respective functions performed, assets used, and risks assumed. The following tax principles are aimed at achieving this:

- ✔ Sound governance, operations, and controls;
- ✔ Compliance with tax laws in each jurisdiction in which we operate;
- ✔ Enhanced compliance for tax and income reporting;
- ✔ Tax always follows business substance;
- ✔ State-of-the-art tax technology ecosystem to enable the fully automated enterprise;
- ✔ Value to our stakeholders and the communities in which we operate;
- ✔ Proactive engagement and transparency in our relationships with tax authorities.

Approach to risk management and governance in relation to taxation

Our global presence subjects us to complex local tax legislation and regulations in many jurisdictions. Therefore, our tax governance, operations, and controls are key to our organization.

Our global tax team includes qualified team members in our major locations around the world.



Approach to risk management and governance in relation to taxation

We engage reputable global and local advisors for our tax affairs, and we consider them as part of our broader tax ecosystem. All our tax compliance is undertaken with appropriate diligence, technical expertise, and care.

We obtain advice from external advisors to supplement our internal expertise or resources as needed.

Approach to risk management and governance in relation to taxation

The above extensive and holistic approach to tax compliance is further supported by robust and constructive monitoring to ensure proper reporting of tax expenses in our financial statements, including:

- Use of a framework to globally assess uncertain tax positions and tax contingencies on a periodic basis under applicable accounting standards. These tax risks are updated each quarter under the supervision and review of our external advisors and auditors;
- Continuous monitoring and analyzing domestic and international tax legislation, case law, guidance, and practice, coupled with implementation of fully enterprise tax systems and intelligent automation to ensure enhanced controls;
- Ongoing review and refinement of the policies and procedures supporting tax compliance; and
- Regular training for our global tax team members, interactions with our global and local advisors, and regular updates and reviews of our tax platforms engines to ensure that our tax decisions and compliance activities are conducted accurately with the appropriate level of expertise and oversight.

Approach to risk management and governance in relation to taxation

UiPath's taxation is the responsibility of UiPath management with oversight by the UiPath Inc. Board of Directors (ultimate parent of the group).

The UiPath, Inc. Board has one committee to assist with that oversight, the **Audit Committee**, which reviews financial information which will be provided to the shareholders and others; reviews the systems of internal controls which management and the **Board of Directors** have established; reviews UiPath's financial and risk management policies; and oversees UiPath's accounting and financial reporting processes and the audits of UiPath's financial statements.

As part of this Committee's responsibilities, it reviews items relating to UiPath's taxation. The senior leadership team of the Global tax department regularly informs the Audit Committee

so that it is effectively able to fulfill its duties. We define the lines of responsibility in a way that tax-related decisions are taken at an appropriate level.

A **Senior Vice President of Finance** responsible for tax reports to the **Chief Accounting Officer**, who in turn reports to our **Chief Financial Officer**. The boards of directors of all UiPath companies within the UiPath group are responsible for the oversight of the financial policies and risk management for their legal entities, including with respect to tax.

The tax department personnel responsible for a particular legal entity's tax matters regularly inform the statutory directors of the legal entity as to tax compliance matters to enable them to effectively fulfill their duties.

Attitude towards tax planning

Transparency and commitment to following the company's business substance and purposes define our approach. As such, we do not engage in aggressive tax planning. Rather, we aim for tax certainty and transparency through proactive engagement with global tax authorities.

This allows us to achieve predictable, stable, and sustainable financial outcomes that positively impact all stakeholders in the medium and long-term. This supports our commitment to long-lasting positive relationships in all countries in which we operate.



Attitude towards tax planning



We are aware of the impact tax decisions may have on local communities. Our tax strategy and planning decisions always consider the values of the company and seek to bring value to communities and to our stakeholders.

We are not in a business to pursue tax incentives for short-term financial benefits. Where tax incentives are available, we strive to apply them only in line with the relevant statutory, regulatory, or administrative framework, and our presence in such countries or states with tax incentives duly observes the above selection criteria, mirrored by commercial and business drivers.

Level of risk in relation to taxation that UiPath is prepared to accept

UiPath does not enter into transactions that have no commercial rationale or carry legal or reputational risks to our relationships with tax authorities, our customers, or the wider communities in which we operate.

UiPath only takes tax positions that are reasonable and defensible under the tax law and prepares its tax returns in compliance with applicable tax laws. In instances in which the tax treatment of an issue is not settled, UiPath takes a reasonable and defensible position within the law.

UiPath's tax returns in most countries are regularly examined by tax authorities. In those examinations, the company always seeks to maintain open and cooperative relationships with tax authorities. Tax risks may exist if tax authorities do not agree with the company's position.



Approach towards dealings with tax authorities

We proactively seek certainty from tax authorities for complex or significant transactions.

We use common legal mechanisms that require full disclosure of all relevant facts and circumstances relating to these transactions, such as unilateral / bilateral Advance Pricing Agreements (APAs) or individual rulings, where available. A bilateral APA is an agreement between two governments with respect to an intercompany transaction

that specifies the transfer pricing method and allocation of profits between two countries, while a unilateral APA is an arrangement concluded with only one government.

A binding ruling (or voluntary disclosure) is an approach to seek a formal and binding confirmation from a tax authority in a specific territory for a specific tax matter, usually a sensitive one.



Thank you!