

An aerial photograph of a paved road winding through lush green agricultural fields. The road is flanked by trees with autumn-colored foliage. A semi-transparent black rectangular box is centered over the road, containing the Uber logo and the title of the report in white text.

Uber

Gender Pay Gap Report 2025



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COMPLETE REPORTING

	 ¹ Snapshot pay: median	 ¹ Snapshot pay: mean	 ² Q1 (lowest paid) M/F	 Q2 M/F	 Q3 M/F	 Q4 (highest paid) M/F	 ⁴ Bonus pay: median	 ⁴ Bonus pay: mean	 Proportion of men who received a bonus	 Proportion of women who received a bonus
ULL, UEUL, UBL, and USL Combined	2.3%	-4.1%	97.9% / 2.1%	98.8% / 1.2%	98.6% / 1.4%	98.6% / 1.4%	-49.2%	-1638.4% ³	77.1%	74.0%
Uber London Limited	9.7%	-0.9%	96.7% / 3.3%	98.9% / 1.1%	98.9% / 1.1%	98.8% / 1.2%	11.0%	-1398.8% ³	82.9%	72.7%
Uber Eats UK Limited	5.4%	11.3%	55.0% / 45.0%	45.0% / 55.0%	61.3% / 38.8%	54.4% / 45.6%	9.4%	26.5%	89.1%	94.3%
Uber Britannia Limited	-0.7%	0.1%	98.7% / 1.3%	99.1% / 0.9%	98.9% / 1.1%	98.8% / 1.2%	-4.4%	-39.5%	71.5%	68.7%
Uber Scot Limited	6.8%	7.5%	95.0% / 5.0%	97.3% / 2.7%	97.2% / 2.8%	99.0% / 1.0%	58.2%	39.8%	91.7%	89.3%
Uber London Limited (Employees only)	4.2%	9.6%	60.4% / 39.6%	48.1% / 51.9%	57.7% / 42.3%	58.5% / 41.5%	-21.1%	-2.9%	78.0%	64.6%
Uber London Limited (Drivers only)	11.1%	11.4%	96.9% / 3.1%	98.9% / 1.1%	99.0% / 1.0%	99.3% / 0.7%	41.5%	19.6%	82.9%	73.8%

¹ The gender pay gap represents the % difference between males and females. A positive value indicates males earn more on average (mean) or at the midpoint (median), while a negative value means females earn more.

² Q1-Q4 represents the percentage of males and females in 4 equally-sized groups, ranked from lowest to highest hourly pay

³ Figures are due to the ratio of male and female Employees/Drivers. The number of male Drivers substantially outweighs the number of female Drivers and this year, this has impacted the average bonus pay.

⁴ Bonus calculations include driver promotion and incentive payments, as defined further [here](#).

EQUALITY PLAN

We have a number of global initiatives to improve equality for all throughout the employee lifecycle. We hold ourselves accountable for creating fair employment opportunities for women globally, and regularly monitor and track progress across the employee lifecycle. The below provides a snapshot of some of the initiatives to support in 2026.

Pay Equity Analysis

Uber operates a pay review process grounded in pay equity. We are committed to examining and updating our people processes so that pay and compensation decisions are made without bias and with the goal of equity across our workforce. We will continue to focus on maintaining and providing transparency on this important measure going forward.

Community Building

To maintain a focus on the retention of women, we continue to support our Employee Resource Groups (ERGs). Not only a place for colleagues to bring business challenges for advice and support, they remain active in hosting events throughout the year and are critical to foster belonging and build networks within the business.

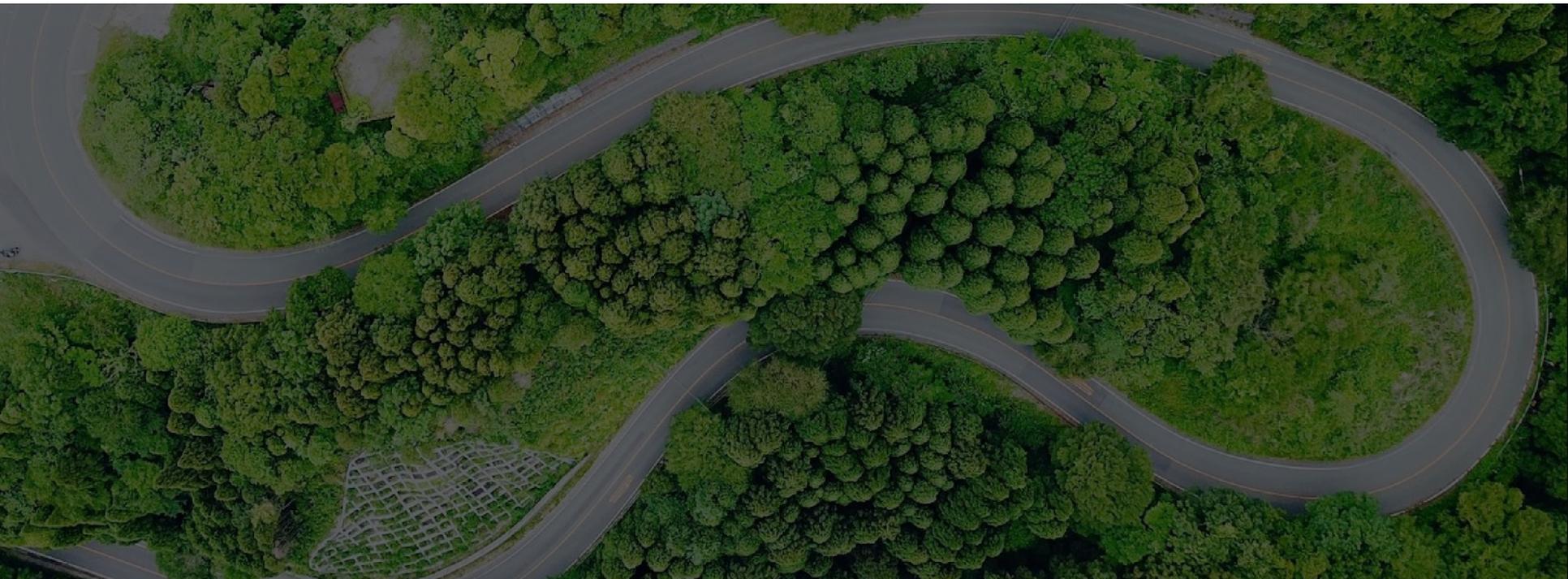
Inclusive Leadership

So that there are equal opportunities for individuals to join and advance their careers at Uber, we will be continuing our focus on Inclusive Leadership. In 2025, we defined and measured Inclusive Leadership behaviours. This year we will provide consistent skill building for managers and drive continued impact on employee experience and retention.

Menopause Support

We understand that the menopause is a highly personal experience, with a wide variety of symptoms and challenges that can impact daily life. All employees have access to Cleo which provides one-on-one support and personalised care for individual's unique needs so that they have the most effective support, when they need it.

Making Uber the most accessible platform for women earners globally. Being on the road with the Uber app means flexible working, plus the support you need. We have numerous opportunities that enable women to drive with the Uber app, and feel secure with our safety features. Find out more about our [Women's Drivers Programme](#).



Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5 April 2025.

Andrew Brem
Director

A handwritten signature in black ink, appearing to read 'Andrew Brem', written over a light grey grid background.

On behalf of:
Uber London Limited, Uber Britannia Limited, Uber Scot Limited

Matthew Price
Director

A handwritten signature in black ink, appearing to read 'Matthew Price', written over a light grey grid background.

On behalf of:
Uber Eats UK Limited