

NEW YORK STATE COMMON RETIREMENT FUND

RESOLVED: Shareholders of Uber Technologies, Inc., (Uber) request that the Board of Directors prepare and publicly disclose a transparency report that summarizes the Board's role in oversight of sexual harassment, assault and violence prevention and safety standards including the implementation of the "Uber Community Guidelines" (Guidelines). This report shall be prepared at a reasonable cost and omit information that is proprietary, privileged, or violative of contractual obligations.

At the board's discretion, the report can also summarize the extent and frequency to which the board receives management reports regarding safety issues, screening procedures for new drivers, the number of reports of sexual harassment and assault, and the number of lawsuits filed.

Supporting Statement:

Uber is confronting one of the largest waves of sexual misconduct and assault litigation in U.S. history. As of October 2025, there were thousands of cases filed in state and federal courts alleging that the Company failed to implement safety measures relating to sexual misconduct.

An August 6, 2025 *New York Times* article titled "Uber's Festering Sexual Assault Problem" reported that, according to Court documents, "Uber received a report of sexual assault or sexual misconduct in the United States almost every eight minutes on average between 2017 and 2022 ... a level far more pervasive than what the company has disclosed." This reflects a total of 400,181 reports. It was also reported in October 2025 that the Attorney General of New Jersey is investigating the Company's representations concerning the safety of its service to both passengers and drivers.

On September 24, 2025, the House Subcommittee on Cybersecurity, Information Technology, and Government Innovation opened an investigation into how Uber handles incidents of sexual assault and sexual misconduct. The Subcommittee expressed concerns in a letter "that underreporting or delayed disclosure of such incidents could hinder ... the public from fully understanding the scope of the problem and making informed decisions." If such a disclosure is of import to the public, it would certainly be useful to investors as well so they too could make "informed decisions."

In discussing risks currently facing the Company, Uber's 2024 10-K filing discloses that: "There have been numerous incidents and allegations worldwide of Drivers, or individuals impersonating Drivers, sexually assaulting, abusing, kidnapping and/or fatally injuring consumers..."

The Company recently stated, "There is no 'tolerable' level of sexual assault." Investors request a transparency report summarizing the Board's oversight of sexual harassment, assault and violence prevention including the implementation of the Guidelines. Investors are seeking this report about how the Company plans to create value for shareholders through the responsible and accountable use of its platforms in a way that minimizes reputational, legal, financial and regulatory risks.