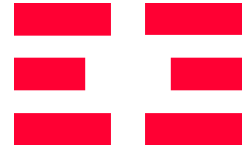




Uber Technologies

Subsidiaries: Drizly, Postmates
Locations: California (HQ)
Industries: Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

Uber is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Uber embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Uber received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Uber has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Uber's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not publish charitable giving guidelines.

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Uber's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Uber's CEO Dara Khosrowshahi signed Catalyst's Champions for Change pledge, indicating its support of DEI in its leadership composition through the establishment of gender and racial targets (3)(4). The company is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions (5)(6). However, Uber does not provide viewpoint protections for its employees (7).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Uber's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Uber signed an open letter in support of the Equality Act, a controversial bill and signed legislation that supports transgender participation in youth sports (3)(4). The company also stated that it will pay legal fees for drivers fined under the Texas abortion law for transporting women to abortion clinics (5)(6). In Uber's 2021 People and Culture Report, Uber promotes progressive transgender ideology (7). Uber opposed the 2016 North Carolina bathroom bill (8). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (9). Uber's CEO Dara Khosrowshahi signed the CEOs For Gun Safety (10). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (11). Uber opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (12). The company's CEO, Dara Khosrowshahi, denounced various states' legislative efforts to protect election integrity and security (13). In the wake of backlash against DEI, Uber stopped mentioning "anti-racism" in its annual 10-K filing. The company said its annual report still describes its goal to fight racism (14).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Uber provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Uber's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5). Uber stated it covers, "a range of reproductive health benefits, including pregnancy termination" (6). The company is a Titanium sponsor of Out and Equal and its subsidiary Drizly is a corporate partner of the NGLCC (7)(8). Uber pledged \$1 million to the Black Lives Matter movement and related causes (9)(10). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (11)(12).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Uber's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Uber does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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