AUTOMATION
ANYWHERE

2025 Impact Report

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Report at a Glance

Impact (FY24-25)

500K+ humans impacted worldwide to date

1300+ employee VTO hours contributed to the community

200+ nonprofits supported through employee volunteering/donations

$1M+ of employee giving, direct cash, and in-kind donations made to nonprofits

Awards

Leader in The Forrester Wave™: Task-Centric Automation Software, Q4 2024

Newsweek's Top 200 America's Most Loved Workplaces® for 2024

Great Place to Work Certification™ for 2024-2025

Fast Company World Changing Ideas Award in Corporate Social Responsibility, 2024

Security Certifications

SOC 1 Type 2

SOC 2 Type 2

ISO 27001

ISO 27017

ISO 27018

ISO 22301

Cloud Security Alliance Attestation

HITRUST CSF

This report covers impact priority areas determined to be most responsible and relevant for our stakeholders and our long-term business success. In alignment with the overall mission of the company, we continue to listen to our customers, service and impact partners, investors, and employees to understand and evaluate the risks and opportunities for the company.

Governance & Ethical Business Practices
As we define and deliver the future of artificial intelligence (AI) and automation in a fast-changing technology ecosystem, we believe it is critical to follow the highest standards of corporate governance. Automation Anywhere is committed to conducting business with integrity through ethical, transparent, and secure practices through all our global operations.

Responsible AI
We are deeply committed to maintaining trust in our AI-powered automation solutions and responsible partnership with the customers that use them. Our commitment to develop organization-wide culture of transparency fuels our governance approach. This ultimately empowers our customers with trusted solutions that have the built-in governance, security, and ethics needed to confidently build and deploy AI in today's competitive business landscape.

Product Security & Data Privacy
The Automation Anywhere cloud portfolio is designed to meet demanding operational guidelines, and for good reason: we care deeply about customer privacy and security in delivering automation to customers.

Team Anywhere
Our *One Team One Goal* value is at the center of our employee experience and enables us to attract, grow, and retain top talent. We remain committed to building a workplace culture of collaboration and belonging that welcomes different perspectives and life experiences. It's what we do every day at Automation Anywhere, inside and out.

Social Impact
We are on a mission to fuel the future of work by empowering nonprofits and uplifting human lives. Our pillars of Technology Access, Human Economic Uplift, and Community Investment exemplify our commitment to creating a more inclusive future that is AI and automation-driven.

Environment
We are in the early stages of developing our environmental strategy and assessing our impact, including environmental impact by increased usage of AI. We will continue to work on increasing action around global climate-related challenges while driving value for our business, customers, and stakeholders. We partner with EcoVadis, a globally trusted provider of business sustainability ratings, to understand our Environmental, Social, and Governance (ESG) performance and identify areas of improvement.

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Unleashing Human Potential: Leading the Future of Work Through Automation and AI

At Automation Anywhere, we are guided by a clear vision: to fuel the future of work by unleashing human potential through intelligent automation. For over two decades, we have helped businesses digitally transform, and in the past two years expanded automation to usher in a new era of AI-driven innovation.

Today, we stand at the forefront of that evolution with the introduction of Agentic Process Automation (APA) —a transformative, once-in-a-generation technology that blends the adaptability of AI with the precision of automation. This is more than a product innovation; it's a new paradigm for how work is orchestrated, executed, and evolved across the enterprise. APA empowers individuals and teams to go beyond task completion to become proactive agents of change— amplifying their creativity, judgment, and impact.

At our core we believe technology must serve humanity. This requires more than innovation; it demands trust. That's why we've built one of the industry's most robust Responsible AI governance programs, publishing our ethical AI principles and integrating a cross-functional Responsible AI Steering Committee to guide every decision we make. As AI continues to permeate every industry, we are committed to maintaining the highest standards of ethics, transparency, and security.

Our impact starts with passionate, values-driven teammates who bring our mission to life every day. A culture of accountability, collaboration, and innovation has earned us recognition on Newsweek's List of the Top 200 America's Most Loved Workplaces. But teammate contributions go beyond business success. Through volunteering, mentorship, and philanthropy, our employees actively give back to the communities where we live and work.

That same spirit of service extends globally through our Social Impact Office positively impacting over 500,000 lives through our programs. From empowering nonprofits to scale their operations with automation to training individuals in underserved communities for AI-enabled careers, we're making the future of work more robust and accessible. These efforts are tightly aligned with our sustainability and ESG commitments—from donating retired tech to STEM programs, to restoring global ecosystems through tree-planting initiatives.

Our leadership also reaches the world stage through active engagement with the World Economic Forum (WEF), where we've contributed to critical initiatives such as the Reskilling Revolution, the AI Governance Alliance, and the Rise Ahead pledge. These global partnerships reflect our belief that lasting progress requires collective action, shared responsibility, and a deep commitment to accessibility.

What lies ahead is a momentous opportunity. The convergence of automation, generative AI, and agentic systems marks the dawn of a new era —one where autonomous enterprises are not just more efficient, but more human-centric.

We are proud to lead with purpose: to empower every person to reach their full potential. We're not just building faster systems—we're empowering people to be creators, problem solvers, and agents of change. The future of work is not only autonomous—it's profoundly human.

Let's build it, together.

Neeti Mehta Shukla
Chief Social Impact Officer
and Co-Founder

About Automation Anywhere

Automation Anywhere is the leader in Agentic Process Automation (APA). We empower organizations worldwide to achieve productivity gains, improve customer experiences and create new revenue streams. The company is guided by its vision to fuel the future of work by unleashing human potential through agentic AI-powered automation.

1M+   community members within our Pathfinder Program

1200+   pre-built automation solutions

90+   countries with customers

Hundreds of millions   of automation runs per year

Great Place to Work Certification™

Great Place To Work®

2024 Anthem Silver Award Winner

ANTHEM AWARDS 2024 WINNER

Our Mission & Values

We believe there is a better way to work. At Automation Anywhere, we recognize the need to approach automation through the lens of access and user experience—and empower an entire workforce generation with unprecedented productivity. Every step of the way, the goal remains the same: enabling people with AI-powered automation technology that liberates everyone to achieve their human potential.

Passion

Driven by curiosity, a sense of adventure, and joyful perseverance, Passion is first on our values list. Only the passionate can change the world because they keep trying until they get it right.

Innovation

Every employee offers creative skills and ideas to delight our customers. We are comfortable questioning accepted wisdom and moving on when we hit bumps in the road. We feel empowered to be bold, take action, and solve problems.

Customer First

We all have internal or external customers and are responsible for their experience and success, anytime, anywhere. Proactive, trusted advisors, we exemplify caring, loyalty, and commitment.

One Team One Goal

Our best ideas take shape when we are approachable, inclusive, accessible, respectful, and easy to work with. We share thoughts and plans to gain support and agreement. We jointly establish a common goal to work toward.

Impact Priorities

This report covers the ESG impact priority areas that we determined are most responsible and relevant for our stakeholders and our long-term business success. In alignment with the overall mission of the company, we continue to listen to our customers, service and impact partners, investors, and employees to understand and evaluate the risks and opportunities for the company.

In advancing our ESG strategy, we rely on established ESG frameworks and ratings to guide our decision-making process when selecting and prioritizing key areas of focus. Our current priorities align with the Sustainability Accounting Standards Board's (SASB) disclosure topics for Software & Information Technology Services, including customer privacy, data security, employee engagement, inclusion, and energy management.

We recognize the transformative power of AI technology and the profound impact it has on society and the environment. We are committed to ensuring that our AI systems not only comply with global regulations but also uphold the highest ethical standards, as demonstrated by the establishment of our Responsible AI principles. We are in the early stages of developing our environmental strategy, and we will continue to work on actions around our emissions while driving value for our business, customers, and stakeholders.

Governance & Ethical Business Practices

Our culture operates with an ethics and integrity mindset. As we define and deliver the future of AI and automation in a fast-changing technology ecosystem, we are committed to conducting our business with accountability to our stakeholders and their long-term needs.

Product Security & Data Privacy

We care deeply about customer privacy and security in delivering automation solutions. We are committed to achieving and maintaining the trust of our customers and to being a responsible company in the software supply chain. As our workforce is our greatest asset, we consistently uphold our employee's trust through transparent, compliant, and rigorous employee data privacy measures.

Team Anywhere

Our people around the world are our company's greatest asset. The perspectives, experiences, and ideas that teammates bring to creating AI and automation solutions ensures that our customers and partners can do more and do it better—and that we build ethical AI solutions and automation for the future.

Social Impact

We're passionate about using automation for global good and scaling impact for nonprofit and purpose-driven organizations with technology. We are committed to democratizing access to the future of work with digital skilling that empowers learners everywhere.

Environment

We care about working toward a better understanding about the environmental footprint of our business and driving sustainability initiatives that increase action around climate change.

Our Policies & Statements

- » Acceptable Use Policy
- » Anti-Corruption Policy
- » Anti-Money Laundering Policy
- » Automation 360 Cloud Security and Data Privacy
- » Privacy Notice for Personnel
- » Code of Conduct
- » Compliance Policy Regarding Money Laundering Laws
- » Conflict of Interest Disclosure
- » Corporate Gen AI Guidelines
- » Data Processing Addendum
- » Digital Workforce Principles of Engagement
- » Export Compliance Policy

- » Global Information Security Policy
- » Inclusion and Diversity Statement
- » Injury and Illness Policy
- » Modern Slavery and Human Trafficking Statement
- » Policy Against Sexual Harassment and Other Workplace Conduct
- » Privacy Policy for Automation Anywhere
- » Responsible AI Principles*
- » Social Media Use Policy
- » Supplier Code of Conduct
- » Vulnerability Disclosure Policy
- » Workplace Violence & Prevention Plan*

*Effective FY 2025

Automation is a Force for Good in Healthcare

Automation Anywhere is committed to delivering economic and human value every day. Through our tech for good efforts, we are demonstrating that AI and automation solutions can propel healthcare systems and the public sector to usher in a new era of patient and frontline care.

UK's National Health Service (NHS)

In FY2022, we spearheaded a whitepaper series with the Northampton General Hospital NHS Trust Automation Accelerator Programme to help large-scale healthcare organizations everywhere expedite digital transformation and better use massive data to drive change. The first whitepaper captures the learnings, successes, failures, and human stories shaped in this time of crisis. For example, the automation trajectory of the NHS is anticipated to save more than 500,000 hours a year in non-clinical staff time by 2025—the equivalent of 66 years of work.

AccentCare

Intelligent automation allowed this national post-acute healthcare provider to streamline manual administration work associated with medical records and business acquisitions. Automation was an essential tool for them to keep up with administrative tasks and generate substantial cost savings. It helped AccentCare save $100,000 and processed 337,000 records that would have otherwise been sent manually. By streamlining and speeding up their work, AccentCare has been able to focus even more on improving patient outcomes.

Global Healthcare Leader

We worked with an organization that specializes in diagnostics, medical devices, diabetes care, nutritional products, and branded generic medicines to automate tasks across its finance, quality, IT, and pharmacovigilance departments. This led to improved data accuracy and substantial savings for them in manual work hours and financial costs. In one department alone, automation saved $1 million and 45,000 hours. Close collaboration with Automation Anywhere is ongoing to establish a robust foundation of guardrails and governance around generative AI, ensuring its safe scaling across the global enterprise.

Governance

We recognize the transformative power of AI technology and the profound impact it has on society and the environment. As we define and deliver the future of AI and automation in a fast-changing technology ecosystem, we believe it is critical to follow the highest standards of corporate governance. Automation Anywhere is committed to conducting business with integrity through ethical, transparent, and secure practices through all our global operations. Our culture operates within a framework that promotes accountability to our stakeholders and their long-term needs.

How We Manage ESG

Automation Anywhere's ESG strategy and goals are intent-driven and architected by the Chief Social Impact Officer with the support of the ESG Council and People Experience team. The Council is composed of a cross-functional group of leaders from across our business and is charged with driving ESG performance for the company and their respective areas of responsibility. The Chief Social Impact Officer and Chief People Experience Officer provide periodic updates and reports to the CEO to inform policy, practices, and risk management around ESG matters. Our Social Impact Office leads strategic oversight and program implementation and determines Objectives and Key Results in the company's annual planning cycle.

Responsible AI

We are deeply committed to maintaining trust in our AI-powered automation solutions and responsible partnership with the customers that use them. Our commitment to develop organization-wide culture of transparency fuels our governance approach. This ultimately empowers our customers with trusted solutions that have the built-in governance, security, and ethics needed to confidently build and deploy AI in today's competitive business landscape.

- Our Responsible AI principles guide our actions to promote transparency, fairness, and accountability in all aspects of AI development and deployment. We believe in proactively addressing the potential risks associated with AI and are dedicated to aligning our policies and practices.

- We continued enhancing and integrating our cross-functional Responsible AI Steering Committee consisting of representatives across the company. The Responsible AI steering committee meets quarterly to ensure that AI efforts across the company are aligned and point to responsible outcomes.

- To train and equip our workforce, we have implemented comprehensive annual AI ethics training for all Automation Anywhere teammates around the globe. The initiative provides the knowledge and tools our teammates need to incorporate ethical considerations into their work.

- In 2025, we initiated our process to secure ISO 42001 certification with the International Organization for Standardization (ISO) for Artificial Intelligence Management Systems, an international standard specifying requirements for establishing, implementing, maintaining, and continually improving an Artificial Intelligence Management System (AIMS) within organizations.

Automation Anywhere's Responsible AI Framework

Ethics
We believe AI should prevent harm and advance human dignity, rights, and freedom.

Security
We prioritize built-in security and safeguard against a multitude of threats.

Privacy
Our stakeholders have clarity, control, and oversight over their data storage, access, and usage.

Reliability
We're committed to consistency, accuracy, discipline, and AI model robustness.

Accessibility
We believe AI should be inclusive and accessible to all.

Transparency
We will always be open and honest about our products, business models, and policies.

Accountability
We believe human oversight is essential in the entire AI development lifecycle.

Board of Directors & Corporate Governance

Our corporate governance is rooted in integrity, ethical business conduct, and compliance with applicable laws, rules, and regulations. The Automation Anywhere Board of Directors includes two standing committees, the Audit Committee and Compensation Committee. Together, these committees and the entire Board provide governance oversight and address risk management for Automation Anywhere.

As of January 2025, the Board of Directors is composed of eight directors. The Board, led by an Executive Chair, is committed to having leaders with varying viewpoints and perspectives who exhibit a range of skills, experience, and backgrounds. They periodically review the characteristics of our existing directors and director candidates such as experience, skills, background, integrity, independence, ability to commit sufficient time to Board activities, and understanding of our technology and strategy.

Ethical Business Practices

We all share the responsibility for creating a positive, respectful, and legally compliant work environment. Our Code of Conduct guides the behaviors and actions of our global workforce and provides important standards for ethical conduct in how we work with each other and with our customers, vendors, partners, and stakeholders. Our Code also reflects our values and ensures we treat others with respect, deal fairly, avoid corrupt actions, and safeguard confidential information, and it applies worldwide to employees, the company's officers and Board members, contractors, consultants, suppliers, and agents.

The General Counsel is responsible for maintaining and updating the Code and provides updates to the CEO and Board on ethics and compliance matters. Everyone at Automation Anywhere is required to read, understand, and abide by our Code of Conduct, affirming their commitment to act with integrity. All employees undergo training at hiring and periodically during their service covering anti-corruption, anti-bribery, incident reporting, data security, and our Code of Conduct.

Anti-Corruption

It is important that we operate ethically and transparently and that our business practices meet or exceed applicable legal and ethical standards. Automation Anywhere maintains an absolute prohibition policy for bribery and corruption in any of its dealings and works to comply with applicable rules and regulations where we do business. Our Anti-Corruption Policy and Code of Conduct outline the policies and procedures that serve as the foundation for how we operate with integrity, avoid conflicts of interest, and compete fairly. There have been no material monetary losses associated with any legal proceedings, including any proceedings related to user privacy or anticompetitive behavior regulations or significant instances of non-compliance with laws and regulations during this reporting period.

Reporting Concerns

We place great importance on creating and maintaining a positive, safe workplace for all employees and cultivating an open business environment that follows the highest ethical standards. We encourage sharing of concerns, questions, and suggestions directly with people managers, human resource partners, the legal team, or an executive team member. Employees that witness or even have concerns about a violation of our Code of Conduct, company rules and policies, or the law should promptly report it to their manager, the People Experience team, or the General Counsel. Anonymous reports may also be filed through an Ethics Hotline. We take all concerns or complaints about the Code of Conduct very seriously, and we will promptly respond to any reports of misconduct. Automation Anywhere maintains a strict nonretaliation policy and enforces firm and appropriate disciplinary standards up to and including termination for any employee who takes an adverse action, threatens, intimidates, or retaliates. It is our policy to adhere to all applicable laws, protecting our employees against unlawful retaliation or discrimination stemming from the raising of good faith questions or concerns.

Business Continuity

We use a Business Continuity Management System to ensure business continuity and maintain emergency and contingency plans in accordance with the ISO 22301 framework and certification. Business continuity policies and procedures are reviewed on an annual basis as part of the management review process. As a team we manage risks across multiple levels, including structured regular management review of conformity to policies and procedures and internal and external audits against the ISO 22301 standards.

Automation Anywhere maintains an incident response program in accordance with the ISO 27001 framework designed to analyze, contain, eradicate, and recover from security and safety incidents impacting our managed networks and/or systems or customer data. If we determine that customer data within our control has been subject to a security incident, the customer will be notified under and according to applicable law and contractual promises. We run a post-mortem after an incident has occurred to analyze and improve tools and processes to mitigate future occurrences. We offer numerous hosting regions with backup regions, which offer application-level high availability. In the case of a disaster, backups are taken and maintained in an encrypted format to restore the service in accordance with our Recovery Time Objective and our Recovery Point Objective.

Responsible Supply Chain

Our ESG strategy informs how we engage our supply chain—a mix of professional services and goods—to meet our expectations for high ethical standards. We believe in acting with integrity, fairness, and accountability, principles that are fundamental to fostering an inclusive society and a successful business. We work closely with our suppliers, and we expect the same from them. Automation Anywhere's Supplier Code of Conduct is published online and requires vendors to follow responsible business practices as an extension of the governance standards discussed in this report.

Our sourcing strategies and procurement processes for externally provided goods and/or services are governed by the Global Procurement Policy. As part of the vendor due diligence and approval process, all suppliers, including sub-contractors, are onboarded in the Supplier Registration Portal and must agree to conduct their activities in an ethical and professional manner in alignment with our Code of Conduct, Supplier Code of Conduct, Anti-Corruption Policy, and all applicable laws and regulations.

Supply chain management helps us mitigate risks and identify and expand upon opportunities. In line with our commitment to inclusion and diversity, we implemented a process of data requests around supplier diversity to help understand and grow our diverse supplier base. In FY25, about 10% of our global spend was with self-identified diverse suppliers in the reporting period.

Human Rights

Automation Anywhere is committed to upholding the human rights of workers, and we do not tolerate the use of human trafficking or forced labor in our operations or supply chain. Our Code of Conduct and Supplier Code of Conduct outline our expectations for suppliers on freely chosen employment, young workers, working hours, wages and benefits, humane treatment, and non-discrimination. We adhere to the UK Modern Slavery Act of 2015 and have published a Modern Slavery and Human Trafficking Statement.

Product Security & Privacy

AI Resources

Responsible AI Principles

FAQ: European Union's Artificial Intelligence Act

Product and Services Specific Terms: Artificial Intelligence Components

Automation and Generative AI Product Documentation

FAQ: Data Security for Generative AI

The adoption of AI and cloud is transforming the way companies of all sizes are scaling services to fulfill customer expectations. The Automation Anywhere cloud portfolio is designed to meet demanding operational guidelines, and for good reason: we care deeply about customer privacy and security in delivering automation to customers.

Automation Anywhere has a very robust information security posture in place. We have a dedicated staff of analysts, engineers, senior management, backed up by our dedicated Security Operations Center which is operated 24x7x365. In addition, we employ third parties to conduct penetration testing on an annual basis and security tools to proactively monitor our email and web traffic.

Cloud Security

We are committed to achieving and maintaining the trust of our customers. As AI powered process automation in the cloud accelerates in demand and adoption, providing a platform that is secure and ensures data privacy compliance is a core business requirement. We provide a multi-layered approach to security for our Agentic Process Automation System. The platform is built on a robust security architecture that enables full support for core security principles such as identity and access management, least privileges, and separation of duties while delivering end-to-end protection for mission-critical processes, safeguarding sensitive data, and ensuring data privacy.

As part of Automation Anywhere's cloud security framework, there are a few key security areas required to protect the cloud service. For more information about our deployment and operational model, see Automation 360™ cloud security and data privacy and the Security and Compliance Portal.

Some examples of our approach include:

- Our IT InfoSec, data privacy, and Cloud SecOps teams advise the cloud operations team, and manage security certifications and data privacy controls. Employees complete security and privacy training on a quarterly basis.

- We maintain security and safety principles established and approved by Automation Anywhere executive management. Policies provide security requirements in a clear and concise manner, and standards define the process or methodology of meeting policy requirements.

- We maintain a record of background checks and security privileges of CloudOps and Cloud SecOps individuals having access to customer content and follow the principle of least privilege. Personnel with access to customer content are subject to strict confidentiality obligations.

- We use multi-factor authentication and follow industry-standard practices for password handling and management and to identify, authenticate and log approved personnel in appropriate roles accessing information systems.

- Cloud security is managed and monitored by a specialized security engineering team, responsible for design review, threat modeling, manual code review and spot checks, and ongoing penetration testing with internal and external security testing programs.

- Our operations team does not access a customer's Control Room environment or have visibility into a customer's business data unless directed to perform diagnostics as part of a support case. Automation Anywhere does securely collect telemetry data on feature usage to help improve the service, for example, to automatically guide users in navigating the features. This telemetry does not include any personally identifiable information (PII) or business data of the customer.

AI Safety

With the emergence of Generative AI and its applicability to radically improve the effectiveness of process automations, Automation Anywhere has been building on its Responsible AI principles to implement both an internal governance program over the use of AI as well as providing guidance tools built natively within the product to enable customers to use AI based technology safely.

The AI policies and controls internal to Automation Anywhere cover all employees and departments as well as being embedded into the company's Secure Software Development Life Cycle. This has included the introduction of AI specific standards, policies, architecture controls and release criteria to ensure compliance and engender trust in the use of AI technologies.

In addition, Automation Anywhere has introduced guidance and processes to ensure customers can trust in their use of our AI based products, as well as providing products to help customers implement their own AI Governance programs over their own use of AI technologies in their process automations built using Automation Anywhere products. This includes guidance on the evolving regulatory framework and laws, product specific terms covering AI usage and documentation to help customers understand the treatment of their confidential data when using our products.

Automation Security Framework

Automation security is ingrained within every aspect of the Automation Anywhere platform. With the application of our automation security framework, all automations including those built in-house, by partners, or procured from the Bot Store, can be deployed reliably with secure automation development best practices in alignment with prevailing Confidentiality, Integrity, and Availability (CIA) cybersecurity principles.

Information Security Awareness Training

To ensure all teammates understand and comply with our policies and procedures on data privacy and cybersecurity, quarterly Information Security Awareness Training courses are mandatory. The training covers privacy, phishing, data protection, and other essential topics. New employees and contractors are required to sign a confidentiality agreement prior to starting with us, and security awareness courses are delivered to these new hires during the onboarding process. The Global Information Security Policy, which is governed by the Information Security Committee, provides a user-centric trusted and secure set of resources and environment to employees, contractors, and third-party service providers to conduct business while protecting the company's information assets and client data.

Data Privacy

Automation Anywhere adopts a privacy-first approach for the protection of our customers' data. We employ best practices for the proper handling of customer data as a data processor and are transparent to customers in how their data is processed. We employ a privacy-by-design approach, whereby every product is designed to address data regulation and privacy requirements that our global customers need to abide by, including regional regulations like the EU General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), and many others. Automation Anywhere provides a Data Subject Access Rights Request Form to enable individuals to request that we take certain actions in relation to their personal information, including deletion of data, cessation of data processing, and opt-out options, and we forward these requests to customers and further assist customers in responding to the request in instances where our customer is the controller of such personal data.

Our Privacy Policy explains how and when we collect, use, and share personal data and the types of information the policy covers. The policy also outlines our data disclosure policy, opt-out procedures, location and retention policies, user rights, and contact information for reporting questions or concerns.

Automation Anywhere Security Certifications

We are a security and privacy focused enterprise. This continued endeavor has resulted in achieving multiple security, business continuity, and data privacy-related certifications. Our team conducts internal and external audits annually as well as a recertification audit every three years. For example, our vulnerability management program is assessed through our ISO27001 audit and our disaster recovery program is assessed through our ISO22301 audit.

SOC 1 Type 2

The SOC 1 Type 2 audit is an annual report specifically cloud service related that attests Automation Anywhere has the proper internal controls and processes regarding security and availability to ensure that customer data is kept safe.

SOC 2 Type 2

The SOC 2 Type 2 report shows that Automation Anywhere adheres to the best security and compliance practices related to availability, confidentiality, processing integrity, security, and privacy and has sustained that for one year after achieving the SOC 2 Type 1 certification.

ISO 27001

Automation 360 Cloud service was awarded the ISO 27001 certification upon the successful completion of an independent audit that demonstrated the confidentiality, integrity, and availability standards for information assets.

ISO 27017/ISO27018

As supplements to ISO 27001 certification, ISO 27017 and ISO 27018 demonstrate our dedication to data safety. ISO 27017 is a compliance framework that is specifically designed to protect cloud infrastructure and ISO 27018 focuses on protecting personally identifiable information in cloud services.

ISO 22301

The ISO 22301:2019 "Security and Resilience—Business Continuity Management Systems" certification covers how well Automation Anywhere is ready to respond and recover in the case of an emergency or disaster.

Cloud Security Alliance Attestation

The Security Trust Assurance and Risk registry founded by Cloud Security Alliance recognizes and documents the security and privacy controls put in place by organizations in the cloud computing space. Automation Anywhere is the only provider of Enterprise RPA listed in the registry.

HITRUST CSF

The HITRUST Common Security Framework (CSF) is built on a set of security controls mapped to various nationally and internationally recognized security and privacy-related frameworks such as HIPAA, PCI, and ISO. With this certification, Automation 360 becomes the only cloud-native process automation solution in the market to demonstrate healthcare-specific security and privacy controls to help customers deliver on their regulatory compliance.

Team Anywhere

Automation Anywhere is redefining productivity with technology that empowers everyone to go be great. We know it takes a great team to make this happen. We believe our people—teammates—are the best resource to shape the revolution making work more human.

Our *One Team One Goal* value is at the center of our employee experience and enables us to attract, grow, and retain top talent. We remain committed to building a workplace culture of collaboration and belonging that welcomes different perspectives and life experiences. It's what we do every day at Automation Anywhere, inside and out.

Our People Strategy

Our leadership and People Experience team set the tone of Automation Anywhere's culture of commitment—commitment to our customers, shareholders, and each other. The Chief People Experience Officer steers our teammate journey, from recruitment and onboarding to compensation and benefits, training and development, retention, off-boarding, and alumni relations. We believe every engaged career journey is based on a foundation of physical, mental, and financial well-being; teammate meaning and purpose; the tools and ability to make an impact; and positive relationships across our global team.

High-Performance Culture

We define a successful culture as one where everyone is empowered to unleash their full human potential. We are proud to be recognized in 2024 as a Certified™ Great Place to Work® for the third year in a row, based on real-time reviews from employees. We also were named to Newsweek's 2024 Top 200 America's Most Loved Work Places.

We strive to be the place where each of our teammates are inspired and supported to do great work. Our commitment to transparency and frequent communications helps to increase employee engagement and productivity while we navigated shifts around remote, in-office, and hybrid working environments. We are always talking with teammates—responding to their ideas, thoughts, and concerns drives our growth and direction as a company.

Our employee listening strategy is an integrated approach to understanding and improving everyone's work experience, so teammates can thrive and focus on our customers and drive business impact. For example, we continue to prioritize two-way feedback between employees and management:

- Performed quarterly pulse surveys in addition to the annual Career Experience survey to identify our teammates strengths and areas to grow

- Provided opportunities for all employees to connect with leadership and learn about company strategy with sales and company kickoff meetings, C-level briefings, and fireside chats on special topics

- Analyzed employee attrition data and conducted exit surveys to evaluate how we're doing and where we can improve

Employee Inclusion

We know that our team is strongest when we embrace both the visible and invisible traits that make every person unique in and out of the workplace. It's important to our success that we provide the support our employees need to realize their full potential. This includes creating and maintaining a supportive workforce and building a culture of innovation rooted in trust, respect, cooperation, and fair treatment. We want all employees to feel they belong at Automation Anywhere.

We believe only a truly inclusive company can build ethical AI and automation that heralds the next generation of products and services. Our approach to building AI and automation is pooling the different perspectives, creative skills, and new capabilities we each bring to reflect and impact the people who use our products and those whose lives they touch.

To build a sense of belonging for all our teammates and to promote mutual respect, we:

- Provided mandatory anti-harassment training for all teammates globally

- Organized in-person trainings focused on fostering a safer and more supportive work environment with partners such as the Organizational Theatre in India

- Continued to recognize and celebrate different cultures

Women's Empowerment Circle

At Automation Anywhere, we are committed to encouraging and uplifting women to be part of the new AI economies and help drive the future of work. Open to all employees, our Women's Empowerment Circle brings women and allies together to provide opportunities for networking, coaching, mentorship, career and personal development, allyship, and fostering leadership. We are helping women grow their voice and presence in and out of the company and develop and strengthen their own community:

- Celebrated International Women's Day through recognition and programming for our teammates

- Led panels at World Woman Davos to discuss the role of women in AI

- Hosted GoWomen breakfasts at our annual Imagine conference to bring together leaders in the industry

Talent Investment & Retention

We want every teammate to feel confident that they can grow and build a rewarding career at Automation Anywhere. We encourage a growth mindset and foster a culture of learning with training and development opportunities to help employees succeed. Our talent investment strategy is a holistic approach to identify, develop, engage, enable to thrive, and retain critical talent across the company.

We have a comprehensive online learning management system for required compliance and other department-level trainings and continue to operate our LinkedIn Learning program for all teammates worldwide to enhance their professional development.

We also continue to operate License to Lead, a program launched in FY2024 centered on the future of work. This is a best-in-class customizable learning experience available to all teammates and mandatory for employees at the manager to vice president level. Participants in License to Lead had a learning experience tailored to their needs as a manager, including 14 different modules on LinkedIn Learning with 100 bite-sized pieces of content aligned to the seven currencies of retention and a 360-degree review. In FY2024, we added a program to expand the skillset of all director-level employees through Exec Online and introduced a program run specific to senior executives.

Retention is complex, which is why we look at several currencies of retention which include: base pay, stock-based compensation, recognition, development, visibility, and respect. Together these components empower managers in developing unique career roadmaps and investment actions directly impacting everyone's retention.

Life at Automation Anywhere

As part of our total rewards philosophy for teammates, we compensate fairly and competitively based on performance, potential, geography, and recognize contributions like producing quality results for relevant work with the resources available. We also offer an annual bonus program and stock-based compensation and in FY2024, we conducted a refresh program for all our employees.

Employee Recognition & Awards

As part of our culture of passion and innovation, we celebrate teammates who are leaders and top performers. Many of our departments run awards programs to recognize teammates achieving major customer and business goals and we recognize outstanding teammates at our annual corporate awards. As part of our company's Talent Engagement and Sustained Success (TESS) program, all employees are reviewed annually and complete a career experience survey which helps map each person to growth and development opportunities in the

coming year.

Health & Well-being

We know our teammates have a life outside of work, and our 360-degree support helps everyone succeed and feel at home with Automation Anywhere. Based on local workplace culture and regulations, we provide benefits like paid time off, health care and life insurance where applicable, flexible work schedule, learning and development, stock-based compensation program, and paid parental leave. We extend eligibility to participate in employee benefit plans to full-time and part-time teammates who regularly work at least 20+ hours per week.

We strive to create the conditions for teammates to do their best work. We continue to focus on keeping employees healthy and supported from their physical health to psychological and social support through enhanced family and mental health care. Globally, we offer an Employee Assistance Program that is designed to promote mental wellness and access to counseling in addition to other benefits to support employees' health and well-being.

Time to Recharge

To recognize and award our employees for their collective focus towards our goals, we've implemented quarterly achievement days for global employees to unplug and focus on themselves and their families. Teammates are encouraged to use this paid time off to recharge, pursue hobbies or passion projects, and share stories and photos of these activities with each other. To promote flexibility while allowing for needed in-person collaboration, we have implemented a hybrid work environment. We believe that time away from work is key to enabling our teammates to continue performing at a high level.

Employee Health and Safety

The safety of our employees is of primary importance. Our Injury and Illness Prevention Program (IIPP) reinforces our commitment to protect the health and safety of teammates and comply with all applicable safety and health laws. Our IIPP and mandatory trainings such as workplace violence prevention reinforce our commitment to the health and safety of our employees globally. Our various physical offices around the world perform robust safety inspections including aspects such as compliance with our IIPP, availability of medical services and first aid, emergency action and fire prevention, ergonomic hazards, & electrical safety.

Helping Teammates in Times of Crisis

We continue to support the physical, mental, social, and financial needs of our teammates, particularly in times of crisis and natural disasters. We conducted emergency outreach to all remote team members and offered assistance such as during:

- Winter storms and wide power outrages across Texas in January and February 2023

- Major storms that stretched from the lower West to the East coast of the United States throughout the Spring of 2024

- Heavy monsoonal rains and the resulting flooding in the Vadodara area of India in July 2024

Social Impact

We are on a mission to fuel the future of work by empowering nonprofits and uplifting human lives. Through our leadership in automation and AI, we deploy tech for good initiatives to address complex socio-economic challenges and help organizations do more and do it better for people in need.

Our pillars of Technology Access, Human Economic Uplift, and Community Investment exemplify our commitment to creating a more inclusive future that is AI and automation-driven. Our work is informed by our collaboration with leaders and experts across the space through our involvement with Pledge 1%, the United Nations Sustainable Development Goals, and several committees through the World Economic Forum including the Good Work Alliance, AI Governance Alliance, Rise Ahead Pledge, and the Reskilling Revolution.

Social Impact by the Numbers
FY2024 & FY2025

370,000+ humans impacted worldwide of **500,000+** to date			
$1M+ of employee giving, direct cash, and in-kind donations made to nonprofits	**40,000+** People trained in Automation skills through SIO partners and Automation Anywhere University (non-paid learners)	**200+** Nonprofits supported through #GoGiveBack employee volunteering / donations	**1300+** Employee VTO hours contributed to the community
60,000+ Free Community Edition licenses to access Automation 360 platform	**190,000+** Automation training hours completed on Automation Anywhere University (non-paid learners)	**64,000+** Trees planted as part of our commitment to sustainability	**150,000+** Refugees in war zones who received aid due to our automated solutions

Our Vision for Tech for Good

From the beginning, Automation Anywhere's technology was built for human enablement to drive business efficiencies and free up resources for even greater opportunities. To further this vision, we formally launched the Social Impact Office (SIO) in FY2022.

We are proud to work with industry leaders as part of this global movement and have committed product and time to impact human lives. Our strategy focuses on the nonprofit sector, where technology enablement and reskilling for the future of work can play an outsized role to deepen and scale human impact around the world.

Technology solutions such as AI and automation enable nonprofits and humanitarian agencies to connect more people with resources and disburse life essentials in a fast and efficient manner for tangible human impact. As part of our commitment to unleashing human potential, we partner with the workforce development ecosystem and academic institutions to close the opportunity gap and enable more people with digital skills to build tech-enabled career pathways.

Impact Pillars

We leverage our assets, activate teammates, and join forces with others to put the power of AI and automation into action. Three impact pillars—technology access, human economic uplift, and community investment—drive our social good strategy.

Technology Access

As we collaborated with organizations and industries around the world, one thing became clear—the nonprofit sector could benefit from the same gains in productivity and innovation as commercial enterprises. We started our Tech Access initiative to partner with nonprofits to increase their access to AI and automation technology in sectors including, but not limited to: healthcare, global development, humanitarian, and more. Access to agentic process automation solutions for nonprofits and impact organizations equips them with the capacity to innovate their programs, increase productivity and cost savings, and accelerate their missions.

- Steep discounting on Automation 360 platform licenses
- Support to set up the nonprofit's automation capability in-house
- Free access to on-demand training for continuous learning

Human Economic Uplift

Talent is everywhere but the opportunity to use it is not. As automation and AI reshape industries and transform the nature of countless jobs, our goal is to prepare individuals to thrive in this new era of work. Hand in hand with the workforce development ecosystem, we're working to close the opportunity gap and equip learners around the world with future-ready skills in AI and automation. We've invested in a slate of resources that we offer free-of-charge to our partners to prepare their communities for a digitally-enabled future of work.

- Free, self-paced skilling courses online through Automation Anywhere University

- Scholarships for automation & AI certification exams to help learners gain industry-recognized credentials

- Community Edition licenses for free access to our no-code/low-code platform

- Connections to our peer-based Pathfinder Community to engage with users and developers

Community Investment

We are strengthening local and global communities to address social and environmental challenges that can benefit from technology. We believe the success of Automation Anywhere depends upon the success of our teammates and the communities in which we live and work.

- Donations of financial resources and computer equipment
- Employee volunteer time and giving

Future-Ready Skilling for Learners Worldwide

The world is in the midst of massive digital transformation, promising a more connected global economy that improves people's lives. But not everyone can take advantage of the technological changes shaping our world. At Automation Anywhere we believe anyone, regardless of experience or location, should be able to gain the skills needed to be successful in a digital-first future.

Our AI and automation technology is at the heart of the reskilling revolution, and Automation Anywhere University (AAU) offers effective, timely, and convenient training for everyone, everywhere. From micro-learning modules to comprehensive role-based learning trails, AAU provides free access to curated digital content to help learners gain automation skills specific to their roles, from the very basics of automation to advanced skills needed for a professional developer.

Our Academic Alliance program has established partnerships with more than 160 academic institutions worldwide to cultivate the next generation of AI and Automation talent across diverse academic fields. Our program is designed to empower universities, community colleges, and extension programs to give student the hands-on skills they need in AI and automation to excel in the new world of work. The University of South Florida, for example, partnered with Automation Anywhere to create their LAUNCH program to provide employment services & automation job training to students with autism. We're committed to helping reskill millions of people to do things they never realized were possible and developing responsible technology with pathways to a more inclusive future of work.

160+
Academic Alliance partners

200+
online, role-based courses on Intelligent Automation

3.3M
course completions

300K
automation certifications and badges

AUTOMATION ANYWHERE UNIVERSITY

Global Community Engagement

We believe collective efforts will result in greater good. Our social impact initiatives and investments align with the United Nations Sustainable Development Goals to improve the well-being of students and families and the delivery of comprehensive healthcare, support quality education with reskilling for all learners, promote gender equality for women and girls in STEM, provide access to clean water, and spur economic growth all while tackling climate change.

We have been involved with the World Economic Forum (WEF) for the past two years, joining and participating in several WEF communities, including: the Good Work Alliance, signing the Rise Ahead pledge with the Schwab Foundation for Social Entrepreneurship, Reskilling Revolution, AI Governance Alliance.

Tech for Good Partner Spotlight

Center for Humanitarian Technology

150,000+
Aid requests received through 'Telegram for Humanity' automation in Ukraine

50,000+
families in Ukraine who received aid due to the automation in 2023 & 2024

500+
projected hours returned to volunteers each year

Managing up to 400% more humanitarian aid requests in Ukraine with automation to improve, expedite, and scale processes, giving time back to volunteers for critical direct services

Founded in 2022 in response to the Ukraine crisis, the Center for Humanitarian Technology (CFHT) provides information and communication technology solutions to optimize and scale global humanitarian relief efforts. Several months into the conflict, demand for aid from internally displaced people and refugees quickly exceeded the capacity of local nonprofits. CFHT partnered with Automation Anywhere to deploy our automation technology with the 'Telegram for Humanity' automation, drastically increasing intake speed and accuracy and saving hundreds of hours for volunteers to connect more people with resources. CFHT continued to leverage our automation solutions with the 'Help ID' automation, enabling the organization to shift verification of people from a manually intensive process to an on-demand workflow in a user-friendly chat interface. By using our technology, people are identified more easily, and aid is delivered better and faster, precisely when people need it most. That's our human impact.

Robo Co-op

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Automation Anywhere accelerates the productivity of humanity and at the same time creates inclusive job opportunities for refugees.

Jintae Kim
CEO of Robo Co-op

Empowering refugees to acquire automation skills in just three months, thereby creating job inclusion opportunities and supporting societal digital transformation.

Globally, there are 100 million refugees, people who have been displaced from their homes and deserve a chance to uplift themselves. Meanwhile, companies are seeking millions of digital workers with skills around AI and automation. We worked with Robo Co-op—a refugee-led cooperative that provides digital skills training and creates job inclusion opportunities for refugees through digital impact sourcing—to bridge this gap through the creation of the Global Gateway Program. With this program, Automation Anywhere's user-friendly, no-code platform is facilitating the rapid, professional acquisition of automation skills by refugees, with a goal of upskilling 100 refugees by 2026. These trainings transform refugees into skilled professionals capable of delivering automation technology services—both opening doors to immediate job opportunities and empowering the learners with skills essential for long-term success in the digital realm.

Volunteering & Giving

Our people are changemakers and doers. We empower teammates to unleash their potential in the workplace and beyond. Employees use their time, money, and voice to make a positive impact, and we provide them space and opportunities to turn their passion into action.

Volunteer Time Off
We encourage employee volunteering through our Volunteer Time Off (VTO) Program aligned with our pledge to invest 1% of employee time back into the community. This benefit provides up to 32 hours per teammate each calendar year to volunteer in-person and virtually to support our impact partners and other organizations and causes, ranging from general volunteering to activities that leverage their skills and expertise.

Volunteering together as one team delivers even greater impact for the community. During our 2023 and 2024 #GoGiveBack global month of service, our employees engaged in volunteer opportunities in-person and virtually. Teammates across five continents contributed 1,300+ VTO hours to support 37 organizations through activities from cleaning up local communities, collecting geospatial data for conservation, to helping feed individuals facing food insecurity.

In partnership with Planet Water Foundation, our volunteers helped provide clean, safe drinking water and hygiene education to support over 7,000 children and community members at school facilities in India. We built AquaTower water filtration systems using ultrafiltration technology that can operate without power and provided education for school children and the community on life-saving hygiene practices. The sustainable infrastructure improved health outcomes, increased educational opportunities with higher rates of school attendance, and transformed the lives of girls and women who dedicate considerable time to collecting water.

Donations for the Community

Our teammates around the world personally contribute to different nonprofits and causes that they care about most. We support and encourage employee giving by hosting humanitarian drives, holiday donation drives, and fundraising for crisis relief and disaster response. In FY24 and FY25, we dispersed over $1 million of employee giving, donations of cash, and in-kind donations of computers and other equipment to support more than 200 nonprofit organizations. In addition, we comply with *The Companies Act, 2013* in India and made grants to support 11 organizations.

As part of our commitment to sustainability, we work to reduce our own technology waste and offset our contribution to emissions. Our technology donation program repurposes our decommissioned equipment such as laptops and monitors to help organizations focused on reskilling and STEM programs fulfill their missions. E3Empower, for example, utilized our technology equipment donations to deliver programming and computer skills to over 7,000 youth in communities where only 5% of secondary schools are equipped with computer labs. We also supported the planting of over 61,000 trees in Kenya, Honduras, and Mozambique to help restore ecosystems.

Partnerships

We are reimagining the future in collaboration with nonprofit organizations, social enterprises, and workforce training providers. From delivering humanitarian aid to providing safe drinking water and upskilling people, our more than 20 impact partners are making a difference around the world.

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"As a leader in AI and automation, we believe that access to technology and large-scale reskilling are essential to preparing the global workforce for the future of work. We continue to invest in workforce development across our ecosystem, engage with over 100 universities worldwide to prepare the next generation and also collaborate with social partners focused on bringing AI economies and training to underserved communities.

These collaborations align with our values and allow us to support systemic change that benefits both workers and industries on a global scale."

Mihir Shukla, CEO

"Partnerships such as the one we have with Automation Anywhere are what make it possible for us to continue making grassroots impact. We look forward to growing and deepening our work together."

Dr. Kiran Bedi, Navjyoti India Foundation

"The local students in Tanzania are using used laptops donated by Automation Anywhere. Most of the students and schools lack these devices, widening the digital gap. The donations are helping many students to be equipped with the computer basic skills, programming and online courses."

Ji-Young Rhee Yoon, e3empower

"I'm so proud to be involved with the social impact programs Automation Anywhere runs around the world. I had the privledge to lead our volunteer efforts in Brazil during our GoGiveBack month and it was an incredible way to come together as a team. It's inspiring to see how we use automation not only for business impact but also to create a positive social and environmental legacy."

Silvana Viana, Sales Ops Manager LATAM

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Environment

We believe businesses play a key part in addressing climate impacts, managing natural resources, and driving innovation that results in global environmental progress for all. Automation Anywhere recognizes the urgent need to protect the planet and mitigate impacts with solutions that prioritize people and communities, especially those disproportionately affected.

Our Environmental Strategy

Automation Anywhere is committed to working toward understanding our environmental footprint and managing energy and related emissions. We are in the early stages of developing our global sustainability strategy and assessing our impact, including environmental impact by increased usage of AI, and we will continue to work on increasing action around global challenges while driving value for our business, customers, and stakeholders. We continue to engage in sustainability initiatives that help reduce our carbon footprint and build resilient communities. We partner with EcoVadis, a globally trusted provider of business sustainability ratings, to understand our ESG performance and identify areas of improvement.

Sustainability Initiatives

Energy use
Teammates work out of many types of locations, including from home, in leased company offices, or at shared coworking spaces. We work with building owners and managers to understand and implement sustainability measures. Whenever possible at our largest office locations, we manage energy use like reducing electricity consumption with time-of-use and other controls and installing efficient LED lighting. Our location in Bangalore, India, is in a LEED-certified building. As we consider new or different offices and coworking spaces, we strive to partner with building owners who focus on green building guidelines.

Renewable energy

We are exploring ways to minimize energy consumption in our operations and supply chain within our 100% office leasing model. As we consider new or different offices and coworking spaces, we strive to partner with building owners that deploy sustainability measures for efficient energy generation and use that may include a transition to renewable energy.

Greenhouse gas emissions

As part of the development process for our sustainability strategy, we will explore ways to calculate our emissions footprint and better understand our impact and consider solutions to reduce emissions. For example, we utilize a travel management company with built-in sustainability tools to better track and manage business travel carbon emissions. When booking a flight, teammates are shown CO^2 impact to help them make an informed decision when selecting options. We also encourage employees to use mass transit options for commuting, and most of our leased offices have bicycle racks to promote bike-to-work options.

Waste management & Equipment Donations

In partnership with building owners, we are reducing and managing waste generation at our largest office locations like catching and reclaiming office recyclables with refuse service providers. To reduce our electronic waste, we are refurbishing and repurposing computers, monitors, and peripherals to extend the life of owned electronics. We recycle e-waste whenever possible and run e-waste drives across our offices for employees to prevent their e-waste from ending up in landfills.

Automation Anywhere is committed to donating and repurposing our computers and IT equipment both in pursuit of our sustainability initiatives and to support STEM education and reskilling. In FY2024 & FY2025, we donated over 800 laptops, monitors, chargers and docking stations across the United States and India through seven different organizations and recycled over 3,800 pounds of e-waste. Our donated equipment contributed toward advancing education and training for young women in STEM and rural youth in India, and to helping close the digital divide.

Materials and water consumption

We are reducing and managing materials consumed at our largest office locations like cutting back printer waste and paper usage, using cloud options in place of hard copy storage, and encouraging the use of reusable dishes and utensils instead of single-use items within local public health guidelines. In partnership with building owners, we are reducing water consumption by using low flow plumbing fixtures in communal restrooms and providing employees access to plastic-free drinking water at some office locations.

Data Centers and AI

As we build a more robust sustainability plan, we recognize the potential impact AI will have on the environment. Currently, Automation Anywhere does not own or operate data centers. We contract with third-party colocation data centers and cloud services who manage their infrastructure to deliver more efficient resource utilization, reducing the energy we use to manage our data and to serve our customers. Whenever feasible, we seek out cloud providers that are committed to sustainable practices and are deploying clean and renewable energy investments.

About This Report

This report covers our environmental, social, and governance performance for fiscal year 2024, spanning the period February 1, 2023 through January 31, 2025. To inform our disclosures, we have used Sustainability Accounting Standards Board, Global Reporting Initiative, and United Nations Sustainable Development Goals frameworks to guide our reporting.

This document was reviewed to confirm data therein can be tracked back to reliable internal or external records. The non-financial data contained in this document was not independently assured by a third-party. We invite you to watch our progress, and we welcome feedback on this report and our performance. Please send questions and comments to impact@automationanywhere.com.

AUTOMATION
ANYWHERE

About Automation Anywhere

Automation Anywhere is a leader in AI-powered process automation that empowers organizations to drive productivity gains, foster innovation, improve customer service, and accelerate business growth. The company's AI + Automation Enterprise System is powered by specialized AI agents and offers process discovery, RPA, end-to-end process orchestration, document processing, and analytics — all with a security and governance-first approach. Guided by its vision to fuel the future of work, Automation Anywhere is dedicated to unleashing human potential through AI-powered automation.

Forward Looking Statements

This 2025 ESG Report contains forward-looking statements, including, but not limited to, statements regarding the capabilities or future capabilities of Automation Anywhere's governance structure, the privacy, safety, and security of Automation Anywhere's products, and the perceived and expected impact of Automation Anywhere's ESG initiatives. Generally, statements that are not historical facts, including statements concerning possible or assumed future actions, business strategies, events, or results of operations, are forward-looking statements. These statements may be preceded by, followed by, or include the words "believes," "estimates," "expects," "projects," "forecasts," "may," "will," "should," "seeks," "plans," "scheduled," "anticipates," "intends" or "continue" or similar expressions. Such forward-looking statements involve risks and uncertainties that may cause actual events, results, or performance to differ materially from those indicated by such statements. Automation Anywhere assumes no obligation to update such statements. These forward-looking statements are based on Automation Anywhere's management's current expectations and beliefs, as well as a number of assumptions concerning future events. However, there can be no assurance that the events, results, or trends identified in these forward-looking statements will occur or be achieved. Forward-looking statements speak only as of the date they are made, and Automation Anywhere is not under any obligation and expressly disclaims any obligation, to update, alter or otherwise revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law.