LRQA Independent Assurance Statement

Relating to Uber's Assertion for the Calendar Year 2024 and Quarter 1 2025

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) 2024 as well as select metrics related to zero emission vehicles for the first quarter (Q1) of 2025 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 data[1];
- 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 (CO_2 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, and Zero-emission vehicles (ZEVs) activity; and
    - Other metrics related to data privacy & 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.

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, except for the effect of the matters described in the Basis for Qualified Opinion, 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 through 13 that follow.

The opinion expressed is formed on the basis of a limited level of assurance[2] and at the materiality of the professional judgement of the verifier.

[1.] http://www.ghgprotocol.org/

[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.

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Basis for Qualified Opinion

- There is some missing data and minor calculation errors in the emissions values for Scope 3 Category 11 Use of Sold Products for Freight. These issues are not significant.

Table 1. Summary of Uber's Key Data for CY 2024

Environmental Data	Total	Units
Scope 1 GHG emissions	1,216	MT CO_2e
Scope 2 GHG emissions (Location-based)[1]	131,482	MT CO_2e
Scope 2 GHG emissions (Market-based)[1]	73,638	MT CO_2e
Scope 3 Business Air Travel	14,404	MT CO_2e
Scope 3 Use of Sold Products[2,3]	38,672,801	MT CO_2
Supplied Water Consumption	309,498	m^3
Total Water Consumption	309,498	m^3
Energy Consumed[4]	427,651,526	kWh
Grid Electricity Portion of Energy Consumed[5]	99.9%	%
Renewable Portion of Energy Consumed[6]	42.1%	%
Total Fuel Consumed	24,151	GJ
Natural Gas Portion of Fuel Consumed	100.0%	%
Renewable Portion of Fuel Consumed	0.0%	%

Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the 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.
Note 4: Consists of purchased electricity at workspaces and data centers.
Note 5: Considers non-grid electricity consumption from the organization's on-site Bloom server, a solid oxide fuel cell (SOFC) power generator.
Note 6: Considers renewable energy from Uber's VPPA at Azure Sky wind + storage project, renewable energy provided Uber's data center suppliers, and renewable energy supplied to individual sites via Community Choice Aggregation (CCA) or other grid-supplied elective renewables.

Table 2. Summary of Uber's Scope 3 Use of Sold Products CO_2 Emissions Metric for CY 2024

Region	Scope 3 Use of Sold Products Carbon Dioxide Emissions (MT CO_2) [1,2]
Australia	924,886
Belgium	45,985
Canada	1,744,602
France	245,476
Germany	103,928
The Netherlands	59,335
Portugal	157,267
Spain	123,274
United Kingdom	745,780
United States	19,413,148
All Others	15,109,119
Total	38,672,801

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 Rides Services ZEV Metrics Q1 2025

Parameter	Region	Value	Unit
Average monthly ZEV drivers[1]	Global	230,989	Count
Total quarterly ZEV trips[1]	Global	105,560,366	Count
ZEV uptake[1]	United States & Canada	9.1%	% on-trip miles completed in ZEVs
ZEV uptake[1]	Europe[2]	15.4%	% on-trip miles completed in ZEVs

Note 1: Zero emission vehicle (ZEV) types include electric and hydrogen fuel cell vehicles.

Note 2: The Europe region includes the following countries: Germany, United Kingdom, France, Spain, Belgium, Netherlands, Portugal, Switzerland, Poland, Italy, Sweden, Romania, Austria, Greece, Czech Republic, Hungary, Malta, Ireland, Slovakia, Turkey, Finland, Norway.

Table 4. Summary of Uber Environmental Performance Indicators for CY 2024

GHG Intensity (Scope 1)		
Tonnes CO2e / $ Million Revenue[1]	Tonnes CO2e / Employee[1]	Tonnes CO2e / Square Meter of Conditioned Floor Space[1]
0.03	0.04	0.002
GHG Intensity (Scope 2 Location-Based)		
Tonnes CO2e / $ Million Revenue[1]	Tonnes CO2e / Employee[1]	Tonnes CO2e / Square Meter of Conditioned Floor Space[1]
2.99	4.24	0.18
GHG Intensity (Scope 1 + 2 Location-Based)		
Tonnes CO2e / $ Million Revenue[1]	Tonnes CO2e / Employee[1]	Tonnes CO2e /Square Meter of Conditioned Floor Space[2]
3.02	4.28	0.18
Supplied Water Intensity		
Cubic Meters / $ Million Revenue[1]	Cubic Meters / Employee[1]	Cubic Meters /Square Meter of Conditioned Floor Space[2]
7.04	9.98	0.42
Total Water Intensity		
Cubic Meters / $ Million Revenue[1]	Cubic Meters / Employee[1]	Cubic Meters /Square Meter of Conditioned Floor Space[2]
7.04	9.98	0.42

GHG Intensity (Scope 3 Category 11 Use of Sold Products, Rides)	
Tonnes CO2 / passenger miles travelled in United States and Canada[3, 4]	Tonnes CO2 / passenger miles travelled in Europe[3, 4, 5]
340	197

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, 2024.

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 CO_2 = metric tons carbon dioxide and does not include other GHGs.

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

Table 5. Summary of Uber's Water Use in Water Stressed Regions CY2024

Parameter	Extremely High	High	Medium-High	Low-Medium	Low
Percentage of water in water stress region[1]	11.97%	8.25%	65.15%	11.63%	2.83%
Note 1: Value calculated based on country level water stress region ranking from WRI Aqueduct Water Risk Atlas classification.					

Categories of other metrics categories reported for Uber that were subject to verification in this effort included:

- Data Privacy and Cybersecurity (9 metrics)
- Driver & Courier Well-being (1 metric)
- Human Capital (29 metrics)

The metric values are summarized in the following tables.

Table 6. Material Cybersecurity Breaches CY2024

Category	Total
Number of material cybersecurity breaches[1]	0
Note 1: Materiality as determined by U.S. securities laws.	

Table 7. Liabilities and Fines Related to Data Privacy CY2024

Category	Total
Adjudicated decisions in private actions	$0
Regulatory enforcement actions[1]	$0
Total	$0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive regulations[2]	$0
Note 1: The Dutch data protection authority, Autoriteit Persoonsgegevens, fined Uber B.V. €290,000,000 relating to the transfer of drivers' personal information from the EU to the United States. The fine is stayed while Uber appeals the decision. Note 2: Amount includes all judgments, fines, and penalties paid as a result of antitrust-related legal proceedings.	

Table 8. Data Privacy Organizational Resources and User Controls and Requests CY2024

Category	Total
Organizational	
Number of employees dedicated to Privacy and Security	330
Number of external assessments of Privacy and Security programs[1]	9
User controls and requests	
Number of user data downloads through Download Your Data feature[2]	217,753
Number of privacy features available to riders, drivers and Uber Eats users	51
Note 1: Assessments performed by independent third parties. Note 2: Number represents user data downloads requested and completed in 2024.	

Table 9. Driver and Courier Satisfaction CY2024

Category	Overall
Drivers and couriers satisfied[1]	71%
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.	

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Table 10. Total Employee Count (Global) CY2024

Category	Total
Total employee count	31,100

Table 11. Workforce Demographics (Global) CY2024

Gender[1]	Overall[2]	Tech[3]	Non-tech[3]	Operations[4]	General and administrative[5]	Support[6]
Male	57.0%	76.1%	48.4%	53.2%	42.9%	46.8%
Female	43.0%	23.9%	51.6%	46.8%	57.1%	53.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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. All other positions are considered non-tech.
Note 4: Employees are categorized as operations if their roles contribute to the core business functions.
Note 5: Employees are categorized as general and administrative if their roles contribute to corporate functions.
Note 6: Support workforce (typically referred to as customer service employees in industry terms) consists of Community Specialists at our Centers of Excellence and Greenlight Hubs.

Table 12. Workplace Safety (U.S.) CY2024

Workplace Safety	Quantity
Total Recordable Incident Rate (TRIR) (Direct Employees)[1]	0.09
Fatalities (Direct Employees)	0
Total Recordable Incident Rate (TRIR) (Contract Employees)[1]	0.04
Fatalities (Contract Employees)	0

Note 1: TRIR refers to the number of recordable incidents per 100 full-time employees 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.

Table 13. Employee Engagement (Global) CY2024

Pulse Survey Results[1,2]	% of total respondents
Total Number of Full-time Employees (FTEs) Surveyed	100%
Employees Who Returned Survey	80%
Employees Who are "Actively Engaged" [3]	74%
Employees Who Perceive Uber's Mission Favourably	85%
Employees Who are Proud to Work for Uber	87%
Employees Who feel treated fairly at Uber regardless of their personal background	85%

Note 1: The 2024 Pulse Survey, conducted in September 2024, 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: Calculation represents the number of employees who responded 5 or 6 on a 6-point scale where 1 = Strongly Disagree and 6 = Strongly Agree.
Note 3: Score is a composite of 4 questions relating to engagement.

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 & 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 2024 and Q1 2025; and
- verifying data privacy & cybersecurity, driver and courier well-being, and human capital records at an aggregated level for the calendar year 2024.

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: 8/26/2025

Anneliese Schmidt

Ali Schmidt
LRQA Lead Verifier
On behalf of LRQA, Inc.
LRQA reference: UQA00001564 / 7306310

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