Annual
Report 2023

{ .} UiPath
Foundation

COMMUNITY

YOU

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Welcome!

As we unveil the pages of our 2023 Annual Report, we embark upon the fifth year of our journey with UiPath Foundation - a moment that fills us with both gratitude and wonder. Reflecting on the year gone by, we are reminded that our long-term impact is not sustainable in silos but emerges as a collective endeavor, fueled by the unwavering dedication of our team, board members, the global UiPath community, our volunteers, our visionary partners, and our kind donors. It is with profound appreciation that I extend my heartfelt thanks for your steadfast commitment to enabling underprivileged children to own their path to the future.

In a symbolic exercise, let us envision our foundation as a five-year-old child, embodying pivotal qualities:
◆ Articulating thoughts with clarity and simplicity - indeed, as we narrate the milestones of 2023 within these pages, may our message resonate clearly and resonantly.
◆ Demonstrating empathy and understanding - our educational programs are imbued with the spirit of compassion, fostering an environment where every child feels seen, heard, and valued.
◆ Cultivating an insatiable curiosity - we persist in igniting curiosity amongst the children, educators, and the communities we serve, as well as within our own team, as we strive to continually question, explore, and innovate.

As we journey forward, we recognize that our mission can only be achieved together as a community where every individual, every "you" plays a vital role in shaping an equitable future for all, regardless of where one comes from.

Raluca Negulescu-Balaci, Executive Director

We tend to overestimate what we can do in a day and underestimate what we can achieve in a year. At UiPath Foundation, we're lucky to be surrounded by a community of volunteers who, in 2023, exceeded even our most optimistic expectations. The number of volunteers and the dedicated hours have significantly increased from one year to the next. So, in 2023, we reached a total of 145 UiPath volunteers, who allocated 4,200 hours of their time to the children in our educational programs.

Beyond these numbers, the most touching thing is their stories. In the following pages, you'll read about how this volunteering experience has left its mark on our colleagues from UiPath: Florina, Silviu, Teodora, Florin, Sebastian, Purna, and many others.

This year, we've had volunteers who gave up their own vacations to be with children at camp while others tell us, brimming with emotion, that they want to contribute, even from afar, by sending the kids holiday greetings or joining online meetings dedicated to the children.

It would be impossible to describe the persona of the UiPath Foundation volunteer because our community is incredibly diverse. From individuals with professional experience stretching over decades in specialized technical roles to young professionals joining us during their internships at UiPath, each volunteer has a unique contribution to the Foundation's efforts. What do they all have in common? Generosity and the desire to get involved and create a better future for children from underserved communities.
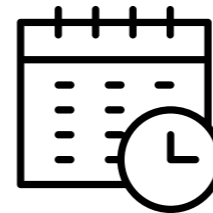
In the following pages, we invite you to discover their stories and their impact on children's lives.
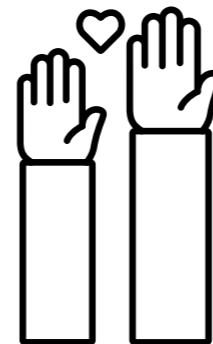
Magda Țucăr, Volunteering Program Manager

Volunteering in 2023

4,200 hours of volunteering

145 UiPath volunteers

5 SAP volunteers

3 BCR volunteers

Welcome messages from the children

"

I'm Carla, one of the children in UiPath Foundation's educational programs. I'm happy to welcome you to the Annual Report. I am 13 years old and live in a village in Botoşani county.

*In the **Future Acceleration Program** program, what I like most is the care we, the children, receive.*

I am proud of the many things I have learned since 2021 when I became a participant in this program. I learned to accept myself, have more self-confidence, socialize better, and not leave my dreams behind. I made many friends at the camps, and I still keep in touch with some of them. My life has changed since I enrolled in this program: I am more curious, more creative, and not afraid to ask questions. I know how to speak and express myself better in some scenarios.

I have gained more confidence in myself, and it is easier for me to learn new skills anytime, at home or at school. For example, I learned to knit. At first, I wanted to give up because it was hard, but I kept practicing until I succeeded. Later, I learned to crochet. I won first place at the Formidables contest and at the egg decorative painting contests.

*I met many volunteers at the **Future Acceleration Program** activities and camps, but the coolest was Iuliana. I will never forget her—she is funny, energetic, caring, smiling, and understanding. She always came to ensure we were okay, and playing Jungle Speed together was great. She knows what to say in any situation, knows what she is doing, and is talkative and wonderful.*

In the future, I would like to learn French better, fulfill my dream of becoming a preschool teacher, volunteer, learn to dance, play the saxophone, and make more trustworthy friends.

My advice for a child new to UiPath Foundation's programs: express yourself freely, speak your mind, and let fear fall behind courage!

"

Carla, 13 years old, participant in the Future Acceleration Program since 2021

"

*My name is Alexandru, I study at the Buzău Economic College and live in a village in Buzău county. I am proud to be among the children who have the opportunity to participate in the UiPath Foundation educational programs. Since participating in the **Own Your Path** program, I feel that the things I know have multiplied, and I can better argue my views.*

My colleagues from the online sessions were very friendly, just like the trainers. In the program, I had the opportunity to meet people who made me feel understood. My English has visibly improved. I learned translation techniques and more about grammatical tenses. I also liked the general knowledge notions, and I liked the chapter about extreme sports. The trainers made me feel seen, and at the same time, they made me understand that even adults have inner children and they hold on to their playful spirit to be close to us.

What I want to do in the future is to help others create dreams and learn how to lay down the path to make them come true.

My advice to any newcomer to this adventure is to be yourself! Don't be afraid to ask for help, speak up, or ask questions, but most importantly, dream!

"

Alexandru, 16 years old, participant in the Own Your Path program since January 2023

Manifesto

You're 12 years old, and a question has been bugging you every day: should I become a pilot or an engineer? You don't really have anyone to talk to about this. You need someone who isn't your mom or dad, nor your teacher, maybe someone who works in technology, or who, perhaps, faced a similar dilemma a few years back. You meet this person one day and shower them with dozens of questions. That conversation helps you make these questions no longer bug you but rather encourage you to dream enthusiastically about the future. At UiPath Foundation, we have the privilege of connecting children with volunteers - UiPath employees - and facilitating inspiring meetings like the boy who wanted to become a pilot or an engineer, with volunteers who became his mentors.

MAKE A CHANGE CHANCE

Since 2019, we've been building a long-term educational intervention for children and teenagers from underserved communities in Romania. They need confidence. They need validation that they're heading in the right direction and that they can overcome the difficulties they are facing. And that's what they get from their interactions with the volunteers.

COMMUNITY

In the UiPath Foundation ecosystem, volunteers are the central puzzle piece in our intervention. They teach classes to the children, create digital solutions to streamline our organizational workflows, or come to camp and, from dusk till dawn, take care of a group of kids for a week.

2023 was the year we felt we created a strong global community of UiPath Foundation volunteers, and together, we piloted various initiatives in our programs. That's why, in this Annual Report, we will, first and foremost, talk about volunteering. We will showcase some of the UiPath Foundation volunteers' stories, what motivates them, how they are seen by the children and teenagers, and how they supported the Foundation in 2023.
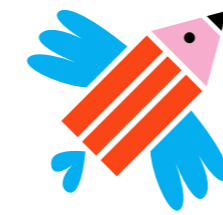
Educational Programs

* **Future Acceleration Program**

* **Own Your Path**

* **Early Education Forward**

* **Nurture Teachers' Potential**

Future Acceleration Program

Implemented together with our strategic partners: Inimă de Copil Foundation, Bună Ziua Copii din România (BZRO) Association, Pro Patrimonio Foundation


Our pilot initiative, **Future Acceleration Program**, celebrated its fourth anniversary in 2023. It's the program through which we support children aged 11 to 15 from underserved communities in Vaslui, Galaţi, Olt, Cluj and Botoşani counties as well as Bucharest. Every year, the children receive weekly tutoring in subjects like Romanian, Mathematics, and English, various educational activities, a monthly scholarship, mentorship, medical and psychological support, and a summer camp. They also receive periodical support packages with food, school supplies, clothing, and books. It's a long-term intervention aiming to help children reach their full potential.

In 2023, our community of volunteers was essential to the **Future Acceleration Program**, from organizing the *English Conversation Club* to the **Path to Code** programming workshops or supporting the kids during **U&I Summer Camp**.

With their help, we organized **Inspirational Speakers**, a series of online sessions in which volunteers shared their life stories with the children, described their workdays, and discussed how they overcame any hurdles in their personal and professional journeys.

45 volunteers guided 183 children during the two weeks of **U&I Summer Camp** – the most anticipated event of the year in the **Future Acceleration Program**. The UiPath Foundation camps are also highly anticipated by the volunteers, some of whom even say they are "more interesting than holidays". Some volunteers were there for the children, acting as guides, while others curated **Digital Skills Workshops**, where children discovered the power of automation in *StudioX*, a digital platform created by UiPath, where automations can be built from scratch without technical knowledge.
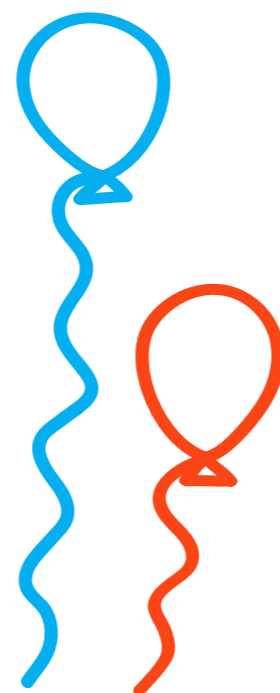
Florina Petre, Senior Legal Counsel at UiPath, has not missed a camp since 2019. Interacting with the children comes naturally to her, and she believes that, of all the jobs in the world, being involved in kids' education is the most rewarding. She feels lucky to have participated in all of the Foundation's camps so far and believes that the week at camp is the time of year "when you get your fix of goodness in the world".

Here's how she describes what volunteering at the camps means to her:

I like to say that the camps are days that last a lifetime. Besides the fact that we have many activities, you're on the go from morning to evening. This way, you remain present, and this state is fueled by the fact that we don't use phones at all, and need to be focused on the kids all the time. As a volunteer, you're there wholeheartedly.

*You break away from whatever else you have going on, you break away from work, and you simply stop thinking about it. And I think it's also a matter of how many experiences fit into a week. A framework is built in which you feel safe and have the resources you need. The activities are cool. I thought the **Emotion Management Workshop** was very powerful, not to mention how excited I was about the **Percussion Workshop**.*

Last year, I had a boy in my group, one of the introverted and shy ones. He barely spoke at the beginning of the camp. My group of kids had a rap moment at one of the evening activities - the Talent Show. We composed the lyrics together, went out in front of a hundred or so other children, and rapped. It was like therapy for me as well, not just for them. But, going from a child who only speaks when asked to getting up in front of a hundred or so children to rap, I'd say that's a very big leap. And it was a very beautiful moment for everyone.

It gave us all a boost of confidence. At camp, we had these reflection notebooks, and the children were encouraged to fill them in at the end of each day. There were questions meant to challenge them to think about certain things. At one point, the timid boy wrote, "I'm not afraid anymore". I photographed his sentence and keep that picture on my phone. I told myself that it was one of the coolest moments of 2023 for me.

Just one week in the right context is enough for these children to open up so much. They get to explore their potential because they feel protected and safe. And we, the volunteers, can be surprised by our own resources; at camp, you learn that you can do more than you thought you could. You practice resilience, patience, and empathy.

Flori,
UiPath Foundation volunteer

And, to see how the children perceive this connection with the volunteers, here's what Daniel, 14 years old, a participant in the **Future Acceleration Program**, has to say. Daniel lives in a village in Vaslui county and thinks of himself as happy, clever, and funny. In his free time, he likes to play football with friends and read comic books, like *The Diary of a Wimpy Kid* or *The Human Body Theatre*. Sometimes, he says, when he has nothing else to read, he re-reads the books he liked the most.

Tell me about a moment at camp when you felt supported by your volunteer.

I remember that in the 2023 camp, we gathered several children and a few volunteers to play football. My volunteer also came to play. We split into teams and started the match. Everything went well in that match, and I remember that at one point, my volunteer had the ball at his feet, and I, competitive as I am, attempted a sliding tackle. Fortunately, no one was hurt, but he told me not to slide in like that, as I could get injured. I realized then that the most important thing when we're playing is to have fun and, when we finish the game, to come out healthy and with a smile on our faces. That changed my mindset when playing.

**If someone asked you what a volunteer does, what would you tell them?**

If someone asked me what a UiPath Foundation volunteer's do say it's difficult and fun at the same time. The volunteer cares safety first and foremost and always has to keep an eye out fo They also have to ensure the children's comfort: make everything they need for their hygiene (toothpaste, shampo everything is okay in their rooms, and they're also the only one when a child is not feeling well. The volunteer is an important

When you think of the word "volunteer," what other words

I think of an important person, very hardworking, a wonderful their job very well and puts a lot of passion into what they do. N are the same; each is different, but the qualities I listed earlie all the volunteers I've met.

In the summer of 2023, inspired by the children's enthusiasm for learning and practicing the English language and because we wanted to involve more volunteers from the global UiPath community of employees in our programs, we decided to organize a new project, the **English Conversation Club**, in an online format. We wanted to help the children gain confidence when speaking English, develop their vocabulary, and encourage them to interact with people from other countries and cultures.
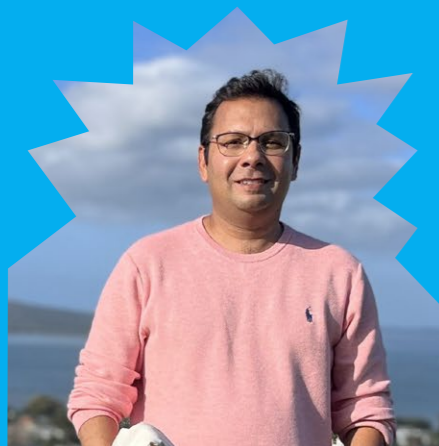
Purnananda Singh, Growth CoE Practice Lead at UiPath, was one of the 12 global volunteers who participated in the online **English Conversation Club**. Purna lives in the United States of America. Originally from India, he has worked throughout his career in France, the United Kingdom, and Japan. He loves children, his son even tells him that he still behaves like a child sometimes.

Purna, UiPath Foundation volunteer

*Participating in the **English Conversation Club** was a joyful experience for me. It was my first time interacting with Romanian children, so I was looking forward to meeting them and anxious at the same time. I told them fun facts and anecdotes of places and topics that were being discussed. I also told them that I believe that one day very soon with their power of knowledge and communication - they will visit these places and experience it themselves. So it was more a conversation amongst us, than a lesson.*

I had a smile on my face after the call had ended, I had dialed in from New Zealand and I remember it was past midnight there, but I had gained so much positivity from our interaction. I would like to have actually met the kids and maybe shared a token from my part of the world with them to make all of this real. I only hope the kids found it as enriching as I did. I would definitely recommend it to all my colleagues at UiPath and would love to volunteer again this year, if possible in person this time.

Impact in 2023

200 children enrolled in the Future Acceleration Program

16,124 hours spent by children in educational activities

6,152 hours spent by children in informal educational activities

10 tons of food, clothes, gifts, and school supplies distributed in communities

2,531 scholarships offered annually

75% of the kids' parents observed progress in their school performance

88% retention rate of kids in the program

Own Your Path

We're proud of the **Own Your Path** program's first year. 826 high school students have joined this program, which provides them with weekly English language tutoring and Digital Skills development classes, monthly scholarships, tablets with internet access, and other educational resources through the *Own Your Path Digital Educational Platform*.

Own Your Path is present in Bucharest and Cluj-Napoca and in 18 of the country's most economically vulnerable counties: Bacău, Botoșani, Brăila, Buzău, Călărași, Dâmbovița, Dolj, Galați, Giurgiu, Ialomița, Iași, Mehedinți, Neamț, Olt, Suceava, Teleorman, Vaslui, Vrancea.

Most of the high schoolers joined the program after it was recommended to them by one of the 170 high school teachers we work with.

In addition, 30 of the teenagers are former participants in the **Future Acceleration Program**. We're thrilled that we can continue to support them in the long term and throughout their high school journey.

During our countrywide tour this spring, we visited 400 of the **Own Your Path** program's participants. We wanted to get to know them better and understand their needs, interests, and passions so we could create relevant educational and community experiences in the program.

In the fall, we welcomed 10 teachers from Partner High Schools to our Bucharest headquarters. We were touched by their engagement and how joyous they were to connect with like-minded teachers from other parts of the country.

The **Own Your Path** program wouldn't have been possible without our volunteers' work on the technical solutions for the *Own Your Path Digital Educational Platform*. They provided everything from technical support to

consultations on various topics related to the students' experience on the platform. **Own Your Path** uses RPA (Robotic Process Automation) automations developed by UiPath volunteers to manage online student management efficiently. They were close to us in 2023 and also created and taught **Path to Code**, a weekly programming course for high school students in the program.

Silviu Predan, Senior Technical Enablement Engineer at UiPath, racked up the most volunteer hours in 2023. Silviu is part of a group of 11 Volunteering Ambassadors tasked with the role of promoting volunteering within the UiPath. In the summer of 2023, he signed up for his first-ever **U&I Summer Camp**. The two weeks at camp - during which, among other things, he says he played a lot of soccer - were *"the best experience of the whole year for me, more interesting than my holidays"*.

Silviu, UiPath Foundation volunteer

Besides being a camp volunteer, Silviu is also one of the trainers in the **Own Your Path** high school programming course, a role in which he feels great because, according to him, he likes teaching kids. He wants to pass on the awe-inspiring idea that *"in technology, it's so simple to make something useful"*. His 10th-grade students worked on a mobile musical app: a piano keyboard.

They're involved and active. They ask when they are uncertain of something. I'm happy when I see that they like the course, that they find it useful, and that they learn new things. I think it will help them in their careers in the future. Maybe they'll like programming, or perhaps they'll get an idea for an app, and they'll make a business out of it. I'm delighted to think that the class I teach can improve their lives.

What does the Own Your Path program look like from the high schoolers' perspective?

Andreea, 16 years old, from a village in Olt County, is going to tell us what it means to her. She's a 10th-grade student in a nearby city, where she also lives during the week at the high school dormitory.

*I really like Math and Accounting at school. I dream that I'll be able to afford to attend the Academy of Economic Studies later on. I have many passions: drawing, music, poetry, and reading. In general, I love making art: I draw, paint, and write poems and stories. I also like technology because I see it as an infinite canvas full of opportunities, so I really want to learn more about it. I'm happy that UiPath Foundation, through the **Own Your Path** program, allows me to learn not just about this but also about many other things.*

What I adore most about these courses are the volunteers and teachers. They feel like friends because they talk to us like they were our age. That makes me feel good and shows that they really understand us. For example, the English course teacher is very friendly, very funny, and very creative. In an English class, to help us better understand the words, we used mime; it was clever and funny.

They are also very empathetic, quick to notice if you have a problem, and ready to immediately come to your aid, along with the Regional Coordinator, who is nice. Some time ago, I had a problem downloading something we needed for an activity, and while the Coordinator explained it to me over the phone, the teacher showed me how to proceed by sharing their screen.

*I'm having a wonderful time in **Own Your Path**. It allows me to improve my English and develop my digital skills. It also helped me grow as a person because we had to communicate with each other during the courses, and I've managed to gradually overcome my fear of speaking with others.*

*The volunteers and teachers are communicative and encourage us to express our opinions. At the meetings where volunteers share their life stories, we are encouraged to share our views. They tell us they are very happy when they see such engaged kids, which encourages us even more to speak without fear. An important thing that has remained with me since the first lesson is "No idea is wrong". That's what I tell everyone who asks me what it's like in **Own Your Path**. It's a place where everyone can grow and where they get a helping hand from the volunteers.*
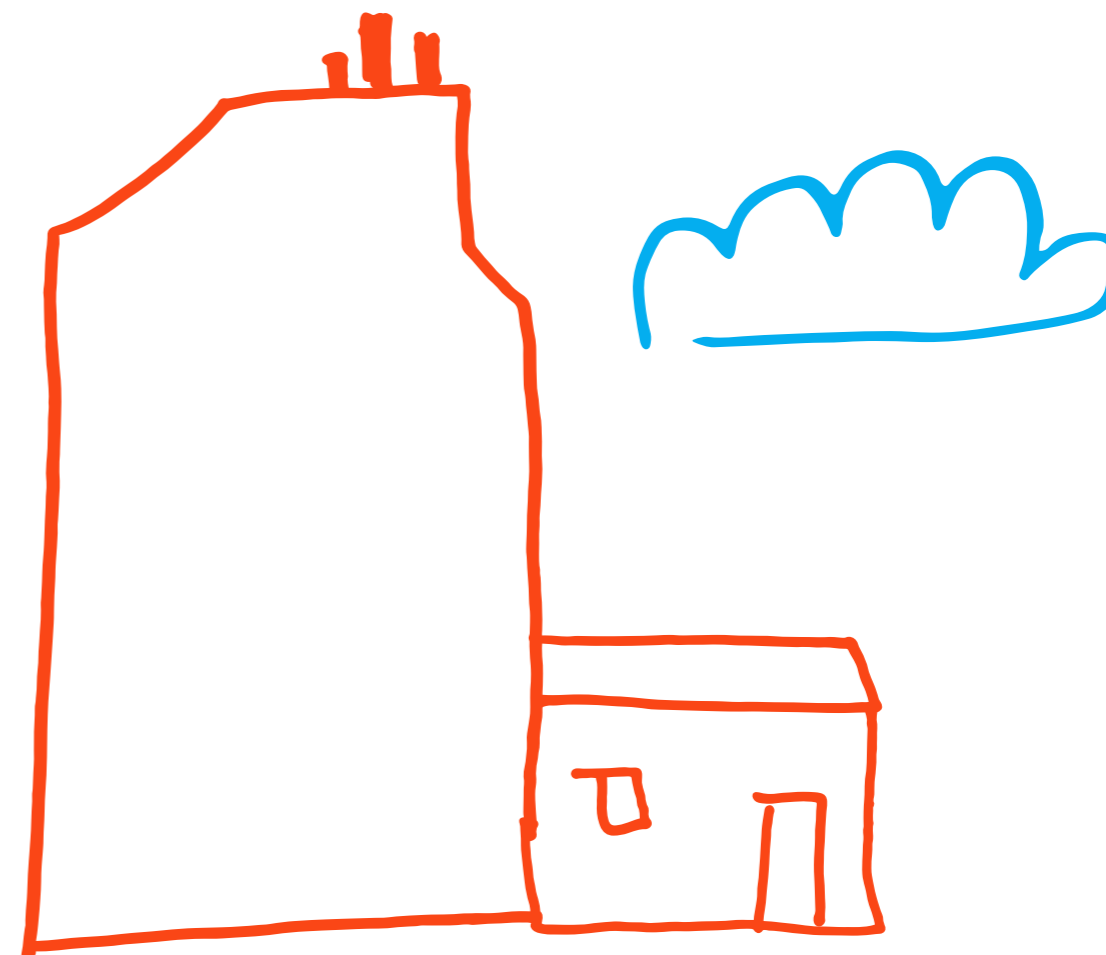
Impact in 2023

826 high school students entered the program

83 Partner High Schools from 18 counties in Romania and the cities of Bucharest and Cluj-Napoca

170 Partner Teachers

36,081 hours invested by the high schoolers in educational activities

9,018 scholarships offered annually

96% retention rate of high schoolers in the program

Early Education Forward

Implemented together with our strategic partner, the OvidiuRO Association.

Early Education Forward is a program that ensures access to quality early education for preschoolers from underserved communities. Kids at the start of their journey need to dream, have the resources to stimulate their imagination and curiosity, and have the opportunities to get to know diverse people, role models, and places through the guidance of their teachers.

Early Education Forward

Futureproof Educators

2023 brought us the first generation of **Futureproof Educators**. Early childhood, between 0 and 6 years, is the most important developmental period in life. However, in Romania, the public education system does not prioritize early education, and often, educators lack training programs tailored to their needs.

We want to change this, so in 2023, we launched **Futureproof Educators**, an annual training program for educators from disadvantaged communities who are active participants in educational and civic projects in their communities. To build this training, we conducted research among nearly 1,000 preschool teachers about their information and learning needs.

In 2023, we trained 19 educators during the six-month project. The participants are leaders in their communities with incredible strength to learn and do everything in their power so the children can have a better experience in class. They learned about socio-emotional development in early childhood, communication with the kids' families and community, learning through play, managing the learning space, methods for working with children with special educational needs, digital tools in preschool

education, how to write project proposals to bring additional resources to the kindergartens they work in, and what a learning continuum involves. In 2024, with the help of a 1,000 lei grant and mentoring from the trainers, each will come up with and execute a project for their kindergarten classes, putting into practice what they learned during the training.

"This module has contributed to my professional and personal development," said one participant, *"I left Bucharest enriched in many ways because I gained important knowledge, but also many friends, from whose experience I can learn a lot"*. We are delighted that 380 preschool children from vulnerable communities will benefit from the newly acquired knowledge of their educators and that we have laid the foundations for a learning community for preschool education professionals, a community we will continue to grow year by year.

Last but not least, we are pleased to announce that during the first edition of the **Futureproof Educators** project, we developed a valuable resource that we wanted to make available for free to all educators in Romania: a **practical guide** on how educators can take care of their emotional needs and those of the children they care for daily.

Every Child Deserves a Story

In 2023, the **Every Child Deserves a Story** project, developed alongside our strategic partner, the *OvidiuRO Association*, supported educators and preschoolers in Iași County. 840 educators participated in literacy induction sessions. They learned about the importance of reading aloud in early childhood and how educators can incorporate regular reading sessions into their kindergarten schedules. They were also offered useful resources - guides, exercises, and activity sheets - both to be used in the classroom and to be sent to kids' parents.

In Iași, we created a county literacy hub in 2023 in *the House of Museums*, a space managed by the *National Museum of Romanian Literature*. For all children between the ages of 0 and 6 years old from the city, a reading island was set up there, with a collection of children's books from Romanian and international literature.

Through this hub, we aim to support children in developing the motivation to read and become confident and enthusiastic readers who explore books independently. At the same time, we see this hub as a space where teachers from the county can come together to share best practices and discover new trends in literacy development.

In addition, educators from 150 kindergartens in Iași County received packages containing useful teaching materials and *My First Book*, a collection of children's books, including *Touch the Magic Tree*, an interactive and sensory book about the changing seasons.

Children's Safety Comes First

We supported the *OvidiuRO Association* in creating **an informative video** about the *Child Safeguarding Policy*, a useful resource during training sessions with educators, and a tool to facilitate discussions with parents and other school representatives about possible child abuse.

Impact in 2023

4,300+ preschoolers
reached by the program

2,626 books distributed to
children and preschool teachers

840 educators participated
in literacy learning sessions

150 kindergartens
received a reading kit

19 educators who graduated from
the Futureproof Educators project

Nurture Teachers' Potential

Implemented together with our strategic partner, Teach for Romania.

In 2023, we prepared, alongside trainers from *Teach for Romania*, two courses to help teachers from the **Future Acceleration Program** and **Own Your Path** get closer to the kids they teach with respect and gentleness. 35 teachers from these programs learned about management strategies for preventing, recognizing, and managing bullying and about the growth mindset as a foundation and useful resource for children's learning process. After the training, during class, the teachers prepared projects together with their students to identify and prevent bullying and to cultivate a growth mindset.

Impact in 2023

680 students reached
by the program

19 teachers participated in the
course on combating bullying

15 teachers participated in the course
on growth mindset development

33 projects implemented in schools
by participating teachers

Digital Literacy

One of the central pillars of our mission is to develop digital skills among the kids and teenagers we work with. As part of the **Own Your Path** program, we've designed two modules for high school students to ease their digital skills learning journey and for futureproofing themselves. The first module, called **Sense of Possibility**, is all about getting hands-on with technology, highlighting how it intersects with their everyday life, thus boosting their motivation and openness to new digital possibilities. The second module, **Path to Code**, unfolds as a programming course focused on developing an app, encouraging a deeper understanding and practical application of knowledge in real-life projects. Plus, the kids from the **Future Acceleration Program** got to dabble in a summer camp workshop where they crafted their very own software robot.

Of course, all these activities meant to nurture digital skills involve volunteer trainers from UiPath.

Sense of Possibility

Through a series of meetings with mentors, webinars, and a debate club focusing on tech-related subjects, 661 high schoolers from the **Own Your Path** program learned about the way technology impacts society and our everyday lives. They learned how to understand Artificial Intelligence, the career opportunities the world of technology holds, and how to prepare for future careers in the field. We want to show them that there are unlimited opportunities for innovation and progress.

Path to Code

55 of the high schoolers from the **Own Your Path** program who scored high on our annual digital skills tests participated in a weekly programming course held by volunteer trainers from UiPath.

Digital Skills in the Future Acceleration Program

At the 2023 **U&I Summer Camp**, the **Digital Skills Workshop** was a resounding success. It was led for the first time by a team of five UiPath volunteers. They explained basic algorithm concepts to the kids and even helped them build their first robot in *StudioX*. The workshop was fun, interactive, and a complete success among the kids. Given how much the children loved this experience, we believe volunteers are the perfect formula for the **Digital Skills Workshop**.

Teodora Baciu, Product Manager at UiPath, is part of the team that organized the **Digital Skills Workshop** at the **U&I Summer Camp** in 2023. Teo says that the satisfaction she gets from the camps and working with the children in workshops is unmatched. Volunteering for UiPath Foundation programs is truly useful: *"You help some kids have a better life."*

How did you build the Digital Skills Workshop for the children at the camp?

Children need interactive content for this session, and I knew this from volunteering at the camp in previous years. Just sitting in front of a computer for an hour would bore the children and cause them to lose interest. Other than this session, most activities happen outdoors at U&I Summer Camp. Children need to be moving, and with this thought, we started building the experience.

How was the experience at the workshop?

The children were super involved. They were very pleased that they managed to create something. We created a game where they had to make a sandwich. Each child received a set of instructions that had to be pieced together. The game's purpose was to follow the instructions exactly as they were given, without us getting involved and making decisions. The children could see that if the instructions were not good, our results would not be good. Everyone had a blast with this example. This helped them develop some programming abilities and to create automations.

We talked about physical automation; the children gave examples, like the doors at the mall that open automatically. But we also tried to help them discover software automation. We talked to them about social media, the algorithms that social media applications use, and Google Maps, which uses automation algorithms. The goal was that at the end of the course, they would create an automation themselves to understand basic programming.

What activities did you create for the children during the workshop?

We, the trainers, created a website where children could put their names and birth dates, and then they generated very precious unicorn names, such as Sparkle Flower. Then, we prepared an automation that generated diplomas with the new unicorn names. We also created a very fun little game that I think they really liked, in which they became the robots. We split the kids into two teams, and every team had a designated 'robot'. The robot would leave the room, while the other colleagues would create a set of instructions for the path to follow when they returned to the room. The robot followed the path, blindfolded, and listened to instructions such as "Take three steps to the left". The person who had left the room didn't know what was happening, and the team that wrote the best instructions won. It was super fun!


Teo, UiPath Foundation volunteer

What does it mean to you to be a UiPath Foundation volunteer?

I am so impressed with the fact that many of the children are extremely hardworking despite coming from very challenging backgrounds. I see how diligent they are, how they have already made plans, and how they know which high school or university they want to attend, what courses they want to take, and what they want to study.

*This impressed me the most and **made me realize that the Foundation really is changing their lives**. I encouraged all my colleagues to go to camp with the children because it was literally a phenomenal experience.*

For some of the children, the week they spend at camp is their only opportunity to break away from the life they lead for the rest of the year. And the fact that you can be there and support them along the way, to help them with things that don't seem that important to you, really helps. You're helping children live a better life.
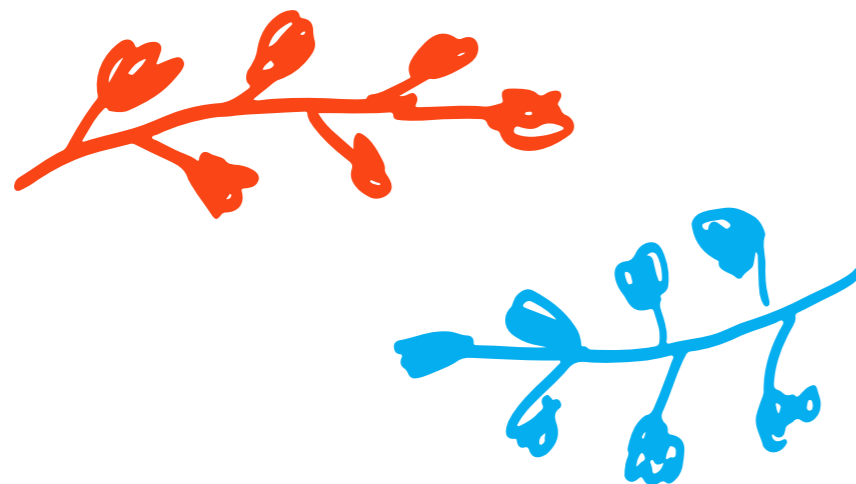
Impact in 2023

661 participants in the Sense of Possibility sessions

55 participants in the Path to Code programming course

183 children created their first robot in *StudioX*, UiPath's platform

1,482 hours invested by the children and high schoolers to develop their digital skills

Solidarity Fund for Ukraine

Together with three partner organizations, *BZRO Association*, *Hope and Homes for Children*, and *Inimă de Copil Foundation*, we're supporting children and families who have taken refuge in Romania following the debut of the war in Ukraine. Initiated in 2022, the mobilization for the fundraising campaign - the **Solidarity Fund for Ukraine** - was extraordinary and came from both UiPath employees and the company, as well as external donors. In 2023, through this fund, we could provide humanitarian assistance to children from Ukraine.

Impact in 2023

In Bârlad, the *BZRO Association* team offered:

- Playtime, socialization, and learning workshops for kids
- Art and music courses for Ukrainian children
- Household items and food for families in need
- Thematic community events for children and their families

15 Ukrainian children and their families benefited from the above

In Galați and Brăila, the *Inimă de Copil Foundation* team offered:

- Daily playtime and learning workshops for **123 kindergarteners**
- **4,704 hot meals for children**
- **27 mothers benefitted from psychological counseling**
- **137 families received food stamps**
- **30+ socializing events organized**

In Bucharest, Brașov, Sibiu, Prahova, Cluj, and Iași

We supported 206 Ukrainian children in collaboration with *Hope and Homes for Children*, including 183 institutionalized refugee children and 23 children taking refuge in Romania with their families.

Together, we offered:

- **Romanian language courses**
- **Art therapy training sessions**
- **Psychological counseling and therapy**
- **Medical services and medication**
- **Educational materials**
- **Transport to and from school**
- **Furniture, household appliances, cleaning products, food**
- **Payment of utilities**

Within the framework of our partnership with *Hope and Homes for Children*, 10 UiPath volunteers accompanied a group of children from maternal centers to Destiny Park, an educational space where children can discover various professions through play, from doctors to salespeople, police officers, or firefighters.

Partnerships for India

Together with *Girl Up India*, a *UN Foundation* initiative, we're supporting Swarachna School, working to bring access to education to adolescent girls and young women. This school was created to provide informal education to children in the Sitapur district in Uttar Pradesh, where the illiteracy rate reaches 40%. We brought modern teaching technology into three classrooms of this 545-student school. What does this mean? We replaced the chalkboards with digital boards, thus introducing an interactive teaching method, as children are more attracted to the visualization of the notions they are taught. We also offered 30 monthly educational scholarships to girls at Swarachna School.

Moreover, we're supporting the Daraksha and Hausla Girl Up clubs in Swarachna School, where 12 of the girls are members.

I am a member of the Hausla club. Growing up in an uneducated and poor community, I have personally witnessed the countless challenges faced by young girls like myself. These experiences have driven my determination to make a positive change. Malnutrition has plagued many lives in our community, leading to severe consequences and sometimes even death. Additionally, many young women in my community experience early pregnancies, which negatively affect their physical and mental well-being. I want to raise awareness and create a healthy atmosphere in my community by serving as a healthcare professional.

Sheetal, one of the young women in India we support

Impact in 2023

3 classrooms equipped with modern teaching technology benefiting 545 girls

30 monthly scholarships for girls

Child Safeguarding Policy

In 2023, we obtained an international certification for the implementation of our **Child Safeguarding Policy**. It was granted by *Keeping Children Safe*, a global organization that has developed the best practice standards in child safeguarding. The process to get certified began at our founding in 2019, when we decided to build an internal *Child Safeguarding Policy* that would put children's safety first in everything we do. We prepare by regularly training colleagues and volunteers and communicating the policy's contents with all partners, including children.

Digital Innovation Taskforce

In recent years, we realized that if we wanted to reach more children, we needed time. Time to be on the ground, to build a grassroots connection close to the children and their families, and to meet and discuss with Partner Teachers. We can maximize the time spent having these essential interactions because we have automated part of our workflows' repetitive processes and activities. Or, as we put it for the kids, these processes are left to the robots. We can only do this thanks to our team of UiPath volunteers, who helped us find the best technical solutions to save us time. **For example, one of the automations within the Own Your Path Digital Educational Platform allowed us to send 800 contracts to the program's beneficiaries instantly. Our calculations told us that the UiPath Foundation team saved 30 hours of work.** Two of our volunteers, to whom we are so grateful, talked about their decision to be part of the team helping UiPath Foundation save precious time.

Florin Şunel, Chief Technical Officer, Technology Services at UiPath says that from the beginning of the collaboration, he felt that his team and ours spoke the same language. *"We are privileged because UiPath Foundation is very close to us, and we have the opportunity to help without necessarily stepping out of our day-to-day work"* he says. Another crucial thing in the collaboration between UiPath and UiPath Foundation is the trust that the help provided by the volunteers is put to good use, that what they do really matters and is used to its fullest extent. Only in this way can we make a difference for the future together.

The brief came to us quite well-defined and well-put on paper. What was wanted was quite clear; there was no need for much experimentation or cycles of prototyping and validation.

It's a long-term project for us. When we worked on the Own Your Path Platform, it was important to us to build things that would be easy to maintain later on, and that would allow us to add new functionalities.

Florin, UiPath Foundation volunteer

Moreover, the opportunity to talk to children about what it means to write software and what it means to be a professional in the software field is a reward in itself. It is one of the things we look for in everyday life. It's a validation to be able to inspire children and young people to pursue a similar career.

Here's what **Sebastian Bălan, RPA Developer** and part of Florin's team, has to say about his time volunteering for the *Own Your Path Digital Educational Platform*.

"As it's something that I'm good at, I thought I'd lend a helping hand. My colleagues and I handle the implementation of new functionalities in the platform. We reorganized the pages, created the Q&A section, and changed an important formula used to establish each family's financial level, which helped the program's administrators make different decisions depending on individual cases."

Sebastian, UiPath Foundation volunteer

Echipa UiPath Foundation ne-a spus că ajutorul nostru a fost binevenit pentru că au salvat timp şi bani, iar acest câştig ajunge ulterior în alte programe pentru copii.

Events

Meaningful encounters

A Special Meeting with Daniel Dines

Last year, 13 kids from our programs had the chance to meet with Daniel Dines, UiPath co-founder. The interaction was filled with enthusiasm, with the kids sharing stories about the Foundation's impact on their lives and Daniel sharing his personal experiences - talking about his childhood and career. The entire discussion was marked by an amazing energy exchange, where inspiration and empathy flowed from both sides.

Teambuilding Through Volunteering

Two UiPath teams chose volunteering as a part of their teambuilding activities. The *Customer Success EMEA*'s team, consisting of 30 members from 12 countries, volunteered for a day in the Ferentari neighborhood in Bucharest, spending time with 30 kids from our educational programs. They had the chance to engage in creative workshops, collaborative games, and the kids practiced their English. Similarly, the *GMT Incubation* team decided to turn a teambuilding activity into an opportunity to volunteer and support our initiatives. Creativity and curiosity were the focus of the 13 kids who spent time with 10 volunteers. They built battery-powered cars and Picasso-inspired masks in a multicultural setting.

International Events

We Connected with the UiPath Community

UiPath Foundation's presence at UiPath's annual tech event in Las Vegas has become a tradition. Last year, we attended *FORWARD VI* with the goal of connecting with the global UiPath community – employees, partners, and clients – and amplifying our mission. We actively contributed to the event and enjoyed speaking to a wide audience about our intervention.

OECD Delegation Visit to UiPath

An *OECD* delegation consisting of experts in education visited the UiPath office in Bucharest. During this visit, we presented our initiatives for developing digital skills and discussed the integration of Artificial Intelligence into the public education system.

Recognition of our work

Radio Romania Cultural Awards & La French Tech Romania

The beginning of 2023 was marked by a special moment when we were distinguished with the award for impact in education at the *Radio Romania Cultural Awards Gala* for launching the **NABU** reading app in our country.

Raluca Negulescu-Balaci, the Foundation's Executive Director, was present alongside the communication team involved in the launch, recognizing our efforts to bring positive change in education. Additionally, we were honored to receive the award for the *Best Philanthropic Initiative* offered by *La French Tech Romania.*

Romanian PR Award Gala

Towards the end of the year, at the *Romanian PR Award Gala*, we won awards in both categories we were nominated for. Our organization was awarded the *Silver Award for Excellence* in the NGO category for the *"15 Minutes of Reading a Day"* campaign, and we received a *Diploma of Excellence* for our *2022 Annual Report*.

Team

UiPath Foundation Board

Vargha Moayed, Board President
Andreea Baciu, Board Member
Corina Puiu, Board Member
Liana Tîrcă, Board Member
Ștefan Cibian, Board Member

Global Advisory Board

Akila Somasegar

UiPath Foundation Team

Raluca Negulescu-Balaci, Executive Director
Cătălina Rață, Educational Programs Director
Bogdan Mihăescu, Finance Director
Despina Donca, Digital Innovation Manager
Denisa Colțea, Communication Manager
Magda Țucăr, Volunteering Program Manager
Andreea Pănoiu, Educational Programs Director
Andreea Irimia, Program Manager
Coralia Radu, Programs Officer
Ciprian Tehei, Community Development Coordinator
Valentina Cardaș, Local Coordinator
Mina Gălii, Program Manager
Diana Dragoș-Răuță, Institutional Partnerships Coordinator
Loredana Dumitrescu, Regional Coordinator
Mădălina Lescai, Regional Coordinator
Cristiana Mănescu, Programs Officer
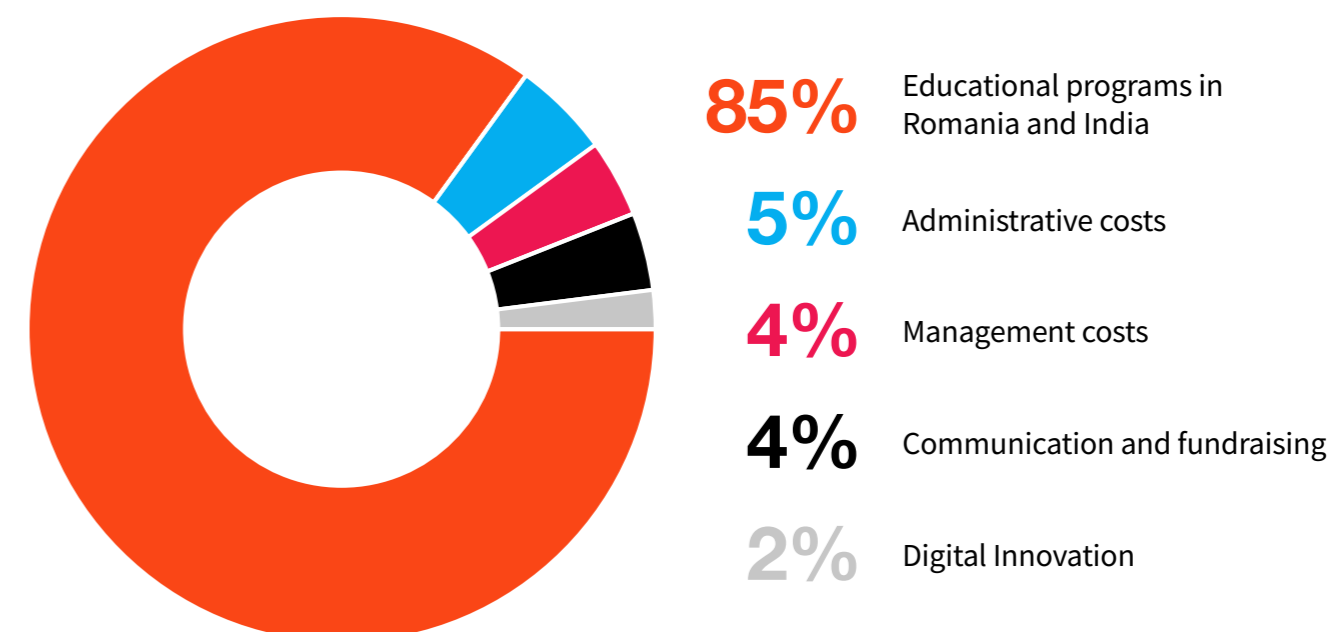**Andrada Ciocioi**, Communication Officer
Oana Hera, Project Manager
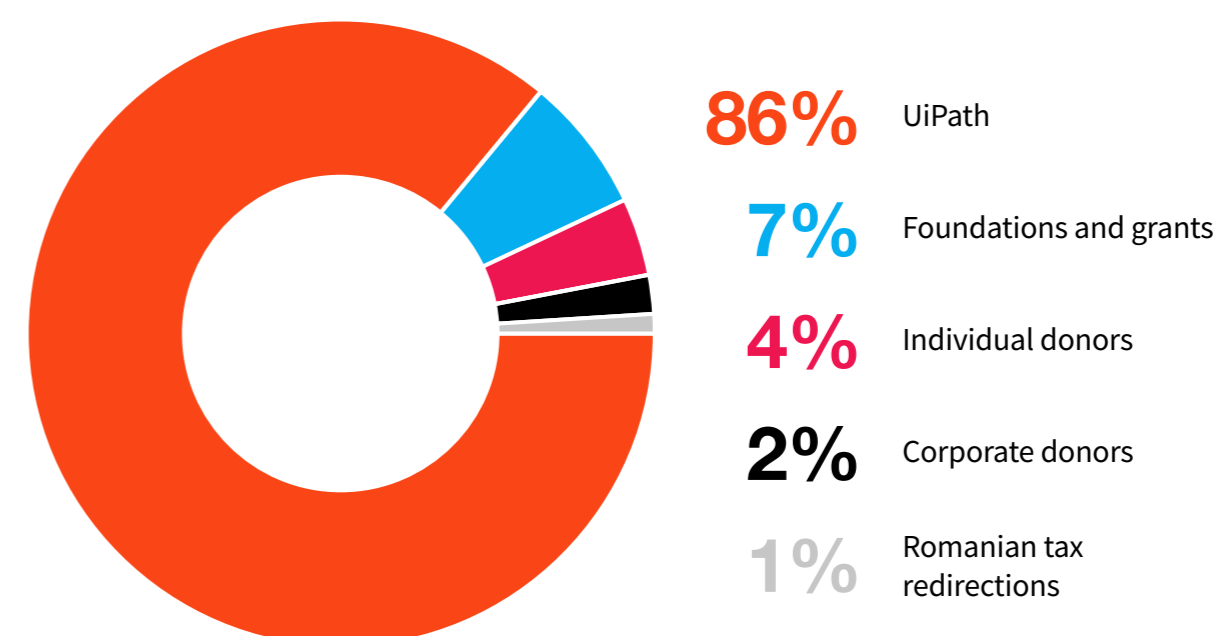**Sînziana Sumbasacu**, Project Manager
Irina Lonean, Monitoring & Impact Evaluation Consultant

2023 Financial Data

Total spending: **$3.36M**

85% Educational programs in Romania and India

5% Administrative costs

4% Management costs

4% Communication and fundraising

2% Digital Innovation

Donation Structure

86% UiPath

7% Foundations and grants

4% Individual donors

2% Corporate donors

1% Romanian tax redirections

In 2024, we celebrate our 5th year of intervention

In 2024, we're celebrating five years of UiPath Foundation. We are proud of our work, and of the over 1,000 children and teachers we have the opportunity to work with directly every day. We are grateful that we have built a community of educational partners and volunteers from the UiPath ecosystem, without which we would not have been able to scale our intervention. We are taking a moment for reflection and also for planning for the future.

Soon, some of the children in both our programs, **Future Acceleration Program** and **Own Your Path**, will graduate high school and move on to other challenging educational stages. We believe in a continuum of learning, so we are working on developing an **Alumni Community**. We want to involve our global community of volunteers to support the young alumni in building a meaningful and balanced professional path. We believe that, no matter where we are in this world, we can make a big difference in the lives of children, and their exposure to volunteers from other corners of the world opens horizons that no other experience can.

We want to teach the children and teenagers we work with about the ways technology will change their lives and equip them to use it healthily in everyday life. These kinds of learning opportunities hardly reach schools, and we're trying to support children and teachers in keeping up with the rapid technological change. Together with our partners at *MIT App Inventor Foundation* we have built an **introductory curriculum to Artificial Intelligence**, and in 2024, our volunteers will hold this course weekly.

We will continue to invest in the **training of educators** we have on our side and build a community to share best practices and experiences - a space where, like the true community leaders they are, they can create projects together for the benefit of children.

How can you support us?

Our supporters and partners are the key to generating a long-term impact on the lives of children from disadvantaged communities in Romania and India. Together, we can offer these children experiences full of learning, exploration, and adventure.

1. **Redirecting 3.5% of the income tax (for Romanian taxpayers)**
   For income from wages and pensions, you can redirect through Form 230.
   For income from independent activities, you can redirect through Form 212.

2. **Direct donations via PayPal**

3. **Redirecting 20% of your company's profit/income tax**
   Companies registered in Romania can support non-profit organizations in Romania for free by redirecting a percentage of the income or profit tax. The redirection, which is deducted from the tax owed to the state, cannot exceed 20% of the profit tax or 0.75% of the turnover.

4. **Product donations**
   Throughout the year, the children we support receive school supplies, tablets connected to the internet, seasonally appropriate clothing, food products, sanitary products, etc.

5. **Become our ambassador**
   Do you want to support our cause? You can do this by:
   - Promoting our campaigns
   - Fundraising on the occasion of your birthday
   - Organizing a sporting event
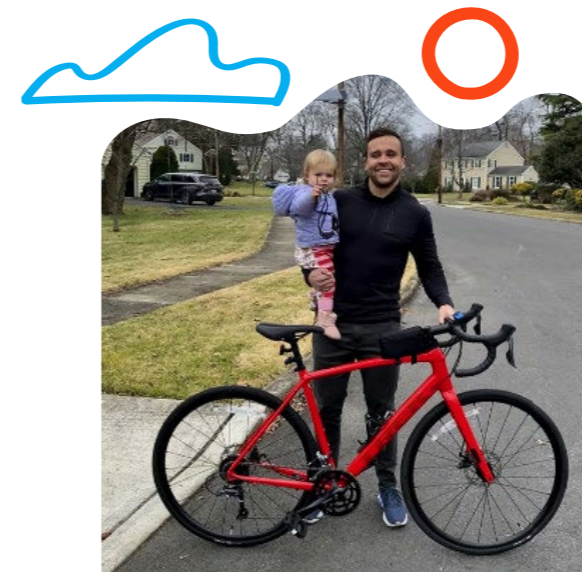
In 2023, **Greg Cole, Transformation & Automation Director at UiPath**, signed up for the *Bear Olympic Triathlon* and set an objective: he'd raise enough money to cover the costs of 5 annual scholarships for the kids in the **Future Acceleration Program**. A week after the launch of his fundraiser, he'd already reached his goal, and by the day of the Triathlon, he'd raised over $9,300, enough to cover 10 annual scholarships for the kids in the program.

If you want to sign up for a sporting event as a UiPath Foundation Ambassador or have another fundraising idea for the kids in our educational programs, reach out to **Cosmina Schiau, Global Donors Engagement Manager** at *cosmina.schiau@uipathfoundation.com*.

Impact partner

& the global
employee community
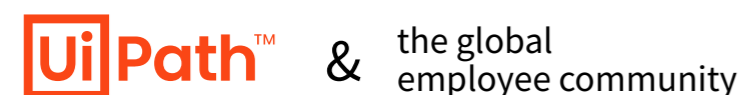
Strategic Partners

**Solidarity Fund for
Ukraine Partners**

Supporters

The Rockland
Romania Task Force

Fundraising Partner

Knowledge Partner

The team that made the launch of the 2023 Annual Report possible:

Denisa Colțea, Communication Manager at UiPath Foundation, who meticulously coordinated all the involved parties.

Andrada Ciocioi, Communication Officer at UiPath Foundation, who knows everything, to list a few: design, copy, social media, and desserts. But especially how to keep the team's energy high.

Alex Purcărea, Graphic designer and illustrator, the informal extension of the communication team, who takes care - creatively and methodicaly - of how we "dress" when we go out into the world with stories about us.

Oana Barbonie, Visual Artist, the creative mind behind #communitYou, who understood our community from the start and became one of the 'yous' in record time.

Oana Sandu, Documentarist, who curated information, stories, and words with gentleness and tact, in a text that flows.

And last but not least, **Andrada Pavel**, **Monica Becher** and **Sabina Gealatu** from **Conan PR**, who make sure our mission is heard even more.

And many others - the **UiPath Foundation** team, **volunteers** and **partners** who contributed with ideas, material production or good thoughts. #communitYou fits right here too.

Thank you!

UiPath Foundation