



LRQA Independent Assurance Statement

Relating to Uber's Assertion for the Calendar Year 2025 and Quarter 1 2026.

This Assurance Statement has been prepared for Uber Technologies, Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Uber Technologies, Inc. (Uber) to provide independent assurance of its greenhouse gas (GHG) emissions, environmental performance and other metrics for Calendar Year (CY) 2025 as well as select metrics related to zero emission vehicles for the first quarter (Q1) of 2026 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Uber's global operations and activities reported on an operational control basis and specifically the following requirements:

- Verifying conformance with:
 - Uber's reporting methodologies for the selected datasets; and
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Reviewing whether the Report has taken account of:
 - WRI GHG Protocol Scope 3 Accounting and Reporting Standard.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions;
 - Scope 3 GHG emissions verified by LRQA only include Category 6 – Business Air Travel and Category 11 – Use of Sold Products (CO₂ only);
 - Water and Energy consumed;
 - Environmental Performance Indicators including GHG intensity, energy use and water use intensity, water use in water-stressed regions, passenger trip count, Zero-emission vehicles (ZEVs) activity, and more-sustainable packaging; and
 - Other metrics related to data privacy and cybersecurity; driver and courier well-being; and human capital.

GHG emissions from Refrigerants were excluded from the GHG Emissions Inventory on the basis of their de minimis contribution to the total Scope 1 and Scope 2 GHG emissions and sense-checked during the engagement.

Our assurance engagement excluded the data and information of Uber's suppliers, contractors and any third-parties mentioned in the report.

¹. <http://www.ghgprotocol.org/>



LRQA's responsibility is only to Uber. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Uber's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of, Uber.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Uber has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Tables 1-16 below.

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Uber's Key GHG Data for CY2025

Scope of GHG emissions	Category	Total	Units
Scope 1	Direct	1,276	Metric Tons CO ₂ e
Scope 2	Location-based ¹	96,434	Metric Tons CO ₂ e
	Market-based ¹	65,978	Metric Tons CO ₂ e
Scope 1 & 2	Total Scope 1 & 2 Emissions: Location-based	97,710	Metric Tons CO ₂ e
Scope 1 & 2	Total Scope 1 & 2 Emissions: Market-based	67,254	Metric Tons CO ₂ e
Scope 3	Category 6: Business travel: air travel	18,688	Metric Tons CO ₂ e
	Category 11: Use of sold products ^{2,3}	42,620,938	Metric Tons CO ₂
Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015.			
Note 2: Use of Sold Products detail found in Table 2, below.			
Note 3: MT CO ₂ = metric tons carbon dioxide and does not include other GHGs.			

² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



Table 2. Summary of Uber's Scope 3 Use of Sold Products CO₂ Emissions Metric for CY2025

Region	Scope 3 Use of Sold Products Carbon Dioxide Emissions (MT CO ₂) ^{1,2}
Australia	1,013,988
Belgium	59,859
Canada	1,927,935
France	288,049
Germany	204,475
Portugal	165,357
Spain	154,969
The Netherlands	49,610
United Kingdom	889,162
United States	19,770,604
Rest of globe	18,096,930
Total	42,620,938
Note 1: Reported emissions are Scope 3 Use of Sold Products from Rides, Delivery, and Freight services. These include well-to-wheel transportation emissions.	
Note 2: MT CO ₂ = metric tons carbon dioxide and does not include other GHGs.	

Table 3. Summary of Uber's Emissions Intensity and Energy Data for CY2025

Scope	Value	Unit
Scope 1	0.02	tCO ₂ e /\$1 million revenue ¹
Scope 2: Location-based	1.85	tCO ₂ e /\$1 million revenue ¹
Total Scope 1 & 2 emissions	1.88	tCO ₂ e /\$1 million revenue ¹
Scope 1	0.04	tCO ₂ e/employee ¹
Scope 2: Location-based	2.84	tCO ₂ e /employee ¹
Total Scope 1 & 2 emissions	2.87	tCO ₂ e e/employee ¹
Scope 1	0.0018	tCO ₂ e /m2 floor area ²
Scope 2: Location-based	0.14	tCO ₂ e /m2 floor area ²
Total Scope 1 & 2 emissions	0.14	tCO ₂ e /m2 floor area ²
Average carbon intensity of trips on Uber (US and Canada)	318.15	CO ₂ per passenger mile traveled ^{3,4}
Average carbon intensity of trips on Uber (Europe)	186.27	CO ₂ per passenger kilometer traveled ^{3,4,5}
Total fuel consumed	25,336	Gigajoules
Percentage natural gas	100%	Percent
Percentage renewable	0%	Percent
Total energy consumed ⁶	333,161,646	Kilowatt-hours (kWh)
Percentage grid electricity ⁷	100%	Percent
Percentage renewable ⁸	30%	Percent

Note 1: Source for total Uber revenue and number of employees from U.S. Securities and Exchange Commission Form 10-K for Uber Technologies, Inc. for the fiscal year ending December 31, 2025.

Note 2: Square meters of conditioned floor space based on property inventory values supplied by Uber that formed the basis for the GHG inventory and were subject to review for completeness.

Note 3: Reported emissions for Scope 3 Use of Sold Products from Rides services for the particular geographic regions noted. These include tank-to-wheel transportation emissions. Passenger miles are calculated from average occupancy and on-trip miles.

Note 4: MT CO₂ = metric tons carbon dioxide and does not include other GHGs.

Note 5: The Europe region includes the following countries: Austria, Belgium, Czech Republic, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, the Netherlands, Turkey, and the United Kingdom.

Note 6: Consists of purchased electricity at workspaces and data centers.

Note 7: Considers non-grid electricity consumption from the organization's on-site Bloom server, a solid oxide fuel cell (SOFC) power generator.

Note 8: Considers renewable energy from Uber's VPPA at Azure Sky wind + storage project, renewable energy provided by Uber's data center suppliers, and renewable energy supplied to individual sites via Community Choice Aggregation (CCA) or other grid-supplied elective renewables.

Table 4: Summary of Uber's Rides Services ZEV Metrics Q1 2026

Scope	Location	Value
Number of trips arranged on the Uber app and fulfilled by ZEV drivers ¹	Global	154,551,340
Average monthly ZEV drivers active on Uber's Driver app ¹	Global	339,972
Share of trip miles completed in ZEVs on Uber ¹	US and Canada	9.16%
Share of trip miles completed in ZEVs on Uber ¹	Europe ²	17.94%
Note 1: Zero emission vehicle (ZEV) types include electric and hydrogen fuel cell vehicles.		
Note 2: The Europe region includes the following countries: Austria, Belgium, Czech Republic, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, the Netherlands, Turkey, and the United Kingdom.		

Table 5: Summary of Uber's Global Water Consumption and Intensity Metrics for CY2025

Scope	Value	Unit
Water use: Supplied water	355,866	Cubic meters (m ³)
Water use: Total water	355,866	Cubic meters (m ³)
Water use intensity: Supplied water	6.84	m ³ /\$1 million revenue ¹
Water use intensity: Total water	6.84	m ³ /\$1 million revenue ¹
Water use intensity: Supplied water	10.47	m ³ /employee ¹
Water use intensity: Total water	10.47	m ³ /employee ¹
Water use intensity: Supplied water	0.51	m ³ /m ² floor area ²
Water use intensity: Total water	0.51	m ³ /m ² floor area ²
Note 1: Source for total Uber revenue and number of employees from U.S. Securities and Exchange Commission Form 10-K for Uber Technologies, Inc. for the fiscal year ending December 31, 2025.		
Note 2: Square meters of conditioned floor space based on property inventory values supplied by Uber that formed the basis for the GHG inventory and were subject to review for completeness.		

Table 6: Summary of Uber's Water Use in Water Stressed Regions, CY2025

Percentage of water in water stress region ¹	Value
Extremely high	12.50%
High	5.15%
Medium-high	69.22%
Low-medium	8.92%
Low	2.09%
Note 1: Value calculated based on country level water stress region ranking from WRI Aqueduct Water Risk Atlas classification.	



Table 7: Percentage of Orders Using More-Sustainable Packaging¹

Metric	Value
Percentage of Orders Using More-Sustainable Packaging (APAC) ²	70%
Percentage of Orders Using More-Sustainable Packaging (Europe) ³	84%
Percentage of Orders Using More-Sustainable Packaging (APAC and Europe) ^{2,3}	76%
Note 1: Uber defines More-Sustainable Packaging as packaging that is both not banned by regulation in a market (such as single-use plastics), and is considered to be recyclable, reusable or compostable. Note 2: More-Sustainable Packaging APAC region includes: Australia, Japan, New Zealand and Taiwan. Note 3: More-Sustainable Packaging Europe region includes: Belgium, France, Germany, Ireland, Poland, Portugal, Spain, Sweden, Switzerland, the Netherlands, and the United Kingdom.	

Human Capital Metrics:

Table 8: Total Employee Count CY2025

Metric	Value
Employee Headcount (Global)	34,000

Table 9: Workplace Safety Data (U.S. Only) CY2025

Metric	Value
Total recordable incident rate (TRIR): direct employees ^{1,2}	0
Fatalities: direct employees	0
Total recordable incident rate (TRIR): contract employees ^{1,2}	0
Fatalities: contract employees	0
Note 1: TRIR refers to the number of recordable incidents per 100 full-time employees, or full-time contractors, during a one-year period (40 work hours x 50 weeks per 100 employees, or 200,000 hours). An injury or illness is considered a recordable incident if it results in any of the following: death; days away from work; restricted work or transfer to another job; medical treatment beyond first aid; or loss of consciousness. Note 2: Direct Employees and Contract Employees refer to Uber's U.S. based corporate workers, and does not include drivers, couriers or other non-corporate workers.	

Table 10: Employee Engagement (Global) CY2025

Survey Results ¹	Value
Percentage of Full-time Employees (FTEs) surveyed	100%
Employees who returned survey	80%
Employees who are "actively engaged" ²	75%
Employees who perceive Uber's mission favorably	83%
Employees who are proud to work for Uber	83%
Employees who feel treated fairly at Uber regardless of their personal background	83%
Note 1: The 2025 Pulse Survey, conducted in June 2025, refers to Uber's global employee engagement survey sent to all full-time employees. The survey is used to gauge employee sentiment and enable organization-wide planning. Subsidiary employees are excluded from this survey. Full-time employees (FTEs) include any employees who are under one of the following Employee Type categories: Regular, Contractor to FTE, or Fixed Term. Note 2: Score is a composite of 4 questions relating to engagement.	



Table 11: Workforce Demographics (Global) CY2025

Gender ¹	Value
Overall²	
Male	57.3%
Female	42.7%
Tech³	
Male	75.8%
Female	24.2%
Non-tech⁴	
Male	48.7%
Female	51.3%
Operations⁵	
Male	53.4%
Female	46.6%
General and administrative⁶	
Male	42.0%
Female	58.0%
Support⁷	
Male	47.3%
Female	52.7%
Note 1: Employees who self-identified their gender. Note 2: Total employees include all active full-time employees, excluding casual employees and interns. Note 3: Tech employees are employees from across all organizations who manage technical products or processes and/or work on the development of tools. Employees are categorized into tech and non-tech roles based on their primary job functions. Note 4: Non-tech employees are employees from across all organizations whose roles are not directly involved in technical products, processes, or the development of technical tools. Employees are categorized into tech and non-tech roles based on their primary job functions. Note 5: Employees are categorized as operations if their roles contribute to the core business functions. Note 6: Employees are categorized as general and administrative if their roles contribute to corporate functions. Note 7: Support workforce (typically referred to as customer service employees in industry terms) consists of Community Specialists at our Centers of Excellence and Greenlight Hubs.	



Driver and Courier Well-being Metrics:

Table 12: Driver and Courier Satisfaction CY2025

Driver and courier well-being (global) ¹	Value
Drivers satisfied	75%
Couriers satisfied	72%
Note 1: This is a global composite score of key markets among drivers and couriers, where applicable, who responded that they are either "somewhat satisfied" or "very satisfied" with their experience with Uber.	

Data Privacy and Cybersecurity Metrics:

Table 13: Material Cybersecurity Breaches CY2025

Material cybersecurity breaches	Value
Number of material cybersecurity breaches ¹	0
Note 1: Materiality as determined by U.S. securities laws.	

Table 14: Liabilities and Fines Related to Data Privacy CY2025

Liabilities and fines related to data privacy	Value
Adjudicated decisions in private actions	\$0
Regulatory enforcement actions	\$0
Total liabilities and fines related to data privacy	\$0

Table 15: Liabilities and Fines Related to Anti-Competitive Behavior CY2025

Liabilities and fines related to anti-competitive behavior	Value
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive-behavior regulations ¹	\$0
Note 1: Amount includes all judgments, fines, and penalties paid as a result of antitrust-related legal proceedings.	

Table 16: Data Privacy Organizational Resources and User Controls and Requests CY2025

Privacy Metrics	Value
Number of employees dedicated to privacy and security	368
Number of external assessments of our privacy and/or security programs ¹	11
Number of user data downloads through Download Your Data feature ²	529,057
Number of privacy features available to riders, drivers, and Uber Eats users	53
Note 1: Assessments performed by independent third parties.	
Note 2: Number represents user data downloads requested and completed in 2025.	



LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing the GHG emissions, energy and water records, and data for other Governance Strategy and Engagement parameters reviewed;
- assessing Uber's data management systems to confirm they are designed to prevent significant errors, omissions or misstatements in the Report by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions, energy and water data and records at an aggregated level for the calendar year 2025 and Q1 2026;
- reviewing Uber's supplier and contractor-provided data and confirming the correct transposition of any externally-provided figures;
- verifying data privacy and cybersecurity, driver and courier well-being, and human capital records at an aggregated level for the calendar year 2025; and
- reviewing Uber's base year recalculation policy and confirming that the threshold for a recalculation has not been reached in 2025.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 8th April 2026

A handwritten signature in black ink, appearing to read 'A. Peirce', is written over a horizontal line.

Alexander Peirce
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